

Minutes of the Regular Agenda Meeting of the Mayor and Council of the City of South Tucson, Arizona, held Tuesday, June 4, 2024, at 6:00 p.m., at the City of South Tucson Council Chambers, 1601 S. 6th Avenue, South Tucson, Arizona.

Staff Present: Veronica Moreno, Interim City Manager
Lourdes Aguirre, Finance Director
Raul Navarro, Commander, Public Safety
Josue Licea, Planning Director
Jon Paladini, City Attorney

Councilors Present: Mayor Paul Diaz
Vice Mayor Herman Lopez
Acting Mayor Rita Rogers
Councilor Anita Romero (Excused)
Councilor Cesar Aguirre (Excused)
Councilor Brian Flagg
Councilor Roxanna Valenzuela

Others Present: None

Mayor Diaz called the Regular Agenda Meeting of June 4, 2024, to order at 6:00 p.m. Please stand for the Pledge of Allegiance, and Land Acknowledgment and Mission Statements.

ITEM #03 – LAND ACKNOWLEDGMENT AND MISSION STATEMENT

Vice Mayor Lopez: On behalf of South Tucson residents, we honor the Tribal Nations who have served as caretakers of this land from time immemorial and respectfully acknowledge the ancestral homelands of the Tohono O’odham Nation and the multi-millennial presence of the Pascua Yaqui Tribe within South Tucson. Consistent with the City of South Tucson’s commitment to diversity and inclusion, we strive toward building equal-partner relationships with Arizona’s Tribal Nations.

Acting Mayor Rogers: The Mission Statement of the City of South Tucson is to build up our community through mutual cooperation between we, your public servants, and you our citizens, so that jointly we can build a safer and stronger City. Amen.

Vice Mayor Lopez: Amen.

Mayor Diaz: Thank you.

ITEM #04 – ROLL CALL (By City Manager Moreno):

Vice Mayor Lopez. Here.

Acting Mayor Rogers. Here.

Councilor Romero called and asked to be excused.

Mayor Diaz. Here.

Councilor Flagg. Here.

Councilor Aguirre called and asked to be excused.

Councilor Valenzuela. Here.

ITEM #05 - APPROVAL OF MINUTES

Mayor Diaz: There are no Minutes available for approval.

Call to the Public

Mayor Diaz: If anyone in the public would like to address the Council at this time, please fill out a card.

Ms. Moreno: Does anyone want to address Mayor and Council?

Mayor Diaz: Hearing none, the next Item is #06.

ITEM #06 - MAYOR AND COUNCIL MEMBERS: REPORTS OF CURRENT EVENTS AND FUTURE AGENDA ITEMS

Mayor Diaz: Does any Councilmember have any reports of current events?

Vice Mayor Lopez: Mr. Mayor.

Mayor Diaz: Yes.

Vice Mayor Lopez: I believe tomorrow from 8-10 there is going to be an event at the El Pueblo Center down on Irvington. It is being put on by El Norte de Sur in which they are going to give a ride on the actual bus transit and it's something worthwhile to attend due to the fact it is something that is going to be coming here in the future. That's all I have.

Mayor Diaz: Ok. Anymore? None? Future agenda items. Does anybody have an agenda item that you would like?

Councilor Valenzuela: No.

Mayor Diaz: I have one, and that's for discussion and maybe action for the fire truck. I guess there's been a proposal drawings and stuff like that for a fire truck, and I'd like to bring it up for discussion and action maybe.

Councilor Flagg: What was that, Paul?

Mayor Diaz: Fire truck, purchase of fire truck.

Councilor Flagg: Ok.

Mayor Diaz: Anymore? No response.

ITEM #07 - CITY MANAGER AND DEPARTMENT HEADS: REPORTS TO MAYOR AND COUNCIL

Ms. Moreno: Yes, Mayor and Members of the Council. I do have a report followed by a report from Planning and Development Services. As you are all aware, we received an email from Tucson City Manager Michael Ortega late Friday afternoon. As part of the record, I'd like to make sure it is read out loud and I anticipate this to be on the agenda for the next Council meeting. I am going to read it now, and you have a copy in front of you. It is dated May 31, 2024, addressed to myself, Veronica Moreno, Interim City Manager, City of South Tucson. The subject is "Ongoing concerns about City of Tucson providing City of South Tucson Fire Service/Notice of Termination of Automatic Aid Intergovernmental Agreement for Emergency Services. Ms. Moreno, per our recent conversations, you are aware that the City of Tucson Fire Department provided significant resources to assist in addressing the old Greyhound Park fire earlier this month. The resources

included: 4 Engine companies, 2 Ladder companies, 2 Paramedic ambulances, 1 Rescue truck, 1 Air Power and Light truck, a total of 34 personnel. These resources were out of service for the residents of Tucson for several hours, putting our coverage for City residents at risk. Further, once the initial fire was suppressed, TFD's Assistant Chief on site requested that South Tucson institute a fire watch to address flare ups, which was ignored. TFD crews were called to return to the site on two additional occasions which would have been prevented. I know we have been working on an Intergovernmental Agreement (IGA) that outlines how the City of South Tucson will reimburse the City of Tucson for us to provide emergency services. Based on your feedback, the language appears to work for the City of South Tucson, but you are not in the position to fund the costs going forward. I certainly understand, but unfortunately, we cannot continue to provide the magnitude of service your community needs at no cost. More specifically, we have been in discussions with you regarding the potential for the City of Tucson, acting through the Tucson Fire Department, to assume full responsibility for the delivery of fire suppression and emergency medical services within the jurisdictional boundaries of the City of South Tucson. As you also are well aware, the City of South Tucson has become increasingly reliant on the City of Tucson to provide such services due to the inconsistent level of service that can be provided by the South Tucson Fire Department. We have provided ample data that demonstrates the fact that the Tucson Fire Department has been effectively supplanting these services for quite some time to the tune of several hundred thousand dollars. Our current relationship for this service is memorialized in an outdated document titled 'Automatic Aid Intergovernmental Agreement For Emergency Services Between The City of Tucson, Acting Through The Tucson Fire Department, And The City of South Tucson, Acting Through The South Tucson Fire Department', (hereinafter "The IGA), executed in June/July 2010, effective September 1, 2010. This has never been a true 'automatic aid' agreement as that term is defined. The delivery of aid has been 100% from the Tucson Fire Department to the City of South Tucson. The conditions which existed at the time the IGA was entered have dramatically changed, and recognizing this fact, we have repeatedly attempted in good faith to negotiate a solution that fairly recognizes not only the value of services provided to your city residents and businesses by the Tucson Fire Department, but also acknowledges the drain on City of Tucson resources as a result of the current state of the matter. As such, the lack of progress on the updated agreement to include reimbursement of costs and the recent fires at Greyhound Park, cause me to notify you that I intend to recommend to the City of Tucson Mayor and Council to exercise the Termination Of Agreement provision of the IGA at paragraph 7.1, effective ninety (90) calendar days from the date of this letter. As of midnight, on the 91st day following the date of this letter, the IGA will be terminated. If the City of South Tucson believes it needs assistance from the City of Tucson and the Tucson Fire Department as of that date, it will have to call City of Tucson Public Safety Communications Department (PSCD) on an as-needed basis, and in turn PSCD Staff will contact Tucson Fire Department leadership to determine if the requested resources can be spared to assist. If a resource request cannot be filled, PSCD may contact other nearby fire districts or departments to see if they can assist. Otherwise, the City of South Tucson will need to provide all fire service coverage for its residents. Sincerely, Michael Ortega, City Manager, City of Tucson. Cc: Mayor and Council, Deputy City Manager Tim Thomure, Fire Chief Chuck Ryan, and City Attorney Mike Rankin."

Acting Mayor Rogers: Mr. Mayor, I would like to speak about this.

City Attorney Paladini: Wait, wait, wait. This isn't for discussion.

Acting Mayor Rogers: Oh, it's Staff report.

City Attorney Paladini: It wasn't a presentation or announcement. If the Council wants, we can put this item on the agenda for the next meeting.

Acting Mayor Rogers: For sure.

Mayor Diaz: Yes.

Councilor Flagg: Yeah, we have to.

Mayor Diaz: For the next meeting.

Ms. Moreno: I'd like the report from Planning Director Josue Licea.

Mr. Licea: Good evening, Mayor and Council. I hope you are all doing well this evening. Just to sum things up here real quick, I just want to let you guys know we are holding a Planning and Zoning Commission hearing tomorrow for a rezoning, property at 524 W. 38th Street. This hearing will be held tomorrow, Wednesday, June 5th, in this same office here, same facility here at the Council Chambers at 5 p.m. tomorrow.

Councilor Valenzuela: Can you give that address again?

Mr. Licea: Yeah, the property that is looking to be rezoned is 524 W. 38th Street.

Councilor Valenzuela: On that, I think that Mayor and Council should be invited to these with a little bit of heads up. I haven't gotten an email or invitation because I would like to attend but unfortunately, I have a conflict tomorrow. But in the future, if you could please notify us ahead of time.

Councilor Flagg: And Board of Adjustment, too.

Councilor Valenzuela: Oh yeah, Board of Adjustment, too.

Mr. Licea: Ok.

City Attorney Paladini: I would just caution that the Planning Commission in particular makes a recommendation to this Council, and so we just have to be careful that if Council does show up, we have to post a quorum notice.

Acting Mayor Rogers: Yeah.

City Attorney Paladini: And I would also advise that if the Council does show up whether a quorum or not, that you don't participate in the comments.

Councilor Flagg: Right.

City Attorney Paladini: Not that you would, but I've seen other communities where a Councilman will get up and tell the Planning Commission what they should do, which doesn't make sense if the Planning Commission is an advisory body to the Council.

Councilor Flagg: Yes.

City Attorney Paladini: I'm just kind of putting that out there so if you do attend, you should probably let Veronica know just so she could post a possible quorum notice.

Councilor Flagg: Ok, that's helpful.

Mayor Diaz: But does that hinder the results of an appeal if the Council is -

City Attorney Paladini: Well, tomorrow's Planning Commission meeting is a request for rezoning, so the Planning Commission will make a recommendation which will come to Council. So in the presentation ultimately to Council should be about the same as the Planning Commission hears, which it will also get the Planning Commission's recommendation and hopefully reasons why they recommended either approval or non-approval and that's supposed to help you make the final decision.

Mayor Diaz: Correct.

City Attorney Paladini: The Board of Adjustment, I would say yeah, you're right, you are probably best not to attend because if the Council, which I think that it is in this case, the Council is the appellate board or body if somebody doesn't like the Board of Adjustment decision, so you probably want to stay away from it because it's quasi-judicial, and if the Board of Adjustment decision is appealed to the Council, then you will get sort of a whole new case presented to you.

Mayor Diaz: Correct.

City Attorney Paladini: Board of Adjustment cases are usually very narrowing on variances or interpretation, so that was a good suggestion, Mayor.

Mayor Diaz: Thank you.

Mr. Licea: Sounds good. I'll definitely give everybody a heads up for those public meetings.

Councilor Flagg: Yeah.

Mr. Licea: As a public hearing, we do notify with public notices, mailers, and everything is on our website and is physically posted on the bulletin board outside at this location. Another Planning and Zoning Commission item, I want to let you know we have one vacancy. Unfortunately, one of the current members, Terry Pallanez, is inactive going further, so unfortunately, she said she can no longer serve on the Planning and Zoning Commission. So, in the future, we will be publishing a notice to try to recruit another member. Keep an eye out for the public notice to recruit somebody for the Planning and Zoning Commission. Just a quick update, the 2030 District, I followed up with the folks after last meeting and also still have not heard when we are going to get that final report. Supposedly they were really close to getting us that report but still nothing yet, just waiting for that report to see if we can then do some further action, seek some grants from the 2030 District, you know, the sustainability project funding.

Councilor Flagg: Yeah, yeah.

