

# HUMAN RESOURCES COMMITTEE

## MINUTES

September 30, 2014

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### **In Attendance**

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Vice Chair Dr. Berz, Committee Chair; Council Chairman Chip Henderson; Council members: Chris Anderson, Carol Berz, Moses Freeman, Russell Gilbert, Larry Grohn, Yusuf Hakeem, Jerry Mitchell and Ken Smith; City Attorney Wade Hinton

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### **Others in Attendance**

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Mayor's Office: Travis McDonough, Chief of Staff, and Brent Goldberg, Chief Operating Officer; Council Clerk's Office: Randy Burns, Management Analyst, and Nicole Gwyn, CMC, Deputy Clerk

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### **Agenda/Purpose**

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Vice Chair Dr. Berz called the meeting to order at 1:42 p.m. to continue the discussion on Chairman Henderson's proposal last week to restructure the Council Office.

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### **Approval of Minutes**

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On motion of Councilman Freeman and seconded by Councilman Smith, the minutes from the previous meeting (September 23, 2014) was approved as published.

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### **Discussion: Restructuring Council Office Staff**

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Discussion ensued about the following:

- Human Resources past involvement
- Legal and Management Analyst position: Juris Doctorate not required
- Council authority over positions in pay plan
- Budgeting/budget amendment for restructuring

Councilman Mitchell called a *Point of Order* because he thought Councilman Anderson had not been recognized by the Vice Chair. However, Vice Chair Dr. Berz ruled that Councilman Anderson had been recognized as the next speaker. Further discussion continued on the following:

- Next steps if restructuring is approved
- Alternatives to restructuring

**Councilman Mitchell moved** to adopt the restructuring plan proposed by Chairman Henderson. He was seconded by Councilman Smith. Councilman Mitchell then called the Question to end the discussion. Some members objected. Vice Chair Dr. Berz restated the motion. Councilman Anderson called a *Point of Order*,

stating that the Chair had restated the motion different from Councilman Mitchell's original motion. Therefore, Councilman Mitchell restated his motion "to accept the restructure in the form of Chairman Henderson."

**Councilman Anderson moved** to recall the Question called by Councilman Mitchell. He was seconded by Councilman Hakeem. Councilman Anderson clarified that he was requesting a vote on the Question. There was no objection. The roll call vote resulted as follows:

<b>Anderson</b>	<b>NO</b>	<b>Grohn</b>	<b>YES</b>
<b>Henderson</b>	<b>NO</b>	<b>Smith</b>	<b>YES</b>
<b>Hakeem</b>	<b>NO</b>	<b>Gilbert</b>	<b>NO</b>
<b>Freeman</b>	<b>NO</b>	<b>Berz</b>	<b>NO</b>
<b>Mitchell</b>	<b>YES</b>		

YES - Three (3); NO- SIX (6); ABSTAIN - Zero (0)
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**The Question failed** and discussion continued. During which, Attorney Hinton recommended the following amendment to the motion: *(1) that a Juris Doctorate is not required for the Legal & Management Analyst position, and (2) that if the Legal & Management Analyst has a J.D., then they must not be licensed to practice law.* **Councilman Mitchell accepted the amendments to his motion.**

Further discussion ensued on the following:

- Past performance evaluations
- Change in job descriptions

Vice Chair Dr. Berz called a *Point of Clarification* regarding vacating positions. Attorney Hinton responded about the new roles and qualifications. Councilman Freeman called a *Point of Clarification* and asked if Council could amend the motion to keep all employees in their positions. Vice Chair Dr. Berz called a *Point of Personal Privilege*. With no challenges to the *Point of Personal Privilege*, she spoke freely about her understanding of the restructure, then yielded the floor.

**Councilman Freeman moved** that the motion be amended as follows: *(1) that all employees maintain their jobs and (2) that the Clerk of the Council would be under the general direction of the Council.* He was seconded by Councilman Hakeem. **Councilman Mitchell did not accept the amendments to his motion.**

Councilman Anderson called a *Point of Order*, asking for a vote on Councilman Freeman's motion to amend since it was not accepted as a friendly amendment. The roll call vote was as follows:

<b>Anderson</b>	<b>YES</b>	<b>Grohn</b>	<b>NO</b>
<b>Henderson</b>	<b>NO</b>	<b>Smith</b>	<b>NO</b>
<b>Hakeem</b>	<b>YES</b>	<b>Gilbert</b>	<b>YES</b>
<b>Freeman</b>	<b>YES</b>	<b>Berz</b>	<b>NO</b>
<b>Mitchell</b>	<b>NO</b>		

YES - Four (4); NO- Five (5); ABSTAIN - Zero (0)
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**The motion to amend failed.** Councilman Mitchell called the Question. Councilman Anderson objected by calling a *Point of Order*, asking for a roll call vote on the Question to end the discussion. **The Question failed** upon roll call vote as follows:

Anderson	NO	Grohn	YES
Henderson	YES	Smith	YES
Hakeem	NO	Gilbert	NO
Freeman	NO	Berz	YES
Mitchell	YES		

YES - Five (5); NO- Four (4); ABSTAIN - Zero (0)

Further discussion ensued with Attorney Hinton on the process of restructuring. Councilman Grohn called a *Point of Clarification*, asking if the City Attorney could bring back a timeline “in a week or two.” Attorney Hinton responded that he would work with Human Resources on a timeline. Councilman Gilbert called a *Point of Clarification*, asking who would be responsible for filling positions during restructure. Attorney Hinton responded regarding Council’s role. After further discussion, **Councilman Mitchell’s motion carried as amended** upon roll call vote:

Anderson	NO	Grohn	YES
Henderson	YES	Smith	YES
Hakeem	NO	Gilbert	NO
Freeman	NO	Berz	YES
Mitchell	YES		

YES - Five (5); NO- Four (4); ABSTAIN - Zero (0)

**ACTION: RESTRUCTURE APPROVED**

**OTHER BUSINESS:**

**Rescheduled Meetings**

Chairman Henderson noted the following changes to the meeting schedule for next Tuesday (Oct. 7):

- Agenda Session and committees - Starting at 2:00 p.m.
- Council Meeting - Starting at 4:00 p.m.
- Elections for the Industrial Development Board will take place near the top of the Council’s 4:00 p.m. agenda next week.

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**Adjournment**

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There being no further business, Vice Chair Dr. Berz adjourned the meeting at 2:54 p.m.

**(A full digital audio of this meeting has been filed with the Clerk of the Council’s office)**