



Lake Shastina Community Services District

RESOLUTION NO. 1-98

A RESOLUTION OF THE BOARD OF DIRECTORS OF
THE LAKE SHASTINA COMMUNITY SERVICES DISTRICT
APPROVING CORRECTION OF THE HOLIDAY PAY POLICY FOR
LAKE SHASTINA POLICE DEPARTMENT

WHEREAS, on or about March of 1996, the Board adopted a holiday pay policy of the Police Department whereby they were to be paid time and one-half wages for all holidays worked; and,

WHEREAS, said holiday pay policy was to be effective as of March, 1996, and,

WHEREAS, such a holiday pay policy was and is in accord with the holiday pay policy for members of the Lake Shastina Department of Public Works; and,

WHEREAS, the Board's March, 1996, policy was incorrectly implemented so as to pay Police Department staff only half-time wages if they worked on a designated holiday, in addition to holiday pay; and

WHEREAS, the incorrect implementation of this policy was recently brought to the Board's attention, and the Board now desires to correct it, retroactively from what should have been its original effective date;

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The holiday pay policy for the Lake Shastina Police Department is, and shall be, until further action of this Board, that they are to be paid straight-time wages for all holidays worked, in addition to holiday pay.
2. Lake Shastina Police Department members who have worked on the designated holidays since March of 1996, shall, forthwith, be paid the deficiency resulting from the incorrect implementation of the holiday pay policy, said payment to be effective as to all holidays worked since March of 1996.

I hereby certify that the foregoing is a full, true and correct copy of Resolution 1-98 duly passed and adopted by the Board of Directors of the Lake Shastina Community Services District, Siskiyou County, California, at a special meeting thereof duly held on the 6th day of February 1998, by the following vote:

AYES AND IN FAVOR THEREOF: Brezinsky, Johns, Dean, McDowell

NOES: None

ABSENT/ABSTAIN:

Alan Johns
ALAN JOHNS, CSD President

ATTEST:

Nina Evans
NINA EVANS, District Secretary

his non-working counterpart. Winston believes the misinterpretation of that policy, resulted in an unfairness. He prepared a resolution to instruct the administration to correct the policy. Winston read a first Draft of Resolution 1-98 A RESOLUTION OF THE BOARD OF DIRECTORS OF LAKE SHASTINA COMMUNITY SERVICES DISTRICT APPROVING CORRECTION OF THE HOLIDAY PAY POLICY FOR LAKE SHASTINA POLICE DEPARTMENT. (by reference incorporated herein)

- * Director McDowell moved to adopt Resolution 1-98, first draft as read and discussed above. The motion was duly seconded by Director Dean with no further discussion and upon vote, motion carried, unanimously.

X. CLOSED SESSION:

A. PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Title: General Manager: This item was requested to be moved to open session by General Manager Bare, so the board never adjourned to closed session.

X. OPEN SESSION:

A. PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Title: General Manager: President Johns said he would conduct the evaluation like court because this is to determine the truth. The chair will give direct guidance to witnesses. He added, witnesses will not be allowed to listen to previous witnesses testimony and will be asked to affirm or swear to tell the truth.

Director Brezinsky said that Tammy McEwen was only available by phone for a conference call. President Johns said that in talking to Tammy earlier about what happened to her, "I was told a lie." We will not be calling her to testify, due to a speaker phone not being available in the Board room.

- Director Brezinsky relayed what Tammy had allegedly told him. President Johns allowed the testimony as hearsay only. Cindy and Tammy felt they were carrying the workload in the office. Tammy said there were discrepancies of Forrest Brigham's time sheet to Green Thumb. She went in to talk to Bob Bare about it. In the course of discussion, between Bob, Tammy and Forrest, Tammy thought she understood Bob Bare was going to make Forrest second-in-command. Bob asked where she had heard that and who she was talking to. He asked Forrest to leave the room at that point. She said the discussion got heated and voices were raised. Bob asked what she felt he could do to improve the office. She said it was a disaster right now with trying to implement CYMA without having any voice in whether they wanted it or not. Then Bob got Keith. Tammy claimed she had enough and got up to leave Bob's office. Bob stood in front of the door, blocking it saying they weren't done yet. She said by this time, 20-30 minutes of heated discussion had elapsed. Bob berated her for 5 minutes more