



City Council Regular Meeting

City Hall - Council Chambers

1900 N. Civic Square

Goodyear, AZ 85395

Monday, May 8, 2023

5:00 PM

Mayor
Joe Pizzillo

Vice Mayor
Laura Kaino

Councilmember
Sheri Lauritano

Councilmember
Wally Campbell

Councilmember
Bill Stipp

Councilmember
Brannon Hampton

Councilmember
Vicki Gillis

CITIZEN COMMENTS/APPEARANCES FROM THE FLOOR

Please complete a speaker card and submit it to the City Clerk prior to the meeting being convened, if possible. Each speaker is limited to three (3) minutes. Once the City Clerk has called your name, step up to the lectern and begin by clearly stating your name for the record and whether you are a Goodyear resident.

NON-AGENDA ITEMS

Members of the public may address the City Council regarding any non-agenda item within the jurisdiction of the City Council. The City Council will listen to comments and may take any of the following actions:

- Respond to criticism.
- Request that staff investigate and report on the matter.
- Request that the matter be scheduled on a future agenda.

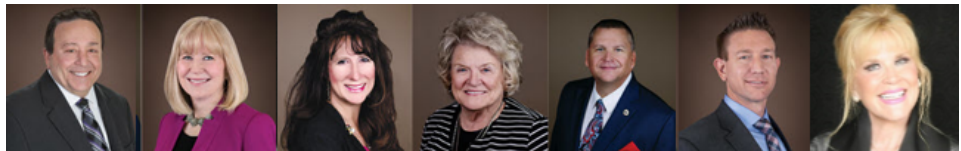
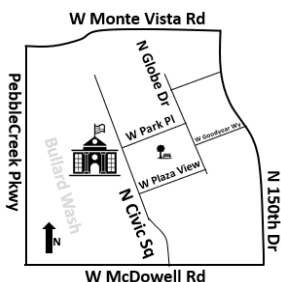
AGENDA ITEMS

Members of the public may address the City Council regarding any item on the Consent, Public Hearing and/or Business portions of the agenda. Each speaker's name will be called in turn once the item has been reached and after City staff have completed their presentation.

PROCEDURES

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Goodyear City Council and to the general public that the Council of the city of Goodyear will hold a meeting open to the public. Public body members of the city of Goodyear will attend either in person or by telephone conference call and/or video communication. The Goodyear City Council may vote to go into Executive Session, pursuant to A.R.S. § 38-431.03(A)(3), which will not be open to the public, to discuss certain matters.

Meetings are conducted in accordance with the City Council Meetings Council Rules of Procedure adopted by Resolution No.2018-1879.



City Clerk's Office: 1900 N. Civic Square, Goodyear, AZ 85395 (623) 882-7830

www.goodyearaz.gov/cityclerk

City Council Meeting Live Broadcast: <https://www.facebook.com/goodyearazgov/videos>

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE AND INVOCATION BY COUNCILMEMBER LAURITANO

CITIZEN COMMENTS/APPEARANCES FROM THE FLOOR

CONSENT

**1. APPROVAL OF MINUTES
RECOMMENDATION**

Approve the draft minutes from the April 24, 2023 Regular Meeting. (Darcie McCracken, City Clerk)

**2. FY2023-2024 COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)
PROGRAM ANNUAL ACTION PLAN
RECOMMENDATION**

ADOPT RESOLUTION NO. 2023-2303 APPROVING AND ADOPTING THE CITY'S FISCAL YEAR 2023-2024 ANNUAL ACTION PLAN ("PLANNING DOCUMENTS") FOR THE CITY OF GOODYEAR COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM, AUTHORIZING THE CITY MANAGER TO TRANSMIT THESE PLANNING DOCUMENTS TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) AND TO PROVIDE ANY ADDITIONAL INFORMATION AS MAY BE REQUIRED BY HUD. (Christina Panaitescu, Grants & Neighborhood Services Supervisor)

**3. COMMUNITY AND NEIGHBORHOOD SERVICES MASTER PLAN – PHASE II:
NEIGHBORHOODS
RECOMMENDATION**

ADOPT RESOLUTION NO. 2023-2304 ADOPTING THE CITY OF GOODYEAR COMMUNITY AND NEIGHBORHOOD SERVICES MASTER PLAN PHASE II: NEIGHBORHOODS; AND PROVIDING FOR AN EFFECTIVE DATE. (Christina Panaitescu, Grants & Neighborhood Services Supervisor)

**4. APPROVAL OF PARTIAL TERMINATION AND RELEASE OF EASEMENT
RECOMMENDATION**

Approve the Partial Termination and Release of Easement, terminating and releasing a portion of an existing drainage easement no longer needed and authorize its execution and recordation with the Maricopa County Recorder. (Kevin Spicer, Real Estate Services Specialist)

5. **RESOLUTION 2023-2311 AMENDING “POLICY 100,” “POLICY 200,” “POLICY 400,” and “POLICY 500” AS AN AMENDMENT TO THE “CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL”**

RECOMMENDATION

ADOPT RESOLUTION NO. 2023-2311 AMENDING “POLICY 100 POSITION CLASSIFICATION,” “POLICY 200 EMPLOYEE COMPENSATION,” “POLICY 400 PERFORMANCE APPRAISAL,” AND “POLICY 500 STAFF ORIENTATION, TRAINING, DEVELOPMENT, EDUCATION AND TUITION REIMBURSEMENT” AS AN AMENDMENT TO THE “CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL.” (Vicki Lackey, Human Resources Deputy Director)

6. **AUTHORIZATION OF EXPENDITURE OF DESIGN FUNDS FOR APPROVED FY2023 CAPITAL IMPROVEMENT PLAN (CIP) PROJECT #42058- MCDOWELL MEDIAN IMPROVEMENTS- LITCHFIELD TO DYSART**

RECOMMENDATION

Authorize the expenditure of funds for the McDowell Roadway Widening project in an amount not to exceed \$1,724,500. (Hugh Bigalk, City Traffic Engineer; Troy Scott, Senior Project Manager Engineering)

BUSINESS

7. **APPROVE LETTER OF INTENT FOR PURCHASE OF THE NORTH PARKING GARAGE AT GSQ AND AUTHORIZE THE EXECUTION OF THE FIRST AMENDED AND RESTATED PARKING RIGHTS AGREEMENT AND RELATED PURCHASE AND SALE AGREEMENT**

RECOMMENDATION

ADOPT RESOLUTION NO. 2023-2308 APPROVING THE EXECUTION OF A LETTER OF INTENT TO PURCHASE THE NORTH PARKING GARAGE AND PROVIDING AUTHORIZATION AND DIRECTION FOR THE EXECUTION OF THE FIRST AMENDED AND RESTATED PARKING RIGHTS AGREEMENT AND THE RELATED PURCHASE AND SALE AGREEMENT; AND PROVIDING AN EFFECTIVE DATE AND AUTHORIZING REQUIRED BUDGET AMENDMENTS. (Roric Massey, City Attorney)

8. **CITIZEN BOND EXPLORATORY COMMITTEE RECOMMENDATION**

Provide the recommendation from the Citizen Bond Exploratory Committee. (Jared Askelson, Deputy Finance Director; John Cox, Citizen Bond Exploratory Committee Chair)

INFORMATION ITEMS

Comments, commendations, report on current events and presentations by Mayor, Councilmembers, staff or members of the public. The Council may not propose, discuss, deliberate or take any legal action on the information presented, pursuant to A.R.S. § 38-431.02.

- Reports from the Mayor and City Council
This may include current events and activities as well as requests for information or future agenda items.
- Report from the City Manager
This may include updates from events, staff summary, update of legislative issues, clarification on items being requested by City Council and Manager's update on Council Related Matters.

FUTURE MEETINGS

Future meetings are tentatively scheduled as follows:

May 15, 2023

Council Meeting

5:00 p.m.

EXECUTIVE SESSION

A VOTE MAY BE HELD TO CALL AN EXECUTIVE SESSION FOR THE FOLLOWING:

9. Pursuant to A.R.S. § 38-431.03(A)(3): Consultation with city's attorney to receive legal advice regarding the exercise of the power of eminent domain related to the capital improvement project expanding the south-half of Yuma Road between Canyon Trails Blvd. and Sarival Avenue and the capital improvement project to replace water delivery lines, install new service lines and replace meters in Historic Goodyear.
10. Pursuant to A.R.S. § 38-431.03(A)(1): Discussion with the City Attorney regarding his annual performance evaluation.

ADJOURNMENT OF EXECUTIVE SESSION

RECONVENE THE REGULAR MEETING

CONTINUATION OF BUSINESS

11. Council may consider for possible action adjustments to the City Attorney's compensation and contract.

ADJOURNMENT

THE CITY OF GOODYEAR ENDEAVORS TO MAKE ALL PUBLIC MEETINGS ACCESSIBLE TO PERSONS WITH DISABILITIES. With 48-hour advance 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 (623) 882-7830 or Arizona Relay (TDD) 7-1-1 to request an accommodation to participate in this public meeting.

For Non-English assistance please contact the City Clerk at (623) 882-7830.

Si necesita asistencia o traducción en español, favor de llamar al menos 48 horas antes de la reunión al (623) 882-7830.

POSTING VERIFICATION

This agenda was posted on 5/03/2023 at 3:45 p.m. by PP.

ITEM #: 1.
DATE: 05/08/2023
AI #:1168



APPROVAL OF MINUTES

SUBJECT

APPROVAL OF MINUTES

RECOMMENDATION

Approve the draft minutes from the April 24, 2023 Regular Meeting. (Darcie McCracken, City Clerk)

Attachments

April 24, 2023 Regular Meeting minutes - draft

City Council Regular Meeting

City Hall - Council Chambers
1900 N. Civic Square
Goodyear, AZ 85395



Monday, April 24, 2023

5:00 p.m.

Meeting Minutes

CALL TO ORDER

Mayor Pizzillo called the Regular Meeting to order at 5:00 p.m.

ROLL CALL

Present: **Mayor Joe Pizzillo; Vice Mayor Laura Kaino; Councilmember Sheri Lauritano; Councilmember Wally Campbell; Councilmember Bill Stipp; Councilmember Brannon Hampton; Councilmember Vicki Gillis**

Staff City Manager Wynette Reed; City Attorney Roric Massey; City Clerk Darcie

Present: McCracken

PLEDGE OF ALLEGIANCE AND INVOCATION BY VICE MAYOR KAINO

COMMUNICATIONS

1. 2023 SPRING TRAINING WRAP UP

Bruce Kessman, Deputy Director Ballpark, updated Council on the 2023 Spring Training Season at Goodyear Ballpark. This was the first complete season since 2019, hosting 30 games in 30 days, 128,962 fans, and a 20% increase in social media following via Instagram.

Economic Director Wendy Bridges provided additional details on how the Economic Development Department highlighted the vision of the Goodyear Strategic Plan, using the spring training season at the Ballpark as the location of special events tailored toward existing Goodyear businesses, business prospects, and small businesses. The outcome of the events was several opportunities for the expansion of existing and implementation of new businesses.

Mr. Kessman closed his presentation with a list of scheduled events at the Ballpark during the spring training off-season.

CITIZEN COMMENTS/APPEARANCES FROM THE FLOOR

Community Member Benita Beckles presented to Council a booklet titled *An Archeological Investigation of the Historic Black Settlement in Mobile*, completed in 1992.

CONSENT

MOTION BY Councilmember Brannon Hampton, SECONDED BY Councilmember Wally Campbell to APPROVE consent agenda items 2 through 4. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

2. APPROVAL OF MINUTES

Approve the draft minutes from a Regular Meeting held on April 10, 2023. (Darcie McCracken, City Clerk)

3. APPROVAL OF NEW SERIES 12 (RESTAURANT) LIQUOR LICENSE FOR TACOS BARBON

RECOMMENDATION

Recommend approval to the Arizona Department of Liquor Licenses and Control (DLLC) of Application No. 236460, a request by Andrea Dahlman Lewkowitz, agent for Tacos Barbon for a new series 12 liquor license. Tacos Barbon is located at 1188 N. Dystart Rd., Goodyear, AZ 85395 (generally located N of McDowell Rd. and E of Dysart Rd.) (Darcie McCracken, City Clerk)

4. EXPENDITURE APPROVAL FOR JAIL SERVICES FOR THE POLICE DEPARTMENT AND RELATED BUDGET TRANSFER

RECOMMENDATION

Approve the expenditure of an additional \$285,000 for jail services for a total of \$720,000 in expenditures for FY2023, and approve the transfer of \$180,200 from contingencies to pay for jail services through the end of the fiscal year. (Santiago Rodriguez, Chief of Police)

PUBLIC HEARINGS

5. USE PERMIT FOR A CONVENIENCE USE (CIRCLE K CONVENIENCE STORE WITH A GAS STATION)

Mayor Pizzillo opened the public hearing at 5:17 p.m.

Mayor Pizzillo stated the applicant requested the matter be continued to the May 22, 2023 Regular Meeting. Two speakers from the community agreed to return and speak at that time.

6. SPECIAL USE PERMIT FOR AN AIRPORT (BISHOP AIR TRAINING FIELD)

Mayor Pizzillo opened the public hearing at 5:18 p.m.

Planner Guadalupe Ortiz Cortez presented a request to amend a Special Use Permit for Bishop Air Training Field to allow free-fall parachute training in addition to operating the Property as an air training facility, subject to stipulations, and provided a brief history of the uses at the airfield since its annexation in 2008.

She stated the request is for a special use permit amendment to allow the continued use of Complete Parachute Solutions as a free-fall parachute training facility. The use is currently outside the scope of use, and approval will bring the facility into compliance with City regulations.

Ms. Ortiz Cortez provided Council with the evaluation criteria and the public participation process and stated no opposition had been received. Staff recommends Council approval of the Special Use Permit Amendment.

Mayor Pizzillo closed the public hearing at 5:22 p.m.

Council stated the use is an excellent use for the location and questioned the accessibility to the site for emergency response teams, should there be an accident, the comparison to previous flights in the area, and conflicts with other flight locations.

John Rogers, Vice President of Complete Parachute Solutions, stated the fire department has all codes for access, and the company has emergency medical staff on-site during every training; the facility significantly decreased the number of flights at the location and has met with the FAA to confirm no issues with other airports or flight patterns.

MOTION BY Vice Mayor Laura Kaino, SECONDED BY Councilmember Sheri Lauritano to APPROVE a request to amend the Special Use Permit granted in 2008, to allow, as a permitted operation within the property annexed by Ordinance 2008-1138 and rezoned by Ordinance 2008-1139 (the "Property"), free-fall parachute training in addition to operating the Property as an air training facility subject to stipulations. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

7. REZONE 284.5 ACRES LOCATED NORTHEAST OF ESTRELLA PARKWAY AND BULLARD AVENUE, KNOWN AS BALLPARK VILLAGE AND BALLPARK VILLAGE - SOUTH, FROM PLANNED AREA DEVELOPMENT (PAD) TO 3RD AMENDED PAD

Mayor Pizzillo opened the public hearing at 5:27 p.m.

Principal Planner Christian M. Williams presented a Rezone request from Brennan Ray for the greater Ballpark Village area. The general location was identified as lot 33, a 5-acre lot near Estrella Parkway and Bullard Avenue. The rezone request amends the Land Use Designation/Category and Uses for Lot 33, removing drive-throughs as a permitted use within the portions of the Property designated as MXD (mixed) and conditionally permitting a single drive-through in the parts of the Property designated as RES/MXD (residential/mixed) with zoning stipulations.

He continued with a brief history of the zoning history for the entire 285 acres of Ballpark Village and the current proposal, which will also include multimodal options similar to other developments.

Mr. Williams ended his presentation by informing the Council of the Planning and Zoning Commission and staff recommendation for approval of the Rezone with stipulations as presented.

Mayor Pizzillo closed the public hearing at 5:34 p.m.

Council thanked staff for their diligence and coordination in working with the developer to include trails and other benefits to the community and questioned how the Economic Use Study of the area complements this development. Mr. Williams confirmed the proposed development was taken into consideration during the study and that the development addresses the housing deficit in the area.

MOTION BY Councilmember Wally Campbell, SECONDED BY Councilmember Brannon Hampton to ADOPT RESOLUTION NO. 2023-2280, DECLARING AS PUBLIC RECORDS THOSE CERTAIN DOCUMENTS INCORPORATED BY REFERENCE IN ORDINANCE 2023-1563 RELATED TO THE REZONING OF BALLPARK VILLAGE & BALLPARK VILLAGE – SOUTH”. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

MOTION BY Vice Mayor Laura Kaino, SECONDED BY Councilmember Bill Stipp to ADOPT ORDINANCE NO. 2023-1559, CONDITIONALLY REZONING APPROXIMATELY 284.5 GROSS ACRES LOCATED NORTHEAST OF ESTRELLA PARKWAY AND BULLARD AVENUE TO 3RD RESTATED & AMENDED FINAL PLANNED AREA DEVELOPMENT (PAD) FOR THE BALLPARK VILLAGE & BALLPARK VILLAGE – SOUTH; TO REZONE APPROXIMATELY 5 ACRES TO THE EXISTING PAD UNDERLYING RES/MXD ZONING DESIGNATION; MODIFYING ALLOWANCES FOR A DRIVE-THROUGH FACILITY ON LOTS 28-30 AND ALLOWING A CONDITIONALLY PERMITTED USE ON LOT 33, AMENDING THE ZONING MAP OF THE CITY OF GOODYEAR, PROVIDING FOR NON-ABRIDGMENT, CORRECTIONS, SEVERABILITY, AN EFFECTIVE DATE, AND PENALTIES, AND DIRECTING THE CITY CLERK TO RECORD A COPY OF THIS ORDINANCE. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

8. GOODYEAR CELEBRATION PLAZA REZONE

Mayor Pizzillo opened the public hearing at 5:41 p.m.

Deputy Director of Planning Katie Wilken presented a rezoning request of approximately 67 acres of land near the southwest corner of Litchfield Road and I-10, known as the Goodyear Celebration Plaza Planned Area Development (PAD) adjacent to the City of Hope facility. The proposed rezone allows for a mixed-use development under the MF-12 (Multifamily), MF-24 (Multifamily), C-O (Commercial Office), and C-2 (General Commercial) zoning districts, as modified in the Goodyear Celebration Plaza Planned Area Development (PAD) by Ordinance 2023-1562.

She continued with an update regarding the hybrid 10-acre parcel Council reviewed during a public hearing in January, where concerns with the number of multifamily homes, the hybrid term, and the potential effect on the City of Hope led the Council to table the item for further revisions from the developer. In response, the developer submitted modifications addressing each concern and a letter of support from City of Hope.

Ms. Wilken ended her presentation by informing the Council of the Planning and Zoning Commission and staff recommendation for approval of the Rezone with stipulations as presented.

Applicant representatives Jeff Blilie, Beus Gilbert McGroder PLLC, and Mark Reddie, RVI Planning, provided additional information regarding the modified designs being presented and what the addition of the proposed uses will bring to the area of Goodyear.

Mayor Pizzillo closed the public hearing at 6:05 p.m.

Council discussed at length the 18 month and 24 month timeframe and the concept of the hybrid section of the property.

Council thanked the staff and applicants for the additional information, provided appreciation and support for the product and development, office space, and residential density, and provided reasons for concern with the proposed hybrid zoning parcel.

MOTION BY Councilmember Bill Stipp, SECONDED BY Councilmember Brannon Hampton to ADOPT RESOLUTION NO. 2023-2279 DECLARING AS PUBLIC RECORDS THOSE CERTAIN DOCUMENTS INCORPORATED BY REFERENCE IN ORDINANCE NO. 2023-1562 RELATED TO THE REZONING OF THE GOODYEAR CELEBRATION PLAZA PLANNED AREA DEVELOPMENT. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

MOTION BY Vice Mayor Laura Kaino, SECONDED BY Councilmember Brannon Hampton to ADOPT ORDINANCE NO. 2023-1562 CONDITIONALLY REZONING APPROXIMATELY 66.6 ACRES OF PROPERTY LOCATED AT THE SOUTHWEST CORNER OF LITCHFIELD ROAD AND I-10 FROM PRELIMINARY PLANNED AREA DEVELOPMENT AND PLANNED AREA DEVELOPMENT (PAD) TO FINAL PLANNED AREA DEVELOPMENT (PAD) FOR THE GOODYEAR CELEBRATION PLAZA PLANNED AREA DEVELOPMENT; AMENDING THE ZONING MAP OF THE CITY OF

GOODYEAR; PROVIDING FOR NON-ABRIDGMENT; PROVIDING FOR CORRECTIONS; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE; PROVIDING FOR PENALTIES; AND DIRECTING THE CITY CLERK TO RECORD A COPY OF THIS ORDINANCE.

[The motion to amend and vote took place prior to the vote on the Ordinance.]

