

MEMORANDUM

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TCRM 1-27-14

TO: President and Members of the Town Council

FROM: Town Manager

MEETING

DATE: January 26, 2014

RE: Ordinance 1620: Amendment #2 to Ordinance 1611: 2014 Salary Ordinance – Reconsideration

This item was presented to the Town Council at our January 13, 2014 meeting. The Town Council declined to take any action. As a result of that decision employees that did not work on January 6, 2014 had to use vacation or compensatory time in order to be paid. We have attached a transcript of our discussion on this subject from the January 13th meeting.

The attached amendment to the 2014 Pay Plan and is unchanged from the ordinance supplied on January 13. It provides for compensation of employees for the storm event that began on Saturday, January 4 through Monday, January 6, 2014.

This procedure follows the same policy approved following the February 2011 winter storms. Staff is suggesting this approach for this 2014 event only. Staff will develop a new policy for snow days and provide it to you for consideration. A new Town policy may be crafted much like Indiana University’s “Adverse Weather Conditions” policy that is enclosed as a reference.

1. Any employee unable to report to work on Monday will be paid as if it was a regular work day.
2. Non-exempt, full-time, regular employees that worked Monday are paid time and a half for hours worked in addition to eight (8) hours of straight time pay.
3. Salaried employees who worked between 4PM Saturday, January 4th and 6:00PM Monday, January 6, 2014 will be paid on an hourly equivalency for their hours worked in addition to their regular compensation.

The argument for non-exempt employees to receive at least eight hours of 2.5 times their salary is to incentivize employees to report to work during a storm or emergency. As you can see from the included chart, the staff made a similar contention in 2011. If you view the sheet titled “Suggested Revision to Definition of Blizzard Pay,” an employee who works eight hours during the storm event is only compensated ~\$80 more than someone who did not report to work at all.

It should also be noted that many employees did not report to work due to the orders and media reports informing the public that many state routes including I80/94 were closed. In fact, some areas were threatening fines for motorists who traveled on some routes throughout the area.

Using the same example as the “Suggested Revision Chart”:

	Non-exempt employee who did not report to work on 1/6/14	Non-exempt employee who worked 8 hours on 1/6/14
Hourly Rate	\$20.070	\$20.070
a. Regular 8 hour workday	\$160.56	\$160.56

b. b. Non-exempt, full time employees who worked on 1/6/14 receive 1.5x for hours worked	\$0.00	\$240.84
Total for Non-exempt employee on 1/6/14 (a + b)	\$160.56	\$401.40

A salaried employee who is paid \$33.725 per hour and who worked for eight hours on Monday, January 6, 2014, would be paid \$269.80 for that day, above their regular salary.

Alternative Approach:

1. All hourly employees that worked Saturday and Sunday, January 4-5, are paid based on the regular overtime calculations. If Saturday and Sunday are normal work days, then overtime will be applied for those employees who worked in excess of normal work hours.
2. All hourly employees are paid their normal rate for Monday, January 6. If Monday is a regularly scheduled day off, and the employee reported to work, that employee will receive overtime for the hours worked.
3. Hourly employees that worked Monday are paid 1.5x for hours worked. They are paid straight time for the balance of the regular day. For example, if an employee worked for 2 hours and went home, that person will be paid for 9 hours at their pay rate.
 - a. E.g. Two (2) hours worked at 1.5x rate + Six (6) hours for the balance of the workday = Nine (9) compensated hours.
4. Exempt employees that worked Saturday or Sunday will be granted Paid Time Off equivalent to the hours worked.
5. Exempt employees that worked Monday will receive no additional Paid Time Off.
6. Exempt employees that were unable to report on Monday are paid as regular, exempt employees at their regular rate.

Included are copies of each proposed ordinance for your review.

Recommendation: Suspend the rules, waive the readings, and adopt Ordinance ____: Amendment #2 to Ordinance 1611: 2014 Salary Ordinance this evening.

