

Island Manager Report  
December 12, 2015

**Administration:**

**Volunteers:** Kudos to those who have helped with the island cleanup following the windstorms, and all those who have volunteered to service on HMC committees and projects during the year. It is impossible to underrate the value of these services to the entire membership....Water, Roads, Emergency Preparedness, Parks, Rules and Finance committees all generously donate time and sometimes materials, worth thousands of dollars and help maintain the strong sense of community that is Herron Island.

**Tree Removal:** The winds have brought down many branches, and some trees, and at least one power outage. Volunteers will be helping remove the windfall branches from the roadways. Much of the windfall will be burned at the community building parking lot.

**Employee Health Care Plan and Arbitration:** Last year the ferry crew filed a grievance regarding the choice of health care plans. HMC has chosen a plan recommended by the health care broker as substantially comparable, during a time of plan turmoil created by implementation of the Affordable Care Act. The employees grieved the increase in out-of-pocket costs, and two of them will be reimbursed a total of \$844.05. Health care premiums continue to be the fastest growing area of compensation, with increases annually in the 13%-15% range. Employee premiums are paid 100% by HMC. If all covered employees participated in a health assessment, the cost of this year's premium increase could be reduced 7.5%.

HMC's cost for the grievance included the settlement above, plus half the cost of the arbitrator's cancelled session (\$800). Legal fees for HMC were included in the last round of collective bargaining, which will not be the case in the future. Considerable hours were also expended by board members and staff in the settlement of this grievance, which was not even clearly defined in writing until it reached Step 3, where arbitration and the involvement of attorneys becomes necessary.

**One Hour Meeting Grievance:** A second grievance was filed when a scheduled management/employee meeting was canceled for a medical emergency. This grievance was settled at the second step, with payment to the four employees for the one hour (\$184.53) and a written agreement that the Island Manager is the only person who can schedule crew meetings, and that meeting may be cancelled within a 2 hour time frame, with an exception for medical emergencies, weather and ferry operational issues. Employees will be paid only for time attended.

The Memorandum of Understanding signed between HMC and the IBU provided that all disciplinary reprimands prior to its September 12 approval by the Board would be removed from the ferry employee files. All crew members were to sign the Code of Conduct, as proposed to HMC and agreed by their union. Only one has signed.

**Water Operations:**

HMC is now billing for water usage, with one month's usage reflected in the most recent billing. So far, all seems to be going well. Thanks again to the Water Committee for their hard work.

The large pile of spoils dirt dumped at the Yew/West Herron intersection is gradually being removed by Kramer's Excavating at no cost to HMC, and delivered to private parties at their own expense. If any remains, it will be dumped at the HMC lot next to the Community Building. The pile of tree stumps has also been removed and dumped.

**Water Committee Report:** Charles Smith will report for the committee, which met Thursday, December 10.

**Fire Department Liaison:** Fire District #16 (KeyPen Fire) cancelled the training for Herron Island volunteers, because only two persons volunteered. The pursuit of reestablishing a volunteer fire fighting force on the island appears to be at an end.

**Land Use:** No report.

**Emergency Preparedness:** None this month.

**Parks: Committee Report.** Parks Committee meeting set for January 9.

**Roads: Committee Report.**

The Committee met to discuss projects and set priorities for future work. The Committee decided to add visible marking at the intersection of East Herron and Maple, above the culvert replacement. A second culvert project at 1430 West Herron (North Beach) needs to be added from the top of the road down to the beach to eliminate erosion along that area. Other projects include erosion along East Herron near North Beach Park; replacement of the retaining wall at Maple & Yew (Goodpastor Park); drainage at 419 East Herron where water ponds on the west side of the road; North Fir regrading; and other projects where drainage is a challenge. Sand is piled at the top of Ferry Hill, should it snow or ice up, and deicer is available for the ferry ramps, where the new timbers proved to be very slick when icy. Jack Wells will report for the committee.

**Rules:** Max Hochanadel, Mark Anderson and Beth Owen have been appointed to the Rules Committee. Alan DeGood will remain as the fourth member of the Committee. (The Rules call for a minimum of a three member committee.) Max has been selected as Chairman and Mark Anderson as Secretary. There are three pending Rules complaints.

**Herron Island Ferry:**

**Dolphin Replacement Project:** Mike Graham is the board liaison for the Dolphin Replacement Project. Soils testing couldn't have gone better. The weather was great, Quigg's barge was on time, and ferry schedule resumed on time. And it appears that the results of the 16 samples indicate that both monopole and tripod dolphins (or one of each) might be possible. The preliminary test report was delayed three months, due to delays in the permit process over which the engineer, and HMC, have little control. The next deliverable from PND is the development of design concepts, followed by an alternatives analysis and presentation of findings to HMC, including the range of cost estimates to construct.

**Other:**

Dale Miller and Rich Urfer have now qualified as standby deck hands. Our standby captains are Tom Gall, Jon Robinson, and Eric Helpenstell.

**Technology:** No report.

**Legal Liaison:** We currently have 28 delinquencies, 7 of which are with the attorney for collections. Delinquency rate of 7.3%. Last year at this time we had 12 delinquencies, with 7 at collections. Currently, HMC has 383 Assessable Units and 397 Water customers. The Board has decided to search for a replacement labor law attorney, because the current attorney will no longer be available. HMC has benefitted from a reduced hourly rate for the past six years. Hourly rate for representation will be in the range of \$300 per hour; a reasonable estimate for labor negotiations would be \$3-5,000, and for routine matters such as grievances and contract interpretation, another \$3-\$5,000.