



April 6, 2017
CITY OF SARATOGA SPRINGS
Charter Review Commission
City Hall- City Council Room
7:00 PM

CALL TO ORDER

WELCOME AND ANNOUNCEMENTS

PUBLIC COMMENT

MINUTES

DISCUSSION OF CURRENT CHARTER REVIEW SUBCOMMITTEE REPORT BY BK KERAMATI

**DISCUSSION OF COMMENTS AND ISSUES RAISED AT THE PUBLIC FORUM HELD
MARCH 29th AND FROM EMAILS AND CONTACTS**

DISCUSSION OF CIVIL SERVICE RULES, IMPACTS ON STAFFING

DISCUSSION OF OUTREACH

MISCELLANEOUS

PUBLIC COMMENT

ADJOURN



April 6, 2017
CITY OF SARATOGA SPRINGS
Charter Review Commission
City Hall- City Council Room
7:00 PM

PRESENT: Gordon Boyd
Ann Casey Bullock
Laura Chodos
Elio DelSette
Matthew Jones
Pat Kane
BK Keramati
Robert Kuczynski
Minita Sanghvi
Barbara Thomas
Robert Turner

ABSENT: Jeff Altamari
Devin Dal Pos
Mike Los
Beth Wurtmann

STAFF: Tony Izzo

RECORDING OF PROCEEDING

The proceedings of this meeting were taped for the benefit of the secretary. Because the minutes are not a verbatim record of the proceedings, the minutes are not a word-for-word transcript.

CALL TO ORDER

Chairman Bob Turner called the meeting to order at 7:03 p.m.

PUBLIC COMMENT

Chair Bob Turner opened the meeting for public comment.

John Safford, Saratoga Springs said he appreciates that when questions are posted to the Saratoga Charter Commission's website, Bob Turner takes the time to respond and in a timely

manner. He said it is very helpful, especially when he explains how things included in the current Charter will work under the proposed form of government.

Bill McTygue, Saratoga Springs, stated that he served 11 years in the City's Department of Public Works, two years as Deputy Commissioner and 9 years as Director of the DPW which was a Civil Service position. He said that the position of Deputy and the first seven years as Director were served under Commissioner Thomas McTygue and the final two years as Director were served under Commissioner Skip Scirocco. He explained that he brings family longevity to the table; his Dad, Charles McTygue served 18 years as the Commissioner of Public Works and his brother Tom was Commissioner of DPW for a total of 32 years. He is proud of this family legacy of serving the community for half a century. He said he has been closely watching the work of this Charter Commission over the last several months and he especially appreciated the professionalism of the March 29 public forum. He was impressed that he witnessed people listening; there did not seem to be any organized effort by any group opposing it at this juncture which is good news and evidence of great work so far. He stated that he is a supporter of change; his heart is with the City of Saratoga springs and he wants to see things improve in this City; he wants Saratoga Springs to be the best City possible.

Bill McTygue suggested that the Commission create a slide showing a current template as it applies to the managerial component of City Hall utilizing existing positions of management within City Hall including Director of Public Works which is not filled but still exists, the Director of Finance, the Chief of Police and the Fire Chief and show how they will fit into the proposed forms and include the existing salary. He believes this would assist people in understanding what we currently pay our front line supervisors. He also advised the Commission to not go cheap in hiring a City Manager because if that position was paid a lot less than the current supervisors/directors, it would not be effective.

Pat Kane asked if the IT Director would be included with those other managerial positions. Bill McTygue said it could; there could be a suggestive slide that shows an organization chart as an example. People will begin to ask for more "meat on the bone" to determine how this is going to work. He said that there is no director in the Department of Accounts, Finance is static, Police and Fire are static; a slide would help show how IT would or would not fit- this is just a suggestion. He said the City has always been generous in attempting to pay its employees a fair wage for a good day's work.

