

## MANAGEMENT CONFERENCE March 8, 1990 CONTINUED

believe that the shoes, if worn on the job every day, have only a life expectancy of twelve months, and for that reason, the shoes are to be replaced. Additionally, some employees' shoes do not even last this long due to the type of work, the care given the shoes, etc. Replacing the shoes on a regular time schedule provides the employees an opportunity, if their shoes are not worn out, to have an alternate pair, or to purchase insulated boots for winter, or lighter boots for summer. Tallent stated that some of the employees resent having to wear the shoes and also having to make some financial contribution over the \$45 allowance provided by the County.

Selph said that if the shoes are not worn out, they should not have to be replaced. Tallent said the problem then becomes a supervisory one because someone has to determine when the shoes should be replaced. Harris said the employees should be treated like adults, not children, and it should be left to each employee to determine if the shoes need to be replaced. Jordan asked if the County would pay to replace shoes if they wear out sooner than twelve months, and the Board agreed that was correct.

Motion by Selph, seconded by Harris, to change the procedure relating to safety shoes by taking out the requirement that the shoes be replaced every twelve months, and instead be replaced on an "as needed" basis to be determined by the Supervisors. Upon roll call, Selph, yes; Harris, yes; Rice, yes. Motion carried.

Warren was directed to work with the supervisors to train them to determine replacement time for shoes.

Richard Bales asked the Board to approve a \$250,000 budget amendment for the Parks. This money would come from a reserve account for the Parks which is usually held back for capital needs or emergencies.

Carr agreed that the money was available, but noted that the City's project of widening Yale Avenue could seriously lower revenues at LaFortune. Jordan added that this project could last two years. Rice noted that access to LaFortune would be available at all times during the project and asked the media to help get this information to the public.

Motion by Selph, seconded by Harris, to approve transfer of \$250,000 from the Park's reserve account to be used for maintenance and operation expenses. Upon roll call, Selph, yes; Harris, yes; Rice, yes. Motion carried.

A Lease Agreement, with Tulsa Little League Baseball, Inc., previously approved subject to certain changes, was discussed. This lease is for property located east of Haikey Creek Park and will be developed by Tulsa Little League for a sports complex. Initially, the agreement included three twenty-five-year options which have been changed to no formal commitment for options at this time.