

STEERING, LEGISLATIVE & GOVERNMENTAL COMMITTEE

June 1, 2015

5:30 p.m.

Courthouse

MINUTES:

MEMBERS PRESENT:

Commissioner Paul Johnson
Commissioner Allen McAdoo
Commissioner Robert Peay
Commissioner Jeff Phillips
Commissioner Robert Stevens
Commissioner Brad Turner
Commissioner Trey Gooch, C

OTHERS PRESENT:

Ernest Burgess Rhonda Allen
Rita Shacklett Greg Lyles
Sonya Stephenson Donna Belew
Becky Shelton

Chairman Gooch presided and called the meeting to order at 5:30 p.m. with all members being present at that time.

MINUTES:

"Commissioner Turner moved, seconded by Commissioner Phillips, to approve the minutes of the last meeting as mailed. This motion passed unanimously by acclamation."

ANNOUNCE ALTERNATE VACANCY ON EQUALIZATION BOARD TO FILL UNEXPIRED TERM OF JOHN BARBEE:

Chairman Gooch advised the alternate position previously held by John Barbee on the Equalization Board was being announced. The position expires April, 2016.

ANNOUNCE TWO VACANCIES ON INDUSTRIAL DEVELOPMENT BOARD AND HEALTH, EDUCATION & FACILITIES BOARD:

Chairman Gooch advised the positions of Edwin Davenport and Randall Matlock on the Industrial Development Board and Health, Education & Facilities Board were expiring and accordingly being announced.

ANNOUNCE TWO CITIZENS-AT-LARGE VACANCIES ON INSURANCE COMMITTEE:

Chairman Gooch advised the positions of Donnie Hester and Susan Boney on the Insurance Committee were expiring and accordingly being announced.

FILL COMMISSIONER VACANCY ON INSURANCE COMMITTEE TO REPLACE WILL JORDAN:

Chairman Gooch advised an application had been received from Commissioner Rhonda Allen for appointment to the Insurance Committee to replace Will Jordan. Commissioner Allen was in attendance and addressed the Committee. Following discussion,

"Commissioner Phillips moved, seconded by Commissioner Peay, to nominate and appoint by acclamation Rhonda Allen to the Commissioner vacancy on the Insurance Committee replacing Commissioner Will Jordan. This motion passed unanimously by acclamation."

FILL TWO VACANCIES ON COMMUNITY CARE BOARD:

Chairman Gooch advised applications had been received from Greg Lyles, Donna C. Belew, Doug Bodary and Debra G. Kennedy for appointment to the Community Care Board. The Committee was advised Mr. Bodary had a medical emergency with his daughter and could not attend the meeting. Mr. Lyles and Ms. Belew were in attendance and addressed the Committee. Following discussion,

"Commissioner Turner moved, seconded by Commissioner McAdoo, to nominate all applicants and vote for two. Mr. Lyles and Ms. Belew will be recommended for appointment with Commissioner Johnson voting for Lyles and Belew; Commissioner McAdoo voting for Lyles and Belew; Commissioner Peay voting for Lyles and Bodary; Commissioner Phillips voting for Lyles and Belew; Commissioner Stevens voting for Lyles and Belew; Commissioner Turner voting for Lyles and Kennedy and Chairman Gooch voting for Lyles and Belew."

FILL TWO VACANCIES ON LINEBAUGH LIBRARY BOARD:

Chairman Gooch advised applications had been received from Suma Clark and Daniel Lyn Graves, II for reappointment to the Linebaugh Library Board. The Linebaugh Library Board has recommended the reappointment of Ms. Clark and Mr. Graves. Rita Shacklett, Director of the Library was in attendance and advised Ms. Clark was out of town and Mr. Graves was on guard duty. Following discussion,

"Commissioner Phillips moved, seconded by Commissioner Johnson, to recommend Suma Clark and Daniel Lyn Graves, II for appointment to the Linebaugh Library Board. This motion passed unanimously by acclamation."

