



City of Prescott

City Council - Workshop Meeting

December 4, 2024 | 9:00 AM
1375 S Walker Road
Highlands Center for Natural History
Prescott, AZ 86303

MINUTES

1. CALL TO ORDER

Mayor Goode called the meeting to order at 9:04 a.m.

2. ROLL CALL

Phil Goode - Mayor
Connie Cantelme - Mayor Pro Tem
Lois Fruhwirth - Councilwoman
Ted Gambogi - Councilman
Brandon Montoya - Councilman
Eric Moore - Councilman
Cathey Rusing - Councilmember

3. DISCUSSION

- A. Presentation, Discussion & Consideration for the City of Prescott Council Retreat & Workshop Day II.

Facilitator Angela Nicholson welcome Council and appointees. She stated that they would begin the day reviewing the Strategic Plan and setting priorities particularly after yesterday's discussions with executive staff.

Councilman Moore commented on how much he learned about how the Department Heads value staff and each other yesterday.

Councilman Montoya concurred.

Councilwoman Fruhwirth commented on the fact that she was impressed with the Department Heads ability to discuss their challenges, and being forward-thinking in planning and budgeting for future years.

Councilmember Rusing added that providing support and reaching out to other elected officials regarding issues that departments are facing is something the Council should be doing.

Councilmen Gambogi and Moore discussed how critical workforce housing is and that it isn't highlighted enough in the Strategic Plan.

Mayor Goode commented that the ability to hire and retain quality employees is always an issue, and particularly when there are housing issues as well. He hopes that small changes, like updates to the code related to ADUs will make an

impact.

Mayor Pro Tem Cantelme stated that she feels the Police Department is really something that needs to be looked at to make sure that employees are staying and, if not, why they aren't. The city needs to determine what is the measurable scale that can be used to make sure that employees are being paid appropriately.

Council and City Manager Dallin Kimble discussed pay as well as the ability for public safety employees to move up the ladder, which may impact people's staying.

Councilwoman Fruhwirth added that determining a way to solve workforce housing issues creatively and in a focused way rather than trying to solve all of the issues is a better way to start.

City Clerk Sarah Siep informed Council that there will be a Study Session in May to discuss a proposed Workforce Housing Policy as well, where Council can further discuss these concepts.

Ms. Nicholson commented that getting back into setting priorities, this seems to be one that would move to the top and be something the Council is looking at. She began discussion by allowing each member of the Council to put their top two or three priorities for 2025.

Councilman Gambogi:

- * 911
- * Emergency Response

Councilmember Rusing commented that it is untrue that you cannot contact 911 if you don't have any bars on your cell phone.

Councilwoman Fruhwirth stated that if that is the case, there should be a revision to the Strategic Plan to eliminate that in Result 1 (successfully call 911 from a mobile device anywhere in Prescott by FY29), and update the infrastructure regarding adding cell towers.

Mayor Pro Tem Cantelme:

- * Adequate Fire & Police Stations throughout Prescott
- * Robust economic development

Councilman Montoya:

- * Completion and implementation of the Economic Development Plan
- * Development of a long term water management plan
- * Enforcement of 25% open space requirement

Councilwoman Fruhwirth:

- * Two new stations (including fire staffing)
- * Attract new businesses
- * Workforce Housing

Councilman Moore:

- * Workforce Housing
- * Fire station locations
- * Support Airport Development

Councilmember Rusing:

- * Public safety response times, public safety facilities and staffing
- * Economic development, financial stability
- * Infrastructure (water, sewer, roads)
- * Open Space (trails, wildlife)

Mayor Goode:

- * Two new fire stations
- * Workforce Housing Program
- * New commercial development (grocery store in North Prescott)

Recess at 10:15 a.m., reconvene at 10:24 a.m.

Ms. Nicholson reviewed the top priorities of the Council and pointed out that the ones which were repeated were: 1. Two New Fire Stations, 2. Economic Development/Attracting New Businesses (Result #1 on Economic Development), 3. Workforce Housing. She then reviewed the items that were listed individually by members of the Council but not on multiple individual's lists in order to try and reach consensus on a top five priorities list.

Councilman Montoya commented on the fact that water tends to come up in every discussion regarding a variety of topics, which is why he listed it as a priority.

Ms. Nicholson commented that there are two people who have discussed open space in their priorities (Result 1, Strategic Priority 4 of the Strategic Plan). Having a clear message of the top priorities within the Strategic Plan is the goal of this discussion. That is not to say that there aren't other urgent issues, but the primary focus will be these specific items.

Councilmember Rusing commented that all of these need to be worked on simultaneously.

Mr. Kimble stated that this discussion helps him and the staff to determine where we need to focus. For example, priority number one being fire stations makes complete sense because that is a goal.

Council consensus that the top three priorities from the Strategic Plan have been determined and moving on to a further discussion regarding effective government and other topics.

Building Blocks of Effective Government:

- * Clean sense and unity of purpose - common focus on the difference the organization makes in the lives of its stakeholders, core values/key goals the council members hold in common about the community and services the

organization provides, and the clear sense of unity and purpose helps council members transcend their differences to fulfill a greater purpose. You were appointed as an individual but serve as a team

- * Common definitions of roles and responsibilities - strong council's work effectively with their city manager and staff; focus on the ends through goal setting, exploration and analysis, disposition and policy, stakeholder relations and resource stewardship

- * Culture of team success - how the council leads as a team matters, value differences while recognizing the importance of finding common ground

- * Structure and process is focused on the ends for the city - bifocal vision (council is forward thinking both on immediate ends and creation of policies with long term priorities) and strategic agility (council manages political diversions to avert detours and focus on it's efforts and those of the staff on the immediate ends and collective goals)

Ms. Nicholson opened the floor for questions and comments from the Council.

