

COUNCIL PROCEEDINGS OF THE CITY OF SHREVEPORT, LOUISIANA  
DECEMBER 19, 2003

The Regular Meeting of the City Council of the City of Shreveport, State of Louisiana, was called to order by Chairman Thomas Carmody at 3:03 p.m., Friday, December 19, 2003, in the Government Chambers in Government Plaza (505 Travis Street).

Invocation was given by Chairman Carmody .

On Roll Call, the following members were Present: Councilmen Lester (3:10), Walford, Carmody, Gibson, Hogan, Green and Jackson (3:10). 7. Absent: None.

**Approve Minutes.** Motion by Councilman Green, seconded by Councilman Gibson to approve the Administrative Conference Summary Minutes of December 8, 2003 and the Council Meeting Minutes of December 9, 2003. Motion approved by the following vote: Ayes: Councilmen Walford, Carmody, Gibson, Hogan, and Green. 5. Out of Chamber: Councilmen Lester and Jackson. 2.

**Awards, Recognition of Distinguished Guests, and Communications of the Mayor which are required by law.**

Motion by Councilman Green, seconded by Councilman Gibson to suspend the rules.

Councilman Green: Basically the discussion would be – I just thought it would be appropriate after the Mayor made his comments to say to all of the employees thank you and to the Administration and that's the purpose of suspending the rules.

Motion approved by the following vote: Ayes: Councilman Walford, Carmody, Gibson, Hogan, and Green. 5. Nays: None. Out of Chamber: Councilmen Lester and Jackson. 2.

Councilman Green: I'd just like to say thank you all Mr. Mayor and to your Administration, I just thank you all for a great year. We've got a lot of things done. We have not gotten everything done, but certainly, I think it's been a great year and I'd just like to commend you all and certainly to all of the department heads. Sometimes you think your work goes un-noticed, but not, I won't call names, so that I won't forget about anybody, but certainly I know Mr. Kirkland, sometimes, you think that your work goes undone and Mike and also Jim Holt, he's not here and Mr. Bowie and Ms. Bonnie and everybody, Liz, I just like to say thank you all. And certainly I'd like to thank all of my colleagues for a great year. I think we got a lot of things done and certainly we've got a great year coming and I just wanted to say thanks to everybody.

*Res. 183 of 2003:* To name Evangel Christian Academy's Evangel Eagles as an official Goodwill Ambassador for the city of Shreveport. (G/Jackson) [To be addressed at a later meeting.]

*Reports:* a. Convention Center and Convention Center Hotel Project. b. Property Standards Program.

Chairman Carmody: We received these on Wednesday during our Work Session. At the time, under Convention Center and Convention Center Hotel Project, I had mentioned to the Administration that I had a number of questions that I was going to put into a letter form and would ask that you provide the response back to the Chair as well as to all the council members and that will be forthcoming, Mr. Antee.

Also in that regard, I also wanted to thank the Administration for forwarding copies of the State Legislative Auditors' report regarding the Convention Center. I would encourage each of the council members to take the upcoming holidays to read through the report and in the first week in January, I'm hoping that we can come back together and bring those questions to the table. Having read it last night, it's certainly my opinion that audit does not appear to bring closure and that there could very well need to be some actions brought by the Council to bring to final resolutions where do we need to go from here. And so, I'm hoping that as I say if we could all take that opportunity, that when we meet again in the first week in January, we can take that matter up.

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Councilman Gibson: I'd also like to thank the Administration. I had asked for some information regarding the Convention Center Hotel, including some minutes, the by-laws, the Articles of Incorporation and some other data that, I think each of us have in front of us and I look forward to kind of reviewing some of that. The couple of questions I didn't get a chance to ask, I came in late and I apologize to my colleagues last Wednesday for the Work Session, in terms of -- Mr. Antee, I had made a couple of notes that you had mentioned and I'm just doing a follow-up real quick regarding the Convention Center Hotel.

You had mentioned the hotel, when we sell, I guess we're going to be in the process very shortly in the first quarter I guess, Mr. Antee, that we sell some bonds or not we, but the financial markets is going to sell approximately \$36 million worth of bonds?

Mr. Antee: I'm sorry, Councilman Hogan was asking me something, what was your question?

Councilman Gibson: It was in reference to the Convention Center Hotel. In terms of some statements, I had made some notes on the Hotel and the financing of that Hotel, you'd given us some data on that and I think \$36million is going to be sold in the financial markets?

Mr. Antee: That's yet to be determined based on the budget with a final construction cost price, as well as whatever the market will bare.

Councilman Gibson: It's going to be backed with good faith and credit of the City. Is that correct?

Mr. Antee: No, as we've stated numerous, numerous times, there are three levels of financing of the hotel. The first level are revenue bonds. Revenue Bonds are bonds that will be supported by the revenues from the hotel. We won't know what that number is until we have a complete package which would include a contract and a guaranteed maximum price. We have \$12 million from the State in capital outlay. The difference in the cost and what those two totaled will be the gap that we would bring back to the City Council for our guarantee from the City which at this time is not expected to exceed \$8 million. That hadn't changed from the many times it's been presented to this Council and the prior Council.

Councilman Gibson: Alright.

**Public Hearing:** None.

**Confirmations and/or Appointments:** None.

**Adding Legislation to the Agenda.** Motion by Councilman Gibson, seconded by Councilman Jackson to add this item to the agenda.

1. Resolution No. 203 of 2003: A Resolution to amend Resolution 127 of 2001 and to otherwise provide with respect thereto.

Mr. Thompson: That was resolution 127/02, or to amend Resolution 127 of 2001. It has to be voted on today. Is that correct?

Chairman Carmody: Yes.

Ms. Glass: Yes.

Motion approved by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green, and Jackson. 7. Nays: None.

**Public Comments** (Agenda Items to be *Adopted*).

Mr. James Pannell (3835 Eileen Lane): I just came down to speak on behalf of the Union issue. One of the things that we have talked about in the past was trying to identify what potential problems were and try to possibly come to some solution that may save the City money. One of the things that I think about maybe three or four weeks ago, I came before the Council to point out some of the problems that existed in the

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Public Works Department. And we talked about disparities that we saw that existed. We know that, that department is overwhelmingly Black. The problems that are there, whether those problems are actually discrimination or perceived to be discrimination, that takes a court of law to determine that. But something has to be put in place to give these people an opportunity to bring those points forward.

I brought a sheet in here that showed you where the whole page of harassment charges that had been filed and on every one of them, it said *no finding* - - *no finding*, on every harassment charge.

There are other things that I brought in here to show that there appear to be some discrepancies that existed there. The Fire Department is under Consent Decree. The Police Department is under Consent Decree. The people that are there now, who are complaining, a lot of those complaints that we get, we've received complaints of discrimination from that department. I think that at this point, if nothing happens there, those complaints will increase. And if they do increase, we have no choice but to file some type of action and we don't need another department under Consent Decree.

My only question to y'all here today is: If not a union, what? You have an obligation, if you vote against the union, and I'm not here to tell you how to cast your vote. People there have a problem and I'm saying that we dealt with this same situation in the Police Department and we got to the point to where we're dealing with these issues and we're dealing with them in a reasonable fashion with the Police Department, but it took national publicity, a bunch of shootings for us to get to that point. Nobody sit here and say look, we got a problem in the Police Department, let's sit down and see how we deal with them. We are all saying that now, but remember we had an opportunity, last year, year before that and the year before that. Nobody, I can't remember anything that came before this Council to say that we got a problem in the Police Department, let's fix it. We're back again saying you have a problem in another department, if you're not going to vote for a union, I'm not saying that the union is going to solve your problem; but if not that? What? If not now, when? Thank you.

Mr. Robinson: (131 Mayfair Drive) And I would as I start, would like to ask for a motion to suspend the three minute time limit, to suspend the rules on that, I'm not going to be long, but what I have to say is on behalf of 600 people. It's very important to us and it may require that and I would just like to be extended the courtesy to make my whole statement without interruption.

Chairman Carmody: Mr. Robinson, do you have an idea how long to make the statement?

Mr. Robinson: Ten minutes maybe and that's giving it a lot.

Motion by Councilman Lester, seconded by Councilman Green to allow this speaker ten minutes uninterrupted to address the Council. Motion approved by the following vote: Ayes: Councilman Lester, Carmody, Gibson, Hogan, Green, and Jackson. 6. Nays: None. Out of Chamber: Councilman Walford. 1.

Mr. Robinson: First of all, I would like to thank Councilman Lester, Councilman Gibson, Councilman Green and Councilman Jackson for their vote and for their support thus far.

Secondly, I'd like to say, we've been at this for quite some months and we seem to have played ring around the rosy and continuously stay at the right place - at the same place. I do want to clarify my statements today. Not so much to the four Councilmen that I just named, but to the three Councilmen I did not name. And seems as though you have bought, you councilmen, have brought into the fact that what we're saying is not what it is. We started this and said all we wanted was a level playing field and basically that's all this talk has been about.

Now, I've talked with the Mayor and had meetings with the Mayor, I've talked with many of you all. I've sat in that committee room like many want to pretend that it did not happen. And the Mayor and many of you told me that there were problems. The problems that you had was that you didn't like collective bargaining, you didn't like contract and you didn't like arbitration; therefore, our membership bent over backwards, we took collective bargaining out of the resolution. As far as the contract, we removed the contract and made it subject to an ordinance, rather than a contract that would have to be approved following

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the framework of Jefferson Parish. There was a problem with arbitration. We took arbitration out and placed arbitration in the hands of the City Council. That's what that resolution that was approved said. Yet, people are still saying, it's contract, it's collective bargaining. All that did was put arbitration in your hands. We removed contracts. No contract - ordinance. No collective bargaining, just meetings to come to harmonious agreement. No arbitration, because everything has to come back to this Council. And were better if there is a problem between City management and the workers to bring it to, except to the Council. That's your authority. That's the resolution that was passed and that's the only thing that was in that resolution.

I can't change your minds about that, I think that there are some closed minds and some preconceived ideas and preconceived votes on that issue. But that's what really is the desire of the Administration, is to keep the playing field un-level. In other words, you don't need to be formally recognized, we can work it just like it is. If it was like that, we wouldn't be here today. In other words, the Administration wants to say, I'll deal with you when I feel like it and I don't have to deal with you when I don't feel like it. There is no instrument. The Administration wants no instrument. What kind of agreement ever comes of meeting of minds and there is no instrument. I keep saying this and it seems to keep going over you all's heads. Regardless of how you vote today, this matter is not going away. We can work with you, we can work with the Mayor, we can work out some of the solutions and some of the problems, but you fail to hear me when I say, that the City workers have to have recognition for protection from the politics and the changing Administrations that come and go. It's not what we think may happen.

My people have been here 25 or 30 years, have been through many Administrations. They've experienced this before. They've experienced promises that were well kept by the Administration at the time.