REPORT FROM HUMAN RESOURCES DIRECTOR:

Sonya Stephenson addressed the Committee advising at the end of 2011 she had done a salary survey which was implemented in 2012 which expanded pay grades. The plan could not be totally implemented because it was cost prohibitive but the positions impacted most were looked at. Ms. Stephenson advised she had been looking at turn over trends and the difficulty in staffing with OIT and the correctional facilities being hit the hardest. The information was determined from exit interviews. For the first quarter of 2015, 67 employees have quit. Upper end employees are leaving in OIT and entry to mid level are leaving in corrections. Ms. Stephenson advised when a new employee is hired she does an evaluation and places them on the pay scale. The City of Murfreesboro uses a similar evaluation system. Commissioner Peay advised private industry has pay scales and if an employee gets maxed out they only see a raise with re-evaluation of jobs. Ms. Stephenson advised she looked at competitive trends and provided information on the current hourly rates with survey information per grade as well as wages with an across the board 2% increase. Ms. Stephenson next provided all positions by title with current pay grades, pay grade per survey and a 2% lift to the salaries as well as the Mayor's recommended pay grades advising the 2% lift did correct some of the pay grades. The salaries provided that were highlighted were more than 10% less than what the survey said they should be even with the 2% increase. The highlighted positions would go to a new grade and would take multiple years to accommodate the increase because a \$7,500 cap has been implemented for this year. The Committee was advised the County Mayor was recommending the 2% lift and addressing the highlighted positions of about 200 people.

Commissioner Stevens asked for information on comparison of employee benefits and Ms. Stephenson advised she only compared salaries.

Commissioner Phillips advised he was more interested in workers than department heads as these are the ones really turning over.

Commissioner Peay asked if the Sheriff's Office requires an officer to stay for a period of time upon providing training and the Committee was unaware of any such requirement at the Sheriff's Office.

Commissioner Phillips asked Ms. Stephenson to determine the percentage of employees leaving to lateral or similar jobs and that he wished to impact these people more.

Commissioner Stevens asked for an evaluation of the employee benefits for the entities that participated in the survey.

Mayor Burgess advised only the step increase has been included in the proposed 15/16 budget to date. The 2% lift will cost approximately \$1,200,000 more than the step increases but Mayor Burgess did not feel the entire table could be implemented at this time.

Commissioner Johnson asked if the Mayor felt the 2% recommended would control the hemorrhaging and the Mayor advised he did. Commissioner Johnson advised this would be looked at further in the next couple of years. Ms. Stephenson advised she thought the County needed to do the 2% lift but it would still be a negative effect with the increased cost of insurance. Mayor Burgess advised this matter will be going to the Budget Committee on June 4. Ms. Stephenson advised the information had been provided since Steering Committee is her reporting committee but it was not for a decision from Steering Committee and for information only.

Commissioner Stevens advised the County needed to get out of the retirement business and he wanted to start the discussion process on pension reform. Commissioner McAdoo advised he questioned the comparison of Rutherford County with Hamilton County since Hamilton County has less number of employees in corrections. Mayor Burgess advised they are gathering more data and will have a discussion with the Public Safety Committee. Commissioner McAdoo asked for the population and number of employees in the departments.

DISCUSS NEXT MEETING:

The next meeting will be August 3 as there does not appear to be a need for the July 6 meeting.

OTHER BUSINESS:

Commissioner Peay advised the County has been operating under the 1979 accounting policies and if the 1957 act had been in effect there would have been stiffer penalties in place. He asked if the Committee should look at the issue to see if there were any conflicts with the current County policy and if there are any good reasons not to implement the other acts. Mayor Burgess advised it may be good to let the Finance Director do some research as a beginning point. Mayor Burgess also advised the Comptroller tried to have a 2013 option but it did not pass. Ms. Nolen can provide an overview for determination if a change is prudent.

APPOINTMENT OF JUDICIAL COMMISSIONER:

Chairman Gooch next advised the Judge of the Smyrna General Sessions Court of Rutherford County has requested appointment of Maggie Secrest as a judicial commissioner pursuant to the authority contained in Tennessee Public Acts of 1978, Chapter 933, for a term not to exceed four years and such term to conclude and terminate if and when the term is concluded or the service with the Town of Smyrna is terminated. Following discussion,

"Commissioner Stevens moved, seconded by Commissioner Turner, to recommend appointment of Maggie Secrest as judicial commissioner for a term not to exceed four years and such term to conclude and terminate if and when the term is concluded or the service with the Town of Smyrna is terminated. This motion passed unanimously by acclamation."

OTHER BUSINESS:

Commissioner Stevens advised the Committee may want to set up a Technology Committee to help with recommending what software to use and any ways to save money and improve efficiency.

Commissioner Phillips advised the Committee was supposed to revisit the Consent Agenda and see if any changes were warranted. Commissioner Peay advised he wanted announcements of vacancies to be read. Commissioner Phillips advised announcements of vacancies have been taken off as well as who is recommended to fill vacancies.

Ms. Stephenson asked if she could email information to the Committee members and the Committee advised she could.

There appearing to be no further business to come before the Committee, Chairman Gooch declared the meeting adjourned at 7:06 p.m.

TREY GOOCH, Chairman