



**CITY OF BUCKEYE
REGULAR COUNCIL MEETING
JUNE 7, 2016
MINUTES**

**City Council Chambers
530 E. Monroe Ave.
Buckeye, AZ 85326
6:00 p.m.**

1. Call to Order/Invocation/Pledge of Allegiance/Roll Call

Mayor Meck called the meeting to order at 6:00 p.m. Vice Mayor Michelle Hess led the invocation. Councilmember Orsborn led the Pledge of Allegiance.

Members Present: Councilmember Garza (via telephone), Councilmember Orsborn (excused at 7:20 p.m.; returned at 7:22 p.m.), Councilmember McAchran (via telephone), Councilmember Heustis, Vice Mayor Hess, and Mayor Meck (excused at 8:43 p.m.; returned at 8:47 p.m.).

Members Absent: None.

Departments Present: City Manager Stephen Cleveland, Assistant City Manager Roger Klingler, City Attorney Shiela Schmidt, City Clerk Lucinda Aja, Records Administrator Liz Camacho, Assistant to Council Christine Grundy, Police Chief Larry Hall, Finance Director Larry Price, Economic Development Director Len Becker, Community Services Director Cheryl Sedig, Human Resources Director Nancy Love, Water Resources Director Dave Nigh, City Engineer Scott Zipprich, Public Works Director Scott Lowe, Public Information Officer Bob Bushner, Information Technology Director Greg Platacz, Planning Manager Terri Hogan, and Intergovernmental Affairs Manager George Diaz.

2A. Comments from the Public – None.

2B. Awards/Presentations/Proclamations – None.

3. Minutes

A motion was made by Vice Mayor Hess and seconded by Councilmember Orsborn to approve the minutes of the May 3, 2016 Council Executive Session, May 3, 2016 Council Workshop, and May 3, 2016 Regular Council Meeting. Motion passed unanimously.

4. Expenditures

A motion was made by Councilmember Orsborn and seconded by Vice Mayor Hess to ratify the payment of the accounts payable expenditures made. Motion passed unanimously. Copies of invoices are available at City Hall.

CONSENT AGENDA ITEMS

Approval of items on the Consent Agenda - All items with an (*) are considered to be routine matters. Councilmember Heustis requested Items *5A. and *5G. be pulled for discussion. A motion was made by Councilmember Heustis and seconded by Councilmember Orsborn to approve Consent Items *5B., *5C., *5D., *5E., *5F., *5H., and *5I. Motion passed unanimously.

***5. New Business**

- *5A. Council to take action on the resignation of Gail Reese as an Alternate Member of the Planning and Zoning Commission, the resignation of William Elliott as an Alternate Member of the Planning and Zoning Commission, and the appointment of John Pringle as an Alternate Member of the Planning and Zoning Commission, filling the unexpired term of William Elliott, with a term expiration date of December, 2016.**

Staff Liaison: Lucinda Aja, City Clerk

Councilmember Heustis requested this item be pulled for discussion and recognized Mr. John Pringle as a new Alternate Member of the Planning and Zoning Commission. A motion was made by Councilmember Heustis and seconded by Councilmember Orsborn to approve the resignation of Gail Reese as an Alternate Member of the Planning and Zoning Commission, the resignation of William Elliott as an Alternate Member of the Planning and Zoning Commission, and the appointment of John Pringle as an Alternate Member of the Planning and Zoning Commission, filling the unexpired term of William Elliott, with a term expiration date of December, 2016. A roll call vote reflected Councilmember Garza, Councilmember Orsborn, Councilmember McAchran, Councilmember Heustis, Vice Mayor Hess, and Mayor Meck voted aye. Motion carried.

- *5B. Council to take action on the approval of the Memorandum of Understanding between the City of Buckeye and Buckeye Main Street Coalition, Inc.**

Staff Liaison: Cheryl Sedig, Community Services Director

Council approved the Memorandum of Understanding (MOU) between the City of Buckeye and Buckeye Main Street Coalition, Inc.

- *5C. Council to take action on Resolution No. 35-16 approving the Intergovernmental Agreement between the Cities of Buckeye and Peoria for an Aquatics Audit Program.**

Staff Liaison: Miranda Gomez, Recreation Manager

Council adopted Resolution No. 35-16 approving the Intergovernmental Agreement between the Cities of Buckeye and Peoria for an Aquatics Audit Program.

