

**City Council Building  
Chattanooga, Tennessee  
July 10, 2007  
6:00 p.m.**

Chairman Page called the meeting of the Chattanooga Council to order with Councilmen Bennett, Benson, Franklin, Gaines, Pierce, Rico, Robinson and Rutherford present. City Attorney Randall Nelson, Management Analyst Randy Burns and Council Clerk Carol O'Neal were also present.

### **PLEDGE OF ALLEGIANCE/INVOCATION**

Following the Pledge of Allegiance, Councilwoman Gaines gave invocation.

### **MINUTE APPROVAL**

On motion of Councilwoman Robinson, seconded by Councilwoman Gaines, the minutes of the previous meeting were approved as published and signed in open meeting.

### **RECOGNITION OF REP. JOANNE FAVORS**

Chairman Page recognized the presence of State Representative JoAnne Favors and expressed thanks for representing our city and region.

### **AMEND ORDINANCE NO. 19973**

Councilman Benson asked for a point of information and wanted to know if this ordinance is the one, if passed tonight, that would give a three percent increase to all salaried employees with two percent being held out for distribution upon the receipt of the pay study.

City Attorney Nelson responded "correct".

**Councilman Benson stated that he would like to substitute a bonus of \$500 be given to all employees with the remainder of available revenue for salaries being held in contingency or abeyance until the results of the study that has been commissioned are completed. He stated this was his motion; Councilman Franklin seconded.**

**AMEND ORDINANCE NO. 19973 (Continued)**

Chairman Page asked if the three percent is still part of the motion. Councilman Benson responded "no".

City Attorney Nelson stated what Councilman Benson is saying is instead of the three percent being given, he is asking that \$500 dollars be given to all persons on the pay scale or persons covered by this interim budget.

**On roll call vote on Councilmen Benson and Franklin's motion and second:**

BENNETT	"No"
BENSON	"Yes"
FRANKLIN	"Yes"
GAINES	"No"
PIERCE	"Yes"
RICO	"No"
ROBINSON	"No"
RUTHERFORD	"No"
PAGE	"No"

The motion failed on a 6-3 vote.

On motion of Councilman Rico, seconded by Councilwoman Rutherford,  
**AN ORDINANCE TO AMEND ORDINANCE NO. 11973, ENTITLED "AN ORDINANCE PROVIDING FOR AN INTERIM BUDGET AND APPROPRIATING FUNDS FOR THE USUAL AND ORDINARY EXPENSES OF THE CITY GOVERNMENT FOR THE MONTHS OF JULY, AUGUST, AND SEPTEMBER 2007, PENDING THE ADOPTION OF THE 2007-2008 ANNUAL BUDGET," SO AS TO PROVIDE FOR PAY INCREASES EFFECTIVE JULY 1, 2007**

passed second and final reading and was signed in open meeting; **on roll call vote:**

BENNETT	"Yes"
BENSON	"No"
FRANKLIN	"No"
GAINES	"Yes"
PIERCE	"No"
RICO	"Yes"
ROBINSON	"Yes"
RUTHERFORD	"Yes"
PAGE	"Yes"

## REZONING

### **2007-097: Andrew Fahsholtz**

Pursuant to notice of public hearing, the request of Andrew Fahsholtz to rezone a tract of land located at 266 Wayne Avenue came on to be heard.

The applicant was present; there was no opposition.

Greg Haynes, Director of Development Services with the Regional Planning Agency (RPA), stated that this request is for R-T/Z to build four town home units that would involve two structures with two units each. He stated the property would be divided into four lots and R-T/Z allows this without a variance. The site and surrounding area was displayed by PowerPoint. He stated Planning and Staff recommend approval subject to the site plan as presented and a maximum of four units.

