




MEMORANDUM

TO: Mayor and Council

FROM: Marc A. Ott, City Manager 

CC: Executive Team, Department Heads

DATE: August 31, 2015

SUBJECT: Employee groups' concerns regarding Concept Menu items

I understand and appreciate the concerns regarding affordability for our community. I was keenly aware of those concerns as I crafted my budget recommendation. Certainly you can, and should, look at any options you deem feasible to consider during your budget approval process. I look forward to providing support as you analyze those options. However, I do need to pass along some employee concerns regarding some of the concept menu items.

While we always stand on a foundation of Service with PRIDE, all of the work involved in getting our great city prepared for the historical change to a 10-1 district based representation has been both exciting but exceptionally challenging. And now that we are in this transition and have been operating fully under the new 10-1 governance structure, including the establishment of Council's Committee structure, in some ways the shift in staff capacity to support all of this at times has almost been overwhelming. Nevertheless, despite these challenges the staff has stepped up and responded as they always have with excellence. Without their daily push toward "best managed" and "most livable city", we would not be achieving all the industry leading rankings we receive from Austinites.

The very employees that have been striving to support the new 10-1 system, especially the Department Heads and their executive teams, have said that they are feeling undervalued and unappreciated from several of the budget concept menu items. For example, several concept menu items focus on reducing employees' benefits, reducing recommended salary increases, increasing employee insurance costs for some more than others, and even terminating almost 100 employees. I'm hearing that many employees are understandably feeling "under attack". You can read the concerns expressed (attached), but I can attest to the sentiment that many of the concept menu items have indeed been "deflating" to say the least to our employees. I will also say that in my tenure here, this level of response by employees is unprecedented.

So, as you work through the next two weeks toward budget adoption, I do want to share with you recent employee reactions to several issues being considered on your budget concept menu. As I would with any employee group that reaches out to me, I believe it's my responsibility to pass along their concerns to you. To that end, I am including a sampling of the messages that I have gotten from these employees.

I stand by my budget recommendation regarding employee salaries (including cost of living increases and maintaining our current longevity/Service Incentive Pay), insurance costs, and retirement system contributions. I certainly do not recommend terminating an entire employee work group.

I feel obligated to share these employee concerns with you. As always, I stand ready to assist in your budget deliberations.

**Employee responses to an email sent to the
City Manager from a Department Head**

August 31, 2015

Dear Marc:

We have been watching, with keen interest, the various budget concept menu items submitted by the Mayor and Council. We understand and know, all too well, how difficult it is to balance a budget of this size and complexity, as we are tasked and entrusted with not only the DRAFT creation, but the implementation. However, recent budget policy discussions reflect that there may be a serious lack of understanding regarding the complexity of our work and perhaps, a diminished level of respect for the work we do. City of Austin employees are hard-working and dedicated. This is very evident with all of the many "Best Of" designations that have been awarded. This does not happen overnight and certainly does not happen without innovation, dedication and hard work. And, frankly, it is the passionate network of employees that have made this a reality.

The effects of some of the employee budget concepts are quite simply deflating. They will absolutely have a negative impact on not just the employees, but the City as a whole. We speak of being the Best Managed and Most Livable City in the Country with a focus on Public Service, Responsibility and Accountability, Innovation and Integrity. Maintaining the trust and confidence of the public and the organization is imperative to all that we do. These most important PRIDE values are at risk if efforts to reduce merit increases, remove longevity pay, alter retirement benefits and increase health costs, become a reality. The City has always taken pride in being an Employer of Choice, a status that was earned by hiring the best and the brightest, investing in the workforce at all levels, and a compensation plan that is not just fair, but progressive.

The compensation model that is being debated, if approved, would result in unintended consequences. We could see a higher turnover rate of the City's Leadership, which has significant financial implications due to national recruitment searches, impacts to employee morale and, the City losing its reputation of being an Employer of Choice. Instead, the City might become a "pit stop" or stepping stone, for employees on the way to better work opportunities. What incentive would a front line supervisor, middle manager or division manager have to promote if they feel less valued and will ultimately be paying more for certain benefits? The picture that is being painted implies, "more responsibility and more difficult work, equals less merit pay and an increase in employee benefit contributions".