- *5D. Council to take action on Resolution No. 42-16 ratifying the submission of a Grant Proposal to the Tohono O'Odham Nation for Proposition 202 Funding relating to the public safety priority area established by the Nation and authorizing the acceptance of any resulting grant award.**

Staff Liaison: Andrea Marquez, Planner II

Council adopted Resolution No. 42-16 ratifying the submission of a Grant Proposal to the Tohono O'Odham Nation for Proposition 202 Funding relating to the public safety priority area established by the Nation and authorizing the acceptance of any resulting grant award.

- *5E. Council to take action on Resolution No. 43-16 ratifying the submission of a Grant Proposal to the Tohono O’Odham Nation for Proposition 202 Funding relating to the education priority area and health care priority area established by the Nation and authorizing the acceptance of any resulting grant award.**

Staff Liaison: Andrea Marquez, Planner II

Council adopted Resolution No. 43-16 16 ratifying the submission of a Grant Proposal to the Tohono O’Odham Nation for Proposition 202 Funding relating to the education priority area and health care priority area established by the Nation and authorizing the acceptance of any resulting grant award.

- *5F. Council to take action on Resolution No. 36-16 approving the Grant Agreement between the City of Buckeye Police Department and the City of Tucson relating to funding for the High Intensity Drug Trafficking Area (HIDTA) Maricopa County Drug Suppression Task Force; authorizing the Police Chief to execute and deliver said Agreement.**

Staff Liaison: Larry Hall, Police Chief

Council adopted Resolution No. 36-16 approving the Grant Agreement between the City of Buckeye Police Department and the City of Tucson relating to funding for the High Intensity Drug Trafficking Area (HIDTA) Maricopa County Drug Suppression Task Force; authorizing the Police Chief to execute and deliver said Agreement.

- *5G. Council to take action on Resolution No. 38-16 approving an Intergovernmental Agreement between the City of Buckeye and the Flood Control District of Maricopa County for the Design Concept Report of the El Rio Buckeye Levees; authorizing the City Manager to execute and deliver said Agreement.**

Staff Liaison: Chris Williams, Construction and Contracting Manager

Councilmember Heustis requested this item be pulled for discussion and stated the importance of conducting the proposed research and the necessity of the resulting Design Concept Report (DCR). Councilmember McAchran stated his concern with approval of this item and requested this item be brought back before Council at a Workshop for further discussion. Mr. Cleveland stated the DCR will address where levees should be built in the Gila River in order to accomplish diverting storm waters back into the river and keeping them from coming onto the farm lands, potentially coming into the downtown area, and potentially damaging homes. If approved, funds will be allocated in the current Fiscal Year budget. Mayor Meck stated there have been four fires in the past two weeks; there has been increased movement and interest in the past two years related to the mitigation of flooding in this area. Ed Gerak with the Buckeye Water Conservation and Drainage District provided comments related to this item and stated he supported the flood mitigation efforts. Bill Kerr presented concerns related to flooding along the Gila River and fires in the area. Councilmember Heustis requested further information regarding the timeline of action to be taken once the DCR is created. Mr. Cleveland stated the DCR is scheduled to be complete in 12 months; once complete, further steps will be taken to secure necessary funding and to move forward with construction. Steven Bales presented concerns related to salt cedar trees in the Gila River and discussed the importance of preserving the Gila River. Mayor Meck stated the importance of moving forward with approval of this item. Councilmember Heustis requested clarification related to cost estimates. Mr. Cleveland clarified it is estimated to be approximately \$10 million per mile to build the levee; Federal, State and Local funding will be sought to build the levee. Councilmember Orsborn clarified the El Rio project involves many stakeholders, including Maricopa County, who is responsible for flood control. A motion was made by Councilmember Heustis and seconded by Councilmember Orsborn to approve Resolution No. 38-16 approving an Intergovernmental Agreement between the City of Buckeye and the Flood Control District of Maricopa County for the Design Concept Report of the El Rio Buckeye Levees; authorizing the City Manager to execute and deliver said

Agreement. A roll call vote reflected Councilmember Garza, Councilmember Orsborn, Councilmember Heustis, Vice Mayor Hess, and Mayor Meek voted aye; Councilmember McAchran voted nay. Motion carried.

