



**PUBLIC NOTICE
THE ELOY CITY COUNCIL
Meets
MONDAY, SEPTEMBER 21, 2020
6:00 PM
ELOY CITY COUNCIL CHAMBERS
595 NORTH C STREET
ELOY, ARIZONA 85131
For a
WORK SESSION**

AGENDA

- I. Call to Order**
- II. Invocation**
- III. Pledge of Allegiance**
- IV. Roll Call**
- V. Business**
 - A. Presentation from Matt Weatherly of Public Sector Personnel Consultants on the Employee Compensation Classification Study for review and discussion.
 - B. Presentation by Jon Vlaming and Steve Burger and Discussion by Council of Code Compliance Division Accomplishments and Approach to Improve Properties in the City
- VI. Adjournment**

POSTED BY THURSDAY, SEPTEMBER 17, 2020, BY 5:00 P.M. AT ELOY CITY HALL, ELOY POST OFFICE, TROY THOMAS COMMUNITY CENTER, TOLTEC COMMUNITY/SENIOR CENTER AND CITY WEBSITE: www.elayaz.gov

Mary Myers, CMC, CPM
City Clerk

INDIVIDUALS WITH SPECIAL ACCESSIBILITY NEEDS MAY CONTACT LORENA LaSALDE-RIOS, ADA COORDINATOR FOR THE CITY OF ELOY AT 520-466-9201 OR 520-466-7455 (TDD). IF POSSIBLE, SUCH REQUESTS SHOULD BE MADE 72 HOURS IN ADVANCE. ONE OR MORE MEMBERS OF THE COUNCIL AND/OR STAFF MAY PARTICIPATE BY TELEPHONIC OR VIDEO MEANS.

CITY OF ELOY

REQUEST FOR COUNCIL ACTION

Agenda Item: V.A.

Date: 09/21/2020

Date submitted:
09/16/2020

Action: Other

Subject: Presentation from Matt Weatherly of Public Sector Personnel Consultants on the Employee Compensation Classification Study for review and discussion.

Date requested:
09/21/2020

TO: Mayor and City Council

FROM: Harvey Krauss, City Manager

RECOMMENDATION:

Council to receive a presentation from Matt Weatherly of Public Sector Personnel Consultants on the Employee Compensation Classification Study for review and discussion.

DISCUSSION:

In the Fall of 2019 the City retained Public Sector Personnel Consultants to conduct an employee compensation classification study. The purpose of the study was to determine if employee salary ranges are generally competitive with other cities and towns in Arizona. This study was initiated based upon discussions during the preparation of the FY 2019 - 2020. Matt Weatherly will present the findings from the study for Council review. No action on the study results is recommended at this time.

FISCAL IMPACT:

The study cost \$13,000 and was funded in FY 2019-2020.

Approved as to Form:



Stephen R. Cooper, City Attorney

COMPENSATION STUDY RESULTS AND DISCUSSION

SEPTEMBER 21, 2020

WHY CONDUCT A CLASSIFICATION & COMPENSATION STUDY?

- To ensure the City's ideal or desired competitive position
- To strategically address recruitment & retention
- To validate the City's classification practices with market data and best practices
- To establish and maintain a market philosophy

