

MINUTES OF THE
COUNCIL COORDINATING COMMITTEE

REGULAR MEETING
May 14, 1984

Committee Members Present: Councilors Bonner, Hansen,
Kafoury, and Williamson.

Committee Members Absent: Councilor Kirkpatrick.

Other Councilors Present: Councilors Deines and Oleson.

Also Present: Rick Gustafson, Executive Officer.

Staff Present: Don Carlson, Ray Barker, Jennifer
Sims, Sonnie Russill, and Dick
Karnuth.

A regular meeting of the Council Coordinating Committee was called to order at 5:35 p.m. by Chairperson Bonner.

Minutes

The minutes of the meeting of April 16, 1984, were approved as submitted.

Consideration of contract for purchase, installation and service of a telephone system.

Jennifer Sims, Budget & Administrative Services Manager, stated that all the proposals received for the telephone system had been reviewed in depth. She said staff was considering two systems but were not prepared to make a recommendation at this point. She said staff believed there was an opportunity to get a better price through one of two options: 1) reviewing the two proposals and determining a reconfiguration which met the needs and which lower the price; or 2) request an exemption from the contract procedures and establish a separate process in order to negotiate with a company.

Councilor Kafoury asked what the time frame was for the process.

Jennifer Sims stated that within the next couple of weeks it would be known if a reconfiguration would be effective in reducing the price. If not, she said, staff would come back to the Committee requesting the exemption and establishing a process for reviewing the telephone system options.

Consideration of Resolution No. 84-471, for the purpose of amending Classification and Pay Plans for the Metropolitan Service District.

Ms. Sims distributed to the Committee members a copy of the amended Pay Plan, Classification Plan, a budget impact summary, and an amended resolution (copies attached to the agenda of the meeting). She then described the materials and outlined the actions which needed to occur in order to implement the Plans.

Councilor Williamson asked if a market analysis had been conducted for each position. Ms. Sims responded that seven or eight "benchmark" positions were used to conduct a market survey and then the remainder of the positions were allocated in relation to the benchmark positions.

The Committee then asked several questions regarding the amended Pay Plan, specifically the salary ranges and the levels within a particular range.

Councilor Williamson asked what the staff turnover rate had been. Ms. Sims responded that within the last two years the turnover rate had been fairly stable.

Councilor Deines commented that it was unbelievable that so many positions were being changed. He said if a person had grown in their job there was no reason to reclassify the position upward; that the person should go somewhere else.

Ms. Sims responded that although it was sometimes difficult, the evaluation of positions was based on the position, not the person in the position.

Councilor Oleson said that it seemed there was no chain of command within the organization because three or four positions at the top were all in the same salary range.

Joi Doi, Creative Personnel Associates, consultants to Metro on the Pay & Class Plan, responded that many organizations had changed their structure from the traditional hierarchical structure to a more flattened management structure where key managers are at the same level. She said the flattened structure presented in the plan was a reflection of the way Metro functioned.

Chairperson Bonner said if there was no objection, the matter would be continued until the next Council Coordinating Committee meeting for action. He requested that Councilor Kafoury work with Mr. Barker to investigate the questions and issues which needed to be addressed by the Committee.

Discussion of Council Committees.

Ray Barker, Council Assistant, distributed to the Committee a proposed resolution, a memorandum entitled, "Suggested Role and Organization of Council Management Committee," and a memorandum entitled "Council Rules of Procedures" (copies attached to the agenda of the meeting). Mr. Barker then explained the elements of the proposed resolution.

Councilor Hansen stated that with the elimination of Committees there would be enough Council business needing discussion that there should be three regular Council meetings a month.

Motion: Councilor Hansen moved that the Resolution be amended to include a third Council meeting each month on the first Thursday of the month.

Councilor Williamson stated that the option should be left open for a third meeting each month but didn't think that it should be required. Chairperson Bonner said he would like to leave the first and third Thursday open for task forces and management committee meetings.

Vote: The vote on the motion resulted in:

Ayes: Councilor Hansen.

Nays: Councilors Bonner, Kafoury, and Williamson.

Absent: Councilor Kirkpatrick.

Motion failed.

Chairperson Bonner said if it turned out that a lot of special meetings were being scheduled, the Council should consider setting up a third regular meeting each month.

There was then discussion of Resolve No. 2 which stated that "all ordinances and resolutions shall go directly to the Council". Councilor Williamson asked if JPACT would still introduce resolutions to the Council. Mr. Carlson responded that the intent was that JPACT would still act as an advisory committee to the Council and that the work of JPACT would come directly to the Council and not go through a Council standing committee. Councilor Williamson said that any task force created should also be able to draw up and introduce a resolution or ordinance to the Council. Councilor Williamson also

said that he thought the Audit and Investment Committees should be kept as separate committees and not have those functions folded into the proposed Management Committee.

Motion: Councilor Williamson moved approval of Resolve No. 2.

Vote: A voice vote on the motion carried, with one dissenting vote.

Councilor Kafoury stated that the resolution was premature and more detail was needed.

Mr. Carlson said the purpose of the resolution was to get conceptual approval of a reorganization by the Council and then work out the details.

Councilor Deines agreed that the Council needed to decide if they wanted the reorganization before staff spent the time preparing the detail of a reorganization.

Chairperson Bonner said the resolution before them could go farther with the Coordinating Committee's recommendation to the Council. He said the Coordinating Committee could recommend the elimination of all standing committees, except JPACT, and the creation of a Management Committee with the responsibilities as outlined in the memo submitted by Mr. Barker.

Councilor Kafoury said she was concerned about disbanding the Investment Committee and that any reviews conducted by the Management Committee, as outlined in Mr. Barker's memo, should be reported to the Council. She said she did agree with the remainder of the items in Mr. Barker's memorandum.

Mr. Carlson suggested that if the Council wanted to continue using the expertise of the Investment Committee members that when investment matters came up, the citizen members of the Investment Committee could participate with the Management Committee. Councilor Kafoury said that that suggestion might work.

At this time, there was no quorum of the Committee present.

Councilor Hansen stated that he strongly opposed the concept of a Management Committee. He said creating a committee resulted in most of the Councilors being uninformed on a great many matters. He said it was contrary to the idea of eliminating the standing committees so the Council as a whole would be better informed on all issues.

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Councilor Deines said he was bothered by the idea that the Council was going to be uninvolved with what was going on internally if a Management Committee was created.

Chairperson Bonner said a decision needed to be made one way or another. He said he would like to call a special Committee meeting on May 24, 1984, at 5:30 p.m. to continue discussion of the matter. He asked that the resolution be made more specific as to the standing committees, advisory committees and the creation of a Management Committee. He asked that it be prepared and sent to the Committee members as soon as possible so it could be reviewed prior to the special Committee meeting.

There being no further business, the meeting adjourned at 7:30 p.m.

Written by Everlee Flanigan

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5/18/84