



EXTRAORDINARY SKIES.  
UNCOMMON GROUND.

### CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minute summary of the regular meeting of the City Council of Sierra Vista held on the 24<sup>TH</sup> day of February 2022. I further certify that the meeting was duly called and held, and that a quorum was present.

Dated this 10<sup>TH</sup> day of March 2022

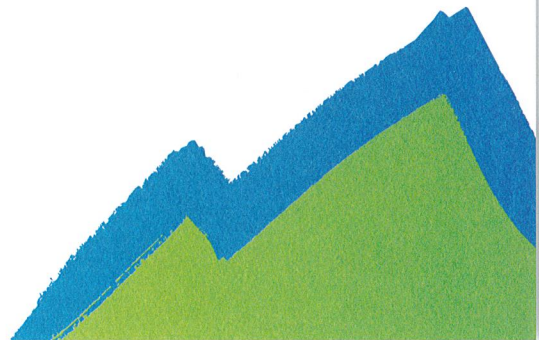
SEAL

A handwritten signature in black ink, appearing to read "Maria G. Marsh", written over a horizontal line.

Maria G. Marsh  
Deputy City Clerk

A handwritten signature in blue ink, appearing to read "Jill Adams", written over a horizontal line.

Jill Adams  
City Clerk



Sierra Vista City Council  
Meeting Minutes  
[February 24, 2022](#)

Mayor Mueller called the February 24, 2022, City Council Regular Meeting to order at 5:00 p.m., City Hall Council Chambers, 1011 N. Coronado Drive, Sierra Vista, Arizona.

Roll Call:

Mayor Rick Mueller – present  
Mayor Pro Tem Rachel Gray – present  
Council Member William Benning – present  
Council Member Gregory Johnson - present  
Council Member Angelica Landry – present  
Council Member Mark Rodriguez - present  
Council Member Carolyn Umphrey - present

Others Present:

Chuck Potucek, City Manager  
Victoria Yarbrough, Assistant City Manager  
Adam Thrasher, Police Chief  
Brian Jones, Fire Chief  
Sharon Flissar, Public Works Director  
Laura Wilson, Parks, Recreation, and Library Director  
Matt McLachlan, Community Development Director  
David Felix, Chief Finance Officer  
Barbara Fleming, Chief Human Resources Officer  
Tony Boone, Economic Development Manager  
Diana Cameron, Management Analyst  
Irene Zuniga, Engineer  
Adam Curtis, PIO

Invocation – Pastor Jerry Preiss, Hope and Healing Christian Church, led everyone present in prayer.

Pledge of Allegiance – Council Member Johnson led the Pledge of Allegiance.

[Item 1](#) Acceptance of the Agenda

Council Member Rodriguez moved that the agenda for the Regular City Council Meeting of February 24, 2022, be approved. Council Member Benning seconded the motion. The motion unanimously carried, 7/0. Mayor Mueller, Mayor Pro Tem Gray, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

City Manager's Report: Mr. Potucek stated that the next regularly scheduled work session is on March 8, 2022, at 3:00 p.m. in the Council Chambers and the primary discussion will be the six-month update on Council's Strategic Plan. The next Council Meeting is scheduled for March 10, 2022, at 5:00 p.m., also in the Council Chambers. He reported that he attended the Cochise County Rate Review Advisory Board, which is a group that oversees the Solid Waste Operation for the County, and of which he is pleased to be the Chair. He added that around five years ago, they were given marching orders by the Board of Supervisors to start paying down some \$3.7 million that the System owed the County, and yesterday it was reported that it is complete.

This means that the City of Sierra Vista should be able to help keep tipping fees set at the current \$64 per ton level, which then helps the City to keep the refuse rates down. He further reported that under review is the Cyr Center Park Parking Lot (CDBG) bid that was received from KE&G. Budget for that was around \$446,000 and the bid came in around \$455,000 with a \$24,000 bid alternate for rip rap; therefore, it is a total of \$479,000, which is close enough for the City to be able to move ahead because the City needs to take care of this, especially in a high inflation environment. KE&G will begin work on the Avenida Escuela Extension and Charleston Road Pavement Replacement Project on March 7, 2022 with completion by June 15, 2022. The bids for the Animal Care Center Improvement and Expansion Project are currently under review and negotiation. Staff should have some numbers for Council at the next meeting regarding those projects, and finally, the long-anticipated airport entrance sign is a victim of worker shortages, but hopefully they will be able to get that base finished over the next couple weeks and get the sign install done. It needs a six-foot footing because of the size of the sign, and that is what they are dealing with there.

#### Awards and Presentations:

Mayor Mueller thanked Mr. Felix and his crew for a great job in everything they do for the City and presented Mr. Felix with a Certificate of Achievement for Excellence in Financial Reporting. Mr. Felix stated that this is the 33rd consecutive year that the City has won the award, and the Finance Department will submit again for Fiscal Year 21. He thanked Mayor and Council for their support.

