

**City Council Building
Chattanooga, Tennessee
June 3, 2003
6:00 p.m.**

Chairman Franklin called the meeting of the Chattanooga Council to order with Councilmen Benson, Hakeem, Littlefield, Lively, Page, Pierce, Robinson and Taylor present. City Attorney Randall Nelson, Management Analyst Randy Burns and Council Clerk Carol O'Neal, CMC, were also present.

PLEDGE OF ALLEGIANCE/INVOCATION

Following the Pledge of Allegiance, Chairman Franklin gave invocation.

MINUTE APPROVAL

On motion of Councilman Lively, seconded by Councilman Taylor, the minutes of the previous meeting were approved as published and signed in open meeting.

"TOGETHER WE CAN" SCHOLARSHIP RECIPIENTS

Dr. Jane Harbaugh stated the students assembled today represent the Tenth Anniversary class, which means the Community Foundation and the City of Chattanooga has been at this for quite some time! She stated the partnership had funded 134 students in college! At this point she introduced Pete Cooper, President of the Community Foundation and co-author of the proposal originally adopted. She stated Mr. Cooper and his staff do a tremendous job; that he has had to raise money in the last couple years due to an increase in tuition rates. She introduced Rebecca Smith, Scholarship Program Officer, who keeps in touch with the students and helps them enormously and added that she is a great benefit to the Foundation and the students. She introduced Chris Ramsey, Vice Chair of Scholarships and an executive with Blue Cross-Blue Shield, as well as a member of the Board of the Community Foundation, who had his beginning as a scholarship student. She expressed how personally proud she was of him.

"TOGETHER WE CAN" SCHOLARSHIP RECIPIENTS
(Continued)

At this point, the 2003 recipients stood and introduced themselves, stating their high school and college choice. Parents of the students were also recognized and asked to stand.

The 2003 "Together We Can" recipients are: Brittany Atkins, Frankie Barron, Nicole Boyd, Terri Brogden, Dominique Copeny, Toninica Few, Keosha Garner, LaToya Harrison, Tephania Holcey, Chaunte Hubbard, Maya Jordan, Darius Kirksey, Lynesha Lake, Jennifer McCrary, Stephanie Morris, Terence Parks, Nisha Patel, Renesha Redding, Quineesha Smith, Stephen Smith, Nakesha Tumlin, Joscelyn Wilkerson, LaGloria Williams, Trisha Williams and Tinisha Wordlaw.

Dr. Harbaugh recognized recipients who have graduated from their respective colleges; those present were Shannon Miller, Heather Montgomery, Karitsa Mosely, Roderick Adams and Shannon Miller. Students due to graduate in the fall of 2003 present were: Rhonda Brady, Alicia Hutchison and Daniel Pippin.

At the conclusion of the students' introductions, Dr. Harbaugh proclaimed, "Together we did!"

Chairman Franklin thanked those in attendance for their presence and expressed hope this opportunity would be an inspiration and encouragement to achieve their lifelong goals.

Councilman Hakeem stated it is meaningful to have students come before the Council in this way; that it made it "real" that "together we did"! He expressed thanks to the parents and the students' loved ones present for being involved in their lives as it is very important and makes all the difference in the world.

SPECIAL POLICEMAN

On motion of Councilman Taylor, seconded by Councilman Benson,
A RESOLUTION AUTHORIZING THE APPOINTMENT OF HENRY YANKOWSKI AS SPECIAL POLICEMAN (UNARMED) FOR THE CITY OF CHATTANOOGA DEPARTMENT OF PUBLIC WORKS, TO DO SPECIAL DUTY AS PRESCRIBED HEREIN, SUBJECT TO CERTAIN CONDITIONS
was adopted.

SPECIAL POLICEMAN

On motion of Councilman Taylor, seconded by Councilman Pierce,

A RESOLUTION AUTHORIZING THE APPOINTMENT OF THOMAS SPURLOCK AS SPECIAL POLICEMAN FOR ERLANGER HEALTH SYSTEMS TO DO SPECIAL DUTY AS PRESCRIBED HEREIN, SUBJECT TO CERTAIN CONDITIONS

was adopted.

GRANT

Councilman Littlefield stated Resolutions (c) – (g) were discussed in the Legal and Legislative Committee and all are recommended for approval.

