

Executive Committee Minutes

December 13, 2018

Attendance:

Stewart Martin, Chair
Richard Craven, Vice-Chair
Janice McKay
Genemarie McGee - phone
Jeffrey Meyer
Daniel Norville
Wayne Shank

Absent:

1. Executive Committee meeting requested by Glenn McBride in accordance with the TEMS Staff Handbook following his termination.
 - a. Mr. McBride did not show up for the meeting
 - b. Also noteworthy, he declined to attend a meeting on November 12, 2018
2. Mr. McBride has retained legal counsel related to his termination. Chris Jacobs, board member and attorney has consulted on behalf of TEMS.
 - a. Mr. Jacobs recommends that TEMS settle the case ahead of litigation; specifically, recommending the Executive Committee recommend to the Board to approve up to three months of severance pay.
 - b. The Executive Committee recommended two months of severance pay and conceded renaming the document a Separation Agreement vs. a Severance Agreement and Release.
 - c. A **motion** was made, seconded and approved to allow Mr. Jacobs to negotiate settlement.
3. Mr. Jacobs advised that the two months of severance pay was accepted by Mr. McBride's attorney. Further, he advised the Director to draft the Separation Agreement.
4. The Draft Separation Agreement was reviewed and subsequently executed; signed by all parties. Severance payments will begin January 15, 2019 and end February 28, 2019.
5. Adjourn –

Minutes prepared by David Long