TASKS COMPLETED

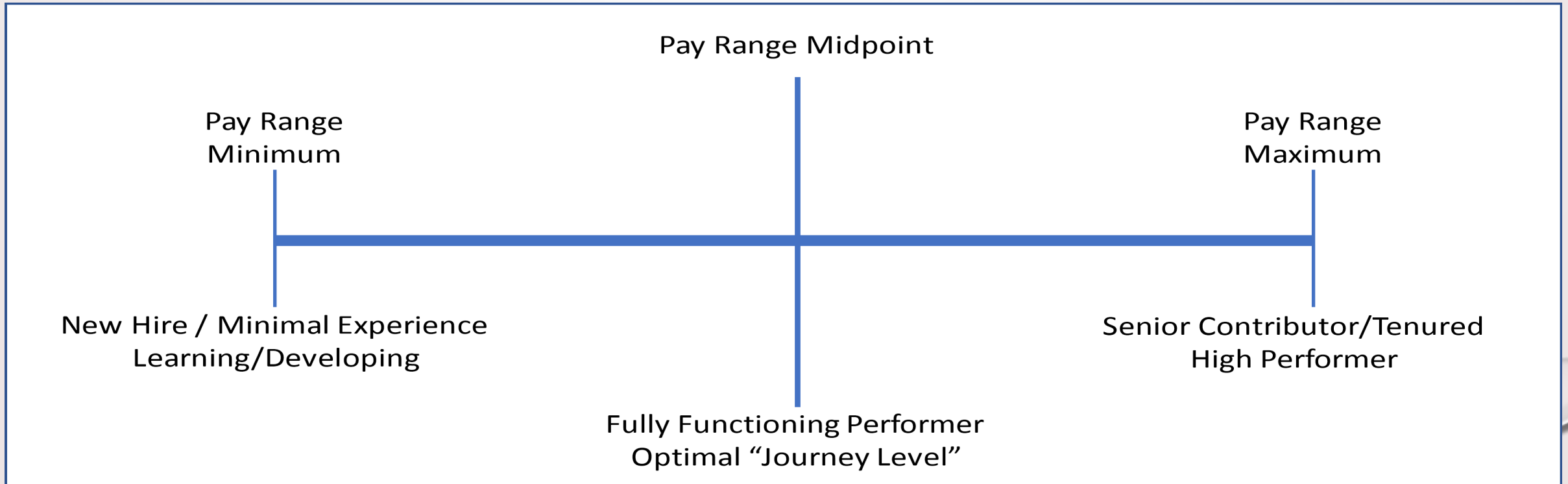
- Salary survey comparisons to the competitive market
- Compensation plan updating and revisions to pay range tables, pay range placements (future meetings or considerations)
- Development of implementation options (future considerations)

KEY TERMS

- “CLASSIFICATION”: A JOB, JOB TITLE, OR GROUPING OF JOB DUTIES
- “COMPENSATION”: THE RATE OF PAY PROVIDED TO AN EMPLOYEE, AND THE VALUE OF A JOB DESCRIPTION OR JOB DUTIES
- “PAY STRUCTURE” OR “PAY TABLE”: A FORMAL STRUCTURE OF PAY RANGES AVAILABLE TO PLACE JOBS BASED ON MARKET, JOB DUTIES, REPORTING RELATIONSHIPS, AND

KEY TERMS

- “PAY RANGE”: VALUE OF JOB DUTIES, FROM ENTRY TO JOURNEY TO SENIOR LEVEL
- “MIDPOINT” CAN BE USED TO DEFINE IDEAL MARKET VALUE OF EACH



KEY TERMS

- “COMPARATORS”: AGENCIES PROVIDING SIMILAR SERVICES AND/OR WITH SIMILAR JOBS AVAILABLE FOR SURVEY COMPARISON
- “COMPETITORS”: AGENCIES THAT MAY BE NEARBY, LARGER OR SMALLER, PUBLIC OR PRIVATE, WHERE WE GET EMPLOYEES FROM AND/OR LOSE EMPLOYEES TO

SURVEY COMPARATORS AND COMPETITORS

Apache Junction, City of	El Mirage, City of	Payson, Town of
Avondale, City of	Florence, Town of	Pinal, County of
Buckeye, Town of	Gilbert, Town of	Queen Creek, Town of
Casa Grande, City of	Kingman, City of	Sahuarita, Town of
Chandler, City of	Marana, City of	San Luis, City of
Chino Valley, City of	Maricopa, City of	Tempe, City of
Coolidge, City of	Mesa, City of	Tolleson, City of
Douglas, City of	Paradise Valley, Town of	

Caution was exercised when comparing to significantly larger agencies; adjustments made to account for differences in size and scope.

Data also included from private sector where available

SURVEY ILLUSTRATION

City of Eloy Job Class	Survey Job Class	Participant Organization	City of Eloy Midpoint	Market Midpoint	Variance	
					\$	%
Clerical Assistant			\$32,619	\$32,764	-\$145	-0.44%
	Clerical Assistant	Apache Junction, City of		\$31,713		
		Avondale, City of		-		
	Office Assistant	Buckeye, Town of		\$34,542		
	Office Assistant	Casa Grande, City of		\$34,447		
	Office Assistant	Chandler, City of		\$37,898		
	Administrative Technician	Chino Valley, City of		\$36,637		
	Office Clerk	Coolidge, City of		\$31,715		
	Administrative Assistant I	Douglas, City of		\$36,061		
	Office Assistant	El Mirage, City of		\$31,325		
	Office Assistant	Florence, Town of		\$33,729		
	Office Assistant	Gilbert, Town of		\$37,908		
	Administrative Secretary	Kingman, City of		\$30,929		
		Marana, City of		-		
		Maricopa, City of		-		
	Office Assistant I	Mesa, City of		\$31,528		
		Paradise Valley, Town of		-		
	Secretary	Payson, Town of		\$34,490		
	Administrative Assistant	Pinal, County of		\$38,042		
	Administrative Assistant	Queen Creek, Town of		\$37,389		
	Office Assistant	Sahuarita, Town of		\$32,899		
		San Luis, City of		-		
	Administrative Assistant I	Tempe, City of		\$38,922		
		Tolleson, City of		-		
		Individual Employer Rate:		<u>\$34,716</u>		
	Administrative Clerk	ERI Private Sector - AZ State		\$30,813		
		Published Survey Rate:		<u>\$30,813</u>		
		Prevailing Rate:		<u>\$32,764</u>		