So many of us have dedicated our lives to public service; not watching the clock, scheduling/rescheduling vacations around work, missing family activities/celebrations, covering evening and weekend meetings and events and, responding to community complaints/issues days, nights and weekends. We do this because we are invested in our work and, we recognize the positive impact employees make each day.

It is evident that the City Manager's Office leadership recognizes and understands our concerns. We just felt it necessary to share our concerns in writing and express that our employees are our most important resources. Thank you.

From: Goodall, Jannette
Sent: Monday, August 31, 2015 10:57 AM
To: Athens, Lucia
Cc: Hensley, Sara
Subject: RE: Input regarding current discussion RE staff pay increases

I support your effort. Pay raises and the appropriate method for implementing them is always a difficult task. However, just looking at salary without understanding the employees circumstances is unfair. An employee may be making more than another employee but is the single source of income for that family. It is already having a negative impact on employees morale since many of them live in Austin. The tone has at times lead you to feel like a second rate citizen of Austin.

From: Athens, Lucia
Sent: Monday, August 31, 2015 10:50 AM
To: Weis, Larry; Stockton, Eric; Stokes, Corrie; Goodall, Jannette; Hart, Elaine; Stark, Rebecca; Hinchey, Paul; Morgan, Anne
Cc: Hensley, Sara
Subject: Input regarding current discussion RE staff pay increases

Dear Fellow Directors and General Manager Weis,

I did not see your names on the email chain regarding concerns about recent Council discussions related to staff pay increases. I wanted to share the original message and a few of the comments.

If you wish to voice your support for this, please respond so the City Manager will know how many Directors are in support. My understanding is that he is preparing to draft a memo to Mayor and Council regarding this issues.

Thus far, support has been voiced by 15 Directors.

Thank you,

Lucia

Lucia Athens, LEED AP
Chief Sustainability Officer
Office of Sustainability | City of Austin
512.974.7902 | www.austintexas.gov/sustainability
Follow us on Facebook | www.facebook.com/austinsustainability



OFFICE OF SUSTAINABILITY

CITY OF AUSTIN

From: Athens, Lucia
Sent: Friday, August 28, 2015 3:34 PM
To: Lazarus, Howard
Cc: Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court);

From: Rizer, Lauraine
Sent: Sunday, August 30, 2015 3:20 PM
To: Athens, Lucia
Cc: Lazarus, Howard; Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed; Edwards, Sue; Goode, Robert; Baray, Ray; Doug Matthews; Arellano, Rey
Subject: Re: August 31

I concur with Sarah.

Sent from my iPad

On Aug 28, 2015, at 3:34 PM, Athens, Lucia <Lucia.Athens@austintexas.gov> wrote:

Thank you Sara for articulating what many of us have been thinking and getting the conversation started. I'm concerned about the impact of this situation on morale as well as retention. I am more than willing to have this discussion in person to think of constructive ways we can support the City Manager and Mark Washington in continuing to be our champions. We are all in this together.

Sent from my iPhone

On Aug 28, 2015, at 3:13 PM, Lazarus, Howard <Howard.Lazarus@austintexas.gov> wrote:

I want to thank Sara for having the courage to "break the ice" on a tough subject. Our employees are our biggest asset, and we are all troubled by both the tone and the content message that's being sent to workforce. It is becoming increasingly difficult for us to retain senior personnel, and to plant the seeds that will encourage junior and mid-level staff to take on the burdens of leadership due to loss of benefit value and pay compression. I support the message she has crafted, and am willing to help take this message to Council.

Howard S. Lazarus, PE
Director, Public Works Department
City of Austin
505 Barton Springs Road
Austin, TX 78704

T: 512-974-7190
F: 512-974-7084
E: howard.lazarus@austintexas.gov

From: Hensley, Sara
Sent: Friday, August 28, 2015 12:02 PM

From: Hensley, Sara
Sent: Friday, August 28, 2015 2:03 PM
To: Ott, Marc; Washington, Mark
Subject: FW: August 31

From: Hammond, Tawny
Sent: Friday, August 28, 2015 1:15 PM
To: Hensley, Sara
Subject: Re: August 31

Thank you Sara for your letter on behalf of the leadership.

