

## AGENDA

WORK SESSION OF THE EMPLOYEE COUNCIL MEETING  
THURSDAY, JANUARY 16, 2020  
CITY HALL MEETING ROOM, 915 S. TOVREAVILLE, BISBEE, ARIZONA

AGENDA OF THE WORK SESSION OF THE CITY OF BISBEE EMPLOYEE COUNCIL TO BE HELD ON THURSDAY, JANUARY 16, 2020 AT 10:00 A.M. IN THE CITY HALL MEETING ROOM, 915 S. TOVREAVILLE ROAD, BISBEE, ARIZONA.

### ROLL CALL

Name:	Department:	Position:
<b>P</b> - Nina Williams	City Clerk's Office	Chair
<b>P</b> - Alison Williams	Library	Co-Chair
<b>P</b> - Joe Ward	Community Development	Department Representative
<b>P</b> - Raul Villasenor	Fire Dept.	Department Representative
<b>P</b> - Kevin Pacheco	Fire Dept.	Department Representative
<b>P</b> - Jay Ritchie	Police Dept.	Department Representative
<b>EX</b> - Tim Cox	Police Dept.	Department Representative
<b>P</b> - Josh White	Public Works	Department Representative
<b>EX</b> - Lorena Valdez	Public Works	Department Representative
<b>EX</b> - Yvonne Ward	Finance	Department Representative
<b>EX</b> - Rochelle Davis	Queen Mine Tour	Department Representative
<b>P</b> - Joelle Landers	Personnel Director	Staff Liaison

### THE FOLLOWING ITEMS WILL BE DISCUSSED AT THIS MEETING:

1. Discussion and follow up on Pay Equity and Step Plan:
  - a. Grade adjustments/moves
  - b. Proposed hourly wage for grades
  - c. Proposed % between steps
  - d. Proposed time between steps
  - e. Steps based on anniversary or fiscal year
  - f. Steps based on evaluation, merit, time
  - g. After step 10 reached
  - h. Current Employees enter steps at current rate or move up to closest step

**EMPLOYEE COUNCIL DISCUSSED AT LENGTH THE PROPOSED STEP PLAN. LIBRARY REQUESTED MOVEMENT OF POSITIONS INTO DIFFERENT GRADES AND POLICE AND FIRE REQUESTED INCREASE TO STARTING HOURLY WAGE. DECISIONS MADE ON ITEMS C-H.**

2. Discussion and review of PRR., III Recruitment and Hiring Process, Section 6. Probationary Employee.

**EMPLOYEE COUNCIL UNANIMOUSLY WERE IN AGREEMENT FOR MOVING FORWARD WITH NEXT STEP FOR APPROVAL.**

COMMENTS

1. Agenda items for next meeting.
  - a. **EMPLOYEE COUNCIL ASKED FOR ALL WORK DONE ON THE PERSONNEL RULES AND REGULATIONS UPDATES WITH PREVIOUS PERSONNEL DIRECTOR TO BE BROUGHT BACK FOR REVIEW AND PRIORITIZATION FOR MOVING FORWARD.**

ADJOURNMENT 11:25 AM

**MOTION: ALISON WILLIAMS MOVED TO ADJOURN**

**SECONDED: KEVIN PACHECO**

**MOTION PASSED: UNANIMOUSLY**