

City of Globe  
Council Strategic Retreat  
January 18, 2018

Call to Order.  
Roll Call.

**Present:** Mayor Al Gameros, Councilwoman Roberta Johnson; District 3, Vice Mayor Mike Stapleton; District 4, Councilwoman Charlene Giles; District 5, Councilman Lerry Alderman; District 6.

**Absent/Excused;** Councilman Freddy Rios; District 1, Councilman Mike Humphrey; District 2,

Invocation; Councilman Lerry Alderman  
Pledge of Allegiance; Councilwoman Charlene Giles

1. **DISCUSSION:**

1. **Year End Review**

- WIFA Loan Awarded; \$3M
- Retention Efforts
  - Succession planning.
- Economic Development Department
- Mayor Vote on all issues
- Tax Auditor in Place
  - Discovered that lease taxes have not been paid and the Cobra Valley Plaza businesses were not paying sales tax to Globe but instead to Miami. ADOR will reconcile with Globe back four (4) years and work things out with Miami. The confusion was that these businesses had a Miami mailing address however they are physically located within Globe city limits.
  - Mayor Gameros suggested a checklist when filing for a business license to make sure they have a TPT license and tax is being collected by Globe.
  - Councilman Alderman had a meeting with constituents and the Post Office and the Post Office is unwilling to make changes to correct the Miami mailing address with Globe residents.
  - Chris Collopy informs Council that he gets requests for letters of confirmation that they are Globe residents.
- \$15 Sales Tax Cap Repeal
  - Effective January 1, 2018
- CDBG Fire Truck

- Bay drive way needs to be repaired \$9K by staff to house the ladder truck. Truck air shocks have been discussed however staff does not want to null the warranty or damage the integrity of the truck in any way.
- Alan Urban wants to come up to Globe and give a presentation on the February 13<sup>th</sup> meeting regarding the next CDBG funding cycle.
- PD Audit; the past two years have been busy.
- Code Enforcement Officer
- Asphalt 5-year plan
  - This year CDBG funding has been designated to Asphalt.
- **Year in Review Continuing Projects.**
- Succession planning and retention efforts; staff is currently working on passing down information. It is important to cross train.
- Bed Tax Organizations
  - Economic Development Dept. is still in the process of reaching out to them. Mayor Gameros formed a Bed Tax Committee and has been meeting with the different organizations and **will present to Council in late February.** Linda Oddonetto is point person with these organizations.
- Finance Department Reorganization
  - Staff is currently working to fill the vacant position, discussion that Jaime Mills could move into that position. Finance Director Jeannie Sgroi said that was a strong option and her preference. Mr. Jepson stated that Jamie is very professional and capable, she is the kind of person you can give her a role and she can fill in. Mr. Jepson said that this was an option however Staff is currently looking for someone.
- Police Department Facilities
- Dog Park
  - Linda Oddonetto stated that best site is still the Lions Club Park. Parks and Recreation Committee is aware of the two sites and a meeting is pending since the dirt work has been done.
- North Broad Street
  - Waiting for Corona Signs to submit a bid and ADOT has agreed to the road closures. Mayor Gameros stated that we need to find out about stain painting and Linda informed everyone that Corona Signs is including this in his bid however there no funding for lighting. Arizona Eastern is looking for a signature project and it is hoped that they will fund the lighting. Councilwoman Giles suggested crediting the possible funding with a sign of appreciation.

- Blight removal
  - This is a goal of Council and we will always be working on this.
  
- Fire Flow Improvements
  - Mr. Jepson said negotiations have been completed with Arizona Water for Arlington Tank. Residential areas require 1000 psi while commercial areas require 1500 psi, Mr. Barnes said that the Bonita Booster Station will provide 1500+psi in that area. Near the Fry's area our fire flow has increase three times due to the 8" line that was installed on Highway 60. Progress is good and the area by Fry's is up to standard for commercial fire flow. Mr. Jepson said credits go to the prior Council and City Manager.
  
- Electronic Patient Care
  - Chief Robinson informed Council that the format is set will start getting this out in the field.
  
