

City of Globe
Regular Council Meeting
April 10, 2018

Call to Order.

Roll Call.

Present: Mayor Al Gameros, Councilman Freddy Rios; District 1, Councilman Mike Humphrey; District 2, Councilwoman Roberta Johnson; District 3, District 4, Councilwoman Charlene Giles; District 5, Councilman Lerry Alderman; District 6.
Absent/Excused: Vice Mayor Mike Stapleton

Invocation; Mayor Gameros

Pledge of Allegiance; Councilwoman Roberta Johnson

1. **SUMMARY OF CURRENT EVENTS:**

A. Council Members

Councilman Alderman; no report

Councilman Rios; no report

Councilwoman Johnson; no report

Councilwoman Giles reported that over 200 people participated in the Easter Parade that was hosted by the Downtown Association. Councilwoman thanked Richard Thomas, Gabe Andrade and Pete Gardea for their work getting the downtown planters ready for all of the events. Councilwoman Giles also participated Cemetery Tour that was in conjunction with the Historic Home Tour and was impressed with the students from Talieson, they were young and enthusiastic. There were 66 volunteers including entire families in particular the Wilson, Hunt and Haro Families. Lastly Councilwoman Giles thanked the Globe High School Band, the Chamber and City of Globe; John Angulo and Staff for all of their efforts, there were wonderful comments on Facebook and visitors ended up staying extra days.

B. Mayor

Mayor Gameros reported that on April 3 he served on the interview panel at Globe High School. Senior Students were interviewed, graded and given feedback that would help development professionalism. Mayor Gameros was honored to be invited by the Ravenkamp's to attend the 21B Luncheon that was held this weekend at the Apache Gold Casino, it was an amazing event for professionals. at the casino 21 B luncheon, amazing for the professional. Lastly Mayor Gameros announced that HB 2514, which would benefit rural communities with HURF Funding is still going through the Senate.

C. City Manager

City Manager; Paul Jepson thanks the community, City Staff and Councilmembers for their support of all of the spring events and working to keep the city beautiful all year long. Mr. Jepson reminds everyone that school safety is so important and we need to be careful with words and communication with the School District and the City will be involved with future planning with the schools. Lastly Manager Jepson also commented that through communication with the League, good news is that House Bill 2514 is still alive and kicking.

2. COMMUNITY CALL TO THE PUBLIC

Any citizen desiring to speak on a matter that IS NOT scheduled on this agenda may do so at this time. Comments will be limited to **three minutes per person** and shall be addressed to the City Council as a whole, and not to any individual member. **Please complete a "Request to Speak Card", located with the Agendas at the rear of the Council Chambers and turn it in to the City Clerk prior to the beginning of the meeting.** Issues raised shall be limited to those within the jurisdiction of the City Council. Pursuant to the Arizona Open Meeting Law, the City Council cannot discuss or act on items presented at this time. At the conclusion of the call to the public, individual City Council members may (1) respond to criticism made by those who have spoken, (2) ask staff to review a matter, and (3) ask that a matter be put on a future agenda.

3. SPECIAL PRESENTATIONS AND CEREMONIAL MATTERS: Presentations, Proclamations, Awards, Guest Introductions and Announcements

A. Presentation of Employee Benefits for FY 2018-2019 by Segal Consulting. (Amy Girado; Vice President)

Amy Girado is before Council with more than 25 years of experience in health consulting in Arizona. The Segal Company is an employee benefits consulting operation with an impeccable reputation and is fully supported by Segal's national capabilities and resources. Segal has been Health Consultant to the City of Globe since 2004.

