

**MINUTES
REGULAR SESSION
MAYOR AND COUNCIL
473 S MAIN STREET, SUITE 106
WEDNESDAY, JULY 1, 2015 at 6:30 P.M.**

**Minutes are a summary of the discussion. They are not verbatim.
Public input is placed after Council discussion to facilitate future research.**

1. **Call to Order**
Mayor German called the meeting to order at 6:30 p.m.
2. **Roll Call**
Mayor Charles German, Vice Mayor Bruce George, Councilors Robin Whatley, Brad Gordon, Jackie Baker, Jessie Jones, and Carol German were present.

Also Present

Town Manager Russell Martin, Marshal Nancy Gardner, Town Clerk Virginia Jones, and Recording Secretary Saepyo Choe.

3. **Pledge of Allegiance**
Mayor German led the Pledge.
4. **Consent Agenda** – All those items listed below may be enacted upon by one motion and approved as consent agenda items. Any item may be removed from the Consent Agenda and considered as a separate item if a member of Council requests.
 - a) **Approval of the Minutes:**
 - 1) There are no minutes for approval
 - b) **Set Next Meeting, Date and Time:**
 - 1) Wednesday, July 8, 2015 at 5:30 p.m. Work Session
 - 2) Wednesday, July 15, 2015 at 6:00 p.m. Special Session – Public Hearing – Budget
 - 3) Wednesday, July 15, 2015 at 6:30 p.m. Regular Session
 - 4) Wednesday, July 22, 2015 at 6:30 p.m. Council Hears Planning & Zoning Matters

On a motion by Vice Mayor George, seconded by Jones, Council voted unanimously to approve the Consent Agenda.

5. **Special Announcements and presentations:**
 - **There are no announcements or presentations**
6. **Call to the Public for Items not on the Agenda.**
Barbara Goetting, owner of the Horn Saloon, reported that previously, the Town took 47 days to respond to her request for information, and that this time it has been two weeks. She submitted electrical plans and she has asked twice for an update on the permits. She asked for a rough timeline in order to update the insurance companies, and asked for support so they can open for business again.

Nikki Miller announced that Cornfest is right around the corner, and thanked Bobbie and Marie who work to provide this event. She thanked Mike Dumas and his department for the electrical support, and thanked Barbie Bridges and Steve Ayers for promotional support. Camp Verde Promotions needs more support from the Town to promote events. She reported an increase in Visitor's Center statistics during the weekends of their festivals, explaining that their events are a benefit to the Town. The school system should be a way to get information out, but that does not work. They need volunteers for Cornfest and a better way to reach the community.

Sue Mesa, owner of Clear Creek Vineyard and Winery, distributed information packets to Council. Last December 18th, Council approved extending the winery from their private house to a new facility, which they built beginning in August 2013. She reported a detailed history of the date of application, Town approval, and the five inspections for the slab, foundation, framing, electrical, barn construction--which were all approved. They built a stand-alone tasting room and await opening to the public, but now Planning & Zoning will not issue a use permit, deeming the building "unsafe." Steve Ayers recommended having a civil engineer inspect it, so they hired a certified engineer with 25 years of experience to review it. Planning & Zoning deemed that his accreditation was "not sufficient," and required numerous calculations. They have suffered six months of lost revenue, and the Town has missed out on tax revenue. She requested help to resolve this issue and explained that more detail could be found in the packet.

Mayor German assured Sue Mesa that the issue would be promptly addressed.

Steve Goetting reported that the www.selectcampverde.com website contains many errors, including Latin jibberish on the "government" page, and last year's rates on the business license page. Phoenix businesses are listed in the Camp Verde directory, and information is inaccurate. It is embarrassing that someone is listing the site as an accomplishment in their performance evaluation when it is in its current state, and he should not have to be the one to call the Town out on these errors.

Hub Harris has volunteered for Cornfest. He informed that there is an event calendar in AZ Highroads magazine. He believes they accept free advertising, and recommended that Camp Verde take advantage of the opportunity. Events for small towns like Clarkdale, Pine, and Strawberry are being featured, and Camp Verde deserves to be featured as well. He disapproved of increased salaries for the Town Manager and others. He has nothing against them personally, but is concerned because Camp Verde is a small Town. The Town is dying and cannot keep going into debt with high-class salaries.

