

Minutes
EMPLOYEE ADVISORY COMMITTEE
July 14th, 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
Scott Golden-MPWTP
Jorg Stefan Kidd – Building Maintenance
Wade Lewis - SEWTP
Albert Ozuna - Streets

MEMBERS ABSENT:

Britt Hubbard- SSC *

*Excused

**Unexcused

OTHERS PRESENT:

Doug Wells- Councilman
Jerry Ihler- City Manager
Chase Massie- HR Director
Elton Rogers- IT
Jackie Somerlott- Human Resources
Sue Smith-Human Resources

2. *MINUTES*

A.

Approval of minutes of June 9th, 2015

Motion to approve minutes by Jorg Kidd with a second by Scott Golden

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

Nays: None Motion carried.

3. OLD BUSINESS

A.

Sick/Terminal Leave-Jerry Ihler:

Ihler said he is still looking at a couple of options. He said one is going back to the sick pay in lieu. Ihler said another option is used a city in northeast Oklahoma and the State. He said they would give you an option of using the six months you have accrued and the City would go ahead and pay into your retirement which would give you a full years worth of retirement. Ihler said the City would pay your percentage and the city's percentage. He said of course that would have to coordinate with the City's retirement pension system. Ihler said since they are looking at these two options there is no movement on this yet. Wells said he will support the general employees in whatever option they decide. Massie said this is a good option and the higher education uses this and also the state and other cities. He said this option will keep the cost manageable for the City and you can still retire earlier. Wells was concerned that the employees will get a pay cut and it will take a long time to make up that years pay. Massie said he has looked at over a dozen cities in Oklahoma and Lawton is the only city that pays out an unlimited number hours of sick leave you can accrue and then pay out. He said one city lets you accrue 280 hours but when you leave, you don't get anything. Ihler said those cities didn't pay 100 percent.

B.

Leave Bank Policy- Chase Massie:

Franco asked the committee members if they had any feedback from employees on the new leave bank policy. No one had any feedback. Massie said he has not gotten any requests yet but has received a donation of hours from one employee. Lewis said this is the same policy as before and he has told his people to make sure to fill out the paper work if they have use it or lose it hours. Massie said this doesn't start till July 1 and then there will be use or lose hours for next year.

4. NEW BUSINESS

A.

Meet and Greet Luncheon:

Franco said there will be a meet and greet luncheon on July 24th downstairs in the City Hall Banquet room. She said it will be from 11 a.m. until 1 p.m. Franco said Jerry Ihler and Chase Massie will be the honorees. She said the committee will provide the desserts and the food has been donated. Franco said there will be a power point going with pictures of the honorees.

B.

Consider Employee Spotlight Nominations:

Franco said there are two nominees. She said one is from Wastewater Collection and one is from Wastewater Maintenance. Allen said out of everyone in the division, these guys work on their breaks and their shifts plus other shifts. He said they answer calls and main breaks which the division had 62 sink holes. Kidd said at one time he has called for the Police station and these guys took away seven truck loads. He said these guys are always helpful. Franco said she would like to choose both nominees.

Motion to choose both nominees for the spotlight award by Jorg Kidd with a second by Albert Ozuna

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

Nays: None Motion carried.

C.

City Buck's Update:

Smith said the City Bucks expire on September 1st. She handed out the list of city employees who have used them. Smith said only 5.3% of employees have use the bucks. She the committee if they still wanted these for next year. Massie suggested having employees who want to use their City Bucks go to the HR office are request them. He said then the HR office can print them out. Massie said that would save on printing out bucks and not using them. Franco said that would be a good idea.

5. *COMMUNICATION/DISCUSSION*

Franco said she will send an employee e-mail list to Lewis and Golden of employees the EAC represents. She also told the committee that the Clerical #2 position is now vacant since Somerlott is in another employee group.

Franco said Cindy Porter needs help with the employee newsletter. She said someone may have a historical article. Massie said the HR department will have a newsletter starting in September. Rogers said he would like to see staff pictures of everyone so he and other employees can see where everyone works. He said everyone can put a face with a name.

Franco said the committee needs to vote on a new Vice-Chair and EAC members at the next meeting in August.

Massie said he has the employee anniversary pins. He said he has not decided how to present them yet.

6. *ADJOURNMENT*

A.

Motion to adjourn by Chew Allen with a second by Albert Ozuna.

Ayes: All Nays: None Motion Carried

Meeting Adjourned at 9:45 a.m.