

## Commissioners Minutes

Monday, November 9, 1970 continued

if there was something the Commission could do about it.

Chairman Roberts assured her that if she would document these places and advise the Commission, we would see that the matter was corrected.

RETIREMENT - MANDATORY OVER 65: Harrison Conover, County Assessor and Nina B. Reid, County Recorder were invited in to discuss those employees in their offices over age 65 that should retire at the end of this year.

Mrs. Reid pointed out that she had been in touch with Glen Alken, Salt Lake County Recorder's office and Attorney, and they have a provision in their Merit System whereby an employee can work up to age 69 or mandatory at 70. After age 65, the employees performance is rated each year on an annual basis to see if they can remain for another year. She said she felt that an arbitrary age defeats the merit system. A lot of people are better employees at age 65 than some at 35. She said she felt what is good for the chiefs is good for the Indians. If elected officials over 65 can still work, she feels employees should too.

Mr. Conover said he has four individuals over age 65 and they are performing well on their jobs. It would take quite a while for a new and younger person to obtain the knowledge and ability these people have and they are still valuable employees as far as he is concerned.

Commissioner Stone expressed that he is opposed to forced retirement at any age. He feels it should be looked at each year.

Commissioner Thorn expressed that he felt there was a need for the retirement clause in the Merit System as there are people who are not able to handle their job at age 65 and this gives you an opportunity to replace them without hurting their feelings. He felt that it could be reviewed each year. He felt that it is a safety valve. He suggested that as long as the department heads submit a letter to the Commission requesting that their employees stay on their job, that this could be done on an annual basis. This letter should be addressed to the Commission with a copy for the Personnel Director.

Chairman Roberts noted that this is where your yearly evaluation comes in. It gives you an opportunity to interview and relate to your employee the type of work they are doing and can determine whether or not they should retire. He felt that a letter requesting these employees be retained for another year would be satisfactory. One thing you might think about is that it is possible to put these older people on a less responsible job and pay them less but still retain them.

Vacation: Mr. Conover said he has a problem in that Meda Craig worked for the county for a number of years prior to his taking office as Assessor. She was layed off for about two years and then he rehired her after he took office. Will her length of service be from the day she was employed by the County originally or just since he hired her back the second time?

This is a matter that will have to be taken up with the Merit Council.

Retirement: Chairman Roberts mentioned that this idea of keeping these people beyond retirement age is going to solve some problems, but it will also create some problems. Mr. Conover replied that he would like to budget for an additional employee next year that he can train to take the place of the property appraiser. He also doesn't know what the Greenbelt Amendment will do to his office and how much additional personnel he will need, if any. The work in his office is increasing all of the time. They have 20,000 more automobiles than they had before.

The Commission agreed with him and said they would talk about this with him when they go over his budget.

ROAD - U.S. STEEL - BLAINE STANDFIRD: Mr. Standfird, representing U. S. Steel, met with the commission and presented a map of the road going north and south on the west side of Geneva. Since they have had a fatality on the railroad crossing there at the West gate of Geneva, they would like to change the road to give them a better approach to the crossing and perhaps move the crossing North a little further providing the Railroad will approve the new crossing. This is a distance of about 600 ft. They would want the county to take this road over. They will build the road up to grade and fill, and would like the county to blacktop it. They were planning on 22 ft. of road and Commissioner Thorn suggested it be increased to 24 ft.

The various possibilities of placing the road in this particular area were discussed and Mr. Standfird expressed that they planned on using reject pipe for the guard rail. (They were planning on 22 ft. of road and Commission Thorn suggested it be increased to 24 ft.)

( The various possibilities of placing the road in this particular area were discussed and Mr. Standfird expressed that they planned on using reject pipe for the guard rail. They would have two angle turns one left and then one right the way it is proposed. It would require a stop or yield sign on the road coming from the West to the plant. It was pointed out that right angle crossings are always better. Mr. Standfird said they plan on contacting the Railroad people about this matter in a few days and would like the County's opinion on it before they meet with the railroad. The commission expressed their willingness to help with this road and Mr. Standfird will be in touch with the Commission after he meets with the railroad people.

SPANISH FORK - TEXACO SIGN: Mr. Green mentioned that we are having a problem trying to collect on the lease of the property the county owns in Spanish Fork that Texaco has a sign on. Commissioner Stone said they had talked with him about this and have refused to pay. In fact, they have even taken their sign down now. Mr. Green felt that maybe we had better fence our property off to keep others from using it if