

MINUTES
General Employee Injury Review Board
Thursday, February 22, 2024
2nd Floor Conference Rm
City Hall
9:30 a.m.

The meeting was called to order by Chairman Hawkins at 9:30 a.m.

1. Roll Call

Michael Hawkins, Chairman
John Breit, Vice-Chairman
Candy Brown, HR Deputy Director

Members Absent:

Others Present:

Cynthia Cornish, HR Administrative Assistant
Ashley Naudi, HR Administrative Assistant
Ashley Glaze-Lyle, Emergency Communication
Jessica Carter, Emergency Communication Director
David Little, Streets/Traffic
Dudley Teeter, Building

Excused*

Unexcused**

2. Minutes

A. Approval of minutes for January 25, 2024, regular meeting with the correction of the typos.

Motion to approve minutes by Breit with a second by Hawkins.

AYES: Hawkins, Breit

No's: None

Motion Carried

OLD BUSINESS:

A. Richard Franz (08/10/23) Emergency Communications.

Franz was present with Emergency Communication Director, Jessica Carter, and Emergency Communication Admin Asst. III Ashley Glaze-Lyle

Chairman asked Franz to explain how the injury occurred.

Franz this injury had occurred over a 33-year career in the Police Department. He said that it's never going to get better, he will eventually have to have a knee replacement that might have to happen soon. He said that he understood when he had filed it, he had to redo it. He said that this is the same issue, and will it ever get any better, no its not its always going to be there he has been released, he said he went to the doctor last Monday that's when he was released.

Another thing he wanted to say was going over the Policy, we talk about work, the workplace, and work area he stated that he was not at work he was on duty in transit. He said he was not at work he was at the Dallas Airport in transit from a work conference. By definition, he was not at work the policy was not worded that way, he was on duty in transit from a work conference.

Brown asked does anyone have any questions for Rick.

Breit stated he had 1 or 2 questions his main question was you chose to run with your fellow employees to make your next flight?

Franz yeah

Breit okay my next question I have for you is due to the nature of your previous injury has your physician or caregiver made any request that you be careful in what you do in the future that might re-occur? No applied restriction?

Franz that is a great question thank you for asking that because my answer is absolutely not. No for applied restrictions, and the form 2 I turned in has without restrictions.

Brown, I have one question though knowing that it is from 2016 injury you are saying that it's not going to get any better saying it is what it is, you know that though and you knew that then you know that now that it's always going to be a problem.

Franz yup its always going to be a problem there is always going to be issues. It's a bad knee over 33-year career in law enforcement of getting into fights, getting in and out of cars rapidly, they tell you there is a wrong and right way to get out of cars. My right knee is injured, and you have to drop to your knees over a 33-year career in law enforcement, you're doing damage to your knee.

Chairman I have a question on the injury report it says he hurt his back.

Carter there are two injury reports. There should be one for his back and for his knee.

Brown the initial report that was sent over was just for the back I believe, the second report included both body parts.

Chairman Okay, any more questions

Brown to Carter would you like to add anything?

Carter well I'm sure you guys viewed over my recommendation was, that it was non-preventable and recommended zero points. Which was previously presented but also, I looked through the code of ordinances and policy and there is nothing that states that running through an airport is against code or policy he wasn't jumping over barricades or shoving people out of the way that would be considered reckless, so I don't think what happen on that day was reckless activate.

Chairman asked Ashley do you have anything to say?

Ashley read her statement. Advising her recommendation, no points

Breit, I got another question you said that you had a meeting the next day was that the reason why you were trying to make the connecting flight?

Franz no, we were coming home from a work conference.

A motion by Breit with a second by Hawkins to deem the injury as preventable with 2 points assessed.

AYES: Brown, Hawkins, Breit

No: Glaze-Lyle said no because she doesn't think it was preventable

Motion passed.

NEW BUSINESS:

Michael Higgins (11/01/23) Streets/Public Works

Higgins was present with Streets Field Supervisor, David Little.

Chairman asked Higgins to explain what happened on the date of the injury.

Higgins explained that they were working putting cones out and he was walking back to his truck when he had tripped and fell couldn't catch himself.

Brown asked did you trip over an object or anything around you.

Higgins said that he tripped over his feet, and he didn't see any objects around him that he could have tripped over.

Brown so this was on the roadway.

Higgins yes on Templeton Road there was a lot of cracks on that road.

Brown made a motion with a second by Breit to deem this a non-preventable with zero points assessed.

AYES: Breit, Brown, Hawkins, Little

No: None

Motion Passed.

Dennis (Kyle) Stevens (02/13/2024) Building/Community Service

Stevens was present with Building Chief Inspector, Dudley Teeter.

Stevens explain what happened on the day of the injury.

Stevens said that he and Hale was doing the inspections at the coliseum for the circus, when they were leaving, he realized that he left his notebook on one of the ledges. When he went back to go get his notebook, he ran into a gentleman that informed him the State fire marshal oversaw the coliseum and not them, but they knew that, but they were called to do the inspection, so they did it. As he was walking across the floor there were cables stretched across the floor and he said that he knew that they were there. He stated that the cables stretched from the floor up to nearly the ceiling supporting everything because the cables were in his peripheral vision behind him, he was under the impression that he had already cleared the cable and was distracted by looking at the lights getting the counts that he needed for his report, and that was when he tripped and fell on that cable.

Brown asked Teeter if he had anything to add.

Teeter stated that it was a bad situation because they got those supporting cables that hold up the structure. They don't have anything around it that says trip hazard, or it's not painted orange you have gray cable with a gray floor.

Brown made a motion with a second by Breit to deem this a non-preventable with zero points assessed.

AYES: Breit, Brown, Hawkins, Teeter

No: None

Motion Passed.

John Mitchell (01/12/23) Water Dist./Public Utilities -Tabled

A motion by Brown with a second by Breit to table until the next meeting due to Mitchell being unavailable.

AYES: Breit, Brown, Hawkins

No: None

Motion Passed

4. Adjournment:
Motion made by Brown to adjourn the meeting and was seconded by Breit. Meeting adjourned at 10:33 am.

Next meeting scheduled for March 28, 2024.