Devils Lake Park Board

MINUTES

Special Board Meeting

July 27, 2023

Present at this Special Board Meeting were Commissioners Kale Stromme, Mark Beighley and President Beck. Also present was Superintendent Josh Janzen & Office Manager Heather Brandvold.

Comm Beck called the Meeting to order at 12:00 pm on Thursday, July27, 2023 at the Burdick Arena.

1. Fishing Pond Parking Lot

Josh told the Board that he received a quote from Gowan to do the parking lot at the Fishing Pond. The quote was $9,949.30. Comm Beck said the quote was from July 20 and they had already stripped the top soil. Josh told Jamie they did that for free. Discussion was held. Comm Stromme made a motion to table this until we get a couple more proposals, seconded by Comm Beighley. All aye, motion carried.

1. Superintendent of Parks & Recreation Review

Comm Beck stated that the 3-month extension on Josh’s probation is up and a decision needs to be made. Comm Stromme told Josh that he feels like there is still a disconnect between the Board and the Superintendent. The communication improved for a couple of weeks after the last review but then went back to the way it was before. Comm Stromme felt like Josh did not have a good enough understanding on how the budget process works and the importance of applying for grants in a timely manner. Comm Stromme stated that grants are vital to operation of the Park District. Comm Beighley asked do we feel things have changed since the last review. Comm Beighley stated at times I feel things have changed and at times I feel they haven’t. Comm Beighley has concerns regarding the operations out at the golf course and direction things are going and why an employee is allowed to work from home. Comm Beck feels there is not enough communications with Board members and that organizational skills are not where they need to be for the Superintendent position. Comm Beck stated that we had talked about applying for the renovation grant for the pool and he found out that it wasn’t started until the day before the deadline so it got changed from the pool to the baseball field because there wasn’t enough time to gather the information needed to apply for the grant for the pool. Josh told the Board that as far as the communication goes, he is not sure what the Board wants from him at times. Comm Stromme told Josh that over communication is better than lack of communication. Comm Beighley told Josh that he does not like when his friends pull him aside to tell him that Josh has done something wrong. Comm Beck told the Board that he sees that there are 3 options: 1) extend probation another 3 months 2) termination or 3) offer Josh an alternate position with the Park District. Comm Beck told Josh that he felt he has improved but minimally and the knowledge a person needs to have for this position is not there and Comm Beck is not sure he is ready for this position. Comm Beck told Josh that he would like to see him as the Dockside Manager and the district hire someone to be the Superintendent to mentor Josh so he would eventually be ready for the Superintendent position. Josh stated that he is not learning as fast as he had hoped but would hope for another 3 months’ probation and more direction on how to improve. Comm Beck asked Josh what his thoughts are on the Dockside Manager position. Josh told Comm Beck he would have to think about it. Comm Beck told Josh that he would like to see him stay with the district and would like to provide someone to mentor him so eventually he would be ready for the Superintendent position. Heather mentioned that he should be informed of pay and benefits for the Dockside position so he can consider it when he makes his decision. Comm Beck stated that he thinks that the salary for that position would be $55,000 with full benefits. Comm Beck told the Board that he has visited with Terry to see if he would consider the Superintendent position again and Terry is not interested in working full-time but would do it interim. Comm Stromme made motion to table this until next Thursday, seconded by Comm Beighley. Discussion was held. Comm Stromme rescinded his previous motion. Comm Stromme made a motion to offer Josh the Dockside Manager position and with the opportunity to advance in the future and a decision needs to be made by Josh by next Thursday, August 3rd as to whether he will accept the position or not, seconded by Comm Beighley. All aye, motion carried.

Comm Stromme made a motion to adjourn, seconded by Comm Beighley. President Beck adjourned the meeting at 12:39 pm on Thursday, July 27, 2023.

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Commissioner Recording Secretary