

COMMITTEE ON HUMAN RESOURCES/INSURANCE

October 1, 2024 at 6:30 PM

Chairman E. Sapienza called the meeting to order.

The Clerk called the roll.

Present: Aldermen E. Sapienza, Kantor, T. Sapienza, Burkush

Absent: Alderman Vincent

Messrs.: L. Drabik

1. HR Reports submitted by Lisa Drabik, Human Resources Director:
 - Position Summary Report
 - Vacancy Requisition Requests and Approvals
 - Summary of Arbitrations/Grievances
 - Sapphire SmartShopper Report

(Note: Provided for informational purposes only; no action is required.)

Chairman E. Sapienza stated if you will notice on the summary of the arbitrations and grievances, it doesn't really tell us anything. It only has file numbers and so forth and headings. If any member of this committee wants any more of that information, certainly you can put in a request to get that information. With that, be advised that we have little to no role to play in that. As it says at the bottom, it is for informational purposes.

2. Communication from the Human Resources Director requesting approval of the proposed Policy Against Harassment and Reporting Procedures.

Alderman Kantor stated I was wondering if this policy includes anything with DEI. I got an email that said DEI and harassment training has been rebranded. Is DEI a part of this?

Lisa Drabik, Human Resources Director, stated there are two separate training modules. One is the harassment training or anti-harassment if you will, and the other is called creating inclusive workplaces which I guess you could loosely characterize as DEI. They are separate. This policy, the harassment policy on the agenda, doesn't address DEI.

Alderman Kantor asked is the DEI training going to stay in place.

Ms. Drabik stated right now we provide it to all employees at orientation. It is a thirty-minute training module which is interactive. We contract with a company called Traliant to have licenses to provide that training. We have paid for the training through the end of the current fiscal year, June 30.

Alderman Kantor stated I want to bring this up at another committee meeting to go over that. It should be a full discussion about DEI.

Ms. Drabik replied absolutely. I'd be happy to provide whatever you'd like. If you want me to provide information in advance that we can discuss, just let me know the parameters and I would be happy to do that.

Alderman Kantor stated that would be great. Have you seen the movie, "Am I A Racist"? It is about DEI training.

Ms. Drabik responded no, I haven't. I'm sorry.

Alderman T. Sapienza stated this training is available. Can the aldermen get it to take a look at it?

Ms. Drabik replied sure. I can send the committee members a link if you'd like. It is a thirty-minute interactive session. I'll do that tomorrow.

*On motion of **Alderman Burkush**, duly seconded by **Alderman T. Sapienza**, it was voted to accept the policy.*

3. Communication from the Human Resources Director requesting approval of the proposed revisions to the Business Expense, Travel and Proper Use of City Resources Policy.

*On motion of **Alderman Burkush**, duly seconded by **Alderman T. Sapienza**, it was voted to accept the policy.*

*There being no further business, on motion of **Alderman Kantor**, duly seconded by **Alderman Burkush**, it was voted to adjourn.*

A True Record. Attest.

A handwritten signature in black ink, appearing to read "Matthew Normand".

Clerk of Committee