

ETTI Board Meeting

January 4, 2022

11:00 AM Video conferencing

Executive Board

President Tom Mrizek

Vice President Randy Shuker

Secretary Treasurer Mark Stephan

Ex Officio – Randy Shuker

Representative – Dee Contreras for G&A

Chapter Representatives

Waste Water Treatmt Plant – Erich Matthews

Building Permits & Inspection –Donovan Doyon

Construction Inspection – Roman Rennard

Engineering Technicians – Johnny Mangum

Bldg Projects & Materials Lab Insp – Adam Autsen

Code Enforcement – Brian Tischbirek

AGENDA TOPICS

Call to Order – The meeting was called to order at 11:04 AM by President Mrizek.

Board Members Present – Tom Mrizek, Mark Stephan, Johnny Mangum, Adam Autsen, Roman Rennard, Brian Tischbirek, Erich Matthews, Donovan Doyon

Reading of the Minutes – The minutes of 12/2/21 were deferred.

Financial Report – Mark reported that dues are down as with COVID there are not new employee orientations so we do not meet them at hire. He is working to contact all new hires so they are aware of ETTI and can join. A computer was purchased for Board member Roman Rennard for \$1700. Tom suggested that all Board members approach new employees and tell them about ETTI and offer membership. Mark said that all bank and investment records have been sent to the accountant.

President’s Report – 1) Tom reported there has been activity in the County effort to reclassify some Engineering Technicians at the Plant to Wastewater Management Technicians. The employees have identified some problems and Dee reported that a meeting will be held with management to discuss the issues. Tom asked about the Civil Service Commission and Dee indicated that it will be heard on 1/28/22.

2) Tom indicated that there were changes to the law on FMLA and Dee explained they had no negative impact and added in-laws and grandparents. Adam stated that so long as they are adding coverage it is fine with him.

3) Tom expressed concerns about liberties being taken in the Fast Track program without negotiating changes with ETTI. The policy was pushed by Economic Development with Planning and Building Inspections to implement it. They are no longer following the original rules and are impacting plan review significantly. A commercial plan reviewer is overwhelmed and 3 weeks behind which never happened before in 20 years. These projects are pushed through first and often are filed without any real plan at all. The plan reviewer often winds up helping in developing the plans. Tom has request a meeting with labor relations to discuss this problem. Mark asked if Fast Track impacts employees beyond Inspections, including civil engineering technicians and planning. Tom replied that it is affecting our members in other departments.

Mark offered to send an email to all ETs and see who has been impacted to date. Tom explained that all other projects are pushed back by Fast Track and every plan change is also fast-tracked. One case had 23 plan changes resulting in 23 plan reviews. Mark added that that is a disservice to the developer also as it makes every change take longer. Tom added that some cases do not even have infrastructure plans at the start.

4) Tom raised the ARPA funds and the County proposal is not even close to acceptable yet. Dee explained the proposal which is \$1500 or 40 hours of time off. In general it covers employees who worked some time in 2020 and 2021. Tom said that is not enough and we are still meeting. Dee explained the salary cap issues as they are limiting employees in classifications which top at \$103K to time off even if the employee does not make that. Tom said that there is more money coming and we are holding firm to improve the proposal. Dee explained that the primary purpose was to address the dangers during the pandemic before vaccinations reduced the spread of the disease. There was a lengthy discussion on the County proposal and need to hold out for more.

5) Tom explained that 71J contracts are now an issue in Surveys. He explained that the issue is replacing regular employees with contractors. He has researched the County Charter on 71J and is looking at the formula needed to satisfy the determination of efficiency. He has information from the County on salary and will do the analysis and present it to the Board of Supervisors and Labor Relations. In one case the County indicated that they included providing tools to the contractor in the salary figures. He will request all 71J contract as well as the Board of Supervisors report on justification of the contract. He is creating a database in G-Suite with a calendar of all 71J contracts. Adam and Tom both said that we need to work on getting prevailing wage into the MOU.

6) Tom reported on a meeting with Goyette regarding the 71J and Fast Track issues and legal assistance with the information requests and potential litigation on these issues. Raf requested specific information on what we want from them and they will develop plans with ETTI to get it done.

7) Tom explained that we need to get the Election Committee in place and Mark said the must be done by 30 days prior to the General Meeting. Tom said that County buildings are opening up on 1/31. Randy will check on the room and Dee suggested that ETTI is a separate entity from the County and should be able to use the facility. There was a discussion of voting and members must be present to vote or use an absentee ballot which arrives prior to the meeting. Tom suggested that Chapter Representatives contact members about voting at the meeting or with an absentee ballot prior to the meeting.

8) Tom stated that we have prepared a wish list for negotiations and the Board will meet to review and refine it prior to negotiations. He reviewed the Charter on Personnel and would like to add the language of Section 62 to the contract regarding work days and other terms. Erich and Roman will work on the CI incentives and other issues for the negotiations.

9) Tom stated that we need to follow up on the complaint filed by Adam in October. Dee will find out what the current status is. Tom asked Mark to get the names of the Human Resources representatives for all or our Departments and Divisions and put it on the website. Mark said that Human Resources publishes the information and Dee suggested we request the Labor Relations Officers, Payroll, ADA, EEO and Safety specialists as well. Adam volunteered to assist as needed.

10) Tom clarified that the Board reviews and approves any information or policies sent on behalf of ETTI to management or the Board of Supervisors. Mark pointed out that the By Laws define the President's role but not the other officers. Tom stated that the Board needs to look at the By Laws over the next year to update them at the General Meeting in 2023.

11) Tom suggested that we need a Technology Officer as the organization has moved beyond what we have now and needs additional expertise in this area. He wants to insure that we have a full record in the G-Suite that new officers can step into. We can respond quickly to issues and see what was done before. Adam and Johnnie have these skills to start this and we can go from there. And Adam added that we can get information out to members quickly also.

Action Items: Tom explained that Mark has been working for ETTI since he retired in October and is returning to work in January. Moved by Erich; seconded by Roman to pay Mark \$800 for the work performed prior to return to work with the County; carried.

Representation: None

Meeting Adjourned – 12:35 PM

Next meeting – The next meeting is to be determined.

Minutes prepared by Dee Contreras

Approved:

Adam Autsen, Secretary Treasurer