

Meeting Minutes

City Council Special Meeting

September 7, 2023 | 4:00 p.m.

City Hall 2nd Floor Training Rooms A & B

175 S. Arizona Ave., Chandler, AZ



Call to Order

The meeting was called to order by Mayor Kevin Hartke at 4:01 p.m.

Roll Call

Council Attendance

Mayor Kevin Hartke

Vice Mayor Matt Orlando

Councilmember OD Harris

Councilmember Mark Stewart

Councilmember Christine Ellis

Councilmember Jane Poston

Councilmember Angel Encinas

Appointee Attendance

Josh Wright, City Manager

Kelly Schwab, City Attorney

Jennifer Ekblad, Deputy City Clerk

Staff in Attendance

Rae Lynn Nielsen, Human Resources Director

Rowena Laxa, Assistant City Attorney

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.d

MAYOR HARTKE welcomed everyone to the meeting and called for presentations.

- Chandler Lieutenants and Sergeants Association (CLASA)

CHRIS KUSH, Police Sergeant and CLASA, and NATHAN MOFFAT, Police Sergeant and CLASA presented the following presentation.

- CLASA 2024 Meet & Confer
- CLASA Proposal
 - Merit increases
 - Holiday pay for patrol
 - Retain 3rd language, and remove total cash compensation
 - Specialty pay for additional teams
 - Wellness leave
 - Retirement healthcare
 - Increase retirement sick time payout
 - Retention
- Maintain Merit Increases
 - For FY 24/25 and FY 25/26, 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
 - Start sergeants at 2nd step, 10% above top out officer pay
- Holiday Pay for Patrol
 - Patrol sergeants who work on the holiday make the same as sergeants who have the holiday off
 - If the holiday is on a Monday and the sergeant works Tuesday-Friday, he will be paid the same as the sergeant who works on the holiday Monday-Thursday
 - They are both given 10 hours of holiday pay
 - We would like sergeants who work on the holiday to receive their regular hours plus time and a half for working on the holiday
- Remove Total Cash Compensation
 - Currently Chandler Sergeants are in 4th position on salary alone
 - Rankings are Phoenix, Scottsdale, Tempe and Chandler
 - A move to 3rd place reflective of salary would put us at \$127,620 (a difference of \$1,196)

VICE MAYOR ORLANDO asked if sergeants get longevity pay now.

SGT. KUSH confirmed that sergeants get longevity pay as it stands now. The total cash compensation is what puts Chandler into third place.

VICE MAYOR ORLANDO asked if the longevity pay is a set percentage.

SGT. KUSH answered that it is a set percentage of 2.25%.

VICE MAYOR ORLANDO asked if deferred comp is paid into or automatic based upon maximum salary.

SGT. KUSH answered that the deferred comp is a 3% match. Someone would put in \$120 per pay period to get 3%, and there is a tiered system with 1%, 2%, and 3%.

VICE MAYOR ORLANDO asked if other cities have to match their deferred compensation.

SGT. KUSH said he was not sure if other cities have to match their deferred compensation.

VICE MAYOR ORLANDO questioned if this would be a system of an automatic deduction or an input contributed.

MAYOR HARTKE asked staff to follow up on other comparable cities' deferred compensation.

SGT. KUSH continued the presentation.

- Specialty Pay
 - Add additional groups to receive 5% specialty pay
 - Bicycle Team
 - Mental Health Unit (new unit currently only sergeant on team)
 - Neighborhood Response Team (new team currently no members)
 - Crime Prevention
 - School Resource Officers
 - New Units created during the MOU
 - This will help with recruiting new team members to fill the vacant positions

MAYOR HARTKE asked about the bicycle team.

SGT. KUSH noted that the bicycle team would be a new addition to specialty pay.

COUNCILMEMBER HARRIS asked how crime prevention is defined in terms of a group that would receive specialty pay.

SGT. KUSH answered that there a crime prevention sergeant that supervises the officer. The officer conducts community talks, house checks, school talks, runs the senior lockbox program.

COUNCILMEMBER HARRIS said this officer bridges the gap between the police department and the community.

SGT. KUSH continued the presentation.