On motion of Councilwoman Robinson, seconded by Councilman Taylor,

A RESOLUTION AUTHORIZING THE CHIEF OF POLICE TO APPLY FOR A GRANT FROM THE HOMELAND SECURITY OVERTIME PROGRAM IN A TOTAL AMOUNT NOT TO EXCEED TWO HUNDRED FIFTY THOUSAND DOLLARS (\$250,000.00) FOR THE PURPOSES SPECIFIED HEREIN, WHICH, IF AWARDED, WILL REQUIRE LOCAL MATCHING FUNDS OF ONE-THIRD (1/3) OF THE GRANT AWARDED

was adopted.

CIGNA INSURANCE COMPANY

Councilman Littlefield stated this matter was heard in committee last week and was debated quite a bit. He stated a couple Council members were not present and indicated a number of meetings have been held with employees. He stated with an excess of zeal to make sure everyone has an opportunity to have their say, he asked if the “floor could be opened” for other comments and questions.

Chairman Franklin recognized persons from CIGNA and asked them come forward and answer questions.

Councilman Benson stated last week he had concerns and looked into the matter further, indicating that he wanted to know if in the contract there is a clause or standard for performance, which would be standard procedure in a lot of contracts like this, as it relates to turnaround time and the percentage in certain number of days for approval or disapproval of claims. He asked what CIGNA guarantees with the penalty clause if they do not measure up to certain percentages in approval of claims and turnaround time.

CIGNA INSURANCE COMPANY (Continued)

Bill Collins, New Business Manager with CIGNA, stated the City has a fully insured contract with CIGNA, indicating that the risk is all on CIGNA. He stated CIGNA “put their quote out there” competitively with the same level of benefits, reiterating that CIGNA is at risk fully for the performance of the plan throughout the year. He stated they are going to offer standard performance services, which they will guarantee on average speed advances and would get the figures to Tracy Clarke. He stated he was asked this question on yesterday and does not have the timeframe on performance involving the abandonment rate (the length of time people get tired of holding and hang up) but would get the information to Tracy, as well as information regarding account management, which is led by a great team in Chattanooga. He stated with this being a fully insured contract, the risk is on CIGNA to perform and they will give the standard performance guarantee for the items mentioned.

Councilman Taylor asked for a comparison of the old coverage and verification that this is not a self-insured plan.

Tracy Clarke, Risk Manager for the City, stated with CIGNA we are going to be able to maintain all the co-pays we currently have now, which will stay at twenty dollars. He stated co-pays have been placed back in many services that we did not have over the last three years with Blue Cross in the areas of chiropractic, physical therapy and behavioral healing which had previously required a \$500 deductible. He stated there were a lot of people that were hurt with emergency care with Blue Cross and CIGNA has moved back the co-pay to \$100 per occurrence, which is considerably better than the deductible situation.

Councilman Taylor inquired as to whether retirees would have the same benefits under this plan.

Mr. Clarke responded “yes”; that retirees have the option of the Open Access HMO and the Point of Service. He stated those over 65 get to use a PPO, which has a more broadly expanded network. He stated this is a very good plan and an improvement; that the network is larger.

Councilman Taylor inquired as to the increases and adjustments at the end of the year with this plan.

Mr. Collins stated CIGNA brings a lot of management to the table that they feel the City would be able to utilize; that they are known for their management of pharmacy, which will be a three-tier drug program ranging from \$10, \$20 and \$40 co-pays.

CIGNA INSURANCE COMPANY (Continued)

Mr. Collins stated prior authorization would be required on certain drugs and on the quantity limit, as well as a level of care limit; that CIGNA is known for this type of management program.

Councilman Pierce asked for clarification regarding the turnaround time in responding to doctors.

Michelle Powers, Regional Vice President of the CIGNA local Service Center stated that this is a fully insured plan and claims must be processed according to the State guidelines as well as federal legislation. She stated there are certain guidelines around turnaround time and if there are delays CIGNA must pay the interest to providers. She stated there is a very stringent policy and oversight capability as far as the turnaround time and inventory management, reiterating that they would be liable for interest for claims not paid on time. She stated their performance internally within the organization's turnaround time is 90 percent in fourteen days and 98 percent in 21 calendar days in meeting claims.

Councilman Littlefield inquired as to how many proposals were received and those involved in evaluating the proposals.

