

Meeting Minutes

City Council Special Meeting

September 8, 2025 | 4:00 p.m.
City Hall 2nd Floor Training Rooms
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 Christine Ellis
Councilmember Angel Encinas
Councilmember Jane Poston
Councilmember Matt Orlando*
Councilmember OD Harris
Councilmember Jennifer Hawkins

Appointee Attendance

John Pombier, Acting City Manager
Kelly Schwab, City Attorney
Dana DeLong, City Clerk

*Councilmember Orlando departed at 5:52 p.m.

Staff in Attendance

Tadd Wille, Assistant City Manager
Dawn Lang, Deputy City Manager / Chief Financial Officer
Ryan Peters, Deputy City Manager
Leah Powell, Deputy City Manager
Kristin Maier, Human Resources Director

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

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

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

Chandler Lieutenants and Sergeants Association (CLASA)

RON KELLEY, Police Sergeant and CLASA President, presented the following presentation.

- CLASA Chandler Lieutenant's and Sergeant's Association 2025 Meet and Confer
- CLASA Proposal
 - Frontline healthcare coverage
 - Increase retirement sick time payout
 - Retain merit increase
 - Retain 3rd language adding bi-annual study
 - Specialty pay for RDU and Honor Guard
 - Wellness leave
 - Drop retention
- Maintain Merit Increases
 - For FY 26-27 and FY 27-28
 - 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
 - Add bi-annual salary study to maintain 3rd language
 - Study to be conducted in August and February
- Sick Leave Payout
 - Increase the retirement sick leave payout
 - Average Sergeant has 515.60 sick leave at top out rate
 - 100% = \$34,892.65 (\$17,446.33) (2)
 - 90% = \$31,401.59 (\$13,955.26) (9)
 - 80% = \$27,914.12 (\$10,467.79) (5)
 - 70% = \$24,424.86 (6,978.53) (7)
 - Hired 2010 and later
 - 60% = \$20,935.59 (\$3,489.26) (21)
 - Currently capped at 50% = \$17,446.33
 - Frontline Healthcare Coverage
 - This is designed to be a partnership between the employee and the city into retirement. With the average age of retirement for a sergeant being about 55 years old, we are looking to bridge the gap with Frontline Healthcare UNTIL Medicare age,
 - This would push all employees to the White plan at retirement with the total cost being split by the retiree and the city,
 - To Qualify: Employee must have worked 15 years with the City of Chandler AND be eligible for their pension through PSPRS.

- This would make Chandler desirable for laterals as well as retaining current sworn sergeants.
- Frontline Healthcare coverage Monthly cost of White Plan
- Specialty Pay
 - Add additional units to receive 5% specialty pay
 - RDU – Rapid Deployment Unit
 - Honor Guard
 - This will help with recruiting new team members to fill the vacant positions
- Wellness Leave
 - At 10 and 20 Years of service with Chandler
 - Receive 2 weeks of paid leave from the city
 - Can pair with up to 1 week personal leave
 - Staffing permitted, cannot exceed 3 weeks of time
 - Will be one year between wellness leaves
 - Cannot work any extra duty or city related duties without a subpoena
 - Leave will be based on seniority
 - 10 years to use the leave – use or lose
- Drop Retention Incentive
 - PSPRS
 - Not to exceed 24% to the member
 - Chandler with Tempe application
 - Current savings to the city for members in drop is 49.1%
- 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 30% savings to city
 - This incentive will allow the city to succession plan and retain current qualified employees, while we turn our staffing issues around
- CLASA Board release hours
 - Respectfully ask for the city to contribute release hours to CLASA to further help or assist our members in times of need
 - Not to be used for any political engagements whatsoever
 - Ask is for 480 hours a year equal to 40 hours a month
- Additional asks that CLEA will cover that we feel are important to all members
 - Childcare Reimbursement
 - Lifestyle spending account
 - Stacked assignment pay
 - POBR language updates

MAYOR HARTKE asked if the additional requests had been priced out for the city's cost, to determine if CLASA members would benefit from them.

