

3-1-2023 ALE Board Meeting

Present: Jonathan Browning, Renea Dawes, Justen Sheridan, Scott Kooreman, Denni Smiley, Jennifer Ackerman, Jake Potter, Lisa Davidson, Staci Romano

Absent: LJ Calegari, Sam Kraft, Reuben Ramirez, Jeff Oase

Call to order: 12:06

Old Business: Still talking with HR about employee issue at the PD. Advised that it is taking way too long and that ALE needs a response. HR advised they are back logged with recruitment and re-classifications. HR to have new HR employees help with this on-going issue. HR to provide update on Friday and every Friday thereafter until resolved.

Website: Had good conversation with Jeanne Stack about the website. She had good ideas and a proposal was asked for. She has already sent the proposal. Start up cost of \$1025 and monthly maintenance fee of \$49 an hour. She is estimating it would be about an hour a month. Justen: seems like a good proposal. Jonathan: will send proposal to the team for review. We will schedule another 15 minute board meeting next week to vote on this proposal. Scott: can we look into having the membership do votes for contracts and ballot votes on the website also? Jonathan: good question, we will look into this.

Treasurer: Staci provided bank statements. New checks have been purchased, fee will show on statement. They were purchased through Costco for a cheaper fee. Our CD was renewed and invested at a higher interest rate. Jonathan wants the board to discuss putting money into a higher interest rate account and possibly adding more money into a CD. Scott: just want to make sure we have enough money for the next negotiations. Jonathan: yes, we have enough. Will look into how much should be kept beyond that and possibly look into using the money we earn on investments to do something for the membership. Scott: how much was negotiations last round? Jonathan: it was way cheaper since it was on zoom and we didn't have to buy lunches and pay for attorney travel time. Previous negotiations were about \$50-60,000. Renea: highest year for negotiations was \$75-80,000. Denni: last negotiations was about \$30,000. Staci: we are brining in about \$60,000 a year. Scott: we need to make sure we have enough money for unplanned for attorney costs, early negotiations or shorter than 4 year contracts. Board agreed.

Taxes: Staci to handle our 2022 taxes, should be easy. Jonathan Motion for the board: Staci Romano to do our taxes for the ALE Board for 2022. The board will reimburse for any tax platform like turbo tax to complete our taxes. Denni: Second All board present: yes zero no's.

Safety (Reuben Ramirez): Absent

Deferred Comp (Jennifer Ackerman/Jeff Oase): Had meeting last Friday. Survey went out and members seem to be good with mission square. They are doing better with their customer service. The 2024 age catch up must be in a ROTH. They are eliminating the first day of month rule. Minimum required distribution is not required for ROTH. Scott: what is the contact period? Jennifer: I think it is either a 2 or 4 year contract but will find out for you. The mission square surveys were anonymous so HR cant reach out to any employees to make sure things have been fixed.

Call to end: 12:45