

SCOTTSDALE CITY COUNCIL  
SPECIAL MEETING MINUTES  
TUESDAY, JULY 1, 2014



CITY HALL KIVA  
3939 N. DRINKWATER BOULEVARD  
SCOTTSDALE, AZ 85251

**CALL TO ORDER**

Mayor W.J. "Jim" Lane called to order a Special Meeting of the Scottsdale City Council at 3:04 P.M. on Tuesday, July 1, 2014, in the City Hall Kiva.

**ROLL CALL**

Present: Mayor W.J. "Jim" Lane  
Vice Mayor Guy Phillips  
Councilmembers Suzanne Klapp, Virginia L. Korte, Robert W. Littlefield  
(joined the meeting at 3:13 P.M.), Linda Milhaven, and Dennis E. Robbins

Also Present: City Manager Fritz Behring  
City Attorney Bruce Washburn  
City Treasurer Jeff Nichols  
City Auditor Sharron Walker  
City Clerk Carolyn Jagger

**Possible Executive Session**

Notice is hereby given that, at any time during tonight's meeting, the City Council may make a motion to recess into Executive Session for Item Nos. 1, 2, 3, 4, and/or 5 to discuss and consider employment, assignment, appointment, promotion, demotion, dismissal, compensation and benefits, disciplining or resignation of the City Attorney, City Auditor, City Clerk, City Manager and/or City Treasurer, and/or to discuss and consult with the attorneys and representatives of the public body for legal advice and to consider its position regarding same. If authorized by a majority vote of the Scottsdale City Council, the executive session will be held immediately after the vote and will not be open to the public. A.R.S. §38-431.03(A)(1) and (A)(3).

**NOTE:** MINUTES OF CITY COUNCIL MEETINGS AND WORK STUDY SESSIONS ARE PREPARED IN ACCORDANCE WITH THE PROVISIONS OF ARIZONA REVISED STATUTES. THESE MINUTES ARE INTENDED TO BE AN ACCURATE REFLECTION OF ACTION TAKEN AND DIRECTION GIVEN BY THE CITY COUNCIL AND ARE NOT VERBATIM TRANSCRIPTS. DIGITAL RECORDINGS AND CLOSED CAPTION TRANSCRIPTS OF SCOTTSDALE CITY COUNCIL MEETINGS ARE AVAILABLE ONLINE AND ARE ON FILE IN THE CITY CLERK'S OFFICE.

1. **City Manager Evaluation**  
**Request:** Discuss, consider, and take possible action regarding the employment, assignment, appointment, promotion, demotion, dismissal, compensation and benefits, disciplining, and/or resignation of the City Manager.
2. **City Attorney Evaluation**  
**Request:** Discuss, consider, and take possible action regarding the employment, assignment, appointment, promotion, demotion, dismissal, compensation and benefits, disciplining, and/or resignation of the City Attorney.
3. **City Auditor Evaluation**  
**Request:** Discuss, consider, and take possible action regarding the employment, assignment, appointment, promotion, demotion, dismissal, compensation and benefits, disciplining, and/or resignation of the City Auditor.
4. **City Clerk Evaluation**  
**Request:** Discuss, consider, and take possible action regarding the employment, assignment, appointment, promotion, demotion, dismissal, compensation and benefits, disciplining, and/or resignation of the City Clerk.
5. **City Treasurer Evaluation**  
**Request:** Discuss, consider, and take possible action regarding the employment, assignment, appointment, promotion, demotion, dismissal, compensation and benefits, disciplining, and/or resignation of the City Treasurer.

#### **MOTION AND VOTE – ADJOURN TO EXECUTIVE SESSION**

Councilmember Korte made a motion to adjourn to Executive Session. Councilman Robbins seconded the motion, which carried 6/0, with Councilman Littlefield absent.

At 5:17 P.M., following the Executive Session, the Special Meeting was reconvened (All present).

#### **MOTION AND VOTE – SPECIAL MEETING**

Vice Mayor Phillips made a motion to continue the Special Meeting until after the conclusion of the Regular Meeting. Councilwoman Klapp seconded the motion, which carried 7/0.

At 6:07 P.M., following the Regular Meeting, the Special Meeting was reconvened.

