

Aldermen

Ward 1 Position 1 - Robert Reynolds  
Ward 1 Position 2 - Brenda Thiel  
Ward 2 Position 1 - Kyle B. Cook  
Ward 2 Position 2 - Don Marr  
Ward 3 Position 1 - Robert K. Rhoads  
Ward 3 Position 2 - Robert Ferrell  
Ward 4 Position 1 - Shirley Lucas  
Ward 4 Position 2 - Lioneld Jordan

Mayor Dan Coody

City Attorney Kit Williams

City Clerk Sondra Smith



**City of Fayetteville Arkansas  
Special City Council  
Meeting Minutes  
June 27, 2006**

A Special Meeting of the Fayetteville City Council was held on June 27, 2006 at 6:00 PM in Room 326 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

**Mayor Coody called the meeting to order.**

**PRESENT:** Aldermen Thiel, Cook, Ferrell, Lucas, Jordan, Mayor Coody, City Attorney Kit Williams, City Clerk Sondra Smith, Staff, Press, and Audience.

**ABSENT:** Alderman Reynolds, Marr and Rhoads

**Pledge of Allegiance**

**New Business:**

**Compensation & Classification Phase II Contract Approval:** A resolution approving a contract in the amount of \$38,608.00 with Management Advisory Group for consulting services for Phase II of the Compensation and Classification System Project; and approving a Budget Adjustment in the amount of \$38,608.00.

**Michele Bechhold, Interim Human Resource Director:** As you heard at Agenda Session, Phase I will be completed on June 30, 2006. All the job descriptions will be delivered to the city by the Johanson Group. Phase II of the project is going to include the consultant to facilitate with the City Council and senior management to develop a city wide compensation philosophy, to actually take all of those job descriptions and grade them utilizing the consultant's job evaluation methodology, conduct wage and benefit market surveys and provide implementation cost reports to the city as well as options on other implementations if necessary for financial reasons. The RFP was advertised on June 6, 2006 and closed on June 20, 2006, six proposals were received. The Selection Committee chose to interview three of those firms, Johanson Group, Management Advisory, and the Waters Consulting Group. The Selection Committee felt that all the proposals

were excellent proposals. The firms demonstrated a very good grasp of the city's scope of the project but in the end the Selection Committee chose to award the contract to Management Advisory Group. It was a unanimous decision. Some of the reasons that the committee held up for that choice included their extremely strong knowledge of municipal pay plans and the depth of the project team. We wanted to make sure that there were Senior Consultants on the project from beginning to end because we do have a tight time frame. Management Advisory Group met that criteria, all the project consultants are Senior Project Consultants. Also there is software that they will provide to us as part of the package price, it provides the ability for financial analysis, it is very flexible and is much more capable of utilizing different scenarios than other project software that we saw. The initial price that was submitted by Management Advisory Group was actually the low bid at \$32,343 as you will notice your agenda item is actually for \$38,608, we did that to include some additional onsite consulting. We wanted to have some employee orientation meetings at the beginning of the project to make sure that we are communicating through out the project to the employees, let them know what the project is about, what their role is and expectations, as well as provide onsite consulting. If there are any issues that arise then we need to have the consultant here to address those issues so that is an addition four and one half days to the contract.

**Mayor Coody:** Thank you. Any questions for Michele on this?

**Alderman Lucas:** This is a very tight time line because they are going to come back one week before we work on budgets right?

**Michele Bechhold:** Yes.

**Alderman Lucas:** Is it too tight a time line? Is there anything that will hold this up that you can think of that might make them not be able to hit that deadline?

**Michele Bechhold:** The project consultant, Management Advisory Group, understands the time frame and has committed to be able to deliver the project within that time frame. They did express that it means that each time they present the city with something we will need to make a decision and move forward. So it's just a partnership on each side, the city and the consulting firm to make sure we are considering everything and moving forward without any stumbles.

**Gary Dumas, Director of Operations:** One of the things that they stressed some of those decisions will be made by administration and some such as the compensation philosophy will involve the council. All of the decisions have to be made in a fairly timely manner so that the whole project can move forward very quickly. Just like with the Johanson Group there will be an update from the consultant at every Agenda Session.

**Alderman Ferrell:** Alderman Marr has put in a great deal of time on this. One of the things that he stressed was the unusual candor displayed by this team. I think you guys shared that these people meant what they said and they were going to do exactly what they said they were going to do.

**Alderman Ferrell moved to approve the resolution. Alderman Jordan seconded the motion. Upon roll call the motion passed 5-0. Alderman Reynolds, Marr, and Rhoads were absent.**

**Alderman Ferrell:** I know we have miles to go on this but I would just like to say Michele, Susan and everybody that's been involved on this has taken a lot of time and I thank you for the job you're doing.

**Meeting Adjourned at 6:05 PM**

  
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**Dan Coody, Mayor**  
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**Sondra Smith, City Clerk/Treasurer**