SURVEY ILLUSTRATION

City of Eloy Job Class	Survey Job Class	Participant Organization	City of Eloy Midpoint	Market Midpoint	Variance	
					\$	%
Police Officer			\$61,986	\$61,838	\$148	0.24%
	Police Officer	Apache Junction, City of		\$61,001		
	Police Officer	Avondale, City of		\$70,262		
	Police Officer	Buckeye, Town of		\$66,888		
	Police Officer	Casa Grande, City of		\$62,587		
	Police Officer	Chandler, City of		\$66,633		
	Police Officer	Chino Valley, City of		\$56,272		
	Police Officer	Coolidge, City of		\$54,600		
	Police Officer	Douglas, City of		\$51,454		
	Police Officer	El Mirage, City of		\$67,298		
	Police Officer	Florence, Town of		\$56,651		
	Police Officer	Gilbert, Town of		\$65,603		
	Police Officer	Kingman, City of		\$50,729		
	Police Officer	Marana, City of		\$59,734		
	Police Officer	Maricopa, City of		\$58,869		
	Police Officer	Mesa, City of		\$68,452		
	Police Officer	Paradise Valley, Town of		\$76,249		
	Police Officer	Payson, Town of		\$55,578		
	Deputy Sheriff	Pinal, County of		\$58,611		
		Queen Creek, Town of		-		
	Police Officer	Sahuarita, Town of		\$59,414		
	Police Officer	San Luis, City of		\$58,379		
	Police Officer	Tempe, City of		\$69,326		
	Police Officer	Tolleson, City of		\$65,847		
		Individual Employer Rate:		<u>\$61,838</u>		

SURVEY ILLUSTRATION

City of Eloy Job Class	Survey Job Class	Participant Organization	City of Eloy Midpoint	Market Midpoint	Variance	
					\$	%
Crew Leader			\$49,634	\$54,403	-\$4,769	-8.77%
	Crew Leader	Apache Junction, City of		\$51,658		
	Parks Maintenance Lead Worker	Avondale, City of		\$50,679		
	Lead Parks Maintenance Worker	Buckeye, Town of		\$58,734		
	Crew Leader	Casa Grande, City of		\$54,557		
	Crew Leader - CDL	Chandler, City of		\$56,025		
	Roads Foreman	Chino Valley, City of		\$56,835		
	Parks Maintenance Foreman	Coolidge, City of		\$54,600		
	Crew Leader	Douglas, City of		\$38,922		
	Maintenance Worker III	El Mirage, City of		\$53,966		
	Maintenance Foreman	Florence, Town of		\$51,323		
	Streets Crew Leader	Gilbert, Town of		\$56,950		
	Crew Leader	Kingman, City of		\$43,295		
	Crew Lead	Marana, City of		\$55,603		
		Maricopa, City of		-		
	Parks Maintenance Leader	Mesa, City of		\$52,786		
		Paradise Valley, Town of		-		
	Crew Leader (various)	Payson, Town of		\$55,383		
	Highway Maintenance Foreman	Pinal, County of		\$63,300		
	Maintenance and Operations Crew Leader	Queen Creek, Town of		\$56,587		
	Public Works Foreman	Sahuarita, Town of		\$59,419		
	Crew Leader	San Luis, City of		\$48,247		
	Streets Team Leader	Tempe, City of		\$55,654		
	Field Operations Coordinator	Tolleson, City of		\$51,801		
		Individual Employer Rate:		<u>\$53,634</u>		
	Foreman	ERI Private Sector - AZ State		\$55,172		
		Published Survey Rate:		<u>\$55,172</u>		
		Prevailing Rate:		<u>\$54,403</u>		