#### **MOTION AND VOTE – ADJOURN TO EXECUTIVE SESSION**

Councilman Robbins made a motion to adjourn into Executive Session. Councilmember Korte seconded the motion, which carried 7/0.

At 6:52 P.M., following the Executive Session, the Council reconvened the Special Meeting.

**MOTION AND VOTE – ITEM 1**

Councilwoman Klapp made a motion to continue the City Manager's employment contract at a 3% increase to the amount of \$211,150 total compensation, effective July 1, 2014. Councilman Robbins seconded the motion, which carried 6/1, with Councilman Littlefield dissenting.

**MOTION AND VOTE – ITEM 2**

Councilwoman Klapp made a motion to continue the City Attorney's employment contract at a 3% increase to the amount of \$195,700 total compensation, effective July 1, 2014. Councilman Robbins seconded the motion, which carried 6/1, with Councilman Littlefield dissenting.

**MOTION AND VOTE – ITEM 3**

Councilwoman Klapp made a motion to continue the City Auditor's employment contract at a 3% increase to the amount of \$142,140 total compensation, effective July 1, 2014. Councilmember Korte seconded the motion, which carried 7/0.

**MOTION AND VOTE – ITEM 4**

Councilwoman Klapp made a motion to continue the City Clerk's employment contract at a 3% increase to the amount of \$141,625 total compensation, effective July 1, 2014. Councilman Robbins seconded the motion, which carried 7/0.

**MOTION AND VOTE – ITEM 5**

Councilwoman Klapp made a motion to continue the City Treasurer's employment contract at a 3% increase to the amount of \$144,200 total compensation, effective July 1, 2014. Councilmember Korte seconded the motion, which carried 7/0.

**ADJOURNMENT**

With no further business to discuss, the Special Meeting adjourned at 7:04 P.M.

**SUBMITTED BY:**



**Carolyn Jagger**  
City Clerk

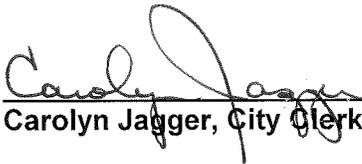
Officially approved by the City Council on August 18, 2014

### CERTIFICATE

I hereby certify that the foregoing Minutes are a true and correct copy of the Minutes of the Special Meeting of the City Council of Scottsdale, Arizona held on the 1<sup>st</sup> day of July 2014.

I further certify that the meeting was duly called and held, and that a quorum was present.

**DATED** this 18<sup>th</sup> day of August 2014.

  
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Carolyn Jagger, City Clerk

Fritz Behring, City Manager

Performance Evaluation 7/1/2014

By Councilwoman Suzanne Klapp

From my very first meeting with him after he was hired, Fritz has consistently anticipated and addressed areas of the city where I had concerns. He quickly assessed the organization and identified problems to be resolved and areas to strengthen.

In particular, I appreciate his timely change in the organization structure, his willingness to listen to employees and community members, his willingness to develop plans and strategies to accomplish Council priorities, his moves to bring clarity to City policies, and his goal to find solutions to fund capital needs from current resources.

Fritz has a straightforward, clear thinking manner that is easy to work with. He established himself very early as a leader and continues to hold a key leadership reputation.

He collaboratively maneuvered through the budget process with skill and the will to work toward consensus on thorny budget issues, resulting in a unanimous vote for the budget by the Council.

One area I encourage him to address in his 2014-2015 goals is to assure that items brought by his staff members before the Council indicate any concerns and a clear recommendation or rejection from his office and the potential budget impacts if adopted. He did a great job in correcting overtime issues in the Fire Department and I look forward to his analysis and recommendations to address compensation and overtime issues in the Police Department.

For just one year into the job, he has made significant contributions.

On a scale of 1-40, with 40 being highest, I give Fritz a 38.

Bruce Washburn, City Attorney

Performance Evaluation 7/1/2014

By Councilwoman Suzanne Klapp

Bruce Washburn continues to run a legal department that serves well the internal customers, including Council members, and successfully represents the legal interests of the city. I can depend on him to readily provide me with good advice and counsel at all times. He collaborates with fellow staff members to assure that all city employees are aware of legal ramifications of performing their jobs.

