

HILLIARD TOWN COUNCIL MEETING

Hilliard Town Hall / Council Chambers
15859 West County Road 108
Post Office Box 249
Hilliard, FL 32046

TOWN COUNCIL MEMBERS

Floyd L. Vanzant, Mayor
John P. Beasley, Council President
Kenny Sims, Council Pro Tem
Lee Pickett, Councilman
Jared Wollitz, Councilman
Callie Kay Bishop, Councilwoman

STAFF

Lisa Purvis, Town Clerk
Richie Rowe, Public Works Director
Kyle Malucci, Parks & Rec Director

TOWN ATTORNEY

Christian Waugh

Minutes

Tuesday, July 21, 2020 at 8:00 p.m.

Call to Order

Roll Call

Prayer and Pledge of Allegiance

PRESENT

Mayor Floyd Vanzant
Council President John Beasley
Council Pro Tem Kenny Sims
Councilwoman Callie Kay Bishop
Councilman Lee Pickett
Councilman Jared Wollitz

SPECIAL MEETING

ITEM-1 Parks & Recreation Director – Decision on Employment Status

Councilman Wollitz opens the discussion on Parks & Recreation Director Kyle Malucci's employment status.

Motion made by Councilman Pickett to put Parks & Recreation Director Kyle Malucci on a 90-day probation with zero tolerance. Seconded by Councilman Wollitz for discussion.

Discussion between Town Council Members and Kyle Malucci regarding the Parks & Recreation Department and Director's Job performance and status.

The following members of the public speak regarding the Parks & Recreation Director:

Holly Hengerer, 55248 Bartram Trail, Callahan, FL, mother of a former lifeguard. Mrs. Hengerer spoke on her daughter's behalf and stated that she had emailed all the Council Members on June 29, 2020 to advocate for the lifeguards and the way they have been treated by Parks & Recreation Director Kyle Malucci. She also stated that she watched as Kyle called her daughter a "liar" when she resigned from being a lifeguard.

Shane Barber, 37154 Pine St, Hilliard, FL, father of a current lifeguard under the supervision of Kyle Malucci. Mr. Barber expressed his concerns about if the lifeguards stay under Mr. Malucci's supervision. Mr. Barber also stated his opinion about the motion regarding Mr. Malucci and that it was a disgrace to place him on probations that he needs to be fired and that no other employer would put up. Mr. Barber continues by stating that a motion needs to be made to terminate Kyle Malucci tonight.

Town Attorney Waugh questions a text that was sent by Kyle Malucci to the lifeguards regarding him trying to save his job.

Shane Barber, states that the text had to do with the two Head Lifeguards making the schedule and that was his job and that he was trying to save his job.

Bo Hodges, 37123 Coyote Dr, Hilliard, FL, asks if Kyle Malucci violated a Town resolution is this a terminable offence and further states that tonight the Council is going to give him a 90-day probation.

Town Attorney Waugh states that termination is up to the Town Council.

Charles Chavarria, 27595 West Second Ave, Hilliard, FL, states that he is a Town employee and that he loves his job and that he respects and likes Kyle Malucci. Mr. Chavarria states that mowing of the Town's parks should not fall on the Public Works Department to have to do. Mr. Chavarria further aired his grievances about having to do other employees work because they fail to show up to work 5 days a week and then they get the credit for the work.

Kelly Barber 37154 South Pine St, Hilliard, FL, states that she is the mother of current lifeguard Alexis Barber. Ms. Barber expressed her concerns about Parks & Recreation Director Kyle Malucci, training lifeguards even though he himself is not certified. Mrs. Barber also questioned why the lifeguard stand needed to be moved after it had sat in the same place for four years.

Alexis Barber, 37154 South Pine St, Hilliard, FL, current Head Lifeguard at Parks & Recreation Swimming Pool, explained that the text messages showed her telling Mr. Malucci he could modify the schedule she created as instructed by Council President and Mr. Malucci responded to Ms. Barber that he was concerned about his employment status and that his family depended upon him. Ms. Barber also stated that the lifeguards were instructed by Mr. Malucci not to move the lifeguard stand.

Carter Knoll, 37098 Southern Glen Way, current first year Lifeguard at Parks & Recreation Swimming Pool said that the lifeguards were instructed they were to not move the stand but then Mr. Malucci had just told the Council that the lifeguards could move it.

The Council comes to a vote for if they should put Director, Kyle Malucci on a 90-day probation based upon his current performance and complaints they have received.

With the motion being restated for the vote to be taken as follows: To put Kyle Malucci on a 90-day probation that will include, monthly meetings at 30, 60 and 90 days. A zero tolerance, meaning the Parks & Recreation Director would be expected to comply and improve with everything in his job description and for the record the Town is not making any promise regarding continued employment. Added to the motion for Mr. Malucci to be present for all Town Council Meetings.

Following the motion being restated the vote is taken.
Vote Yea: Councilman Pickett, Councilman Wollitz, Councilwoman Bishop.
Vote Nay: Councilman Sims, Council President Beasley.
Motion carries 3-2.

PUBLIC COMMENTS:

Courtney Hengerer, 55248 Bartram Trail, Callahan, FL. Ms. Hengerer advises the Council that since Kyle Malucci called her a liar regarding her previous resignation that she would like to officially give her two-week resignation.

Carter Knoll, 37098 Southern Glen Way, Hilliard, FL. Mr. Knoll states that once Courtney is gone there will only be two lifeguards left and they are both on the swim team. Mr. Knoll further asks if this will be a breach of contract with the Nassau County School Board since we have an agreement with them to use the Town's Swimming Pool for swim practice.

MAYOR & COUNCIL CLOSING COMMENTS:

Mayor Vanzant

No comment.

Council Pro Tem Kenn Sims

Advises Kyle Malucci that it was Councilwoman Bishop's grace that saved his job tonight.

Councilman Lee Pickett

Feels like he did the right thing by giving Kyle Malucci a second chance.

Councilman Jarod Wollitz

Hopefully Kyle Malucci learns from this.

Council President John Beasley

This is not a second chance like Councilwoman Bishop said this is your 3rd, 4th, 5th, or 6th chance and that he better be ready for the budget.

ADMINISTRATIVE STAFF COMMENTS:

Town Clerk Lisa Purvis.

No comment.

Public Works Director Ritchie Rowe

No comment.

Parks & Recreation Director Kyle Malucci

No comment.

LEGAL COMMENTS:

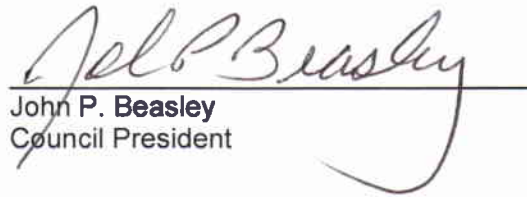
Town Attorney Christian Waugh

States that Kyle Malucci should be thankful after tonight.

ADJOURNMENT

There being no additional business, the meeting adjourns at 9:15 p.m.

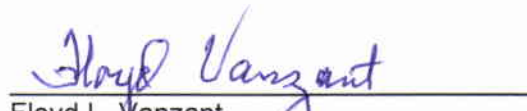
Approved this 6th day of August, 2020 by the Hilliard Town Council,
Hilliard, Florida.


John P. Beasley
Council President

ATTEST:


Lisa Purvis
Town Clerk

APPROVED:


Floyd L. Vanzant
Mayor