

HUMAN RESOURCES COMMITTEE

6-25-14 6PM

DOWNSTATES CONFERENCE ROOM

PRESENT COMM. MEMBERS, ALLAN DAVIS, LARSON

JODY BREKENT HUMAN RESOURCES

CHARLES ROMEU CITY ATTY

CANDY WRIGHT, BOB PETERSON, AND ^{SEVERAL} OTHERS

FROM THE RECREATION DEPARTMENT.

MEETING WAS WARNED TO REVIEW SECTIONS
II, III, IV OF PERSONNEL MANUAL.

SECTION II SPEAKS TO THE CLASSIFICATION
PLAN

SECTION III TALKS ABOUT RECRUITMENT

SECTION IV INVOLVES PROMOTION.

AFTER SEVERAL MINUTES OF SPURTED
DISCUSSION INVOLVING SOME ELEMENTS OF

THESE SECTIONS OF THE PERSONNEL MANUAL, ~~COMMITTEE~~, THE DISCUSSION TURNED, AT THE BEHEST OF JODY BREAU, IF THE COMMITTEE WANTED TO CONTINUE LOOKING AT MAKING CHANGES TO THE EXISTING MANUAL, OR ACTUALLY STARTING FROM SCRATCH.

THE FEELING FROM JODY AND EXPRESSED BY OTHERS AT THE MEETING WAS THAT THE CURRENT COMPOSITION OF THE MANUAL IS OUTDATED, HARD TO WORK WITH, AND NOT EASILY UNDERSTOOD BY EMPLOYEES AND MANAGEMENT.

THE COMMITTEE BEGAN TO LOOK AT TWO OTHER EXAMPLES OF PERSONNEL MANUALS, ONE FROM ~~PIVAK~~, THE OTHER ONE FROM THE TOWN OF ESSEX.

THE COMMITTEE AGREED THAT A DO-OVER OF A MANUAL THAT WAS DYSFUNCTIONAL AT ITS CORE WAS A HUGE MIS-APPROPRIATION OF TIME + EFFORT, THE COMMITTEE DECIDED TO LOOK IN A DIFFERENT DIRECTION AND BASE ITS MANUAL ON ANOTHER MUNICIPAL HANDBOOK THAT SEEMS TO HAVE ACHIEVED WHAT OUR COMMITTEE IS LOOKING FOR.

Clear Policies + Procedures

EASY TO USE

Understandable

Therefore The Committee Agreed
At The Chair's Request, To Have
A Small Group Meet, Put Together
A Plan For Moving Forward, And
Report Back To The Committee At
Its Next Meeting.

I Have Scheduled Our Next
Meeting For ~~Thursday~~ May 17th
At 5:30 In The Downstair's Conf.
Room.

This Report Is For Information
Only. No Motions