



## **General Government & Social Services**

September 12, 2017  
Summary and Motions

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Chair Lamb called the meeting to order at 1:03 p.m. Committee members F. Brown, Henson, J. Brown, Evans, Kay and Smith were present. Council Member Plomin was also in attendance as non-voting member. Committee members Farmer and Moloney were absent.

### **I. Approval of July 11, 2017 Committee Summary**

A motion was made by VM Kay to approve the July 11, 2017 General Government & Social Services Committee Summary, seconded by CM Evans. The motion passed without dissent.

### **II. Veterans Affairs**

James Brown, 1<sup>st</sup> District Council Member, presented the item. He spoke about the recommendation from Veterans Organizations to create a Veterans Commission. He also spoke about the mission of this commission, the representation, initiatives, and primary responsibilities.

CM Evans asked who will staff the commission. She said 19 members is a large number to keep a quorum and to keep people engaged. She also asked how the commission will be funded. CM J. Brown said the membership number is to allow for representation from all Veteran Service Organizations and military branches. He said some of the initiatives are already being worked on by Veteran Service Organizations. He said funding will also likely come from Veteran Service Organizations. Evans asked how this commission is different than these service organizations. CM J. Brown said they will have direct ties to the city for sharing resources and the city can be more responsive.

CM Henson said she feels this is a step forward. She asked if this will be open to Fayette County residents only. CM J. Brown said they will not restrict it, but Fayette County will be the focus. Henson asked about the office of homelessness. CM J. Brown said we did discuss the office of homelessness and social services and combined those under the CAO Office representation.

CM Henson said there are multiple commissions including one on disabilities, but she said we do not have staff support or financial means. She asked if this will be a similar make-up. He said moving forward we can be in a position to accept donations and access additional funding.

Chair Lamb asked if appointees to this Commission would need to be from Fayette County. Glenda George said some ordinances specifically state this, but when it is not specifically stated, there is no requirement.

CM Plomin expressed her support of this commission.

CM Smith made a motion, to move forward with the ordinance creating the Commission on Veterans Affairs, seconded by CM Peggy Henson. The motion passed without dissent.

### **III. LFUCG Employee Evaluation Process**

Chair Lamb said CM Moloney brought this item to committee and that today's presentation is an update on the progress of that item.

Tammy Walters, Deputy Director of Human Resources, presented a summary she compiled. Walters said she collected responses from departments and divisions throughout LFUCG and the overall completion rate for evaluations is 97%.

Chair Lamb asked about CM Moloney's request to change the forms to make them more pertinent and user friendly and given that the same forms have been in use for twenty years. Walters said they are working on updating these in coordination with the PeopleSoft Upgrade Project.

CM Henson asked if this will be monitored in the future. Walters said they will encourage the evaluation process moving forward. CM Henson asked if this will be annually. Walters said permanent employees would be at least once per year and probationary employees would receive 3 and 5 month evaluations. CM Henson said it can tough for a manager to have to do these annually and she said the process can be monotonous. She suggested with long-term employees who are performing satisfactorily maybe we should not require evaluations as often, but more stringent requirements for newer employees.

Chair Lamb said it is important to review employees even when they are long-term and they are tied to Cost of Living increases. She said it also reminds employees and supervisors of job requirements.

Chair Lamb will wait until Moloney approves of the update before deciding whether to move it out of committee. She

No further comment or action was taken on this item.

### **IV. Items Referred to Committee**

A motion was made by CM J. Brown to remove the Veterans Affairs item from committee, seconded by CM Henson. The motion passed without dissent.

A motion was made by CM F. Brown to adjourn, seconded by CM Evans. The motion passed without dissent.

The meeting was adjourned at 1:32 p.m.

AML 9.20.17

