

ACTION AGENDA

WORK SESSION OF THE EMPLOYEE COUNCIL MEETING
WEDNESDAY, MARCH 10, 2021 AT 10:00 AM
BISBEE POLICE DEPARTMENT, TRAINING ROOM, 1 AZ-92, BISBEE, ARIZONA
HYBRID – IN PERSON AND ZOOM FORMAT AVAILABLE

Topic: Employee Council - Work Session 10 AM
Time: Mar 10, 2021 10:00 AM Arizona

Join Zoom Meeting

<https://us02web.zoom.us/j/83947582356?pwd=MnpVZzdWbnNFQ2MzTmJGSzRSVjdDZz09>

Meeting ID: 839 4758 2356

Passcode: 509378

One tap mobile

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ROLL CALL

Name:	Department:	Position:
P - Nina Williams	City Clerk's Office	Chair
P - Alison Williams	Library	Co-Chair
P - Joe Ward	Community Development	Department Representative
A - Raul Villasenor	Fire Dept.	Department Representative
P - Kevin Pacheco (ZOOM)	Fire Dept.	Department Representative
A - Jay Ritchie	Police Dept.	Department Representative
A - Tim Cox	Police Dept.	Department Representative
P - Josh White	Public Works	Department Representative
P - Lorena Valdez	Public Works	Department Representative
P - Grace Wiggins	Finance	Department Representative
P - Eva Millspaugh	Queen Mine Tour	Department Representative
P - Joelle Landers	Personnel Director	Staff Liaison

THE FOLLOWING ITEMS ARE FOR REVIEW AND DISCUSSION:

1. Review and Discussion of 2019 Proposed Policy Amendments:
 - 1 – Definitions
 - 2 – Appointment to City Position
 - 3 – Evaluation of Applicants
 - 4 – Basis for Appointment or Promotion

MEMBERS DISCUSSED PAST CHANGES AND CORRECTIONS ON THE 4 POLICIES. COUNCIL SUGGESTED POINTS TO CLARIFY, REMOVE AND OR CORRECT. JOELLE LANDERS WILL UPDATE POLICIES AND BRING BACK FOR SECOND REVIEW.

2. Review and Discussion of ideas from other Cities/Towns regarding their formats of Administrative Regulations/Directives, SOP's (Standard Operating Procedures) or Policy Guidance Memo's in addition to Personnel Rules.

MEMBERS REVIEWED ADDITIONAL FORMATS. JOELLE LANDERS WILL PROCEED AND CONTINUE REVIEW AND UPDATING THE CURRENT PERSONNEL RULES AND REGULATIONS.

3. Review and Discussion of Finance Director, Keri Bagley, fiscal evaluation of 1% increase of current longevity plan.

JOELLE LANDERS REVIEWED THE INFORMATION FROM THE FINANCE DORECTOR, KERI BAGLEY REGARDING A 1% OVERALL INCREASE TO THE CURRENT LONGEVITY PLAN.

4. Review and Discussion of comparable cities longevity increase structure.

- 2020 AZ League Salary Scale and Pay Increases
- 2020 AZ League Personnel Numbers

DOCUMENTS DISTRIBUTED AND DISCUSSED.

5. Follow up Review and Discussion of Wellness Funds from Blue Cross/Blue Shield.

MEMBERS DISCUSSED THE IDEAS PRESENETED ON FEB. 10, 2021. TABLET IDEA WAS PASSED ON. PUBLIC SPACE OR OUTDOOR SPACE AT CITY HALL WAS PASSED ON DUE TO ERIE STREET LEASE AND NOT PERMANENT. GIFT CARDS WERE THE BEST OPTION DUE TO THE ONGOING COVID SITUATION.

COMMENTS

Agenda items for next meeting.

ADJOURNMENT **10:46 am**