

THURSDAY, DECEMBER 11, 1997 CONTINUED

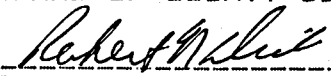
personnel, but were supportive of the overall management structure shown in the proposed new organizational chart. Bales assured them that the personnel in those management positions could handle the responsibilities demonstrated in the new organization. He explained the reporting structure shown on the organization chart for the concession workers is due to the concessions being tied to sports field schedules. Problems with concessions have been resolved during the last two years by having the maintenance workers oversee the scheduling of concessions. They are the ones who schedule the user groups and, therefore, know when concessions are needed.

The board discussed concerns regarding the legality and the fairness of incentive programs recommended in the report. Chairman directed Bales to ask the District Attorneys office if the county can legally allow employees to participate in incentive programs such as the one mentioned in the report. If it is legal, the board would need to decide if that would be good policy. An alternate way to explore profit sharing incentives would be to consider contracting with an independent contractor for some operations such as the restaurants. Dick suggested bifurcating the presentation and approving only the organizational structure concept at this time. Motion was made by Harris, seconded by Dick, to approve the organizational structure presented in the December 1997 report by Villareal & Associates. Upon roll call: Harris, yes; Selph, yes; Dick, yes. Motion carried.

Tallent discussed the Educational Review Boards denial of the request by Kathryn France for tuition reimbursement. He said that at the time the courses were taken the county's policy required a request be filed within six months in order to be considered for tuition reimbursement. France's request was not timely filed. France said she was misinformed by her supervisor and by the Personnel office. Tallent advised that when the time limit for requesting tuition reimbursement changed to 90 days in June of 1997, those changes were addressed in a payroll stuffer and an E-mail that Ms. Frances E-mail log demonstrates she read on July 10. Additionally, new employee orientation includes general information regarding tuition reimbursement and policies are distributed to management personnel for dissemination to their employees. The board agreed they could not allow an exception to the policy but suggested that France may want to request the Sheriffs office to consider reimbursing her with Sheriff's training budget funds. A motion was made by Harris, seconded by Selph, to deny the appeal of France for tuition reimbursement. Upon roll call: Harris, yes; Selph, yes; Dick, yes. Motion carried.

Meeting adjourned at 11:25 a.m.

BOARD OF COUNTY COMMISSIONERS


Robert N. Dick, Chairman

ATTEST:


Joan Hastings, County Clerk

(DETAILS OF THE ABOVE ARE AVAILABLE IN THE OFFICE OF THE CHAIRMAN OF THE BOARD OF COUNTY COMMISSIONERS)