

**Budget Advisory Commission**  
**December 5, 2012**  
**Meeting Minutes**

---

1. **Call to Order**
2. **Roll Call** – All members are present - Bob and Bill via phone
3. **Approval of the Agenda**
4. **November Minutes Held over for approval in January**
5. **ASD Report – Chad Stiteler**
  - a. Nov 5 and Nov 15 meetings to produce the latest budget guidance memo
    - Set the upper limit for next year's budget - \$832M. Includes \$120M retirement liability
    - Provided administration necessary guidance to build a balanced budget
    - Budget coming out Jan 10; quick presentation during early board meeting that day
    - Budget will be discussed at the Jan 24<sup>th</sup> meeting; Feb 4<sup>th</sup> - first public hearing in the evening, final action on Feb 21 in the evening
    - \$25M deficit to address
    - \$4M saved already through attrition
    - Realigning chart of accounts, better description and categorization of positions
    - Isolating the classroom from those cuts and focusing on support services
    - Bob offered idea of closing 3 elementary schools and dedicate them as charter schools and turn them into profit centers for the district. It is a priority at the district, just not at the top yet.
6. **ASD School Board – Kathleen Plunkett**
  - a. Reiterated the point that the NTE number is inclusive of the retirement liability
  - b. Shirley asked if the 2-day meeting on the budget will take place this year. Chad - no, the budget document and format has totally changed. Much more useful and substantive information in a much less lengthy format. It will take 3 years to flesh out the process completely.
  - c. How can the BAC be if most use? Attend the meetings. Help the public understand what numbers they are looking at. Feedback on whether or not the structure of the information available is presented as best as possible.
  - d. Shirley has asked about the five principals at East high. Chad indicated that Browder made it clear that every principal will be in the classroom at least once a week. Much less traffic at Ed Center, much more focused energy at the schools.
  - e. Jim - Are there any other charter schools in the pipeline? Kathleen mentioned some activity but nothing definitive.
7. **Employee Relations – Al & Bill**
8. **Al & Bill ER Report**
  - a. Met with Danielle Hegley from ER

- b. Many issues.
  - i. Understaffed
  - ii. Most are encompassed in the report
- c. Contracting out administration of health care plan - already happening with claims.
- d. Employees are currently calling ER for questions on why a certain claim wasn't paid. As a result putting more liability on themselves.
- e. Need to rework the way that temp hiring is done for departments like parks and rec summer hires
- f. Currently, grievances handled by Municipal Attorney. Should look at outsourcing negotiations and grievances because it could be handled more efficiently.
- g. Bill - get everyone involved in the debate. Limited resources, large demands. Need to decide how it will be addressed. It's not just a union problem. Insanity of having 40 options for healthcare. It has created disparity between similar job positions in different departments
- h. Jim - fully in support of outsourcing negotiations but sees grievances as a separate matter and would be dramatically more expensive to outsource.
- i. Liz - values labor relations as a specialty area of law practice and wouldn't mind paying more to have it done right. If we have a weak staff in the attorneys office or ER then we need to address that.
- j. Al - could save \$750k by eliminating a now defunct 401k plan. Spiking of extra health care benefit going directly to paychecks. Police and fire currently flooding ER with grievances
- k. Shirley - asked Fire's question about could they manage their own retirement plan. Al - muni already switched to the state PERS system.
- l. Bob, Bill and Al to meet in a subcommittee to hash this out.

9. BAC member comments

Bob: Will draft a white paper to investigate the possible use of excessive school space

10. Upcoming meeting dates and location

- a. January 23, 2012 – At City Hall

11. Adjourn