On motion of Councilman Benson, seconded by Councilwoman Rutherford,  
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,  
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF  
LAND LOCATED AT 266 WAYNE AVENUE, MORE PARTICULARLY  
DESCRIBED HEREIN, FROM R-2 RESIDENTIAL ZONE TO R-T/Z  
RESIDENTIAL TOWNHOUSE/ZERO LOT LINE ZONE, SUBJECT TO CERTAIN  
CONDITIONS**

passed first reading.

## REZONING

### **2007-098: BRETT BOMAR**

Pursuant to notice of public hearing the request of Brett Bomar to rezone a tract of land located at 21 Lawn Street came on to be heard.

The applicant was no present; there was opposition in attendance.

Mr. Haynes stated this request for rezoning is to allow for the existing fourplex structure to be brought into compliance. The site and its surroundings were shown and it was noted that the four doors on the front of the structure are in question and the site is adjacent to a duplex and vacant property. He stated there are single family residential structures on Long Street as well as duplexes. He stated there are several conditions for denial; that the Hill City Plan recommended residential use when the area was downzoned in 1991 with the intent of the plan promoting single family use in the area.

**REZONING (Continued)**

Mr. Haynes stated that an R-3 spot zone would set a precedent in the area. He stated onsite parking is unavailable but could be accessible in the alley. He stated there was opposition to the request from the neighborhood, as well as the District One representative. He stated Staff and Planning recommend denial.

On motion of Councilwoman Bennett, seconded by Councilman Rico,  
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,  
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE A TRACT OF  
LAND LOCATED AT 21 LAWN STREET, MORE PARTICULARLY DESCRIBED  
HEREIN, FROM R-1 RESIDNETIAL ZONE TO R-3MD MODERATE DENSITY  
ZONE**  
was denied.

**REZONING**

**2007-100: Scannell Properties #85, LLC and Manko, LLC**

Pursuant to notice of public hearing, the request of Scannell Properties #85, LLC and Manko, LLC to rezone tracts of land located in the 2900 block of Alton Park Boulevard, the 3000 block of Basham Street and 3011 West Avenue came on to be heard.

The applicant was present; there was no opposition.

Mr. Haynes stated everything on the drawing in green is to be rezoned form R-3 to M-1 for the Federal Express facility. He stated the site plan reflects mostly parking and photos of the area were shown of the residential structures not included in the rezoning but would remain as they are. He stated there are three parcels no included in the request, noting that some residential structures would be included, some of which are vacant and/or occupied. He stated Staff and Planning recommend approval of the proposed business to the area in providing jobs and industrial use; that it is consistent with the Alton Park Master Plan.

Councilman Benson reminded the entire Council that some weeks ago Ray Childers of the Manufacturers Association registered consternation, noting that it seemed like this city was too often zoning manufacturing back into residential. He stated he would like to make it a note of record that in this case the Council is taking residential and making it manufacturing and wonders if the Manufacturers Association understands this is a gain for them.

**REZONING (Continued)**

On motion of Councilman Benson, seconded by Councilwoman Bennett,  
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,  
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE TRACTS OF  
LAND LOCATED IN THE 2900 BLOCK OF ALTON PARK BOULEVARD, THE  
3000 BLOCK OF BASHAM STREET, AND 3011 WEST AVENUE, MORE  
PARTICULARLY DESCRIBED HEREIN, FROM R-3 RESIDENTIAL ZONE TO  
M-1 MANUFACTURING ZONE**

passed first reading.

**REZONING**

**2007-102: Kenneth Crisp and Keith Crisp**

Pursuant to notice of public hearing, the request of Kenneth Crisp and Keith Crisp to rezone tracts of land located at 2013 and 2015 Chamberlain Avenue came on to be heard.

The applicant was present; there was no opposition.

Mr. Haynes stated that this property is located at the corner of Chamberlain and Willow Street and is split within the two zones. He stated the purpose is for residential retail and restaurant mixed use development on the corner. He stated the property is currently vacant with residential adjacent to the left and rear; that there was a similar request across the street for the same zone, yet, the building has since been torn down and is now vacant. He stated the Staff and Planning recommend approval subject to the five conditions listed in the ordinance.