Mr. Clarke responded that the request for proposal was put on the Internet and 22 requests were sent out; that fifteen proposals were received, which included third party administrations, large insurance groups and pharmacy benefit management companies. He stated Wes Blakely worked with them and assisted him, as well as David Eichenthal and other personnel from the Finance Department.

Councilman Littlefield stated that some companies that were not selected had contacted him. He asked if there has been an opportunity for a letter to be sent to those not selected.

Mr. Clarke stated that he did not think Purchasing had sent out letters yet and will send them after approval of the Resolution is complete tonight.

Councilman Littlefield indicated that he is certain there would be questions.

Mr. Clarke stated in all the meetings conducted, it was not just an issue of saving the City money but having to be careful about evaluating where service costs of medical services received were going to be transferred to employees. He stated co-pays were higher in one plan, components of drugs plans were an issue, physical therapy was on a far limited basis, deductibles and co-pays were considered, reiterating that they took a very complex look at all proposals.

CIGNA INSURANCE COMPANY (Continued)

Mr. Clarke continued by stating what has to be taken in mind is what our costs are and not transfer costs to the employees; that in the final analysis they have to look at what the employees are accustomed to, there are retirees to deal with and that is what they did to get to this point.

Councilman Page stated this is the most important decision the City makes regarding benefits for employees and everyone concerned. He stated the numbers have been "crunched" and Mr. Clarke and his staff, as well as Wes Blakely, and all the experts in this field have worked hard. He stated he recognized that the City has to save money through better management and our employees have to be "more well" than last year. He stated that he wondered about the loss ratio and some of the experiences we had last year and inquired as to how the numbers were analyzed to come up with a \$4 million savings based on those issues.

John Sorrow, Vice President of CIGNA's East Tennessee Region, stated that this was discussed a little last week in their previous briefing to the Council. He stated he could not necessarily speak to how the current plan is analyzed from a financial standpoint; that they have worked on trying to earn the City's business for the last several years and tried to find the "right place" to do business together. He stated with this instance they took a look at prior experience, assuming what they do in taking risks from an underwriting standpoint, how well the claims experience will "model out" through what they provide in terms of the competitive level and rising health care costs, understanding health care costs are rising.

Councilman Page indicated that it is a tough job!

Councilman Taylor inquired as to the employees' dental and visual plans within the present coverage and whether those items are offered in this plan.

Mr. Clarke stated the dental plan remains the same through Blue Cross as the City has had for years and there is no change in that. He stated there is another plan, a very affordable dental HMO and PPO that mirrors Blue Cross, which will be dealt with in the fall in another enrollment; that all supplemental products are the same. He stated CIGNA has a vision benefit as a component of their healthy reward program with a \$10 co-pay for refraction through their network and discounts for eyeglasses.

CIGNA INSURANCE COMPANY (Continued)

Councilman Robinson expressed concern regarding limiting costs, another mechanism being health care providers treating patients and then making recommendations for certain treatment if insured. She stated our City employees and retirees might find themselves in positions of having physical ordered protocol or treatment and insurance companies deciding that is not going to be according to expenses, putting the ultimate decision for treatment in the hands of the insurance company.

Mr. Collins stated that he has been in contact personally with a couple employees having major health programs to identify their provider used and their telephone numbers of all different ones used. He stated all have been identified and are already in the network with their numbers, diagnosis and treatment plan. He stated he personally spoke with an RN in case management to go ahead and get answers to questions they are having prior to July 1. He stated they look at each case on a case-by-case basis as far as complicated medical problems are concerned. He stated they are there to help and manage costs and make sure proper care is given. He stated they take all the information from physicians and the patient and make the appropriate decision; that sometimes the decision is not agreeable with the patient. He stated a good hard look is taken by the appropriate medical personnel that involve the provider and patient.

Councilman Taylor asked if there is an appeal process. Mr. Collins stated there are different levels of appeal that are not all "set in stone".

Councilman Benson stated a good job was done by CIGNA last week in discussing the plan and some of that was elaborated upon this week. He stated CIGNA representatives should be able to feel now we are entering into a contract with a lot of employees who have a lot of anxieties; that employees are leaving a known security carrier with whom they had good service. He stated that he is very questionable about the change turnaround and disavowal rate and urged CIGNA representatives to take this as a challenge and use it as a "stepping stone" to the future in perceptions out there about the claims turnaround and disavowal rate. He stated this is a great opportunity for CIGNA and hope it is accepted as a challenge for a successful year.