Councilman Gambogi commented that, often times, when the Council is having a discussion, they don't know all the facts and it is important to have that information when going into conversations. There will always be different sides of the argument, but he wants to make sure they are arguing based on facts.

Councilman Montoya suggested that two-by-two meetings with the Council and staff to deliver the information in a conversational way.

Ms. Siep suggested that having the two-by-two method would be beneficial in order to allow staff to provide information to the Council as necessary in advance of Council meetings.

Mayor Goode added that having the agendas come out on Thursdays as they have been and presentation materials on Friday by 12 p.m. in advance of the Council meetings only allows a short time to review the information in full.

Councilman Moore stated that presentation materials should be available at the same time as the agendas are published.

Mayor Pro Tem Cantelme stated that she would like to have Study Sessions on all the bigger issue items.

Councilman Montoya concurred and added that having more Study Sessions can be beneficial for Council, the staff and the community.

Council consensus to have full contracts and scope of services included in the agenda packets. The Council wants the details on where the money is being spent. Additionally, the Council requested that the packet and all supplemental materials be published together on Thursdays.

Councilwoman Fruhwirth commented that she is surprised when she has the packet on Thursdays and there are items she had no clue were coming down the pipeline. She would like to have planning in advance.

Councilmember Rusing stated that telling presenters they have a specific time limit for discussions would be helpful as well.

Councilman Moore also added that sometimes the public knows about something coming up in a Study Session before he is aware of that.

Councilman Montoya commented that he would like to hear the presenter get through a topic rather than having questions and comments come up that interrupt the presenter.

Mayor Pro Tem Cantelme stated that yesterday was eye-opening for her because she wasn't aware of a lot of the issues that staff and department heads are dealing with and having that more regularly would be helpful for her.

Ms. Siep commented that based on Council consensus, she will send out on Mondays a weekly update with the agenda preview draft marked confidential, so they can plan for future meetings.

City Attorney Joseph Young addressed concerns from the Council regarding open meeting law and quorum violations. He encouraged them to discuss with one or two other members of the Council regarding items.

Councilmember Rusing commented on issues she has with her perception that other members of Council are filing complaints with the Attorney General's Office rather than having discussions with that person.

Ms. Nicholson responded that there can't be a policy, but there could be an understanding within the Council that kind of stuff happening. She asked if each member of the Council would like to have someone bring an issue they have to them directly.

Council consensus was that they would, and would like to leave politics at home.

Councilwoman Fruhwirth commented that there is a leadership decorum that is missing which is not appropriate, especially at the dais. The Council should be doing business and not politics at the dais. Stop self-promotion and one-upping.

Mayor Goode added that it is also important to keep the discussion on the agenda topic specifically.

Ms. Nicholson stated that putting people on notice for violations of those kinds of things can be helpful. Having a conversation one-on-one regarding those matters is critical.

Councilmember Rusing commented that leaks need to be addressed, including Executive Session discussions and confidential HR documents.

Councilman Moore said that he appreciates Councilwoman Fruhwirth's comments and agrees wholeheartedly.

Recess for lunch at 11:53 a.m., reconvene at 12:35 p.m.

Councilman Gambogi commented that the more opportunity the Council has to be together as a group to discuss things they are better served.

Councilmember Rusing concurred and said that you can always find common issues to agree on even when there are things you don't agree on.

Mr. Young commented that there could be Study Session items that are just a discussion rather than a specific presentation, more to just frame the discussions.

Councilwoman Fruhwirth responded that her concern with not having a specific presentation would lead to no defined outcome or direction.

Councilman Montoya added that having been able to provide the staff with some direction on their priorities through those types of discussions would be helpful.

Councilwoman Fruhwirth asked about addressing building bridges with staff and how to build those relationships.

Ms. Nicholson said that she has heard from the Council that they want to have more frequent meetings with Executive staff in a manner similar to yesterday. It would be helpful.

Mr. Kimble added that if the agreement that the Council made with each other earlier today was extended to staff, that would go a long way. For example, when Council goes to the public and makes comments about staff and that comes back that is detrimental to the relationship. How the Council has treated staff has led them to not trust the Council, which causes a problem.

Councilman Moore stated that over the last several years and the amount of turnover a few years ago in key positions, staff felt worried, threatened and insecure in their positions. It speaks to the Council not treating the staff well, which is not good.

Council and City Manager discussion regarding feedback loops and making sure that constituent items get addressed, and efficiency in how to address these issues.

Councilman Moore suggested that Council Administrative staff be copied on the general Council email and always be the one that responds to those emails acknowledging receipt of it and who will be receiving the inquiry and copying the Council.

Council consensus to handle in that way.

This item was for discussion only, no formal action was taken.

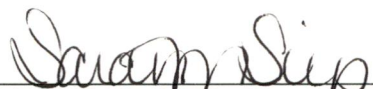
4. ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 1:40 p.m.



PHILIP R. GOODE, Mayor

ATTEST:



SARAH M. SIEP, City Clerk

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Voting Meeting of the City Council Voting Meeting of the City of Prescott, Arizona held on December 4, 2024. I further certify the meeting was duly called and held and that a quorum was present.



Sarah M. Siep, City Clerk

