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Personal and Confidential

June 8, 2020

Bob Magee
764 Mountain View Road
Duxbury, VT 05676

Dear Bob:

Bob, thank you for attending the meeting on Friday, June 6, 2020, which was your opportunity to present any documents, testimony or other evidence or arguments for me to consider before I made my decision. Present at that meeting, in addition to you and me, was Administrative Director Amy Jewell, your supervisor Director of Operations Josh Tyler, and I also understand that your daughter-in-law may have been in attendance.

You presented no additional evidence either prior to our meeting or at our meeting in your own defense. At our meeting you acknowledged that your actions relating to directing the employees you supervise and your use of the bucket loader as a work platform were wrong and you acknowledged your mistake. I considered this information in addition to the information you were provided by CSWD in advance of the meeting (See Attachment 1, Letter dated May 29, 2020 and attachments thereto). Based on this, I am issuing my final written decision.

I have reviewed the District's Personnel Rules and Guidelines and CSWD's Safety and Health Plan, your record of past discipline, and the information presented by CSWD (See Attachment 1), and I have determined that you knowingly and intentionally violated a safety rule on April 30, 2020 endangering not only yourself but also an employee for whom you have supervisory responsibility. Your conduct on April 30, 2020 where you were fully aware that it was wrong causes me to lose all confidence in your judgement and all trust in you as a supervisor. In addition, this was your second Level 2 Offense and you were given a Final Written Warning on December 20, 2018 in which you were told that a future incident would result in the termination of your employment. Accordingly, I am terminating your employment as Maintenance Supervisor for the Chittenden Solid Waste District with the CSWD effective today.

In accordance with the Rules, Sec. 5.1-6, Procedural Protections (see Attachment 1), you have the right to appeal my decision to discharge you from your employment. If you do decide to appeal, you must file the appeal with the Board of Commissioners. The appeal is to be filed in writing and delivered to me, as the Executive Director, within seven (7) business days of the date of this decision, June 8, 2020.

Therefore, if you appeal my decision, I must receive your written appeal no later than Thursday, June 18, 2020. Failure to adhere to the timelines will result in your appeal being declared null and void. Bob, I do appreciate that you were very upfront about your conduct and your rationale and that you acknowledged your mistake during our meeting on Friday. Amy Jewell will be contacting you about an exit interview, benefit information, the manner in which to return CSWD property, and a deadline to remove personal property from CSWD's Maintenance Facility.

Sincerely,



Sarah Reeves,
Executive Director, CSWD

Enclosures: Attachment 1

C: Personnel File