



Lake Shastina Community Services District

RESOLUTION NO. 7-97

A RESOLUTION TO RECOGNIZE **ROBERT BARE**
AS A **DISTINGUISHED MANAGER** OF THE
LAKE SHASTINA COMMUNITY SERVICES DISTRICT

WHEREAS, **ROBERT BARE** was first hired in replacement of the retiring Chuck Smith on July 31, 1995 and was persevering in his application for the position of the Lake Shastina General Manager over four organizations including one government entity and six administered departments, and

WHEREAS, **ROBERT BARE** has provided innovative and dedicated leadership in the 2 years he has so served, promoting the betterment, efficiency and development of the Lake Shastina Community Services District's Safety Program, authorizing a Safety Manual, meeting Federal and State OSHA standards and recognized throughout the State of California, and

WHEREAS, **ROBERT BARE** began procurement of Military Surplus equipment to be used in maintenance and development of the Lake Shastina infrastructure - all at pennies on the dollar of original value, and

WHEREAS, **ROBERT BARE** has managed the four organizations including 18 employees in a community formerly fraught with citizen dissension and a history of litigation, bringing unity to the point of a cooperative building project for a unified office building for four of the six departments across the street from the Fire/Police Station.

NOW, THEREFORE, BE IT RESOLVED THAT, The Board of Directors of the Lake Shastina Community Services District does hereby join together with the Public and Community of Lake Shastina to recognize the outstanding dedication and results of Manager **ROBERT BARE** by awarding him the 1997 CSDA Distinguished Manager's Award.

I hereby certify that the foregoing is a full, true and correct copy of Resolution 6-97 duly passed and adopted by the Board of Directors of the Lake Shastina Community Services District, Siskiyou County, California, at a meeting thereof duly held on the 18th day of June, 1997, by the following vote:

AYES AND IN FAVOR THEREOF: Don Wallace, Marge McDowell, Allen Brezinsky

NOES: NONE

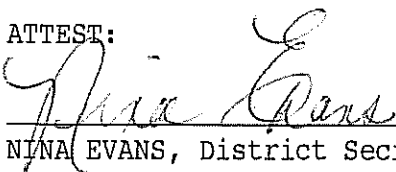
ABSENT: Jack Dean

NO VOTE: Alan Johns



DONALD WALLACE, CSD President

ATTEST:



NINA EVANS, District Secretary

- B. Resolution 5-97 A RESOLUTION APPROVING THE NOMINATION OF ROBERT BARE TO RUN FOR ELECTION TO THE SCDA BOARD OF DIRECTORS AND WHEN ELECTED, APPROVING HIM AS THE DISTRICT'S REPRESENTATIVE TO THAT BOARD.

* Director Johns moved to approve adoption of Resolution 5-97 and the motion was duly seconded by Director Brezinsky. A roll call vote was taken and motion carried unanimously.

- C. Resolution 6-97 A RESOLUTION TO RECOGNIZE THE HONORABLE ALAN JOHNS AS A DISTINGUISHED BOARD MEMBER OF THE LAKE SHASTINA COMMUNITY SERVICES DISTRICT

* Director McDowell moved to approve adoption of Resolution 6-97 and the motion was duly seconded by Director Brezinsky. A roll call vote was taken and motion carried unanimously. (Note: Director Johns was present but did not vote, as amended by Robert's Rules of Order.)

- D. Resolution 7-97 A RESOLUTION TO RECOGNIZE ROBERT BARE AS A DISTINGUISHED MANAGER OF THE LAKE SHASTINA COMMUNITY SERVICES DISTRICT

* Director McDowell moved for adoption of Resolution 7-97 and the motion was duly seconded by Director Brezinsky. A roll call vote was taken and motion carried unanimously. (Note: Director Johns was present but did not vote.)

- E. Holiday pay for LSPD

Officer Stan Beck presented his perspective on why holiday pay for officers is unfair. He felt that a policeman working a holiday at time and a half, (essentially 12 hours regular time) loses out when his fellow officer does not work that holiday and gets paid for 8 hours. That means the working officer who works 8 hours on a holiday and should receive 8 hours of holiday pay, actually only receives a total of 12 hours pay, not 16.

General Manager Bare explained that Police Officers are Public Safety Employees. As such they are sometimes required to be available to work any one of 365 days per year and subject to 24 hour per day coverage. For this reason they are given certain perks that other employees do not receive, such as on-call or stand-by pay while they are at home. Chief Spencer recommended this be debated over a negotiating table with management and accounting instead of at a board meeting. Director Johns asked if there were an arbitrator in Lake Shastina District that might assist us with this? General Manager Bare recommended to the board that we contact other departments in the county and make a comparison of their policies. Officer Beck recommended to the board that they appoint as an unbiased arbitrator one of the board members to look further into this issue. Chief Spencer felt the issue should be negotiated as a employee grievance. Officer Beck said that was all they wanted and thanked the board for its time.