

**City Council Building
Chattanooga, Tennessee
September 16, 2003
6:00 p.m.**

Chairman Franklin called the meeting of the Chattanooga Council to order with Councilmen Benson, Hakeem, Littlefield, Lively, Page, Pierce, Robinson and Taylor present. City Attorney Randall Nelson, Management Analyst Randy Burns and Council Clerk Carol O'Neal, CMC, were also present.

PLEDGE OF ALLEGIANCE/INVOCATION

Following the Pledge of Allegiance, Councilman Benson gave invocation.

MINUTE APPROVAL

On motion of Councilman Lively, seconded by Councilwoman Robinson, the minutes of the previous meeting were approved as published and signed in open meeting.

**AMEND ZONING ORDINANCE: URBAN OVERLAY
ZONE**

On motion of Councilman Lively, seconded by Councilman Littlefield,
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,
KNOWN AS THE ZONING ORDINANCE, BY AMENDING ARTICLE III, SO
AS TO ADD A NEW SECTION 105, TO INCORPORATE NEW LANGUAGE
RELATIVE TO AN URBAN OVERLAY ZONE**
passed second reading. On motion of Councilman Littlefield, seconded by
Councilwoman Robinson, the Ordinance passed third and final reading and
was signed in open meeting.

AMEND ZONING ORDINANCE: PARKING

On motion of Councilman Pierce, seconded by Councilman Page,
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,
KNOWN AS THE ZONING ORDINANCE, BY AMENDING ARTICLE IV,
GENERAL REGULATIONS, ARTICLE V, ZONE REGULATIONS, AND
ADDING A NEW SECTION 1700, TO INCORPORATE LANGUAGE
RELATIVE TO OFF-STREET PARKING, SHARED PARKING AND REDUCE
PARKING STANDARDS**
passed second reading. On motion of Councilman Lively, seconded by
Councilwoman Robinson, the Ordinance passed third and final reading and
was signed in open meeting.

AMEND CITY CODE: PARKING VIOLATIONS

On motion of Councilman Page, seconded by Councilman Littlefield,
**AN ORDINANCE TO AMEND PART II, CHATTANOOGA CITY CODE,
CHAPTER 24, ARTICLE II, SECTION 24-82 AND ARTICLE X, SECTIONS 24-
304(c) AND 24-322, RELATIVE TO PARKING VIOLATIONS**
passed second reading. On motion of Councilman Lively, seconded by
Councilwoman Robinson, the Ordinance passed third and final reading and
was signed in open meeting.

RIGHT-OF-WAY NAME CHANGE

On motion of Councilwoman Robinson, seconded by Councilman Littlefield,
**AN ORDINANCE TO CHANGE THE RIGHT-OF-WAY NAME OF THE 1600
BLOCK OF WHITE OAK ROAD TO AUBURNDALE AVENUE, BEING MORE
PARTICULARLY DESCRIBED HEREIN**
passed second reading. On motion of Councilman Hakeem, seconded by
Councilman Pierce, the Ordinance passed third and final reading and was
signed in open meeting.

LIFT CONDITIONS

2003-126: Brian L. Tune

On motion of Councilman Benson, seconded by Councilman Hakeem,
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,
KNOWN AS THE ZONING ORDINANCE, SO AS TO LIFT CONDITIONS**

LIFT CONDITIONS (Continued)

IMPOSED IN ORDINANCE NO. 8943 AND ORDINANCE NO. 9649, ON PROPERTY LOCATED AT 1651 GUNBARREL ROAD, BEING MORE PARTICULARLY DESCRIBED HEREIN, SUBJECT TO CERTAIN CONDITIONS passed second reading. On motion of Councilman Lively, seconded by Councilman Benson, the Ordinance passed third and final reading and was signed in open meeting.

REZONING

2003-127: Clare Parker

On motion of Councilman Hakeem, seconded by Councilman Littlefield,
AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED, KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF LAND LOCATED AT 3222 CALHOUN AVENUE, MORE PARTICULARLY DESCRIBED HEREIN, FROM R-2 RESIDENTIAL ZONE TO C-2 CONVENIENCE COMMERCIAL ZONE passed second reading. On motion of Councilman Lively, seconded by Councilman Littlefield, the Ordinance passed third and final reading and was signed in open meeting.

