REGULAR SESSION 10:05 a.m.

TOPICS

• Personnel Change Requests
  a) Noxious Weed
     1. Todd Davis
  b) Sheriff’s Office  **Tabled, Sheriff not available.
     1. Bert Marx
     2. Bob Gubser
     3. Clay Myers
     4. Kim Dawson

• Labor Relations
  a) Local 2658 (Appraisers)
     1. Healthcare Reopener
  b) Local 760 (Corrections)
     1. No Current Issues
  c) Local 792CH (Courthouse)
     1. Healthcare Reopener
     2. Grievance – A. Anderson
  d) Local 760 (Line)
     1. Contract ended 12/31/04
  e) Local 760 (Misdemeanant)
     1. No Current Issues
  f) Local 792 (Road/Maintenance)
     1. S. St. Luise
        • Reassignment to HR or BOCC
     2. Maintenance Out-of-Class Issue

• Safety Committee Issues
  a) Labor management Committee
  b) Issues Update
     1. Roof
     2. Courthouse Temperature
  c) Asbestos Training

• Compensation  **Held for next meeting
a) Merit Increase % Chart  
b) Non-Bargained Wage Scales  
   - HR Process Updates  **Held for next meeting  
      a) Unemployment Claims Management  
   - HR Copier  

**ATTENDANCE:** Perry Huston, David Bowen, Al Crankovich, Kirk Eslinger, Lisa Young  

**DISCUSSION:**  
- Personnel Change Requests – Kirk has sent an email with direction to use the new form.  
  Will look at a follow-up discussion at the Management Team meeting.  
  - Noxious Weed  
    1. Todd Davis – The Noxious Weed Board is recommending a 5% increase. Per the BOCC, a Board Member needs to meet with the BOCC to discuss the increase.  
  - Sheriff’s Office  **Tabled, Sheriff not available.**  
    1. Bert Marx  
    2. Bob Gubser  
    3. Clay Myers  
    4. Kim Dawson  

**Other Discussion:** Transport officer was approved in the budget process, Kirk can discuss with Union then schedule a study session to approve wage scale and move forward.  
- Labor Relations  
  - Local 2658 (Appraisers)  
  - Local 760 (Corrections)  
    1. No Current Issues  
  - Local 792CH (Courthouse)  
    2. Grievance – A. Anderson, grievance meeting scheduled in the near future.
d) Local 760 (Line)
   1. Contract ended 12/31/04 – Kirk will meet with Board individually to provide
      history on negotiating this contract.

e) Local 760 (Misdemeanant)
   1. No Current Issues

f) Local 792 (Road/Maintenance)
   1. Swede St. Luise – Kirk met with Swede and Don Boxford. Nothing new was
      brought forward at this time, but Swede and Don may propose a settlement.
      Discussed possibility of getting him back to work. Kirk will be working on a
      Back to Work policy this year – will draft and bring to Board. Per Perry, Al
      will be the liaison in the process.
      - Reassignment to HR or BOCC – Paul would like him moved to the HR
        or BOCC budget. Per Board, that will not happen.
   2. Maintenance Out-of-Class Issue – Kirk notified Board that a proposal could
      be coming from the Union regarding of out-of-class pay for maintenance staff.
      Some staff may have been required to perform duties beyond their job
      description, and Perry agrees that this is a possibility. Board approved
      looking at a recommendation to move maintenance workers into their own
      bargaining unit. Kirk will keep Board updated.

Safety Committee Issues
   a) Labor management Committee – met with members of Local 792CH and Don
      Boxford to discuss safety concerns over the leaking roof. Union President provided a
      letter with the request it be given to the Board. Kirk provided a copy for each Board
      Member.

   b) Issues Update
      1. Roof – Meeting at 10:00 a.m. on 1/26 to declare roof an emergency. Will be
         on 2/1/05 Agenda. Perry will draft resolution and Jim Hurson will advise.
         Possibility of using REET funds.
2. Courthouse Temperature – No update at this time. Will wait for a new
director, but will likely proceed with separating certain offices from the main
system. Also discussed the possibility of an assessment of the current system
– David will look at a possible lead.

c) Asbestos Training – Maintenance employee to attend – February if possible, March
at the latest. A non-maintenance person will also attend (Lisa) in March. Possible
that the director will need training as well. The Board suggested we check with other
County departments for anyone who might be certified. Lisa is looking for a
consultant not related to the motel work.

- Compensation  
  **Held for next meeting
  a) Merit Increase % Chart
  b) Non-Bargained Wage Scales

- HR Process Updates  
  **Held for next meeting
  a) Unemployment Claims Management

- HR Copier – Research price of small copier.

END REGULAR SESSION 11:11 a.m.

NO EXECUTIVE SESSION