

City of Tucson
City Manager Town Hall FAQs: May 6, 2020

CATEGORY	QUESTION	RESPONSE
LEAVE	What is the process for reporting suspected fraud for the FFCRA leave or other City related leaves?	Please send an email to HRCOVID19FAQ@tucsonaz.gov with the suspected information.
PAY	Although we are dedicated and grateful for our jobs- Many of us have not experienced an increase for performance through the past 12yrs, can we anticipate another long term recovery period?	As the economy recovers, the City will continue to look for ways to fulfill the employee retention plan as well as institute pay for performance increases. At this time, the focus will be continuation of city services, as well as the preservation of positions currently filled and funded. The exact impact of this pandemic on the COT is still being determined, but a long recovery period can be anticipated as the pandemic continues.
PAY	Do you consider decompression efforts as a success?	The City was successful in the ability to afford wage adjustments through decompression. The decompression efforts were geared towards addressing many years of wage stagnation.
REDEPLOYMENT	For those of us that have accepted re-deployment positions, what expectations are made for keeping up with our original departments programs? Will our original jobs be protected, or can the department try to assign this work to other department employees?	Re-deployment opportunities are intended for employees who may not have the opportunity to telecommute a full 40 hours per week, and for employees without work in their current department. Employees are expected to return to their original job and department at the end of the re-deployment opportunity. It is possible for that expectation to change and if so, more guidance will be provided.
REDEPLOYMENT	For those of us who are in areas that are fully staffed or almost fully staffed, can we volunteer to move to other area without having to start a new probation?	Re-deployment opportunities are intended for employees who may not have the opportunity to telecommute a full 40 hours per week, and for employees without work in their current department. Employees are expected to return to their original job and department at the end of the re-deployment opportunity, without starting a new probation, as these are not permanent position changes.
PARKS & REC	Has our parks and rec department considered offering virtual recreational classes/services?	Yes! Please follow Tucson Parks and Recreation on Facebook! Classes are posted throughout the week. https://www.facebook.com/TucsonParksandRecreation/
CITY OPERATIONS	How are we for getting are roads fixed with are half cent sales tax? Has corona damaged that?	We are legally obligated to use the 1/2 cent sales tax in accordance with the language that was used on the ballot when voters approved the measure.
SAFETY	If masks are going to be required, will you also require safety glasses / goggles to be used to protect the eyes where it can also be transmitted?	As of right now, there is no plan to require employees to wear safety glasses or safety goggles. The best way to prevent transmission is to still practice good personal hygiene.
SAFETY / RETURN TO WORK	In light of the concerns about cramped call center space. What is the City's plan to move forward with the 911/311 Call Center remodeling?	The City will continue to evaluate and maximize on opportunities as it relates to an all inclusive center, however, we do not know how the Pandemic will continue to affect our plans.
TRAVEL	Is all City travel/training suspended until further notice?	Yes, city business travel is currently suspended. We will revisit the issue of travel when appropriate.
PAY	Is the City considering suspending/eliminating longevity pay as a cost savings?	The City is currently not contemplating suspending the Longevity Pay. There are just a handful of employees that are eligible for this with the City.
CORONAVIRUS	it is my understanding that the antibody test shows if we have had COVID-19. Assuming we take the test, if we don't have the antibody, what does that mean?	COVID-19 antibody and health questions are best directed to the Arizona Department of Health Services: https://www.azdhs.gov/index.php
TRAVEL	Travel for training has been suspended for the rest of the year for investigators so is this going to apply to the commander level as well? It seems they do alot of traveling for networking.....	Yes, city business travel is currently suspended; this applies to all employees.

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SAFETY	We have struggled getting PPE's and now that we may be opening up to the public next week, the public and employees will be expecting to be wearing masks. How can we meet these expectations?	The City is still working on those "reopening" plans; this includes how to manage that expectation for members of the public with respect to wearing face covers. Logistics continues to work on meeting the City's need for supplies, and much of the public has face covers of their own, which would be acceptable as well. More information will come as we move closer to that date.
RETIREMENT	Would maybe a 50/50 medical retirement incentive benefit both sides	Thank you for your suggestion. Retirement incentives are not being considered at this time.
CITY OPERATIONS	Any thought about reducing the cost of Development Services permits and such? Advertise "Tucson is open for Business!"	Thank you for your suggestion.
PARKING	City employees parking , you are getting charge for parking that we are not using not the moment. Are we going get reimbursement for the weeks we didn't use.	No actions are currently being taken in relation to parking including reimbursements
PARKS & REC	CM Steve K made a comment yesterday that Recreation should not have programming the rest of this FY. Is that an option being considered?	Staff has created a phased reopening plan for the Council to consider at their May 19 meeting.
CITY OPERATIONS	Currently, is there any Federal Government Bailouts for the utility companies in the United States? If so can we take advantage of that to avoid using the savings we have?	The City is currently analyzing how federal programs can be applied to utilities.
RETIREMENT	Have any other unions proposed retirement cost savings plans similar to the one addressed earlier with the TPOA drop program?	The City is not considering any retirement incentives at this time.
SAFETY	How do they grade the masks we currently have ?	The City has both face coverings and masks to provide employees. Those employees requiring masks will be notified, trained, and provided the masks rated for their work needs.
EMPLOYMENT	In the event of a layoff does the city provide a severance pay?	The City is not planning layoffs at this time.
CITY OPERATIONS	People have been discouraged from going to the dump yet the landfill provides income. It seems illogical to discourage activities wholly that provide revenue. Thoughts on this topic?	The back up of traffic on to the road is making it dangerous for both visitors to the landfill and City staff.
SAFETY	So if you are going to make mask mandatory, what will you do if some of us do not feel comfortable wearing masks.	If it is determined that all staff are to wear masks and you are incapable, please bring this issue to your supervisor.
HOUSING	There was mention of deploying housing advocates of which CoT employees would be converted to aid in. I understand this is mostly for people who qualify for housing vouchers, but will there be advocates for people who are outside the housing voucher qualifications (Ie would you mediate with landlord/tenants or owners and their mortgage owners)? Asking on behalf of organizations in town that would have a need for this and their clients	The Housing Department is working with outside agencies on eviction prevention measures. Thank you for your suggestions.
SAFETY	We heard that ES has someone test positive, truck unit was left in the back parking lot with no barricade tape or warnings how do we assure ourselves that the unit is being decontaminated since it was moved in the evening or early morning hours	Please discuss this issue with you supervisor to get clarification on how ES trucks are being cleaned.
CITY OPERATIONS	When is the City of Tucson going to have an Emergency Manager and staff as a stand alone department that would be preparing us all along instead of scrambling to adapt at the last minute? Our emergency planning has been almost non-existent for years from a whole City perspective and City-wide Continuity of Operations perspective.	The City is currently staffing an Emergency Operations Center, including command staff. The Emergency Manager position and the function of emergency planning are being analyzed and decisions regarding the future of that function will be made as necessary
CITY OPERATIONS	When will locks on meters resume?	Mayor and Council will make that decision with recommendations from city staff.

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PAY	Will the movement towards equity still include incentives for achievement, instead of just giving handouts to those who are at the bottom? Being a minority or a woman or low income doesn't automatically mean I need help to be as successful as everyone else. I hope we don't disincentivize personal responsibility and determination.	Details regarding the Mayor and Council's equity plan will be forthcoming.
RETURN TO WORK	With the new social distancing policies, will cubicles that have short walls be rebuilt to provide a higher, more protective barrier between employees?	Changes to physical structures are currently being made by facilities and extending the barriers between cubicles may be one of the adjustments made moving forward.