

ALE Board Meeting 1-11-2023

Present: Jonathan Browning, Justen Sheridan, Denni Smiley, Jeff Oase, Scott Kooreman, Renea Dawes, LJ Cslegari, Sam Kraft, Lisa Davidson, Staci Romano, Jake Potter, Jennifer Ackerman, Rueben Ramirez

Absent: None

Call to order: 12:05

Old Business: Still working with HR on a PD related employee matter. Still working with HR on flex staffing for the clerk positions. We have received approval for the administrative clerk title. Appears there will be a flex between position levels one and two and then a manager would have to be involved for movement between levels two and three with an internal recruitment. Plan to go to city council in January but ALE has not received a final memo so it is possible the city is moving this to the February agenda for city council.

A second HR analyst has been hired. That analyst will be working with Bonnie on recruitment. They are still interviewing for Linda's position and possibly looking at bringing on a 3rd analyst for HR.

Website: Jonathan Browning will talk with John Stack about our options to update our website.

Treasurer: Staci Romano provided current bank statement along with the previous 3 months now that the bank accounts have been switched over to her and Jonathan's information. New checks will be looked at, Staci and Jonathan to choose.

Safety (Reuben Ramirez): nothing new for this month, their next meeting is February. Issue brought up about City Hall not having enough or any first aid supplies. Rueben has asked for the city to purchase all new items to fully restock the first aid boxes.

Deferred Comp (Jennifer Ackerman/Jeff Oase): nothing new still waiting on a replacement for our area representative with the switch to mission square.

Employee Outreach (Sam Kraft/Renea Dawes): Sam Kraft meet with the latest recruitment hires during Bonnie's HR meetings. She explains our ALE duties and provided ALE dues form.

1-1 with HR: last meeting was 12/7/22. Trying to get another meeting scheduled for end of January and then get on their schedule for the remainder of the year.

New Business:

New job description for PD. ALE had some concerns over the pay scale. City heard our concerns but wanted the pay scale to match a similar current position. We will wait to see what recruitment looks like and possibly re-engage with HR on pay if needed.

PD Issue: ALE was asked to provide a response on dispatch vacation times. ALE re-iterated their previous statement/stance. Waiting on HR for anything further.

The city manager provided an update. They will be sending out a questionnaire to the employees within the next week to gain further insight from employees on the state of the city. Our next meeting with the city manager is in February. This meeting is just for the city manager to provide updates to the

bargaining units. If we have separate questions or concerns, then a separate meeting would need to be scheduled.

WRD issue: Discussed a shift differential issue when employees are covering others that are out. Those covering the shift differential employee are not receiving shift differential when covering. Other departments that receive shift differential discussed their understanding on this. We need to look into this further.

Issue with retire health plan. Jonathan and Denni handled with HR.

New policy for the PD coming out regarding support dogs. Discussed basic information known at this time. Awaiting further information be provided to ALE.

Call to end: 1:00