



WORKFORCE DEVELOPMENT COMMITTEE MEETING

Wednesday, August 16, 2023

4:00 pm

Full Meeting Notes

Teleconference

Attendees

Steve Bagwin (Absent)	Chairman, WPCA Board Member
Ed Kelly	WPCA Board Member
Merritt Nesin	WPCA Board Member
William Brink (Absent)	Executive Director, WPCA
Rhudean Bull	Administration Manager, WPCA

Call to Order and Roll Call

E. Kelly called the meeting to order at 4:09 pm. There were two (2) Committee / Board members present.

Minutes Approval: July 12, 2023, Workforce Development Committee Meeting

E. Kelly made a motion to approve the July 12, 2023, WFD committee meeting minutes; seconded by E. Nesin. There was no further discussion. **Vote 2-0-0**

Discussion: Position Vacancies and Strategies for Filling Positions

R. Bull provided an update regarding the O-I-T exam. She conveyed that the original exam date was set for Saturday, August 5th, but out of a pool of seventy (70) candidates, only ten (10) managed to participate in the exam due to an unforeseen problem involving the timely delivery of testing materials by the exam company. She explained that the HR department took action to address this by rescheduling the exam on multiple occasions, specifically on the past Tuesday, Wednesday, Thursday, Saturday, and this most recent Monday, to accommodate most of the applicants. As of now, she confirmed that the testing phase has concluded, and she is presently awaiting the issuance of the Certification List.

She discussed the challenges stemming from staffing shortages, which have led to the current situation where employees are required to work consecutive weekends. In contrast, under normal staffing conditions, operators used to have the privilege of at least one weekend day off.

R. Bull proceeded to provide an update on the positions of Shift Foreman and Assistant Plant Supervisor.

IUOE Contract Settlement Retro Payout

R. Bull reported that the retro was paid on August 4th but that there are some issues. She explained that the medical going back to FY 22 and 23 is more than was calculated based on the cost share and that to get to the correct numbers, she would need to meet with HR and Payroll. She reported that the retiree retro is being calculated as of today and that the pension would need to be adjusted based on the new salary numbers.

Update: City Facilities Building 6A located at 185 Magee Avenue and the working conditions for the SWPCA Employees

R. Bull reported that IT came and installed internet for the computers; that Ann Brown has gotten Shock Electric on board to run the electricity to the trailers. She explained that Ann is waiting on the PO and once it's been

issued Shock Electric will be on site to complete the install. She reported that the employees should be in the trailers within the next two weeks.

Update: WPCA Staff COVID19 Cases

R. Bull reported there have been no new COVID cases since the last meeting.

Old Business

There was no old business noted.

New Business

There was no new business noted.

Adjournment

E. Kelly made a motion to adjourn the August 16, 2023, Workforce Development committee meeting at 4:27pm; seconded by M. Negin. There was no further discussion. **Vote: 2-0-0.**