On motion of Councilman Rico, seconded by Councilman Franklin,  
**AN ORDINANCE TO AMEND ORDINANCE NO. 6958, AS AMENDED,  
KNOWN AS THE ZONING ORDINANCE, SO AS TO REZONE TRACTS OF  
LAND LOCATED AT 2013 AND 2015 CHAMBERLAIN AVENUE, MORE  
PARTICULARLY DESCRIBED HEREIN, FROM R-1 RESIDENTIAL ZONE TO  
UGC URBAN GENERAL COMMERCIAL ZONE, SUBJECT TO CERTAIN  
CONDITIONS**

passed first reading.

**AGREEMENT**

On motion of Councilman Rico, seconded by Councilwoman Rutherford,  
**A RESOLUTION ACCEPTING THE PROPOSAL FROM, AND AUTHORIZING THE GENERAL SERVICES DIRECTOR TO NEGOTIATE AND ENTER INTO AN AGREEMENT WITH, SOUTHEAST DEVELOPMENT CORPORATION FOR ADMINISTRATIVE SERVICES FOR FEDERAL AND STATE FUNDING RELATIVE TO THE CENTER FOR ADVANCED MANUFACTURING PROJECT AT ENTERPRISE SOUTH, WITH AN ADMINISTRATIVE FEE OF THREE PERCENT (3%) OF THE TOTAL PROJECT COST, BUT NOT TO EXCEED ONE HUNDRED THIRTY-FIVE THOUSAND DOLLARS (\$135,000.00), SUBJECT TO STATE APPROVAL**

was adopted.

**AGREEMENT**

Councilman Franklin stated Resolutions (b) and (c) were discussed in Parks and Recreation Committee today and approval is recommended.

On motion of Councilman Franklin, seconded by Councilwoman Gaines,  
**A RESOLUTION AUTHORIZING THE ADMINISTRATOR OF THE DEPARTMENT OF PARKS AND RECREATION TO ENTER INTO A LEASE AGREEMENT WITH BALLET TENNESSEE FOR THE GROUND LEVEL WING OF THE JOHN A. PATTEN ARTS CENTER FOR A TERM BEGINNING JULY 1, 2007 THROUGH JUNE 30, 2008 AT THE RATE OF ONE THOUSAND FOUR HUNDRED DOLLARS (\$1,400.00) PER MONTH AND OTHER CONSIDERATIONS, WITH AN OPTION TO NEGOTIATE A ONE-YEAR EXTENSION OF THE LEASE AGREEMENT**

was adopted.

**ACCEPT DONATION**

On motion of Councilwoman Rutherford, seconded by Councilman Franklin,  
**A RESOLUTION AUTHORIZING THE ADMINISTRATOR OF THE DEPARTMENT OF PARKS AND RECREATION TO ACCEPT A DONATION IN THE AMOUNT OF TWO HUNDRED THIRTY-FIVE DOLLARS (\$235.00) FROM THE BRAINERD OPTIMIST CLUB TO BE USED TOWARD THERAPEUTIC RECREATION PROGRAMS**

was adopted.

GRANT

Chairman Page stated the remaining Resolutions were discussed in Committee and approval is recommended.

On motion of Councilwoman Gaines, seconded by Councilwoman Rutherford,

**A RESOLUTION AUTHORIZING THE ADMINISTRATOR OF THE DEPARTMENT OF EDUCATION, ARTS & CULTURE, IN PARTNERSHIP WITH ALLIED ARTS OF GREATER CHATTANOOGA, INC., TO APPLY FOR AND, IF AWARDED, ACCEPT AN "ARTSREACH" GRANT FROM THE STATE OF TENNESSEE IN AN AMOUNT UP TO FORTY THOUSAND DOLLARS (\$40,000.00) TO LAUNCH SAID PROGRAM IN TARGETED URBAN SCHOOLS, RECREATION CENTERS, AND NEIGHBORHOODS FOR AT-RISK YOUTH AND ADULTS WHO OTHERWISE DO NOT HAVE ACCESS TO THE ARTS DUE TO ECONOMIC OR GEOGRAPHIC DISADVANTAGES**

was adopted.

