

ETTI Board Meeting

February 24, 2022

3:00 PM Video conferencing

Executive Board

President Tom Mrizek

Vice President Randy Shuker

Secretary Treasurer Mark Stephan

Ex Officio – Randy Shuker

Representative – Dee Contreras for GR&T

Brandon Largent for GR&T

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 3:07 PM by President Mrizek.

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

Reading of the Minutes – The minutes were deferred.

Financial Report – Mark provided the end of year report and there is \$378K in reserve with \$350K in mutual funds and \$28K in the bank. In the 4th quarter income was \$103K and expenses were \$116K. Tom suggested that the Board members meet with new employees to explain the benefits of membership. There was a discussion of dues rates and it was agreed that there is no need to increase dues at this time. Mark added that we paid 5 months release time.

President's Report – 1) Tom stated that the Civil Service Commission adopted the new Labor Compliance Technician classification series. We will negotiate salary as the Unit is determined. 2) Tom asked that each Board member be assigned 71J contract for their department/work area and then review them for information. Mark asked that they review for use of annuitants and Tom agreed and he plans to review extensions to appointments. Tom is especially concerned about Engineers replacing our workers and exceeding the time as annuitants. Mark suggested we meet with employees who are doing the work regarding the penalties to them. Brandon suggested we go to the County on the problem and let them handle it from there as we do not represent them. 3) The Wastewater Maintenance Technician classification series was adopted by the Civil Service Commission. 4) Tom reported that we received the DOT Remote Policy and the Sanitation District Remote Policy. Randy will lead the DOT discussions and Johnny will lead the San District. Donovan suggested we work off of the DOT Policy for others as it mirrors the State with some exclusions. 5) Tom stated that we also received the Face Mask Policy based on the State Mandate. They have not set a meeting but the current return to work date is 3/7/22 so they need to hurry. 6) The ARPA issue continues and we are still in negotiations with no upcoming meetings. Tom suggested \$25K and Brian reported that the news said that 8 Units have accepted the proposal.

Adam said that employees have said they could use more time and Tom said that it must be used by 12/2024. Adam suggested that the use of CTO policy could cover use of the time. The \$103K limit is a Federal requirement but the County decided to use classification instead of actual pay rate. It impacts Building Inspectors IIB, Senior Construction Inspectors and Principal Engineering Technicians.

7) Tom reported that the PRA on 71J contracts in CMID was helpful. It identified issues and Adam is looking at them. He identified concerns with the chain of command and how contracts are handled in CID. Mark said that we have zero control over contractors and Adam agreed. Tom stated that in the PRA he requested the factual data on which efficiency and economics are measured and the analysis which supports the conclusions on these issues. He will go to the Board of Supervisors and explain to them that we asked for the information for bargaining and did not get it so we went to the PRA route. He will recommend that they request it and he will speak at the Board of Supervisors on this. Brandon explained that there is an issue with the response in that he cannot tell what question the information is in response to. If necessary he will follow up with interrogatories and then a writ to Court if necessary. He explained that legal fees are awarded in these cases and that if the information exists it is a violation if not provided whether deliberately, out of error or ignorance. Tom asked about getting prevailing wage information and Brandon agreed it is covered but will include benefits as well as wages. On the BPI information the department said they have no information but it is the County's responsibility to keep and provide records so that does not fly.

8) Tom stated that the issue of supervisors doing bargaining Unit work continues. Brandon noted that it is not efficient or economic to do it. Tom will request to meet with the Director of Community Development and Planning on this.

9) Tom raised the nepotism issue with labor relations and was told it only applies to Department Heads and Directors.

10) Tom expressed concern about the lack of action on Adam's grievance and will check on it.

Action Items: Tom requested a motion to cover the costs of the General Meeting today. Moved by Johnny; seconded by Brian to authorize up to \$4000 for meeting and food costs; carried.

Representation: None

Meeting Adjourned – 4:12 PM

Next meeting – The next meeting will be on 3/1/22 at 11:00 AM on Google Meet.

Minutes prepared by Dee Contreras

Approved:

Adam Autsen, Secretary Treasurer