

HOUSING AUTHORITY OF THE TOWN OF PLYMOUTH

30 Ronald Rd. - Gosinski Park – Community Room, Terryville, CT. 06786

9/10/2018 Minutes; 5:35 PM. – Special Meeting

The Agenda was distributed. The Meeting was called to order by V Klimas, Chairperson at approximately 5:35 pm. Roll Call: V Klimas, LNHA, Chairperson; H Sturgeon, Vice Chairperson and Chairperson of the Physical Plant Committee, and Heidi Caron, RN, Chairperson Resident and Human Relations Committee were present; Cathy Mackiewicz, and Beth Reese, Resident Elected member.

Others non-voting individuals attending were Janett Olivieri, Executive Director – Property Manager and Mike LeBlond, Supervisor Maintenance; and Duncan Forsyth, Esq. was available for expert legal advice by phone. And there were four residents attending.

The Pledge of Allegiance was recited by all and V Klimas, recited the invocation of God Bless America, and everyone in the Town of Plymouth and Gosinski Park.

Public Comment for just the Special Meeting Agenda. Crystal Doyle stated she was "appalled and insulted" by the Board members on the Executive Committee for their vote on her sexual harassment complaint against M LeBlond.

Regarding Agenda item #3, "Personnel Item" V Klimas asked M LeBlond if he wanted the personnel item to be discussed in the public or private? M LeBlond responded he wanted the discussion in "private." V Klimas, LNHA, made a Motion and H Caron, RN seconded the motion to go into Executive Session on this "Personnel item;" and all voted in favor on the motion and the Board and the Executive Director retired to the Business Office. Duncan Forsyth, Esq., the Authority's attorney provided expert legal advice e by phone. And Janett Olivieri was invited as an Administrative expert too. V Klimas distributed in the close Executive session:

- An 8.9.2018 Executive Committee approved Personnel Investigative Report on an Allegation of Sexual Harassment by Crystal Doyle against Mike LeBlond, Supervisor of Maintenance compiled by Vinnie Klimas, LNHA, MS, Chairperson on the matter. In summary of the 18 page the Report: determined a single 3 minute isolated crudely worded verbal exchange did occur; concluded there was no compelling evidence that any harassment occurred; and, the employee's inquiry was not within the scope of their job description; and recommended to implement various personnel corrective actions for the employee's unauthorized discussions about non-workplace matters.
- "Questions and Answers for Small Employers on Employer Liability for Harassment by Supervisors," April 1, 2010, USEEO Commission.

- Copies of an USPO certified mailed April 13, 2018 letter from V Klimas, Chairperson to Crystal Doyle summarizing the outcome of the 9.9.2018 Executive Committee's decision on the matter at hand;
- A copy of the 8.9.2018 Minutes of the Executive Committee – Special Meeting.
- Copies on an August 31, 2018 (Rec. 9.4.2018) letter from Crystal Doyle FOI type of letter requesting copies of all reports to make their decision on her complaint.

After an estimated 45 minute thorough discussion in Executive Session, the Board reassembled in the Community room. H Caron made a Motion with B Reese seconded to the Motion to come out of Executive Session and all voted in favor of the motion. H Sturgeon made a Motion and H Caron seconded the Motion and all voted unanimously to "accept and approve the 18 page Investigative Report made by V Klimas, Chairperson regarding the complaint."

Additionally, V Klimas made a Motion and H Sturgeon seconded the Motion to "submit a copy of the Report(s) to Crystal Doyle as soon as the Authority's Attorney reviews the documents for any matter that might need to be redacted for legal reasons, which is estimated to take approximately 7 days;" and all voted in favor of the motion.

Regarding Agenda item #5, H Sturgeon made a Motion and H Caron seconded the Motion to "take the tabled Motion to accept the 8.20.2018 Executive Committee Minutes 'off the table' so those minutes could be voted upon," and all voted in favor of the Motion. Then, H Sturgeon moved and K Mackiewicz, seconded the Motion to "accept the 8.9.2018 Executive Committee Minutes as distributed" and all voted in favor of the motion.

V Klimas made one parliamentary comment on the tabling of the materials at the past meeting that he discussed with the Town Clerk that when there are two abstentions and two in favor of a motion then it passes; conversely, when there are two abstentions and two negative votes the vote is lost (or fails).

H Sturgeon moved to adjourn the meeting, H Caron seconded the motion, and all voted in favor to adjourn the meeting the meeting at approximately 6:30pm.

Respectfully,

 Vinnie Klimas, Chairperson

9/12/2018