

Minutes of a Special Meeting of the Common Council of the Town of Clarkdale Held on Tuesday, February 1, 2005 in the Men’s Lounge, Clark Memorial Clubhouse, Clarkdale, Arizona

A Special meeting of the Common Council of the Town of Clarkdale was held on Tuesday, February 1, 2005 at 6:00 p.m. in the Men’s Lounge, Clark Memorial Clubhouse, 19 North Ninth St., Clarkdale, Arizona.

Town Council:

- Mayor Doug Von Gausig
- Vice Mayor Jerry Wiley
- Councilmember Patricia Williams
- Rex Williams
- Frank Sa

Staff:

- Town Manager Gayle Mabery
- Deputy Town Clerk Janet Perry
- Finance Director Coleen Gilboy
- Police Chief Pat Haynie

Others in attendance: No one.

CALL TO ORDER – Mayor Von Gausig called the meeting to order at 6:02 p.m. and noted that all Councilmembers were present.

PUBLIC COMMENT – There was none.

WORKSESSION – A worksession to discuss Councilmember compensation and health insurance.

Town Manager Mabery pointed out the comparison information from other similar-sized and neighboring municipalities. It has been considered in the past and needs to be seriously considered now.

Discussion included the following issues:

1. Councilmembers can use Town vehicles when needed, but it seems the Mayor warrants more consideration.
2. The Mayor has traveled and incurred expenses on his own and has not sought reimbursement by his own choice.
3. The budget allows for expenses by Councilmembers.

4. If there were to be compensation in the future, younger candidates might be attracted to hold office.
5. Various small businesses handle expense reimbursement and how it relates to the Town and it’s budget.
6. Fair compensation.
7. How inclusion of overall employer salary issues being put forth would affect the budget and, in considering that, to add compensation for Councilmembers would be too much of an additional burden on the budget.
8. Any extra compensation available goes towards staff.
9. Suggestion that this item be looked at in one year.

Finance Director Gilboy made a written and verbal presentation of the Town’s group health insurance.

10. Clarification that the whole health insurance package offered must be taken or none at all. It is possible to take dental or supplemental insurance only.
11. Cost could be absorbed by the Councilmember or offered as a paid benefit.
12. This is a good benefit to offer to any member wanting to be included.
13. Potential problems with premium payment arrangements.
14. Suggestion that the health insurance coverage offered to Councilmembers be brought to the Council in a staff report.

WORKSESSION - A worksession to discuss adjusting the employee wage rate schedule and adjusting existing employee salaries.

Discussion included the following issues:

1. The information provided does not include all of the important comparatives because

they were difficult to arrive at with certain positions. A common figure was attempted.

2. The Town needs to remain complete in the job marketplace to attract competent new hires.
3. The proposal is realistic although the Cottonwood and Camp Verde information is outdated. That makes this proposal potentially outdated immediately.
4. Finance Director Gilboy verified that the proposed figures are feasible to the Town.
5. The goal is to present a resolution to adopt the new salary range effective July 1, 2005.
6. How the suggested salary rates were obtained
7. Employee salaries currently being paid are more arbitrary because of years of service.
8. How would rates compare to the private sector.
9. None of the Councilmembers felt the proposed figures were too high.
10. How does each future increase affect the initial base rate with a graded-wage system?
11. Clarification of job descriptions and titles.
12. Council agreed to have staff bring this salary schedule change back as a resolution.

FUTURE AGENDA ITEMS - Listing of items to be placed on a future Council agenda.

1. Councilmember R. Williams requested that his report on the Northern Regional Focused Future Forum be moved from the 2/8/05 meeting to a worksession or executive session.
2. Verde Valley Ranch will be on a worksession agenda sometime before October.
3. Ordinance submissions will be on the 2/22/05 agenda.
4. Vice-Mayor Wiley requested that impact fees be put on the 2/22/05 agenda.

ADJOURNMENT - With no further business before the Council and without objection, the meeting adjourned at 7:02 p.m.

APPROVE:

Doug Von Gausig, Mayor

ATTEST:

Janet Perry, Deputy Town Clerk

SUBMIT:

Charlotte Hawken, Admin. Assistant