MOTION BY Councilmember Brannon Hampton, SECONDED BY Councilmember Wally Campbell to AMEND the main motion to make the hybrid parcel stay as a commercial parcel. The motion failed as follows:

AYE: Councilmember Wally Campbell, Councilmember Brannon Hampton

NAY: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Bill Stipp, Councilmember Vicki Gillis

Failed

ADOPT ORDINANCE NO. 2023-1562. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

NAY: Councilmember Wally Campbell

Passed

BUSINESS

9. CITRUS ROAD VAN BUREN STREET TO HARRISON STREET ANNEXATION

Principal Planner Christian M. Williams presented the request from Michael Gleason for authorization to initiate the annexation process of 3.3 acres of property along the Citrus Road alignment between Van Buren and Harrison Street.

MOTION BY Councilmember Bill Stipp, SECONDED BY Councilmember Sheri Lauritano to AUTHORIZE staff to initiate the annexation of approximately 3.268 acres of property along the east half of the Citrus Road alignment between Van Buren Street and Harrison Street. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

INFORMATION ITEMS

Mayor, Council, and the City Manager had nothing to report.

FUTURE MEETINGS

Future meetings are tentatively scheduled as follows:

May 8, 2023

Council Meeting

5:00 p.m.

EXECUTIVE SESSION

A VOTE MAY BE HELD TO CALL AN EXECUTIVE SESSION FOR THE FOLLOWING:

10. Pursuant to A.R.S. 38-431.03(A)(3) & (4) Consultation with the City's Attorney for legal advice and in order to consider its position and instruct its attorneys regarding the public body's position regarding pending or contemplated litigation or in settlement discussions in order to avoid or resolve litigation related to potential or pending transaction privilege tax matters.
11. Pursuant to A.R.S. § 38-430.03(A)(1) & (A)(3) for legal advice and for discussion or consideration of employment, assignment, and appointment, of the position of Presiding Judge.

MOTION BY Councilmember Sheri Lauritano, SECONDED BY Councilmember Brannon Hampton to CONVENE an Executive Session. The motion carried as follows:

AYE: Mayor Joe Pizzillo, Vice Mayor Laura Kaino, Councilmember Sheri Lauritano, Councilmember Wally Campbell, Councilmember Bill Stipp, Councilmember Brannon Hampton, Councilmember Vicki Gillis

Passed - Unanimously

Council entered executive session at 6:53 p.m.

ADJOURNMENT OF EXECUTIVE SESSION

Mayor Pizzillo adjourned the Executive Session at 7:57 p.m.

RECONVENING OF REGULAR MEETING

Mayor Pizzillo reconvened the Regular Meeting at 7:57 p.m.

ADJOURNMENT

There being no further business to discuss, Mayor Pizzillo adjourned the Regular Meeting at 7:57 p.m.

Darcie McCracken, City Clerk

Joe Pizzillo, Mayor

Date:_____

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the CITY COUNCIL REGULAR MEETING of the city of Goodyear, Arizona, held on April 24, 2023. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this ____ day of _____, 2023.

SEAL:

Darcie McCracken, City Clerk

ITEM #: 2.
DATE: 05/08/2023
AI #:1408



CITY COUNCIL ACTION REPORT

SUBJECT: FY2023-2024 COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM ANNUAL ACTION PLAN

STAFF PRESENTER(S): Christina Panaitescu, Grants & Neighborhood Services Supervisor

SUMMARY

The Council will consider adopting by resolution the FY2023-2024 Annual Action Plan, for the city of Goodyear Community Development Block Grant program, ensuring staff is prepared to meet the submission deadline from HUD.

STRATEGIC PLAN ALIGNMENT



Quality of Life



Sense of
Community

RECOMMENDATION

ADOPT RESOLUTION NO. 2023-2303 APPROVING AND ADOPTING THE CITY'S FISCAL YEAR 2023-2024 ANNUAL ACTION PLAN ("PLANNING DOCUMENTS") FOR THE CITY OF GOODYEAR COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM, AUTHORIZING THE CITY MANAGER TO TRANSMIT THESE PLANNING DOCUMENTS TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) AND TO PROVIDE ANY ADDITIONAL INFORMATION AS MAY BE REQUIRED BY HUD. (Christina Panaitescu, Grants & Neighborhood Services Supervisor)

FISCAL IMPACT

The Annual Action Plan will restrict how CDBG grant revenue can be expended. The city anticipates receiving approximately \$397,718 of CDBG funds, 80% of which will be used for community facilities and 20% for program administration and planning. If the Goodyear allocation is higher or lower than anticipated, funds for each activity will be proportionately increased or decreased.

BACKGROUND AND PREVIOUS ACTIONS

The city of Goodyear began receiving a direct CDBG entitlement in city FY2021-2022.

CDBG funds may be used for a variety of activities that meet the needs of low- and moderate-income (LMI) residents and neighborhoods, and vulnerable populations as defined by HUD. Eligible activities fall into four broad categories:

1. Community Facilities and Infrastructure
2. Community Services and Programs
3. Economic Development
4. Quality Affordable Housing

Activities must also address Congress' primary CDBG objective to improve communities, principally for LMI residents by:

1. Providing Decent Housing,
2. Providing a Suitable Living Environment, and
3. Expanding Economic Opportunities.

At a February 13, 2023 work session, Council directed that the FY2023-2024 CDBG funds be utilized for enhancements at Palmateer Park and CDBG program administration. The draft plan has been available for public comment March 22 - April 20 and was noticed in the Arizona Republic on March 10. A public hearing was held on Monday, March 20. No public comments were received.

STAFF ANALYSIS

The city anticipates receiving approximately \$397,718 of CDBG funds, 80% of which will be used for community facilities and 20% for program administration and planning. If the Goodyear allocation is higher or lower than anticipated, funds for each activity will be proportionately increased or decreased.

Community Facilities and Infrastructure (\$318,175) Palmateer Park Enhancements:

This area-benefit project will include the construction of a ramada and enhancement of playground equipment offerings to the neighborhood.

Program Administration (\$79,543)

Twenty percent of the total CDBG allocation will be set aside for administrative activities such as:

1. Complying with federal regulations regarding environmental review, federal labor standards, financial management, and procurement, including policies regarding Minority-and Women-owned business enterprises and employment of low- and moderate-income residents;
2. Promoting the principles of fair housing and educating the community about the dangers of lead-based paint;
3. Assessing neighborhood and housing conditions to evaluate the benefits of revitalization activities;
4. Assessing the need for human and public services to address the needs of vulnerable populations and Goodyear residents living in poverty; and
5. Establishing application and monitoring systems.

FY24 CDBG Annual Plan
Resolution



GOODYEAR

Arizona

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT

The FY2023-2024 Action Plan describes the planned uses of CDBG entitlement funding for activities benefitting low-income and special needs populations throughout Goodyear for the period beginning July 1, 2023 and ending June 30, 2024. The City anticipates receiving approximately \$397,718 of CDBG funds, 80% of which will be used for community facilities, and 20% for program administration and planning. If the City allocation is higher or lower than anticipated, funds for each activity will be proportionately increased or decreased.

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

Executive Summary

AP-05 Executive Summary - 24 CFR 91.200(c), 91.220(b)

1. Introduction

The Annual Action Plan is required by the US Department of Housing and Urban Development (HUD) for the Community Development Block Grant (CDBG) program. The primary purpose of the CDBG program is to develop viable communities by promoting integrated approaches that provide decent housing, a suitable living environment, and expanded economic opportunities for low-and-moderate (LMI) people, households, and neighborhoods.

The Annual Plan establishes priorities for the investment of CDBG funds by the city of Goodyear. It is designed to guide HUD-funded housing, homelessness, and community development policies and programs for the period beginning July 1, 2023 and ending June 30, 2024. The plan describes needs, resources, goals, strategies, and objectives to assist Goodyear's LMI residents and households as defined by HUD. Data quantifying LMI households is contained in the City's 5-year HUD Consolidated Plan.

In developing the Annual Plan, the City referred to the 5-year goals for the use of CDBG funds established in the Consolidated Plan, as well as strategies to improve the delivery system, address lead-based paint hazards, reduce the incidence of poverty, and address barriers to affordable housing development. These goals and strategies are based on data and input from residents and stakeholders.

2. Summarize the Objectives and Outcomes Identified in the Plan

Based on data and public and stakeholder input, the following priority needs were set forth in the Consolidated Plan:

1. Community Facilities and Improvements
2. Public Services
3. Attainable and Sustainable Housing
4. Economic Development
5. Program Administration

Activity goals were established in each of these areas for the next five years.

3. Evaluation of Past Performance

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

This is an evaluation of past performance that helped lead the grantee to choose its goals or projects.

This is the City's third year as an entitlement community. The City's PY2021 Community Facilities and Improvements project in Goodyear's North Subdivisions had suffered some delays due to supply chain issues. Existing streetlights were successfully removed and replaced with improved LED fixtures and bollard lighting has been installed along a neighborhood pathway to improve safety in the neighborhood. The streetlights are energized and operational. The bollards are in place and will be operational, pending the arrival and installation of one last part (meter pedestals). All PY21 CDBG funds have been expended.

Procurement is underway for the PY2022 Community Facilities and Improvements project, renovations of a Child Development Center at New Life Center. The project has an estimated completion date of June 30, 2024.

Phase II of the Community & Neighborhood Services Master Plan, centered on neighborhoods, has been completed and will be presented to Council for adoption on May 6, 2023.

4. Summary of Citizen Participation Process and Consultation Process

The Citizen Participation Process and consultation process for this plan includes:

- Initial Public Meeting, December 7, 2022
- City Council Work Session, February 13, 2023
- Public Hearing at Council Meeting, March 20, 2023
- Public comment period from March 22, 2023 through April 20, 2023
- Council Meeting to adopt the Annual Action Plan by Resolution, May 8, 2023

5. Summary of public comments

There was a total of nine attendees in-person and four online, at the December 7, 2022, Initial Public Meeting. Faith & Community Roundtable members were also consulted at their January 2023 meeting. Several eligible activity suggestions centering largely on capital community improvement-type projects, like enhancements to our parks and connectivity such as sidewalks and pathways, emerged.

City department directors were consulted for feedback and given an opportunity to weigh in on how suggestions aligned with their department-level planning and prioritization and staff capacity to tackle a project in this upcoming fiscal year.

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT
BLOCK GRANT (CDBG) PROGRAM

Summary of comments or views not accepted and the reasons for not accepting them

All comments or views were accepted.

**FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT
BLOCK GRANT (CDBG) PROGRAM**

R-05 Lead & Responsible Agencies – 91.200(b)

1. Agency/entity responsible for preparing/administering the Consolidated Plan

Describe the agency/entity responsible for preparing the Consolidated Plan and those responsible for the administration of each grant program and funding source.

Agency Role	Name	Department/Agency
Lead Agency	Goodyear	
CDBG Administrator		Neighborhood Services - City Manager's Office

Table 1 – Responsible Agencies

Narrative

The city of Goodyear Neighborhood Services Division is responsible for preparing CDBG planning documents, including this Annual Plan, and administering Community Development Block Grant (CDBG) funds from the US Department of Housing and Urban Development.

Consolidated Plan Public Contact Information

Questions regarding the Consolidated Plan, Annual Action Plan, or the use of CDBG funds may be directed to:

Christina Panaitescu, Grants & Neighborhood Services Supervisor
City of Goodyear
1900 N. Civic Sq.
Goodyear, AZ 85395
623-882-7804
Christina.Panaitescu@goodyearaz.gov

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

AP-10 Consultation – 91.100, 91.200(b), 91.215(I)

1. Introduction

The city of Goodyear engages with community and faith organizations and the Maricopa Regional Continuum of Care for homelessness to collaborate resources and efforts.

Provide a concise summary of the jurisdiction's activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(I))

The Goodyear Faith & Community Roundtable began in 2009 as a forum for cooperation, trust and respect within the community to nurture goodwill and offer services. It was originally called the Goodyear Faith Community Roundtable and was renamed in 2017 in order to recognize and embrace the participation of laypersons representing not only the faith sector but also nonprofit partners, including public and assisted housing providers, and private and governmental health, mental health and service agencies. The primary purpose of the Roundtable is to collaborate resources to make a difference for those in need in the southwest valley.

Further, Goodyear's grants and neighborhood services supervisor is the current chairperson of the Maricopa Association of Governments (MAG) Human Services Technical Committee, serving the region.

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness.

Neighborhood Services representatives participate in a municipal Human Services Directors meeting to provide feedback to a Continuum of Care representative from the West Valley in preparation for CoC meetings, as well as, Maricopa Association of Governments' (MAG) Local Jurisdiction Subcommittee, a regional effort to align the efforts of the Continuum of Care with the work of Pathways Home.

More directly, the City participates with the Maricopa Regional Continuum of Care to conduct an annual point-in-time count of individuals and families experiencing homelessness in Goodyear. Outreach is conducted throughout the year by the Goodyear Police Department and Phoenix Rescue Mission. Phoenix Rescue Mission may provide shelter and services or refer individuals and families to the Human Services Campus (HSC) in Phoenix. The HSC is the lead agency for single-adult coordinated entry in the Valley and conducts intakes and assessments. The HSC connects individuals to a wide array of services

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

guided by HSC Navigators. The HSC provides matches to housing, helps connect people with family or friends, provides additional hospitality resources, including post office services and bag storage, and leads and fosters collaboration among partner agencies to ensure a focus on ending homelessness.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards for and evaluate outcomes of projects and activities assisted by ESG funds, and develop funding, policies, and procedures for the operation and administration of HMIS

The city of Goodyear is not an ESG grantee.

2. Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdiction's consultations with housing, social service agencies and other entities

In addition to the public meeting, Faith and Community Roundtable meeting, and City Council work session, the City consulted directly with the following entities while preparing the Annual Action Plan:

- Cox, Century Link, Verizon and T-Mobile
- Goodyear Emergency Manager and Fire Department
- Goodyear Parks and Recreation Department
- Goodyear Development Services Department
- All City Department Directors during Leadership Team Meeting

Identify any Agency Types not consulted and provide rationale for not consulting

All agency types were given the opportunity to provide input.

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care	Maricopa Regional Continuum of Care	Point-in-Time Count and Housing (Beds) Inventory Count; Shared goals for assisting individuals and families experiencing or at risk of homelessness
Goodyear 2019 Community Assessment	City of Goodyear	Shared vision for assisting Goodyear's most vulnerable residents
Goodyear 2025 General Plan	City of Goodyear	Goals to provide housing, services, and economic opportunity for Goodyear's residents
Focus on Success Economic Development Action Plan	City of Goodyear	Strategic priorities for economic development
FY2021 Strategic Plan	City of Goodyear	Promoting a quality environment to enhance community prosperity.
Community and Neighborhood Services Master Plan, Phase I & II	City of Goodyear	Intended to guide future planning and investments in the provision of human services and neighborhood/resident engagement.
2021 Avondale Goodyear Transit study	Maricopa Association of Governments	Identified opportunities for fixed-route bus service improvements and evaluated the suitability of new flexible public transit options and capital investments.

Table 2 – Other local / regional / federal planning efforts

Narrative

All agency types were provided an opportunity to give input into the Annual Action Plan, including broadband providers and agencies responsible for addressing natural disaster hazards.

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

AP-12 Participation – 91.105, 91.200(c)

1. Summary of citizen participation process/Efforts made to broaden citizen participation

Summarize the citizen participation process and how it impacted goal-setting

Staff conducted the initial public meeting on December 7, 2022, to provide members of the public with an overview of national objectives and local priorities outlined in the Consolidated Plan. At that time, the public was provided examples of activities that would be provided for Council consideration and invited to help the City identify any other needs that may be met through activities funded through CDBG investment. Council contemplated and prioritized eligible activities at a February 13 work session.

All public meetings and public hearings were hybrid, allowing for both in-person and virtual participation to broaden opportunities for citizen participation. The public was notified by legal advertisements, our website, electronic newsletter “Good Neighbor Alert,” and the social media app Nextdoor.

PY23 planning was further enhanced by the engagement and consultation done while developing Phase II of the Community & Neighborhood Services (CANS) Master Plan, which focused on neighborhoods. Several potential activities have emerged as a part of this neighborhoods phase master planning and were also considered in CDBG planning.

Citizen Participation Outreach

- The two public meetings (December 7 and March 20).

December 7 Initial Public Meeting: 9 in person attendee; 3 virtual attendees = 12 total attendees

Eligible activity suggestions centered on facilities.

- A City Council Work Session (February 13).
- The public comment period from March 22 through April 20.

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

Expected Resources

AP-15 Expected Resources – 91.220(c)(1,2)

Introduction

The Community Development Block Grant program is funded through the US Department of Housing and Urban Development (HUD) Office of Community Planning and Development. Due to its size and composition, the city of Goodyear is classified as an entitlement community. This means that Goodyear does not apply for the CDBG program, but is awarded CDBG funds at a level based on a HUD formula involving population and demographics. In order to receive CDBG funds, Goodyear must complete a Consolidated Plan every five years and an Annual Action Plan that details the uses of funds. Congress' primary objective for CDBG is to improve communities, principally for LMI persons by:

1. Providing Decent Housing,
2. Providing a Suitable Living Environment, and
3. Expanding Economic Opportunities.

The city of Goodyear PY23 CDBG Allocation is being estimated at \$397,718 for planning purposes. In the event that the city receives an allocation higher or lower than the estimated amount, funding for all proposed activities will be increased or decreased proportionate to the increase or decrease in the actual allocation amount.

The actual amount will be included in the final plan, when allocations have been officially communicated by HUD. Eighty percent (80%) will be assigned to a Community Facilities and Improvements project at Palmateer Park and 20% will be applied to administration.

Anticipated Resources

The city of Goodyear PY23 CDBG Allocation is being estimated at \$397,718 for planning purposes.

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied.

CDBG funds continue to leverage Goodyear's Community Funding Program. The Community Funding Program provides grants to nonprofit organizations that provide human or social services to benefit Goodyear residents. Applications are generally taken in spring of each year for activities that will address a priority inspired by the 2019 Goodyear Community Assessment and Community & Neighborhood Services (CANS) Master Plan – Phase I: Human Services.

FY2023-2024 ACTION PLAN FOR HUD COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM

Emerging from the CANS Plan:

- the GoodyearCares Navigator continues to help residents navigate a myriad of human and social services, providing case management and application preparation assistance
- a pilot home rehab program launched in the past year and has already approved five income-eligible Goodyear homeowners for construction services;
- a contract is in development to support the launch of a community garden at Wildflower Elementary School, serving an area-benefit community; and
- proposals are being accepted for pilot programs to increase access to evidence-based and trauma-informed mental health and/or substance use/misuse services provided to Goodyear residents within the city of Goodyear limits.

CDBG funds may also leverage Goodyear's partnership with the city of Avondale to provide support for the regional community action program and senior center. In addition, CDBG funds may leverage available federal resources, including funds available from the Departments of Transportation, Health and Human Services, and the Economic Development Administration.

The CDBG program does not have matching fund requirements.

If appropriate, describe publicly owned land or property located within the jurisdiction that may be used to address the needs identified in the plan.

Discussion

The city does not presently have publicly owned land suitable for the identified needs.

Annual Goals and Objectives

AP-20 Annual Goals and Objectives

Goals Summary Information

Sort Order	Goal Name	Category	Funding	Goal Outcome Indicator
1	Program Administration	Program Administration	20% of annual allocation	Other: 1 Other
2	Community Facilities and Improvements	Community Facilities and Improvements	80% of annual allocation	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit: approximately 2000 Persons Assisted, 700 Families

Table 3 – Goals Summary

Projects

AP-35 Projects – 91.220(d)

Introduction

PY2023 projects will include program administration and community facilities improvement activities.

Projects

#	Project Name
1	Program Administration: CDBG is a complex grant program, and it requires intensive administration and oversight. We intend to continue to reserve the full 20% allowable for administration and apply these resources towards a housing assessment conducted in FY24, phase III of our Community & Neighborhood Services Master Plan, among other administrative activities directly related to the CDBG program.
2	Community Facilities and Improvements: Palmateer Park Enhancements As a part of our Neighborhood Services Master Planning and CDBG public meeting process, residents from the neighborhood have expressed a desire for improved playground equipment and amenities at this community park in Historic Goodyear, citing a lack of accessibility for small children and individuals living with a disability, as well as, a lack of activities for older children and teenagers, in the south section of Historic Goodyear. Funds will be leveraged to enhance. Palmateer park, which serves an LMI area, meeting the Low/Mod-income benefit national objective through area benefit. The project will include the construction of a ramada and enhancement of playground equipment for the neighborhood.

Table 4 - Project Information

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

At least 70% of CDBG funds must serve LMI people and not more than 15% may be used for public services. Up to 20% may be used to cover administrative costs. The largest obstacle to addressing underserved needs is insufficient funding to support large projects. As a relatively new entitlement community, Goodyear has an emerging institutional system for the delivery of services, and housing and community development programs and projects.

AP-50 Geographic Distribution – 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

CDBG assistance will be directed throughout Goodyear to benefit LMI residents, households, and neighborhoods. No target areas have been identified.

Geographic Distribution

Target Area	Percentage of Funds
Citywide	100

Table 5 - Geographic Distribution

The rationale for the priorities for allocating investments geographically

Allocating funds throughout Goodyear provides flexibility to address the greatest needs of LMI residents, households, and neighborhoods.

Discussion

No further discussion.

