

OMF Labor Management Committee Meeting Recap

September 21, 2022

Chaired by Michael Jordan

Members Present

Ethan Cirimo, OMF Communications
Manish Thakore, Technology Services
Maty Sauter, Division of Asset Management
Sheila Washington, Facilities
Iana Spada, Revenue
Eric Chitoubol, CityFleet
Michael Jordan, Chief Administrative Officer
Thomas Lannom, Revenue
Jamaal Anthony, Human Resources
Rachel Whiteside, PROTEC17
Peter Ullrey, Facilities
Ricardo Mota, CityFleet

Members not present

Paul Cone, Technology Services
Heather Saby, P&D
Tony Bush, City Fleet
Kevin Novak, CityFleet

Updates from OMF LMCs

CityFleet (Eric Chitoubol)

CityFleet postponed its LMC this month because of vacations. There is a CityFleet all-hands meeting next week, they are attempting it again after an unsuccessful all-hands meeting last month. CityFleet is receiving a lot of applications.

BTS/P&D (Manish Thakore)

BTS is having an after work gathering next week, and recently had a discussion regarding the timing of its Speed of Trust survey.

Facilities (Sheila Washington)

Facilities is working on refining its safety program as well as auditing SDS sheets. They are planning an all-maintenance-staff meeting next month. They are recruiting one facilities manager position, two FMT positions, and one apprenticeship.

Revenue (Thomas Lannom, Iana Spada)

The Revenue LMC didn't meet last month but should begin having regular LMC meetings next month. Currently they are engaged in stabilization activities given the new tax systems. They note that they need an update to their position openings page, which is about a year old.

CAO Update (Michael Jordan)

Reentry – What does the future of work look like with the city? What does it mean post-pandemic? Many folks have never really changed their approach for work regarding their work site, and like others OMF mandated one day per week for working at a City worksite.

The conversation right now is about balancing hybrid work with in-person work. OMF is currently discussing where its employees can eligibly work from if working remote. What is a reasonable distance? States have different tax rules, medical leave rules, etc. and tracking all of that is a logistical complication for HR and payroll. Right now, it is in-discussion and there is not yet consensus.

Mike's sense is that Council has some desire to establish a minimum of on-site work. Employees feel more that the work should drive the schedule. Both sides of this argument have merit; there is value in the in-person collaboration that occurs when working on-site with co-workers, but there is also value in the convenience of working remotely, and employees have provided feedback accordingly.