GRANT

On motion of Councilman Rico, seconded by Councilman Franklin,

**A RESOLUTION AUTHORIZING THE CHIEF OF POLICE TO APPLY FOR AND, IF AWARDED, ACCEPT A ONE-YEAR BYRNE MEMORIAL GRANT FROM THE OFFICE OF CRIMINAL JUSTICE PROGRAMS IN NASHVILLE IN A TOTAL AMOUNT NOT TO EXCEED FORTY-FIVE THOUSAND EIGHT HUNDRED TEN DOLLARS (\$45,810.00) AND AUTHORIZING THE REQUIRED LOCAL MATCHING FUNDS IN A TOTAL AMOUNT NOT TO EXCEED FIFTEEN THOUSAND TWO HUNDRED SEVENTY DOLLARS (\$15,270.00) FOR PROFESSIONAL ENHANCEMENT THROUGH MULTI-JURISDICTIONAL TRAINING**

was adopted.

SPECIAL POLICEMAN (UNARMED)

On motion of Councilwoman Rutherford, seconded by Councilman Rico,

**A RESOLUTION AUTHORIZING THE APPOINTMENT OF DAVID E. THORNE AND GARY B. HILBERT AS SPECIAL POLICEMEN (UNARMED) FOR THE CITY OF CHATTANOOGA DEPARTMENT OF PUBLIC WORKS TO DO SPECIAL DUTY AS PRESCRIBED HEREIN, SUBJECT OT CERTAIN CONDITIONS**

was adopted.

**SPECIAL POLICEMAN (ARMED)**

On motion of Councilman Franklin, seconded by Councilman Rico,  
**A RESOLUTION AUTHORIZING THE APPOINTMENT OF JOHN J. FEAGANS AS SPECIAL POLICEMAN (ARMED) FOR THE CITY OF CHATTANOOGA GENERAL SERVICES DIVISION, TO DO SPECIAL DUTY AS PRESCRIBED HEREIN, SUBJECT TO CERTAIN CONDITIONS**  
was adopted.

**CONTRACT**

On motion of Councilwoman Gaines, seconded by Councilman Franklin,  
**A RESOLUTION AUTHORIZING THE ADMINISTRATOR OF THE DEPARTMENT OF NEIGHBORHOOD SERVICES TO ENTER INTO A CONTRACT WITH J-QUAD PLANNING GROUP TO CONDUCT PROPERTY CONDITION SURVEYS AND DEVELOP RELATED PROGRAM INITIATIVES FOR EIGHTEEN (18) SELECTED NEIGHBORHOODS IN AN AMOUNT NOT TO EXCEED SIXTY-FIVE THOUSAND DOLLARS (\$65,000.00)**  
was adopted.

**OVERTIME**

Overtime for the weeks ending June 29, 2007 (\$16,622.44) and July 6, 2007, totaled (\$67,688.60) totaled \$84,311.04.

**PERSONNEL**

The following personnel matters were reported for the various departments:

**PUBLIC WORKS DEPARTMENT:**

- **KYLE X. JONES, ROBERT D. OFFICER** – Hire, Crew Worker, Pay Grade 3/Step 1, City Wide Services, \$20,000.00, effective June 22, 2007.
- **SETH W. PHILLIPS** – Resignation, Crew Worker, City Wide Services, effective June 21, 2007.