SURVEY ILLUSTRATION

City of Eloy Job Class	Survey Job Class	Participant Organization	City of Eloy Midpoint	Market Midpoint	Variance	
					\$	%
Utility Operator			\$42,799	\$48,840	-\$6,041	-12.37%
W/WW						
	Water Treatment Plant Operator I	Apache Junction, City of		\$49,198		
	Water Production/Treatment Operator	Avondale, City of		\$50,679		
	Water Resources Operator I	Buckeye, Town of		\$47,868		
	W/WW Treatment Plant Operator	Casa Grande, City of		\$49,742		
	Wastewater Treatment Plant Operator I	Chandler, City of		\$53,362		
	Treatment Plant Operator	Chino Valley, City of		\$38,087		
	Wastewater Operator I	Coolidge, City of		\$40,599		
	Wastewater Plant Operator	Douglas, City of		\$39,178		
	Utilities Operator I	El Mirage, City of		\$49,327		
	Water/Wastewater Plant Operator	Florence, Town of		\$41,095		
	Water Treatment Plant Operator I	Gilbert, Town of		\$52,177		
	Water Technician B	Kingman, City of		\$41,922		
	Water Operator I	Marana, City of		\$50,583		
		Maricopa, City of		-		
	Water Resources Operator I	Mesa, City of		\$48,761		
		Paradise Valley, Town of		-		
	Water Systems Operator III	Payson, Town of		\$42,252		
		Pinal, County of		-		
		Queen Creek, Town of		-		
	Wastewater Treatment Plant Operator	Sahuarita, Town of		\$49,762		
	Treatment Plant Operator	San Luis, City of		\$48,247		
	Plant Operator I	Tempe, City of		\$54,188		
	Wastewater Treatment Operator	Tolleson, City of		\$51,801		
		Individual Employer Rate:		<u>\$47,307</u>		
	Wastewater Treatment Plant Operator	ERI Private Sector - AZ State		\$50,374		
		Published Survey Rate:		<u>\$50,374</u>		
		Prevailing Rate:		<u>\$48,840</u>		

SURVEY ILLUSTRATION

City of Eloy Job Class	Survey Job Class	Participant Organization	City of Eloy Midpoint	Market Midpoint	Variance	
					\$	%
Chief Utility Plant Operator			\$58,999	\$68,091	-\$9,092	-13.35%
	Water Treatment Lead Plant Operator	Apache Junction, City of		\$62,790		
	Lead Water Production and Treatment Operator	Avondale, City of		\$64,532		
	Water Resources Supervisor	Buckeye, Town of		\$81,630		
	Chief W/WW Treatment Plant Operator	Casa Grande, City of		\$64,057		
	Lead Wastewater Treatment Plant Operator	Chandler, City of		\$64,407		
		Chino Valley, City of		-		
	Wastewater Treatment/Collections Operator III	Coolidge, City of		\$54,600		
		Douglas, City of		-		
	Utilities Operator III	El Mirage, City of		\$59,124		
		Florence, Town of		-		
	Water Treatment Plant Operator III	Gilbert, Town of		\$63,138		
	Water Production/Distribution Supervisor	Kingman, City of		\$61,973		
		Marana, City of		-		
		Maricopa, City of		-		
	Water Resources Plant Supervisor	Mesa, City of		\$68,691		
		Paradise Valley, Town of		-		
	Water Systems Production Supervisor	Payson, Town of		\$76,724		
		Pinal, County of		-		
		Queen Creek, Town of		-		
	Wastewater Operations Supervisor	Sahuarita, Town of		\$73,077		
		San Luis, City of		-		
	Plant Supervisor	Tempe, City of		\$77,399		
	Wastewater Treatment Maintenance Supervisor	Tolleson, City of		\$67,878		
		Individual Employer Rate:		<u>\$67,144</u>		
	Plant Supervisor	ERI Private Sector - AZ State		\$69,038		
		Published Survey Rate:		<u>\$69,038</u>		
		Prevailing Rate:		<u>\$68,091</u>		

SURVEY FINDINGS - CIVILIAN

- Current pay ranges are more than 5% below market for 30% of the survey sample.
- Jobs in Utilities pretty consistently low by 10% or more.
- Actual salaries for all positions are fairly low within the pay ranges, even though employees have an average of 9+ years of service.

