



**MINUTES OF THE SPECIAL MEETING OF THE
RIDGECREST CITY COUNCIL AND
RIDGECREST REDEVELOPMENT AGENCY**

**City Council Chambers
100 West California Avenue
Ridgecrest, California 93555**

**March 8, 2011
3:30 p.m.**

This meeting was recorded and will be on file in the Office of the City Clerk for a certain period of time from date of approval by City Council/Redevelopment Agency. Meetings are recorded solely for the purpose of preparation of minutes.

CALL TO ORDER – 3:30 p.m.

ROLL CALL

PRESENT: Mayor Ronald Carter; Vice Mayor Marshall 'Chip Holloway' Holloway; Council Members Steven P. Morgan, and Jason Patin

**ATTENDING
REMOTELY:** Mayor Pro-Tem Jerry D. Taylor; Kurt Wilson, City Manager

STAFF: Rachel J. Ford, City Clerk; Jim McRea, Director of Community Development; Dennis Speer, Director of Public Works; Ron Strand, Chief of Police; Jim Ponek, Director of Parks & Recreation; Tyrell Staheli, Director of Finance; and other personnel

APPROVAL OF AGENDA

- No changes were made to the agenda.

Motion To Approve Agenda Was Made By Council Member Morgan, Second By Council Member Holloway. Motion Carried By Roll Call Vote Of 5 Ayes, 0 Nays, 0 Abstain, And 0 Absent.

SPECIAL SESSION – 3:30 p.m.

PRESENTATIONS

Tyrell Staheli – gave opening statements and vendor introductions

1. Grants

- a) Passantino Andersen Communications – George Passantino

- George Passantino gave overview of grant strategies presentation, accomplishments, and goals.
- Ginny Sterling – discussed Grants Strategy presentation details.
 - Unique community, high educated public, low crime levels, diverse population.
 - Guaranteed benefits outlined
 - Client portfolio provided
- George Passantino – give biography of Ginny Sterling who would be the team leader should Council elect to contract Passantino Andersen Communications to research, apply for, and administer future grants and develop a grant strategy.
 - Consulting Fees – to be developed based on grant services and paid on a monthly retainer.
 - Encouraged council to hire somebody, even if not this firm.
- Jason Patin – how long in grant writing?
 - George Passantino – not biggest player in market but can provide a tailored strategic planning approach; Ginny Sterling has been grant writing in excess of 20 years.
 - Jason Patin – client portfolio, how many are grant writing clients
 - George Passantino – currently working with 6 agencies on the list. Total 10-20 clients at this time.
 - Jason Patin – are you flexible on fee system?
 - George Passantino – most are on a monthly retainer.
 - Jason Patin – open to a percentage based rate?
 - George Passantino – deemed unethical to do commission based grant writing, when grant is submitted, includes a detailed budget and can't put in a percentage, primary mechanism is on a monthly retainer. Can do billable hours but most clients prefer retainer. Strategic roadmap provides clear sense of where we are going and the value you are getting.
 - Jason Patin – how many members of the team.
 - George Passantino – 12 right now plus grant writers. Ginny Sterling will be leading the grant strategy development. Many communities have public sensing sessions; the caliber of work produced speaks for itself.
- Steve Morgan – who is John.
 - George Passantino – makes sure your level of expectation is being met.
 - Steve Morgan – if you had to pick a grant that best defines Ridgecrest, what would it be.
 - Ginny Sterling – economic development administration and there are several out there.
 - George Passantino – there are significant grant opportunities for renewable energy. I would personally like to see that one and the other is the downtown revitalization you are pursuing. Not everybody is as enlightened as we are and love the desert so you

have to provide something that will make them want to come here and stay here.