I am new to Austin, but concur with your concerns and assessment.

Tawny

Sent from my iPhone

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit package and how can we share our perspectives regarding the impacts . On behalf of the Directors that I have visited with and, the others that I am copying here, I submit this letter. I ask that Directors send their reply of support to you and certainly voice other concerns. Thank you. Sara

<August 31.doc>

From: Morgan, Anne

Sent: Monday, August 31, 2015 1:03 PM

To: Athens, Lucia; Weis, Larry; Stockton, Eric; Stokes, Corrie; Goodall, Jannette; Hart, Elaine; Stark, Rebecca; Hinchey, Paul

Cc: Hensley, Sara

Subject: RE: Input regarding current discussion RE staff pay increases

Thank you Sara and Lucia. I know that all department directors share a common concern about city employees, and want them to be treated fairly and with respect. Without our workers, the city is simply a collection of land and buildings and things. It is the people who make the place extraordinary. anne

From: Athens, Lucia

Sent: Monday, August 31, 2015 10:50 AM

To: Weis, Larry; Stockton, Eric; Stokes, Corrie; Goodall, Jannette; Hart, Elaine; Stark, Rebecca; Hinchey, Paul; Morgan, Anne

Cc: Hensley, Sara

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Thus far, support has been voiced by 15 Directors.

Thank you,

Lucia

Lucia Athens, LEED AP

From: Acevedo, Art
Sent: Friday, August 28, 2015 12:42 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: Re: August 31

Well said.

Sent from my iPhone

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit package and how can we share our perspectives regarding the impacts . On behalf of the Directors that I have visited with and, the others that I am copying here, I submit this letter. I ask that Directors send their reply of support to you and certainly voice other concerns. Thank you. Sara

<August 31.doc>

From: Rodriguez, Ernesto
Sent: Friday, August 28, 2015 1:01 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swarengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, José; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Van Eenoo, Ed
Subject: Re: August 31

Thank you Sara, well said.

Sent from my iPhone

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit package and how can we share our perspectives regarding the impacts. On behalf of the Directors that I have visited with and, the others that I am copying here, I submit this letter. I ask that Directors send their reply of support to you and certainly voice other concerns. Thank you. Sara

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From: Calk, Gerry
Sent: Friday, August 28, 2015 1:04 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: Re: August 31

Sarah,

You've done an outstanding job of articulating the concerns we all share. I couldn't be more in agreement.

Thanks

Gerry Calk
Fleet Director
O. (512)974-1541
M. (512)569-1393

"Teach this triple truth to all: A generous heart, kind speech, and a life of service and compassion are the things which renew humanity."- Buddha.

Sent from my iPhone

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

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From: Branch, Brenda
Sent: Friday, August 28, 2015 2:21 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: Re: August 31

I wholeheartedly agree with the thoughts expressed in this letter. Furthermore, in discussions with my Assistant Directors they also agree with the contents of this letter.

Brenda Branch
Director of Libraries

Sent from my iPhone

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

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From: Gedert, Bob
Sent: Friday, August 28, 2015 2:57 PM
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Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: Re: August 31

I agree with the thoughts expressed in this letter, and ask how we may proceed toward a more respectful relationship with Council.

Bob Gedert

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

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Howard S. Lazarus, PE
Director, Public Works Department
City of Austin
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Austin, TX 78704

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F: 512-974-7084
E: howard.lazarus@austintexas.gov

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Subject: RE: August 31
Importance: High

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From: Kerr, Rhoda Mae
Sent: Friday, August 28, 2015 3:43 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swarengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
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Sara - thank you for taking the initiative and crafting the letter. I am in agreement with my colleagues that have responded in support.

Rhoda Mae Kerr

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

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From: Meszaros, Greg <Greg.Mezzaros@austintexas.gov>
Sent: Friday, August 28, 2015 4:35 PM
To: Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert
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Sara, thank you for initiating this letter and I concur with all your points.