And at the same time, when they made those head ways, the next Administration came in and wiped out the programs and the progress immediately, because there was no instrument of recognition. Recognition, will be continue to be an issue. But that's enough said on that. Because that's not the issue before you today. That resolution has already passed this body. And what I want to put on your minds today and what I want you to come to the realization to, the issue that's on the table before you today, is not whether or not you're going to vote for this resolution, this resolution has been passed. Your vote is whether you're going to stand up for and uphold and maintain the autonomy and the authority of this City Council or if you will give up the authority and the autonomy of this City Council to the veto of the Mayor and in doing so, you will fail your charge as City Councilmen, because in the Charter, Article 4.20 it is the intent and the spirit of the Charter that anything that creates or establishes a new function of City government and the Council is the exclusive right, *exclusive*, defined as unshared and sole right of the Council in matters that pertain to the creation and the establishments of new functions for city government. This particular document that was passed last week does that. Because the new function that it creates to the Council is making you the arbitrators. The organization that is being recognized as PACE 4-25 and regardless, this thing is bigger than party lines. And I thank you Mr. Gibson for crossing yours. I really do. It's bigger than party lines, it's bigger than race. It's bigger than your personal differences with one another or your personal turfs. It's bigger than that. We are talking about at the body that was governed, that was elected to govern this City, who passed an ordinance. That was the will of the Council.

Now, what you are saying today, are you going to uphold the will of your fellow peers and legislators and this body that was elected as the governing body? Or will you bend and leave the reins of government and the authority of government in this City in the hands of one man. Collectively, you all represent all of us. Individually, you represent your constituents in your district, but collectively, you were put here to do what is right for the citizens and taxpayers of the City of Shreveport, which the City workers are. And if you vote to uphold this veto, you're not only letting the City workers down, you're letting the entire working class, Black and White of the City of Shreveport down. Because you're choosing to counterfeit the authority of this Council on the behalf of big business, rather than the citizenry of this city. That's what's at stake and when you push that button today, that's what you're voting

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on. You're not voting us up or down, we've already passed this body. Are you going to respect the authority of this body as a body and as the final word in the spirit with the City Charter that gives you the exclusive, the sole right to create or establish a new function where the Mayor does not have veto power. That's the question. Not if we're up or down, so let's not get confused. Because in the courtroom of public opinion, that's how you're going to be judged and what you're going to be judged on when you place your vote today. You're not voting today the union up or the union down. You are voting Council up or Council down and I need you to remember that. That's the issue today. All the mud and everything that has been put into this situation, let it not cloud your mind, what is before you today and what part of history you are about to play in the history of the City of Shreveport.

Now, if you're willing enough to counterfeit and negate the authority of this elected body that was elected to govern the City of Shreveport, then you push your vote to uphold that veto. But if you take the autonomy and authority of this City Council, we know how the three of you vote, that you're against the union, but that's not what the vote is today. You're not totally (inaudible). Are you going to defend the autonomy and authority of the City Council of the City of Shreveport and basically, that's all I have to say today.

Mr. Stanley Grant (2808 Round Grove Lane): I'm here on behalf of the union for the City workers and I've talked with several people and when I read in the paper about the veto, it was felt all over this city by working women and men. And especially, I would say, union members. And I wouldn't go as far as to say it was a slap in the face, but it offended me in such a way, that it made me come out to this meeting today. And I respect our Mayor and I respect our Council, but I'm also standing for my brothers -- you know, behind them. And I just can't see anything wrong with guys standing up and want to bargain, want to bargain for their rules, work rules and for their benefits and for their wages, insurance, health insurance. I don't see anything wrong in that.

It seems like every time we have a council vote it comes to a black and white issue and I think this is just a right and wrong issue. We got some workers that desperately, I see from the outside looking in that they need work rules. They need rules that they can go by and I have guys all the time come to me at SporTran and ask me about our union and how things work at SporTran. We have been under negotiating really and truly with the City for years. We are just during it through -- well we negotiate with Gene Eddy and he's on the front of our contract. It says, Shreveport Transit Management and its Successors and Assigned, Amalgamated Transit Union, Local 558 and he is just a management firm. But we know that all of our -- whatever we negotiate has to come through the City and I just want to stand here today and say that if we can't stand for our working men and women of this City today, it is a sad time, it really is because times are tough for those men and women who work for the City just like it is for everybody else and they are standing up for something that I believe in today. And that is why I am here standing in support of them.

Mr. Lester: Mr. Grant you eluded to the fact that you are with SporTran. SporTran has a -- the workers there are unionized?

Mr. Grant: Yes.

Mr. Lester: And how long have they been so, unionized?

Mr. Grant: One hundred years.

Mr. Lester: And does that organization have collective bargaining?

Mr. Grant: Yes.

Mr. Lester: Okay, and so you have an organization, a union that is actually within the confines of the City of Shreveport where the workers are unionized and have collective bargaining?

Mr. Grant: Yes we do.

Mr. Lester : And how has collective bargaining helped the workers, the men and women that deal with SporTran on a daily basis?

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Mr. Grant: Well, just take for instances our – say our health insurance. I sat at the table when the broker come, me and my committee we are at the table. When our pension, we are at the table, work rules, we are at the table. And it is not that we are going to try overrule our authority or go over Gene's head but we are going to sit down and we are going to work with him and we are going to try to find a medium there to work on. You know, it is not going to always go our way and we realize that. But we don't always want it to go the company's way either. We try to be fair and a lot of the time our people are wrong and we have to recognize that and we just try to stand for what is right. And I feel like it is just like these City workers desperately need representation, desperately. And from what I have heard today they have met this council halfway and sometimes that is all we are asked to do as union members and men and women who them. We just want the company to meet us halfway. I believe they just want you Mr. Mayor, to meet them halfway. And wages, I'm sure they know how far they can go. They want fair wages.

Mr. Cordell Allen (2039 Millen Circle): I have been in this thing for three and a half years going on four years. As one of those for organize city workers as a union but the problem wasn't about our organization and it is still not about our organization. When we came before this board on the few times that we did and we thought it was because this City Council board was a just board and through it we found out that politics is a funny thing, you have some righteous folks, you have some not so righteous folks and then you just have some out right liars, who at our request or we at their request took out a whole lot of things and about three or four different resolutions to get this thing passed.

Everybody keep coming up here talking about collective bargaining. First of all collective bargaining what we mean in the sense thereof is to sit down and get together and come to some agreement about rules and regulations and some of the city ordinances that have been passed to govern the way the city workers work. Now for some reason or another our Mayor seem to have the idea at the last meeting that we had here when you all voted us in and he vetoed it, that we are talking about money. He came back on TV on the news conference and said that we could not go to the taxpayers and ask them to vote again to raise taxes or put this to a tax issue so that they can get paid or receive higher wages. And I don't see where we said that anywhere in our resolution. A couple of other city councilmen had that same concern.

I had a phone call from one that I called and he returned my call. And he told me without equivocation that if we were to take collective bargaining out of that resolution that we had his vote, hands down and he was one of the city councilmen that voted "no" last week. And he remember that conversation. I'm not here to point fingers or call names. What I'm saying is that if you are going to give us your word that you are going to do something for us and not expect anything in return then do what you said. That's all we are asking you to do. If you are going to vote "no," vote "no." If you are going to be for us, be for us. You can't staddle the fence and be both ways. You can't satisfy some and get along with others. You are going to have to be on one side or the other and this is all that we are saying. Now, you gave your word, we want you to be a man of your word. Like I said, politics is a funny thing and we didn't get into it for the politics of the matter. We got in it because we felt that there were some issues that needed to be dealt with and they couldn't be dealt with on the level that they were on and that we are still on right now.

Now, we had one city councilman that just said outright, he just wasn't going to vote for it and we understood that, we respect that. We had another city councilman said he is not a politician he just don't know what's going on but he read over everything and he said in the last meeting that he was going to do the right thing for the city workers and then he voted no. Then we had another city councilman that said that, okay, well, alright if you would do certain things we would do this, you do that, then okay we are all together, we are on one accord, then we can do something. Then we have other city councilmen they are all in agreement, we are together – what I'm saying here is that we have given you that same respect that you have asked from us. You ask us to reorganize and reshape our resolution. We have done that. You asked us to be patient while you go over them after it had been turned down, after it was set back, after it had been postpone

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so many times. Now we are asking that same respect from you. You are going to give us the vote that we need to be recognized. Understand, recognition, that is all we are asking for. Then that's all we expect for you to do today. And don't read in to anything about money. Let's leave money out this because if some of the things we have cut out in this job and some of the rules and regulation, some of those things that if we could reorganize and restructure then we would have money in this city. In past years we have passed these little bond issues and there are other little proposals that have been passed that had city workers in that. Money has been allotted for city workers, for raises, new equipment, for all sorts of things and somehow it found its way out of the budget but into a convention center, into a parking lot, into play parks around the city that don't exist but we got them on map and we got them on paper saying that they are there and they are undeveloped. I stand here today to say that this City Council and this City Administration, and if I'm wrong just tell me, but this Administration is using money foolishly. When it ought to go helping people out here doing a good work for this city, it's going to putting up construction and buildings and other stuff that is not going to mean anything to a whole lot of people. And understand this, that convention center that is being built down there, what is the percentage of people here in this city that is going to visit that convention center? How many programs or how many planned events you are going to have down there where the citizens of Shreveport, the majority, are going to have a place down there to go and enjoy themselves? Just think about it. Is that convention center going to be for tourism for the city of Shreveport or is it going to be for a select number of people?

Like I said on the outset, this isn't about right or wrong or city workers or passing the resolution to recognize we, the city workers as a union, it's all about politics. If you can get pass the politics of the thing you can see the need of the people that are out there working and this is what we are saying. Look to the need of the people. Thank you.

Mr. Ernest Ary (*3101 Boss St*): First of all I would like to bring maybe bring some finality to this situation. We have been dealing with it now for quite some time. I have learn and I have seen things. I have seen how the Mayor and his administration deal. I have seen how the councilmen and their administration deal. I have seen how department heads and everybody deal. All the city workers are asking you is to recognize us. Don't be frighten or scared by your chief executive officer telling you how to vote because we have gone in your district and we have signatures of the people that represent that support us. So how can you sit there on the City Council and say that you are doing what you think is right. Because the Mayor wrote a letter to the Metropolitan Planning Committee and told them not to build that truck stop down Highway 1, hello. Your people have signed our petition supporting our cause. Why can't you do what the people that put you in office ask you to do? Represent them and that is all we are asking you to do. It is not about money folk. You turn around and you look at your city employees, pride has increased, the moral has increased, because they have somebody looking out for them. The machine that they have in place it is not looking out for the city workers, it's looking out for the City itself and the Administration otherwise we wouldn't be here asking you to give us recognition that we need.