**ORDINANCE 1620
TOWN OF MUNSTER, INDIANA
AMENDMENT #2 TO ORDINANCE 1611
2014 PAY PLAN**

WHEREAS, the Munster Town Council adopted on December 30, 2013, Ordinance 1611 authorizing the 2014 Pay Plan; and

WHEREAS, from time to time it is necessary to amend Ordinance 1611 due to requested changes in personnel, administrative reorganizations, changes in employee payroll distributions, changes in the replacement market, complying with interpretations of the State Board of Accounts, or inadvertent errors and omissions in the original Ordinance; and

WHEREAS, in December 2013, the Town Council approved a salary ordinance with an attachment as to the distribution by fund of staff positions; and

WHEREAS, in an effort to compensate the efforts of various employees that worked during the Winter Storm event of 2014, certain offices of Town Hall were closed on January 6, 2014, due to extreme inclement weather and emergency road conditions; and

WHEREAS, in an effort to compensate all employees fairly and equitably, the Town Council amends Section VIII Miscellaneous Benefits and Provisions;

NOW, THEREFORE, BE IT ORDAINED, that the Town Council of the Town of Munster, Indiana, amends Ordinance 1611 Section VIII Miscellaneous Benefits and Provisions, as follows:

January 6, 2014 Storm Event

1. All regular employees, who were unable to report to work, will receive eight (8) hours of straight time for January 6, 2014.
2. All hourly full-time, regular employees that worked on January 6, 2014, shall be paid time and one-half for all hours worked in addition to eight (8) hours of straight time pay.
3. Salaried employees, in the positions listed below who worked during the storm event between 4:00 PM Saturday, January 4 and 6:00 PM January 6, 2014, shall receive additional compensation for hours worked during this period in the amount of their equivalent hourly time rate times the number of whole and partial hours worked during this period in fifteen (15) minute increments.

Position

Chief of Police
Police Lieutenants
Police Administrative Aide
MIS Director - PD

Food Services Manager
Centennial Maintenance Superintendent
Parks Maintenance Superintendent
Director of Operations/Fire Chief
Golf Course Superintendent
Data Processing Specialist
Accounting Supervisor

ORDAINED and **ADOPTED** this 24th day of January, 2014 by a vote of ___ in favor and ___ opposed.

**TOWN COUNCIL OF THE TOWN OF MUNSTER,
LAKE COUNTY, INDIANA**

John P. Reed

President

ATTEST:

David F. Shafer **Clerk-Treasurer**

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January 6, 2014 Storm Event

1. All hourly employees that worked Saturday and Sunday, January 4-5, are paid based on the regular overtime calculations. If Saturday and Sunday are normal work days, then overtime will be applied for those employees who worked in excess of normal work hours.
2. All hourly employees are paid their normal rate for Monday, January 6. If Monday is a regularly scheduled day off, and the employee reported to work, that employee will receive overtime for the hours worked.
3. Hourly employees that worked Monday are paid 1.5x for hours worked. They are paid straight time for the balance of the regular day. For example, if an employee worked for 2 hours and went home, that person will be paid for 9 hours at their pay rate.
 - a. E.g. Two (2) hours worked at 1.5x rate + Six (6) hours for the balance of the workday = Nine (9) compensated hours.
4. Exempt employees that worked Saturday or Sunday will be granted Paid Time Off equivalent to the hours worked.
5. Exempt employees that worked Monday will receive no additional Paid Time Off.

6. Exempt employees that were unable to report on Monday are paid as regular, exempt employees at their regular rate.

ORDAINED and **ADOPTED** this 24th day of January, 2014 by a vote of ___ in favor and ___ opposed.

**TOWN COUNCIL OF THE TOWN OF MUNSTER,
LAKE COUNTY, INDIANA**

John P. Reed

President

ATTEST:

David F. Shafer Clerk-Treasurer

Introduced Ordinance 1513
Amendment #1 to 2011 Salary Ordinance 1510

"Suggested Revision to Definition of Blizzard Pay"

