



HUMAN RESOURCES BOARD

Meeting Minutes
Monday, May 07, 2007

Opening:

The regular meeting of the Human Resources Board was called to order at 4:02 p.m. on 5/7/2007, in the City Hall 5th Floor large conference room by Chairperson Erin House.

Present:

Ellie Bennett
Arthur Butler
Bob Gordon
Anthony Harris
Erin House
Woodie Rucker-Hughes (Arrived at 4:20 p.m.)
Rhonda Strout
Robin Treen

Excused Absence:

N/A

Unexcused Absence:

Rosetta Runnels

Introduction of new staff member, Anthony Harris

Guests:

None

A. Approval of Minutes

Approval of Monday, April 02, 2007, minutes.

Motion to approve: Ellie Bennett

Second: Robin Treen

Ayes: All

It was requested that future Board minutes be more detailed to reflect the discussion as well as action items.

B. Agenda Items

5. Review of Draft Report – Attendance Policy for Boards & Commissions (24 Hour Notice Rule)

- Chairperson House read the actual report to the board. It was determined that no action was needed from the HR Board.

6. Review of Recent Police Promotions

- Rhonda Strout presented a PowerPoint presentation to discuss the recent police promotions.
- The Board expressed concern over following the process of promoting individuals, how much input the City Manager did in fact have, and "At Will" status.
- Clarification was made that a Captain position does exist and that the Assistant Deputy and Deputy positions are "At-Will" (Particular Assignment)
- It was expressed that caution be exercised while listening to hearsay.
- Discussion regarding "standard staffing", "At-Will" employment and the "competitive process" took place. It was discussed that the promotions were standard staffing and that the promotions were not a big deal.
- It was determined that "off the cuff" promotions need to be substantiated more concretely.
- Members discussed that they just wanted to know what happened during the process of promotions.
- Further clarification was provided to the promotion process and what it means to be "At-Will".
- It was stated that there is a concern among the public that a precedent of not following procedures was being set regarding the process of promotions.
- It was determined that personal interpretations are key, "process and function" is a concern, and a mistrust of the system does exist.
- It was mentioned that board members invited others to come to the HR Board meeting and that no one from the outside had come.

Adjournment:

Meeting was adjourned at 5:12 p.m. by Chairperson Erin House.

Next Meeting:

April 4, 2007, City Hall 5th Floor large conference room.

Minutes submitted by:

Anthony "Tony" Harris