Greg Meszaros | Director | Austin Water Utility
City of Austin | 625 East 10th Street | Suite 800 | Austin, TX 78701
t 512-972-0101 | email: greg.mezzaros@austintexas.gov



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From: Guernsey, Greg
Sent: Friday, August 28, 2015 3:30 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: Re: August 31

Hi Sara: thank you for taking time to put these thoughts into writing. I concur with you comments and concerns expressed in your letter. Greg G

Sent from my iPhone

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit package and how can we share our perspectives regarding the impacts . On behalf of the Directors that I have visited with and, the others that I am copying here, I submit this letter. I ask that Directors send their reply of support to you and certainly voice other concerns. Thank you. Sara

<August 31.doc>

From: Valdez, Pete (Community Court)
Sent: Friday, August 28, 2015 4:50 PM
To: Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swarengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31

Sara,

Thank you for your initiative and advocacy. I agree with all your points.

Peter Valdez III, LMSW
Court Administrator
Downtown Austin Community Court (DACC)
Office: 512.974.4873
Pager: 512.802.7884
Fax: 512.974-4693*
www.austintexas.gov/department/community-court

*PLEASE SEND CONFIDENTIAL CLIENT INFORMATION TO OUR SECURE FAX NUMBER - 512-974-1285

DACC – Dependable – Accessible – Customer Centered – Collaborative

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From: Hensley, Sara
Sent: Friday, August 28, 2015 12:02 PM
To: Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swarengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31
Importance: High

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit package and how can we share our perspectives regarding the impacts. On behalf of the Directors that I have visited

From: Swearingin, Scott
Sent: Friday, August 28, 2015 5:11 PM
To: Hensley, Sara
Cc: Ott, Marc; Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed; Latin, Otis
Subject: Re: August 31

Thank You Sara. Our people are our most valuable resource!

- Scott Swearingin

Sent By Wireless

On Aug 28, 2015, at 12:02 PM, Hensley, Sara <Sara.Hensley@austintexas.gov> wrote:

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit package and how can we share our perspectives regarding the impacts. On behalf of the Directors that I have visited with and, the others that I am copying here, I submit this letter. I ask that Directors send their reply of support to you and certainly voice other concerns. Thank you. Sara

<August 31.doc>

From:
Sent:
To:
Subject:

Martinez, Rose Marie
Monday, August 31, 2015 10:25 AM
Ochiltree, Alta
Fwd: August 31

Sent from my iPhone

Begin forwarded message:

From: "Ott, Marc" <marc.ott@austintexas.gov>
Date: August 31, 2015 at 10:18:29 AM CDT
To: "Martinez, Rose Marie" <RoseMarie.Martinez@austintexas.gov>
Subject: Fwd: August 31

Print

Sent from my iPhone

Begin forwarded message:

From: "Hensley, Sara" <Sara.Hensley@austintexas.gov>
Date: August 31, 2015, 9:59:37 AM CDT
To: "Ott, Marc" <marc.ott@austintexas.gov>
Subject: FW: August 31

From: Johns, Kevin
Sent: Monday, August 31, 2015 9:50 AM
To: Hensley, Sara
Subject: FW: August 31

Thank you Sara!

Kevin

From: Ott, Marc
Sent: Sunday, August 30, 2015 9:59 PM
To: Hensley, Sara
Cc: Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: Re: August 31

From: Martinez, Rose Marie
Sent: Monday, August 31, 2015 9:40 AM
To: Ochiltree, Alta
Subject: Fwd: August 31

Sent from my iPhone

Begin forwarded message:

From: "Ott, Marc" <marc.ott@austintexas.gov>
Date: August 31, 2015 at 9:33:05 AM CDT
To: "Martinez, Rose Marie" <RoseMarie.Martinez@austintexas.gov>
Subject: Fwd: August 31

Print

Sent from my iPhone

Begin forwarded message:

From: "Spillar, Rob" <Rob.Spillar@austintexas.gov>
Date: August 31, 2015, 9:16:12 AM CDT
To: "Ott, Marc" <marc.ott@austintexas.gov>
Subject: RE: August 31

Thanks Marc,

I agree with Sara. I won't send you another copy of the original e-mail but I agree that the current interactions are taking a toll on staff enthusiasm. But please know we have your back.