	Hourly Employee at J.G. 7, Step 12 who did not work on February 2, 2011	Hourly Employee at J.G. 7, Step 12 who worked 8 hrs. on February 2, 2011	Hourly Employee at J.G. 7, Step 12 who worked 16 hrs. on February 2, 2011	Salaried Employee at J.G. 14, Step 12 who worked 12 hrs. on February 2, 2011
Base Hourly Rate or Equivalent Hourly Rate	\$20.070	\$20.070	\$20.070	\$33,725
Equivalent Day Rate (Hourly Rate x 8 hrs.)	\$160.56	\$160.56	\$160.56	\$269.80
1. "All employees who did not work on February 2, 2011, shall receive Paid Time Off (PTO) equivalent to eight hours of base pay."	\$160.56	\$0.00	\$0.00	\$0.00
2. "All hourly employees who worked on February 2, 2011, shall be paid time and one-half for all hours worked on February 2, 2011."	\$0.00	\$240.84	\$481.68	--
3. "Salaried employees who worked between 12:01 a.m. February 1, 2011, and 11:59 p.m. February 3, 2011, shall receive additional compensation for hours worked during this period in the amount of their equivalent hourly rate times the number of whole and partial hours worked during this period, in 15-minute increments."	--	--	--	\$269.80 (day rate) \$404.70 (additional)
Total Blizzard Pay (1+2 or 1+3)	\$160.56	\$240.84	\$481.68	\$674.50

Adverse Weather Conditions

CWA 4.2

Revised July 1, 2013

Employees covered by this policy

This policy applies to all Support Staff at IU Bloomington and Northwest.

A. Missed work due to extreme travel hazards

1. It is the policy of the university to operate at all times; therefore, employees are expected to report for duty unless notified otherwise.
2. It is not expected that the university will close, although there will be times because of weather when certain employees cannot travel to work or may need to leave early. If adverse weather conditions create extreme travel hazards for an employee traveling to or from the workplace, the following provisions apply:
 - a. The employee should make every effort to notify the departmental supervisor.
 - b. The employee will have the choice of use of accrued vacation, accrued income protection time due to or as provided under "emergency" provision, previously accrued compensatory time, or with supervisory approval the work may be made up on an hour-for-hour basis during the same week so that the employee will not suffer loss of pay.
 - c. At their option, employees may be absent without pay and still accrue time off. This is in lieu of charging the absence against items listed in 2.b. above.

B. Closing of campus

1. If adverse weather conditions are widespread and extremely severe, the president on the Bloomington campus and the chancellors on the other campuses may determine that the campus should be closed and announce by means of local radio stations that employees will not report to work. Under such circumstances, the following provisions apply:
 - a. Pay for employees will be continued without charge to allowances or make-up of time.
 - b. Only emergency Temporary and appointed employees who are required to work will be allowed time and one-half additional time off, or pay, as determined by the department head for those hours worked when the campus is actually closed.
 - i. It is the responsibility of supervisors to notify employees in advance which jobs may be subject to emergency requirements.
2. When campus is closed, an absence charged to weather should be coded on the payroll voucher with appropriate notation in comment section.
3. Non-emergency employees who report to work when the campus is closed will be compensated at their regular rate of pay.

Adverse Weather

PA/SS 8.3

Revised July 1, 2006

Employees covered by this policy

This policy applies to Professional Staff and Support and Service Staff not covered by a union.

A. Introduction

The university will generally not close because of adverse weather. It is the university's policy to operate at all times and staff are expected to report for duty unless notified otherwise.

B. Options for covering an absence due to adverse weather when a campus remains open

1. Employees are expected to use their best judgment if adverse weather creates extreme travel hazards for traveling to or from the workplace. They should not endanger themselves nor ignore the statements of local officials about traveling during adverse weather. The employee should make every effort to notify the departmental supervisor if they are not going to be able to make it to work. The advance notice requirements for use of time off will be waived.

Support and Service staff

2. The department may authorize use of the following options so that Support and Service Staff do not suffer loss of pay.
 - a. Accrued paid time off benefits
 - b. Accrued compensatory time
 - c. Make up the work on an hour-for-hour basis during the same workweek
 - d. Instead of charging an absence against the items listed above, staff may request an absence without pay and with benefit accrual.
 - e. Work from home if appropriate documentation of work time can be obtained.