We are blessed at the Amos Plant. I'm in water purification. I'm an ozone systems operator. I mean, things we ask our managers for they give it to us but in other departments they can't even get working gloves. These guys they work with hazardous material. They bring a pair of gloves they holes in them and the boss tell them, well you can use these gloves a few more days. Look at what they are being exposed to. They are being exposed to stuff you wouldn't want to be exposed to. To recognize the union is giving us a voice. We are not asking you for one dime. Not one dime, Mayor, have we come out our mouth and ask you for. We ask you to give us somebody that we can have faith and trust in to look out for our interest, Mr. Carmody, Mr. Walford. The people that you represented they signed our petition, they support our resolution.

So you can't sit there and say you are doing what your people want you to do because you are not. All we want is recognition. And that is not hard to understand why city employees want recognition. Because like

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what was said earlier, a new administration might come in. Okay, yeah, you promise us this, you promise us that, a new administration come in they can wipe out everything that you promise. So what protection do we have that we are going to get what you promise if we don't have somebody looking out for our interest.

It's plain and simple guys, I mean, I have children that look up to me and they are proud of me for what I stand for. How do you go to sleep at night? What do your kids think about you when we city employees, we are coming to you asking you to give us something that we so deserve? It's not just something that we want. It's something that we deserve and I am a certified employee, it's against state certification for me to strike or I will lose my license, my certification. You guys don't realize how – I am a state certified operator and if you guys ever try to get a state certification and a license, it's hell and once you get them you don't want to lose them. So we have taken out everything in the resolution that y'all have asked us.

Mr. Gibson, I'm so proud of you, I'm just bubbling over with jubilant. Councilman Green and Jackson and Councilman Lester, I can't give you enough kudos for standing up for us because we need somebody to stand up for us. And Mayor, I was so hurt because I marched in the Labor Day Parade, we were so cheerful and marching, you told us right out of your mouth that if we support you in your election you would support us. And it hurt me so bad because I had to go back home and tell my wife, I said baby, he really hurt me cause I really thought he was a man of his word. That is why I'm not in politics right now because I can't lie to people. I have a hard time lying to people. I have to go to church and the Bible say, do not lie. So I'm not into politics because when I tell the people that I'm going to represent them, I like to live up to my word. If I tell you I'm not going to do something. I'm not going to do it. But if I tell you I am going to do something you can look for it done. You can take it to the bank and that is what we expected from you Mayor Hightower. I just don't understand how you can sit here and possibly ask us to do things and continue to carry on and then when we ask you to do something you just tell us something. Councilman Hogan, he right out told us that he was going to support us, if he got elected.

Mr. Carmody: Mr. Ary, can I ask you to do one favor for me. Please direct your comments back to the Chair.

Mr. Ary: Yes sir, I will. I'm just trying to make a long story short. I feel like the city workers have done everything that you all have asked us to do. We started out with a resolution that had a bunch of stuff you didn't like. We went back to the drawing board, first time, second time, third time, fourth time. We have taken out everything that you guys have asked us to do. When have done everything that you have asked us to do. If there is anything else that you wanted us to do all y'all got to do is ask us and we was going to do because we were ready to do it. But we are dedicated to the fact that we need a union to look out for our interest because we don't have the mechanism looking out for our interest right now and this things is just not going to go away today. You are going to be bothered with us because we are going to be back. Because I'm dedicated to it because even though I'm going to be retiring in a few years, I mean, what about the people that is going to come behind me and is going to need protection from the Administration, protection from things that they need. So when you vote today, do the right thing. You say you want to do the right thing. The right thing is just recognize us because that's all we are asking. We are not asking you for a dime. There is no monetary value or nothing written in the resolution that Councilman Lester presented. We have support of the fire, we have support of the police, we have support of the citizens of Shreveport. That is who you guys are elected to represent. Do we have to take it to the citizens and ask them to vote on it. Cause see if we took it to the citizens and ask them to vote on it, we would win. I mean I have no confidence in that. I know that we would win because they support us. Because we have pride, we have honor, we have dignity and that is all that we are asking y'all to give us something that we so desperately deserve. Thank you very much.

Mr. Hogan: No question for Mr. Ary just a comment. As I had said last council meeting. I met with the Central Trades and Labor Union and I did not meet with any PACE representatives. I just want to make sure that there is no misunderstanding of what Mr. Ary had said that I said I would vote in recognition of the

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PACE union and I did not. Thank you.

Mr. Jerry Fields (538 Janice Lane): I am employed by the City of Shreveport . I have been here 21 years. The only thing that really bother me, you know they done said this and said this, I'm not here to blast the Mayor or his Administration but the only thing that the Mayor made a comment about he didn't want to tie the taxpayer hand with another money when there will not none and a revenue for bargaining agreement or money for us. The only thing that bother me and the Mayor hadn't realized that I'm a citizen of Caddo Parish, I'm a taxpayer of Caddo Parish. I pay tax, I pay his salary, and I pay my salary. Then I try to weigh things out and I see how money is being misused here in the city and I feel like if we are going to vote on bond issue and vote money for the city, let it be misused for our city employees, you know, this is the only thing I'm saying.

We got a memo last bond issue from Ms. Liz Swain encouraging all city employees to vote on an issue that they were trying to get some money for the city for the fire department but it stated all city employees. But when it came down the bond issue passed we were excluded from that. I voted for that. What I'm saying is if you are going to give it to one, give it to all of us because I'm going out doing my duty as a citizen, voting on these issues that the City bring before us saying that money is here for the city employees but when come time to go to the negotiation table we are eliminated from that. It hurt me to my heart. And being about being a Christian, I don't think that is right. You ask us to do something and when we go out to do this here, the Administration ask us to vote on this issue and encourage every single employee to vote on this here and when we vote on this here to pass and we get excluded from it, it's hurting. And the only thing we asking you, the Council today, we are not asking for no money.

I have been here 21 years and I have seen some things done that I feel like wasn't right as a human being and they people in the departments that do things, I don't know because they feel like they got the department heads backing them up, wasn't just right. Because the department head always going to say he is going to stand behind his supervisor. And he stand behind his supervisor so we don't have anyone standing behind us. So if we get a union here someone who is going to stand behind us maybe we can get fair treated and treated right. Thank you.

Mr. Terry L. Taylor (173 Henderson Lane): As you all already see I am a black male. Every since we been coming to this City Council we have been put on the last agendas. I'm use to that. For being black, I understand this because we've always been put last on everything. It is a hurting thing. You have heard people and basically the city of Shreveport is majority black and you have heard about certain ways people have been treated on the job. You are not going to understand until you trade places or be in my shoes, walk in my shoes. You are not going to understand when we talked about police brutality. Why condemn the whole police department when there is only one or two bad apples in the bunch. It's not fair. But yet and still I heard one of the councilmen say he talked to someone in Monroe and he heard something bad about unions. I have heard bad things about unions also but can you judge one people or one person because of some bad entities within that society. But this is what has been done.

We came to you about the insurance matter at one time and I remember that Mr. Antee said and you respected everybody up there, everybody was Mister or Councilman but when it came to Ms. Liz Washington, it was Liz., you take them outside. I know you are going to say, well I didn't mean it that way. I have been hearing that all my life. Is that right? These people, men and women have families, they are coming to you in good honesty, nobody has walked out on the job. Before I came to work here there were at least five or six sewer calls. Some of those sewer calls was in some of your neighborhoods. And we talk about a convention center, beautiful building, you are talking about something new connected to something old which is going to blow out or regardless whether it is a water line or sewer line. And it's going to be some problems when some of your people that voted for you get up in the middle of the morning to go to the bathroom and there is a bunch of crap on the floor.

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Sure I believe in expanding but I think that you councilmen should be looking out for each other. We are trying to get a team here and you guys up there are suppose to be a team. Not only for your district but for all the district. You councilmen not only owe to your people that voted for you, there are hundreds of thousands citizens here that depend on your decision everyday. You've discussed about money that has been spent down on the waterfront and so forth, how we will never get it back on the stadium out there. Have you check into the belt press at the Amos Plant? Building never been used. How many millions? What about the six inch water line at Caddo Lake? What is it used for? You talk about money wasted and we haven't asked you for a dime. You talk about taxpayers money, it is very easy for people that money is not coming out of your particular pocket to just say, hey, let's just spend the money. You owe the responsibility to these citizen of Shreveport and you also owe a responsibility to these people out here that have come to you, constantly, constantly, and constantly about being recognized. You think within yourself or you try to put yourself in other people shoes sometimes and see how they feel. And I don't think you are going to like that feeling because they are going to treat me a lot differently than they treat you because of your skin color. But is that fair? I think not. But we deal with this everyday, everyday.

Those garbage men out there they deal with it everyday. I deal with citizens on the phone. I have been called everything but because they are our citizens I go that extra effort because a lot of things that they don't understand is that I'm going to help them regardless. And I heard the councilman here, I'm sure that you know quite a few black people that may do the wrong thing, there are some white that does the same old thing. Can you judge one somebody by a whole (inaudible)?

You all are the most beautiful council I have ever seen. You got a business man, you got a contractor, you got an educator, you got an attorney. That is the most beautiful combination I have ever seen. But you cannot stand by and let these things happen that goes on. Look at the parking area by the nudity bar down there. Is that wrong? All that I want to say is this, you all should be a team helping each other in each district. There are certain things that go in every district that you know is a necessity for the citizens that your represent and you should not allow, I don't care whether it is a park, golf course, or whatever school, whatever it may be, don't care whether it is a black school, white school, tiny school, whatever it may be, everything should be equal and you should see that. It should be equal or you never should have taken office that you are trying to represent here, equally. If Councilman Hogan is trying to get something for his area you should fight just as hard as you do for your own district because you got to realize that every citizen regardless of how much money is in the pot, that pot average out to a lot of money that can be used for a lot of good in your own district. You should not let those things pass. I appreciate you for your time. I just hope that what's in your heart that you realize that you need to do the right thing.

Mr. Lee J. Hall (3017 Louise Street, 71108): Today, I'm here to try to see if I can get some reconsideration on the vote that we got last Tuesday. First of all I want to thank Councilman Green, Councilman Gibson, Councilman Jackson, Councilman Lester on their behalf in supporting us with this recognition for this union. What I want to say is, I want to straighten a little something out further before I get into details about Councilman Jeff Hogan comment that he made about he met with Roosevelt Smalley and the AFL-CIO Union saying that he support the union and that situation. Well, supporting, we are AFL-CIO ourselves and he stated that he supports the union. That is all involving which is us, Labor. He support the Labor issue so I'm just trying to straighten that out that he said that he supports union through the Central Trade Union. Well, if he supports the labor issue I would be very please if he changed his mind and support our issue because we are definitely labor.

