

**Holiday Park, Park & Recreation District
Special Workshop Meeting Minutes
January 5, 2021**

I. Call to Order by Chairperson Dick Gortz @ 9:00 AM

II. Roll Call

Taken By: Barbara Vitolo

Present: Chairperson Dick Gortz, 1st Vice Karin Anderson, 2nd Vice Ken Judd, Treasurer Don LaMaster, Secretary Cheryl Morris, Trustee Betty Hart, Trustee Jim Oliver, Trustee Mike Nasalski, District Manager, Tess Schofield and Sgt at Arms, George Clinch.

Absent: Trustee Bob Bachman

III. New Business

1. Recruiting District Manager.

Dick Gortz welcomed all residents to the Special Meeting. This meeting is to discuss the hiring process of a new manager. The District Manager position was advertised on Indeed and other relevant websites. The park received 30 – 40 applications and at the previous meeting it was narrowed down to 3 to interview. The trustees and the district manager interviewed the following applicants:

Robert Duncan
Sheila Mental
Doug Walkowiak.

Each applicant was invited in for a three-hour interview process. The applicants met with the chairperson for the first hour and took a tour of the park Then each trustee and Tess Schofield were given a 15-minute interview timeslot.

Mike Nasalski stated that all three were qualified, he believed that Sheila Mental would stay at the position the longest. Robert Duncan is local and experienced in mobile home parks. Doug Walkowiak has the most experience but is not interested in relocating at this time. Overall, his first choice is Robert Duncan. Jim Oliver stated that he is at a disadvantage because he only interviewed one candidate. He was impressed with Doug Walkowiak and his experience. Don LaMaster stated that Shiela Mental has a lot of experience but not a good candidate for our position. Robert Duncan is the best fit for Holiday Park. Doug Walkowiak has plenty of experience but probably would not stay at Holiday Park for a long period of time. Don LaMaster stated his first choice is Robert Duncan. Ken Judd stated that he had interviewed all three candidates. He was not impressed with Sheila Mental. It looked like she was texting and not paying attention. Doug Walkowiak would not be a long-term employee. Robert Duncan is the first choice of Ken Judd. He believes that Robert Duncan has experience dealing with drainage.

Betty Hart interviewed all three candidates and liked them all. However, she was most impressed with Robert Duncan as he took the time to drive the park prior to his interview.

Cheryl Morris interviewed all three candidates. Cheryl Morris did not get the impression that Sheila Mental was paying attention, nor does she have the qualifications the park is looking for. Doug Walkowiak is very qualified for a high-end park. He used humor to divert questions and has previously worked with and for an LLC. Cheryl Morris thought that Robert Duncan was the best candidate in her view. She liked that he had experience with project management. Karin Anderson stated that she was not impressed with Sheila Mental as she did not do any research on the park prior to the interview. Karin Anderson asked each candidate about strengths and weaknesses. Sheila Mental did not have any weaknesses.

Doug Walkowiak told Karin Anderson what she wanted to hear, also he did not have any weaknesses. Robert Duncan was Karin Anderson's first choice. He had excellent experience and thought a weakness he had was dealing with deed restrictions. Karen Anderson believed he was honest, open, and a quick learner. Dick Gortz agreed with everyone's assessment of the candidates, Sheila Mental is a real estate sales personality and exceptionally light on management. Doug Walkowiak's experience is mostly in high end golf course communities. He would not be a hands-on management type. Bob Duncan is also his first choice. Bob Duncan has mobile home park experience and used to the day-to-day management of such a park.

Tess Schofield stated that Sheila Mental was genuinely nice and charming but did not prepare for the interview. Robert Duncan was her choice from the start. She believes he will be a hands-on manager and willing to learn new things. Doug Walkowiak has a lot of different experience with large projects.

Jim Oliver stated that it seems that all the trustees agree with Robert Duncan is the choice. Jim also stated that Doug Walkowiak told him that he personally knew the owner of the LLC in the park.

Don LaMaster stated that Robert Duncan had already compared budgets.

Cheryl Morris stated that her impression was that Robert Duncan "wanted" the job, Sheila Mental wants any job and Doug Walkowiak was interviewing the park. Now that there is a consensus, she asked about the next step.

Dick Gortz stated that with the boards ok, he would meet with Robert Duncan and work on getting an agreement on salary and contract details.

All agreed that would be the next step.

IV. Supplemental Items

Dick Gortz stated that the upcoming elections have one contested seat. Sharon O'Reilly and Betty Hart are running for the same seat. Deb Perla is running for the seat vacated by Mike Nasalski. The election will be March 9, 2021. On January 14, 2021 at the next Trustee Meeting the Board will vote on the new manager. The meeting on February 11, 2021 will include a candidate's night. Each candidate will have 3 minutes to talk. Following the election, on March 11, 2021, the meeting will include the Oath of office, an organizational meeting and the regular meeting.

V. Trustee Comments

Mike Nasalski asked when the trustees would revisit the pool restrictions. Both Dick Gortz and Cheryl Morris stated that with numbers on the rise, now is not the time.

Cheryl Morris asked what is being done about lawn care. She inquired about when they are coming in to cut the lawn.

Tess Schofield stated that in December and January they cut 1 time. The contract has a total of 36 times annually and this is a non-growing time.

Betty Hart stated the lawn company will be in on Monday, January 11th.

Tess Schofield also stated that so far only one company has bid on lawn care. We may get a second bid from Gerzeny Landscape. Tess will reach out to Yellowstone to see if they are interested in bidding.

Jim Oliver questioned if the park is considering a separate company for the swales.

Ken Judd stated that previously we had one landscape company for each phase and that worked well. When one of the companies left the second company could not handle both sides.

Karin Anderson stated that having the lawn care in house is not feasible due to the expense and two companies is the best option.

Jim Oliver expressed his appreciation for the trustees discussing all the options.

Cheryl Morris recommended that the park get the new manager in and work with him to get a new lawn care company.

Dick Gortz stated that many lawncare companies do not want to cut mobile home parks and this park is especially hard.

Don LaMaster is concerned that a swale company could have issues with the lawn care company.

Cheryl Morris stated that the floor in the main hall will need to be replaced.

Don LaMaster explained that a roof leak caused the floor to buckle. The park will need to determine what type of floor is needed.

Dick Gortz stated that the park should consider remodeling the entire room not just the floor.

Cheryl Morris asked if at the next workshop, Don LaMaster could have ideas on methods of funding the remodel.

VI. Residents Comments

Norb Schneider asked age of manager candidate and if he had military experience.

The trustees explained that age is a question you cannot ask in the interview and that no military experience was listed on resume.

George Clinch asked if the next meeting was an evening meeting and what to do if the seats are all taken.

Dick Gortz stated that once the seats are taken the room is full.

Karin Anderson stated that she and Dick Gortz are working to get the health department to give shots here at Holiday Park. This will be a long process.

VII. Adjournment

Meeting adjourned at 9:50 am.
Next meeting January 14, 2021

Respectfully Submitted,



Barbara A Vitolo
Bookkeeper, Holiday Park

Approved by,



Cheryl Languirand Morris
Secretary, Board of Trustees