### PERSONNEL (Continued)

- **RICHARD W. MCMANUS** – Retirement, Equipment Operator Sr., City Wide Services, effective June 25, 2007.
- **WILLIAM D. BLAKE** – Family Medical Leave, Equipment Operator Sr., City Wide Services, effective June 25 - September 17, 2007.
- **LEROY FITCH** – Return from Family Medical Leave, Equipment Operator Sr., City Wide Services, effective June 25, 2007.
- **HERANA ROBINSON, SR.** – Family Medical Leave, Crew Worker, City Wide Services, effective June 13 – September 5, 2007.
- **DAVID E. JENKINS** – Promotion, Electrical/Instrument Maintenance/Supervisor, Waste, Pay Grade 19/Step 1, \$37,036.00 annually, effective June 8, 2007.
- **CLYDE (NICK) WILLIAMS** – Retirement, Electrical/Instrument Technician, Waste, effective May 31, 2007.
- **DOTTIE BURNS** – Lateral Transfer, Administrative Assistant, Land Development, Pay Grade 9/Step 5, \$29,572.00 annually, effective July 1, 2007.
- **ARTHUR G. SNYDER** – Promotion, Crew Supervisor Sr., City Wide Services, Pay Grade 12/Step 10, \$42,088.00 annually, effective June 22, 2007.
- **CHATTANOOGA POLICE DEPARTMENT:**
- **MICHAEL BURNS** – Three day Suspension, Police Officer, effective June 28, 2007.
- **CHARLES COOKE** – Retirement, Deputy Chief, effective June 29, 2007.
- **T. E. VAUGHN** – Retirement, Deputy Chief, effective June 29, 2007.
- **SHELLEY PARKER** – Termination/Position Eliminated, Legal Advisor, effective June 29, 2007.
- **KELLEY MILLER** – Retirement, Sergeant, effective July 5, 2007.

**PERSONNEL (Continued)**

- **VERNON E. TURNER** – Retirement, Communications Officer, effective June 30, 2007.

**CHATTANOOGA FIRE DEPARTMENT:**

- **ERIC GORDON** – Family Medical Leave, Lieutenant, effective June 28 – August 30, 2007.
- **SCOTT BAILIFF** – Return from Family Medical Leave, effective July 5, 2007.

**PURCHASE**

On motion of Councilwoman Rutherford, seconded by Councilman Franklin, the following purchase was approved for use by the Public Works Department:

**CLEAN HARBORS ENVIRONMENTAL SERVICES, INC. (Lowest and best bid)**  
**R0099630/B0004254**

Collection and Disposal of Household Hazardous Waste

**(Price information filed with minute material of this date)**

**HOTEL PERMITS**

On motion of Councilman Franklin, seconded by Councilwoman Rutherford, the following hotel permits were approved:

**PARK CITY HOTEL** – 2747 Cannon Street, Chattanooga, TN

**GLENDALE COURTS** – 930 Signal Mountain Road, Chattanooga, TN

**COMFORT INN** – 4833 Hixson Pike, Hixson, TN

**STONEFORT INN** – 120 East Tenth Street, Chattanooga, TN

## BOARD APPOINTMENTS

The following Board appointments were approved:

### Office of Multi-Cultural Affairs Board

- On motion of Councilwoman Rutherford, seconded by Councilman Franklin, the appointment of **DR. ANITA POLK CONLEY** and **LOUISE PATTERSON** for three year terms expiring June 10, 2010. Ms. Patterson will serve on the Board as a Council Representative.

### Historic Zoning Board

- On motion of Councilman Rico, seconded by Councilwoman Rutherford, the appointment of **GUS "SCOTT" NOLL, IV** for a five year term expiring July 10, 2012.

### Chattanooga-Hamilton County Air Pollution Control Board

Councilmen Rutherford and Rico made the motion and second to approve the appointment of John Tucker as a joint appointment of the City and County to this Board.

Councilman Benson inquired as to Mr. Tucker's address.

Dan Johnson responded that a UTC address is listed for Mr. Tucker.

Chairman Page inquired as to the question about Mr. Tucker.

