

MONDAY, OCTOBER 19, 1998, CONTINUED

981019	J. DENNIS SEMLER, TREAS.	NET/PAY	2,334.12
981019	J. DENNIS SEMLER, TREAS.	NET/PAY	13,322.39

BOARD OF COUNTY COMMISSIONERS

John Selph, Chairman

ATTEST:

Joan Hastings, County Clerk

DISTRICT ATTORNEY

903689	COMPUSA INC	EQUIPMENT	779.77
904437	VANSTAR	EQUIPMENT	687.00
904438	RICOH CORPORATION	SUPPLIES	416.57
905691	SIMPLEX TIME RECORDER	SUPPLIES	293.00
905692	WESTERN BUSINESS PRODUCTS	SUPPLIES	2,100.00
905693	FEDERAL EXPRESS CORP	SUPPLIES	50.50

(DETAILS OF THE ABOVE ARE AVAILABLE IN THE OFFICE OF THE COUNTY CLERK)
(Agenda of meeting was posted in the Courthouse Administration Lobby at 1:26 p.m. on Tuesday, October 13, 1998)

MANAGEMENT CONFERENCE
October 15, 1998

The Board of County Commissioners of Tulsa County met at 9:30 a.m., with the following members present: John Selph, Chairman; Robert N. Dick, Lewis Harris. Members absent: none. Others present: Sheriff Stanley Glanz, Robert Mackechney, Terry Tallent, Jonie Firestone, Gary Cox, Gary Woodruff, Don Wilson, Buck Rudd, Wayne Carr, Richard Bales, Dick Blakeley, Clayton Edwards, and Melody Bishop.

Chairman called the meeting to order at 9:30 a.m. and the following business was transacted:

Glanz distributed copies of the average monthly jail population report and stated that on five days this past month the jail population exceeded the 125 % of fixed beds available. The Jail Population Management Committee is meeting today and they plan to discuss the continued increase in jail population. Wilson stated releases by the Pre-Trial Release Program has increased 12% over this time last year. Glanz also discussed a new law that goes into effect November 1, 1998, that allows for collection and distribution of certain jail costs.

Cox and Woodruff, City-County Health Department, gave an update and presentation regarding Tulsas Turning Point Initiative. Turning Point is a nationwide effort to achieve population-based public health planning. The W. K. Kellogg and Robert Wood Johnson Foundations are funding the Turning Point Initiative with a mission to transform and strengthen the public health infrastructure in the United States so the states, local communities, and their public health agencies may respond to the challenge to protect and improve the publics health in the 21st century. The grant is for \$20,000 per year for three years.

The Board discussed Bales memo dated October 6, 1998, regarding Park Division Employee Incentive Pay Plan. The concept would involve three positions at the golf course restaurants, (the Food Service Manager and the two Restaurant Supervisors); in addition, the plan includes the Resource Development Manager position. Selph stated that as far as the Resource Development Manager incentive plan is concerned, he is opposed to that. It is a breach of the code of ethics of the National Association of Fund Raising Executives (NAFRE). They are very much opposed to Resource Development people raising money and getting a percentage of the money. Dick suggested changing the wording from gross revenue to net revenue. The Board is supportive of an Incentive Pay Plan program and asked Bales to review their suggestions and bring the revised plan back to the next management conference.

The Board discussed Tallents memo dated October 2, 1998, regarding the Compensation Study. Tallent suggested that this plan is to adjust the current compensation charts that would allow Personnel to be more competitive in the labor market when seeking new employees and also offer our employees a more competitive wage. Tallent stated the proposed plan should help to reduce the problem of salary compression that is prevalent in our workforce. Tallent recommended that any plan that is adopted should not interfere with or replace our present annual performance reviews and performance increases. Moved by Dick, seconded by Selph, to approve the recommendations as stated in Tallents memo effective November 1, 1998, except for item #5 which will go into effect on October 15, 1998. Upon roll call, Harris, yes; Dick, yes; Selph, yes. Motion carried.

Meeting adjourned at 10:55 a.m.

BOARD OF COUNTY COMMISSIONERS

John Selph, Chairman

ATTEST:

Joan Hastings, County Clerk

(DETAILS OF THE ABOVE ARE AVAILABLE IN THE OFFICE OF THE CHAIRMAN OF THE BOARD OF COUNTY COMMISSIONERS)