



MEMORANDUM

To: Mayor and City Council

From: T.C. Broadnax, City Manager 

Date: July 24, 2026

Subject: **First Consultation Committee Report
(Resolution Nos. 20260122-049 and 20260226-036)**

The purpose of this memorandum is to provide a bi-annual report on the matters discussed by the Consultation Committee, including any items of consensus, in accordance with Resolutions [20260122-049](#) and [20260226-036](#).

Background

Resolution No. 20260122-049 states that the initial monthly meeting of the Consultation Committee shall occur no later than 30 days after the February 26, 2026 adoption by City Council of the consultation policy. Additionally, AFSCME Local 1624 (AFSCME) provides agenda topics for discussion at least two weeks before the scheduled meeting. To allow time for AFSCME to submit agenda topics and to provide adequate meeting preparation for both AFSCME and City representatives, the first meeting of the Consultation Committee took place on April 1, 2026, at Austin City Hall.

Meeting Agendas and Approved Minutes

Attached are the agendas for the meetings that took place from April 2026 through July 2026 and the approved meeting minutes through June 2026. The Consultation Committee discussed various topics, including but not limited to, the One ATS technology optimization initiative, updated employee policies, and proposed changes to employee benefits for Fiscal Year 2027.

Items of Consensus

Over these four Consultation Committee meetings, we reached consensus on the following matters discussed with AFSCME:

1. Developing and facilitating employee education and training on federal immigration laws, related Texas laws, applicable City policies, and City resources and programming related to immigration support;
2. Lowering premium increases for PPO health care plans for Fiscal Year 2027; and
3. Proposing a base wage increase of 3% for regular civilian employees for Fiscal Year 2027.

Date: July 24, 2026
Subject: First Consultation Committee Report

Should you have any questions or concerns, please contact Susana Carbajal, Assistant City Manager, at Susana.Carbajal@austintexas.gov or 512-974-2640.

cc: Erika Brady, City Clerk
Jason Hadavi, City Auditor
Mary Jane Grubb, Municipal Court Clerk
Judge Sherry Statman, Municipal Court
CMO Executive Team
Department Directors

Attachments: Consultation Committee Agendas and Meeting Minutes



Employee Engagement Consultation Committee
April 1, 2026 | 9-10:30 am
City Manager's Conference Room, Room 3103

Committee Members

City Manager Appointees

T.C. Broadnax, City Manager
Susana Carbajal, Assistant City Manager
Susan Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President
David Cruz, Executive Board Member
Carol Guthrie, Business Manager

Representatives

Rebecca Kennedy, Austin Human Resources
Kerrica Laake, Austin Technology Services
Ramon Batista, Assistant City Manager
Cynthia Simmons, AFSCME Local 1624 First Vice President
Juany Torres, AFSCME Local 1624 Member

A G E N D A

Call to Order

Review and Acceptance of Minutes

AFSCME Agenda Items

1. One Austin Technology Services Initiative
 - a. Shared Services Optimization
2. Proposed cost of living raises for FY26-27
 - a. COA budget projections
3. COA Immigration/ICE guidance and policies

City Manager Agenda Items

1. Compensation Philosophy
2. Consultation Procedures

Future Agenda Items

Adjourn

Next Meeting: Wednesday, May 6, 2026, 9:00am, Austin City Hall



Employee Engagement Consultation Committee

May 6, 2026 | 9-10:30 am

City Manager's Conference Room, Room 3103

Members

City Manager Appointees

T.C. Broadnax, City Manager
Susana Carbajal, Assistant City Manager
Susan Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President
David Cruz, Executive Board Member
Carol Guthrie, Business Manager

Representatives

Rebecca Kennedy, Austin Human Resources
Kerrica Laake, Austin Technology Services
Kerri Lang, Austin Budget and Organizational Excellence
Ramon Batista, Assistant City Manager
Ed Van Eenoo, Chief Financial Officer
Cynthia Simmons, AFSCME Local 1624 First Vice President
Juany Torres, AFSCME Local 1624 Member

A G E N D A

Call to Order

Review and Acceptance of April 1, 2026 Minutes (pages 2-4)

Agenda Items

1. Shared Services Optimization (pages 5-79)
2. FY27 Budget Forecast and Proposed Employee Benefits Plan Design Updates (pages 80-99)
3. Update on One ATS (pages 100-104)
4. Return to Office Instances
5. Immigration/ICE Responses

