

MINUTES

COUNCIL-MANAGER BRIEFING

June 11, 2012

Mayor D'Epifanio called the Council-Manager Briefing to order at 6:00 p.m. at the Fairfield Municipal Building, 5350 Pleasant Avenue. The following Councilmembers were present: Tim Meyers, Terry Senger, Jeff Holtegel, Debbie Pennington and Adam Jones. Staff present: Angie Jolivette, Alisha Wilson, John Clemmons, Jim Bell, Dave Butsch, Andy Eddy, Carol Mayhall, Arthur Pizzano and Mark Wendling.

Employee Recognition Plan

City Manager Pizzano explained that the current Employee Recognition Plan has undergone some changes to try to revitalize and rejuvenate the program. The STAR Program has been in place for about 13 years. The basic goals of the new program are to broaden participation, by creating more opportunities for the general public to submit comments. The new program relies less on "winners" and "losers" than the STAR Program.

Assistant City Manager Wendling explained that the STAR (Service, Teamwork, Above and Beyond, and Reliability) Program has been in existence since 2000. The focus has been on the "Above and Beyond," focusing on people that did something extracurricular, outside their normal job duties, that really distinguished them. He recounted one example of a past STAR award.

Mr. Pizzano explained that it is easier to give awards to policemen and firemen that are doing things of valor, and it's hard to find things to give awards to employees in places like the Finance Department. The new program will make sure all employees can be recognized for good work.

Mr. Wendling explained that it was becoming more and more difficult to give the STAR award. The new program goes in a different direction with a different focus and is called Fairfield Works. Fairfield Works awards are an opportunity to let all employees know that their day-to-day efforts are valued, as well as still recognizing above and beyond efforts. The recognition is immediate with the new program; the STAR award was chosen by a committee quarterly. Employees will receive recognition as the award, not tangible "prizes," as they did with the STAR Program. City vehicles will be supplied with the post cards, and comment boxes will be at key locations around the city (Building and Zoning, Community Arts Center, Utility Billing Office). The program will be promoted on TV 18, the website and newsletter.

In response to Councilmember Meyers' questions, Mr. Wendling stated that part-time employees are included, and adding volunteers can be considered. Councilmember Meyers' also asked about online submission, and Mr. Wendling stated that he will work with IT to see if it is possible to complete and submit the form online. In response to comments from Councilmember Meyers and Councilmember Senger, Mr. Wendling stated that a feedback loop could be set up, but name and contact information will have to be supplied in order to complete that loop. Councilmember Holtegel commented that the lack of tangible reward is a bit of a concern, because some people are motivated by that tangible reward. Mr. Pizzano explained that there will still be an annual dinner, but the program will need to be restructured.

Public Utilities Equipment Display

The meeting moved outside at 6:24 PM. This portion of the meeting was not recorded. Water Superintendent Andy Eddy and Wastewater Superintendent Drew Young explained each piece of equipment on display and its use within the city.

The Water Division displayed their new backhoe with a pavement breaker attachment and a hydraulic pipesaw. Operators Greg Cooper and Nick Middendorf demonstrated the valve-turning trailer which is used to clean out the valve boxes and to exercise and operate the underground watervalves.

The Wastewater Division Operators Chris Croucher and R.C. Wysong demonstrated the Sewer T.V. Truck that is used to video inside the sewer lines. Operators Ray Vaught and Joe Pressler demonstrated the Sewer Jet/Vac Truck, used for cleaning sewer main lines.

Adjournment

Council/Manager Briefing adjourned at 6:52 p.m.

Respectfully Submitted,

Alisha Wilson
Clerk of Council