

JACKSON CITY COUNCIL

Regular Session

July 22, 2007

7:00 p.m.

Call to Order..... President Speakman
Pledge of Allegiance..... Mr. Reed
Opening Prayer..... Mr. Reed

Roll Call

Approval of Minutes

July 9, 2007, July 11, 2007 and July 17, 2007

VISITORS:

COMMITTEE REPORTS:

- Utility
- Budget & Finance
- Police, Fire & Traffic
- Service
- Railroad
- Legal
- Building
- City Auditor
- Law Director
- Mayor
- Service Director/City Engineer
- Chief of Staff
- Safety Director
- Police Chief

ORDINANCES AND RESOLUTIONS

CORRESPONDENCE

OLD BUSINESS

NEW BUSINESS

ADJOURN

JACKSON CITY COUNCIL

Minutes from

July 9, 2007

7:00 p.m.

Regular Session

Jackson City Council met in regular session on Monday, July 9, 2007, at 7:05 p.m. at the Jackson City Council chambers. President Speakman called the meeting to order. The Pledge of Allegiance was given and followed by prayer, both led by Mr. Reed.

A roll call was taken as follows:

- Mrs. Colby – present
- Mr. Hughes – present
- Mr. Eric Brown – absent
- Mr. Reed – present
- Mr. Cary Brown – present
- Mr. Stewart – absent
- Mr. Heath – present

Mr. Heath made a motion to excuse Mr. Eric Brown and Mr. Stewart, seconded by Mr. Reed. In a voice vote, all Council agreed.

Mrs. Colby made a motion to approve the minutes from May 14, 2007, seconded by Mr. Hughes. In a voice vote, all Council agreed. Mrs. Colby made a motion to approve the minutes from May 21, 2007, seconded by Mr. Hughes. In a voice vote, all Council agreed. Mr. Hughes made a motion to approve the minutes from June 11, 2007, seconded by Mrs. Colby. In a voice vote, all Council agreed. Mr. Hughes made a motion to approve the minutes from June 15, 2007, seconded by Mrs. Colby. In a voice vote, all Council agreed. Mrs. Colby made a motion to approve the minutes from June 25, 2007, seconded by Mr. Hughes. In a voice vote, all Council agreed. Mr. Hughes made a motion to approve the minutes from July 5, 2007, seconded by Mrs. Colby. In a voice vote, all Council agreed.

VISITORS – None

COMMITTEE REPORTS

UTILITY – No Report

BUDGET & FINANCE – No Report

POLICE, FIRE & TRAFFIC – No Report

SERVICE - No Report

Mr. Heath thanked the Mayor, Chief of Staff and the Recreation Director for the cleanup of the park after the July 3, 2007 festivities.

RAILROAD – No Report

LEGAL

Mr. Heath requested an executive session to discuss pending litigation and contract negotiations. The consent order needs signed by July 23, 2007. We need to either act now or hold a special meeting.

BUILDING – No Report

CITY AUDITOR

Mr. Humphreys stated that he will have the new budget worksheets for the next meeting, much easier to read. The Investment Board met last week to invest funds. The Chief of Staff has requested that the \$240,000 from the bike path fund be invested short term.

LAW DIRECTOR – No Report

MAYOR

Mayor Goodman discussed the following: He thanked all the groups that participated in the 2007 Freedom Fest, and the Sheriff/inmates for their help in the cleanup. He spoke with Bob Taylor in regards to the right of ways; he will set up a meeting to answer Carolyn Grant's questions. Mr. Reed asked if the estimate was complete and will they actually meet with her or have a teleconference. Mayor Goodman replied it will be a meeting with the attorneys and the Council from State. Discussed the broadband effort for the county, will meet with several different companies for internet, phone, etc. There is grant funding available for broadband for the city and county. Mr. Benson left a report. Mr. Heath asked if the broadband discussion was brought about by Mr. Space's meeting. Mayor Goodman replied yes, this started the process.

SERVICE DIRECTOR/ENGINEER – See Attached

CHIEF OF STAFF – No Report

SAFETY – No Report

CHIEF OF POLICE – No Report

ORDINANCES & RESOLUTIONS

ORDINANCE NO. 72-07

AN ORDINANCE TRANSFERRING APPROPRIATIONS.

