



Meeting will Begin at 11:00am

September 26, 2019 City Council Workshop

**SAVANNAH CITY GOVERNMENT
SUMMARY/FINAL MINUTES
COUNCIL WORK SESSION & CITY MANAGER'S BRIEFING
September 26, 2019 – 11:00 a.m.**

The work session of the City Council was held at 11:00 a.m. in the 2nd Floor Media Room of City Hall.

PRESENT: Mayor Eddie W. DeLoach, Presiding
Mayor Pro-Tem Carolyn H. Bell
Alderman Julian Miller, Chairman of Council
Alderman Bill Durrence, District 2
Alderman John Hall, District 3
Alderwoman Dr. Estella E. Shabazz, District 5
Alderman Tony Thomas, District 6

ABSENT: Alderman Brian Foster, Vice-Chairman of Council
Alderman Van R. Johnson, II, District 1

OTHERS PRESENT:

City Manager Patrick C. Monahan
Assistant City Manager Heath Lloyd
Assistant to the City Manager Bret Bell
City Attorney Bates Lovett
Deputy City Attorney Jen Herman
Assistant City Attorney William Shearouse
Clerk of Council Mark Massey
Deputy Clerk of Council Margaret Fox

Mayor DeLoach called the meeting to order at 11:00 a.m. Mayor DeLoach recognized City Manager Pat Monahan who announced that he has appointed Heath Lloyd as the Assistant City Manager.

Workshop Agenda Items

[1. Chatham Area Transit Update](#)

City Manager Monahan introduced Dr. Michael O'Halloran, Chairman, for an update on the Chatham Area Transit. Dr. O'Halloran introduced Interim Executive Director Michael Brown, who introduced Chief Strategy Officer Patricia Harris-Morehead and Legislative Lobbyist Mike Vaquer. He acknowledged Alderman Durrence as an avid Board Member.

Mr. Brown's presentation included the following updates from Chatham Area Transit (CAT):

- Chatham Area Transit is going through a transformation.
- They hired a consultant last Spring to work on the redesign of CAT, "Let's Go" project.
- They completed the first two phases of the project.
- They did extensive community outreach - two surveys completed on the "Let's Go" project.
- In June CAT Board met to review public comments.
- Next month a workshop for CAT Board will be held to complete new transportation plan.
- A decision must be made on the future of transportation.
 - The community must decide if it will focus on ridership or coverage.
 - CAT is losing ridership.
- CAT only has 62 buses to cover the entire County.
- They ordered six (6) new electric buses for cleaner transportation, they will be here Summer 2020.
- The goal is to put buses along the main corridor.
- www.catchacat.org is the website.

Strategy Officer Harris-Morehead went into further explanation for the Council on the CAT Board Meeting, coordinating with the consultant on the community surveys, deciding on a plan, ridership or coverage and a timeline for completion (possibly Spring 2020). Ms. Harris-Morehead distributed publications with information on "Let's Go" to Council Members.

Alderman Durrence quoted that ridership throughout the country is declining except for two areas, Seattle and Houston. He detailed the percentage of income from fares and discussed the ridership areas as it relates to neighborhoods.

Mayor Pro-Tem Bell asked how CAT representatives are including the public.

Alderwoman Dr. Shabazz asked CAT representatives to keep the residents in mind, especially for those without any transportation and minimal salaries.

[2. SBO Midyear Update](#)

[Exhibit 1: Presentation - SBO Mid Year Update.pdf](#)

Director of Business Opportunity Manny Dominguez provided a mid-year update presentation for Mayor and Council. He introduced the Business Opportunity Manager MarRonde Lumpkin-Lotson, who recently rejoined the team. Mr. Dominguez updated the Council on the following:

- Review of key program dates
- Brief overview of how the program works
- Year-to-date numbers
 - Minority and Disadvantaged businesses award dollars have increased
 - Disadvantaged subcontracting businesses award dollars have increased
- Explained the methodology for goal setting for 2020

City Manager Monahan summarized the statistics Mr. Dominguez detailed to Council and stated the City should be proud of surpassing the goals set for the City.

Alderman Miller questioned if the City had set-up an office on site at the Arena for applicants. The City Manager noted, that is a good idea. Brett Bell indicated they are currently working on a site set-up.

Alderwoman Dr. Shabazz asked for a copy of the detailed breakdown of all the numbers from Mr. Dominguez. She also admonished all to keep their eyes on updating the directory, so everyone will be updated on the most current listing and to look at the timing for the outreach/training schedules. She suggested moving the times around to maybe a Saturday morning for those who are employed.

Mayor DeLoach acknowledged that Alderwoman Dr. Shabazz was the one that pushed the WBE/DBE Programs through strictly with political will. This Disadvantage Program is a great opportunity for local residents.

Alderman Hall asked about the Construction Training Information Fair participation and who was responsible for the outreach and execution. He inquired as to the coming Fair's locations. Mr. Dominguez shared the information.

Mayor DeLoach shared with staff and Council that some months ago contractors and unions got together to establish opportunities for local residents.

[3. Tour Services for Hire Ordinance Revisions](#)

[Exhibit 1: Presentation - Tour Services for Hire.pdf](#)

City Manager Monahan informed Council the Tour Services for Hire Ordinance will be on the October 10th Meeting Agenda for a first reading and on the October 24th Meeting Agenda for the second reading.

Director of Special Events, Film and Tourism Susan Broker recognized the following and thanked them for assisting with the changes/modifications in the Ordinance: Melinda Allen, Chairman of Tourism & Advisory Committee; Michael Owens, Tourism & Leadership Council; Rachel Scott, Tourism Management Coordinator; Eddie Grant, Assistant Director of Film and Tourism; and Jen Herman, Deputy City Attorney.