Robert Spillar, P.E.
Director of Transportation
Austin Transportation Department

From: Ott, Marc
Sent: Sunday, August 30, 2015 9:59 PM
To: Hensley, Sara
Cc: Washington, Mark; Lumbreras, Bert; Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed

From: Hawkins, Rondella
Sent: Monday, August 31, 2015 11:29 AM
To: Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31

Hello Marc,

I strongly support the concerns expressed by Sara and of those expressed by other Directors. I will add that it's the wrong message to send to our employees who want to work their way up the ranks into management positions but are discouraged to do so because of a tiered approach to pay or benefits. This methodology is a disincentive.

I appreciate your support!

Sincerely,

Rondella M. Hawkins, Officer
Telecommunications & Regulatory Affairs
City of Austin
[512-974-2422](tel:512-974-2422)
512.217-0783
Rondella.Hawkins@austintexas.gov
<http://www.austintexas.gov/department/telecommunications>

From: Hensley, Sara
Sent: Friday, August 28, 2015 12:02 PM
To: Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31
Importance: High

Marc, Mark and Bert: I have had the opportunity, over the last several weeks, to visit with many other directors and staff in regards to concerns about Council's proposed Budget Menu. The key focus has been the employee benefit

From: Lara, Veronica
Sent: Monday, August 31, 2015 11:30 AM
To: Spencer, Betsy; Athens, Lucia; Truelove, Rosie; Spillar, Rob; Tester, Mark; Jones, Shannon W. [HHS]; Trimble, Michael; Li, Victoria J; Gonzales, Rodney; Hayes, Joya
Cc: Hensley, Sara
Subject: RE: Input regarding current discussion RE staff pay increases

I am also in support. Thank you Sara for bringing this forward.

From: Spencer, Betsy
Sent: Monday, August 31, 2015 11:19 AM
To: Athens, Lucia; Truelove, Rosie; Spillar, Rob; Tester, Mark; Jones, Shannon W. [HHS]; Lara, Veronica; Trimble, Michael; Li, Victoria J; Gonzales, Rodney; Hayes, Joya
Subject: RE: Input regarding current discussion RE staff pay increases

I am in support.

Betsy

Sent from my T-Mobile 4G LTE Device

----- Original message -----

From: "Athens, Lucia"
Date: 08/31/2015 11:04 AM (GMT-06:00)
To: "Truelove, Rosie" ,"Spillar, Rob" ,"Tester, Mark" ,"Jones, Shannon W. [HHS]" ,"Lara, Veronica" ,"Trimble, Michael" ,"Li, Victoria J" ,"Gonzales, Rodney" ,"Spencer, Betsy" ,"Hayes, Joya"
Subject: Input regarding current discussion RE staff pay increases

Dear Fellow Directors,

If you wish to voice your support for this, please respond so the City Manager will know how many Directors are in support. My understanding is that he is preparing to draft a memo to Mayor and Council regarding this issue and wants to know how many Directors are in support.

Thus far, support has been voiced by 15 Directors.

Thank you,

Lucia

Lucia Athens, LEED AP

Chief Sustainability Officer

Office of Sustainability | City of Austin

512.974.7902 | www.austintexas.gov/sustainability

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From: Spencer, Betsy
Sent: Monday, August 31, 2015 11:19 AM
To: Athens, Lucia; Truelove, Rosie; Spillar, Rob; Tester, Mark; Jones, Shannon W. [HHS]; Lara, Veronica; Trimble, Michael; Li, Victoria J; Gonzales, Rodney; Hayes, Joya
Subject: RE: Input regarding current discussion RE staff pay increases

I am in support.

Betsy

Sent from my T-Mobile 4G LTE Device

----- Original message -----

From: "Athens, Lucia"
Date: 08/31/2015 11:04 AM (GMT-06:00)
To: "Truelove, Rosie" , "Spillar, Rob" , "Tester, Mark" , "Jones, Shannon W. [HHS]" , "Lara, Veronica" , "Trimble, Michael" , "Li, Victoria J" , "Gonzales, Rodney" , "Spencer, Betsy" , "Hayes, Joya"
Subject: Input regarding current discussion RE staff pay increases

Dear Fellow Directors,

If you wish to voice your support for this, please respond so the City Manager will know how many Directors are in support. My understanding is that he is preparing to draft a memo to Mayor and Council regarding this issue and wants to know how many Directors are in support.

