

ALE meeting 07/12/2023

Present: Renea Dawes, LJ Calegari, Sam Kraft, Jeff Oase, Justen Sheridan, Denni Smiley, Jonathan Browning, Lisa Davidson, Jennifer Ackerman, Reuben Ramirez, Scott Kooreman

Absent: Jake Potter, Staci Romano

Start: 12:09

Old Business: PD Issue: at the last meeting we voted on having the attorney get involved. JB has talked with employee and gave insight on the boards next steps. JB will contact attorney and set up a meeting with employee and Eileen. ND thought she was waiting on pd employee. employee had all information already turned into Amanda. Further to go.

ALE website: talked with Jeanne last week. She is now looking at a 3<sup>rd</sup> platform for us. She thinks this platform is better for us as it is specific to non-profit agencies and could be past along to someone else if she was no longer in the works. She is hoping to have viewing for JB this week and then the board can look at it before the general membership meeting where we would like to go live.

Monthly reports: SR sent out the June statements and the 2 CD options. We are hoping she can reach out to uncle credit union and see if we can get a better rate. Only thing on the statement should be a check to the attorney.

Safety: Janet Hamilton is retiring. Interim will be Jas Sadhu.

Deferred Comp: JO: next quarterly meeting is aug 11

Employee Outreach: Skraft, Mondays have been hard since she is out every other Monday. She has talked to HR, trying to make that different. New employees have been seen by area reps, but we need to get them the ALE pints.

New business: discussion on when to have the meeting, wrap general update, nominations, etc all together. Looking at Sept 13, held at the library. Jakes Café will be the food option. JB will talk with them for cost and food option.

Personnel issues: Skraft: Marianna brought up that she is going to look at other comparable cities to help with our pay structure and other benefits.

Aug 9: HR is wanting to talk about the 2024 benefit renewals. Have scheduled a meeting.

Skooreman: issues at public works with how recruitment is going or lack thereof. Ask management about what is going on with hiring and how people are getting placed. DS: city manager has the right to move people as she sees fit and combining positions, but it is not looking good and no recruitments are happening. We need to really put out for the positions and do a recruitment so it is fair. JB: ND should be giving us a list of recruitment stuff but hasn't been doing it. Skooreman: HR should be giving out updates to the bargaining unit as to what is open and when is it going to be open. Staff would stick around if they knew that a recruitment for a higher position was going to be open. JB: we should be getting this. Skooreman: we need to push the issue. JS: Steve Rodriguez is now being moved to cover several jobs and

now he needs an IT directorish. Sounds like it will go to council soon and then go out. Sounds like they are taking Hester's money and using that for this new IT position.

Next meeting Aug 2, 12:00

End:12:40