

COMMITTEE ON HUMAN RESOURCES/INSURANCE

May 6, 2025 at 5:45 PM

Chairman E. Sapienza called the meeting to order.

The Clerk called the roll.

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

Messrs.: F. Morrison, 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.)*
2. Communication from the Human Resources Director regarding health and dental insurance rates for FY2026.
(Note: Provided for informational purposes only; no action is required.)
3. Communication from Faye Morrison, Parking Manager, requesting the following changes to the division's complement:
 - Add one (1) newly created Parking Operations Superintendent Position, grade 21, and adopt the new classification
 - Defund two (2) vacant positions - one (1) FT Downtown Maintenance Worker II position, grade 12 and one (1) FT Downtown Maintenance Worker I position, grade 10
 - Adopt the newly revised classifications for Parking Control Officer, full-time, Parking Control Officer, part-time, and Downtown Maintenance Worker I

Alderman T. Sapienza stated when I first looked at this, what caught my eye was we are getting rid of two worker positions and creating one supervisor position.

Faye Morrison, Parking Manager, responded that is what I am recommending; yes.

Alderman T. Sapienza asked how many people work in the Parking Division.

Ms. Morrison answered right now we are at 11.

Alderman T. Sapienza asked are there 11 positions or 11 people.

Ms. Morrison replied 11 people.

Alderman T. Sapienza asked so there are 13 positions or 12.

Ms. Morrison stated those are the only positions I have right now. Everything else has been eliminated.

Alderman T. Sapienza stated it says there are two vacant positions.

Ms. Morrison responded once the superintendent position is created, there won't be two vacant positions.

Alderman T. Sapienza stated again what I am struggling with is in such a small department you are getting rid of two workers and creating a supervisor position. So you are actually going to have more supervisors and fewer workers and you only have 11 people to begin with.

Ms. Morrison stated it is my intent to bring the complement back up to where it was but I can't do that until I can get them funded. Those positions are needed. I wasn't here when they were eliminated so I can't give you the reasons. It happened before I got here. The superintendent is needed because the Parking Manager's position is very big and very busy. A lot of the components of it I didn't realize because I wasn't told about them before I got here. There is a lot of work that I have to do around special events and the homeless committee that I am required to sit on because of the issues we have at the Victory Garage. There are a lot of moving parts like sidewalks, the garage itself which needs an upgrade. Those things require my attention and I need more assistance with the actual supervising of the staff I have. I don't agree with how this was done but it was done before I got here so I am faced with what I have. It will probably take me some time to back us into a better place but you definitely need more staff. Right now, I need another parking control specialist and I could use another maintenance repair person.

Alderman T. Sapienza stated I would be more than happy to help you get additional people but I can't vote to get rid of two positions that you just told me you need.

Ms. Morrison replied exactly but I don't have the funding to do the superintendent job and if I had to weigh right now what I need more considering that in 31 years you haven't done any upgrades to your parking infrastructure, and that is a huge lift. It would be difficult for me to do everything you need and also properly supervise staff. I do need assistance in that measure. Even though it is not a big staff, it is a big city that needs to be served and I need to make sure that the folks when they are here and on-site and working are completing the tasks they have been given. I would be hard pressed to do that and attend all the meetings. I need someone who can physically be out there with staff which is why some of their responsibilities are doing some of the work like meter repair but I do need someone to assist with that type of work. The decision to eliminate two positions in order to create this one, as I said, was made before I began on March 24. Some of these things I have to live with for now until I can make some corrections with Finance.

Alderman T. Sapienza stated thank you very much but I can't support this the way it is.

Alderman Vincent asked these two positions that we are potentially eliminating, how long have they been vacant.

Ms. Morrison answered that I couldn't answer. They were vacant when I got here.

Alderman Vincent stated I think what my peer is getting at is it is hard to wrap around...as I said in the back room to win wars you need Indians and not too many Chiefs. When you take away the Indians, you can't really do the work. Can we function without these two positions? Did we make an effort to fill these before we came to this decision?

Ms. Morrison replied there was no effort that I can see that was made. Those two positions aren't what I need. What I need to be funded are the two positions I just mentioned – another maintenance person and another PCO. I already have a part-time downtown maintenance person that we just interviewed who should start next week. We have posted the full-time maintenance person position and received 15 applications and set up 3 people for interviews. I feel right now as far as maintenance goes, that is what was always available – one full-time and one part-time person. I think that is adequate. I do not think that it is adequate for us to be missing the PCO that would work Wednesday-Saturday. There was a man doing that job who is no longer with us. Again, one repair person for a city this side and one collector...you should never have one person collecting alone is not adequate. If I had to fill two positions, those are the two I would fill right now.