Mr. Licea: Tomorrow, I think Mr. Herman Lopez mentioned, tomorrow is a focus group study happening, starting for the Norte Sur Project. It is starting at 7:15 a.m. at the Ronstadt Center. So there's two kind of things going on. If you want to take a bus tour it starts at 7:15 a.m. at the Ronstadt Center. You will be able to ride the bus from there to the Laos Center. Once arriving at Laos Center more or less around 8 a.m., there will be a tour of that facility in addition to a brief walk up to Old Nogales Highway just seeing some walkability situations, you know, sidewalks, streets, what have you, and then a little tour of the Old Pueblo Neighborhood facility. Update on the 36th Street Outreach Project. So, we have formally submitted a request to the PAG/RTA Staff to see if we could use the current construction monies for the outreach. That request was formally submitted this week, so we are just waiting to see if we could use those monies and then once we get a yes or a no, we will figure out how to strategize and get that outreach going.

Councilor Flagg: And that's PAG or RTA that will tell you yes or no?

Mr. Licea: Yes. Another RTA related item, the speed alert monitor signs project, the ones that the signs are going up on 10th Avenue, 6th Avenue and 29th Street, so that project went out to bid. As I mentioned at the last meeting, bids are due tomorrow, so tomorrow we will have a better idea, we will know exactly who the lowest bidder was and then we will enter into negotiations with the lowest bidder and then after that we will determine a timeline to complete this project. Once we enter into an agreement with these folks, whoever the contractor may be, we are looking at a 30 to 45-day project completion time. I just want to put something on your radar. The City Manager and I talked, you know, this may be something that may need to be considered or talked about at a higher level, but in conversations with some of our colleagues at other jurisdictions, there was a mention that potentially if RTA Next does not pass, the RTA Next Plan does not pass, the City of South Tucson needs to be concerned. I don't think people are aware, pretty much the current RTA funding that we have now pays for the transit service that goes through South Tucson. So, if RTA Next does not pass, that means South Tucson will have to find another way to fund transit service through South Tucson. Just thought I would mention that.

Councilor Valenzuela: I have a question on that, or should I wait until the end?

Mr. Licea: You can ask right now.

Councilor Valenzuela: Ok. For RTA Next, in our proposal it still says we still want some of those funds for transit services, right?

Mr. Licea: Yeah, formally, yes, the way it is broken down, it is in there, yes. It's not a very clearly defined scope. At the end of the day, the Regional Council has the final say on the projects that are on the list for each jurisdiction.

Councilor Flagg: Yeah, and we voted on it a few months ago.

Mr. Licea: Yeah, we got consensus on about, if I recall, maybe three or four or five projects that were recommended to be included in that list, and I believe those are on there. The transit, and you know I am not 100% fully versed on this, but transit will be funded through this RTA Next Plan if it is passed.

Councilor Flagg: Hey, maybe City Manager, you can weigh in. I remember that we said that if we had RTA Next money, we were going to use it for transit with a real small portion used for modernization, and I don't remember, there weren't any other things in there.

Mr. Licea: Right.

Councilor Flagg: Is that right?

Mr. Licea: That's correct, yes.

Mayor Diaz: But I do caution you that the overall of the RTA Next is not passed, that South Tucson financially will have to pick up a large tab in regard to Route 23, for example, where the RTA funds 80% of the transportation for Route 23. But if it doesn't pass, we are going to be hurting financially.

Councilor Flagg: RTA couldn't fund 80% of the number 23 currently.

Councilor Valenzuela: Currently?

Mr. Licea: Yeah, I think there's about two or three routes that pass through South Tucson, yes. It doesn't pay for the whole ride, it just pays for the portion that it runs through South Tucson.

Councilor Flagg: Hey, but they tell the City of Tucson they should be a good regional partner and really help out Regional Transit and you know, be good regional brothers and sisters, you know, that's the jive they preach to the City of Tucson all the time. They should pick it up for us.

Mayor Diaz: They have.

Councilor Valenzuela: I thought RTA was paying for it.

Mayor Diaz: But if it doesn't pass, it doesn't exist. The RTA will not exist.

Councilor Valenzuela: So, we are still funding our own transit through the RTA money.

Mr. Licea: Currently, yes, yes.

Councilor Flagg: And that would go through what year, 2026?

Mr. Licea: 2026, yes. Just something to think about. Also, you will see in your packet you have a memo for the General Plan Update. That memo was written really, really quickly, so I updated it over the weekend, and you have a fresh copy when you get a chance to look at it, and I will be able to talk more about it when the item comes up in the regular agenda. Thank you.

Councilor Flagg: I have a question. Do you know anything else about what is going on with the RTA, you, Josue, or the Mayor?

Mr. Licea: Honestly, I tried to watch the last RTA Board meeting and you know, it was during work hours and all that stuff, and it was a super long meeting, and I couldn't really pay attention.

Councilor Flagg: That would have been two weeks ago right after our meeting.

Mr. Licea: Right after the last meeting, yes.

Mayor Diaz: I've got some info.

Councilor Flagg: I saw some charts or something.

Councilor Valenzuela: Was that the outreach that's going to be happening?

Mayor Diaz: No.

Councilor Flagg: Can you just do the gist of it?

Councilor Valenzuela: Because that's what we got.

Mayor Diaz: Ok, the gist of it is there was discussion in regard to, by Supervisor and Mayor Romero in regard to the way the air quality money was going to spent, that some of it was going to be spent on other projects. She was more or less saying that the money should stay together under the City of Tucson control, but the rest of the, the argument was that we need all these other contracts to be in effect in order for us to receive funding for these projects, there's three projects, and right off hand, I don't if Josue can help me out here.

Mr. Licea: RMAP, I think there was discussion about RMAP, that's what you were referring to.

Mayor Diaz: Right.

Mr. Licea: They were discussing the Regional Mobility and Accessibility Plan. I think it's a 50-year transportation plan and there was a lot of discussion from the City as to again, you know, I didn't watch the whole session, but yeah, there was just a lot of discussion about how it's being funded and the outreach that is taking place for the City of Tucson. But again, I didn't get too much into it, to be honest.

Councilor Flagg: I feel that we as South Tucson have a lot in common with the City of Tucson in that we are both urban areas and I think the RTA has disproportionately built roads on the perimeter at the expense of us in the inner-city and I think the City's position on the RTA has been really good and we need to take a cue from them and support them on the RTA, and God knows, and maybe they would help us with money for Fire in addition to the bond that we're going to do.

Mayor Diaz: Again, it's regional, but all the projects the City has proposed under the first RTA Plan, all the money had been either being found to complete the projects or they have been funded, and it's up to the City to complete them as they plan to do, and it is.

Councilor Flagg: That's not true. The city is angry.

City Attorney Paladini: Mayor, Mayor. I think we are kind of getting off the presentation topic. This isn't an agenda item; the RTA isn't an agenda item to debate this matter. Again, if the Council wants to debate it any further, I recommend putting it on the next meeting's agenda.

Councilor Flagg: But I have to correct that statement. The city is angry because at least two or three major projects have gone unfunded and so that sours their participation in an RTA Next, in addition to the amount of money that is going to the City for projects based on their population. I think they have 54% of the population of Pima County but they are getting 40 something percent of the money put into the City of Tucson projects. So, they feel that they are getting screwed, and it's being put back to them by RTA that you need to be a good regional partner. I think that is the issue.

Mayor Diaz: All I can say is that the information is available, contradicting what you are saying. Even the attorneys cannot agree.

City Attorney Paladini: If we all agreed, we wouldn't have any work.

Vice Mayor Lopez: That's right.

Mayor Diaz: Thank you. Are there anymore Reports?

Ms. Moreno: No, Mayor.

ITEM #08 - DISCUSSION AND POSSIBLE ACTION TO REINSTATE MEET AND CONFER ORDINANCE

Mayor Diaz: This was put on the agenda by myself, and it really is in regard to the meet and confer that has been approved by the Council, previous Council in 2007. So, the word "reinstate" I guess I misused it. It could mean apply or implement, so it is really applying the meet and confer Ordinance No. 0703 proposes and that's more or less sitting down for a meet and confer between the two parties, the public, the Fire Department employees and even the Police Department employees, but we need to be able to sit down and negotiate regarding working conditions, wages, and so forth. So, I would like discussion on that as far as whether you want us to implement or to apply or reinstate meet and confer. I myself have a preference that we do this

and, of course, we can still stay within the normal budget without going over the limit, and it's actually, we can if this meet and confer does occur and we come up with different numbers, the money can be transferred from either, from the contingency fund. I feel that we can come to an agreement. I also propose \$2 million at once. I propose a \$2 million Fire Department proposal, then I wrote another one asking for six permanent firefighters. And that information was not available to me yet, but I did request for those numbers. I believe that staying at the top, \$58,000 per firefighter and within those figures, so I asked that the pension and everything else that goes on with that, be included to equal the \$58,000 and that was for six.

City Attorney Paladini: Mayor, I'm sorry to interrupt, but first of all, there are MOUs that are actually still in place. They never expire because, and Veronica is going to go get a copy, the MOU I think that was approved, I want to say in 2011, a year or take, it had a no expiration clause that unless one party gives notice that the MOU is going to be terminated, then it starts the process, the meet and confer process. And the meet and confer process, I would recommend not, that you as a Council should not be discussing the City's position publicly with organizations that you are going to be negotiating with. In other words, you would give direction to the Manager, who under the meet and confer ordinance is the City's negotiator, and the Manager would then negotiate if the Council wanted to terminate the current MOUs and instruct the Manager to negotiate new MOUs under certain parameters that the Council provides. So, it is not advisable to talk about the City's position publicly with basically the adverse party. In other words, it's like talking in front of a car salesman about how much you are willing to pay for the car. You don't want to disclose that to the other side. So, this agenda item the way it is written is not to talk about, in fact I recommend you talk about direction to the City Manager for negotiation purposes that had to be done in Executive Session. The way this is agendized really should be to instruct the City Manager to terminate the current MOUs on notice and then start the meet and confer process with the association representatives for Police and Fire. And then I will also say this City Code was adopted by initiative and it's got some fundamental flaws to it. It was adopted by initiative in a number of cities in Southern Arizona. One of them is that it says that the Police Department representative, Police Department Association, has to represent unsworn. And for instance, the FOP doesn't, none of the Union, none of the sworn Unions will represent unsworn and I have seen this in other cities and towns I'm working with. So, there's this flaw, for instance, that the FOP won't negotiate on behalf of unsworn Police Department employees, for instance. In other places I am recommending that Council amend these parts of the Code.

Mayor Diaz: So, theoretically, then we should also be discussing that item of the Executive Session?

City Attorney Paladini: No, that's a fundamental flaw in the Ordinance, I mean, it's not, it shouldn't be any secret, it's an issue that before we proceed with the meet and confer process, I would recommend that we bring back an ordinance to revise the current Code to fix that problem. Typically, these meet and confer processes begin with only Public Safety Departments. I think Tucson and Phoenix and some of the bigger cities have other employee associations that are not public safety, but the public safety associations are strictly for sworn employees. They don't include the unsworn, and the associations won't represent them. They will just decline to represent them. It makes it very difficult, so when I am dealing with this same Code in other cities, I am recommending that we revise the Code before we enter into meet and confer to clarify that it doesn't apply to unsworn employees. So, the current MOU is still in place; there's no expiration date or termination date but then it says it just continues on until one party terminates it. Given that, I sort of see where you are going with this, but the way this is agendized, you know, we have the budget discussion as one of the upcoming items which I think if you are going to talk about allocating funds for particular departments, that's probably more appropriate for that. But again, I want to caution you that we don't want to show our hand, if

you will, when it comes to negotiating because then the associations know exactly what the City is willing to spend if the majority were to agree.

Ms. Moreno: That point is in Section 4.