Thus far, support has been voiced by 15 Directors.

Thank you,

Lucia

Lucia Athens, LEED AP

Chief Sustainability Officer
Office of Sustainability | City of Austin
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Follow us on Facebook | www.facebook.com/austinsustainability



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SUSTAINABILITY**

CITY OF AUSTIN

From: Hensley, Sara
Sent: Friday, August 28, 2015 12:02 PM
To: Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg;

From: Tester, Mark <Mark.Tester@austintexas.gov>
Sent: Monday, August 31, 2015 11:17 AM
To: Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31

City Manager,

I strongly believe that the City of Austin is a healthy organization and any tiered approach to pay or benefits would put have dramatic negative effects to our organization. I stand with my fellow Directors and appreciate your support.

Mark

Mark Tester
Director
Ph: 512.404.4040 | Fax: 512.404.4416
Mark.Tester@austintexas.gov

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From: Hensley, Sara
Sent: Friday, August 28, 2015 12:02 PM
To: Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearingin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete [Community Court]; Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Hawkins, Rondella; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31
Importance: High

From: Trimble, Michael
Sent: Monday, August 31, 2015 11:36 AM
To: Hawkins, Rondella; Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Swearengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31

Marc: I also strongly support what Sara outlined and what has been voiced by several other directors. I appreciate Sara's leadership in articulating these issues.

Mike

Mike Trimble, PfMP, CNU-A
Capital Planning Officer
Capital Planning Office
CPO Online: www.austintexas.gov/cip
City of Austin
512-974-3442
michael.trimble@austintexas.gov

From: Hawkins, Rondella
Sent: Monday, August 31, 2015 11:29 AM
To: Hensley, Sara; Ott, Marc; Washington, Mark; Lumbreras, Bert
Cc: Morgan, Anne; Branch, Brenda; Hammond, Tawny; Spencer, Betsy; Gedert, Bob; Meszaros, Greg; Smith, Jim; Trimble, Michael; Swearengin, Scott; Rizer, Lauraine; Calk, Gerry; Jones, Shannon W. [HHS]; Desai, Deven; Kennard, Karen; Cabanas, Jose; Valdez, Pete (Community Court); Frasier, Margo; Guernsey, Greg; Gonzales, Rodney; Acevedo, Art; Lazarus, Howard; Athens, Lucia; Lara, Veronica; Truelove, Rosie; Spillar, Rob; Kerr, Rhoda Mae; Li, Victoria J; Tester, Mark; Johns, Kevin; Elkins, Stephen; Matthews, Douglas; Rodriguez, Ernesto; Van Eenoo, Ed
Subject: RE: August 31

Hello Marc,

I strongly support the concerns expressed by Sara and of those expressed by other Directors. I will add that it's the wrong message to send to our employees who want to work their way up the ranks into management positions but are discouraged to do so because of a tiered approach to pay or benefits. This methodology is a disincentive.

I appreciate your support!

Sincerely,

**Employee concerns shared with Mark
Washington regarding
Public Information Position Layoffs**

From: Washington, Mark
Sent: Friday, August 28, 2015 4:27 PM
To: Goode, Robert; Edwards, Sue; Baray, Ray; Lumbreras, Bert; Arellano, Rey; Ott, Marc; Van Eenoo, Ed; Hart, Elaine; Matthews, Douglas
Subject: FW: Item 2.08 Budget Concept List

FYI, see below.

The same reaction of employee fear that occurred when the reduction list came out during the financial forecast in April is also occurring since the August concept list shows reductions that could potentially lay off incumbents. While the APD reduction is a cut in the number of new positions, the concept of reducing marketing positions affects almost 100 incumbents.

We need to be sensitive to the employee's perspective who view the concepts as very real and not just an financial or exploratory discussion. Some are in fear of losing their job and I will work with Ray and Doug on a strategy to lower the anxiety.

