

**HARPER'S CHOICE COMMUNITY ASSOCIATION**

**STATEMENT FOR MEETING IN CLOSED SESSION**

Location:  
Kahler Hall  
5440 Old Tucker Row Columbia, MD 21045

Date: February 5, 2019

Motion By: Mr. Jim Smith

Seconded By: Mr. Erik Avant

Vote to Close Session:

	AYE	NAY	ABSTAIN	ABSENT
Chair, Robert Fontaine	[x ]	[ ]	[ ]	[ ]
Rebecca Beall	[x ]	[ ]	[ ]	[ ]
Erik Avant	[x ]	[ ]	[ ]	[ ]
Stephen Cook	[x ]	[ ]	[ ]	[ ]
Jim Smith	[x ]	[ ]	[ ]	[ ]

**REASON(S) FOR MEETING IN CLOSED SESSION**

Pursuant to Maryland Home Owners Association Act the Harper's Choice Village Board voted to meet in closed session or adjourn an open session to a closed session in order to:

- (1) [ x ] Discuss matters pertaining to employees and personnel;
- (2) [ ] Protect the privacy or reputation of individuals in matters not related to homeowners association's business;
- (3) [ ] Consultation with legal counsel on legal matters;
- (4) [ ] Consultation with staff personnel, consultants, attorneys, board members, or other persons in connection with pending or potential litigation;
- (5) [ ] Investigative proceedings concerning possible or actual criminal misconduct;
- (6) [ ] Consideration of the terms or conditions of a business transaction in the negotiation stage if the disclosure could adversely affect the economic interests of the homeowners association;
- (7) [ ] Compliance with a specific constitutional, statutory, or judicially imposed requirement protecting particular proceedings or matters from public disclosure; or
- (8) [ ] Discussion of individual owner assessment accounts.

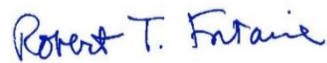
**TOPICS TO BE DISCUSSED:** Amendment to the Employee Handbook, Section 9: Leave Policies, Maryland Sick and Safe Leave– Full-time and Part-time (20+ hours) Staff

**Time closed session began: 8:00 pm**

**Time closed session ended: 8:42 pm**

**PERSONS PRESENT DURING CLOSED SESSION:** In addition to those listed above, Mr. Alan Klein and Mr. Steve Ingley.

**UPON RETURN TO OPEN SESSION, ANNOUNCE OUTCOME OF CLOSED SESSION** (e.g., specific action taken, results of vote, no action taken): **Mr. Smith moved and it was seconded by Mr. Cook to amend the Employee Handbook to read as follows: “If you were hired prior to May 1, 2006, you will be eligible to carryover sick and safe leave with no cap on your carryover limit, until February 15, 2019, at which time, the amount of accrued sick leave will be capped at the employee’s amount as of that date.” Motion passed unanimously. Ms. Beall moved and it was seconded by Mr. Avant to change the February 15, 2019 date to March 1, 2019 should the Village Manager deem it appropriate. Motion passed unanimously.**



---

Signature of Presiding Officer