

BUDGET, FINANCE AND PERSONNEL COMMITTEE

May 19, 2009

2:00 P.M.

Councilwoman Berz, Chairwoman, called the meeting of the Budget, Finance and Personnel Committee to order with Councilpersons Ladd, Scott, McGary, Benson and Gilbert present. Councilmen Rico and Robinson joined the meeting later. City Attorney Michael McMahan and Shirley Crownover, Assistant Clerk to the Council, were also present.

Others present included Dan Johnson, Richard Beeland, Chief Parker and Daisy Madison.

COUNCIL'S MISSION STATEMENT

Chairwoman Berz stated that there had been some discussion about the Mission Statement and some really good “stuff”. She presented a draft of what exists now.

Councilwoman Scott questioned if what she had was what we were talking about because her copy had “draft” written across it. It was determined that it was correct.

Chairwoman Berz noted that the final version was edited by Councilman Benson, prompting Councilman Benson to say that he did not mean it to be final.

Chairwoman Berz referred to minutes as background, stating that this is where we are starting. She directed attention past the “**WHEREAS's**” in the document to the **Mission**, which reads, “*To make ethical policy decisions that serve the public in a just, sustainable and balanced way, to ensure the general welfare of all our community*”. She stated that this was a broad Mission Statement and was agreed to by consensus.

She stated that the goals were agreed to also, which are: (a) Learn and know the needs of the community as a whole, i.e. not be solely District focused; (b) Prioritize those needs; (c) Make educated decisions by fostering open and full communication among Council members, with various constituencies, and with the Executive Branch; (d) Ensure safety, security, and quality of life throughout the City, and (e) Develop policies that directly address the identified needs. She noted that everyone was in full agreement.

Councilwoman Berz noted that Councilwoman Scott had some question about (3) as it relates to the Objectives of the Mission, “*providing for safety, and providing for security*”. She stated that this is where we stopped, and we need to get this “wordsmithed” in order to get it the way the Council wants it; that we won't “flesh” out activities—that the only area that we have “fleshed” out is the one dealing with Safety; that the Chairman of Safety got out of office and that she and Councilman Gilbert took this and started working with a Youth Program; that there were piles of data—the Ochs Center Report, all the minutes and discussions at how we got where we are, the data from Hamilton County Juvenile Court, and the Police Dept. and their statistics.

Councilwoman Berz noted that there was a program that Parks and Recreation had come up with as a result of all the discussions and all the e-mails. She stated that she was not sure what the Council wanted to see to adopt or modify the Mission Statement.

Councilwoman Scott stated that in looking at the Mission Statement, she thought that goals and objectives should flow one from another. She questioned how we could try to allocate our funds without having an idea of well-laid out objectives; that the Budget needed to move forward and to let our directives and goals drive it, we have to have objectives spelled out.

Chairwoman Berz responded that we do have some data on several issues; that goals should proceed the Budget; that we will spend next year “fleshing” these out; that there had been a lot of discussion, with Councilwoman Robinson included, on our goals and actions, and we needed to tie the Budget to this; that for a variety of reasons, the Council had found itself “in flux”, and if one read the minutes they would find that there was no consensus and more work needed to be done; that we were not stopping strategic planning but just getting our feet wet; that this directive should not be tied to just this Budget but would take year-long planning; that it was not driving this year’s Budget but how we would make decisions in the future.

Councilwoman Scott asked what would keep us from identifying goals in the next two weeks? Chairwoman Berz responded “nothing”.

Councilman Benson stated that we all have objectives but the problem is prioritizing them with the money available; that to prioritize properly would take time—that “*ensuring the safety, security, and quality of life throughout the City*” was a broad statement.

Councilwoman Scott stated that she was not sure these are objectives but goals; that we need to go back and look at the Mission and look at the objectives because they seem to be saying the same thing; then the goals stated along with the Mission Statement are repeated again in the objectives, and goals should be subjective—that objectives should be measurable and should drive our spending; that we needed to specify objectives in a measurable way to determine where we are now at the beginning and then re-measure them at the end. She went on to say that she and Councilman McGary had taken on the component of communication as an objective and would go towards meeting that goal; that she thought this fits well under the Mission Statement and goals are to learn; that objectives measure where we want to go.

