

## Board of Supervisors

Thomas A. Indrieri, District II,  
Chairman  
Gary J. Evans, District IV,  
Vice-Chairman  
Mark D. Marshall, District III  
Kim Dolbow Vann, District I  
Daniel C. Yerxa, District V



## COUNTY OF COLUSA

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## Special Meeting Minutes

June 17, 2008

The Board of Supervisors of the County of Colusa, State of California meet in Regular Session this 17<sup>th</sup> day of June 2008 at the hour of 1:30 p.m., with Closed Session scheduled immediately thereafter. Present: Supervisors Thomas A. Indrieri, Chairman, Gary J. Evans, Mark D. Marshall and Kim Dolbow Vann. Absent: Supervisor Daniel C. Yerxa.

Present: Henry Rodegerdts, Margaret Kemp-Williams, County Counsel's Office.  
Steve Szalay, Attorney representing MCCC.  
Beth Robey, Nancy Parriott, Debbie Garofalo, Health and Human Services.  
Kathleen Moran, Rose Gallo, County Clerk Recorder.  
Wayne Zoller, Assessor.  
Scott Marshall, Kevin Wheeler, Anthony Garofalo, Sheriff's Office.  
Loren Clifton, Director, Public Works.  
Candy Grimm, Kathy Allegrini, Michelle Johnson, Colusa County Library.  
Brian Ring, Personnel Director.  
Steve Bordin, Chief Probation Officer.  
Harry Krug, Renee McCormick, Ag Commissioner's Office.  
Kent Johanns, Planning and Building.  
Peggy Scroggins, Auditor-Controller.  
Curtis Boewer, Michael Laffin, Behavioral Health Services.  
Timothy Talbot, Attorney representing CCEA.  
Daniel Charter, Treasurer Tax Collector.  
Mike Murray, Leslie Pingrey, Cooperative Extension.  
Ann Nordyke, Yolanda Tirado, Board Clerks.

Prayer by Chairman Indrieri. Pledge of Allegiance.

Chairman Indrieri declares time for a period of public comment.  
Hearing none, Chairman Indrieri closes the period of public comment.

1:30 p.m. Chairman Indrieri makes time for an Informational meeting on employer-employee relations and modification of Sections 16 and 28 of the Colusa County Code by way of ordinance.

Chairman Indrieri expresses his appreciation to everyone for taking time out of their busy schedule to attend this special meeting. He states the Board has found itself in a situation whereby they need to make some decision regarding how they want the county's employee relation's policies, procedures, and codes to look in the future. He states further the Board believes that these decisions will impact the employees and the County in a positive manner and asked that you all attend to ease any fears and answer any questions they might have.

Supervisor Evans concurs with Chairman Indrieri and briefly explains how this came about. He also speaks to the possibility of implementing a portion of the Nash Survey.

Mr. Ring also speaks to the changes in the employee relation's policies, procedures, and code.

He further speaks to the Nash Study and the consequences of the study i.e., evaluation of the existing unit breakdown and making certain they conform to the Code and are appropriate in allowing all employees to fully exercise their right to organize. He states the goals of the County are as follows:

1. Units to be composed of employees who share a clear, identifiable community of interest, including common skills, working conditions, job duties, or similar education requirement;
2. Employees are able to freely exercise their representational rights outside the scrutiny of their superiors;
3. Employees of the same class be in the same unit no matter what department they work in;
4. All peace/safety officers to be represented by units composed solely of such peace/safety officers (divided into management and non-management units); and
5. Be able to discuss confidential issues with Department Head and have them exercise independent judgment uninfluenced by the presence of subordinate employees in their units.

Mr. Rings states that the following units are being considered:

CCMC: Department Head Unit, Supervisor Unit, Professional/Exempt Unit and Safety/Peace Managers;

DSA: Safety/Peace Non-Management Unit; and

CCEA: All other classifications.

He states that in designating these as appropriate units, the county would recognize each unit would have the right to select its own meet and confer/negotiating representative/organization. He states that although the Management Coalition is proposed to be divided into four separate units, these units could each continue to be represented by the Management Coalition or select a different organization to meet and confer/negotiate for them. He finally states that due to these changes the county would agree to go retro as regards negotiations. Lengthy discussion is held regarding existing terms and conditions of the current bargaining units, possibility of having to Y-rate and freezing (salaries) of certain employees, deadline to accomplish these changes/county proposal, legal process for changing units, and possibility of a very small unit not being able to afford representation in negotiations.

Mr. Wheeler states that he does not support this change.

Ms. Robey states that "if it ain't broke why fix it". She states that some employees don't believe it's broken even if the Board does. Further discussion is held, with no action taken.

Chairman Indrieri thanks everyone for coming and declares a recess at 2:20 p.m., to convene in Closed Session and reconvenes in Regular Session at 2:40 p.m., with all Supervisors except Supervisor Yerxa present.

Present: Henry Rodegerdts, County Counsel.  
Jon Wrynski, Public Works.  
Timothy Taylor, Stoel Rives LLP.  
Ann Nordyke, Yolanda Tirado, Board Clerks.

Mr. Rodegerdts announces under the Provisions of Government Code Section 54956.9, (b)(1) the Board discussed with Legal Counsel matters regarding Significant Exposure to Litigation in one (1) case. Discussion was held and instructions were given to Legal Counsel.

The Board adjourns at 4:05 p.m. to reconvene in Regular Session on June 24, 2008 at the hour of 9:00 a.m.

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Thomas A. Indrieri, Chairman

Attest: Kathleen Moran, County Clerk and  
ex-officio Clerk to the Board of Supervisors

BY \_\_\_\_\_  
Ann Nordyke, Deputy