REZONING

2003-132: Sandy Maddox

On motion of Councilman Benson, seconded by Councilman Hakeem,
AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED, KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF LAND LOCATED AT 2235 HICKORY VALLEY ROAD, MORE PARTICULARLY DESCRIBED HEREIN, FROM R-1 RESIDENTIAL ZONE TO R-4 SPECIAL ZONE passed second reading. On motion of Councilwoman Robinson, seconded by Councilman Littlefield, the Ordinance passed third and final reading and was signed in open meeting.

REZONING

2003-133: Hunter Museum c/o DHW Architects and City of Chattanooga

On motion of Councilwoman Robinson, seconded by Councilman Pierce,
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF
LAND LOCATED AT 10 BLUFF VIEW, MORE PARTICULARLY DESCRIBED
HEREIN, FROM R-4 SPECIAL ZONE TO C-3 CENTRAL BUSINESS ZONE,
SUBJECT TO CERTAIN CONDITIONS**

passed second reading. On motion of Councilman Pierce, seconded by Councilman Taylor, the Ordinance passed third and final reading and was signed in open meeting.

REZONING

2003-135: Jim Horsey

On motion of Councilman Benson, seconded by Councilman Lively,
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF
LAND LOCATED AT 1900 GUNBARREL ROAD, MORE PARTICULARLY
DESCRIBED HEREIN, FROM R-1 RESIDENTIAL ZONE TO R-4 SPECIAL
ZONE, SUBJECT TO CERTAIN CONDITIONS**

passed second reading. On motion of Councilman Lively, seconded by Councilman Littlefield, the Ordinance passed third and final reading and was signed in open meeting.

REZONING

2003-137: Rick Thompson

On motion of Councilwoman Robinson, seconded by Councilman Pierce,
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF
LAND LOCATED IN THE 500 BLOCK OF LINDSAY STREET, MORE
PARTICULARLY DESCRIBED HEREIN, FROM R-4 SPECIAL ZONE TO C-3
CENTRAL BUSINESS ZONE, SUBJECT TO CERTAIN CONDITIONS**

passed second reading. On motion of Councilman Hakeem, seconded by Councilman Littlefield, the Ordinance passed third and final reading and was signed in open meeting.

REZONING

2003-140: Jeffery B. Carmack – Carmack Properties

On motion of Councilman Lively, seconded by Councilman Littlefield,

AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED, KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF LAND LOCATED AT 5809 WINDING LANE, MORE PARTICULARLY DESCRIBED HEREIN, FROM O-1 OFFICE ZONE TO R-4 SPECIAL ZONE, SUBJECT TO CERTAIN CONDITIONS

passed second reading. On motion of Councilman Littlefield, seconded by Councilman Pierce, the Ordinance passed third and final reading and was signed in open meeting.

AMEND ORDINANCE NO 11450: ENGINEERING FEES

Councilman Hakeem stated this Ordinance and Resolutions 7 (a), (b) and (c) were discussed in Public Works Committee meeting and approval is recommended.

On motion of Councilman Hakeem, seconded by Councilman Lively,

AN ORDINANCE AMENDING ORDINANCE NO. 11450, ADOPTED SEPTEMBER 2, 2003, RELATIVE TO ENGINEERING FEES, BY DELETING IN SECTION 2 THE OPERATIVE DATE OF "OCTOBER 1, 2003" AND SUBSTITUTING IN LIEU THEREOF "OCTOBER 14, 2003"

passed first reading.

REZONING

2003-098: Fred Robinson

Councilwoman Robinson stated the applicant notified her of his request to withdraw this application. She stated he is in ongoing connection with the neighborhood and Traffic Engineer.

On motion of Councilwoman Robinson, seconded by Councilman Littlefield,

AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED, KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF LAND LOCATED AT 4181 HIXSON PIKE, MORE PARTICULARLY DESCRIBED HEREIN, FROM R-1 RESIDENTIAL ZONE TO C-2 CONVENIENCE COMMERCIAL ZONE

was withdrawn at the request of the applicant.

