

AN ADMINISTRATIVE REGULATION
GOVERNING EMPLOYEE ATTENDANCE AT LABOR BOARD MEETINGS
DURING NORMAL WORKING HOURS

Section 1. Management Attendees

The following City staff members are hereby authorized to attend any City of Hobbs Labor Management Relations Board (LMRB) Meeting held during the regular work day: City Manager, City Attorney, Personnel Director, City Clerk, Police Chief, Fire Chief, General Services Director, City Engineer, Finance Director, Library Director, Parks & Recreation Director & Utilities Director. Any of the incumbents in the positions listed in this section may designate a subordinate to attend in their absence.

Section 2. Meeting Support Attendees

The Personnel Director may designate a staff member to assist with meeting support activities as needed.

Section 3. Employee Attendees

Any city employee may attend any meeting of the LMRB if their attendance at the meeting does not conflict with their regular work schedule.

Section 4. Management Invitees

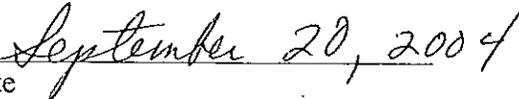
Any of the Management staff listed in Section 1 of this Administrative Regulation may invite any of their subordinate staff to attend a meeting of the LMRB during their regularly scheduled work hours if their attendance is necessary due to a job related reason related to any item on that LMRB agenda.

Section 5. Collective Bargaining Organization Officers

Any officer of a prospective or active City of Hobbs collective bargaining organization may petition their department head for vacation leave, compensatory time or leave without pay to attend a meeting of the LMRB during their regular work hours. In this instance the union officer may also petition for a shift change so that he can attend a LMRB meeting during non-scheduled time. Only one such request shall be approved for each such organization.



Dan Dible, City Manager



Date