ALE Meeting 04-05-2023

Present: Jennifer Ackerman, Staci Romano, Jonathan Browning, Denni Smiley, Jeff Oase, Scott Kooreman, LJ Calegari, Renea Dawes, Sam Kraft, Jake Potter

Absent: Rueben Ramirez, Justen Sheridan, Lisa Davidson

Call to order: 12:04

PD Issue: Still ongoing. We have a meeting with HR today in regards to this position.

Website: Jeanne Stack has a rough account set up. JB has a temp password to get in and look at the new website. She is looking forward to hearing our thoughts and ideas for anything further. RD has been getting paperwork over to her. RD: meeting minutes have been given back to Sept. JB needs to sign off on these before we can post.

Treasurer: Monthly statement was sent out. JS paid back for the survey monkey from the last board votes. SR has received checks for the new board, double signatures. SR also had to buy a new binder to fit the new check size. SR will reimburse herself.

Taxes: $90.00 fee to file electronically. SR has completed our taxes and submitted on our behalf.

SR and JB to talk with Charles at uncle credit union to possibly move money into our roll our other CD into a new CD that will earn 5%. We will look into qualifications and then determine what amount we want to put into the account.

SK: any further thought on changing of the dues. We are sitting on about $200,000.00, did we want to look into changing the dues amount? RD brought up POA account, they have about $500,000.00 in the account and usually run about $100,000 spent in the year, so they have about a $400,000.00 reserve account. SK: we have about 14 months until we would need to start paying for negotiations bills. Do we want to consider lowering the dues amount in a couple months for 12 months and then raise the amount again when we get lower than the budget agreed upon. SamKraft: we should make sure that we are only keeping the money that we need and allowing our members to have their money. SK: we don’t need to keep as much as the POA, and we don’t need to hold on to our members money if we are not using it. We do need to have operating money to pay the attorney, if something comes up, taxes for the next couple of years and website costs. We can come up with a number for proposed operating expenses and add some extra and then determine if we should lower dues amount. JP: we also have the money in the money market, is that all tied up. DS: yes. JB: yes that is tied up for 11 months. We could combine the CD’s into the 5% CD if we qualify. SK: lets have SR look into what it would take for us to make these kinds of changes and bounce around if needed. JB: maybe we can bring things down a little and more next year if all goes ok. DS: if its easy to change we can just have the members agree to movement as needed. To discuss further. SK: if we decide to do this, we could do a general membership meeting and let the members know what is going on.

Safety: RR absent

Deferred Comp: JO: the co-creator of 457U and one of our fiduciary people has passed away. NFP has some other employees that will be coming aboard to help us out. JA: has nothing else to add.

Employee Outreach: SK: it has been very consistent with the new HR team. The meetings have been happening on the Mondays she is working. She has been giving them a little write up about us and the mugs. She will talk with HR about the dues form not being provided. That should be included whether or not ALE joins the meetings.

1-1 with HR:

JB meet with Tina and discussed several things. One was the city managers office positions changes and what happened up there. JB anted Tina to know that ALE was surprised by this and wanted it to be known that other groups are having issues with this also. Tina was appreciative of the input. The city manager has the right to do these things. She understands the members feelings on these. These two new employees have signed paperwork to now be at will employees. JP: I have been hearing a lot about this issue. Employees feel that they didn't compete for these opportunities and/or that they should get a re-classification. JB: we did mention the re-class issues and the issue with not allowing others to try for these positions. The city manager did appoint these people and made them sign the at will forms. DS: others basically have to work out of class to show that a re-class is needed. This was done in anticipation of the amount of extra work that would be coming there way. SamKraft: reading the email. Classification reviews were completed and based on work load and upcoming work load they were able to re-class according to the rules and regs of the city. SK: that is the answer for your co-workers JP, if these employees have their manager go to the city and request a study be done on their work load, it might be possible to have a study completed and then re-class happen depending on the results. SamKraft: what about the new IT position for Clay James. DS: that was a new position just created. Sam Kraft: but there was no requirement for that position he was just given the position. SK: they are using some sort of guideline that lets them do what they are doing, they always quote it so that people are aware. DS: there was no recruitment and he basically made a jump from one management group position to another management group position. JP: this is not really a morale boost for our ALE members. SK: our attorneys for the city would have already looked at this and if they couldn't do it then they wouldn't. It sucks, but there are things we just have to follow.

Comp plan: LMG brought up to the city and wanted to question the comparable cities. They asked for the city to re-visit and re-choose the comparable cities. JB: told Tina to open the whole plan and make it better for every group. Make the plan less gray and easier to read and be able to understand when we are talking about studies in the past and how to apply them for cost of living increases in the future. We should look at the cities around us and not where the people are coming from. We need to make sure that we are taking care of our employees in this area rather than trying to be higher paid for other agencies to come here. Why are we only bringing groups up to -1 or-2% below the median. Why are we not moving people all above the median. Tina agreed and didn't understand why we didn't do that this last round anyway. We didn't use all the money that was bargained in negotiations this last round, so we had more movement that could have happened. KP: In the meantime is there anything that ALE need to do. JB: sounds like it is just talking right now. We are going to push to do things right now and make the whole plan better. The city is waiting for LMG to have further questions. SK: where is this document, for the median plan. JB: the plan is hard to find, it is a city council document. We have the document from negotiations and we can send it out to the board for their review.

Incentive hiring program: on a past council agenda. It is for LMG executive team members only. Tina explained this as a basket of hiring incentives for this group only. It would include moving costs, coming in with vacation in the bank, etc. Tina would look at this as being used for ALE if we find we are having a hard time. ND says this will not be applied to ALE. SK: if they force us to use this, maybe we can use that to bring on the longevity proposal we have been asking for. JP: can they just do this without talking to us. JB: we would fight that. We don't agree with doing for one and not for all the other employees.

Cafeteria benefit: this has to do with medical increases. Tina and HR have really looked into their options for the future and how they are going to be paying us. HR advised that the $1950 will not be going up and it is due to taxes to the city. I want to make sure that the employees are not getting taxed and it is just the city. SK: we might want the city to look into this. JB: since the $1950 cant go up they would be presenting like last time and giving a increase in base pay for medical costs. JB advised that we would not be able to do a fixed amount for ALE. HR agreed that a base rate or percentage will have to be determined to make it fair. SK: maybe we reach out now to our attorneys and start talking to them now about what we can do for 2025. This is something our members are upset over. If we start looking into this now, then we could let the member ship know we are looking into this now to be ready for 2025. DS: it would be good to see how other agencies are doing things and how the attorneys have gotten around this tax issue. Ask Tina the exact tax document that applies and how it truly affects us. JB: maybe HR can send and email out or come to a meeting and educate us.

New Business:
WRD: haven't heard anything back. JB is really looking into this since it is his area. Meeting with HR tomorrow on this. Email sent to HR about this needing to be split up into different job functions. Several groups have taken away the coordinator positions and split them out between job functions and one of those functions was a supervisor function. In other examples: the source mechanic position hasn't been filled in years and during the comp study it came out that we are having a hard time finding comparables and not getting people in that job. SK: this needs to apply to maintenance also. DS: we need to keep this somewhat vague to protect during layoffs.

Nothing on support dog or camera at pd due to time.

SK: to have short meeting next week for left items on agenda.

End: 1:02