



PHOENIX EMPLOYMENT RELATIONS BOARD

Program Goal

The Phoenix Employment Relations Board oversees administration of the city's meet and confer ordinance. Primary responsibilities of the board include conducting representation elections, and selecting mediators and fact finders to resolve impasses. The board consists of five members appointed by the City Council and has its own staff consisting of a director and a secretary.

Budget Allowance Explanation

The Phoenix Employment Relations Board 2008-09 operating budget allowance of \$221,000 is \$6,000 or 2.6 percent less than 2007-08 estimated expenditures. This decrease is primarily due to budget reductions in various commodities, computer and furniture replacements, use of outside legal services and continued training for PERB board members.

RETIREMENT SYSTEMS

Program Goal

Retirement Systems provides staff support to the general, police and fire retirement boards and administers retirement programs for all city employees.

Budget Allowance Explanation

The Retirement Systems 2008-09 gross operating budget allowance of \$1,830,000 is \$40,000 or 2.2 percent more than 2007-08 estimated expenditures. This increase is due primarily to increased costs of software maintenance. This increase is partially offset by the elimination of an information technology systems specialist and a secretary II position. Also reduced are contractual services for pre-existing condition exams for Fire Department recruits that will now be conducted by the Fire Department, and reduced attendance at conferences for COPERS board members.

Phoenix Employment Relations Board Major Performance Measures and Service Levels

The following significant performance measures and service level trends will be achieved with the 2008-09 budget allowance:

| | 2006-07 | 2007-08* | 2008-09 |
|-------------------------|---------|----------|---------|
| Number of cases filed** | 4 | 17 | 18 |

*Based on 10 months actual experience.
 **Number of cases filed may vary yearly depending upon specific issues encountered.

Expenditure and Position Summary

| | 2006-07 | 2007-08 | 2008-09 |
|-------------------|-----------|-----------|-----------|
| Operating Expense | \$196,000 | \$227,000 | \$221,000 |
| Total Positions | 2.0 | 2.0 | 2.0 |
| Source of Funds: | | | |
| General | \$196,000 | \$227,000 | \$221,000 |

Retirement Systems Major Performance Measures and Service Levels

The following significant performance measures and service level trends will be achieved with the 2008-09 budget allowance:

| | 2006-07 | 2007-08* | 2008-09 |
|--|---------|----------|---------|
| COPERS' general city retirements | 298 | 325 | 286 |
| COPERS' public safety retirements | 330 | 209 | 192 |
| COPERS' general city and public safety member contacts | | | |
| Appointments | 516 | 682 | 540 |
| Walk-in service | 2,140 | 1,893 | 1,900 |
| Telephone calls | 13,236 | 9,728 | 10,050 |

*Based on 10 months actual experience.

Expenditure and Position Summary

| | 2006-07 | 2007-08 | 2008-09 |
|----------------------------|-------------|-------------|-------------|
| Operating Expense (Gross*) | \$1,643,000 | \$1,790,000 | \$1,830,000 |
| Total Positions | 16.0 | 14.0 | 14.0 |
| Source of Funds: | | | |
| General (Gross*) | \$1,643,000 | \$1,790,000 | \$1,830,000 |

*Gross costs are recovered through citywide assessments to all city departments.

