



# City of Maricopa

## Meeting Minutes - Final City Council Work Session

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**Mayor Christian Price**  
**Vice-Mayor Marvin L. Brown**  
**Councilmember Peggy J. Chapados**  
**Councilwoman Julia R. Gusse**  
**Councilmember Vincent Manfredi**  
**Councilmember Nancy Smith**  
**Councilmember Henry M. Wade Jr.**

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Tuesday, November 21, 2017

6:00 PM

Council Chambers

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### 1. Call to Order

*The City Council work session was called to order at 6:05 p.m.*

### 2. Roll Call

*Councilmember Smith appeared telephonically.*

**Present:** 6 - Councilmember Peggy J. Chapados, Councilmember Vincent Manfredi, Councilmember Henry Wade, Mayor Christian Price, Councilmember Nancy Smith, and Councilwoman Julia R. Gusse

**Excused:** 1 - Vice Mayor Marvin L. Brown

### 3. Agenda Items

#### 3.1 [WS 17-01](#)

The Mayor and City Council shall review items on the Regular City Council meeting agenda.

*Councilmember Smith asked about item 9.1 on the regular agenda. She asked if funding was from the contingency fund. City Manager Rose replied that he believed funding was from a vacant position and there would be no need to take funding from contingency and elaborated.*

*Councilmember Wade asked about item 9.3 on the regular agenda. Public Works Director, Bill Fay clarified the area being referred to in the contract was the back parking lot of the Police Substation and stated that due to money left over they were able to include this area back into the scope of work.*

#### 3.2 [WS 17-02](#)

The Mayor and City Council shall hear reports on meeting and/or conferences attended by Council.

*Councilmember Chapados reported attending the first Veterans Parade on November 11th and acknowledged Gabriela Potter and the committee. She also acknowledged Councilmember Wade, Councilwoman Gusse and Jennifer Brown. She also reported attending the Maricopa Advocate Program (MAP) Quarterly event on November 15th and encouraged the community to get involved. She reported attending the Maricopa Agricultural Center (MAC) Family Farm Day on November 18th and attended the studio crawl and elaborated.*

*Councilwoman Gusse reported attending the National League of Cities with Vice Mayor Brown. She discussed the guest speaker and highlights of the conference.*

*Councilmember Wade stated that he was happy with the Veterans Parade and recognized that a great job was done and elaborated.*

**3.3      WSPRES 17-36**

The Mayor and City Council shall hear a presentation from Segal Waters who will present their findings for the recently completed Classification and Compensation Study.

*Human Resources Director, Kathleen Haggerty introduced Ruth Ann Eledge with Segal Waters. Ms. Eledge presented a PowerPoint presentation and discussed the key deliverables of the study and elaborated on the job analysis phase. She discussed the market assessment and bench mark identification of positions and provided details on the market data gathered from peer employers of the labor market. Councilmember Chapados asked why two of the cities did not participate in the study. Ms. Eledge replied that typically it was due to the workload and elaborated. Ms. Eledge discussed the market methodology of the study, the summary of their findings per pay structure for each department and the findings within each individual benchmark jobs and the pay policies and practices. Lastly, she discussed the recommendations for the City and invited questions from Council.*

*Councilmember Wade asked if there was a list of the positions available and stated a couple positions were missing from a diagram he saw. Ms. Haggerty offered clarification on draft of the salary plan and stated it was not included because it was still being worked on.*

*Councilmember Chapados referred to the presentation and asked what some of the variables might be and asked whether the final numbers would be available to review by mid December. Ms. Eledge stated that feedback was being obtained from employees, which may change the variables. Ms. Haggerty offered further clarification on employee feedback and stated that after changes were made results would be available. Councilmember Chapados asked if there have been any appeals received and if those would be factored into the final documents. Ms. Haggerty stated that they have received appeals and they would be factored into final documents. Councilmember Chapados asked how Maricopa compared to others for being a brand new city with a limited budget. Ms. Eledge replied that Maricopa compared extremely well and elaborated. Councilmember Chapados asked what the City would continue to do to attract, keep and incentivize employees. Ms. Haggerty replied that attracting employees would see new compensation, the benefits package and good communication. She also stated that she would continue to look into creative ways to incentivize employees. Councilmember Chapados offered a suggestion and stated that many employees would like to be challenged and stated that there should be a discussion to allow employees to learn additional skill sets and expand on opportunities and she said there should be a discussion into tuition reimbursement. Ms. Haggerty stated that some information was available in the report for what other cities did regarding the issue but stated that she would be a look into it further. Discussion ensued.*

**4.      Executive Session**

**A motion was made by Councilmember Vincent Manfredi, seconded by Councilmember Henry Wade, to enter in to Executive Session at 6:41 p.m. The motion carried unanimously.**

- 4.1      **ES 17-46**      The Maricopa City Council may go into executive session for purpose of obtaining legal advice and discussion or consultation with the City Attorney to consider its position and instruct its attorney regarding the public body's position regarding recruitment of a City Manager and entering into an agreement with a recruiting firm and to get direction on how to proceed, pursuant to A.R.S. §38-431.03 (A)(3) and (A)(4).
- 4.2      **ES 17-47**      The Maricopa City Council may go into executive session for the purpose of discussion or consultation with the City Attorney and designated representatives of the City to consider its position and instruct its representatives regarding the development of the City owned property near the Copper Sky Recreation Complex and whether to pursue a real estate purchase agreement, lease agreement or other development agreement, the potential terms thereof, and for legal advice regarding same, pursuant to A.R.S. §38-431.03(A)(3) and (A)(7).
5.      **Adjournment**

**Certification of Minutes**

*I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the work session meeting of the City Council of Maricopa, Arizona, held on the 21st day of November, 2017. I further certify that the meeting was duly called and held and that a quorum was present.*

*Dated this 5th day of December, 2017.*

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Vanessa Bueras  
City Clerk