Pay Ranges		
<u>Market</u> <u>Position</u>	<u>Coun</u> <u>t</u>	<u>Percent</u>
Below	16	30%
Comparable	32	61%
Above	5	9%

PUBLIC SECTOR PERSONNEL CONSULTANTS

9/21/2020



**PUBLIC
SECTOR**
PERSONNEL
CONSULTANTS

CITY OF ELOY

REQUEST FOR COUNCIL ACTION

Agenda Item: **V.B.**

Date: **09/21/2020**

Date submitted:
09/16/2020

Action: Other

**Subject: Presentation by Jon
Vlaming and Steve Burger and
Discussion by Council of Code
Compliance Division
Accomplishments and Approach to
Improve Properties in the City**

Date requested:
09/21/2020

TO: Mayor and City Council

FROM: Jon Vlaming, Community Development Director

RECOMMENDATION:

Council to receive presentation on accomplishments and approach to improve properties in the City.

DISCUSSION:

In response to comments expressed by the Mayor and Council at its meeting on August 24, 2020, Staff has prepared a presentation to facilitate a discussion of Code Compliance activities and accomplishments in the recent past. Staff has also prepared an approach to enhance the health and safety of the built and vacant properties in the City of Eloy going forward.

The Code Compliance Division is responsible for administering all city ordinances to protect community health, promote public safety and enhance the quality of life in Eloy. The City's Code Compliance staff responds to potential violations such as junk and debris on private property, weeds, on-site recreational vehicle parking and storage, inoperative vehicles, building regulations, illegal signage and unauthorized home occupations. When a violation is identified, the property owner is issued a notice, stating the nature of the violation and requesting the violation be corrected within a reasonable time (normally 10 calendar days).

The City of Eloy's goal is to work with the community to achieve voluntary compliance. If the violation is not resolved within a reasonable timeframe with City Staff, a citation may be issued, resulting in possible fines and judicial proceedings with our City Magistrate.

FISCAL IMPACT:

There is not a direct fiscal impact associated with this discussion or direction.

Approved as to Form:

A handwritten signature in blue ink, reading "Stephen R. Cooper". The signature is fluid and cursive, with the first name "Stephen" and last name "Cooper" clearly legible. The middle initial "R." is smaller and less distinct. The signature is positioned above a solid black horizontal line.

Stephen R. Cooper, City Attorney

CODE COMPLIANCE DIVISION

COMMUNITY DEVELOPMENT DEPARTMENT



City Council Workshop September 21, 2020

JON VLAMING, COMMUNITY DEVELOPMENT DIRECTOR

STEVE BURGER, BUILDING SAFETY AND CODE COMPLIANCE MANAGER

CODE COMPLIANCE DIVISION

COMMUNITY DEVELOPMENT DEPARTMENT



A Community Does Not
Embrace the Idea That It Will
Fall Into Disrepair or Will Have
Blighted Buildings.

WHY IS CODE COMPLIANCE IMPORTANT?

- A City that supports the reduction of neighborhood blight, also supports the **Code Compliance Division** to enhance the community
- The **Planning and Zoning Division** brings projects into the City; the **Building Safety Division** ensures these buildings are constructed properly to ensure the safety of the occupants; **Code Compliance** then monitors the maintenance of these buildings and properties as they age
- Property maintenance generally refers to overgrown vegetation, graffiti, inoperative vehicles, trash and unsafe structures