City Attorney Paladini: So, in Section 1, it says the agreement is effective on June 30, 2011, and then year to year, unless there is 150-days' notice to terminate. So, this is a current MOU which was approved in 2011 and is still in effect today. I don't know, I haven't really studied it in great detail, so I don't know if the associations have concern with this, because typically, what you do when you negotiate an MOU, you take the current MOU and you just change pieces and parts of it. You don't start from scratch. So, that's how the negotiation usually goes back and forth, you know, that the association usually provides the first revision document of the MOU to the City, and then they negotiate back and forth and then you get agreements along the way. The City Manager is the City's negotiator under the current Code.

Acting Mayor Rogers: I'd like to know because I am a little confused about exactly between you, I got a little experience myself, between you and you, in the sense in Vail where I was the School Board President, we did this meet and confer, and I am totally mixed-up of how it goes a different way now. Although Vail was not a town, as President of the School Board it did everything, and I am totally mixed up of what you say versus he says about meet and confer. We're not hiding anything about meet and confer.

City Attorney Paladini: We are negotiating now so typically if you are talking about what you are willing to give, you don't want to show your maximum give up front because then you have no negotiating room. Like I said, the example I like to use is, the reason you go into Exec Session is because you never want to sit in front of a car salesman with your spouse and say, I'd pay \$100,000 for that car, but I'm going to try to get it for \$80,000. The car salesman hears you, so it is you sort of showing your hand. Negotiation direction comes from the Council to the Manager as the negotiator, and then the negotiator Manager meets with the Union representative and it's negotiated, and then eventually the revised draft MOU comes back to the Council to see if the Council agrees to it or not, and ultimately it could go into a mediation process if the City and associations don't reach an agreement.

Mayor Diaz: So the wording is correct, to reinstate?

City Attorney Paladini: If your idea is, or if the direction Council wants is to re-negotiate the MOU, then I think the Council would have to vote on giving a 150-day notice to the employee associations that are part of the MOU, that we are going to terminate the current MOU five months from now, give or take, and at that point the meet and confer process begins. And in the meantime, I think we can provide an Ordinance to Council to sort of clean it up a little bit to take out the non-sworn employee representation, because like I said, the associations won't represent them. The sworn, like the FOP or the Fire Union just won't represent the unsworn, they just don't, that's not their charge.

Mayor Diaz: Ok, so the process is still to reinstate the meaning of the proposed MOU?

City Attorney Paladini: Yeah, for tonight, I guess your question is, do you want to terminate the current MOU and give 150-days' notice to the associations, and if the Council votes to do that, then in the meantime we will correct some pieces of the Code, clean it up, then the process would begin at some point within the next 150 days, so that we get a new MOU essentially, the new MOU would take effect on day 151 when this would expire. We would have 90 days or whatever to negotiate.

Mayor Diaz: Ok, so is the MOU in effect now?

City Attorney Paladini: Yes. This MOU that Veronica gave you is still in effect by its own terms because there is no termination. It has to be 150 days' notice of termination and that's never happened as far as we know.

Mayor Diaz: Ok, so let's say that the Council needs to be aware that this MOU is still in existence and that the meet and confer may start.

City Attorney Paladini: Sorry?

Mayor Diaz: So, the Council needs to decide, is this MOU that is currently in effect now gets the direction to start the meet and confer meetings.

City Attorney Paladini: Well, I would recommend that the Council actually take a read of this and maybe we put it on the next agenda where you have a full Council and everybody can take a look at this current MOU to see there are things the Council wants to change, because if this MOU is sufficient for the City's purposes, then you wouldn't necessarily want to terminate it and start again. Now, the associations could do the same thing and provide their own. Either side can terminate but I think that it is important that you read this and understand it and see what, if any, problems are with it. I can't, whether or not, I'm going to just assume that, well, I'm not going to make that assumption. Whether or not we are following the agreed upon terms of the MOU, I don't know. I don't know if that's an issue that has been raised or not, but I think my recommendation would be before you terminate this agreement, I would suggest that you all read it and then come back in two weeks and then you can decide if there are problems with it, to then terminate it and start anew, because it ain't broke, as they say.

Mayor Diaz: Well, it hasn't been met.

City Attorney Paladini: Sorry?

Acting Mayor Rogers: It hasn't been met.

Mayor Diaz: Nobody's been meeting and conferring.

City Attorney Paladini: You don't have to meet and confer. Once the agreement is in place, the meet and confer is to create the agreement. Once you have an agreement in place, there's no meet and confer. Meet and confer is the negotiation process to create the MOU. You have an MOU in place and there's no meet and confer.

Mayor Diaz: You said it hasn't been working.

City Attorney Paladini: No, I didn't say that. I'm saying you need to read it as the Council and determine whether or not there are terms in here that you think the City wants to change, whether there are terms in here that are not beneficial to the City as the City Council. And frankly, the associations probably should do the same thing and read through it to determine whether or not they, the associations, want to see terms that are different here, and either party can terminate it under a 150-day notice. If the Council doesn't think that there are any substantial problems or needs to change the current MOU, which is in effect, binding contract essentially, then I'm not sure why you want to start the process. Meet and confer doesn't mean that management and the associations meet during the pendency of when the agreement is in existence and talk about things necessarily, I mean, there are grievance procedures and all that, that are provided for in this

MOU, but meet and confer, the process of meet and confer is to negotiate a city association or employee association MOU that essentially governs the relationship between the city and the employees who belong to the association. Like I said, it would probably be advisable simply to put this on the next agenda and we will get it to the other two Council members. Take a read through it and see if there are problems with it, if you think there are problems with it. That's my recommendation.

Mayor Diaz: Ok, well, I disagree. I think that this MOU is in existence, and I think the direction is that meeting starts, meet and confer, vice versa, that as we go along and we need to make changes to the MOU that would be brought to our attention, changes as we go along, what the recommendations of the Interim City Manager and the Union or the contractor, I guess. I don't know, so I guess we, does anybody have any comments?

Acting Mayor Rogers: I just want to say, it could be true or not true, Mr. Mayor, that this paper that I just got up here at the counter here, this is Jennifer Eckstrom in 2009 and it's never been done over in any event at all?

City Attorney Paladini: Right, it has never expired because it is a living document. The MOU is on year-to-year until either party notifies the other in writing at least 150 days prior of the intention to terminate. So, nobody has ever given an intention to terminate. Just because it is an older document doesn't necessarily mean it's a flawed document. That would be for you to decide, so that's why I recommend reading and reviewing it and then discussing it at the next meeting. I can't tell you if it's a good document for the City or not. These are policy decisions that you have to make. I can advise you on it, but I would recommend the Council read it and try to get an understanding of it before you decide to terminate it and start again. And again, you don't really start again. What you would do is you would go through the document and essentially make changes line by line that are needed. So, typically MOU's just kind of live on and they just get changed as you go. For example, City of Phoenix with their employee association MOU's, there's usually like a one to three-year term, and every two to three years they take the current MOU, and they negotiate pieces and parts of it, you know, and then it gets converted to the new current MOU and that lives for a couple of years, and they go on and on. So, Councilor Rogers is right, it's like 15-16 years old, so I get it. I recommend Council read through it to see if there are any problems with it before we simply terminate it. And I would also say, I think we need to discuss where the problems are and if it's terminated, that's where we start the negotiation is where this Council says, I think we need to change here and here and here, and that would be the City's proposal to the associations - we want to make these changes. Or the associations would make the same proposal to the City.

Mayor Diaz: I still think that we should continue with this MOU and if we make changes on it, that we do so as we go along. I mean, put it on the agenda again, but this MOU should continue as written because I feel that it is adequate and even if it's that old, 21, it was redone on 09/21, that's my feeling. I would like it to happen.

Vice Mayor Lopez: Mr. Mayor, I think that Section #4, and it's a little bit

Mayor Diaz: Wait, wait, wait. I understand what you are leaning at, but we are going to get into the discussion of the termination at least starting, but I guess it is for this particular one, it's really to put on the agenda for next month, read through it, next meeting, I guess, read through it and come back for the start of the MOU. So your question would come into that effect at that time or before that, if you want.

Vice Mayor Lopez: I just want to make sure that Section #4 has to be re-written. There's a lot of active parts, so-called, you know, to where you're kind of pushed somebody to create some kind of problems or issues as a

public process, or something like that, to which I think these types of matters should be discussed in a private matter instead of airing it out to the public.

City Attorney Paladini: And I would add to that, I think if we put it on the next agenda, we would probably want to have an Executive Session prior to discussing publicly whether the Council wants to terminate. We want to know where the concerns lie with this particular MOU, because that will help the Manager in starting a negotiation process if the Council terminates this agreement. Again, termination doesn't mean automatic (inaudible).

Mayor Diaz: So, I make a Motion to put it on the next agenda, Executive Session.

City Attorney Paladini: Ok, thank you.

Mayor Diaz: Is there a Second?

Vice Mayor Lopez: Second.

Councilor Valenzuela: We need a Motion for that?

Mayor Diaz: It's been Moved and Seconded. Roll Call.

Vice Mayor Lopez: Yes.

Acting Mayor Rogers: Aye.

Mayor Diaz: Aye.

Councilor Flagg: We don't need a Motion for this, do we?

Ms. Moreno: No, we don't, it's for putting it on the next agenda.

Councilor Flagg: It will be on the next agenda. We should put what's going to be on the next agenda, right?

Acting Mayor Rogers: Yeah, so we know what it's about.

Vice Mayor Lopez: Move to vote.

Ms. Moreno: We don't need to vote.

Councilors Flagg and Valenzuela: We just needed consensus.

City Attorney Paladini: It isn't so much but it's been named and seconded.

Ms. Moreno: Councilor Flagg, yes or no?

Councilor Flagg: Yes.

Councilor Valenzuela: Yes.

City Attorney Paladini: We will put it back on the next agenda and we will also plan an Executive Session along with that.

Mayor Diaz: Ok.

ITEM #09 - PUBLIC HEARING - ALTERNATIVE EXPENDITURE LIMITATION (HOME RULE)

Mayor Diaz: Ms. Aguirre.

Ms. Aguirre: Good evening, Mr. Mayor and Members of the Council. This is the time for public hearing on the item of Alternative Expenditure Limitation. This item was last approved in 2020, and if approved once again it would be on the General Election Ballot for the City of South Tucson. Currently, our general fund revenues have been trending just under \$7 million so that allows the City to create an expenditure budget of about \$7 million. Should this measure not be approved for a General Election vote, then the City would be subject to

the State imposed limits that range from \$4.8 million to \$5.2 million. The formulas are all in your packets. We follow all the estimates from the Department of Revenue and Economic Estimates Commission. Actually, it is on the very last page that lists the State imposed limits. So, the City would be capped to right about \$5 million when it has revenues coming in at around \$7 million. It would be in the City's best interest to move forward with an item like this. It allows the City to help be flexible budget cap, is all it is. And that pretty much concludes what I have to share with you. The estimates, just like I was directed to prepare at the last meeting, they have all been prepared and they have been included. What you see here in the detailed analysis as well as the summary analysis is what gets translated into Spanish as well, and should Mayor and Council approve it at the next public hearing, this is what would be published in the publicity pamphlet, both in Spanish and in English.

Councilor Valenzuela: This is a very complex issue to understand, and we need this to pass, obviously. There's going to be two questions on the ballot, this one and the secondary property tax. You mentioned a publicity pamphlet. Who is going to cover those costs and what is our budget, because I think we are going to need to really engage and inform the community on something like this.

Ms. Aguirre: Mr. Mayor and Councilor Valenzuela, this publicity pamphlet is prepared in house and so you are looking at pretty much the bulk of that information. The numbers have all been prepared in house; however, the template is the same state-wide. This specific motion, initiative, has been approved year over year.

Ms. Moreno: Since I've been here, over 30 years.

Ms. Aguirre: So, the public, the voters are aware of what it is.

Councilor Valenzuela: Do we have a budget for marketing on these two?

Ms. Moreno: If I may, Mayor and Councilor Valenzuela, the City does not market any of its propositions or ballot measures. For this specific item, this is what we put on the ballot every four years as mandated by the State. We don't go out and solicit like in favor or opposition. The purpose of the pamphlet is an educational piece that explains the order of what it's for, and what I have said from experience, it doesn't go opposed. It's not asking the voters for money; it's just allowing the City to have a cap on how much to spend in the event that we get to that level.

