



BERWYN PUBLIC HEALTH DISTRICT  
TOWNSHIP OF BERWYN  
SPECIAL JOINT MEETING MINUTES of JUNE 20, 2018  
CLOSED SESSION – Released May 13, 2019



1. Trustee Bossany made the motion, seconded by Espinoza, to go into closed session for the purpose of discussing personnel matters that had arisen during the scheduled Special Joint meeting. The motion passed by a unanimous voice vote.
2. The board members entered the closed session at 7:45. p.m. and Supervisor Pechous called the Closed Session to Order
3. On the Call of the Roll, Pechous, Espinoza, Hayes, Bossany, Johnston, Avila and Paul answered present. Also in the room was Health District and Township Attorney Lawrence Zdarsky.
4. President Pechous began the discussion of personnel issues she is experiencing with employees for the Health District and Township. The joint board discussed the Supervisor's / President's authority to deal with discipline and personnel matters. It was the unanimous opinion of the Township Board as well as the Health District Board members that Pechous, in her capacity Health District President and Township Supervisor, has the day-to-day management authority over the staffing, hiring and firing of employees. Pechous has management authority of office standards of the physical space itself. (Note: The janitor entered the Closed Session to obtain some tools in an adjacent room. Discussion was suspended until he left.)
5. The joint members discussed the surprising issues that the employees raised by their "anonymous" note whereby a majority of employees had signed a statement that they would not work on Sunday's for the Farmers Market season, resulting in the lack of staffing for the jointly authorized weekly scheduled event. The note had been stuck into Trustee Espinoza's car window. Trustee Espinoza stated that he had received a text message asking him to present the note at the Joint meeting. (The "note" was made a part of the Joint meeting Minutes and due to its being a focus of this meeting, now made a part of the Closed Session Minutes.)
6. Members asked Pechous about the apparent employee issues raised in the note as well as other personnel issues effecting Township and Health District operations that Pechous is currently dealing with. Questions and discussion ensued.
7. Members discussed the content of the current employee handbook, personnel needs and employee scheduling. Discussion ensued based upon the statements made within the anonymous note signed by a majority of the Health District staff and the implications on future scheduling and staffing.
8. Members discussed future modification of the personnel manual.
9. Trustee Espinoza made the motion, seconded by Bossany, to end the closed session and return to the open Joint meeting at 8:58 p.m. The motion carried on a voice vote. The doors to the conference room were opened.
10. The closed session was adjourned at 8:58 p.m.

Respectfully submitted,

Margaret Paul,  
Berwyn Township Clerk, Health District Secretary