

Mgmt. Conf. – Feb. 12, 2004 - Continued

Tallent presented the board information regarding a compensation study of the employee's salaries. He stated that Tulsa County employees were being paid about 10 % below other Tulsa businesses in the market, and 11% below the State market. He further stated that Tulsa County usually tries to stay within 5% of the market to be competitive. He recommended the minimum pay grades for the general salary chart be adjusted by 10% and the MIS salary chart be adjusted by a 5% increase if funds are available. He further suggested that if the recommendation was accepted, that the employee performance evaluations not be stopped because that would cause the county to be out of the competitive market again. Dick questioned what percentages of the total County employees were represented in the documents Tallent provided. Carr stated that only about half of the total County employees were represented in Tallent's figures, the employees of other elected officials within the county were not represented. Dick then suggested that he would feel more comfortable if the other elected officials were contacted and asked if they would be willing to have a similar study done to compare their employees salaries to the market, and find out if there was merit to raise their employee's salaries. Tallent stated that he would confer with Carr about the availability of money for the raises. Miller stated that she would have Wilkening send a letter to the other elected officials to see if they would be interested in having a market study completed for their employees. Dick further stated the importance of including the benefits available to County Employees in the market comparisons, because County benefits are much better than many that you could find in the private sector, and they have a real dollar amount.

Meyer presented the Board with a spreadsheet reflecting the items he was requesting assistance with. He stated that River Parks needs additional funding to help repair the Pedestrian Bridge. He advised the bridge caps that hold the top of the bridge are becoming dilapidated and since the bridge is going to have a new top put on, it is very important for the caps to be replaced and sturdy. Engineer Paul Mackey stated they would probably give out in a few years if not replaced. Meyer stated the actual amount needed to replace the caps would be \$95,000. However, he would only ask that the County give \$70,000 since that was the original figure. He stated that he would take the remaining balance out of the River Parks Contingency Fund. Dick asked if all other avenues of funding were pursued. Meyer answered that he had pursued the City of Tulsa, and even asked the River Parks board members for some type of private funding to no avail. Miller questioned what the chances were in the event the County did grant the money that the project would go over the estimated cost. Meyer advised he felt strongly it would not exceed the estimated cost. Motion made by Dick, seconded by Collins for Chairperson to explore the legal aspects of the funding not to exceed \$70,000 or whatever the legal limit may be and the availability of County monies for the Pedestrian Bridge caps. Upon roll call, Collins, yes; Dick, yes; Miller, yes. Motion carried.

Crowe presented the members with a "4-to-Fix" monthly update packet for January 2004. He stated the 76th St. N. project should advertise for bids on February 17th, with bids due on March 8th. Dick questioned whether all the right of way has been acquired. Crowe confirmed it has been acquired. Crowe further stated the W. 51st St. project is reported to advertise for bids on March 1st, and the 131st St. project is having difficulty with right of way acquisition, and the S. Peoria project is ready to begin and bids should be advertised February 23rd. Per Crowe, the S. Garnett Rd., south phase is projected to advertise for bids in mid-March, and 193rd E. Ave. is picking up speed with the right of way acquisitions and should stay on schedule. Crowe advised that flood mitigation study plans are going well and should be completed by July 2004. Crowe further stated the Cherokee School Creek Drainage project is underway and should begin construction this summer; however, it appears it may require a second smaller detention facility in addition to the one that was previewed in the core report to address downstream mitigation.

Crowe gave a status report of "Vision 2025". He stated that he would begin next month with the written monthly report packets. He stated the agreements with all the universities and municipalities are in hand with the project sponsors and the common education portion will go out and be completed next week. Crowe stated the agreements are very near their final form. Crowe advised there is a "How to Process Payments" workshop in development, and he estimates it is about two weeks away.

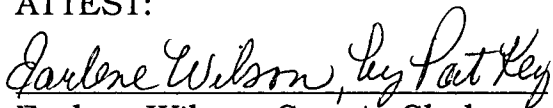
Crowe stated that the "Vision 2025" website is complete and ready to be launched. He stated the permanent web address is www.vision2025.info. Crowe advised the site is and will remain a simple easy to navigate website, however it is not dull, as there are plenty of graphics, forms, and history regarding "Vision 2025". It was the consensus of all members to launch the website.

BOARD OF COUNTY COMMISSIONERS



Randi Miller, Chair

ATTEST:



Earlene Wilson, County Clerk

(DETAILS OF THE ABOVE ARE AVAILABLE IN THE OFFICE OF THE COUNTY CLERK.)