

Open Work Session
Appointment of Human Resources Director
December 17, 2019

Mr. Bob Culver, County Executive, and Ms. Jaclyn Curry, Director of Human Resources (HR), came before Council. Mr. Culver said he thinks a lot of Council had the chance at MACO to meet Ms. Curry, who is their new HR Director. He said she comes to the County from a private background rather than a governmental background, but they are very excited about having her on. He said he knows it is going to be a learning curve somewhat for the governmental part of it, but she has taken hold very well, and they are very happy with her.

Mrs. Acle asked where Ms. Curry came from before, to which Ms. Curry responded, she comes from a long-term care facility in Delaware. She said she lives in Salisbury, but had been commuting to Millsboro. Mr. Dodd asked how long it takes to get to Millsboro, to which Ms. Curry responded, she lives over by the Airport, so approximately 40 to 45 minutes depending on traffic.


Mr. Cannon said he is assuming this is a submission for an appointment, to which Mr. Culver responded, no, this is an introduction for Council. Mr. Culver said the appointment was changed when the Charter was changed, so he is introducing Ms. Curry to Council as a courtesy, and wants Council to get to know her. Mr. Culver clarified, Mr. Fitzgerald is an appointment because he is going as a Deputy Director. Mr. Cannon said he read Mr. Culver's December 10th letter to Mr. Dodd, and in that letter, Mr. Culver made the comment that he differs with the County Attorney in his opinion that this is what Council intended, rather he is going by what is actually written. Mr. Cannon said Mr. Culver is saying he differs, but he had this discussion with Mr. Culver about a year ago, so he was hoping to see what legal grounds Mr. Culver has on his position as far as his concern about how the Charter amendments made a difference, to which Mr. Culver responded, he understands, and they offered to bring Mr. Karpinski down to show Council those legal arguments, but Council refused to pay or let him come down, and that was under Mr. Cannon's term of Presidency. Mr. Cannon said Council did not know Mr. Karpinski was doing anything until they received the letter, to which Mr. Culver responded, Council knew he had contacted him. Mr. Cannon clarified, Council did not know anything about Mr. Karpinski until they received the letter, to which Mr. Culver responded, this is the way it is. Mr. Cannon said all he is asking about is what he and Mr. Culver discussed about a year ago when Mr. Culver said he thinks Council is wrong in their interpretation because Mr. Culver said he paid for his own lawyer to come up with his conclusion. Mr. Cannon said, at that time, he asked Mr. Culver to do Council a favor and give them that opinion on that attorney's letterhead because that would go a long way, and that is what he is asking. Mr. Dodd said they do not need to have this conversation in front of Ms. Curry, to which Mr. Cannon responded, this is just an open exchange, and there is nothing wrong here. Mr. Dodd said she is sitting here, and he does not think it is fair to her. Mr. Dodd said they cannot have this discussion, though Mr. Cannon is correct, but it is not fair to Ms. Curry. Mr. Cannon said he is trying to define how they are with the procedure, etc., and the opportunity is here, so he is only trying to take advantage of that, and this is not confrontational at all.

Mr. Taylor said he disagrees with Mr. Culver, and he does not think there is any question that the lady needs to be confirmed. He said, if Council is agreeable to doing that, he suggests they do that promptly, and make it retroactive to whenever she began her employment. Mr. Taylor said then there will be no question of her authority in her position, to which Mr. Dodd responded, he agrees with that, but he just does not want this type of confrontation in front of a new employee. He said Council can do what they

are supposed to do. Mr. Holloway asked if they can vote in Open Session, to which Mr. Dodd responded, right now this is just a Work Session. Mr. Taylor said they have typically done it by Resolution, he believes, to which Mrs. Hurley responded, they can bring this back as a Resolution at the next meeting.

Mr. Cannon clarified, this is no reflection on Ms. Curry at all, and they are glad to have her on board. He said they are sure she is qualified, but, again, he is just trying to go through the procedure to make sure they iron out all of their differences. Mr. Culver said they have been arguing for four years, and they will probably do it for the next four years, to which Mr. Dodd responded, they will get through it.

Mr. Dodd asked Ms. Curry if she has any questions, to which she responded, she does not, but it is nice to meet everyone. There was no further discussion.



Larry W. Dodd, President, District 3



John T. Cannon, Vice President, At-Large

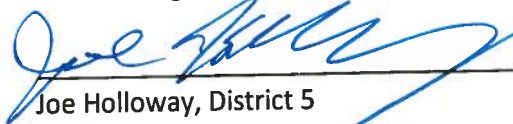


Ernest F. Davis, District 1



Nicole Acle, District 2

Josh Hastings, District 4



Joe Holloway, District 5



William R. McCain, At-Large



Laura Hurley, Council Administrator