Now, the other thing I want to say is, each and everyone of us here are enjoying the dedicated service that is being provided by the city employees. We know that the streets, the garbage, the water, the sewer, cannot work if we didn't get out there and provide these services for you. We are being told what a good job we are doing but we are not being shown how good of a job we are doing by raising everything that takes

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everything away from us, starting with insurance, no pay raises, insurance, no pay raises. These are the things that we are trying to fight today. The cost of living is going up more and more. A loaf of bread cost the same as it does for you to buy as for me to buy and I make these small wages. My constituents that work with me make these small wages.

We provide good service for this city and I think that we should be respected. We are not being respected simply because we are not being recognized for what we are moving toward. We want to be recognized and I'm asking those that did not vote on this recognition to vote yes for us that we may be recognized for our respect and our dignity that we are so call trying to get. I do appreciate the councilmen that have supported us. I do appreciate that enormously. And I understand Mr. Hightower showed us one thing last week when he vetoed it, he showed us he had a backbone. Well, it is high time that we show Mr. Hightower, we got a backbone.

Mr. Hogan: I'm going to make another quick comment. Again, I'm going to defend my position what I did while I was campaigning last year and I sat down with Mr. Smalley just like Mr. Hall just said. The paper that I signed said that I recognize the union's right to organize. It was not their right – it wasn't that I said I would support their right to have a formal contract and be recognized by PACE as the exclusive representative. Thank you.

Ms. Debbie Plater (9045 Kingston Road): I am here to speak on the behalf of city workers. Mr. Hightower states that we already have rules and reg.(s) that works when in fact these rules and reg.(s) work for certain people. Not every department abide by the same rules. Whereas in one group can miss 10 or 15 days and get a raise but in our area you exceed the City's average you are denied a raise. I have a memo from Mrs. Liz B. Washington that states, "Even doctors excuses which are often vague, consist of a rubber stamp form, may not be considerate after documentation to overcome a below requirement rating cause in whole part by poor attendance". This states that doctor's excuses are invalid, it's fine by her. Whereas, personnel rules and regulations states, if you are out and accompanied by a doctor's excuse then it is valid.

I work with all the banks with City revenue. We handle all the bank. Do you know I have been here nine years and I don't even make twenty thousand dollars, Mr. Hightower. Since I've been here I have had to work two jobs. We handle all the City money. We are responsible for balancing it, making sure that it is accounted for. We don't even have essential personnel. We went from 20 people to 10 and now we have two locations and expected to do the same jobs. Some people can be 15 minutes late and it's not held against them if they have a valid reason. In our area if you are one minute late it is counted against you. We receive a memo on it the other day. For every minute that you are late, you are wrote up and that come from Ms. Anna Brown. I have talked to Anna on several occasions about our problems in our area. We did a joint venture. We sent it to the personnel department, they in return sent it back to us and told us to talk to Ms. Washington. In return Ms. Washington told us, "if y'all come work then you will be fine." We tried to tell her that we work in a stressful area. You are dealing with all kinds of personalities. We have been threaten. I have a memo right here that is dated October of 2002 from Mr. Antee that states that, "Please get together and address the locks at the Annex and the plexiglass issue. This is a safety issue that needs to get done." It is what, about to be 2004? You think you we have been glassed in to be protected? Do you know somebody can stand over us and reach over -- we have had a person tell us, "if I want you, I can get you.

About three months ago safety came into our area. He said there were four things he did not like. He didn't like the idea that somebody could reach over that counter and get us. He didn't like the idea that you can't see someone coming in the door. He did not like the idea that the door was so weak any big man could knock it over. That's a problem that needs to be addressed and we brought it to our administration attention. Nothing has been done to protect us. I have been in the bathroom and homeless people have come in on me. That's a problem that needs to be addressed. If Circle K can have a police 24 hours a day parked on their lot, you mean to tell me we are worth them? Do have to wait until we are robbed or somebody is killed? That

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was once told to me from your office, that we have to wait until either a robbery occur or somebody is killed – it's like a stop light that needs to be put in place. It says that something has to happen before something is done. That is why I'm for a union, for safety, better working conditions, people that are concerned. I work for the director of finance that has no compassion, no understanding. My mom was diagnosed with breast cancer. I took off to be with her. I had oral surgery on my mouth. You know what Ms. Washington told me, "You needed to have been at work." I took my complaint to Mr. Antee, whether he was having a bad day or what, I don't know but do you know he did not hear me out. He bammed on the table and told me, "because of your attitude, I'm through with it and you are denied." I then went to Mr. Theron Jackson. He in returned requested information from Mr. Antee who he never got and it has been a year ago now. Did you get that information Mr. Jackson?

Mr. Jackson: No Ma'am.

Ms. Plater: – and we talk about we got rules and regulations that work. Who they work for? They don't work for us. It's sad that Revenue have the biggest turnover in any department. Why? Because nobody wants to work for the little money and nobody wants to be treated like they are slaves. Ms. Washington states that, if she can get the job done out of two people where it cause for five, it does not matter. Ms. Washington states that stress will kill you but it does not matter that we are working under stress. I went back and forth to the doctor, back and forth to the doctor only to find out that I was stressed out. I went to talk to them. You know what they told me? Well you seem to be the only one complaining when in fact we did a joint thing, everybody complained about the same issues. Nothing was done Mister, nothing Mr. Hightower. Nothing was done for us. Ken Antee met with us, he told us that he would get with our supervisors and he would try to do something for us. Mr. Antee did nothing. We have been through the process.

Our supervisors have no authority in our area. They have to call Ms. Brown if somebody wants to leave 15 minutes early or if somebody needs to do this or attend to personal business. They have no authority to tell us anything. Their hands are tied. I said it was racism because of the fact that when there were White supervisors they were allowed to do and make decisions. Now that they are all Black, they are not. They have to call her for everything. They are not allowed to do anything and that is sad that you got people that are supervisors that have to – you got to hold their hands. That's not good. Everybody in our area has complained and we took it through the process. Nothing has been done to help us. Went to City Council, Mr. Antee failed to answer back. We have a young lady out now on medical leave because she could no longer handle the harassment that was given. We are being harassed. We are being – our department has been created into an hostile environment, amongst ourselves at times and that's bad. Take a look at it. It doesn't get to your desk because it stopped and you say they are doing what they suppose to do.

We need one set of rules that abide by everybody. One rule in one department, one rule in another but we all work for the same – we are governed by the same evaluation but there are different rules for different people. That's why we are asking for a union. Your policy does not work. It has failed. It has failed the City employees and the truth of the matter is I'm sick and tired of being sick and tired. It's something that needs to be done. I have asked Mr. Antee to come down and look. Has he come yet? No he has not. I have asked him to come down to the Annex building, take a tour, see what it is we do, come on a busy day when we don't get breaks and barely get a lunch in. But then when it is a slow day, they say we don't do nothing. Every retailer, any business that deal with the public has a slow period. We are not slaves and we need to be treated with dignity and respect. Again, I'm sick and tired of being sick and tired. I work here because I like my job. I was told by Ms. Brown that if I didn't like my job that maybe I need seek something else. Wrong answer to give an employee that is making a complaint. You should have sat down with me and see what we can work out. Somewhere there is a problem. I enjoy working with the public. I have always done this and it is wrong the way we are being treated. We deserve respect. We deserve to be

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treated fairly. It's sad that we are across the street from Bossier and they make more money than we do, they have better benefits than what we do. They are paid one hundred percent in insurance –

Mr. Carmody: Excuse me Ma'am. We are at the end of our time.

Ms. Plater: Well, I thank you very much for time and thank you for listening to me.

Mr. Carmody: Thank you Ma'am.

Mr. Antee: Mr. Chairman, if I may, I'd invite each of you when you get through today to walk all down through Revenue and that plexiglass that is not there, you can look and see it has been there for about a year. I'll just leave the rest at that.

Ms. Plater: Excuse me, we are not glassed in. We have a piece of glass that comes up to our nose.

Audience: City Hall Annex, you are protected here.

Mr. Jackson: I wanted to say thank you to all those folks that have spoken but so that it wasn't misinterpreted or anything, as Ms. Plater said I had a meeting with she and Ms. Blake, Moore and a few other people, you may not have receive a request and I'm assuming that is why there was no response. I forwarded it through Robert Burton and so that has been, I don't know, some time back and so when I said, "no I haven't," it's because I haven't and it wasn't because – and I haven't communicated with you with respect to having received that. So I didn't want you to think that I was saying anything negative, I just haven't receive anything and he hadn't talked to me about either.

Mr. Antee: We will be glad to take a look once we do get it.

**CONSENT AGENDA LEGISLATION.**

**INTRODUCTION OF RESOLUTIONS AND ORDINANCES**

**RESOLUTIONS:** None.

**ORDINANCES:**

Read by title and as read motion by Councilman Green seconded by Councilman Gibson for Introduction of Ordinances No. 205 and 206 of 2003 to lay over until the January 13, 2004. Motion passed by the following vote: Ayes: Councilman Lester, Carmody, Gibson, Hogan, Green, and Jackson. 6. Nays: None. Out of Chamber: Councilman Walford. 1.

1. Ordinance 205 of 2003: An ordinance closing and abandoning the dedicated 20 and 15 foot wide alleyways running between Travis and Milam Streets and Common and Douglas Streets located in the TAL 3 and 4, City of Shreveport, of the NW 1/4 of Section 37 (T18N-R14W), and to otherwise provide with respect thereto.
2. Ordinance 206 of 2003: An ordinance closing and abandoning a portion of Dixie Meadows Road lying adjacent to Lot 1 and part of Lot 2, Dixie Meadows Subdivision located in Sections 15 and 16 (T17N-R13W) Shreveport, and to otherwise provide with respect thereto.

**TO ADOPT RESOLUTIONS AND ORDINANCES ON CONSENT:**

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Motion by Councilman Gibson, seconded by Councilman Green for Adoption of Resolution Nos. 195 and 196 of 2003. Motion passed by the following vote: Ayes: Councilman Lester, Carmody, Gibson, Hogan, Green and Jackson. 6. Nays: None. Out of Chamber: Councilman Walford. 1.

**RESOLUTIONS:**

RESOLUTION NO. 195 of 2003

A RESOLUTION AUTHORIZING BILLY R. EBARB & CINDY S. EBARB, LOCATED AT 424 MOHICAN LANE, TO CONNECT TO THE WATER SYSTEM OF THE CITY OF SHREVEPORT AND OTHERWISE PROVIDING WITH RESPECT THERETO.

WHEREAS, Billy R. Ebarb & Cindy S. Ebarb have agreed to secure all permits and inspections required by the Shreveport Comprehensive Building Code. Said party having submitted a petition for annexation to the City of Shreveport, and having agreed to fully comply with the regulations of the City of Shreveport in connection with said property, all as set forth in Section 94-1, et. Seq., of the Shreveport City Code. Said request and petition are attached hereto.

BE IT RESOLVED by the City Council of the City of Shreveport in due, regular and legal session convened, that Billy R. Ebarb & Cindy S. Ebarb, be authorized to connect the building located at 424 Mohican Lane, to the water system of the City of Shreveport.

