

COUNTY OF BALDWIN

Personnel Board met at 10:30 a.m.
Delchamp's Room
161 N Section Street, Fairhope, AL 36532
Thursday, February 2, 2017

Present were:

Members: Diane Thomas, Chairman, Lorenzo Howard, Jenny Erdoes, Rob Stankoski, Scherry Douglas, Pandora Heathcoe, Human Resources Director, and Kevin Boone, City Council Liaison.

Absent: N/A

Guests: Mayor Karin Wilson, Robert Brown - City Council member and Jimmy Conyers - City Council member.

The meeting was called to order at 10:30 a.m.

Minutes from the January 19, 2017 meeting were approved by a first motion set forth by Scherry Douglas and second by Jenny Erodes.

Diane Thomas, Chairman, began the meeting by welcoming Mayor Wilson and the two City Council members to the meeting. She stated the purpose of the meeting was for Mayor Wilson to meet each member of the Board and she could hear each member's back ground and credentials. Each individual Board members stated their credentials, background and experience.

Mayor Wilson expressed her gratitude to the Board members and stated that in the future she would like the Board to review and assist with the medical insurance provided to City employees. She explained that medical expenses are a large portion of the City's finances which the City needs to address.

Mayor Wilson also expressed the need for team building with the departmental staff which over a period of three (3) staff meetings she plans to begin. She also stated that a friend of hers will be coming down from New York to conduct a full day of team building for the department heads at Five Rivers on March 21, 2017. She expressed the hope that this type of team building could also include the City Council in the future.

Mayor Wilson touch base on the City's budget, organization chart restructuring, Economic Development along with Utilities.

Chairman Thomas mentioned the compensation study RFQ and it being placed on hold so far. She felt with the organizational transition there may be a need to extend that hold before the RFQ is put out for bid. Lorenzo Howard stated his concerns with extended a hold on the RFQ and he felt should be moved forward due to the fact the compensation is the structure for the City's hiring process and wage control. Jenny Erdoes stated she felt the need for the compensation study to include a guidance guide also.

Mayor Wilson stated the review of medical insurance would need to be given priority and then the compensation study RFQ could follow.

There being no further business, the meeting was adjourned at 11:30 AM with first motion set forth by Rob Stankoski and second by Lorenzo Howard.

The next scheduled meeting will be held Thursday, March 16, 2017.

Respectfully submitted,

Pandora Heathcoe
Acting Secretary