SERGEANT KELLEY said that CLASA is trying to determine how many sergeants would benefit from the childcare reimbursement that CLEA will present on.

MAYOR HARTKE asked if the frontline healthcare coverage or sick leave payout has been priced out for the amount of CLASA members.

SERGEANT KELLEY responded that the cost of their current members retiring today would cost \$335,000; however, this amount would be spread out over time.

MAYOR HARTKE asked about the cost of sick leave payout.

SERGEANT KELLEY explained that the costs listed on the sick leave payout slide would also be spread out over time. This tiered rate would only apply to some members.

MAYOR HARTKE requested more information on the total cost to the city of the benefits requested.

VICE MAYOR ELLIS asked how members donate time to participate on the board.

SERGEANT KELLEY said members donate a certain amount of time every month to CLASA.

VICE MAYOR ELLIS asked if the 480 hours requested yearly would be paid by the city to be used for CLASA activities.

SERGEANT KELLEY said that the hours would be paid by the city, for example, to pursue training.

VICE MAYOR ELLIS suggested that this payment for time away could be split between the city and CLASA members.

SERGEANT KELLEY explained that they are open to the idea. He mentioned that, as a new CLASA president, he had to take some time away to attend training to learn about leadership. Those hours away were paid for by the membership.

COUNCILMEMBER ORLANDO asked for clarification if this would be for time off for training or for membership activities.

SERGEANT KELLEY provided an example where younger officers could take time off after a traumatic event. He explained that because there are fewer members in CLASA, their available hours are low. What CLASA can accomplish is determined by the number of hours banked.

COUNCILMEMBER ORLANDO inquired whether there had been any past litigation regarding this suggestion.

KELLY SCHWAB, City Attorney, said they will investigate.

COUNCILMEMBER ORLANDO asked about the sick leave payout, whether it would be paid out directly or used for healthcare.

SERGEANT KELLEY shared that the current payout can only go into a particular account. The suggested change is to allocate the funds into a retirement health savings account.

COUNCILMEMBER ORLANDO asked if this payout would be used to help bridge the gap between retirement and Medicare eligibility.

SERGEANT KELLEY said yes.

COUNCILMEMBER ORLANDO asked about the additional specialty pay units requested and asked if the issue is getting participants in these units.

SERGEANT KELLEY said yes, retention of officers, lieutenants, and sergeants for these units is difficult. Specialty pay can help improve retention rates in this unit.

COUNCILMEMBER ENCINAS asked if specialty pay for these additional units would be stackable with other specialties.

SERGEANT KELLEY said they are not currently asking for that.

COUNCILMEMBER ENCINAS asked about the frontline healthcare coverage white plan in a life changing event.

SERGEANT KELLEY said there are many possibilities that can occur. One consideration is allowing a one-time return to healthcare coverage should a life changing event occur.

COUNCILMEMBER ENCINAS asked about other municipalities.

SERGEANT KELLEY said other municipality plans allow members to leave and join the plan, however, CLASA is asking for a one-time allowance.

COUNCILMEMBER ENCINAS asked about the average amount of time used by the association on board related activities.

SERGEANT KELLEY said the amount of time varies. He has used about 120 hours of membership time attending training for the association.

COUNCILMEMBER ENCINAS asked what the time was spent on.

SERGEANT KELLEY said time is used to further engagement with members, prepare for labor negotiations, attend trainings, and support members.

COUNCILMEMBER POSTON asked if there was any feedback from the insurance company on the suggested frontline healthcare coverage plan.

SERGEANT KELLEY explained that current city retirees can remain on the white plan at an increased rate. He said he will look into it if they have feedback on a member leaving and then later rejoining the plan.

COUNCILMEMBER POSTON asked about tiers in the DROP retention program.

