

Minutes
GENERAL EMPLOYEE SAFETY COMMITTEE
August 16th, 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
Jeffrey Mowry, Equip Maint
Ray Quiroga, SWC
Chew Allen, WWC/WWM
Michael Guinn, WTP/MPWTP
Frank Davis, WWTP
Candy Brown, Safety & Risk Officer

Britt Hubbard, Sewer Constr.
Lindsay Tate, Police Tech
Bobby Finley, WD
Norman Busch, Streets
James Breedlove, Revenue Services
Cam Huynh for Joe Ramirez, Drainage

MEMBERS ABSENT:

Teddy Good, Landfill**
Leon McGahee, Cemetery**
Darrin Hall, Neighborhood Services**
Glenn Hinton, Parks and Rec*
Roy Rodrick, AW**

OTHERS PRESENT: Tiffani Burk, HR

*excused

** unexcused

2. *MINUTES*

- A. Approval of minutes of July 19th, 2012
Motion by: Britt Hubbard Second by: Don Schaefer
Ayes: All Nays: None Motion Carried

3. *OLD BUSINESS*

None

4. *NEW BUSINESS*

VARB & IRB Member responsibilities: Don Schaefer said with the exception of Public Works, it is the Safety Representatives responsibility to be at the IRB & VARB meetings and make sure the employee is there or is told that they have the option to be there. The reports are incomplete; there should be the incident report, statement from the employee and a recommendation from

the Superior Supervisor and a recommendation from the Safety rep. The Board is not getting those things and it makes it hard to make a decision without those. As a rep, all you need to do is state the facts. You cannot show favorability. If you feel that someone else contributed to this injury or accident, then you need to write that down. It says in the council policy that you are protected for stating your opinion. Also you need to talk to the employee before they come into the meeting. Sometimes their attitude makes a lot of difference on how the Board looks at their incident. Lindsay Tate said sometimes they don't know how the employee is going to act until they get in the meeting. Ray Quiroga said we are not in the meetings anymore; Carl Dentler is in the meetings for Public Works. Candy Brown said the employee has the right to request that anyone come to the meetings to help them explain the incident. You can come as a witness or a safety rep but Carl will have the vote. Chew Allen said some employees believe that they are automatically going to get points so the employees don't want to come to the meetings. Don said also the safety rep needs to go out and investigate the incident. Chew asked if they could go to the EAC rep and ask them to look into making changes to VARB & IRB Boards. Candy said if the members of the committee are unhappy with the way the VARB and IRB boards are ran then yes they can go to the EAC. Ray said we as representatives should be backing our employees 100% and looking for everything that we can to help the employee not get points if they don't deserve them. Britt Hubbard said maybe we need to make some policy changes. There was a lengthy discussion about the Boards, the meetings and the point system of the VARB and IRB.

- A. Safety Rep Incentives: Candy Brown said she discussed with Jim Russell that the Committee had asked if they could get some kind of incentive for being the safety reps. Jim proposed to start out with an appreciation reception and get certificates. Candy said she did ask for days off or even half day off. Jim said not this year because we have already started this new fiscal year and it is not in the budget. Next year he would propose this to the City Manager. Jim said he would lobby for it.

5. COMMUNICATION/DISCUSSION

- A. Bobby Finley asked if the City was doing anything about West Nile. Are they spraying or something? Cam Huynh said they are using Larvicide. He said they don't spray for it though. He said he is checking the creeks and is trying to tell the public as much as he can.

- B. Don Schaefer asked about the Safety Awards. Candy said it will go before council at the next meeting and once it is approved then we will go forward with the awards.

6. *ADJOURNMENT*

- A. Motion by: Norman Busch Second by: Lindsay Tate
Ayes: All Nays: None
Meeting was adjourned at 2:35 pm