7. **Discussion and possible approval of Town Managers Performance Review timeline for 2015-2016.** Council agreed to reschedule the start time for the Goal-Setting session to 9am, and had no other issues with the timeline. Town Manager Russ Martin distributed an updated Performance Review timeline. He rescheduled the date of the Performance Review to a week later, and the "Goal-Setting" to a separate day.

Vice Mayor George thanked Martin for his ethical standard, and outstanding performance for the last five years, which has raised the reputation of the Town. Council expressed agreement.

8. **Discussion consideration and possible approval of amendment to the Town's Salary Plan with the addition of the CAD Technician job description.** Staff Resource: Russ Martin
On a motion by Vice Mayor George, seconded by Jones, Council voted 6-1 to approve the Town's Salary Plan with the addition of the CAD Technician job description, with Councilor Baker voting "No."

Russ Martin explained that Staff did not have enough time to submit this proposal in time for the budget sessions. Councilor Baker commented that the job requires only a High School GED and two years of experience, but pays \$41-\$63K plus benefits. She suggested it would be better to contract out the job as needed, instead of paying for benefits.

Martin explained that the job includes a comprehensive list that would take beyond a year, and that the Town would have to pay overhead either way, since consultants are expensive. He said it is the best-value option to hire as a temporary position, rather than to contract out. Currently, the Staff is doing some of this work, but it is best for them to stick to project management. 80% of the wages would come out of funds that have already been allocated for this year, from the Sanitary District.

Gordon explained that it is expensive to contract out, due to having to pay the wage, benefits, and pay a premium on top of that. Also, engineer companies do not want to lose an employee for an entire year or more.

Jones said there are many important projects such as storm water, ponds, and flood control that are needed to improve the community for citizens; and agreed with the salary plan for the position.

Mayor German explained that the funds available from the Water Infrastructure Finance Authority (WIFA) are also important factor to consider.

9. **Discussion, consideration and possible approval of the Town of Camp Verde Personnel Manual.**
Staff Resource: Russ Martin

On a motion by Vice Mayor George, seconded by Whatley, Council voted 6-1 to approve the Town of Camp Verde Personnel Manual, with Councilor Baker voting "No."

Martin explained that the main change to the manual includes the Health Care Affordability Act requirements for employees working over 30 hours a week. They will now be considered "full-time" and the Town is responsible for covering their health care benefits as required by federal law.

Public Hearing

Cheri Wischmeyer referenced the "take home vehicles" section of the manual, authorizing any law enforcement or animal control officer within a 30-minute response-time to take home a patrol vehicle. She disagrees with the Town paying for an extra one-hour commute roundtrip per officer per day, and additional 60 miles of daily wear-and-tear to the vehicle. That adds up to a lot of extra cost and wear-and-tear for these 5-year lease vehicles.

Corporal Jacobs explained that this benefit is important to recruitment and retention. When he left the Sheriff's Office, he sought this benefit. The time to commute to the office and change vehicles also increases response time.

Deputy Richardson explained that he looked a year ago at options for police officer positions, and that the pay and incentives are less in Camp Verde. It is hard to support two kids and a wife in school with the current pay and insurance package, but at least the take-home vehicle benefit balances out where the rest falls short. Officers clock in for duty when they hit Camp Verde Town limits and clock out when they leave Town limits, so the Town does not pay for the commute. The fact that 40 people are testing for law enforcement positions in other places, but only four when he applied, shows that Camp Verde is not competitive.

Debra Fenner said she appreciates seeing patrol cars in different neighborhoods, because police presence deters crime.

Dana Schmidt, a retired Assistant Chief of Police, explained that small towns have trouble keeping good officers, so any small benefit helps. There is nothing worse than having an Officer for a year, then watching them leave for better benefits and pay.

David Marshal, Animal Control Officer and Crime Scene Technician, explained that crime scenes deteriorate quickly, and that it is imperative to arrive as quickly as possible. He reported that they recently solved a crime with a fingerprint.

Canine Officer Jeff Bowers said he requires a special system for his patrol dog to keep him cool during hot temperatures while out on call. The patrol vehicle is already equipped with this system, but if he is not permitted to take it home, he would need to install one into his personal vehicle. He also lives in Cottonwood, so commuting, along with having to cool down the patrol car for the dog, would extend his response time. It also sends the message that "Camp Verde must be doing something right," if someone lives in Cottonwood, but chooses to work for Camp Verde.

Steve Goetting recommended increasing wages and keeping cars inside the community. He expressed concern about the Officer's responsibility and liability when in a Camp Verde patrol car in another jurisdiction.