Affordable Housing

AP-55 Affordable Housing – 91.220(g)

Introduction

The city of Goodyear will be investing PY2023 CDBG resources in community facilities and improvements. No housing activities will be conducted.

One-Year Goals for the Number of Households to be Supported	
Homeless	0
Non-Homeless	0
Special-Needs	0
Total	0

Table 6 - One Year Goals for Affordable Housing by Support Requirement

One Year Goals for the Number of Households Supported Through	
Rental Assistance	0
The Production of New Units	0
Rehab of Existing Units	0
Acquisition of Existing Units	0
Total	0

Table 7 - One Year Goals for Affordable Housing by Support Type

Discussion

The city of Goodyear will be investing PY2023 CDBG resources in community facilities and improvements. No housing activities will be conducted.

AP-60 Public Housing – 91.220(h)

Introduction

The city of Goodyear does not have a public housing authority. Residents may receive assistance through the Housing Authority of Maricopa County.

Actions planned during the next year to address the needs for public housing

The city of Goodyear does not have a public housing authority, and no public housing units are located in Goodyear. Residents may receive assistance through the Housing Authority of Maricopa County.

Actions to encourage public housing residents to become more involved in management and participate in homeownership

The city of Goodyear does not have a public housing authority, and no public housing units are located in Goodyear. Residents may receive assistance through the Housing Authority of Maricopa County.

If the PHA is designated as troubled, describe the manner in which financial assistance will be provided or other assistance

N/A

Discussion

The city of Goodyear does not have a public housing authority, and no public housing units are located in Goodyear. Residents may receive assistance through the Housing Authority of Maricopa County.

AP-65 Homeless and Other Special Needs Activities – 91.220(i)

Introduction

The Maricopa Regional Continuum of Care (CoC) is managed by the Maricopa Association of Governments and works throughout Maricopa County, including the city of Goodyear, to coordinate homeless planning across municipalities and agencies.

Describe the jurisdiction's one-year goals and actions for reducing and ending homelessness including reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs

The Goodyear Police Department, through the Homeless Outreach Team (HOT), will continue its proactive approach to establishing trusting community relationships and providing referrals to local and regional resources and shelter options to address specific needs. Individual needs are assessed by providers of homelessness services upon referral.

Addressing the emergency shelter and transitional housing needs of homeless persons

The Goodyear Police Department, through the Homeless Outreach Team (HOT), will continue its proactive approach to establishing trusting community relationships and providing referrals to regional resources and shelter options to address specific needs. In addition, the I-HELP program will continue to provide overnight emergency shelter and case management to assist people experiencing homelessness to move from crisis to stability.

Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again

The Phoenix Rescue Mission is contracted by the Goodyear Police Department Homeless Outreach Team to continuously engage people experiencing chronic homelessness in Goodyear to build trust and rapport. Many individuals they engage are struggling with addiction and mental health issues and need support to acquire stable housing and social security benefits as they are unable to maintain steady employment.

Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); or, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs.

Individuals and families will have access to regional homelessness prevention resources across a continuum based on the immediacy of their risk, current housing situation, and family resources. The type of services varies by funding source, and ranges from mortgage, rent and utility assistance only to prevention assistance (transportation, vehicle repair, daycare, etc.) designed to promote housing stability. People being discharged from a publicly-funded institution of care also have access to these resources along with specialized coordination of services through nonprofit agencies that address the risk of homelessness among the re-entry population. Families may also receive assistance from their child(ren)'s school through McKinney-Vento funds that provide transportation, school supplies, free breakfast and lunch, case management/advocacy, and other services.

Discussion

Individuals and families experiencing homelessness in Goodyear reflect the diversity, complex characteristics, and special needs of people experiencing homelessness throughout the United States. Some people experiencing homelessness require limited assistance to regain permanent housing and self-sufficiency. Others, especially people with disabilities and those who are chronically homeless, require extensive and long-term support. In addition to people who are already homeless, individuals and families with limited incomes may be in imminent danger of becoming homeless.

AP-75 Barriers to affordable housing – 91.220(j)

Introduction:

HUD defines a regulatory barrier as "a public regulatory requirement, payment, or process that significantly impedes the development or availability of affordable housing without providing a commensurate health and/or safety benefit." The 2025 City of Goodyear General Plan identified the following local barriers to affordable housing and residential development:

1. As a relatively young community, only limited programs are currently in place to address aging housing stock.
2. The availability of funding, such as Community Development Block Grant funds, have steadily decreased over the years.
3. Goodyear has a need for a variety of housing types, such as multifamily rental housing. However, there are often negative, but not necessarily true, associations with these types of developments that must be overcome.
4. Housing prices could increase in the future, causing housing to become unaffordable.

Actions it planned to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment

To address local barriers to affordable housing and residential development during the next year the City will:

1. Promote the principles of fair housing;
2. Conduct an assessment of housing and housing-related services for low- and moderate-income households and special populations; and
3. Update the General Plan.

Discussion:

Phase III of the Community & Neighborhood Services Master Plan is planned for FY2024 and will focus on housing and housing-related services for low- and moderate-income households and special populations.

Numerous outreach efforts, designed to understand community sentiments and guide the development of land use scenarios, General Plan goals, and policies, are underway and will continue through the summer of 2024. The General Plan will be sent to voters for final ratification on the May 2024 Special Election ballot.

AP-85 Other Actions – 91.220(k)

Introduction:

In addition to establishing goals related to the use of CDBG funds, the City established HUD-required strategies to improve the delivery system, address lead-based paint hazards, reduce the incidence of poverty, and address barriers to affordable housing development. The City has also developed HUD-required program monitoring, and Minority- and Women Owned Business Enterprise Policies.

Actions planned to address obstacles to meeting underserved needs

The development and subsequent implementation of policy initiatives is critical to the success of the city of Goodyear's overall housing and economic development goals. In general, policy development and implementation are designed to enhance city program effectiveness, identify gaps or underserved groups, and enhance the private sector's ability to provide market-based solutions. Despite an influx of one-time funding, insufficient funding and an emerging delivery system remain significant obstacles to meeting underserved needs, due to the temporary nature of the funding and the importance of sustainability. It is hoped that the pilot projects funded with these one-time funds will generate sufficient data to support future funding applications and investment from others.

Actions planned to foster and maintain affordable housing

The City will assess neighborhood conditions, including housing conditions and the need for increased maintenance and city services in LMI neighborhoods to provide the framework for programs and services that will foster and maintain affordable housing.

The city of Goodyear is part of the Maricopa County Regional Analysis of Impediments to Fair Housing Choice. To address impediments to fair housing choice identified in the Maricopa County Regional Analysis of Impediments to Fair Housing Choice, the City will:

1. Review Goodyear fair housing complaints data from HUD to identify any patterns in lending discrimination, failure to make reasonable accommodations, and other discriminatory patterns to identify the need for local investments in education, public services and other vital community investments.
2. Assess conditions in LMI neighborhoods to identify vital community investments.
3. Promote fair housing education by providing information, participating with neighboring jurisdictions to promote fair housing education, and examining opportunities to provide financial literacy classes for prospective homebuyers.
4. Report information to Maricopa County.

Actions planned to reduce lead-based paint hazards

The City will follow a multi-pronged approach to reduce lead hazards, integrating the following actions into housing policies and procedures:

1. Rehabilitation Projects. The City will follow strict HUD guidelines for testing and abatement of lead-based paint and other hazardous substances, and require compliance from its contractors and subcontractors. Any structure built before 1978 that is proposed for rehabilitation under federal programs will be tested for lead-based paint. Notices and requirements regarding testing and removal of lead-based paint will be provided to program participants and contractors.
2. Public Education. Lead hazard information will be distributed to participants in homeownership and rental programs.

Actions planned to reduce the number of poverty-level families

The City will invest community funding in services that promote the stabilization of people in crisis and access to economic opportunity as a forerunner to their movement out of poverty. The City will continue its economic development efforts, working cooperatively with employers, childcare providers, workforce investment agencies, and education agencies to promote jobs-based education and services to help lower-income households attain higher-wage employment.

Actions planned to develop institutional structure

The city of Goodyear recognizes the benefits of increasing administrative efficiencies to improve the delivery system. The City will continue to remain open to using CDBG funds for public services, while primarily leveraging the Community Funding program to expand available services to Goodyear residents. Additional one-time general fund resources have been identified to further support the implementation of pilot programs identified in phase I and II of the Community & Neighborhood Services Master Plan.

Actions planned to enhance coordination between public and private housing and social service agencies

The City will continue to work with the Faith and Community Roundtable to facilitate trust and expand the collaborative mindset that honors the contributions, needs, and perspectives of local service providers.

Program Specific Requirements

AP-90 Program Specific Requirements – 91.220(l)(1,2,4)

Introduction:

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The City does not anticipate receiving any program income.

Community Development Block Grant Program (CDBG)

Reference 24 CFR 91.220(l)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed	0
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan	0
3. The amount of surplus funds from urban renewal settlements	0
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan.	0
5. The amount of income from float-funded activities	0
Total Program Income	0

Other CDBG Requirements

1. The amount of urgent need activities	0
2. The estimated percentage of CDBG funds that will be used for activities that benefit persons of low and moderate income. Overall Benefit - A consecutive period of one, two or three years may be used to determine that a minimum overall benefit of 70% of CDBG funds is used to benefit persons of low and moderate income. Specify the years covered that include this Annual Action Plan.	70.00%

RESOLUTION NO. 2023-2303

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, APPROVING AND ADOPTING THE CITY'S FISCAL YEAR 2023-2024 ANNUAL ACTION PLAN ("PLANNING DOCUMENTS") FOR THE CITY OF GOODYEAR COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM, AUTHORIZING THE CITY MANAGER TO TRANSMIT THESE PLANNING DOCUMENTS TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) AND TO PROVIDE ANY ADDITIONAL INFORMATION AS MAY BE REQUIRED BY HUD.

WHEREAS, the Community Development Block Grant (CDBG) Program, authorized under Title 1 of the Housing and Community Development Act of 1974, Public Law 93-383, as amended 42 U.S.C. 5301 et seq., provides annual grants on a formula basis to states, cities, and counties to develop viable urban communities by providing decent housing and a suitable living environment, and by expanding economic opportunities, principally for low- and moderate-income persons; and

WHEREAS, HUD has informed the city of Goodyear, an "Entitlement City" by definition in said Acts, that its PY2023 HUD entitlement Community Development Block Grant allocation will be \$397,718; and

WHEREAS, the city of Goodyear, is required to submit Planning Documents by May 15, 2023 defining how said funds will be expended; and

WHEREAS, the stated strategies and goals found in the Planning Documents establish the basis by which the plan and the City's performance under the plan will be evaluated by HUD; and

WHEREAS, the Planning Documents have been developed in accordance with the Consolidated Plan Regulation 24 C.F.R §91.1-600 (2014), as amended; and

WHEREAS, in the interest of encouraging citizen participation in the development of these Planning Documents, citizens have been afforded a reasonable opportunity to comment; and

WHEREAS, the city of Goodyear City Council held a public hearing on March 20, 2023, in the manner prescribed by law for the purpose of considering the submission of these Planning Documents; and

WHEREAS, due and proper notice of such public comment period and public hearing before the city of Goodyear City Council was given in the time, form, substance, and manner provided by law including publication of such notice in THE ARIZONA REPUBLIC SOUTHWEST EDITION on March 10, 2023.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1. That the City's FY2023-2024 Annual Action Plan, (attached hereto as Exhibit A and incorporated herein by reference) is approved.

SECTION 2. That the City Manager is hereby authorized to transmit said FY2023-2024 Annual Action Plan to the U.S. Department of Housing and Urban Development (HUD) and to provide any additional information as may be required by HUD.

PASSED AND ADOPTED by the Mayor and Council of the City of Goodyear, Maricopa County, Arizona, by a _____ vote, this _____ day of _____, 20_____.

Joe Pizzillo, Mayor

Date: _____

ATTEST:

APPROVED AS TO FORM:

Darcie McCracken, City Clerk

Roric Massey, City Attorney

ITEM #: 3.
DATE: 05/08/2023
AI #:1409



CITY COUNCIL ACTION REPORT

SUBJECT: COMMUNITY AND NEIGHBORHOOD SERVICES MASTER PLAN – PHASE II: NEIGHBORHOODS

STAFF PRESENTER(S): Christina Panaitescu, Grants & Neighborhood Services Supervisor

SUMMARY

Adopt a resolution adopting the Community and Neighborhood Services Master Plan Phase II: Neighborhoods.

STRATEGIC PLAN ALIGNMENT



Quality of Life



Sense of Community

RECOMMENDATION

ADOPT RESOLUTION NO. 2023-2304 ADOPTING THE CITY OF GOODYEAR COMMUNITY AND NEIGHBORHOOD SERVICES MASTER PLAN PHASE II: NEIGHBORHOODS; AND PROVIDING FOR AN EFFECTIVE DATE. (Christina Panaitescu, Grants & Neighborhood Services Supervisor)

FISCAL IMPACT

Funding priorities will be established by Council through the budget process annually. Potential funding sources to support the Plan's activities include the city's annual federal CDBG allocation, Community Funding program, and the General Fund, including, but not limited to dollars made available through the American Rescue Plan Act (ARPA) which Council has earmarked for future resident support programs as part of the city's COVID response package.

BACKGROUND AND PREVIOUS ACTIONS

The city of Goodyear commissioned this study to guide future planning and investments in neighborhood conditions. Consultant Martina Kuehl, who drafted the City's FY2021-2025 HUD Consolidated Plan, was selected to conduct the study.

The first phase of the Community and Neighborhood Services Master Plan, focused on Human Services, was completed in 2021. Both the Human Services Phase and this Neighborhoods Phase were developed through the collection and analysis of quantitative and qualitative data. Information has been incorporated from existing city planning documents and resident engagement was conducted to reveal the diverse needs and perspectives of Goodyear residents.

Development of the Neighborhoods Phase took place over a five-month period during 2022 and was coordinated by the Neighborhood Services Division of the City Manager's Office. Five neighborhoods were selected as a focus based on their potential to meet the criteria for Community Development Block Grant (CDBG) funding: Canada Village, Cottonflower, Historic Goodyear, North Subdivisions, and Wildflower Ranch.

Neighborhood residents were offered multiple opportunities to engage in the planning effort. Community engagement staff and volunteers distributed flyers door-to-door and talked with residents as they walked through neighborhoods. The Goodyear Topics on the Move (TOM) van deployed to neighborhood parks to keep residents informed, gain resident perspectives, and encourage participation. Engagement opportunities were also announced in a brief survey and virtually on the Neighborhood Services webpage, via the Nextdoor app, and through newsletters and direct email to neighborhood residents. The City Council also reviewed a draft of this plan in a work session on February 13, 2023.

STAFF ANALYSIS

The Neighborhoods Phase Action Plan focuses on expanding and supporting resident engagement, building neighborhood capacity, and the delivery system. Specifically, the following goals and objectives were identified. Many of the Neighborhoods Phase actions tie into the longer-term objectives and actions identified in the Human Services Action Plan:

Goal: Residents are viewed as trusted advisors, co-designers and co-producers of a thriving Goodyear.

Objective 1: Increase the number of residents effectively, collectively, and positively advocating for their neighborhoods and their community

Objective 2: Increase the number of residents committing the time necessary to build effective connections and neighborhood networks.

Goal: Residents work together to create and sustain healthy neighborhoods.

Objective 1: Increase the number of Goodyear neighborhoods conducting asset inventories and actively implementing engagement and other neighborhood activities.

Objective 2: Recognize Goodyear neighborhoods as positive contributors to a thriving community.

Objective 3: Invest human and financial resources in neighborhood-lead activities.

Goal: Goodyear's Community and Neighborhood Services Delivery System is accountable and participatory. It provides a safety-net in times of crisis, supports stability for residents on the cusp of crisis, and provides opportunities for resident engagement, self-determination, and prosperity.

Objective 1: Identify and remove institutional barriers that prevent residents from taking

on activities that do not require government or institutional intervention.

Objective 2: Increase the use of Neighborhood Services resident engagement tools by city departments.

While there is work to be done to further engage residents and develop implementation systems, neighborhood residents and city officials can benefit from what emerged during the Neighborhoods Phase planning process. Several actionable opportunities are reflected in the Action Plan in addition to neighborhood-specific perceptions and priorities indicated on pages 11 - 15.

Attachments

Resolution

CANS Plan Phase II - Neighborhoods

RESOLUTION NO. 2023-2304

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, ADOPTING THE CITY OF GOODYEAR COMMUNITY AND NEIGHBORHOOD SERVICES MASTER PLAN PHASE II: NEIGHBORHOODS; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Goodyear City Council wishes to create a community in which residents can lead full, self-sufficient, and prosperous lives; and

WHEREAS, on May 10, 2021, by Resolution No. 2021-2157 the Goodyear City Council adopted the Fiscal Year 2022-2024 Strategic Plan which included a goal to study the human and social services needs of Goodyear residents; and

WHEREAS, the American Rescue Plan Act passed by Congress on March 20, 2021 has provided substantial resources to respond to the economic and public health impacts of the COVID-19 pandemic; and

WHEREAS, this plan builds upon the priorities identified in previous planning efforts including the 2019 Community Assessment, 2021 Community Survey, 2022 Community and Neighborhood Services Master Plan, Phase I: Human Services, and Program Year 2021-2025 Community Development Block Grant Consolidated Plan; and

WHEREAS, this plan was developed through data analysis and extensive public outreach including stakeholder interviews, focus groups, and public meetings; and

WHEREAS, a future phase of this plan will examine housing to provide a holistic approach to community and neighborhood services;

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1. The City Council formally adopts the City of Goodyear Community and Neighborhood Services Master Plan Phase II: Neighborhoods, a copy of which is attached hereto as Exhibit "A" and incorporated herein by reference.

SECTION 2. This Resolution shall become effective upon its passage and adoption.

PASSED AND ADOPTED by the Mayor and Council of the City of Goodyear, Maricopa County, Arizona, by a _____ vote, this _____ day of _____, 2023.

Joe Pizzillo, Mayor

Date: _____

ATTEST:

APPROVED AS TO FORM:

Darcie McCracken, City Clerk

Roric Massey, City Attorney

COMMUNITY &
NEIGHBORHOOD SERVICES

MASTER PLAN

Phase II: Neighborhoods





City of Goodyear Community and Neighborhood Services Master Plan
Phase II – Neighborhoods

Prepared by:
Kuehl Enterprise LLC
PO Box 642
Humboldt, AZ 86329

Goodyear City Council

Mayor Joe Pizzillo
Vice Mayor Laura Kaino
Councilmember Sheri Lauritano
Councilmember Wally Campbell
Councilmember Bill Stipp
Councilmember Brannon Hampton
Councilmember Vicki Gillis

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EXECUTIVE SUMMARY

The city of Goodyear commissioned the Community and Neighborhood Services Master Plan (CANS Plan) to guide future planning and investments in the provision of human services (“Human Services”), neighborhood conditions (“Neighborhoods”), and housing availability for a range of households and workforce members (“Housing”).

The majority of Goodyear residents live in neighborhoods that have a Homeowners Association (HOA) that helps to ensure common areas and facades are well-maintained. Overall, Goodyear residents enjoy a high-quality of life and are generally happy with the City and its services. Still, as a rapidly growing city, Goodyear’s population, and the needs of its residents, continue to evolve. Providing additional opportunities for residents to engage with the City and their neighbors is important to creating and sustaining thriving neighborhoods.

Overview

The first phase of the CANS Plan, focused on Human Services, was completed in 2021. Both the Human Services phase and this Neighborhoods Phase were developed through the collection and analysis of quantitative and qualitative data. Information has been incorporated from existing city planning documents and resident engagement was conducted to reveal the diverse needs and perspectives of Goodyear residents.

The Human Services phase identified seven particularly vulnerable populations and the services that were most needed by those populations. The Neighborhoods Phase identified and focused on five neighborhoods, where many of the residents have lower and moderate incomes, and considered how the City works with engaged residents to create and maintain thriving neighborhoods.

Approach

The Human Services phase introduced the need for a service delivery system that is both accountable and participatory, that builds on existing capacity, tools and resources in some areas while collaborating with neighboring jurisdictions, community organizations, residents, and the private sector, and that focuses on long-term thinking. The Human Services phase focused on developing data collection and evaluation systems while supporting City and community partner capacity to address the needs of vulnerable residents. The Neighborhoods Phase expands that focus to further develop the capacity of neighborhoods whose residents are able to work together towards common identified goals with the support of the City when needed. Where the Human Services phase focused on doing things for the community, the Neighborhoods Phase focuses on doing things with the community.

Priority Services

The Human Services phase focused on four priority human services – basic needs, mental health, sustainable income, and transportation. The Neighborhoods Phase initially focuses on five neighborhoods – Canada Village, Cottonflower, Historic Goodyear, North Subdivisions, and Wildflower Ranch. The Neighborhoods Phase includes actions the City may take to engage residents in their neighborhoods, build resident capacity to work together towards a common, sustainable vision, and to support neighborhoods as they work towards their vision.

Engaged neighborhood residents provide opportunities for connectedness that can help to mitigate individual and family crisis.