AMEND RESOLUTION NO. 23495

On motion of Councilman Hakeem, seconded by Councilman Littlefield,
A RESOLUTION AMENDING RESOLUTION NO. 23495 ADOPTED AUGUST 20, 2002, RELATIVE TO THE AGREEMENT WITH THE STATE OF TENNESSEE DIVISION OF SOLID WASTE MANAGEMENT FOR THE CLOSURE/POST-CLOSURE PLAN FOR THE SUMMIT LANDFILL, BY DELETING "AN AMOUNT NOT TO EXCEED THREE MILLION THREE HUNDRED NINETEEN THOUSAND TWO HUNDRED FIFTY DOLLARS (\$3,319,250.00)" AND SUBSTITUTING IN LIEU THEREOF "AN AMOUNT NOT TO EXCEED THREE MILLION TWO HUNDRED TWENTY-SIX THOUSAND SIX HUNDRED NINETY-FOUR DOLLARS (\$3,226,694.00)"
was adopted.

AMEND RESOLUTION NO. 23397

On motion of Councilman Lively, seconded by Councilman Littlefield,
A RESOLUTION AMENDING RESOLUTION NO. 23397, ADOPTED MAY 14, 2002, RELATIVE TO THE AGREEMENT FOR THE CLOSURE/POST CLOSURE PLAN FOR THE BIRCHWOOD LANDFILL WITH THE STATE OF TENNESSEE, DIVISION OF SOLID WASTE MANAGEMENT, BY DELETING "AN AMOUNT NOT TO EXCEED FIVE MILLION THREE HUNDRED FORTY THOUSAND FOUR HUNDRED SIXTY-FIVE DOLLARS (\$5,340,465.00)" AND SUBSTITUTING IN LIEU THEREOF "AN AMOUNT NOT TO EXCEED FIVE MILLION FIVE HUNDRED SEVEN THOUSAND THREE HUNDRED FORTY-SIX DOLLARS (\$5,507,346.00)"
was adopted.

CONTRACT: JAKE MARSHALL, LLC

On motion of Councilwoman Robinson, seconded by Councilman Littlefield,
A RESOLUTION AUTHORIZING THE AWARD OF CONTRACT NO. 28L, SOLIDS HANDLING SYSTEM IMPROVEMENTS INSTALLATIONS OF FILTER PRESS SLUDGE DEWATERING SYSTEM MOCCASIN BEND WASTEWATER TREATMENT PLANT, TO JAKE MARSHALL, LLC, IN AN AMOUNT NOT TO EXCEED SIX MILLION FOUR HUNDRED FORTY-FOUR THOUSAND DOLLARS (\$6,444,000.00) INCLUDING A CONTINGENCY AMOUNT OF THREE HUNDRED THOUSAND DOLLARS (\$300,000.00)
was adopted.

BIKEWAY AND CORRIDOR DEDICATION

Councilman Littlefield stated this Resolution and the one following was added to the agenda and reviewed in today's Legal and Legislative Committee meeting and both are recommended for approval.

On motion of Councilman Littlefield, seconded by Councilwoman Robinson,
**A RESOLUTION APPROVING THE DEDICATION OF THE BRAINERD LEVEE
BIKEWAY AND THE NORTH-SOUTH BICYCLE CORRIDOR IN MEMORY OF
LEON SILBERMAN AND TOM OWEN, SR.**
was adopted.

MORATORIUM

On motion of Councilman Littlefield, seconded by Councilman Lively,
**A RESOLUTION DECLARING A MORATORIUM FOR NINEY (90) DAYS ON
THE ISSUANCE OF LICENSES FOR ANY NEW ADULT ORIENTED
ESTABLISHMENTS SO AS TO ALLOW CITY COUNCIL TO REVIEW AND
REVISE ITS EXISTING ORDINANCES**
was adopted.

OVERTIME

Overtime for the week ending September 12, 2003 totaled \$16,334.78.

PERSONNEL

The following Personnel matters were reported for the various departments:

CHATTANOOGA POLICE DEPARTMENT:

- ? **INEZ HAMPTON** – Resignation, School Patrol, effective August 8, 2003.
- ? **NORMA J. MCAFEE** – Hire, School Patrol, \$26.79 per day, effective September 9, 2003.
- ? **JERRY MICHAEL PEARSON** – Resignation, Police Officer, effective September 3, 2003.

