

ALE Board Meeting 06-07-2023

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

Absent: Justen Sheridan, Sam Kraft, Lisa Davidson

Start: 12:10

PD Issue: had meeting with ND, Amanda and employee. Meeting did not go well. JB: the meeting probably should have happened months ago. There was a lot of HR interpreting the job description and what employee feels they are actually doing. Employee is not just assisting with the work, they are actually doing the work. HR is looking into other agencies and how they are working this position and how we might need to change our job description. We are waiting on further work from HR research. JB thinks it would be wise to bring the attorney into this discussion and make sure that we are fighting as much as we need to for the employee and the ALE positions.

WRD coordinator and class specs: JB had meeting with TO and HR along with DS and ScottK. Ale started conversation about making things consistent with the supervision in WRD. TO agreed to look into the situation and research and discussions will start in September. SK will help out with the meetings for the PW side.

PD Support Dog: policy is in place and side letter is signed off. Side letter has a clause that we have to meet for the policy and money to make sure things are working as planned within 6mths.

ALE website: Jeanne is almost done with platform for our website. Documents have been sent over that are needed for the sight. She is looking for meeting minutes and we are hopeful that at our next meeting we will have a platform to review.

Treasurer: may statement was sent out. CD is ending on 07/07/2023, \$50,000.00 started. Board is wanting to move the money into another CD. SR to reach out to the bank and see what our options are for this CD. JB will send out email for options. No further out than 24 months.

Safety Report: RR: nothing to report

Deferred Comp: nothing coming down the pipeline, everything seems to be working ok for now. Website is updated with our new current rep. JA: our rates are going down since we have more money invested. Last meeting was 05/19. A matrix of goals that mission square has been created. It lists goal of answering phone calls within 60 seconds. If they are not meeting their goals, the company has to pay us money if the reason for not meeting the standard was in their control. We signed off on the contract and it is good until 2028.

Employee Outreach: we have had several new employee start recently, need to follow up and make sure that all new employees have been contacted.

1-1: did not happen last month

City manager meeting: was similar to all employee briefing and went over budget. City manager is wanting more of an open dialogue meeting but bargaining units are not really willing to talk with the

other groups there. Possibly sending info to ND that she might get more from the units if they are by themselves.

Juneteenth has come up from the membership and does the city recognize this federal holiday. It basically needs to be negotiated during negotiations. SK: what are other agencies doing? JB: other agencies either have it off or they have floating holidays. JB talked about us having floating holidays. Floating holidays might help the membership with other non-federal or federal days important to them. This is something to bring up at negotiations.

Membership meeting: June is not working and we are looking into scheduling for the end of July or Aug. Tentative August 2, 11:30 at library.

Next board meeting July 12 due to holiday.

Jake's across from WRD did a good meal setup for their last meeting. They planned for 150 people, food was left over and the total cost was around 2000-2500. Drinks were still needed to be purchased. This would be a nice change for the membership and provided them more since we have the money and can afford this. We would need set numbers about 2 weeks before the meeting for Jake's to prepare.

No new personnel matters.

End: 1309