Action Plan & Next Steps

Like the Action Plan in Phase I – Human Services, the Phase II - Neighborhoods Action Plan serves as a long-term guide that will evolve as the City, its partners, and neighborhood residents gain experience and as social, physical, and economic circumstances change. The Neighborhoods Action Plan focuses on the delivery system and supporting neighborhood capacity through an Asset-Based Community Development (ABCD) model. Council will consider and re-prioritize these actions as part of the budget process annually.

INTRODUCTION AND OVERVIEW

The goal of Phase II – Neighborhoods is to establish a framework that will facilitate and encourage neighbors working together as a community toward common neighborhood objectives.

NEIGHBORHOODS PHASE II VISION

Residents working
together towards
common objectives.

The Neighborhoods Phase recognizes resident engagement as an essential component of a thriving community that provides opportunities for all residents to lead prosperous, self-determined lives. It further acknowledges that engaged residents are a key component of successful human services delivery, bringing opportunities for connectedness that can help to mitigate individual and family crisis. The Neighborhood phase includes five sections:

1. Development of CANS Plan Phase II – Neighborhoods.
2. Summary of existing neighborhood engagement efforts and programs.
3. Examples of approaches to neighborhood capacity building, investment, and revitalization from other communities
4. Briefs that capture neighborhood-level data and resident input. Each brief includes characteristics and attributes identified by neighborhood residents that serve as a positive basis for building a cohesive neighborhood vision.
5. Action Plan, including Asset-Based Community Development strategies to build neighborhood capacity to engage and address problems both independently and in cooperation with the City.

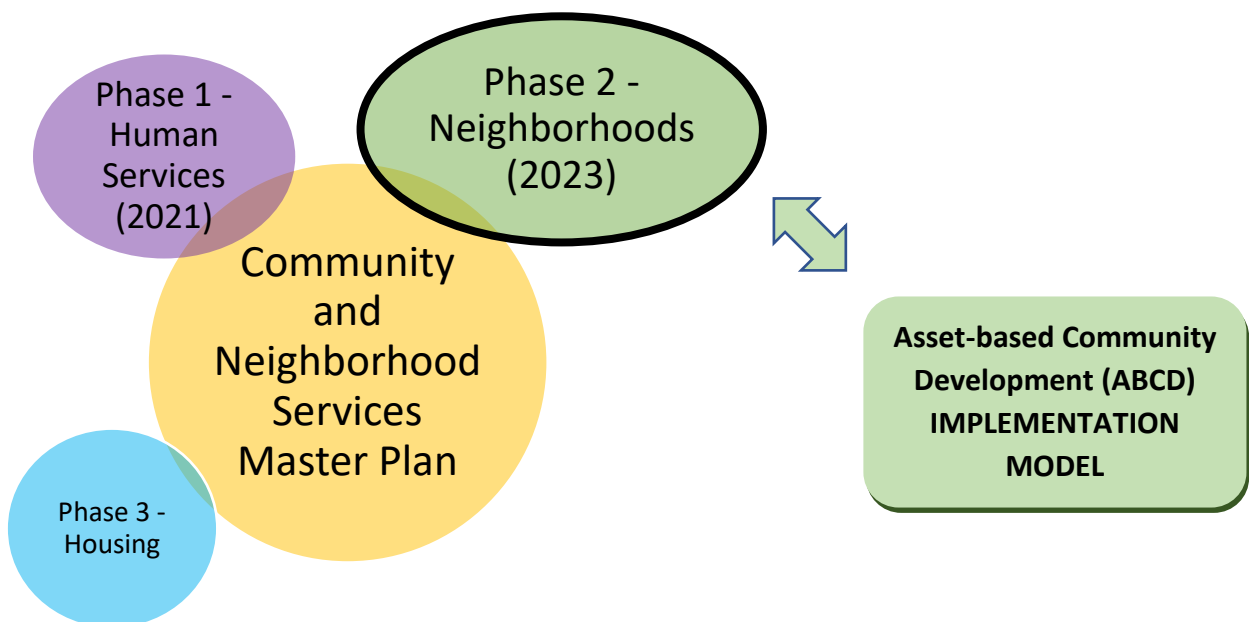


Core Concepts

At its core, the Neighborhoods Phase, like the Human Services phase, is rooted in the concept of human dignity or the acknowledgement of and respect for each individual's inherent value and worth. When a mutual sense of worth is recognized and honored, people are connected and feel safe to extend themselves, making growth and development possible. Operating within this core concept, the Neighborhoods Phase seeks to establish a framework that will facilitate and encourage neighborhood residents working together as a community toward common objectives. This goal embraces the six core values cited in the FY2022-2024 City of Goodyear Strategic Plan.

CITY OF GOODYEAR CORE VALUES

Empathy
Initiative
Innovation
Integrity
Optimism
Adaptability



"Every community has people who are seen as not having gifts. This mistaken perception has great cost for us all. We waste peoples' gifts, gifts that we need. Strong communities have a treasure hunt mentality, in which people look at everyone as bearing gifts."

When People Care Enough to Act: ABCD in Action, Mike Green with Henry Moore and John O'Brien.

DEVELOPMENT OF PHASE II – NEIGHBORHOODS

Development of the Neighborhoods Phase took place over a five-month period during 2022 and was coordinated by the Neighborhood Services Division of the City Manager’s Office. Five neighborhoods were selected based on their potential to meet the criteria for Community Development Block Grant (CDBG) funding: Canada Village, Cottonflower, Historic Goodyear, North Subdivisions, and Wildflower Ranch. Outreach to spur interest and engagement was at the heart of the planning effort. While this phase of the Community and Neighborhoods Master Plan was informed by these neighborhoods, the resulting goals, objectives, and actions are open to all Goodyear residents and neighborhoods.

Data Analysis

Data related to demographics, housing occupancy, levels of maintenance and other neighborhood conditions were compiled into individual neighborhood analyses to identify potential assets, challenges and opportunities and to inform the planning process. Available data was also compared to Goodyear as a whole to identify unique neighborhood attributes.

Resident Engagement

Neighborhood residents were offered multiple opportunities to engage in the planning effort. Community engagement staff and volunteers distributed flyers door to door and talked with residents as they walked through neighborhoods. The Goodyear Topics on the Move (TOM) Van deployed to neighborhood parks to keep residents informed, gain resident perspectives, and encourage participation. Engagement opportunities were also announced in a brief survey and virtually on the Neighborhood Services website, via the Nextdoor app, and through newsletters and direct email to neighborhood residents.

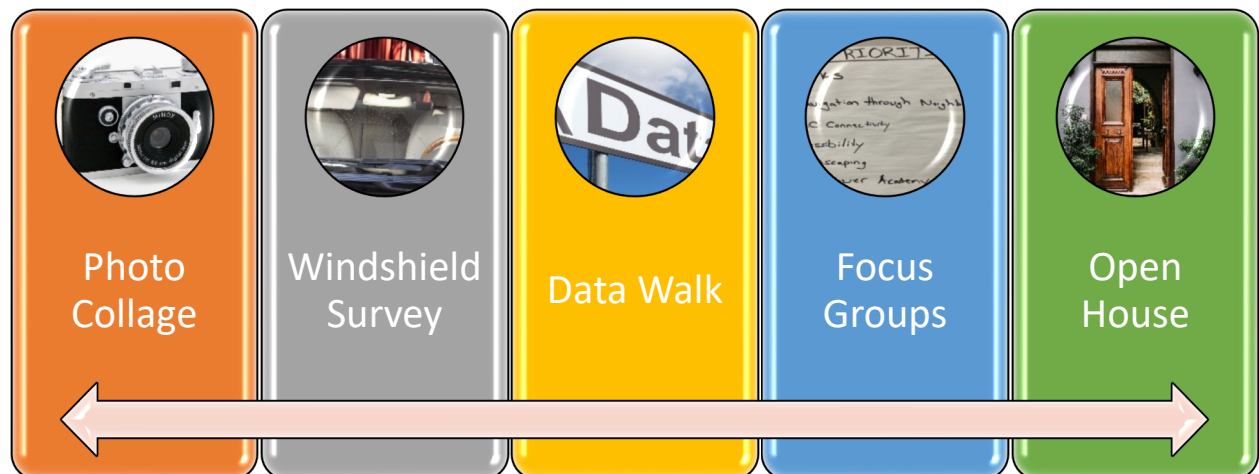


Photo collage. Residents were invited to submit pictures of the people, places, culture and history that make their neighborhood unique. Residents of the Cottonflower, Historic Goodyear and Wildflower Ranch neighborhoods participated. These pictures are featured throughout the Plan.

The Canada Village and Wildflower Ranch neighborhoods emerged as most prepared to engage in asset-based neighborhood development opportunities.

Windshield Survey. Twenty individuals participated in a windshield survey of housing conditions. Residents of the Cottonflower and Wildflower Ranch neighborhoods joined staff and community volunteers to survey 2,737 residential addresses in the five selected neighborhoods. Staff and the consultant later conducted a windshield survey of infrastructure conditions.

Data walk. Residents were invited to view the collected data, including physical conditions identified through the windshield survey. Participating residents were encouraged to share their stories of what makes their neighborhood unique and what the data means to them. Residents of Canada Village, Cottonflower, and Historic Goodyear attended this event.

Focus groups. Residents were invited to participate in facilitated discussions to create a vision and describe an ideal future for their neighborhood. Wildflower Ranch residents completed this engagement exercise. In facilitating this group, Neighborhood Services utilized the ORID method (an acronym for Objective, Reflective, Interpretational and Decisional developed by Laura Spencer of the Institute of Cultural Affairs) to identify assets, opportunities, and challenges and potential resident-lead initiatives and activities.

Online open house. A hybrid in-person and online open house was hosted on March 23, 2023. Residents from across the city shared informal efforts that are already taking place within neighborhoods and concerns about multi-family development. Participants also expressed enthusiasm for opportunities to continue making connections within neighborhoods and with supporting organizations.

Action Planning

Findings from the data analysis and outreach and engagement efforts were examined to refine potential priorities and efforts that have the greatest potential to positively impact neighborhoods. These findings are highlighted in the neighborhood briefs section. The findings were also discussed with city departments to identify potential coordination opportunities and possible neighborhood projects.

NEIGHBORHOOD BRIEFS

The neighborhood-specific briefs on the following pages describe neighborhood conditions and resident perceptions. Data from the US Census Bureau American Community Survey describes people and families, income and education, and neighborhood stability indicators. This data was used as a foundation to spur resident discussion and to capture varying resident perceptions at the data walk and during focus group discussions. Resident perceptions are called out as assets, opportunities, and challenges.

While there is work to be done to engage residents and develop implementation systems, neighborhood residents and city officials can benefit from what emerged during the Neighborhoods Phase planning process. In addition to neighborhood-specific information contained in each brief, the following common conditions were identified by residents or through data analysis:

1. There are uneven levels of resident leadership and neighborhood engagement from neighborhood to neighborhood.
2. Neighborhood leadership capacity and resident engagement correlate with whether a neighborhood has a clear identity and there are one or more perceived issues about which neighborhood residents agree. Existing and potential foundation activities are found in the neighborhood briefs.
3. Most city projects and planning efforts develop separate and often costly outreach and education efforts in an attempt to engage residents.
4. New growth causes uncertainty for residents of established neighborhoods, who have expressed fear of becoming isolated or detached from City attention and frustration over disinvestment in their neighborhood.
5. There are uneven levels of home and infrastructure maintenance, including in neighborhoods with active homeowner associations. Lower levels of home maintenance are often clustered on blocks.
6. Parks are central to residents' connections with their neighbors and their neighborhoods.
7. Trees and landscaping, along with parks, are important to neighborhood residents.
8. Long-time neighborhood residents feel disconnected as new people move into the neighborhood.
9. Multi-family properties, businesses, and places of worship are underutilized neighborhood assets that are integral to neighborhood planning efforts.
10. Residents are concerned about pedestrian and bicycle safety.

11. Alleys are an important part of the infrastructure in Goodyear’s oldest neighborhoods, yet their status as unimproved shared space makes them beacons for neglect and potential encampments for people experiencing homelessness.
12. Schools are important assets in neighborhoods and are actively engaged with families with children. Their status as an asset and engagement center makes them important partners in neighborhood leadership and capacity development.
13. A framework for resident engagement, and neighborhood decision-making and investments is necessary to promote and maintain healthy neighborhoods.



CANADA VILLAGE

Neighborhood Conditions Data (from the US Census Bureau 2020 American Community Survey)

People & Families

- 15% include a retired person
- 94% include a person with a disability
- 63% identify as Hispanic or Latino
- 29% identify as a race other than white

Income & Education

- \$25,000 Median Household Income
- 82% High School Diploma/GED or less
- 100% employed in non-management occupations

Stability Indicators

- 66% are homeowners
- 55% of residents moved in before 2010
- 20% of housing units are in good exterior condition
- Only 4.9% of households were impacted by property crime in the past year

Neighborhood Resident Perceptions

Assets & Opportunities

These resident-perceived assets and opportunities are important to preserve and central to building a vision for the future.

- Long-time residents.
- Neighborhood park.
- Neighbors are connected, particularly the northwest corner of the neighborhood.
- Many long-time owners and renters.
- Rich history initiated by the gifting of homes by Goodyear Farms to 17 residents.
- Goodyear annexation and infrastructure.

Challenges

These resident-perceived issues are important to address in a way that reinforces identified assets and improves quality of life for existing and future residents.

- Both owner and renter-occupied housing units in disrepair.
- Aging residents need help with home maintenance and repairs.
- Park used after hours for questionable activity.
- Safe place needed for children to ride their bikes.
- Trees and landscaping are non-existent, aging or not maintained.
- Hazardous properties are not safe and need to be fenced.
- Internet and broadband quality are extremely poor.
- Multiple condemned or should be condemned properties.
- The site of the old septic field (city-owned property) floods and has no landscaping to contain.
- A culvert across the entrance to the community would help with access during wet weather.
- Streets have not been maintained.
- No sidewalks through neighborhood or around park, especially for the safety of children.
- Sidewalk outside community to Loop 303 freeway.

COTTONFLOWER

Neighborhood Conditions Data (from the US Census Bureau 2020 American Community Survey)

People & Families

- 23% include a retired person
- 30% include a person with a disability
- 40% identify as Hispanic or Latino
- 29% identify as a race other than white
- 30% are age 18 or younger
- 10% are age 65 or older

Income & Education

- \$71,811 Median Household Income
- 30% High School Diploma/GED or less
- 76% employed in non-management occupations

Stability Indicators

- 64% of residents are homeowners
- 37% of residents moved in before 2010
- 92% of housing units are in good exterior condition
- 43% of children live in two-parent households
- Only 1.6% of households were impacted by property crime in the past year

Neighborhood Resident Perceptions

Assets & Opportunities

These resident-perceived assets and opportunities are important to preserve and central to building a vision for the future.

- People feel they are connected with their neighbors.
- Quick police department response.
- Many renters are long-time residents.

Challenges

These resident-perceived issues are important to address in a way that reinforces identified assets and improves quality of life for existing and future residents.

- After-hours park use.
- No parking near common mailboxes.
- No community pool.
- Inoperable vehicles left in driveways.
- Yuma road widening.
- The Loop 303 freeway, including on and off ramps.
- Overnight street parking.
- Door-to-door solicitors.
- Nosy neighbors.
- Many long-time renters are having to move because of extreme rent increases.
- Bike lanes are not used; people ride their bikes on the sidewalks.
- Streetside landscaping maintenance is responsibility of property owners.

HISTORIC GOODYEAR

Neighborhood Conditions Data (from the US Census Bureau 2020 American Community Survey)

People & Families

- 23% include a retired person
- 34% include a person with a disability
- 63% identify as Hispanic or Latino
- 24% identify as a race other than white
- 25% are age 18 or younger
- 14% are age 65 or older

Income & Education

- \$51,104 Median Household Income
- 39% High School Diploma/GED or less
- 81% employed in non-management occupations

Stability Indicators

- 43% are homeowners
- 36% of residents moved in before 2010
- 58% of housing units are in good exterior condition
- 49% of children live in two-parent households
- Only 3.8% of households were impacted by property crime in the past year

Neighborhood Resident Perceptions

Assets & Opportunities

These resident-perceived assets and opportunities are important to preserve and central to building a vision for the future.

- Alley beautification with murals.
- Unique character of homes.
- Neighbors know their neighbors.
- Expanded or new community center that has space or designated times for neighborhood resident use.
- Park Shadows inclusion – it is a large part of the neighborhood.
- Landscape improvements adjacent to major arterials that front neighborhood homes and collectors.
- Dog run at Loma Linda Park.
- Improved playground equipment.
- Historic neighborhood photos at the community center.

Challenges

These resident-perceived issues are important to address in a way that reinforces identified assets and improves quality of life for existing and future residents.

- Resident responsibility for alley maintenance, but police won't remove people who are living in the alleys.
- Some residents need physical or financial help with maintaining their homes and landscaping. This is particularly true given the large proportion of seniors and people with disabilities.
- Speeding traffic, particularly on Litchfield that needs repaving
- Speeding on Los Olivas Drive and E La Posada that has not been addressed by police or streets despite repeated resident requests.
- Buffering of new and expanding industrial uses.
- Residents are concerned that yards won't be returned to their original state after water line improvements are completed.

NORTH SUBDIVISIONS		
Neighborhood Conditions Data (from the US Census Bureau 2020 American Community Survey)		
People & Families	Income & Education	Stability Indicators
• 19% include a retired person • 25% include a person with a disability • 59% identify as Hispanic or Latino • 38% identify as a race other than white • 18% are age 18 or younger • 11% are age 65 or older	• \$49,081 Median Household Income • 26% High School Diploma/GED or less • 89% employed in non-management occupations	• 45% are homeowners • 29% of residents moved in before 2010 • 74% of housing units are in good exterior condition • 79% of children live in two-parent households • Only 7.8% of households were impacted by property crime in the past year
Neighborhood Resident Perceptions		
Assets & Opportunities	Challenges	
<i>These resident-perceived assets and opportunities are important to preserve and central to building a vision for the future.</i> • Dog park or run at Parque de Paz. • Gates on alleyways.	<i>These resident-perceived issues are important to address in a way that reinforces identified assets and improves quality of life for existing and future residents.</i> • No challenges were raised during the planning process.	

WILDFLOWER RANCH

Neighborhood Conditions Data (from the US Census Bureau 2020 American Community Survey)

People & Families

- 12% include a retired person
- 23% include a person with a disability
- 49% identify as Hispanic or Latino
- 33% identify as a race other than white
- 39% are age 18 or younger
- 8% are age 65 or older

Income & Education

- \$73,298 Median Household Income
- 23% High School Diploma/GED or less
- 77% employed in non-management positions

Stability Indicators

- 57% are homeowners
- 39% moved in before 2010
- 87% of housing units are in good exterior condition
- 35% of children live in two-parent households
- Only 2% of households were impacted by property crime in the past year

Neighborhood Resident Perceptions

Assets & Opportunities

These resident-perceived assets and opportunities are important to preserve and central to building a vision for the future.

- Parks.
- Neighborhood connectivity and navigation and opportunities for increasing connectivity.
- Wildflower Academy.
- Goodyear Recreation Campus connectivity and opportunities for increasing.
- Landscaping.
- Gathering and meeting areas.
- Spaces for block parties and community events.
- Varying house colors and landscaping plants.

Challenges

These resident-perceived issues are important to address in a way that reinforces identified assets and improves quality of life for existing and future residents.

- Rental property owners not maintaining their homes.
- Inadequate street and park lighting.
- Trash and dog poop in walkways and landscaping.
- Street parking (primarily on Shooting Star, Morning Glory, and 159th).
- Damaged fencing.
- No community events.
- Streets are cracking and developing dips.
- Dead grass in the parks.
- Inadequately wide or non-existent sidewalks.
- Drip irrigation where plants have been removed.
- Transient energy and not enough young families.
- Non-responsive Homeowner Association.
- Over-crowded housing with multiple families.
- Litter everywhere.
- Dog poop on sidewalks and in parks.
- No safe path to school (Wildflower Academy).

EXISTING GOODYEAR NEIGHBORHOOD ENGAGEMENT EFFORTS AND PROGRAMS

The Neighborhood Services Division employs three full-time staff and one manager with additional responsibilities. Continuing staff efforts to preserve and promote social and cultural cohesion and build capacity to collaborate are critical to the success of this Plan. Goodyear's Neighborhood Services staff focus their efforts on citizen and organization engagement, and implementation of the City's Community Development Block Grant (CDBG) and Community Funding programs. To build capacity for constructive community engagement and promote social and cultural cohesion, staff utilize three methods:

1. Outreach.
2. Education.
3. Connection.

Resident engagement is at the heart of the Neighborhoods Phase and multiple programs are implemented to encourage broad engagement. Resident engagement efforts most relevant to the Neighborhoods Phase include Good Neighbor Day, Homeowners Association Education, and the Leadership Enrichment and Development (LEAD) program.

Good Neighbor Day

Every year, September 28 marks National Good Neighbor Day. National Good Neighbor Day inspires people to become good neighbors and challenges them to make communities stronger starting on their own street. Over the past few years, Goodyear Neighborhood Services has partnered with residents, businesses and the faith community to find unique ways of celebrating Good Neighbor Day.