- *5H. Council to take action on Resolution No. 44-16 approving Intergovernmental Agreement No. JPA 16-0005846-I between the City of Buckeye and the State of Arizona Department of Transportation relating to construction of a multi-use pathway (Lower Buckeye Road/Watson to 228th Avenue) in the City of Buckeye.**
Staff Liaison: Jason Mahkovtz, Deputy City Engineer

Council adopted Resolution No.44-16 approving Intergovernmental Agreement No. JPA 16-0005846-I between the City of Buckeye and the State of Arizona Department of Transportation relating to construction of a multi-use pathway (Lower Buckeye Road/Watson to 228th Avenue) in the City of Buckeye.

- *5I. Council to take action on the contract with the Maricopa Community Colleges Foundation in support of the West Valley Veterans Success Initiative.**
Staff Liaison: Stephen Cleveland, City Manager

Council approved the contract with the Maricopa Community Colleges Foundation in support of the West Valley Veterans Success Initiative.

6. Continued / Tabled Items – None.

7. Public Hearings / Non-Consent - New Business

- 7A. Council will hold a Public Hearing and take action on Ordinance No. 12-16 amending the City of Buckeye Code, Chapter 7, (Development Code), Article II (Zoning Districts), relating to the creation of an Employment Overlay District, bounded by Southern Avenue, Apache Road, Rainbow Road, and the Union Pacific Rail Road.**
Staff Liaison: Ed Boik, Senior Planner

Mayor Meek opened a Public Hearing at 6:37 p.m. to hear citizen input regarding Ordinance No. 03-16 amending specific sections of the City Code related to the creation of an Employment Overlay District, bounded by Southern Avenue, Apache Road, Rainbow Road, and the Union Pacific Rail Road. Ms. Hogan provided an overview of the Overlay District. An Overlay District is similar to a Zoning District; however it lies over the Zoning District resulting in two zoning districts on one location. The Employment Overlay District is an enhancement to the base General Commerce Zoning District in the area with customized standards to address the context and compatibility of an employment area. This development code amendment will streamline review procedures, refine development standards, and offer an incentive for economic development within the overlay area. The overlay district area is approximately 747 acres and is bounded by Apache Road, Southern Avenue, Rainbow Road, and the Union Pacific Rail Road and is located in Districts 1 and 3. An aerial map was presented and key components reviewed. Public outreach has been conducted with no opposition. The Planning and Zoning Commission recommend approval with two revisions related to conceptual plan review authority and neighborhood notification. A motion was made by Councilmember Heustis and seconded by Vice Mayor Hess to adopt Ordinance No. 12-16, amending the City of Buckeye Code, by amending Chapter 7, City of Buckeye Code, Chapter 7, (Development Code), Article II (Zoning Districts), relating to the creation of an Employment Overlay District, bounded by Southern Avenue, Apache Road, Rainbow Road, and the Union Pacific Rail Road, to include Planning and Zoning revisions. Motion passed unanimously.

7B. Council will take action on Resolution No. 40-16 approving and adopting the Tentative Budget for Fiscal Year 2016-2017.

Staff Liaison: Larry D. Price, Finance Director

Mr. Price presented an overview of the request to approve adoption of the Fiscal Year (FY) 2016-2017 Tentative Budget. Final budget adoption is scheduled for the June 21, 2016 Special Meeting and adoption of the Property Tax Levy is scheduled for July 5, 2016. Wage adjustment strategies, for employees in the step structure and broadband structure, were discussed. A one-step increase for non-exempt (public safety) employees in the current step-structure and a 4.34 percent increase for exempt employees in the broadband structure totals \$1.194 million; the cost to implement a 1.7 percent COLA is \$655,000; 116 employees are at the maximum of their range and do not qualify for a step or wage increase, but are eligible for a 1.7 percent COLA. The Tentative Budget, as presented, does not reflect the proposed addition of 18 employees, wage adjustments, or a COLA. The Final Budget may reflect the addition of employees, wage adjustments, and/or COLA by direction of Council. Further discussion regarding wage adjustments and COLA will be held at a later date. A motion was made by Councilmember Heustis and seconded by Councilmember Orsborn to adopt Resolution No. 40-16 approving and adopting a Tentative Budget for Fiscal Year 2016-2017, and directing staff to include in the Final Budget for Fiscal Year 2016-2017 the proposed 18 additional positions, the proposed reclassifications, and the proposed transfers. Motion passed unanimously.