  - Mayor Gameros is back to succession planning in Public Works and is concerned that staffing is still shorthanded. Mr. Barnes is concerned about replacing key people that are close to retirement. Mr. Jepson stated that the City is planning and working on it. Public Works is fully staffed. Mr. Jepson also stated that at budget Staff will look at adding another body if needed and is doable. Discussion how valuable the Department of Correction Staff is to the Public Works, we have about twenty (23) Department of Correction staff. The requirement for DOC Staff is six inmates to one City Staff.



## 2. City Infrastructure

- Continue WIFA Infrastructure Program
  - The City has 2 years to spend the \$3M funding, we are on track.
  
- Waste Water Treatment Plant Refurbish (\$500K)
  - Discussion was held regarding the detail of the refurbish that would take approximately 6 months to complete. This will be added to the 2019 CIP and staff is recommending to possibly use the proceeds from the Arlington Tank sale \$310K and possible the FMI money. The well study to be added to the 2019 CIP
  
- Implement Arizona Water Settlement
- Sale of Arlington Tank (+310K)
  
- FEMA Remap Flood Plain (\$50k)

- Mr. Jepson stated that a remap of the flood plain could be a two-edge sword for some of the businesses in Globe and doesn't see the City spending \$50K for a remap. Mr. Barnes explained that a remap of the flood plain could show a shift and some people that out of the flood plane could be shown as in the flood plain with a remap. Before FEMA will come in and do a remap they need the City to prove that there is a problem. Mr. Jepson explained that unless there is political pressure he doesn't see the City of Globe looking to remap, if a business comes into town and there is an issue of building in a flood plain, re-aligning won't solve the problem.
- Mayor Gameros inquired whether there was funding available to help businesses that are in the flood plain. Mr. Jepson explained to Council that the City could help offset costs, and be a partner to help facilitate the sale of the land.
- "More Asphalt"
  - Mr. Barnes explained to Council that projects include priorities that will be on the CDBG project list, High Street project which is a WIFA water line replacement that will require asphalt and the Oak/Hill Street project which will start in April-May and will start at Highway 60 down Oak Street back out to Highway 60. This project is funded to the Transportation Improvement Project (TIP).
  - Mr. Barnes address a question Council had regarding the Connie's Bridge. Mr. Barnes informed Council that the City has opportunity of design funding through CAG. Staff recommends to move the intersection north and this will make a right-angle intersection with a stop light, a price tag of about \$2M, staff is hopeful that approximately 90% could be funded through outside funding.
  - Mr. Jepson informs Council that there is still talk about the one-way design from Sycamore to Pine which would keep automobiles off the railroad tracks. This will probably be added to the 2018 CIP. The City has received negative input from 5 D Mining.
- Well System and Water Supply Study (\$50K to develop a long term comprehensive strategy to improve existing wells and plan for future wells)
  - Mr. Barnes updates Council on the City of Globe's water standing and informed Council that we have lost 200 feet in the last 40 years. A big drop in the acquirer was in 1994-1995 the year the Casino was built. Since then we have lost about 3 ft per year. We have enough water in the wells to last approximately 50 years. Staff recommends the re-development the Hagen Well for future water needs. Mr. Barnes stated that he will put the **water study in this year CIP.**

- Linda Oddonetto stated that the IDA is applying for some community funding and it is tied to water conservation.
- With that said Mayor Gameros inquires about a City conservation program that could be tied to grant funding. Mr. Barnes informed Council that ten (10) years ago we used 1600-acre ft. of water and because of water conservation and improvements this past year we used about 1400-acre feet. Improvements to meters at the wells will further improve water conservation.
- **Discussion: Strengths and weakness of current system, and long-term needs (5 to 20 year's)?**
- Mayor Gameros inquired about plans to asphalt Broad Street; Jerry Barnes informed the Mayor that plans to do Broad Street from Cottonwood to Mesquite is about \$400K and it will be in the 2019 CIP.
- Mr. Barnes also informed Council that Staff plans to start a program to video all of the sewer system to see what out future needs are.
- Council discussion;
- Mayor Gameros wants clarification on the requirement for new builds to have a shut off for sewer for customers in the Arizona Water C service area. This was directed by the previous council. Staff also clarified that it is a cost to the builder or home owner. Mr. Barnes also clarified that it was an approximate cost of \$750.00.

