

Art Donnelly ([00:00](#)):

Doing background checks for these two guys.

Julie Doran-Lee ([00:03](#)):

This is the recording starting. So I think having a DMB check would be pertinent because if they're going to be driving, even if it's not our vehicle, we hope to eventually sometime be able to have a vehicle. But even if it's not our vehicle and we're expecting our insurance to cover them, if they have an accident and we want our insurance to cover them and they go, oh well this guy didn't even have, he's driving on a suspended license, we're not covering that. Why didn't you check, make sure he had a good license, then that could be an issue. The

Vanessa West ([00:35](#)):

DMV check was only like five or 10 bucks. I think the DMV check would be helpful for special districts. And I also think this background check, which also includes their finances and the areas that they've lived. So we can see as they've jumped around, it's actually, I felt really bad because this person that applied for a \$300 a month job got this without even being asked, got checked on and I got to see his records since he was 18, up to 25 was awful. And then he's been great the last 15 years and I think we should have them sign to agree to us doing it because I felt that was intrusion, especially for a \$300 an hour. We weren't even hiring and we were going to hire him and he had to do his own 10 99. So I think it might've been illegal, but I do want them to sign something. So I do think the DMV check and then this check that's like 40 or 50 bucks for the place the RV park uses, I think is sufficient because it shows the criminal record shows, finances, shows, areas they've been, and I think that we can just call a couple of their references too. I

Julie Doran-Lee ([01:33](#)):

Think those are three special district. Even saying that is hard for me because one of Matt's references, I will never speak to that man. Neither will lie. I had a stalking order, tried to have a stalking order placed against him and he's a pedophile. But that can be, I don't care what he has to say. So

Art Donnelly ([01:50](#)):

We're out of executive session now. Correct. So if

Vanessa West ([01:53](#)):

We're in regular and that should not be spoken to during a regular meeting, Julie. So that could be something that one of us can call and check on. We can call and check on these references. So I think those would be three fairly cheap, under 50 bucks a person. I do think we should have them sign a document saying that we can do it. Because like I said, it's more if someone did it for me, which they can do. Not anybody. I just think it's too intrusive. I don't like it without being, if you ask me, go ahead. I'll give you guys one.

Art Donnelly ([02:24](#)):

We're still dealing with what we were dealing with in the executive session, so we do need to do some form of this or we are going to get pushback from pre-loss legal at SDIS. Correct. Period. We know that. So, so

Julie Doran-Lee ([02:41](#)):

Then we can go ahead

Art Donnelly ([02:41](#)):

And minimal three things that we could do that might satisfy them. Then we need to do those three things.

Vanessa West ([02:51](#)):

So that would be the DMV check, the credit background and criminal background check, just the online one that's pretty detailed. And then there's also, the other one was check on references. I think those would cost us about 50, \$60 a person. And I think that really would be three really strong, solid things. I think that we should get a signature from the persons before we do those checks. I think that it needs to be disclosed.

Art Donnelly ([03:20](#)):

Yeah, they should be aware. I think that's fair.

Vanessa West ([03:23](#)):

I would sign one if you guys want it from me, but I would just like to be aware before it gets done myself. But I think those would be good ideas as far for hiring. I mean we need to go through this before we get official hire. Anyone. So I would say in the meantime, I think that we should, how long do we want to wait for hiring? I would say

Julie Doran-Lee ([03:50](#)):

I'd like

Vanessa West ([03:50](#)):

To get it in the newspaper almost. I'm almost thinking two

Julie Doran-Lee ([03:52](#)):

Weeks. I think that we leave it open for an additional two weeks for any other applicants that we close it in two weeks. This is just my recommendation. We close it in two weeks. If we don't get any more applicants, if we get any more applicants after that two weeks, then we'll schedule interviews for those additional applicants. If we do not have any in two weeks, then we need to make our decisions based off of what we've already done.

Vanessa West ([04:19](#)):

I don't want to put it on there that we have to because

Julie Doran-Lee ([04:22](#)):

What was that Dave?

Dave Terrusa ([04:23](#)):

Is that in a form of emotion because the board

Julie Doran-Lee ([04:26](#)):

Action? Not yet. I, I'm putting that out there to see everyone else's feelings on it and then we'll make a motion. Okay.