Future Agenda Items

Adjourn

Next Meeting: Wednesday, June 3, 2026, 9:00am



Employee Engagement Consultation Committee Minutes
April 1, 2026 | 9-10:30 am
City Manager's Conference Room, Room 3103

Committee Members Present:

City Manager Appointees

T.C. Broadnax, City Manager
Susana Carbajal, Assistant City Manager
Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President
David Cruz, Executive Board Member Susan
Carol Guthrie, Business Manager

Representatives

Rebecca Kennedy, Austin Human Resources
Kerrica Laake, Austin Technology Services
Ramon Batista, Assistant City Manager
Cynthia Simmons, AFSCME Local 1624 First Vice President (**not present**)
Juany Torres, AFSCME Local 1624 Member

Call to Order

City Manager T.C. Broadnax called the meeting to order at 9:03 a.m.

Approval of Minutes

N/A, First Meeting

Discussion

The Committee discussed the first agenda item below:

AFSCME Agenda Items

- One Austin Technology Services Initiative**
- Shared Services Optimization**

Discussion involved AFSCME Board Member David Cruz, AFSCME President Brydan Summers, Human Resources Director Susan Sinz, and Austin Technology Services Director Kerrica Laake regarding One Austin Technology Services (OATS). Concerns were brought up regarding the centralization and reorganization of the department. Mr. Cruz requested the Manager to commit to 1) Stopping One ATS, 2) Stop spending \$10

million dollars for consultants supporting the One ATS initiative, and 3) Engage the workforce on improvements that do not involve consolidations. Mr. Broadnax provided justification for the initiative and corrected that the cost was not \$10 million dollars. Mr. Broadnax acknowledged better communication is needed regarding the initiative and transition. Mr. Broadnax also acknowledged that certain specialized, operational technology roles will likely remain with their respective departments. Director Laake and Director Sinz provided reasoning behind the changes and elaborated on the next steps that will take place.

Follow-up Actions: Director Sinz to meet with AFSCME Board Member David Cruz to answer any further questions.

Discussion

The Committee will discuss the second agenda item at the next meeting:

Proposed cost of living raises for FY26-27

-COA budget projections

Discussion

The Committee discussed the third agenda item below:

COA Immigration/ICE guidance and policies

Discussion involved AFSCME Member Juany Torres, Human Resources Director Susan Sinz, Human Resources Deputy Director Rebecca Kennedy, and ACM Ramon Batista. Concerns were brought about regarding employees in public facing jobs wanting clear guidelines from the City when dealing with ICE/Law Enforcement.

A second concern involved City employees under the DACA program and delay in renewal of documentation. Deputy Director Rebecca Kennedy clarified the limitations within the federal law where the City can assist employees with regarding their employment.

Follow-Up Actions: Director Sinz to meet with AFSCME Member Juany Torres to further discuss this topic.

Discussion

The Committee discussed the last agenda items below:

City Manager Agenda Items

-Compensation Philosophy

-Consultation Procedures

City Manager briefly spoke on the new compensation philosophy. Deputy Director Rebecca Kennedy elaborated on compensation philosophy and explained the consultation procedures.

City Manager T.C. Broadnax adjourned the committee meeting at 10:30 a.m.



Employee Engagement Consultation Committee

June 3rd, 2026 | 9-10:30 am

City Manager's Conference Room, Room 3103

Members

City Manager Appointees

T.C. Broadnax, City Manager
Susana Carbajal, Assistant City Manager
Susan Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President
David Cruz, Executive Board Member
Carol Guthrie, Business Manager

Representatives

Rebecca Kennedy, Austin Human Resources
Ed Van Eenoo, Chief Financial Officer
Darrell Alexander, Facilities Management Director
Shafina Khaki, Human Rights Officer
Cynthia Simmons, AFSCME Local 1624 First Vice President
Juany Torres, AFSCME Local 1624 Member

A G E N D A

Call to Order

Review and Acceptance of May 6, 2026 Minutes

Agenda Items

1. Discuss AFSCME Budget Request Dated 5/19/26 addressed to Mayor and Council. [City Manager's Office]
2. Discuss City-owned administrative office buildings and annual maintenance cost per facility, including amount of time these facilities have been vacant in the past 10 years. [Austin Facilities Management]
3. Discuss City process for reclassification of IT job titles throughout One ATS phases. [Austin Human Resources]
4. Discuss Staff Response to [Resolution 20250424-055](#), which directed the City Manager to establish artificial intelligence guidelines, policies and oversight, workforce considerations, environmental impacts, digital equity, and public engagement. [Austin Human Resources]
5. Discuss City's Training to City Employees Regarding Non-APD Law Enforcement at City Facilities. [Equity & Inclusion]