### 3. Regional Partnership

Mr. Jepson reviews Regional Partnership with the; Town of Miami, Town of Payson, Gila County, Copper Corridor, San Carlos, Mine Communities, CAG Region and the US/AZ Forest and states that we are doing well. Mayor Gameros is leading the charge on CAG and on January 31<sup>st</sup> is in line to being the Chair for Regional Council.

Mayor Gameros is concerned with the need to work on the relationship with the Reservation. Mr. Jepson has seen some improvement in low level conversation.

Linda Oddonetto informs Council that while attending a meeting at the Horizon corporate office she had the opportunity to speak with Chairman Rambler's two assistants, and at the end of the meeting San Carlos committed financial assistance for the new domestic home now called the Gila House. The County is coming forward with a house with funding from HURF funding.

Mr. Jepson informed Council that the City is working on an IGA for emergency services.

Linda Oddonetto is back before Council with an update on BHP Community Meetings. The next meeting is February 7<sup>th</sup> and they would love if Council would attend.

Mayor Gameros announced that the Freeport Investment Panel will be meeting in March.

Linda also informed Council that she will be meeting with the General Manager of Freeport tomorrow as the United Fund Chairman, they will be discussing Corporate Match Dollars. They have identified education to be their community focus. They feel higher education will bring a more talented workforce to the area. Capstone and Freeport would like to see Globe-Miami School Consolidation and would like to do a study.

Mr. Jepson states that the mines see education as a key factor in why their employees won't move to the area and see consolidation as higher education.

Mayor Gameros stated that this is something that has to be supported by the City.

Councilman Alderman states with experience that this is a no-win conversation, if we discuss school consolidation we will have resistance.

Mr. Jepson, the City should not be point on this but we need to understand the effect this has on economic development in particular families moving to Globe.

After a lengthy discussion, Mr. Jepson asked for Council support to continue this discussion. Council agrees that the Mines should support a school consolidation study.

Mr. Jepson informed Council that ADOT will be have their Board Meeting here in Globe on June 15<sup>th</sup> where they will be announcing their 5-year plan.

Mr. Jepson updated Council on the Cobre Valley Regional Aquatic Committee enter; the bill to create an Aquatic's Facility District has been completed and is on its way to State Legislature.

#### 4. **Blight Mitigation**

- US 60 Cleanup Project;
  - Code Enforcement Specialist; Michelle Yerkovich informed Council in regards to the US 60 Hwy Cleanup Project, that the City wants to

combine education with the different agencies to help promote business owners with property clean up.

- Manager; Paul Jepson stated that this effort needs to be a collaboration with business owners, the Town of Miami and the concern with ADOT right of way. Jerry Barnes is concerned that using City resources would be counter productive in ADOT's responsibility of the right of way.
- Councilman Alderman stated that the cleanup needs to be done through Globe Clean and Beautiful; private individuals as opposed to the City of Globe committing to clean up an area. Another point is that Globe Clean and Beautiful will provide all of the bags and equipment and will feel a part of the community.
- Mr. Jepson asked Council if we accept what US 60 looks like until we can put political pressure on ADOT or do we take control of our destiny and start the clean-up. In preparation for the Home Tour that is scheduled for the first weekend in April, Council is not opposed having Public Works crews to start the clean-up and not wait for ADOT involvement. Jerry Barnes warned Council that if there are safety issues with cleaning the highway right of way and if the City violated safety protocol, ADOT would not permit the City to work on the highway again if we did not coordinate with ADOT. Mr. Barnes suggest the City contact Steve Stratton.

➤ Residential blight;

- Mr. Jepson is happy that Code Enforcement Specialist; Michelle Yerkovich is out and doing a good job however, we are facing some tough areas; that include Euclid and Gleason where there is a corner of parked cars that are being dismantled. Michelle was able to go to the Globe School Superintendent and get authorization to have the cars removed. Mr. Jepson continued that we want to be fair without targeting areas and that way is to lay out a plan of enforcement. The enforcement would start with Code Enforcement making contact, followed by a letter and then citation if needed. This would be about a three-month process. Mr. Jepson asked Council if this process was too tough or too easy. Council replied that Michelle was the right person to do the job and that the process was just right.
- Mayor Gameros is also concerned with narrow streets and parked cars blocking public safety. Councilwoman Giles wants to see the code changes allowing the City to move abandoned parked cars and accelerate the restore/repair process.

