

Enclosure 5

To: Sarah Reeves
From: Bob Magee
Date: 5/11/20
Re: Response of letter dated 5/7/20

Dear Sarah:

I would like to respond to the letter dated May 7, 2020. To start with this response, there was a meeting the week prior at the Essex drop-off center project. People present were Amy, Lee, Josh, Ryan, Todd and me at this meeting. There was discussion on what we as maintenance needed to do. Josh gave our list of projects to have a due date for May 8. There was one item that was brought up was to the signs above the recycling compactor that was not up to us nor was it a priority to have done. I volunteered to be part of our list. Josh did ask how we were going to take signs down. I told him in the group we find a way. He did suggest a portable lift and I replied I would look at other options.

From there, maintenance staff proceeded with the list throughout the week. With the weather not working for us, we had to put a hold on the painting and line striping. From there, we went to dealing with the signs.

Before we started on the signs, we had proceeded to have a "Job Hazard Assessment" meeting. We looked at options. Shane suggested laying planks on top on the plywood above the compactor. The result of this, that we felt the plywood was not rigid enough to hold a person. Ryan suggested to go up the backside of the compactor and hang over-the-top of the framework of the signs. Again, this would be a dangerous option. We did talk about the option of renting a lift. However, due to the accessibility of getting it that day and the cost for something we were not going to use for less than 10 minutes to take signs down was not cost effective. My option was to use the "mini loader" to the height of 42 inches, rest the bucket on the steel frame of the compactor and proceed to take the signs down.

Then we discussed, who was going to run the "mini loader", who was going to hold the screw gun and take signs and who was going to be in the bucket. I told Shane to operate the loader, and Ryan at holding the screw gun and ready to take signs and I was going to take the signs down from the bucket. I want to note, my staff are highly professional and qualified in loader operation and in the safety of anyone around the loader they operate. And lastly, I will not jeopardize any of my staff of being hurt nor they would me. We then discussed where Ryan was going to be to retrieve the signs and I was going to use hand signals to direct Shane. From there, we proceeded to take the signs down which took less than 10 minutes.

Summary:

I did get an opinion about the situation into using a bucket compared to a platform attachment on a loader. The opinion was a platform attachment should have been used instead of a bucket. CSWD does not have a platform attachment.

I do however have a question and a request. First is the matter of on or about April 30, 2020. I am a little confused on this. However, it obviously was reviewed on the camera. The reason why ask is the individual from your office asked me if the signs were taken down. I told them they were and proceed on with my day. This question was asked of me a few days before May 8th when Josh met with me. So, my question is if it was the camera, why wasn't there a date/time stamp on the video? At my previous job here at CESU District, our high school maintenance and bus fleet all had stamp/ time dated videos. So, my request is clarity of the accusation. Again, not denying what I did. For the investigator, a reenactment of how it was done and how we did it to be safe.

In conclusion as a Christian, I don't lie. I was in the bucket of the "mini loader", I have not talked to anyone as to staff and I have not been anywhere around my work since May 8th. What I do realize now is that whenever I try to do to save CSWD money to my best ability in the resources I have readily available, I get in trouble. The devotion I give to the district is not appreciated. Even my staff. I wil be looking forward to move on from this. Thank you

Bob Magee

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