- Wellness Leave
 - Fiscal Year 2025
 - A unit member completing 12 years of service will become eligible to receive an 80 hour sabbatical to be taken within 5 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 member unit is denied the right to work any extra duty, or any other city work related duties, with the exception of a required court appearance. This sabbatical can be taken in conjunction with up to 80 hours of their personal time off. This benefit will be available every 12 years of service with the city. The use of sabbatical will be based on seniority and as staffing allows.

VICE MAYOR ORLANDO clarified that as it stands today, the police department does not currently have the number of employees to support this program in action, but this would add language for future use for those unit members that are eligible.

SGT. KUSH agreed. This cannot be done with current staffing levels.

VICE MAYOR ORLANDO asked if someone would rotate the time frame of the wellness leave to have the same level number of staff working at one time to cover the individual who is off.

SGT. KUSH said yes. It may be some time before the wellness leave is implemented.

COUNCILMEMBER ELLIS asked if 80 hours of leave is enough to serve the purpose of the wellness leave. Councilmember Ellis asked if the leave will be transferred to benefits as a dollar amount.

SGT. KUSH said the proposed wellness leave program was modeled after a different city's – the unit member would be granted 80 hours and then could take an additional 80 hours off for a total of 160 hours. This would allow for a complete disconnect for wellness to decompress and relax.

COUNCILMEMBER ELLIS asked if it is quantified as benefit.

SGT. KUSH answered that each team has a minimum of six officers and regular staffing of eight. Two people can be out of a team at a time.

SGT. KUSH continued the presentation.

- Cost of Healthcare in Retirement
 - 7/16/23 45 year old 24 years of service
 - 15.61 year deficit
 - White plan and Delta Dental
 - \$191,779.08
 - 51 years old 30 years of service
 - 8.41 year deficit
 - White plan and Delta Dental
 - \$92,984.80
- In Retirement Public Safety Employees Remain at Employee Premium

COUNCILMEMBER ELLIS asked for clarification on the ask of the city.

SGT. KUSH clarified that the ask of the city is to pay in until the employee reaches Medicare age. The employee will continue to contribute the same amount they are contributing.

COUNCILMEMBER ELLIS asked if the city would underwrite the remaining cost unpaid by the employee.

SGT. KUSH said that was correct.

COUNCILMEMBER ELLIS asked if this would be included in the benefit package listed from the city.

SGT. KUSH said yes this would be considered a benefit. Retired individuals pay premium price for medical plans, the ask is for the city to continue to cover them as employees, so employees pay lower amounts.

COUNCILMEMBER ELLIS asked about the amount per month.

SGT. KUSH answered that the amount is \$1,283 per month.

VICE MAYOR ORLANDO asked about the cost of healthcare in retirement slide.

SGT. KUSH said this takes into effect the retirement health saving from the city and sick leave payout at 50%.

VICE MAYOR ORLANDO said those dollars serve as additional bridge towards the gap between coverage and reaching Medicare age.

SGT. KUSH said yes. 50% of sick leave, city contribution is factored into this cost of healthcare.

MAYOR HARTKE asked about theoretically receiving healthcare coverage from a secondary job past age 51.

SGT. KUSH answered that many employees do get other jobs. Other cities allow for movement between coverage plans. If at age 65, the understanding of the idea proposed would be to acquire Medicare and be removed from a city plan.

COUNCILMEMBER ELLIS added that there must be considerations of other insurance options that someone may have the option to choose between because of price.

SGT. KUSH agreed and mentioned they are open for discussion on this point and are hoping to work out in more detail.

COUNCILMEMBER HARRIS asked about the average age of retirement and lateral transfers qualifying for this coverage.

SGT. KUSH said this would be investigated. Other cities have different requirements on length worked to qualify for this benefit.

COUNCILMEMBER HARRIS asked what the average age of retirement for sergeants is.

SGT. MOFFAT answered that the average age of the past 25 sergeants that have retired is 55 years old.

SGT. KUSH continued the presentation.

- Healthcare Coverage
 - Retention of Sergeants
 - Many sergeants retire and start another career with medical insurance due to the cost of healthcare
 - Knowing medical care will be affordable and they don't have to get a second job
 - Keep senior sergeants who we have invested time and money into
- Drop Retention Incentive
 - PSPRS
 - Capped at 24%
 - Chandler with Tempe application
 - Current contribution: 49.1%
 - 50% of contributions equals 24.55%
- Drop Retention
 - 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
 - Maintains savings to the city
 - This incentive will allow the city to succession plan and retain current qualified employees, while we turn our staffing issues around

COUNCILMEMBER POSTON asked for clarification on drop retention incentive.