Third Reading

In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

ORDINANCE NO. 72-07 DULY ADOPTED

ORDINANCE NO. 73-07

AN ORDINANCE AUTHORIZING THE CITY TO ENTER INTO AN AGREEMENT BETWEEN THE CITY OF JACKSON, OHIO, AND CT CONSULTANTS, 35000 KAISER COURT, WILLOUGHBY, OHIO 44094, FOR ENGINEERING SERVICES IN RESPONSE TO A CONSENT ORDER FROM THE STATE OF OHIO, AND DECLARING AN EMERGENCY.

Third Reading

In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

ORDINANCE NO. 73-07 DULY ADOPTED

ORDINANCE NO. 74-07

AN ORDINANCE FINDING THE LOWEST RESPONSIBLE AND RESPONSIVE BID AWARDING THE CONTRACT FOR THE MANHOLE REHABILITATION PROJECT, TO FEECORP MUNICIPAL PIPELINE/SEWER SERVICES, 7995 ALLEN ROAD, CANAL WINCHESTER, OHIO 43110, AND DECLARING AN EMERGENCY.

This ordinance was tabled at the June 25, 2007 meeting, no action was taken, and Ordinance No. 74-07 is dead.

ORDINANCE NO. 79-07

AN ORDINANCE TO AUTHORIZE THE EXECUTION OF THE PJM POWER POOL SCHEDULE.

Third Reading

In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

ORDINANCE NO. 79-07 DULY ADOPTED

ORDINANCE NO. 80-07

AN ORDINANCE TO AUTHORIZE THE EXECUTION OF THE ONE OR MORE NON-POOL POWER SALES SCHEDULE(S), AND DECLARING AN EMERGENCY.

Third Reading

In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

ORDINANCE NO. 80-07 DULY ADOPTED

ORDINANCE NO. 81-07

AN ORDINANCE TO AUTHORIZE THE EXECUTION OF THE 2007-2008 POWER SALES SCHEDULE.

Third Reading

In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

ORDINANCE NO. 81-07 DULY ADOPTED

ORDINANCE NO. 83-07

AN ORDINANCE AMENDING JACKSON CODIFIED ORDINANCE SECTIONS
177.02, RELATING TO VISITORS AND CONVENTIONS COMMISSION,
MEMBERSHIP.

Third Reading

In a roll call vote to adopt, Council voted as follows:

Mrs. Colby – no
Mr. Hughes – no
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

ORDINANCE NO. 83-07 DEFEATED

ORDINANCE NO. 85-07

AN ORDINANCE AUTHORIZING THE EXECUTION OF A HYDRO
DEVELOPMENTAL COST SHARING AGREEMENT BY THE CITY OF JACKSON
WITH AMERICAN MUNICIPAL POWER-OHIO, INC.

Second Reading

ORDINANCE NO. 86-07

AN ORDINANCE AUTHORIZING THE CITY TO ENTER INTO AN AGREEMENT BETWEEN THE CITY OF JACKSON, OHIO, AND USRC HOLDINGS, INC., AN OHIO CORPORATION, WHOSE ADDRESS IS 7846 W. CENTRAL AVENUE, TOLEDO, OHIO 43617, FOR THE LEASE OF THE CITY OWNED RAILROAD, AND DECLARING AN EMERGENCY.

Second Reading

Mr. Heath asked if the railroad contract needed discussed tonight. Mayor Goodman stated no discussion now, but the committee does need to review. Mr. Reed asked if the attorneys were reviewing. Mayor Goodman stated yes, but the committee needs to meet and encourages a meeting. There are load application deadlines. Mr. Reed stated the attorneys will notify of us of any legal ramifications. Mayor Goodman asked to schedule a meeting now and he will follow up with the attorneys, the city liability is the main concern.

ORDINANCE NO. 93-07

AN ORDINANCE AUTHORIZING THE CITY OF JACKSON TO ENTER INTO A CONSTENT DECREE WITH THE OHIO ATTORNEY GENERAL, TO SETTLE DISPUTES CONCERNING THE CITY'S WASTEWATER TREATMENT FACILTLY, AND DECLARING AN EMERGENCY.

First Reading

Mr. Heath made a motion to adopt the ordinance, seconded by Mr. Reed. In a roll call vote, all Council agreed.

ORDINANCE NO. 94-07

AN ORDINANCE APPROVING ADDITIONAL APPROPRIATIONS IN THE VISITORS CENTER FUND.

First Reading

Mr. Cary Brown made a motion to adopt the ordinance, seconded by Mr. Reed. In a voice vote, all Council agreed.

