



Personnel Board Minutes

July 10, 2026 10:00 AM

IMC, 20201 E Jackson Dr., Rm 149 Sant Fe, Independence, MO 64057

CALL TO ORDER

The meeting was called to order at 10:01 am by Laura Dominik.

ROLL CALL

Laura Dominik, Chair - Present
Erin Boatright, Board Member - Present
Arthur Freeland, Board Member-Present
Carissa Smith, Human Resources Director - Present
Emyli Harding, Human Resources Business Partner-Present
Jennifer Robertson Human Resources Generalist - Present
Jennie Vaught, Councilmember – Present

A Quorum was established.

APPROVAL OF MINUTES

1. Approval of May 15, 2026 Meeting Minutes.

Laura Dominik made a motion to approve the minutes as written. Motion was seconded by Arthur Freeland. Board approved unanimously.

PUBLIC HEARING

1. A Public Hearing Proposing Changes to Article I as it pertains to Workplace and Equal Employment Opportunity Policies I. Complaint Procedure verbiage update of the City

of Independence Personnel Policies & Procedures Manual.

Carissa Smith presents the proposed changes to the manual. No comments or questions from the public. Laura Dominik makes a motion to recommend the changes to council. Arthur Freeland seconds. Board approved unanimously. Motion carried.

2. A Public Hearing Proposing Changes to Article III. Recruitment, Selection, Probation and Promotion B. Recruitment verbiage update of the City of Independence Personnel Policies & Procedures Manual.

Carissa Smith presents the proposed changes to the manual. No comments or questions from the public. Laura Dominik makes a motion to recommend the changes to council. Erin Boatright seconds. Board approved unanimously. Motion carried.

3. A Public Hearing Proposing Changes to Article IV. Hours of Work and Leave B. Attendance verbiage update of the City of Independence Personnel Policies & Procedures Manual.

Carissa Smith presents the proposed changes to the manual. No comments or questions from the public. Laura Dominik makes a motion to recommend the changes to council. Arthur Freeland seconds. Board approved unanimously. Motion carried.

4. A Public Hearing Proposing Changes to Article VI. Separation and Disciplinary Action G. Re-employment after Separation verbiage update of the City of Independence Personnel Policies & Procedures Manual.

Carissa Smith presents the proposed changes to the manual. No comments or questions from the public. Laura Dominik makes a motion to recommend the changes to council. Erin Boatright seconds. Board approved unanimously. Motion carried.

OLD BUSINESS

None

NEW BUSINESS

None

SCHEDULE OF NEXT MEETING

Personnel Board Meeting scheduled for August 14, 2026 at 10 am at IMC.

ADJOURNMENT

Laura Dominik made a motion to adjourn the meeting at 10:08 am. Motion was seconded by Arthur Freeland. Board unanimously approved. Motion carried.