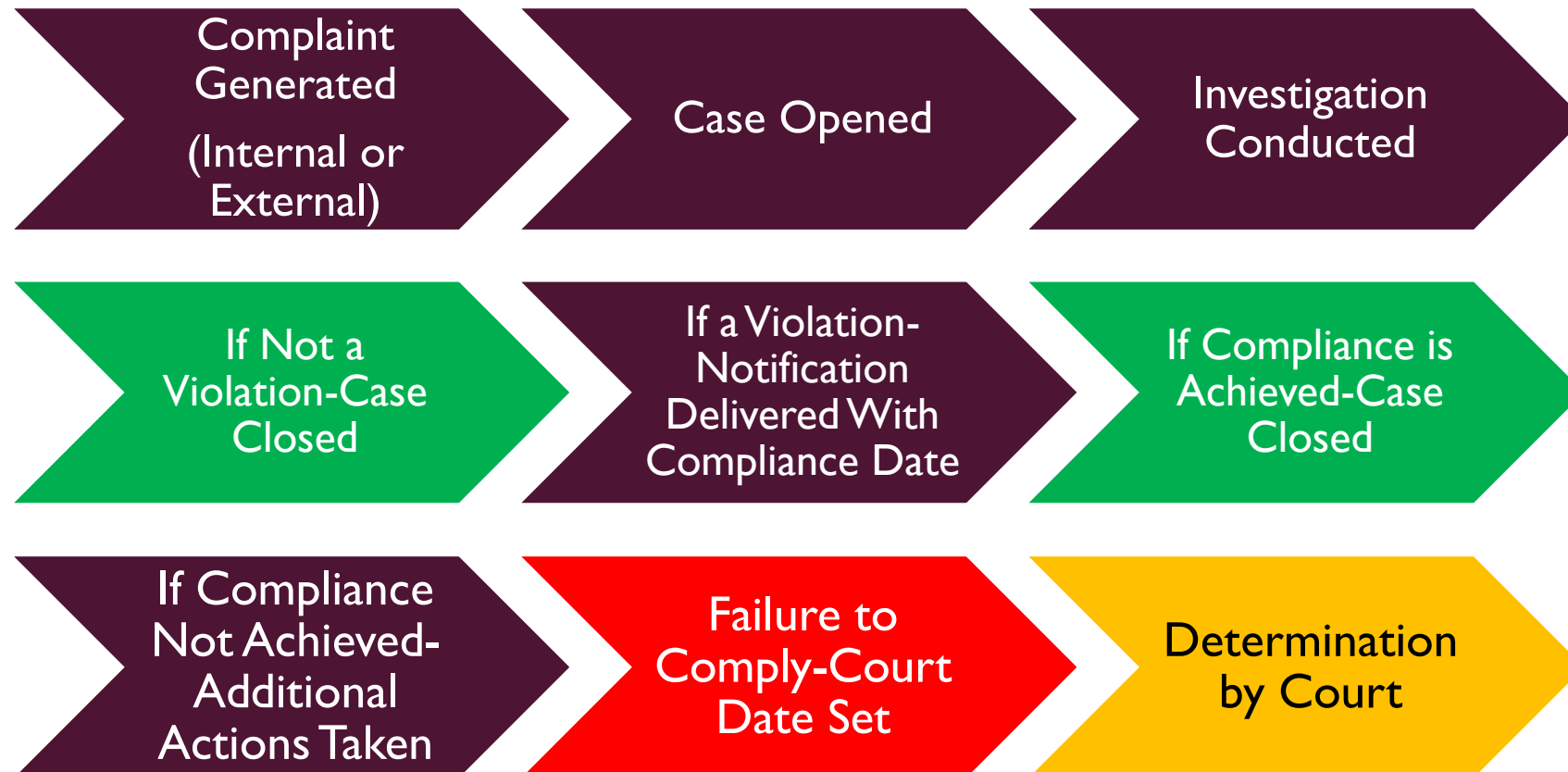
THE “BROKEN WINDOW” THEORY

The “broken window” theory is a criminological theory that states that visible signs of crime, anti-social behavior, and civil disorder create an urban environment that encourages further crime and disorder, including serious crimes. It also suggests that those that live in a broken window neighborhood, tend to leave it broken.



HOW DOES CODE COMPLIANCE WORK?

General Code Compliance Process



RECENT RESULTS OF COMPLIANCE

San Miguel Golf Course

BEFORE



AFTER



RESULTS OF COMPLIANCE

424 E 3rd Street (Alley)

BEFORE



AFTER



RESULTS OF COMPLIANCE

308 W 8th Street

BEFORE



AFTER



DUE DILIGENCE AND PRIORITIES

- Triage Cases (Major vs. Minor)
- Dangerous Structures vs. Overgrown Vegetation vs. Graffiti
- Communicate With Property Owner(s) Towards Resolution
- If Progress Continues, Reasonable Extensions Granted



HOW ARE WE ADDRESSING DETERIORATED STRUCTURES?

ANTICIPATED REHABILITATIONS

Address

Status

327 W. Phoenix

Concrete Foundation/Masonry Walls

423 W. Phoenix

Concrete Foundation/Masonry Walls

ANTICIPATED DEMOLITIONS

Address

Status

313 W. 8th Street

Need 3rd Quote

515 W. Phoenix

Need 3 Quotes

3335 W. Quail

Building Code Board of Appeals

525 S. Penn

Fire Damage

211 W. Phoenix

Owner Demolition-City Providing Container



HOW DO WE FOSTER COMMUNITY PRIDE?

