

Meeting Minutes

City Council Special Meeting

September 9, 2021 | 4:00 p.m.

City Hall 2nd Floor Training Rooms A and B
175 S. Arizona Ave., Chandler, AZ



Call to Order

The meeting was called to order by Mayor Kevin Hartke at 4:02 p.m.

Roll Call

Council Attendance

Mayor Kevin Hartke
Vice Mayor Mark Stewart
Councilmember OD Harris
Councilmember René Lopez
Councilmember Terry Roe
Councilmember Christine Ellis
Councilmember Matt Orlando

Appointee Attendance

Josh Wright, Acting City Manager
Kelly Schwab, City Attorney
Dana DeLong, City Clerk

Action Agenda and Discussion

1. Presentation by Employee Organizations on wages, hours, benefits and other conditions of employment for negotiation in the meet and confer process pursuant to Chandler City Code 2- 13.8.
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MAYOR HARTKE welcomed everyone to the meeting and called for a presentation.

- a. Chandler Lieutenants and Sergeants Association (CLASA)

TOM LOVEJOY, Police Sergeant, presented the following CLASA presentation.

- CLASA 2022 Meet and Confer
- CLASA Proposal
 - Merit Increases
 - Longevity Pay
 - Move to 3rd in Total Cash Compensation
 - Specialty Compensation

- Wellness leave
- Vacation and Sick Accrual buyback
- Increase retirement sick time payout
- Holiday pay option
- Increase Equipment Stipend
- Retention
- Wellness and Stress Coaching
- Maintain Merit Increases
 - Section 3 - 1: Merit Pay
 - For FY 22/23 and FY 23/24, the City will fund a merit increase of up to 5% for eligible Sergeants effective on the first day of the pay period which includes the date of the Sergeant's current job classification or salary review date, until the Sergeant is at the top of the pay grade.
- Increase Longevity Pay 0.5%
 - Beginning in FY 22/23, the 3% will be paid in one (1) installment during the pay period of the unit member's date of classification or salary review date. This payment is not compensation for the purposes of PSPRS.
 - 4 Qualifications:
 - A Sergeant must have five (5) years as a Chandler Police Officer
 - A Sergeant must have achieved the performance rating of "meets expectations" or better in each overall job standard category on his/her latest scheduled performance evaluation on file in the Human Resources Department.
 - A Sergeant must have performed an "added value" activity.
- Increase From 4th To 3rd Using Hourly Compensation Adjustments
 - Human Resources shall determine the rank of the City of Chandler in comparison to the ranking of the seven other cities. If the City of Chandler's Total hourly Compensation is ranked at or above the Third (3rd) position in the rankings, no wage adjustments shall be made.
 - If the City of Chandler's Total hourly Cash Compensation is ranked below the Total hourly Cash Compensation of the third (3rd) highest city in the rankings, the top of the Chandler Sergeant pay scale shall be adjusted by the percentage required for Chandler's Total Hourly Cash Compensation to be equal to the midpoint between the Total Hourly Cash Compensation of the second (2nd) and third (3rd) highest cities.
 - Sergeants' wages shall be increased to correspond with any upward adjustment made to the Sergeant salary range as a result of the annual survey.
 - Any wage increase will become effective on the first day of the next full pay period after the survey data has been accepted and signed by the Association. In the event that the survey results in Chandler's being ranked above the 3rd position as defined in this Section, Chandler's range will not be decreased.
- CLASA Proposal for Compensation
 - Currently we sit at 5th in hourly compensation out of 8 cities
 - Average hourly is \$109,000 we are \$106,868
 - This proposal would take us to \$110,687
- Specialty Compensation

- Section 3-13: Special Operations Compensation
- Unit Members assigned to Specialty Units. (SAU/MFF/Motors/K-9/CAU/) will receive an additional Seven and one-half percent (7.5%) of their regular rate of pay
- Unit Members assigned to CIB will receive an additional five percent (5%) of their regular rate of pay
- Unit Members assigned to Specialty Units and CIB will receive twelve and one-half percent (12.5%)

COUNCILMEMBER HARRIS asked if the multiple duties had been outlined for hiring more officers or if that was separate.

SGT. LOVEJOY said that was separate.

SGT. LOVEJOY continued the presentation.

