

**MINUTES  
SPECIAL SESSION  
MAYOR and COMMON COUNCIL  
of the  
TOWN OF CAMP VERDE  
COUNCIL CHAMBERS  
Thursday, March 30, 2006  
6:30 p.m.**

Minutes are a summary of the actions taken. They are not verbatim.  
Public input is placed after Council motion to facilitate future research.  
Public input, where appropriate, is heard prior to the motion.

1. **Call to Order**

Mayor Gioia called the meeting to order at 6:30 p.m.

2. **Roll Call**

Mayor Gioia, Vice Mayor Baker, and Councilors Hauser, Kovacovich, Parrish, Parry, and Smith were present.

**Also Present:**

Manager Lee, Finance Director Bullard, Parks Director Moore, Community Development Director Wright, Marshal Smith, and Town Clerk Barber

3. **Pledge of Allegiance**

Councilor Kovacovich led the pledge.

4. **Discussion with the Town Manager concerning his performance review.**

Manager Lee advised that he had met with individual Council members to discuss their review of his performance. He said that he wished to have the discussion regarding his performance in open session.

Mayor Gioia went over the summary of the review and a copy is attached and becomes a permanent part of this record. Council also discussed the importance of working as a team and moving forward in a manner that is in the best interest of the Town.

**Public Input**

Bob Reuna said that he and his wife moved here in 1998 and that Lee had gone out of his way to ensure that they were satisfied after they approached him with a complaint. Reuna said that as a result of Lee's compassion and interest in their satisfaction, that he and his wife have donated in excess of 1,500 in community service. He encouraged Council not to fire Lee.

Jerry Tobish said that he moved his business here because of Lee. He said that it would be hard to convince him and other business owners that it would be in the best interest of the Town to fire Lee. He advised that he was speaking on behalf of lots of people and that it was not in the Town's best interest to fire him.

Jim Lawson said that there have been more activities in this Town since Lee started and that it would be a poor business decision to let him go.

Jim Ellington said that he witnesses business culture through his own business. He noted that moral support is essential to the success of people and the businesses. He said that he's been working with the Town since 1992 and he's seen a lot throughout the years – disgruntled employees and people leaving, but he has not seen any of that in the Town government since

Lee became the manager. He said that when employees are happy, Council should take notice. He said that Lee has proven himself. Helen Zimmerli said that she has had good dealings with Lee and she encouraged Council not to take a wonderful leader from the Town.

Mitch Dickinson said that Lee's review was due in September and suggested that it was delayed because the Mayor had been busy. He said that he knew after the last election that Lee would suffer the next two years. He said that it has been the same three Council members that wanted Lee gone and that they keep banging the same drum – ethics. He noted that the Council launched an investigation and that nothing had come from it and that the time had come for them to let it go. He said that Lee is a doer and gets things done despite the many layers of government. He said that as long as things are getting done, Council should be willing to overlook it if Lee stubs his toe once in a while. He noted that the evaluations were consistent with the 3-4 Council. He said that it did not make sense for Council to fire Lee in the face of this much opposition. He also said that Lee was underpaid and Council could not replace him without spending an additional \$30,000 to \$40,000 per year. He said that Lee was not only underpaid, but mistreated during this evaluation process. He said that if Council was going to get rid of him, they needed to do it and move on, but if they decide to keep him, they should allow him to skip the next September review process.

Bob Johnson said that he agreed with Dickinson in that a decision should be made tonight and that it was time to move on.

Rob Witt read a letter from Scott Simonton that supported Lee, a copy of which is attached and becomes a permanent part of this record.

Witt agreed with Simonton and said that it was time to move on. He said that it was time for Council members to ask themselves if they were considering the best interest of the Town or for them. He said that Lee is the one that makes things happen. He also said that Lee is a promoter and a dreamer and that he would hate to see us lose that. He said that this is a time to be united and move on.

Tap Parsons said that it would not be good for the Town to terminate Lee.

Perry Haddon said that he was on the Prescott City Council when they voted to terminate the city manager that had been with the city for 20 years. He noted that Prescott had solid evidence that the manager routinely circumvented their charter. He said that if Council decides to terminate Lee that they should be sure to consider honestly that each member took Lee to task on every issue that was in question. He said that Lee should have been warned when something was wrong and that if they had not done this, then they should give him a chance. He said that everyone deserves the opportunity to change. He noted that Lee has done an admirable job.

Henry Shill said that it would not be good for the Town to let Lee go. He said that if Council waits awhile, some of the concerns might clear up.

There was no other public input.

Council discussion continued with Smith stating that if Council demands perfection, then they need to be perfect as well. He noted that Council has to give direction and that if they continue to micromanage Lee; he will not have the opportunity to grow. He asked if Camp Verde Councils, both past and present, had done such a good job, the why did Cottonwood have a \$45 million dollar budget compared to Camp Verde's \$5 million dollar budget and we're on I-17. He encouraged the audience to consider running for Council in the upcoming election.

Parry noted that ethics is all that a person has and that they can be misconstrued if one is not careful. He said that he did not believe that Lee has a problem, but that it is Council's job to keep him away from the line. Parry then went over the Manager's goals for the upcoming year.

5. **Discussion, consideration, and possible assignment, appointment, promotion, demotion, dismissal, salaries, disciplining, or resignation of the Town Manager.**

On a motion by Baker, seconded by Smith, the Council voted to raise Lee to the next step, with the raise retroactive to September. Gioia, Hauser, and Parry voted no.

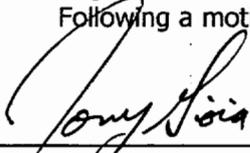
6. **Discussion, consideration, and possible approval of Resolution 2006-681, Relocation Assistance Plan as required under section 104(d) as amended, a Resolution of the Mayor and Common Council of the Town of Camp Verde, Yavapai County, Arizona adopting a residential antidisplacement and relocation assistance plan for 2006, as required under section 104(d) of the Housing and Community Development Act of 1974 as amended.**

On a motion by Baker, seconded by Gioia, the Council voted unanimously to approve Resolution 2006-681, Relocation Assistance Plan as required under section 104(d) as amended, a Resolution of the Mayor and Common Council of the Town of Camp Verde, Yavapai County, Arizona adopting a residential antidisplacement and relocation assistance plan for 2006, as required under section 104(d) of the Housing and Community Development Act of 1974 as amended.

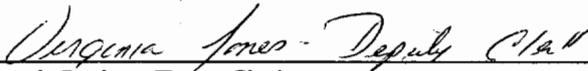
Barber explained that this was a last minute requirement from the Arizona Dept. of Housing to complete the FY06 CDBG application. She advised that the resolution passed for the 2005 CDBG program was to have been effective for five years, but that it would not hurt to pass another one.

7. **Adjournment**

Following a motion by Baker, seconded by Kovacovich, the meeting was adjourned at 7:24 p.m.

 4/20/06

Tony Gioia, Mayor

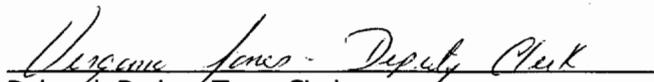


Deborah Barber, Town Clerk

**CERTIFICATION**

I hereby certify that the foregoing Minutes are a true and accurate accounting of the actions of the Mayor and Common Council of the Town of Camp Verde during the Special Session of the Town Council of Camp Verde, Arizona, held on the 30<sup>th</sup> day of March 2006. I further certify that the meeting was duly called and held, and that a quorum was present.

Dated this 21<sup>st</sup> day of April, 2006.



Deborah Barber, Town Clerk