

ACTION AGENDA

EMPLOYEE COUNCIL MEETING WEDNESDAY, FEBRUARY 14, 2018 COCHISE COUNTY BOARD OF SUPERVISORS HEARING ROOM

ROLL CALL

Rochelle Davis	Finance - Present	Joe Garcia	Queen Mine Tour - Present
Nina Williams	City Clerk's Office - Present	Joe Ward	Comm. Dev. - Present
Tom Kobal	Public Works - Present	Alison Williams	Library - Present
Dwayne Wallace	Public Works - Absent	Brian Swan	Police Dept, BPOA - Present
Nick Rivera	Fire Dept, BFFA - Absent	Andrew Deford	Police Dept, BPOA - Present
Ramon Borbon	Fire Dept, BFFA - Present	Daniel S. Duchon	Staff Liaison - Present

1. Discussion of resignations:
 - a. Resignation of Tom Kobal as Chairman, and from Employee Council
 - b. Resignation of Dwayne Wallace

Tom Kobal announced his pending retirement, his resignation as the chairman, and from the employee council. Allison Williams thanked Tom and Dwayne. It was also brought up Nick Rivera is no longer employed with the Bisbee Fire Department.

2. Discussion and possible election of Chairman

MOTION: Alison Williams nominated Nina Williams

SECOND: Joe Ward

MOTION PASSED: Unanimously

3. Discussion and possible appointment to vacancies on Employee Council

Members discussed encouraging employee engagement in the council in their respective departments.

4. Discussion and possible approval for Employee Council to request that City Council be made aware of projected costs of wage increases for all employees.

MOTION: Tom Kobal moved to approve a document be drafted to City Council that included the following information: cost of 2-4% raises for all employees, inflation and FTE data over the last four years.

SECOND: Alison Williams

MOTION PASSED: Unanimously

5. Discussion and possible approval of a request to staff for research on compensation time policy.

MOTION: Alison Williams moved to request staff, specifically City Management and City Attorney, to research current use of compensation time, and provide recommendations on proper use of comp time.

SECOND: Joe Ward

MOTION PASSED: Unanimously

6. Discussion and possible approval of a request to staff for research on reimbursement for use or lose PTO.

MOTION: Tom Kobal moved a document be drafting to City Council requesting implementation of a policy allowing employees to cash out use or lose PTO at the full rate, with department director approval. The motion also included a request the employee council be involved with the previously adopted Council direction to Staff for PTO cash out policy research.

SECOND: Alison Williams

MOTION PASSED: Unanimously

COMMENTS

Alison Williams request an agenda item for the next meeting to request involvement with Staff's research on internal promotions.

ADJOURNMENT at 11:05 AM

MOTION: Tom Kobal

SECOND: Alison Williams

MOTION PASSED: Unanimously