



Personnel, Health & Safety Meeting

Monday, February 10, 2025

Council Chambers

5:00 p.m.

Chair – Bill Donnor

Vice-Chair – Frank Baptist

Staff Liaison – Mandy Spicer

Steve Brown

Ann Spencer-Cole

Evelyn Reed

Jeff Morrow

Judd Hart

Trevor Villines

Jeff Hamm

I. Establish a Quorum / Approval of Minutes

Council Member Donnor called the meeting to order, recognized attendees, and established a quorum. He asked for January of 2025 meeting's minutes to be approved. Council Member Baptist made the motion to approve. Council Member Morrow seconded it. A vote was taken. All those present were in favor and the motion carried.

II. Revision to the Employee Handbook

Council Member Donnor reminded the committee of the proposed changes to the Employee Handbook presented in January. He opened the floor to discuss any questions. Council Member Hart asked why they are adjusting the PTO policy versus dealing with those who abuse the policy. CFO Spicer explained the PTO policy, what it could be used for, and that it gave consistency between all the departments including Fire and Police. She is in favor of this policy. She also advised that the abuse is being dealt with at the department head level. Council Members Spencer-Cole and Brown both asked follow-up questions. Council Member Brown voiced his concern that the abuse was not being dealt with. Council Member Morrow asked if the HR Lawyer had reviewed the policy. CFO Spicer advised that Abtin Mehdizadegan, the HR Lawyer, was the one who recommended this policy. Council Member Brown made a motion to accept the changes. Council Member Morrow seconded it. With no further questions, a vote was taken. Those in favor were Council Members Baptist, Brown, Reed, Donnor, Morrow, Villines, and Hamm. Those against were Council Members Spencer-Cole and Hart. With a 7 to 2 split in favor, the motion carried.

III. Other Business

Council Member Donnor opened the floor to discuss any other business. No questions were asked.

IV. Adjournment

Council Member Donnor adjourned the meeting at 5:11 p.m.