

General Government Committee

February 11, 2014

Summary and Motions

Chair Kay called the meeting to order at 11:07am. All Committee members were present except Lane. Farmer, Stinnett, Henson and Mossotti also attended.

1. Approval of Summary for the January 14, 2014

Motion by Scutchfield to approve the summary. Seconded by Clarke. Motion passed without dissent.

2. Move Human Resources

CAO Hamilton made the presentation about reorganizing Human Resources. She indicated the process improvements are needed in Hiring, Grievances, Training and Protection and Privacy of Personal Information.

Hamilton stated that numerous comparable cities have independent Human Resources departments. She stated that to bring a new Commissioner it would cost \$ 143,500 at a minimum. She stated that she would like to see what the Compensation Study brings before taking further action. She stated that after the budget is presented in April she and her staff can concentrate efforts to improve Human Resources without the added expense of a new Department.

Beard commented on moving Risk Management.

Lawless stated that she wanted Human Resources from under Law because of the potential of conflict.

In response to questions from Stinnett, Hamilton stated that she and her staff need to completely analyze Human Resources.

Scutchfield discussed the need for efficiency. She agreed that adding a Commissioner will not make the system more efficient and transparent.

In response to a question from Ford, Gorton stated that the Links recommended the move out of Human Resources because Human Resources impact all of the Government and its employees. Clarke responded that it has never been clear to him why Human Resources was moved to Law.

In response to a question from Ford, Glenda George stated that Human Resources was under Finance and Administration in the Newberry administration.

Myers stated that he thought Human Resources should be moved to the CAO's Office because it should be viewed as a service to all divisions/departments/employees.

Mossotti stated that Human Resources should be moved from Law because of the potential for conflict between Law and Human Resources.

Motion by Ford to move Human Resources to the CAO's Office after the FY 15 budget is adopted. Seconded by Clarke. Motion passed 7-1 (No- Clarke).

In response to a question from Gorton, Hamilton stated that she and her office are ready to accept this plan.

Kay discussed the ultimate structure for Human Resources and Risk Management as well as other timetable.

In response Hamilton stated that she and her office will bring information back to the Committee during spring.

Clarke explained his vote.

3. Enterprise Programming in Parks

Brian Rogers discussed Enterprise programming within Parks. Rogers stated that Enterprise includes Aquatics, Extended School Program, Golf, Concessions, Rentals and External Special Events, Web Assistance, Volunteers and Tubby's Clubhouse.

Rogers discussed aquatics in detail. He stated that the General Fund subsidizes aquatics by approximately \$ 800,000 annually.

Rogers described golf in detail. He stated that the subsidy for golf was approximately \$ 1 million in FY 11, \$ 600,000 in FY 12 and \$ 900,000 in FY 13.

Rogers stated that golf usage is declining nationally.

Rogers described the Extended School Program in detail.

Rogers also described special; events, website services, and Tubby's Clubhouse.

Rogers stated that Enterprise serves 350,000 participants annually; they employ 750 people each summer; it generates approximately \$ 6 million annually.

Beard discussed the golf cart debt service.

Scutchfield commented on ESP. She also commented on the return on investment for new aquatics facilities. In addition she asked about number of unique golfers.

Akers commented on ESP, rental program, the 1st Tee Program and beer sales at golf courses.

Myers commented on ESP expansion. In response to a question from Myers Mike Fields stated that golf cart revenue brought in approximately \$ 600,000 annually. Myers also commented on expanding enterprise to include extreme sports.

Clarke commented on golf expenditures. In response Rogers stated that the FY 13 budget better reflects actual expenditures. Clarke also commented on the FY 15 aquatics capital request.

Akers comments on extreme sports. She challenged the division to think about newer activities.

Ford commented on ESP and aquatics.

Lawless commented on Enterprise programming.

Myers discussed the need to refocus efforts in Parks & Recreation. In response Commissioner Reed discussed the future of Parks and the vacant Director position.

4. Coroner's Office Classification and Salaries

Henson introduced the issue.

Coroner Gary Ginn discussed the duties of the Coroner and Deputy Coroner. He stated that Human Resources conducted a study of their salaries in 2007 but no action was taken. He also stated that while the duties qualify staff as a hazardous duty they are not classified in such a manner.

Ginn recommended that the Assistant Coroner position move from the 113N pay grade to the 119N. He recommended that two Chief Deputy Coroner positions be created at the 121N pay grade. He also recommended that the Coroner position be elevated to the 124E pay grade.

Lawless discussed the duties of the Coroner's Office, including the emotional stress of the job. She also asked about other Coroner's who don't transport bodies.

Ginn discussed the chain of custody when transporting bodies.

In response to a question from Gorton, John Maxwell stated that the compensation study would include the Coroner's Office.

Maxwell stated that he will have a budget number to implement the compensation study to CAO Hamilton by Mid March.

Motion by Gorton to ask Human Resources to examine the issue of hazardous duty classification for the Coroner and Deputy Coroner positions by July 1. Seconded by Scutchfield. Motion passed without dissent.

5. Items Referred

Kay discussed the items referred list.

Motion by Ford to remove the Parks Enterprise presentation from items list. Seconded by Beard. Motion passed without dissent.

Kay stated that the March Committee may be cancelled to accommodate a Special Budget & Finance Committee meeting to discuss the Homelessness Commission recommendations.

Motion by Beard to adjourn. Seconded by Gorton. Meeting was adjourned at 1:05 PM.