BE IT FURTHER RESOLVED that if any provisions or items of this resolution or the application thereof are held invalid, such invalidity shall not affect other provisions, items or applications of this resolution which can be given effect without the invalid provisions, items or applications, and to this end, the provisions of this resolution are hereby declared severable.

BE IT FURTHER RESOLVED that resolutions or parts thereof in conflict herewith are hereby repealed.

RESOLUTION NO. 196 of 2003

A RESOLUTION AUTHORIZING JOHN ROY VAILES & LISA EBARB VAILES, LOCATED AT 431 PUEBLO LANE, TO CONNECT TO THE WATER SYSTEM OF THE CITY OF SHREVEPORT AND OTHERWISE PROVIDING WITH RESPECT THERETO.

WHEREAS, John Roy Vailes & Lisa Ebarb Vailes have agreed to secure all permits and inspections required by the Shreveport Comprehensive Building Code. Said party having submitted a petition for annexation to the City of Shreveport, and having agreed to fully comply with the regulations of the City of Shreveport in connection with said property, all as set forth in Section 94-1, et. Seq., of the Shreveport City Code. Said request and petition are attached hereto.

BE IT RESOLVED by the City Council of the City of Shreveport in due, regular and legal session convened, that John Roy Vailes & Lisa Ebarb Vailes, be authorized to connect the building located at 431 Pueblo Lane, to the water system of the City of Shreveport.

BE IT FURTHER RESOLVED that if any provisions or items of this resolution or the application thereof are held invalid, such invalidity shall not affect other provisions, items or applications of this resolution which can be given effect without the invalid provisions, items or applications, and to this end, the provisions of this resolution are hereby declared severable.

BE IT FURTHER RESOLVED that resolutions or parts thereof in conflict herewith are hereby repealed.

**ORDINANCES:**

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Motion by Councilman Green, seconded by Councilman Gibson to postpone Ordinance No. 204 of 2003. Motion passed by the following vote: Ayes: Councilman Lester, Carmody, Gibson, Hogan, Green and Jackson. 6. Nays: None. Out of Chamber: Councilman Walford. 1.

1. Ordinance No. 204 of 2003: An ordinance closing and abandoning the 22 foot-wide alleyway running between East 70<sup>th</sup> and East 71<sup>st</sup> Streets and between Southern Ave. and I-49, located in the Cedar Grove Addition in the NW/4 of Section 25 (T17N-R14W) and to otherwise provide with respect thereto.

**REGULAR AGENDA LEGISLATION:**

**RESOLUTIONS:**

The Deputy Clerk read the resolution by title: Resolution No. 178 of 2003: A resolution to recognize PACE International Union and PACE Local 4-25 as the exclusive representative agent for certain city employees for the purposes stated.

Read by title and as read motion by Councilman Lester, seconded by Councilman Jackson to adopt.

Mr. Carmody: The Chair would like to ask for clarification from the Clerk of the Council. In that this is a matter that was vetoed by the Administration is now by regulation of the City under our Charter, this matter automatically comes back on the agenda.

Mr. Thompson: That is correct.

Mr. Carmody: Therefore, the motion that is being made is a motion to overturn –

Mr. Thompson: No. It is a motion to adopt and it takes five votes to overturn the veto of the Mayor.

Mr. Carmody: Thank you sir. Gentlemen –

Mr. Gibson: I don't have any preconceive notions of how my colleagues are going to vote but I look on both sides of this and I would like to make a brief comment of which I will -- I have it -- it's in writing and I will give to the Mayor and this is regarding to this particular issue.

City employees are critical to the City of Shreveport's ability to deliver to the taxpayer basic city services, including sanitation, water/sewer, police and fire. It is essential to maintain a reasonable level of morale among our city employee in order to maximize worker productivity and thus maximize the taxpayer dollars for the City of Shreveport's city services.

My vote to support a resolution, to provide union representation for some of our city workers, was based only on our City's inability to reasonably resolve employee grievances. Grievances that appear to be outstanding and unresolved for the past few years. The City of Shreveport has had union representation for the Police and Fire department and these unions have provided leadership in a fair and equitable manner and without any fear of collective bargaining.

In addition, this resolution clearly defined that there was "no collective bargaining," involved. The omission of collective bargaining language was to prevent any opportunity to discuss wages or benefits. Wages and benefits are something that cannot be addressed based on the state of our city's budget. These issues would have to be addressed with separate legislation brought to City Council with a majority vote.

Your veto of the resolution to provide union representation is something that appears to be

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what you feel is the right thing to do for our city. The fact remains that for the past six months, City Council has had to deal with these unresolved employee grievances. Mayor, your veto also has left the city administration with many unresolved issues, with respect to city employees.

As a result of your veto, I respectfully request that this Administration develop a strategic plan to reasonably resolve the grievances that the city employees have expressed to this City Council. I would respectfully request that this strategic plan be presented at a City Council meeting sometime in February, 2004. That is submitted by City Councilman representing District "D" to Mayor Keith Hightower.

Mr. Lester: Mr. Chairman, if there are no other comments, I want to make one brief comment as the author of the resolution. I would just – having sat through this entire discussion on more than one occasion and having listened to the voices of the many men and women that work for the City, I'm at a lost how anyone could harden their heart to the point of not being sensitive to what I think is just a basic human cry for dignity and the recognition of the manhood of the city workers of the city of Shreveport; people that work hard everyday don't get paid a large salary, don't drive big cars, don't have any fancy accouterments; people that get up early and work late, men and women in many instances certainly as it relates to our sanitation department work from 6:45 until. Until being, until everything is done. We can wash away the smell of their job, we can wash away the sweat of their brow, but we will never wash away the basic dignity that goes with a job well done.

Many years ago Martin Luther King dedicated his life to civil rights and he lost his life in a demonstration for sanitation workers in Memphis, Tennessee. And their whole rally and cry was very simple and I think it is very simple as I listen to the City workers here. They simply said, "I am a man." It wasn't complicated. They just simply said I am a man and I say they are men and they are women and they should be recognized accordingly. They do a job that many of us absolutely would not do. I did a job in one department for three hours and I couldn't handle it. They have done it for years. Many of them have done it for 10, 15, 20 years and they do it well, I think that is uncontroverted. They have pride in what they do, they work late, early and often. Many of them have made the ultimate sacrifice of life and lose of limb in the middle of the night when water is out, they don't get the luxury of saying, "I'll get to it in the morning." They are called and they go. And in many instances certainly within the last year or so we have a number of City workers that are injured and any number of things because they were doing their job to the utmost degree.

I would simply say three things, to my council colleagues and to the administration. (1) Fix this problem. Please, fix this problem; (2) Hear the cries of the men and women that work for us that make us look good everyday and; (3) Vote to overturn the veto.

Mr. Green: I would just like to say to all of the city workers that you all have done a great job in presenting you case. In fact, the fact of the matter is PACE should hire you all to work for them because you all have presented your case professionally. In fact, a problem that I got, PACE should have some of their high powered lawyers or whoever they got, they should have been up here fighting. But you all, whereas, once the union is installed, will be paying them big bucks. This is not a play thing for PACE. They are talking about whatever y'all will be paying union dues per person, so they should have sent somebody down here today. They should have been down here now. In fact, PACE representative should had meetings with every council member. They should have wine and dine them just like they were going for the gold some place else. You all have presented your case, top of the line. Today, not one PACE representative have been to this mic. Not one have call me. In fact, the only conversation that I have had with them is that, I indulged with Mr. Cotton and Mr. Robinson the other day on my own. And all I'm saying to you all is, you all have done a great job. I take my hat off.

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Whether this vote go up or down today, you haven't lost. You have won because you put your case on the table. Whether you get five votes today, whether you get four votes today, don't be discourage because you have won regardless of how the vote turn out. I guarantee you, after this day you will get some recognition. I promise you that. I guarantee you. So, which ever way the vote go, don't leave out with your heads down because you all have won. You all have fought your battle and the reason that I said what I said about PACE is because I have been in a union and I know that when stuff is at stake like this they send in their powerful top guns. Now, why they haven't done it for you all, I don't know. So all I'm saying to you all is, take your hats off, put your hats on, you all have done a super job and keep up the good work. And again, whether the vote is 5/2, whether the vote is 4/3, you all still win and that's all I got to say. My vote is automatic but I want to say to you all, don't be discouraged because after today everybody in this city will look at you all different because you all have stood up for a cause that you believe in. And Dr. Martin Luther King said, "If I man can't stand for something, he's not fit to live." You all have made a great stand. You all have done your best.

I see you all on the street, your attitudes have not change. In fact, it seem if though you all are better. And sometimes when live serves you a lemon, don't get angry; get you some water, get you some sugar, get you a spoon and make some lemonade. And remember this, weeping may endure for a night but if you just keep the faith, joy will come in the morning and I guess I better stop there because I might start preaching. But I just want to tell you sometimes you have to understand that all things work together for good. So I don't want you to leave out here on coming up to this holiday, take your mind off the reason for the season. Keep your mind on the prize and He will handle it for you. So don't be discouraged. Whichever way this vote go, don't let nobody give you a wooden nickel, don't take fools gold, measure it for what it is. You all have already won before this vote cast. This vote is not going to make you a winner. You are already a winner and you ought give yourselves a great big hand. Thank you Mr. Chairman.

Mr. Jackson: Mr. Chairman and my Council colleagues, I appreciate that which has already been said and I think both eloquent and prophetically by all of the councilmen who have spoken. I want to concur to a great degree with what has already been said by the previous councilmen who have spoken; however, my issue is not with PACE as in organization. My issue is with the City because notwithstanding PACE or whomever I think the real issue and the reason why we have even come to this point is because of grievances, because the way people perceive themselves as being treated.

Regardless of what the vote may be, those of us who vote in the affirmative certainly would like to see it be an affirmative vote but notwithstanding what the vote turn out may be, I think the real key is that anytime there is an issue in a situation where you have employers and employees there is got to be a certain spirit, there is got to be a certain attitude, there has got to be a certain environment that is created by relationship among employers and employees. From time to time over the course of the last year or so and I think I remember in a budget meeting in October or November of last year, one of the things that we were talking about was workers and about raises. I said and I believe unequivocally that I didn't think that anybody, particularly on the heels of a bond issue that gave public safety a raise, that anyone else should get a raise unless everyone else got a raise. I took a lot of heat and you know people categorically characterize me as a "lone ranger," because they said I was fighting with the fire chief. I said to the fire chief the day before, who is my friend, the day before the vote, I wasn't going to vote for a raise for however many people it is because I said and my word was, I wasn't going to support a raise unless everybody got a raise. Because very often that's the only way you can take care of the people at the bottom, is while the tide is raising to be sure

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you get their boats on the water as well and what has happened very often is that, that has not necessarily happened. And so, I was ostracized that. Same thing happened with the Airport Police. It came up 6/1, I voted against the raise for them because I tried to make a stand for the fact that notwithstanding who they are but everybody deserves basic and fundamental dignity. Because many of the jobs that people do and let's not pretend this is just people who work for DOS and Water and Sewer, there are a whole lot of jobs on the fire department I wouldn't do, a whole lot of jobs on the police department I wouldn't do but I respect the fact that somebody does all of those things and what is very important and I figured out and those of you who own a business who have had employees before understand, if you can't afford to pay people right at least you can treat them right. And it would seem to me that it's not a benefit that cost money to create an atmosphere where men and women feel like they are doing something that is a service to citizens, including themselves because many of them are citizens of this municipality.