SGT. KUSH explained that when dropped, the city pays 49% into PSPRS. It was used to pay unfunded liability. They now ask to give some of the amount of the 49% back to the employee.

COUNCILMEMBER POSTON confirmed that the amount is capped at 24%.

SGT. KUSH agreed. The idea is to pay officers 24% of what they would pay into PSPRS.

SGT. KUSH continued the presentation.

- Removal Without Cause
 - A sergeants cannot be removed from a specialty position without cause
 - If the sergeant is not performing their job to standards, they can be removed from their position with documentation
 - Appeal process

MAYOR HARTKE mentioned a hypothetical reorganization would be at the prerogative of the chief.

SGT. KUSH said that if it were down to reorganization by need and not a punitive measure, that is understood. An appeals process in place would help avoid punitive attitudes towards removal without cause.

COUNCILMEMBER ELLIS asked if the removal without cause can be discussed as part of employee discipline as it is part of internal policy and not the city's contract.

MAYOR HARTKE asked if this section would be part of the negotiation.

RAE LYNN NIELSEN answered that this language of removal is part of the MOU.

SGT. KUSH said this is in the MOU and it is included to be clear about the intent of the policy.

SGT. MOFFAT added that this would ensure there is the right to appeal in place to protect employees from any potential punishment that may unjustly face.

COUNCILMEMBER ELLIS agreed and said this fit under policies and procedures.

COUNCILMEMBER POSTON asked if specialty positions being moved back to a patrol position would take a pay cut as well.

SGT. KUSH said yes, the additional specialty pay would be removed.

COUNCILMEMBER POSTON clarified it is a pay cut then as well as position. Councilmember Poston asked how these specialty positions test skill.

SGT. KUSH answered that employees in specialty positions test for skills and go through training.

COUNCILMEMBER POSTON mentioned there is then an investment made of time and money into employees in the specialty positions.

VICE MAYOR ORLANDO asked how many lieutenants there are currently.

SGT. KUSH answered there are 17 lieutenants.

VICE MAYOR ORLANDO asked if lieutenants are paying their dues, and are represented by CLASA.

SGT. KUSH said the lieutenants' desires were not discussed at this time. The sergeants' desires are what is being brought forward. There is more work to be done on that front.

COUNCILMEMBER ELLIS asked for a sense of the mobility of these requests.

SGT. KUSH answered this is the first step of the negotiations process.

COUNCILMEMBER POSTON asked for an overview of the priorities out of what was discussed.

SGT. KUSH said that will be provided. The priorities are the healthcare gap, holiday for patrol, and removal without cause.

COUNCILMEMBER HARRIS asked about the policy for removal without cause for an employee under ranking. The appeal process can be taken upwards to challenge corrective action.

SGT. KUSH said there is an appeals process for discipline. For removal, there is no appeals process.

COUNCILMEMBER HARRIS said this corrective action can result in cutting pay and demoting in rank.

SGT. KUSH said that is correct.

COUNCILMEMBER ELLIS asked if that would be considered a demotion or a lateral transfer.

SGT. KUSH answered that moving from a patrol officer to a detective is not necessarily a promotion. The loss in pay would be specialty pay and on call pay. It would not be considered a demotion; it is a lateral transfer.

COUNCILMEMBER ELLIS asked if the pay is the same.

SGT. KUSH responded that it is 5% specialty pay as a role listed in the MOU.

MAYOR HARTKE thanked CLASA representatives for the presentation.

