

AGENDA FOR A PERSONNEL COMMITTEE MEETING  
TUESDAY, OCTOBER 8, 2019, 6:30 PM  
MEEKS CONFERENCE ROOM, SECOND FLOOR,  
MUNICIPAL BUILDING

(Councilmen Mercer, Barber, Stanley, and Fox)

- I. CALL TO ORDER – Councilwoman Sharon Kuhl, Chairman
- II. ROLL CALL
- III. MINUTES – meeting held August 13, 2019
- IV. NEW BUSINESS
  1. Request to change our Floodwall Maintenance Mechanic H-7, to Floodwall Heavy Equipment Operator H-8.
- V. ADJOURNMENT

The Personnel Committee of City Council met Tuesday, August 13, 2019 at 6:30 PM in the Meeks conference room on the second floor of the Municipal Building at One Government Square, Parkersburg, WV 26101.

Members present included Councilmen Zach Stanley, Jeff Fox, and Sharon Kuhl. Members absent: Bob Mercer and Eric Barber.

MINUTES – Mr. Fox moved, seconded by Mr. Stanley, to approve the minutes from the meeting held January 31, 2019, and the motion was adopted by unanimous vote.

NEW BUSINESS – Extended medical leave policy.

Personnel Director, Sonni Wallace, explained that our current policy that the employee can have twelve weeks FMLA, and also the employee can use their leave balances. We have 66 employees who have balances they could use up to a year, and it makes a hardship for the department to run like it should.

The City proposes to use the twelve weeks FMLA, then after that they can use an additional fourteen (14) weeks for a total of 26. Then, at the end of that time, if they can't come back to work, their time is concluded, or they can retire, or purchase health benefits.

Mayor Joyce said we feel this is important. There have been at least three occasions where prolonged leaves have made it difficult to provide the services to the citizens. FMLA is federal, and an additional 14 weeks is more than generous, he said. This is about how we provide service, and it has an impact on every department. The police and fire departments can call in men for overtime, but in Public Works we don't have the luxury of telling them they have to work. There will be employees who won't like this proposal, but six months is a long time. Because of the budget, it is difficult for us. It has been a hardship and the other employees are left to do the work.

FMLA is not a benefit, Mayor Joyce stated. If the employee does not have leave, they get 12 weeks off without pay. They can also use their vacation time.

Ms. Kuhl asked why we wanted to allow 26 weeks, since FMLA is only 12. Mayor Joyce said a lot of employees will think they got beat out of their sick time. There are options for using sick pay, but if you cap it at 12 weeks, the employees won't like it, he said. The federal laws may extend it to 24 weeks. Mayor Joyce thinks 26 weeks is fair.

Ms. Kuhl thought the extra 14 weeks should be cut down to 7 weeks, and see how it works. Ms. Wallace said we do have people with chronic illness.

It makes it hard for departments when employees are off. Today, we have the Sanitation Superintendent driving the truck today, and that is not how the department is designed.

Mr. Fox thought it should be extended beyond 26 weeks, and asked how they determined it should be 14. Ms. Wallace said that is what other entities are doing, and a lot of them are not doing anything beyond the 12 weeks. Mr. Fox said that a dedicated employee who may get cancer or have an accident may not recover in 19 weeks.

Mayor Joyce reminded them that they call him and ask for employees to do things in their districts, but sometimes we are short on employees.

Mr. Reed thinks that 12 weeks should be adequate and said that private industry is shocked that government employees can take six months off. The employees are here to provide service to the community, and this policy is extreme, he said. Employees carry their sick pay and that is another benefit that has a negative effect. We do have an occasional employee that may need to get other benefits with options to purchase. This is a very, very, very generous benefit, and 12 weeks is reasonable, he said.

Employees have accrued this time by not using it and by being on the job, Mr. Fox said.

MOTION – Mr. Stanley moved, seconded by Mr. Fox, to refer the proposal for a total of 26 weeks on to City Council, and the motion was adopted by unanimous vote.


The meeting adjourned at 6:55 PM.

Respectfully submitted,

Connie Shaffer, City Clerk

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**AN ORDINANCE AMENDING AND RE-ENACTING  
THE CITY OF PARKERSBURG PERSONNEL  
POLICY AND PROCEDURE MANUAL**

 **BE IT ORDAINED BY THE COUNCIL OF THE CITY OF PARKERSBURG that Table I, of the Compensation Plan contained in Section VIII of the City of Parkersburg Personnel Policy and Procedure Manual be, and hereby is, amended and re-enacted to reflect the following position name change:**

Floodwall Maintenance Mechanic H-7 to Floodwall Heavy Equipment Operator H-8

**SPONSORED BY PERSONNEL COMMITTEE OF CITY COUNCIL**