

**Fraternal Order of Police**

**Scottsdale Lodge #35**

**State Trustee Report**

**Arizona State FOP Conference**

**June 26, 2011**

**Prescott, Arizona**

To the Executive Board of the Arizona State Lodge,

The 2011- 2012 Scottsdale Lodge #35 executive board members are:

President: Chet Anderson

Vice President: James Nolan

Secretary: Jason Kibsey

Treasurer: Darrin Hinrichs

Chaplain/Guard: Wendy Field

Trustee: Matt Leal

Trustee:

Trustee: Jim Dear

State Trustee: Jeff Juetten

The Scottsdale FOP Lodge #35 meets the last Wednesday of the month at the lodge hall, 6825 E. Thomas Rd. in Scottsdale. Meetings are held at noon with food & beverages provided.

Members in distress are personally contacted by the Lodge #35 Chaplin or executive board member to address immediate needs for assistance. Lodge members with family additions are also personally contacted and given gift cards at local retailers.

Lodge #35 President, Brother Chet Anderson and members of the e-board continue to have meetings with the Mayor, City Council members, the City Manager and the Chief to address issues relating to employee retention, benefits & compensation. Talks continue with the department staff regarding labor issues. The political atmosphere in Scottsdale is changing and is becoming very challenging. Lodge members have received a pay reduction in 2009 and an increase in the cost of family medical insurance benefits, reduction of paid leave benefits, etc.

The issue of the retiree medical insurance increase above the cost of the participant portion of the group plan was temporarily won on January 19, 2011. The city council kept the retirees on the group policy with an 8% increase in premiums. Council members did state they want to get out of the business of providing medical coverage for non employees. However on April 5, 2011 the issue of retiree medical premiums was brought back before council by Councilman McCullagh. The debate included many amendments and changes , to the point it was mentioned that council members didn't know what they were voting on. At the end of the debate the retirees had lost and were facing a rate increase of 31% July 2011 and an additional 31% July 2012. The council members that endorsed the increase indicated the money generated by the rate increase would be used for other general fund expenditures. The rate increase for retirees is expected to raise over 1 million for the general fund in addition to the 1 million raised from the increase in dependant health care premium increases.

On **February 26, 2011** I attended the State Board meeting that was held at the Phoenix Lodge #2 hall. I gave the state board a report of the fight in Scottsdale over benefits for employees and retirees.

On **March 2, 2011** I attended the monthly meeting of Lodge #35 at the lodge hall. I gave my report of the State Board meeting. Discussions were held on the reduction of benefits and the increased cost of dependant medical insurance coverage.

On **March 16, 2011** I attended an employee benefits committee meeting. Discussions were held regarding the increase in medical insurance coverage for dependants as mandated by the city council. Employees are expressing growing concern of the bills in the legislature and the city council attacks on benefits.

On **March 23, 2011** I received and responded to several e-mail correspondences of the proposed agenda for the Scottsdale city council to reopen the retiree medical issue and charge retirees more for the benefit. Several employees sent me requests for information and the responses were forwarded to the Scottsdale retiree's group.

On **April 5, 2011** I attended the Scottsdale City Council meeting. Item 30 on the agenda was the issue of the employee and retiree medical insurance rates. After discussion the retiree retirement benefit remained, however the cost of the insurance will increase 31% in July 2011 and an additional 31% on July 1, 2012. The result will increase the retiree with spouse premium from $755 per month to $1295 per month ($15,547 annually) on July 1, 2012. Councilman McCullagh also emphasized the desire to remove the City of Scottsdale from the ASRS and PSPRS. McCullagh also stated he did not want the city to be in the retiree medical insurance business and felt the retiree s were not entitled to retirement medical from the city.

On **April 6, 2011** I attended the monthly Scottsdale Police retiree breakfast. I updated the interested retiree's and discussed the issues with them.

On **April 12, 2012** I sent correspondence to the Scottsdale City Council and the Arizona Republic newspaper reference the retiree medical insurance issue. The correspondence was shared with the lodge and city employee membership in hopes it might spur additional correspondence to the council.

On **April 15, 2010** I attended a Scottsdale City Council meeting at city hall. I represented the Scottsdale retirees on retirement benefits issues. I presented a public comment on the hardship the huge increase in the medical premiums would have on most retirees.

On **April 20, 2011** I attended the monthly employee benefits meeting sponsored by HR. The implications of the council actions from April 5, 2011 were discussed and what impact it would have on personnel retention.

On **April 26, 2011** I attended an E-board meeting for lodge #35. Discussions were focused on the council actions for the past month and what avenues the lodge would take in addressing these issues.

On **May 4, 2011** I attended a Scottsdale police retiree breakfast and addressed the medical issues with several retirees. I advised them they need to take a more active role in protecting their retirement benefits and the benefits of future retirees.

On **May 17, 2011** I attended the Scottsdale city council meeting. The discussion before council was to set spending limits for the upcoming 2011-2012 budget year. The implications were possible staff reductions if the proposed spending limits were not adopted. There was the typical multiple modifications and amendments with arguments and when the smoke cleared after the vote, current employees had lost thousands of dollars in overtime. The new policy was no overtime will be paid until the employee has worked 40 hours during the week.

On **May 18, 2011** I was no able to attend the E-board meeting for lodge #35, but contacted lodge president Chet Anderson prior to the meeting to discuss issues. I would remain the lodge official point of contact for retiree issues and represent retirees at benefits meetings.

The monthly employee benefits meeting scheduled for May 24, 2011 was cancelled by H.R.

On **May 25, 2011** I attended the monthly Lodge #35 meeting at the lodge hall. I gave a report on the status for the retiree medical benefits issues.

On **June 1, 2011** I attended a Scottsdale retiree breakfast. I discussed the recent decisions made by the city council regarding their medical benefits. I advised them the council has several members that want to eliminate retiree completely from any city benefits when they retire, including medical insurance. The need for retirees to remain attentive regarding benefits after retirement is more crucial now than ever before.

Respectively submitted,

Jeff Juetten

State Trustee Lodge #35