

CITY OF WILLCOX

MAYOR AND CITY COUNCIL MEETING

Statement of Legal Actions WORK SESSION MEETING

AGENDA

Monday, March 15, 2010

NOTE TIME:

6:00 p.m.

City Council Chambers

300 W. Rex Allen Drive

Willcox, AZ

(Mayor or Designee will read only **BOLD** print of each agenda item, except for Public Hearings, Petitions and Communications.)

1. **CALL TO ORDER**-Mayor Gerald W. Lindsey called the regular meeting to order on Monday, March 15, 2010 at 6:00 p.m.
2. **ROLL CALL**-City Clerk Cristina G. Whelan called the roll.

PRESENT

Mayor Gerald W. Lindsey
Vice Mayor Larry Schultz
Councilman Elwood A. Johnson
Councilman Jimmy L. Norris
Councilwoman Monika Cronberg
Councilman Stephen Klump
Councilman Christopher Donahue

STAFF

City Manager Pat McCourt
City Attorney Hector Figueroa
City Clerk Cristina G. Whelan, CMC
Public Safety Director Jake Weaver
Library Director Tom Miner
Finance Director Ruth Graham
Public Services & Works Director Dave Bonner
Building Inspector Jeff Stoddard

3. **PLEDGE OF ALLEGIANCE TO THE FLAG**-Mayor Lindsey.
4. **DECLARATION ON CONFLICT OF INTEREST**-There was no response from the Mayor and Council members or staff.
5. **ADOPTION OF THE AGENDA**-It was moved and seconded to adopt the agenda as presented. **CARRIED.**
6. **DISCUSSION BUDGET PRESENTATION ON CONTRACTING CITY PERSONNEL SERVICES**
City Manager McCourt stated that due to his interest in these programs Ms. Sherry Van Allen, Human Resources Generalist, is the contact person and will make the presentation this evening. Ms. Van Allen explained the programs relating to Volunteer Phased Retirement. This concept was first introduced to the school systems in Arizona. These programs allow an eligible Arizona State Retirement (ASRS) employee the benefit of retirement while continuing to work under a contract, and each contract must be approved by the Mayor and Council, and at a lower percentage of their original wages. Usually this is a reduction in a negotiated salary based on job title and experience level and staff recommendation to these programs, from 20% to 30% of their original salary. Example: an employee paid \$25/hour would be rehired at \$20 (80%) a savings of \$5/hour or \$10,400 per year. This is a completely voluntary program available only to ASRS employees who have earned their 80 points and are eligible for normal retirement benefits. (80 points = Age plus Years of Service). Of the two providers staff has checked their references, talked with Human Resource Department and Finance all seemed satisfied with this concept.

Due to budget restraints in all the State this allows the City, if the eligible employee volunteers to participate, to save as high as 30% of that employee's original salary and their benefits. The City would retain the same knowledge and service currently provided by that person. The retiring employee is rewarded for dedicating their lives to their job and shows the employee we appreciate their loyalty and dedication which we do not want to lose. Accepting of this plan allows the City to implement a succession plan and begin the necessary training to replace key positions. Also the retiree and the successor are comfortable that information has been properly passed on. The retiree leaves without guilt or remorse and successor can face their new job responsibilities with confidence. The succession plan is a win-win for everyone. This training could be paid from through the savings on the original employee's basic salary. Participation in this program is voluntary.

After discussion was held by the Mayor and Council and staff Mayor Lindsey stated he would like to see this brought back to the Mayor and Council for vote and would like to see completed contract on a hypothetical person. Finance Director Graham will also look at different alternatives because we can write contract how we want.

7. ADJOURN-6:43 p.m.

NOTE: People with disabilities may request reasonable accommodations. Requests must be made 48 hours prior to the meeting by contacting City Hall at 384-4271, ext. 4204, during regular business hours 8:00 a.m. to 4:30 p.m., Monday through Friday.