- Wellness Leave
 - Section 3-14 Wellness Leave
 - A unit member, completing twelve (12) years of service, will become eligible to receive an 80-hour sabbatical to be taken within three calendar years from the date awarded. The time is issued to the unit as a 'use or lose' benefit with no cash value. During the 80-hour sabbatical, the unit member is denied the right to work any extra duty or any other city work related duties, with the exception of any required court appearances. This sabbatical can be taken in conjunction with up to 80 hours of their personal time off. This benefit will be available every twelve years of service with the city. The use of sabbatical will be based on seniority and as staffing allows.

COUNCILMEMBER HARRIS asked if this is something that is already in place.

SGT. LOVEJOY said it is not in place and they are asking for it to be in place.

SGT. LOVEJOY continued the presentation.

- Remove Limitations of Vacation Buy Back (Non-Pensionable)
 - D. Effective July 1, 2022, Sergeants who have accrued 240 hours or more of unused leave (vacation, safety days and holiday accrual hours) and who have attained a minimum of seventeen (17) years of City service may elect to have the additional unused leave that he/she earns paid to them on a bi-weekly basis indefinitely. A Sergeant may draw down the current 240 hours balance. The vacation leave payout under this section is not compensation for purposes of PSPRS.
- Remove Limitations of Sick Time Buy Back (Non- Pensionable)
 - Effective July 1, 2022, Sergeants who have accrued 500 hours or more of unused sick leave and who have attained a minimum of seventeen (17) years of City service, may elect to have the additional sick leave that he/she earns to be paid to them on a bi-weekly basis indefinitely. A unit member may draw down the current 500-hour balance. The sick leave payout under this section is not compensation for the purposes of PSPRS.

- 25% Increase to Sick Time Payout at Retirement
 - At retirement, the Sergeant will have deposited into his/her Retirement Health Saving Account 75% of his/her unused sick leave calculated at their current hourly rate at the time of retirement.
 - The beneficiaries of a Sergeant, who dies prior to retirement, shall receive compensation for the Sergeant's accrued sick leave at the rate of Seventy Five percent (75%) of the accrued sick leave hours at the Sergeant's current base rate and shall receive compensation for Years of Service Pay as established by the City Manager for each twelve (12) month year of City of Chandler Service prorated for any partial year.
 - The beneficiaries of a Sergeant, who dies in the line of duty, shall receive compensation for all accrued sick leave at the rate of one hundred percent (100%) of the accrued sick leave hours at the Sergeant's current base rate and shall receive compensation for Years of Service Pay as established by the City Manager for each twelve (12) month year of City of Chandler service prorated for any partial year.
 - During the terms of this Memorandum, the City will continue its Citywide Retirement Health Savings Plan (RHSP) for all regular, benefited employees with a contribution of \$1000 for every year of City service paid into retiring employee's RHSP account provided they have five (5) or more years of service with the City.
- Sergeant Given Choice to Take Holiday Off or Receive Pay
 - When a Sergeant works on an observed holiday, the Sergeant has the option to determine whether the Sergeant will receive holiday pay or paid time off equivalent to the number of hours in their regularly scheduled work-day on an alternative day, during the pay period.
- \$300 Increase for Equipment
 - Section 5 - 9: Uniform, Clothing, and Equipment
 - The Sergeant will continue to receive uniforms and a \$500 allowance, paid the 1st pay period of the fiscal year, for equipment through the Chandler Police Department Quartermaster system, as outlined in General Orders.
 - Earpieces
 - Boots
 - Supplies

MAYOR HARTKE asked if this was automatically done or based on receipts.

SGT. LOVEJOY said it would not be based on receipts, they would just be given the amount. There is a lot of equipment that the officers buy depending on their role. With the cost of living increasing this would help accommodate the cost of these items.

SGT. LOVEJOY continued the presentation.

- Retention Bonus
 - City of Tempe recently allocated a 7% retention bonus for all current officers. This is outside its current MOU.
 - Phoenix Fire Department just received a yearly retention bonus of \$9800 over the 2-year term of their contract.

- Other states, cities and municipalities have offered similar incentives to their employees
- One-time
- Drop Retention Incentive
 - Tempe
 - 50% bonus of the City's contribution amount, had they remained in PSPRS
 - Capped at 24%
 - Chandler with Tempe application
 - Current contribution: 49.1%
 - 50% of contributions equals 24.55%

COUNCILMEMBER HARRIS asked what the current drop rate of officers not returning.

