

**MINUTES
BUDGET WORK SESSION
MAYOR AND COMMON COUNCIL
PARKS & REC CONFERENCE ROOM
TUESDAY, JUNE 20, 2006
5:00 p.m.**

Minutes are a summary of the discussion. They are not verbatim.

1. Call to Order

Mayor Gioia called the meeting to order at 5:03 p.m.

2. Roll Call

Mayor Gioia, Vice Mayor Jackie Baker, and Councilors Hauser, Kovacovich, Parrish, and Smith were present. Councilor Parry arrived at 5:06 p.m.

Also Present:

Parks & Rec Commission members Danny Parker, Beck Hubbell, and Lucille Clawson were present. Trails Committee members were also present.

Manager Bill Lee, Finance Director Dane Bullard, Marshal Dave Smith, several Marshal's deputies, Parks Director Lynda Moore, and Town Clerk Deborah Barber were also present.

3. FY 2006/07 General Fund Operating Budget.

Council reviewed the budgets for the Parks & Recreation and Streets departments. Council requested that a 'line item' total be added to the Parks budget for items such as the pool and special events so that Council could have a better idea of the total costs of the department. They also requested a budget separating Maintenance from Parks & Recreation. There was substantial discussion about the need to understand the true costs of special events and accountability. There was general agreement that it would be beneficial to use a coding system to track staff hours.

Council asked for agenda items for the next regular session that establishes a policy that will require staff to use codes when logging work hours and to direct staff to prepare a RFP to determine whether it would be less expensive to contract out street construction and maintenance as opposed to having our own street department.

Trails Committee Request for funding:

Lynn Reddell asked if the Council could include \$10,000 in the budget for trails, explaining that the Forest Service will contribute three times what the Town puts in. She noted that the Copper Canyon Trailhead was an example of the partnership between the Town and the Forest Service. She also explained that trails bring in tourist dollars. Council agreed that this amount could be budgeted in the non-departmental line item.

CVMO Salary/Pay Scale Increases:

Bullard asked for clarification from Jeff Dartt regarding the 10% increase and/or the 9-step pay scale. Dartt explained that the officers were requesting both. Bullard presented various scenarios that illustrated the budgetary impact of the officers' request. These are attached and become a permanent part of this record. Bullard noted that approval of this request could result in an unbalanced budget and would likely result in zero increases for all other Town employees. He advised that other Town employees would be taking home less beginning July 1 due to the increase in retirement and that the police officers would not be affected by the increase as their

retirement system is different from other Town employees. He noted that the request would cost approximately \$185,000 the first year and increase every year after that if the 9-step pay scale were implemented. Marshal Smith said that he agreed with the request and that Council needs to take care of its most valuable asset – the employees. He explained that he did not perform a salary comparison for other departments, but his department was underpaid. He said that a 9-step increase might not aid in reducing turn-over, but it would help in recruiting quality candidates.

There was a lengthy discussion between Council members and Deputy Laura Miller regarding the need to increase the deputies' pay. Councilors Parry and Smith spoke in support of the officers' request, with Smith suggesting that the money could be taken from the CIP fund. Parry agreed and said that Council needed to understand that the police department is the most important department in the Town, that it was necessary to protect the safety and health of our citizens.

Vice Mayor Baker expressed concerns that Council could not overlook all of the other Town employees, noting that many of them were paid thousands of dollars less than they could make in Sedona and elsewhere. She stated strongly that Council must include all employees in the salary reviews and that if the Marshal's Office employees received a 10% increase that all employees should receive the same. Councilor Hauser agreed. Baker further noted that Camp Verde pays a much greater percentage of our budget to the deputies than Cottonwood or Sedona do.

After further discussion, Council asked Bullard to prepare a budget indicating increases for the Marshal's Office and all employees, with the funding to come from the CIP budget if there is not enough in the General Fund budget and to conduct a salary survey of all employees to determine parity.

Public Input

Deputy Laura Miller advised that Camp Verde's pay was much lower than the officers could make in other cities and towns, noting that many officers cannot afford to buy a home here. She said that she chose to live in Camp Verde because her husband was an officer with Yavapai County and he could make enough money so that they could live here. She said that she was multi-cultural and bi-lingual and an asset to the Town and that she should be adequately paid for her skills and knowledge, as should the other deputies. She said that police officers require specialized training and that it is easier to replace clerical help in the rest of the Town's departments than it is to replace a deputy. She said that Council needs to understand that public safety should be their most important priority and officers should be paid a higher salary. In response to Vice Mayor Baker's comments about CVMO being Town employees and their request to neglect the rest of the Town employees, she asked Marshal Smith if she should tell Vice Mayor Baker where to go. She closed her discussion by asking Council to decide if a park was more important than public safety.

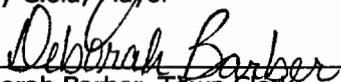
Steve Ayres of the Bugle stated that he believed it was a good idea to use codes to track expenses and that he believed the Town's special events have been a 'run-away train'. He urged Council to require departments to stay within their budget and he spoke to several items that had exceeded budget. In closing, he told Council that Jeff Dartt had approached him with the information about the police officers' salaries before approached Council and that Dartt had contacted him several times afterward asking why the Bugle had not printed any articles about their plight. Ayres said that he was glad he was able to bring this important issue to the forefront and have Council finally set about establishing priorities.

4. Adjournment

Mayor Gioia adjourned the meeting at 7:45 p.m.



Tony Gioia, Mayor

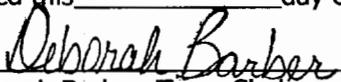


Deborah Barber, Town Clerk

CERTIFICATION

I HEREBY CERTIFY THAT THE FOREGOING, minutes are a true and accurate accounting of the discussion of the Mayor and Common Council of the Town of Camp Verde during the Work Session of the Town Council of Camp Verde, Arizona held on the 20th day of June 2006. I further certify that the meeting was duly called and held, and that a quorum was present.

Dated this _____ day of _____ 2006.



Deborah Barber, Town Clerk