SERGEANT KELLEY explained that there are three tiers in DROP. Tier I members are the most tenured supervisors, with approximately eight individuals in this category within CLASA.

COUNCILMEMBER POSTON asked why the DROP retention incentive would not apply to Tier II and Tier III employees.

SERGEANT KELLEY stated that Tier II and Tier III employees are not DROP eligible.

COUNCILMEMBER POSTON requested a list of specialty pay positions and inquired about the outcome of the last labor negotiation.

SERGEANT KELLEY shared that in the last labor negotiation, two new specialty units were requested within the agency. The behavior health unit was created, and the gang unit was modified to become the street crime unit, where each unit receives the 5% specialty pay.

COUNCILMEMBER POSTON asked if a new specialty unit was set aside for the new chief to create.

SERGEANT KELLEY stated that the RDU was an existing unit prior to the previous negotiations. A new unit was not formed within the organization, so they have not used the additional specialty pay for the new unit, because it already existed.

COUNCILMEMBER POSTON asked if this process has been consistent with past action.

SERGEANT KELLEY said yes, this process is consistent. Several specialty units receive specialized pay.

COUNCILMEMBER POSTON asked about how the sick leave payout works.

SERGEANT KELLEY said use of sick leave is generational; some younger officers use it differently than tenured officers. One concern is having support through full department staffing to take sick time off.

COUNCILMEMBER POSTON asked if the sick leave payout of 70%, 80%, and 90% is currently implemented.

SERGEANT KELLEY said no, sick leave payout is currently capped at 50%. Higher rates would be offered to tenured officers at different rates.

COUNCILMEMBER HARRIS asked why the current rate for sick leave payout is 50%.

SERGEANT KELLEY said it could be common practice within other cities.

COUNCILMEMBER HARRIS requested additional information on why the 50% rate was established.

SERGEANT KELLEY said sick leave accrues at the lowest rate for any benefit.

COUNCILMEMBER HARRIS suggested that the other 50% of the sick leave payout program could be used for medical insurance costs.

SERGEANT KELLEY agreed and mentioned another idea of terminal leave, where a member could take sick leave before retirement.

COUNCILMEMBER HARRIS requested more information on the member board release hours used. He supported the wellness leave idea and asked why one week of personal leave could be used.

SERGEANT KELLEY explained that the wellness leave is intended to provide a restful period, encouraging disconnection from work. If more time is offered, that can be developed; this is just the current request.

COUNCILMEMBER HAWKINS asked if there is a maximum amount of sick leave that can be accrued.

SERGEANT KELLEY said there is no maximum.

MAYOR HARTKE asked if an individual wanted to work post-retirement with another employer, would they be eligible for the frontline healthcare coverage.

SERGEANT KELLEY said the other employer would probably pay for better coverage. It would be a retirement benefit offered at the time of retirement.

MAYOR HARTKE said this proposal could work with other retirement health benefits.

SERGEANT KELLEY said nearly everyone will need coverage until they reach the Medicare threshold, and this would sunset once Medicare is reached.

Chandler Law Enforcement Association (CLEA)

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

- Meet & Confer 2025
- Chandler Law Enforcement Association Who We Represent
 - 273 line-level Chandler Police Officers
 - 78% of all sworn personnel
- Our Goals
 - Retain current employees
 - Attract new employees
 - Promote total wellbeing
 - Remain competitive
- Proposals
 - Wellness Leave
 - PEHP Contributions
 - Childcare Reimbursement
 - Livewell 365 / Total Vitality Account
 - Compensation Study Language
 - Stacked Assignment Pay
 - 5% Merits (continuation)
 - Full Time Release Position
 - Language changes
- Wellness Leave a public safety benefit.
 - Address physical, mental, emotional toll on Public Safety
 - Innovative program to recruit & retain
 - Well known program benefits
 - Well-being
 - Performance
 - Talent Strategy + Retention
 - Morale & Culture
- Wellness Leave Logistics
 - Eligibility:
 - Sworn police officer

