

Minutes
GENERAL EMPLOYEE SAFETY COMMITTEE
December, 16, 2021
City Hall – Banquet Room
212 SW 9th Street
1:30 P.M.

The meeting was called to order at 1:30pm by Chairman Breit.

1. Roll Call

Members Present:

John Breit – Chairman, Drainage Maintenance
Kilpatrick Ashlie, Emergency Communication
Jim Bonnarens, Lakes
George Kroboth, SE Water Treatment Plant
Wade Lewis, WWTP
Brandon Pedigo Alternate for James Lovinger
Michael Glaze-Lyle Alternate for Robert Shotts
Shelly French, SWC
Antonio Hopson, Park Maint
Melissa Zermeno, Streets
Lindsay Tate, Police Tech
Thilo Cole, Utility Services

Members Absent:

Allen Chew, WW Maint *
Ricky Botts, WD *
Antonio Hopson, **
John Mullins, Parks Grounds * *
James Peck, Electronic Maint **
Roy Rodrick, Animal Welfare *
James McLaughlin **

*excused **unexcused

Others Present:

Craig Akard, HR Director
Candy Brown, Safety & Resk Administrator, HR
Cynthia Cornish, Admin Asst III, HR

2. Minutes

A. **Approval November 18, 2021 Minutes.**

Motion to approve minutes by Kroboth with a second by Bonnarens.

AYES: All – NAYS: None

Motion carried.

COMMUNICATION/Discussion:

HR Director Akard had Brown and Cornish pass out some information on ARPA.

Akard explained the different tiers for those who are eligible for the premium pay.

Tier	Annual Income Threshold	Hourly rate of premium pay
1	Less than \$50,000	\$2.00
2	\$50,000 - \$67,889	\$1.50
3	More than \$67,889	\$1.00

The premium pay is based on essential work hours worked during the time frame, limited to 2,080 hours per eligible workers as a maximum. Employees who worked less than 2,080 hours will be paid for actual hours worked. Vacation, sick, flex, OJI, Holidays, Telework from home, Inclement Weather day's do not count. The employee had to be physically present at their job location to receive credit for hours worked.

Taxes will be taken out, however pension will not.

No premium pay will be awarded to employees who were terminated or left employment.

VACCINATIONS

Akard explained employees will received up to \$1,000 incentive for vaccination. Must have all of the shots to include the booster; however, in some cases a person may be given a 3rd shot instead of a booster because of certain medical reasons.

Was asked if a person received the first 2 shots, but because of bad reaction to the vaccine, would they be eligible for the incentive. Akard explained as of right now they would not get paid; however, they are looking into it. Since this was not part of the agenda, they will have to take it back to council and they will have to vote and pass.

The deadline for the \$1,000 vaccination is June 30, 2022. This will give those who have had at least the 2 shots to get the booster or 3rd shot.

Chairman asked if anyone had any questions.

Zermeno asked if there is a list of who and how much the employees will be receiving. Glaze-Lyle replied that she can go on the website and the agenda has a attachment which shows salary amount. Akard replied the Directors will have a copy of everyone in their division, but names cannot be posted on the website for privacy reason.

Brown stated that the safety incentives went out on the last check and if anyone had any issues on the amount to email her.

3. New Business

Winter Safety Concerns

Breit explained that even though we have not had any bad winter weather, everyone needs to start preparing for cold weather and get information out to their division regarding frostbite or keeping a blanket in your vehicle at all times.

Chairman Breit asked if anyone had any questions

Kroboth shared with the committee that even though it is the Christmas season and most people are in a great mood that there are some that suffer from depression especially during this time and shared some advise of counselors for those who need help.

5. Adjournment

Motion by Bonnarens with a second by Kroboth to adjourn.

All Ayes

Meeting adjourned at 2:07

Next meeting scheduled 01/20/2022.