



**TOWN COUNCIL MEETING
6401 E. LINCOLN DRIVE
PARADISE VALLEY, ARIZONA 85253**

**SUMMARIZED MINUTES
FEBRUARY 28, 2008**

CALL TO ORDER

Vice Mayor LeMarr called to order the Town Council meeting of the Town of Paradise Valley, Arizona, held at Town Hall 6401 E. Lincoln Drive, on Thursday, February 28, 2008 at 5:05 PM.

COUNCIL MEMBERS PRESENT

Vice Mayor Scott LeMarr
Council Member Ron Clarke
Council Member Brian Cooney
Council Member Mary Hamway
Council Member Dan Schweiker
Council Member Virginia "Jini" Simpson

Mayor Ed Winkler was not present

STAFF MEMBERS PRESENT

Town Manager James C. Bacon, Jr
Town Attorney Andrew Miller
Town Clerk Duncan Miller
Town Engineer William Mead
Chief of Police John D. Wintersteen
Management Services Director Lenore Lancaster
Planning & Building Director Eva Cutro
Public Works Director Andrew Cooper
Senior Planner Molly Hood
Planner George Burton
Court Services Manager Elsa Lynch
Deputy Town Attorney Steven Zraick

DISCUSSION ITEMS

Discussion of Employee Pay Plan

Mr. Bacon stated that the last comprehensive study of the Town's employee compensation plan was conducted in 2000. He suggested that it is time for the Town revisit the Pay Plan and consider in more detail what is meant by "market competitive" and address the plan's internal equity.

He said the purpose of this discussion item was to seek policy direction from the Council on an overall Town compensation philosophy that addresses three goals: 1) motivates employees to join the organization; 2) motivates employees to perform at the top of their skill set; and 3) motivates employees to stay.

Ms. Hancock reviewed key questions that must be considered when reviewing the Town's compensation plan.

1. Does the Town have the ability to attract employees with appropriate skill sets and types of employees needed?
2. How should the Town define the market and who should be considered to be the Town's competitors?
3. Should commuting distance traveled by employees be taken into consideration?
4. Where are employees going when they leave and for what reasons?
5. Where does the Town want to be in terms of the market as it is defined?
6. How are the changing demographics of the workforce going to affect the Town in the next 5 years?

It was recommended that the Town conduct a complete review of the Town's compensation philosophy and strategy. The strategy should address the loss of talent and the Town's ability to recruit. It should also include development of a competitive pay and benefit plan, succession planning, and determination of what motivates Generation X and Generation Y employees.

She said this topic will be discussed again at the Budget Policy Retreat.

There was Council consensus to discuss this further.

Motion and vote – Vice Mayor LeMarr moved to go into executive session at 5:32 p.m. Councilmember Schweiker seconded the motion which passed unanimously.

EXECUTIVE SESSION

- a. Discussion and consultation with Town Attorney regarding the **development agreement with Five Star Development** as authorized by A.R.S. §38-431.03.A.4.

- b.** Legal advice from Town Attorney regarding **private water providers** as authorized by A.R.S. §38-431.03.A.3.
- c.** Legal advice, discussion, and consultation with Town Attorney regarding **Arizona-American rate case related to the public safety surcharge** as authorized by A.R.S. §38-431.03.A.3 and A.R.S. §38-431.03.A.4.
- d.** Discussion and consultation with Town Attorney regarding pending or contemplated litigation or settlement discussions conducted in order to avoid or resolve litigation in the matter of **Harris Kenneth Thayer v. Town of Paradise Valley CV2007-009008** as authorized by A.R.S. §38-431.03.A.4.
- e.** Discussion of **Town Manager goals and objectives for 2008** as authorized by A.R.S. §38-431.03.A.1.

CALL TO ORDER

Vice Mayor LeMarr reconvened the meeting of the Town Council at 7:00 P.M.

COUNCIL MEMBERS PRESENT

Vice Mayor Scott LeMarr
Council Member Ron Clarke
Council Member Brian Cooney
Council Member Mary Hamway
Council Member Dan Schweiker
Council Member Virginia "Jini" Simpson

Mayor Ed Winkler was not present

STAFF MEMBERS PRESENT

Town Manager James C. Bacon, Jr.
Town Attorney Andrew Miller
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Town Engineer William Mead
Police of Chief John Wintersteen
Public Works Director Andrew Cooper
Management Services Director Lenore Lancaster
Planning & Building Director Eva Cutro

PLEDGE OF ALLEGIANCE

Councilmember Clarke led the Pledge of Allegiance.

PRESENTATIONS

Recognition of Retiring Police Sergeant Bruce Barrows

Vice Mayor LeMarr recognized Sergeant Bruce Barrows for his 30 years of service to the Town, upon his retirement. Sergeant Barrows joined the department on February 22, 1978. He served as a patrol officer, was promoted to Sergeant in 1988, and in 1992 was assigned to the technical support division.

Recognition of Underground Utility Conversion District Leader for District 22

Vice Mayor LeMarr recognized the Cosanti Foundation for their role in organizing neighborhood support for undergrounding the overhead utilities in District 22. The project was completed in

January 2008 and removed 29 poles and 4,324 feet of aerial utilities. District 22 is the 28th district to be completed since 36 districts were established in 1994.