7C. Council will take action on Resolution No. 33-16 approving the Tentative Budget for Fiscal Year 2016/2017, beginning July 1, 2016 and ending June 30, 2017, by the Governing Body of the following Street Lighting Improvement Districts: SLID #1, comprised of Sun City Festival Units A1 and B1; SLID-2006-001, comprised of Vista De Montana Phase 1A, 1B, 2, 3; SLID 2006-003, comprised of Blue Horizons; SLID 2006-007, comprised of Festival Foothills Phase 1; SLID 2006-008, comprised of Festival Foothills Phase 2; SLID 2006-009, comprised of Crystal Vista; SLID 2006-011, comprised of Sun City Festival Units C1 through H1 and Unit V1; SLID 2006-015, comprised of Riata West Unit 2; SLID 2006-016, comprised of Sonoran Vista Units 1 and 2; SLID 2006-017, comprised of Riata West Unit 1; SLID 2006-019, comprised of Sun City Festival Units K1, O1, M1, and R1; SLID 2007-001, comprised of Sundance Parcel 27; SLID 2007-002, comprised of Sundance Parcel 25; SLID 2007-003, comprised of Sundance Parcel 26; SLID 2007-010, comprised of Watson Estates; SLID 2007-013, comprised of Sun City Festival Units I1 and P1; SLID 2007-021, comprised of Sun City Festival Unit J1; SLID 2009-02A, comprised of Watson Marketplace; SLID 2011-001, comprised of Sundance/Yuma Commercial; SLID 2012-002 comprised of Sienna Hills; SLID 2013-002, comprised of Sun City Festival Parcel L1; and SLID 2015-001, comprised of Estrella Vista at Buckeye (City of Buckeye, Arizona), and setting a hearing date for the Budgets and establishing the Annual Assessment.

Staff Liaison: Scott Lowe, Public Works Director

Larry D. Price, Finance Director

Mr. Lowe provided an overview of the request to adopt SLID FY 2016-2017 tentative budgets. Annual statements and estimates of each SLID were listed and discussed. A motion was made by Councilmember Orsborn and seconded by Councilmember Heustis to adopt Resolution No. 33-16 for the following Street Light Improvement Districts (SLID's):

- SLID #1, comprised of Sun City Festival Units A1 and B1;
- SLID-2006-001, comprised of Vista De Montana Phase 1A, 1B, 2, 3;
- SLID 2006-003, comprised of Blue Horizons;
- SLID 2006-007, comprised of Festival Foothills Phase 1;
- SLID 2006-008, comprised of Festival Foothills Phase 2;
- SLID 2006-009, comprised of Crystal Vista;

SLID 2006-011, comprised of Sun City Festival Units C1 through H1 and Unit V1;
SLID 2006-015, comprised of Riata West Unit 2;
SLID 2006-016, comprised of Sonoran Vista Units 1 and 2;
SLID 2006-017, comprised of Riata West Unit 1;
SLID 2006-019, comprised of Sun City Festival Units K1, O1, M1, and R1;
SLID 2007-001, comprised of Sundance Parcel 27;
SLID 2007-002, comprised of Sundance Parcel 25;
SLID 2007-003, comprised of Sundance Parcel 26;
SLID 2007-010, comprised of Watson Estates;
SLID 2007-013, comprised of Sun City Festival Units I1 and P1;
SLID 2007-021, comprised of Sun City Festival Unit J1;
SLID 2009-02A, comprised of Watson Marketplace;
SLID 2011-001, comprised of Sundance/Yuma Commercial;
SLID 2012-002 comprised of Sienna Hills;
SLID 2013-002, comprised of Sun City Festival Parcel L1;
SLID 2015-001, comprised of Estrella Vista at Buckeye

Approving the tentative budgets of the aforementioned Street Lighting Districts for the Fiscal Year 2016-2017 beginning July 1, 2016 and ending June 30, 2017; setting a hearing date for the budgets and establishing the annual assessment. Motion passed unanimously.

7D. Council will take action on Resolution No. 22-16 adopting the El Rio Design Guidelines and Planning Standards relating to the land management and implementation of the El Rio Watercourse Master Plan.

Staff Liaison: Robert Wisener, Conservation/Project Manager

Mr. Wisener provided an overview of the El Rio Design Guidelines and Planning Standards relating to the land management and implementation of the El Rio Watercourse Master Plan. The Design Guidelines and Planning Standards were prepared to develop consistent goals and policies for development in the Gila River Corridor. City staff will use these guidelines and standards to review and evaluate development proposals that come forward in this area to ensure conformity. In the future, the City will utilize the conceptual design for a 40-acre site as the basis to complete 100 percent design plans prior to construction. The 40-acre site is located on Miller Road south of the Buckeye Equestrian Center. A motion was made by Councilmember Heustis and seconded by Vice Mayor Hess to adopt Resolution No. 22-16 adopting the El Rio Design Guidelines and Planning Standards relating to the land management and implementation of the El Rio Watercourse Master Plan. Motion passed unanimously.