-Ms. Girado presents renewal information for FY 2018-2019: Medical Blue Cross Blue Shield of Arizona; Includes a \$5,000 Annual Wellness Fund. Total estimated annual premium is estimated at \$1,497,063.00 a 5% increase amount of \$71,292. Changes to the Plan include; Coordination of Benefits not to exceed amounts, excluded medication strengths and changes to the list of preventive services covered. BCBSAZ will now offer telehealth services on or after July 1, 2018. The City of Globe experienced a 81.2% Loss Ratios through December of 2017. There were no increases to Life Insurance through Mutual of Omaha, Dental Plan with MetLife or Vision Plan with Vision Service Plan.

- B. Presentation of the Resolution Copper Co. update. (Bryan Seppala; Community and Social Performance Analyst)

Bryan Seppala opens the presentation with Resolution's commitment to ensuring safety to their employees, reporting an injury frequency rate below the Nation's average. Resolution has been progressing on the Reclamation Project, Permitting, Community/Stakeholder Engagement and the development of Shaft #9. Resolution continues to work with the communities to create mutual benefits based on shared values. Resolution currently has over one hundred fifty (150) employees, over sixty (60) local contractors and suppliers, sixteen (16) mutually beneficial agreements with community partners and organizations in the last two (2) years. In 2017 Resolution Copper has invested in Scholarships, Globe and Miami Unified School Districts, Globe-Miami Chamber of Commerce, Cobre Valley Youth Club, Old Dominion Mine Park, Local Food Banks and the City of Globe Marketing Plan to name a few. Resolution also has developed a supplier portal that is being implemented with local Economic Development Corporations. Resolution continues to invest in their employees with an employee volunteer program which includes Trail Clean-up, Career Talks and Robotics, Superior Fitness Agreement, Cross Training Programs and a Parental Leave Policy.

- C. Presentation of National Library Week; April 8-14, 2018 Proclamation. (Globe Librarian; Adrea Ricke)

Globe Librarian; Adrea Ricke informs Council that the Library is continuously serving the community in many different ways. Ms. Ricke begins her update to Council with the December 2017 Christmas Read on Express which the Globe Library participated in. This event was spearheaded by Sharon Listiak of Gila County Public Health and Emergency Management. Over 700 children were served with free books and many other resources. In January the Library partnered with the Cobre Valley Center for the Arts to do their third annual Audio Book Club. Staff met with third through fifth graders for five (5) weeks. Mayor Gameros was a guest visitor during one of the weeks. During the book club the children created a large piece of art which was revealed at the Center for the Arts. Mr. Ricke reported that an average of forty (40) children participated and finished the club by watching a live performance of the Disney Jungle Book Jr. Kids. This opportunity was made possible with the support from the United Fund of globe-Miami and the Friends of the Globe Public Library. February brought the opportunity to try a new program; Digital Drop In. It gave the public opportunity to bring in their own digital devices such as laptops, smart phones, or tablets to learn how to use the library's electronic books, magazines and audio books. The Library will continue to offer this program on the last Tuesday of every month thanks to the generosity of the United Fund of Globe-Miami and the

Friends of the Globe Public Library who are funding a programming assistant, Rayel Starling. "Read Across America-Dr. Seuss Birthday Celebration was held in March. Volunteers got into the spirit by dressing up and Councilwoman Charlene Giles read Dr. Seuss books to the children. This program along with many other spring break programs brought over 1500 people to the library in just that week alone.

Librarian Ricke reported that a total of 5,952 people visited the Library in March. Because the Globe Public Library is often the first impression of Globe, Staff is working hard to continuously improve services and surroundings. This week the Library is celebrating National Library Week. The theme is "Libraries Lead" and staff will be having a raffle contest all week and a special story time on Friday, April 13th to celebrate. All activities are free and open to the public. It is also the week to acknowledge the many wonderful people that help the library by donating their time week after week. Some of these outstanding individuals include Robin Wurst, Rayel Starling, Brenden Voelker; Nancy Boyer and Abigail Ferguson. Lastly Ms. Ricke thanks her staff; Effie Dillon, Melissa Williams and Mary Helen Avalos.

Mayor Gameros reads the "National Library Week" Proclamation and presents to Adrea Ricke.

