

City of Crossville

392 N. Main
Crossville, TN 38555



Minutes

Tuesday, January 7, 2020

5:00 PM

Conference Room 317

Call for Special Meeting

Call to Order

The City Council for the City of Crossville met in special session on January 7, 2020 at Crossville City Hall. Mayor James Mayberry was present and presiding. He called the meeting to order at 5:00 p.m.

Roll Call

- Present** 4 - Council Member Rob Harrison, Mayor Pro-tem Art Gernt, Council Member Scot Shanks, and Mayor James Mayberry
- Absent** 1 - Council Member J. H. Graham

Others present were City Manager Greg Wood, City Attorney Will Ridley, City Clerk Valerie Hale, Scott Humphrey, Kevin Music, Rick Williams, Jessie Brooks, Heather Mullinix, Jerry Kerley, Fred Houston, Jim Young, Charley Manker, Mike Turner, Chris South, Tim Begley, Darian Dykes, Dr. Mark Fox, Steve Franks, Brooke Schaffer, Frances Carson, and Levonn Hubbard.

1. Consent Agenda

A motion was made by Council Member Scot Shanks, seconded by Mayor Pro-tem Art Gernt, to approve Items A-D of the Consent Agenda. The motion carried by the following vote:

- Aye:** 4 - Council Member Rob Harrison, Mayor Pro-tem Art Gernt, Council Member Scot Shanks and Mayor James Mayberry
- Absent:** 1 - Council Member J. H. Graham

Ordinances on Third Reading

- a.** Ordinance amending FY19-20 Budget Brookhaven and Highland Lane Water Line Replacement Project

City Council has awarded the bid for the Brookhaven/Highland Lane Water Line Project to Ironwood Construction in the amount of \$1,277,625. A budget amendment is required.

This Ordinance was adopted on third reading.

- b.** Ordinance amending street name from Mariners Pointe Drive to Pointe Landing

The two current owners of the properties that front on Mariners Pointe Drive have requested the name of the road be changed to Pointe Landing. Planning Commission met November 21 and voted to recommend the name change to City Council. An ordinance is required to change a street name.

This Ordinance was adopted on third reading.

- c. Ordinance enacting and adopting a 2019-S7 supplement to the Code of Ordinances

The 2019-S7 supplement codifies ordinances passed by City Council since the 2018-S6 supplement was added.

This Ordinance was adopted on third reading.

Ordinances on Second Reading

- d. Ordinance amending FY19-20 Budget for Palace Theater Repairs

The Palace Theater is leaking in several locations. It's been determined that the majority, if not all of the leaks are from the mortar joints in the masonry walls. The estimated cost of the construction is \$50,000. A budget amendment is recommended in the amount of \$65,000 which will include minor roof repairs and engineering.

This Ordinance was approved on second reading.

- e. Ordinance amending FY 19-20 Budget Wage Compensation

A Classification & Compensation Study, which was completed by McGrath Human Resources Group, gathered data to create a Compensation Schedule for the City of Crossville. The project involved several steps: collection of data, interviews, and data analysis. McGrath Human Resources Group recommended a compensation schedule, as well as a philosophy demonstrating the City's commitment to compensate employees based on the average market, as follows:

While maintaining fiscal responsibility, the City of Crossville is committed to compensating in a manner that is equitable across all employee groups and is reflective of the external market. Specifically, the City's goal is to achieve the following objectives:

- A) Attract and retain highly qualified, productive, and committed employees;*
- B) Ensure employees reach the 50th percentile of the external market over a measured period of time when employees are fully proficient and meeting expectations;*
- C) Ensure the compensation schedule maintains external competitiveness;*
- D) Recognize the internal worth of jobs and ensure internal equity;*
- E) Ensure consistent administration and application of pay policies; and*
- F) Ensure that pay plan administration decisions are not based upon nor influenced by an employee's sex, race, color, age, religion, or any other legally protected personal characteristic.*

A budget amendment is necessary for implementation of the classification and compensation study.

City Council previously approved the budget amendment on first reading and to implement the plan all at one time. Mayor James Mayberry pulled this item from the Consent Agenda to discuss further. He explained that the ordinance can be amended at any time during the three readings. He stated that he is more comfortable with phasing in the new plan.

Mayor James Mayberry made a motion seconded by Council member Rob Harrison to approve second reading of the ordinance and implement the wage compensation plan in three phases. The motion carried by the following vote:

- Present** 4 - Council Member Rob Harrison, Mayor Pro-tem Art Gernt, Council Member Scot Shanks, and Mayor James Mayberry
- Absent** 1 - Council Member J. H. Graham

2. Other Business

a. Approval of Authorized Agent for USACE application

Staff is working with J.R. Wauford & Company Consulting Engineers, Inc. to apply for a dam permit at Meadow Park Lake. The process could be streamlined if the City authorizes the firm to act on its behalf. Staff requests that Greg Davenport, P.E., be authorized to act as the City's agent for this application process. The firm would not submit any significant documents to the USACE without first submitting to City staff for approval.

A motion was made by Mayor James Mayberry, seconded by Council Member Scot Shanks to approve Greg Davnport as authorized agent. The motion carried by the following vote:

- Aye:** 4 - Council Member Rob Harrison, Mayor Pro-tem Art Gernt, Council Member Scot Shanks and Mayor James Mayberry
- Absent:** 1 - Council Member J. H. Graham

Adjournment

With no further business to discuss, the meeting adjourned at 5:09 p.m.