- Mr. Jepson summarizes a lengthy discussion; possibly look at a code that would accelerate the process to part out a car.
- Unoccupied Commercial Building Enforcement;
  - Mr. Jepson stated that we need to step up the process and be consistent.
- Possible Code Changes:
  - Parked Cars
  - Occupied Trailers; make sure the code changes are on the website and Council didn't see a problem allowing residents to park an RV in their front yard.
- Grading Permit; need clear direction in code to manage
- Lean and Clean Funds; Is \$45,000 enough?
  - Council Direction to continue to budget.
- City Owned Properties;
  - Council Direction to work on creating a list and prioritize sales.

## 5. Economic Development

- Perception of city ED Department
- Partnerships with the County
- Partnerships with Local Groups
- City Sponsored Special Events
- Grant Strategy
- How Council Can Help
- Discussion: What are Council Expectations?

Item tabled

## 6. Being a Business-Friendly City

- Pre-Permit Review Meeting: Everything Up Front
- Centralize Permit Process: One Stop Shop
- Document and Define Requirements
- When a Permit is Required
- When a Contractor is Required
- When Stamped Plans are Required
- SB 1598 Approval Timelines
- Record, Sign and Track Everything
  - Fees based on Actual Cost

- Incentives to Remove Communal Sewer Lines
- Finish Sin Code and Non-Conformity Permits
- Educational Outreach
- Discussion: Defining Business Friendly?
  
- Aesthetic Plan vs. Random
- Where does the City Draw the Line on Individualism?
- Commercial Buildings?
- Historical District?
  - Dominate Aesthetic Look: Cottonwood, Superior, Oro Valley
  - Adopt a Pallet or:
- “Encourage individualism within the confines of an overall aesthetic plan with an appeals process through Council”
  - Historical Preservation District or Council

Item tabled

## 7. City Facilities

Long Term Solutions are a long way out.

Michelson Building Options presented by Chief Nipp.

Chief Nipp updated Council that he has reached out to an Architectural Firm and has received some information. The Operational Audit recommended a 27,712 sq. ft. for a Public Safety facility. The current Police facility is 1534 sq. ft. not including the basement or off-site storage. The recommended square footage for just the Police Department is 9,565 sq. ft. The Michelson Building is right at 8000 sq. ft. Chief Nipp stated that this not an ideal solution for the Police Department because of parking and security issues, this is an opportunity that we can seize.

Chief Nipp presents the following facility use options:

Option 1; The Police Department gets the whole building this would allow the Police Department to have specialty rooms. There is such an overload of evidence dating back to 1960; the department is still going to have to store in an offsite location

Option 2; The Police Department on the first floor and half of second floor the other half being City offices. The issues with this, reducing the amount of space and issue with separating the building security requirements and separate emergency exits.

Option 3; The Magistrate Court would use half of the second floor and the rest of the facility would be used for the Police Department.

Option 4; The Police Department utilizing only the first floor.

Mr. Jepson then presented an idea that was brought up at the Director’s Meeting which was to put the Library in the Michelson Building and current Library and the Rouge buildings could be used for the Police Department facility. This option is also intriguing because of the location on the corner for a potential adjoining Fire Station.

Councilman Alderman reminded the meeting that the Library was offered the Kim's building on Broad Street and turned it down because they have plans for a new Library with the support of the Friends of the Library. Mr. Jepson stated that we need to look at the needs of the City, the Library is going to have concerns.

Linda informed Council that City Librarian; Adrea Ricke toured the building and she was not receptive. Concerns were parking and the limited use of outdoor space for programming and Adrea couldn't get past with the current condition of the building and the fact that plans have been approved by prior Council and basically the community. Mr. Jepson added that the front space of the first floor could be used as a visitor's center.

Councilman Alderman pointed out that Gila County supports the Library and we would have to have an agreement.

Council thought that the Michelson Building would make a beautiful Library.

