

Presidents Meeting 7/23/2007

- The Cuyahoga and Lake/Geauga union chapters graciously agreed to donate the doughnuts for the annual meeting.
- District 12 had 14 employees attend the course Scott LeBlanc presented which consisted of 1 day class and 1 day field. 7 employees have accepted the opportunity to TWA into bridge painting inspection. As soon as they are fit tested and have blood work they will report to active bridge painting projects. Once these employees have transferred they will be TWA to PI 2 pay range.
- HR plan approved we will be submitting request to fill HT 1 positions to increase staffing to approx. 445 employees from the 429 employees we have in district 12 currently.
- The union leadership requested a phone line they could use for a union computer for employees to check union webpage such as education trust, benefits ect.
- If we don't get to fill all of the HT positions requested we may have to sacrifice non essential work for the winter season such as Road Crewzers.

The issue of the \$15,000 overtime limit was discussed about how the policy would be implemented. The policy is administered by ODOT. If an employee bargaining unit or exempt earns over \$ 15,000 in a fiscal theirs to be a justification submitted by the DDD. The policy which a section is pasted below is policy # 220-001(SP) on the intranet.

REPORTING OF OVERTIME AND COMPENSATORY TIME

The Division of Finance and Forecasting will provide a monthly report of overtime costs to each District Deputy Director and Central Office Deputy Director over a Division. The Central Office report shall include employees who have earned over \$5,000 in paid overtime and/or compensatory time banked for the year; the District report shall include employees who have earned over \$10,000 in paid overtime and/or compensatory time banked for the year.

District Deputy Directors and Central Office Deputy Directors over a Division may assign the routine approval of overtime to designated managers; however, paid overtime and compensatory time banked exceeding \$15,000 for any employee in a fiscal year must be justified and approved by the District Deputy Director and Central Office Deputy Director over the Division. (The District Deputy Director and Central Office Deputy Director over the Division may require justification for amounts less than \$15,000). The Deputy Director will determine the frequency of approvals once an employee reaches \$15,000. One-time approval may be permitted if circumstances dictate.

Approvals for overtime and compensatory time banked exceeding \$15,000 for individual employees must be adequately documented by the District Deputy Director and Central Office Deputy Director over the Division, and a copy of the approvals filed in the appropriate payroll office. The approval process and documentation justifying the overtime is a part of Central Office Payroll's Quality Assurance Review (QAR).

Presidents Meeting 7/23/2007

- Randy Over had the 9 remaining PI 2's evaluated for training that could enhance their work skills. Randy will be meeting with Bonnie to discuss a course of action for each individual.