Goodyear's Good Neighbor Day began as a social media campaign and grew to include a call-to-action for the faith community to conduct a day of service in partnership with the neighborhood in which they are geographically located. In 2022, the City launched "Good Neighbor Bags," providing residents with a tool and tips to break the ice with neighbors. Nominated residents are celebrated for their neighborliness through an annual Good Neighbor Day Contest.

Homeowners Association Education

Supporting sustainable Homeowners Associations is critical to healthy neighborhoods and the overall appearance of Goodyear. Homeowners Association Education focuses on the nuts and bolts of successful HOAs for Board members. Topics include Covenants, Conditions and Restrictions, Bylaws and other rules, goal setting, Board member roles and responsibilities, HOA meeting requirements, working with vendors and management companies, and effectively

interacting with members. The City also hosts an annual HOA Board Member Appreciation event to further support the work of Board members.

Beginning in 2023, Neighborhood Services will host an HOA Board Member Roundtable. The roundtable will provide an opportunity for Board members to meet one another and learn about successful HOA and neighborhood leadership practices.

Live In-Person

Live In-Person classes provide educational and life enrichment content while creating personal connections that combat social isolation. Classes are interactive, hands-on and participative experiences designed to engage residents with topics identified in the Human Services phase, such as financial literacy, workplace preparedness, and family support services.

Leadership Enrichment and Development (LEAD) Program

The Leadership Enrichment and Development (LEAD) program provides an opportunity for civically-minded residents to prepare for non-elected or elected leadership roles, foster community-based problem solving, and support neighborhood self-reliance through civic engagement. The 12-week program develops individuals to be more effective in their civic life, work with other community groups, and in community building and engagement efforts by:

1. Cultivating a deeper appreciation of local government by providing in-depth information about how local government works,
2. Developing skills to strengthen participants' leadership capability and inform individual interest, and
3. Building relationships with other emerging community leaders.

Topics on the Move (TOM) Van

Goodyear's Topics on the Move (TOM) van aims to engage residents, gather feedback and ignite conversations by bringing city representatives out to locations at times that are convenient to the community. Residents have the opportunity to weigh in on how they prefer to receive city information, find out more about projects that will impact their neighborhood and the broader community, and learn how they can engage constructively with the City.

Good Neighbor Alerts and Neighborhood-Specific News

Every month, Neighborhood Services publishes a newsletter of upcoming free events and important dates. The monthly newsletter provides important information about city services

and opportunities for civic engagement. The Good Neighbor Alert currently has 2,500 subscribers and provides timely news and events for Goodyear residents.

GoodyearCares

The Neighborhood Services Division provides both information and referral services and case management to residents in need. Links to available resources and services are provided on the website and residents can call the GoodyearCares Navigator for guidance while accessing those services.



OTHER CITIES' SUCCESSFUL NEIGHBORHOOD PROGRAMS

Successful neighborhood programs most often couple capacity building with financial investments in resident-led activities, in addition to the core municipal services provided to maintain or improve neighborhood health. The nature and structure of neighborhood programs evolves over time as community and neighborhood capacity grows and social and economic forces demand different structured approaches. The following neighborhood services structures introduce a range of possibilities.

The City of Surprise, Arizona initiated the Neighborhood Grant Program in 2015 to foster a unique partnership between the City and its neighborhoods. Through an application process, qualifying neighborhoods may submit applications for projects in four categories. Any neighborhood can apply as long as at least five neighbors sign the application and it includes the approval of the Homeowners Association Board, if there is an HOA. Up to \$10,000 is annually distributed to neighborhoods for:

- Neighborhood Events, such as a concert in the park, food truck event, or movie night.

- Neighborhood Organizing or Development activities, services or materials that generate new neighborhood connections and activities, grow an organization or educate neighborhood leadership and promote involvement.
- Neighborhood Preservation materials, programs or services that sustain or improve the health, public safety, and welfare of the neighborhood. Neighborhood preservation includes such things as crime watch, playgrounds, common areas, park amenities, community gardens, neighborhood markers, identity signs, trash cans, and benches. It also includes activities that otherwise contribute positively to the neighborhood's aesthetic quality, such as community property maintenance programs or beautification programs.
- Neighborhood Cultural, Social, and Recreational Initiatives such as materials, programs or services that promote diversity, family literacy, neighborhood access to technology, after school enrichment programs, youth athletic leagues, career preparation, services for the needy, disabled, or elderly and cultural activities such as music, dance, or art programs at the neighborhood level.

The Asheville, North Carolina Neighborhood Services Division exists to build strong, sustainable neighborhoods by building neighborhood capacity and increasing civic participation, empowering neighborhoods to self-determine improvement projects, and creating and strengthening partnerships between the City, residents and community groups. The divisions activities include neighborhood support, planning and funding.

1. The Neighborhood Registration process formally recognizes organized groups in order to create a network of neighborhoods to facilitate communication between the City and ensure a productive flow of information and resources between residents, neighborhoods and city government. Registered neighborhoods can include neighborhood associations, homeowners' associations, neighborhood coalitions, and tenant resident organizations.
2. Neighborhoods that have completed or are in the process of registering with the City can apply for the Neighborhood Matching Grants Program to fund various improvement projects. The program provides a dollar-for-dollar matching grant of up to \$5,000 for projects that are planned, organized and implemented by community members. Match may be provided in the form of cash, volunteer hours, or in-kind donation of goods or services. Common activities are landscaping, murals, community art, cultural festivals, traffic calming, public safety, marketing and branding, and organizational development.
3. Neighborhood Plans on a Page capture the vision for neighborhoods as organized by neighborhood residents. The plans describe the characteristics and location of the neighborhood and its boundaries, provide a brief neighborhood history, capture residents' goals for what the neighborhood will become over 10 to 20 years, identify

neighborhood strengths and challenges, and clarify actions that residents can take to move towards their vision, both independently and with the support of the City.

The City of Edmonton, Alberta Canada initiated the Abundant Community Edmonton program in the belief that more neighborliness on every block in the city would contribute to a culture of care and connection, increase residents' sense of belonging and inclusion, and ultimately lead to a more livable city. The City's framework for neighborhood engagement and organization facilitates community building at the block level through resident "Block Connectors".

Block Connectors connect with the neighbors and are the hub of activity and connectedness among approximately twenty neighboring households. Block Connectors have three primary roles - Point Person, Party Person and Listener.

1. As the Point Person, the Block Connector is the "go-to" person for the block, keeping neighbors updated about block and neighborhood life. A point person might put together a block contact list to help neighbors get connected.
2. As the Party Person, the Block Connector initiates social gatherings such as BBQs and block parties once or twice a year.
3. As the Listener, the Block Connector makes an effort to hear from every neighbor about their ideas for the neighborhood, and pastimes, skills and gifts they might enjoy sharing with or doing with their neighbors.

The City provides each Block Connector with a "Connector Card" used to facilitate listening conversations and create a neighborhood asset inventory. The neighborhood asset inventory is then used to help build community and a sense of belonging.

A neighborhood-level example can be found closer to home, in the Verrado community in the city of Buckeye, Arizona. Coordinated by the Homeowners Association (HOA), each neighborhood is represented by one or more resident leaders who are committed to facilitating neighbor-to-neighbor connections. Specifically, leaders are charged with:

1. Welcoming new neighbors with a welcome gift and important information, ensuring a smooth transition into the community.
2. Connecting the neighborhood and building neighborhood camaraderie by encouraging involvement in community events and philanthropic efforts.
3. As an Ambassador for the HOA, these leaders get empowered with the latest information, have unique access to community partners, and participate in behind-the-scenes tours.

Winston-Salem, North Carolina developed the Collaborative Outreach, Revitalization and Engagement (CORE) program initiatives to encourage resident-led action. It is designed to create collaborative partnerships between the City, stakeholders and neighborhoods, foster

cooperation and consensus within neighborhoods, provide a forum for advocacy by neighborhood associations, share information, provide neighborhood development and training, and strengthen and coordinate city departments' responses to neighborhood concerns and service requests. The CORE program includes four primary efforts:

- Communities United for Revitalization and Engagement (C.U.R.E.) is a registered nonprofit alliance of city-supported neighborhood association representatives and community stakeholders. The group, while convened by the City, has adopted by-laws and is led by a Board of Directors. Their goal is to unite neighborhood groups to impact quality of life and improve the community as a whole through collaborative planning, revitalization, preservation efforts, engagement, and policy advocacy. The group meets monthly.
- Each month a team of representatives from community development, recreation and parks, human relations, fire department and non-uniformed police department staff go door-to-door engaging with city residents. This initiative is called Front Door Friday.
- The neighborhood academy is a series of monthly virtual sessions presented by numerous city departments. The neighborhood services division shares information about what the division does to help assist neighborhood associations, and discusses how neighborhood associations can get involved with various programs like Keep Winston-Salem Beautiful cleanup events and Neighborhood Watch. The recreation and parks department discusses amenities and programs that are available across the city and how neighborhood associations can get involved and use recreation centers. And the police department discusses how residents can help to keep their neighborhoods safe through Neighborhood Watch.
- The Community Toolkit is an online guide to the nuts and bolts of running a neighborhood association and planning neighborhood events. It includes tools to promote interest and participation, conduct a neighborhood assessment, set goals, generate and manage financial resources, and evaluate and celebrate neighborhood programs and initiatives. City staff also provide assistance to neighborhood organizations as they move through this process.

The Seattle, Washington Department of Neighborhoods focuses on historic preservation, Neighborhood Matching Fund, outreach and engagement, major institutions and schools, community grants, leadership development, and city commissions.

- The neighborhood matching fund was created in 1988 to provide matching dollars for neighborhood improvement, organizing, or projects developed and implemented by community members. The fund is open to neighborhood and community organizations, informal groups and business groups. Awardees must provide match through volunteer time, donated materials, donated professional services, or cash. In addition to match,

projects must involve community members in creating and completing the project, create community improvements, and be free and open to all members of the public.

- The outreach and engagement division seeks to increase meaningful and authentic civic participation through community engagement and early community outreach for design review. Engagement coordinators connect community groups, facilitate neighborhood problem-solving, and share information about city resources. They also assist developers to develop early outreach plans to establish a dialogue with neighboring residents early in the development process, with the goals of the developer better understanding local context, and learning about community interests and concerns related to the project.
- The People’s Academy for Community Engagement (PACE) program moves beyond leadership development programs that prepare residents for civic engagement by also building skills. Skill building focuses on topics such as relationship building, community organizing, media communications, conflict management, meeting facilitation, and public speaking.

The Minneapolis, Minnesota neighborhood programs were created in 1991 and the structure of their services and funding reflects this long history. The Neighborhood and Community Relations Department connects residents to the City and provides paths for resident involvement in decision-making.

The Department provides information about service opportunities on boards and commissions, operates an academy to teach residents about the operations and functions of city government, partners with a nonprofit organization that promote and encourage the participation of residents of color, and provides training and written materials for city boards and commissions. The Department also holds monthly virtual neighborhood meetings that cover both city programs and a range of social services, education and other programs and resources available in the community.

To be officially recognized as a Minneapolis neighborhood organization, the organization must have 501c3 status and meet numerous legal and policy requirements. The City matches neighborhoods with legal assistance to organize to city standards and there are currently 70 recognized neighborhood organizations. The City provides \$1 million to \$3 million annually for neighborhood funding in multiple categories that include ongoing operating support ranging from \$10,000 to \$20,000 per organization, neighborhood planning and engagement, and neighborhood revitalization activities. Common activities focused on voter registration, community meetings, housing improvements, litter cleanup, ice cream socials, community gardens, youth and senior programs, and classes that promote mental and physical well-being.

PUTTING THE PRINCIPLES OF ABCD INTO ACTION

Asset-Based Community Development was pioneered by John McKnight and Jody Kretzmann, founders of the ABCD Institute at Northwestern University. The information and many of the tools summarized in this plan are drawn from the work of these pioneers and the ABCD institute and toolkit developed by faculty at DePaul University.

The goal of Asset-Based Community Development is to identify and unlock the assets in a neighborhood to have greater impact and results. This is done by:

- Focusing on the gifts and talents of neighborhood residents (individuals);
- Developing the capacity of residents to codesign and coproduce neighborhood well-being.
- Supporting the creation of connections and partnerships that build healthier and stronger neighborhoods; and
- Creating opportunities for residents to be actively involved.

The Action Plan for the Neighborhoods Phase incorporates the shift from short-term remedies to long-term thinking and actions that address the root causes of crisis and instability by focusing on resident engagement as a sustainable solution that reduces the likelihood of unmanageable crisis or instability and resident dependence on services to meet basic needs.

Asset-Based Community Development

Goal

Residents are actively involved in their neighborhood.

Beliefs/Truths

1. Everyone has gifts.
2. Everyone has something to contribute.
3. Everyone cares about something and that care is his or her motivation to act.

Neighborhood Resident Roles

- *Recipient* of services when needed.
- *Expert advisor* on institutional actions.
- *Designer and producer* of neighborhood well-being.

Thriving Neighborhoods

Strong, safe and healthy neighborhoods and communities are built on the gifts and assets (strengths and capacities) of residents and organizations that call the neighborhood and community home.

Most Important Question to Answer

“What can we do with what we already have to get (more of) what we need?”

NEIGHBORHOODS STRATEGIC PLAN

Engaging residents in neighborhoods requires a holistic platform of solutions and supports for neighborhood residents and the city departments that wish to engage neighborhood residents. It requires the city continue to proactively respond to residents expressing or requesting assistance with specific concerns, and:

Neighborhood and resident engagement move at the speed of trust.

1. Meeting neighborhood residents where they are and actively engaging them in their own success.
2. Adopting a culture of creativity and innovation as a central part of resident engagement.
3. Aligning city department engagement efforts around a common framework and principles using the technical expertise and established relationships and networks supported by Neighborhood Services staff.
4. Appropriate staffing and capacity building that recognizes the role of residents as both advisors and co-designers/co-producers of healthy, thriving neighborhoods.
5. Supporting plan implementation through building both internal capacity and resident capacity.

Resident engagement takes time and patience. The exact path a neighborhood will take is determined by resident-identified assets and challenges and the commitment of individuals. While the path is unpredictable, it can be intentionally nurtured to increase the likelihood that leadership capacity will be there when it is most needed. While this strategic plan was developed with a focus on five Goodyear neighborhoods, the resulting goals, objectives, and actions are relevant to all Goodyear residents and neighborhoods.

When engaging residents in co-producing thriving neighborhoods it is important for the City to simultaneously step in and step back. The City must step in with tools and resources to support residents while stepping back to provide the time necessary for residents to gain leadership skills and initiate the activities that are most important to them. It means providing opportunities for residents to engage both with the City and with each other in ways that support thriving neighborhoods.

As cultivators of care and curators of context, the City must ask if an intervention will enhance or inhibit the natural association of residents.

Creating an accountable and participatory delivery system is critical to the success of this Plan. Trust, connectedness, and goodwill are intangible yet critical precursors to a thriving

community that are difficult to measure. Likewise, the unpredictable path of resident-led neighborhood initiatives that emerge through engagement and capacity building processes may not lend themselves to traditional deadline and output-driven performance measurements. Neighborhood Services can however monitor and measure City-provided leadership, engagement, and capacity-building opportunities, and the number and type of resident-initiated activities that result from those opportunities.

Neighborhood Services will also seek input from other city departments that utilize their resident engagement expertise, and from participants in City-provided opportunities. This input will allow for continuous refinement of processes, programs, and technical assistance.

STEPPING IN WHILE STEPPING BACK	
Step in... • And provide opportunities for residents to gain leadership and organizing skills. • And make and maintain connections with institutions and organizations that provide unique services that residents cannot themselves provide. • And financially support the work of neighborhood residents (volunteers).	Step back... • And work to identify and remove institutional barriers that prevent residents from taking on activities that do not require institutional or government resources. • And know that change is slow and resident engagement will take patience and trust.

City-provided opportunities must recognize the trajectory that a neighborhood and its residents may follow as they work towards a building and sustaining a thriving neighborhood.

- **Engage at the block level.** Encourage and provide assistance with block parties (potentially using pop-up block parties with the TOM Van) to identify emerging leaders and foster neighbor-to-neighbor relationships. Assist blocks that actively step forward and/or target strategic areas the City is trying to reach. After a full year of participation, consider block-level improvement grants to build momentum and expand participation.
- **Connect leaders.** Organize events that bring neighborhood leaders together. Consider supporting resident leaders to organize an annual neighborhood improvement summit or event that brings together representatives of more organized and less organized neighborhoods to learn from each other, build relationships with staff from key city departments, and learn about and inform city operations. Maintain momentum through quarterly workshops on topics of interest to existing and potential neighborhood leaders.

- **Facilitate capacity development.** Provide one-on-one mentoring assistance to emerging neighborhood leaders while facilitating the implementation of identified neighborhood improvement efforts.
- **Support alliances in traditional neighborhoods.** Provide technical assistance, such as meeting space, print materials, and email blasts to alliances in neighborhoods with no Homeowners Association.
- **Reinforce positive neighborhood image.** Where there is interest and capacity, offer technical assistance to reinforce positive neighborhood image (e.g., kid friendly, outdoor activities, gathering space activities, public art, etc.) as the neighborhoods mature in their visioning and planning process.

Action Plan

The Neighborhoods Phase Action Plan focuses on expanding and supporting resident engagement, building neighborhood capacity, and the delivery system. It recognizes that resident engagement takes time and patience, and the path a neighborhood will take is unpredictable. It includes three goals and associated objectives and actions focused on:

1. Resident engagement and leadership development;
2. Supporting thriving neighborhoods; and
3. The delivery system.

Many of the Neighborhoods Phase actions tie into the longer-term objectives and actions identified in the Human Services action plan, including:

1. Assessing the costs and benefits of creating one or more one-stop access sites that serve as community hubs or focal points that provide opportunities for neighborhood connection, community building, and programs and services that increase resident resiliency, and comparing these costs and benefits to the costs and benefits of providing mobile services.
2. Issuing a call for pilot programs that incorporate participant-driven services and show promise for future creativity and innovation within the context of locally-defined outcomes and evaluation.
3. Creating a human services commission.
4. Increasing engagement with economic mobility coaches.
5. Increasing access to alternative service-delivery methods to reduce reliance on transportation solutions.
6. Increasing the number of low-income Goodyear residents participating in business formation, higher education, and employment skills and job seeking programs.

RESIDENT ENGAGEMENT				
Goal: Residents are viewed as trusted advisors, co-designers and co-producers of a thriving Goodyear.				
Objective 1: Increase the number of residents effectively, collectively, and positively advocating for their neighborhoods and their community.		FY24	FY25-26	FY 27-31
	Develop and implement programs designed to identify and nurture emerging resident leaders.	√		
	Coordinate guest speakers from within city government to generate resident understanding of city processes and functions.		√	
	Develop and implement programs and/or events that connect neighborhood leaders to each other and to community organizations.			√
Objective 2: Increase the number of residents committing the time necessary to build effective connections and neighborhood networks.		FY24	FY25-26	FY 27-31
	Provide supplies and marketing materials to help non-HOA neighborhood residents organize events and activities that further resident engagement, such as alley and neighborhood clean-ups, pop-up block parties, and other block or neighborhood-based activities.	√		
	Expand efforts to educate community and faith organization leaders on the principles of ABCD.	√		
	Connect neighborhood leaders with community and faith organizations that have the potential to play a supporting role in resident-lead efforts.		√	
	Connect neighborhood leaders and potential neighborhood leaders through routine workshops focused on topics of interest that support engagement.			√
	Partner with schools to identify ways to creatively incorporate civic and neighborhood engagement activities into the curriculum.			√

NEIGHBORHOOD CAPACITY				
Goal: Residents work together to create and sustain healthy neighborhoods.				
Objective 1: Increase the number of Goodyear neighborhoods conducting asset inventories and actively implementing engagement and other neighborhood activities.		FY24	FY25-26	FY 27-31
	Support resident leadership in engaging residents and developing asset-based neighborhood plans.	√		
	Support the creation of neighborhood leadership teams by teaching communication methods focused on identifying the assets of individuals, including homeowners, renters, and neighborhood-based businesses and institutions.		√	
	Support resident leadership teams to connect residents and guide activities towards a common vision.			√
Objective 2: Recognize Goodyear neighborhoods as positive contributors to a thriving community.		FY24	FY25-26	FY 27-31
	Assist neighborhood residents to collectively define a positive neighborhood image.		√	
	Provide technical assistance to neighborhoods to reinforce their positive neighborhood image.			√
Objective 3: Invest human and financial resources in neighborhood-lead activities.		FY24	FY25-26	FY 27-31
	Develop and implement programs to support the work of neighborhood groups in developing neighborhood-level plans focused on resident-lead initiatives, neighborhood branding, and identification of projects that may require City support.	√		
	Fund projects at the block level for groups of neighbors who demonstrate motivation, including small beautification projects, neighborhood branding and marketing, and other activities that support the realization of resident's long-term goals identified through a formal planning process.		√	

DELIVERY SYSTEM				
Goal: Goodyear’s Community and Neighborhood Services Delivery System is accountable and participatory. It provides a safety-net in times of crisis, supports stability for residents on the cusp of crisis, and provides opportunities for resident engagement, self-determination, and prosperity.				
Objective 1: Identify and remove institutional barriers that prevent residents from taking on activities that do not require government or institutional intervention.		FY24	FY25-26	FY 27-31
	Facilitate interested neighborhood residents to define neighborhood assets and boundaries, including both residential and non-residential uses.	√		
	Analyze and create maps of alleys and other rights of ways to identify roles and responsibilities for maintenance and improvements by the City, HOAs, and property owners.	√		
	Expand relationships with multi-family property managers.	√		
	Work with property managers and tenants to engage resident organizations in broader neighborhood engagement and planning efforts, mapping assets and opportunities.		√	
Objective 2: Increase the use of Neighborhood Services resident engagement tools by city departments.		FY24	FY25-26	FY 27-31
	Create a common language for city department communication with residents that focuses on the purpose of the communication and differentiates education, outreach, and engagement.	√		
	Provide resident engagement technical assistance to city departments upon request.	√		
	Develop a schedule of regular meetings with city departments to generate awareness of neighborhood perceptions and priorities.	√		
	Incorporate neighborhood asset maps into education and outreach plans for city projects and planning efforts.		√	
	Link neighborhood residents to infrastructure planning and decision-making processes, building on methods used to engage residents in planning for CDBG-funded activities.			√

ITEM #: 4.
DATE: 05/08/2023
AI #:1435



CITY COUNCIL ACTION REPORT

SUBJECT: APPROVAL OF PARTIAL TERMINATION AND RELEASE OF EASEMENT

STAFF PRESENTER(S): Kevin Spicer, Real Estate Services Specialist

SUMMARY

Partial Termination And Release Of A Portion Of An Existing Perpetual Drainage Easement No Longer Needed By The City As Alternative Drainage Facilities Are Being Provided.