Deputy C. Jackson said he has been working for the Town for two years, and loves Camp Verde. He lives five miles outside of the district, and Cottonwood and the Yavapai County Sheriff's Office are always asking him, "Where's your patrol vehicle?" He said take-home vehicles communicate pride for your job and shows that your community supports you. He mentioned that having to defrost windshields for two different vehicles in the winter also adds to response times.

Oscar Berrelez, an officer of 19 years, lives in Verde Lakes. He explained he and Officer Bowers just had a big case this morning that required back up from the day shift, who happen to live out of Town. They had two suspects, a bunch of evidence, and needed their help immediately. They get several calls for DUIs and drug recognition, and it looks bad in court if Officers show up late on scene. When the Walmart shooting happened in Cottonwood, Camp Verde Officers would have been available to assist if they had take-home vehicles. Camp Verde needs more Officers as the last two years have been most hectic. The Town really needs the help.

Discussion

Councilor Gordon shared an example of a private company that conducted a study, which showed it is financially smarter to allow take-home vehicles, and more efficient due to eliminating the factor of personal vehicles breaking down.

Vice Mayor George said studies have shown that take-home vehicles last longer due to Officers taking pride in their vehicles; and noted that they will never have to drive passed the scene of an incident due to having to pick up a patrol vehicle.

Councilor German thanked the Officers for sharing their reasons on the issue of take-home vehicles.

Mayor German stated that he use to serve as a volunteer firefighter and appreciates how important it is to secure the scene as fast as possible. He appreciated the need for stability in the department and said that CVMO deserved all the support and equipment they needed.

Councilor Jones said she was unbelievably proud of our Marshal's Office and that take-home vehicles allow them to respond efficiently. She sees patrol vehicles of multiple agencies in Camp Verde and would like to see CVMO vehicles in surrounding neighborhoods.

Councilor Whatley said she was wholeheartedly in favor of take-home vehicles, due to it being more than a perk, but a matter of public safety.

Councilor Baker recognized CVMO as being the best police department, and is proud of them--especially Officers Dave Freeman and Oscar Berrelez, who have served the Town for so many years. The Marshal's Office was there for her family during a hard time. The governor of Arizona at one point in history took away

all the take-home vehicles in the prison system except for one. There are many factors, including economical and mechanical, that municipalities have to consider. It is never because we do not care.

Councilor German clarified the details of the retirement system on page 71 of the manual. The Town will match up to 3% if an employee opts to set aside a percentage of their salary. Staff explained that the Employer Contribution Rate to the Public Safety Personnel Retirement System increased to 28%, a 10% increase from last year. Many places are obligated to pay 40% - 50%, so Camp Verde is fortunate to retain lower rates.

Mayor German Requested the following item.

10. **Discussion, consideration and possible appointment of Mayor German to act as liaison to the Verde Front Leadership Council.**

On a motion by Councilor Baker, seconded by German, Council voted unanimously to approve Mayor German as a liaison and Brad Gordon as an alternate liaison to the Verde Front Leadership Council.

Mayor German announced that the Verde Front Leadership Council is going public to all our communities--moving from informal to formal. They will not make any promises without the Town's direction. Councilor Brad Gordon, who has been a part of the Council since the beginning, volunteered to be the alternate liaison.

Councilor Whatley requested the following item.

11. **Discussion and clarification to the public regarding the extension of the Mayor and Council Term limits per ARS 16-204 as amended, followed by, but not limited to, possible direction to staff.**

On a motion by Mayor German, seconded by Vice Mayor George, Council unanimously approved posting ARS 16-204, SB 1454, and all pertinent information, to the Town website, local newspapers, and the Town Hall board of Public Notices, in order to remind the public of the changes to the candidate election year.

Robin Whatley explained that during one Council Session, a citizen claimed that Council "took it upon themselves to add 1.5 years to their terms." She wanted to clarify that this is misinformation. In 2012, House Bill 2826 amended ARS 16-204, which reads: "Beginning with elections held in 2014 and later and notwithstanding any other law or any charter or ordinance to the contrary, a candidate election held for or on behalf of any political subdivision of this state other than a special election to fill a vacancy or a recall election may only be held on the following dates and only in even-numbered years: 1. The tenth Tuesday before the first Tuesday after the first Monday in November." Camp Verde has always held elections in odd number years. Then Senate Bill 1454 deemed that term limits could only be lengthened, not shortened. This meant that Camp Verde could not have its election in 2017 as planned, but had to lengthen terms until the fall of 2018. Whatley never anticipated a longer term, and hopes the rumors will go away.