Professional staff

3. Professional staff who are absent may use the options listed below to cover an absence.
 - a. PAO Staff may use accrued PTO, accrued compensatory time, or with supervisory approval, make up the work on an hour for hour basis during the same week.
 - b. PAU Staff may use accrued PTO or, with supervisory approval, make up the work on an hour for hour basis during the same week.
 - c. PAE Staff may work a different schedule with supervisory approval, or, if absent for a full work day, may use accrued PTO.
 - d. Instead of charging an absence against the items listed above, Professional Staff may request an absence without pay and with time off accrual.
 - e. Work from home if approved by the department.

C. Guidelines for when campus is closed

1. If adverse weather conditions are widespread and extremely severe, the president on the Bloomington campus and the chancellors of other campuses may close the campus. Local radio stations announce such a closure.
 - a. The cancellation of classes does not mean that the campus is closed. Closing the campus is a specific action of a chancellor separate from a decision to cancel classes.
2. When a campus is closed, pay continues for all staff for whom the closing occurs on a scheduled workday. Staff do not have to charge the absence to an allowance or make up the time. An absence charged to weather should be coded on the payroll voucher.

D. Compensation for work performed when a campus is closed

1. There are some jobs which require employees to work during such circumstances. Supervisors are to notify employees in such jobs of this requirement and to contact Office of Insurance, Loss Control & Claims to have Emergency ID cards issued to these employees in advance.

Support and Service staff

2. Support and Service Staff employees who are required to work when the campus is closed due to adverse weather on their scheduled workday receive pay for the hours worked plus one of the types of premium compensation listed below. The department head determines which type of additional compensation the employee receives.
 - a. Pay at the rate of 1½ times the hourly rate
 - b. Time off at the rate of 1½ times the hours worked

Professional staff

3. Professional staff who are required to work during adverse weather receive their regular pay but do not receive any additional pay or time off.

Adverse Weather Conditions

Temporary 5.5

Revised April 1, 2008

This policy applies to all Temporary employees.

A. Introduction

1. The university will generally not close because of adverse weather. It is the university's policy to operate at all times and employees are expected to report for duty unless notified otherwise.
2. If adverse weather creates extreme travel hazards for a Temporary employee traveling to or from the workplace, the employee should make every effort to notify the departmental supervisor that he or she will not report to work. Such absences are without pay.

B. Guidelines for when campus is closed

If adverse weather conditions are widespread and extremely severe, the provost or chancellor may close the campus. Local radio stations announce such a closure. Such absences are without pay for Temporary employees.

C. Compensation for work performed when a campus is closed

1. There are some jobs which require employees to work when the campus is closed. Supervisors are to notify employees in advance which jobs are subject to this requirement.
2. Temporary employees who are required to work when the campus is closed due to adverse weather on their scheduled workday will receive pay for the hours worked plus additional pay at the rate of 1½ times the hourly rate.

Town Council Meeting

January 13, 2014

Discussion of Proposed Ordinance 1620

Disc marker 27:30

John Reed (JR): ...Amendment number two to Ordinance 1611, the 2014 Salary Ordinance. Tell me about this one, Mr. DeGiulio.

Tom DeGiulio (TD): This is a similar event that's occurred in the past most recently in February of '11 where for reasons of extreme weather we had employees that were unable to report to work and we also closed Town Hall as a safety matter and that was on Monday. We had a number of employees who worked the weekend and some employees were able to make it in and work part or all of Monday at Town Hall or other locations. In the past when we've had Town Hall closed we have paid those people if you will with a snow day as if they had actually worked. SO the question comes then is what is the fairness element to those that actually did work. It gets kind of tricky because we had, what we did in the past, we had, we paid people a combination of straight time and overtime depending on what time they worked during the day if my memory serves me right Mr. Johnson and then there was also the question of exempt employees who were given, paid straight time overtime for the extra hours they would have worked and stuff like that. I guess we're looking to you for some direction. This, if you pay somebody for not showing up, for whatever reasons, you pay them you know a straight day's pay and they didn't come to work, how do you compensate the person that actually came to work that day? What we, what we're recommending is they get paid eight they get paid for the straight days just like everybody else and then essentially time and a half for those hours that they would have worked that weekend within the framework of the

Dave Nellans (DN): Or hours that they did work.

