

CITY OF FAIRHOPE

Personnel Board Meeting  
7:00 AM – December 4, 2019  
161 N Section Street  
Fairhope, AL 36532

**Present were:**

Members: Diane Thomas, Rob Stankoski, Jake O'Neil and John Manelos; Leslie Green, HR Manager, and Teri Howard, Human Resources Coordinator.

The meeting was called to order at 7:00 AM.

Minutes of the September 5, 2019 meeting were approved as presented.

The only item on the agenda for discussion was the City of Fairhope's safety program. Ron Hayes, former Personnel Board member, spoke at length about the lack of a consistent citywide safety program and the failure to make progress in any area of safety since his poor health prevented him from continuing his safety consulting work with the City. Ron was particularly critical of the City's failure to hire a fulltime safety coordinator who would be responsible for assessing safety issues in the City and developing a plan of remedial action.

The Board then discussed the Safety manual that Ron wrote for the City. It was the consensus of the members present that recommending the adoption of this safety manual or any safety policy was beyond the expertise or authority of the Board. Rob Stankoski pointed out the City may have legal issues if a safety manual is adopted and then is not enforced.

Diane Thomas suggested that she write a summary of the Board's recommendations on a safety, circulate it by email to members for additions and/or corrections, and then send it to the Mayor and Council Members. The Board approved this plan. And a copy of the summary will be attached to these minutes.

At 8:05 AM a motion was made and seconded to adjourn.

Respectfully Submitted,

John Manelos  
Secretary, Personnel Board