

# OMF Labor Management Committee Meeting Recap

June 15, 2022

Chaired by Michael Jordan

## Members Present

Tony Bush, CityFleet

Michael Roy, CityFleet Manager

Paul Cone, BTS/PROTEC17/Co-Chair

Sheila Washington, Facilities

Maty Sauter, Division of Asset Management

Thomas Lannom, Revenue Director

Michael Jordan, CAO/Co-Chair

Manish Thakore, PROTEC17

Steven Jordan, Facilities

Dan Baker, CityFleet

Rachel Whiteside, PROTEC17

Jamaal Anthony, BHR

Ethan Cirimo, OMF staff

## Updates from OMF LMCs

### CityFleet (Tony Bush, Michael Roy, Dan Baker)

The Fleet LMC met last May. They are noticing challenges with technician recruitments and are meeting with HR folks about the challenges. There is an all-hands meeting next week, which will feature celebrations, next steps, and improving morale.

### BTS/P&D (Paul Cone)

The BTS LMC met at the end of May. They are moving their labor management website over to the new site. Recently there have been employee recognitions, they've added some staff, and have an employee picnic coming up. There have also been some targeted adjustments to some of the tech classes.

### Facilities (Steven Jordan, Sheila Washington)

The Facilities safety program is currently their number one priority. There were several safety gaps found, which are now being addressed.

Facilities is also having difficulty hiring, and they are working with HR to revise what their flyer looks like. They are currently hiring a manager position. Maty is planning a conversation with HR about hiring difficulties. From an FMT perspective, the hiring process is slow and might be partially to blame for losing good candidates.

### Revenue (Thomas Lannom)

Revenue had an Internal LMC meeting last week which was mostly about the return to work and related concerns. Revenue relates to the recruitment woes of Facilities and Fleet. The problem is less prevalent with Revenue, but they are still missing out on the best candidates.

### **CAO Update**

The budget was adopted and went through Council without hiccups. It is unlikely that OMF will see more cash next year vs this year, as there is a lot of one-time money that we can't expect in the future. The demands on Facilities are particularly challenging.

There are lots of rumors about re-entry, and a growing concern about those who can telework versus those who's jobs require them to be on-site. The Mayor wants a private sector perspective and has asked for data about what businesses are doing. OMF is releasing an employee survey at the end of this week which is geared to those who have had to work on-site throughout the pandemic. We want to gather how people are feeling.

OMF is also feeling some pressure to give employees an indicator of what Phase 2 will look like. Ultimately, the job drives the schedule.

Hiring is one of our primary concerns, and we will have to re-examine the relationship between employer and employee.

There is no strictly defined travel policy for people working from home who must be on-site to do their work. There are many factors to account for here, and we much make a balance between cost/convenience/getting the job done. Employee reactions to this situation vary widely, and perhaps it would be wise to establish some more prescriptive vehicle use policies.