TD: Yeah, yeah so it's a little bit, you know that, it's a little different set of circumstances cause we had people start at what Jim from four o'clock on Saturday in in the shift work and and worked you know several shifts Saturday, Saturday, Sunday, and then into Monday and we finally quit, was it about four o'clock, three-thirty or three o'clock on Tuesday we finally sent everybody home and kept one, we kept one person overnight responding to calls from PD or everything else but crews essentially went home at at close of business on Tuesday for them so

Andy Koultourides (AK): Do we norm, Mr. President, do we normally pay people when they don't show up to work?

TD: If, well, when the Town Hall's closed if they can't get out, we don't normally pay 'em unless they have vacation, compensatory time

AK: Right

TD: or something else. In this particular case it it became the question of if you close the building what do you do with them for those that may have showed up for the start of the hour. Other people couldn't get out of their driveway so that's kind of how we're done, have we done this thing and that's the direction we're looking for. If you don't, if you don't want to pay the people that didn't show up to work,

they'd have to use a vacation day, or comp time, or something along those lines. That's the only other option. I'm just askin', we're just looking for direction.

AK: Well, that would make sense to me. I mean if we're, if they're not actually physically coming here and actually working, I mean, I have no issue with actually compensating people actually came to work, but if they're not here working, you know, they can take a, you know, a vacation day or whatnot, but I, I'm not in favor of actually paying somebody for not showing up to work even if it was their, you know, they couldn't get out of their house or not. You know that's just my business background, so

Unknown: Sure

DN: Mr. President, and the, ask the question, with respect to comp time, when you refer to comp time Tom, how does, how would that work and what's the policy on comp time?

TD: Well, you have exempt employees and non-exempt employees. Exempt employees you really, you have an obligation to pay them for working within that time period. The, someone who's eligible for overtime can take a part of their earned overtime and store it as comp time and you're given an hour and a half credit for every hour you worked; it's the same thing, and then we have certain limits on how much comp time one can accrue and basically leave that up to the departments to establish that so within their working order and stuff like that. And then you can cash in any time under the Fair Labor Standard Act, andy time you can cash in comp time for at your overtime rate or you could take it for, you know, I got eight hours of comp time, I mean eight hours of overtime work, it's worth twelve hours of comp. I can take a day off and use eight of my twelve hours. So that's be an option. I don't, I don't know a lot of people that save up a lot of comp time. Some do for, you know emergencies and that type of stuff so they don't have to use vacation days, but it's not like somebody's got, I think, Steve, what do you guys limit yours to?

Steve Scheckel (SS): We cap it at eighty.

TD: And Jim, what do we do?

Jim Knesek (JK): Most of the guys

TD: cash it in.

JK: cash it. They take the money. They don't want the comp time.

TD: But, I know some of the clerical people and stuff will save it up and in case, you know, something, something occurs and things like that. Just to have a cushion as opposed to throwing in, you know, you get an hour and a half a, most of the clerical people don't work long stretches of overtime to accumulate a lot like say Public Works or PD who would work a shift. They may be an hour and a half or two hours at a time.

AK: I don't have an issue with them taking their comp time

TD: Yeah

AK: taking a vacation day, but to actually pay them for physically not being here working, I'm not in favor of that.

TD: That's what we need to know.

DN: I would share the sentiments with Councilman Koultourides. I think that it was a unfortunate situation but it's not something that we planned on it and if they have the time to use to cover it fine, if not those that came in should be paid.

AK: I agree.

JR: I think, I mean really what Tom's talking about is if we want to incentivize people to come in on a day like that, regular pay not, may not be sufficient to do that. I mean if people are saying, well if everybody else is taking comp time, I'll just take comp time or if I know if I show up today, I'm gonna get time and a half so I'm gonna dig myself out one way or another and have my buddy pick me up in his Hummer and I'm gonna make it down there. I mean, I'm glad somebody was here. I mean Tom was here. Are there a few other people that were here?

TD: Public Works was here. Some of 'em didn't go home because they couldn't get to where they were livin'.