Chairwoman Berz stated, irrespective, are all in agreement with the Mission? Councilwoman Scott responded “pretty much”.

Chairwoman Berz stated that she and Councilman Gilbert had a background on safety; that the Chairman of the Safety Committee came forward with this—that Councilwoman Scott and Councilman McGary have communication, and the other objective is infrastructure. She asked if everyone was in agreement with these three areas—Infrastructure, Safety and Communication—that she and Councilman Gilbert would share their information with Councilwoman Ladd as Chairman of the Safety Committee; that the point people for communication was Councilwoman Scott and Councilman McGary; that the point person for infrastructure was Councilman Rico, and we needed someone to join him.

Since no one volunteered, Councilwoman Scott stated that she would join him with infrastructure, prompting Chairwoman Berz to ask who would take Councilwoman Scott's place with communication. Councilwoman Scott indicated that she was willing to do both. Chairwoman Berz stated that since Councilwoman Scott would cover infrastructure with Councilman Rico, who would be willing to cover communication with Councilman McGary? Councilwoman Robinson stated that she already had the chairmanship of Health, Human Services, and Housing and was also involved with Community Impact. Chairwoman Berz stated since Councilwoman Scott would join Councilman Rico on infrastructure that she would work with Councilman McGary on communication.

Chairwoman Berz then asked if everyone agreed by consensus that they liked the Mission Statement? She asked if all were in agreement with the goals or whatever we called that “stuff”?

Councilman Benson asked if everyone agreed? He added that he did not even agree with all that he had written. He again asked if everyone was agreeing with Chairwoman Berz; that he thought Councilwoman Scott was disagreeing.

Chairwoman Berz responded that she thought all agreed on the Mission Statement. She then asked if all agreed.

Councilman Benson stated that if we were going to go over this Resolution that we needed to start at the top and not just with the Mission Statement; that this should have gone through the Legal and Legislative Committee in the first place; that the Chairman of the Legal and Legislative Committee was not able to be present for this meeting.

Chairwoman Berz noted that this all came from the Pre-Budget Planning meetings. Councilman Benson still maintained that this should go through the Legal and Legislative Committee, prompting Chairwoman Berz to ask if this could not be addressed here? Councilman Benson stated that it should go to Legal and Legislative Committee, prompting Chairwoman Berz to say “Jack, you wrote this”. Councilman Benson responded that that did not mean he was proud of it; that we had a system we followed; that Resolutions and Ordinances that stemmed from this Council needed a final check in

Legal and Legislative Committee; that Councilman Murphy chairs this committee, and it can be heard in his Committee and all can agree; that it needs to go to Legal and Legislative Committee.

Chairwoman Berz reminded Councilman Benson that he had previously been the Chairman of Legal and Legislative and that he “threw” this issue out.

Councilman Benson responded that Chairman Murphy had a long list of changes and that it was his responsibility and his authority and that we should not be usurping the authority of the Chairman of Legal and Legislative.

Councilwoman Ladd asked if this issue ever belong to the Legal and Legislative Committee? Councilwoman Robinson stated that she remembered the issue as being in the Committee As A Whole.

Councilman Benson stated that former Councilwoman Bennett had a mission with MTAS and had a lady from Knoxville in here to write this up, and it essentially came back to the Council like this and that he had changed it somewhat; that he thought it was originally in the Legal and Legislative Committee.

Councilwoman Robinson stated that as she remembered it, Councilman Benson was Chairman of Legal and Legislative, and he was dealing with this; that we decided to wait until the new members got on board to bring it back again.

Councilman Rico stated that we were just “nitpicking”; that this should go through Councilman Murphy’s committee; that Legal and Legislation dealt with Ordinances and Resolutions.

Councilman Gilbert pointed out that everyone knew we were having this meeting for this issue; that Councilman Murphy should have been here and talked to the Council about this; that we were just wasting everyone’s time now. Councilman Benson responded that Councilman Murphy planned on this going to his committee and had talked to him, as Chairman, about this.

Councilwoman Robinson questioned if this was a Budget issue?

Chairwoman Berz responded that the Budget, Finance, and Personnel Committee was given the responsibility of holding these meetings, and it went to the Legal and Legislative Committee and Councilman Benson edited this and now it was back for a decision; that since then we had had an election and then a second election and now there was a new Chairman. She asked what everyone’s pleasure was?

