

Minutes
GENERAL EMPLOYEE SAFETY COMMITTEE
May 20, 2021
City Hall – Auditorium
212 SW 9th Street
1:30 P.M.

The meeting was called to order by Britt Hubbard at 1:35pm

1. Roll Call

Members Present:

Allen Chew, WW Maint
John Breit, Drainage
Jim Bonnarens, Lakes
Ricky Botts, WD
Candy Brown, Safety & Risk Officer, HR
Shelly French, SWC
Ashlie Kilpatrick, Emergency Communication
Antonio Hopson, Park Maint
Britt Hubbard, SSC/SSTD
Lindsay Tate, Police Tech
James Lovinger Electronic Maint
Roy Rodrick, Animal Welfare
Lindsay Tate,

Members Absent:

Kelli Alvarado, Housing*
George Kroboth, SEWTP *
Wade Lewis, WWTP *
Spencer Mullins, Parks Grounds * *
Gregory McClain, Utility Services **
James Peck, Electronic Maint **
Don Schafer, Electronics*
Melissa Zermينو, Streets*

*excused **unexcused

Others Present:

Cindy Griffin, Admin Asst III, HR

2. Minutes

A. Approval April 15, 2021 Minutes.

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

AYES: All – NAYS: None

Motion carried.

3. Old Business

None

4. New Business

A. General Employee Driving Policy Discussion

Hubbard reviewed the Driving Policy Comparison sheet that was emailed out to all committee members and discussed the following:

Removal of Assessed Points

GENERAL

Points remain on record for twenty-four (24) months immediately preceding the date of the incident

FIRE

Points shall be removed at a rate of one (1) point per continuous year of collision free driving.

POLICE

Up to four (4) points removed after one year free of no at fault incidents. Twenty-four (24) months of continuous collision free driving removes all points.

Earning Incentives After Loss

GENERAL

Up to four (4) points removed after one year free of no at fault incidents. Twenty-four (24) months of continuous collision free driving removes all points.

FIRE

Incentive earned after achieving a zero balance for one complete year and having a point free driving record. Eligible to start go back to award year after all points fall off.

POLICE

Incentive earned after 12 months of collision free driving and having point free driving record.

Vasquez informed the committee that the police is currently drafting a new policy.

Hubbard opened the floor up for discussion on the policy:

Breit would like it a two fold stand

1. Suspension period as one
2. How point are in relation to incentives.

Breit stated he would like to see the policy more like the Police & Fire. Would like to make it more appropriate for the job itself, have more condisderation for those who drive all the time and are at more risk then others and not to make it a heavy penalty.

Lovinger replied that sometimes accidents happen and its unavoidable.

Bonnarens stated High Risk employees have more exposure and 2 years is a long time to have on record.

Hopson stated you run into a lot of issues when you have to mow grass that is 5ft tall and then you hit a gas meter.

Hubbard asked the committee to review the top two items on the Driving Policy Comparison and this will be discussed at the next meeting.

1. Classification of Accidents & Point Assessment
2. Disciplinary Action

COMMUNICATION/Discussion:

Hubbard showed the safety reps the book they should have and how information can be found on the P drive. P:) Forms.Human Resources.Safety.

5. Adjournment

Motion by Lovinger with a second by Hopson to adjourn the meeting at 2:22p.m.