

PERSONNEL COMMITTEE

2:00 p.m., Wednesday, January 4, 2017

The regular meeting of the Personnel Committee was called to order at 2:00 p.m., Wednesday, January 4, 2017 in the City Hall Conference Room, 1207 Palm Boulevard, Isle of Palms, South Carolina. Attending the meeting were Councilmembers Bettelli, Ferencz and Harrington, Administrator Tucker, Assistant Administrator Fragoso and City Clerk Copeland; a quorum was present to conduct business.

1. Administrator Tucker called the meeting to order and acknowledged that the press and public had been duly notified of the meeting in accordance with the Freedom of Information Act.

2. Election of Chair and Vice Chair

Councilmember Bettelli nominated Councilmember Harrington to be Chair; Councilmember Ferencz seconded and the vote was unanimous for Councilmember Harrington.

Chair Harrington nominated Councilmember Ferencz to be Vice Chair; Councilmember Bettelli seconded and the vote was unanimous in support of Councilmember Ferencz.

3. Approval of Previous Meeting's Minutes

MOTION: Councilmember Bettelli moved to approve the minutes of the regular meeting of October 13, 2016 as submitted; Councilmember Ferencz seconded and the motion PASSED UNANIMOUSLY.

4. Citizens' Comments – None

5. Old Business – None

6. New Business

Consideration of 2017 Floating Holiday

Administrator Tucker announced that the result on employees voting on the 2017 Floating Holiday was the selection of Good Friday, April 14th.

MOTION: Councilmember Bettelli moved to recommend Friday, April 14th as the 2017 Floating Holiday; Chair Harrington seconded.

Director Page stated that Good Friday was not a good selection for the Recreation Department because her staff would have to work since the following day, Saturday, was the annual Easter Egg Hunt.

Administrator Tucker welcomed the input from Director Page since the Rec staff would have to be paid holiday pay in order to prepare for the event the next day; therefore, an additional expense to the City. The other choices given to employees were Columbus Day, Monday, October 9th and Veterans Day, Friday, November 10th.

Director Pitts added that any selection between late February and just before Labor Day would be considered in the busy season for the Public Works Department; the City begins to see visitors with the Southeastern Wild Life Exposition which will be February 17th through 19th.

Councilmember Bettelli reminded the Committee that, in the past, the Committee has approved the employee choice.

Chair Harrington thought the options were holidays that were observed by other local communities.

Councilmembers Bettelli and Chair Harrington withdrew the motion and second, respectively.

Assistant Administrator Frago checked the Charleston County government website and reported that they do not observe Good Friday or Columbus Day.

MOTION: Councilmember Bettelli moved to recommend to City Council that Veterans Day, Friday, November 10th be the designated 2017 Floating Holiday; Councilmember Ferencz seconded and the motion PASSED UNANIMOUSLY.

7. Miscellaneous Business

Status of Hiring Process for Payroll and Human Resources Officer

Administrator Tucker reported that she is ready to make a conditional offer to the preferred candidate, and she foreshadowed to the Committee that the City would not be able to hire a person with the necessary education and experience at the lower range of the pay scale established for the position, which is forty-six thousand three hundred twenty-six dollars (\$46,326) and sixty-nine thousand four hundred ninety dollars (\$69,490). This candidate is a seasoned employee who is experienced and who brings more depth to the financial side of the position; the Administrator added that the City will get a valuable employee for the additional salary.

The Administrator reminded Committee members that Legislative Action Day will be February 1, 2017 in Columbia.

Chair Ferencz recalled that, at a recent Council meeting, mention was made that one (1) department has four (4) vacancies and asked if that was unusual and if a situation existed that the Committee should know about.

The Administrator confirmed that the Police Department has four (4) vacancies, with candidates for three (3) openings and, possibly, a fourth in the pipeline. The Administrator added that, in the current law enforcement climate, it was not unusual for that genre of employee not to stay in one place too long; she stated that she did not believe Council should be concerned. Councilmember Bettelli said that a couple of officers had good reasons for re-locating, and the Administrator noted that two (2) of the openings were the new positions approved for the Police Department.

Chair Harrington indicated that he did not see a reason to meet in February and asked the members to look at March for another meeting; the decision was to meet at 2:00 p.m. on Wednesday, March 1, 2017 in the Conference Room.

8. Executive Session – not needed

9. Adjournment

MOTION: Chair Harrington moved to adjourn the meeting at 2:26 p.m.; Councilmember Bettelli seconded and the motion PASSED UNANIMOUSLY.

Respectfully submitted

Marie Copeland
City Clerk