

Burns Randy

From: Crownover Shirley
Sent: Wednesday, September 03, 1997 2:47 PM
Subject: 9/2/97

BUDGET AND FINANCE COMMITTEE September 2, 1997 -- 5:00 P.M.

The meeting of the Budget and Finance Committee was called to order by Councilman Hakeem, Chairman, with Councilpersons Hurley, Crockett, and Pierce being present. City Attorney Randy Nelson, Management Analyst Randy Burns, and Shirley Crownover, Assistant Clerk to the Council, were also present.

Others present included Adm. Boney and Donna Kelley.

\$5,000 FOR WORLD WAR II MEMORIAL

Councilwoman Hurley stated that two or three weeks ago she had gotten a call from Nashville asking that the City make a contribution towards a World War II Memorial in Nashville--that they were asking for our participation in the amount of \$5,000.00. She moved that it be recommended that the City appropriate \$5,000.00 for this purpose. This was seconded by Councilman Crockett with Councilman Pierce being in agreement.

RESEARCH ON COURT OFFICER POSITION

Chairman Hakeem noted that the Council had asked Adm. Boney and Mr. Burns to do research in regards to the Court Officer position. He stated they had compiled information, but it was not complete and suggested that we wait a couple of weeks and afford Judge Williams an opportunity to be present.

AGREEMENT WITH DAVID M. GRIFFITH & ASSOCIATES

Chairman Hakeem called on Ms. Donna Kelley to go over this Agreement.

Ms. Kelley stated that they were recommending to the City Council a company known as DMG (David M. Griffith & Associates, Ltd.) out of Atlanta for an assessment of our job classification plan. She noted that this was a national firm; that they were recommending this Group for the Study and that Attorney Randy Nelson has a Resolution prepared. Ms. Kelley indicated that she was not sure of the depth that this committee wanted to go into this matter. She stated that she had information to pass out (which is made a part of this minute material) and had arranged, if the Council so desired, for a representative of this company to speak to them on September 23rd. She explained that they sent proposals to a variety of companies and received five solid proposals; that the three they were interested in were DMG, Fox-Lawson, and Public Sector. She explained that DMG has experience with the City and has served 600 cities, and they felt they

were as qualified as we could find--that they were a reliable firm and reasonably priced. She stated that the lowest bid did not have the needed Staff. She stated they planned to start September 22nd and end up the Study in February of 1998. She stated the City had approximately 2,000 employees and over 300 titles; that they would study where we are and where we would like to go; that they would study both the external and internal market; that they would factor in incentives in the job analysis and evaluation.

Councilwoman Hurley clarified that this was not down-sizing. Ms. Kelley stated that it was not a re-organization design. Adm. Boney added that they would look at the pension and medical plans in implementing total compensation. Ms. Kelley explained that it would include market pay plus other benefits.

Councilman Crockett asked if the Council had been given any advance information on this group. Ms. Kelley responded not specifically on this group. Councilwoman Hurley asked if the Safety Department was part of this, and Ms. Kelley responded in the affirmative. Councilwoman Hurley asked if the new Police Chief had had any part in selecting this company. Ms. Kelley responded that the new Police Chief had not signed off on this company; that he was scheduled to meet with her so she could give him some idea of what is going on.

Ms. Kelley explained that of the three firms they wanted, there were only minor differences; that no one administrator had any special allegiance to any one of them; that she felt it would be the same with the new Police Chief, and we needed to go with one. Adm. Boney noted that the vote was fairly consistent on this. Ms. Kelley stated that most of the department heads were involved, and the second choice was Public Sector out of Arizona, but they offered nothing new--just the same as we have. She noted that Fox-Lawson's timeline was longer than we wanted.

Chairman Hakeem asked in thinking of City Government, what jobs are not a part of this Study. Ms. Kelley responded that all of the ones currently in the Classification System now will be included. She noted there was one position in the Council Office that was not included, and the Mayor's Office was not included; and City Court was not included.

Councilwoman Hurley asked if there were none in other departments like

that and if only the Mayor's Staff was outside. Ms. Kelley responded that the Human Services Department was dictated by Federal regulations.

Adm. Boney noted that we had indicated that we would evaluate those positions in the Mayor's Office and City Court in regards to the recent discussion concerning Ms. Shankles' position, and he stated he thought it was incumbent that we include them.

Ms. Kelley stated that this could be approved with all being included. Chairman Hakeem clarified that the offer could be made to these particular offices, and they could withdraw their positions if they wanted to. Ms. Kelley verified that they would have to be specially excluded.

Chairman Hakeem used as an example the Treasurer's Office--what if the Council thinks a job needs to be looked at, and the Treasurer did not think it needed to be looked at. He questioned how that would go.

Attorney Nelson explained that it would depend on how it is set up on the front end--that if it were in the Contract, then the Council could insist; that the Mayor's salary is set by Charter, just as the Councilmens' salaries are.

Adm. Boney stated to be more germane--that officials who have independent control can withdraw their positions--that those offices involved would be the Mayor's Office, Council Office, and the Judge's Office and that was about it.

On motion of Councilman Crockett, seconded by Councilwoman Hurley, this agreement will be recommended to the full Council.

Ms. Kelley asked if the Council would like to hear from this firm on the 23rd, and Chairman Hakeem responded "yes". Ms. Kelley stated they planned to start the Study on the 22nd.

The meeting adjourned at 5:30 P.M.