

*hammy
clerk*

M I N U T E S

TROY PERSONNEL BOARD
August 20, 1987

I. CALL TO ORDER

The meeting was called to order by Mr. Patrick at 6:45 p.m.

Roll Call: John Stevens (Excused until 7:30 p.m.)
Stephen Patrick - Present
James Vanderbrink - Present
Christopher Fejes - Present
Barbara Penprase - Present

II. NEW BUSINESS

A. Amendments to Personnel Rules and Regulations

Mr. Dowell presented to the Board copies of the proposed amendments to the Personnel Rules and Regulations which are the result of modifications in labor agreements with the City's four labor unions. A copy of the proposed changes is attached with the changes from the previous document underlined in the text.

There was general discussion regarding the reason for these changes and the status of the labor agreements in these areas. It was also noted that there was a mix-up in posting the notice of this meeting which might have left some employees unavailable to attend this meeting.

B. Amendments to Classification Plan and Pay Plan for Classified Employees

The Board members were provided with copies of the proposed Classification Plan and Pay Plan for classified employees and questions from the Board were answered by Mr. Dowell and Mr. Cooperrider.

C. Proposed improvements in pension benefits for Classified Employees

The Board was advised that the City proposes to increase

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the pension annuity factor for early retirement from 2.0% to 2.25% and the annuity factor at age 62 from 1.7% to 2.0%.

Mr. Dowell appraised the Board regarding the annuity factor for the organized groups within the City.

There was general discussion regarding all of the proposed changes.

Motion by Mr. Patrick, supported by Mr. Vanderbrink, to vote on items A, B and C as a package.

Yes: 3
No : 2
Motion Carried

Motion by Mr. Stevens, supported by Mr. Vanderbrink, to postpone the vote to another date to allow classified employees more notice to attend the meeting.

Yes: 4
No : 1
Motion Carried

Motion by Mr. Patrick, supported by Mr. Fejes, to rescind the two previous motions.

Yes: 3
No : 2
Motion Carried

Motion by Mr. Stevens, supported by Mr. Patrick, to vote on item A,B, and C as a package.

Yes: 2
No : 3
Motion Defeated

Motion by Mr. Stevens, supported by Mrs. Penprase, to table a vote on item A until another date.

Yes: 3
No : 2
Motion Carried

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Motion by Mr. Stevens, supported by Mr. Fejes, to approve or disapprove item B tonight.

Yes: 3
No : 2
Motion Carried

Motion by Mr. Stevens, supported by Mrs. Penprase, to approve the recommendation of the City on item B.

Yes: 3
No : 0
Abstain: Mr. Patrick
Mr. Vanderbrink

Motion by Mr. Vanderbrink, supported by Mr. Patrick, to make item B effective September 1, 1987 rather than retroactive to July 1, 1987.

Yes: 2
No : 3
Motion Defeated

At this point Mr. Dowell indicated that the City has a problem with each of these items being voted upon separately since item A deals with concessions with items B and C dealing with improvements. It was felt that if the Board rejected the City's recommendation on item A, the City would probably change its recommendation on items B and C.

Motion by Mr. Stevens, supported by Mr. Patrick to rescind the previous approval of item B.

Yes: 5
No : 0
Motion Carried

Motion by Mr. Patrick, supported by Mr. Vanderbrink, to vote on items A, B and C as a package tonight.

Yes: 5
No : 0
Motion Carried

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Motion by Mr. Patrick, supported by Mr. Vanderbrink, to approve the City's recommendations regarding items A, B and C.

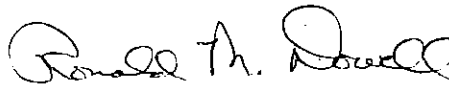
Yes: 2
No: 3
Motion Defeated

At this point, 2 of the 3 members voting no on the previous motion asked to let the record reflect that they voted no on the motion strictly because they felt the employees weren't given sufficient notice of the meeting.

Motion by Mr. Patrick, supported by Mr. Vanderbrink, to adjourn the meeting at 10:36 p.m.

Yes: 5
No : 0
Motion Carried

Respectfully Submitted,


Ronald M. Dowell
Clerk for the Board