Mayor Goodman stated the line item in the budget was incorrect but the total was correct of \$70,000. Mr. Workman placed \$50,000 on the line item, typo. Mrs. Colby stated we are putting more money in the fund than we are bringing in; we spent more last year than brought in. Mayor Goodman stated he would get a detailed report. Mrs. Colby stated she had checked with the Auditor today.

ORDINANCE NO. 95-07

AN ORDINANCE AUTHORIZING THE CITY OF ENTER INTO AN AGREEMENT BETWEEN THE CITY OF JACKSON, OHIO, AND AMERICAN ELECTRIC POWER SERVICE CORPORATION, FOR A SERVICE AGREEMENT FOR INTERCONNECTION AND LOCAL DELIVERY, AND DECLARING AN EMERGENCY.

First Reading

Mr. Heath made a motion to adopt the ordinance, seconded by Mr. Reed. In a voice vote, all Council agreed.

Mr. Heath asked where this fits in. Mr. Detty stated this is just to revise old ordinance, date change June 1 to July 1.

RESOLUTION NO. 25-07

A RESOLUTION AUTHORIZING A THEN AND NOW CERTIFICATE, AND DECLARING AN EMERGENCY.

In a roll call vote, Council voted as follows:

Third Reading

Mrs. Colby – no
Mr. Hughes – no
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

RESOLUTION NO. 25-07 DEFEATED

Mr. Humphreys then asked Council how he was supposed to pay. Mr. Reed asked Mrs. Colby why she voted no. Mrs. Colby stated we need purchase orders issued, this has happened time and time again. Mr. Reed stated this is an emergency. Mr. Heath stated this is a legitimate bill and needs paid. Someone provided a service to the city, now how do we pay, this is an internal problem. Mrs. Colby asked how to deal with this internally. Mr. Reed stated there is legitimate here and now certificates. Mr. Speakman stated that the company could issue a new bill and the Service Director can issue a purchase agreement. Mrs. Colby then asks to reconsider her vote.

Mr. Heath made a motion to reconsider the previous vote taken, seconded by Mr. Hughes. In a voice vote, all Council agreed.

In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

RESOLUTION NO. 25-07 DULY ADOPTED

RESOLUTION NO. 26-07

A RESOLUTION AUTHORIZING A THEN AND NOW CERTIFICATE, AND
DECLARING AN EMERGENCY.

First Reading

Mr. Reed made a motion to adopt the ordinance, seconded by Mr. Cary Brown. In a voice vote, all Council agreed.

Mr. Humphreys stated there was no allowance for a price increase. Further stating, is it legal to give us a new bill and issue a new purchase order. Mayor Goodman stated this was done on occasion. We have one for APPA dues; it was over the budgeted amount. Mr. Reed asked how much the invoice was. Mayor Goodman stated it was over \$5000, there was no purchase order in place when the invoice was received. Then and Now certificates are sometimes needed. Further stating APPA will not be paid this year, knowing that Council will not approve a resolution. Mrs. Colby stated she will not take the blame for this; this is an administrative problem, just an excuse. Mr. Reed stated he is against a lot of the resolutions, but in some cases they are necessary. We should do as few as possible. Mr. Heath stated there are internal concerns, but we don't want to harm the city.

RESOLUTION NO. 27-07

A RESOLUTION AUTHORIZING A THEN AND NOW CERTIFICATE, AND
DECLARING AN EMERGENCY.

First Reading

NO MOTION TO ADOPT

RESOLUTION NO. 27-07 DEAD

CORRESPONDENCE – None

OLD BUSINESS – None

NEW BUSINESS

Mrs. Colby stated a resident had inquired about tornado sires, who would address this issue. Mayor Goodman stated the EMA agency for the county, the city could work with them.

Mr. Heath made a motion to go into executive session to discuss pending litigation and contractual matters, seconded by Mr. Stewart. In a roll call vote, Council voted as follows:

Mrs. Colby – yes
Mr. Hughes – yes
Mr. Eric Brown – absent
Mr. Reed – yes
Mr. Cary Brown – yes
Mr. Stewart – absent
Mr. Heath – yes

Council went into executive session at 7:52 p.m.

Mr. Heath made a motion to return to regular session, seconded by Mr. Hughes. In a voice vote, all Council agreed. Council returned to regular session at 8:30 p.m.

Mr. Heath made a motion to schedule a special meeting to discuss and take action on the consent order on Wednesday at 8:00 a.m., seconded by Mr. Reed. In a voice vote, all Council agreed.

