

## ACTION AGENDA

### EMPLOYEE COUNCIL MEETING FRIDAY DECEMBER 11, 2009 COUNCIL CHAMBERS

THE MEETING WAS CALLED TO ORDER BY ANDY HARATYK AT 10:05 A.M.

#### ROLL CALL

Nadine Welch, Library - present  
Jesus Alvarez, Streets, Public Works Streets - present  
Flavio Borbon, Garage, Public Works - absent  
Raymond Chapman, Sanitation, Public Works – absent  
Caroline Gonzales, Administration, Public Works - present  
Andy Haratyk, Recycling Center, Public Works - present  
Rochelle Davis, Finance - present  
Adel Lewis, Clerks Office - present  
Community Development - none  
Wastewater Department – Ron Leonard  
Police Department – Richard Costello  
Fire Department – Joe Gonzales, Bryce Schuller

#### City Staff:

Jennifer Graeme, Personnel Director - present  
Stephen Pauken, City Manager - present

THE FOLLOWING ITEMS WILL BE DISCUSSED, CONSIDERED AND/OR DECIDED UPON AT THIS MEETING:

#### OLD BUSINESS

1. Discussion and possible recommendation to the Civil Service Commission regarding a proposed amendment to the Personnel Rules and Regulations. Chapter I. Introduction and General Policies Section 2. Equal Employment Opportunity Statement.  
**Richard Costello motioned** to recommend to the Civil Service Commission the proposed amendment to the Personnel Rules and Regulations Chapter I. Introduction and General Policies Section 2. Equal Employment Opportunity Statement.  
**Second by Caroline Gonzales Motion passed**
2. Discussion and possible recommendation to the Civil Service Commission regarding a proposed amendment to the Personnel Rules and Regulations with the addition of Chapter IV. Compensation and Benefits Section 15. Tuition Reimbursement.  
**Rochelle motioned to table this item. Second: Richard Costello**

#### NEW BUSINESS

3. Discussion and possible recommendation to the Civil Service Commission

regarding a proposed amendment to the Personnel Rules and Regulations Chapter IV. Compensation and Benefits Section 3. Paid Time Off.

**Richard Costello motioned** to recommend to the Civil Service Commission a proposed amendment to the Personnel Rules and Regulations Chapter IV. Compensation and Benefits Section 3. Paid Time Off.

**Second by Adel Lewis**                      **Motion passed**

4. Discussion and possible recommendation to the Civil Service Commission regarding proposed amendments to the Personnel Rules and Regulations with corrections to Chapter VII Grievance Procedures Section 3. Four Stage Formal Grievance Process and Section 5. Review and Discussion of Other Issues.  
**Rochelle motioned** to recommend to the Civil Service Commission proposed amendments to the Personnel Rules and Regulations with corrections to Chapter VII Grievance Procedures and Section 3 Four Stage Formal Grievance Process and Section 5 Review and Discussion of Other Issues.

**Second by Nadine Welch**                      **Motion Passed**

5. Discussion and update from each department regarding cost savings ideas.  
No Action

#### COMMENTS

ADJOURNMENT    12:02 p.m.

**Rochelle Davis motioned to adjourn**                      **Second: Nadine Welch**                      **Motion passed**

Anyone needing special accommodations to attend this meeting should contact Andy Haratyk at (520) 432-6002 at least twenty-four hours before the meeting.