

CHS Board Meeting Minutes

January 16, 2014

Members Present: Kathy Hamlin, Randy McNurlin, Joann Elliott, Karen Elliott, Mary Foye, Nancy Cohen, Blair Wiley, Russ Thomas.

Members Absent: Lynn Keever

Guest Present: Anne Ellis, Jean Macomber, Jo Ingraham, Peggy Morley, Eurice Sullivan, Debby Beauford.

Public Comment: Peggy announced that there will be a fundraiser at Copper Town Square on February 28, 2014. There will be a parade and prizes from 1:30- to 3:00.

Go to "I give" prior to making a purchase on the internet and a donation can be made to CHS at no cost to you.

There is a wish list on Amazon.com for the animals at the shelter.

Approval of Agenda: Add office lease to unfinished business. Add shelter fund to old business. Kathy moved to accept agenda with changes, Blair seconded the motion. Motion passed.

Minutes: Mary moved to accept the minutes, Kathy seconded the motion. The motion passed.

Correspondence: The CHS donation jars collected \$1,442.19 in November and 1209.36 in December.

Treasury Report: A copy of the report is attached. Total net worth \$120,053.73. Total profit in December \$20,380.12. Thrift store donated 24K in December. Membership \$5935.00, Insurance refund of \$2414.00.

The expenses in shelter medicine are going up as of January 1, 2014. We purchase Bordetello and 5 way for the dogs 4 way for the cats. The cost was over \$2000.00 .

Special \$1,000.00 donations from William and Elizabeth Broll (of Arnold), Lynn Brooke, Marvin and Angela Hanse (of San Jose), Joanne Elliott

Marvin and Angela Hanse (of San Jose) Mirian and Piesta Brown (of Copper) both donated \$250.00 and Nancy Cohen donated \$250.00.

The Arnold Thrift Store gift was \$20,000.00.

V.P Operations Report: Jo Ingraham has offered to take over as acting President as of April subject to Board approval in March. Karen will resume the office to Vice President of Operations. Kathy Hamlin was elected as Vice President of Marketing. No Secretary was announced as of this date. Karen moved to accept the changes, Randy seconded the motion. Motion passed. Kathy will send Jo's resume' to the board.

Dog Team, Cat Team: Dog Team and Cat Team are requesting a new examination table for Animal Services. Joann Elliott and Nancy Cohan agreed to split the cost of the table. Blair ordered the table they requested. It will ship tomorrow.

The weekly vet visit for Dr. Leslie and Vet tech Michele have substantially cut the cost for vet visits to the shelter. They are also doing shelter medicine instead of owner pet care. Animal Services turned a storage room into a medical examination room. This has improved medicine at the shelter, it has cut cost. It increased adoption rates and lowered euthanize rates.

Bird Team: No Report

Animal Services: Animal Services sent an end of year report. I have attached a copy.

Anne Ellis Report: Anne suggested that we raise the cost of Licks & Purrs to \$25.00. She also suggested that Arnolds Thrift Store purchase one per week. The Enterprise will also purchase one. Any unsold slots could state that this animal needs your support, or give the advertisement to the thrift stores.

Anne recommended giving Wine and Art to the G.A.B.A. we could assist this year with the set up and volunteers for a donation. Anne would like to pursue other activities like Paws and Claws, A Wagon Walk, and Licks and Purrs. Ann also submitted her time card.

She suggested a volunteer drive as we need help raising money for the new shelter.

Business Unit: We were given an Employee Handbook to look over and comment on. Randy made the following observations;

Page 8 Holiday pay = I don't believe we should give probationary employees holiday pay. I believe they should start getting paid after the completion to the probation period. I also believe the probation period should be 120 days instead of 90. I believe most anyone can hide their true personality for 90 days, but it is impossible to hide it for 6 months.

Page 10 Make up time. I don't believe we should offer make-up time. It helps the employee, but in most cases it costs us more to cover for them, than we get back. There is no advantage for us to offer this.

Page 11 / 12 If we request a letter from a doctor because they need time off, we should also ask for a letter when they are completely healed and don't require light duty, as we have no light duty work to offer.

Page 15 How much PTO can they acquire? Blair stated that there is a newer version and he believes the limit is 20 hours.

Page 27 I am concerned searching employee's cars, lockers, purses. Even if we have the right, if we don't find something I think we could get sued. If we don't trust an employee, let them go with the "at will clause" the worst thing that can happen is we pay unemployment.

Nancy wanted to be able to search customers, several people disagreed with this, so she withdrew the suggestion.

Spay Neuter Assistance: 1057 certificates were requested, only 318 used.

DAAC:

We attached a copy of Henning's end of the year report Animal Services report.

The Bath House in Angels Camp mistakenly allowed a dog to run at large on Friday January 10, 2014. An SO attempted to contact the owner via cell phone. The officer left two messages on two different phone numbers. Vonna (one of the

owners of the Bath House) returned after dog had been running at large for over an hour. Vonna admitted that she was caring for the animal for someone else.

Communications and Plea letter: Karen is hoping the plea letter goes out in May and all funds will be dedicated to the new shelter.

Jean would like to dedicate a percentage of the monies coming for the Thrift stores every month to the new shelter. Randy and Mary suggested we wait for the new budget since we are over 13K over budget at this time. Randy suggested that we take the profits per month and allocate those monies to the shelter once to budget is in positive standings. Karen suggested we delay a vote on the percentage donation to the New Shelter until the land is allocated by the Board of Supervisors just as the Capital Campaign is delayed until that vote.

The Capital Campaign: The Capital Campaign cannot move forward until the Board of Supervisors allocates the property to CHS.

Volunteer Humane Officer: The way the County Council wrote this agreement, there is no way our insurance carrier would approve this. We cannot get workers compensation at this time for an officer at this time. The workers comp carrier will not even quote it.

The last newsletter was only sent out to people with electronic mail. The cost for printing was expensive and will be reconsidered at the next Newsletter in March.

Mary handed out a colored budget for our review.

The meeting was adjourned at 8:00.