

# HUMAN RESOURCES (HR) COMMITTEE MINUTES June 16, 2020

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## **In Attendance**

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Councilman Russell Gilbert, Committee Chair, called the electronic-conducted (virtual) meeting to order at 4:28 p.m. A quorum was present, including Council Chairman Chip Henderson, Vice-Chairman Ken Smith and Council members Carol Berz, Anthony Byrd, Demetrus Coonrod, Darrin Ledford, Jerry Mitchell and Erskine Oglesby, Jr. all present via electronic means. The following panelist were also present via electronic means: Phil Noblett, City Attorney; Lydia Christoph, Administrative Support; and Keren Campbell, Council Support Specialist.

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## **Others in Attendance** (via electronic means)

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Mayor's Office: Tony Sammons, Deputy Chief Operating Officer; Griffin & Strong: Rodney Strong, CEO, and Michelle Clark Jenkins, Senior Director, Consulting Group

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## **Approval of Minutes**

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**On motion of Vice-Chairman Smith** and seconded by Councilman Ledford, the minutes of the last meeting (June 2, 2020) were approved as published.

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## **Disparity Report Presentation**

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Mr. Sammons introduced Mr. Strong and Ms. Clark who gave the Council a PowerPoint presentation on the Disparity Study Findings and Recommendations that included the following:

- Findings & Recommendations
- About Griffin & Strong
- In good hands
- Project team
- What Disparity Study is
- Study Objectives
- Technical Approach
- Statistical Findings
- Geographic Relevant market
- Summary of Availability
- Threshold Analysis Utilization
- Chattanooga prime utilization
- Subcontractor Utilization
- Subcontractor Disparity Index
- Legal Findings – Factual Basis for remedial programs
- Private Sector Analysis
- Anecdotal Findings
- Commendations
- Essential Components of Effective Procurement inclusion program
- Recommendation – Program development
- Recommendations – Business Services
- Recommendations – Goals and tracking

A discussion ensued where the following questions and were addressed:

- Achieving prompt Payment (Councilman Henderson)
- Funding (Councilman Henderson)
- Timeframe within current Council terms (Councilman Henderson)
- Steps already taken (Councilman Henderson)
- Work done in other cities (Councilwoman Coonrod)
- Setting up something for administration to look at now (Councilman Gilbert)
- Administration sharing with Council what can be done (Councilman Gilbert)
- Timeframe of implementation (Councilman Gilbert)
- Revisit start time in Sept/October 2020 (Councilman Gilbert)

Upon no further questions or comments, the issue was closed.

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### **Adjournment**

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There being no further business, Councilman Gilbert adjourned the meeting at 5:12 p.m.