

CITY OF FAIRHOPE

Personnel Board Meeting
7:15 AM – July 15, 2021
161 N Section Street
Fairhope, AL 36532

Present were:

Members: Diane Thomas; Genie Frazier; Rob Stankoski; Jake O'Neil; Councilman Kevin Boone; Traveis Cunningham, HR Manager

The meeting was called to order at 7:15 a.m.

Minutes of the June 17, 2021, meeting was approved as presented.

Genie Frazier reported on the applicants for the Personnel Board vacancy. Genie Frazier informed the applicants about the duties and responsibilities of being a Personnel Board member, conducted preliminary interviews and relayed her feedback for each candidate to the other board members. Terry Ulrich, Howard Eddie, Tyler Garner, Angela Cocke and Rusty Coker were considered for the vacancy. Rob Stankoski, Genie Frazier and Traveis Cunningham each gave their perspectives on the potential members. Rob Stankoski suggested Terry Ulrich and Tyler Garner as finalists. Diane Thomas gave her opinions on several candidates. Rob Stankoski and Genie Frazier conducted a short Q&A on the interview process for the candidates. Diane Thomas agreed with Rob Stankoski on narrowing down the applicants to Terry Ulrich and Tyler Garner. Rob Stankoski suggested a formal interview process at the next Personnel Board meeting. Jake O'Neil commented on the candidacy of Howard Eddie. The final two candidates to consider were agreed by Board members to be Terry Ulrich and Tyler Garner. The final candidates will be invited to view the next meeting.

The pay grade and compensation results were tabled by Diane Thomas. Genie Frazier, Diane Thomas and Traveis Cunningham discussed how to implement and use the study results in the City. Genie Frazier gave examples from her experiences about promotion and new hire compensation. Diane Thomas suggested that worker competence, in addition to longevity, should be considered for pay grade increases. Genie Frazier and Rob Stankoski discussed the financial and administrative impact of implementing a blanket compensation system. Diane Thomas spoke about the importance of being equitably consistent after the implementation of a new pay grade system. The Board gave examples of pay grades that seem inconsistent. Councilman Kevin Boone and other board members briefly discussed different roles in the City and the Mayor's role in public works. Councilman Kevin Boone and the Board agreed that the compensation study had flaws and needs further explanation from Auburn University. Rob Stankoski questioned the degree to which qualifications factor into compensation. Traveis Cunningham and Jake O'Neil discussed average pay grade rates. Genie Frazier inquired about what the City Council sees as top outcome priorities for the Auburn study. Councilman Kevin

Boone and Genie Frazier agreed that a tiered approach should be implemented. Councilman Kevin Boone requested feedback from the Board to assist the City in the very large and difficult undertaking. Diane Thomas suggested that multiple people need to assist within City government to question and analyze the Auburn study. The Board members and Traveis Cunningham agreed that this would be the best method. Diane Thomas thought it would be a good idea to place the job descriptions and the pay grades side by side for comparison. Diane Thomas spoke about the pros and cons of the presented Auburn study, as well as the previous pay grade system. Traveis Cunningham spoke to strife that is caused by change in starting rates. Councilman Boone empathized with City workers' frustration about pay grades for new and long-term employees.

Traveis Cunningham updated the Board on current disciplinary challenges in the City. Traveis Cunningham also spoke about a close call with a piece of equipment on the City landfill.

At 8:05 a.m., the meeting was adjourned.

With gratitude,

Jake O'Neil, Secretary
City of Fairhope Personnel Board