Referring to the Tax Districts as described in the current Charter, Bill McTygue implored the Charter Commission to not change that language as it now reads in the current Charter; it is very important to keep it exactly the same. Bob Turner commented that the Commission does not want to change it; they have heard from people that it is better to be safe and leave it there. Bill McTygue said he is a highway guy by trade and when it comes to state highway governance, we are lucky to have several state highways lie within the City's outside tax district. There are five state highways that converge in the City of Saratoga Springs, including Route 9S, Route 9P East, Route 9W, Route 29 East and Route 29 West. He explained that the State of New York recognizes that the City of Saratoga Springs is unique in its outside district because of the state highways running through that district. He noted that the State maintains all of the state highways in the outside district; when the state highway hits the inside district boundary, the City maintains all portions of state highways within the City's inside district.

Gordon Boyd commented that if we changed the language it would be giving them a pretext for changing that aide. Pat Kane advised that it is not just about plowing; this is about all maintenance of these state highways plus striping, and re-building.

Bill McTygue said that the City's responsibility for South Broadway ends in front of the Lincoln Bath House near the Avenue of Pines and after that it is maintained by the state. If we tried to change the language, the state might be forced to do something that would have a negative impact on the City's budget.

He advised the Commission that they should strengthen the office of the elected Mayor of the City versus the duties and power of a City Manager. He likes to refer to the City Manager as the operations manager; he thinks that serious consideration should be given by the Commission to empower the position of Mayor to have a true role within City government, real authority with power and responsibility within City Hall; this would be a positive change that would meet the realities of today. He wants to see the Mayor's responsibility increased and he believes that the Mayor should appoint the City Attorney; the City Attorney should not be appointed by the City Manager. He likes the idea of elected officials to have appointment powers rather than the City Manager. It has always been a respected norm within this City's government that the Mayor has appointment powers. He does agree with the addition of the approval by City Council; appointment by the Mayor with City Council approval strengthens the Mayor's position, the Mayor and the City/operations Manager should be on equal rungs of the ladder. Meeting these suggestions would go a long way to bring people on board for this proposed change.

Joy King, Saratoga Springs, asked if there could be a second public comment session at the end of the meetings because if something comes up during a meeting that someone wants to comment on, they normally have to wait until the next meeting and it is too easy to forget the comment.

The Commission agreed to add a second public comment period to their meeting agendas.

Seeing that no else wished to speak, Chair Bob Turner closed the public comment period at 7:27 p.m.

MINUTES

Ann Casey Bullock announced that there are four sets of Charter meeting minutes to be accepted tonight including February 28, March 20, March 23, and March 29.

Elio DelSette moved and Ann Casey Bullock seconded to accept all four sets of minutes into the record. Ayes all

Elio DelSette asked if there could be a report from the Commission treasurer at the next Charter Commission meeting to keep the committee informed on the status of their budget. Gordon Boyd said there are some outstanding, unpaid invoices that need to be pushed across the hall. There are a few expenses incurred from some of the interviews and printing expenses related to the March 29 public forum.

CURRENT CHARTER REVIEW SUBCOMMITTEE REPORT

BK Keramati said he sent a report to all Commission members. There were testimonials included; he tried to be comprehensive; the report is being submitted to the Committee for prosperity. Pat Kane said it will be submitted to the Press; it is very well done. BK Keramati said the report should be available to everyone; it should be on the City's website and the Charter

Review Commission's website. Bob Turner noted that the report includes notes from testimonials and surveys but there are not specific Department Head interviews included.

Gordon Boyd moved and Laura Chodos seconded to accept the Current Charter Review Sub-Committee's report as submitted.

Laura Chodos said the report is excellent and it should be archived. The Commission agreed to email the report to the City's Records Manager for archiving.

Bob Turner said the report should be posted to the City's website, and on the Charter Commission's website.

Matt Jones said the report should be accepted with the thanks and appreciation to BK Keramati and his committee.

Elio DelSette said he will be abstaining from voting to accept this report.