7E. Council will take action on the Acceptance and Service Agreement between the City of Buckeye and Pulte Home Corporation for Streets/Roadways Infrastructure and Related Appurtenances for Sun City Festival Parcel R1 (Special Assessment District No. 9, Lots 1-144).

Staff Liaison: Scott Zipprich, City Engineer

Mr. Zipprich provided information related to the Acceptance and Service Agreement. This Agreement will allow for certain public infrastructure, roadways, and related appurtenances constructed by Pulte Home Corporation to be conveyed to the City. The infrastructure, roadways, and related appurtenances are located in Sun City Festival in District 4. A motion was made by Councilmember Orsborn and seconded by Councilmember Heustis to approve the Acceptance and Service Agreement between the City of Buckeye and Pulte Home Corporation for Streets/Roadways Infrastructure and Related Appurtenances for Sun City Festival Parcel R1 (Special Assessment District No. 9, Lots 1-144). Motion passed unanimously.

7F. Council will take action on approving the removal of Scott Hulbert as a Regular Member of the Judicial Selection Advisory Board and the appointment of either Hercules Dellas or Brett Hutchison as a Regular Member of the Judicial Selection Advisory Board, filling the unexpired term of Scott Hulbert, with a term expiration date of May, 2019.

Staff Liaison: Nancy Love, Human Resources Director

Ms. Love provided an overview of process for selecting a new member of the Judicial Selection Advisory Board (JSAB). Buckeye City Code, Chapter 5, Section 5-3-2, establishes the Judicial Selection Advisory Board (JSAB). Mr. Hulbert was recommended by the Maricopa County Bar Association and appointed as a Regular Member on July 2, 2013, but has since moved out of state. Staff is seeking the appointment of a new Regular Member and was provided with two recommendations; Hercules Dellas and Brett Hutchison. Both individuals are in good standing with the Bar Association. A motion was made by Councilmember Heustis and seconded by Councilmember Orsborn approving the removal of Scott Hulbert as a Regular Member of the Judicial Selection Advisory Board and the appointment of Hercules Dellas as a Regular Member of the Judicial Selection Advisory Board, filling the unexpired term of Scott Hulbert, with a term expiration date of May, 2019. Motion passed unanimously.

7G. Council will take action on Resolution No. 45-16 amending the Personnel Rules and Policies of the City of Buckeye, Chapter 2, Employment, relating to employment of relatives.

Staff Liaison: Nancy Love, Human Resources Director

Ms. Love provided an overview of the amendment to the Personnel Rules and Policies relating to employment of relatives. The amendment will allow for relatives to work in the same department if the department consistently has 75 or more full-time employees and there is at least one level of direct supervision between the relatives. Councilmember Heustis stated amending the policy to allow relatives to work in the same department may lead to future issues. Councilmember Garza requested clarification regarding the proposed standards and stated issues may be avoided if proposed amendments were more stringent. Ms. Love stated revisions may be made to the proposed amendments by direction of Council. Vice Mayor Hess provided comments related to the policy amendments. Mayor Meck provided statements related to issues arising when relatives are employed in the same department. A motion was made by Vice Mayor Hess to adopt Resolution No. 45-16 amending the Personnel Rules and Policies of the City of Buckeye, Chapter 2, Employment, relating to employment of relatives. Further discussion was held regarding proposed policy standards. Ms. Love clarified the proposed amendments state the City will not employ relatives of a serving elected or appointed official, Department Directors and Assistant Department Directors. Councilmember Garza seconded the motion. A roll call vote reflected Councilmember Garza and Vice Mayor Hess voted aye; Councilmember Orsborn, Councilmember McAchran, Councilmember Heustis, and Mayor Meck voted nay. Motion failed.

7H. Council to approve Resolution 49-16 related to wage adjustments for city employees commencing in fiscal year 2016-2017, subject to the conditions and criteria enumerated in the resolution, providing police and fire employees with a one-step wage adjustment in their pay structure, and providing all other employees an upward adjustment of 4.34 percent, provided that no employee pay shall be increased above the maximum pay of their pay grade.