SGT. LOVEJOY said he did not know the percentage rate, but it is happening more frequently.

COUNCILMEMBER HARRIS asked for that information to be provided.

SGT. LOVEJOY said staff would get that information to Council.

SGT. LOVEJOY continued the presentation.

- CLASA Proposal
 - No additional pension liability
 - Tier 1 DROP members have already "retired"
 - Benefit has a defined sunset date (60-month DROP)
 - Does not apply to Tier II or Tier III employees
 - Currently about 10 employees
 - Maintains 31% savings to City
 - This incentive will allow the city to succession plan and retain current qualified employees while we turn our staffing issues around.

COUNCILMEMBER ROE asked about Tier II and Tier III

SGT. LOVEJOY said the State is trying to reset their retirement so it can balance itself.

COUNCILMEMBER ROE asked how long Tier II has been going.

SGT. LOVEJOY thought 2011 was the cutoff date for that but they would go into more detail in the next presentation.

COUNCILMEMBER LOPEZ asked if Tier II and Tier III had a drop program.

SGT. LOVEJOY said they do not.

COUNCILMEMBER LOPEZ asked if the pension was eligible at 20 or 25.

SGT. LOVEJOY said 25 years.

COUNCILMEMBER ELLIS asked about comparing Chandler with Tempe and Phoenix and if that is something they normally do. Councilmember Ellis said she wanted to look at cities that were more comparable and wanted research to show a true comparison.

SGT. LOVEJOY said Phoenix and Tempe are already doing some of these things. Sgt. Lovejoy said Chandler is different and wanted Chandler to be the leading edge. There are 1.26 officers for every thousand people and it is one of the lowest in the Valley. The City is asking the Department to do a lot more with a lot less. Sgt. Lovejoy said this is where they need to be and the value is in keeping some of the people because it is hard to hire people.

COUNCILMEMBER ELLIS said it takes time to train people.

SGT. LOVEJOY said it is not about training, it is that they are not hiring because they cannot find qualified people to do the job. Sgt. Lovejoy said they need to hold onto the people they have as long as they can. This provides incentive for them to stay.

SGT. LOVEJOY continued the presentation.

- Wellness and Stress Coaching
 - CLASA is requesting \$25,000, one-time money, to be used for subscriptions, training, seminars, etc., for the purpose of providing stress management resources and training.
 - Under the Shield <https://undertheshield.com/>
 - \$35 per person per year
 - Includes all CPD employees civilian and sworn

VICE MAYOR STEWART asked if this type of support is mandatory or optional and if there are any mandatory classes that we have regarding mental health.

SGT. LOVEJOY said that they are getting ready to hire someone that guides people to resources, and they are asking to add this resource to be provided from the association. Sgt. Lovejoy said it is hard to mandate this service, but they are required to hear the resources that are available to them.

COUNCILMEMBER LOPEZ said they are asking for \$25,000 one-time dollars but the Under the Shield program is an annual subscription and asked for clarification.

SGT. LOVEJOY said we want to have some seminars and resources that draw officers into and have these options through the Association.

COUNCILMEMBER ORLANDO said there are numerous wellness programs and services available but there seems to be distrust in the system or it is stigmatized. Councilmember Orlando said a program

like this allows flexibility to get help without going through the City process. Councilmember Orlando asked if this was enough for two years.

SGT. LOVEJOY said it is a start.

COUNCILMEMBER ORLANDO said he did not want the funds to run out halfway through.

SGT. LOVEJOY said this is what he is asking for, for CLASA but it incorporates everyone and it is a good start.

SGT. LOVEJOY continued the presentation.

- Closing

MAYOR HARTKE asked about the first slides shown were in total compensation currently.

SGT. LOVEJOY said a lot of it is.

MAYOR HARTKE asked if we stay on total compensation and just looked at the asks, where would that put us compared to other cities.

SGT. LOVEJOY said it would put us at about 2.

COUNCILMEMBER HARRIS asked if there were numbers on how many officers used the mental health services and asked if there were numbers that officers would participate. Councilmember Harris asked if the officers would participate and if this would really be a benefit. Councilmember Harris said he wanted the officers to get the help they need as they see a lot of things.

SGT. LOVEJOY said they remain anonymous in the program, and they cannot be shared. The officers have to know it is confidential.

b. Chandler Law Enforcement Association (CLEA)

MICHAEL COLLINS, Police Officer and CLEA President, presented the following presentation.