Councilman Benson asked if we were planning on this being on tonight’s agenda? Chairwoman Berz responded “no”.

Councilman Benson stated that since it was not on tonight's agenda to let Councilman Murphy look at it.

Chairwoman Berz stated that this was a working session to work on the Mission Statement.

Councilwoman Scott stated that she would like to proceed at this meeting; that the majority are here, and we are wasting valuable time; that there is no reason that this can't be discussed now and then go to Legal and Legislative Committee for a "tune up"; that we would only be doing a good thing.

This was fine with Councilman Benson as long as it was in Councilman Murphy's committee next week.

Chairwoman Berz stated that it was her pleasure to go forward. She again asked if everyone was in agreement with the Mission Statement, stating that she thought everyone said "yes"; that we had been talking about our goals (a) through (e). She asked if all were in agreement with these, with the understanding that they might need to be corrected or "wordsmithed".

Councilwoman Scott stated that she thought there should be prescriptives of what we are planning rather than broad, general goals; that we want this to flow well.

Chairwoman Berz wanted to know if everyone was in agreement with the general principles—that we would "wordsmith" this and could call it prescriptives or whatever.

Councilwoman Scott questioned if these were goals? Chairwoman Berz questioned if we wanted to leave in the Mission goals, "*Lean and know the needs of the community as a whole, i.e., not be solely District focused*"? She questioned if the goals should be narrowed down in the Mission, questioning if the Mission details should be under the General Objectives. She agreed that they were really broad. She asked if these basic principles "unfleshed out" could be used as a guideline?

Councilwoman Robinson noted that Councilwoman Scott had asked to take a look at (3)—that she, too, thought this was a re-statement and asked if this could not just be taken out.

Councilman McGary stated that he felt that (2) was also a re-statement, with Councilwoman Scott noting that we seemed to be just rehashing everything.

Chairwoman Berz stated that we could do some "wordsmithing" of our own; that she was hearing that some did not like the layout of the Goals with the Mission Statement. Councilwoman Scott agreed with this. Chairwoman Berz asked if everyone was comfortable with the goals?

Councilman McGary stated that Goals (a) through (e) should be prescriptive and should be classified as a “Whereas”; that they should be taken from Goals of the Mission and put in as a “Whereas”. He also mentioned the objectives in (3), with Chairwoman Berz clarifying that these should also go to the top as a “Whereas”.

Councilwoman Robinson stated that we were looking at this with fresh ideas; that one objective that had not been addressed in (3) was economic development—that this needed to be emphasized because it is an important function; that if we are going to put (3) in abeyance, then economic development needs to be moved out elsewhere. Councilman Benson agreed that we did not need to lose economic development.

Chairwoman Berz clarified that under (2), the goals would become a “Whereas”, and the new (2) would be goals to improve the quality of life for citizens. She asked if there were any more “Whereas’s” at the top that needed to be re-designed or deleted?

Councilwoman Scott pointed out that in former meetings that were held that (c) *“fostering open and full communication among Council members, with various constituencies, and with the Executive Branch”* also should include “between employees”.

Councilman Benson questioned why “Whereas, the Council participated in the Elected Officials’ Academy conducted by MTAS in preparation for that strategic planning process” should be included?

Chairwoman Berz summarized that the first “WHEREAS” would be left in; that the second “Whereas” would be left in; that the third “Whereas” would be deleted. She stated that the City has a mission and a vision.

Ms. Madison noted that when they do a Budget that they have to have a Mission for the City” (which is mentioned in the fourth “Whereas”), which reads *“make decisions and pass policies that are compatible with the city’s mission and vision statements”*.

Councilman Benson stated that in that case, the Council needed to know what the City’s mission is. Ms. Madison responded that the City’s mission is not acted on by the Council. Chairwoman Berz stated that she thought each department had a mission statement.

Councilwoman Ladd suggested cutting this portion in the fourth “Whereas” out and leave out *“compatible with the city’s mission and vision statements”*. She stated that the Mission Statement needed to be clear cut and simple.

Chairwoman Berz stated that there would be a new fourth “Whereas”, and the attorney would “wordsmith” the language. She went on to say that under (c) *“open and full communication”* would also include employees and the Executive Branch.

