

# DRAFT

WORK SESSION OF THE COMMON COUNCIL  
OF THE CITY OF EL MIRAGE  
EL MIRAGE CITY COUNCIL CHAMBERS  
10000 N. EL MIRAGE ROAD  
5:00 PM -TUESDAY, APRIL 4, 2023

## Minutes

### 1. ROLL CALL

Present: Mayor Alexis Hermosillo; Vice Mayor David Shapera; Councilmember Roy Delgado; Councilmember Monica Dorcey; Councilmember Bob Jones; Councilmember Anita Norton; Councilmember Donna Winston (via phone)

### 2. CALL TO ORDER - MEETING CALLED TO ORDER AT 5:00 PM

### 3. WORK SESSION PRESENTATION

1. Presentation of compensation study findings, results, and recommendations 2023.

Human Resources Director Dawn Kurek introduced Lori Messer, Principal with Logic Compensation Group. Ms. Messer presented information on the recent compensation study. **Councilmember Dorcey** stated she appreciates the hard work by City Manager Dyches and Human Resources staff on the study and maintaining proper compensation for staff. **Councilmember Norton** asked if the study conducted is in lieu of a cost of living increase and Ms. Messer stated yes although they refer to it as a cost of labor increase. **Councilmember Winston** asked if steps could be added to continue growth for those employees who are redlined and Ms. Kurek stated there is a policy in place that provides for increases to redlined employees when their position structure has been realigned. **Vice Mayor Shapera** stated the evaluation program in place should address the issue of redlined employees. Ms. Messer stated one of the recommendations was to restructure positions annually. **Vice Mayor Shapera** stated the Employee Relations Subcommittee could meet to discuss this further. **Councilmember Delgado** congratulated Ms. Dyches for staying on top of this matter and he thanked everyone involved in the study.

2. Presentation and discussion regarding the proposed 2023 El Mirage Bond Election.

City Manager Dyches presented information on the 2023 Bond Election. **Mayor Hermosillo** asked if changes to the projects could be made at this meeting and Ms. Dyches answered yes. **Vice Mayor Shapera** stated quite a bit of money has been spent on parks already and that a study should be completed on parks and recreation in the City and suggested Recreation Subcommittee meet with residents to create a plan for City parks. He recommended that the park reconstruction be removed from the bond question. **Councilmember Delgado** agreed with Vice Mayor Shapera. **Councilmember Jones** also agreed with Vice Mayor Shapera and added that Gentry Park does not need a lot of changes and maybe a Recreation Director would help with planning upgrades to the park. **Councilmember Dorcey** asked if the park project were removed from the bond could any renovations be absorbed into the budget process and Ms. Dyches stated yes. **Councilmember Dorcey** stated she is comfortable removing the park project from the bond. **Councilmember**

**Norton** stated she does not agree with the Court project and that options were previously provided to upgrade the Court, but they were not implemented. **Councilmember Norton** stated most residents are not expecting to go to the polls this year, and it is not wise to have a bond election at this time. **Councilmember Winston** stated she is in agreement with removing the park project from the bond but stated Gentry Park is in need of a facelift. **Mayor Hermosillo** stated removing the park project is a good idea and asking for community input on the renovations will be helpful. **Vice Mayor Shapera** asked if the Police Department evidence storage project could also be removed and added to the Capital Improvement Plan and Ms. Dyches stated yes. Ms. Dyches summarized Council's direction that the bond projects for Gentry Park renovations and the Police Department evidence storage addition would be removed.

4. **ADJOURNMENT - MEETING ADJOURNED AT 5:49 PM**

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Alexis A. Hermosillo, Mayor

ATTEST:

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Sharon Antes, City Clerk

I hereby certify the aforementioned minutes are a true and accurate record of the El Mirage City Council Work Session held on Tuesday, April 4, 2023, and a quorum was present.

  
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Sharon Antes, City Clerk