Recognition of Town Staff Members and Volunteers in Connection with Recent Water Quality Event

The Vice Mayor recognized the following Town staff members who helped during Arizona American's recent water quality event: Lenore Lancaster, Andrew Cooper, John Wintersteen, Bill Mead, Bob Ciccarelli, Richard Edwards, Sherry Cookemboo, Angie Hisler, Diane Wayland, Carl Hollish, Mario Navarro, Gary Stewart, Roberto Olivas, Paul Rodriguez, Bob Schneider, Larry Scott, Karl Emberg, Teresa Brown, Rick Cookemboo, Jim Tortora, and Steve Horvorka. The Police Department volunteers were John and Judy Chervenak, Al Crawford, Doug Pomeroy, Hessman Rahimian, Virgil Snyder, and Patricia Wagner.

Report by Fire Marshal on Recent Fire Activity

Fire Marshal Pat Dunlap reported on recent fires at 9121 N. 69th Street and 7543 N. Mockingbird Lane. In both instances there was a large response from multiple fire departments. The water supply was more than adequate in each case. The rapid and comprehensive responses by the Phoenix Fire Department and other automatic aid partners are tangible examples of the improvements to fire safety in Paradise Valley since adoption of the fire services agreement between the Town and the City of Phoenix.

CALL TO THE PUBLIC

There were no public comments.

MAYOR / COUNCIL / MANAGER REPORT

Vice Mayor LeMarr reported that Mayor Winkler's mother passed away two days ago in Delaware. He said the Town sends its condolences to the Winkler family.

Council Member Simpson announced that the Arizona Corporation Commission voted this week to reopen the Arizona-American water rate case by a vote of 4 – 1.

CONSENT AGENDA

- a. Minutes of Town Council January 24, 2008**
- b. Minutes of Town Council Special Meeting January 25, 2008**
- c. Report on Investments**
Recommendation: Receive and file the report.

- d. Approval of Arts Advisory Committee Reappointment of Scott Simpson and Appointment of Two New Members**
Recommendation: Re-appoint Scott Simpson to continue serving on the Arts Advisory Committee for another three year term, through October 2010; appoint two new members, Ellen Gerding and Ann Kingsmore, to serve on the Arts Advisory Committee for a 3-year term, through October 2010; and receive and file the revised organization al guidelines.
- e. Approval of Special Event Liquor License for Childhelp, Phoenix Chapter**
Recommendation: Approve the Special Event Liquor License application for the Phoenix Chapter of Childhelp, subject to the stipulations in the Action Report.
- f. Renewal of Police CAD/Records Management System Maintenance Agreement**
Recommendation: Authorize the Town Manager to approve payment for annual software maintenance support of the Computer-Aided Dispatch/Records Management System in the amount of \$31,253.
- g. Rejection of Bids for Town Entry Monument**
Recommendation: Reject all bids for the construction of the Town of Paradise Valley Entry Monument.
- h. Adoption of Resolution Number 1161; Approval of Intergovernmental Agreement with Arizona Department of Transportation for Bridge Inspection Services**
Recommendation: Adopt Resolution Number 1161; authorizing the Town Manager to finalize and execute an Intergovernmental Agreement with the State of Arizona Department of Transportation for the inspection of bridges.
- i. Adoption of Resolution Number 1162; Authorization for the Abandonment of Roadway Easement Along Old Tatum Boulevard Alignment for Joseph Azin Residence 4801 E. Rovey Avenue**
Recommendation: Adopt Resolution Number 1162; authorizing the abandonment of a portion of roadway easement along the old Tatum Blvd alignment for Mr. Joseph Azin property owner of 4801 E. Rovey Avenue.
- j. Adoption of Ordinance Number 601, Amending Chapter 5, Building and Construction**
Recommendation: Adopt Ordinance Number 601.

Mr. Bacon summarized the consent agenda.

Council Member Cooney asked that item 11g be removed.

Motion and vote – Council Member Clarke moved to approve the consent agenda with the exception of item 11g. Council Member Simpson seconded the motion which passed by a vote of 6-0.

11g. Rejection of Bids for Town Entry Monument

Recommendation: Reject all bids for the construction of the Town of Paradise Valley Entry Monument.

Council Member Cooney asked what the next step would be with regard to the entry monument project. Mr. Mead responded that the design plans will be re-bid with the revised engineering plans. It is anticipated that the bids for the revised plans will be more consistent with the engineer's cost estimates.

Motion and vote – Councilmember Cooney moved to go approve item 11g. Councilmember Simpson seconded the motion which passed by a vote of 6-0.

PUBLIC HEARINGS

There were no public hearings.

ACTION ITEMS

There were no action items.

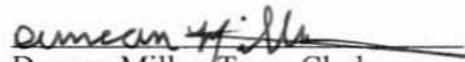
ADJOURNMENT

Motion and vote – Vice Mayor LeMarr moved to adjourn. Councilmember Clarke seconded the motion which passed unanimously.

Mayor Winkler adjourned the meeting at 7:32 p.m.


Ed Winkler, Mayor

ATTEST:


Duncan Miller, Town Clerk