

MINUTES OF THE SPECIAL MEETING OF THE HONORABLE MAYOR AND CITY COUNCIL OF THE CITY OF CHANDLER, ARIZONA, held at the Chandler City Hall, 175 S. Arizona Avenue, 2nd Floor, Training Room B, on Monday, April 9, 2012, at 8:17 p.m.

THE MEETING WAS CALLED TO ORDER BY MAYOR JAY TIBSHRAENY.

The following members answered roll call:

Jay Tibshraeny	Mayor
Jeff Weninger	Vice-Mayor
Trinity Donovan	Councilmember
Kevin Hartke	Councilmember
Rick Heumann	Councilmember
*Matt Orlando	Councilmember
Jack Sellers	Councilmember

\*Councilmember Orlando participated in the meeting telephonically.

Also in attendance:

Mary Wade	City Attorney
Marla Paddock	City Clerk

The purpose of the meeting was to meet with Employee Organizations for their presentation of unresolved issues or areas of dispute regarding negotiating the FY2012-13 Memorandums of Understanding, pursuant to Chandler City Code 2-13.8.D.5.c.

- Chandler Lieutenants and Sergeants Association (CLASA)
- Chandler Law Enforcement Association (CLEA)

MAYOR TIBSHRAENY asked Sergeant Keith Benjamin from the Chandler Lieutenants and Sergeants Association (CLASA) for a presentation.

SGT. BENJAMIN provided hand-outs to the City Council. SGT. BENJAMIN said that during negotiations there were some issues surrounding merits, therefore, the primary purpose for tonight's meeting surrounds the junior sergeants 5% merit increase. He noted that it will not be 5% across the board for each sergeant, as some will receive 3% or 4%.

SGT. BENJAMIN said that the total on-going costs are approximately \$85,000. He acknowledged that junior sergeants were given 5% on-going merits last year. He mentioned that the junior sergeants went two years without receiving a merit increase. However, there was a one-time payment. He indicated that the normal 5-year plan of making top step has now gone to 7 years. SGT. BENJAMIN further stated that if the junior sergeants don't get a merit increase this year it will take 8 years to make top step, while other sergeants made top step in 5 years.

SGT. BENJAMIN said that the merit increase for 2012-13 is based on their performance from last fiscal year. The 5% merit is for work they have already achieved. SGT. BENJAMIN said that in last year's contract, the City proposed fiscal crisis language that protected the City should the revenues not meet the expectations to avoid a financial loss. SGT. BENJAMIN said that the membership understood that signing that was the right thing to do. He further stated that they knew that there might be a cut to some benefits, furlough days might be necessary, and there may even have been a need for pay cuts. He said that the lieutenants were included for pay cuts if the revenues did not come in and it would be necessary to reopen the contract. SGT. BENJAMIN said the membership voted to do the right thing. He stated that the City countered with some reverse fiscal crisis language and basically it would benefit the employees should the City do well financially during that fiscal year. He stated that not all employee groups signed that.

SGT. BENJAMIN said that CLASA believes that the City has done remarkably well during this fiscal year, better than last year. He further stated that CLASA does not believe that the reverse fiscal crisis language should apply to this upcoming fiscal year, it ends June 30. SGT. BENJAMIN said it was an agreement made between some of the employee groups, the City Manager, and all of the Council.

SGT. BENJAMIN said that only the non-topped out sergeants are asking for the merit increase. The senior sergeants are not asking for any monetary gain. They are not asking for a raise or a COLA. CLASA is simply asking that the junior sergeants receive a merit increase for the work that they performed last year.

SGT. BENJAMIN said that the merit increase or step program has been in existence for at least twenty years. He noted that it was taken away three years ago for a couple of years and the members understood that. SGT. BENJAMIN advised that CLASA was very appreciative of the one-time payment. There is no incentive for junior sergeants to get to the top of range and it is causing issues among the ranks of senior and junior employees. SGT. BENJAMIN said that during negotiations, the City Manager said there would be a couple of groups that would get on-going money. SGT. BENJAMIN noted that one of those groups did not sign the reverse fiscal crisis last year.

SGT. BENJAMIN said that the City Manager told CLASA that if directed by the Council he could find on-going dollars to fund the merit. SGT. BENJAMIN advised the amount would be less than \$100,000 for the junior sergeants.

SGT. BENJAMIN expressed confusion in the statement that there is on-going money for some groups, but not on-going money for CLASA. SGT. BENJAMIN reiterated that CLASA is not asking for any on-going money for senior employees, just for the junior ones.

SGT. BENJAMIN said that the next item that he would like to discuss pertains to cost-savings. He noted that one of the items involves uniform allowance, but more importantly is the money surrounding the DROP Program. SGT. BENJAMIN said that there are several sergeants in the DROP Program. He referenced an email from Dawn Lang dated 2/29/12 which indicates that the City saves \$211,000 per year for those sergeants in DROP. SGT. BENJAMIN said that if those sergeants will be in DROP for 5 years before they can retire, that is more than \$1 million dollars. Additionally, \$56,000 in uniform allowance is allotted. However, employees in detectives or special units don't get uniforms and equipment each year. Therefore, there is a savings of approximately \$25,000 each year for the past 5 years. CLASA believes that the savings from DROP and the uniform allowance could be used to fund the merits for junior sergeants.

SGT. BENJAMIN explained that on the hand-out, the cost is broken down by each individual sergeant and the amount that each merit would be. He said that the total is \$85,869.00 for on-going merits for junior sergeants. SGT. BENJAMIN stated that the City Manager told CLASA that he could find on-going money if directed by the Council.

SGT. BENJAMIN said that CLASA understood the reverse fiscal crisis language and the undetermined amount of money last year, but it is now causing some issues and friction for this year. SGT. BENJAMIN said that CLASA also understands public perception and often deals with negative public perception, as does Council. He asked that the Council do the right thing and give the junior sergeants their merit increase.

