

**AMENDED MINUTES OF THE SPECIAL MEETING OF THE BOARD OF COMMISSIONERS
OF THE FARGO PARK DISTRICT OF JULY 2, 2019**

The special meeting of the Board of Commissioners of the Park District of the City of Fargo was held on Tuesday, July 2, 2019, at 4:00 p.m. at the Fargo Park District office at 701 Main Avenue, Fargo, North Dakota. Present at the meeting were Commissioners Jerry Rostad, Rusty Papachek, Stacey Griggs, Vicki Dawson, and Joe Deutsch. Also present were attorney Greg Selbo and Clerk Jeff Gunkelman. Mr. Jeff Schatz, a friend/advisor to Mr. Joel Vettel, was in the audience.

The original purpose of the meeting was to address the staff surveys related to Mr. Vettel's job performance. Prior to the meeting Mr. Vettel tendered his resignation, requesting a separation package. The Commissioners discussed the general content of the staff surveys. Some Commissioners noted that Mr. Vettel gave his best efforts to perform the duties of the executive director and that it was unfortunate that he was not a good fit for the position. However, in light of Mr. Vettel's tendered resignation, the Commissioners decided that time would be best spent figuring out how to move forward.

Attorney Greg Selbo presented to the Board on the matter of Mr. Vettel's requested separation package. An initial draft of a Separation Agreement and General Release was presented for purposes of showing what might be included in such an agreement. The same was currently being reviewed by legal counsel for Mr. Vettel. The Commissioners discussed Mr. Vettel's current employment contract and how that impacted Mr. Vettel's requested separation package.

Commissioner Dawson asked whether it was appropriate to provide a separation package that went outside of the scope of Mr. Vettel's employment agreement. The Commissioners discussed that the circumstances under which Mr. Vettel resigned and did not feel it fell under the terms of his current employment agreement. The Commissioners noted that the closest applicable term in Mr. Vettel's employment agreement to the circumstances at hand was the Board terminating Mr. Vettel's employment without cause which called for him to receive a salary for a period of six months. It was noted that Mr. Vettel's separation package request included terms indicating that he would be compensated through December 31, 2019, to include salary, health insurance, retirement benefits, life insurance and long-term disability coverage. Attorney Greg Selbo noted that he did not believe that Mr. Vettel would be eligible to receive life insurance or long-term disability coverage if he was no longer an employee of the Park District. Health insurance would be provided through COBRA.

When invited, Mr. Schatz made comments to the Commissioners in support of Mr. Vettel.

After discussion, Commissioner Vicki Dawson moved to accept the resignation of executive director Joel Vettel and to approve a separation package to include salary through December 31, 2019, medical insurance coverage through December 31, 2019, but not to provide for the Park Board contributing to his retirement fund and not including coverage for life and disability insurance through December 31, 2019. There being no second, the motion died.


Commissioner Jerry Rostad moved and Commissioner Joe Deutsch seconded a motion to accept the resignation of executive director Joel Vettel effective at the end of the business day on July 2, 2019, and to approve a separation package to include salary, medical and retirement benefits through December 31, 2019. Upon call of the roll, the motion passed unanimously. A Separation Agreement and General Release will be completed, contingent upon final approval from legal counsel for both the Park District and Joel Vettel.

Approve the Appointment of Dave Leker as Interim Executive Director

In light of the resignation of Mr. Vettel, the Commissioners discussed the matter of filling the Executive Director position on an interim basis. The Commissioners discussed that it would be prudent to allow all directors and employees to get through the busy season for the Park District with as little disruption to the normal course of business, therefore an internal candidate made the most sense to serve as interim executive director. The Commissioners discussed appointing current Deputy Executive Director Dave Leker as Interim Executive Director as his current position made him the most logical internal candidate. The Commissioners discussed providing Dave Leker with a modest pay increase given the increased job responsibilities associated with the interim executive director position. The Commissioners discussed that later they would need to flesh out the details of the hiring process for the permanent executive director position.

Commissioner Jerry Rostad moved and Commissioner Stacey Griggs seconded a motion to appoint Dave Leker as interim Executive Director of the Fargo Park District, effective immediately for a term to expire on or before October 31, 2019 without further action of the Board, with a pay increase of \$1,000.00 per month to Dave Leker's current base pay. Upon call of the roll, the motion passed unanimously.

At the conclusion of the above agenda items, a motion to adjourn was made and seconded, and upon unanimous consent the meeting adjourned at approximately 5:30 p.m.



Jeffrey B. Gunkelman