- Reaches 10 years of service with Chandler*
 - Reaches 20 years of service with Chandler*
- Benefit:
 - Receives 2 weeks of paid leave from the city
 - Can pair with 1 week of personal leave
- Restrictions:
 - *Laterals have 5 years with city
 - Seniority based, staffing permitted
 - One year between leaves
 - No extra or city duties
 - 10 years to use or lose
- Wellness Leave Statistics
 - Key Benefits
 - Reduce burnout & improved well-being
 - 57% workers experience this, only 35% feel encouraged to take breaks (APA)
 - Boosts Productivity
 - 64% increase in productivity upon return (Glassdoor)
 - Reduced stress, 41% workers cite stress as cause of low performance (Asana)
 - Enhances Retention & Loyalty
 - 80% return with enhanced commitment, creativity, engagement (market.biz)
 - 23% uptick in retention, resulting in substantial hiring savings
- PEHP Contributions
- Pensionable Longevity
 - Retirement
 - Longevity is \$2,433 of our market study
 - This is lower than other agencies & is not pensionable
- Specialty Payout at Retirement
 - Retirement
 - Include assignment pay as hourly wage upon retirement
- Childcare Reimbursement
 - Eligibility
 - 0-5 years old: \$350 per month
 - 6-10 years old: \$150 per month
 - Requirements
 - Vendor EIN
 - Date & receipts
 - Child info
 - Potential vendors:
 - HealthEquity DCFSA

- City managed
 - Other vendors
- LiveWell 365 – Total Vitality
 - Flexible spending in pursuit of wellness endeavors
 - Benefit:
 - Annually \$1,500 of use or lose
 - Eligible wellness expenses:
 - Physical
 - Mental
 - Emotional
 - Promotes overall wellness and vitality. Innovative way to support a range of wellness endeavors for employee & family
- Compensation Study
 - Midpoint & Dual Compensation Study
 - Midpoint of 3rd position each year
 - Currently, must fall out of 3rd
 - Conduct study in July & January
 - Purpose
 - Compete with agencies who compare after us
 - Remain competitive all year
 - Break a larger adjustment into two smaller adjustments
- Stacked Assignment Pay
 - Commitment to those above their normal duties
 - Purpose:
 - FTO: requires general instructor & NextGEN FTO, additional regular trainings. First line supervisors to new officers.
 - SWAT: additional specialized training & tactical skills, unanticipated availability, and regular high-risk deployments.
 - Eligibility:
 - Receives assignment pay
 - Also serves as FTO or SWAT
 - Capped at 10%
- Merit Increases
 - Standard 5% increase for eligible employees to maintain the current step system.
- Language Updates
 - Acknowledgement of the Peace Officer Bill of Rights
 - Availability of witness interviews
 - Ability to receive membership roster data
 - Language on the use of AI
 - Full time release position
- Thank You!

MAYOR HARTKE said of 278 officers, 101 are eligible for wellness leave under the proposal. He asked if the 177 remaining officers had worked with the city for less than ten years.

OFFICER WAGNER said that out of 278 officers, 105 had nine or more years of experience.

MAYOR HARTKE asked how this incentive would work upon rollout if eligible people could use their leave all at once.

OFFICER WAGNER explained that the mechanisms in place, such as seniority and managing staffing needs, would regulate the use of incentives. The cost of this incentive would be spread out over time, and some individuals will retire or enter DROP before using it.

MAYOR HARTKE asked how this would apply to individuals with 20 years or more of experience.

OFFICER WAGNER explained that individuals with 20 years or more of experience would currently be entitled to only one use of wellness leave. If someone completes 10-19 years of service and then crosses the threshold to 20 years of service, they would receive two uses of wellness leave.

MAYOR HARTKE asked if other cities have pensionable longevity programs.