Ayes: 10 Nays 0 Abstentions: 1 (DelSette) 4 absent (Altamari, Dal Pos, Los, Wurtmann)

DISCUSSION OF PUBLIC COMMENTS AT THE PUBLIC FORUM HELD MARCH 29th

Bob Turner said that he was very nervous about the public forum and it turned out great; as a political scientist whose beliefs are being tested daily by current events, he walked out with renewed enthusiasm. To provide an opportunity for the Commission members to discuss the issues brought up at the public forum, he asked Pat Kane to present the chart of those comments.

Pat Kane said that one individual discussed wards versus at large. Another person said no to wards. A third commented that he wanted a residency requirement for the City Manager and he wanted the education requirements of the City Manager position specified.

Several attendees wanted clarification on salaries and vacations and one of them also wanted it specified who is in charge when the City Manager is on vacation.

A former Mayor of Oswego recommended expanding the Commission's scope of inquiry. He volunteered to provide assistance and advice in order to give voters a successful charter. Bob Turner suggested informing him about the public comment period at the Charter Review Commission meetings.

(Minita Sanghvi arrived 7:38 p.m.)

Pat Kane reported that some people wanted the dollars for the charter built in; they wanted to know the cost. Another individual wanted to know how we could prevent the partisan bickering that we are seeing on a national level. He also suggested being very specific and detailed when writing the contract with the City Manager so that the City has the ability to remove him/her without paying a big penalty and incorporating that language into the charter.

Pat Kane stated that a former City employee wanted the appointment of the City Attorney to be an outside process that is also open and transparent.

Another attendee wanted to know about the process for dismissing a City Attorney. He was also interested in the process for dismissing a City Manager. Matt Jones said that the individual was pointing out the entitlement we have; we have an undefined public hearing process; we might want to define the removal process between the City Manager and the City Council in more detail; there may or may not be Civil Service protections. Elio DelSette said that depending on the process of appointment, he/she may have Civil Service protection.

Gordon Boyd asked if procedural elements of a contract to process removal can be used even if a contract is faulty. Matt Jones said that if the dismissal is for cause, removal could be immediate. If the separation is not for cause, there should be something in the contract that allows for a span of time for notice, such as three months.

Pat Kane advised that the ICMA has a great document about working out a contract with the City Manager. Bob Turner said that we should get that document and find someone with experience to speak on that process. BK Keramati asked if the specified process needs to be in the charter. Matt Jones does not think it needs to be in the charter but we should examine it and define it in the contract.

Pat Kane said that another individual at the forum stated that he had lived under a City Manager form of government with a seven person Council and a part time Mayor and it worked well, so he questioned the need for a full time Mayor with a full time salary in this City.

Pat Kane said that a former editor of a local newspaper is not convinced that a full time Mayor is necessary; she also thought it was important for the positions of department head to not be a civil service position. She also recommended that the Commission closely examine the situation of health benefits for elected officials.

Pat Kane reported that the Deputies currently receive \$72,360 in salary and their benefits total about 51%, including retirement, FICA, health benefits and unemployment insurance. Bob Turner pointed out that there is a \$550,000 savings just by eliminating deputies.

Another attendee wanted more financial information and they wanted to see the financial impact of the proposed charter.

Pat Kane reported that another individual recommended a sort of "out" clause in the City Manager's contract and asked whether there could be an 8 year term limit especially to avoid a lifetime health care benefit; and that there should be five Council members, not six.

A former member of the 2000-2001 Charter Review Commission was glad to hear that there were some management confidential positions. She reminded the Commission to address the fact that there are five unions in the City and she hoped that would be re-structured by the city Manager. She questioned why the new Charter would not allow a Council member to run for a County Supervisor position; the City needs to have the ability to assert more power at the County level.

A former employee of the City that served as a department Director explained that there are civil service positions that could be made management confidential. He also suggested that the Commission provide more opportunity for the public to communicate with the Commission on their thoughts. He also recommended that the Mayor's position not be strictly ceremonial.

