

PERSONNEL COMMITTEE

SEPTEMBER 27, 2016

The meeting was called to order at 5:00 p.m. by Chairman Barry VanHoozen. Committee members present were Nelson Evans and Barry VanHoozen. Tim McCarthy arrived at 5:08 p.m. Also present was Kelly Chalfant, Human Resource Manager.

2017 BUDGET

The Committee reviewed the proposed budget for Human Resources for 2017. Ms. Chalfant explained that the increase in Office Equipment Maintenance the last two years is due to the digitizing of Human Resources' records and the cost of storage and assistance in getting it set up in the Image Silo. The Civil Service Expense line item includes the cost of the National Testing Network for police and fire testing and for costs associated with doing an assessment center. This was done as part of the hiring process for deputy fire chief and will be done as part of the hiring process to fill a vacant assistant fire chief position.

OTHER BUSINESS

Mr. VanHoozen asked if research was done to see if other municipalities use pay for performance. Ms. Chalfant said that no research has been done, but the concept was introduced with all bargaining units during the last round of negotiations and it was not well received. She added that our labor attorneys were not familiar with other communities that use pay for performance. Mr. McCarthy said that he also is not familiar with other cities with pay for performance at the union level.

There being no further business, the meeting adjourned at 5:13 p.m.

Respectfully submitted,

Barry VanHoozen
Chairman, Personnel Committee

Next meeting: Tuesday, October 25, 2016 at 5:00 p.m.