OFFICER WAGNER said some of this information would come from the city side. Compared to other agencies, only three or four show longevity, and two of them were pensionable.

MAYOR HARTKE commented that the city has worked hard to solidify the PSPRS, and he would like a more detailed explanation on this item. He then inquired about the proposed LiveWell 365 and childcare programs, noting that further discussion would be necessary.

OFFICER WAGNER agreed and stated that the goal is to assist employees in any way possible, presenting both options to determine the Council's opinion. Other municipalities provide these services in different ways.

MAYOR HARTKE said in a way, everyone would receive this benefit.

OFFICER WAGNER said yes, it depends on how the city would provide the service.

VICE MAYOR ELLIS asked if grandchildren could be eligible for childcare reimbursement.

OFFICER WAGNER said yes and suggested that dependent care or elder care would also be great additions.

VICE MAYOR ELLIS asked if the LiveWell 365 \$1,500 benefit is continuous or yearly.

OFFICER WAGNER said it is a \$ 1,500-per-year, use-or-lose benefit.

VICE MAYOR ELLIS asked if the request regarding AI use would be to have no AI use or to have AI use managed by an officer.

OFFICER WAGNER said they are open to working on the language of AI use. There have been cases where AI use, not reviewed by a human, resulted in erroneous internal affairs investigations. The goal is to exercise caution when using AI tools to review officers' videos.

VICE MAYOR ELLIS clarified that this would be for oversight over AI use.

OFFICER WAGNER added that another organization has written that AI use is allowed. Still, if an issue arises, use is paused until the association and city management can meet to discuss the issue and find a resolution. Its use in professional standards should be overseen by a person.

COUNCILMEMBER HARRIS asked about the childcare benefit.

OFFICER WAGNER explained that survey data were used to calculate estimates of program use within the Police Department.

COUNCILMEMBER HARRIS said that childcare benefits may be a conversation for the city at large to discuss. He then asked if stacked assignment pay would be available upon retirement.

OFFICER WAGNER said he is open to either 5% or 10%.

SERGEANT KELLEY explained that recently that the department opened testing for new FTO. There are lots of new members that need training for SWAT and FTO. The additional assignment pay is appropriate to support these members in these functions.

COUNCILMEMBER HARRIS asked about current wellness programs available to officers.

OFFICER WAGNER explained the officers have access to the EAP, which is available to all city employees. Feedback about the EAP program noted that service providers may not be familiar with public safety and law enforcement industry and cannot provide specific care. A broader program could allow officers to visit counselors that are not covered in the EAP but who may be familiar with law enforcement patients. Specialized care is important.

COUNCILMEMBER HARRIS said the request is not to take away, but to add additional support.

OFFICER WAGNER said yes. He added that officers can be eligible for the Officer Craig Tiger Act, an Arizona law that provides mental health support to first responders under certain conditions.

COUNCILMEMBER POSTON revisited the childcare benefit and clarified that this would be a dollar amount of childcare reimbursement.

OFFICER WAGNER said that after the payment for childcare is made, receipt information is submitted to a vendor or program.

COUNCILMEMBER POSTON asked if the child age date ranges align with tax credit age ranges.

OFFICER WAGNER said he would confirm.

COUNCILMEMBER POSTON asked about the full-time release and clarified that if this were in effect, the association president would be in an administrative role.

OFFICER WAGNER said that was correct. The association president would need to meet the requirements of being a police officer, maintain eligibility. Still, their primary focus would be on supporting officers and association members through employee assistance programs and other duties. The role of president can depend on the officer's working hours, leave restrictions, and minimum staffing.

COUNCILMEMBER POSTON asked if association members would still be willing to donate hours to the association.

OFFICER WAGNER explained that association members would donate hours so that time could be used to do activities that are prohibited on city time, such as lobbying or legislative activities.

SERGEANT KELLEY added that there are other executive board members in the association outside of the president role that use the bank of hours to support members.

