

May 23, 2018

To President, Barbara Ermeling,

Village Trustees – Mark Maloney, Kevin Ostrowski, Wally Sparks, Yee Ling Xiong, Hooshang Zeyghami, and Jon Ziegler

Over the past weekend, continuing through this week, and potentially continuing further, there has been attention drawn to the Village by local news media and the public related to the job performance of Village Administrator, Daniel Guild.

As appointed members of Village staff, and particularly as department directors, we find ourselves in a somewhat precarious position. Yet, we feel a responsibility to share our perspectives on a situation that affects this community – it is not about us.

We report to the Administrator who, in turn, reports to the Board of Trustees. Historically, it has not been our habit, or practice, to directly approach the Board of Trustees with personnel issues. More specifically this has applied to matters pertaining to the performance of the Village Administrator. However, this changed at the time when Daniel Guild began his employment with the Village in 2012, when the Board of Trustees sought staff input. This change was not a reflection on any concerns about Mr. Guild's qualifications or capabilities but, more a determination that improvements to a process could be made going forward.

We feel strongly, that in evaluating the performance of an administrator - or department director, or any supervisor - it is important to obtain perspectives from subordinates. On several occasions since 2012 the director team met with Daniel and/or provided feedback to the Board of Trustees regarding Daniel's relationship with the director team and his job performance. This may more commonly be referenced as a "360 Review" in the human resources realm. The Board of Trustees has allowed staff to provide input regarding the Administrator's performance in more recent years and we appreciate being given the opportunity, understanding the Board may view the input and weigh its value in any way it sees fit.

During Daniel's tenure with the Village the staff has gone through some growing pains to be sure. We view this as only a natural process as a team forms and learns how to best interact. The process is continuous on several levels with, now, the most visible one being with a Board of Trustees that, for the first time in many years, has 3 new members rather than re-elected incumbents.

As staff we have heard and read comments calling into question many of the efforts put forward by the previous Board and implemented by Administrator Guild. These have included economic development efforts, planning efforts, transparency and stewardship of the Village budget.

As staff responsible for collaborating on projects related to these above topics, it is our perspective that information has been made readily available to the public as appropriate. Much effort is put into preparation of meeting notices and packets through processes implemented by Administrator Guild. To this point the Village was recognized for its openness and transparency during "Sunshine Week," March 11 – 17, 2018.

We are only able to speculate as to all the reasons for the scheduled executive session on Thursday, May 24, 2018, to discuss Administrator Guild's performance. The situation causes us concern that Administrator Guild is being judged prematurely, unfairly, and without due process. To this point, our 3 newest trustees have only been seated for one regular meeting of the Board.

There have been informal discussions with Trustees in which we have heard references to "staff" expressing concerns about Administrator Guild's performance but, we do not have a sense if this is from just a few, or many, staff. The director team, and even all staff, would like to meet with Trustees to understand each other's perspectives regarding Administrator Guild's performance. We do not feel a complete and valid evaluation of Daniel's performance can be accomplished without such a meeting.

In the end we realize we are responsible to the Board of Trustees and the taxpayers of the Village of Weston. The process that has so publicly begun shines a bad light on the Village. We would like to believe that in matters concerning job performance Administrator Guild, or any of us, an honest and objective review would be conducted before any decisions are made regarding advancement, discipline, or dismissal.

We have found Daniel to be a visionary and creative leader with a long-term focus for the Village. He expects his department directors, and wants his Village committees and Boards, to provide leadership for their areas of responsibility. This is in contrast to how past administrators functioned with a more short-term focus and more hand's on with departmental management.

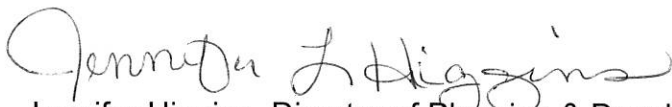
As the Administrator, Daniel is put on an island to implement the Board's policies. He is also expected to take criticism from inside and outside the organization. In a time when the resources we have available to provide services seem to be constantly diminishing it is inevitable to have individuals or groups who do not like the results. The reality is that everyone cannot have everything they want, whether it is employees or taxpayers.

Daniel has provided great leadership for the staff and has been a steady, unflappable, presence through times of change. We have developed a working relationship with him that has become stronger with time. We wish for that relationship to continue – not in our interests, but for the best interests of the Village of Weston.

Sincerely,



Keith Donner, Director of Public Works



Jennifer Higgins, Director of Planning & Development



Michael Wodalski, Deputy Director of Public Works



Nathan Crowe, Director of Technology Services