#### New Business

##### Item 2 Discussion and Possible Action of the Regular City Council Meeting Minutes of February 10, 2022

Council Member Benning moved that the Regular City Council Meeting Minutes of February 10, 2022, be approved. Council Member Johnson seconded the motion. The motion unanimously carried, 7/0. Mayor Mueller, Mayor Pro Tem Gray, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

##### Item 3 Discussion and Possible Action of Resolution 2022-006, Adoption of the revised FY 2022 Classification and Compensation Plan to include a Mid-year Two Percent Market Shift, and Declaring an Emergency

Council Member Umphrey moved that Resolution 2022-006, adoption of the revised FY 2022 Classification and Compensation Plan to include a Mid-year Two Percent Market Shift, and declaring an emergency, be approved. Mayor Pro Tem Gray seconded the motion.

Ms. Fleming stated that the proposed resolution for discussion and consideration is for a close to mid-year increase that would be effective at the end of the month to the Classification and Compensation, which would be a cost-of-living market shift for City staff. She provided the following options that would take the City through to the end of Fiscal Year June 30, 2021, which includes part time, full time, and the associated burden costs:

- A two percent is a total of \$221,000;
- A three percent is a total of \$331,005; and
- A four percent is a total of \$442,000.

The Department has been out and about all the cities and comparable organizations to see where the City is falling into the market. The reason that this proposal is being brought before Council during the mid-year is that most of the City's positions have fallen into the 95 percentiles versus the 100 percentiles. Everyone in government in the area is looking to prepare next year's budget, and increases going forward will potentially be higher. Since the City is slipping behind, staff is presenting the proposed costs for consideration.

Normally a mid-year increase is done during the budget, but everyone can agree that a couple of unprecedented years have been seen and there have been a lot of things going on that were never seen before. One of those things has been some extreme increases in wages. These are associated with the cost-of-living increases, costs of labor increases, etc. She added that the City has gotten a good response from several cities to be able to compare specific positions.

Council Member Johnson moved that Resolution 2022-006, adoption of the revised FY 2022 Classification and Compensation Plan be amended to not include a two percent market shift, but rather a four percent market shift, that the supporting schedule be amended to reflect the four percent market shift and declare an emergency. Council Member Umphrey seconded the motion.

Council Member Landry stated that she thinks that it is important to take care of the City's people. People are the most important part of an organization and Sierra Vista is very fortunate to have the people that it has. This is well deserved, and people should not have to wait any longer than they need to.

Council Member Rodriguez agreed and stated that he wished that there was more that could be done for the City overall, i.e., teachers, but what can be done is affect the City's employees. He clarified that it does not affect Council Members, it only affects the City's employees. He added that Council talked about this during the work session, and the overall employment rate is bad, but not as bad in Sierra Vista. However, when it comes to the employees, everyone wants to see what can be done when it comes to benefits, healthcare, and time off that can be taken. He added that he does not want the money to sit in the bank and not be used. He would like if everyone would look at their employees and see what else they can do when it comes to that quality of life because these raises are important. He further added that he has talked to City employees that during the first five years of their employment, they were on food stamps, and it took them five years to get to that point. This should not happen, nor should it be occurring in the City. Therefore, he is glad that the City can do this as it is needed. Lastly, he voiced his appreciation at all the work that was done for the market data.

Mayor Pro Tem Gray stated that she had a lot to say during the work session, but she will not repeat all of it; however, she thanked Council Member Benning for bringing it up during the work session on Tuesday and having Council look at the numbers. She added that she wants to make sure that people understand that Council will do this, but they are also going to look at it in January. Council does not know what those numbers look like yet, but she thinks that it is important that the employees are shown appreciation, especially since the last number she saw, there are about 700 available jobs throughout the community that were open. The City's employees have a lot of choices and because they are so well experienced and vetted, they are prime picks for other companies, and this is why she wants to do whatever she can to make sure they stay with the City, where they should be. Therefore, she is in favor of the four percent.

Council Member Benning reiterated what everyone stated and added that the City staff is the hardest working people that he has met, been around, and he looks forward to talking to them.

He added that this is right and a good start to keep the City's precious assets, which are the people; therefore, he is all for this.

Council Member Umphrey stated that she knows that this is something that they all wanted, and she is grateful that the need to raise the compensation was recognized and that Council did not wait until they were initially going to. She stated that Council will look at this again, but she wonders when Council will have to revisit the entire Compensation Plan due to the compression issue that the City had before.

