

Tri-Township Park Board Meeting
Park Board House
June 22, 2002

*Approved
July 10 2002
Phil K.*

Meeting called to order at 8:15 AM by Phil

Roll call: Phil Loethen, Terry Ball, Barb Wright, Louis Simpson, and Randy Wiesemeyer
Absent: Norm Beck, Todd Moore

Motion to approve June 12 Budget Meeting minutes Randy/Terry Ayes: 5-0

Motion to approve June 12 minutes Randy/Terry Ayes: 5-0

Motion to approve June 12 Executive Session minutes – To remain sealed Randy/Terry Ayes: 5-0

FOP Status - Phil informed the board that he had met with FOP president Annie Ratliff. On behalf of FOP, Annie has offered the park \$3,303.69 to be used for playground equipment. This is the profit that FOP earned from a "Chicken and Beer" auction held Feb 5, 2000. No other funds of the more than \$8,000 raised to date would be coming to the park. Phil and Annie looked at different playground layouts that could be purchased with this amount.

Randy said that if FOP was changing their charter to raise and spend funds for entities other than the Tri-Township Park, then they needed to turn over the entire amount of funds they have collected to date. There was some discussion on the playground equipment that was looked at.

Terry said that the playground equipment and how much was spent on it was not the issue being discussed. If FOP is trying to change their charter to raise money for other entities, then we need to collect all of the funds raised to date, have a public separation, and ask them to change their name so the public would know that funds were not being raised for the Tri-Township Park going forward. Phil said he would ask Annie Ratliff to submit the future plans of the FOP relative to affiliation with the park in writing.

Phil has talked to Dick Cain relative to the posting of a \$500 reward for information on the vandalism to our restroom facility. Dick believes this is a legal activity as the park is merely attempting to protect its assets. He did believe that we should make a formal motion to approve it.

Motion: Offer a \$500 reward for information leading to the arrest and conviction of person or persons responsible for the vandalism to the park restroom facilities on June 12. Terry/Randy 5-0 Ayes

8:30 Motion: Go to executive session. Barb/Randy 5-0 Ayes

8:55 Return from executive session.

Motion: Park Clerk position now works both inside and outside of the office. The clerk should plan on dressing for outside work everyday and the board will recognize this dress as appropriate when working in the office. Terry/Randy 5-0 Ayes

9:00 Motion: Adjourn the meeting. Randy/Louie 5-0 Ayes

Respectfully submitted by

Terry Ball, Secretary

Tri-Township Park Board Meeting
Executive Session
Park Board House
June 22, 2002

Approved
7/10/02
Phil R

8:30 AM Began executive session.

Phil notified the board that Mary Kmetz had recently expressed some unhappiness with her position. He asked her to submit in writing what her concerns were.

The first item listed was that she did not know on a day to day basis whether she would be working inside the office or outside the office and did not know how to dress appropriately.

Terry stated that he felt she should dress to be outside every day and that this attire would be appropriate when she was working in the office.

Phil said that there a minimal amount of phone calls each day and that she wouldn't be spending a great deal of time in the office.

Phil said the second item listed was that Mary wanted more money to work outside. The clerk position is paid \$10 per hour. The recently vacated full-time position that had been held by Craig Harris had been paid \$12.50 per hour. Mary wants a raise of half the difference - to \$11.25 - when she is working outside.

Terry stated that there was a real issue with pay differentials. We currently have two people working part-time in the park, doing outside work, up to 40 hours a week, doing the same work as Mary when she works outside, who are being paid \$7.50 per hour.

Randy said that Mary might have been hurt by the fact that we didn't offer her more hours outside before hiring the outside guys.

Phil noted that we had hired the outside help before changing Mary's job description to allow her to work outside the office.

Phil noted that the \$7.50 per hour employees was expected to empty trash and perform other physical jobs that Mary couldn't do and she was making \$10.00 per hour.

Louie said that Roger Gumm doesn't line trim (weed eat) and that he only wants to mow.

Terry said that the issue is the pay differential. We had seven people apply to work in the park at \$7.50 per hour. Mary was now unhappy with being paid \$10.00 per hour to do some of the same work - but not the hard and heavy stuff.

Louie said that Mary had been an employee for six years and that she should merit more pay for her knowledge and years of service.

Randy asked if we shouldn't pay a higher wage to someone with many years of service.

Terry said that while this seemed fair, the current wage ordinance did not support paying higher wages to employees with more years of service.

Terry said that we are forgetting that just one year ago the park had voted to increase Mary's pay from either \$8.00 or \$9.00 per hour to \$10.00 per hour. That in itself was a substantial increase. The issue that we all seem to be ignoring is that the Park Clerk position doesn't really exist any more. We are trying to find work for Mary to justify her employment and she wants more pay to do the work we are finding for her.

Phil said that Mary has made it clear to him that she wants more money. The clerk activities consist of renting the pavilions, organizing bills, and making deposits.

Louie noted that in the past, Mary was much busier with Day Camp, TBSL, and TSC involvement.

Randy asked why Mary would have been busy with TBSL and TSC if the Athletic Director John Fuesting were doing that job.

Phil said he has been concerned with Mary's attitude and having alternatives available if Mary were to leave. He felt that a very minimal amount of coverage would be necessary in the office if she were not there. Phil said he had talked with Alan Dunstan about the possibility of Sherry Brendall performing the park clerk duties. Sherry is full time in the Senior Center and is paid by the Township. Phil suggested to Alan that the Park could pay Sherry an additional \$1 per hour to handle all Wiesemeyer and pavilion rentals as well as making deposits for the park. Phil said Alan thought it was a good idea, a win win situation. Phil said that he couldn't personally justify paying Mary \$11.25 per hour to mow grass when we were paying two other employees \$7.50 per hour to do the same job.

*Approved
7/19/02*

Louie said that he didn't believe that Alan would agree to the idea of using Sherri for the rentals.

Randy said that he was worried what the public perception would be if Mary decided to leave and another park employee left.

Terry said that in the past year, only one employee had left and he was seeking a better job with a career opportunity.

Motion to leave executive session at 9:45 Louie/Randy 7-0 Ayes

Submitted by

Terry Ball, Secretary