



MINUTES

AFSCME Labor Management Monthly Meeting

*Thursday, February 8, 2018, 9:00 a.m.
Executive Conference Room, City Hall South*

ATTENDANCE

AFSCME

Matt Miller
Kim Mason-Hatt
Jodie Gunderson
Chris Risen

ABSENT

Christi Amrine

MANAGEMENT

Rebecca Polizzotto
Charlie Miller

NOTE TAKER

Betsie Devenny

OLD BUSINESS

None

NEW BUSINESS

No agenda items were set prior to the meeting.

1. The City Manager introduced Charlie Miller, the City's new Human Resources/Labor Relations Specialist, and confirmed with AFSCME that Charlie will attend future meetings and serve as the daily operational contact for the Union.
2. The City Manager advised the Union that a new councilmember, John Steckler, was appointed on Tuesday to fill the vacant Council seat.
3. AFSCME provided historical background information for the City Manager with respect to how management and the Union have interacted historically with respect to employee discipline. Both management and the Union agreed upon general parameters regarding how the union should be notified with respect to investigations and employee discipline. Applicable procedures will be included in the revised and updated personnel policies.
4. The City will be updating the job description and conducting a compensation analysis for the position currently held by Chris Risen as Property Technician. When revised, the job description will be reviewed with the Union and then posted internally for hiring. In the meantime management and the Union agree that it is appropriate for Joanna Lee to serve in an acting capacity in this role.
5. The City Manager advised the Union that James Busch will now report directly to the City Manager. This move will help the Finance Director focus on her team and its processes.
6. The City Manager is looking at the basketball program and the best way to manage its operation. Staff should support programs, but not necessarily manage and run them.

Management and the Union agreed to continue discussing the staffing of the basketball program as more information became available through the City's analysis and budget process. It was agreed that keeping the Union in the loop about these types of changes is mutually beneficial.

7. The City Manager advised that the Employee Recognition Committee would like to host a retirement party for Chris Risen.
8. The Union asked about staffing in Public Works Maintenance. The City Manager advised the Union that the Public Works Supervisor will now report directly to the Director of Public Works and Development Services. The Planning Manager, Director of Public Works and Development Services and Public Works Supervisor are working on an analysis to evaluate staffing levels and equipment needs.

ADJOURNMENT

The meeting adjourned at 10:10 a.m.



Kim Mason-Hatt, President AFSCME



Rebecca Polizzotto, City Manager