

**Correspondence
&
Other Information**

Hugh Bevan - Sitka Economic Development Assoc.

From: Richard Riggs [rriggs@alaska.net]
Sent: Tuesday, April 08, 2008 10:02 AM
To: Joe Castro; 'Scott Brylinsky'; 'Hugh Bevan - Sitka Economic Development Assoc.'
Subject: FW: Wind

Gentlemen,

This email is an unsolicited commentary on the value that CBS gets from Warren Lee as a full time employee at the SCIP. I have commented on this previously, as exemplified in the email below, but considering the budget options I heard yesterday and again this morning that include ratcheting Warren's position to half time I thought I would provide a follow-up.

As noted, part of the original logic behind the WWTP Operator position was to have that position extract the knowledge that Warren has to offer related to utilities. Now that Scott is filling the new position of Operations Chief, and in consideration of Warren's upcoming retirement, it might be worthwhile for Scott and Warren to have a full year of overlap to pass the baton. At the same time, there will be many responsibilities currently carried by Warren that may very well not be able to be addressed by any one individual in the future. For instance, Warren baby sits this site 24 hours a day during the winter months when temperatures are below freezing. He is continually maintaining/draining the various sprinkler systems and has certifications that allow him to do so. As I recall, in 2001 – before Warren was a FTE, there was a sprinkler system that froze up and failed and as a result, CBS had to resolve a claim with Omega Sea for product that was damaged. If SBS makes the purchase, all of the CBS responsibility in the Pulp Dock Warehouse goes away, but not all of it as it relates to the site. Warren also responds to sprinkler alarms that occur both day and night, and are quite common at the site due to the pressure spikes resulting from Blue Lake Hydro, performs snow removal with the loader, performs building maintenance tasks that would otherwise be a burden for the Facilities Manager, and many more that are all on top of his general role as site manager.

Bottom line, while a half time replacement of Warren would have less direct cost from a narrow view of the budget, the overall cost impact would be much closer to a wash and the expertise retained by CBS would be much less than half of that which you have currently. It is impossible to replace the institutional knowledge that Warren has considering he has been working @ this site since he was 17 years old.

I give this input not so much as a current tenant, but more as someone that has firsthand knowledge from the same perspective you are looking from. Please realize, I understand the dilemma you are facing in regards to the budget, and I know all of the decisions are tough decisions. However, I thought you might appreciate some brief commentary from someone that is familiar with the organization, politics, and demands of the position.

Regards, Rich

From: Richard Riggs [mailto:rriggs@alaska.net]
Sent: Tuesday, February 05, 2008 11:24 PM
To: Joe Castro; 'Hugh Bevan - Sitka Economic Development Assoc.'
Subject: Wind

I recall in the days when I worked at the Mill in the summer & the year-round employees would comment on the bitter winter wind and how they got all the overtime they needed during the winter months. As I sit here in my office at 11:15PM I can see fine, blowing snow being swept down the length of the dock. I talked to my wife a few hours ago and she indicated there wasn't a breath of wind

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at our house.

At any rate, Warren commented this morning that this wind would likely carry snow away from these large roof tops (TAB, this building, etc.) . . . I suspect he is correct.

Joe, on that note, in my opinion it would be in CBS's best interest to be sure that somebody within the organization is extracting all that institutional knowledge that Warren has to offer. At one time that was going to be part of the program of the WWTP operator position (Bob Reid), however, Warren brings more to the table than simply identifying where the valves are located. Warren's value to this site is tremendous. I said that when I was with CBS and I say the same thing today.

Rich