Pat Kane reported that another citizen expressed satisfaction with what he has read about this charter; and that person stated that a strong Mayor form is less desirable than a City Manager form, and he is confident that the details could be worked out.

Pat Kane said another attendee agreed with the proposal of four year terms because there is a lot of work to do and two year terms are not long enough to do some of the larger projects. Another attendee believes strongly in having a system of internal auditor; it is an important function and there also needs to be a report given to the City Council on a regular basis. Pat Kane said that Jeff Altamari's presentation excited people, especially the addition of an internal audit to the current financial piece.

Elio DelSette commented that the entire Commission agreed that the budget and financial process that was inserted into the Charter in 2000-2001 should be retained and he is proud of this Commission for recognizing the importance of that financial piece and including it in their proposal.

Matt Jones said he is intrigued by the fact reported by the gentleman from Alexandria, Virginia that they function well with a City Manager form of government and a part time Mayor of a City of 150,000 people. He is curious how they manage a City that size with a part time Mayor. Pat Kane said he spoke with the City Manager of New Rochelle NY and their Charter calls for only a Mayor and that Mayor is responsible for what they can and cannot accomplish. He noted that the path is well worn in Alexandria, Va. Matt Jones stressed that Alexandria has a part time Mayor with five times more people than the City of Saratoga Springs.

Bob Turner said that we are not dictating the time Council members and the Mayor put in. He noted that Commissioner Madigan has referred to it as becoming a lifestyle. People who served as Mayor have said you have to be rich, retired or crazy to serve on this Council. It is not clear to him how past and current Mayors do this job for \$15,000 per year. The pay and responsibility significantly shrinks the pool of candidates; only if you have a flexible job, do it as a second income or are retired with a decent pension can you afford to hold office here under the current Charter and form of government.

Pat Kane recommended not calling it a full or a part time Mayor; leave it alone, they will spend the time they need to spend; do not specify whether it is part time or full time. He said that the Commission's number one focus is to expand the number of people that can and would want to run for office.

Gordon Boyd said that in terms of interest people might have under this proposed form in running for one of the positions as Mayor or the six Council seats; it will depend on where they set compensation. The creative energy and interest of each person that gets elected as Mayor or Council member will add a new twist on how they carry out their responsibilities. He does not want to have prohibitions in the Charter; he wants to get away from having a definition of full or part time.

Elio DelSette said that other Charter Review Commissions were very reluctant to state specific salaries. Gordon Boyd suggested allowing them to change salaries for the next group of City Council members only. These are policy and threshold decisions; we are providing the platforms for them to work from.

Matt Jones said that except for an initial establishment of salaries, unless we try to zero in on that, we are going to have a hard time determining the cost of this change.

Barbara Thomas said that the Commission could make a suggestion as to what the City Council could reasonably set as salaries; we could state the range in the Financial impact statement. For example, stating that this is the range of salaries in New York State would provide numbers to work with in terms of what this change would cost.

BK Keramati said that we are required to present a financial report; an estimate as to what this change will cost so they will have an idea. Matt Jones said it will be non-binding on the next City Council to establish salaries; we can provide it but the five folks that set those salaries could override it.

Bob Turner suggested that the Commission should create a democratic process for it rather than to have to come up with a number. He was thinking within the range of \$50k-\$70k but it is not up to him.

Pat Kane said that Jeff Altamari and Mike Los are working on the financial report that is required; we have to make some assumptions because we are required to have numbers.

Matt Jones said that the founding fathers of the 2000-2001 Charter elected to spell that out; they set a clear baseline of cost.

Pat Kane said that when he conducted a search, he did not find any other Charter that included salaries.

Laura Chodos reminded the Commission that there must be a financial impact statement.

Barbara Thomas said that even if we put it in the Charter, they can't change it without a referendum.

