

PERSONNEL COMMITTEE

NOVEMBER 30, 2021

The meeting was called to order at 5:06 p.m. by Chairperson Cory Kuhlman. Committee members present were Cory Kuhlman and Mark Weber. Tim McCarthy arrived at 5:15 p.m. Also present were Bridgette Kabat, City Administrator, Kate Sandretto, Law Director, and Kelly Chalfant, Human Resources Manager.

CITIZENS' CONCERNS

None.

APPROVAL OF PRIOR MONTH'S MINUTES

There being no objections, the minutes of the October 26, 2021 meeting were approved 2-0 (Kuhlman, Weber).

JUNETEENTH HOLIDAY

Mr. Kuhlman stated that he had a request from Mayor Mackin to add this item onto the agenda for today. It will have an ordinance number when it goes to City Council. It does not affect any bargaining agreements. Mr. Weber and Mr. Kuhlman agreed that it is fantastic we are doing this and wanted to give feedback about potentially doing a Proclamation. There being no objections, this is recommended 2-0 to move forward to City Council (Kuhlman, Weber).

CHANGES TO SECTION 266 OF THE ADMINISTRATIVE CODE

Ms. Chalfant went through the sections of Ordinance 266 with the Committee members. The highlighted sections are what is being eliminated. Mr. Weber wanted to know why we are eliminating overtime in excess of eight hours a day and going to forty hours a week. Administration stated that they made that change a while ago, this is just to make everything consistent, and that it is the FLSA (Fair Labor Standards Act) standard. Mr. McCarthy arrived at 5:15 p.m. Mr. Weber asked if an employee is uninsurable, if they are able to go get their own insurance. Ms. Chalfant explained that they had looked into this option before, but they must be insurable through the City's insurance. Mr. McCarthy wanted further explanation on standby pay, which Ms. Chalfant explained to the Committee. The Committee agreed 3-0 to recommend these changes to City Council.

CHANGES TO THE REPORTING STRUCTURE OF THE PROSECUTOR'S OFFICE

Ms. Sandretto stated that in her legal opinion, they may be violating the Charter with this restructure. Mr. McCarthy thinks that we should seek outside counsel and someone that has not worked with the City before. Mr. Kuhlman suggested they reach out to Mike Marsh, because he has never worked with the City before and is a good municipal attorney. Mr. Kuhlman would also like to define what the Prosecutor's role is and stated that he will reach out to Mr. Marsh. Mr. Weber pointed out that it refers to the Law Director as "he" in Chapter 242 and asked Ms. Sandretto if she would like that changed. She stated that the language should be changed to "they." Ms. Sandretto suggested that Council pass an Ordinance to change all language that says

“he” or “she” to “they.” Ms. Kabat stated that she could have Ms. Rathburn contact the company that does the City’s codified ordinances to see what the best way is to go about changing that language.

OTHER BUSINESS

None.

There being no further business, the meeting adjourned at 5:39 p.m.

Respectfully submitted,

Cory Kuhlman, Chairperson
Personnel Committee

Next meeting: Tuesday, January 25, 2022 at 5:00 p.m.