



Personnel Board

July 23, 2014

The Personnel Board was called to order by Janis Parks, Human Resources Director, in a meeting held, Wednesday, July 16, 2014 at 5:03PM in the Conference Room at Pelham City Hall.

Present were Board members, Jim Collins, Greg Darnell, and Bobby Hayes. Also attending, Mayor Gary Waters and Rick Hayes.

Prior to beginning the continued updates for the Civil Service Law, member Bobby Hayes requested an update on the announcement COLA for retirees from the State Retirement System. As part of a COLA for retirees with any participating unit, the Retirement System provided each unit a memo of the lump sum amount to be paid to the retirees of that unit. The City of Pelham retirees would receive an approximate total lump sum of \$39,410 by which the City would pay that amount in their actuarial cost percentage for the next fiscal year.

Member Greg Darnell requested to review the provisions under Rule 7.23 to add the City's procedure for light duty in connection with the Worker's Comp rules. Also, Mr. Darnell requested to add the Personnel Board approved memo for the 'on-call' paper for Rule 7.24.d.1.

Beginning with Rule 7.24.e, include language of pay being either 'earned compensatory time or paid overtime'. Rule 7.24.h.1 should be deleted. Rule 7.25 should be re-written to include the federal requirements of USERRA. In Rule 7.25.b change the word 'service' to 'seniority' or make reference to Rule 7.26.c

Rule 7.30, delete recommendation and add approval including the deletion of the word 'approval of' preceding 'the Director'. Rule 7.30.c last sentence needs to include 'and'. Rule 7.30.d move the last sentence to the last paragraph of this Rule. Add 'Appointing Authority and Director' in the last sentence.

Rule 7.31 delete the word 'terminal'. Also, change Rule 7.21.d to delete the phrase 'except as otherwise provided in Rule 7.31.'

Rule 8.1 change the word 'incumbent' to 'employees'. Rule 8.2, add in verbiage for the development of the rating plan be in conjunction with the HR Director and approved by the Personnel Board. Rule 8.4 include reference to the Promulgated Rule for the Safety Manual.

Rule 8.6.a change the word 'fancied' to 'perceived'. Step III of the grievance procedure should be changed from 'Grievance Committee' to 'Personnel Board' and therefore delete numbers 1 through 5.

With no other business to come before the Board, Mr. Darnell made a motion to adjourn, Mr. Collins seconded, all approved and the meeting was adjourned at 6:58PM.

The next Board meeting will be held on Wednesday, August 6, 2014 at 5:00PM in the Conference Room at City Hall.