Alderman Vincent asked with that being said, do you have a plan in place to request these two vacant positions to once again come back to the table.

Ms. Morrison responded not at this time.

Alderman Vincent asked so you are good if we defund those two positions.

Ms. Morrison answered I am good with those two being defunded at this time. I don't support defunding any position. I wouldn't have had a problem filling it. I think defunding positions is problematic as we can see. I am still, again, I have only been here a little under two months. There have been a lot of things that I have encountered that I wasn't aware of at the beginning. I am doing a lot of things like trying to make sure that I also get the lighting upgraded at the Victory Garage, which I know is a big issue for everyone. That quote came in much higher than the quote I was given when I walked through the door. I am still trying to navigate through things but I can only do so much work on my own. No matter what the size of this department is, it is a lot of work and a lot of moving parts. There are a lot of phone calls and a lot of See-Click-Fix; a lot of things that I don't want to fall between the cracks which will if I have to do them alone. There are only so many hours in a day.

Alderman Vincent asked how can this be funded. Are you good with this in your budget?

Ms. Morrison replied that position is already funded and it was funded, unfortunately by closing those two positions unbeknownst to me. All I know is it is funded for this year.

Alderman Vincent stated this is your shop so if you think this is what is best...

Ms. Morrison interjected I do for right now considering the amount of work that is going to have to be done in the next three or four months to bring your parking infrastructure in 2025. Again, I will say you have not done anything for 31 years. That is not a light lift. That takes a lot of meetings and a lot of collaboration and I can't do both things.

Chairman E. Sapienza asked can you speak to changing the role of the PCO and adding duties and responsibilities to them.

Ms. Morrison answered I cannot because again that was something that was done before I started. I just inherited it and moved forward assuming that all of the steps had been taken. Unfortunately, that wasn't true.

Lisa Drabik, HR Director, stated Faye and I spoke again early this week and with regard to the PCO job descriptions, I suggested that...basically I think there was some dearth of communication from one Parking Manager to the next about what conversations may have been had with the union about changing the job description because they are part of the Police Patrolmen's union; the full-time parking control officer positions. I suggest that we pull that request for now and strike the "adopt the newly revised classifications for Parking Control Officer, full-time" right now until we can have a conversation with the union about that. The Downtown Maintenance Worker I position is not a union position and has a minor change. I suggest you could move forward with that one this evening if you are so inclined. It is just the PCO positions that will come back.

Ms. Morrison stated can I say, Alderman E. Sapienza, that I agree with you that some of the language in that change might not have been appropriate. Again, it is not language that I use so I am glad we have this opportunity to pause and meet with the union and make sure the language is appropriate. I know that some of the union contracts in the city have the phrase "other duties as needed". As I sit here tonight, there are positions that we are still trying to fill and there is some work that needs to be done that I cannot get done because I can't ask anyone to do it. Some flexibility, I think, is what they were looking for.

Chairman E. Sapienza asked can you elaborate a bit on some of the things that you need to do but can't currently do.

Ms. Morrison responded none of the work required to clean the lots or the building at Victory Garage can be done at this point. I am doing it and getting some help from the Customer Service Rep but we aren't doing it to the level that we should be in a garage that we charge people to park in.

Chairman E. Sapienza stated I am wondering at this point if rather than us pulling that part from this and moving forward tonight if we should just table it and you can come back with a revised request. There is a lot to consider here.

Alderman T. Sapienza moved to table. *Actually, maybe we should receive and file this and she can submit a new request.*

Chairman E. Sapienza asked how much time do you need. A few weeks?

Ms. Morrison replied I don't know. We will have to see when we can meet with the union. My schedule for the next two weeks, and I would be happy to share my calendar with you, is quite busy.

Chairman E. Sapienza stated whether it is two or four, we aren't really under any pressure here as far as time goes. Is there a second on the motion to table?

Alderman Burkush duly seconded the motion. *Chairman E. Sapienza called for a vote. There being none opposed, the motion carried.*

Chairman E. Sapienza stated we can certainly revisit this. That is not a problem.

Ms. Morrison stated I would like to have a more comprehensive look at it but I am just being honest about my time at the moment.

4. Communication from Tim Clougherty, Public Works Director, requesting the following changes to the department's complement:
 - Remove one (1) Assistant Drain and Sewer Superintendent position, grade 19
 - Add one (1) Highway Field Supervisor position, grade 19

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

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

A True Record. Attest.



Clerk of Committee