PERSONNEL (Continued)

- ? **TODD RICHARDS** – Suspension (3 days without pay), Police Officer, effective September 10-12, 2003.
- ? **JUDIE JOHNSON** – Suspension (10 days without pay), Police Records Clerk effective September 15 – 26, 2003.
- ? **JACQUELINE WORTHINGTON** – Voluntary Demotion, Police Clerk, Sr., Pay Grade 5/Step 7, \$25,034.00 annually, effective September 19, 2003.
- ? **TERESA A. GRAINGER** – Promotion, Animal Services Field Supervisor, Pay Grade 13/Step 2, \$30,204.00 annually, effective September 19, 2003.

FINANCE DEPARTMENT:

- ? **LURENA BANGHART** – Hire, Programmer, Information Services, Pay Grade 16/Step 1, \$32,373.00 annually, effective September 26, 2003.

PURCHASE

On motion of Councilman Hakeem, seconded by Councilman Littlefield, the following purchase was approved for use by the Public Works Department:

TECH MECHANIC (Single source)
R0070738

Motor Actuator per TCA 6-56-304.2

\$35,800.00

POLICE DEPARTMENT STAFFING

Chief Dotson stated he was present to entertain questions and concerns Council members have about staffing that were raised last week during his absence. He distributed a packet of information identifying the vacancies and strategies they have put in place for several years now to accommodate any sworn staffing. He stated Council members could read the information at their leisure regarding sworn staffing and other issues they may have.

POLICE DEPARTMENT STAFFING (Continued)

Chief Dotson clarified that there is an exit interview and the data regarding that has been captured in the package; that information contained goes back to April 12, 2002. He stated sixty-five percent who left chose to give information on the exit interview; that they tried to capture as much data as they could as to why an officer or any employee leaves. He stated the questions are mainly directed toward sworn staff. He stated nine out of thirty-two who chose to fill out the information desired to leave due to money, four for a desire to advance their careers, which is not that big of a number as far as people leaving to go look for more lucrative careers and higher paying jobs. He stated nine out of thirty-two responded that they were dissatisfied with promotion practices and eight responded dissatisfaction with opportunities for advancement.

Councilman Pierce inquired as to whether promotions and advancements are the same. Chief Dotson responded "yes".

Councilman Pierce indicated that the number would be seventeen, rather than nine and eight.

Chief Dotson stated that it could be said the promotions were lateral or some were advanced to work out of other areas for more opportunities for advancement vertically. He stated they looked at the whole area as far as transfers and promotions are concerned as something officers would look at to give him/her a greater position for a chance to do greater things in the department.

City Attorney Nelson asked if this was a multiple choice type thing that they could only answer once or could the officer identify various areas of dissatisfaction.

Chief Dotson stated that they could give written comments, as well.

City Attorney Nelson stated nine of thirty-two responded dissatisfaction with promotion practices and eight of thirty-two responded dissatisfaction with opportunities for advancement. He asked if they were two separate questions.

Chief Dotson stated that he really did not know; that internal personnel developed that.

City Attorney Nelson stated that he wondered if there were two different questions and the same eight (persons).

POLICE DEPARTMENT STAFFING (Continued)

Councilman Benson stated he was the one who raised the question about the exit interview at last week's Council meeting. He stated he was just handed the information and page two is very interesting; that he is glad to see that an exit interview is given as a lot can be learned by it. He stated he has not had an opportunity to study the information, however, he is pretty pleased with what he sees on the exit interview for reasons why persons are leaving or staying, especially the one that asks "Would you recommend the Agency to a friend as a good place to work?" He stated 26 of 32 responded "yes"; that he thought that was interesting. He stated one did say something "could have been done to prevent him from leaving", which would cause you to look for what could have been done.

Chief Dotson responded "sure", unless they were given specifics of what it was.

Councilman Benson again expressed appreciation for the information, stating that he would hate to burden the department with this type of paper work.

Chief Dotson stated it is the department's pleasure to give the information; that he wanted the Council to have it due to questions that may arise from constituents.

Councilman Benson stated health issues are addressed as well as salary; that the results are very interesting.

Councilman Hakeem stated in dealing with promotion opportunities he is certain persons are not being pushed "out the door"; that he sees an explanation for a number of people retiring and people who say they want promotions or something right now.