Councilman Benson responded that he did not want to vote on something he knows nothing about.

Mr. Johnson indicated that the appointment of Mr. Tucker is a joint appointment of the city and county.

Councilman Benson stated maybe they (county) knew what they were doing be we do not.

Chairman Page asked Councilman Benson's preference.

Councilman Pierce asked if Councilman Benson wanted the matter tabled one week.

Chairman Page asked Councilman Benson what kind of information he wanted to know about Mr. Tucker.

**BOARD APPOINTMENTS (Continued)**

Councilman Benson responded that he wanted to know about his education, occupation and home address.

**On motion of Councilman Pierce, seconded by Councilwoman Gaines the appointment was tabled one week; Councilman Rico voted "no".**

**OMA BOARD**

City Attorney Nelson stated the way the OMA Board was originally set up all appointments were to be for three years and the way the ordinance was drafted it was supposed to be divided. He stated before any more appointments are made to the Board it is something the Council should look at.

Chairman Page asked if City Attorney Nelson is suggesting that a committee work on this.

City Attorney Nelson stated that he could come up with something and the result may be some terms may be shortened and maybe the Council person for that district will reappoint them and in some cases extend some terms. He stated there is a need to get back to the original ordinance and get the term limits in order.

Chairman Page asked if it should be discussed in the Legal and Legislative Committee.

City Attorney Nelson stated that he can bring it back and explain it.

**PURCHASE**

On motion of Councilwoman Gaines, seconded by Councilwoman Rutherford, the following purchases were approved for use by the Mayor's Office, General Services Division:

**CHATTANOOGA OFFICE SUPPLY (COS) (Overall lowest and best evaluated proposal)**  
**R0096121/B0004067**

Office Supplies

\$19,904.23, Catalog Discount 68%

## PURCHASES (Continued)

### SPRINT SOLUTIONS, INC. (Sole source)

Phone products and services off Metro Nashville's Contract per TCA 12-3-1004

Approximately \$500,000 per year

### GOODINE HEARING

City Attorney Nelson stated a request had been received asking that the hearing for Officer Goodine be postponed. He stated he would like to speak with Mr. Goodine's attorney before the Council reschedules the hearing to get things straight about when this will be and some of the other ramifications. He stated the matter would be "put over" until next week.

### COMMITTEES

Councilman Benson scheduled a meeting of the **Legal and Legislative Committee for Tuesday, July 17 at 3 p.m.**; that tonight's issue involving the OMA Board and the greenway at Hamilton Place will be discussed.

Councilman Franklin reminded Council members that the **Economic Development Committee is scheduled to meet immediately following Legal and Legislative on Tuesday, July 17.**

Councilwoman Bennett stated that a follow-up **Budget Committee Workshop meeting is scheduled for Monday, July 16, at 2 p.m.**

### DOUG COLLIER

**Doug Collier**, President and Director of SEIU in the State of Tennessee, expressed confusion by what was done at the Council meeting today. He stated all city workers wanted to see this Council take action or have discussion on the budget that was put before them. He stated that he sent a communication addressed to the Council during the process asking for involvement but was denied; that he was notified to submit something in writing, which he did, and was told it could be read during the process but it was not addressed. He stated that he wanted to take this time to ask someone how the three percent across the board affects persons who make \$20,000 a year; that insurance premiums are going to jump \$31 a month, which is \$372 per year; that this is a \$600 increase on \$20,000.00.

### DOUG COLLIER (Continued)

Mr. Collier asked someone who voted on the prevailing side to approve the three percent increase to make this as a substitute motion; that he realizes all employees are required to pay some increase in health insurance, regardless of pay grade. He stated the city does not have an active pay scale plan in effect; that none of them have received a step ladder increase, as he was told by someone, in the past five years.