Councilor Valenzuela: So, is the City going to send out like one mailer or are they going, how do we send out the education piece?

Ms. Aguirre: Mr. Mayor and Councilor Valenzuela, the County Recorder.

Ms. Moreno: Yes, the County Recorder is charged with the election, and they are the ones that put out all the information to the registered voters within the City of South Tucson, which includes all our ballot measures, the (inaudible). We already have an existing IGA to take care of election through next year, so that includes both the Primary and General Elections, so it's already factored into the costs.

City Attorney Paladini: I think that includes the publishing and the mailing and the publicity pamphlets.

Ms. Moreno: Yes, everything is in there.

Councilor Valenzuela: Ok.

Ms. Moreno: So it's already part of our budget. I don't have anything in front of me to give you actual costs. It's already in our budget as far as costs for election services, it's not more than, I want to say, \$5,000, Lourdes?

Ms. Aguirre: It's much less than that.

Ms. Moreno: Much less than that for election services.

Councilor Valenzuela: Ok, thank you.

Ms. Moreno: Are there any more questions?

Ms. Aguirre: It's a public hearing and the public is still coming in.

Ms. Moreno: Do you want to call if anybody in the public would like to make a statement?

Mayor Diaz: Ok, public hearing. Is there anybody? We don't have any action?

Ms. Moreno: I'm sorry, if I may, Mayor, before we jump to the next item, but does everybody understand that was a public hearing and also an opportunity to address the Council if they wish to under our Home Rule option? Ok, I just wanted to make sure, ok.

ITEM #10 - STUDY SESSION: FISCAL YEAR 2025 GENERAL FUND BUDGET

Mayor Diaz: Ms. Aguirre.

Ms. Aguirre: Yes, Mr. Mayor, the Council will move on to Item #10, Study Session. At the last meeting, I did provide to you all a detailed report of the general fund budget and the estimates that we have for the current fiscal year as well as for the next fiscal year. At this point what we have done is we have already met with the individual departments that are covered by general fund and we've taken away, you know, any comments that may have been incorporated into this scenario. So on page #2, I know that I have provided you all with a number of items here, but you are going to have an opportunity to go through them all. First off, on page #1 of the attachments, the number at the bottom corner.

Acting Mayor Rogers: Yeah, page 1.

Ms. Aguirre: So this page here provides you with an options breakdown. What I do is a breakdown of what the item is and potential cost. Starting right up at the top, I give you guys a rundown of the baseline budget the way it was presented at the last meeting. That baseline budget reflected \$6.8 million in revenues for the general fund, \$7.2 million in expenditures of which \$477,000 is going to be covered by ARPA. You may all recall the City received two different installments of \$900,000 each in ARPA money, and this has helped the City cover expenditures, specifically in Public Safety, Police, for the first two years, so fiscal year 2023, fiscal year 2024. So we finished up \$900,000 and we have the second installment of \$900,000 to finish up. So that takes us through fiscal 2026, which is exactly when all funds need to be obligated by and spent, fiscal 2026.

Councilor Flagg: Can I ask a question? So there's no more ARPA money after this, right? So how are we going to fund the cops next year because that's almost half a million bucks?

Ms. Aguirre: Mr. Mayor and Councilor Flagg, at previous meetings, I believe it was back in November, we were working on a five-year model. In that model we put different factors that we knew were coming up, so for instance, the elimination of ARPA after fiscal 2026. The other thing that we accounted for was the increase

in our bond payment from \$400,000 to \$600,000. We also accounted for things like reduction in income sales tax, yes, or our revenue shares dollars. So, we accounted for all those for about over five years expanding out, just to make sure that we could come up with a balanced budget year over year. We are taking those things into consideration, especially in our planning as we go forward.

Councilor Flagg: Are there other jurisdictions that put all or most of their ARPA money into cops? Maybe you know because you go to other towns.

City Attorney Paladini: I would say the typical use of ARPA money is what's called one-time expenditures, so construction projects and things. Whenever you use grant money for employees, eventually the grant stops so then you've got to figure out how to pay for employees. There was a program that you could get Police Officers for free with a federal grant for five years, but then what do you do? I can't say that South Tucson is alone in this, but I would say it is more common to have used ARPA money for like one-time construction type projects. One-time money pay as you go without incurring ongoing costs, which is kind of what you do when you use grant type money for hiring employees. But it sounds like Lourdes has a plan to cover this as you move forward.

Councilor Flagg: Are there other jurisdictions that do the same thing?

Ms. Aguirre: Yes, Mr. Mayor and Councilor Flagg, as a matter of fact, when we were listening to all of the trainings and information about how to implement the use of ARPA dollars for general funds, that was one of the recurring things that kept coming up, specifically because the funding for a lot of the smaller towns was limited and it was much easier for larger cities and towns to implement these types of fundings for big construction projects because they have the personnel to take care of that.

Councilor Flagg: Ok.

Mayor Diaz: Are you still on page #1?

Ms. Aguirre: Yes, Mr. Mayor.

Mayor Diaz: Under Mayor and Council priorities, you have the rear loader twice.

Ms. Aguirre: Yes, so Mr. Mayor, I want to point out just going back a little bit on the top list, so we mentioned how \$477,000 of our expenses in both Public Safety and Police is being covered by ARPA, it is also mentioned in there, line #4, how our expenditures do include that \$600,000 in contingency for fire services. All-in-all, we expect to be able to cover this amount in our baseline budget, this apparent deficit, \$589,000 with this year's projected surplus of \$633,000. So in order to be able to reflect this accurately on the baseline budget, we're going forward even into the, Jon, can you help me, I'm drawing a blank, the next budget before the final budget.

City Attorney Paladini: Oh, tentative.

Ms. Aguirre: Tentative, I'm so sorry. So, what I am going to do in the tentative budget is actually create a line item under revenues. It is already existing, but I am going to include it there as a transfer from reserves, that's the name of it, just to mirror the format on the Auditor General's budget forms as well.

Councilor Flagg: So the rear loader is going to get paid for with reserves, with contingency money, maybe?

Ms. Aguirre: It's included in the budget. So, moving down to Mayor and Council priorities, you may all recall that yes, the rear loader, we started the communications back in fiscal year 2023 and it's been on back order, still on back order. So, we did account for, we split it between those two line items. It's not the sum of \$215,000 and \$124,000, it's not the sum of that. The cost is actually closer to \$200,000 but we are splitting it between those two line items. Ok, so you still have a portion left in contingency. After your \$600,000 for fire services, there's still some money. I'd say maybe like \$150,000 in contingency for other uses. So that's why the rear loader is listed there twice just because we are splitting it between two line items. This year we also continued to include in here some money for building improvements and repairs.

Mayor Diaz: What was the item under departmental needs, #7, for police radios for \$32,500? Was there not a grant to provide those?

Ms. Aguirre: Yes, Mr. Mayor, so jumping back to departmental needs, line #7, police radios, the Police Department did utilize one-time money that was provided by the State in state-shared revenues for the purchase of police radios. I believe that there is going to be some money left over from that fund in the current year which we can then roll over to next year. I need to just verify that it will be sufficient to cover their ask. They did purchase five new radios and the series of encryption upgrades for their already existing ones. You may recall that each radio cost about \$6,500 and the encryption cost for each radio to basically upgrade what they had, was about \$1,500, so that's what they used to cover the upgrades for the rest of their equipment, but they do need to start transitioning over to new radios. That's the case with that one, and we can go over department needs if you all would like.

Councilor Valenzuela: Yeah, just going back to Mayor and Council priorities, for the improvements, the building improvements and repairs, what is that going for?

Ms. Aguirre: Mr. Mayor and Councilor Valenzuela, there was a number of different little projects related to improvements, repairs, beautification. You probably have seen at the front we started the process with fencing. There's also the need for some door replacements which we got quotes for. Doors are expensive, very expensive. There's also repairs to the roof, we've been talking about it. I know we've been talking about it, although Public Works is performing some major maintenance on it right now. We do have to perform some repairs over at the JVYC building for roof repairs, as well. The building is older and in need of repairs.

Councilor Valenzuela: So it's for City Hall and JDYC.

Ms. Aguirre: For City Hall and JDYC.

Councilor Valenzuela: Have we gotten any bids for any of that?

Ms. Aguirre: We have. Would you all like for me to continue with department needs and then we can go back to personnel needs?

Acting Mayor Rogers: Yes.

Ms. Aguirre: Ok, so continuing on with department needs. Another department need that was listed or that was mentioned by the Police Department was that they apply for the Tohono O'odham and Pascua Yaqui grants every year. Luckily, they have been awarded for a few vehicles consecutively. However, more than half of their fleet is very, very old and requires a lot of repairs. Their ask was for at least one vehicle from general fund. They are going to continue to apply for grant funding. I think it was going to be for two or three vehicles.

Commander Navarro: We are requesting three.

Ms. Aguirre: Three vehicles through each grant.

Councilor Valenzuela: Where is that for grants?

Ms. Aguirre: It's not listed here because it would not be general funds, but the ask from the general fund is for at least one vehicle, so that is for Mayor and Council to consider.

Councilor Valenzuela: One or three, I'm confused.

Ms. Aguirre: One from general fund.

Councilor Valenzuela: Ok.

Ms. Aguirre: They will be applying for grants.

Councilor Valenzuela: Grants for the other two, ok.

Ms. Aguirre: The next item we have on here, under line #9, is Fire Department capital improvements and equipment. Now, we do know that at the last meeting it was a unanimous vote of the Council to approve Resolution No. 24-09 for the bond initiative coming up here in the coming months, in November during the General Election. So hopefully, if that is approved by the voters, then that will help pay for all those improvements and equipment purchases.

Ms. Moreno: Lourdes, just a recommendation, Mr. Mayor, would it be appropriate to put that amount at \$1.5 million in that line item?

Ms. Aguirre: It would actually be through, let me verify if it would have to be under restricted funds because it would be coming from the bond for restricted use or then otherwise, we could include that \$1.5 million in this budget.

Ms. Moreno: We'll get clarification.

Ms. Aguirre: When I come back to you all with another revised version of this budget, it may include that \$1.5 million for equipment and improvements.

Ms. Moreno: That way we already have it in the budget if it passes, it's already a part of the budget.

Ms. Aguirre: Correct, yes. Moving on to the second page, line #10 is an ask from Development Services for funding for (inaudible) plan. I know that Development Services has a plan to apply for grant funding to help cover costs, however, this would really help with that initiative and help leverage the funding. Josue, I don't know if you would like to come up and approach Mayor and Council at this time.

Councilor Valenzuela: I need a break, sorry.

Ms. Moreno: We need a break.

Ms. Aguirre: Do you want a recess?

Mayor Diaz: We are taking a recess.

Recess: 7:15 pm to 7:22 pm. Audio #2 starts.

Mayor Diaz: We are back on the meeting.