Chief Dotson stated that they are dealing with a different type generation; that they are dealing with the "now" generation. He stated the policy within the department is that a person has to be in the department three years prior to eligibility for promotion; that it takes that long to learn to do the job and know this city and its makeup. He stated a lot of them come with the idea they want to be promoted right away yet, there are other factors as some are there for awhile who do not take tests well. He stated the promotion system is based on tests and how a person ranks as far as testing is concerned. He stated they try to devise tests for everything; that they have an assessment component to balance out the score by being able to communicate verbally or written and make a good decision.

POLICE DEPARTMENT STAFFING (Continued)

Chief Dotson stated they realize some individuals do not test well; that the size of the department does not lend itself to a lot of movement vertically. He stated they try to create opportunities for the move laterally where they do not have to spend their whole career in one function doing one thing for two years or longer; however, they will not get to move vertically or laterally all at one time. He stated they try to instill career enhancement for job satisfaction by giving them things to do; that sometimes time does not meet with their aspiration to move as far as they would like; that they try to do their best to keep it open through retirements and when they do get impatient, they have to make sure there is a qualified need before promoting. He stated the department has been reorganized; that there are not a lot of top heavy positions; that five-to-six years ago there were 33 Lieutenants, which has been reduced to sixteen and there were 22 Captains, which has been reduced to eight. He stated when this is done it makes the department more efficient and effective; that some employees thought they would go to larger departments for greater advancement.

Councilman Hakeem made reference to the review that the Council has been looking for with regard to the pension, indicating he did not think it would take two months.

Admin. Eichenthal stated hat he met with members of the Board of the Fire and Police Pension a number of weeks ago; that the expectation is that something will come forward before the end of September. He stated that it has taken some time but it is his thought it will be a matter of weeks and not months away.

Councilman Littlefield stated that the page regarding staffing in patrol has a lot of terms he is not familiar with. He stated it is his presumption that the list compares to the number of employees in the total department and total sworn. He stated it reflects 32 vacancies in sworn positions now and it appeared twenty-six of them might be in patrol.

Chief Dotson stated the majority are in patrol vacancies that can be filled; that it is more than that due to military deployment as there are thirteen on active duty whose positions cannot be filled because of a Federal act. He stated what is reflected are those vacancies they can fill through a new hiring process; that this is a product of what was done throughout the entire strategic planning process several years ago. He stated patrol is the "backbone", where the "rubber meets the road". He stated they developed a strategy to do several things; that they know they are a community police department and they have to have enough time to do problem solving, preventive patrol and make the contacts needed without running from one call to another.

POLICE DEPARTMENT STAFFING (Continued)

Chief Dotson stated they had to build a plan called a Master Patrol Plan where they would have all components and have time to go to court and all other administrative functions. He stated when an eight hour shift is considered, you have to look at how much time an officer has to do problem solving and be able to answer his/her calls, then how much time is needed to be able to respond to citizens' calls. He stated it is currently felt an optimum of 204 officers in patrol are needed and that is what is called the CAD compliance; that the number has fallen below 204 and is now 178 and the plan allows for adjustments. He stated with the 204 that means they could have forty percent of uncommitted time officers could do random patrol and problem solving, handle administrative components and still run calls for service. He stated because the number has fallen below 204, they now have to go back and make another adjustment to reduce some of the things they did at a maximum of 204 and still allow for basic series of running calls for service. He stated the notes are what he wanted Council members to see until they are able to start another academy; that the goal is to start the academy with fifty; that there are currently thirty-three vacancies as of yesterday.

Chief Dotson stated it is felt it does not make sense to start an academy with thirty-five because it is known there are thirty-five qualified "sworns" who could retire at the end of this year with twenty-five or more years of service and they have to plan for that. He stated it is felt the average would be to start with a class of fifty to cover the thirty-five, plus the current vacancies and then try to anticipate that there will be more vacancies due to retirement. He stated it takes twenty-six weeks to go through the academy and if one is started in November, the department would not get the benefit of it until the year 2004, yet they still have to do the planning. He stated if more people leave other than the thirty-five anticipated, they would still have to continue calls for service. He stated what you have then are other things such as the mandatory overtime program where personnel work overtime to "plug in those holes" due to the vacancies and still run calls for service.

