

MINUTES
PERSONNEL BOARD
November 12, 2019 3:00 p.m.
4th Floor Conference Room, City Hall

	<u>Name</u>	<u>Members' Term Attendance</u> (mtgs attended-mtgs absent)	<u>End of Current Term of Office</u>
MEMBERS PRESENT:	Lanny Ellis, Chairperson	(01-00)	01/20/20
	Tracy Fender	(01-00)	01/17/22
	Ed Wildberger	(01-00)	01/15/24
MEMBERS ABSENT :	Audrey Cravatt	(00-01)	01/18/21
	Kristine A. Girard	(00-01)	01/18/21
STAFF PRESENT:	Chuck Kempf, Interim Director of Human Resources Bryan Carter, City Attorney/Recording Secretary		

** Attendance not available prior to November 12, 2019.*

Ellis called the meeting to order at 2:57 p.m.

Kempf read the Meeting Notice.

Wildberger made a motion to move into closed session. Fender Seconded. Carter informed the Board that the pending grievance did not appear to involve a topic that could be discussed in closed session. All parties present agreed the grievance hearing could proceed as an open hearing. No vote on the motion occurred.

All persons present introduced themselves. Attendees included the following:

- Bryan Carter, City Attorney/Representing the Personnel Board
- Andy Clements, Director of Public Works and Transportation
- Lanny Ellis, Chairperson
- Jason Estes, Business Manager/Representing Local 579
- Tracy Fender, Personnel Board Member
- Chad Hiserote, Assistant Superintendent of Water Protection
- Chuck Kempf, Interim Director of Human Resources
- Edward Leaverton, Water Protection Operations Manager
- Jason McClitis, Blake & Uhlig, P.A. (Attorney for the Union)
- Roy Moppin, Employee/Union Steward
- Jason Soper, Assistant City Attorney/Representing the City
- Ed Wildberger, Personnel Board Member

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CITY CLERK

Item #1 Employee grievance hearing

The Personnel Board heard a grievance filed by the Laborers' International Union of North America, Laborers' Local #579 on behalf of represented employees. Detailed employee grievance hearing minutes are retained in Human Resources.

Item #2 Election of Personnel Board Chairperson

Members of the Personnel Board discussed the potential election of a new chairperson and chose not to elect a new chairperson until more members are present and Ellis' term has concluded. Wildberger agreed to serve as chairperson in the event Ellis' term ends before the Personnel Board meets again.

Item #3 Human Resources Director Update

Kempf reported Sari Maple has been selected as the new Human Resources Director and will begin working in December. Maple will report directly to the City Manager. The Personnel Board members discussed the benefits of the Human Resources Director reporting directly to the City Manager and discussed their support for that organizational structure.

Kempf also reported that Human Resources will have two vacancies when Maple begins; both positions will have been posted, but Maple will make hiring decisions.

The meeting adjourned at approximately 5:20 p.m.

Minutes respectfully submitted,

Bryan Carter, Recording Secretary (City Attorney)