Mr. Licea: Once again, thank you, Mayor and Council for allowing this moment here for the Planning team. Basically, as you know, I understand funds are limited, especially the general fund, but given where we are with some of our Planning processes here, it is just imperative that we do spend a little money in order for us to get some of these things moving. In the big picture, we've got a good outline as I put here of some potential resources, some already under way, and sometimes it just takes a little money to get these things going. The idea is that once we have this money identified, you know, the grants are like literally when grantors see your application, they see that you actually have skin in the game, that you are actually putting money out there in order to bring more resources in. It's a very valuable thing. Funders love to see that, you know, they're serious about this ask, so that is why we are making this ask or supporting this ask with the idea of some of the current resources that are already in place is the EPA funded market study. These are specifically a planning study that's being funded through the current grant, so that's currently at no cost to the City. These are funds that have already been put in place. We are doing this market study and what this market study will help us identify specifically is what in this specific target area that I have shown you here in this little area here, can support economically. Given what we are geographically, we are very well located, this specific target area, and it just brings up the question, what can we complement to the rest of the region economically. We're not trying to change things, we are just trying to bring some investment that can help bring some resources for our community, to bring some type of revitalization, some retail, you know, something that can help the City more economically. So that's one thing that is already under way. We do plan to pursue some, I think at past meetings, Cesar Aguirre, Councilor Aguirre, had mentioned some of the EPA grants. Those were on our radar, we just had to get the ball rolling. We just had to do a little more study. This EPA specific and climate and environmental community change grant opportunity, it's broken up into two parts and track two of this grant opportunity allows us to apply anywhere from \$1 million to \$3 million, and the purpose of this grant is basically to bring governing and public participation in community engagement activities to our City. So, what that will effectively do is it will help fund these activities for us to go out to the community, to solicit input participation and engage our folks from the community and all our stakeholders to identify, to effectively plan out the City's general plan. That is literally what the idea is here. Once we get all this data and reports from these engagement opportunities with the public and the stakeholders, it is going to set up the foundation for a general plan update.

Councilor Valenzuela: Can I comment on that?

Mr. Licea: Yes.

Councilor Valenzuela: What do you think our chances are of getting this grant from the EPA? Are there a lot of applicants?

Mr. Licea: I don't know if there's a lot of applicants, but I think South Tucson, our community checks all the boxes, you know, given our current situation, our population, socio-economic, you know. I think we are in a very good position to get some grant funding.

Councilor Valenzuela: And you already applied for this or we have not applied for this?

Mr. Licea: No, we have not.

Councilor Valenzuela: You need a grant writer to do that, right?

Mr. Licea: Yes.

Councilor Valenzuela: You can't do it in-house?

Mr. Licea: Well, it's part of a process where we are actually doing some of the work in-house, and also working with the firm that's been helping us do some of this work through the current grant.

Councilor Valenzuela: Ok.

Mr. Licea: Also, I would just add to this that we have been in communication with Pima County Development Services Department and they have also offered a hand to help us, not only with guidance, they also offered some in-kind support, so they offered some of their team members in the Planning Department to literally talk to us, see our outlines, see what we are writing, and also, they even offered some potential grant writing services.

Acting Mayor Rogers: That would be great.

Mr. Licea: So that is also on the table, too. We haven't gone there, because I feel right now we want to get our feet wet with the process and see where we could take it, if need be, certainly be involved in. But at a minimum, their planning team and grant writing team is there waiting for us to ask, to give them a call and say hey, can you help us with this specific piece of the process.

Councilor Flag: So they can write the grants and we wouldn't need a grant writer.

Mr. Licea: It would be a big ask, and I personally wouldn't want to do that just because I worked at the County and I know how the grant writing situation is. There's a lot of competition for their grant writers, so I personally wouldn't want to put them in that position. Again, if that is a Council decision, that certainly is something we can discuss and get some direction on that if that's how the Council feels.

Councilor Flag: I feel like \$100,000 is a whole boatload of money for a damn plan, you know, and I'd rather try to kick something out in-house. Like, we have a plan even if it's old, real old, and I would want to say that if we could go through it and touch it up and then actively pursue the grants, that would be great and I don't, you know, a lot of this planning stuff I think is what results in gentrification, because cities, local jurisdictions, are the ones that kind of give it up to developers to come in and change things against existing residents, and in favor of wealthy developers. I'm not really enamored of the whole world of planning. And I'd rather do stuff in-house to the extent possible.

Councilor Valenzuela: Mayor.

Mayor Diaz: Go ahead.

Councilor Valenzuela: Well, I disagree. I think that we do need to put money into a more sophisticated general plan because that is going to open up opportunities for us to get more grants, and this City needs help. Yeah, \$100,000 is a lot but for meeting this, some plans will open up for \$250,000.

Mr. Licea: Well, the EPA grant goes up to \$3 million.

Councilor Valenzuela: So I'm saying the cost to create a plan.

Mr. Licea: I'm sorry, yes, it costs to put a general plan together, yes, it's a conservation figure, \$250,000.

Councilor Valenzuela: But I do agree that we need to tap into those partnerships that the County is offering to help us, you know, minimize that cost then we should have this conversation. And my question is, it seems like we are a long ways from starting that process, so if we don't get that \$100,000 now for this next year, can it just roll over, because this general plan should be done sooner than later, but it's a process. I just want to make sure that that's in here.

Councilor Flagg: Did I hear you have experience at the County, so you know what it's like, hey, write me a grant, that that might be a little tough? But I think everything is political and we of the City of South Tucson have a positive relationship with our County Supervisor, Supervisor Heinz, our representative for this area, and it's like he and his office could help us in that respect.

Mr. Licea: Yeah, definitely.

Mayor Diaz: Do we not have that already with the grant application you guys did for Raul Grijalva, that great big thick plan? Wasn't that all done with all that information in there?

Mr. Licea: No, that was a one-page application that is separate from the general plan.

Mayor Diaz: Well, I understand that but all the criteria for the general plan is in that book.

Mr. Licea: No, the general plan, the plan that was submitted with that was the NRSA which in my opinion was not the best product given that it was done during Covid, and the general plan, the 1999 document that was adopted in 1999. Those were the supporting documents that were submitted with that application.

Mayor Diaz: Excuse me if I am prolonging this, but there was a number of surveys that were done. Everybody said there have been no surveys done regarding the needs of the community, and there has been. Primavera has done one; Housing has done applications to HUD, and all of this data is somewhere, and I agree that some of this data exists, and it should be together, but again, \$100,000 is quite a bit of money to gather this. Most of it is done anyway by now.

Mr. Licea: Here's the thing. This is where I counter you and reply to you and Councilor Flagg, I'm a planner; I'm a community member, and I personally feel that some of the (inaudible) created in the past is not the best that could have been done. I personally feel being from this community, there's a lot of disadvantages to our families here and there are specific questions that need to be asked to our residents, so as me as a planner here, some of the planning that I want to drive is to make sure that we look at a very big picture and make sure that the right questions are asked. I'm not saying that some of these questions were asked, I'm just saying, some of the data that was collected specifically with the NRSA, and the census challenges, the input just wasn't there.

Councilor Valenzuela: Yeah.

Mr. Licea: Again, one of my big things is the public participation and community engagement. We need to be out there, boots on the ground, doing events a lot, very intensive. You're right, there's community partners that are doing some of this stuff, but where is the communication as far as Primavera or the other non-profits, specifically, they came out here and did a presentation, but did they really ask the Council or the Staff, hey, what specifically do you want to see in this survey. We really did not participate. This is our opportunity to make those questions and create those questions to see what the community needs, and potential benefits could be of a potential plan. So that's where I come from. That's my statement.

Councilor Flagg: Hey, I wasn't on the Council then, but the Council had Primavera and Corky Poster do that NRSA thing and I went to a big meeting that they put on and presented it, and I don't know, they picked Primavera and Corky Poster for a reason. They are respected in this town and the larger town and the region and, you know, like I don't know anybody that could have done it better. I think there's a lot of information in that NRSA plan that if we have to have a damn plan, I don't think that was bad. And you didn't have some student who didn't know anything about what they were doing, do it, like we had in South Tucson at various times in the past. We had Primavera and Corky Poster. Not that I believe everything that Corky Poster says, but believe me, however, he's like renowned and well-respected.

Ms. Moreno: If I may, Mayor, and maybe one of the things driven by Josue, with full intent, has a general plan because it is a prerequisite to development.

Mr. Licea: That's a big thing here.

Ms. Moreno: Our goal is to entice development in South Tucson, especially areas we know are the most attractive. So having a general plan would be a prerequisite to having an attempt to have (inaudible). What is hour Housing like? What is our commercial like? What do we look like, what do we need? What would be our competitors on the other side of the bridges, I mean, we don't want anything, we don't want anymore (inaudible) and I think that's another thing to consider.

City Attorney Paladini: I think also, if I could add, Mayor, a general plan is a specific thing. It's laid out in statute as to what is included in the general plan. It is my impression that all these prior sort of things that were done, they don't meet the statutory requirement for a general plan, I mean, you have land use elements, open space elements, transportation elements, it's a very specific sort of requirement if we are going to have a general plan. It guides the development and growth of the City for the next ten years, so every development decision that you arrive at is supposed to be guided by this general plan. Right now, you have no guidance. It's just sort of willy-nilly.

Councilor Valenzuela: I would like to comment on that. I recall being in a meeting with the, I think she's the Director of Economic Development Department from Pima County, and she looked at our general plan and the County has been willing to help us, especially in the redevelopment planning. She said you have a plan that you can use but it is very competitive, you know, the market for grants and for development, so these are the three things you need to focus on and the NRSA did not have those. They had the community engagement part on certain things, like Housing and other good things came out of NRSA, but that document itself is not going to help us get more greater grants that will help our community. Give us those tools that we need to prevent gentrification. We need money, so it was a recommendation from some department head from the County at the meeting I was in.

Mr. Licea: Yes, and you are referring to Carla Blackwell, the Development Services Director, yes. She mentioned at that meeting specifically that given our jurisdiction's population size, we only really have to comply with three elements for general plans. However, I would like to comment on that because in all reality, we are an urban area. We provide services, we work with the City of Tucson, we work with Pima County on a bunch of infrastructure and all that stuff, and we are literally a very small city that encompasses anything a big city has. So, that's my recommendation why we should take into account all elements like something the City of Tucson would do. I'll just add this, too, as our attorney and City Manager also mentioned, all of these things will help drive development or not, it will help provide some community input

on that, and the idea behind this is that some of these plans, the '99 plan is quite old, the NRSA plan doesn't give a general plan update, the requirement that we have to comply with State law, and I have one more, but it's -

Councilor Flagg: Who gets the \$100,000, or then it's more than that, some company?

Mr. Licea: So right now, it's undetermined. Right now, the way I have written this plan of action to use this money, it's going to be a placeholder for now. Again, when we apply for grants, we want to show them that we've got skin in the game, we've got \$100,000 set up for any leveraging that may come our way. If we do secure additional funds, we're basically saying, it's like buying a house. If you're going to buy a house, you go to a lender and say, how much can I borrow, and like, what can you bring to the table? Oh, ok, I have 5% to put down a down payment. Ok, so we will work with you more. It's kind of the same idea here.

Councilor Flagg: Ok. I think we should consider that in South Tucson, we don't have that much money. I mean, the cops want raises, etc., etc. Why don't we make it \$50,000 or better yet, roll it into next year when we actually have like grants in the hopper, you know, that would be my preference.

Vice Mayor Lopez: Mr. Mayor, I'd just like to make a comment that what Josue is looking at, a certain portion of our City that has been ignored by the property owners forever, here is a County that wants to come in and purchase these properties to develop it. From my perspective, something is better than nothing and all I see is empty land in which we could turn it around, do something economically well with the area and at the same time as time goes by, the 40th Street extension could probably go over the railroad go align us to the shopping center across the street by JTED, in that area. It's just land that's just being there and never having been used, doesn't do nothing for us other than it's going to make the property owners wealthy once they buy it, other than that we have some kind of destiny to pursue something in there because I think that we deserve to provide a lot of input as to what goes on in there. That's all I have, Mr. Mayor.

Councilor Valenzuela: Thank you, Josue.

Mr. Licea: Thank you.

Acting Mayor Rogers: Thank you.

Mayor Diaz: Next? Where are we?

