



TEXAS MUNICIPAL LEAGUE

President Leonard Reed, Mayor, Willis
Executive Director Bennett Sandlin

August 30, 2012

MEMORANDUM

TO: Officers and Members of the TML Legislative Policy on Personnel and Pension Reform

FROM: Laura Mueller, Assistant General Counsel

SUBJECT: Summary of Actions Taken at the Two Committee Meetings
(June 1 and August 24, 2012)

Attached is a summary of all recommendations made at either of the two committee meetings. The recommendations are divided into the following categories:

- **Support** – for these initiatives, the committee recommended that the League actively attempt to obtain passage of the appropriate legislation if it is introduced by some other entity.
- **Endorse** – for these initiatives, the committee recommended that TML make its support known as time allows.
- **Oppose** – for these initiatives, the committee recommended that the League actively and vigorously oppose the passage of related legislation.
- **Take No Position** – for these initiatives, the committee recommended that the League take no position or no action on related legislation.

The attached summary of recommendations is, in effect, your Committee Report. It will be put into resolution form and submitted to the 2012 TML Resolutions Committee when it meets in Grapevine on Tuesday, November 13, 2012, in conjunction with the TML Annual Conference. The membership of the Committee on Utilities and Transportation will be well represented on the Resolutions Committee to ensure that the attached Committee Report gets appropriate consideration.

If you have any questions or comments, please feel free to contact us at any time.

cc: TML Officers
Municipal Intergovernmental Liaisons

TEXAS MUNICIPAL LEAGUE
LEGISLATIVE POLICY COMMITTEE ON
PERSONNEL AND PENSION REFORM

Summary of Actions Taken

1. Disease Presumption

The Committee voted to recommend that TML **oppose** legislation that would substantively change or expand the scope of the current disease presumption law.

2. Meet and Confer/Collective Bargaining

The Committee voted to recommend that TML **oppose** any state or federal legislation that would make meet and confer mandatory or expand the current meet and confer law.

The Committee voted to recommend that TML **oppose** any state or federal legislation that would make collective bargaining mandatory or impose expanded collective bargaining rights.

3. Civil Service

The Committee voted to recommend that TML **oppose** legislation that would enact detrimental amendments to the civil service law (Chapter 143 of the Texas Local Government Code).

4. Mandated Health Benefits

The Committee voted to recommend that TML **oppose** legislation that would impose healthcare or prescription drug mandates or enhancements.

5. Mandatory Leave

The Committee voted to recommend that TML **oppose** legislation that would mandate city-paid leave for city employees for specific purpose.

The Committee voted to recommend that TML **take no position** on legislation that would require a city to grant leave from work for municipal employees provided the leave meets each of the following criteria: (1) it is unpaid; (2) it must be used to address serious family or health issues; and (3) it is of a reasonably short duration.

6. Police Officer Termination Reports

The Committee voted to recommend that TML **support** legislation that would remove the requirement that cities come to the State Office of Administrative Hearings in Austin to oppose disputed police termination reports.

7. **EMT Training**

The Committee voted to recommend that TML **support** legislation that would allow high school students to serve as EMT trainees while earning dual credit towards their high school diploma and EMS certification.

8. **Defined Benefit v. Defined Contribution**

The Committee voted to recommend that TML **oppose** legislation that would further erode local control as it pertains to retirement issues.

10. **Flexible Cost of Living Adjustments (COLAS)**

The Committee voted to recommend that TML **endorse** legislation that would create additional, flexible cost-of-living adjustment (COLA) options that are not retroactive to a retiree's date of retirement, such options to possibly include one-time increases tied to increases in the consumer price index (CPI) or flat percentage increases.

11. **Threshold for Participation in TMRS**

The Committee voted to recommend that TML **support** legislation that would allow a city (for the purpose of TMRS participation) to define "full time" as 1,000; 1,250; or 1,500 hours annually.

12. **Gain-Sharing Options**

The Committee voted to recommend that TML **oppose** legislation that would mandate gain-sharing between cities and employees as it relates to investment earnings of TMRS.

13. **Two-Tiered Plans**

The Committee voted to recommend that TML **take no position** on legislation that would allow cities to adopt a two-tiered plan within the framework of its retirement system.

14. **Collective Bargaining/TMRS**

The Committee voted to recommend that TML **oppose** legislation that would provide that collective bargaining and meet and confer statutes preempt the Texas Municipal Retirement System statute (as they pertain to retirement matters).