STRATEGIC PLAN ALIGNMENT



Fiscal Resource
Management



Economic
Vitality

RECOMMENDATION

Approve the Partial Termination and Release of Easement, terminating and releasing a portion of an existing drainage easement no longer needed and authorize its execution and recordation with the Maricopa County Recorder. (Kevin Spicer, Real Estate Services Specialist)

FISCAL IMPACT

There will be no direct fiscal impact to the city in the fiscal year 2024 or future years related to the release of a portion of the drainage easement. However, the release of a portion of the drainage easement will allow for the development of the property upon which the easement is located. The development of the property will generate revenues from construction sales taxes and eventually property taxes.

BACKGROUND AND PREVIOUS ACTIONS

On May 5, 2005 the City accepted an exclusive and perpetual drainage easement from SunCor Development Company (the Drainage Easement). The Drainage Easement was provided to accept drainage flows from the north that drained into a channel along Camelback Road.

STAFF ANALYSIS

Flows from the north into the section of the Drainage Easement described in the Partial Termination and Release of Easement (the "Termination Area") have been reduced following the construction of SR303L. Staff has advised that the Drainage Easement over the Termination Area is no longer needed because of the reduced flows from the north and because the site is being developed to provide for on-site retention. Accordingly, staff is recommending the termination and release of the Drainage Easement over the Termination Area.

Attachments

Easement Termination

When Recorded Mail to:

City of Goodyear
City Clerk / KGR
1900 N. Civic Square
Goodyear, Arizona 85395
QS-26A

EXEMPT UNDER A.R.S. § 11-1134(A)(2)

PARTIAL TERMINATION AND RELEASE OF EASEMENT

THIS PARTIAL TERMINATION AND RELEASE OF EASEMENT (the “Release”) is executed this ____ day of _____, 2023 by the CITY OF GOODYEAR, an Arizona municipal corporation (the “City”).

RECITALS

A. The City is the beneficiary of an exclusive and perpetual drainage easement dedicated to the City by that certain document titled Easement recorded in the official records of Maricopa County on May 5, 2005, as Instrument Number 2005-0591745 (the “Existing Drainage Easement”).

B. The City has been asked to terminate the section of the Existing Drainage Easement located over the property legally described and depicted on Exhibit “A” attached hereto.

C. The property over which the Existing Drainage Easement is located is being developed and alternative drainage facilities are being provided.

D. WHEREAS, Pursuant to A.R.S. § 9-402, the City Council of the City of Goodyear is vested with the power to dispose of easements owned by the City that are no longer needed; and

E. WHEREAS, the City has determined that a portion of the Existing Drainage Easement described in Exhibit “B” attached hereto and by reference made a part hereof, is no longer needed.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the City hereby releases and terminates any and all of its right’s, title, interests and benefits in and to the Easement recorded in the official records of the Maricopa County on May 5, 2005 as Instrument Number 2005-0591745 over the property legally described and depicted on Exhibit “B” attached hereto and incorporated herein by this reference (the “Easement Termination Area”). The Existing Drainage Easements in full force

and effect as to all property described therein except for that portion of the property described in the Exhibit B (i.e. the Easement Termination Area).

This Partial Termination and Release of Easment is not intended to, nor does it, release any interest the City may have in the property described in Exhibit A, attached hereto and incorporated herein by this reference, including any interest the City may have in the Easement Termination Area, that arises by virtue of any other dedication or conveyance instrument recorded in the Official Records of the Maricopa County Recorder other than the portion of the Existing Drainage Easement being released and terminated herein.

Dated this ____ day of _____ 2023.

CITY OF GOODYEAR

By: _____
Joe Pizzillo

Its: _____ Mayor

State of Arizona)
)ss.
County of Maricopa)

On this day, personally appeared before me Joe Pizzillo, as Mayor of the CITY OF GOODYEAR, an Arizona municipal corporation, on behalf of said corporation.

Notary Public

Attest:

Darcie McCracken, City Clerk

Approved as to Form:

Roric Massey, City Attorney

Exhibits on Following Pages

EXHIBIT "A"
LEGAL DESCRIPTION
Owner Property

PARCEL 1:

ALL THAT CERTAIN LOT, TRACT, OR PARCEL OF LAND, SITUATED IN A PORTION OF SECTION 19 AND 20, TOWNSHIP 2 NORTH, RANGE 1 WEST OF THE GILA AND SALT RIVER BASE AND MERIDIAN, MARICOPA COUNTY, ARIZONA, AND BEING MORE COMPLETELY DESCRIBED AS FOLLOWS, TO-WIT:

COMMENCING AT THE NORTHWEST CORNER OF SAID SECTION 19, FROM WHICH THE NORTH QUARTER CORNER OF SAID SECTION 19 BEARS NORTH 89 DEGREES 58 MINUTES 24 SECONDS EAST (BASIS OF BEARINGS) - 2596.67 FEET;

THENCE NORTH 89 DEGREES 58 MINUTES 24 SECONDS EAST ALONG THE NORTH LINE OF THE NORTHWEST QUARTER OF SAID SECTION 19, A DISTANCE OF 65.00 FEET;

THENCE SOUTH 00 DEGREES 12 MINUTES 43 SECONDS WEST DEPARTING SAID NORTH LINE AND BEING 65.00 FEET EAST OF AND PARALLEL WITH THE WEST LINE OF THE NORTHWEST CORNER OF SAID SECTION 19, A DISTANCE OF 40.00 FEET TO THE TRUE POINT OF BEGINNING;

THENCE SOUTH 89 DEGREES 58 MINUTES 24 SECONDS EAST BEING 40.00 FEET SOUTH OF AND PARALLEL WITH THE NORTH LINE OF THE NORTHWEST QUARTER OF SAID SECTION 19, A DISTANCE OF 2531.44 FEET;

THENCE SOUTH 89 DEGREES 56 MINUTES 39 SECONDS EAST BEING 40.00 FEET SOUTH OF AND PARALLEL WITH THE NORTH LINE OF THE NORTHEAST QUARTER OF SAID SECTION 19, A DISTANCE OF 2640.74 FEET;

THENCE SOUTH 89 DEGREES 43 MINUTES 04 SECONDS EAST BEING 40.00 FEET SOUTH OF AND PARALLEL WITH THE NORTH LINE OF THE NORTHWEST QUARTER OF SAID SECTION 20, A DISTANCE OF 999.85 FEET TO A WEST TERMINUS LINE OF CAMELBACK ROAD RIGHT-OF-WAY AS SHOWN IN THE MAP OF DEDICATION OF PALM VALLEY PHASE V RECORDED IN BOOK 720 OF MAPS, PAGE 27, MCR;

THENCE SOUTH 00 DEGREES 16 MINUTES 56 SECONDS WEST ALONG SAID WEST TERMINUS LINE AND THE WEST LINES OF TRACTS G AND H AS SHOWN IN THE FINAL PLAT OF PALM VALLEY PHASE V PARCEL 6 RECORDED IN BOOK 715 OF MAPS, PAGE 40, MCR, A DISTANCE OF 360.91 FEET;

THENCE SOUTH 17 DEGREES 34 MINUTES 42 SECONDS EAST ALONG THE WEST LINE OF SAID TRACT G, A DISTANCE OF 746.31 FEET TO THE NORTHEAST CORNER OF TRACT A AS SHOWN IN SAID FINAL PLAT OF PALM VALLEY PHASE V PARCEL 6;

THENCE SOUTH 72 DEGREES 25 MINUTES 18 SECONDS WEST ALONG THE NORTH LINE OF SAID TRACT A, A DISTANCE OF 660.79 FEET TO THE NORTHWEST CORNER OF SAME AND BEING IN THE EAST RIGHT-OF-WAY LINE OF NORTH FALCON DRIVE AS SHOWN IN SAID MAP OF DEDICATION OF PALM VALLEY PHASE V;

THENCE NORTH 36 DEGREES 47 MINUTES 10 SECONDS WEST ALONG SAID EAST RIGHT-OF-WAY LINE, A DISTANCE OF 239.47 FEET TO THE INTERSECTION OF SAID EAST RIGHT-OF-WAY LINE AND THE NORTH RIGHT-OF-WAY LINE OF CHARLES BOULEVARD AS SHOWN IN SAID MAP OF DEDICATION OF PALM VALLEY PHASE V;

THENCE IN A SOUTHWESTERLY DIRECTION ALONG THE NORTH RIGHT-OF-WAY LINE OF SAID CHARLES BOULEVARD THE FOLLOWING FOUR (4) COURSES;

SOUTH 53 DEGREES 12 MINUTES 38 SECONDS WEST, A DISTANCE OF 93.97 FEET;

SOUTH 08 DEGREES 34 MINUTES 58 SECONDS WEST, A DISTANCE OF 29.66 FEET TO A POINT OF CURVATURE OF A NON-TANGENT CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 1958.00

FEET, A CENTRAL ANGLE OF 15 DEGREES 49 MINUTES 05 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS SOUTH 62 DEGREES 10 MINUTES 37 SECONDS WEST - 538.84 FEET;

CONTINUE IN A SOUTHWESTERLY DIRECTION ALONG SAID CURVE TO THE RIGHT, A DISTANCE OF 540.56 FEET TO A POINT OF CURVATURE OF A REVERSE CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 13334.00 FEET, A CENTRAL ANGLE OF 3 DEGREES 12 MINUTES 08 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS SOUTH 68 DEGREES 29 MINUTES 06 SECONDS WEST - 745.11 FEET;

CONTINUE IN A SOUTHWESTERLY DIRECTION ALONG SAID CURVE TO THE LEFT, A DISTANCE OF 745.21 FEET TO THE SOUTHEAST CORNER OF LITCHFIELD PARK SERVICE COMPANY RECORDED IN DOCUMENT NO. 2008-0829175, MCR;

THENCE NORTH 23 DEGREES 00 MINUTES 02 SECONDS WEST NON-TANGENT TO SAID CURVE, DEPARTING SAID NORTH RIGHT-OF-WAY LINE AND CONTINUE ALONG THE EAST LINE OF SAID LITCHFIELD PARK SERVICE COMPANY TRACT, A DISTANCE OF 302.00 FEET TO THE NORTHEAST CORNER OF SAME;

THENCE SOUTH 66 DEGREES 29 MINUTES 37 SECONDS WEST ALONG THE NORTH LINE OF SAID LITCHFIELD PARK SERVICE COMPANY TRACT, A DISTANCE OF 180.01 FEET TO THE NORTHWEST CORNER OF SAME;

THENCE SOUTH 23 DEGREES 00 MINUTES 02 SECONDS EAST ALONG THE WEST LINE OF SAID LITCHFIELD PARK SERVICE COMPANY TRACT, A DISTANCE OF 301.99 FEET TO THE SOUTHWEST CORNER OF SAME AND BEING IN THE NORTH RIGHT-OF-WAY LINE OF SAID CHARLES BOULEVARD, SAID POINT BEING A POINT OF CURVATURE OF A NON-TANGENT CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 13334.00 FEET, A CENTRAL ANGLE OF 3 DEGREES 33 MINUTES 02 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS SOUTH 64 DEGREES 20 MINUTES 06 SECONDS WEST - 826.18 FEET;

THENCE IN A SOUTHWESTERLY DIRECTION ALONG SAID NORTH RIGHT-OF-WAY LINE THE FOLLOWING TEN (10) COURSES;

CONTINUE IN A SOUTHWESTERLY DIRECTION ALONG SAID CURVE TO THE LEFT, A DISTANCE OF 826.31 FEET;

SOUTH 67 DEGREES 03 MINUTES 08 SECONDS WEST NON-TANGENT TO SAID CURVE, A DISTANCE OF 120.73 FEET TO A POINT OF CURVATURE OF A NON-TANGENT CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 13344.00 FEET, A CENTRAL ANGLE OF 0 DEGREES 40 MINUTES 25 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS SOUTH 61 DEGREES 42 MINUTES 22 SECONDS WEST - 156.89 FEET;

CONTINUE IN A SOUTHWESTERLY DIRECTION ALONG SAID CURVE TO THE LEFT, A DISTANCE OF 156.90 FEET;

NORTH 77 DEGREES 48 MINUTES 00 SECONDS WEST NON-TANGENT TO SAID CURVE, A DISTANCE OF 31.69 FEET;

SOUTH 54 DEGREES 58 MINUTES 18 SECONDS WEST, A DISTANCE OF 94.04 FEET;

SOUTH 12 DEGREES 01 MINUTES 12 SECONDS WEST, A DISTANCE OF 27.58 FEET TO A POINT OF CURVATURE OF A NON-TANGENT CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 13334.00 FEET, A CENTRAL ANGLE OF 5 DEGREES 57 MINUTES 48 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS SOUTH 57 DEGREES 48 MINUTES 21 SECONDS WEST - 1387.20 FEET;

CONTINUE IN A SOUTHWESTERLY DIRECTION ALONG SAID CURVE TO THE LEFT, A DISTANCE OF 1387.83 FEET;

SOUTH 59 DEGREES 18 MINUTES 32 SECONDS WEST NON-TANGENT TO SAID CURVE, A DISTANCE OF 120.92 FEET TO A POINT OF CURVATURE OF A NON-TANGENT CIRCULAR CURVE TO THE LEFT, HAVING A RADIUS OF 13344.00 FEET,

A CENTRAL ANGLE OF 0 DEGREES 38 MINUTES 40 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS SOUTH 53 DEGREES 59 MINUTES 03 SECONDS WEST - 150.10 FEET;

CONTINUE IN A SOUTHWESTERLY DIRECTION ALONG SAID CURVE TO THE LEFT, A DISTANCE OF 150.10 FEET;

NORTH 81 DEGREES 35 MINUTES 16 SECONDS WEST NON-TANGENT TO SAID CURVE, A DISTANCE OF 29.80 FEET TO THE INTERSECTION OF SAID NORTH RIGHT-OF-WAY LINE AND THE EAST RIGHT-OF-WAY LINE OF NORTH PEBBLECREEK PARKWAY AS SHOWN IN THE FINAL PLAT OF PV303 EAST - PHASE A RECORDED IN BOOK 1260 OF MAPS, PAGE 15, MCR;

THENCE IN A NORTHERLY DIRECTION ALONG THE EAST RIGHT-OF-WAY LINE OF SAID PEBBLECREEK PARKWAY THE FOLLOWING FIVE (5) COURSES;

NORTH 36 DEGREES 55 MINUTES 24 SECONDS WEST, A DISTANCE OF 917.09 FEET;
NORTH 36 DEGREES 07 MINUTES 53 SECONDS WEST, A DISTANCE OF 199.92 FEET;

NORTH 36 DEGREES 47 MINUTES 09 SECONDS WEST, A DISTANCE OF 1333.76 FEET TO A POINT OF CURVATURE OF A CIRCULAR CURVE TO THE RIGHT, HAVING A RADIUS OF 1035.00 FEET, A CENTRAL ANGLE OF 36 DEGREES 59 MINUTES 52 SECONDS, AND BEING SUBTENDED BY A CHORD WHICH BEARS NORTH 18 DEGREES 17 MINUTES 13 SECONDS WEST - 656.78 FEET;

CONTINUE IN A NORTHWESTERLY DIRECTION ALONG SAID CURVE TO THE RIGHT, A DISTANCE OF 668.33 FEET;

NORTH 00 DEGREES 12 MINUTES 43 SECONDS EAST TANGENT TO SAID CURVE AND BEING 65.00 FEET EAST OF AND PARALLEL WITH THE WEST LINE OF THE NORTHWEST QUARTER OF SAID SECTION 19, A DISTANCE OF 622.78 FEET TO THE POINT OF BEGINNING.

PARCEL NO. 2:

TRACTS G AND H OF PALM VALLEY PHASE V - PARCEL 6, ACCORDING TO THE PLAT OF RECORD IN THE OFFICE OF THE COUNTY RECORDER OF MARICOPA COUNTY, ARIZONA, RECORDED IN BOOK 715 OF MAPS, PAGE 40 AND AFFIDAVIT OF CORRECTION RECORDED MAY 27, 2005 AS 2005-708654 OF OFFICIAL RECORDS, SITUATED IN A PORTION OF THE NORTHWEST QUARTER OF SECTION 20, TOWNSHIP 2 NORTH, RANGE 1 WEST OF THE GILA AND SALT RIVER BASE AND MERIDIAN, MARICOPA COUNTY, ARIZONA.

EXHIBIT "B"

DRAINAGE EASEMENT ABANDONMENT

LEGAL DESCRIPTION

A PORTION OF THAT DRAINAGE EASEMENT AS DEFINED IN DOCUMENT NO. 2005-0591745, OFFICIAL RECORDS OF MARICOPA COUNTY, ARIZONA, BEING A PART OF THE NORTHWEST QUARTER OF SECTION 19, TOWNSHIP 2 NORTH, RANGE 1 WEST, OF THE GILA AND SALT RIVER BASE AND MERIDIAN, MARICOPA COUNTY, ARIZONA, MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT A BRASS CAP IN HANDHOLE MARKING THE NORTHWEST CORNER OF SAID SECTION 19, FROM WHICH A BRASS CAP IN HANDHOLE MARKING THE NORTH QUARTER CORNER OF SAID SECTION 19 BEARS SOUTH 89°58'27" EAST, A DISTANCE OF 2596.61 FEET;

THENCE SOUTH 00°12'40" WEST, A DISTANCE OF 40.00 FEET TO THE POINT OF BEGINNING;

THENCE SOUTH 89°58'27" EAST, A DISTANCE OF 2596.72 FEET;

THENCE SOUTH 00°03'09" WEST, A DISTANCE OF 314.86 FEET;

THENCE NORTH 89°58'41" WEST, A DISTANCE OF 45.18 FEET;

THENCE NORTH 57°19'49" WEST, A DISTANCE OF 333.66 FEET;

THENCE NORTH 89°58'41" WEST, A DISTANCE OF 2270.88 FEET;

THENCE NORTH 00°12'40" EAST, A DISTANCE OF 135.04 FEET TO THE POINT OF BEGINNING.



PAGE 1 OF 3

TITLE: XB01
DATE: 11/10/22
DESC: DRAINAGE
EASEMENT
ABANDONMENT

HUNTER
ENGINEERING

10450 N. 74TH ST., SUITE 200
SCOTTSDALE, AZ 85258
T 480 991 3985
F 480 991 3986

CIVIL AND SURVEY

DWG.NO. BELT017-XB01
PROJ.NO BELT017-S

EXHIBIT "B"

DRAINAGE EASEMENT ABANDONMENT

CAMELBACK ROAD

NORTHWEST CORNER OF
SECTION 19, T.2N., R.1W.
FND CITY OF PHOENIX
BRASS CAP IN HANDHOLE

POINT OF
BEGINNING

S0°12'40"W
40.00'

N0°12'40"E
135.04'

SARIVAL AVENUE

S0°12'40"W 662.57'

S0°12'40"W 583.78'

488.13'

40' R/W

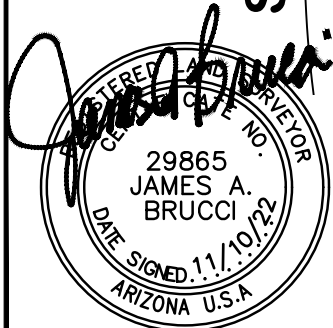
S89°58'27"E 2596.61'
S89°58'27"E 2596.72'

N89°58'41"W 2270.88'

DRAINAGE EASEMENT
PER DOC NO. 2005-0591745
M.C.R.

