

City of Globe
Strategic Planning Session
Meeting Minutes May 7, 2019

Call to Order.

Present: Mayor Al Gameros, Councilmember Freddy Rios; District 1, Councilmember Jesse Leetham; District 3, Vice Mayor Mike Stapleton; District 4, Councilmember Charlene Giles; District 5, Councilmember Fernando Shipley; District 6.

Excused: Councilmember Mike Humphrey; District 2.

Invocation by; Mayor Al Gameros

Pledge of Allegiance by; Councilwoman Giles

1. **NEW BUSINESS:**

Discussion and direction only regarding the Blue Cross Blue Shield Renewal Rate Proposal. (Amy Girardo, Segal)

Mr. Jepson updates Council, Amy Girardo presented at the April 23rd meeting and was asked to bring back more plan options from Blue Cross Blue Shield.

Ms. Girardo is back before Council with 2-Alternative PPO plans for Council review.

	Alternative 1; \$250 deductible	Alternative 2; \$500 deductible
Employee	\$814.64	\$787.09
Employee + one	\$1629.28	\$1574.18
Employee + two or more	\$2280.98	\$2203.85
Total Estimated Annual Premium	\$1,606,162	\$1,550,881
Dollar Change	\$93,216	\$38,934
Percentage Change	6.17%	2.58*
Rate guarantee until 6/30/2020		

Plan Design changes from the current PPO plan include the following:

- In-Network:
 - Deductible \$250 single/\$500 Family (current \$500 Single/\$1000Family)
 - Out of Pocket Maximum \$4000 Single/\$8000 Family (current \$5000 Single/\$10,000 Family)

- Out-of-Network:
 - Deductible \$1000 Single/\$2000 Family (current \$1500 Single/\$3000 Family)
 - Out of Pocket Maximum \$8000 Single/\$16,000 Family (current \$10,000 single/\$20,000 Family)

Ms. Girado reviews plan options that are before Council to be included in the FY2019-2020 Budget as follows:

Medical Plan Options:

- 1) Current Plan Offerings and Contribution Strategy
- 2) Grandfather
 - Effective 7/1/19 new hires can only select the PPO
- 3) Base/Buy-Up
 - PPO - City pays 100% employee only and 66.7% dependent amount
 - HMO - Employee pays full additional amount to buy-up to the HMO
- 4) Move to One PPO
 - PPO – **Current \$500** Single Deductible In-Network – City pays 100% employee only and 66.7% dependent amount
 - PPO – **New \$250** Single Deductible In-Network – City pays 100% employee only and 66.7% dependent amount

Renewal Contribution Strategies are presented to Council following the City's philosophy of paying two-thirds of dependent coverage.

Council discussed the changes in premium amounts and how that would affect employee take home pay.

Mr. Jepson summarizes the options presented and the three options before Council are:

- 1) Least impactful is the Grandfather option (effective 7-1-10 new hires can only select the PPO)
- 2) Most impactful is to move to one PPO plan.
- 3) The middle option would be the Base/Buy Up (HMO employees would pay full additional amount to buy-up to the HMO)

In consideration of the above summary, Council directs the City Manager to bring back scenarios and costs for Council consideration.

2. **WORK SESSION:**

Council will discuss and possibly give direction related to City of Globe Goals, Objectives, Policies, Programs, Projects, Priorities, Relationships, and Communications, including, but without limitation, in areas such as Economic Development, Infrastructure, Public Safety, Public Investment, Community Amenities, and Public Value.

Mr. Jepson reviews communication guidelines with Council. If Staff wants to invite Council to an event, it is that Staff Members responsibility to invite **all** Council Members. If a Stakeholder comes from outside and talks to a Council Member, it is that Council Members prerogative to invite other Council Members or Staff. Mr. Jepson recommends email communication and the meeting invite feature for Council. Mr. Jepson states that it's Staff's desire to find a way of communication that best fits Council's needs, such as a group text. Staff is also in the process of creating a master calendar to post community events with a central point of contact. Mr. Jepson stated that his goal was not to throttle Council communication or activity but for Staff to treat Council all the same.