Mr. Collins stated their goal this time next year is to use the City as reference for more large groups in East Tennessee. He stated they are really focused on the City of Chattanooga to have the best of the best to manage this account.

Chairman Franklin expressed appreciation to CIGNA's representatives and Tracy Clarke for their willingness to answer questions.

CIGNA INSURANCE COMPANY (Continued)

Councilman Hakeem stated that it is his thought Mr. Collins and all concerned understand the level of interest and concern we have in regard to benefits for our employees. He stated Mr. Collins' team has shown the willingness, desire and commitment to be successful in this partnership. At this point, he **made the motion to move the matter forward; Councilman Lively seconded the motion.**

Brian Lopez-Cepero stated he has been a diabetic for 19 years, had bypass surgery two years ago and has been on certain drugs. He stated that he attended the meeting Tracy Clarke had, which was very informative. He stated that he has done the mathematics regarding the prescription drugs, diabetic supplies and co-pays regarding his condition; that when he had the bypass in 2001 he was placed on heart medication and last year his co-pay was \$950. He stated based upon the current proposal and by calculation the co-pay would go up from \$1,000 to \$2,000. He expressed concern about the retirees, as it is his feeling they are on prescription drugs and diabetic supplies, and they will run into the same situation; that their co-pay will go up 100 percent from this past year. He stated that he wanted to bring this information to the forefront so all could understand based upon the calculations and information he has been able to gather.

Mr. Clarke stated there would be situations such as this under the new drug plan; that some people will have more out-of-pocket expenses to be paid. He reminded everyone that no one came back with the same drug plan we have now; that it is too expensive and could not be maintained. He stated to maintain the plan as it currently exists is in the \$7 million range and with the City employees' cost involved the drug plan was a crucial spot. He stated everyone that came with renewal options put in a three-tier plan; that their concern was which one was the best from what was evaluated.

Chairman Franklin asked if there is anyone available to do trouble shooting for special cases.

Mr. Collins stated that he would be glad to offer his services personally to meet with Mr. Lopez-Cepero to go over his medications and get the provider involved to see if there is any way to work out other medications. He stated he would be more than happy to meet to discuss case specifics and reminded Council members of CIGNA's award-winning website, mycigna.com, which will be active for all employees of the City beginning July 1. He explained the detailed access that would be available for the Pharm Advisor on the website and various other information going from screen-to-screen regarding alternative medications.

CIGNA INSURANCE COMPANY (Continued)

Chairman Franklin indicated to Mr. Collins that Mr. Lopez-Cepero would probably not be the only person with special medical needs, and that it is his hope as others are identified CIGNA would do their best to tailor make something.

At this point, Councilman Page "called for the question" on the motion and second by Councilmen Hakeem and Lively.

On motion of Councilman Hakeem, seconded by Councilman Lively,

A RESOLUTION ACCEPTING THE PROPOSAL OF CIGNA INSURANCE COMPANY AS THE LOWEST AND BEST PROPOSAL FOR HEALTH AND HOSPITALIZATION INSURANCE FOR CITY PERSONNEL AND AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT WITH CIGNA INSURANCE COMPANY FOR SUCH COVERAGE

was adopted.

GRANT

On motion of Councilman Littlefield, seconded by Councilman Hakeem,

A RESOLUTION AUTHORIZING THE MAYOR TO APPLY FOR, AND IF AWARDED, ACCEPT A FAIR HOUSING GRANT FROM THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT IN THE AMOUNT OF ONE HUNDRED THOUSAND DOLLARS (\$100,000.00) RELATIVE TO COMMUNITY EDUCATION

was adopted.

DOWN ZONING STUDY OR CERTAIN NORTH CHATTANOOGA PROPERTIES

On motion of Councilman Taylor, seconded by Councilwoman Robinson,

A RESOLUTION DIRECTING THE CHATTANOOGA-HAMILTON COUNTY REGIONAL PLANNING AGENCY TO CONDUCT A DOWN ZONING STUDY FOR CERTAIN PROPERTIES IN NORTH CHATTANOOGA AS SHOWN ON THE MAP ATTACHED HERETO AND MADE A PART HEREOF BY REFERENCE

was adopted.