Councilman Littlefield inquired as to what the CAD system means and what SRO means. Chief Dotson explained that CAD is the Computerized Aid Dispatch system and that SRO refers to the School Resource Officers.

Councilman Littlefield inquired as to whether there would be an expansion of the School Resource Officers. Chief Dotson responded that an expansion would mean pulling out some of the SRO's in the schools and put them into patrolling areas of the school where they normally work.

POLICE DEPARTMENT STAFFING (Continued)

Councilman Littlefield stated that it would seem to be going in the wrong direction if more are put in schools which is a "hot button" with him; that the County should be providing School Resource Officers in schools in Chattanooga.

Chief Dotson stated that it is his understanding the County has some type of contract, yet he does not know how it is being paid.

Councilman Littlefield stated that he knows how it is being paid – painfully; that the County is "crying" a lot about it. He referenced a call wherein he and Councilman Benson had a conversation with a caller who was complaining that his area had been recently annexed and the resource officer could not serve the school.

Chief Dotson stated that it is his thought there are sixteen officers; that there is another due to the Ooltewah annexation. Councilman Littlefield indicated that that is the one the caller was referencing.

Councilman Page stated it is obvious the objective is to have mature, well-trained officers on the street; that it seems people are leaving for good reasons.

Chief Dotson stated that there is an unusual situation in Chattanooga; that when the pension system changed back in 2000 the department lost fifty-six people at one time and has never recovered from it. He stated they lost hundreds if not thousands of years of experience as they were all senior veteran officers, all trained with years of experience. He stated they have to go out and recruit and bring people in at such a young age and hurry up and "grow them up"! He stated unfortunately, sixty-five percent of the department are ten years or younger in the department and of that sixty-five percent, almost fifty percent have five years or less with the department. He stated that is not stable; that people realize they can go out and get a better paying job due to 911; that there is a lot of movement. He stated those they are recruiting are of a different mindset, however, the intent is not point a negative finger at a particular generation, but that is what the department is dealing with in the police profession. He stated it will take three good years to stabilize the department and keep attrition moving; that it will take a combination of praying and wishing and packages that will attract people and keep them.

Councilman Taylor inquired as to the five persons listed on last week's personnel transaction for the police department who resigned, indicating that five at one time is a massive number. He asked what their reasons were for leaving.

POLICE DEPARTMENT STAFFING (Continued)

Chief Dotson stated they left for a combination of reasons, some to get better paying jobs and others were going into business for themselves. He stated since 911 the profession has imploded; that other agencies are getting them, as well as the federal government sending them to Bosnia or working for private companies for training purposes. He stated as long as they can provide the best training and compensation package, leadership, equipment and keep an environment where they are appreciated, he does not know what more can be done other than to look within and try to capture everyone that leaves and ask "what was it" and it is voluntary if they want to give that information. He stated the exit interview is given to all of them, yet they cannot force them to return the information.

Councilman Lively stated in looking at the figures, it was his thought a specialist position would be given to give a man something to look forward to; that if they are not a Sergeant they could become a specialist in the field.

Chief Dotson stated that was something they talked about six years ago and then the whole pay system was changed; that the supplements rolled over into new increases. He stated they have talked about doing what was called another level between a police officer and Major Sergeant where a person can get higher pay. He stated they would like to revisit collegiate supplemental pay for a person who comes in with a college degree; that an officer starts out with \$29,000 and if they have a college degree, an incentive could be attractive and force them to go back to school, the more college the more money. He stated it would take a budget revision and a lot to be put in place, but it can be done.

Councilman Lively expressed that he liked the idea.

Councilman Hakeem asked if we would be setting ourselves up for what we have just come out of, a lot of Captains and Lieutenants.

Chief Dotson responded "no"; that those will be at another level rather than higher; that they have "cemented that bridge" at being top heavy with managers and will not go back to that again unless something happens and a new system is in place. He stated they have gone beyond that and they have to look at something at a lower level for care enhancement and job satisfaction rather than a promotion up or across. He stated Councilman Lively is right on target as far as looking at this; that there are tough economic times, now, and it is his hope and prayer time will make it better. He stated there is no amount of money that can pay for the price of a trained police officer.

