

Amy Jewell

From: Sarah Reeves
Sent: Wednesday, June 17, 2020 4:17 PM
To: rmagee@myfairpoint.net
Cc: Amy Jewell
Subject: RE: Appeal to Commissioners information, revised
Attachments: Personnel Policy 6.26.19- FINAL.pdf

Importance: High

**Bob-Please disregard the earlier email at 3:18 and see corrections and clarifications.

Correction: I forgot that July 3 is considered a holiday for Admin office, so that day is not a "business day". This puts the meeting deadline at July 9, 2020.

Clarification: When the Board or a committee thereof hears an appeal, they are in effect acting as a jury. As with any jury, they should not be provided information ahead of time so as to not have pre-knowledge which could affect their judgement of the facts being presented. This means that it would be inappropriate for you to provide Commissioners with information just as it would be inappropriate for me to provide them with information. They will hear everything at the same time. They then have 10 business days to issue their decision, which will be considered final.

Sarah

Bob,

I have received your written notice of appeal directed to me as the Executive Director within the time frame designated to file an appeal. Under the District's Procedures, your written notice is to be directed to me and that is sufficient to preserve your right of appeal.

There is no need to contact the Commissioners individually and in fact, it would be inappropriate for you to directly provide Commissioners with information about your appeal. Your opportunity to present evidence and make arguments, either to the full Board or a Committee thereof, as provided for by our Procedures, will be at the meeting held to address your appeal. As soon as a date for the meeting has been determined, you will be informed. Per our procedures, it will be set within 15 business days or no later than July 9, 2020. As soon as we have a date for the appeal hearing I will contact you with the date, time and place of the appeal.

For your convenience, I am attaching a copy of the District's Personnel Rules and Regulations, Part V, Disciplinary and Grievance Procedures. In particular, please review pages 29 and 30 which, in part outline procedures for an appeal such as yours. Please note that if you wish to be represented by an attorney, you are welcome to do so at your own expense. We ask, however, you that you inform us at least 48 hours in advance of the appeal hearing if you will be represented at your appeal.

Sarah

Sarah
Sarah Reeves
Executive Director
(802) 872-8100 x209

Chittenden Solid Waste District

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-----Original Message-----

From: rmagee@myfairpoint.net <rmagee@myfairpoint.net>
Sent: Wednesday, June 17, 2020 10:13 AM
To: Sarah Reeves <sreeves@cswd.net>
Subject: Fwd: Appeal to Commissioners

See corrections. Todays date 6/17/2020. Also send documents to Commissioners.

----- Original Message -----

Subject: Appeal to Commissioners
Date: Wed, 17 Jun 2020 09:54:05 -0400
From: rmagee@myfairpoint.net
To: sreeves@cswd.net
Cc: mpearson1819@gmail.com

See attachment on Appeal to Commissioners. I request emails to sent documents to Commissioners. I also want a email sent back to confirm this at 9:53 am on 6/7/2020.