URBAN COUNTY COUNCIL

Inter-Governmental Committee

April 22, 2008

CM James chaired the meeting, calling it to order at 1:00 pm. All members were present.

I. Pay Equity Issue

Michael Allen – HR Director – presented pay equity information, explaining inversions and how/when they occur. He referred to the pay equity ordinance of 2002 and how it tied to further pay equity action in 2006.

CM Stinnett asked the difference between pay equity and inversions and was told there was none. CM Stinnett also wanted to know if there were currently any pay equity issues pending.

Mr. Allen told the committee equity issues actually start when an employee is hired, but is not evident until the six month probationary period is completed. Mr. Allen said HR is now requesting the hiring division/department fund any equity/inversion issues at the time of hire.

CM Stinnett asked for a break-down of inversions by division/department.

CM Blevins asked if all inversions were currently caught up and stated the Council needs to be made aware of inversions that cause a substantial financial impact.

CM James referred to the ordinance (section 2) asking Mr. Allen if the existing ordinance satisfies all pay equity issues.

Mr. Allen replied the ordinance was created to address a large amount of inversions that continued to build over a long period of time creating a large pay equity discrepancy. He said the 2006 action was an accumulation of what was started in 2002.

CM James asked about back pay referring to older work session summaries containing pay equity/back pay discussions.

Mr. Allen said the actions at that time were deemed necessary in order to act on the ordinance.

CM James wanted to know the process or procedure an employee uses to address a pay equity issue with HR.

Mr. Allen replied the reviews are usually informal and are handled via emails, phone calls, etc. He explained the equity issues handled by the 2002 ordinance were handled by a formal process; due only to the large number involved, but are not typically handled as such.

CM DeCamp recalled the pay equity as a huge undertaking, saying employees waited a long time for resolution and commended HR for their efforts to resolve it.

CM Stinnett remarked about a presentation that was forthcoming about a new pay system. He asked Mr. Allen if a new pay structure was adopted how the existing ordinance would be affected.

Mr. Allen replied if it were not abolished at the very least would have to be amended, since it would be in direct contrast to any proposed, new pay structure system.

II. Boards/Commissions

Anna Hartje Butcher, - Mayors Office outlined an April 16, 2008 memo listing Boards, Commissions and Committees which were presented to Council for consideration for elimination and consolidation. The memo updated the Committee on research conducted on each and recommendation for review.

<u>A motion by CM Myers to adopt the recommendations for elimination/consolidation submitted by administration and brings forward to the full Council for review and consideration, seconded by CM Crosbie, passed without dissent.</u>

Glenda George, - Law Dept. presented details of a draft ordinance designed to amend the Ethics Act – Boards and Commissions. The changes would require members of all Urban County Government boards/commissions to comply with the Ethics Act. To complete this action several amendments were recommended. These included disclosure requirements and other criteria. Also more specific definitions of language such as "agency, officers, regulatory authority, and public funds".

CM Beard asked if advisory boards, such as Raven Run are included in this proposal and they are not.

CM Stevens had several questions about the draft and expressing concern it may be more severe than the proposal was originally intended and suggested a more in depth review of the amendments.

CM Blevins asked about possible consequences associated with the draft and wanted to know how many boards/commissions would be affected. He asked if there would be a new list available after the recommended eliminations and consolidations.

VM Gray asked about administration cost associated with the draft, such as applications, forms, document management, etc.

CM Myers replied the new disclosure form would be included with existing documentation that must be completed before a member can be confirmed to a board or commission.

CM Stinnett stated there would be administrative cost associated with the addition of 8-9 new entities since the responsibility would be on the Council Clerks office to oversee the necessary documentation and record retention. He asked Susan Lamb, Council Clerk to confirm what if any additional work load or cost might be incurred.

VM Gray recommended a through examination and a matrix of costs before approving the proposal. He expressed concern that an unintended effect might discourage community participation.

CM Myers asked the committee to look at why the Ethics Act was implemented reminding them there are several boards/commissions with substantial amounts of and spending authority which the public should be aware of.

Glenda George asked the committee about an effective date of the proposed new ordinance and noted that in order bring all boards/commissions under the amended Ethics Act; training by HR would be required.

CM Blues asked to know more about the impact on HR to affect the training mentioned and asked if there would be attendance requirements as stipulations for board members.

After further discussion, several Council Members supported the need for more information, a matrix and financial impact a motion by CM Myers to adopt the amendments proposed in the draft Ethics Act ordinance art and move forward to the full council was withdrawn.

Tracy Jones, - Law Department talked about the reporting policy and presented a draft resolution requiring boards and commissions to provide certain information to the administration for posting to the LFUCG website. This only pertains to those created in the LFUCG Code of Ordinances. It would require boards/commission to provide information such as bi-laws, citations, meeting minutes, etc.

CM James stated her support for website use and recommended stating in the resolution who/how the website information will be obtained and who/how would load and maintain the data provided.

Shaye Rabold, Chief of Staff told the committee the maintenance and oversight of the website should be discussed with LFUCG IT Department.

CM DeCamp expressed need for more specific language in the draft.

CM Blevins asked about an effective date and was told that had not yet been determined and that a redraft of the resolution is in order before proceeding further.

No motions brought forward.

III. Update on Committee Items

CM Beard asked for clarification on the referral process of items to any standing committees by council members that did not serve as a member of that respective committee. Paul Schoninger, Council Research Analyst to provide further information.

A motion by CM James to adjourn seconded by CM Beard, passed without dissent.

The meeting adjourned at 2:33 p.m.