POLICE DEPARTMENT STAFFING (Continued)

Councilman Pierce stated the statement previously expressed comes from a professional; one who is at the highest standard for a police officer. He stated he could not see everything being built around money; that there has to be some other way to learn and find how to motivate rather than by the dollar. He stated the dollars are not going to be there and he does not know how long this will be this way. He stated we need to get away from dollars and promotions and creating positions just to have another incentive in pay.

Chief Dotson responded that Councilman Pierce's comments certainly helps a little bit; that they make an effort to attract and retain; that it helps to be competitive in the profession when looking at other cities with a higher package.

Councilman Pierce asked if there is a study regarding pay and salary; that the starting salary was \$23,000 and six years later it is \$6,000 more.

Chief Dotson stated when competing with other cities that are higher, it still puts us "behind the curve".

Councilman Pierce stated we have to look at the economics of the society; that we cannot compete with dollars. Chief Dotson stated that he was being realistic and was giving the Council the facts.

Councilman Hakeem stated there was talk earlier about persons resigning; that it is his understanding we have other police departments coming into Chattanooga recruiting our policemen, which creates another reason for people leaving. He inquired about the incentives that CNE offered in the past with regard to housing which does not deal with dollars.

Chief Dotson stated that they did have that and had a partnership with CNE where they could sell a house to an officer at a reduced cost without upfront money. He stated they still have it, yet it is not as lucrative as it once was; that officers had to go through some other lending institution. He stated he would love to see that open up again if that would get help.

Councilman Benson stated that he has read all of the information and it is in line with Councilman Pierce's comments. He stated he did not realize what type of exit interview the department had; that he did not see in the information any question that alluded to whether it was felt the community appreciated or recognized their service. He stated this would give a sense of achievement of work which is more than money sometimes.

POLICE DEPARTMENT STAFFING (Continued)

Councilman Benson stated when he went to Councilman Hakeem's community meeting and saw all those people, anyone could have thrown cold water on him if he was looking for achievement or appreciation; that he wonders if policemen are leaving because they had to endure that evening if they felt the public did not appreciate them. He stated that he knows this Council appreciates what they are doing and asked Chief Dotson if it is his thought this problem was not addressed in the exit interview.

Chief Dotson responded that anyone working in the public sector today feels unappreciated; that we live in a society that does not appreciate the police officers, in his opinion. He stated there are some who feel that way yet there is nothing they can do about how the public feels about officers. He stated they have a police award ceremony every year and families are invited. He stated to expand on what Councilman Benson has stated this is not only in Chattanooga; that public service is a challenge more than ever before. He stated it is important for people to know people do not come into this profession to get rich but to serve and if they do not have this in their heart they should find a job somewhere else! He stated they do not get "thank you's" and pats on the back for the jobs they do; that they sometimes get cursed for doing a good job.

Councilman Benson asked if it is harder to keep an employee because of lack of such support.

Chief Dotson stated the police industry is a very difficult industry in society today; that they have to be responsible for doing things more today than before and have to be psychologists, sociologists, ministers and school teachers. He stated when they recruit persons they do not expect it to be like on television, yet a lot still think that way and then get out in public and face reality and it is somewhat of a challenge for them.

City Attorney Nelson stated several times before there has been a discussion on the Council that one of the problems they see is that we put a tremendous amount of training in various officers when they come on and then as soon as they are trained, as it was mentioned earlier, other agencies come in and recruit them. He asked if any thought has been given to a contract system where if an officer is trained at our expense he agrees he will not leave without repaying for training over a given number of years.

Chief Dotson stated if City Attorney Nelson recalls, he (Dotson) sent something similar to him (Nelson) a few years ago and asked if he would draw up a contract and defend it for them.

POLICE DEPARTMENT STAFFING (Continued)

City Attorney Nelson stated he would be glad to do it.

Chief Dotson stated it is something they have really thought seriously about yet they do not know how to make it binding. He stated he would love to sit down with the City Attorney and work it out.

City Attorney Nelson stated that he would be glad to do that. He stated on the other side of the picture would this impact recruiting capabilities.

Chief Dotson stated they could do similar to what the military does and offer an incentive and give up front or build it in upfront they would have to give "x" amount of years. He stated they could look at the same thing and try to build something in. He made reference to a five year plan and if they leave they would have to prorate whatever it is for their training. He stated Chattanooga has one of the best training academies bar none which is why others come in and can afford to recruit and pay them higher than some others for their training, as our officers are POST certified.