The problem comes when there is an attitude where you are lucky to just be working anyway. And one of the things that upset me a year plus ago is what I thought was an attitude and said to my colleagues as well as the Administration, everybody who was in the room, you know I don't appreciate the attitude of they are just lucky to have a job. No, I think we are fortunate to have them because somebody has got to do what they do and many of us would not do what they do and so as a result, I appreciate this not to be an issue of dollars and cents but an issue of dignity and basic and fundamental respect. Really, what we have before us is a symbolism or a symbolic gesture that really, if you compared it to a real, for the lack of a better term, a union who has collective bargaining power and all these other powers that many union are afforded, what we have before us is a paper tiger and we act as if we are afraid of a paper tiger. This simply says to them that we have done something. I think – I thought that had work – because you know I agreed with the union but I was no rubber stamp. But after went away and we had the assurances that Councilman Lester and others were in the room and lawyers from both sides pull out any language that would make us apprehensive or cause us to have any ambivalence with regard to this particular piece of legislation or resolution, then everybody was going to be okay with that. And that included the administration because I didn't think that this was a threatening piece of legislation and I guess mine is a question, is it just the idea and maybe the administration can answer, is it just the idea or the philosophy of having a recognized union that causes the problem or is there a legitimately language in this document that could possibly pose some kind of threat to the full faith and credit of the City of Shreveport?

Mr. Jackson: I want an answer:

Mr. Carmody: I think it is at their discretion to provide that answer back but – let them think about it for a second and let me ask if any there are any other member of the council at this point that has any other comments?

Mr. Hogan: When Mr. Jackson finishes I would like to make a comment.

Mr. Carmody: Are you finished Mr. Jackson?

Mr. Jackson: Well, I guess I was posing that question to the Administration or to the attorney, whoever the folks are who worked on it because whoever worked on it I thought that we had removed everything that would be perceived as venomous, that would cause any kind of ambivalence or apprehension and so we were just dealing with this basic document that in essence was symbolism and I thought that everybody could walk away from that scenario winners but it seems that, that is not the case. And I'm saying if there is a foundation for doing that other than just the philosophy of not recognizing anybody then I just wanted to know what the deal was in that regard.

Mr. Hightower: I will answer that as best I can. Obviously, the Council heard our legal

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advisors and what they had to say at the last meeting and their take is that any form of recognition is different than what currently have with police and fire. From a recognition standpoint, from the Mayor's office, I think that made it very clear that I support organization in police, I support it in fire, I support it in sanitation workers, water and sewer workers, office workers, in any organization that wants to come together or elect representation and meet with the administration and in particular the Mayor, I certainly welcome that. Are all the meetings and grievances and proposals and whatever else may come forward gonna result in everybody being happy or anybody being happy, you know I can't promise that but I certainly promise that I am willing to sit down and talk and I have proven that with police, with fire, with individual employees in the City and now with the elected representation from PACE as well.

Mr. Jackson: Well, my final concern then is if things rise continue, I think it was Councilman Gibson who eluded to the fact that maybe in his statement that things have come to Council that we have had to deal with at the council level or something to that extent, I just want this Council to know, this is to the Council and not to the Administration, this Council to know that if in fact we are satisfied with things coming back to this council that we have to make up our minds today if this Council will not allow these people to stand for themselves or we willing to stand for them as their representatives and if that is what we are satisfied with doing then we almost alleviate the need for a union altogether and we will just deal with City grievance issues and employee and personnel issues which I think fall outside the perimeters of our elected jobs and duties and so – but I think we force ourselves into that position or else we suggest to them that they don't need any representation if we don't do that. So I just want to say to this Council that we have to be prepared to live with what we decide and that I think we would at least set a dangerous precedence and set ourselves up to be just a personnel board rather than a policy making board which we are suppose to be.

Mr. Hogan: From the conversations and comments that we have had today I could understand that it would be easy for someone in the audience or someone listening by television to think or perceive that I don't care anything about city workers, that I have no respect for their jobs or their dignity and I would just like to say that I have demonstrated that already. Anyone that has asked to meet with me, I have met with them. I have listen to them. I have spent hours – I spent an hour and a half Monday morning of this week with three men that ask to meet with me. And as Councilman Jackson has done by you Ms. Plater, upon your request and others our mayor has met with people, I'm offering that same service, that if there is anyone they feels like they have a grievance that has not been handled right, if anyone feel like they have been wronged or their rights have been violated, you see me after this meeting and I will give you one of my cards and I will be happy to meet with you. I will be happy to meet and do whatever I can to help you get your problems resolved and that's all I have to say. My door is open. You come see me, anybody. Any of the 600 workers that I can help, I just want you to know that I appreciate what you do and that my vote I'm fixing to cast in a few minutes is not saying in any way that I don't respect you and I don't dignity for you. Thank you.

Mr. Walford: Like Councilman Green, I commend the workers. You have made a very, very, very good case. You have worked at it. I admire you for that. You have been persistent. I admire you for that. But what I'm hearing is that we don't have a system in place and that is not true. We have a charter that was voted in by the citizens of Shreveport in 1978, Section 14.02 establishes a personnel system. Now, if it doesn't work, if that is what we are hearing, (1) I don't believe that this Council becomes the personnel board but I think Councilman Gibson has the right idea that if there is a problem let's fine out what it is. Let's develop a strategic plan. Mr. Pannell said the same thing, if we don't address it through a union but we have to address it and I'm all for that. Mike, I think what you are suggesting is an excellent plan. I would encourage the administration to work with us to

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develop a strategic plan. If we have got problems, let's fix them.

Ms. Plater, I'll visit any department, please invite me. The same goes for any other department. I am more than willing to visit with you to see what the problems are. I would like to know and I won't turn a blind eye to them. Can I solve them? I don't know but I can work with these gentlemen and we can make a sincere effort and I think all of us are committed to do that. I have made it clear from the beginning that I have no problem with organization. I think it is a good and healthy thing to give you the same status as police and fire. The administration has committed that they would work with you. If that doesn't happen with the future administration then I certainly think you should come back to the council. But I want to make it clear that my vote is not going to be one that says I disrespect anyone there. I respect what you do, each and everyone of you. And again, I support your right to organize. I commend you for doing that. Again, my vote is not a reflection on who you are or what you do. Thank you Mr. Chairman.

Mr. Lester: Just by way of wrapping up, we have heard a lot today, we have discussed this, we have chewed on it a lot. I think I hear that this Council is saying that I think that they recognize that there is a problem. I think it is manifestly obvious to anybody that there is a problem. I don't think the issue is whether or not there are policies and procedures in place. I think the problem is the policies and procedures that are in place aren't working and I think that at the end of the day we have to get past what I believe in a many instances is a very paternalistic attitude as it relates to our city workers. I'm going to give you what I think you need. I don't agree with that. I think if we are going to talk about working to address the City's problem that needs to be a bilateral conversation. That needs to be a conversation where not only the City workers are at the table but the City Council and the Administration are there.

I think at the end of the day it becomes a matter of whether you decide that you are going to feed somebody or you are going to teach them to fish. The City workers are not asking us to feed them. They are not asking for that. They are asking for us to teach them how to fish and if we give them the tools to teach them how to fish they can fend for themselves. So I think that we need to vote along those lines and truthfully we can say everything we want to say about how we respect someone, how we appreciate them but I think the difference is not so much what we say but it is what we do. And I just thought about that and I want to read something into the record, Mr. Chairman. I'll be very brief. I carry this around in my wallet. It's a poem and the name of the poem is called:

*Live Your Creed,*

*I'd rather see a sermon than hear one any day, I'd rather one should walk with me than just show the way; The eyes are better pupils and more willing than the ear; Advice may be misleading, but examples are always clear. And the very best teachers are the ones who live their creeds. For to see good put into action is what everyone needs. I can soon learn to do it, if you let me see it done. I can watch you hand in motion, but your tongue too fast may run. And the lectures you deliver may be very fine and true. But I would rather get my lesson by observing what you do. For I may misunderstand you and the fine advice that you give, but there is no misunderstanding how you act and how you live."*

Mr. Carmody: Gentlemen at this point I would ask, we have a motion and a second on the floor.

Mr. Hogan: Pardon me, Mr. Chair. Would you clarify the vote please. A yes vote says that we do overturn -?

Mr. Carmody: No. Excuse me. Mr. Clerk.

Mr. Thompson: If you are for the resolution, please vote yes and it takes five votes to overturn the veto of the Mayor.

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Mr. Carmody: Five affirmative votes to overturn the Mayor. Thank you sir.

Mr. Hogan: A 'yes' vote will not overturn?

Mr. Carmody: No, Sir. A 'yes' vote – and there are five needed to overturn a veto of the Mayor.

Mr. Hogan: Yes, thank you.

Motion denied by the following vote: Ayes: Councilman Lester, Gibson, Green and Jackson. 4. Nays: Councilmen Walford, Carmody, and Hogan. 3.

Mr. Green: Mr. Chairman, I would like at this time make a motion to suspend the rules to introduce some legislation that go along with this according to – that would balance as to what Mr. Gibson and the rest (inaudible). . .

Motion by Councilman Green to suspend the rules, seconded by Councilman Jackson. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green, and Jackson. 7. Nays: None.

Mr. Green: Thank you Mr. Chair and to this body. I did not pass this out before because I did not know which way the vote would go but I would like to have this introduced today. It's an ordinance amending the 2004 General Fund Budget (Ordinance No. 213 of 2003).

As we all know there are some problems and what this particular ordinance would do is to transfer funds in the General Governmental section of 2004 General Fund Budget for the operating reserves to contractual service. What this would do is, this would allow the personnel board to employ consultants services to evaluate the personnel system to determine if it is designed to adequately address personal affairs and provide for in Section 14.04 of the Charter. These funds are to give the personal board the tools it needs to perform the investigation required by section 14.04 of the Charter and to provide the Council with its findings and recommendation. And what I'm asking the Council to do at this particular time is to accept-- we will introduce it today that we will have – empower the personnel board to hire consultants to investigate everything that is going on to bring back and to bring back recommendations to this body as to what is it that we need to do to adequately take care of our employees.