Mr. Collier stated he is, therefore, proposing all employees be given some type of pay increase in the form of one dollar per hour to each city employee, which equates to \$2,080 to all full time employees. He stated this is a fair raise and treats all the same and still comes out below the proposed 2008 budget and has the effect of shifting an increase down to the lower paid worker and a more substantial increase and the added benefit of being easy to administer. He stated in accordance with the proposed budget the amount for the three percent is \$3,688,835 and under this budget proposal, based on 1753 workers, it is below that budgeted amount at \$3,646,240. He asked the Council to take the motion up and give people a decent raise, one they deserve and tells everyone they are worth one dollar to this city!

### STEVEN WEST

**Steven West** stated that he works for the public works department in the City of Chattanooga. He stated Mr. Collier staid it all; that week before last Councilman Rico said something about education and Mr. West noted he and others in public works have an education, too! He stated what Mr. Rico stated is what is thought about them; that everything is going up except their salaries. He stated that he respects members of the Council and noted that they work four days out of a whole month and make \$24,000.00 - \$26,000.00 and what they have "said" is that they (employees) are not worth one dollar, which is a slap in the face. He stated everyone in the Mayor's cabinet is "up there" and will be getting a \$3,000 or \$4,000 raise and that is fine for them. He stated they do not think about them; that they (public works employees) run the city just as well as anyone else and think they do a good job at what they do, as well as fire, police and all others, and for the Council not to give them a dollar is sickening to all of them. He stated that he hopes it will not get to what happened a few years ago when the city was shut down; that everyone could call in and what would be done -- just one day will hurt the city!

### STEVEN WEST (Continued)

Mr. West stated for the Council not to offer a dollar for everybody, not just public works but everyone in the whole city, means the Mayor and "upper brass" can take \$2,080 and be happy, but they want the whole \$3,000 or \$4,000 and that is not right. He stated county taxes are going up and they do not have money to pay for it. He stated that he told the Council some time ago that without a raise he does not have a home anymore; that he rents a house because he could not pay taxes because he did not get a raise.

Mr. West stated money can be "dipped" into a homeless shelter but the city can not give them a raise; that the city could build more houses for city employees!

### CLAYTON COOKE

**Clayton Cooke** stated that he is still waiting on results and does not know how to get in contact with anyone.

Donna Kelley stated that it is her thought the department is to get back with the Council. She stated what is an issue is actually the gentleman's eligibility to apply for an appeal with the Council on his termination; that the department stands firm on their action.

Chairman Page stated basically what has been handled by administration has been concluded.

Ms. Kelley added "and communicated".

Chairman Page clarified that Ms. Kelley met with the individual and talked with him. He asked that she meet with him and tell him exactly what is going on.

Ms. Kelley stated that she would be happy to; that it is a three-way street and suggested that the department meet with them, as well.

Councilman Franklin stated that he has communicated with Mr. Cooke; that he, Mr. Cooke and Personnel would need to meet to get some type of conclusion or closure and to work out some type of arrangement. He stated there is still some discrepancy about the probationary period.

Chairman Page asked if there would still be a meeting.

Councilman Franklin responded "yes", that he thought so.

**CLAYTON COOKE (Continued)**

Chairman Page asked Ms. Kelley if she would take the responsibility of organizing the meeting and getting everyone there.

Ms. Kelley asked Mr. Cooke to be at her office tomorrow at 10 a.m.; that it would be a good start.

**GARY ROSHELL, SR.**

**Gary Roshell, Sr.** stated that this is his third time talking to the Council about getting his job back in public works; that he still has not heard anything and no results. He stated Mr. Templeton has been telling Ms. Kelley he does not have a problem hiring him back yet, no results. He stated he has been unemployed since December 11, has not received unemployment and there are no funds coming in. He reiterated that he keeps hearing Mr. Templeton has told Ms. Kelley he does not have a problem hiring him back, yet he does not have a job.

Chairman Page asked if Ms. Kelley could meet with Mr. Roshell after the meeting.