- Chandler Law Enforcement Association (CLEA)

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

- Chandler Law Enforcement Association 2024 Memorandum of Understanding
- FY22-24 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. Some of these proposals will also place Chandler in a more competitive position with other local agencies as we attempt to recruit new members for our department.
- Retention and Recruiting
 - During recent discussions regarding staffing, attraction and retention of employees, 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 70 Chandler officers or approximately 25% of the current department are eligible to retire.
- FY22-24 Proposals
 - Chandler Law Enforcement Association (CLEA)
 - Merit increases
 - Retirement Medical Plan
 - Employee Retention Bonus
 - Specialty assignment enhancements
 - Senior and Master Patrol Officer Programs
 - Wellness Leave
 - Changes to Sick Leave accrual
 - Holiday Pay
 - Increase to Vacation and Comp Bank Maximums
 - Language Updates
- 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.
- Retirement Medical
 - Discussions have already begun at an overview level with senior City Staff regarding a new retirement medical benefit for retiring Public Safety Employees. We have reviewed plans that exist in Tempe and Mesa and hope to have discussions regarding instituting a similar benefit here as part of this MOU.
 - Police Officers have a much higher rate of injury than other city job classifications due to the nature of our work and the protective equipment we carry on a daily basis
 - According to a 2013 study by the National Institutes of Health police officers, have a life expectancy 22 years lower than the general population. Contributing factors cited in this study was the historic lack of mental health support, stressors including witnessing repeated violence, shift work disrupting metabolism and exposure to a wide range of environmental factors. This corresponds with a similar study

conducted in Florida in 2011 which found that Law Enforcement and Corrections officers have an average life expectancy 12 years lower than the general population.

MAYOR HARTKE noted the life expectancy of 22 years is lower than the general population.

OFC. COLLINS said daily activities take a toll on your body. Mental health and wellness are a renewed focus.

MAYOR HARTKE asked for the studies to be shared with council.

OFC. COLLINS continued the presentation.

- One-Time Bonus
 - Discussions have already begun at an overview level with senior City Staff regarding a new retirement medical benefit for retiring Public Safety Employees. We have reviewed plans that exist in Tempe and Mesa and hope to have discussions regarding instituting a similar benefit here as part of this MOU.
 - Police Officers have a much higher rate of injury than other city job classifications due to the nature of our work and the protective equipment we carry on a daily basis
 - According to a 2013 study by the National Institutes of Health police officers, have a life expectancy 22 years lower than the general population. Contributing factors cited in this study was the historic lack of mental health support, stressors including witnessing repeated violence, shift work disrupting metabolism and exposure to a wide range of environmental factors. This corresponds with a similar study conducted in Florida in 2011 which found that Law Enforcement and Corrections officers have an average life expectancy 12 years lower than the general population.

VICE MAYOR ORLANDO asked about the population of current officers.

OFC. COLLINS said that information will be provided.

VICE MAYOR ORLANDO commented that the younger officers may be incentivized by money.

OFC. COLLINS added that there is a different mindset.

VICE MAYOR ORLANDO said the military and veteran community and public services do reduce life expectancy.

OFC. COLLINS share that they look seriously into supporting mental health. Our people are compelled to help people.

COUNCILMEMBER ELLIS said first responders do face many of the same issues in health and wellness. Some of these things are part of the careers people have chosen to do. Councilmember Ellis asked if the one-time bonus would make enough of a difference.

OFC. COLLINS said the \$10,000 recruitment bonus was helpful in recruiting methods. Right now, we are at the whim of the market. It would be a great gesture to current employees.

COUNCILMEMBER ELLIS noted the dollar amount for the 260 employees.

OFC. COLLINS said that all improvements would come with a price tag.

OFC. COLLINS continued the presentation.

- Specialty Assignments
 - Add Additional Units to Specialty Pay Eligibility
 - Remainder of CIB including Mental Health Unit, Bike Unit, NRT Training Unit, Crime Prevention officers, School Resource Officers
 - Cover any other specialty positions that are created during this contract which are similar to those already covered by this item
 - Approximately 35 People eligible for this expansion
 - Incentivize and interest people in accepting difficult jobs and
 - Retain experienced employees in specialties.

COUNCILMEMBER HARRIS asked about how school resource officers are funded.

OFC. COLLINS said some of funded through grant positions. Having SROs at schools are important, they serve as a positive consistent presence in schools.

COUNCILMEMBER HARRIS asked how SROs are funded.

MS. NIELSEN will follow up with staff.

OFC. COLLINS added that crime preventions deal with block watch, businesses, community groups, a forward-facing officer focusing on awareness and training with community partners. There is budgeted three positions. They want to incentivize what they do.

COUNCILMEMBER ELLIS asked if there is a percentage to add to specialty pay.

OFC. COLLINS said this is an existing specialty role, listed at 5%.