Future Agenda Items

Adjourn

Next Meeting: Wednesday, July 1st, 2026, 9:00am



Employee Engagement Consultation Committee Minutes

Approved with revisions

May 6, 2026 | 9-10:30 am

City Manager's Conference Room, Room 3103

Committee Members Present:

City Manager Appointees

T.C. Broadnax, City Manager

Susana Carbajal, Assistant City Manager (**not present**)

Susan Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President (**not present**)

David Cruz, Executive Board Member

Carol Guthrie, Business Manager

Representatives

Rebecca Kennedy, Austin Human Resources

Kerrica Laake, Austin Technology Services

Kerri Lang, Austin Budget and Organizational Excellence

Ramon Batista, Assistant City Manager

Ed Van Eenoo, Chief Financial Officer

Cynthia Simmons, AFSCME Local 1624 First Vice President

Juany Torres, AFSCME Local 1624 Member

Call to Order

City Manager T.C. Broadnax called the meeting to order at 9:08 a.m.

Approval of Minutes

Susan Sinz approved the minutes of the Consultation Committee Meeting on April 1st, 2026.

Discussion

The Committee discussed the first agenda item below:

Shared Services Optimization

Discussion involved ABOE Director Kerri Lang briefing the group on Shared Services Optimization, the reasoning behind the changes, the proposed departments and the timeline of these changes. Director Lang clarified questions that AFSCME members had regarding this agenda item.

Follow-up Actions: Director Lang will forward the website link with the full Shared Services presentation that includes additional slides explaining page 54 in detail.

Discussion

The Committee discussed the second agenda item below:

FY27 Budget Forecast and Proposed Employee Benefits Plan Design Updates

Discussion involved AFSCME Business Manager Carol Guthrie asking if there was any update on cost-of-living wage increase. Director Lang explained that there is no update on sales and property tax revenue. Updated numbers will be available in June.

AHR Director Susan Sinz went over the medical plan changes for FY27 and the reasoning to keep the funds reserve at 20%.

Follow-up Actions: Director Sinz will work on clear explanations for employees regarding HMO vs PPO and clarify any misconception of the plans.

Discussion

The Committee discussed the fifth agenda item below:

Immigration/ICE Responses

Discussion involved AFSCME Member Juany Torres, Director Sinz, and ACM Ramon Batista over their last conversation and meetings. Moving forward with department focus training given by Chris Coppola, Division Chief; Austin City Attorney's Office and Shafina Khaki, Human Rights Officer; Austin Equity and Inclusion.

Discussion

The Committee discussed the third agenda item below:

Update on One ATS

Discussion between City Manager Broadnax and David Cruz over the last council work session regarding One ATS. Director Laake mentioned that centralization of IT employees will proceed with phase 1 in the summer months. Director Sinz mentioned that the timeline presented in the April 29, memorandum will give more opportunities to have employee engagement in the upcoming months. City Manager Broadnax stated that he needed to have a discussion with city council members before sharing information with AFSCME.

Discussion

The Committee discussed the fourth agenda items below:

Return to Office Instances

Discussion involved the changes to teleworking and Director Sinz explained that it is up to the Directors based on their operational need to determine telework/hybrid schedules.

Adjournment:

City Manager T.C. Broadnax adjourned the committee meeting at 10:32 a.m.



Employee Engagement Consultation Committee

July 1, 2026 | 9-10:30 am

City Manager's Conference Room, Room 3103

Members

City Manager Appointees

T.C. Broadnax, City Manager
Susana Carbajal, Assistant City Manager
Susan Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President
David Cruz, Executive Board Member
Carol Guthrie, Business Manager

Representatives

Rebecca Kennedy, Austin Human Resources
Kerri Lang, Budget and Organizational Excellence
Cynthia Simmons, AFSCME Local 1624 First Vice President

A G E N D A

Call to Order

Review and Acceptance of June 3, 2026 Minutes

Agenda Items

1. Staff Update on Shared Services initiative.
2. Update by Austin Human Resources on FY2027 Employee Benefits, Weekend Pay Procedure, and Shift Incentive Pay Procedure.