- FY22-FY24 Proposals
- Chandler Law Enforcement Association (CLEA)
 - We look forward to discussing several ways in which we can retain current employees, attract new employees, and promote health and wellness for our members.
- Chandler Law Enforcement Association (CLEA)
 - Merit increase
 - Specialty assignments
 - Employee retention
 - Recruitment
 - Wellness

- Merit Increase
 - Standard 5% Increases for all Eligible Employees
 - This continues the step pay scale system currently in place at the department for all reviewed & performing employees.
- Specialty Assignments
 - Include Previously Excluded Positions
 - Remainder of CIB
 - K-9's
 - Administrative positions
 - Approximately 45 People eligible
 - Purpose
 - Incentive to interest people in difficult jobs and retain experienced employees
 - Most specialty pay positions are a pay cut from patrol in a straight 2080 work year.
 - Employees lose approximately \$4000/per year depending on tenure.
- Specialty Assignments
 - Dual Specialty Pay
 - Allow dual specialty pay for anyone with two additional positions.
 - Cap total eligible at 10%
 - Example: Sex Crimes Detective on SWAT

COUNCILMEMBER ORLANDO asked if the specialty pay stayed with the position or the person.

OFFICER COLLINS said the position.

OFFICER COLLINS continued the presentation.

- Retention
 - Retaining Current Officers
 - During recent discussions regarding staffing, attraction and retention, several council members and community leaders noted the importance of retaining current officers while we attempt to locate, hire and train their replacements.
As of today, about 80 Chandler officers or approximately 25% of the department are eligible to retire.
- Retention
 - One-Time Retention Bonus
 - City of Tempe recently allocated a 7% retention bonus for all current officers. This is outside its current MOU.
Phoenix Fire Department just received a yearly retention bonus of \$9800 dollars over the 2-year term of their contract.
Other states, cities and municipalities have offered similar incentives to their employees

COUNCILMEMBER ORLANDO asked about a signing bonus that is being offered.

JOSHUA WRIGHT, City Manager, said \$5,000 for lateral and \$3,500 for others.

COUNCILMEMBER ORLANDO asked how long someone would stay to get the retention bonus.

OFFICER COLLINS said there is no tie to length of time.

OFFICER COLLINS continued the presentation.

- Retention
 - DROP Retention Incentive
 - Tempe Tier 1 DROP employee bonus
 - 50% bonus of the City's contribution amount, had they remained in PSPRS
 - Capped at 24%
 - Chandler Equivalent
 - Current contribution: 49.1%
 - 50% of contributions equals 24.55%
- Retention
 - Chandler's Proposal: 19% Retention Bonus
 - No additional pension liability
 - Tier 1 DROP members have already "retired"
 - Benefit has a defined sunset date (60-month DROP)
 - Does not apply to Tier II or Tier III employees (hired after 2012)
 - Currently about 80 eligible employees
 - Maintains 31% savings to City
 - Benefits
 - Tier 1 DROP eligible employee only benefit
 - Predictable costs for City
 - This incentive will allow the city to succession plan and retain current qualified employees while we turn our staffing issues around.
- Retention
 - Updated Sick Time at Retirement
 - Current policy caps sick payout at 50% of accrued time
 - Proposal
 - Increase to 65% at 25 years of City service
 - Increase to 75% at 30 years of City service
- Recruiting
 - Recruiting New Officers
 - The current environment makes officer recruitment incredibly competitive across the nation and in the local market.
 - To ensure Chandler continues to attract the highest quality recruits, we recommend an increased incentive and benefit package.
- Recruiting
 - Pay and Bonus Structure

- Raise and maintain Chandler to the top hourly pay rate among benchmark cities for duration of this 2-year contract.
- Increase current employee recruiting bonus and simplify the process.
- Increase recruiting and hiring bonus's as necessary to continue to attract both new and lateral officers.
- Recruiting
 - Wellness Leave
 - Eligibility at 8, 16, and 24 years of service to the Chandler Police Department as a sworn officer.
 - 40 hours of wellness leave at 8 years and 80 hours at 16 and 24 years.
 - Issued as a "use or lose" benefit with no cash value.
 - Unit member denied the right to work any extra duty, or any other city work related duties, with the exception of a required court appearance.

VICE MAYOR STEWART said private industry uses this as a retention tool and asked if it was more valuable than cash.