JR: So, I mean if you know, if we don't want to pay people on days they're not here, that I get, I understand that, even if you know it's difficult to get here. I could have gone to work Monday, but my building called and said that's great, but we can't get to the front door. We can't open the building for, to let you in it. So

DN: Right, no, I understand but

JR: This building was open.

TD: Yeah.

JR: So

TD: We even had a customer late in the afternoon.

DN: Well, and I would, I would, I would certainly hope that our Town Manager could get here one way or another even if Public WOrkds drove by and picked him up in the plow and brought him and dropped him off.

TD: We had a couple of secretaries, people went to get 'em and brought 'em in.

DN: And fortunately, you know, the staff that lives close, you can do that. You may not run out to Portage or someplace to pick up someone far, but close it's just. SO, I don't know, what's what's the other

Joe Simonetto (JS): So is the, if I might Mr. President?

JR: Sure.

JS: The issue then, if I understand it Tom after listening to all of this, people that come I, or don't come in, we're not gonna pay 'em.

TD: Wait, people that, what now? The people that didn't come in

JS: Right

TD: on Monday, they would have to, they would have to use some type of personal leave to be paid for it.

JS: And if they didn't have it, then they didn't get paid?

TD: That's right, that's, that's the question.

JS: And that's what you two are in

DN: Yes

JS: favor of

DN: Yes

AK: Yes

JS: I am too. SO the real issue then is what John was saying is, for those that do make it in, we're gonna give 'em a little bump, as an incentive to come in.

JR: Or else, why come?

AK: Well that, isn't that what we're talkin' about right now?

JR: Yeah, I think so, but I mean, I'm sayin'

All talking at once – unintelligible

JR: No, I'm not saying payin' 'em, I'm sayin' payin' 'em more.

AK: Right but that's what's, that's on here.

JR: Time and a half

AK: That's in the formula. Right.

JR: Well, it's actually time and a half plus *unintelligible*

TD: Yes

John Edington (JE): Yes

TD: Time and a half for hours actually worked plus the eight hours. Really what you're, what you're doin' tonight by this discussion, is settin' a policy that once you decide what how we're gonna handle this, cause I don't wanna have to go through this every time.

DN: I

TD: Cause this is what, this discussion is different than what it was three years ago whenever

DN: Yes

TD: it was as I recall, so I need, I want you guys to come up with your policy we're gonna put that in the Personnel Rules and that's how it'll be handled.

DN: Mr. President, I guess since we're discussing not paying employees blanket-wise that came in, the fair thing would be those that came in and worked would get paid at the rate of time and a half. So they're pickin' up a half time that they ordinarily would not receive. To also give them eight hours pay, that would only work if you were paying everyone eight hours and we're not. So I would say the discussion would be, those that stayed home would not get paid automatically. They would have to use a vacation time, comp time or something that they had

accrued to cover that. Those that came in would get paid at the rate of time and a half only and not get it 'cause we're not blanketly giving everybody eight hours pay. It's not like a holiday that every guy everybody gets paid eight hours plus those that worked on the holiday get paid at time and a half or whatever it might be.

JS: And it's not unusual for private industry to give an incentive like

TD: Yes

JS: either. So, I like your idea.

TD: So we

DN: out for discussion

TD: So we got

JR: resolution?

TD: Well, I need some decision on this and a motion. SO we've got, we've got two of the three issues I think clearly defined. The third issue would be how do you address the exempt people that came in and worked? Some worked well in excess of their regular hours you know and some of those kinds of things, I think, and there's a list of people in this ordinance that would would qualify.

AK: You mean they worked more than eight hours that day?

TD: Yeah. Some of 'em worked the weekend and stuff like that before

AK: Who would be in favor of paying them time and a half for that

TD: Okay

AK: for the

All talking at once – unintelligible

TD: Yeah, yeah. So if you plowed snow on Sunday, outside of your okay

AK: I mean, I mean that means they're working for us.

TD: Yeah

AK: I don't

JS: Right

TD: Okay

AK: I have no issue with that.

Dave Shafer (DS): That being said, Mr. President, the, under the list of positions, then there's a need to add the position of Accounting Supervisor.

TD: Okay. Was Trish in on Monday?

DS: Mmhmm

TD: Okay, good. We'll do that then.

