

PosALE Board General Membership Meeting 9-7-22

Introduction of board members. JB: Thank you for the help this last year and looking forward to the changes with our membership. Dan Purtell is retiring and Eileen Goldsmith has been assigned to ALE. As a board we are sending a small gift basket as a thank you for Dan's many years of service. We will miss Dan and all his experience. We are looking forward to working with Eileen.

Salary increases MOU: 10-10-22 3.5% and 62.88 for medical

10-9-23 2.5% and 64.78 for medical

10-7-24 2% and 66.44 for medical

Half the board has been updating our salary and making sure we are being compensated well. ALE has been working with HR well and we did the salary survey for underpaid positions. It was a long process but we gained a lot of knowledge for future negotiations.

In the future ALE will work with HR before negotiations to determine positions that are behind or may fall behind.

Things we have done:

- safety shoes pro-rated amount
- job description reviews
- remote work policy. We continue to review and work with city HR. If there is an issue with this policy, let us know so we can follow up
- covid procedures
- OT issues
- Deferred comp representation
- Employee outreach- we are trying to meet with all new employees
- Holiday pay issues
- Succession planning. We have been working with HR to work on filling positions quickly.
- Safety committee representative is Reuben Ramirez. All goods far. Not much going on due to covid.
- Monthly meetings with HR. We also meet with Tina Olsen every so often.

We are working on the ALE website. Looking for future website to be up and running with updates for the membership.

J

Denni: 26 recruitments need to go out. Still working on new HR position to help with backload.

Banking: account at \$97,000 and just over \$50,000 in CD. Expenditures looking good and funding for next negotiations should be good to go.

Questions:

Anything on upcoming enrollment for medical? JB: nothing to ALE, HR will be sending out information. We will check into making sure all is set and ready to go out.

Anything ALE is doing on deductibles and lowering the amount? JB: deductibles go up to keep price on the plan down. We don't generally have any say in this. Mike Pato: city is self serving/sustaining. Contract with Kaiser and Healthnet and city set deductible amounts. Look into blue shield for additional services. Healthnet has low numbers and will drop us, but Kaiser has advantage on the amount of people on that plan. ALE and the city are looking at making sure that entire plan stays below the \$1950 for the family plan. The HAS plan is also good for families that don't want high deductible plans.

Members talked about family plans being \$800 with no co pays for Bay Alarm. JB: we will look into this.

Positions up for election:

- VP- 2 years (DS current)
- Treasurer- 2 years (LC current)
- City Hall- 2 years (SKraft current)
- PD- 2 years (RK current)
- Maintenance-2 years (SK current)
- WRD- 2 years (LD current)

Nominations: deadline is sept 15 5pm, we will also do a zoom or teams meeting for additional nominations. Can email board for nominations.

Nominations from meeting:

VP: Denni Smiley, Nick Bagakis

Treasurer: Debra Davis, Angela Hescher

City Hall: Sam Kraft

PD: Rebekah Knutson

Maintenance: Scott Kooreman, Connor Johnstone, John Gormely

WRD: Lisa Boyko Davidson