



COUNCIL MINUTES

September 27, 2012

The City Council of the City of Mesa met in a Study Session in the lower level meeting room of the Council Chambers, 57 East 1st Street, on September 27, 2012 at 7:30 a.m.

COUNCIL PRESENT	COUNCIL ABSENT	OFFICERS PRESENT
Scott Smith Alex Finter Christopher Glover Dina Higgins Dennis Kavanaugh Dave Richins Scott Somers	None	Christopher Brady Debbie Spinner Linda Crocker

1. Review items on the agenda for the October 1, 2012 Regular Council meeting.

All of the items on the agenda were reviewed among Council and staff and the following was noted:

Conflicts of interest: None.

Items removed from the consent agenda: 4-b (See discussion below.)

Items deleted from the agenda: None.

Vice Mayor Somers expressed concerns regarding item 4-b (**Term contract for Service Recognition Awards for City Employees requested by the Human Resources Department. This contract provides recognition awards for the City's Service Award Program administered by Human Resources. Service award recognition/mementos are given to benefited full-time or part-time employees based on the anniversary of the employees' hire date in five-year increments. Purchasing recommends utilizing the Arizona Department of Transportation (ADOT) cooperative contract with OC Tanner (a Mesa business) at \$65,000 annually, including applicable sales tax, and based on estimated requirements.**)

Vice Mayor Somers stated the opinion that the City should consider discontinuing the \$65,000 a year Employee Recognition program. He advised that he has had discussions with various City employees and that the feedback he has received was not in support of the recognition program. He suggested that the funds be used to benefit employees in another manner.

City Manager Christopher Brady explained that the program provides an opportunity for the City to recognize its employees for their years of service. He stated that he was unaware that there were employees who were unhappy with the program.

Vice Mayor Somers clarified that he supported the idea of recognizing employees for their years of service, however, the current program did not have much value.

Mr. Brady commented that City employees do not receive much in terms of recognition for their years of service. He pointed out that the annual cost of \$65,000 is spread out among 3,500 employees.

Councilmember Richins remarked that when it comes to recognizing employees for their years of service the City should probably be spending twice that amount. He suggested that this item be included on the next Employee Survey in order to determine the value of the program. He added that input could also be obtained from City employees with regards to how they would like to be recognized.

Mr. Brady advised that the Employee Service Award Program could be included on the annual Employee Survey.

Councilmember Richins stressed the importance of recognizing employees for their years of service. He also indicated that he did not have any concerns with regards to the cost of the Employee Recognition program.

Mayor Smith commented that \$65,000 did seem like a lot of money, however, considering the size of the operation and the number of employees \$65,000 is really not that significant.

Deputy City Manager John Pombier reported that the Employee Recognition program is based on an extensive Employee Survey that was conducted several years ago. He explained that the current program provides the best scenario outside of giving employees an increase in pay or paid time off. He added that initially employees enjoyed the breakfast/luncheon held in honor of their years of service.

Further discussion ensued relative to whether or not the Employee Recognition program is considered part of the overall Employee Compensation package or an award for service.

Vice Mayor Somers reiterated that he would be supportive of a recognition program that demonstrated some level of value to the employees.

Mr. Brady indicated that the City would be utilizing the State ADOT cooperative contract with OC Tanner, who provides recognition gifts to organizations across the country. He said that the gifts selected for City employees serve as a symbol of pride for their achievement.

Councilmember Richins commented that the City should value its employees enough to reward them outside of their normal compensation. He added that the Employee Recognition program does have value and that loyalty to the organization should be rewarded.

Director of Human Resources Gary Manning advised that a lot of thought and effort goes into selecting gifts for the City's employees. He stated that each gift includes the City of Mesa emblem or an inscription, which makes them more meaningful.

Councilmember Richins commented that he would like to see this item remain on the consent agenda and included on the next Employee Survey.

Mayor Smith stated that at the request of Vice Mayor Somers, item 4-b will be removed from the consent agenda.

2. Hear reports on meetings and/or conferences attended.

Mayor Smith: Mayor's Sustainability Forum,
Cyber Security Summit

3. Scheduling of meetings and general information.

City Manager Christopher Brady stated that the meeting schedule is as follows:

Friday, September 28, 2012, 7:30 a.m. – Coffee with Councilmember Kavanaugh, District 3

Saturday, September 29, 2012 – Valley Forward Annual Environmental Excellence Awards

Monday, October 1, 2012, 5:15 p.m. – Study Session

Monday, October 1, 2012, 5:45 p.m. – Regular Council meeting

4. Items from citizens present.

There were no items from citizens present.

5. Convene an Executive Session.

It was moved by Councilmember Richins, seconded by Councilmember Glover, that the Council adjourn the Study Session at 7:53 a.m. and enter into Executive Session.

Carried unanimously.

5-a. Discussion or consultation for legal advice with the City Attorney. (A.R.S. §38-431.03A (3)) Discussion or consultation with the City Attorney in order to consider the City's position and instruct the City Attorney regarding the City's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation or in settlement discussions conducted in order to avoid or resolve litigation. (A.R.S. §38-431.03A(4))

1. Chicago Cubs and Arizona State University Stadium Use Agreement
2. Oakland A's Spring Training Proposal

6. Adjournment.

Without objection, the Executive Session adjourned at 8:40 a.m.

SCOTT SMITH, MAYOR

ATTEST:

LINDA CROCKER, CITY CLERK

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Study Session of the City Council of Mesa, Arizona, held on the 27th day of September, 2012. I further certify that the meeting was duly called and held and that a quorum was present.

LINDA CROCKER, CITY CLERK

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