Staff Liaison: Nancy Love, Human Resources Director

This item was taken out of order. Ms. Love provided an overview of proposed Fiscal Year (FY) 2016-2017 wage adjustment strategies. Pay structures were adopted in August, 2015; a broadband pay structure was adopted for exempt employees and a step structure was adopted for non-exempt (public safety) employees. Current steps range between 2.5 percent to slightly over 5 percent apart, with an average of 4.34 percent. The current Classification and Policy was discussed, which states that employees will

annually have the opportunity to receive a step increase, if they are in a step structure, on their anniversary date depending on the financial condition of the City and a performance evaluation that meets or exceeds standards. Each budget year Council may include a wage increase for exempt employees. Current pay structures were displayed and reviewed. If approved, non-exempt employees would receive a one-step increase and exempt employees would receive a 4.34 percent wage adjustment. Ms. Love clarified there are currently 116 employees at the maximum of their pay range who are not eligible for a step or wage increase. Discussion was held regarding the purpose of the pay study performed by Gallagher Benefit Services (“Gallagher”) in 2015; the study was to determine whether or not pay ranges were competitive in the market. The pay study indicated minimum ranges were lagging and maximum ranges were leading in the market; adjustments were made to the pay structures and adopted in August, 2015. Pay restoration was discussed. Mr. Price provided information related to the additional one percent sales tax approved in 2010, the additional State Shared Revenue, and pay restoration. Councilmember Orsborn discussed the importance of implementing wage adjustments based on the financial condition of the City and adhering to financial policies adopted by Council. Mr. Price reviewed the proposed budget, including the General Fund Contingency Fund. Councilmember Orsborn stated it was important to maintain services and to maintain pay structures that are competitive in the market. Mr. Price clarified the difference between the option of providing a one-step increase and 4.34 percent wage increase or the option of a 1.7 percent COLA is approximately \$374,000 from the General Fund. Ms. Love stated that to be competitive in the market, salary range adjustments are generally approved. Anniversary dates were discussed. Ms. Love stated the proposed COLA would be applied to all employee pay ranges effective the first pay period of FY 2016-2017 and the proposed one-step increase and 4.34 percent wage adjustment would be applied the first pay period after each employee’s anniversary date. Councilmember McAchran stated the importance of maintaining competitiveness in the market as well as implementing a working pay policy. Mr. Price clarified the option of approving a one-step increase to non-exempt employees and a 4.34 percent increase to exempt employees, City wide, is \$1,194,232; and a 1.7 percent COLA is \$655,474; these amounts do not reflect new positions. Councilmember Heustis discussed the importance of observing the pay structure approved less than one year ago and funding a one-step increase for non-exempt employees and a 4.34 percent wage increase for exempt employees, to be effective on each employee’s anniversary date, and approving the 18 proposed additional positions. Councilmember Garza discussed the importance of moving forward with the pay structure recently adopted and providing a 1.7 percent one-time bonus to employees currently at the maximum of their pay range. Ms. Schmidt clarified changes to the current Compensation and Classification policy may be approved by Resolution; the item currently before Council sets forth the option to implement a one-step increase for non-exempt employees and a 4.34 wage increase for exempt employees; amendments to the Resolution currently before Council may be made by approval of Council. Mayor Meck requested clarification regarding the cost of insurance premium increases. Mr. Price stated the difference between the current cost of insurance premiums and the amount that will be paid effective July 1, 2016, based on current enrollment is \$1.1 million. Discussion was held regarding proposed additional positions. Ms. Love stated that, without increasing pay ranges 1.7 percent, she believes the current pay structure will continue to be competitive in the market.

A motion was made by Councilmember Heustis and seconded by Councilmember McAchran to continue with the current Compensation and Classification policy, to adopt Resolution No. 49-16 related to wage adjustments for city employees commencing in FY 2016-2017, subject to the conditions and criteria enumerated in the resolution; providing police and fire employees not currently at the maximum of their pay range with a one-step wage adjustment in their pay structure beginning the first pay period after their anniversary date; providing employees in the broadband pay structure not currently at the maximum of their pay range an upward adjustment of 4.34 percent beginning the first pay period after their anniversary date; providing all employees currently at the maximum of their pay range a 1.7 percent one-time bonus; and the addition of 18 employees. Ms. Schmidt provided clarification regarding Resolution No. 49-16; amendments may be made to the Resolution upon approval by Council. Ms. Schmidt stated the addition