- Chip Holloway – mentioned registered lobbyist. With federal we were told not to expect too much for 24 months.
 - George Passantino – deliverables, we will immediately delve into the grant strategy. As soon as that is done and we have buy-in we will actively pursue them. We believe in the market test. We will start working on grants right away and the grant strategy takes a few months.
 - Ginny Sterling – most funding sources are 90-120 days from application to award. Depending on identified needs, there are foundation sources that have a 60 day funding time.
- Chip Holloway – have tried to improve abilities to obtain grants, but have had one individual try to do it. It is unfair and probably impossible to ask that one person to know it all. How the department head's input is going to change.
 - Ginny Sterling – if the input is invested, going to be an educational process for departments to do the work up to 120 days out before deadlines are here.
 - George Passantino – example city of Taft has a grant liaison on staff which provides a higher level of efficiency. Hiring professionals to work with the internal members increases the efficiency.
- Chip Holloway – after the grant is obtained, do you also provide the continued administration?
 - George Passantino – we can provide that service.
- Ron Carter – you will work with our grant administrator on staff?
 - Ginny Sterling – that is at your discretion. If that individual wants to write the grants or pursue the smaller grants, that is fine and you can bring the larger more complicated grants to us.
 - George Passantino – different communities do it differently, we work with your agency to meet the needs.
- Ron Carter – other agencies do they have a full time staff?
 - Ginny Sterling – she coordinates information, signatures, resolutions, team effort and is the easiest way.
 - George Passantino – most have a full time person in the department.
- Ron Carter – having a staff person to coordinate with, are you more successful?
 - Ginny Sterling – success rate is about the same but does make everyone's job easier and quicker
- Jerry Taylor – just for clarification, I will not be asking questions on the next two presentations.

b) California Consulting, LLC – Steve Samuelian

- Steve Samuelian – gave overview of company, lobby services, history, client portfolio, 242 competitive federal and state grants funded, and 1.4 billion dollars for clients. Known in industry for working hard for our clients. Listed references including Cities of Delano, Arvin and political party members. Several success stories and economic development grants. Successful lobbying history.
- Juan Garza – CEO of California consulting. What type of staff do you have is a common question because most industries contract out for staff. Our company has full time staff of 13 people of which 8 are grant writers. Director of grants was employee with City of Fresno for 21 years in parks and recreation and wastewater. Law enforcement grant writer worked a number of years with Fresno County. Transportation expert grant writer and others who specialize in grants. Adding a third lobbyist who worked for PG&E. Staff can be reached at any time or can be visited at any time in the office. Can't guarantee grants but have never had a client who paid more to us than we brought in for them and the grants they were awarded were significant.
- Steve Samuelian – you are looking for a return on investment, in six years we have brought back a significant amount in grant money more than the clients have paid us. We can provide the actual numbers for you. Other question is how much grant money have you brought in is a fair question, facts are 242 grants at 1.4 billion dollars.
- Steve Morgan – asked about city of McFarland recreation and parks district, what did they ask and what occurred.
- Steve Samuelian – went on budget hiatus and hired us back a month ago. We brought in a significant amount of grant funds and council re-hired us.
- Chip Holloway – concerned you are a victim of your own success. At what point to you become ineffective because you are working with so many clients that you pit us against each other.
- Steve Samuelian – we are not making the determination, we like to eat a restaurants that are full not empty.
- Chip Holloway – lobbying for free, we could keep you just a busy doing that, how are you going to decide when this is not profitable and you can't do it anymore.
- Steve Samuelian – we have 3 dedicated lobbyist and the grant writers services are performed separate. Ask clients to take advantage of the lobbying efforts at no charge.
- Juan Garza – when drafting applications, there are factors that may differ, one is geographic and the level of work clients are able to do. Those who have been most successful are the ones who cooperate and communicate with us. If everyone is engaged with the process, will make for a stronger application. We struggle with how to grow responsively, so we have found grant writers who specialize in specific areas.
- Chip Holloway – do you consider yourself pro-active? We have been successful in-house with some grants. Are you going to let us know when something is available?

- Juan Garza – grant identification process is included. A list sent every 30 days with synopsis of fit for Ridgecrest. Secondly, a needs assessment to work with department heads and staff to identify projects needing funds. We take your list and do research with demographics and report back to you what grants are available.
- Jason Patin – what can you say to ease my mind that we are going to get the attention we deserve?
- Steve Samuelian – evidence speaks for itself, each client is equally important to us and feel we must staff our office to meet the needs of our clients. We are not going to do anything to besmirch our good name.