OFFICER COLLINS said all of it is important and this would be part of a retention package. Officer Collins said it is a great retention piece as there is something to look forward to.

OFFICER COLLINS continued the presentation.

- Recruiting
 - Wellness Leave (continued)
 - Taken in conjunction with 40 hours of personal time off.
 - Does not carry over with a unit member into the next tier. Wellness leave must be used within three years of obtaining the leave hours.
 - Leave expires if not used within the 3-year period.
 - Wellness leave cannot be used within four months of member's known retirement date.
 - Use will be based on seniority and as staffing allows.
- Stay in touch
 - Questions?

COUNCILMEMBER ORLANDO said he appreciated the strategy to retain staff and to appeal to younger people. Councilmember Orlando said at the mid-level the money is there, but other things are more important and they need to address that. It is more about wellness and keeping a person whole to move forward for the next 10 years. Now there is an older officer that they don't want to let go because of the experience and they need an incentive to stay as well. Councilmember Orlando said this is the first time he has seen this done as a holistic approach and really pinpoints what they need to do.

c. International Association of Fire Fighters Local 493 Chandler Chapter (IAFF)

SCOTT ONYETTE, Firefighter and IAFF Local 493 President, continued the presentation.

- The City's Support of the Fire Department & Citizens
 - Station 2 & Station 4
 - New employees
 - Fire training facility
 - PSPRS- Unfunded Liability
 - Apparatus and equipment
 - Department vs. Employee
- Wellness of Chandler
 - The local economy is strong
 - Financially stable, well-run City
 - "Rock solid fiscal foundation"
 - 12 years of increased revenue
 - 22 million over projection last year
- Who we represent
 - Commitment to our members
 - "equally and fairly represent all employees"
 - Firefighters 51%
 - Engineers 23%
 - Captains 26%
 - IAFF Represents over 350k firefighters worldwide.
 - Largest financial contributor in the entire country, largest voting contingent worldwide.
- What's important to our members? (1:26)
 - Pre negotiation survey of our membership
 - Top three areas our members wanted addressed
 - Wages
 - Retirement Health Benefits
 - Working Conditions i.e. contestant staff
 - 40 hr employee works approx. 2080 per yr
 - 56 hr employee works 2912 per yr

MAYOR HARTKE asked if that was average over every year.

MR. ONYETTE said yes, this is consistent each year.

MR. ONYETTE continued the presentation.

- Why are we requesting these benefits?
 - Items our members wanted addressed
 - Based our request off benefits the city already offers and supports
 - Items that help our members and their families currently and at retirement
 - Fiscally responsible
- Merits
 - Fully fund merits for all merit eligible employees for FY 22/23 and 23/24
 - Misconceptions

- Number of members not at the top of the range and would be able to receive a 5% Merit:
 - FY 20/21 50 or 25%
 - FY 21/22 48 or 24%
- Wage Comparison
 - Sprouts Cashier- \$14/hr
 - IN and Out Burger- \$15/hr
 - Starbucks Barista- \$14/hr
 - Quick Trip Cashier- \$15/hr
 - CHANDLER FIRE- \$16.67/hr
- Past Adjustment vs CPI-U Phoenix
- Payment of Sick Leave at Retirement
 - Create tiers to incentivize appropriate sick leave use and get people into work.
 - This amount is paid into the employees RHS account and is based on the amount of unused sick leave the employee has at retirement.
 - This is non-pensionable with one time funds.
- Incentive Based Changes
 - Employees with an unused sick leave balance at retirement under 1,209 hrs would be paid for 50% of those hours (current practice). (178 employees)
 - Between 1,210 and 1,749 hrs would be paid for 65% of those hours. (28 employees)
 - Between 1,750- 2289hrs would be paid for 80% of those hours. (7 employees)
 - 2290 – Up Paid at 100%. (3 employees)

COUNCILMEMBER ORLANDO asked when police and fire retire if they stay under the City or the State.

RAE LYNN NIELSEN, Human Resources Director, said they could make the choice. If they retire from the City they could stay on the City's health plan and pay the premium or they could move into the State system and there is a subsidy that comes from the retirement side.

COUNCILMEMBER ORLANDO asked what that means to the employee since it expensive.

MR. ONYETTE said health care costs are increasing and there was a healthcare system built for firefighters last year because what is currently being offered is not maintainable.

