

CITY OF FAIRHOPE

Personnel Board Meeting  
5:30 p.m. – March 16<sup>th</sup>, 2023  
161 N Section Street  
Fairhope, AL 36532

**Present were:**

Members: Genie Frazier; Terry Ullrich; Jake O’Neil; Tyler Garner; Rob Stankoski; HR Manager Cory Pierce; Councilman Kevin Boone

The meeting was called to order at 5:30 p.m.

Minutes of the December 8<sup>th</sup>, 2022, meeting were approved as presented.

Cory Pierce updated the Board on recent events with contractor damage and attempts made to be compensated for their errors. The City changed from Travelers Insurance to Millennium on February 1<sup>st</sup>. There has been one workers’ comp claim since the changeover. The City is getting reaccredited to become a drug-free workplace which saves 5% on insurance premiums.

The City has hired 39 new employees this year. Employee retention has improved by 3% compared to last year. Proposed Federal legislation pertaining to a “32-hour workweek” was discussed as a possible challenge to future hiring.

Symbol clinic has started health coaching. The City had 30+/- employees elect not to do the health coaching, although this saves \$50 per month on premiums. The City has been doing some HIPAA training and achieved a certification of compliance. IT security is looking to be upgraded for health data transmissions.

Cory stated that Class A and B CDL rules are changing, and Alabama Coastal has offered free Class A training through state grants to Fairhope city employees. Class A CDL classes are also being provided at Bishop State at a discounted rate. The City currently provides paid training for specialty workers which only has to be paid back if the employee leaves before an allotted timeframe.

There are two opening positions that were discussed. The Water/Waste Water and Electric Superintendents are retiring. They both plan to stay with the City to ensure a smooth transition.

There was a potential Personnel Board Hearing request that was discussed and is in the process of submittal.

Genie Frazier attended a supervisor meeting about hearings and the role of the Personnel Board. She also highlighted the importance of supervisory documentation and active participation during the hearings.

Cory spoke about the classification of preventable vs. nonpreventable workers' comp claims. Rob Stankoski was hopeful about workers' comp claims decreasing in the coming months. Genie shared about contests for safety during the summer months that made a huge difference at her place a business.

Board members made final comments.

A motion was made, and a second to adjourn.

With gratitude,

Jake O'Neil, Secretary  
Personnel Board