

Minutes
GENERAL EMPLOYEE SAFETY COMMITTEE
January 19th, 2012
CITY COUNCIL CONFERENCE ROOM
1:30 P.M.

The meeting was called to order by Don Schaefer at 1:30 pm.

1. *ROLL CALL*

MEMBERS PRESENT:

Don Schaefer, Electronic Maint	Kevin Pack, SEWTP
Jeffrey Mowry, Equip Maint	Britt Hubbard, Sewer Constr.
Frank Davis, WWTP	Norman Busch, Streets
Michael Guinn, WTP/MPWTP	Joe Ramirez, Drainage
Roy Rodrick, AW	Ray Quiroga, SWC
Teddy Good, Landfill	Glenn Hinton, Parks and Rec
Glenn Hinton, Parks and Rec	Candy Brown, Safety & Risk Officer

MEMBERS ABSENT:

Darrin Hall, Neighborhood Services*
Lindsay Tate, Police Tech*
Leon McGahee, Cemetery**
Chew Allen, WWC/WWM*
Kevin Pack, SEWTP*
James Breedlove, Revenue Services*

OTHERS PRESENT: Tiffani Burk, HR

*excused ** unexcused

2. *MINUTES*

A. Approval of minutes of December 15th, 2011
Motion by: Britt Hubbard Second by: Glenn Hinton
Ayes: All Nays: None Motion Carried

3. *OLD BUSINESS*

None

4. *NEW BUSINESS*

A. Discuss appointing a new Chair Person:

Don Schaefer stated that whether he is the Chairman or anyone else is, the problem is that Carl Dentler is his boss and ¾ of the committee also works for Carl Dentler. The problem is not the safety committee meetings, it is when you sit on the VARB or IRB meetings because Carl will have a vote and you will have a vote. If you vote against

Carl (not saying he will do this) but it turns into a big conflict of interest. Candy Brown stated that it could put you in a bad position. Joe Ramirez said that he understood that they as committee members do not have a vote. Candy informed them that on the VARB/IRB Board, they did have a vote. Now Carl will have a vote in place of the safety reps. Britt Hubbard asked: so now Don is the Chair on the IRB and the question is how will that turn out if Don votes against Carl. Candy stated that she addressed this with Jim Russell and per policy Carl could not come in and represent the employee. It did clearly state that the safety rep does that. Then the policy got rewritten. Don told the committee that he feels like he can serve as Chairman for a year and then the Board will have to appoint someone else. He said he feels like he has a better chance than anybody else because of the job he does. Candy said she wants someone who has the ability to speak up and be fair. It is not fair to the employee if someone in that position doesn't feel that they can give their honest opinion. Don said he is going to stick to his guns if he feels that he is right. He said he is more than able to be the Chairman and he asked the committee if they agreed and by mutual consent that all agreed that Don Schaefer should remain as the Chairman.

B. Review the roles and duties of the Public Works Safety & Risk Officer:

Glenn Hinton asked: have there been a large number of accidents or injuries that Jerry Ihler felt like they needed to have a Public Works Safety & Risk Officer. Candy Brown thinks because of the number of vehicle accidents and the amount of money basically the dollar amount that the City has been out is part of the reason. Carl will only come in on Public Works accidents or injuries. Ray Quiroga said that Carl will look at the report and what the rep recommends. Candy asked if Carl gets with the rep and discusses the accident or injury and they disagree is it true that Carl makes the final decision and several members said yes. Britt Hubbard gave an example: one of his guys was on the last VARB agenda and he originally got one point and then it was revisited and it got changed to 3 points. Britt said he personally was not asked anything about that accident prior to the meeting. That employee is now appealing the ruling. Candy said she was told that Carl would get with the rep and find out all information about the accidents. She then told the committee that Juan Ayala is now gone from the VARB Board and Rusty Wright has taken his place. Things might be different with him as Chairman. Glenn Hinton asked how the process is going to work. Britt said that the rep will investigate the accident and fill out the reports and take it to Carl and if Carl has any questions, then they can discuss it at that time. Britt says then he never sees it again. Glenn asked how does it work at the Board meetings. Does Carl get the final decision? Don and Candy both said no that the whole Board votes and it is majority rules, just as before. But now Carl will have a vote on all Public Works accidents/injuries. Britt said the only other problem he has, is when he would come in with his employee to the meetings, he had previously done the job or knows about the job and he can help give an explanation. He is not sure if Carl can do that with every job in Public Works. Candy advised him and all the reps to get with Carl and give him all the information that they can about the job and the accident/injury so it is fair for the employee. Roy Rodrick asked can you call the safety rep or someone else in to help explain the situation because Carl doesn't know

what some of the jobs involve. Ray Quiroga said that the employee has the right after the ruling is made to appeal and if they want someone else to come in with them to explain, then they can put it down on the appeal letter. Britt asked if we could put another line on the appeal letter asking the employee if they would like someone else to come to the meeting with them to give testimony or help explain the situation. There was discussion about the minutes. Britt said that after the last meeting he did not know the outcome until a few days later when the employee received the letter from HR. He was informed that the minutes are published. The committee then asked about the list that they used to get at the committee meetings (funny papers). Candy didn't know about these papers and said she would check into finding out about those and what they are. The Committee would like to get those again, they said they were beneficial.

There was discussion about the points given to the employees for their accidents/injuries. Employees can get 3 points and if they get 9 points in 2 years, they can be terminated. There are some employees will several points and could be close to getting 9. She advised them to tell their employees to be very careful.

5. *COMMUNICATION/DISCUSSION*

A. Don Schaefer told the committee that Equipment Maintenance is now doing 8,000 mile oil changes. Jeffery Mowry said they are supposed to be checking the oil everyday. Don said that this needs to be brought up at their department safety meetings.

B. Bobby Finley (new safety rep replacing Roy Anderson) asked about the reports and what as the safety rep does he need to fill out. Candy Brown said she would email or send him all of the information regarding the duties of the safety reps.

C. Teddy Good asked a question about the Landfill. Every time it rains, personal vehicles get stuck and they are asked to pull them out. There is no policy that can be found that says they can't pull someone out. He said they have a form that they have the person sign but it is not official. It is something an old Superintendent typed up on Microsoft Word and it was not authorized by Legal. It has the guys worried about getting points if they tear someone's bumper off or something else while they are pulling them out. Candy said she thinks they need to address that with Public Works. Don Schaefer told him to go to the Supervisor and have him go to Carl Dentler.

6. *ADJOURNMENT*

A. Motion by: Glenn Hinton Second by: Michael Guinn
Ayes: All Nays: None
Meeting was adjourned at 2:40 pm