**MORATORIUM ON BUILDING PERMIT FOR
PROPERTY IN NORTH CHATTANOOGA DURING
DOWN ZONING STUDY**

On motion of Councilman Taylor, seconded by Councilman Benson,
A RESOLUTION DECLARING A BUILDING PERMIT MORATORIUM FOR A PERIOD NOT TO EXCEED SIXTY (60) DAYS ON PROPERTY LOCATED IN NORTH CHATTANOOGA, MORE PARTICULARLY DESCRIBED HEREIN AND AS SHOWN ON THE MAP ATTACHED HERETO AND MADE A PART HEREOF BY REFERENCE, SO AS TO PERMIT THE CHATTANOOGA-HAMILTON COUNTY REGIONAL PLANNING AGENCY TIME TO PERFORM A ZONING STUDY RELATIVE TO DOWN ZONING CERTAIN PROPERTIES TO R-1 RESIDENTIAL ZONE
was adopted.

OVERTIME

Overtime for the week ending May 30, 2003 totaled \$122,035.91.

PERSONNEL

The following personnel matters were reported for the various departments:

PUBLIC WORKS DEPARTMENT:

SALVADOR MENDEZ – Retirement, Plant Operations Supervisor, Waste Resources, effective May 30, 2003.

Admin. McDonald acknowledged the retirement of Mr. Mendez after 31 years of loyal service to the City.

FINANCE AND ADMINISTRATION DEPARTMENT:

LISA CULVER – FMLA/Compulsory, Internal Auditor, Mayor's Office, effective May 5 – October 1, 2003.

PURCHASE

On motion of Councilman Lively, seconded by Councilman Hakeem, the following purchase was approved for use by the Public Works Department:

CANTERBURY INTERNATIONAL (Sole Source)

R0065368

Trash Receptacles (Market Street Streetscape) per TCA 6-56-304.2

\$25,120.00 (plus freight)

PURCHASE

On motion of Councilman Taylor, seconded by Councilman Page, the following purchase was approved for use by the Chattanooga Fire Department:

MOTOROLA, INC. (Single source)

R0066680

Motorola Radios and Accessories per TCA 12-3-1001

\$15,155.60

PURCHASE

On motion of Councilman Page, seconded by Councilman Hakeem, the following purchase was approved for use by the Department of Finance, Information Services Division:

HEWLETT PACKARD COMPANY (Single Source)

R049295

Software and Licenses per TCA 6-56-304.2

\$41,654.56

COMMITTEES

Councilman Littlefield stated the **Legal and Legislative Committee** met today and discussed the light intrusion ordinance and other resolutions on tonight's agenda. He scheduled a meeting of the Committee for **Tuesday, June 10 at 3 p.m.** to continue discussion of the draft light intrusion ordinance and other matters that are always added as the week wears on.

Councilman Hakeem reminded Council members of the **Public Works Committee meeting scheduled for Tuesday, June 10 at 4 p.m.**

Councilwoman Robinson stated following the very successful and well-attended recent public art meeting in May, the Public Arts Steering Committee is now working on an implementation plan for the public art program. She stated Council members received copies of the report and asked that they hang onto the extensive document; that the Committee is scheduled to come back to report again to the City Council and the implementation plan that will involve the partners with Allied Arts, RiverCity, City of Chattanooga and the Hunter Museum. She stated the matter is scheduled to come before the **Parks and Recreation Committee on June 17 AT 4 p.m.**

Councilman Taylor stated the Health, Education, Human Services and Housing Opportunities Committee has had dialogue with Air Pollution for a discussion concerning the newspaper article that appeared in the paper a while ago concerning the quality of air as it relates to citizens here. He stated it is hopeful a meeting will be announced soon so that information can be presented regarding information as it relates to the air quality for citizens in Chattanooga.

SUSPENSION OF APPROVAL OF FLAG LOTS

Councilman Littlefield stated that the Chattanooga Hamilton County Regional Planning Agency is scheduled to meet on Monday on which Councilman Benson serves as the Council's representative. He stated the Commission will be looking at a change in the zoning ordinance language as it relates to certain types of building materials for town homes. He stated there is no time to deal with this matter in Legal and Legislative Committee at this time even though it will be go through Planning and come back to the Council for consideration. He stated last week the Council passed a Resolution suspending building permits on flag lots as platted and existing in the City. He proposed by motion and indication of consensus of the Council, that the Council empower Councilman Benson to ask the Planning Agency to suspend approval of flag lots for 60 days; that this request could be done by motion.

