



Minutes of SPECIAL MAYOR AND COUNCIL Meeting

Approved by Mayor and Council
on January 22, 2014

Date of Meeting: May 21, 2013

The Mayor and Council of the City of Tucson met in special session in the Mayor and Council Chambers in City Hall, 255 West Alameda Street, Tucson, Arizona, at 7:21 p.m., on Tuesday, May 21, 2013, all members having been notified of the time and place thereof.

1. ROLL CALL

The meeting was called to order by Mayor Rothschild and upon roll call, those present and absent were:

Present:

Regina Romero
Paul Cunningham
Karin Uhlich
Shirley C. Scott
Richard G. Fimbres
Steve Kozachik
Jonathan Rothschild

Vice Mayor, Council Member Ward 1
Council Member Ward 2
Council Member Ward 3
Council Member Ward 4
Council Member Ward 5
Council Member Ward 6
Mayor

Absent/Excused:

None

Staff Members Present:

Richard Miranda
Michael Rankin
Suzanne Mesich

City Manager
City Attorney
Assistant City Clerk

2. FINANCE FINAL BUDGET ADOPTION FOR FISCAL YEAR 2014

Mayor Rothschild announced City Manager's communication number 191 dated May 21, 2013, was received into and made part of the record. He asked the City Clerk to read Resolution 22033, by number and title only.

Resolution No. 22033 relating to finance; finally determining and adopting estimates of proposed expenditures by the City of Tucson for the Fiscal Year beginning July 1, 2013 and ending June 30, 2014, declaring that together said expenditures shall constitute the budget of the City of Tucson for such Fiscal Year and declaring that the 5 year Capital Improvement Program (CIP) has been approved with the first year of the CIP being adopted as part of the aforementioned budget.

Council Member Uhlich asked if the motion spoke to the specifics of the Compensation Plan.

Michael Rankin, City Attorney, stated it did not speak to the specifics; however, the capacity to pay for the Compensation Plan was built into the budget. He said it would not prevent Council from making a separate decision regarding the plan.

Mayor Rothschild confirmed Council could go ahead and approve the budget giving the capacity and then come back and consider the compensation issue.

Mr. Rankin concurred.

Council Member Uhlich clarified Council had many layers of debate and discussion on the budget, one being whether to fund any changes or increases to compensation. She said it was her understanding the vote would be to approve a budget which included the capacity to fund the levels overarching dollar amounts for compensation. She requested confirmation from the City Attorney.

Mr. Rankin confirmed she was correct.

Council Member Kozachik asked if it also had the capacity to put those dollars into reserves if Council chose to do so.

Kelly Gottschalk, Assistant City Manager/Chief Financial Officer, confirmed that was correct.

Vice Mayor Romero asked if Council approved the impact fee as presented, was there a possibility of changing those dollars from one project to another.

Mr. Rankin said impact fees could be designated for specific projects through approval of the Capital Plan, so they could be re-designated for projects.

Council Member Scott said there were a series of comments made about inequity and she asked if someone on staff could explain if there was inequity as presented and understood by those who made the statements.

Council Member Uhlich said she was looking at numbers and one of the things they had discussed was not doing a one percent across the board, because for a lower paid worker it was five hundred dollars and for a higher paid worker it was a thousand dollars. She thought the proposal from the City Manager structured the plan to have higher percentages in the lower wages. She asked for the thinking behind the proposal and how it was addressing the key concerns identified in the compensation structure.

Richard Miranda, City Manager, stated the Compensation Plan was in need of work. Analysis needed to be done in the long term to deal with inequities in the different positions in City government. He said included in the inequities were compression issues, market rate issues, and employees with different tenures, working side by side, that were making the same amount of money. He commented those issues brought forward were the ones they thought they could deal with in the short term and then provide dialogue, analysis and evaluation for the other issues. Infused with that was a platform to work on an evaluation merit system process that needed to be addressed, it too needed analysis done, to be ready for the next fiscal year given the fact that they would have to address that system and all the other equities with an identified funding source. He continued saying the processes they spoke about last meeting were short term and long term resolutions tied to a forecast in the fall respective to the funding of the raises. He said there were issues in respect to the pension adjustments, which would be dealt with July 1, 2013. Staff was asked to come back, within thirty days of the original motion on April 23, 2013, with some issues that needed to be broadcast and dealt with and those issues brought forward were the short term resolutions that had been communicated. He said looking at the overall compensation plan required a long term analysis and that was where they were headed with the motion.

Mayor Rothschild said the motion to pass the budget provided the capacity in 2014 to increase compensation by 4 to 4.8 million dollars. He said they could pass the motion and come back to compensation. He explained that passing the proposed Compensation Plan that evening would give one dollar an hour to dispatchers, which was one of the serious inequities addressed. Then the proposed package was to address the inequities and to review it through at least October to see if the City had the money to implement it. He said the first vote that evening was to approve the budget with the capacity for the raises and then they could return to the Compensation item. He stated the proposed plan was something that needed to be continually worked on in 2014 and 2015.

Council Member Uhlich asked if the Mayor would like to have a vote on the budget and then go back to the Compensation Plan.

Mayor Rothschild answered affirmatively because it would give Council the necessary capacity.

It was moved by Council Member Uhlich, duly seconded, and passed by a roll call vote of 7 to 0, to pass and adopt Resolution 22033.

3. ADJOURNMENT: 7:33 p.m.

Mayor Rothschild adjourned the Special Meeting and reconvened the Regular Meeting.

MAYOR

ATTEST:

CITY CLERK

CERTIFICATE OF AUTHENTICITY

I, the undersigned, have read the foregoing transcript of the meeting of the Mayor and Council of the City of Tucson, Arizona, held on the 21st day of May 2013, and do hereby certify that it is an accurate transcription.

DEPUTY CITY CLERK

RWR:jr:lo