Ms. Broker gave a presentation on the modifications to the Tour Service for Hire Ordinance which included the following major changes:

- Proposed restructure - combining the Tour Services, Carriages & Quadricycle in the modified Ordinances.

- Adding pedicab section with boundaries
- Insurance requirements changed - no hot tub vehicles allowed
- Movement of quadricycle in the City, boundaries changed
- Prohibit alcohol consumption on quadricycle
- Pedicabs minimum age 16
- A majority of the changes are formatting based.
- A single Ordinance governing all four services is recommended.
- She reviewed the timetable
- She presented proposed alcohol modifications to the Ordinance.

Alderman Durrence had concerns that we are writing Ordinances and not stating what you can't do. He believes they should be written with what can be done or is allowed, and all other requests should be reviewed to determine if it will be allowed.

[4. Class and Comp Update](#)

[Exhibit 1: Presentation - Class & Comp Study.pdf](#)

[Exhibit 2: Final Proposal - Class & Comp Study.pdf](#)

City Manager Monahan introduced Director of Human Resources Jeff Grant and Russell Campbell, a representative from Management Advisory Group, Inc. for the Compensation and Classification Study presentation.

Mayor DeLoach stated this has been one of the top priorities for the Council since they walked in the door and an ongoing issue that was never solved. The Mayor commended the City Manager for pushing the Study forward to get it completed. The City Manager stressed how important the study was to employees, residents and Council. The City had fallen below the 9% competitive rate compared to similar peer groups and that relates to the high vacancy rate. The implementation of the Study as presented will allow for the highest public safety pay rates in the entire region.

Mr. Grant stressed the importance of the study and the hard work put into its implementation by department heads and employees. He introduced Russell Campbell of the Management Advisory Group for a more detailed overview of the Compensation and Classification Study. Mr. Campbell discussed the following:

- Study goals & objectives
- Methodology
- Key dates & tasks
- Targeted agencies/employers
- Market survey results
- Proposed compensation & Classification System Design
- Estimated annualized costs
 - Managerial Plan
 - Public Safety Exempt Plan
 - Public Safety Non-Exempt Plan
 - Unified Plan
- Recommendations on Policies
- Financial & Organizational Impact

Mayor DeLoach thanked Mr. Campbell and stated it was the best presentation he has ever seen/heard.

Alderman Durrence questioned the employee response rate for the summary (90%). He inquired as to new job descriptions or was it just moderate changes to the existing descriptions.

Alderwoman Dr. Shabazz expressed her thanks for a complete/detailed presentation and commended the company for involving the employees.

Mayor Pro-Tem Bell asked Mr. Grant to provide her with information on how many positions fall below \$15/hour and what would be the cost to bring them up to \$15/hour. She asked for more information on the pay for certifications and the step/module plan and if it was used exclusively for public safety. (Yes).

Alderman Thomas asked Police Chief Minter to give his thoughts on the Plan. Chief Minter stated there is a need to 1.) look at starting pay; 2.) a competitive wage for all employees; 3.) there is a lack of a defined career pay plan; and 4.) inequity in pay among the ranks. In some instances, subordinates are making more or the same as their supervisor. This is a step in the right direction, it will address recruitment and retention.

Alderman Thomas asked Fire Chief Bernard to give his thoughts on the Plan. Chief Barnard stated there is a lot of things that need to be fixed. The step plan will help move in the right direction. Currently the fire department has more subordinates making more than their supervisors, e.g., Captains make the same as the Battalions Chiefs. This Plan is a great first step in the right direction.

Alderman Thomas asked the City Manager what is the impact of the Plan on City employee benefits. This will be an on-going additional expense for the City, where is the money coming from in the future. Alderman Thomas emphasized his desire to have the City's minimum wage at \$15/hr. He asked if the Council implemented this Plan, will the City continue to look at the lower paid positions and work to raise them up to the \$15/hr. rate. He informed staff that the Federal Government is looking at the minimum wage now too. The City's lowest paying rate will be \$12.78/hr.

Council Members asked the City Manager to send employees an annual statement showing the value of their benefits. Mr. Grant informed Council the employee annual statement showing their salary and the value of their benefits is scheduled for a March 2020 mailing.

The City Manager informed Council there will be an additional \$2 million in unbudgeted revenue stream from host fees to help with the additional expenses of implementing the Plan.

Alderman Miller asked where the City is in relation to the compression issue mentioned by Chief Barnard. The City Manager addressed his concerns, the City has identified the issue, knows the cost impact and now it's just a matter of identifying the dollars. They have decided how much it will cost, but have not decided if the City will move forward. It will be decided as part of the budget process.

Mayor DeLoach thanked Mr. Grant and commended him on a great job!

[5. Litigation, Real Estate, and Personnel](#)

Alderman Durrence moved to recess the Work Session to conduct a closed Executive Session for the purpose of discussing real estate and litigation, Alderwoman Dr. Shabazz seconded. Hearing no objections, the motion carried.

The executive session began at 12:47 p.m.

Alderman Durrence moved to adjourn the executive session, Alderwoman Dr. Shabazz seconded. Hearing no objections, the executive session was closed.

There was no action taken in the Executive Session.

The executive session ended at 1:28 p.m.

Mayor DeLoach adjourned the work session.

[6. Review of Agenda](#)

No Agenda Review.

The video recording of the Council meeting can be found by copying and inserting the below link in your url:

<https://savannahgovtv.viebit.com/player.php?hash=kSSwJVzM6oyQ>

Mark Massey, Clerk of Council

Date Minutes Approved: _____

Initials: _____

