

Minutes
EMPLOYEE ADVISORY COMMITTEE
May 12th, 2015
Mayor's Conference Room
9:00 a.m.

The meeting was called to order by Judy Franco at 9:00 a.m.

1. *ROLL CALL*

MEMBERS PRESENT:

Sir Allen (Chew) –Wastewater Collection
Judy Franco-GIS
Britt Hubbard – SSC
Jorg Stefan Kidd – Building Maintenance
Wade Lewis - SEWTP
Albert Ozuna - Streets
Jackie Somerlott- PW Admin

MEMBERS ABSENT:

*Excused

**Unexcused

OTHERS PRESENT:

Doug Wells- Councilman
Dwight Tanner- Councilman
Sherry Anderson-Assistant HR Director
Sue Smith-Human Resources

2. MINUTES

A.

Approval of minutes of April 14, 2015

Motion to approve minutes with changes by Britt Hubbard with a second by Wade Lewis

Ayes: Allen, Franco, Golden, Hubbard, Kidd, Lewis, Ozuna and Somerlott.

Nays: None Motion carried. * Golden was selected as an EAC rep before minutes were approved.

ADDENDUM ITEM:

A.

Selection of EAC Labor & Trades #5 Representative:

Franco asked Golden to tell everyone about himself. Golden said he has worked in several different divisions and has worked for the City for ten years. He now works for the Southeast Water Treatment Plant division and is the Plant Line Supervisor. He said he has always tried to do his part and voice his opinions. Golden said he would like to get the input of the Plant employees and bring it to the EAC. Hubbard asked what divisions Labor & Trades #5 represents. Smith said the Wastewater Treatment Plant, Solid Waste Disposal (Landfill) and the water plants.

Motion to select Scott Golden as the Labor & Trades #5 Representative for the EAC by Jackie Somerlott with a second by Britt Hubbard

Ayes: Allen, Franco, Hubbard, Kidd, Lewis, Ozuna and Somerlott.

Nays: None Motion carried.

3. OLD BUSINESS

A.

Sick/Terminal Leave:

Franco said after talking to Jim Russell, this item has been tabled until after this budget. Somerlott asked if there were any questions about this. She said sick leave will be banked as historical leave for terminal leave when that time comes. Somerlott said the other part discussed was sick pay in lieu. She said this is bank 576 hours and get paid for 96 hours. Wells said nothing has been brought to the City Council yet. Anderson said she was told that Legal was exploring the possibility of those hours, for example 1500 hours of sick leave, being converted to your years of service. Wells said he will support whatever the general employees decide to do. Hubbard said the EAC can't do anything until they get the policy and review it. He said they have told them that anyone who has terminal leave saved up will not lose if before they retire and if they have put in a resignation, the City Manager said they can retract that if they choose to. Hubbard also said the 30 day advance notice of retirement is also waved for these employees. He said the sick/terminal leave policy is still with the attorneys in Oklahoma City and they have not gotten back with the EAC. Barbara Burnett said the attitude of the employees is that they don't trust. Ricky Ward asked if the sick/terminal leave would be on this council meeting. Franco said no, just the layoff policy. Hubbard said we can't hire employees and give them less than what we get. He said there is friction among employee groups when they are treated differently. Wells said this is the worse morale he has ever seen with the general employees and they shouldn't do anything to them just because they can. Ward said the general employees are not getting representation like they should and now he heard there will be no step increase for the next fiscal year. Hubbard said it is not in the proposed budget and has to go to the Council to be approved.

Tanner said that Wells told the Council not to lay off 40 general employees but not fill the vacant positions and he supports that also and will support the general employees along with Wells. Denise Ezell said she couldn't support sending someone home while she gets a merit increase or a COLA.

B.

Chapter 17 Proposal Status:

Franco asked if the Chapter 17 proposal was still good. Anderson said yes that the City Manager has made his recommendation and it has been sent to Council. Wells said as far as he knows no action has been take on this. He reminded the EAC that they can speak to the Council if they don't agree on something that was not recommended.

C.

Picnic:

Franco said that it is too late to have a picnic at this time.

4. NEW BUSINESS

A.

Layoff Item:

Franco said this item will be on the Council agenda tonight and she urged everyone to be there and to pass on to all employees to be there. She said the EAC does not support the entire policy. Franco said the two weeks notification is not enough for an employee. Wells said he will suggest giving a 90 day notice. Somerlott said the EAC would never support a layoff policy. She said they saw some things in this that should be changed though. Ozuna asked if they are not going to bring up the layoff item until after the budget, then it won't be in affect till FY 15/16. Somerlott said yes that is her understanding.

B.

Preliminary Budget:

Franco said there were some items brought to her about this. She said employees have asked her why the City is reclassifying people and laying people off. Anderson said it is called reorganization. Ezell said with giving them a pay raise, it is reclassifying. Hubbard asked if there would be workshops for the new preliminary budget. Ezell said she would let him know but with the new preliminary budget being made the current workshops has been postponed. Somerlott said the budget needs to be finished by June 20th. She said the EAC understands the budget and they want to do the best for the entire City and the general employees. Tanner said there is money in the budget but it is earmarked for certain funds and projects and cannot be spent on anything else. Ezell thanked Councilman Wells and Tanner for standing behind the general employees.

C.

Budget Meeting and EAC Response:

Franco said the budget meetings have been postponed.

D.

EAC Council Meeting- May 12th:

Franco encouraged everyone to attend the council meeting. She said the layoff policy is on the agenda.

E.

Consider Employee Spotlight Nominations:

None.

F.

City Buck's Update:

Smith said there were no updates.

5. *COMMUNICATION/DISCUSSION*

Franco said after talking to the other EAC members she has decided to do a luncheon on Friday, May 15th at Town Hall from 11 am to 1 pm. She said she will send out an e-mail to everyone and she would like everyone to meet the new EAC reps and ask whatever questions they would like to ask. Franco also said she would e-mail the questions and answers that come up at the luncheon to employees. She said she would like all the general employees to know what is being said and get more involved.

6. *ADJOURNMENT*

A.

Motion to adjourn by Britt Hubbard with a second by Judy Franco.

Ayes: All Nays: None Motion Carried

Meeting Adjourned at 9:55 a.m.