Mr. Potucek stated that staff is in the process of putting together next year's budget and there will be an entire session dealing with personnel, personnel costs, and issues to include PSPRS sometime in early April. Ms. Fleming stated that staff will bring a real comprehensive list before Council of where the City is at - a very comprehensive view.

Mayor Mueller noted that originally Council was going to approve a two percent short term and then potentially, as briefed by the City Manager, a four percent for next year. However, Council has opted to approve an amendment for a four percent and then when they go through the budget discussion, potentially another two percent. The Council is taking money that the City currently has and helping its employees.

The proposed amendments to Resolution 2022-006, revised FY 2022 Classification and Compensation Plan for a four percent market shift and declaring an emergency unanimously carried, 7/0. Mayor Mueller, Mayor Pro Tem Gray, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

Resolution 2022-006, revised FY 2022 Classification and Compensation Plan for a four percent market shift and declaring an emergency as amended unanimously carried, 7/0. Mayor Mueller, Mayor Pro Tem Gray, Council Members Benning, Johnson, Landry, Rodriguez, and Umphrey voting in favor.

Call to the Public – There was no response.

#### Comments and Requests of the Council

Council Member Johnson wished his wife a happy birthday and voiced his concerns about the high-speed chases ending up in the community. He stressed that it is very concerning for the public safety, which is not something created by City staff or the environment. However, Sierra Vista sits on the border and there are young people coming in from the Phoenix area that are not familiar with the City's streets/roads and getting into shenanigans that could possibly risk a life, limb etc. Although, there is not a solution to the problem because it all stems in Washington, he wanted to let everyone know about his concerns. Lastly, he noted that there have been three high-speed chases in two days.

Council Member Benning thanked Pastor Priest for his blessing, congratulated his friend, Darren Duncan, who got married, and stated that all those in harm's way, his brothers, and sisters in arms, are in his thoughts and prayers. He added that the country and the world are currently going through some rough times; therefore, he asked that everyone keep in mind what is going on and he hopes that the leadership does the right thing to get through this. In closing, he reported that he attended a course put on by Cochise College on civil discourse, where Mayor Pro Tem Gray was one of the panelists, who did a great job and provided a lot of instruction to the students involved. Lastly, he congratulated Mr. Felix and his staff.

Council Member Umphrey wished Suzanne a happy birthday and announced that on Saturday, February 26, 2022, there will be a Black History Month community celebration at the Ethel Berger Center from 11:00 a.m. until 3:00 p.m.

Council Member Landry stated that there will be House speakers at the Black History Month community celebration from noon until 2:00 p.m. as well as a display by the Southwest Association of Buffalo Soldiers. She further stated that next week in March is the start of the Fort Huachuca Community Spouses Club's annual Charity Basket Auction. The silent auction on their website at FHCSC starts March 1, 2022 through March 5, 2022, and the proceeds are awarded to local Fort Huachuca community organizations and military dependent students seeking scholarships. Lastly, she stated that they had a book basket last time and if they have a book basket again, she challenges somebody to a bidding war.


Council Member Rodriguez announced that the Buena High Basketball Team is in the final four, and the game is at 7:00 p.m. that is going to be a packed house. Tickets are not being sold at the door, but the \$10 tickets, \$7.50 for military, can be purchased on the gofan.co website. He encouraged people to support the team and noted that all this started somewhere, just like all sports start somewhere; therefore, he thanked all the parents that were there from day one, coaches, teachers, anybody involved that touched those lives. Some of these people include the City Fire Chief, who has a son on the team, the City's business owners that have sponsored the teams and allowed fundraisers in their parking lots or restaurants. In closing, he stated that while the Pledge took place, he thought about the people who wear that flag on their uniform, and asked people to keep them in their thoughts and prayers. He added that a few units have already been sent out on planes, and they do not know where they are going or how long they are going to be there. Lastly, he shared that during this same time, his daughter enlisted in the Marine Core, of whom he is proud of and wished her the best.

Mayor Pro Tem Gray had nothing to report.

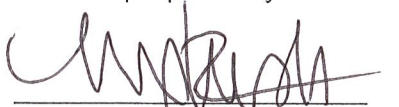
Mayor Mueller stated he had the opportunity to attend the Veteran of the Year Luncheon with Sergeant Major Eric Fowler, who has done a lot of things in the community, and whom he teased because in the last two years he has been the MC for the Veterans Ceremony in the park. However, this year all he must do is wave and cut a cake. In closing, on a serious note, he stated that it is time that everyone prays for the people of Ukraine as well as praying for guidance for national leaders and in their allies.

Adjournment

Mayor Mueller adjourned the February 24, 2022 meeting of the Sierra Vista City Council at 5:25 p.m.

  
Frederick W. Mueller, Mayor

Minutes prepared by:

  
Maria G. Marsh, Deputy Clerk

Attest:

  
Jill Adams, City Clerk