City of Globe 2019-2020
 Three Year Strategic Action Plan
 Goals and Objectives Overview and Ranking Sheet

	Area	Goal	Objective	RANK
1	ED	#1 Increase Revenue Through Economic Development	#1: Grow Capacity of the Economic Development Department	
2	ED		#2: The City of Globe continue to partner and champion for regional Economic Development	
3	ED		#3: Develop Additional City Revenue Sources	
4	ED	#2 Downtown Revitalization	#1: Increase Building Occupancy Rate in the Downtown Area	
5	ED		#2: Develop CO+HOOTS Coworkspace/Business Incubator	
6	ED		#3: Develop Downtown Splash Pad/Pocket Park/Dog Park	
7	ED	#3 Strategic & Effective Marketing to Increase Economic Development	#1: Increase Bed Tax Revenue and Restaurant Sales	
8	ED		#2: Maximize Bed Tax Organizations Impact on Tourism	
9	ED		#3: Public Notification of Current/Upcoming Events	
10	Infa	#1: Improve Existing Failing Infrastructure	#1: Repair Diversion Tunnel	
11	Infa		#2: Repair/Replace Failing Bridges within the City	
12	Infa		#3: Repair Storm Water System	
13	Infa		#4 Repair Failed & Missing Sidewalks	
14	Infa	#2: Construct Infrastructure for Future Expansion	#1: Expand Sewer in the North East Area	
15	Infa		#2: Current Capacity/Condition of All Infrastructure	
16	Infa		#3: Possible Annexation Opportunities	
17	Infa	#3: Infrastructure Accountability	#1: Elimination of Common Line	
18	Infa		#2: Identify and Establish Easements	
19	Infa		#3: Identify and Establish Right of Ways	
20	Life	#2: Revitalization of Historic Downtown – Including the Removal of Blight	#1: Renovate Vacant Buildings	
21	Life		#2: Implementation of Ordinances to Address Vacant Buildings	
22	Life		#3: Beautification of Downtown	

23	Life	#2: Improve Recreational and Service Facilities	#1: Increase Capacity of City Recreational, Parks, Library, Museum, and Active Adult , and Service Facilities	
24	Life		#2: Research Public Bathroom Facilities for the Downtown Area	
25	Life		#3: Improve Downtown Parking and Event Accommodation	
26	PS	#1: Effective Police Department and Fire Department Services	#1 Evaluate staffing models	
27	PS		#2 Evaluate and Increase Operational Capacities of Public Safety Departments	
28	PS		#3 Evaluate Customer Service	
29	PS	#2: Develop and Enhance Infrastructure to Meet Current and Future Public Safety Needs	#1: Physical Infrastructure	
30	PS		#2: Technological	
31	PS		#3 Human Resource	
32	PS	#3: Prevent Crime	#1: Enhance Crime Fighting Strategy	
33	PS		#2: Reduce Victimization	
34	PS		#3: Enhance Traffic Safety	
35	PS	#4: Community Fire and Health Risk Reduction	#1: Identify and implement additional fire prevention programs.	
36	PS		#2: Identify and implement effective programs to reduce health related issues in the community.	
37	PS		#3: Reduce the ISO rating of the City of Globe from a 4 to a 3	

A. Review Public Safety Goals and Objectives.

Police Chief Walters and Fire Chief Robinson are before Council to answer Council questions regarding the goals and objectives for the Police Department which, are ongoing achievements.

Chief Robinson presents the need for new Fire facilities, while Chief Walters talks about the upgrades that are happening at the Police Department that will meet needs. Chief Walters also updates Council on the need for physical infrastructure such as body worn cameras for Officers, police cars and radios. Chief Robinson updates Council of the Fire Department's need to move to a regional CAD system with Tri City Fire and the need for a new ladder truck.

B. Discussion and possible direction on City Goals and Objectives.

Council discussion directed; IT technology upgrade and the development of a Citizens Academy.

C. Discuss and possibly prioritize City Goals and Objectives.

D. Discuss performance metrics and staff reporting on City Goals and Objectives.

Staff and Council discuss the Strategic Plan as an action plan going forward and talked about the tracking and documenting progress through evaluation and monitoring tools. A possible dashboard that would be available to the public where Staff could share updates quarterly. Economic Development Director; Linda Oddonetto informs Council that tracking projects will play an important part in applying for grants that targets housing, quality of live and education.

According to RCAC, if the City hits 80% of objectives and goals, the Strategic Action Plan would be considered a successful project.

E. Next Steps.

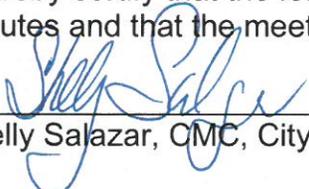
Mr. Jepson stated that Staff will complete the metrics and bring back a final document that will run parallel to passing of the budget. Wednesday; May 22nd will be the last budget meeting.

Wednesday May 22 last budget meeting.

North Broad Entrance is it in the strategic plan.

3. **ADJOURNMENT.**

I hereby certify that the foregoing is a true and correct copy of the May 7, 2018 meeting minutes and that the meeting was duly called and a quorum of Council was present.



Shelly Salazar, CMC, City Clerk