- D. Presentation of the refurbished Police Cruiser #107 (2010 Crown Victoria). (Brandon Gillum)

Fleet Supervisor; Brandon Gillum updates Council on the 2010 Crown Vic that was sent to Wild Rose in California for a complete re-build. The Cruiser had about 140,000 miles and went from a black and white cruiser to a brand-new unit. Brandon informed Council that a brand-new cruiser would cost between \$38,000 and \$60,000 compared to this re-build which is at \$26,500 a savings of more than \$11,000.00. Brandon was happy to report that only Ford original parts were used and are under warranty and all police interceptor standards were upgraded as well.

- E. Presentation and discussion on Employee Salary Equity Program. (Paul Jepson)

Mr. Jepson is before Council with a presentation on the proposed Employee Salary Equity Program.

Mr. Jepson updates Council of the salary study that was approved in 2015 and the one-time salary adjustment of \$97,000 that raised the salary of employees that were under the base salary determined by the salary study. In 2017 Council is informed of staff's intention to eliminate three Police Department positions and raised salaries by 12% across the board.

Upcoming in FY2018-2019; Staff will propose a new salary structure for the Fire Department and Public Works Staff to include workforce training incentives to encourage advancement and HR Staff plans to have annual career path review with all employees which will encourage every employee of the City of Globe to better themselves.

Measuring salary equality; Jobs are scored by many factors including skills, knowledge, complexity, work conditions, and supervision of others. Other factors include shift, physical labor, job hazards, which may or may not be included. Base equity would mean that similarly scored positions would rate similar salaries.

Mr. Jepson discusses what impacts salary equality. Differences in experience and education, macro job inflation like minimum wage, competition for workers, and housing cost vs commuter cost. Micro supply and demand for specific skill sets, competition between other agencies, shortages in experience, cola vs merit raises and individual initiative. Next Mr. Jepson discusses hiring goals. The goal of hiring is to hire the person who best fits the needs of the City by advancing the City's goals. Organizational fit is important both in the Department and the City. Mr. Jepson tells Council that he will strive to hire the candidate who he believes will outperform normal expectations.

In the proposed program salary levels will be set as new or existing positions, salaries are set based on historical price, required skills, and variety of responsibilities. Salaries may be adjusted based on experience, education, additional skills and abilities, success needs, candidate pool, and ability to each an agreement.

Salary adjustments may be adjusted to reward additional education or training when people take on additional responsibility either temporarily or permanently. In order to correct significant inequalities that impact a staff member's productivity or commitment to remain at the City, but only when the advantages outweigh the disadvantages. Salary adjustment would be set at 5% to 10% thresholds. Beyond that threshold the Manager would come to the Council.

Mr. Jepson commits to Council; a majority of our budget is staffing cost as we are investing in our work force however we must always hire within budget constraints and are always look to grow our own and hire locally, turnovers cost money, so retention and succession planning is a necessity. Inequality cuts productivity and morale and should be addressed. Staff benefits from a proactive Humane Resource Department and decisions that can be validated.

Mayor Gameros stated that he would like to see the 2015 study as it appeared to only effect upper management. Mayor Gameros also stated that we shouldn't lose the concept of the study and we need to look at the job classifications. The City didn't do anything with this study. Equity should be for all employees and the City should do a better job at providing a career path for all employees.

4. **CONSENT CALENDAR:** Matters listed under the Consent Calendar are considered to be routine and will be enacted by one motion and one vote. Public Hearing items are designated with an asterisk (*). Prior to consideration of the Consent Agenda, the Mayor will ask whether any member of the public wishes to remove a Public Hearing item for separate consideration. Members of the Council and or staff may remove any item for separate consideration.