ADJOURN

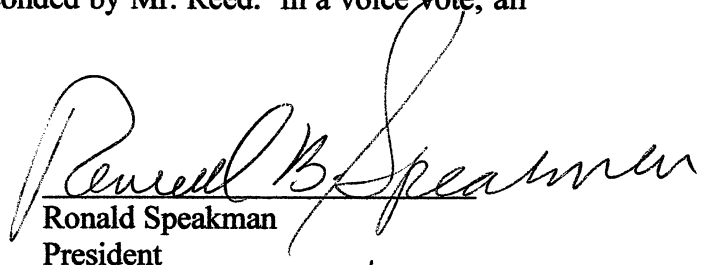
Mr. Heath made a motion to adjourn, seconded by Mr. Reed. In a voice vote, all Council agreed. Council adjourned at 8:31 p.m.

APPROVAL:



Tera L. Brown
Clerk

Date 7-23-07



Ronald Speakman
President

Date 7/23/07

Director of Public Service

Assistant Director of Public Safety

City Engineer

Zoning Enforcement Officer

Building Official

Ph: 740-286-2201

Pager: 740-230-2434

City of Jackson

145 Broadway St.

Jackson, Oh 45640

Memo

To: Council
From: Steve Benson
CC: [Click here and type name]
Date: 7/6/2007
Re: Report

1. You have all received another copy of the Dacott report on JV5 indicating it was a good deal. We can go ahead and approve the new Hydro projects from Amp Ohio and still basically get the same deal as before with power costs similar to JV5. This is a great way to provide cost stability to our electric customers for decades into the future. I recommend you pass the ordinance in front of you for these new hydro projects. It is structured so the cost of participation is rolled into the power supply purchases when the project comes on line, like the other Amp Ohio projects. It must be approved before the middle of July to secure these positions. I would suggest a special meeting if necessary.
2. You all have a copy of the proposal from RD Zande for the new project at the Water Treatment Plant. This project is required due to discharge limitations we will have to start meeting once we get the NPDES permit in place, which will be occurring soon. Our original estimate from Jones & Henry was \$1.2 Million. The new Zande estimate that makes the most sense is \$708,000. I recommend we put off financing this project to allow a little more time to study it and look at "in house" design options. We will likely have to have something definite moving within a year, though.
3. With the above in mind, I recommend you proceed with the Bond issue for the water plant project of \$750,000 plus the refinancing and not include any other future projects.
4. We have discovered another problem at the Water Plant that is likely related to changes made maybe 8 or 10 years ago. It concerns the backwash system which was changed from a dedicated pump drawing from the clear well to simply tapping the high service pumps going into town. Our new telemetry is showing us that we are getting pressure sags throughout the distribution system that may be causing flow reversals and dirty water problems. We are evaluating this problem and

will try to develop an "in house" designed solution with a new dedicated pump. In the mean time we are manually controlling the backwash valve to reduce the impact until our present Plant Control Project is complete. That project will allow improved software control of the valve instead of the temporary manual control. We are also scheduling backwashes at a time that should reduce the impact.

5. A further problem at the Water Treatment Plant is the age and condition of the elevated Backwash Tank. This supplements the "pumped" backwash flow. It is leaking and we have had it inspected. It needs to be replaced with a new tank or we may be able to delete it all together if we can design the pumping system project in Item 3 above in such a way to no longer need the tank. We have contacted pump suppliers and are evaluating the alternatives.
6. You all have received a copy of the Amp Ohio news release concerning The Prairie State Generating Project. From the presentation you had last time and all the information passed along you need to ask any remaining questions and form an opinion on this project. I recommend participation in this project as a way to control cost increase in electric rate far into the future., It is structured so the cost of participation is rolled into the power supply purchases when the project comes on line, like the other Amp Ohio projects.
7. The Waste Water Treatment Plant Project construction is progressing well. We still await EDA approval for the downtown sewer project.
8. The Veterans Drive substation is slowly slipping behind schedule. The major equipment now appears to be scheduled to ship in late July making a September 1st start up likely. The start up will require a two separate city wide power outages and will likely be scheduled for Midnight on a Saturday until 8 am on Sunday. A little cooler weather will help this situation. Once the schedule is a little clearer, we will start notifying customer.
9. We have been awarded another Wood Avenue Sewer Lining Grant of \$89,000 from the Ohio Public Works Commission. I did not expect to get this grant this year. We will start the engineering for this project soon and plan on winter construction.
10. We are almost ready to bid out the construction work on the SR 93 South Electrical relocation Project to accommodate ODOT's widening project which should start in January.