c) e-Civis – Jennifer Fernandez

- Jennifer Fernandez – thanked council for time and consideration in pursuing grant opportunities. Packets provided to council. Gave overview of company and client portfolio. Education opportunities for staff and consulting; research and previously funded applications accessible to staff; writing collaboration with industries leading grant writing professionals; Management of grant portfolio for the organization including ARRA requirements. Software based programs, web based platform. Return on investment statistics provided.
- Steve Morgan – thanked for information emailed over past couple of years and has spoken with you at league of California cities. Dr. Browning will take the program tool to manage our portfolio.
- Jennifer Fernandez – correct, over 30 years of experience in grants.
- Steve Morgan – been interested in your system but didn't have someone who could go out and apply it, you have that now.
- Jennifer Fernandez – correct.
- Steve Morgan – if we needed to get information from Dr. Browning, can we get her information?
- Jennifer Fernandez – absolutely, can even arrange a conference call.
- Chip Holloway – already database client?
- Jennifer Fernandez – have had inquiries but not currently a subscriber. If you choose to go to other clients, my still have a working relationship with the city. Have brought pricing options in the packet do give you an idea of cost for example five users, cost is around \$30,000. That is your staff identifying opportunities. Detailed programs would be discussed on an individual case basis. Have great customer service, dedicated client associate to provide training and technical assistance.
- Jason Patin – if we say go out and get a grant, do you pass this on to Dr Browning only?
- Jennifer Fernandez – we have other pools but would work exclusively with Dr. Browning.

2. Building Inspector

- a) JAS Pacific, Inc. – Paul Armstrong

- Addison Smith, Christine Trafolla, Jack Leonard – presented company profile offering full building and safety department services or portions as needed. California Corporation comprised of engineers, architects and inspectors. Overview of staffing and organization chart provided.
- Jack Leonard – reviewed services available including administrative services, plan review, inspection, permit issuance, code enforcement, customer service levels, and other related services. Code adoption process and amendments; natural disaster and emergency planning; document management; and urban planning and city engineering support. Jack will be the assigned project manager for the City of Ridgecrest if JAS Pacific, Inc. is chosen for this contract.
- Christine Trafolla – reviewed why JAS is different than other companies. Direct point of contact to ensure all of your issues are addressed, available 24/7 to answer questions, provide guidance and training to staff. Long term client relations reflect 90% of clients have been with us from day one. We are committed to our customers and their communities. Gave examples of projects. Key to us is interdepartmental communications, encouraging staff to be a part of the agency. Strive to make sure our employees are happy and know who they are working. Staff is certified and registered and have been recognized by the state of California. JAS has very competitive pricing without sacrificing service.
- Jack Leonard – encouraged Council to check the references from each consultant and look at the kind of staffing provided to do the job.
- Steve Morgan – want to make sure your corporation can provide certain aspects, we are looking for a building inspector. What do you envision JAS in building inspection, 3-5 days per week, what type of service and what does that bring? Staffing and equipment or do you expect the contractor to provide?
 - Addison Smith – fee is all inclusive whether we do 5 or 3 days is based on permit activity. Need to identify what is warranted based on activity and management and council needs. Would need to develop that strategy.
 - Steve Morgan – within building inspection there is a gamut of specialties such as plumbing, electrical etc.
 - Addison Smith – our inspector will have multiple certifications.
- Chip Holloway – will it be obvious that you're a consultant or will you represent the city of Ridgecrest.
 - Addison Smith – Some agencies are adamant that our staff represent the agency, others show both and still others don't care. Our staff is trained to represent whatever way the management of the agency designates. Ultimately we represent the city of Ridgecrest.
 - Chip Holloway – will the pricing model change based on our needs?
 - Addison Smith – no, this is our set pricing that a contract would be based on.

- Chip Holloway – we are doing this with Kern county inspector, have you found this encourages dissent because it takes away the familiarity on the customer service level?
- Addison Smith – when a consultant in a jurisdiction you need to be that much better, we have 30 days to succeed or we are gone. We have to fit in. You will get a fair inspection and good customer service because we are always under the microscope. Builders may complain because they are under time lines. But we go the extra mile.
- Jason Patin – what kind of depth do you have if a particular inspector does not work out for us?
 - Addison Smith – we currently have 140 inspectors to pull from who could be on site the following day.
- Jerry Taylor – relative to the hourly rate, travel time?
 - Addison Smith – only pay for the time actually in Ridgecrest.
 - Jerry Taylor – comparable cities to Ridgecrest?
 - Addison Smith - Yorba Linda, Lancaster, Hesperia,
 - Jerry Taylor – do you do their inspections?
 - Addison Smith – plan review and inspections depending on activity.

