

PERSONNEL COMMITTEE

JANUARY 27, 2015

The meeting was called to order at 5:00 p.m. by Chairman Barry VanHoozen. Committee members present were Todd Grayson and Barry VanHoozen. Tim McCarthy arrived at 5:05 p.m. Also present were Bridgette Kabat, City Administrator, Mathew Beredo, Law Director and Kelly Chalfant, Human Resources Manager.

PART-PAID FIREFIGHTER COMPENSATION

Ms. Chalfant stated that at last month's meeting, information regarding increases for part-paid firefighters was distributed. The Committee requested, and has since received, additional information from the Fire Chief regarding the part-paid firefighters. The Administration is requesting approval of the pay increases as proposed. Mr. Grayson said that he has no problem with the proposed increases but sees it as a stepping stone to something else. There was discussion about how we could make this a more attractive position in an attempt to recruit more part-paid firefighters. The Committee agreed 3-0 to recommend approval of the proposed pay increases.

PERFORMANCE BASED INCENTIVES

Ms. Kabat reported that the Administration contacted the school system and sat with their administrative group to get some information on their pay for performance. She also spoke with our labor attorney who provided other governmental entities that use pay for performance. She stated that we are still in the exploratory stage and are collecting information to see if there is any application to the City.

HR GOALS AND OBJECTIVES FOR 2015

Ms. Chalfant reviewed the goals and objectives for her office in 2015 including creating a more structured or formalized orientation for new hires in the Departments of Public Service and Public Utilities; digitizing the application and new hire processes; and setting up regular training regarding personnel management topics for those in supervisory positions. The Committee had a brief discussion regarding succession planning.

UPDATE ON CONTRACT NEGOTIATIONS

Mr. VanHoozen moved that the Committee go into Executive Session to discuss contract negotiations. Mr. Grayson seconded. At 5:27 p.m. the Committee went into Executive Session. They returned at 6:03 p.m.

There being no further business, the meeting adjourned at 6:03 p.m.

Respectfully submitted,

Barry VanHoozen
Chairman, Personnel Committee

Next meeting: Tuesday, February 24, 2015 at 5:00 p.m.