PROPOSED
LOT 1

SEE PAGE 3 OF 3



TITLE: XB01
SCALE: 1"=200'
DATE: 11/10/22
DESC: DRAINAGE
EASEMENT
ABANDONMENT

HUNTER
ENGINEERING

10450 N. 74TH ST., SUITE 200
SCOTTSDALE, AZ 85258
T 480 991 3985
F 480 991 3986

CIVIL AND SURVEY

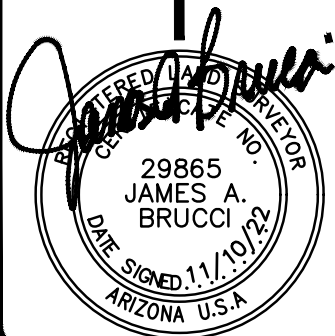
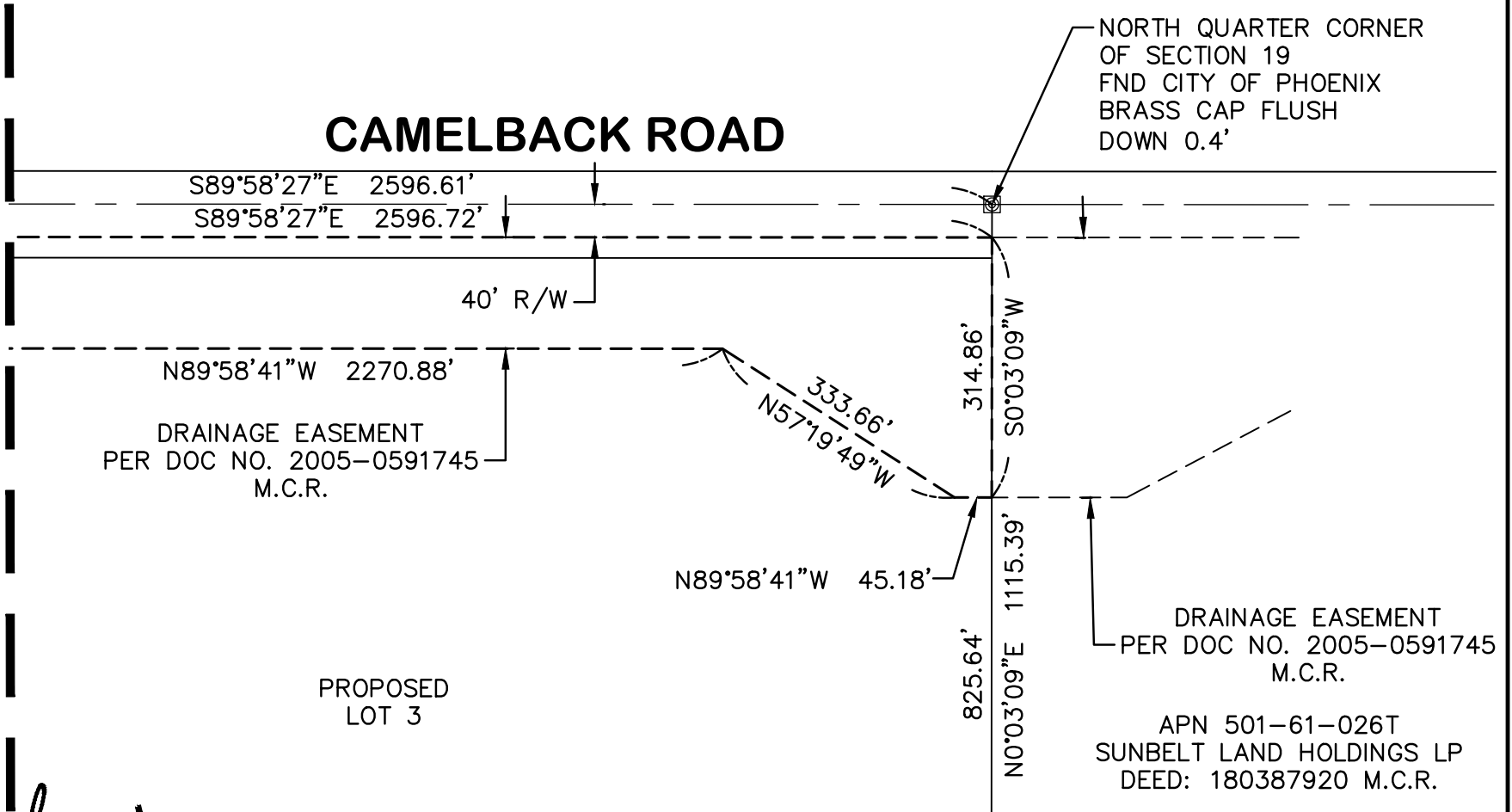
DWG.NO. BELT017-XB01
PROJ.NO BELT017-S

EXHIBIT "B"

DRAINAGE EASEMENT ABANDONMENT



SEE PAGE 2 OF 3



TITLE: **XB01**
SCALE: 1"=200'
DATE: 11/10/22
DESC: DRAINAGE
EASEMENT
ABANDONMENT

HUNTER
ENGINEERING

10450 N. 74TH ST., SUITE 200
SCOTTSDALE, AZ 85258
T 480 991 3985
F 480 991 3986

CIVIL AND SURVEY

DWG.NO. BELT017-XB01
PROJ.NO BELT017-S

ITEM #: 5.
DATE: 05/08/2023
AI #:1456



CITY COUNCIL ACTION REPORT

SUBJECT: RESOLUTION 2023-2311 AMENDING “POLICY 100,” “POLICY 200,” “POLICY 400,” and “POLICY 500” AS AN AMENDMENT TO THE “CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL”

STAFF PRESENTER(S): Vicki Lackey, Human Resources Deputy Director

SUMMARY

This request is to apply revisions to Policies 100, 200, 400, and 500 within the city of Goodyear Policy and Administrative Guidelines Manual. Details of the recommended policy changes are listed under Background and Previous Actions.

STRATEGIC PLAN ALIGNMENT



Fiscal Resource
Management

RECOMMENDATION

ADOPT RESOLUTION NO. 2023-2311 AMENDING “POLICY 100 POSITION CLASSIFICATION,” “POLICY 200 EMPLOYEE COMPENSATION,” “POLICY 400 PERFORMANCE APPRAISAL,” AND “POLICY 500 STAFF ORIENTATION, TRAINING, DEVELOPMENT, EDUCATION AND TUITION REIMBURSEMENT” AS AN AMENDMENT TO THE “CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL.”
(Vicki Lackey, Human Resources Deputy Director)

FISCAL IMPACT

There is no fiscal impact associated with these policy amendments.

BACKGROUND AND PREVIOUS ACTIONS

Human Resources continually reviews and revises policy and guidelines to reflect the most recent labor law changes, implement best practices, and to enhance wording or provide clarity to our manual. To better align with City of Goodyear Policy and Administrative Guideline Policy 1 - Employee Policy Administration & Acknowledgment (see chart for policy vs. guideline distinction), several detailed process items were moved from Policy 200 to Guideline 210.

City of Goodyear Policies	Administrative Guidelines
---------------------------	---------------------------

Changes require City Council approval	Changes require City Manager approval
Are direction-setting	Are task or action defining
Establish general parameters for the human resources system	Give specific guidelines for how Human Resources and departments carry out the policies
General in nature	Specific in nature
Provide philosophical direction and guidance to the organization	Establish actions that must be taken to support the philosophies established in policies
Says "we believe this way"	Says "this is how we do it"

STAFF ANALYSIS

The following are a list of the policies and the changes incorporated:

1. Policy 100 – Position Classification

- Language clean up removing Human Resources Manager as reviewer and listing Human Resources in general as reviewer and removal of reference to the Job Evaluation Team which no longer exists.

2. Policy 200 – Employee Compensation

- Starting Salary, Promotion, Reclassification, and Demotion – moved detailed process regarding determining where salary is placed within the range to Guideline 210.
- Temporary re-assignment, Shift Differential, Longevity Pay, Bilingual Pay, Assignment Pay, Overtime, Stand-by, Call-out – moved detailed process to Guideline 210.

3. Policy 400 – Performance Appraisal

- Language clean up to reflect policy name change to Coaching Reviews and addition of core values.

4. Policy 500 – Staff Orientation, Training, Development, Education, and Tuition Reimbursement

- Language clean up to reflect policy name change to Employee Development and reference to Tuition Assistance in the body of policy instead of Tuition Reimbursement.

Attachments

Resolution 2023-2311

Policy 100 Final

Policy 100 Redline

Policy 200 Final

Policy 200 Redline

Policy 400 Final

Policy 400 Redline

Policy 500 Final

Policy 500 Redline

RESOLUTION NO. 2023-2311

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AMENDING "POLICY 100 POSITION CLASSIFICATION," "POLICY 200 EMPLOYEE COMPENSATION," "POLICY 400 PERFORMANCE APPRAISAL," AND "POLICY 500 STAFF ORIENTATION, TRAINING, DEVELOPMENT, EDUCATION AND TUITION REIMBURSEMENT" AS AN AMENDMENT TO THE "CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL."

WHEREAS, the Mayor and Council of the city of Goodyear, Maricopa County, Arizona are authorized to provide for the manner in which personnel policies, rules, regulations and procedures applicable to city of Goodyear employees are to be adopted.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1. STATEMENT OF AUTHORITY

Section 3-3-3 of chapter 3 of the Goodyear City Code authorizes the Mayor and City Council to adopt by ordinance written policies, rules, regulations and procedures to give effect to the Article.

SECTION 2. "POLICY 100 POSITION CLASSIFICATION" AS AN AMENDMENT TO THE "CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL."

The "Policy 100 Position Classification," are amended as reflected in Exhibit A (Final Version).

SECTION 3. "POLICY 200 EMPLOYEE COMPENSATION" AS AN AMENDMENT TO THE "CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL."

SECTION 4. The "Policy 200 Employee Compensation," are amended as reflected in Exhibit B (Final Version).

"POLICY 400 COACHING REVIEWS" AS AN AMENDMENT TO THE "CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL."

The "Policy 400 Coaching Reviews," are amended as reflected in Exhibit C (Final Version).

SECTION 5. "POLICY 500 EMPLOYEE DEVELOPMENT" AS AN AMENDMENT TO THE "CITY OF GOODYEAR POLICY AND ADMINISTRATIVE GUIDELINES MANUAL."

The "Policy 500 Employee Development," are amended as reflected in Exhibit D (Final Version).

CORRECTIONS

SECTION 6.

The City Clerk and the codifiers of this Ordinance are authorized to make necessary clerical corrections to this Resolution, including, but not limited to, the correction of scrivener's/clerical errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

SEVERABILITY

SECTION 7.

If any section, subdivision, sentence, clause, phrase, or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct, and independent provision and such holding shall not affect the validity of the remaining provisions of the ordinance or parts thereof.

EFFECTIVE DATE

SECTION 8.

This Resolution shall become effective as prescribed by law.
Resolution 2023-2311 shall be effective upon the date of its adoption.

PASSED AND ADOPTED by the Mayor and Council of the City of Goodyear, Maricopa County, Arizona, by a _____ vote, this _____ day of _____, 2023.

Joe Pizzillo, Mayor

Date: _____

ATTEST:

APPROVED AS TO FORM:

Darcie McCracken, City Clerk

Roric Massey, City Attorney

POLICY STATEMENT

Subject: Position Classification

Origination date: 04/01/01

Revision date: 05/08/2023

Policy number: 100

Purpose

The purpose of the Classification Plan is to provide a complete inventory and job description of all City positions. The Plan is designed to establish a salary range for each position that is based on a systematic blending of the position's internal worth to the City and the position's external value in the market.

Policy**A. Maintenance and Administration of the Classification Plan**

The Human Resources Director, or designee, shall be responsible for maintenance and administration of the Classification Plan. This includes recommending the allocation of positions to the appropriate ranges, coordinating the updating of job descriptions, conducting wage and salary surveys, and recommending salary structure changes and plan amendments.

1. Salary Structure

Periodic surveys of the market will be done to determine the City's relative position to the market. The City Council will determine if a change to the structure is necessary based upon the position they want the City to be in compared to the market, market movement, and the City's financial outlook. If the salary structure moves, all employees' salaries in the system should be moved a like amount to avoid compression if financially possible.

The City will maintain four salary structures including: certified police, certified fire, non-exempt, and exempt positions. (Excludes Elected Officials, City Manager, City Attorney and Municipal Judge)

2. Salary Ranges

Each salary structure will have several salary ranges with defined minimum and maximum dollar limits. The range defines the pay opportunities for the position. Pay increases allow employees to move through the range over a period of years.

3. Job Descriptions

Every position will have a written job description that describes its general purpose, essential functions, and minimum qualifications.

The job description is not meant to be restrictive or all-inclusive, but describes the major functions of a job. It should be reviewed periodically and changed as necessary. A copy of each job description will be signed by the employee and by the chain of command through the Department Director or designee and will be maintained by the Human Resources Department.

a. Interpretation of Job Descriptions

The wording in job descriptions is descriptive and not restrictive. They are not to be construed as declaring the only duties or responsibilities of any position. They shall not limit or modify the power of any supervisor to assign, direct and control the work of employees under their supervision. The use of a particular expression or illustration as to duties shall not be held to exclude others not mentioned that are of similar kind or quality nor shall any specific omission necessarily mean that such factor is not included.

b. Minimum Qualifications Statements

The minimum qualifications included in the job description shall relate to the minimum reasonable standards of required experience and training. Examples include certification, licensing, or registration required at the time of original appointment to the position.

c. Position Titles

The Position Title is the official City title of every position. It shall be used for the purpose of personnel actions and on all documents referencing the position.

4. Job Evaluation

Non-public safety positions in the City are placed in a salary range based on minimum qualifications of the position and the use of a point factor system. Points are assigned to a position based on the following factors: knowledge, experience, management and supervision, human collaboration, budget responsibility (exempt only), freedom to act, technical skills, and working conditions.

Police and Fire public safety positions are in separate pay structures which reflect a para-military ranking system rather than point factoring. The public safety pay structures are market driven.

5. Allocation of Positions

a. Classification of New Positions

When a Department Director desires to establish a new position, a written job description questionnaire containing the knowledge, skills and abilities required to do the position, as well as the essential functions of the position must be prepared and submitted to Human Resources. Human Resources will conduct, or will arrange for a consultant to conduct, a classification analysis of the proposed position to determine the proper range. Requests for new positions may be based upon reorganization, new programs, significant program change, or increased workload. A classification review will be conducted after the new position is approved by the City Council as a funded position.

b. Reclassification of Existing Positions

Employees shall perform duties and be assigned responsibilities consistent with those outlined in the classification for the position to which they are assigned. A Department Director, supervisor, or employee may feel that the duties and responsibilities performed by their subordinate or themselves have altered substantially. If so, they may submit a written request for reclassification analysis to determine if the position is properly classified, provided the position has not been reviewed within the previous twelve-month period. Such requests must include detailed evidence supporting how the position has changed and how it is inconsistent with the classification specification.

1. The Department Director shall review the request and the supporting evidence submitted. If they do not concur, they should meet with the supervisor or employee and explain why they do not feel a reclassification is appropriate. If the Department Director agrees with the request, their approval of the requested reclassification analysis must include the rationale for the recommended action.
2. Human Resources will review the reclassification request and corresponding documentation, and provide

the City Manager pertinent facts in relationship to the request. If the City Manager, finds that the recommendation is sufficiently documented to support the reclassification, or denies the request, all parties affected shall receive a copy of the City Manager's decision.

3. The above steps should, when possible, be completed within ninety (90) calendar days of the request.

For information on how a reclassification may financially impact an employee, see Policy 200.

POLICY STATEMENT

Subject: Position Classification

Origination date: 04/01/01

Revision date: ~~07/01/13~~
05/08/2023

Policy number: 100

Purpose

The purpose of the Classification Plan is to provide a complete inventory and job description of all City positions. The Plan is designed to establish a salary range for each position that is based on a systematic blending of the position's internal worth to the City and the position's external value in the market.

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The City will maintain four salary structures including: certified police, certified fire, non-exempt, and exempt positions. (Excludes Elected Officials, City Manager, City Attorney and Municipal Judge)

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Each salary structure will have several salary ranges with defined minimum and maximum dollar limits. The range defines the pay opportunities for the position. Pay increases allow employees to move through the range over a period of years.

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Every position will have a written job description that describes its general purpose, essential functions, and minimum qualifications.

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The wording in job descriptions is descriptive and not restrictive. They are not to be construed as declaring the only duties or responsibilities of any position. They shall not limit or modify the power of any supervisor to assign, direct and control the work of employees under their supervision. The use of a particular expression or illustration as to duties shall not be held to exclude others not mentioned that are of similar kind or quality nor shall any specific omission necessarily mean that such factor is not included.

b. Minimum Qualifications Statements

The minimum qualifications included in the job description shall relate to the minimum reasonable standards of required experience and training. Examples include certification, licensing, or registration required at the time of original appointment to the position.

c. Position Titles

The Position Title is the official City title of every position. It shall be used for the purpose of personnel actions and on all documents referencing the position. ~~Departments are not to use departmental "working" titles that vary from the official title.~~

4. Job Evaluation

Non-public safety positions in the City are placed in a salary range based on minimum qualifications of the position and the use of a point factor system. Points are assigned to a position based on the following factors: knowledge, experience, management and

supervision, human collaboration, budget responsibility (exempt only), freedom to act, technical skills, and working conditions.

Police and Fire public safety positions are in separate pay structures which reflect a para-military ranking system rather than point factoring. The public safety pay structures are market driven.

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a. Classification of New Positions

When a Department Director desires to establish a new position, a written job description questionnaire containing the knowledge, skills and abilities required to do the position, as well as the essential functions of the position must be prepared and submitted to ~~the Human Resources Manager, or designee. The Human Resources Manager along with the Job Evaluation Team,~~ will conduct, or will arrange for a consultant to conduct, a classification analysis of the proposed position to determine the proper range. Requests for new positions may be based upon reorganization, new programs, significant program change, or increased workload. A classification review will be conducted after the new position is approved by the City Council as a funded position.

b. Reclassification of Existing Positions

Employees shall perform duties and be assigned responsibilities consistent with those outlined in the classification for the position to which they are assigned. A Department Director, supervisor, or employee may feel that the duties and responsibilities performed by their subordinate or themselves have altered substantially. If so, they may submit a written request for reclassification analysis to determine if the position is properly classified, provided the position has not been reviewed within the previous twelve-month period. Such requests must include detailed evidence supporting how the position has changed and how it is inconsistent with the classification specification.

1. The Department Director shall review the request and the supporting evidence submitted. If they do not concur, they should meet with the supervisor or employee and explain why they do not feel a reclassification is appropriate. If the Department Director agrees with the request, their approval of the requested reclassification analysis must include the

rationale for the recommended action.

2. ~~The Human Resources Manager or designee, along with the Job Evaluation Team~~ will review the reclassification request and corresponding documentation, and provide the City Manager pertinent facts in relationship to the request. If the City Manager, finds that the recommendation is sufficiently documented to support the reclassification, or denies the request, all parties affected shall receive a copy of the City Manager's decision.
3. The above steps should, when possible, be completed within ninety (90) calendar days of the request.

For information on how a reclassification may financially impact an employee, see Policy 200.

POLICY STATEMENT

Subject: Employee Compensation

Origination Date: 04/01/2001

Revision Date: 05/08/2023

Policy Number: 200

Purpose

The purpose of the compensation plan is to attract, retain, and motivate employees through financial compensation commensurate with the employee's ability and responsibility. This plan is designed to recognize employee performance, achieve internal equity, and be externally competitive with market compensation.

Policy

A. Maintenance and Administration of the Compensation Plan

The Human Resource Director, or designee, shall be responsible for maintenance and administration of the Compensation Plan. This includes recommending to the City Manager any amendments or market changes to the Plan. The Compensation Plan shall establish salary ranges, including a minimum and maximum pay rate for an employee to progress through their range. The City will conduct salary surveys and propose recommendations to the City Council for market-based adjustments as needed to maintain a market competitive position. The City will establish pay periods and pay dates.

The City will strive to provide a total compensation package that is affordable, yet allows the City the opportunity to attract qualified applicants and retain excellent performing employees. Total compensation includes base pay, applicable assignment/specialty pay, and indirect pay (comprehensive benefits).

B. Adjustments to Salary

The overall amount allocated for all adjustments to salary will be determined based on the City's fiscal constraints. No individual's salary should be increased beyond the maximum of their salary range.

1. Annual Salary Increase

Annual salary increases for employees may be a percentage of base pay, or be withheld or postponed, depending on job performance and budgeted funds.

a. Salary Increase

If the employee's performance reflects an overall rating of "Meets Expectations" an increase may be recommended based on budgeted funds.

b. **Salary Increase Withheld or Postponed**

If the employee's performance reflects an overall rating of "Does Not Meet Expectations" then the salary increase will be withheld until the performance rating is "Meets Expectations." This increase is not retroactive.

c. **Employees at the Maximum of the Range**

If the employee is at the maximum of their range, a lump sum salary increase may be recommended based on availability of budgeted funds. Lump sum salary increases are not added to the employee's base pay and will be equal to the raise an employee would have received had they not been at the maximum of the range.