b) Willdan – Ron Espalin

- Ron Espalin – Patrick Johnson – plan review, Jim Barrett – in house staff. Gave Willdan's summary of qualifications; transition of services from Kern county to private contract; Commitment to provide uninterrupted service to the community; inspector on site daily; plan review services; turn-around schedule; electronic plan review service at no extra cost to city or applicant; staffing levels; current client list; fee schedule is 65% of fee charged will go to Willdan and 35% will be retained by the City for retention and revenue.
- Steve Morgan – explain how the process works, do we have to fold in plan check?
 - Ron Espalin – can choose to have just the inspection or to have all as you currently have with county now.
 - Steve Morgan – what do other communities do?
 - Ron Espalin – works both ways, we have some communities where we do all inspections and most plan checks and if volume drops all is done in house. We provide overnight service and do it at our facility.
 - Patrick Johnson – we do have inspector who can do plan check.
 - Steve Morgan – you have quantified fees for service. Do you see personnel here 3 or 5 days per week?
 - Jim Barrett – based on recent information, anticipate a 5 day per week inspector.
- Jerry Taylor – was my understanding with county is would have to contract plan check, need clarification.

- Kurt Wilson – was a point in time when that conversation did come up. Confirmed by Jim McRea.
- Jerry Taylor – understand recouping fees for inspector, what is your model for code enforcement?
- Ron Espalin – done at an hourly rate
- Jerry Taylor – plan check for residential only or does it include commercial.
- Ron Espalin – inspector not an engineer so plans check duties restricted to his expertise, small projects.
- Jerry Taylor – if submitted electronically, does time become more efficient?
- Ron Espalin – unfortunately time does not go down, but savings and convenience is for architects to reduce full plan printing, can call Mr. Johnson and can be reviewed and discussed over the phone. Saves time and cost for applicant and developer. Counter tech is copied on all transactions during process.
- Jerry Taylor – one issue we have with commercial is education issue. At times not clear and expectations are not met. Do you have process to improve relationship to be business friendly or just letter of the law?
- Ron Espalin – we we produce plan check letter for clarification, give a direct line access to developer. Mr. Barrett has good interpersonal skills and is probably the best I have seen in gaining compliance. Try to be user friendly. Interpersonal skills and relation to public is more important than technical skills.
- Jason Patin – what if this person isn't a wonderful guy for us, what then
- Patrick Johnson – will be here same day and have a full staff of inspectors available.
- Chip Holloway – in experience with other cities, how does it evolve with other cities, do they begin with small and go big or start big and then take services away?
- Ron Espalin – recently, city similar to Ridgecrest we transitioned from in-house to complete contract with Willdan. Motivation was cost savings to them; they are pleased with services provided and positive cash flow. May have been having personnel issues that were resolved. Some cities want to keep certain staff but need more than one full time inspector so we provide half-time staff. Other cases cities have had us to plan-check and they provide inspection. If happy with service, usually will expand service.
- Chip Holloway – how many have gone from contract to in-house
- Ron Espalin – does happen, example after 6-7 years of contract went in-house with inspection but continued with plan check.
- Jason Patin – with current activity, do you have flexibility that regardless of level of activity can you grow or shrink as needed? Will this be a problem?

- Ron Espalin – no problem, have been experiencing this recently. When things slow down agencies begin using in-house staff. We adjust.

c) TCM Group – Michael Tahan

- Timothy Wassill – presented TCM Group company overview. Recently acquired by Hill International; services provided include transportation, buildings, code enforcement etc. Specialize in staff augmentation, program/project management; construction management; claim avoidance. Client list presented within California focusing on City of Desert Hot Springs program which cut expenditures in half. Customized project teams with multi-disciplined capability. Gave demographics of the team put together for Ridgecrest.
- Richard Kopecky – scope of services provided by consultants. Permit Processing/Counter Assistance; personalized service to customers and assistance to get builders thru the process; plan check services; building inspection services including next-workday inspections; idea is to provide total services with a good attitude. Code enforcement is provided, talk to and follow up with the people involved and communicate with them. Our services and goal is to make sure the public says council made a great decision to go with the consulting service.
- Timothy Wassill – we bring advantages of contracting over in-house. Flexibility to ramp-up or decrease as needed. We offer 3000 unlimited resources that can be tapped without having the burden on the general fund. Fixed rates/less than fees collected. Seamless transition from county to city, extension of the city.
- Steve Morgan – not just the person, do you provide all the equipment and supplies necessary to do the job.
 - Timothy Wassill – we provide everything, vehicles, laptops, cell phones. Only thing requested is space for them to perform the service.
- Jason Patin – you don't offer service to anyone else?
 - Timothy Wassill – as Hill International. You will be our first client but other teams have done services for other agencies.
 - Jason Patin – turnaround time?
 - Timothy Wassill – typically 5 working days. Fees are negotiable per industry standard.
 - Richard Kopecky – state law is service is equal to fees collected. Have to be careful about how you discount those. You have to structure how you want to do the fee; don't want you to violate state law.
 - Jason Patin – just looking at how we can help developers not say we are charging too much. Also other firms offer a one-stop person who can handle all the different inspections.
 - Richard Kopecky – yes, ours is the same.