Councilman Pierce stated he does not want to delay this process; that the police department has their own attorney and asked if the matter could be put together and presented to the Council; that he is sure the City Attorney would not have any other choice but to defend it.

City Attorney Nelson stated he would be glad to do it within the next three weeks.

Councilman Pierce stated it would be ready for the next academy.

Chairman Franklin expressed thanks to Chief Dotson for taking the time to "iron out" issues.

Chief Dotson expressed thanks to the Council for their support of the police department, indicating that they could not accomplish what they have without the Council's support and trust. He stated they will continue to work hard and keep the ranks filled.

PURCHASES

On motion of Councilman Lively, seconded by Councilman Taylor, the following purchases were approved for use by the Finance Department, Chattanooga/Hamilton County Library Division:

PURCHASES (Continued)

EBSCO (Lowest and best bid)
R0051629/B0000943

Periodical Subscriptions Requirements Contract

(Price information available and filed with minute material of this date)

GATEWAY COMPANY, INC. (Single source)
R0051637

Twenty-one (21) Desktop Computers with Software and Hardware per TCA 6-56-304.2

\$17,661.00

BOARD APPOINTMENTS

Councilman Page and Taylor made the initial motion and second to approve the Board appointments to the Human Rights/Human Relations Board.

Prior to voting on the motion, Councilman Taylor inquired as to whether each Board member mentioned in this request have been informed or asked to serve again. He stated this is the first time he has seen the representative from his district scheduled as a re-appointment, indicating that most of the time Council members are informed so that they would have an opportunity to speak with the person.

Admin. Eichenthal stated that he was not aware how it was done out of the Mayor's office.

Councilman Benson asked who is being appointed from District 4. Admin. Eichenthal stated that the person is Thayer Wise. Councilman Benson indicated that he did not know him.

Councilman Taylor stated he was not informed as the district representative that an appointment is due. He stated it is not that he would not recommend Mrs. Hudson to continue to serve; however, he had not had an opportunity to see if she was interested in serving.

BOARD APPOINTMENTS (Continued)

Councilman Littlefield stated that he realizes the proposed appointment from District 6 is Mr. Wellington and that he discussed the matter with him several months ago. He stated when he came into office his district representative's term was about to expire and Mr. Wellington expressed an interest in serving. He made the motion to table the matter a week in an effort to straighten this all out.

Councilman Littlefield and Taylor made the motion and second to table this matter one week; the motion carried.

VARIOUS CITY BOARDS

Councilman Pierce asked if some of the Board appointees could be revisited in the way of structuring the chairman's term of office so that one person would not dominate the position for a number of years. He stated the Council needs to pay close attention to that and the matter should be discussed in Legal and Legislative Committee. He asked the City Attorney to come up with the list of Board and Chairman terms to see if there could be some limitations.

HEARING

City Attorney Nelson reminded Council members of the hearing for Iran Meadow scheduled for Monday, September 22 beginning at 3 p.m. with Councilmen Benson, Robinson and Hakeem serving as the panel and Councilman Lively as alternate, if needed.

COMMITTEES

Councilman Hakeem scheduled a meeting of the Public Works committee for Tuesday, September 30 at 4 p.m.

Councilman Littlefield scheduled a meeting of the Legal and Legislative Committee for Tuesday, September 23 at 3 p.m.

SHIRLEY DEAKINS

Shirley Deakins stated that she is still waiting to be made "whole" and assured the Council it is her plan not to let it go away. She stated in listening to Chief Dotson there is no wonder why people quit and the economy is the way it is; that there has been a "Mickey Mouse economy" in this city for over fifty years! She stated it doesn't matter the quality, acumen or integrity as aspirations are precluded by the clique and the economic "juggle" has been pulled as tightly as it can be, which is another aspect as to why the number of policemen might not go to 240.

ADJOURNMENT

Chairman Franklin adjourned the meeting of the Chattanooga Council until Tuesday, September 23, 2003 at 6:00 p.m.

CHAIRMAN

CLERK OF COUNCIL

**(A LIST OF PERSONS IN ATTENDANCE IS FILED
WITH MINUTE MATERIAL OF THIS DATE)**