



CITY OF SURPRISE
City Council Meeting Minutes
100 North Civic Center Plaza
Surprise, AZ 85374

Tuesday, April 29, 2014 @ 04:00 PM

A. Call To Order

B. Roll Call

Mayor Wolcott called the **Special City Council Meeting (Budget Retreat Cont'd)** to order at 04:00 p.m. Surprise City Hall Council Chamber 16000 North Civic Center Plaza Surprise, Arizona 85374 , on **Tuesday, April 29, 2014**. Also in attendance with Mayor Wolcott were Vice Mayor Hall, Council Member Winters, Council Member Biundo, Council Member Williams, Council Member Villanueva (arrived at 4:20 PM), and Council Member Tande.

Staff Present: City Manager, Chris Hillman, Attorney, Robert Wingo, and City Clerk, Sherry Ann Aguilar.

C. Pledge of Allegiance

Special City Council Meeting Agenda:

Regular Agenda Item - Non-Public Hearing:

#1 Continuation of the Budget Retreat from April 26, 2014 - NO ACTION

City Manager Hillman, ACM Wingenroth and HR Director, April Reynolds gave an overview regarding additional information regarding the Class & Comp Study proposed for FY2015.

Ms. Reynolds had handouts that included additional information that was requested by City Council at Saturday's budget retreat. Inequity and compression were the main topic of discussion on Saturday and a breakdown was provided.

Council Member Tande spoke in regards to inequity and compression and those who are not addressed by either one. He inquired about the 62 employees that are being brought up to the minimum.

Ms. Reynolds explained that 62 are below minimum.

City Manager Hillman explained the analysis from the inequity and compression results that were conducted by the HR Department. The responsible budget approach is to bring up these numbers as much as possible. Some categories starting pay went down, while others went up

significantly.

Vice Mayor Hall asked for clarification on column of report.

Ms. Reynolds explained columns 1 and 2.

Council Member Biundo asked when the market study was done.

It was December 2013.

Council Member Winters asked what will be done with the employees outside of the compression issues.

Ms. Reynolds explained that we will work on those over the next year.

Council Member Villanueva inquired about the employees that are not getting any increases today.

Ms. Reynolds stated that the City still provides them COLA and performance pay. They will still get the money but won't increase the base pay.

Mr. Hillman stated that it needs to be a sustainable plan, once we fix our problems, then the system will even out.

Mayor Wolcott stated that implementing a new pay plan is never easy, but it will be a significant change for the better.

Vice Mayor Hall stated that the highest number of turnovers is in the Police Department.

Council Member Tande asked about the impact of turnovers.

Ms. Reynolds stated that it is a big impact due to training, background checks, screening, etc.

Council Member Winters stated that a 200% turnover is terrible.

Council Member Villanueva asked if employees left the City due to layoffs.

Ms. Reynolds stated that they left on their own or from layoffs.

Mr. Hillman stated that the employees didn't receive increases because we didn't have the dollars, we needed to cut our expenses in order to build our reserves. He further explained to Council that they have a good system in front of them that was created by expert staff that worked very hard on this in house to save funds.

Vice Mayor Hall asked if Directors have some flexibility when hiring specialized positions.

Council Member Biundo questioned the exit interviews.

Ms. Reynolds stated that a percentage of the employees who filled out an exit interview left for low salary.

Mr. Hillman spoke of the employee survey.

Council Member Villanueva inquired about merit.

Mr. Hillman stated that it is based on performance rated by their supervisors.

Council Member Williams stated that he appreciates all of the information that was provided and supports what was submitted.

ACM Wingenroth went through the recommended increases for Fire and Police.

Mayor Wolcott inquired about the general employee column and why it is not the same for Police/Fire.

Council Member Williams inquired about the 50/50 split.

Mr. Wingenroth explained that it's half of the MOU, but not the COLA.

Council Member Tande asked for the total for all 5.

Council Member Villanueva asked for clarification regarding "unrepresented".

Mr. Wingenroth stated that Police and Fire employees that do not wear badges or represented by unions are considered unrepresented.

Council Member Williams spoke of training and coming up with a plan to be competitive.

Vice Mayor Hall inquired if it falls within fund balance.

Council Member Tande spoke of 75/25 and break it down to 2 years.

Vice Mayor Hall stated that would throw the balance off and isolate from the other employees.

Mayor Wolcott inquired about unrepresented employees, and how many will get no raises at all.

Mr. Wingenroth stated 60 or 70 employees.

Council Member Tande agreed with the 50/50 plan.

Mr. Hillman referred to page 18 and asked if this is the direction Council would like for us to follow and bring back on May 6th for tentative adoption.

Council Member Williams agreed with direction but would like COLA and service recognition to be included in the plan.

Public Comments:

Mike Payne: Fire Union Representative, asked to fully fund the pay recommended on Saturday.

Julie Moore: Appreciates looking at other options over the 3 year proposed on Saturday; pay step restoration; improper development transfers on City behalf.

James Ruff: Downturn in economy; sacrifices made with employees; salaries would be reinstated when the economy turned around.

Louis DeAngelo: FF Trustee; asked for pay plan in full. Uphold your commitment. Read a letter from Chief White commending firefighters for an EMT call.

Ryan Flinn: Firefighter, read letters from City of Surprise residents.

Tim Murel: Police Association - Fair and balance - 434 employees going into work everyday not knowing if we are going to come home.

Carol Mayfield: Native of Arizona and long-time resident of Surprise. Please give back to our first responders and give them what they duly deserve in a timely manner.

Ken Wright: I disagree with one of the points made tonight was that Council is bargaining. I mentioned several months ago the little people are going to get the shaft again, and some women. 370 employees are getting a fair shake.

Mike Woodard - 12 years ago the firefighters saved my life. I am grateful that I don't have to make this decision. Relay for Life - T-Shirts for all of the Council. Hope to see Council out there this Saturday.

Mayor Wolcott recessed @ 6:01 p.m. and reconvened at 6:12 p.m.

Departmental Budget Reports:

ACM Wingenroth reported on the Finance Department.

Mr. Hillman reported on the City Manager's Office.

Communications Director, Ken Lynch reported on the Communication's Department.

IGR Director, Michael Celaya reported on the Intergovernmental Relations Department.

Economic Development Supervisor, Mike Hoover reported on the ED Department.

City Clerk Aguilar reported on the City Clerk's Office.

City Manager Hillman reported on Mayor and Council's Office.

E. Call to the Public

F. Executive Session:

G. Adjournment:

Mayor Hall made the motion to adjourn the Special City Council Meeting of April 29, 2014 at 7:20 PM. Council Member Winters seconded the motion. Seven yes votes. Motion carried.

Sharon R. Wolcott, Mayor

ATTEST:

Sherry Ann Aguilar, City Clerk,

CERTIFICATION:

I, Sherry Ann Aguilar, City Clerk for the City of Surprise, Maricopa County, Arizona, do hereby verify that these are the true and correct minutes of the Special City Council Meeting (Budget Retreat Cont'd) of **Tuesday, April 29, 2014.**

Sherry Ann Aguilar, City Clerk,