Vanessa West ([04:36](#)):

I want to make sure that we, yes, we are going to come to this in two weeks, but I do not want to say a hundred percent guaranteed. We're going to come back to it, do interviews and hire in two weeks. Because who knows what mess might happen between now and

Julie Doran-Lee (04:47):

Then. Well, we can change our minds, but I think right now what we need to look at and the timeline that we need to give to our candidates who have just interviewed and are waiting, what do I need to expect?

Vanessa West (04:59):

Well, I expect to, within the two weeks, let's

Julie Doran-Lee (05:01):

Say let's leave it open for two weeks, then I make a motion that we leave the job open for an additional two weeks. Two weeks starting Monday. So let's see. Let's give it, lemme look at a calendar.

Vanessa West (05:17):

Why not just two weeks from today? I don't even start Monday. Be fine.

Julie Doran-Lee (05:21):

Okay.

Vanessa West (05:22):

Two weeks.

Julie Doran-Lee (05:24):

So this is not Okay. So it will be open until, let's give it until the Friday. We'll give it an extra day. So until 5:00 PM on the Friday from two weeks from today. So that would be the 12th. April 12th, it'll be open until April 12th at 5:00 PM

Art Donnelly (05:45):

If that's a motion, I'll second that

Julie Doran-Lee (05:47):

Motion. But then in addition to that, that at the end of the two weeks, if we have not got additional applicants, then we need to schedule a meeting for an executive session to discuss the hiring process for our candidates that we've interviewed. Yeah.

Art Donnelly (06:12):

Well I would be a little bit more pointed, but we need to make a decision.

Vanessa West (06:18):

We don't have to, well we can't make a decision. We can discuss it, what we're going to do to move forward

Art Donnelly (06:22):

Executive meeting, but we can discuss it in the executive meeting, then go into regular meeting,

Julie Doran-Lee ([06:26](#)):

Something else that we need to remember and consider two, because

Art Donnelly ([06:29](#)):

We cannot just leave either of these guys.

Julie Doran-Lee ([06:32](#)):

Agreed.

Art Donnelly ([06:33](#)):

Flow in the wind.

Julie Doran-Lee ([06:34](#)):

Agreed. Something

Vanessa West ([06:34](#)):

Else. I think one he's making it, we need to see how he's going to do in the next two weeks. It might benefit, be a big benefit to him for us to give us two weeks. Yeah. I don't think it'll take two weeks either, but we're actually giving him a really good opportunity.

Julie Doran-Lee ([06:48](#)):

I'm sorry, but at this point, at this point I'll be blatant, I'll be open. I don't care. My tendency would be to offer the lead position to Matt and Dustin can do with the leftovers as he sees fit. And I don't think you'll stick around. I'm not for sure. Even

Vanessa West ([07:12](#)):

I wouldn't be surprised if he's already handwritten a two week notice.

Julie Doran-Lee ([07:17](#)):

He's already tried to, I wouldn't be surprised. Yeah. So like I said, like him the next two weeks isn't going to sway my decision. No,

Vanessa West ([07:27](#)):

Me

Julie Doran-Lee ([07:28](#)):

Neither in any way.

Vanessa West ([07:30](#)):

Me neither. Which means we need another one. Yeah.

Art Donnelly ([07:36](#)):

Hey, so since we're sitting here,

Vanessa West (07:39):

So wait, are we going to approve this or are we going to,

Julie Doran-Lee (07:42):

Should I verbalize that? Jordan will make me reword it. Just that we are going. So let's make it more clear. So I am making a motion that we leave the positions, the job openings for both positions open until April 12th at 5:00 PM That's going to be the deadline. And that after April 12th at 5:00 PM m, we will schedule an executive meeting and board meeting for

Vanessa West (08:16):

Interviews

Julie Doran-Lee (08:17):

For interviews of candidates or to discuss the continuing of the hiring process for our interviewees that we've already interviewed for that immediate week following April 12th. So hopefully by that Monday do we have a board meeting? That might be our way Wait to schedule board meeting. Sorry. We'll schedule an executive meeting for as soon as we possibly again after that. There. Well,

Vanessa West (08:47):

That's very long.