COUNCILMEMBER POSTON asked if the full-time release position would have a full 40-hour work week comprised of the duties mentioned.

OFFICER WAGNER said yes, and the role would have other duties within the Police Department to focus on officer success and support association members.

MAYOR HARTKE asked if overtime hours would be available to the full-time release position.

OFFICER WAGNER said there would be no overtime built into this position. Additional overtime opportunities could be available if the need arises.

COUNCILMEMBER ENCINAS asked if the association would be open to share the responsibility of a full-time release position.

OFFICER WAGNER said the association is up for more discussion.

COUNCILMEMBER ENCINAS asked if someone could use the wellness leave for less than three weeks.

OFFICER WAGNER said that someone could use the wellness leave for less than three weeks. Other options were discussed.

COUNCILMEMBER ENCINAS asked why there is ten years to use or lose the wellness leave benefit.

OFFICER WAGNER explained that it is suggested so that someone can use this benefit throughout their career rather than use a longer period of leave after 20 years of service. They also wanted to make sure there is enough time for the benefit to be used.

COUNCILMEMBER ENCINAS asked if the childcare reimbursement benefit is a flat amount per household.

OFFICER WAGNER responded that it is a per child, per month amount.

COUNCILMEMBER ENCINAS asked if the association would be open to childcare being under the LiveWell 365 benefit.

OFFICER WAGNER said they are open to it.

COUNCILMEMBER ENCINAS asked about how specialties could be combined to be eligible for stacked assignment pay.

OFFICER WAGNER explained that the only eligibility for this program would be FTO and another specialty, or SWAT and another specialty. Other specialties would not stack with each other.

COUNCILMEMBER ENCINAS asked how the specialty pay is disbursed for members in specialty units or on special assignments.

OFFICER WAGNER shared that a single specialty would be disbursed for the work done, because all working hours would be in the specialty unit. An officer would theoretically receive 40 hours a week plus 5% assignment pay. If someone was in FTO or SWAT, that duty is not done every week.

COUNCILMEMBER HAWKINS asked if there is a maximum amount of the positions available.

OFFICER WAGNER said there is no set maximum amount of positions available. There are currently 36 FTO.

COUNCILMEMBER HAWKINS asked if in a compensation study, an increase of zero has ever happened.

SCOTT ONYETT, IAFF United Phoenix Firefighters Chandler Chapter L493 President, said that in the past, there have been multiple occasions where the result of a compensation study was zero.

COUNCILMEMBER HAWKINS asked how much time was spent calculating the compensation study.

OFFICER WAGNER said he is unsure; this is a task that HR completes within the city. HR does the calculation and then the department gets a review period to ensure the numbers align before it goes into effect.

COUNCILMEMBER HAWKINS asked how many Tier I employees are eligible for PEHP contributions.

OFFICER WAGNER said he will follow up with that information.

COUNCILMEMBER HAWKINS asked if the association would be open to instating the childcare reimbursement program as a pilot program.

OFFICER WAGNER said yes. They would like confirmation it will be instituted but were agreeable to implementation.

COUNCILMEMBER HARRIS asked if public safety was involved in the class and comp study.

OFFICER WAGNER said it was city wide but not for public safety.

MR. ONYETT said the city went through a 75-percentile class and comp study for non-public safety positions. Public safety positions do a class and comp study every year in July through their contract.

COUNCILMEMBER HAWKINS asked if the \$1,500 flexible spending would be incorporated in the language of compensation.

OFFICER WAGNER said right now it is separate.

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

SCOTT ONYETT, IAFF United Phoenix Firefighters Association Local 493 President, presented the following presentation.

- IAFF United Phoenix Firefighters Chandler Chapter L493

VICE MAYOR ELLIS asked about the effect of pensionable income on PSPRS.

MR. ONYETT explained that the payoff in PSPRS is minute. Tier III pension cap will make the pensionable income irrelevant. The association reviewed the market study with other agencies, and this item is a point of comparison.

