

COUNTY OF BALDWIN

Personnel Board met at 7:00 am.
Council Chambers
161 N Section Street, Fairhope, AL 36532
June 14, 2018

Present were:

Members: Diane Thomas, Chairman; Board members Ron Hayes, Rob Stankoski; City of Fairhope Human Resources Teri Howard and Leslie Green; Councilman Kevin Boone.

The meeting was called to order at 7:00 am.
The minutes from the April 19, 2018 meeting were approved by the members in attendance.

Diane Thomas began the meeting by discussing Patrick McCants's request for a hearing with the Personnel Board to appeal his removal from payroll. Mr. McCants worked as an Equipment Operator for the Public Works Department and was not able to return to work after leave. Diane cited the opinion of Paul Myrick, employment attorney (The Kullman Firm). Mr. Myrick's opinion was based on the City of Fairhope's Employment Handbook, which states that the Personnel Board conducts hearings at the employee's request when an employee has been disciplined for cause by the City of Fairhope. Mr. Myrick's opinion was that a hearing for Mr. McCants would fall outside the jurisdiction of the Personnel Board because Mr. McCants' termination was based on his exhausting all eligible leave for a medical condition and was not a disciplinary action by the City. All board members in attendance agreed with Mr. Myrick's opinion.

The issue of a Vice Chairman for the Personnel Board was discussed to help co-ordinate hearings when they arise. Ron Hayes stated that he would be interested in the Vice Chairman position. Rob Stankoski said that he had helped with hearings in the past. The issue was tabled until members Sherry Douglas and Genie Frazier were present to participate in the discussion.

Ron Hayes spoke with the board about the safety training that he is conducting for the City of Fairhope Directors. Ron is also looking at the current safety manual that is in place and researching OSHA codes. He said that Richard Johnson in Public Works brings a lot of expertise to the "safety table". Ron spoke of "Moving Work Zones", and vests, and other safety measures. His next project is "Tool Box Talks" for all departments. Ron also spoke of the benefits of Benevolent Committees and introducing them to the City of Fairhope employees.

Councilman Boone inquired about the policy on bullying and harassment of supervisors. Rob stated that in other municipalities, this investigation is usually conducted by a law firm independent of the city requesting the investigation. It was suggested to speak with Paul Myrick about enhancing the bullying policy in the City of Fairhope Employee Manual to include the use of an outside legal party.

There were no final comments.

The meeting was adjourned.

The Board's next meeting was set at July 19, 2018 at 7:15 am.

Respectfully submitted,
Leslie Green
Human Resources Manager