



City of Goodyear

Meeting Minutes

City Council Retreat

Mayor Georgia Lord
Vice Mayor Sheri Lauritano
Councilmember Joanne Osborne
Councilmember Joe Pizzillo
Councilmember Wally Campbell
Councilmember Bill Stipp
Councilmember Sharolyn Hohman

Meeting Location:
Goodyear Justice Center
14455 W. Van Buren St.,
Suite B101
Goodyear, AZ 85338

Saturday, October 22, 2016

9:00 AM

Goodyear Justice Center

FALL 2016 - SESSION TWO

1. CALL TO ORDER

Mayor Lord called the Council Retreat to order at 9:07 a.m.

2. ROLL CALL

Present 6 - Mayor Lord, Vice Mayor Lauritano, Councilmember Osborne, Councilmember Pizzillo, Councilmember Stipp, and Councilmember Hohman

Absent 1 - Councilmember Campbell

Staff Present: City Manager Brian Dalke, City Attorney Roric Massey, and City Clerk Maureen Scott

Councilmember Pizzillo arrived at 10:30 a.m.

3. AGENDA ITEMS FOR DISCUSSION:

3.1. Review of Day One

What was the highlight of Day One?

*No speeches at the beginning by Council.

*It was meaningful that Council didn't want to be known for anything, but just want to make a difference for the city.

*Honesty came through from Councilmembers on different issues (future, present and past).

*Willingness to get more information in areas. Once that information is received to be able to evaluate the issues.

*Appreciates the ability to have a natural conversation on issues.

*It would help using this process at work sessions.

3.2. Review of Desired Outcomes for the Retreat

*Review outcomes for Council Initiatives.

>Have a Future Agenda Item added to the Agenda where Council can bring forward their ideas and then see if Council as a whole would be interested in having more information and add it to a future agenda for discussion.

*Council could share events they are participating in each week and possibly add in their weekly memo.

Overview of actions and decisions from October 21, 2016

1. Would like more information in order to make good decisions when reviewing the Council agenda packet. Would like alternatives when possible, and not have just one recommendation.
2. Would like information on what other cities are doing.
3. Take responsibility to resolve issues with each other. If that doesn't work then contact the Mayor.
4. Speed up the time for the development process. Possibly waive development fees as an example.
5. When reviewing the sign ordinance, it would help to get businesses input.
6. Would like a summary of what projects are happening in the community.
7. Would like to see city accomplishments weekly on the website and social media.
8. Don't want to see any changes in current tax rates for now. Would like to see what other cities are doing with their tax policies.

3.3. Discussion and Direction Regarding Strategic Issues

***Possible Continuation of Strategic Issues from Day One**

***Ambulance Service**

***Priority Based Budgeting**

***Infrastructure and the Capital Improvement Plan**

***Staff Engagement and Turnover**

***Strategic Action Plan**

***Ambulance Service**

Council Discussion and Questions

*Feel there is a sense of urgency to put more information in the application.

*Comfortable with moving forward applying for the contract.

*This is almost self-sustaining. This shouldn't be a flood of on-going funding.

*Don't see a problem getting this program started. Start small and build every year or so. Fire Chief Paul Luizzi said they could have a gradual implementation and add more ambulances over time. Surprise is using this model currently and it has been successful so far. The application process could take two years.

*If we do community para-medicine, ambulance service becomes a natural extension of the para-medicine and will follow. This builds a community partnership.

*Sounds like we are approaching this program strategically.

*We need to look at the big picture and how we can financially fund all of these programs. We can't carry on debt year after year but the ambulance service doesn't sound like that will be an issue. It is the staff costs that will be required to support these programs that is a concern.

Dalke suggested that it needs to have a higher priority. Make sure to get the financial model in place before we apply for the program. It could be part of the FY 18 budget process and we can look at allocation of resources. Staff will have more information on the community para-medicine program and we should be able to have the financials ready in April 2017. We could put the application in April 2017, if Council approves.

