

**ANN ARBOR CITY COUNCIL MINUTES
WORKING SESSION - MONDAY, OCTOBER 25, 1999**

The working session of the Ann Arbor City Council was called to order at 7:06 p.m. in the City Hall Council Chamber by Mayor Ingrid B. Sheldon.

ROLL CALL OF COUNCIL

- PRESENT : Councilmembers Tobi Hanna-Davies, Joseph Upton, Jean Carlberg, Heidi Cowing Herrell, Stephen C. Hartwell, Christopher Kolb, Mayor Ingrid B. Sheldon, 7;
- ABSENT : Councilmembers Patricia Vereen-Dixon, David Kwan, Patrick A. Putman, Elisabeth L. Daley, 4.

HOUSING COMMISSION REPORT

Kate Warner, Chairperson for the Housing Commission Board of Commissioners, gave a slide presentation on the public housing stock in Ann Arbor. She stated that the Housing Commission has added a significant number of affordable housing opportunities for people within the past two years, including eight duplexes with 17 units. Ms. Warner reported that Ann Arbor is providing needed housing for 16 families and one disabled person. The Section 8 program has added 350 new housing opportunities for people in Ann Arbor within the last year, along with resident support and resources at family sites and senior disabled buildings. Ms. Warner stated that one of the most important aspects of public housing in Ann Arbor is the scattered housing sites that are integrated into neighborhoods around the city.

Housing Programs Manager Cynthia Telfer, reported that the Section 8 Program is going through many changes, therefore the Housing Commission has had to make some system changes along with changes to the performance indicators. Ms. Telfer reported that in December of 1998 the Department of Housing and Urban Development (HUD) awarded the Ann Arbor Housing Commission with 100 vouchers and certificates for disabled applicants for Section 8. She reported that Ann Arbor's participation in the Section Eight Management Assessment Program (SEMAP), a report card of how the program is doing administratively, revealed several weaknesses and areas that need to be improved upon. Ms. Telfer stressed that a number of mechanisms have been implemented in an effort to score better this coming fiscal year. She reported that legislation has changed in the Section 8 Program and has gone from awarding certificates to vouchers. Other changes

include significant requirements for applicants, current recipients, and increased accountability for administrators, staff and landlords.

Housing Commission Director Betsy Lindsley explained that one major change to the public housing is the transition from the Public Housing Management Assessment Program (PHMAP) score card to a standard performer. She reported that the City has changed from 12 indicators to 8 indicators and is now entering the Public Housing Assessment System (PHAS) Phase. Ms. Lindsley explained that PHAS consists of a physical inspection of the properties, financial management assessment, operations management and a residential survey. She reported that the City received a 66% score on the physical inspection in May and is working on improving the score for the FY 2000. Ms. Lindsley stated that there are a number of things that have changed due to the QUORA legislation which was passed in October of 1998, and the Housing Commission is addressing the necessary areas.

FOX-LAWSON OVERVIEW - HUMAN RESOURCES DEPARTMENT

City Administrator Neal Berlin stated that the goal of the study was to reduce the number of classifications and widen the pay advance so that there are opportunities for professional growth and advancements for City of Ann Arbor employees. Mr. Berlin explained that the professional growth and advancement of an employee would be based on the acquisition of knowledge and additional responsibilities. Mr. Berlin introduced Human Resources Director David Ferber, who gave an overview of the Fox-Lawson study.

Mr. Ferber presented a slide presentation of the results of the study, which compared the compensations of City of Ann Arbor employees to those of the private sector and other cities. He stated that the receipt of this report is only the first step in the implementation of the compensation plan. The Human Resources Department plans to work with department heads, collective bargaining units, and city staff to accomplish a compensation plan that works for the organization. He reported that this will be a collaborative effort and everyone will contribute to the overall mission and goal. Mr. Ferber stated that the program implementation will focus on employee education, employee communication, and understanding that the plan will create a culture change. He emphasized that an Advisory Board will be established to assist in the development, implementation and monitoring of the plan. The approximate time frame for implementation of the City's compensation plan is 12 to 14 months. (Fox-Lawson Compensation Report on file in the Human Resources Department)

ADJOURNMENT

There being no further business to come before Council, the Mayor declared the meeting

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adjourned at 9:13 p.m.

W. Northcross
Clerk of the Council

Frances M. McMullan
Recording Secretary