Council added that two Councilors would have been up reelection in 2015.

Councilor Baker thanked Whatley for the explanation. The League of Cities and Towns fought against this, but only the charter cities were successful. Council requested that Staff post all this information on the wall of public notices, in the newspaper, and on the Town website. Jones clarified that this is a separate issue than the recall election in 2015.

12. **Call to the Public for items not on the agenda.**

Ignacio Mesa, husband of Sue Mesa, and co-owner of Clear Creek Vineyard and Winery, reported that they have had to turn business away daily. Yavapai College's Small Business Development Center, magazines, and the Cottonwood Chamber of Commerce have approached them, but they are not able to move forward

on any opportunities until the permit issue is resolved. He said it seems they are receiving support from everyone but their own Town. They have four people on staff, and it is important to them to open as soon as possible.

A Camp Verde resident asked to get to know the Council and Staff better, and recommended that they host coffee talks. This may be a good way to find out everyone's goals and vision for the Town. He is also a Cornfest volunteer, and he asked for more help for Cornfest.

Steve Goetting said he was sick and tired of the 3-minute time limit during the "Call to the Public," because it feels like talking to a wall. He agreed with the coffee talk idea.

Mayor German spoke as a citizen addressing Steve Goetting, disapproving of the manner in which he addresses Council. He explained that he has the option to place any item he wishes on the Agenda, as long as one Council member sponsors the Agenda item. This option has no 3-minute time limit and allows for dialogue, but Steve has seldom chosen this method to resolve issues.

13. **Council Informational Reports.** These reports are relative to the committee meetings that Council members attend. The Committees are Camp Verde Fire District, Camp Verde Schools Education Foundation; Chamber of Commerce, Intergovernmental Association, NACOG Regional Council, Verde Valley Transportation Planning Organization, Yavapai County Water Advisory Committee, and shopping locally. In addition, individual members may provide brief summaries of current events. The Council will have no discussion or take action on any of these items, except that they may request that the item be placed on a future agenda.

Vice Mayor George attended "Coffee with a Cop," and invited the public to join the last Monday, monthly 8:00 p.m. to 9:00 p.m at Thanks a Latte.

Gordon reported on "Coffee with a Cop," the library construction update, and the Verde Valley Water Users Association.

Whatley attended the library construction update: they are currently digging trenches and pouring concrete, and expect the delivery of steel on July 27th.

Councilor Baker acknowledged NACOG Director Mary Luedtka for receiving an invitation to the White House July 13, 2015 for a national conference on aging.

German reported on the library construction update and invited the public to participate.

Mayor German reported on the NACOG meeting.

14. **Manager/Staff Report** Individual members of the Staff may provide brief summaries of current events and activities. These summaries are strictly for informing the Council and public of such events and activities. The Council will have no discussion, consideration, or take action on any such item, except that an individual Council member may request that the item be placed on a future agenda.

Russ Martin reported that Tom Jones has picked up his business license, and expects to convert Steve Coury into a Ford dealership within a month or two.

Manager Russ Martin addressed a previous comment made by Cheri Wischmeyer during the June 3, 2015 Regular Session regarding her displeasure of the fact that the Marshal's Office employees receiving, and Council approving, a 4.5% increase in salary due to the alleged mandatory increase of 4% contribution to the retirement fund. Mr. Martin stated that at the time the item was presented to Council he believed the increase for Public Service State Retirement had increased 4% for the employee, when after doing research, realized that was the Town's cost. The Officer's increase was actually .7%. Mr. Martin stated his

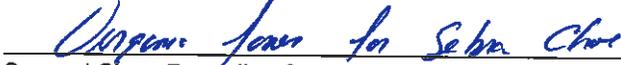
error was trying to balance, what he perceived as a significant cost to staff that would have a detrimental effect on their take home pay, and it was something that needed to be addressed. The result of the error was in fact a 2.16% cost of living adjustment above other staff for all sworn officers in the 2014-2015 budget year.

15. **Adjournment**

Mayor German adjourned the meeting at 8:17 p.m.



Charles German, Mayor



Saepyo Choe, 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 Regular Session of the Town Council of Camp Verde, Arizona, held on July 1, 2015. I further certify that the meeting was duly called and held, and that a quorum was present.

Dated this 16 day of July, 2015.



Virginia Jones, Town Clerk