

PERSONNEL COMMITTEE MEETING MINUTES

Phil Gainer Community Center

142 Robert E. Lee Ave. Ext.

July 6, 2026

1:00 p.m.

Present were members: C. Thompson (chair), L. Severino, & C. Kerns.

Also present were: Jerry Marco (mayor), Mike Kesecker (operations manager), Gerry Roberts (city attorney, via Teams), Tracy Judy (treasurer), Steve Himes (fire chief), Travis Bennett (police chief), Whitney Hymes (Chief Wastewater Operator), Wes Lambert (Chief Water Operator), and Mikayla Goins (executive secretary).

PUBLIC COMMENT

MINUTES

Severino **MOVED APPROVAL OF THE MINUTES FOR THE MEETING OF JUNE 1, 2026.** The motion carried.

NEW BUSINESS

a. IT Service Costs

Judy provided a report on IT Service Costs in the City. No action taken.

b. Uniform allowance and taxable fringe benefits

Judy provided a report on uniform allowance and taxable fringe benefits. Judy stated that while the administrative team works to correct the uniform allowance and taxable fringe benefits policy, the Treasurer will not continue to process uniform advances. No action taken.

c. Longevity Pay Schedule

Campbell provided a report on longevity pay schedule and the committee discussed potential adjustments to be implemented at the same time as the new Classification and Compensation Plan. No action taken.

d. City Classification and Compensation Plan

Campbell provided a report on the current status of the classification and compensation plan, recommending the plan move forward with a market lag/equity focus design. Campbell recommended the city utilize an outside organization to assist the Classification and Compensation plan development.

Severino **MOVED TO RECOMMEND COUNCIL APPROVAL OF QUOTE FOR WORK BY ALIGNHR.**
The motion carried.

e. NeoGov update

Campbell provided a report on the implementation of NeoGov. No action taken.

f. Overtime usage

Judy provided a report on overtime usage in the city. No action taken.

Cm. Thompson, **MOVED ADJOURNMENT.** The motion carried.

The meeting adjourned at 1:53 p.m.

Name & Title

Signature