

PERSONNEL COMMITTEE

MARCH 27, 2018

The meeting was called to order at 5:02 p.m. by Chairperson Becky Williams. Committee members present were Tim McCarthy, Barry VanHoozen, and Becky Williams. Also present were Bridgette Kabat, City Administrator, and Kelly Chalfant, Human Resources Manager.

EMPLOYEE HANDBOOK

Ms. Williams said that she has had an opportunity to sit down with Ms. Kabat and Ms. Chalfant to discuss the questions she had about the handbook. Mr. McCarthy asked if employees are covered by Civil Service. Ms. Chalfant said that the Civil Service employees are in bargaining units. Mr. McCarthy asked about the one year salary continuation for employees hurt while on the job. Ms. Chalfant said that it has been that way for quite a while, and she thinks that the theory was it would reduce our workers' compensation rate. Mr. McCarthy asked if we have a workers' comp consultant, and Ms. Chalfant said that we work with Comp Management. Mr. VanHoozen asked if the economic benefit of not running it through workers' comp has been reviewed. Ms. Kabat said that she will talk to Mr. Creps about the workers' comp rates. Mr. McCarthy suggested that they also talk to Comp Management and see if the salary continuation does in fact keep our rates lower, and ask them their feelings about the length of the salary continuation. Mr. McCarthy suggested that language be added to the section about conflict of interest to add "doing business or seeking to do business". He recommended looking at the Ohio Revised Code section on conflict of interest because this is a very important policy. Ms. Williams asked that once the handbook has been updated that it be sent to the Committee, and she asked if there was an estimated timeframe. Ms. Chalfant said there is not. Ms. Kabat said that they are working on a color chart of job classifications and the related benefits. She said the current Code nomenclature says Executive Senior Staff, Senior Staff, etc. but the benefits are not being done consistently.

COLLECTIVE BARGAINING AND COMPENSATION

Mr. VanHoozen moved to go into Executive Session at 5:15 p.m. to discuss collective bargaining and compensation. Seconded by Mr. McCarthy.

The Committee returned from Executive Session at 6:54 p.m., and there being no further business, the meeting adjourned.

Respectfully submitted,

Becky Williams
Chairperson, Personnel Committee

Next meeting: Tuesday, April 24, 2018 at 5:00 p.m.