- Provide Consistent Oversight/Enforcement
- Continue to Conduct Community Clean-Up Events
- It Cannot be a One-Way Street of Only Staff Efforts
- Identify Neighborhood Champions
 - Downtown Master Plan Preparation
 - Neighborhood Component
 - ❖ Neighborhood Branding/Theming
 - ❖ Landscape Improvements/Signage/Lighting
 - ❖ Revitalization of Structures
 - ❖ Infill Opportunities for New Housing



EXISTING CLEAN-UP ACTIVITIES (SOME ON-HOLD DUE TO COVID-19)

- Operation Eloy Clean-up
- Rolloffs
- Tip Line
- Adopt-a-Street



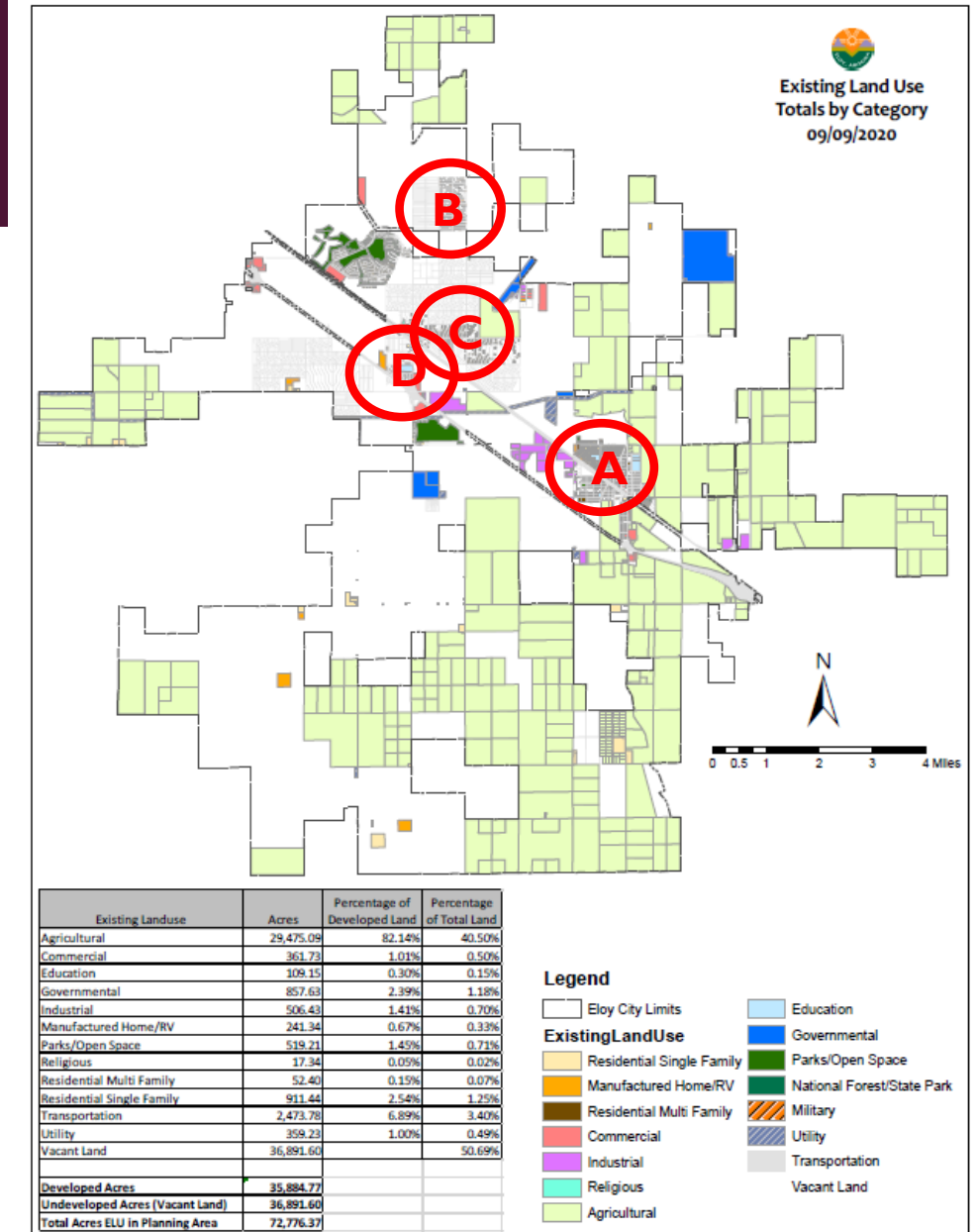
GEOGRAPHICAL CONSIDERATIONS

Jurisdictional Factors

- 115 Square Miles
- 10% of City is Developed

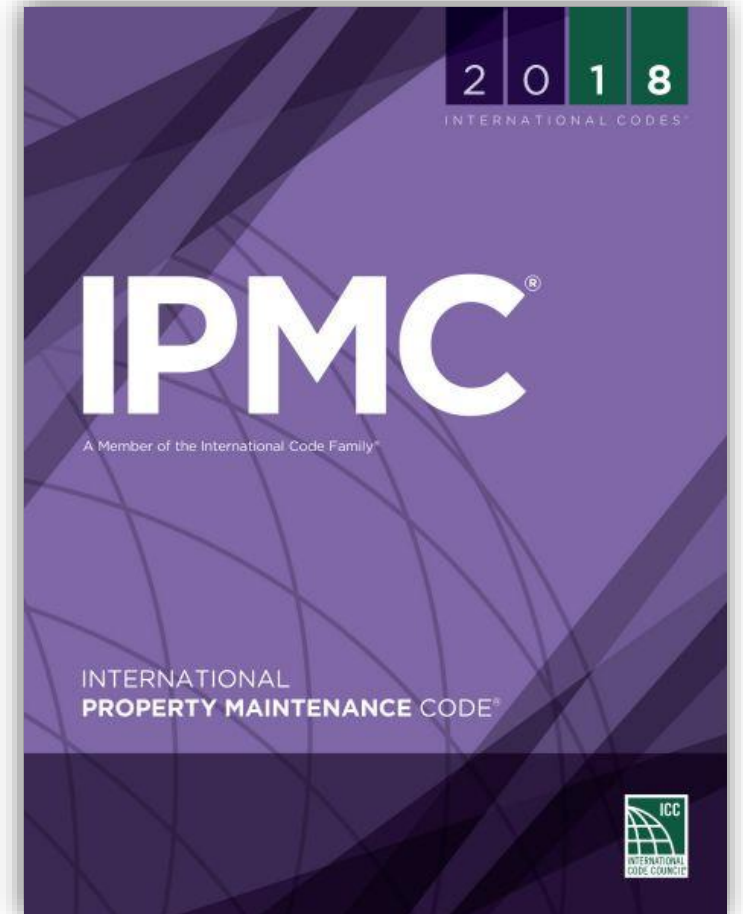
Key Focus Areas

- A. Downtown
- B. North Toltec
- C. Toltec
- D. Midway City



WHAT'S AHEAD...

- Hire New Code Compliance Officer
- Establish More Systematic Approaches
 - **Presently:** Primarily Reactive
 - **Future:** Reactive and Proactive
 - Select Geographic Areas