The Clerk read the resolution by title: Resolution No. 194 of 2003: A resolution authorizing the Mayor to execute a Cooperative Endeavor Agreement with the City of Shreveport, Louisiana and Caddo Parish Fire District Number Nine and to otherwise provide with respect thereto.

Read by title and as read motion by Councilman Walford seconded by Councilman Gibson to postpone until the January 13, 2004 meeting. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green, and Jackson. 7. Nays: None

RESOLUTION NUMBER 197 OF 2003

A RESOLUTION DECLARING THE CITY'S INTEREST IN CERTAIN ADJUDICATED PROPERTIES AS SURPLUS AND OTHERWISE PROVIDING WITH RESPECT THERETO.

WHEREAS, there are numerous parcels of property which have been adjudicated to the City of Shreveport and Caddo Parish for non-payment of ad valorem taxes; and

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WHEREAS, the City of Shreveport has entered into an intergovernmental agreement with Caddo Parish under which Caddo Parish will undertake to sell or donate said properties as authorized in R.S. 33:4720.11 or R.S. 33:4720.25; and

WHEREAS, pursuant to Section 26-294 of the Code of Ordinances, the city's interests in said properties can be sold after the City Council declares them to be surplus; and

WHEREAS, the purchasing agent has inquired of all city departments regarding the property described herein and has not received any indication that it is needed for city purposes.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Shreveport in due, regular and legal session convened that the following described properties are hereby declared surplus:

Lot 20, Block 13, West End Subdivision                      Geographic Number 171402-051-0020  
Municipal Address: 1430 Harvard Avenue  
Council District "A"

Lot 26, and ½ abandoned alley                              Geographic Number 171424-110-0026  
Block E, Woodrow Place  
Municipal Address: 1416 W. 59<sup>th</sup> Street  
Council District "F"

BE IT FURTHER RESOLVED that if any provision or item of this resolution or the application thereof be held invalid, such invalidity shall not affect other provisions, items or applications of this resolution which can be given effect without the invalid provisions, items, or applications, and to this end the provisions of this resolution are hereby declared severable.

BE IT FURTHER RESOLVED that all resolutions or parts thereof in conflict herewith are hereby repealed.

Read by title and as read motion by Councilman Lester, seconded by Councilman Green to adopt. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

RESOLUTION NO. 198 of 2003

RESOLUTION STATING CITY OF SHREVEPORT'S ENDORSEMENT OF KAIROS GLOBAL, LLC TO PARTICIPATE IN THE BENEFITS OF THE LOUISIANA ENTERPRISE ZONE PROGRAM AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.

WHEREAS, the Louisiana Enterprise Zone Act of 901 of 1981, Act 337 of 1982, Act 433 of 1987, Act 1024 of 1992, Act 581 of 1995, Act 624 of 1997, and Act 997 of 1999;

WHEREAS, the Louisiana Enterprise Zone Program offers significant incentives for economic development to some of the most distressed areas in parish, and

WHEREAS, KAIROS GLOBAL, LLC is located in Census Tract 202.00 Block Group 1 , which is a designated Enterprise Zone, and

WHEREAS, said business will employ a minimum of 35% of its employees from the distressed groups targeted by the Enterprise Zone, and

WHEREAS, the City of Shreveport states this endorsement is in agreement with the Overall Economic Development Plan for the City of Shreveport, and

WHEREAS, the attached Enterprise Zone map is marked showing the location of the business

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being endorsed, and

WHEREAS, in accordance with the Louisiana Enterprise Zone Program requirements the City of Shreveport agrees:

1. To participate in the Enterprise Zone Program
2. To assist the Department in evaluating progress made in any Enterprise Zone within its jurisdiction.

NOW THEREFORE BE IT RESOLVED by the City of Shreveport, in due, regular, and legal session convened that KAIROS GLOBAL, LLC and their project KAIROS 2003 - 2005, Enterprise Zone Application # 2003-0385, is endorsed to participate in the Louisiana Enterprise Zone Program.

BE IT FURTHER RESOLVED that if any provision or item of this resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or applications of this resolution which can be given effect without the invalid provisions, items or applications and to this end the provisions of this resolution are hereby declared severable.

BE IT FURTHER RESOLVED that all resolutions or parts thereof in conflict herewith are hereby repealed.

Read by title and as read motion by Councilman Lester, seconded by Councilman Green to adopt. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

RESOLUTION NO. 199 of 2003

RESOLUTION STATING CITY OF SHREVEPORT'S ENDORSEMENT OF ECO MULCH, INC. TO PARTICIPATE IN THE BENEFITS OF THE LOUISIANA ENTERPRISE ZONE PROGRAM AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.

WHEREAS, the Louisiana Enterprise Zone Act of 901 of 1981, Act 337 of 1982, Act 433 of 1987, Act 1024 of 1992, Act 581 of 1995, Act 624 of 1997, and Act 997 of 1999;

WHEREAS, the Louisiana Enterprise Zone Program offers significant incentives for economic development to some of the most distressed areas in parish, and

WHEREAS, ECO MULCH, INC. is located in Census Tract 233.00 Block Group 1, which is a designated Enterprise Zone, and

WHEREAS, said business will employ a minimum of 35% of its employees from the distressed groups targeted by the Enterprise Zone, and

WHEREAS, the City of Shreveport states this endorsement is in agreement with the Overall Economic Development Plan for the City of Shreveport, and

WHEREAS, the attached Enterprise Zone map is marked showing the location of the business being endorsed, and

WHEREAS, in accordance with the Louisiana Enterprise Zone Program requirements the City of Shreveport agrees:

1. To participate in the Enterprise Zone Program
2. To assist the Department in evaluating progress made in any Enterprise Zone within its jurisdiction.

NOW THEREFORE BE IT RESOLVED by the City of Shreveport, in due, regular, and legal session

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convened that

ECO MULCH, INC. and their project ST. VINCENT, Enterprise Zone Application # 2003-0373, is endorsed to participate in the Louisiana Enterprise Zone Program.

BE IT FURTHER RESOLVED that if any provision or item of this resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or applications of this resolution which can be given effect without the invalid provisions, items or applications and to this end the provisions of this resolution are hereby declared severable.

BE IT FURTHER RESOLVED that all resolutions or parts thereof in conflict herewith are hereby repealed.

Read by title and as read motion by Councilman Green, seconded by Councilman Walford to adopt. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

RESOLUTION NO. 200 of 2003

RESOLUTION STATING CITY OF SHREVEPORT'S ENDORSEMENT OF IMAGE PROPERTIES, LLC TO PARTICIPATE IN THE BENEFITS OF THE LOUISIANA ENTERPRISE ZONE PROGRAM AND TO OTHERWISE PROVIDE WITH RESPECT THERETO.

WHEREAS, the Louisiana Enterprise Zone Act of 901 of 1981, Act 337 of 1982, Act 433 of 1987, Act 1024 of 1992, Act 581 of 1995, Act 624 of 1997, and Act 997 of 1999;

WHEREAS, the Louisiana Enterprise Zone Program offers significant incentives for economic development to some of the most distressed areas in parish, and

WHEREAS, IMAGE PROPERTIES, LLC is located in Census Tract 239.03 Block Group 2, which is a designated Enterprise Zone, and

WHEREAS, said business will employ a minimum of 35% of its employees from the distressed groups targeted by the Enterprise Zone, and

WHEREAS, the City of Shreveport states this endorsement is in agreement with the Overall Economic Development Plan for the City of Shreveport, and

WHEREAS, the attached Enterprise Zone map is marked showing the location of the business being endorsed, and

WHEREAS, in accordance with the Louisiana Enterprise Zone Program requirements the City of Shreveport agrees:

1. To participate in the Enterprise Zone Program
2. To assist the Department in evaluating progress made in any Enterprise Zone within its jurisdiction.

NOW THEREFORE BE IT RESOLVED by the City of Shreveport, in due, regular, and legal session convened that IMAGE PROPERTIES, LLC and their project STUDIO, Enterprise Zone Application # 2003-0316, is endorsed to participate in the Louisiana Enterprise Zone Program.

BE IT FURTHER RESOLVED that if any provision or item of this resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or Applications of this resolution which can be given effect without the invalid provisions, items or applications and to this end the provisions of this resolution are hereby declared severable.

BE IT FURTHER RESOLVED that all resolutions or parts thereof in conflict herewith are hereby

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repealed.

Read by title and as read motion by Councilman Gibson, seconded by Councilman Green to adopt. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

RESOLUTION NO. 203 OF 2003

A RESOLUTION TO AMEND RESOLUTION 127 OF 2001 AND TO OTHERWISE PROVIDE WITH RESPECT THERETO

WHEREAS, Resolution 127 of 2001 endorsed the participation of Libbey Glass, Inc., in the Louisiana Enterprise Zone Program, and

WHEREAS, subsequent to the adoption of Resolution 127 of 2001 Libbey Glass relocated its glass decorating division to Shreveport, Louisiana, and

WHEREAS, City of Shreveport agreed to the rebate of all local sales taxes related to the purchase of materials used in the plant expansion project as an incentive to relocate, and

WHEREAS, in order to rebate the local sales taxes Resolution 127 of 2001 must be amended to include the appropriate provision allowing the rebate.

THEREFORE, BE IT RESOLVED by the City Council of the City of Shreveport in due regular and legal session convened, that the Resolution 127 of 2001 is hereby amended to include the following and allow for rebate of applicable local sales taxes.

- “3. To refund all applicable local sales taxes on the purchase of the material used in the construction of a building, or any addition or improvement thereon, for housing any legitimate business enterprise and machinery and equipment used in that enterprise. This tax refund would be on materials, construction and equipment purchased for a project and use by a business permanently on that site.”

BE IT FURTHER RESOLVED that if any provision of this Resolution or the application thereof is held invalid, such invalidity shall not affect other provisions, items or application of this Resolution which can be given affect without the invalid provisions, items or application and to this end the provisions of this Resolution are hereby declared severable.

BE IT FURTHER RESOLVED that all resolutions or parts in conflict herewith are hereby repealed.

Read by title and as read motion by Councilman Carmody, seconded by Councilman Walford to adopt. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

**INTRODUCTION OF RESOLUTIONS:**

1. Resolution No. 201 of 2003: A Resolution adopting a Residential Anti-Displacement and Relocation Assistance Plan for the Department of Community Development and to otherwise provide with respect thereto.
2. Resolution No. 202 of 2003: A Resolution authorizing an amendment to the contract between the City of Shreveport and Right To Play, Inc., relative to the construction of a

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handicapped accessible playground at A. C. Steere Park and to otherwise provide with respect thereto.

Read by title and as read motion Councilman Walford, seconded by Councilman Gibson for Introduction of the Resolution Nos. 201 and 202 to lay over until the January 13, 2003 meeting. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Hogan, Gibson, Green, and Jackson. 7. Nays: None.

