

DRAFT

Human Resources Policy Committee Minutes

February 29, 2016

Human Resources Conference Room

200 Church Street, Suite 102

5:30 pm

Called to order at 5:41 by KP

Present: Karen Paul (KP), Chip Mason, Brain Lowe (BL), Susan Leonard (SL)

1. Approval of Agenda

CM moved to approve, KP seconded

2. Executive Session

CM moved to go into executive session to discuss the UVM Memorandum of Understanding, the premature disclosure of which would put the City at disadvantage in negotiations. KP seconded. Executive session began at 5:43. Those present – KP, CM, BL and SL. KP motioned to come out of executive session at 6:11, seconded by CM.

3. Elimination of City Policy 6.5.d, Sick Bonus To Be Replaced by a Wellness Bonus

SL explained that this change is to mirror contract language in two contracts. Replacing the sick bonus with a wellness incentive represents a change in culture. Instead of paying employees to come in while they are sick, which spreads illness, creates potential for greater organizational safety and workers' compensation liability and reduces productivity – we are giving employees the incentive to take proactive steps to seek preventative care, health risk assessment and increase healthy behaviors. CM moved to approve recommendation, KP seconded

4. Update to City Policy 6.7, Work-Related Injury Leave

SL explained this is a housekeeping update is to remove language referring to sick bonus because the sick bonus is proposed for elimination. KP moved to approve recommendation as a matter of housekeeping if approval to eliminate the sick bonus is approved, CM seconded.

5. Update to City Policy 5.7.e Redlining

SL indicated that the policy change was being brought forward at the direction of the Board of Finance following a request for deviation from policy as a part of a BED reorganization. The CM indicated that he did not see an economic benefit to this policy change, nor did he support paying employees a higher rate to perform lower level work beyond the 90 days already allowed for in the current redlining policy, especially when using tax payer dollars to do so. In addition, we should keep the policy the same for all employees regardless of union/nonunion status. KP stated and CM agreed that we should not move this policy change forward. SL indicated that she would take this back to the administration to determine if they wanted to move forward.

6. Update to City Policy 5.7 Non-Exempt Overtime

SL indicated that the purpose of this policy was to provide flexibility in scheduling non-union, non-exempt hourly employees. KP indicated that to remain consistent with the recommendation to keep parity between union and non-union employees, SLL should make sure this policy is consistent with AFSCME contract language before moving forward. CM agreed. KP moved to approve recommendation to mirror AFSCME language. CM seconded.

7. Other Business

None

8. Adjournment

KP motioned to adjourn at 6:33, CM seconded.

Committee Members:

Karen Paul, City Councilor, Ward 6 – Committee Chair

Chip Mason, City Councilor, Ward 5

Adam Roof, City Councilor, Ward 8