

CITY OF FAIRHOPE

Personnel Board Meeting
5:00 pm - July 2nd, 2019
161 N Section Street
Fairhope, AL 36532

Present were:

Members: Diane Thomas, Chairman, Board Members Genie Frazer, Rob Stankoski, Jake O'Neil and John Manelos; Leslie Green, Human Resources Manager, Teri Howard, Human Resources Coordinator; Councilman Kevin Boone; Richard Johnson, Public Works Director.

The meeting was called to order at 5:00pm.

Richard Johnson presented a proposed new job position, Horticulturist, which he is proposing for the next budget year. He explained this position is part of a succession plan for the current Horticulture Supervisor, who plans to retire in the next couple of years. Johnson informed that there are no employees interested in or qualified to assume this position. Given the importance of horticulture to Fairhope and its beautification, he will seek a highly qualified individual to fill the newly created position. The Horticulturalist position would be eliminated if and when this individual assumes the horticulture supervisor position.

The Board held a video conference with Ms. Maria Tamblyn, HR manager for Auburn University's, Government and Economic Development Institute (GEDI), in regard to their proposal to conduct a personnel study for the City. A variety of topics were discussed including: scope of work, timeline, compliance with state and federal employment laws, summary wage data to be presented in a final report, and maintenance requirements once the system is in place. Following this discussion, the Board voted to recommend that the Council and Mayor engage GEDI for the personnel system study and following the conclusion of that study, the performance management system and training project. Both of these projects have been the top priority personnel needs identified by the Board for the last four years, and it is the Board's opinion that the GEDI is well qualified to perform these studies.

At 6:45pm a motion was made and second to adjourn

Respectfully Submitted,

John Manelos
Secretary, Personnel Board