Tony Izzo explained that raising the salary of an elected official cannot be done during their term; it can be done by local law; it must always be a matter of public record. It only has to be by referendum if the salaries of the elected officials are going to change within their term of office. He explained that the City Council has voted to reduce their salaries. A few Council members have moved to raise it, but opposition has been successful so far. He has seen Council members reduce salaries in their departments and reduce the size of their departments. Elio DelSette said that happened because some elected officials were more concerned with their communities.

Pat Kane said that the salary of the Mayor of New Rochelle went from \$60k to \$100k in one year. The Charter Commission is not in position to hand out raises. Matt Jones said it is the next Council that will have the legal authority to take a freshly adopted Charter and raise the salaries. We are going to have to make assumptions for the financial statements, so should we do that now?

Pat Kane said we have to work it out; we must make several assumptions to put before the public. BK Keramati said those numbers and ranges are very important to let people know and understand our concepts for the positions, despite the fact that they may not be fully specified within the Charter. Matt Jones said that if we think this is the most achievable choice, that is what our message should be and we should make that clear.

Bob Turner said that we heard a lot of concern about districts and the benefits that could come from wards. He said the Commission thought having wards would entice more people to want to run for office. Wards could also shut out some people from running for office because they did not live in the right place.

Laura Chodos said she heard two concerns. One person questioned what would be done about Deputies and the other concern was about Civil Service people in general who may not be used because of the Charter. Pat Kane clarified that there does not appear to be layoffs here. Gordon Boyd said it is stated in the draft that all existing protected positions and offices will be continued. At the appointment of the City Manager, there may be some organizational matters but people in January 1, 2020 will have all protections. The only positions coming out are the deputies. Bob Turner asked about having Directors shift from current civil service positions to management confidential. He assumes that a position that is designated as a Civil Service position is not going to be in the Charter. Gordon Boyd cautioned that there is a process for that to happen.

Elio DelSette explained that all positions are either classified or reclassified. All are initiated under the assumption that these will be certified positions. The appointing authority sends a position duties statement to the Civil Service Commission, and the Civil Service Commission under Article 22 of New York Civil Service Law has the absolute authority to classify or reclassify that position. He explained that before any new position in the service of a civil division is created or before any existing position is reclassified, the proposal with a statement of the duties of the position shall be referred to the municipal Civil Service Commission having jurisdiction and that Commission shall furnish a certificate stating the appropriate civil service title for that position to be classified or reclassified. No position can be classified or reclassified without the title approved and certified by the local Civil Service Commission. He said that municipal civil service agencies have the sole authority to classify and reclassify positions under their jurisdiction. Civil Service Law Section 22 requires that the civil service agency having jurisdiction certify an appropriate title before any new position is created or an existing position is reclassified. He clarified that each municipal Civil Service agency has adopted a rule which has the force and effect of law to effectuate this requirement of Civil Service Law.

Bob Turner said that under this system, the Civil Service language will go into Administrative Code. Elio DelSette said we were verbose about some positions in 2000; when we concluded the Charter, we took the documents, the objectives and specifics and placed them into job specifications. Elio DelSette advised that this would be a long process; the State will have to approve the positions including that of the City Manager. All positions in a municipality must be classified; the position of City Manager may be classified as either competitive or non-competitive- this is determined when the local Civil Service Commission and the State Civil Service Commission review the position. The Charter Transition committee must work with the Civil Service Commission- everything has to be determined. He requested that the Charter Review Commission speak with the Executive Secretary of the Civil Service Commission for further clarification.

Elio DelSette informed the Charter Review Commission that the City Council just approved a five-year contract for the City Hall Unit of the Civil Service Employees Union which to him indicates that employees are happy- they are satisfied enough with their situation in City Hall to approve a five year contract.

Barbara Thomas said the Commission agreed to include Charter review; she suggested the next review could be two years after the proposed Charter goes into effect, then state that it

should be reviewed every ten years subsequently. Currently the census results are out one year after the actual census is taken.