Anxiety will continue to occur the longer the concepts remain on the list and the closer we get to budget adoption. The union is now engaged and questions are being raised about Municipal Civil Service processes.

-----Original Message-----

From: Washington, Mark
Sent: Friday, August 28, 2015 3:56 PM
To: Cooper, Candice; Smart, Carl; Hayes, Joya; Matthews, Douglas; Baray, Ray (Ray.Baray@austintexas.gov)
Cc: cguthrie@afscme1624.org; aflores@afscme1624.org; kobrien@afscme1624.org; cortiz@afscme1624.org; tkiluk@afscme1624.org; lindernelson@aol.com; Arellano, Rey; Baray, Ray (Ray.Baray@austintexas.gov)
Subject: RE: Item 2.08 Budget Concept List

Thank you Candice for raising the issues and concerns.

I will meet with Ray Baray and Doug and see they have some interest get the PIO managers from each department together to let them know 1) we value and appreciate all of our PIO employees 2) no decisions have been made and 3) there are prescribed plans/processes for reductions in force per Municipal Civil Service that requires a RIF plan based on seniority, performance and notice.

Ray and Doug, let's discuss.

-----Original Message-----

From: Cooper, Candice
Sent: Friday, August 28, 2015 1:49 PM
To: Smart, Carl; Washington, Mark; Hayes, Joya; Matthews, Douglas
Cc: cguthrie@afscme1624.org; aflores@afscme1624.org; kobrien@afscme1624.org; cortiz@afscme1624.org; tkiluk@afscme1624.org; lindernelson@aol.com
Subject: Item 2.08 Budget Concept List

Hello all—I am hearing an overwhelming concern and fear from my staff and other PIOs in the City about Item 2.08 combined with 2.27 on the budget concept list that proposes to eliminate advertising and marketing positions. This is a

Please find below questions related to the concerns and fears that I'm experiencing and others.

What is leadership doing to communicate the status of this issue to employees?

What are the provisions of municipal civil service of reduction in force?

What impact will this have on overall communication to citizens?

What are our rights under Municipal Civil Service?

Each council office has staff devoted to public information and media relations why shouldn't key departments?

Based on NET PIO participation I estimate that this may affect hundreds of people and the decision could be made as soon as Tuesday, Sept. 1.

Anxiety will continue to occur the longer the concepts remain on the list and the closer we get to budget adoption. The union is now engaged and questions are being raised about Municipal Civil Service processes.

Subject: RE: Item 2.08 Budget Concept List
From: Washington, Mark
Sent: Friday, August 28, 2015 3:58 PM
To: Cooper, Candice; Smart, Carl; Hayes, Joya; Matthews, Douglas; Baray, Ray (Ray.Baray@astoria1824.org)
Cc: Gauthier@astoria1824.org; Kohnen@astoria1824.org; Kohnen@astoria1824.org; Coris@astoria1824.org
Julik@astoria1824.org; Lindenberg@astoria1824.org; Aitiano, Rey; Baray, Ray (Ray.Baray@astoria1824.org)

Thank you Candice for raising the issues and concerns
I will meet with Ray, Baray and Doug and see they have some interest get the PIO managers from each department together to let them know 1) we value and appreciate all of our PIO employees 2) no decisions have been made and 3) there are prescribed plans/processes for reductions in force per Municipal Civil Service that requires a RIF plan based on seniority, performance and notice

Ray and Doug let's discuss.

Subject: Item 2.08 Budget Concept List
From: Cooper, Candice
Sent: Friday, August 28, 2015 1:49 PM
To: Smart, Carl; Washington, Mark; Hayes, Joya; Matthews, Douglas
Cc: Gauthier@astoria1824.org; Aitiano, Rey; Kohnen@astoria1824.org; Kohnen@astoria1824.org; Coris@astoria1824.org
Julik@astoria1824.org; Lindenberg@astoria1824.org

Hello all—I am hearing an overwhelming concern and fear from my staff and other PIOs in the City about Item 2.08 combined with 2.07 on the budget concept list that proposes to eliminate advertising and marketing positions. This is