of employees may be approved along with the Tentative Budget. An amended motion was therefore made by Councilmember Heustis to adopt Resolution No. 49-16 related to wage adjustments for city employees commencing in FY 2016-2017, subject to the conditions and criteria enumerated in the resolution; providing police and fire employees not currently at the maximum of their pay range with a one-step wage adjustment in their pay structure beginning the first pay period after their anniversary date; providing employees in the broadband pay structure not currently at the maximum of their pay range an upward adjustment of 4.34 percent beginning the first pay period after their anniversary date; and providing the remaining employees currently at the maximum of their pay range a 1.7 percent one-time bonus. Councilmember McAchran requested an addition to the motion to include moving forward with the current Compensation and Classification policy which states wage adjustments will occur beginning the first pay period after an employee's anniversary date. Councilmember Heustis clarified the 1.7 percent one-time bonus would be paid during the first pay period after the employees anniversary date. Councilmember McAchran seconded the amended and clarified motion. Councilmember Orsborn requested clarification regarding the motion that wage adjustments occur, moving forward, on an employee's anniversary date. Councilmember McAchran clarified anniversary date wage adjustments would occur depending on the financial condition of the City. Ms. Love provided clarification regarding the current Classification and Compensation policy. Ms. Schmidt stated Resolution No. 49-16 would not repeal the current Classification and Compensation policy. A roll call vote reflected Councilmember Garza, Councilmember McAchran, and Councilmember Heustis voted aye; Councilmember Orsborn, Vice Mayor Hess, and Mayor Meck voted nay. Motion failed.

A motion was made by Councilmember Orsborn to approve a 1.79 percent COLA for all employees. Vice Mayor Hess requested clarification regarding the effective date of the COLA. Councilmember Orsborn clarified the 1.79 percent COLA would be effective July 1, 2016 for all employees. Mayor Meck seconded the motion. A roll call vote reflected Councilmember Orsborn, Vice Mayor Hess, and Mayor Meck voted aye; Councilmember Garza, Councilmember McAchran, and Councilmember Heustis voted nay. Motion failed.

A motion was made by Councilmember McAchran to continue the current Classification and Compensation policy, providing for pay increases within the pay structures adopted August, 2015, beginning the first pay period after each employee's anniversary date. Ms. Schmidt stated it is not necessary to approve a previously approved policy. Mr. Cleveland stated funds have not been appropriated for wage adjustments in FY 2016-2017.

A motion was made by Councilmember McAchran to fund and implement the pay structures and policies adopted August, 2015. Ms. Schmidt requested clarification regarding the policy adopted August, 2015; stated motions to approve Resolution No. 49-16 have failed; the current motion is to fund and implement a previously approved pay policy and pay structure. Councilmember Orsborn questioned continuing to a later date Resolution No. 49-16. Ms. Schmidt stated motions to approve Resolution No. 49-16 have failed; the Resolution cannot be continued. Ms. Love stated the action taken in August, 2015 approved implementation of the updated pay structures along with placing each employee into the pay structure based on years of service in their current position. Councilmember McAchran clarified the motion to fund the pay plan approved August, 2015. The motion was seconded by Councilmember Heustis. Mr. Price stated funds have not been appropriated to fund wage or step increases within the updated pay structures for FY 2016-2017. Councilmember McAchran clarified and restated the motion to fund the pay plan, within the updated pay structures approved August, 2015. The motion was seconded by Councilmember Heustis. The minutes of the August 4, 2015 Regular Council Meeting were reviewed. Ms. Love clarified all employees were placed into the updated pay structures; the current Classification and Compensation policy reflects wage adjustments may be designated in the current adopted budget. Councilmember McAchran clarified his motion is to fund the policy currently in place based on the pay structure approved August, 2015. Ms. Schmidt restated the motion. Councilmember McAchran clarified his motion is to fund

the pay structure presented by Gallagher and approved in August, 2015, and to fund the Classification and Compensation policy that has been in place for a number of years, as it relates to the step-structure. Ms. Schmidt requested clarification regarding funding step increases only. Councilmember McAchran stated the motion includes funding the entire pay structure; step-structure and broadband structure. Ms. Love stated based on the current Classification and Compensation policy, merit increases for employees will be granted within the range designated in the current adopted City budget. Mayor Meck stated it may be appropriate to continue the discussion regarding wage adjustments to a later date and requested Councilmember McAchran withdraw the current motion. Councilmember McAchran withdrew his motion; Councilmember Heustis withdrew his second to the motion. Motion withdrawn.