SUSPENSION OF APPROVAL OF FLAG LOTS
(Continued)

Councilman Littlefield stated the Planning Agency actually controls subdivision regulations and the Council does not. At this point he **made the motion to make the request of the Regional Planning Agency; Councilman Benson seconded.**

Councilman Page stated that he was not present last week and asked Councilman Littlefield to summarize the matter.

Councilman Littlefield stated that he has seen examples lately where uses of flag lots might be considered an abuse by allowing them without a lot of regulations. He stated some regulations have been added over the years and referenced an example a couple weeks ago in the County where four flag lots were being constructed on a steep driveway with houses being built with some fronting-to-back. He stated the road did not meet anyone's standards, reiterating the situation was in the County and indicated there are some rather poor examples in the City. He stated Planning is working on new regulations to determine where to add regulations so as not to end up with steep driveways and, perhaps, the addition of stormwater regulations, as well. He stated if Planning suspends the ration of new subdivision permits the Council could go back and rescind the Resolution, as there are pre-existing flag lot subdivisions out there that are okay. He stated if Planning is willing to suspend new subdivision permits the Council could come back in a week or so and relax the resolution on building permits.

Chairman Franklin asked if the pre-existing subdivisions will be able to continue or is this request for new subdivisions.

Councilman Littlefield stated new subdivisions are the ones they are most worried about. He stated some building contractors called him last week, and one was in regard to the million dollar homes being build in the Hixson area who indicated people were waiting for their houses to be built and we do not want to hold up the process any longer than necessary.

Chairman Franklin expressed hope that Councilmen Littlefield and Benson are not penalizing others for developers who do marginal developments.

Councilman Littlefield responded "no"; that they are trying to avoid that and do not want to penalize those doing good development. He stated where they already exist there is a limit to how much the Council can hold off in those areas; that if they can avoid them from being platted is where the problem really is.

SUSPENSION OF APPROVAL OF FLAG LOTS
(Continued)

At this point the vote on Councilmen Littlefield and Benson's motion and second was taken; the motion carried.

SISTER BEY

Sister Bey addressed the Council regarding the killing of Mr. Henderson last week, and stated that Mr. Jones is in prison for killing Ms. Jacks and it is her thought the officer who killed Mr. Henderson should be held on murder one. She expressed her disgust to hear the salute to the United States flag and referenced the flags she has from other countries, indicating that she has the "whole world" behind her and does not "go" for European government. She stated she is tired of "the deception", tired of "being used" and that the God she serves "would not even look at you (Council)"!

SYLVIA BENNETT

Sylvia Bennett stated that she has been doing a lot of work at the Humane Society and it has been said she is a troublemaker. She confirmed that she guesses she is a troublemaker because she has gone in places she was told not to go and improvements have occurred. She stated the man that was seen hanging a dog is gone, the man who dragged a dog to its death is gone, and animals now have their own water bowls. She stated all of these things have happened because she spoke out. She stated animals are no longer held in cages and hosed down as the cages are cleaned, that they are now taken out of the cages. She stated there is talk of a new computer system and three people have been employed. She stated she is a troublemaker and will continue to speak up for the animals because they cannot speak for themselves and will continue to let the Council know how she feels. She stated 1,755 animals are being euthanized for no other reason than the fact we do not have a place to put them. She distributed information and asked that the Council peruse it, as something has to be done. She stated the employees at the Humane Society are so overworked they cannot see the problem, yet she does not mind telling them. She stated, as God is her witness, if she sees an animal hurting she will have to help it.

Councilman Hakeem stated Ms. Bennett's actions help to redefine what we call a troublemaker! He thanked her for her positive efforts and the volunteer hours she has put in over the years not only with the Humane Society but with the East Chattanooga community, as well.

SYLVIA BENNETT (Continued)

Councilman Page expressed appreciation to Ms. Bennett for her service, indicating that everyone has struggled with this issue. He stated he has received more discussion and mail about conditions at the shelter than anything he has experienced since coming on the Council. He stated that it is his hope the Legal and Legislative Committee can bring more attention and possible solutions to this matter.