*May not want to wait until April. It may be better to move the process up sooner. Luizzi said that staff can do some research to see if it feasible. It is smart to have discussions early in the process. The fire station study should be complete in December.

*Within the fire study timeline, is it possible to build a new fire station next to the new police operational facility? We have available land that we own by the new police Operational facility. Can we add this to the study to see if this feasible?

Mayor Lord recessed the retreat at 10:24 a.m.

Mayor Lord reconvened the retreat at 10:40 a.m.

Councilmember Pizzllo arrived at 10:40 a.m.

***Priority Based Budgeting (PBB)**

Deputy City Manager Wynette Reed showed the new portal for PBB. With this new tool, it cost \$20,000 a year. This tool helps put our resources in the highest areas that are identified. This tool shows where the money is being spent.

Council Discussion and Questions

*This is too specific for Council. Should be at a higher level. Need to be talking about Council perspective

*Does this help staff realign programs?

*This program helps identify the goals of Council and then staff can delve in from there

*This is a very robust system

*True governance is in the result maps, not in the quartiles. The results maps drive everything else such as the strategic plan

*Need a work session to discuss five policy questions or meet individually with Council and then collectively come back in a work session

*Need more information on how the new portal works.

*If Council can use this to help make better decisions then it should be continued

*Would like to be able to dissect the information in the PBB portal

***Infrastructure and the Capital Improvement Plan**

Council Discussions and Questions

*Look at moving up the fire stations

*The plan for Wellness Park is not in CIP projects. Dalke said the city owns the basins. There is not capital planned at this point. The city did receive a \$25,000 grant from General Electric. Staff will focus on getting the master plan done. A community health assessment will need to be done on what programs and amenities are needed for the park. From there, staff will start looking at the operations and maintenance. The goal is to have a public private partnership

where the city won't have to pay for all of the costs other than operations and maintenance

Self Engagement and Turnover

Human Resources Director Lyman Locket, shared the employee turnover by department. The city does exit interviews and some of the reasons why employees leave is for better pay, better job opportunities with another employer, or working conditions. The employee would like to do more meaningful work. The relationship with the supervisor is key. Council will receive information concerning the employee survey. Leadership is really looking at this to make the organization great. Human Resources will be conducting employee roadshows and then will culminate with action plans to identify the areas that are in need of review.

Council Discussion and Questions

- *Working conditions-equipment, office conditions, need to hone in on what this entails.

Locket would like to delve into this more. Our most valuable asset is our employees

- *We want to make sure we have the best and the brightest and keep them.

Mayor Lord recessed the retreat at 11:44 a.m.

Mayor Lord reconvened the retreat at noon

Strategic Action Plan (SAP)

Assistant to the City Manager Pam Weir asked for direction on what the Council's priorities for the next three years. Staff is creating a guiding principles document that would help with identifying items to include in the SAP. The proposed guiding principles document becomes a two tier plan with the four focus areas and goals. The city has a new tool called Envisio that combines SAP and the performance measures. Reports could be provided to Council on a regular basis.

Council Discussion and Questions

- *There are quite a few items in the SAP that are operational and the city should already be doing them. They may not need to be in the SAP. The items should be true initiatives

- *This document is in the weeds. Council doesn't need to make decisions on specific items.

- *How do you determine that the guiding principles are being done? Do status reporting on initiatives for each year.

- *If reducing the SAP, it would save a lot of staff time

- *Need to look at the documents at strategic level, not in the weeds

- *Need to trust staff

- *Council is in consensus. Would like to try it

3.4. Summary and Next Steps

- *Council would like a summary of the Retreat.

- *It has been ten years since citizens have reviewed the tax policy.

- *Need to address raises for Councilmembers. Need to be more feasible for citizens to run for Council. As the city grows, diversity is needed on Council. Would like to add as a future agenda item for discussion.

3.5. Closing Remarks

None.

4. INFORMATION ITEMS

None.

5. ADJOURNMENT

There being no further business to discuss, Mayor Lord adjourned the Council Retreat at 1:01 p.m.

Maureen Scott, City Clerk

Georgia Lord, Mayor

Date: _____