- A. Consideration of Waiver of Section 2-4-10 (A) [prior discussion rule] to allow action on the balance of the consent Agenda:
 - 1. Accounts Payable: 365, 883. 48
 - 2. Consideration of Approval of Council Minutes:
 - 1. Regular Council Meeting Minutes; February 27, 2018
- B. Consideration of agreements and purchases less than \$25,000. (Jeannie Sgroi-Finance Director)
- C. Consideration of Fleet Maintenance Report. (Brandon Gillum)

Motion: Approve the Consent Calendar as presented. , **Action:** Approve, **Moved by** Councilman Freddy Rios; District 1, **Seconded by** Councilwoman Roberta Johnson; District 3.
Motion passed unanimously.

5. **NEW BUSINESS:**

- A. Discussion and consideration to approve a contract with Caselle to perform payroll services for the City of Globe not to exceed \$33,150 and to move \$7,650 from various accounts to 10-55-51234 "Admin-Contractual Services" and request to waive 2-4-10A prior discussion. (Jeannie Sgroi-Finance Director)

Finance Director; Jeannie Sgroi is pleased to inform Council that with the addition of the Finance Department Specialist, strides are being made in the Finance Department. Recently the Payroll Clerk position has become open and the proposal before Council this evening is to replace the position by out-sourcing payroll. Staff has performed an analysis on the cost of performing payroll in-house versus the cost of out-sourcing payroll. Based on these findings staff proposes entering into a contract with

Caselle for payroll services for the City. The most recent figures reflect the City's annual cost to employ a payroll clerk with employer related expenses comes to \$49,480. The cost to out-source payroll to Caselle would be an annual cost of \$33,150. This relates to a savings of \$16,330 per year for the City. These savings will be applied to hiring a Finance Administrative Assistant to fulfill the City's commitment to WIFA to maintain a minimum three-person Finance staff. Estimated annual cost for a Finance Administrative Assistant will be \$42,224.

Ms. Sgroi states that the advantages to out-sourcing payroll to Caselle will be the benefit the City will gain from the expertise of Caselle's technicians and payroll will be unaffected by staffing changes or departures in the future.

Mr. Jepson informed Council that staff felt the Finance Department would be more effective, utilizing a third staff member to complete the minimal data entry that would still be required for payroll and for the majority of the time utilize time to help serve other functions of Finance.

Motion: Waive the prior discussion rule and approve a contract with Caselle to perform payroll services not to exceed \$33,500 and to move \$7650 from various accounts to Admin-Contractual Services. , **Action:** Approve, **Moved by** Councilwoman Charlene Giles; District 5, **Seconded by** Councilman Freddy Rios; District 1.
Motion passed unanimously.

- B. Consideration to approve entering into a three (3) year contract with HeartFit, LLC to perform annual physicals for the Globe Fire Department fire personnel, budgeted funds to come from Account #10-56-51253 "Fire-Physicals/Heb B/Drug Screen"; request to waive City Code 2-4-10(A) prior discussion rule. (Gary Robinson-Fire Chief)

Fire Chief Robinson informs Council that each year, all full-time members of the Globe Fire Department are required to complete an annual medical physical in accordance with NFPA Standard 1582. During the past two years, the Globe Fire Department has been utilizing HeartFit for Duty as our vendor for these annual physicals. This year HeartFit is requiring a contract. The City has been very happy with HeartFit and because both area fire agencies are using this vendor, HeartFit is very accommodating. Staff recommends approving this contract which would provide the best opportunity to insure continuity of care for personnel. Because of the specialized physicals, local facilities cannot be identified to perform the service that is required by the NFPA Standard

Motion: Waive the prior discussion rule and approve a three year contract with HeartFit LLC to perform annual physicals for the Globe Fire Department., **Action:** Approve, **Moved by** Councilwoman Roberta Johnson; District 3, **Seconded by** Councilman Freddy Rios; District 1. Motion passed unanimously.