3. Human Resources

a) Workforce Resource and Management Group, LLC – Gregory Wilson

- Gregory Wilson – presented overview of Workforce Resource And Management Group, LLC. Consulting group located in southern California specializing in talent management to legal compliance for California companies. Staffing profiles outlined. Offer 80 HR programs packaged by the needs of the organization. Incorporated and fully insured. Combination of support team and on-site consultant as well as off-site development team. Work with partners to offer insurances. Small company with ability to expand or contract based on client needs and can work with both small and large companies. Ridgecrest program includes consistent day-to-day HR administration and strategic employment practices; reduced costs of HR management by outsourcing vs. in-house; legal compliance; safety compliance; talent and organizational fit; employee engagement and morale. Business planning meeting and prioritization of program development. Implementation, maintenance, adjustments as needed. Continued policy improvement and maintenance. Will adjust to your needs, if more is needed or not needed will increase or reduce as necessary. Overview of day-to-day HR operations. Legal compliance includes policies, required posters, I-9 compliance, OSHA and IIPP, FLSA, sexual harassment training, termination management, regulatory agency management, lawsuit prevention, and employee conflict resolution. Talent management and performance. Recruitment process, interview & selection, assessment testing and background investigations, human performance management, competencies development. Organizational strategy, create an employment brand, succession planning, strength-based leadership, metrics/balanced scorecard. Optional services include payroll, and employee hotline. Costs are a retainer plan with weekly on-site consultation and administration, continuous off-site support with full team assigned. Unlimited telephone and email consultation. 24 hour emergency contact. Recommended program cost \$30,000 annually with optional costs. Travel costs are built in and provided with annual projection of \$8640. Total \$38,000 annually. Optional plans at lower rates depending on your needs. Can start small and upgrade as needed.
- Jason Patin – what kind of cost savings with other cities?
 - Gregory Wilson – have not worked with other cities as yet, we do see a major cost savings with other agencies because of the programs we provide that smaller companies cannot get. Quicker development of programs. \$38,000 isn't enough to provide one HR coordinator where here you are getting a full team.
 - Jason Patin – ball park savings per company.
 - Gregory Wilson – generally legal counsel alone is \$300 per hour and we are packaging everything for about \$100 per hour. With

little or minimal administrative support we can provide all the functions you need.

- Jerry Taylor – seems that 25 hours per month of contact, am confused. Is it really 24 hour unlimited contact or is it 25 hours per year.
 - Gregory Wilson – 25 hours of solid management, research, development and unlimited general communications does not deduct from 25 hours per month.
- Steve Morgan – understand the technical expertise you are professing, but that doesn't account for personal attention that our people require.
 - Gregory Wilson – we can create a more customized program that provides you with a coordinator 5 days per week but will cost more. There are options that will add human contact. If we have someone on site one full day per week or two half-days per week and staff understands the schedule, it can be very effective. Think it can be done efficiently.
 - Steve Morgan – since we would be your first, how long would you say is fair assessment, if chosen, that you would come back with possible changes to the program to develop. You may come up against things you need more or less of and how long to make those changes.
 - Gregory Wilson – we have had about 50 engagements which all had expansion or contraction based on need. Generally there is 3-6 months to understand your perfect program. Always on-going and we believe 6 month maximum. Yes you would be our first city, but have gone into non-profits and other companies. HR is transferrable and is a matter of adapting to the environment.
- Chip Holloway – I would assume unlimited telephone and email would be extended as a hotline to employees?
 - Gregory Wilson – we do have an option for employee hotline where employee can call anonymous that would come to me and we would protect the employee and help resolve the issues with management and employees.
 - Chip Holloway – what is human performance management
 - Gregory Wilson – holistic program, how to best bring in the talent thru assessment testing, creating job descriptions that are legally compliant with key performance indicators and performance management and evaluation program. Leadership objectives. All integrated to look at objectives for department.
 - Chip Holloway – in the age of furloughs, we do some manual analysis of labor costs and efficiency. Is that operational productivity analysis for all departments including police officer overtime?
 - Gregory Wilson – that is not unusual, generally we phase into that process. First 3-6 months is to ensure basic compliance with state and federal laws, then focus matrix for productivity and cost savings.