Laura Chodos agreed with reviewing the new Charter two years after it goes into effect because it is a new Charter. She asked about including assignments of management confidential positions to the City Council's set of duties. Bob Turner said we could include the responsibility to appoint and suspend administrative officers.

Review of emails sent to the Charter Commission Chair

In response to the City Manager position being a contracted position, Elio DelSette explained that independent contractors come under very specific rules and guidelines by the US Treasury.

Gordon Boyd said the powers of the City Council and the City Manager come under Civil Service Law Section 22. There are procedures set forth what actions are taking place; the Civil Service Commission makes determinations based upon Civil Service Law; they are required to follow the law.

Regarding discussion of the size of the proposal, Bob Turner said the budget is the lengthiest part. Tony Izzo said that at the request of the drafting committee, he came up with headings that could be in the Code; an illustrative example is that when you take things out of the Charter other than that which relates to government itself, it reduces the Current Charter substantially.

Bob Turner said he has received more comments from the former Mayor, A.C. Riley including a question about Parks and Recreation and whether it should be in the Charter. He responded to her that it was the collective opinion of the Charter Review Commission that Parks and Recreation and the Recreation Commission should be in the City Code, not in the City Charter.

Bob Turner reported that another question and point was made regarding the interference by City Council members with administration. Gordon Boyd said that only the City Manager should be allowed to deal with City employees regarding tasks and assignments. What the Charter Commission has talked about is avoiding the scenario where a member of the City Council tries to get an employee to do something, a favor for that Council member. The idea is to avoid Council members from browbeating employees to do favors. We do not want considerations and actions from the Legislative Branch that have not been publicly vetted.

BK Keramati said that interference with employee oversight should be prevented.

Ann Casey Bullock stated that the Commission spent a lot of time considering this; she does not think there is a better way to draft this. There was consensus by the Commission that it is drafted in the best way possible.

Bob Turner said that another question he received was about Article 5 of the draft. The individual wanted to know why there are no estimates of revenues in the calculation of the operations budget. Gordon Boyd said they are expenditures. Barbara Thomas said there are forecasts of revenues. BK Keramati said they are included. Gordon Boyd stated that the proposed budget sent by the City Manager will include all estimates of revenues as well as projected expenses; the budget has to be kept in balance with all adjustments.

Bob Turner said that John Kaufman emailed him about the transition team, the makeup of that team, their charge and the time frame. He also asked about Finance provisions. At Bob Turner's request, Pat Kane, Laura Chodos and Gordon Boyd volunteered to work on a Transition Plan. Pat Kane said that Jeff Altamari and Mike Los are already working on the financial provisions.

BK Keramati asked when the transition process happens. Bob Turner said it needs to be included in the draft Charter. He recommended finding some plans from other Cities, possibly some model language from the ICMA to determine the best process.

Elio DelSette said we are dissolved at midnight on Election Day; we need to have this section in place. Bob Turner said that the 2000-2001 Charter Commission should have had a transition plan. Tony Izzo explained that they did not transition systematically; they transitioned chapter by chapter.

Bob Turner mentioned that he had circulated among the Commission members a sample from the Tucson Charter of a non-interference section also known as a mutual respect section that he thought was interesting. It refers essentially to consistent professionalism and ethics; they make policy recommendations and the Council makes policy. He asked the Commission to consider incorporating this.

Ann Casey Bullock said it sounds like a preamble; it does not seem like something that belongs in the body of a Charter. We have covered this. Barbara Thomas said it is inspirational but to the emailed response of Matt Jones, she agrees that it is unclear how something like that would be legally enforced. BK Keramati said we have covered this. Paragraphs on how we expect good people to behave do not need to be in the Charter; it is clear now in the proposal that the City Manager recommends policy and that it is included in the role of the City Council to make policy. Barbara Thomas said that Tucson's language is in their City Code. Bob Turner clarified that they took it out of their Code and put it into their Charter. Gordon Boyd stated that language like that is desirable but it is not clear how you would enforce it. Ann Casey Bullock said the language gives all sorts of openings to interpretation; the Commission has discussed this. There was consensus among the Commission members that they are not interested in incorporating this or similar language into the Charter.