Bruce sets important goals and accomplishes them. He completed his goal to evaluate major cases to determine risks and to bring needed change to the city's practices and procedures.

Because I serve on the MAG Domestic Violence Council, I am particularly aware of the city's legal efforts related to domestic violence. Bruce manages a dedicated Victim Services department and has a challenging goal for the city to lead in effective prosecution of domestic violence cases. I appreciate his efforts to increase prosecution's understanding about evidence in strangulation cases.

His department works throughout the year on myriad cases that substantially impact the city's performance of services and works with other functions to help increase revenues to the city. I welcome his goal to more expeditiously process contracts to assure that the city can maximize its business opportunities in the coming year.

On a scale of 1-40, with 40 being highest, I rate Bruce a 40.

Sharron Walker, City Auditor  
Performance Evaluation 7/1/2014  
By Councilwoman Suzanne Klapp

Sharron continues to perform as a highly competent head of the auditing function. She exceeds my expectations as Chairman of the Audit Committee as I can depend on her to be objective, thorough, professional, cost conscious and to continually keep the best interests of the city in mind throughout the audit process.

She willingly keeps her staff small and very productive. She sets high goals in her Audit Plans, accomplishing audits on time and with important recommendations for improvement, and assuring follow up on audit results and actions. She assumed additional responsibility this year to work directly with the external firm to complete the City's annual financial audit. The transition was seamless, and she initiated a presentation to the Council to review the results.

Sharron assists other functions as needed to help with audit-related activities and assures that her professional staff provides great service throughout the organization.

She considers her professional credentials to be extremely important by obtaining additional certifications and continues to be a significant contributor in state and national organizations related to the auditing profession.

I look forward to her work to establish a fraud/waste hotline and to achieve a successful peer review in the coming year.

On a scale of 1-40, with 40 being highest, I rate Sharron a 40.

Carolyn Jagger, City Clerk

Performance Evaluation 7/1/2014

By Councilwoman Suzanne Klapp

Carolyn is the best clerk in the Valley and we are fortunate to have her in Scottsdale. She serves the citizens, all the city employees and the Council with an equal measure of professionalism and courtesy.

She willingly took on the responsibility to manage staff review meetings for establishing the Council agendas, resulting in better time management for all involved in the meetings. In fact, she will assume any task she possibly can accomplish if asked. She readily returns telephone calls from me, offering rapid advice, and the public has continuously complimented her on her responsiveness and civility.

She carefully holds down expenses in her department while continuing to increase the level of service. Again this year, she will have saved about \$180,000 in her relatively small expense budget.

This year, she conducted a problem-free city bond election and can be counted on to work diligently to provide objective information, advice and training on forms, reporting, etc. to each candidate for city council. She collaborates very effectively with county election representatives to assure the city's interests are protected and costs are minimized.

I feel comfortable that the 2014 primary and general elections are in good hands at the city and that Carolyn will continue to collaborate in every way with each of the other Charter officers.

On a scale of 1 to 40, with 40 being highest, I rate Carolyn a 40.

Jeff Nichols, City Treasurer

Performance Evaluation 7/1/2014

By Councilwoman Suzanne Klapp

This year was the smoothest budget process in three years, and I attribute some of that effectiveness to Jeff's assumption of the Treasurer's position. He and the City Manager have struck a very collaborative approach to assure that the fiscal year budget remains the City Manager's and that the Treasurer has complete input in the process. He contributed to assuring that savings were found in the proposed budget in order for employees to receive merit increases in FY 15.

Jeff approach is very low key and supportive. He treats all Council members and city employees equally and respectfully. He provides monthly financial reports at Council meetings by highlighting important areas of note and by avoiding spoon-feeding numbers to councilmembers.

I have not spent much time with him to assess his supervisory skills. He and his staff will be challenged in the coming year to comply with new Transaction Privilege Tax law passed by the State Legislature. I will look forward to his leadership in implementing this measure as well as meeting his goal to find \$500,000 in operating budget savings. One goal might be to look within his own organization for possible re-structuring and savings.

I also anticipate that we will again have a positive result in next year's budget process. Overall, Jeff has been a breath of fresh air in the Finance and Accounting areas.

On a scale of 1-40, with 40 being highest, I rate Jeff a 37.