Ms. Aguirre: Page 2, line #11 and 12. So these two line items have to do with my department. For line #11, my ask would be for \$6,000 just to help augment the hours that I have available. Last year, Mayor and Council did appropriate some funding to my department. I've had some changes since then in the department and some really good staffing in there right now. I have a full-time and a part-time position. I have a little bit of money left over from what I was appropriated or given, so \$6,000 coupled with I'm going to be asking Housing for some funding as well, because we do handle a great bulk of their activity. I think that will help us augment our hours to get things done. That was for the first ask, and the second one on line #12 has to do with our desire to contract with an Arizona Department of Revenue Certified Tax Auditor. Currently, the protocol for any audits, you probably saw, it's identified in that IGA that you all received and passed months ago. However, it does become a little more difficult for those cities and towns like South Tucson to get attention from the auditing team. So this would really help the City move forward in a positive direction, I believe. The specific form I am looking at is very big on educating, on educating businesses, establishing communication just to make sure things are done correctly and then, of course, moving forward to different phases of

auditing. So, the ask for that one is \$50,000. I started at \$50,000. I don't know how much the actual estimate will come back to us, or our RFP or RFQ will come back to us with, because it is dependent on volume and also the potential they see for collections. But they guarantee that there is a really good return investment that pretty much pays off whatever the cost is.

Councilor Valenzuela: I have a question on Item #11. You're submitting for more from the Housing Department, right?

Ms. Aguirre: Correct.

Councilor Valenzuela: And are you being compensated for that through Housing or HUD, or is the City covering that?

Ms. Aguirre: Mr. Mayor and Councilor Valenzuela, currently the Housing Authority pays the City Finance Department \$375.00 a month, which in reality is not enough to cover everything we do for the Housing Authority. I do understand the situation they are in as well, so that's the reason for mine, to split the ask between a little bit of general fund then going to Housing for a little more.

Councilor Valenzuela: What is the situation they are in? Why can't they ask to put a form out for more money from HUD?

Ms. Aguirre: Currently, they are going through some reorganizational challenges, so they have some funding there under, I believe it is other administrative fees. Other administrative fees, that's the name of the line item but I think that they really need to use some of that money for their own purposes in making sure that they are settled, you know, making sure everything gets done.

Councilor Valenzuela: Can they just hire their own finance director?

Ms. Aguirre: Mr. Mayor and Councilor Valenzuela, they probably could. However, the cost again to them would be much higher and ultimately, the Housing Authority is under the City as well, so it would be like the City paying for a finance director twice.

Councilor Valenzuela: But there could be an ask for help for that particular role, right, instead of taking it from the general fund to pay you.

Ms. Aguirre: That is correct, and in essence, the Housing Director also has to have a large level of involvement in finances as well.

Councilor Valenzuela: Thank you.

Councilor Flagg: Did you get the details about what the Finance Department reorganized would be? Did you get those details?

Ms. Aguirre: I did not get details.

Councilor Flagg: You're six times more than Josue.

Ms. Aguirre: No, Sir, Councilor Flagg.

Councilor Flagg: He's cheap.

Ms. Aguirre: Yeah, the \$6,000 ask is just to augment a couple of hours. It includes some money for salary and benefits but possibly to increase from what I have in the budget of 520 hours to part-time, 20 hours a week. So, moving on to Personnel needs. This is on page #1. The baseline budget as presented to you all is status quo. What we are going to talk about right now is personnel needs that are pretty much a replica of what was proposed for the current fiscal year. The first line item there, I have 1.5% cost of living adjustment for all employees including Fire Department, Fire Reserves, the total cost running at about \$27,000, for 1.5% cost of living adjustment. One of the reasons why I subtract from that, \$11,300, is because that is the cost, or the portion for the Fire Department which is already allocated in their budget with the \$1,600,000 so that's why we took that out. So the true cost of implementing this cost-of-living adjustment would be about \$16,000 for all City employees. This does exclude Police Department, because Police Department has a different ask. Line #2, last fiscal year Mayor and Council adopted a longevity, no, I'm sorry, I'm jumping ahead. So, on line #2, this would be implementing a \$1,000 retention stipend once again, and that's fiscal year broken up in two installments in December and in June of next fiscal year. The total cost of implementing this, and this would be for classified employees all across the board, the cost of that would be \$29,500, backing out \$3,000 of what it would cost for full-time Fire personnel, so the net cost would be \$26,500. Under line #3, we have retention stipends, but this would be for uniformed Police personnel. This again would be replicating what we did in the current fiscal year. I think that this is a good tool for Mayor and Council to consider. It's much less expensive than salary increases. This is something you can use to couple with the other options here. The cost of implementing a \$3,000 stipend for uniformed Police personnel, is \$48,000. Line #4, this is scenario #4 for the Police Department. The cost of implementing a \$1.00 increase is \$80,200. Finally, line #5, last fiscal year Mayor and Council implemented a longevity study which compensated employees at five years of service, ten years of service, fifteen and twenty. We only foresee one employee hitting five years of service for next fiscal year, so the cost of that would be \$1,000. At five years of service, they receive 2% of their annual salary paid in a lump sum. One of the clauses in that personnel budget that was also adopted by Mayor and Council was that they had to approve it every year with the budget. If you all approve it, we can implement it once again. Under line #6, personnel needs, there was an ask from Police to increase uniform allowance from currently \$800 to \$1,000, so increasing it by \$200. The cost of that would be \$3,000. If you all want to see a little bit more of the breakdown with these expenses, they are listed on page #3 and page #4.

Mayor Diaz: I have a question. I guess under personnel needs for the COLA, \$27,000, is there a listing for City Clerk?

Ms. Aguirre: Is there a listing for -

Acting Mayor Rogers: For City Clerk.

Mayor Diaz: City Clerk.

Ms. Aguirre: Yes, under page #3, it's at the very top.

Mayor Diaz: Do we have a City Clerk?

Ms. Aguirre: We have a City Clerk/Interim City Manager.

Mayor Diaz: So these increases are for her also?

Ms. Aguirre: No, Mr. Mayor, our City Manager would be subject to only 1.5%, just like everybody else.

Ms. Moreno: If I may, since I am the subject matter, I get paid for one job, Mayor, the City carries \$1,000 on the City Clerk line item. So, if you multiply that by 4 years it wasn't much.

Mayor Diaz: So, we're just carrying that number?

Ms. Moreno: Yes, it needs to be in the budget.

Mayor Diaz: It just carries, right?

Ms. Moreno: No, I mean, if there were another individual in that position with the current salary, that is what that person would be getting. Since I am occupying the City Manager role, or the City Manager line item, then that money doesn't get spent. If you were to quantify this, Lourdes, over the last four years, how much would that come out to?

Ms. Aguirre: Probably about \$300,000.

Mayor Diaz: So, the money is -

Ms. Aguirre: We have to, we have to because -

Mayor Diaz: I understand that, I understand that, but what I'm saying is about the money, it is just shown there for that position.

Ms. Aguirre: Not just for that position. For City Clerk and the position of Administrative Coordinator that we have as well, it's combined. Just like in Development Services, that includes the COLA for all of the people that are in that budget.

Ms. Moreno: The entire Department.

Ms. Aguirre: The entire Department. Same thing for Public Works, same thing for -

Mayor Diaz: I see that, I see that. The money for that position is just carried over in the books and not spent.

Ms. Aguirre: Yes. We listed Department. It just happens to be that Department is called City Clerk Department, but it includes the budget for COLA for everybody in it.

Mayor Diaz: Right.

Ms. Aguirre: One of the things I do want to mention, and you may have seen it on this page as well, on page #3 there is a little table on the side here which indicates what the pay rate would be with a 1.5% COLA for the Fire Reserves, for the Reserve positions. I just need to point out to you all that from our conversations with Fire personnel for the budget, the general fund budget, these rates are pretty much in line with where you see it at. They mentioned that starting at mid-\$16's to \$17.50. The 1.5% COLA helps achieve those rates that were indicated by Fire.

Mayor Diaz: Who's the .1 on Development Services? Who is that?

Councilor Flagg: 3.1, Development Services?

Mayor Diaz: 3.1, permanent point of roster.

Ms. Aguirre: The 3.1 is the expertise services we get from Mr. Greg Hitt for Planning.

Mr. Licea: Yeah, Greg helps out with a lot of planning and administrative matters. He has a lot of experience coming from Pima County. We do use him. Actually, he doesn't charge us for the time he really puts in but he's invaluable.

Ms. Aguirre: He should, he should. So that's the .1. Yes, again, that COLA helps keep some of the momentum from this current fiscal year going into next fiscal year. The total cost would be about \$16,000 because Fire has money already appropriated in the budget and we covered it. And this COLA would also help achieve those rates that we discussed with the Fire Department regarding pay for fire reserves, going from mid-\$16's to \$17.50 as you can see here. At the bottom there is a little breakdown there of what the cost would be for retention stipends of \$1,000 for all classified employees. This does not include Police because they have a different ask. On page #4, we have a breakdown for Police Department on a \$3,000 retention stipend which would also be paid to (inaudible). They currently have 15 employees on their roster, so the total cost for that \$3,000 stipend with employee costs would be \$48,000. Same page, page #4, we have scenario #4, and I just give you a breakdown. This is up for Mayor and Council discussion as to how much, if you wanted to entertain a salary increase for our uniformed Police personnel, again, an increase of \$.50 would be about \$40,000. It depends on how high, \$1.00 would be \$80,000. \$1.50 would be \$120,000, and \$2.00 would be \$160,000. One of the things that I do want to point out to you all is that in the baseline budget, what you all saw is that we kept the Fire Department whole. There was absolutely no change in the general fund funding for the Fire Department and we have an additional \$600,000. With the Police Department, I do think it is a positive thing, the pension rates went down slightly, but they did experience some savings in that line item for pensions, if you noticed it in the budget, about \$157,000 in pensions, which pretty much went into the general pot of savings. So that is just something for you all to keep in mind for perspective. We kept one whole and the other one there were some savings there. And, last but not least, scenario #5 is longevity pay of \$1,000 for one employee that would be meeting five years of service. I do want to mention to you all that all the Staff was very, very appreciative of you guys' implementation of this benefit. Currently, we have half of our staffing has been here for less than five years, half of our staffing. It is hard to retain staffing. Commander, if you want to approach and just give a little bit of perspective on your item. I went ahead and provided the memorandum to Mayor and Council, and it is on page #5.

Commander Navarro: Mayor and Council, thank you for your time. As Chief Denogean has told you guys many, many times, we are the lowest paid Department in Pima County. Just this week we lost a 20-year veteran in the Police force. Not in ours, we had just hired him. He had over 20 years of experience and he left for the Airport. Why? The Airport gave him over \$10.00 more an hour. \$10.00 more an hour. He was a good officer. He was a tenured officer. He provided a lot of training. He provided a lot of experience. I don't have that in my department. I have very little tenure people in my department, and I need tenure. I need experience. I personally have 25 years on, and I've said this before, I have physical and mental scars doing this job. That's no lie. I have more scars physically than you want to see, and more mental scars than you guys would want to be. I've been through a lot, my Chief has been through a lot, and right now, Sgt. Toth is the only one with 20 years of experience on our force. Everyone else has very little experience, and we need tenure people and the only way we are going to retain tenure people is by paying them. The City of South Tucson, again, is the lowest paid department, and the topped-out officers in other agencies are making \$10-\$17.00 more than we are. You start talking about Sergeants and supervisors, it's worse. Topped-out Sergeants with other departments are making nearly double of what the City of South Tucson Sergeants are making. It should be noted that topped-off officers at other agencies in Pima County are making more than any ranking supervisor in the City of South Tucson. The pay is not even close. I have multiple friends in the

City of Tucson Police Department, I have multiple friends in Pima County. My counterpart at the Airport, I don't even want to tell you how much he makes compared to me. His Airport, mind you, I get it, their budget is a lot larger but the Airport, jurisdiction wise, is way slower than ours. He's a great guy and he makes a lot more.

Councilor Flagg: Sounds like a piece of cake working at the Airport.

