



Administrative Assistant <adminassist@southrussell.com>

Fwd: HR minutes 9/27/23

1 message

Ruth Cavanagh <rcavanagh@southrussell.com>
To: Administrative Assistant <adminassist@southrussell.com>

Thu, Oct 5, 2023 at 4:04 PM

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From: **Ruth Cavanagh** <rcavanagh@southrussell.com>
Date: Tue, Oct 3, 2023, 6:28 PM
Subject: HR minutes 9/27/23
To: Ruth Cavanagh <rcavanagh@southrussell.com>

HR meeting called to order at 1:10 pm on 9/27/23, present were C. Berger, W. Koons, L. Galicki, R. Cavanagh, J. Budzik of Mansour Gavin.

Jim Budzik made an additional change to the Harrassment policy to include online harrassment.

General discussion regarding short & long term disability, policies that may cover such, external sources such as AFLAC. Short term may be covered by sick leave. Long term may be covered by BWC, or light duty..

Jim Budzik reviewed holidays, such as Sunday /Monday and Friday /Saturday; also date of holiday (actual) vs. observed holiday. Decision made by committee to keep holiday to the real date for Christmas, New Year's Day, Thanksgiving, as these dates cannot be made up with family observances.

There was large discussion regarding Discipline; 'off duty violation'--not to be specified. Example was OVI while not on the job, CDL's, driving any Village vehicles.

There was discussion & simplification of verbiage for the Comp Time section, which had repetitive explanations.

Continue carryover of 40 hours vacation to the next year.

Questions raised regarding health insurance for Council members . Deductibles? Budzik was asked his professional input. Not regarded as an interm increase. Constituents' perceptions...

Meeting adjourned at 2:40 pm.

Respectfully submitted,
Ruth Cavanagh