



Minutes
Work Study Session
Queen Creek Town Council
Queen Creek Town Hall, 22350 S. Ellsworth Road
Council Chambers
May 15, 2013
5:30pm

1. Call to Order

The meeting was called to order at 5:30pm.

2. Roll Call (one or more members of the Council may participate by telephone)

Council Members present: Barnes; Brown; Gad; Oliphant; Wheatley and Mayor Barney.

Vice Mayor Benning was absent.

3. Motion to adjourn to Executive Session (to be held in the Saguaro Conference Room of the Municipal Services Building)for the following purposes:

A. Discussion and consultation with Town attorneys for legal advice and to consider the Town's position and instruct its attorneys regarding contemplated litigation against Accelerated Construction Technologies f/k/a Modular Technology, Inc. and Merchants Bonding Co. A.R.S. § 38-431.03(A)(3) and (4).

B. Discussion and consultation with the Town Attorneys to consider the Town's position and instruct its attorneys regarding pending claims against the Town. A.R.S. 38-431.03(A)(4).

C. Discussion and consultation with the Town's attorneys for legal advice and to consider the Town's position and instruct its attorneys and staff regarding negotiations with the Arizona Cutting Horse Association. A.R.S. 38-431.03(A)(3) and (4).

Motion to adjourn to Executive Session at 5:31pm.

1st: Brown

2nd: Barnes

VOTE: Unanimous

The Work Study Session reconvened at 6:25pm.

ITEMS FOR DISCUSSION These items are for Council discussion only and no action will be taken. In general, no public comment will be taken.

4. Discussion on an Organizational Compensation and Classification Study.

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Town Manager Kross gave a brief introduction on the proposal and said the costs were included in the proposed FY13-14 Budget.

HR Director Gardner reviewed the current compensation and classification study that was completed in 2006 by Fox Lawson. Mr. Gardner explained that the study assumed certain growth expectations and how the economic recession has influenced the organization by collapsing department, eliminating many supervisory positions and pay reductions organization wide. In addition, the Utilities Department and Fire Department were added. Mr. Gardner also discussed the difference between the compensation and classification study and a market review. Mr. Gardner said that a study is recommended every 7-10 years. He said the costs for a full study would be approximately \$40,000 and if approved, would like to have it completed by January 2014 so that it could be used for FY14-15 budget preparation.

Council asked how the study, evaluation and performance evaluation and any merit increase would be tied together. Mr. Kross responded that although Fox Lawson created the performance evaluation tool, it is still valid and has been modified over the years to be more aligned with the Council Strategic Plan and is now electronic, cutting down on staff time to complete.

Additional discussion was in regard to cost of living allowance (COLA) recommendations and results of the market study. Mr. Gardner stated that 108 positions were reviewed and approximately 20 positions fell below the median.

Mr. Kross clarified that only the costs for the study were being requested and that the results and any recommendations would go to Council for acceptance and options to fund any pay changes, and it is common to phase in recommendations.

5. Presentation and discussion on Calendar Year 2012 policing statistics and 1st Quarter 2013 policing activities.

No discussion.

6. Adjournment

The Work Study Session adjourned at 6:50pm.

TOWN OF QUEEN CREEK

Gail Barney, Mayor

Attest:

Jennifer F. Robinson, MMC

I, Jennifer F. Robinson, do hereby certify that, to the best of my knowledge and belief, the foregoing Minutes are a true and correct copy of the Minutes of the May 15, 2013 Work Study Session of the Queen Creek Town Council. I further certify that the meeting was duly called and that a quorum was present.

Jennifer F. Robinson, MMC

Passed and approved on June 19, 2013.