

# Monticello Village Manager Bob Norris Calls it Quits

Complaints about Village Manager Robert Norris' job performance spurred the Monticello Village Board to take action. Village residents, department heads, and employees had numerous complaints about Mr. Norris including a lack of communication. Norris, who is involved in many organizations, is often out of his office and unavailable to village residents. In response, the Village Board decided to investigate the matter and address department heads directly through the process of employee evaluation.

Norris is often out of his office and unavailable to village residents.

Appearing totally immature, Norris overreacted to the evaluation process. He never showed up at the meeting on Sunday which was set up specifically to address his concerns. He resigned as village manager instead, complaining that the Board did not notify him of the evaluation. "You do not evaluate an employee when he's in the room," Mayor John Diuguid said. The Board has every right to evaluate village employees. Trustee Rosenberg said that the Board was looking at Norris the manager, not Norris the person. He agreed with residents that Bob Norris is a nice person but explained that it is the Board's responsibility to take personality out of the evaluation process. The Village Board voted to accept Norris' resignation in a 3 to 1 vote. By New York State law, a resignation is effective as soon as it is submitted.

Mr. Norris as an employee of the Village is subject to evaluation

At a subsequent Monticello Village Board meeting, some residents criticized Mayor Diuguid for evaluating the village manager. This small group, who do not attend Village Board meetings and do not have knowledge of village operations, complained that Norris was never reviewed in all his years as manager and wanted to know, why do an evaluation now? "Mr. Norris as an employee of the village is subject to evaluation like any other employee," said Mayor Diuguid.

The People's Voice feels that all government employees should be evaluated as a normal course of "good business". After all, aren't elections an evaluation of elected officials? If we evaluate our elected officials, shouldn't they evaluate the employees they are in charge of? How else will government run for our benefit?

The village manager's position remains open. It's an opportunity for the Board to get some answers, make changes, do a job search, and find the most qualified person for the job.