6. **ACTION ITEMS:**

- A. Discussion and consideration of Resolution No. 1777; adopting a Fair Housing Policy as required by all applicants for Community Development block Grant funds, certifying that the City of Globe will further fair housing. (Jerry Barnes)

RESOLUTION NO. 1777 - A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GLOBE, COUNTY OF GILA, STATE OF ARIZONA, ADOPTING A FAIR HOUSING POLICY, MARKING KNOWN ITS COMMITMENT TO THE PRINCIPLE OF FAIR HOUSING, AND DESCRIBING ACTIONS IT SHALL UNDERTAKE TO AFFIRMATIVELY FURTHER FAIR HOUSING.

City Clerk; Shelly Salazar reads Resolution No. 1777 into the meeting and Council is satisfied with the reading.

Jerry Barnes informs Council that with the expectation of the FY2018 Community Development Block Grant, the Housing and Community Development Act of 1974 requires that all applicants for the CDBG funding certify that they shall further fair housing.

Motion: Motion to Approve Resolution No. 1777., **Action:** Approve, **Moved by** Councilwoman Roberta Johnson; District 3, **Seconded by** Councilwoman Charlene Giles; District 5. Motion passed unanimously.

- B. Consideration to approve Ordinance 851 amending existing City Code 16-1-3 Location of Mobile Homes. (Chris Collopy)

ORDINANCE NO. 851 - AN ORDINANCE OF THE CITY OF GLOBE, ARIZONA, AMENDING THE GLOBE CITY CODE SECTION 16-1-3 LOCATION OF MOBILE HOMES THERETO; REPEALING ANY AND ALL OTHER ORDINANCES AND PARTS OF ORDINANCES IN CONFLICT THEREWITH; PROVIDING FOR PENALTIES FOR THE VIOLATION THEREOF;

City Clerk; Shelly Salazar reads Ordinance No. 851 into the meeting and Council is pleased with the reading.

Chris Collopy updates Council that this Ordinance will amend the existing City Code 16-1-3 Location of Mobile Homes in an effort to help the City's Code Enforcement Specialist regulate the use of RVs on private property. Mr. Collopy brings attention to the language in the Ordinance that would allow one to obtain the permit at City Hall and would require that permit for a stay longer than five (5) days for no more than a total of thirty-eight (38) days in a year. Permission from the land owner is also necessary.

Council was pleased with the changes addressing the permit and the balance that allows for visitors.

Motion: Approve Ordinance no. 851 as read. , **Action:** Approve, **Moved by** Councilwoman Roberta Johnson; District 3, **Seconded by** Councilwoman Charlene Giles; District 5.
Motion passed unanimously.

- C. Consideration to approve the First Amendment to Water/Effluent Exchange Agreement with Freeport McMoRan (successor to Inspiration Consolidated Copper Company 1983 Water/Effluent Exchange Agreement). (Paul Jepson)

City Manager; Paul Jepson updates Council that in April of 2016 the City of Globe approved a Term Sheet for the Agreement for the Purchase of Effluent between the City and Freeport McMoRan. Approval of this agreement will formalize the previously approved terms and allow effluent to be sold to FMMI at a capacity of 500-acre feet per year for a period of fifty (50) years. FreePort agrees to accept all of the water except in the issue of mine safety, however Globe has the ability to use the excess of 500-acre feet if we choose. Mr. Jepson assures Council that the agreement has been approved and signed by City Staff, all Attorneys and FreePort.

Public Works Director; Jerry Barnes confirms for Council that the City will keep their permit with ADEQ and sampling will still be done because the City still has the ability to exit into the creek.

Council thanks Staff and prior Staff for all of the time that they have spent on negotiations. This is truly a good thing for the City of Globe, turning water that we are already producing into revenue from \$1.00 per year to market value.

- . **Motion:** Approve the First Amendment to the Water/Effluent Exchange Agreement with Freeport McMoRan, successor to Inspiration Consolidated Copper Company 1983 Water/Effluent Exchange Agreement), **Action:** Approve, **Moved by** Councilman Freddy Rios; District 1, **Seconded by** Councilwoman Roberta Johnson; District 3. Motion passed unanimously.