Councilman Littlefield stated that there was discussion this evening prior to Council meeting regarding the matter. He stated that he would contact the County and other municipalities who share in the responsibility for public money for the Humane Society. He stated he does not want to say too much until he has had an opportunity to contact Cindy Hall, the Chairperson at the Humane Society. He stated it was the consensus of the Council tonight to have some type of public hearing about problems that have erupted lately at the Humane Society and how to deal with it to make a better environment for animals.

Ms. Bennett stated that a recommendation has been made to have individuals report how they feel about conditions and make a report as to the findings. She stated that she does not want her comments to be interpreted as anything against the employees because they have a tough, hard job; that when she brings matters to the attention of the employees they become defensive and she understands that they are sometimes upset with her. She stated when she saw an animal dragged on concrete to be euthanized, she promised herself and God she would not stop until something is done!

Councilman Littlefield stated as soon as a meeting can be arranged he will be in touch with Ms. Bennett and expressed appreciation for her efforts.

Councilman Benson assured Ms. Bennett that the Mayor and Council are all concerned about this. He expressed appreciation for her support and told her to "hang in there"! He stated the information Ms. Bennett distributed reflects 3,163 animals were killed in the first five months of this year and if he figures it right, for every one animal brought in, eight are euthanized and a conveyor belt expresses them quickly up to a truck. He asked how we have gotten ourselves into this position; that we have to get a spaying and neutering program in the Humane Education Society. He stated he wants to make the Humane Society something we can be proud of; that he made four trips to the Society in the last three months and really only got one good tour through during the last trip. He stated it is not a place anyone would want to go back to see, reiterating that something has to be done about it.

SYLVIA BENNETT (Continued)

Councilman Benson stated private money can do it, get proper leadership and the \$500,000 the City appropriates could be operational money for a new building. He again expressed appreciation to Ms. Bennett for her efforts and encouraged her not to give up!

RHONDA BRADY

Rhonda Brady, a "Together We Can" scholarship recipient majoring in Mathematics and Computer Science, stated that she has been looking for an internship position since the last of January. She indicated that she was employed previously in Information Services but because she is not an Upward Bound student she cannot work there. She asked the Council for assistance and indicated that her GPA and everything else is good, yet it has been hard to find an internship position.

Chairman Franklin stated each Council member would make an attempt to try to find a good place for Ms. Brady to further her studies and get practical experience. He asked that she leave a copy of her resume with the Clerk of the Council. (Ms. Brady's resume is filed with minute material of this date.)

STEVEN WEST

Steven West stated that he is employed in the City's Public Works Department and is worried about his job. He stated it has been previously said there will be a cut back on Trash Flash and that jobs would not be affected and now he hears there is "talk" of bringing in knuckle boom trucks and eliminating the brush pick-up jobs. He stated his main concern is why he was told over a year-and-a-half ago that jobs would not be cut; that the brush personnel do a good job for the City and keep it clean. He stated that his division has a good supervisor, now, Mr. Norris, who has an "open door policy" and he spoke with him about it. He stated he could not understand why the jobs are being eliminated when they are actually doing a good job.

Admin. McDonald stated that he does not have any plan of eliminating the brush pick-up. He stated they have been looking at the possibility of using more knuckle boom trucks than others, but they have not made any move on that so far. He stated that is something they are looking at to be more efficient. He indicated that in every move they have made they have found a place for employees and have not let employees go and would certainly be looking at that as part of the overall process.

STEVEN WEST (Continued)

Chairman Franklin inquired as to whether operation of the trucks would require additional training.

Admin. McDonald responded "yes"; that special training would be required.

Chairman Franklin asked if those already employed fulltime would be considered for future training.

Admin. McDonald reiterated that they have not done anything yet and have only been looking at that possibility. He stated when a decision is made they will then look at what employees would be affected. He stated he always tries to find a place for any employee displaced; that they are doing things more efficiently with more updated equipment.

Chairman Franklin clarified to Mr. West that his job is safe!

Mr. West responded "okay" and then inquired about sidewalks for the Midland Pike area. He stated our children are our future and expressed concern regarding the children walking down Midland Pike during the dark hours of the morning. He asked if sidewalks could be installed on Midland Pike through to Brainerd High School.

Chairman Franklin expressed thanks to Mr. West and indicated that the matter has now been brought to Admin. McDonald's attention.

ADJOURNMENT

Chairman Franklin adjourned the meeting of the Chattanooga Council until Tuesday, June 10, 2003 at 6:00 p.m.

CHAIRMAN

CLERK OF COUNCIL

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