Commander Navarro: You know, it's Terminal A and Terminal B. That's the way I would look at it working at the Airport, but you have officers that make a maximum of \$41.42 an hour. That is the maximum they make at the City of Tucson. Oro Valley, they make \$40.04 an hour. Marana makes \$39.42 an hour. We were recruiting an officer that retired. He wanted to come back to police work and we were recruiting him, I knew him well, I said, come work with me, come work with me, I know you miss working with me, you know you miss working with the Chief. And he was thinking about it, then Marana offered him a lot more and a take home car, and we just couldn't compete. I don't blame him. I told him he would have a lot more fun here. I told him South Tucson is a much better tighter community and I truly, truly believe this when I say it, the City of South Tucson has so many good residents, so many nice residents. I can't even tell you how many people in the neighborhoods stop and say hi to us, how many stop and talk to us, how many stop and want us there, and when you hear about people that don't want the police, that's not the City of South Tucson. The people that don't want the police aren't actually the people that see us day-to-day, and we still go out to calls. The Tucson Police Department when I was there, I spent my time telling people, we're not coming out, we're not coming out, we're not going. Here in the City of South Tucson we still go to those calls. And people in the City of Tucson, granted they are a lot larger, but they can't respond the way we can. And we on the Police Department side, we actually with our mutual aid agreement, we help Tucson Police Department on a regular basis. When Tucson Police has something at Santa Cruz Church, we are listening, and we are on our way. There's no way we are going to let those children be in any danger. If they have something going on at the elementary school, we're right there. I mean, we are constantly helping out Tucson Police and they are constantly helping out because we have worked that relationship, and there's no threat of them saying, we're not going to help out South Tucson, because we are constantly going back and forth helping each other out. So, what we are asking for this money, it's not that a lot of people want to say, oh, they are greedy officers, it's where we are no less important than any of the deputies, sheriff's, Airport, Marana, Oro Valley people. Holes go through us just as easily as holes go through them. We are risking our lives, and we are putting ourselves out there. We are the first responders because we are the first ones coming out before anybody else. Our money that we are asking for, we don't feel that it is excessive and that's why. I stress that if we don't get more money, then we are going to get further and further behind and we are not going to retain those people. Those officers that you know very well like Moses, you know Officer Naphtali. Officer Naphtali, he can go anywhere he wants right now, anywhere, and he'll make a lot more money. And losing an Officer like Moses would really hurt community policing in this Department. That guy has a smile from ear to ear and he writes people tickets, and they thank him on social media. I mean, who thanks someone for writing them a ticket. Moses is that kind of Officer. So, loyalty goes a long way but if you don't pay them, they are not going to stay and they are going to leave. The City of South Tucson Police Department is known as a steppingstone. I'm the opposite of that. I came after retiring, but these officers that are here, they can easily leave for somewhere else. We're not getting those officers anymore because there's some Academies like Pima Community College that just might not develop those officers that we need anymore. Tucson Police, when you see officers from them, they are keeping them as CSO's now. We are not retaining our officers that we need. I think that's all I have to add. Any questions?

Councilor Flagg: Yeah, CSO's?

Commander Navarro: Community Service Officers. You've seen them in light blue, they can make more than my officers right now and they don't take cop calls. They don't take any life-threatening calls. They take the small-type incidences but not that they're not great assets, but Tucson Police is holding on to those people.

Councilor Flagg: How do you pay, how do the Rangers factor into this?

Commander Navarro: Rangers are force multipliers. So, a force multiplier, so in other words, they are our right hand. They're not allowed to enforce any laws other than a normal citizen would unless they are with us and we direct them to do it. So they are like a right-hand man. Let's just say, we've got a guy in cuffs. I could have a ranger, and you guys have met them, and if you haven't already seen the story, google it. Lupita Murillo did a great story on Walter Aros, that proves Rangers that are so committed they come here because they love South Tucson. They come and if I have a person in cuffs, I can say, Nick, he's one of our Rangers, I say, Nick, can you keep an eye on him, and Nick will stand there. And he provides his own uniform, he provides his own clothing, he provides his own weapon, and they are here as an addition, as to help, so that way while he's there, I can be over here and talk to maybe a victim. I've still got to keep a visual on Nick, because Nick is covering himself only with his own insurance. He's not covered under our insurance; he's covered under his own insurance. I've got to make sure he's in no danger. So the Rangers are part of a volunteer program, and they have been driving around and have been really great help. I can tell you, Auto Zone absolutely loves them, Walgreens absolutely loves them, Food City, they have been doing a great job of having their own security, but we have been hitting there ever since the fence got built over at 3020, that's actually helped considerably. But that's how the Rangers factor in.

Councilor Valenzuela: How do we pay them?

Councilor Flagg: They're totally volunteer.

Commander Navarro: How do we pay for them? Businesses. We need businesses and we need to increase our tax base. If we want to be able to pay more, we want to make South Tucson more beautiful, we need to increase businesses. I can tell you, you have businesses like Tucson Rolling Shutters. You have businesses like Mikey on the block. You have businesses like Mi Nidito. You have businesses like Guillermo's. You have all of those, if South Tucson were to become an industrial business, focus on business, focus on families, and people would pay their amount, that's how you pay for it. So, we've really got to bring in those businesses.

Councilor Valenzuela: I agree with you on this. I guess my question is how do we pay for the Rangers.

Commander Navarro: Oh, no, the Rangers are 100% volunteer.

Councilor Valenzuela: Ok, I wasn't sure.

Commander Navarro: Not only do they volunteer, they provide. For example, there is a training that I would really like to send my officers to, but it's training that I know I don't have the money for. Not only are they providing the hours, I'm asking them for money and because they fund raise among themselves, they may be able to give me this money for my officers to go attend the training. And I think that's great, it's like imagine asking for a bowl of cereal and now I am coming back and asking for lunch. I hate to ask them for that money but it's like, I know they are willing to give it and because I know it would benefit the City, I'm asking for it.

Councilor Flagg: The CSO's in Tucson in the light blue shirts, they get paid by the City, right?

Commander Navarro: They get paid by the City. They don't come into the City of South Tucson in any which way. They drive through it.

Councilor Flagg: They get paid.

Commander Navarro: They get paid, yes.

Councilor Flagg: Ok.

Commander Navarro: Yes, Mayor.

Mayor Diaz: I guess I'm looking at the budget for 2025 and it shows a \$2,118,481.64.

Commander Navarro: If the \$.64 bothers you, I'll throw it in.

Mayor Diaz: But anyway, I'm thinking since theoretically we don't have the money for any increases as far as salary goes because everything is really taken care of already, but I was thinking of if it would be alright for us to ask the Pima County how much they would charge us to do patrolling for us, or do the services, since they are doing most of the services already.

Commander Navarro: I would strongly disagree with Pima County doing the majority of our work at all, because we have handled the majority of all our crimes. Just this week, a member of this Council had a felony subject on their property, and we handled it. We handled the arrest, we handled the capture, we handled the issuing, we handled everything. What Pima County provides is the homicide and fatality collisions, and I don't want to jinx myself, knock on wood, I have not had a homicide since the one that happened at 3020. I have not had a fatality since last year when unfortunately, the person right here on 27th, and it seems to happen on 27th, occurred. So Pima County is not providing the majority of services. We provide all our records-keeping, all our evidence keeping, we provide all our vehicle keeping. Pima County only provides the homicide and the fatality, and I would want you to think sincerely, when was the last time you have even seen a Sheriff in South Tucson? You have a question?

Councilor Valenzuela: Yes, so I wish Chief Denogean was here, because this is actually a really good memo. I didn't know a lot of these statistics and these numbers, so you did a really good job, but I do have some questions. I don't know if I should wait to talk to him or maybe you can answer them.

Commander Navarro: He is a math expert and he is our numbers expert when it comes to all these figures. I'm not saying I'm not, but I'll say he is way better versed than I am.

Councilor Valenzuela: Maybe I can ask you something?

Commander Navarro: Sure, absolutely you can.

Councilor Valenzuela: I see that we have 15 police officers, is that correct?

Commander Navarro: No, we are allotted 15 full-time. Currently, including the Chief and I, we are at 13 full-time. Then we have 9 Reserves.

Councilor Valenzuela: Ok, then the 13 altogether, 9 Reserves. How many of those 13 are, for a lack of better words, street police officers?

Commander Navarro: All but two. Of those 13, all are patrol officers, so the only two that aren't patrol officers are Sgt. Rodarte and Detective Sproule. Those are my full-time detectives.

Councilor Valenzuela: I'm assuming the patrol officer earns the officer and deputy pay?

Commander Navarro: Right.

Councilor Valenzuela: It looks like the maximum for that is \$49,712.

Commander Navarro: No, for Officer? Are you looking at -

Councilor Valenzuela: In South Tucson.

Commander Navarro: In South Tucson, yes.

Councilor Valenzuela: So that's the cap? They can't make more than that?

Commander Navarro: That's the officer, not the sergeant, yes.

Councilor Valenzuela: Ok. That's just an officer, ok. That's probably why we aren't retaining them. That's one reason. And how many Sergeants do we have?

Commander Navarro: Currently I have four Sergeants. Sgt. Rodarte is in charge of Investigations, and I have Sgt. Toth, Sgt. Aragon and Sgt. McCoy, and these numbers don't include other things such as on-call pay and working at night, shift differential, so a lot of those other officers also get an extra stipend for speaking Spanish, an extra stipend for being a trainer, an extra stipend for being on SWAT, an extra for being shift differential. So for example, the City of Tucson was just over \$1.00 for working after 6 p.m. We don't even offer any of those. Go ahead, Sir.

Mayor Diaz: Just a comment. Pima County Sheriff was involved in an off-road shooting on 37th Street and I guess 7th, not too long ago.

Commander Navarro: Yes, that was for our one and only homicide that occurred at 3020. They were helping us out, but I can tell you Detective J.C. Gonzales, who is a Reserve, and Detective Cajas, each on that homicide alone worked over 24 hours in a row in conjunction with the City of South Tucson, and we still had to provide all the information. Had it not been for Detective Cajas who is retired City of Tucson Police, and is currently a Reserve, Pima County Sheriff's Office wouldn't have had information to even begin discovering who the players were, because our officers are so community imbedded, they would not have even been able to make the arrest. So, it is incumbent on us to know who our players are. Yes, Ma'am.

Councilor Valenzuela: This is from our preliminary draft, so I don't know if you would have the answer to this. There is a lot of money that has been spent already on overtime.

Commander Navarro: Yes.

Councilor Valenzuela: We had only budgeted for \$12,000 and we are at \$26,000 and it looks like it is projected to go to almost like \$30,000.

Commander Navarro: I can tell you from my knowledge of it and I've been here two years now, that \$12,000 is a figure that always goes fast. It's a line item figure that's placed just so there's a figure there, but we always go over because based on all the projections, it's just simply low.

Councilor Valenzuela: Can I possibly get a break down of who is getting that overtime?

Commander Navarro: Sure. I can't tell you exactly what it is.

Councilor Valenzuela: It doesn't matter, just a general idea.

Commander Navarro: That's all information that we can gather.

Councilor Valenzuela: I think that is the last question I can ask. Thank you so much, thank you for all that you do.

Vice Mayor Lopez: Thank you very much.

Ms. Moreno: I just want to say this, if I may. Thank you, Commander Navarro. I think it is incumbent on me to, I know that we can't compare City of South Tucson Police Department, Development Services, Public Works, Finance, City Clerk's Office, Human Resources, City Manager, City Attorney, to City of Tucson or Marana, but these numbers are real. These numbers are real, and we are the lowest paid, not only in the Police Department, but most of our departments. Recently, I will say that a lot of our classified positions, believe it or not, we are competitive with City of Tucson. Lourdes and I have been working recently with Mayor and Council as you approve a budget over the last recent years with positions, we have been able to achieve new positions, create positions, and with your approval, increase pay for some of our positions. What we do is we go to our big sister, City of Tucson, and we look at their job descriptions. For the most part, the job responsibilities at COST are pretty much aligned with what they have for Housing, and our Clerks, you know, classified positions. To the credit of Mayor and Council, a lot of our positions are classified, I'm not talking about uniformed police or fire, but we are starting to trend along with the City of Tucson. Thank you for that part of it, but when we talk about upper-level management and uniformed personnel, we're not near City of Tucson. I can't even compare South Tucson with their size or population, but some of the other positions we are starting to be aligned with. So thank you for that.