Mr. Jepson thanks Sandy Frabritz-Whitney who is native to Globe and close friends with former Mayor Wheeler for being instrumental in negotiations.

- D. Consideration to approve Purchase and Sale Agreement, Special Warranty Deed, Bill of Sale, License Agreement, and The First Amendment to the Interconnect Agreement with Arizona Water Company, as required for the sale of Arlington Tank. (Paul Jepson)

Councilman Freddy Rios recuses himself.

Mr. Jepson updates Council that on November 7, 2017 the City of Globe approved a term sheet for the sale of the Arlington Water Tank to Arizona Water. The tank will be sold in exchange for \$310,000 and the installation of an "Inter-Connect" between the two water systems that would enhance fire flow water pressure in the Globe water systems. Approval of this item will also approve a purchase agreement, licensing agreement that will allow for the Police Department antenna to remain on the site for \$100 per year.

Mayor Gameros clarifies for the public that this sale does not diminish our water system or supply.

Jerry Barnes assures Council that Staff is pleased with this sale as it gives the City of Globe the capacity to give up some storage and increase cash flow and also to install a pump station in that area and increase pressure and fire protection up to 1500 gallons per minute.

Motion: Approve the Purchase and Sale Agreement, Special Warranty Deed, Bill of Sale, License Agreement and the First Amendment to the Interconnect Agreement with Arizona Water Company., **Action:** Approve, **Moved by** Councilwoman Charlene Giles; District 5, **Seconded by** Councilwoman Roberta Johnson; District 3. Motion passed unanimously.

- E. Discussion and Consideration to approve final draft of the job description for the Chief of Police position. (Paul Jepson)

Motion: Motion to table until after Executive Session, **Action:** Table, **Moved by** Councilwoman Charlene Giles; District 5, **Seconded by** Councilwoman Roberta Johnson; District 3.
Motion passed unanimously.

7. **CALL TO THE PUBLIC:**

Any citizen desiring to speak on a matter that IS NOT scheduled on this agenda may do so at this time. Comments will be limited to **three minutes per person** and shall be addressed to the City Council as a whole, and not to any individual member. **Please complete a "Request to Speak Card", located with the Agendas at the rear of the Council Chambers and turn it in to the City Clerk prior to the beginning of the meeting.** Issues raised shall be limited to those within the jurisdiction of the City Council. Pursuant to the Arizona Open Meeting Law, the City Council cannot discuss or act on items presented at this time. At the conclusion of the call to the public, individual City Council members may (1) respond to criticism made by those who have spoken, (2) ask staff to review a matter, and (3) ask that a matter be put on a future agenda.

8. **SCHEDULING OF MEETINGS:**

Scheduling of meetings, which may be brought up at this time.

10. **ADJOURNMENT.**

Motion: Adjourn into Executive Session at 8:16 pm., **Action:** Adjourn, **Moved by** Councilwoman Charlene Giles; District 5, **Seconded by** Councilwoman Roberta Johnson; District 3.
Motion passed unanimously.

E. Discussion and Consideration to approve final draft of the job description for the Chief of Police position. (Paul Jepson)

Motion: Approve the final draft of the job description for the Chief of Police position.
, **Action:** Approve, **Moved by** Councilwoman Charlene Giles; District 5,
Seconded by Councilwoman Roberta Johnson; District 3.
Motion passed unanimously.

Motion: Adjourn the Regular Meeting at 10:17 pm., **Action:** Adjourn, **Moved by** Councilman Freddy Rios; District 1, **Seconded by** Councilwoman Roberta Johnson; District 3.
Motion passed unanimously.

I hereby certify that the forgoing are a true and correct copy of the Regular Council Meeting Minutes of April 10, 2018 and a quorum of Council was present.



Shelly Salazar, CMC, City Clerk