Future Agenda Items

Adjourn

Next Meeting: Wednesday, August 5th, 2026, 9:00am



Employee Engagement Consultation Committee Minutes
June 3, 2026 | 9-10:30 am
City Manager's Conference Room, Room 3103

Committee Members Present:

City Manager Appointees

T.C. Broadnax, City Manager
Susana Carbajal, Assistant City Manager
Susan Sinz, Human Resources Director

AFSCME Local 1624 Appointees

Brydan Summers, President
David Cruz, Executive Board Member **(not present)**
Carol Guthrie, Business Manager

Representatives

Ed Van Eenoo, Chief Financial Officer
Rebecca Kennedy, Austin Human Resources
Darrell Alexander, Facilities Management Director
Shafina Khaki, Human Rights Officer
Cynthia Simmons, AFSCME Local 1624 First Vice President **(not present)**
Juany Torres, AFSCME Local 1624 Member

Call to Order

City Manager T.C. Broadnax called the meeting to order at 9:02 a.m.

Approval of Minutes

Approved by AFSCME Business Manager Carol Guthrie approved with revisions.

Discussion and Possible Action

The Committee discussed the first agenda item below:

AFSCME Budget Request Dated 5/19/26

Discussion involved AFSCME President Brydan Summers, and City Manager Broadnax. Brydan asked regarding COLA (cost of living adjustment) timeline. City Manager Broadnax confirmed that it will be decided when the budget is finished. Next topic of discussion involved the bullet points in the letter addressed to Mayor and Council Members. Teleworking is based on each department's business needs and discussion is ongoing. CM Broadnax requested to be copied in future correspondence and communications that go out to the Mayor and Council.

Discussion and Possible Action

The Committee discussed the second agenda item below:

City-owned administrative office buildings

Discussion involved AFSCME President Brydan Summers and Facilities Management Director Darrell Alexander.

Questions involved the future plans of city owned facilities. Director Alexander stated that he will need another week to gather more information regarding operating cost of city administrative buildings. The real estate portfolio is being looked at strategically for the budget meetings. No city owned building is empty. There are employees working in each city administrative office building. CFO Van Eenoo stated the goal for the city is not to lease expensive buildings.

Possible Actions: Director Alexander to update the Austin Public Health staff at the Betty Dunkerley campus on the status of repairing the water pipes for the safe consumption of water.

Discussion and Possible Action

The Committee discussed the third agenda item below:

Reclassification of IT jobs

Discussion involved AFSCME President Brydan Summers, and Human Resources Director Susan Sinz. All the positions in the first phase are IT employees based on the Purdue Model. Questions asked by Brydan regarding the classification of IT jobs and how employees may challenge the classification if they feel they belong to a certain title that is not IT (IT vs OT). Director Sinz confirmed that all Phase 1 employees are traditional IT roles, and none were identified as OT.

Possible Actions: Director Sinz will follow up with Brydan in a week to explain how the IT and OT roles are being identified.

Discussion and Possible Action

The Committee discussed the fourth agenda item below:

Resolution 20250424-055

Discussion involved AFSCME President Brydan Summers, and Human Resources Deputy Director Kennedy.

Brydan stated that employees are not completely opposed to AI; he questions the policy. Deputy Director Kennedy stated that departments will work closely with ATS regarding using AI. She explained the AI Solution Approval Form that was created for departments to complete and to be reviewed by ATS and AHR. CM Broadnax stated that there is no immediate fear regarding employees losing their job to AI. City Manager Broadnax expressed his interest to focus on workforce training and upskilling employees on technology and AI. A city process and policy is underway and will be implemented in compliance with the City Resolution.

Discussion and Possible Action:

The Committee discussed the last agenda items below:

City's Training to City Employees Regarding Non-APD Law Enforcement at City Facilities

Discussion involved AFSCME Member Juany Torres and Human Rights Officer Shafina Khaki. Juany thanked Director Sinz regarding the training. Department manager training sessions are complete, and the frontline staff training is next. Juany stated that other city employees are wanting training in various departments. Juany stated a concern with the wording on slide 29 of the training presentation. Human Rights Officer Khaki stated that the wording is federal language that needs to be stated as-is.

Possible Actions: Director Sinz, Juany, and City Attorney's Office will meet to go over the slide and possibly add additional information. Staff will also follow up regarding potential discrepancy with immigration status information in library card applications.

City Manager T.C. Broadnax adjourned the committee meeting at 10:25 a.m.