- Chip Holloway – labor law and liability go with you?
- Gregory Wilson – our contract will hold us to all consultation that is sound and accurate. Beyond that, if you are not following the recommended changes then the liability is on the agency.
- Chip Holloway – will need references.

b) Creative Business Resources – Jeff Jamieson

- Did not show.

c) Employers Resources – Debra Burnett

- Debra Burnett – gave executive summary. Did a need analysis and designed a program specifically for you based on the information we received. Presentation covered proficiencies currently unavailable. Currently presenting to several cities at this time and program was developed to reflect the desires of the community and city. Developing a health and benefit plan that will reduce cost to the city. Workers compensation program is very good and recommend city keep the current program however the claims administration be brought into this program eliminating a third party administrator. Gave overview of agency qualifications. Each employee and supervisor may speak to any department at any time. Initial priority survey, don't just walk in and take over. Have to do a true evaluation that covers existing policies and procedures, documentation and work to update and become compliant. EDD and unemployment claims review, personnel file review and recommendations, job descriptions and compensation analysis, employee counseling and termination assistance. Remote assistance with liaison and on-site as needed. New hire documentation, and other mandatory forms standardized. Training/ administration on leaves. Sexual harassment training, manager training assistance, remote HR contact, Wage/Hour review; IIPP compliance with AB2774. Health benefits administration. Everything done in-house. Licensed brokers for workers compensation and health benefits. All health enrollment and processing handled in-house. Annual evaluations and proposals, employee direct contact and status updates. Benefits compliance analysis and COBRA administration. Supplemental Health Plans administered in-house. Safety and risk management training for OSHA compliance. Job Safety and risk assessment analysis by department, skill training evaluation loss prevention analysis, compose safety meeting reports emergency evacuation programs review. Works compensation claims administration. Phases of operation and transition timelines and implementation. Cost savings of \$26,000
- Herman Hernandez – health benefits broker. Practicality, employee being layed-off our department will work with him to provide greater service. All staff available and we were able to save about 20,000 in what you are paying for benefits right now, experiencing problems regarding doctors and clinics in this area, having a PPO that is self-funded means CalPERS

determines the network you use. Current self-funded program you have includes tiers that allow employees to shop for benefits. Once your employee goes to a local hospital or doctor is the doctor has the option to refuse the plan. These plans are accepted by local doctors. Because we do everything internally, we are able to provide all carriers and all plans. We estimate a savings of approximately \$30,000. Currently talking to Chula Vista and San José and have had calls from other cities.

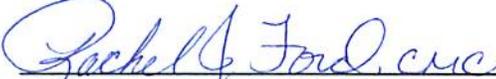
- Steve Morgan – would like to understand why you feel we can do better than CalPERS. You're stating that we are overpaying and employees have fewer choices.
- Debra Burnett – thru our investigation is a lot of local doctors and clinics will not take that plan. In truth they don't take that plan because they don't make anything from that plan. Our plans eliminate that.
- Jerry Taylor – question is relative to attorney fees, you currently don't know what we spend.
- Debra Burnett – I estimated that you will save some attorney fees because if you have the expertise on hand, you generally won't call the attorney unless it is for labor relations.
- Chip Holloway – why did we summarily eliminate the concerns for payroll?
 - Tyrell Staheli – we felt we could handle in-house at more face-to-face
 - Kurt Wilson – payroll is a more stationary topic but HR requires constant updates and legal changes.
 - Chip Holloway – scope of services, why did Gregory Wilson come in so low compared to your plan.
 - Debra Burnett – probably the difference in on-site professionals, a lot of our services are available 24 hours as needed, don't put a dollar amount and are more than a consulting firm. We are not a consulting firm.
 - Chip Holloway – if we said we wanted you to rework the numbers to be more of a consulting firm would you come down.
 - Debra Burnett – how heavy do you need HR services, which would be known after the initial survey? We will design the program immediately, you are very busy people, and we want to give you what you really need. A lot of people say they need someone there more often, but you may not really need someone as often as you think. Numbers could drastically change.
 - Gregory Wilson – we are a consulting firm and are more on the transformational firm, can provide the functional program.

PUBLIC COMMENT

- No public comment was presented by members of the public.

ADJOURNMENT

- Adjourned at 7:39pm



Rachel J. Ford, CMC, City Clerk