Jerry Barnes pointed out an advantage to the Library occupying the building, after being on the Freeport Panel; the FMI Investment Fund grant could be applied for to replace the roof because of the educational component. Mr. Barnes clearly stated that this is economic development and would qualify for funding.

Mr. Jepson will go back and discuss the plan further with Adrea.

Council approved to pursue this option.

## 8. Public Safety

### Police Staffing Levels

- Coverage, minimum 2 Officers 1 Sgt. per shift
- Professionalism
- Department Cohesion

Mr. Jepson updated Council that two non-sworn positions that were approved in the budget but never filled. Up to date financial information and projections to June 2018, prove to convert the two non-sworn position to sworn positions, the City is still on budget and will be saving \$12K to \$15K per month in overtime. Advantages to having two additional positions will accommodate normal day to day business and will elevate issues with vacation. This will present more ability to provide proactive activity.

Chief Nipp stated that when the idea first came up to convert the two sworn positions to non-sworn, staff felt this would help the City to overcome a hurdle and the \$40,000 savings would help attract qualified officers and it has, however

Chief Nipp said that he failed to calculate the effect this would have on the day to day business and that we would be short.

Mayor Gameros agrees with the two sworn positions, and although we can't let this detour the City from hiring experienced Officer we have to remember when the City hires a lateral we are accepting the PSPRS unfunded liability.

Chief Nipp discusses Officer retention and thanks Council for their support of the bunk house that provides lodging to Officer's that live out of town. That small amount of investment has returned positive feedback. The officers are also very positive for the refurbished vehicles, because they like the cars.

Police Department Case Management Software this year;  
Chief Nipp updates Council on the case management software. Chief is in the process of preparing a request for quote and hopes to have something back within two weeks. Councilwoman Johnson suggest; field trip with staff to visit implementation.

Discussion regarding the Spillman Software confirmed that because the City contracts with the County, the City does not have administrative control of the software. Spillman is a nation-wide network, the County can view City information however the County has not give rights to the City to view their information. This is a disadvantage to the City; lack of control and security. Chief Nipp goes on to say, if the City had its own Spillman software we do not have the IT support that is required. Chief Nipp informed Council that an option for the City is a subscription which is secured on the Cloud and cost is \$75 per month per user. Cost would be an estimated cost of \$22,500 annually compared to the \$8000 maintenance we currently pay for Spillman.

Mr. Jepson clarifies that the City is keeping Spillman, the case management software would be an enhancement to the software. The City currently does not have dedicated Public Safety IT support. Jerry Alexander does a great job for the City, however he is not Public Safety qualified.

Police Department Radios CIP;  
Chief Nipp informs Council that the School District is very eager to assist with a solution for a radio site, which would save about \$400K as the Department is having struggles with KQSS wanting \$1000 per month.

Fire Staffing Classification;  
Mr. Jepson informed Council that Staff is looking at a Staffing Classification system for the different levels of Staff for the Fire Department. This help with a career path and would add approximately \$32K to the CIP.

Chief Robinson states that the Department lacks where Staff can go and how they can get there. Chief Robinson stated that he based his model off of what Chief Nipp did and applied it to the Fire Department. Considering levels of positions, education and years of service that would allow Staff to achieve the rank of Firefighter to Captain.

Mr. Jepson added that keeping good people is more productive than re-training.

Chief Robinson informed Council that retention is starting to be an issue, with other agencies hiring. This would put goals in place and help retain our employees.

Mr. Jepson also stated that his has budget ramifications and will be balance with the benefit.

Mayor Gameros stated that growing our own Firefighter would help with our PSPRS unfunded liability.

Councilwoman Johnson, we also have to be careful and offer this to all departments.

9. Revenues and Budget  
Item tabled

10. Going Forward  
Item tabled

2. **ADJOURNMENT.**

Meeting adjourned at 4:44 pm.

HANDICAPPED INDIVIDUALS WITH SPECIAL ACCESSIBILITY NEEDS MAY CONTACT THE CITY OF GLOBE AT 425-7146 OR 425-5330 (TDD) AT LEAST 72 HOURS IN ADVANCE.

I, Shelly Salazar, City Clerk, do hereby certify that the foregoing notice was posted on January 17, 2018 at 9:00 am



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Shelly Salazar, CMC, City Clerk