

**Informal Meeting Minutes
Monday, November 16, 2009
Meeting Scheduled Start Time: 10:00 AM**

**BOARD OF SUPERVISORS
Maricopa County, Arizona
(and the Boards of Directors of the Flood Control District,
Library District, Stadium District, Improvement Districts,
and/or Board of Deposit)**



"The mission of Maricopa County is to provide regional leadership and fiscally responsible, necessary public services to its residents so they can enjoy living in healthy and safe communities."

Board Members

Max Wilson, District 4, Chairman
Fulton Brock, District 1
Don Stapley, District 2
Andrew Kunasek, District 3
Mary Rose Wilcox, District 5

County Manager

David Smith

Clerk of the Board

Fran McCarroll

Meeting Location

Supervisors' Conference Room
301 W. Jefferson
Phoenix, AZ 85003

BOARD OF SUPERVISORS

The Board of Supervisors of Maricopa County, Phoenix, Arizona, convened in Informal Session at 10:00 AM on Monday, November 16, 2009, in the Supervisors' Conference Room, 301 W. Jefferson, Phoenix, Arizona, with the following members present: Don Stapley, Chairman, District 2; Fulton Brock, District 1; Andrew Kunasek, District 3; Max Wilson, District 4; Mary Rose Wilcox, District 5. Also present: Fran McCarroll, Clerk of the Board; Liz Evans, Minutes Coordinator; David Smith, County Manager; and Paul Golab, Outside Counsel.

PRESENTATION AND ACTION

Management and Budget

**1. FY 2008-09 POST EMPLOYMENT HEALTH PLAN ENHANCEMENT PROGRAM RECAP AND
FY 2009-10 POST EMPLOYMENT HEALTH PLAN ENHANCEMENT PROGRAM PROPOSAL**

Presentation regarding the FY 2008-09 Post Employment Health Plan Enhancement Program Recap and FY 2009-10 Post Employment Health Plan Enhancement Program Proposal. At the conclusion of the presentation, approve the "FY 2009-10 Post Employment Health Plan Enhancement Program" per the FY 2009-10 Post Employment Health Plan Enhancement Program document as on file in the Office of the Clerk of the Board.

The FY 2009-10 Post Employment Health Plan Enhancement Program allows Maricopa County employees who are eligible for normal retirement to take advantage of a unique opportunity to receive an enhanced Post Employment Health Plan (PEHP) Benefit Contribution for accrued ~~Family/Medical Leave (FML)~~ Sick Leave (SL).

The FY 2009-10 Post Employment Health Plan Enhancement Program is in addition to the current \$10,000 Post Employment Health Plan (PEHP) Benefit provided to retirees who have at least 1,000 hours of accumulated ~~FML~~ SL at retirement. The \$30,000 cap applies only to the Post Employment Health Plan Enhancement Program specific pay out; the PEHP Benefit is not subject to the cap.

The total cost of this program is estimated to be not-to-exceed ~~\$9.9~~ \$17.8 million (all funds). This program will be funded as follows:

General Fund and Detention Fund Departments

- The Non-Departmental Non-Recurring budget will absorb the cost of the additional FY 2009-10 Post Employment Health Plan Enhancement Program contribution.
- The Department will absorb the cost of any ~~Personal~~ Vacation Leave accrual pay out and the established Post Employment Health Plan Benefit.
- If the Department's budget is unable to absorb the additional cost, the Department may request assistance from the Non-Departmental Budget through their OMB Budget Analyst.

Non-General Fund and Non-Detention Fund Departments

- The Department will absorb the cost of the additional FY 2009-10 Post Employment Health Plan Enhancement Program, as well as the cost of any ~~Personal~~ Vacation Leave accrual pay out and normal PEHP Benefit provided to the retiree.
- If the Department's budget and fund balance is unable to absorb the additional cost, the Department may request assistance from the Non-Departmental Budget through their OMB Budget Analyst.

Department budgets will be adjusted for the vacancies created through employee participation in the FY 2009-10 Post Employment Health Plan Enhancement Program and positions will be inactivated due to vacancies created through retirement. Departments may request a critical position be reactivated, a lower level position be created, or a re-organization that results in a reduction-in-force, and request funding for these positions through their OMB and Compensation Analyst. These actions will require Board of Supervisors approval.

If a position is reestablished through Board approval, it must be recruited internal to the County for at least 10 business days. The recruiting range will be the minimum of the market range, with the maximum being either the mid-point of the market range or 10% below the position's prior incumbent's rate, whichever is less. The hiring rate of the successful candidate must be within the recruiting range.

Employees retiring under this program are eligible for re-employment with Maricopa County. In addition to the rules related to returning to employment as specified in an employee's retirement system, the following rules will also be applied to employees receiving a retirement incentive:

- The hire rate will be the minimum of the pay range, regardless of market range title or relevant experience. This rule applies for classified, unclassified, contract, and temporary employment situations.
- Leave Accrual rates will be set at the minimum level, regardless of past service. This rule applies to classified and unclassified employment situations. Contract employees do not accrue paid leave of any kind, but may receive a stated amount (not to exceed the minimum level accrued by a merit covered employee in a calendar year) to be used for vacation, sick or other personal reasons. (C-49-10-017-6-00)

Sandi Wilson, Deputy County Manager
Brian Hushek, Deputy Budget Director

The Clerk announced several changes to this item prior to the vote. The words Family Medical Leave (FML) used in this item should all be changed to Sick Leave (SL) and Personal Leave should be changed to read Vacation Leave. Ms. McCarroll also announced the line reading "The total cost of this program is estimated to not-to-exceed \$9.9 million" is to be changed to \$17.8 million.

A summary of the 2008-09 Post Employment Health Plan Enhancement was presented to the Board by Sandi Wilson, Deputy County Manager. Chairman Wilson asked Ms. Wilson to elaborate on the downside of this program. Ms. Wilson said the only negative about this program is losing wisdom and knowledge from long term employees. Brian Hushek, Deputy Budget Director, outlined the proposed 2009-10 program, which he noted is almost identical

to the 2008-09 program. Chairman Wilson asked about the number of eligible employees and whether each will be notified individually. Mr. Hushek responded by saying there may be more employees eligible than they know because of prior service reported through the retirement system but not to Maricopa County directly. Mr. Hushek also said that there was no intention to contact employees individually because it is meant to be voluntary. Ms. Wilson added that once the program is announced word will spread quickly. Supervisor Stapley asked how many employees participated in the program that subsequently came back to work for the County at a lower pay scale. Mr. Hushek replied that he didn't have the actual statistics available but believed the number was minimal. Supervisor Kunasek asked if any feedback regarding the program had been received from other elected county officials and Ms. Wilson said there had not been any negative feedback. Ms. Wilson also stated that only about ten percent of eligible employees participated in the program. (Power Point presentation on file in the Office of the Clerk of the Board)

Motion to approve by Supervisor Wilcox, seconded by Supervisor Kunasek

Ayes: Kunasek, Stapley, Brock, Wilcox, Wilson

2. EXECUTIVE SESSION

Vote to convene in Executive Session to consider items on the Executive Agenda dated November 16, 2009, for Board of Supervisors and relevant Special Districts pursuant to statutory authority listed for each item.

Motion to approve by Supervisor Stapley, seconded by Supervisor Kunasek

Ayes: Kunasek, Stapley, Brock, Wilcox, Wilson

MEETING ADJOURNED

After discussion of the Executive Agenda items and there being no further business to come before the Board, the meeting was adjourned.

Max W. Wilson, Chairman of the Board

ATTEST:

Fran McCarroll, Clerk of the Board