



Minutes - Final

Human Resources, Administration and Appointments Committee

Wednesday, September 7, 2016

5:00 PM

Roll Call

Human Resources Budget Preview

From Council's Rules: Committee Review: In August and September of each year, the Standing committees shall conduct a public meeting where the administration shall review their budget priorities, goals and objectives, successes and failures, capital projects and any personnel or organizational changes being considered for the ensuing fiscal year.

Mr. John Marchetto highlighted a few things that Human Resources manages to control costs that impact our budget. He gave a brief summary of what they done in 2016, in labor relations with a large reduction in grievances. He hasn't seen an arbitration with the fire department in two years, the police department we had one, and our SEIU partners we haven't had any. The police officers contract went to the Act 111 arbitration. We should have a formal agreement very shortly. SEIU contract expires the end of December. He talked about Obamacare reporting being cumbersome. Next year, we are going to contract with a company to provide the service.

Mr. Roger MacLean stated the in addition to the individual being penalized if they don't have health insurance when they file their IRS forms, we, the city can be penalized if something is incorrect in its reporting.

Ms. Candida Affa asked if that equipment and the \$10,000 will ensure us that we are filing on time.

Mr. John Marchetto stated that is not a piece of equipment, that is a contract. The city has been investing in management leadership training for our supervisors for the Keystone Leadership Group. Healthcare cost continues to increase. We are continuing to implement the continuous healthcare online open enrollment data management system. They will reconfigure our payroll system.

Ms. Candida Affa asked if the committee had any questions.

Mr. Ray O'Connell asked Mr. Marchetto to go back to the police contract.

Mr. John Marchetto stated that the police contract went through arbitration.

It kicks in immediately and have a retro-activity to it.

Mr. Roger MacLean asked who is the neutral.

Mr. John Marchetto stated the neutral is Anthony Visco.

Mr. Lou Hershman asked for Council to reconsider. He asked about the reclassification committee.

Mr. Ray O'Connell asked is that like a personnel committee.

Mr. Michael Hanlon explained what was the Reclassification Committee's role.

Mr. Roger MacLean stated to Mr. Lou Hershman if he is referencing Bill 48, that is coming up.

Mr. John Marchetto stated that he started at the city in 2005 and remembers the Yarga Study that did a job study in 1990. There wasn't another job study done until 2004. The results of the study was implemented in 2005 in their collective bargaining agreement. We have subordinates making more money than their supervisors with overtime.

Ms. Candida Affa asked Mr. Hanlon to elaborate on what Mr. Hershman said.

Mr. Michael Hanlon stated that they made recommendations and it was made up of various people, from various departments and had union reps. on and it was a sounding board for people interested in reclassifying people in your department.

Ms. Candida Affa asked if there were any more comments.

Information Management Systems Budget Preview

From Council's Rules: Committee Review: In August and September of each year, the Standing committees shall conduct a public meeting where the administration shall review their budget priorities, goals and objectives, successes and failures, capital projects and any personnel or organizational changes being considered for the ensuing fiscal year.

Mr. Michael Leibert talked about the "smarter" community by using data and technology to collaborate and understand the problems. We are going to improve records management (digital), be more efficient, and better citizen service. One big project was Office 365. He wants to get the Voiceover IP Phone System. He talked about the benefits management system and time and attendance system. We have a financial service RFP being advertised. He is looking into Aerial photos for GIS. Addressing network storage with the Right to Know Information and the police

department's videos that they pull in and becomes evidence. We will be purchasing some more storage. Some of the Police projects are license plate readers, evidence management system, and track-it is a citation software.

Ms. Candida Affa asked any questions from my colleagues or the public.

Mr. Daryl Hendricks stated that they made great progress with Granicus. He has been involved with it with Mr. Hanlon and Ms. Affa. The next phase will be the Speak Up Allentown.

Mr. Matthew Leibert thanked Mr. Hendricks.

[15-1036](#)

Bill 50

Amending the 2016 Equipment Fund by reallocating Six Hundred Ten Thousand Eight Hundred Twenty-Two Dollars and Forty-Eight Cents (\$610,822.48) unspent 2015 allocated funds for IT (voiceover phone system, archive system, replacement of network switches and other computer equipment) and Police projects (in-car and body camera equipment, and a records management systems).

Sponsors: Administration

Attachments: [Bill 50 Equipment Fund Reallocation](#)
[Memo Equipment Fund](#)

Ms. Candida Affa asked if Mr. Leibert would go over that again.

Mr. Matthew Leibert stated that IT and the police department share the majority and he is not 100 percent sure that Bill 50 is just the IT and police portion. Part of the loan are Public Works items. He stated that he did not introduce Bill 50.

Mr. Michael Hanlon stated that it referred to IT stuff and police. We just sent it here because it had IT and police stuff on it. It came from the Department of Finance so it is rollover money.

Ms. Candida Affa stated that this is not money from last year. It is rollover money. She asked any other comments.

Mr. Roger MacLean stated that we have Bill 49 which also appropriates money for body-worn cameras. He stated that \$600,000 is not getting us a new records management system.

Mr. Matthew Leibert stated that he thinks they can get a breakdown. It is \$150,000 for the archive, \$200,000 for networks, storage and PC

enhancements, and \$100,000 is contingency. It is \$300,000 for IT to do what we always do. Bill 49 is a grant from the government.

Ms. Candida Affa asked any more comments from my colleagues or the public.

Mr. Lou Hershman stated that Mr. MacLean asked the questions that he was going to ask.

A motion was made by Roger J. MacLean, seconded by Candida Affa, that this Ordinance be forwarded without recommendation. The motion carried by the following vote:

Yes: 2 - Candida Affa and Roger MacLean

Absent: 1 - David McGuire

Adjourned: 5:40 PM