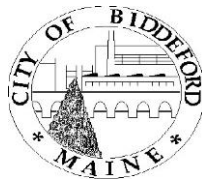


City of Biddeford
Personnel Committee
February 13, 2024 4:30 PM Council Chambers

Status:

- 1. Call to Order**
- 2. Acceptance of Minutes**
 - 2.1. Minutes - November 21st, 2023
[11-21-23 Minutes.pdf](#)
 - 2.2. Minutes - January 9th, 2024
[01-09-24 Minutes.pdf](#)
- 3. Discussion**
 - 3.1. Non-Union Wages
- 4. Other Business**
- 5. Unfinished Business/Future Agenda Items**
- 6. Adjourn**



PERSONNEL COMMITTEE MEETING

Tuesday November 21, 2023
Human Resources Department

4 PM

Minutes

ITEM 1 Call to order

Chair Councilor Norman Belanger called the meeting to order at 4:00 PM with Councilors Doris Ortiz present, Councilor Scott Whiting absent and Councilor William Emhiser present. Also present were Jim Bennett, City Manager, Diana DePaolo, Director of Human Resources, Justin Banks, Safety and Training Coordinator and Shelly Gibson DEI Coordinator

ITEM 2 Acceptance of Minutes

Minutes from July 18, 2023 accepted unanimously

ITEM 3 Discussion

3.1 Correcting Nonunion PTO Language

- Motion to apply corrected nonunion PTO Language
- All in favor

3.2 Identity Inclusive Language in Nonunion Policies

- Motion to apply Identity Inclusive Language to Nonunion Policies with changes

Changes made

- **Elimination of line that reads** "The pronouns used in this manual are they/them for the sake of clarity and inclusivity"
- **Adding Gender identity**
- **Changing child –in-law to Child's spouse**
- All in favor

3.3 Land Acknowledgement for Nonunion Policies

- Motion to apply land acknowledgement for nonunion policies
- All in favor

3.4 Nonunion Leave Policies

- Motion to recommend council make changes to nonunion leave policies with changes

Changes made

- **Adding foster kids into the 5 day bereavement tier**
- **Add in foster kids into parental leave**

Motion to adjourn 4:45 pm, unanimous

Personnel Committee Members:

Councilor Norman Belanger, Chair

Councilor William Emhiser

Councilor Doris Ortiz

Councilor Scott Whiting



PERSONNEL COMMITTEE MEETING

Tuesday January 9th, 2024
Human Resources Department

3:30 PM

Minutes

ITEM 1 Call to order

Chair Councilor Norman Belanger called the meeting to order at 4:00 PM with Councilors Doris Ortiz present, Councilor Scott Whiting present, and Councilor William Emhiser present. Also present were Jim Bennett, City Manager, Diana DePaolo, Director of Human Resources, and Shelly Gibson DEI Coordinator

ITEM 2 Executive Session - MRSA 405 (6) (d) Labor Negotiations

Motion to adjourn 4:30 pm, unanimous

Personnel Committee Members:

Councilor Norman Belanger, Chair

Councilor William Emhiser

Councilor Doris Ortiz

Councilor Scott Whiting