



General Government Committee

August 13, 2013

Summary and Motions

Chair Steve Kay called the meeting to order at 11:03 AM. Committee members present were Vice Mayor Gorton, Chris Ford, Shevawn Akers, Julian Beard, Jenifer Scutchfield, George Myers, Harry Clarke, and Ed Lane. Committee member Diane Lawless was absent. Bill Farmer and Kevin Stinnett attended as non-voting members.

1. 6.4.13 Committee Meeting Summary

Motion by Myers to approve the June 4, 2013 Committee summary. Second by Gorton. Motion Passed without dissent.

2. Relationship with Bluegrass Area Development District (BGADD)

Kay stated that officials with the BGADD were unable to attend the meeting. He suggested that this item be deferred until the September 2013 meeting.

3. Moving Human Resources Out of the Law Department

Commissioner Graham provided a recent history of the placement of the Division of Human Resources in the Department of Law. She also discussed the accomplishments of both the Department of Law and the Division of Human Resources, including the General Assembly approval of HB 390 which moved the Lexington-Fayette Urban County Government's (LFUCG) hiring system to a qualifying system. The qualifying system allows LFUCG to interview and hire any candidate that meets minimum qualifications for a position, as opposed to limiting interviews and hiring to the "top five" candidates. HB 390 also updated military preference and seniority.

Graham discussed other accomplishments such as the CHIPS rewards wellness program, competitively awarding voluntary benefit plans, the ongoing compensation study, and the reinstatement of the employee service awards.

Gorton discussed military preference and asked about the status of the compensation study. Graham stated that it was in the initial stage but should be completed before the FY15 budget is presented, so any recommended changes can be reflected in the proposed budget.

Gorton asked what disadvantages there would be in moving the division under the Chief Administrative Officer (CAO). In response Graham stated that the Council had the authority to move divisions and reorganize as they see fit.

Glenn Brown stated that CAO Sally Hamilton recommended keeping the Division of Human Resources under the Law Department. He stated that there may be a potential conflict regarding hearing grievances if Human Resources were under the CAO.

Beard stated that in the private sector, a Division of Human Resources was generally under the chief officer. He stated that a Division of Human Resources is a critical component of any organization.

Clarke stated that he did not understand why the Division of Human Resources was under the Law Department. He asked if there was any thought to creating a Department of Human Resources.

In response Graham stated that it was worth noting that nothing would prohibit Council from creating a Human Resources Department.

Kay stated that he had not heard any compelling rationale for moving the Division of Human Resources out from under the Law Department. He asked what the rationale was for the General Government link recommending this move.

In response Gorton stated that the link wanted to examine the issue to determine where the Division of Human Resources would be best located.

Motion by Clarke to keep the issue in Committee and to examine the issue of creating a Department of Human Resources. Seconded by Gorton. Motion passed without dissent.

Myers discussed the CHIPS reward program. He asked if it was limited to employees in the health benefit program. He stated that it should include all LFUCG employees and their families, as it would improve absenteeism and worker productivity. In response John Maxwell stated that the program was limited to just benefits enrollees, as it was developed to reduce benefit costs.

4. Procedures for Underwriting or Sponsoring One of Our Facilities or Parks

Geoff Reed, the Commissioner of General Services, introduced the item. Roger Daman said that he had reviewed the draft policy and made the changes that the Committee recommended at the previous meeting.

Daman discussed giving levels, the catalog of park needs, partner organization recognition, naming rights, and the naming rights approval process

In response to a question from Beard about off-site recognition, Daman stated that that it would include recognition on Lexingtonky.gov and other sources off-site of the facility or park.

Beard also discussed the duration of temporary signage recognition. In response Daman stated that the signage would be up until the project construction was completed.

Scutchfield asked about the capacity of development fundraisers. She stated that development would need to be a full-time commitment to be successful.

Reed agreed and stated that Parks had one position committed to development and fundraising in addition to the present duties of the position.

Myers discussed the catalog of potential sponsorships. He stated that it should be park specific due to the unique nature of each park or facility. Myers also discussed concerns he had with advertising on GTV3. He stated that it could be inferred that he as a Councilmember endorsed a product because it was advertised during a Council Report on GTV3. He wanted Council to understand the full implication of that strategy.

Brown stated that the CAO was aware of the issue and the office is examining that strategy, as well as other issues in Government Communications.

Reed agreed, but stated that the policy needed to have flexibility in its implementation.

Lane stated that the Administration should develop an inventory of sponsorship opportunities throughout government. He also suggested that development fundraising could be outsourced to a professional marketing firm.

Gorton asked if the Administration had determined what would happen with revenue from marketing efforts. She stated that maintenance needed to be considered if we marketed a park facility or event.

Reed agreed that maintenance of venues was critical.

Akers stated that she agreed that development fundraising needed to be performed by someone with expertise in that field. She also supported the catalog approach.

Scutchfield asked if Parks had a full-time grant writer. In response Reed stated that they did not, but staff was assigned grant management as part of their duties.

Scutchfield asked if grants awards are tracked. She requested a list of grants that Lexington had been awarded as well and applied for over the last year.

Reed stated that that could be obtained and sent to Council.

In response to a question from Myers, Daman stated that the policy discouraged the renaming of parks because the community may know a park or facility by its original name.

Myers discussed concerns he had with the Parks Master Plan. He discussed efforts to get a master plan completed and implemented for two parks in his district:
Berry Hill and Gainesway.

Reed agreed and stated that donors wanted to be involved in the planning process.

Clarke suggested that the sponsorship and fundraising program could be expanded to include events such as art fairs and concerts. Reed agreed.

Akers volunteered to work with the Administration to meet potential donors to support park needs in the 2nd District.

Kay addressed maintenance of the facility or park investment. He also supported a full-time development professional and stated that it was long overdue. He also asked what the next step was. He stated that it appeared that the Committee was supportive of the changes incorporated in the draft policy.

Daman stated that this was anticipated to be a CAO policy. He would re-draft the policy reflecting the changes and submit it to the Committee at its next meeting.

Akers requested that the Administration submit a policy in a strikethrough format so that the Committee can track the changes that have been made.

Kay agreed and asked for both a strikethrough version and a clean final draft for comparison.

Ford suggested that the draft policy be forwarded to the Parks Advisory Board for comment as well. He noted that two Councilmembers were on the Advisory Board.

5. Items Referred to Committee

Kay stated that the first two items on the referral list, "Relationship with the BGADD" and "Procedure for Underwriting or Sponsoring One of Our Facilities or Parks" would be part of the September 10 Committee agenda. He stated that "Moving Human Resources from the Department of Law" would take some more study.

Akers asked that "Usage Agreements with the Division of Parks & Recreation" be part of the September agenda as well.

The meeting adjourned at 12:35 PM.