CURRENT CONTRACT

* NOTE W/ 7.5 DAYS

WORK DAYS - DAYS OFF - HOURS A YEAR



DAYS A YEAR	365	TOTAL PAID DAYS OFF	WORK DAYS	WORK DAYS MONTH	WORK HOURS YEAR
WEEKENDS	- 104		261	21.75	2088
PERSONAL	- 5		256		2048
HOLIDAYS	- 13		243		1944
SICK LEAVE	- 15	33	228	19.0	1824
VACATIONS					
1-3 YR	- 10	43	218	18.2	1744
4-5	- 15	48	213	17.8	1704
6-10	- 20	53	208	17.3	1664
11-20	- 25	58	203	16.9	1624
21-ORER	- 30	63	198	16.5	1584

OTHER POSSIBLE LEAVE DAYS

- PERSONAL - WITHOUT PAY (90 DAYS) INS.?
- UNION - " " " "
- MILITARY - " " " "
- JURY-WITNESS - WITH PAY
- BEREAVEMENT - " " " "
- PARENTAL - WITHOUT PAY (6 mos) INS PAID
- FAMILY MEDICAL - 300% PAY INS. PAID
- INJURY - WITH PAY
- IN-SERVICE TRAINING - WITH PAY
- LEAVE FOR TRAINING - WITH PAY

ARTICLE 11

Page 13 Section 1

ON PART-TIME employees DOES SENIORITY GO BACK TO ORIGINAL HIRE DATE ONCE FULL-TIME POSITION ACCEPTED?

ARTICLE 14

Page 15 b.

INSTEAD OF ADJUSTMENT- SIB LIKE A - IF PAY IS HIGHER, HE SHALL RECEIVE HIGHER PAY?

ARTICLE 15

Page 15 Section 3 Posting

SHOULD SUPERVISORS ANNOUNCE AT MORNING START-UP THAT A JOB IS UP FOR BID ALONG WITH POSTING.

Page 16 Section 7

WHY DOESN'T ANY EMPLOYEE HAVE OTHER BIDDING RIGHTS UNTILL A MINIMUM OF ONE YEAR HAS PASSED?

ARTICLE 17

Page 17 Section 1

FULL-TIME EMPLOYEES ONE WHO AVERAGES 32 HOURS A WEEK.

Section 2

REGULAR PART-TIME EMPLOYEES WILL NOT BE

FOR REGULAR SCHEDULED WORK WHICH FALLS ON A HOLIDAY.

* REGULAR PART-TIME EMPLOYEES WILL NOT RECEIVE ANY BENEFITS, ETC. HOLIDAYS, PERSONAL, SICK, VACATION ETC.

SECTION 3 PERSONAL TIME

FULL-TIME EMPLOYEES ONLY

ENTITLEMENT OF DAYS -

Completion 6 mos.	1 DAY
1 YR	2 DAYS
2 YR	3 DAYS
4 YR	4 DAYS
5 yrs & over	5 DAYS.

PERSONAL DAYS WILL BE USED OR PAID FOR IN ANNIVERSARY YEAR, NO ACCUMULATION OR CARRY OVER.

ARTICLE 18

PAGE 18 VACATIONS

Completion 1 YEAR	1 week
2-5	2 weeks
5-8	3 weeks
8-11	4 weeks
12-20	5 weeks
21 over	6 weeks

(4)

VACATIONS WILL BE USED OR PAID FOR IN EACH ANNUAL YEAR, WITH PAY OUT OF UNUSED VACATION ON LAST CHECK OF ANNUAL YEAR.

VACATIONS WILL NOT BE ACCUMULATED OR CARRIED OVER.

ARTICLE 19 LEAVE OF ABSENCE

PAGE 19 2ND PARA.

THE CITY MAY CANCEL THE LEAVE BY REGULAR MAIL, CERTIFIED MAIL AND PHONE CALL TO LAST KNOWN ADDRESS OR PHONE NUMBER.

PAGE 20 SICK LEAVE WITH PAY:

SICK LEAVE IS A 'BENEFIT' FOR THOSE WHO ARE NOT WELL AND MUST BE ABSENT FROM WORK WITH "PAY".

IT IS A BENEFIT FOR SAID PURPOSE, IN ADDITION TO PERSONAL DAYS, HOLIDAYS AND VACATIONS.

SECTION 2:

REGULAR FULL-TIME EMPLOYEES OF THE BANGALING UNIT SHALL BE CREDITED WITH SICK LEAVE AT THE RATE OF 4.6 HOURS PER 80 HOURS "WORKED".

