DRAFT MINUTES
SPECIAL/EXECUTIVE SESSION
MAYOR AND COUNCIL
473 S MAIN STREET, SUITE 106
FRIDAY, MARCH 6, 2015 at 8:30 A.M.

1. **Call to Order**

Mayor German called the meeting to order at 8:30 a.m.

2. **Roll Call**
Mayor Charles German, Vice Mayor Jackie Baker, Councilors Bruce George, Brad Gordon, Jessie Jones. Carol German and Robin Whatley were present.

Also Present:
Town Manager Russ Martin and Town Clerk Virginia Jones

3. **Pledge of Allegiance**
Mayor German led the Pledge of Allegiance

4. **Discussion and follow up of the Town Manager's Annual Performance review.** Note: Council may vote to hear this matter in Executive Session pursuant to ARS §38-431.03 (A)(1) for discussion or consideration of assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body.

On a motion by Councilor Whatley seconded by Councilor Gordon Council voted to adjourn to Executive Session for discussion and follow up of the Town Manager's Annual Performance Review.

Special Session adjourned at 8:32 a.m.

Mayor German called the Special Session back to order at 10:03 a.m.

5. **NOTICE OF PUBLIC MEETING OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE FOR THE PURPOSE OF RATIFYING PAST ACTION TAKEN IN POSSIBLE VIOLATION OF OPEN MEETING LAW.** The Action involved: During the Executive Session on February 25, 2015, that was attended by the Town Council and Manager Russ Martin, Council adjourned from Executive Session and Manager Martin left the room. Council called Special Session to order and discussed and approved a salary package for the Town Manager. The meeting was only noticed as 'Executive Session' and no action can be taken in Executive Session. The salary package discussed and approved by the Council for the Town Manager was to increase annual salary to $117,956.80 and pay 25% of Family Health care. A written summary of this package may be obtained at the Town Clerk's Office. Council will vote to ratify its prior action

On a motion by Councilor Bruce George, seconded by Councilor Brad Gordon Council Voted to ratify the previous action taken on February 25, 2015 to approve the salary package discussed and approved by the Council for the Town Manager to increase the Managers annual salary to $117,956.80 and pay 25% of his Family Health care. Council voted 5-2 in favor of the salary package with Vice-Mayor Baker and Councilor Carol German voting no.

Manager Russ Martin addressed the Council regarding the concerns that have been brought forward by various Citizens of Camp Verde, stating that since he has taken the position of Town Manager, he has only received cost of living raises, and in reviewing the League of Cities and Towns Salary Schedule you can see that other communities with a similar population as Camp Verde, the average starting wage is approximately $10,000 a year more. Manager Martin stated that he is committed to the Council and the community and believes he has proven that commitment.

Councilor Bruce George stated that several months ago, he contacted the League of Arizona Cities and Towns requesting the salary schedule for Town Managers with similar populations and Camp Verde is the second lowest starting salary for communities of our size. Councilor George stated that he believes the Manager deserves the merit raise.

Council Carol German stated that two years ago Council approved a 3% Cola (Cost of Living Adjustment) and this past year Council approved a 1.7% increase. Councilor German stated she especially has a hard time with the request for the Town to pay a percentage of the dependent health care. Councilor German noted that we have just asked for an increase in sales tax, and cannot vote in favor for that reason.

Councilor Brad Gordon stated that he does not have a problem with the salary package at all. Councilor Gordon stated that if we gave the Manager a company vehicle, that is considered a perk, stating the Manager is an executive of this Town, and he supports the ratification and believes the Manager has done a great job.

Councilor Robin Whatley stated that she believes the Manager has shown his commitment and believes he is totally invested in our community. Councilor Whatley stated that Sedona is currently advertising for a manager and the minimum starting wage that is being offered is $140,000. Whatley stated that the Manager, in spite of all the turmoil, deserves kudos for sticking with Camp Verde. Councilor Whatley requested Council approve the ratification and let the Town continue to move forward. Councilor Whatley stated that the Manager was instrumental in working with the other communities in the Verde Valley on Highway 260, and moving forward with the building on the Library and construction of Verde Valley Medical Center.

Councilor Jessie Jones directed her statement directly to the Manager stating that she supports him, appreciates the investment he has made in the Community and stated it is time that the Town invests in him.

Mayor Charles German stated that he supports the ratification for the Manager's pay increase and paying a portion of the Managers family health premium. Mayor German stated that he has been a resident of Camp Verde since 1951 and prior to Mr. Martin becoming Town Manager has never seen the valley communities work together like they have worked together to get the Highway 260 project done with one voice. Mayor German requested Council approve the ratification.

Vice Mayor Jackie Baker stated that in her professional past she was an insurance agent and insured hundreds of small business' in the Verde Valley, most of those were lucky if they could provide insurance coverage, much less to the employees families. Vice Mayor Baker stated that she has a good working relationship with the Manager, and explained that when she says no, now, at this point and time she is saying it because the Council will be working on the budget very soon. Baker stated she could not vote for an increase when she is not sure how the Town will afford it. Baker stated she just wants Russ and the public to understand why she said no.

Point of order was called from the Audience, wanting Public Input. The Mayor explained there would be no public input.

6. **Adjournment**
On a motion by Councilor Bruce George, seconded by Councilor Robin Whatley, Council voted unanimously to adjourn at 10:32 p.m.

_____
Charles German, Mayor

_____
Virginia Jones, Recording Secretary

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/Executive Session of the Town Council of Camp Verde, Arizona, held on March 6, 2015. I further certify that the meeting was duly called and held, and that a quorum was present.

Dated this _____ day of _____, 2014.

_____
Virginia Jones, Town Clerk