MISCELLANEOUS

Pat Kane suggested that the Commission should go back to meeting on the Tuesdays when there are no City Council meetings, which is how the meetings were organized when they were first formed.

Pat Kane moved and Gordon Boyd seconded to schedule meetings on alternate Tuesdays from now through November, 2017.

Pat Kane explained that the meetings would be held on the Tuesdays when the City Council is not meeting; most of the meetings would probably be in the City Council room and they could use the time for committee meetings if not for regular meetings. If they decide not to meet at all on one of the dates, they would notify the public.

Ayes all

Outreach Committee

Pat Kane congratulated the Outreach team on the great job they did at the public forum. It was a packed house and they really raised the bar high.

He said that Gordon Boyd has a proposal for using the space at the City Center originally rented for May 30th for the Special Election. Gordon Boyd distributed a memo to the Commission members outlining his plan. He said he wants to conduct a public forum since the space is already booked for most of the day. The idea is to set up the room with information stations, each specializing on a particular topic or aspect of the proposed Charter, with a Commission member at each station. He said he has done something like this before in a PR capacity and it worked well. This would provide a good opportunity to present information in a non-confrontational manner while giving a chance for members of the public to ask questions and hold conversations with Commission members. There could be six or seven conversations happening simultaneously around the room. He said that he has spoken with representatives from Look TV and could broadcast from there. Reporters could also be involved and he is looking into having some City Managers there. He said the City Center sales person provided him with a list of authorized caterers and if they could get donations, there could be refreshments at this event. He noted that he has paid \$750 for the space and he has not been reimbursed at this point.

Pat Kane said that in May there is a City Managers' Association meeting in Ithaca where members of this Commission can go and ask questions. He said that on May 23, the New York Conference of Mayors will hold a conference here in Saratoga Springs. Gordon Boyd said he is registered for that conference and he will ask how some of the Commission members could constructive take advantage of that forum.

Laura Chodos said we will continue to educate the public about the Charter. Bob Turner reminded the Commission that if we are using tax preparer funds, it has to be entirely educational. Pat Kane said there will be a lot of public outreach. We have to be ready to go in September. We need to have materials.

NEXT MEETING

Bob Turner announced that the next meeting will be Tuesday April 11.

PUBLIC COMMENT

Bob Turner opened the second public comment period at 9:08 p.m.

John Safford said he spent many years automating municipalities and worked for many municipal boards, some that were horrible and some that were great. There will be boards that micromanage everything; he prefers boards that do not micromanage because they are more professional and make others feel more professional. He is not sure how to address that language in the Charter but he thinks the Commission should give it some thought.

Bill McTygue said that regarding management confidential positions, with due respect to the role that the Civil Service Commission plays, the primary difference has to do with union representation. Unless the position is management confidential now, it would have to be removed from the bargaining unit and made management confidential. Those positions require total management responsibility and for some of those positions it is entirely inappropriate for

them to be in the union. Those position descriptions are heavy on management; especially the Director of the Department of Public Works, and the Director of Finance. Those positions might have to be tweaked to be in compliance with the new form of government and there is a process for that through the Civil Service Commission. He said there is also a process for changing a job description in a major way. There are mechanisms in place to handle such changes routinely to get all of the positions in compliance with the new form of government.

Joy King said she loves and supports Gordon Boyd's idea for the May 30 public forum. Having areas set up on specific topics on the Charter is a great way to educate the public on the proposal.

ADJOURNMENT

Laura Chodos moved and BK Keramati seconded to adjourn meeting at 9:15 p.m.

Ayes all

There being no further business, Bob Turner adjourned the meeting at 9:15 p.m.

Respectfully submitted,

Nancy L. Wagner
Clerk

Accepted: 4/25/2017