



CITY COUNCIL STUDY SESSION MEETING

STUDY SESSION AGENDA

TUESDAY, AUGUST 23, 2022, 1:00 PM

201 S. Cortez Street

Prescott, AZ 86303

Council Chambers

Phil Goode, Mayor

Cathey Rusing, Mayor Pro Tem

Brandon Montoya, Councilman

Eric Moore, Councilman

Vacant Seat

Steve Sischka, Councilman

Clark Tenney, Councilman

The following Agenda will be considered by the Prescott **City Council Study Session** at its **Study Session** pursuant to the Prescott City Charter, Article II, Section 13. Notice of the meeting is given pursuant to Arizona Revised Statutes, Section 38-431.02. One or more members of the Council may be attending the meeting through the use of a technological device.

Viewing & Participation

This meeting may be viewed on Channel 64, Facebook Live or on the City Website: [Live City Council Meeting Videos](#)

Or via Zoom by registering in advance: [Zoom Registration Link](#)

Comments for Council may be submitted through the City website: [Public Comment Form](#)

1. CALL TO ORDER

2. ROLL CALL

3. DISCUSSION

- A. Presentation and Discussion Regarding Public Safety Retention, Recruiting & Readiness.

Recommended Action: This item is for discussion only. No formal action will be taken.

- B. Presentation and Discussion Regarding City's Portable Events Stage.

Recommended Action: This item is for discussion only. No formal action will be taken.

4. ADJOURNMENT

EXECUTIVE SESSION

Upon a public majority vote of a quorum of the City Council, the Council may hold an executive session, which will not

be open to the public, regarding any item listed on the agenda but only for the following purposes:

- (1) Discussion or consideration of personnel matters (A.R.S. §38-431.03(A)(1));
- (2) Discussion or consideration of records exempt by law (A.R.S. §38-431.03(A)(2));
- (3) Discussion or consultation for legal advice with the city's attorneys (A.R.S. §38-431.03(A)(3));
- (4) Discussion or consultation with the city's attorneys regarding the city's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in settlement discussions conducted in order to avoid litigation (A.R.S. § 38-431.03(A)(4));
- (5) Discussion or consultation with designated representatives of the city to consider its position and instruct its representatives regarding negotiations with employee organizations (A.R.S. §38-431.03(A)(5));
- (6) Discussion, consultation or consideration for negotiations by the city or its designated representatives with members of a tribal council, or its designated representatives, of an Indian reservation located within or adjacent to the city (A.R.S. §38-431.03(A)(6);
- (7) Discussion or consultation with designated representatives of the city to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property (A.R.S. §38-431.03(A)(7)).

THE CITY OF PRESCOTT ENDEAVORS TO MAKE ALL PUBLIC MEETINGS ACCESSIBLE TO PERSONS WITH DISABILITIES. With 72 hours advanced notice, special assistance can be provided for sight and/or hearing-impaired persons at this meeting. Reasonable accommodations will be made upon request for persons with disabilities or non-English speaking residents. Please call the City Clerk (928) 777-1272 to request an accommodation to participate in this public meeting. Prescott TDD number is (928) 445-6811. Additionally, free public relay service is available from Arizona Relay Service at 1-800-367-8939 and more information at www.azrelay.org

Confidentiality

Arizona statute precludes any person receiving executive session information from disclosing that information except as allowed by law. A.R.S. §38-431.03(F). Each violation of this statute is subject to a civil penalty not to exceed \$500, plus court costs and attorneys' fees. This penalty is assessed against the person who violates this statute or who knowingly aids, agrees to aid or attempts to aid another person in violating this article. The city is precluded from expending any public monies to employ or retain legal counsel to provide legal services or representation to the public body or any of its officers in any legal action commenced for violation of the statute unless City Council takes a legal action at a properly noticed open meeting to approve of such expenditures prior to incurring any such obligation or indebtedness. A.R.S. §38-431.07(A)(B).

CERTIFICATION OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at Prescott City Hall on _____ at _____ m. in accordance with the statement filed by the Prescott City Council with the City Clerk



Sarah M. Siep, City Clerk

**COUNCIL AGENDA MEMO****MEETING TYPE/DATE: STUDY SESSION 08-23-22****DEPARTMENT: Police Department****AGENDA ITEM: Presentation and Discussion Regarding Public Safety Retention, Recruiting & Readiness.****ITEM SUMMARY**

Discussion regarding public safety preparedness and retention. Review the current state of readiness and discussion about options for retention and recruiting. Discussion about ensuring the City of Prescott is well positioned for ongoing and future success with public safety retention and recruiting.

BACKGROUND

The City of Prescott is competing for candidates for "hard to fill" jobs. Those jobs currently include police officer, firefighter, and public safety dispatcher. While for years these professions have enjoyed a steady stream of candidates who were interested in these fulfilling and rewarding careers, especially in Prescott, in recent years we have seen a drastic decrease in the number of candidates who apply for these positions. This is coupled with historic rates of attrition nationwide in these important positions.

This is particularly impactful in the City of Prescott as growth begins to affect the ability of public safety to keep pace with emerging trends and increasing requests for service. Ensuring that an adequate number of qualified applicants are available for hire, while retaining our valuable employees in order to decrease the demands created by attrition should be a high priority.

The City of Prescott can ensure we are well poised for ongoing and future success by creating opportunities that are different for new hires and supporting our current employees. This can and should include bold and decisive action, allowing our leadership flexibility, creativity and capacity to make mid-year budget adjustments to pay and benefits; creating and sustaining employee retention incentives which encourage employees to stay in these essential roles; and positioning the City of Prescott as the PREMIER public safety employer in our region.

Staff has prepared a presentation to discuss local, regional and national trends to frame the issue for

further discussion. Ideas will be presented that can have a positive impact on the current state and specific ideas will be discussed to define what a successful and realistic outcome of these initiatives would be.

FINANCIAL IMPACT

The utilization of presently allocated funds to create retention incentives is within the purview of the City Manager's Office and at the level of department heads. This fiscal year, salary savings could be utilized for creative programs; while the next fiscal year could include these at the base budget level to ensure continuity of incentives.

Recommended Action: This item is for discussion only. No formal action will be taken.
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**COUNCIL AGENDA MEMO**

MEETING TYPE/DATE: **STUDY SESSION** **08-23-22**

DEPARTMENT: **Recreation Services**

AGENDA ITEM: Presentation and Discussion Regarding City's Portable Events Stage.

ITEM SUMMARY

The purpose of this study session item is to discuss the City owned portable event stage. The condition of it, cost of maintenance, use and possible replacement.

BACKGROUND

The City purchased the stage in 1997. Currently at 25 years old it is starting to fall apart and become un-reliable. In 2012 we put \$10,000 into refurbishing it. The average cost of maintenance per year is around \$5000.00.

On average it produces \$3,500 in revenue a year. This is what is paid to the City of Prescott and does not reflect the cost of setting up and staff time.

In 2019 there were 18 events. 2020- 6 events. 2021- 14 events.

FINANCIAL IMPACT

None at this time.

Recommended Action: This item is for discussion only. No formal action will be taken.