AK: Whoever was here, put it in.

JS: Right

JR: Absolutely

JS: Not paying them the eight we're paying 'em time and a half for the time they worked. Right. Like that.

JR: Yes. You think that incentivizes it enough Tom or did you

TD: I, Jim what's your notion? You think that's fair to everybody?

DN: Well, I think you want to be fair but you also want to make it somewhat simple. It's not too complicated.

JS: Well, Jim, you got other thoughts?

JK: No.

JS: Okey doke.

DN: And we really don't have any kind of bonus incentive and with exempt employees sometimes some organizations have a year-end bonus where an exempt job is kind of tough because sometimes you work more hours and sometimes you work less hours. More than likely most of your exempts work at least their forty hours a week and more on a regular basis and then here's something that's even more heroic where they had to put in even more hours and you want to do something because after a while it becomes a point of diminishing returns as to being exempt and you get beat up and you have all this stuff and then you don't hardly get paid for anything and you're donating all those free hours. I think you want to be fair and we don't really have a way to, to bonus up something.

TD: Okay, so let's, see, we got, we got time cards due Fri, this week right, yeah, this is, we're halfway through. All right,

DS: Sounds like you want to scratch item number one under the ordaining clause.

TD: Right

DS: Number one, that sounds like the, the consensus is that that be stricken.

TD: Well, or should it say David, "All regular employees when able to report to work may use vacation or compensatory time

DS: cover it

TD: to cover for that day.

JR: If they do that, then they will receive eight hours.

TD: Then they'll get eight hours of pay, can't use sick leave or anything else like that.

DN: And if they're a brand new employee, probationary whatever, they don't have any time accumulate, I'm sorry.

TD: Yeah

DN: It's just a tough day. I don't think that's out of line.

TD: They may, they may have part of the, depending, unless you were really brand new, but if you've been here a couple months, you've got a little bit of vacation that 'cause it accrues by the hour, per pay check, you might have enough to cover that day. So then all hourly employees that worked and maybe we need to change that to

DS: Well, that makes sense.

TD: Well

JS: I think you need to rewrite this.

TD: But, that's yeah

Unknown: Yeah

TD: Because really need to pick up Dave the

AK: ... Fire Department...

TD: We're talkin' about time and a half for the hours that worked. That we go back to the four pm. Saturday.

DS: If employees know that there's some consideration being formulated is that ...*unintelligible*...or the presentation of this on the 27th?

TD: Well that's the other question.

JR: Well they're gonna turn in a time card now.

TD: ...do with the time cards. Well we could do this, we could do this. The real issue's if the guy, 'cause the guys that worked, whether they fall into the overtime or not depends on when they more than likely most of 'em had overtime coming 'cause of the work though the whole weekend, so really the question is for the overtime is the Monday issue because that would be the start of a new week and that would be a little, we could always go back and make that change.

DS: Yeah

TD: And then we can notify everybody else that your decision is to if you weren't here on Monday, you need to turn in vacation or something along those lines and that keeps it a little cleaner for this time so then only thing we're doin' then is balancing out the people that actually worked.

JR: And we can do that retroactively on the 27th?

TD: Yes, yeah

JR: Okay

TD: 'Cause they'll get the regular check and then the only issue will be how we deal with Monday.

JS: Mr. President, I'd like to see this rewritten in its final form.

TD: We will.

JR: Was the Golf Course Superintendent really at work?

TD: Yeah, both guys were working.

JR: No kidding. How many players were there? Oh, he was plowing. I thought maybe there was

TD: ...had a couple of divets...

JR: league I wasn't aware of. I was gonna...

TD: No, he and, he and Rod and Jerry and I think most of their crew was out plowing and doing stuff like that. It was a good effort, I was really pleased with the guys and spirits were up. You know, I think they like, it's like a fireman going to a big fire. That's fun. You know, it tires you out plowin' snow for twelve, fourteen hours at a crack but they got a good, they did a good job and they know they did a good job and they were told.

JR: Ok, so well get that one

TD: Yeah, we'll take care of that.

JR: for next time. Okay so we'll move on then to New Business.

Disc marker 43:21

