

Minutes of Called Special Board Meeting of the Bayou Vermilion District  
Held by ZOOM at Vermilionville, 300 Fisher Road Lafayette Louisiana  
5:30 pm, October 5, 2021

**Call to Order** was given by Vice President Wiltz . The meeting was called at 5:33 pm. The BVD meeting is on ZOOM because of COVID-19. Adhering to Governor's Proclamation, following mandate and guidance.

**Pledge of Allegiance**

**Roll Call:** Given by the Secretary: Commissioners Mark Wiltz, Calvin Leger, Holden Hoggatt, David Eaton, Phyllis Mouton, Mark Wiltz, Claire Darby, and newly appointed Commissioner Karen Hail were on ZOOM. Commissioners Don McConnell and Jason Sullivan were absent. There was a quorum.

**Introduction of Guest(s):** Guest Vickey Bowers, HR Attorney, Elsa Dimitriades, Theresa Rohloof, Jen, RPF, Phebe Hayes, T. Michot, Erica Hawkins. Staff: CEO Cheramie, Kim Fournet, Charissa Helluin, Elizabeth Daspit, Chris Benoit, Brenda LaLonde, and Millicent Norbert.

**Swearing in of new commissioner Karen Hail**

Ms. Hail read the Oath of Office. Her term is from October 1, 2021 to September 30, 2025, appointed by Mayor President Josh Guillory.

**Elect New Bayou Vermilion District President**

**MOTION:** (C. Leger/H. Hoggatt) to open nominations for president. All agreed. Motion carried.

**MOTION:** (C. Leger/H. Hoggatt) to nominate David Eaton as President. There were no other nominations. All present were in favor. Motion approved, David Eaton elected BVD President. Vice President Wiltz thanked everyone for joining the meeting and congratulated the staff for their hard work.

**Discussion and vote on Human Resources hiring freeze and conditions for such**

The board at an earlier meeting vote to hire an in-house Human Resource manager. After looking over the financial situation of BVD many commissioners think it a good idea to reverse the vote. Vickey Bowers, HR Attorney and Consultant, offered her advice.

1) HR in-house

- a) In house HR could handle any and all employee complaints in a timely fashion.
- b) To reduce the cost, maybe hire a part-time HR.
- c) Online HR companies are available.

2) Budget a part-time or current employee soon who is familiar enough to handle HR with some training.

**MOTION:** (D. Eaton/H. Hoggatt) to have discussion on HR. All were in favor.

Commissioner Hoggatt asked Ms. Bowers if she would be willing to help the person with HR issues until budget is possible. Commissioner Mouton would prefer to hire a professional HR. The work and training should start as soon as possible. The Employee Handbook needs updating. CEO Cheramie suggested Kim Fournet as the interim HR.

**MOTION:** (D. Eaton/H. Hoggatt) to vote on BVD hiring Kim Fournet as interim HR. All present were in favor. Motion approved.

**Adjournment:** **MOTION:** (C. Leger/H. Hoggatt) Motion to adjourn. All were in favor. Motion carried.

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David Eaton, President

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Calvin Leger, Secretary