**INTRODUCTION OF ORDINANCES:**

1. Ordinance No. 207 of 2003: An ordinance to formally name a portion of the service road of Clyde E. Fant Memorial Parkway to Flyer Drive , and to otherwise provide with respect thereto.
2. Ordinance No. 208 of 2003: An ordinance declaring the city's interest in certain adjudicated properties to be surplus and to authorize the Mayor of the City of Shreveport to sell the City of Shreveport's tax interest in certain surplus adjudicated properties, and to otherwise provide with respect thereto.
3. Ordinance No. 209 of 2003: An ordinance amending Chapter 106 of the Code of Ordinances, the City of Shreveport Zoning Ordinance, by rezoning property located on the north side of Kelsey Street 300 feet west of Russell Road and also on the south side of Martin Luther King Drive 300 feet west of Russell Road, Shreveport, Caddo Parish, Louisiana, from R-1H, Urban, One-Family Residence District, to R-3, Urban Multiple-Family Residence District, and to otherwise provide with respect thereto.
4. Ordinance No. 210 of 2003: An ordinance amending Chapter 106 of the Code of Ordinances, the City of Shreveport Zoning Ordinance, by rezoning property located on the east side of Bert Kouns Industrial Loop at its intersection with Business Park Drive & 600 feet east of East Bert Kouns Industrial Loop, Shreveport, Caddo Parish, Louisiana, from B-3, Community Business District to R-3, Urban Multiple-Family Residence District, and to otherwise provide with respect thereto.
5. Ordinance No. 211 of 2003: An ordinance amending Chapter 106 of the Code of Ordinances, the City of Shreveport Zoning Ordinance, by rezoning property located on the southwest corner of Dalton & Hudgens, Shreveport, Caddo Parish, Louisiana, from R-1D, Urban, One-Family Residence District to B-2-A Business Park District and to otherwise provide with respect thereto.
6. Ordinance No. 212 of 2003: An ordinance amending Chapter 106 of the Code of Ordinances, the City of Shreveport Zoning Ordinance, by rezoning property located on the east side of Woolworth Road, 1100 feet south of Shirley Francis Road, Shreveport, Caddo Parish, Louisiana, from I-1, Light Industry District, to R-3 Urban, Multiple-Family Residence District, and to otherwise provide with respect thereto.

Read by title and as read motion Councilman Walford, seconded by Councilman Green for

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Introduction of the Ordinances No 207 through 212 to lay over until the January 13, 2004 meeting. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green, and Jackson. 7. Nays: None.

7. Ordinance No. 213 of 2003: An ordinance amending the 2004 General Fund Budget.

Read by title and as read motion by Councilman Green seconded by Councilman Jackson for Introduction of Ordinance No. 213 of 2003 to lay over until the January 13, 2004. Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green, and Jackson. 7. Nays: None.

Mr. Jackson: Councilman Carmody, you can answer this Mr. Chairman. On 207 a few months back we talked about Hilry Huckaby Drive or whatever and I wanted to know perhaps what was the difference between what was happening in 207 and what was happening in that piece with Shreveport Blanchard Highway and that little portion or whatever. Because I remember at one time we had suggested that we were going to stop until it was assigned to some kind of committee who would come up with directional – I don't remember all of the jargon with regard to that.

Mr. Thompson: Mr. Chairman. I have been in conversation with the Chairman and with others about this and the difference between this and the other is that this called Service Road but it has never been officially name. There is no official name for this road now. It is called Service Road because that's what it does. It is descriptive of it and there has never been any ordinance or resolution or anything else to name it. So, it is an unnamed road and as an unnamed road it does not come under our ordinance that requires the formal things that you just talked about.

Mr. Jackson: So it is just a service road and that 's what makes it fundamentally different than –

Mr. Thompson: Yes. It has no name now, no official name. It is called Service Road.

Mr. Lester: Mr. Chairman. Along those same lines Mr. Chairman – thank you Councilman Jackson – does that mean we don't have to notify the property owners that about service road to determine whether or not they agree.

Mr. Thompson: Yes. As I read the ordinance this does not come under the ordinance and the ordinance is what requires us to do this. Now I don't know whether or Mike has done any of that or whether or not there are any businesses on this road.

Mr. Carmody: Mr. Clerk, I can answer that question. At present my understanding was that the only actual municipally designated business is a self service storage facility which is addressed on Shreveport/Barksdale Hwy. and it would not effect that particular business.

Mr. Lester: What about the landowners?

Mr. Carmody: I believe that there is at this point no municipal addresses on those landowners property, Mr. Lester. But again, remember this is just for introduction so if any member has a problem with it we will certainly be able to bring this up in the first of January and I would ask for clarification if we could please from our DOS. I believe Engineering is actually the source of this – City Administration, maybe the administration can give us some guidance when we meet in the beginning of January to discuss any questions.

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Mr. Hightower: I think you are right, there no municipal addresses on the actual service road. The only business that appears to be on the service road actually has a street frontage address of Shreveport/Barksdale Hwy. and the property owners don't receive mail or anything. Their properties are still listed as tract, parcel and in that regard they don't have municipal addresses.

Mr. Lester: Well, with all do respect Mr. Chairman, as I appreciate it on Shreveport/Blanchard Hwy. there are a number of properties that don't have municipal addresses but there was some kind of way for us to notify them and I just think for procedural standpoint, my question is, at what point are we going to notify those folks. There has to be some kind of way to notify them. There has to be some kind of description. Just because you don't have a municipal address does not mean that we don't know how to get in touch with them.

Mr. Jackson: I certainly would be inclined to support this. I just would support it conditionally. I think you all maybe tie both of these together and do both of them at the same time, the Hilry Huckaby and the Clyde Fant and put all of this to rest and everybody will be happy. Mr. Walford who said, no. So I would only support it if they are joint resolutions – ordinances, I'm sorry.

Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Hogan, Gibson, Green, and Jackson. 7. Nays: None.

**ORDINANCES ON SECOND READING AND FINAL PASSAGE:**

1. Ordinance No. 179 of 2003: An ordinance amending the 2003 budget for Community Development Special Revenue Fund and otherwise providing with respect thereto.
2. Ordinance No. 180 of 2003: An ordinance amending the 2003 budget for Fleet Services Internal Service Fund and otherwise providing with respect thereto.

Mr. Carmody: The Chair would like clarification. Is it the administration position that we would go ahead and remove this today from the agenda?

Having passed first reading on October 28, 2003 was read by title and on motion ordered passed to third reading. Read the third time in full and as read motion by Councilman Carmody, seconded by Councilman Walford to remove 179 and 180 from the agenda.

Mr. Lester: If we could have Ms. Moore come up and kind of give us some information on this, if we could please. Ms. Moore, as an effective department head as it relates to these two issues, what would be – I understand that you are presently in negotiations with a contractor to perform the service?

Ms. Moore: That's correct.

Mr. Lester: Okay, if we simply remove this from the agenda, would that effect what you are trying to do.

Ms. Moore: No it would not. We would just re-introduce it.

Mr. Lester: Okay, thank you.

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Mr. Carmody: I believe if I remember Mr. Dark's instructions correctly, it would require if it is not passed at this meeting it would have to be re-introduced anyway. So again, our vote today is just to remove it and I believe it will be coming back after the first of the year.

Motion passed by the following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

3. Ordinance No. 192 of 2003: An ordinance amending Chapter 42 and Chapter 86 of the Code of Ordinances of the City of Shreveport relative to Itinerant Vendor's Licenses and Occupational License Taxes and otherwise providing with respect thereto.

Mr. Hogan: Mr. Chair. I have spoken to Julie Glass about this and we are making progress on this legislation. We are moving in the direction of having the promoter of the event make one payment or instead of having the itinerant vendors each get a license we are going to increase the amount that the promoter will pay. The next show for Ms. Gilmore is not until March 5 and so if the council will approve this I would like to ask for another postponement.

Having passed first reading on November 11, 2003 was read by title and on motion ordered passed to third reading. Read the third time in full and as read motion by Councilman Hogan, seconded by Councilman Gibson to postpone until the next regular meeting. Motion adopted by following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

**UNFINISHED BUSINESS:**

1. Resolution No. 88 of 2003: Amending Sections 1.8 and 1.11 of the Rules of Procedure of the City Council (Public Comments). (A/Lester) (*Tabled on June 24*)
2. Ordinance No. 40 of 2003: Changing the names of the Shreveport Blanchard Road from the Roy Road to North Hearne Avenue, and of Ford Street from North Hearne Avenue to Pete Harris Drive, and of Caddo Street from Pete Harris Drive to the Clyde Fant Parkway to Hilry Huckaby III Avenue. (A/Lester) [*Tabled \*As Amended on July 8 - \*Changing the name of the Shreveport Blanchard Road from the Roy Road to North Hearne to Hilry Huckaby III Avenue.*]
3. Ordinance No. 80 of 2003: Amending the 2003 Riverfront Development Special Revenue Fund Budget (disparity study). (G/Jackson) (*Tabled on July 8*)

Mr. Jackson: As the Ordinance No. 80 of 2003 will effect the budget that will be ending on December 31, I would ask respectfully that we will remove that particular ordinance and at some time in the future it is my intention to bring it back but I would ask that the council would remove.

Motion by Councilman Jackson, seconded by Councilman Walford to remove this ordinance from the agenda. Motion adopted by following vote: Ayes: Councilman Lester, Walford, Carmody,

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Gibson, Hogan, Green and Jackson. 7. Nays: None.

4. Ordinance No. 152 of 2003: Amending Chapter 26 of the Code of Ordinances of the City of Shreveport by adding Article VIII., Division 1 and Division 2 relative to disposal of public property and disposal of adjudicated property. (A/Lester) (*Tabled on Nov. 11*)

**NEW BUSINESS:**

BAC-100-03. *Outback Steakhouse, Inc.*, 7400 blk. of Youree Dr., Special Exception Use in a B-3 District, restaurant with the on-premises consumption of high alcoholic content beverages. (D/Gibson)

Motion by Councilman Gibson, seconded by Councilman Green to remove Item BAC 100-03 from the agenda. Motion adopted by following vote: Ayes: Councilman Lester, Walford, Carmody, Gibson, Hogan, Green and Jackson. 7. Nays: None.

**REPORTS FROM OFFICERS, BOARDS, AND COMMITTEES.** None.

**CLERK'S REPORT.** Letters of Appeal:

1. BAC 112-03, *Shreveport Christian Church*, 900 Francis Dr., Special Exception Use in an R-1D District, school.
2. BAC 113-03, *BRA Investments Inc.*, 2882 Southland Park Dr., Special Exception Use and a variance in the hours of operation in a B-2 District, lounge.

**THE COMMITTEE RISES AND REPORTS** (reconvenes Regular Council Meeting).

**ADJOURNMENT.** There being no further business to come before the Council, the meeting adjourned at approximately 5:20 p.m.

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*Thomas G. Carmody, Jr., Chairman*

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*Arthur G. Thompson, Clerk of Council*