

**GUNNISON COUNTY PERSONNEL BOARD**  
**MINUTES**  
**June 8, 2006**

The June 8, 2006 Personnel Board meeting was held in the Sheriff's Conference Room in the Gunnison County Courthouse. Voting Board members present were:

Rich Corbett, Facilities Maintenance Supervisor  
Ben Cowan, Employee Representative and Chairperson  
Becky Greenwood, Employee Representative and Vice-Chairperson  
Jim Morris, PW Employee Representative  
Rick Murdie, Sheriff

Also present were:

Marlene Crosby, Assistant County Manager  
Debbie Moore, Personnel Director  
A Department Head to Present a Sick Leave Transfer Request

**CALL TO ORDER:** Chairperson Cowan called the meeting to order at 9:15 a.m.

**SICK LEAVE TRANSFER REQUEST:** A Department Head, who will remain anonymous, was present to discuss a request for a sick leave transfer authorization. The Dept. Head stated that this particular employee is not abusive of leave time, regardless of the type of leave time. It was also stated that the Dept. Head was so supportive of this request that he would donate the requested time himself if permitted. It was determined that this employee has had some unforeseen circumstances in the past few years that have required multiple surgeries with extended recoveries. This resulted in the conclusion that there was a conscientious attempt to accumulate sick leave time. The current request is for a secondary surgery wherein need arose suddenly and unexpectedly with no opportunity to delay the surgery.

The policies currently state that the "employee must have made a conscientious effort to accumulate **sick** leave balances sufficient to meet the demands of expected absences." There was discussion regarding whether all leave time should be considered with determining whether there has been a conscientious effort. Some considered it not conscientious to take vacation time for vacations during times where the sick balance is low. The Dept. Head present stated he does not recommend forgoing vacations during times where significant sick leave is being used.

Further discussion ensued regarding what is not considered conscientious. Assistant County Manager Crosby stated that a decision to take paid overtime in lieu of compensatory time when sick leave balances are low would be not be considered conscientious. Facilities Maintenance Supervisor Corbett stated he does not want his employees to take comp time because it causes a hardship on his department at a later time. He generally requires them to leave after the day's eight hours are worked.

**Moved** by Vice-Chairperson Greenwood to authorize a sick leave transfer request for 32 requested hours plus an additional 8 hours for follow-up time if needed. Motion carried unanimously.

**Moved** by Vice-Chairperson Greenwood to schedule a meeting at a later date to discuss parameters which could used in the future for establishing whether conscientious criteria has been met and to

discuss whether the entire leave bank should be used or just sick leave should be used when determining whether the conscientious criteria has been met. Motion carried unanimously.

**ADJOURN:** Chairperson Cowan adjourned the meeting at 9:45 a.m.