THERE WILL BE A LIMIT ON CUMULATIVE SICK LEAVE OF 26 WEEKS OR 1040 HOURS CAP.

Section 3 SICK LEAVE WITHOUT PAY

Page 20 - DOES CITY PAY FOR INSURANCE?

SECTION 4 SICK LEAVE CONVERSION

- A. There will be NO CONVERSION OF SICK LEAVE.
- B. SICK LEAVE will CAP OUT AT 26 WEEKS, 1040 HOURS, will NOT BE EXCHANGED FOR VACATION OR OTHER LEAVE, OR PAID FOR UNTIL TERMINATION OF EMPLOYMENT.

PAGE 21 SECTION 5 PERSONA LEAVE.

NOT TO EXCEED 90 DAYS! WITHOUT PAY

WHO PAYS FOR INSURANCE?

ACCUMULATION OF SICK LEAVE, VACATIONS ETC. DOES NOT APPLY.

SECTION 7 MILITARY LEAVE

2ND PARA.

HE SHALL ACCUMULATE VACATION -(NO SICK LEAVE)

DURING PERIOD OF SUCH LEAVE.

PAGE 24-25 SECTIONS 13-14

DETAIL PROCEDURE FOR CITY REIMBURSEABLE EXPENSE
AND PROPER RECEIPTS, IF NOT FOLLOWED NOT REIMBURSEABLE

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Page 25 Section 1 Sick Leave Bank

EACH employee who wishes to PARTICIPATE VOLUNTARILY IN A SICK LEAVE BANK may DO SO by DONATING A MINIMUM OF ONE DAY AND UP TO A MAXIMUM OF 15 DAYS EACH YEAR INTO THE LEAVE BANK.

ARTICLE 20

HOURS OF WORK AND OVERTIME.

Overtime will be PAID once 40 hours of WORK (NOT PAY) have been completed IN A WORK WEEK!

SECTION 1 PAGES 25-26

DISCUSS -

HOURS

BREAKS

LUNCH

OTHER TEAM DOWN TIME

PSM DEPARTMENT

SECTION 2 PAGE 26

OVERTIME PAID once 40 hours of work have been completed.

PAGE 27 SECTION 4

He will be given 2 hours of PAY REGULAR RATE

Page 27 Section 6

DISCUS → hours, pay

Page 27 Section 7

ADD- Overpayment to employees in excess of \$50 will be paid back within 7 calendar days and or deducted in full on next scheduled pay date.

Page 27 Section 8

He shall be paid at least 2 hours call-out pay at regular rate unless over 40 hours worked.

Page 27 Section 9

will receive 2 hours pay

Page 27 Section 10

Compensatory time at regular rate unless 40 hours work completed.

Supervisors will control compensatory time, so as not to create additional overtime to cover compensatory time. Since in most cases compensatory time was paid at overtime, no need to create additional overtime.

8

IF COMPENSATION TIME CANNOT BE GIVEN WITHOUT
CREATING @ ADDITIONAL OVERTIME, IT WILL NOT BE
ISSUED AND PAYMENT FOR TIME WILL BE GIVEN INSTEAD.

PAGE 28 STAND-BY PAY SECTION 12
DISCUSS!

COMPENSATED 8 HOURS A WEEK AT REG. PAY
A 8 HOURS COMPENSATION?

REGULAR OVERTIME FOR WHAT?

PAGE 28 SECTION 13
DISCUSS

~~Article 21~~
~~Page 28~~

Article 23 INSURANCE

PAGE 30 - DISCUSS

- A. TERM LIFE \$20,000? AT NO COST TO EMPLOYEE
- B. CITY PAY 94010
- C. BUY OUT OF \$4,000

Article 24

Page 32 Section 9

Change if requested by employees too will use.

Section 10 Page 32

covered with Page 20 sick leave with pay should be moved to this section put together.

DISCUSS PAYING for unused sick leave!

Article 25 TRAVEL

PAGES 32-33 SECTION 1-2-3

DISCUSS

Define Better and Detail Allowable expenses better and Proper Receipts.

Article 26

LONGEVITY / Shift DIFFERENTIAL 1 & 2

DISCUSS

Article 27 Pay Supplements

PAGES 33 & 34

DISCUSS!

WE COMPENSATE QUARTERLY - ARE THESE ANNUAL FEES - SECTION 1

SECTION 2 - IS THIS AN ANNUAL COST TO THE EMPLOYEE.

DISCUSS - SECTIONS 3-6