

ALE Board Meeting 2-1-2023

Present: Jonathan Browning, Denni Smiley, Justen Sheridan, Reuben Ramirez, Jake Potter, LJ Calegari, Renea Dawes, Sam Kraft, Jennifer Ackerman, Staci Romano

Absent: Lisa Davidson, Scott Kooreman, Jeff Oase

Call to order: 12:05

Old Business: Talked with HR yesterday about the ongoing employee issue at the PD. Still nothing new or any updates on this. Employee has submitted everything requested by HR back in August 2022. Hopeful that we will have a response for HR next month.

Website: Jonathan talked to John Stack, he is willing to work with us on the new website with his wife. He will talk with his wife about start up and maintenance/update costs. Looking for a more up to date platform and something that is user friendly. Question brought up for what happened previously and why the website was not maintained. Answer: we paid to have the website started and the board was going to maintain. That was not sustainable due to our work loads, so now we are looking for the start up and the maintenance.

Treasurer: All is well. Statement will be sent out once it comes in. \$90.00 interest from CD was deposited. Other financial options (CD's) will be looked into at a later date. Still holding enough in the account to cover the next round of negotiations.

Safety (Reuben Ramirez): City is looking to do the safety fair in June 2023, possibly at the CY. City Hall issue with first aid kits not being updated, brought up again. City Hall board members to find the employee responsible for the kits and advise them on the low/out of stock/expired first aid items.

Deferred Comp (Jennifer Ackerman/Jeff Oase): Mission square sent out a survey to members and we have a new area representative. The new representative is looking into doing lunch meetings for the membership.

Employee Outreach (Sam Kraft/Renea Dawes): Sam continues to meet with Bonnie during new hire meetings. New HR employee Amanda will be sending out new hire emails to all employees. Each board member to make sure that their groups new hires have met them and received the ALE dues forms. We need to make sure that we have the ALE pint glasses passed out to all the recent hires.

1-1 with HR: meeting occurred yesterday. HR wanted a response from ALE on new job description for PD. ALE advised we already provided our final response. HR brought up flex staffing with clerks positions. ALE advised we already provided our final response. Further discussion occurred on clarifying the transition between levels two and three and the type of supervisory work that level three could possibly be doing and the pay scale that went along with that change. Further discussion on this to occur. 1-1 meetings have been scheduled until October 2023.

New Business: Nothing

Additional:

Jake: don't forget to provide input on the survey the city put out. This is our opportunity to provide an honest review of things we are not happy about.

Denni: There is also the best place to work survey. This is a different survey and appears to be more open for input. It has more open response areas rather than a pick and choose response. The internal survey has no place for a narrative response.

Jake: can we do something as an ALE board survey wise? Then we could see if things are being done/changing/still need work. Denni: it may be something we could look into after the results come out from the city survey. Reuben: membership might be comfortable providing ALE information. Jonathan: part of this survey requires the city to report on the findings and then report on the changes that need to be made and the changes that have been made. Waiting to see results before make decisions on this.

Call to end:12:32