Ms. Aguirre: One of the things I did want to point out, that in addition, the Chief or Commander at the end of their memo, provided some salary comparisons of South Tucson to Benson and Eloy, only to try to compare apples to apples as it pertains to population. If you look at their salaries in comparison to Benson and Eloy, they're pretty much there. I have provided their breakdown of salary as well. For instance, with Benson and Eloy for an entry-level officer, the pay is \$22.08 per hour, and \$23.30 per hour, respectively. So here in South Tucson it's \$22.66 and \$22.54. So it's right there. Same thing could be said about sergeant, it's kind of mid-point, because the pay for Benson is \$25.08 per hour and Eloy is \$29.92 per hour. Again, here in South Tucson it's \$26.41 per hour. Lt. Commander pay in Benson, the hourly pay is \$29.70 per hour, and with Eloy it's \$36.45 per hour. Here in South Tucson, it's \$30.00 per hour. So the pay is pretty comparable when compared to these areas. However, they do have the challenges with being in this metropolitan area in terms of other competing agencies. Just food for thought. So at this point I think we have gone through all these items here. I'm not quite sure which direction Mayor and Council would like to go with this in consensus on any of these, as if Mayor and Council would want to move forward with the tentative budget at the next meeting, we would have to have some general idea or direction with regard to any of these personnel and/or department needs.

Mayor Diaz: With in regard to our employees, I would really like to see if Pima County would give us a price on what it would cost the City, I ask because of our employees. I'm not saying because of the work that they do or not do, but it's because of the employees being able to receive better pay, wages. If we ask Pima County

Sheriff's Department to do an estimate, or to give us an estimate to outsource the Police Department, I think it's only fair for employees that that happens and I understand that there will be some problems in regard to coverage and so forth, but again, but if it is a contractual agreement or if it is an Intergovernmental Agreement, whatever it is, that it be stipulated that our citizens are going to be safe. My concern is that our employees really deserve this and should be able to, and that's the only way possible we can do it.

Vice Mayor Lopez: I think I need to disagree with you again because we have our own Police force. We should nurture them, take care of them, because they provide whatever you say the Sheriff's would do for us, they're doing it now. It just shows that you've been a Mayor or on the Council for a long time and so have our Police Officers. They are planning to make a career out of it. And if we don't take care of them, like the Commander said, they're going to move on.

Mayor Diaz: Then look at your budget, you are already at the top. You already spent all that money. Where are we going to get this money? The only thing you can use is the contingency fund but again, once that runs out, where are you going to get it? I don't see it. As far as, I guess that's the only part that I see in regard to this budget, our tentative budget, I think that it needs to be explored even if it is just an exploration, you know. It doesn't cost us anything, it gives us numbers and we take care of our employees.

Vice Mayor Lopez: How can you take care of the employees when you want to get rid of them?

Mayor Diaz: Come on, man.

Councilor Valenzuela: He has a good point.

Vice Mayor Lopez: If you want to take care of them, continue paying them, keep them on payroll.

Mayor Diaz: Ok, so where are you going to get the money?

Vice Mayor Lopez: We will figure it out once you do the budget. We are just starting that. Let's focus.

Mayor Diaz: You need to have enough money from right now until they pass the bond to take care of the Fire Department. Where are you going to get that money? Now, you are saying that this budget, tentative budget, put that money in there for the Police Department. Where is it? Where is it?

Vice Mayor Lopez: This is why we have to review our budget and go over it.

Mayor Diaz: All I am asking is for us to find a figure if the Pima County can be used in South Tucson. They can transfer, they can get the money, but they're still our employees. They are still our people working for South Tucson.

Vice Mayor Lopez: Then why don't you spend that time you want with them to come over and give us a review? Let's focus on how to improve our Police force. If you are going to spend that much time with the Sheriff, let's use it for our own people here and take care of our own.

Mayor Diaz: There's no money.

City Attorney Paladini: I guess I'm confused, too, because how is it different than the Fire Department that you're against contracting with Tucson to provide fire services, but you want to contract with Pima County but they're not, I'm confused.

Mayor Diaz: Because there's more savings if you do that.

City Attorney Paladini: \$2 million.

Mrs. Sears: City Attorney, what are you doing?

City Attorney Paladini: I'm asking questions. I'm trying to understand the direction.

Audience Member: (Inaudible).

Ms. Moreno: This is not a public hearing. You need to be quiet.

City Attorney Paladini: I'm trying to understand. You're asking Staff to go explore with the Pima County Sheriff's Department what they would charge to provide police services to the City of South Tucson, but you want them to hire all of the South Tucson Police Officers to be Sheriff's Deputies so they would still be our employees. I guess we are trying to figure out what direction you're giving us, because we got conflicting direction to go negotiate with Tucson for an IGA that fell through the cracks, and now we have a 90-day notice they are going to cancel any automatic aid agreement, so I guess I'm trying to understand what direction you are trying to give Staff to negotiate an IGA with Pima County, for the City to pay Pima County?

Mayor Diaz: No, I'm not asking for an IGA. I'm asking for information from Pima County to see what they would charge to do patrolling and do all the other services the Police do.

City Attorney Paladini: That would be an IGA, that's how you would do the deal.

Mayor Diaz: Can't we find the information first, before you do the IGA?

City Attorney Paladini: Of course, but you do it by way of IGA, but I guess I am trying to understand. You want to condition it on Pima County hiring all of South Tucson's Officers as Sheriff's Deputies? I'm just trying to understand what the parameters are of this exploration.

Mayor Diaz: We just got told that Pima County Sheriff's Department pays more than South Tucson. We just got told that. How else can we raise our police force for that kind of wages?

City Attorney Paladini: You said, I'm sorry, I'm confused, but you said that we will still have all of our officers.

Male audience member: He's just asking a simple question.

Mayor Diaz: They can go any place, right? It was stated that they can go any place and get more money. All I'm saying is that let's research Pima County Sheriff's, see what they would charge, so either our officers can transfer there or transfer to some other department, because we cannot pay those kind of wages. We cannot. That's all I'm asking, that we find out the information, see what it is.

Mrs. Sears: You're the City Attorney, you're representing the City, Sir.

City Attorney Paladini: Mrs. Sears, would you quiet down so I can hear?

Mrs. Sears and other audience members speaking simultaneously (inaudible).

City Attorney Paladini: Mrs. Sears, would you sit down and shut up so I can hear. That's my job, representing the City.

Mayor Diaz: Let's get on with the discussion, so there is no consensus with regard to that. I guess the next step is for direction is that, did you want the options also or scenarios discussed and done with as far as direction, scenario one and all that?

Acting Mayor Rogers: We don't have direction.

Mayor Diaz: With scenario #1, #2, is that what you want, is direction on that for agreement, scenarios #3 and #4?

Ms. Aguirre: Yes, Mr. Mayor. I was looking for general consensus on any of these items, so we can move forward and incorporate them.

Acting Mayor Rogers: I don't have any of them.

Councilor Flagg: I feel like I've learned a whole lot and the presentations have been very good, and I don't know, we've still got time to think about it and sort it out and all that stuff, so I don't know, I mean, we made progress because we are enlightened a lit bit about things, but I don't know that, you know, you are going to do this another time and then a final time, right, and then we vote. If we could just move on.

Mayor Diaz: Put it on for the next meeting?

Councilor Flagg: Is that right, Lourdes?

Ms. Aguirre: This is one of those three upcoming meetings, where the final one at the end of June, is the one in which we have to adopt a final.

Councilor Flagg: Yeah.

Ms. Aguirre: We do have posting requirements, though, for the tentative budget.

Councilor Valenzuela: So we have time for another meeting, then.

Ms. Aguirre: Before the tentative?

Councilor Valenzuela: Yes.

Ms. Aguirre: Yes. The 18th would be the next meeting and then I believe the week of July 4th, would be when the tentative would have to be approved, and then after that, the final.

Councilor Valenzuela: I do have a request on that. I am planning to take a break during that time. Can we that to a Special Meeting?

Ms. Aguirre: The tentative?

Councilor Valenzuela: Uh-huh.

Ms. Aguirre: The tentative could be if Mayor and Council approve a date for a Special Meeting.

Councilor Valenzuela: We should discuss it when the other Council members are here.

Acting Mayor Rogers: That would be good.

Councilor Valenzuela: Ok, thank you.

Mayor Diaz: Ok, so next Council Meeting, again, study session?

Acting Mayor Rogers: That's good for me.

ITEM #11 - RESOLUTION NO. 24-11 OF THE MAYOR AND COUNCIL OF THE CITY OF SOUTH TUCSON, ARIZONA, AUTHORIZING THE MAYOR AND/OR CITY MANAGER TO EXECUTE THE CONTRACT RENEWAL FOR MEDICAL INSURANCE PROVIDER WITH UNITED HEALTH CARE FOR FY 2024-2025

Acting Mayor Rogers: So Moved.

Councilor Flagg: Second.

Mayor Diaz: Discussion, is there discussion?

Ms. Aguirre: Mr. Mayor, members of the Council, it is Open Enrollment time. What we have seen since Covid is insurance rates pretty much skyrocketed. However, our current provider, Humana, is no longer going to be providing coverage in the State of Arizona. The carrier that is going to take over these plans for Humana is United Health Care. United Health Care has proposed two very rich options and the cost, a foreseeable 20% reduction. However, again we are going through Open Enrollment but because there are two different options, it depends on which option employees choose. We do cover 86% of the premium cost and the employees, through their employee payroll deductions, cover the other 14%. Currently, in the budget we have appropriated a total of about \$200,000 and if you saw all the estimates that are attached, between the two options they can run anywhere from \$187,000 to \$223,000. I think for the most part employees should be moving forward with the same types of plans we had with Humana, so I don't anticipate there being a huge jump being necessary for budget modification. Nonetheless, because this item, for an entire year, the premium exceeds our signature authority in the amount of \$25,000, we do have to bring it to Mayor and Council for approval, and also for authorization for Manager to execute the contract. Yesterday, and only because this is all in line with our payroll timeline, we held our in-person Open Enrollment meeting with our employees. They were given the opportunity to listen to plan structure, as well as ask questions. By the end of this week, we are going to be turning over all of the Open Enrollment forms. I'm not sure if any of you have any questions.

Mayor Diaz: So how is Option 1 and Option 2, Lourdes, to decide on Option 1 or Option 2? It just says approval of the -

Ms. Aguirre: Yes, Mr. Mayor, Option 1 and Option 2 is what every single employee is being offered.

Mayor Diaz: Either or.

Ms. Aguirre: Either or. We tend to offer two different plans just because employees might like one more than the other. It does come out a little increase to them because the City-sponsored plan is Option 1, but employees that choose to go with a different, richer plan can do so.

Ms. Moreno: It's like a base plan like an HMO, they pay the difference.

Acting Mayor Rogers: They have a choice.

Mayor Diaz: We have a Second. All in favor of the Motion, signify by Roll Call.

Acting Mayor Rogers: Roll Call.

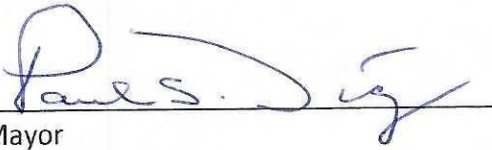
Vice Mayor Lopez. Yes.
Acting Mayor Rogers. Aye.
Mayor Diaz. Yes.
Councilor Flagg. Yes.
Councilor Valenzuela. Yes.

ITEM #12 - ADJOURNMENT

Acting Mayor Rogers: So moved.

Vice Mayor Lopez: Second.

The meeting adjourned at 8:40 p.m.



Mayor

ATTEST:



Veronica Moreno, City Clerk

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Regular Agenda Meeting of the City Council of South Tucson, Arizona, held on the 4th day of June, 2024. I further certify the meeting was duly called and a quorum was present.

Dated this 18th day of June, 2024.



Veronica Moreno, City Clerk