

**DEKALB COUNTY BOARD OF HEALTH
MINUTES OF EXECUTIVE SESSION
SEPTEMBER 29, 2009**

BOARD MEMBERS PRESENT

Scott Starkweather – President
Jean Gastiger, R.N., N.P. – Vice President
Linda Liston, M.D. – Secretary
Kevin Buick, J.D.
Dennis Diemer, D.V.M.
Paul Stoddard
Todd Latham
John Olson, D.D.S.
David Phillips, M.D.
Jesus Romero
E. Sue Thompson, R.N.

BOARD OF HEALTH MEMBERS ABSENT

None

STAFF MEMBERS PRESENT

Karen Grush, DeKalb County Health Department, Administrator
Jane Lux, DeKalb County Health Department, Assistant Administrator
Bette Chilton, DeKalb County Health Department, Director of Personal Health Services
Brenda Courtney, Director of Fiscal Operations
Bob Drake, DeKalb County Health Department, Director of Environmental Health
Ruth Patton, DeKalb County Health Department, Director of Office Support
Deb Rolf, DeKalb County Health Department, Director of Home Care
Marcy Zanellato, Director of Health Education

STAFF MEMBERS ABSENT

None

DISCUSSION

Mrs. Grush reported that the agency had two grievances that have gone to arbitration and one unfair labor practice filed. One arbitration is over contract interpretation of Personal Leave and one is over management's rights to delegate a new work assignment to an appropriate position classification. The unfair labor practice was filed over holiday pay for part-time regular employees.

Mrs. Grush reported that the following two rates of compensation were not included in the Bargaining Agreement:

1. Full and Part-time employee's working December 25, January 1 and July 4, when these days fall on a Saturday or Sunday, be paid double time for hours worked, but not receive equal time off on another day for hours worked.

2. Part-time regular employees working on agency observed holidays New Years Day, Memorial Day, July 4, Labor Day, Thanksgiving Day and December 25th be paid double time for hours worked.

Mrs. Grush reported that she offered to request from the Board of Health an addendum to the Agreement to include the above two rates of compensation in the contract if the two arbitrations and the unfair labor practice were withdrawn. The Union has agreed to this. Mrs. Grush requested Board of Health approval to add these two rates of compensation as an addendum to the Bargaining Agreement.

Linda K. Liston, M.D., Secretary
DeKalb County Board of Health