Ms. Kelley stated that she and Mr. Roshell have met several times and as jobs come he is being interviewed but he has not been hired at this time.

Chairman Page clarified that Mr. Roshell has been interviewed and it is okay to employ him again.

Ms. Kelley responded that the "managers are considering it".

Councilman Franklin asked at what point Mr. Roshell would be eligible for unemployment.

Ms. Kelley responded that "that is a state decision".

Mr. Roshell stated that he calls the state every week and is told he has been accepted but has not received anything.

Ms. Kelley stated that she would double check with the state on that; that they normally look at the cause of termination.



### **GARY ROSHELL (Continued)**

Councilwoman Gaines stated that she has received seven-to-eight phone calls from employees who have lost their job in public works. She inquired as to where to make an initial call, whether it would be to Ms. Kelly's office or Mr. Templeton, wanting to know how the process works. She stated that she has spoken with Mr. Roshell and others and this really concerns her that all these people have similar situations; that some are asked to be subjected to some type of treatment and other guidelines to no avail as they are sent home. She stated some spoke in regard to loss of insurance and everything. She asked that the proper process be shared with her as to whether to communicate through Ms. Kelley or Mr. Templeton.

Ms. Kelley stated that she would not recommend either of those; that there should be a meeting to address Councilwoman Gaines' concerns. She suggested that the division director be present as well as higher levels of management within the broader public works department. She stated it seems if it is a specific division, that division director or someone higher in management would join in the meeting.

Councilwoman Gaines stated that in many cases it seems there is some misunderstanding as to conditions for employment and re-employment. She expressed thanks and stated she would call Ms. Kelley.

### **ADM. DAISY MADISON**

Chairman Page asked Adm. Madison to talk to the people from public works and explain exactly what is going on.

Adm. Madison expressed appreciation for the concerns of everyone spoken tonight and for everyone present. She stated what has been prepared in the budget is a raise for all city employees as an attempt to address the pay plan which is seriously outdated. She stated we have had the present pay plan for quite some time and it was never adjusted to reflect a pay raise of the positions based upon the market. She stated this Council has approved, and the personnel director is working with a consultant, to do a total compensation setting that looks not only at pay but also at benefits and others provided by the city. She stated with that adjustment, each position in the pay plan will be based upon what other employers in the public and private sector are paying for similar jobs.

Someone from the audience spoke out and asked Adm. Madison how long she has worked here (for the city). Adm. Madison responded "since 1992".

**ADM. DAISY MADISON (Continued)**

Chairman Page acknowledged that this was a time to hear from Adm. Madison and the public hearing portion of the meeting has been closed, discouraging any other audience outbursts.

Adm. Madison continued by stating based on the market analysis and looking at pay plans every year by the personnel department, all positions need some consideration. She stated as finance director and in conjunction with the personnel direction, they felt it is their responsibility to look at all employees in the city and make sure all receive competitive wages so that the city will have a work force at all levels that is professional, competent and will stay with the city.

Adm. Madison stated they tried to do this in a two phase approach: one, across the board for all employees and in the second step they will take a "pot of dollars" and address the positions that the compensation study addresses that are farthest from the market rate of pay given the job's responsibilities.

Councilman Page thanked Adm. Madison for her comments and expressed to those in attendance that he wanted each of them to know the Council wants to be fair. He stated there are other things he would like to say in regard to certain programs in the city such as the health clinic; that the city is interested in them and their education and would like to see a career ladder for them as these things are important. He expressed that he was glad they shared their thoughts with the Council this evening.

**ADJOURNMENT**

Chairman Page adjourned the meeting of the Chattanooga Council until Tuesday, July 17, 2007 at 6:00 p.m.

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**CHAIRMAN**

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**CLERK OF COUNCIL**

**(A LIST OF NAMES OF PERSONS IN ATTENDANCE  
IS FILED WITH MINUTE MATERIAL OF THIS DATE)**