COUNCILMEMBER ENCINAS asked if an officer chooses to go into a specialty assignment, is it for an assigned time on the unit.

OFC. COLLINS said at one point, there were units that had two or three-year commitments. There is a significant amount of training that is involved to bring someone to proficiency. The struggle is balancing time balance, meeting standards, and rotating officers. The conversation takes place at the sergeant level, addressing burnout with officers.

OFC. COLLINS continued the presentation.

- Specialty Assignments
 - Dual Specialty Pay
 - Allow dual specialty pay at 5% per position.
 - Current Practice caps the max allowance at 5% no matter how many additional jobs and responsibilities officers and detectives have
 - Example: Sex Crimes Detective on SWAT

COUNCILMEMBER ELLIS asked to clarify is the total of dual specialty pay 10%.

OFC. COLLINS said dual specialty pay could be up to 10%.

- Senior / Master Patrol Officer
 - Create a new program recognizing tenured Patrol Officers
 - Senior Patrol Officer -- Eligible after their 8th year of service Must be in the patrol division and would receive an additional 5%
 - Master Patrol Officer -- Eligible after 15 years of service to the department. Must be in the patrol division and would receive 10%
 - Would incentivize and recognize the extra level of experience and service tenured officers provide to the citizens of Chandler.
 - Would incentivize senior officers to stay or return to the patrol division to help guide and mentor younger officers.
 - Many officers who qualify have already left detective or specialty jobs and bring an extra level of expertise back to the point of service
- Wellness Leave
 - A unit member completing 12 years of service will become eligible to receive an 80-hour wellness leave to be taken within 5 calendar years from the date awarded. The time is issued to the member as a 'use or lose' benefit with no cash value. During the 80-hour leave, the member unit is denied the right to work any extra duty, or any other city work related duties, with the exception of a required court appearance. This leave can be taken in conjunction with up to 80 hours of their personal time off. This benefit will be available every 12 years of service with the city. The use of leave will be based on seniority and as staffing allows.
 - The idea is to guarantee a commitment from both sides that regardless of staffing challenges, people can take uninterrupted time off, unplug and reset themselves and come back to work in a better mental state.

- We remain open to solutions or other ideas that work towards this goal.

COUNCILMEMBER HARRIS asked who supervises time off in the department.

OFC. COLLINS said this is a new idea, it is currently unknown. It may fall to the sergeants. It may take further conversation to decide.

OFC. COLLINS continued the presentation.

- Changes to Sick Leave Accrual
 - Updated Sick Time Accrual
 - Raise sick leave flat accrual to 4.7 hours per Pay period from 3.7
 - This increase accounts for the additional hours that current employees are working as overtime due to staffing challenges
 - Glendale has a similar program in which sick leave hours are accrued at an hourly rate per hour worked (including OT and Comp) as opposed to the Flat rate current officers accrue.
- Holiday Pay
 - Officers who physically work on a Holiday as essential workers (Labor Day) are currently paid the same as officers who are off for the holiday.
 - (Mon-Thurs vs. Tues-Fri)
 - We would ask that officers who work on the holiday receive their regular hours plus time and a half.
- Increases Vacation and Comp
 - Increase Vacation Bank to 300 hours to accommodate larger holdover balances due to staffing challenges
 - Increase Comp time bank to 150 hours to accommodate for staffing challenges
 - Allow Employees to cash out Comp time more than once a year

VICE MAYOR ORLANDO asked if the intention was to increase the bank hours so they are not lost.

OFC. COLLINS said with 240 hours, some can be rolled over or they have be used.

VICE MAYOR ORLANDO said instead of losing the 240 first hours, they want more to be rolled over, because officers are not able to use that time.

OFC. COLLINS continued the presentation.

- Language Changes
 - Removal from Specialty Assignments
 - No represented member may be removed from a specialty assignment or position without a documented lack of performance, and without having gone through the entire existing performance discipline process. We do agree that this may be

suspended in a declared local, state or federal emergency situation, however, this can only be done on a short-term temporary basis of less than 30 days.

- Language Changes
 - Use of Association Bank Hours
 - Absent a declared local, state or Federal Emergency CLEA Board members and Officers shall not be denied use of Association bank hours to conduct CLEA business with advanced notice. We agree to work on specific language during this negotiation process. CLEA also proposes that since the Goldwater Lawsuit has been finally settled in this matter, that we transition back to a full-time release position similar to what was in place in prior MOU's. Currently Phoenix, Mesa, Tempe and Glendale have full-time release positions or hours granted for that purpose. We are also open to further discussions about what this looks like during the negotiation process.