7I. Council to take action on Resolution No. 50-16 approving the Development Agreement between the City of Buckeye, Arizona and Cardinal IG Company, a Minnesota corporation; authorizing the Mayor to execute and deliver said Agreement at the time of closing of the real estate transaction between the City of Buckeye and Cardinal IG Company for the City's purchase of the approximate 11 acre parcel generally located at Apache Road and Maricopa Road in the City of Buckeye.

Staff Liaison: Len Becker, Economic Development Director

It was requested this item be taken out of order; discussion related to this item was held concurrently with Item 7J. Mr. Becker presented information related to the Development Agreement between the City and Cardinal IG Company ("Cardinal"). Pursuant to the Development Agreement, Cardinal is to commence construction of its facility no later than December 1, 2016 and complete construction no later than December 1, 2017. Cardinal will employ at least 100 full time employees in its facility by January 15, 2018 with plans to add 50 full time employees to its operations in 2019. A motion was made by Mayor Meck and seconded by Councilmember Orsborn to adopt Resolution No. 50-16 approving the Development Agreement between the City of Buckeye, Arizona and Cardinal IG Company, a Minnesota corporation; authorizing the Mayor to execute and deliver said Agreement at the time of closing of the real estate transaction between the City of Buckeye and Cardinal IG Company for the City's purchase of the approximate 11 acre parcel generally located at Apache Road and Maricopa Road in the City of Buckeye. Motion passed unanimously.

7J. Council to take action on Resolution No. 51-16 Approving the Purchase and Sale Agreement (With Escrow Instructions) between the City of Buckeye, an Arizona municipal corporation, and Cardinal IG Company, a Minnesota corporation, Relating to the City of Buckeye's Purchase of Approximately 11.37 Acres Generally Located at Apache Road and Maricopa Road in the City of Buckeye; Authorizing the Mayor to Execute and Deliver said Agreement.

Staff Liaison: Len Becker, Economic Development Director

It was requested this item be taken out of order; discussion related to this item was held concurrently with Item 7I. Mr. Becker presented information related to the Purchase and Sale Agreement between the City and Cardinal IG Company. The purchase price of the property is \$400,000. A motion was made by Mayor Meck and seconded by Councilmember Orsborn to adopt Resolution No. 51-16 approving the Purchase and Sale Agreement (With Escrow Instructions) between the City of Buckeye, an Arizona municipal corporation, and Cardinal IG Company, a Minnesota corporation, Relating to the City of Buckeye's Purchase of Approximately 11.37 Acres Generally Located at Apache Road and Maricopa Road in the City of Buckeye; Authorizing the Mayor to Execute and Deliver said Agreement. Motion passed unanimously.

Clayton Watson, Cardinal IG Plant Manager, expressed his gratitude to Council and staff and stated Cardinal IG looks forward to being a part of the community of the City of Buckeye.

8. City Manager's Report and Government Relations

Mr. Lowe reported a temporary walkway, utilizing asphalt donated by DR Horton, was recently installed along the west side of Miller Road near Walgreens located at the southeast corner of Miller Road and Southern Avenue. The walkway provides safe access for pedestrians traveling in the area.

Ms. Sedig provided an update regarding trail counters and car counters installed at Skyline Park; based on counts during a short period of time, there was an average of 220 people per day crossing the bridge at the park; there were 395 cars that came across the entryway on Memorial Day and the lowest count for a single day was 141 cars crossing the entryway. Despite the heat, the park continues to be utilized.

Mr. Becker reminded Council and staff there will be a second annual Business and Entrepreneurship Expo held at the Coyote Branch Library on June 13, 2016.

9. Comments from the Mayor and Council

Councilmember Garza: stated there is an issue with off-road vehicles and gun shooting in the area of the lake at the south end of Miller Road.

Councilmember Orsborn: no comment.

Councilmember McAchran: no comment.

Councilmember Heustis: stated the temporary walkway installed on Miller Road is a nice addition; stated the All Faith Community Services water drive concludes June 10, 2016.

Vice Mayor Hess: no comment.

Mayor Meck: no comment.

10. Adjournment

A motion was made by Councilmember Orsborn and seconded by Councilmember Heustis to adjourn the meeting at 9:17 p.m. Motion passed unanimously.

Jackie A. Meck, Mayor

ATTEST:

Lucinda J. Aja, City Clerk

I hereby certify that the foregoing minutes are a true and correct copy of the Regular Council Meeting held on the 7th day of June, 2016. I further certify that a quorum was present.

Lucinda J. Aja, City Clerk