Chairwoman Berz also noted that *“Improving the quality of life for its citizens through economic development”* would be left in, along with infrastructure, safety and communication. She noted that we had not “fleshed” out the objectives; that in the Resolution we needed to go forward with the Mission and the Goals.

Councilwoman Ladd stated that we could not define the particulars at this point; that this should remain general and the committees could put the “meat” into it; that all of this could not be defined with this document (Resolution), and it was meant to be more broad.

Councilman Rico stated that our Mission is the City Charter.

Councilwoman Ladd stated that a Mission Statement is broad; that when we define goals, it should come from the committees.

Chairwoman Berz stated that each committee could contribute to this Mission and goals, reiterating that “infrastructure” was under Councilman Rico.

Councilman Rico agreed that the Mission Statement should be short and precise, with Chairwoman Berz pointing out the Mission Statement is just one sentence, with Councilman Rico stating that this one sentence should cover everything.

Councilwoman Scott stated that she agreed about the Mission Statement; however she was under the impression that the goals and objectives were for 2010 and 2011, which would allow time for the Council to be more specific; that in looking ahead to 2012, there may be some new things to consider.

Councilman Benson stated that Administration needs to know the Council’s priorities; that objectives don’t mean a lot until there is an understanding of which objectives have the most worth.

Chairwoman Berz stated that when this was written, we were going through Pre-Budget hearings and planning. She asked if we wanted this anymore? She stated that this was put on hold during the holidays for input from everyone; that we wanted to get our goals and objectives in place before Budget time. She stated that this was a rough first beginning, and this could go to Legal and Legislative to be “wordsmithed” and then could come back, or we could put a halt on this now; that we were free to say one year or we could make it broader; that this could be reviewed every year; that corporations review such thing every six months.

Councilwoman Scott thought we should go no longer than a year for review.

Councilman Rico stated that we were talking about two different things now—that we were just talking about the Mission Statement, and it should stay the same.

Councilwoman Scott agreed that the Mission Statement would stay the same forever

Councilman Rico, who felt that the Charter was our Mission, noted that we can't change the Charter. Councilwoman Scott questioned how this would be changing the Charter?

Chairwoman Berz stated that we would ask Attorney McMahan to incorporate the lay-out of what we had talked about today and re-circulate the Resolution, along with the Auditor "stuff" and allow this to be worked out with the Committee as a Whole, irrespective of whom the Chairman is. She asked that Attorney McMahan see that Councilman Murphy gets all of this information for his Legal and Legislative Committee next week, and we will keep working on it; that some of this does fall under Budget, Finance and Personnel and Administration needs to know; that Councilmen Benson and Rico had mentioned priorities and Ms. Madison needed to know as well.

Councilman McGary asked if these goals were meant to encompass everything the Council does or if these were just "short chunks"?

Chairwoman Berz explained that these were just broad categories and not all we do.

Councilman McGary still questioned if the intent of these goals is to be a list of all the Council does or if we were just focusing on these particular goals?

Chairwoman Berz explained that we were just focusing on these as a priority; that everyone knew we do much more.

Councilman McGary stated that he thought this in part answered to Councilman Benson's concern as to the original intent.

Chairwoman Berz noted that at one meeting we had the whole wall covered with "stuff" and we narrowed it down, and the minutes reflect all of this; that the priorities for this year would be safety, infrastructure, and communication—that these are our priorities. Councilman Benson added "and economic development". Chairwoman Berz agreed that economic development was also a priority; that the Plan now is for Attorney McMahan to come up with a re-written Resolution and with the Council's pleasure, we will turn this over to Legal and Legislative.

Councilman Benson stated that Councilman Murphy would need to work with Attorney McMahan, and we would vote and decide on this next week.

Councilwoman Ladd stated that these notes could be transferred to Councilman Murphy; that he would be the collector and gatekeeper, which she thought would make for a faster process.

Councilman Benson stated that this would be discussed next week and it could be deferred if it is not ready.

Attorney McMahan stated that he would have a Resolution ready next week for prior discussion in committee.

Chairwoman Berz asked if there was any other discussion, stating that this had been great!

The meeting adjourned at 3:00 p.m.