



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

Tuesday, February 18, 2014 @ 04:00 PM

A. Call To Order

B. Roll Call

Vice Mayor Hall called the **Special City Council Work Session** to order at 04:00 p.m. Surprise City Hall Council Chamber 16000 North Civic Center Plaza Surprise, Arizona 85374 , on **Tuesday, February 18, 2014**. Also in attendance with Vice Mayor Hall were Council Member Winters, Council Member Biundo, Council Member Williams, Council Member Villanueva, and Council Member Tande.

Staff Present: City Manager, Chris Hillman, City Clerk, Sherry Ann Aguilar, and City Attorney, Misty Leslie.

C. Pledge of Allegiance

Special City Council Work Session Agenda:

Regular Agenda Item - Non-Public Hearing:

#1 Presentation and discussion on Resolution 2014-16, a resolution by Mayor and Council amending the Fiscal Year 2014 budget associated with the Pave Dirt Shoulder Capital Improvement Project (#21205) in the amount of \$105,000 - NO ACTION

City Engineer, Mike Mecham gave an overview of Resolution 2014-16, a resolution by Mayor and Council amending the Fiscal Year 2014 budget associated with the Pave Dirt Shoulder Capital Improvement Project (#21205) in the amount of \$105,000.

Council Member Williams inquired about the difference in engineering estimates.

Mr. Mecham explained that there are various reasons, oil costs up, more costs than anticipated.

Vice Mayor Hall asked why ADOT missed the mark on the engineering costs so badly.

Mr. Mecham stated that he inquired but never received an answer on this.

Council Member Biundo stated that he has the same concerns regarding the estimate. He asked if it would help to have additional dialogue open with ADOT and simply address our

concerns.

Council Member Villanueva asked for the amount of the City's contribution to this project.

Mr. Mecham stated that the amount is \$221,000, which includes engineering.

Council Member Tande commented that for clarification, these are the projects that are ongoing.

Mr. Mecham stated that he is correct.

#2 Discussion and presentation regarding employee compensation strategy - NO ACTION

Human Resources Director, April Reynolds and Human Resources Manager, Connie Welsch gave an overview on the employee compensation strategy; the City Code was reviewed on this policy.

Ms. Reynolds explained the 75 percentile of the salary ranges.

City Manager Hillman added clarification to the 75 percentile range.

Council Member Biundo asked what is driving the 75 percentile and how it compares to other cities.

Vice Mayor Hall asked if this could possibly be a management problem that caused the compression issues.

Council Member Tande offered an explanation of how the compression issues occur in most cases due to lack of increases over a long period of time.

Ms. Reynolds further commented that we had to offer a higher salary to fill vacancies, especially if applicants were coming from other cities that are currently at a higher rate of pay than Surprise.

Council Member Villanueva asked if we currently have any employees at the 75 percentile.

Ms. Reynolds referred to the powerpoint presentation slide.

Council Member Tande stated that it appears that the majority of our employees are at minimum of the range.

City Manager Hillman stated that it is his responsibility to make sure that the person we are hiring has the best qualifications of what we are looking for and that is how he justifies raising the starting point for that hire.

Council Member Villanueva inquired about those employees that are hired at a higher rate and commented that we need to be careful in the future of hiring employees high on the scale.

Mr. Hillman stated that from Council's discussion, he has a few scenarios to bring back to Council to establish in a City policy.

#3 Presentation and discussion on an ordinance amendment to Chapter 26, Article II, Business Licenses, Chapter 3, Article III, Personnel & moving Chapter 34 Article V, Division 2, Special Events to Chapter 26 Business Licenses - NO ACTION

Assistant City Manager, Bob Wingenroth and Business License Specialist, Stacie McQuarrie gave an overview of an ordinance amendment to Chapter 26, Article II, Business Licenses, Chapter 3, Article III, Personnel & moving Chapter 34 Article V, Division 2, Special Events to Chapter 26 Business Licenses.

The changes are going to be in three areas of our City Code to be in compliance with state law and to ensure public safety of our residents.

Vice Mayor Hall inquired about verifying rental homes.

Rental Homes are verified through the Maricopa County Assessor's Office.

E. Call to the Public

F. Executive Session: None

G. Adjournment:

Council Member Biundo made the motion to adjourn the Special City Council Work Session of February 18, 2014 at 5:07 p.m. Council Member Winters seconded the motion. 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 Work Session of **Tuesday, February 18, 2014.**

Sherry Ann Aguilar, City Clerk,