 - Use Both Officers in Selected Geographic Areas to Concentrate Efforts and Rotate
- Update Property Maintenance Code
- Training for Officers



WHAT'S AHEAD (CONT'D.)

- Publicize In Advance:
 - Future Clean-up Efforts
 - Geographic City Locations
 - Timeframes
- Evaluate Periodic Rotation of Officers on Saturdays



POSSIBLE SCENARIOS

“ELEVATE ELOY” --- “BAN THE BLIGHT” ---

“WE’RE ON **C.U.E!**” (**C**LEAN **U**P **E**LOY!)

■ Determine City Resources Available

- Equipment (Dumpsters, Vehicles, Personnel, etc.)
- Citizen Involvement
- Landfill Availability
- Before / After Pictures
- Awards
- City Magistrate
- Others???



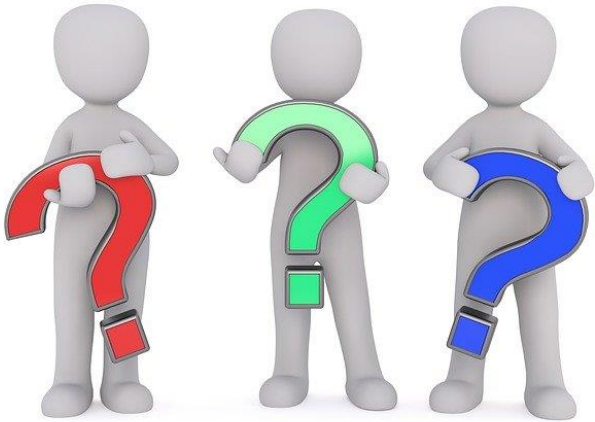
POSSIBLE SCENARIOS

“ELEVATE ELOY” --- “BAN THE BLIGHT” ---

“WE’RE ON **C.U.E!**” (**C**LEAN **U**P **E**LOY!)

- Determine Geographical Areas to Target
- Assess Buildings
- Research Ownership of Properties
- Press Release 30 Days in Advance
 - Describe Process and List “Top 5” Violations
- Where Do We Start?





QUESTIONS OR COMMENTS?