MR. ONYETT continued the presentation.

- Who we represent
 - Commitment to our members “equally and fairly represent all employees”
 - IAFF Represents over 350k firefighters worldwide.
 - Local 493 is the largest financial contributor in the country, as well as largest voting contingent worldwide.
 - Recent victories for our members include Occupational cancer support and Repealing the Windfall Elimination Provision.
- Current Salary Structure
- Proposed Salary Structure
- Market Study Language
 - Must fall out of 3rd position to apply the recalibration.
 - The study is conducted annually.
 - Move to midpoint following study with existing language.
- Translator Pay
 - (15 active employees)
 - Existing:
 - 6) Unit members, eligible for Bilingual Pay in accordance with the City's Bilingual Pay Policy Program, shall continue to receive a pay incentive of one thousand, two hundred dollars (\$1,200) annually (paid in 26 equal installments) for proficiency at least at an “Intermediate high” level or six hundred dollars (\$600) annually (paid in 26 equal installments) for proficiency at least at an “Intermediate low” level
 - Proposed: (to align with PD)
 - Unit members who receive certification as an intermediate level translator will receive an additional two- and one-half percent (2.5%) of their base rate of pay for every day they are officially certified to perform translation for the department.
 - Unit members who receive certification as an advanced level translator will receive an additional five percent (5%) of their base rate of pay for every day they are officially certified to perform translation for the department.
- Years of Service
- Longevity Pay
 - In 2017 this benefit was removed by the city from being considered pensionable income. Although this number is still used in our market adjustment. Represents approximately \$2500 annually.

- We would like this returned to pensionable income to make consistent with our peers.
- How much we cost...
 - Expense-benefit rate
 - Fire blended rate – 23.58% + NO social security
 - ASRS Rate – 21.75% + 8% Social Security
 - Once a member enters DROP there is no longer a PSPRS payment made for those 7* years.
 - We currently have 43 members in the DROP
- PSPRS
- Payout at Retirement
 - The only time our cert or specialty pay isn't included in our hourly wage is at retirement.
- IAFF offer to the City Two-year contract
- Thank you

COUNCILMEMBER HAWKINS asked how the proposed salary structure was determined.

MR. ONYETT said the starting wage was determined through research with previous compensation studies.

COUNCILMEMBER HAWKINS asked how that related to the market study language.

MR. ONYETT said if the raise was applied to a salary, it would apply to the next market salary. The next market study would likely be right-sized and have a potential 0 increase.

COUNCILMEMBER HARRIS asked about how new hires earn enough to live in Chandler.

MR. ONYETT said many new hires live at home, or live together. He said after the last negotiation, the focus turned to priorities for new hires and supporting less experienced employees. He shared that this is a recent issue in order to support living in Chandler.

COUNCILMEMBER POSTON asked how the proposed salary structure would be applied to existing employees.

MR. ONYETT explained that there will be pay compression. It is understood that they are helping the people that need it the most. The top of range wages moves with the pay increase, not the compression.

MAYOR HARTKE asked how the reduction of wage categories is effective in considering total compensation.

MR. ONYETT said it will not change anything for the city. The total compensation agreement remains. It would not affect the market study language. The total compensation philosophy is considered in the market study language.

MAYOR HARTKE thanked the presenters.

Public Comment

NOAH-JAMES MARKHAM, 8205 S. PRIEST DR., advocated training for police officers to better understand people with disabilities to better serve the community. He supported parental leave for public safety employees. He supported hiring more female officers and firefighters.

Adjourn

The meeting was adjourned at 6:38 p.m.

ATTEST: *Dana R. DeLong*
City Clerk

Kevin Hartke
Mayor

Approval Date of Minutes: October 13, 2025

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 8th day of September 2025. I further certify that the meeting was duly called and held and that a quorum was present.

DATED this 13th day of October, 2025.

Dana R. DeLong
City Clerk