VICE MAYOR ORLANDO asked to clarify is the request that we are banking hours, and we want to use those hours, or have there be City-donated hours.

OFC. COLLINS said the bank of hours is accumulated already. We want to be able to access the hours.

VICE MAYOR ORLANDO said the previous system was about taking hours to do duties. Is the request to go back to the old system.

OFC. COLLINS said the request is to go back to the old system, while being able to use the hours that have already been donated. One of the results of the lawsuit is that there be some benefit to the city.

VICE MAYOR ORLANDO said keeping some non-City funds would allow that to happen.

OFC. COLLINS said yes, that can be used for solely association business.

COUNCILMEMBER HARRIS asked to provide the top three priorities.

OFC. COLLINS said the top three are provided to council.

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

SCOTT ONYETT, Chandler Chapter President IAFF Local 493 presented the following presentation.

- IAFF United Phoenix Firefighters Chandler Chapter L493
- 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.
- - Local 493 is the largest financial contributor in the country, as well as largest voting contingent worldwide.
- What's Important to Our Members
 - Wages
 - Work/Life Balance
 - 40 hr employee works approx. 2080 per yr
 - 56 hr employee works 2912 per yr
 - Retirement Health Benefits
- Uniform Allowance
 - Currently an annual allowance of \$675.00
 - Ask: increase of annual allowance to \$1000.00
- Sick Leave Incentive
 - Wages
 - Work/Life Balance
 - 40 hr employee works approx. 2080 per yr
 - 56 hr employee works 2912 per yr
 - Retirement Health Benefits
- Vacation Accrual
 - Ask: increase vacation accrual by 1 hour and max hours to 500 (40hr)

VICE MAYOR ORLANDO asked to clarify if the ask was for additional hours and for the accrual to increase.

MR. ONYETT said that it is a struggle to use the time.

COUNCILMEMBER POSTON asked what the maximum hours are now.

MR. ONYETT answered that the maximum hours are 240, if that is converted to a 56 hours work week, it should be 330.

MR. ONYETT continued the presentation.

- Step Adjustment
- Social Security
 - The average 65-year-old couple will consume 68% of their Social Security benefits on healthcare expenses
- Building a Bridge to Medicare
 - Average Chandler Fire Retirement Data
 - 25.85 years of service
 - 56 years of age

- Leaving a gap of 9 years that we are responsible to cover
- Ask: continue employer contribution and eligibility on health care benefits until age 65

COUNCILMEMBER ELLIS asked if this is a big priority.

MR. ONYETT said this is a top priority. Equity for all Chandler employees are a priority.

MAYOR HARTKE asked how other municipalities are addressing this.

MR. ONYETT said Phoenix has a 401A, Tempe has a multi-tier program. There has to be boundaries built into the program to avoid employees taking advantage of benefits without being a part of the team for long.

MR. ONYETT continued the presentation.

- Emergency Staffing / Holiday Pay
 - Force positions will be compensated at double time
 - Holidays worked will be paid at time and a half

COUNCILMEMBER ELLIS asked if there is nothing being done right now.

MR. ONYETT said the policy in place is an on-call policy. The attempt was to make it non-punitive and effective. The choice is two days per quarter that an employee is on call for 24 hours to be able to respond to any location. If that is exhausted, there is a seniority-based staffing list to support on-call availability.

COUNCILMEMBER ELLIS asked if there is compensation for the on-call days.

MR. ONYETT said it is 4.8 hours for the day selected. The on-call policy was a good solution when it was being built to cover the needs.

COUNCILMEMBER ELLIS said by bumping this to double time, the on-call policy would be removed.

MR. ONYETT said on-call policy works to address the current staffing issues, however there should be appropriate compensation of time and a half.

MR. ONYETT continued the presentation.

- IAFF offer to the City Two Year Contract

COUNCILMEMBER POSTON asked how the staffing situation is as it stands.

- Thank You

Adjourn

ATTEST: _____
City Clerk

Mayor

Certification

DATED this _____ day of October, 2023.

City Clerk