Julie Doran-Lee (08:48):

Sorry. Well, Jordan can't keep it simple.

Art Donnelly (08:50):

He can fix that. I'll second it. So two weeks.

Julie Doran-Lee (08:54):

So, oh, see we will have a board meeting before then. Okay.

Vanessa West (08:58):

Okay. So that extremely long drawn out motion.

Julie Doran-Lee (09:03):

Jordan will fix it.

Vanessa West (09:05):

Okay. It's incorrect though. It's supposed to be not fix it. It's supposed to be, what are we motioning? So it should just be that it's a motion that we

Julie Doran-Lee (09:18):

Will Well now you're just making it longer.

Vanessa West (09:19):

Yeah. Okay. Well it is what it

Julie Doran-Lee ([09:21](#)):

Is. Are we going to second it?

Art Donnelly ([09:23](#)):

I did. Okay.

Vanessa West ([09:25](#)):

Aye. Aye.

Julie Doran-Lee ([09:26](#)):

We all approved it, Jordan.

Vanessa West ([09:29](#)):

Thank you Jordan.

Julie Doran-Lee ([09:32](#)):

Another thing that I want us to keep in mind in making these decisions when we have an open board position and another board position for someone who's continually not showing up that we need to keep in mind is that according to board laws, as we sit right now with five seats on the board, if we three do not vote unanimously, we cannot pass anything. If one person, the three of us, two of us don't make a majority, it has to be three out of the five positions. So if the three of us do not vote unanimously, we cannot pass anything. Yeah.

Art Donnelly ([10:10](#)):

Thank you for the reminder. And

Vanessa West ([10:11](#)):

We're all very strongly

Julie Doran-Lee ([10:12](#)):

Opinionated. Yes, we are. A

Vanessa West ([10:14](#)):

Lot of ways.

Art Donnelly ([10:16](#)):

So that's just

Julie Doran-Lee ([10:18](#)):

Underscores, but that's just something to keep in mind that we need to really hash this stuff out because if we don't all agree, then we're not making anything happen.

Art Donnelly ([10:26](#)):

Well then take into account, I mean I ran into Sharon at Petco or Penny Mini Petmart in Florence this past Monday and she didn't know that we had let Joe go.

Vanessa West (10:40):

She hasn't been here,

Julie Doran-Lee (10:41):

But she's been in text messages and emails. Yeah,

Art Donnelly (10:44):

She is not, she's not taking him in. And so it's a discussion that we're going to have to have here pretty soon and be realistic. The other thing is my term, the seat that I filled for Mark, I'm done in June.

Vanessa West (11:06):

No you're not.

Art Donnelly (11:09):

No

Vanessa West (11:09):

You're not.

Julie Doran-Lee (11:09):

So that position is going to be on the ballot in May. This

Art Donnelly (11:12):

Term it is over in

Julie Doran-Lee (11:13):

June. So that position will be on the ballot in

Art Donnelly (11:15):

May. We have to actually run again. Well,

Vanessa West (11:18):

Oh well why don't you not run again? So then you can take one of the other just

Julie Doran-Lee (11:22):

No, then if you don't run again, that means it's open and we can just write you in and then

Art Donnelly (11:27):

We just have you fill in for Nancy's. Yeah.

Vanessa West (11:29):

And then maybe someone might apply

Art Donnelly (11:30):

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For it. Yeah. But we need to take that into consideration.

Vanessa West ([11:34](#)):

Okay. Well thank you very much Dave. I think you're very helpful. I think you were, you're able to take, we're a small community and it is unfortunate that we weren't able to, but sometimes our feelings get a little bit, could have got a little bit blindsided, but at least you're straightforward on your input.

Dave Terrusa ([11:53](#)):

Alright. Alright. I appreciate it. And we'll say

Art Donnelly ([11:56](#)):

Good luck to you folks. All right, thanks Dave. Thank

Julie Doran-Lee ([11:58](#)):

You so much, Dave. Yeah.

Vanessa West ([12:00](#)):

Bye.

Art Donnelly ([12:02](#)):

Is there something.