MR. ONYETTE continued the presentation.

- Sick Leave
 - 0-1400 paid at 50% (current program)
 - 1401- and Up paid at 100% (less than 25 employees)

COUNCILMEMBER ORLANDO asked if people could still donate their sick time to another employee.

MS. NIELSEN said the sick leave is to bridge until the short-term disability kicks.

COUNCILMEMBER ORLANDO said as a public safety officer who would have a higher percentage of injuries they would probably want to keep as much sick time as possible to help cover that gap.

MS. NIELSEN said if they are injured on the job it is covered by worker's compensation and they are not required to use their own leave time.

MR. ONYETTE gave an example of how there is wear and tear overtime on their bodies and not only acute injuries on the job.

COUNCILMEMBER ORLANDO said they would still want to keep a good amount of sick time.

MR. ONYETTE said yes, they tell all of the new people to keep 400 hours of sick time just for that reason.

MR. ONYETTE continued the presentation.

- Effects of Sick Leave Payout Changes at Retirement
 - Top of range Captain leaves with 1500 hrs of unused sick leave available at retirement.
 - Current Benefit: 1500 hrs @ 50% = \$22,485 into the members RHS
 - Proposed Benefit: 1500 hrs @ 75% = \$33,727 into the members RHS
 - Increase cost of \$11,242
- What if an employee uses more of their time?
 - Top of range Captain uses 500 hrs of sick leave.
 - 500 hrs used by the employee using sick leave = \$14,990
 - OT paid for filling 500 hrs of sick leave = \$22,485
 - Total Cost of \$37,475
 - $\$37,475 - \$11,242 = \$26,233$ (Cost savings)
 - The above scenario does not include Special Pays, PSPRS or City paid Deferred Comp. These would need to be added to scenario 2 which would increase the total cost even more. The previous scenario is paid from base pay and would not include these extra costs.
- Benefits of Changing Sick Leave Payout at Retirement
 - Encourage wellness throughout one's career
 - Provides an avenue to help with retirement health care cost.
 - Cost savings to the city
 - If member has no surviving beneficiaries, the money left in the RHS account returns to the city.
- Longevity Pay
 - Was removed as a pensionable benefit in 2017
 - Currently is a one time payment of 2.5% base pay once you reach top of class.
 - Used as comparison piece for 4th position
 - comparing a pensionable and non-pensionable item.
 - Goodyear, Phoenix, Glendale, Tempe all have.
- IAFF offer to the City Two year contract
 - Year 1
 - Merits for eligible employees
 - Base Wage Adjustment of \$2/hr

- Change sick leave payout at retirement to the proposed tier plan deposited to the members RHS account at retirement
- Increase Vacation Sellback to 72hrs
- Remove 5% annual cap language
- Year 2
 - Merits for eligible employees
 - 50% of CPI
 - Longevity Pay made pensionable at existing 2.5%

COUNCILMEMBER ORLANDO asked about the three new employees and how that helped the situation.

MR. ONYETTE said because there are three shifts, they are picking up one person per shift. Mr. Onyette said they would like to have staffing to cover vacations. Mr. Onyette said they are coming up on a lot of people hitting their retirement years and they could expect to start to see people retiring.

MAYOR HARTKE said after this meeting Council would no longer be able to have conversations with the unions. Mayor Hartke said there would be ongoing dialogue with Ms. Nielsen and the City Manager's Office.

MS. NIELSEN said staff would meet with the Council in executive session next week on September 23.

MAYOR HARTKE asked Council to send Ms. Nielsen any questions they have so they could be addressed later on.

COUNCILMEMBER ELLIS said this was a wonderful presentation and she always looked at things in the context of the situation, why they are doing it, and how they would do it. Councilmember Ellis said she was confident that they would come to a meeting of the minds.

COUNCILMEMBER ORLANDO said Council cannot talk to the representatives of the unions on negotiations but if other issues come up then Council could talk to them.

KELLY SCHWAB, City Attorney, said yes, as long as it is outside of these parameters.

Adjourn

The meeting was adjourned at 6:01 pm.

ATTEST: _____
City Clerk

Mayor

Approval Date of Minutes: October 11, 2021

Certification

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Special Meeting of the City Council of Chandler, Arizona, held on the 9th day of September 2021. I further certify that the meeting was duly called and held and that a quorum was present.

DATED this _____ day of October, 2021.

City Clerk