2. Equity Adjustments

Equity adjustments are salary changes outside of normal salary adjustments (promotions, reclassifications, market increases, etc.) to remedy salary issues such as external pressure in high demand areas, internal salary compression, equal pay for equal work, and/or retention considerations. Any potential equity adjustments must be analyzed by Human Resources and approved by the City Manager or designee.

3. Promotion or Reclassification

When an employee is promoted or reclassified to a position at a higher salary range, the employee will receive a five (5) percent increase or the entry of the new range, whichever is greater. Under certain circumstances, the City Manager, Deputy City Manager, or designee may authorize employees to start within the range depending on experience, special skills, or difficulty to fill.

When an employee's position is reclassified to a lower salary range, the employee's salary will not be decreased unless their salary is higher than the maximum step of the new range. If the employee's salary is above the maximum of the new range, the department director may recommend, and if the City Manager, Deputy City Manager, or designee approves, the employee's salary will remain the same and will be frozen until the salary in the new range reaches the employee's salary level, based on market adjustments.

4. Transfer or Reclassification at Same Salary Range

When an employee is transferred or reclassified from one position to another having the same salary range, the employee's pay shall remain the same.

5. Demotion for Non-Disciplinary or Disciplinary Reasons

Demotion occurs whenever an employee is moved to a position with reduced pay. Employees will receive a minimum of a five (5) percent (or greater with City Manager or Deputy City Manager approval) reduction in pay and will not exceed the maximum of the new salary range, unless prior approval is

received by the City Manager, Deputy City Manager, or designee. This should not place the employee's salary below the entry of the range or above the maximum of the range.

6. Temporary Re-Assignment to Higher Classification

The City Manager, Deputy City Manager, or designee, may authorize an employee to serve in an "acting" assignment to fill in for a higher position on a temporary basis.

7. Market Adjustment

When the salary structure is updated, all regular employees who are below the proposed minimum of their salary ranges will be brought up to the new minimum. If financially possible, all employees within the structure will be moved the same percentage as the structure movement, and remain at their respective position within the range to prevent compression.

8. Regrade Movement

When individual positions are moved to another grade because of market movement or misalignment identified in a compensation study, incumbents may be moved to the new grade (higher or lower) without impact to their salary. If the regrade results in movement to a lower grade that places the incumbent over the maximum of the range, the incumbent will be "red lined" above the range maximum.

9. Temporary Salary Adjustments

The City Manager may authorize temporary reductions to employee rates of pay due to budget constraints. Temporary reductions under this section shall be of general applicability to the City workforce and are not subject to the discipline, grievance, and/or appeal process.

10. Monetary Recognition Awards

In support of maintaining a high performing culture and providing recognition for exemplary performance and achievements, the City Manager is authorized to develop recognition incentive programs that provide awards including monetary, trophy, plaques, certifications, and annual award events. Any taxation requirements which arise based upon I.R.S. rules will be taxable to the employee.

C. Rates of Pay

1. Starting Salary

Normally an employee will be hired or reinstated at the minimum of the salary range for the job classification. Under certain circumstances, the City Manager, Deputy City Manager, or designee may authorize employees to start within the range depending on experience, special skills, or difficulty to fill.

Lateral Police Officers and Firefighters will be hired in accordance with their Memorandum of Understanding (MOU).

2. Overtime Compensation

Pursuant to the Fair Labor Standards Act (FLSA), the City will pay overtime to non-exempt employees who work in excess of forty (40) hours in their designated workweek.

Exception: The Fire Department certified non-exempt personnel will receive overtime for hours worked above their regularly scheduled shifts (hours in excess of 106 hours on their 120-hour pay period or 96 hours on their 96-hour pay period).

3. Compensatory Time

Pursuant to the FLSA, the City will provide compensatory time in lieu of overtime pay, at a rate of one and one-half (1 ½) hours for each eligible hour of overtime worked, provided the employee and the immediate supervisor agree to the compensatory time accrual prior to the performance of the work. Compensatory Time earned may be cashed out by request of the employee or by the City on any regular payroll.

4. Bilingual Pay

Employees who are required to speak, interpret, read and/or write in a language other than English including American Sign Language (ASL) and pass the City approved examination will receive bilingual pay. Bilingual pay is counted as wages for the purpose of calculating an employee's regular rate of pay for overtime purposes.

Eligibility requirements for bilingual pay are found in Administrative Guideline #210.

5. Holiday Compensation

See Administrative Guideline #620.

6. Red Line Rates of Pay

Based upon classification studies, reclassification of a position or a voluntary demotion, the City Manager or Deputy City Manager may authorize "red line" rates of pay. A "red line" salary is in excess of the maximum rate of pay assigned to the position classification. No salary adjustments to base pay shall be effective for an employee with a "red lined" salary. Employees with a "red lined" salary are eligible for lump sum increases.

7. Call Out Pay

Call out pay is intended to compensate employees for actually working during a time an employee is not scheduled to work (i.e. in response to an emergency or to meet minimum staffing levels).

8. Stand-by Pay

Stand-by duty is a specific period of time during non-scheduled work hours in which an employee remains available to respond to an emergency. Stand-by response times will be determined by the department.

9. Longevity Pay Program

Regular full-time employees who have completed eligible years of service, by December 1, shall be eligible for longevity pay. The longevity pay program is contingent on available budgeted funds.

10. Fire 40-hour Day Shift Assignment

To determine the forty (40) hour day shift assignment rate of pay for non-exempt shift personnel (Firefighters, Fire Engineers, and Fire Captains), 3,054 annual hours will be used, additional pays impacted by this assignment, with the exception of Bilingual Pay, will be calculated based upon a 1.47 multiplier.

11. Specialty Pay

Specialty Pays may be authorized to compensate employees for unique skills needed and approved by the department. Specialty pay is counted as wages for the purpose of calculating an employee's regular rate of pay for overtime purposes.

12. Assignment Pay

Assignment Pay for non-sworn positions will be paid to employees who, due to unique circumstances are assuming secondary work that is being performed on an ongoing basis and is distinctly separate from and unrelated to an employee's primary position; or are responsible for the management of specific budgeted projects.

13. Uniform Allowance

Uniform allowance will be authorized for specific positions as outlined in Guideline #210. Uniform allowance is contingent on available budgeted funds.

14. Shift Differential Pay

Shift differential shall be paid to non-exempt employees who do not work twenty-four (24) hour shifts for scheduled hours actually worked on an assigned second (2nd), third (3rd), or fourth (4th) shift. Shift differential is added to the employee's base rate of pay and shall be included in the calculation of the overtime rate as required by the FLSA.

15. Returning Salary (from Layoffs)

Employees rehired within their same position at the time of layoff will return to the same paygrade and rate of pay including (plus or minus) any adjustments made during the time of layoff. This should not place the

employee's salary below the entry of the range or above the maximum of the range.

If the employee returns in a position in a lower pay grade they will return at the same rate of pay, not to exceed the maximum of the range. If the employee is above the maximum of the range, their rate of pay will be adjusted to the maximum of the range.

POLICY STATEMENT

Subject: Employee Compensation

Origination Date: 04/01/2001

Revision Date: ~~07/01/2022~~05/08/2023

Policy Number: 200

Purpose

The purpose of the compensation plan is to attract, retain, and motivate employees through financial compensation commensurate with the employee's ability and responsibility. This plan is designed to recognize employee performance, achieve internal equity, and be externally competitive with market compensation.

Policy

A. Maintenance and Administration of the Compensation Plan

The Human Resource Director, or designee, shall be responsible for maintenance and administration of the Compensation Plan. This includes recommending to the City Manager any amendments or market changes to the Plan. The Compensation Plan shall establish salary ranges, including a minimum and maximum pay rate for an employee to progress through their range. The City will conduct salary surveys and propose recommendations to the City Council for market-based adjustments as needed to maintain a market competitive position. The City will establish pay periods and pay dates.

The City will strive to provide a total compensation package that is affordable, yet allows the City the opportunity to attract qualified applicants and retain excellent performing employees. Total compensation includes base pay, applicable assignment/specialty pay, and indirect pay (comprehensive benefits).

B. Adjustments to Salary

The overall amount allocated for all adjustments to salary will be determined based on the City's fiscal constraints. No individual's salary should be increased beyond the maximum of their salary range.

1. Annual Salary Increase

Annual salary increases for employees may be a percentage of base pay, or be withheld or postponed, depending on job performance and budgeted funds.

a. Salary Increase

If the employee's performance ~~rating for the annual review~~ reflects an overall rating of "Meets Expectations" an increase may be recommended based on budgeted funds.

b. Salary Increase Withheld or Postponed

If the employee's performance ~~rating for the annual review~~ reflects an overall rating of "Does Not Meet Expectations" then the salary increase will be withheld until the performance rating is "Meets Expectations." This increase is not retroactive.

c. Employees at the Maximum of the Range

If the employee is at the maximum of their range, a lump sum salary increase may be recommended based on availability of budgeted funds. Lump sum salary increases are not added to the employee's base pay and will be equal to the raise an employee would have received had they not been at the maximum of the range.

2. Equity Adjustments

Equity adjustments are salary changes outside of normal salary adjustments (promotions, reclassifications, market increases, etc.) to remedy salary issues such as external pressure in high demand areas, internal salary compression, equal pay for equal work, and/or retention considerations. Any potential equity adjustments must be analyzed by Human Resources and approved by the City Manager or designee.

3. Promotion or Reclassification

When an employee is promoted or reclassified to a position at a higher salary range, the employee will receive a five (5) percent increase or the entry of the new range, whichever is greater. Under certain circumstances, the City Manager, Deputy City Manager, or designee may authorize employees to start within the range depending on experience, special skills, or difficulty to fill. However, if the employee exceeds the minimum relevant experience requirements for the job by two (2) to five (5) years, a starting salary within 80%-90% of midpoint can be authorized by the department director. If the employee's relevant experience exceeds the minimum requirements by six (6) to nine (9) years or a special skill requirement is identified, a starting salary within 91%-100% of midpoint can be authorized by the department director. If the employee has over ten (10) years of relevant experience beyond the minimum qualifications, the employee has special skills or background, or there has been difficulty in recruiting for the position, the Deputy City Manager or City Manager may approve a starting salary above midpoint. In all cases, documentation justifying the request must be received by Human Resources.

4. Reclassification

~~When an employee is reclassified to a higher salary range, the employee will receive a five (5) percent increase or the entry of the new range, whichever is greater. However, if the employee exceeds the minimum relevant experience requirements for the job by two (2) to five (5) years, a starting salary within 80%-90% of midpoint can be authorized by the department director. If the employee's relevant experience exceeds the minimum requirements by six (6) to nine (9) years or a special skill requirement is~~

~~identified, a starting salary within 91%-100% of midpoint can be authorized by the department director. If the employee has over ten (10) years of relevant experience beyond the minimum qualifications, and the employee has special skills or background, the Deputy City Manager or City Manager may approve a starting salary above midpoint. In all cases, documentation justifying the request must be received by Human Resources.~~

When an employee's position is reclassified to a lower salary range, the employee's salary will not be decreased unless their salary is higher than the maximum step of the new range. If the employee's salary is above the maximum of the new range, the department director may recommend, and if the City Manager, Deputy City Manager, or designee approves, the employee's salary will remain the same and will be frozen until the salary in the new range reaches the employee's salary level, based on market adjustments.

~~When an employee's position is reclassified to a position in the same pay range, no adjustment in salary will be made.~~

5.4. Transfer or Reclassification at Same Salary Range

When an employee is transferred ~~from or reclassified from~~ one position to another having the same salary range, the employee's pay shall remain the same.

6.5. Demotion for Non-Disciplinary or Disciplinary Reasons

Demotion occurs whenever an employee is moved to a position with reduced pay. Employees will receive a minimum of a five (5) percent (or greater with City Manager or Deputy City Manager approval) reduction in pay and will not exceed the maximum of the new salary range, unless prior approval is received by the City Manager, Deputy City Manager, or designee. This should not place the employee's salary below the entry of the range or above the maximum of the range. ~~If an employee demotes within twenty-four (24) months of a promotion, the salary reduction will be equal to the amount of the promotional increase. Employees may appeal an involuntary demotion which results in the loss of pay through the City's appeal procedures as outlined in Administrative Guideline #830. The demotion of an employee while in their trial period is not appealable.~~

7.6. Temporary Re-Assignment to Higher Classification

The City Manager, Deputy City Manager, or designee, may authorize an employee to serve in an "acting" assignment to fill in for a higher position on a temporary basis. ~~While on acting assignments, employees will be eligible for a pay increase. Their salary will be recalculated using their regular position salary, adding the pay increase and then acting assignment pay. If this recalculation would not change the salary in their acting assignment, they will not receive an increase at that time. Once the acting assignment is completed, the employee will be moved to the appropriate salary in their regular position to reflect the pay increases they were scheduled to receive~~

~~during their acting assignment. Temporary assignments may be removed at any time by the City Manager, Deputy City Manager, or designee and it is not appealable.~~

~~For performing all of the essential functions of the position being filled.~~

a. Non-exempt Positions

~~Non-exempt employees who serve in an acting assignment for a minimum of thirty (30) consecutive calendar days shall receive either the entry of the pay range of the acting position or a five (5) percent increase in pay, whichever is greater, for the duration of the assignment. The employee will maintain the non-exempt status if the employee continues to perform their non-exempt job functions while filling in for an exempt status job. If the employee is no longer performing the non-exempt job functions of their original position and is performing only the exempt job functions of the acting assignment position, the employee will be considered exempt status while serving in the acting assignment.~~

b. Exempt Positions

~~Exempt employees who serve in an acting assignment for a minimum of thirty (30) consecutive calendar days shall receive either the entry of the pay range of the acting position or a five (5) percent increase in pay, whichever is greater, for the duration of the assignment.~~

8-7. Market Adjustment

When the salary structure is updated, all regular employees who are below the proposed minimum of their salary ranges will be brought up to the new minimum. If financially possible, all employees within the structure will be moved the same percentage as the structure movement, and remain at their respective position within the range to prevent compression.

9-8. Regrade Movement

When individual positions are moved to another grade because of market movement or misalignment identified in a compensation study, incumbents may be moved to the new grade (higher or lower) without impact to their salary. If the regrade results in movement to a lower grade that places the incumbent over the maximum of the range, the incumbent will be "red lined" above the range maximum.

10-9. Temporary Salary Adjustments

The City Manager may authorize temporary reductions to employee rates of pay due to budget constraints. Temporary reductions under this section shall be of general applicability to the City workforce and are not subject to the discipline, grievance, and/or appeal process.

11-10. Monetary Recognition Awards

In support of maintaining a high performing culture and providing recognition for exemplary performance and achievements, the City Manager is

authorized to develop recognition incentive programs that provide awards including monetary, trophy, plaques, certifications, and annual award events. Any taxation requirements which arise based upon I.R.S. rules will be taxable to the employee.

C. Rates of Pay

1. Starting Salary

Normally an employee will be ~~appointed~~ hired or reinstated at the minimum of the salary range for the job classification. ~~Under certain circumstances, the City Manager, Deputy City Manager, or designee may authorize employees to start within the range depending on experience, special skills, or difficulty to fill. However, if the employee exceeds the minimum relevant experience requirements for the job by two (2) to five (5) years, a starting salary within 80%-90% of midpoint can be authorized by the department director. If the employee's relevant experience exceeds the minimum requirements by six (6) to nine (9) years or a special skill requirement is identified, a starting salary within 91%-100% of midpoint can be authorized by the department director. If the employee has over ten (10) years of relevant experience beyond the minimum qualifications, the employee has special skills or background, or there has been difficulty in recruiting for the position, the Deputy City Manager or City Manager may approve a starting salary above midpoint. In all cases, documentation justifying the request must be received by Human Resources.~~

Lateral Police Officers and Firefighters will be hired in accordance with their Memorandum of Understanding (MOU).

2. Overtime Compensation

Pursuant to the Fair Labor Standards Act (FLSA), the City will pay overtime to non-exempt employees who work in excess of forty (40) hours in their designated workweek.

Exception: The Fire Department certified non-exempt personnel will receive overtime for hours worked above their regularly scheduled shifts (hours in excess of 106 hours on their 120-hour pay period or 96 hours on their 96-hour pay period).

- ~~a. Employees eligible for overtime shall be compensated at a rate of one and one-half (1 ½) times their regular rate of pay.~~
- ~~b. For purposes of calculating overtime pay, compensatory time used, industrial related leave to attend off-duty appointments, and administrative leave shall not be considered time worked and shall be deducted from "hours worked" in the workweek. All other leaves will be considered hours worked.~~
- ~~c. Positions which are exempt under FLSA will not receive overtime, but may be given time off for extensive "after hours" work on special projects~~

~~or under extenuating circumstances as approved by the department director.~~

~~d. Non-exempt employees must get approval from their supervisor prior to working overtime. Non-exempt employees who work overtime without prior approval from their supervisor may be subject to disciplinary action.~~

3. Compensatory Time

Pursuant to the FLSA, the City will provide compensatory time in lieu of overtime pay, at a rate of one and one-half (1 ½) hours for each eligible hour of overtime worked, provided the employee and the immediate supervisor agree to the compensatory time accrual prior to the performance of the work. Compensatory Time earned may be cashed out by request of the employee or by the City on any regular payroll.

4. Bilingual Pay

Employees who are required to speak, interpret, read and/or write in a language other than English including American Sign Language (ASL) and pass the City approved examination will receive bilingual pay. ~~will receive \$0.95 per hour added to their regular rate of pay and employees who are required to speak and interpret in a language other than English including American Sign Language (ASL) and pass the City approved examination will receive \$0.55 per hour added to their regular rate of pay.~~ Bilingual pay is counted as wages for the purpose of calculating an employee's regular rate of pay for overtime purposes.

Eligibility requirements for bilingual pay are found in Administrative Guideline #210.

5. Holiday Compensation

See Administrative Guideline #620.

6. Red Line Rates of Pay

Based upon classification studies, reclassification of a position or a voluntary demotion, the City Manager or Deputy City Manager may authorize "red line" rates of pay. A "red line" salary is in excess of the maximum rate of pay assigned to the position classification. No salary adjustments to base pay shall be effective for an employee with a "red lined" salary. Employees with a "red lined" salary are eligible for lump sum increases.

7. Call Out Pay

Call out pay is intended to compensate ~~non-exempt~~ employees for actually working during a time an employee is not scheduled to work (i.e. in response to an emergency or to meet minimum staffing levels.) ~~Call-out pay is not~~

~~intended to compensate non-exempt employees who are called in to work to cover a shift. The criteria for call out pay is as follows:~~

- ~~a. The employee is advised with less than twelve (12) hours' notice that they need to come to work; and~~
- ~~b. The notice is a minimum of two (2) or more hours prior to the employee's regular scheduled start time. If the employee is called to work less than two (2) hours prior to the employee's regular scheduled start time, the employee will be compensated at an hourly rate that complies with the FLSA; or~~
- ~~c. The notice is after the employee has left work.~~

~~An employee who is called out shall be paid a minimum of two (2) hours call out pay (or up to the start of their regular start time), which includes thirty (30) minutes travel time to/from work, at one and one-half (1 ½) times their regular rate of pay regardless of the hours actually worked that workweek.~~

8. Stand-by Pay

~~Stand-by pay for non-exempt employees will be paid at a rate of \$2.00 per hour for every hour of stand-by time served.~~

Stand-by duty is a specific period of time during non-scheduled work hours in which an employee remains available to respond to an emergency. Stand-by response times will be determined by the department.

- ~~a. It is the employee's responsibility to advise their supervisor, or other person who would call them out, the phone number they can be reached at while on stand-by.~~
- ~~b. Employees on stand-by are expected to remain in a geographic vicinity that permits the employee to respond within thirty (30) minutes~~
- ~~c. Employees cannot receive stand-by pay concurrently with call out pay. Once an employee on stand-by is called out, call out pay provisions will apply.~~
- ~~d. Employees who become ill or experience a circumstance that would prevent them from responding to an emergency will immediately make the necessary notifications and will be removed from stand-by status.~~
- ~~e. Employees on stand-by status who fail to respond to a direction to come to work, or are unable to respond may be subject to disciplinary action.~~

9. Longevity Pay Program

Regular full-time employees who have completed their eighth (8) eligible years of service, by December 1, shall be eligible for longevity pay. The longevity pay program is contingent on available budgeted funds. ~~Longevity pay is considered an element of base pay in regards to the FLSA, any overtime implications will be calculated using hours worked beginning on November 1 and ending on October 31.~~

~~When budgeted funds are available, longevity will be paid on the first payroll that begins after December 1 of each year, and according to the following chart.~~

Completed Years of Service (Completed by Dec. 1)	Dollar Amount
8 years	\$400.00
9 years	\$500.00
10 years	\$600.00
11 years	\$700.00
12 years	\$800.00
13 years	\$900.00
14+ years	\$1,000.00

~~An employee MUST be actively employed at the time longevity checks are issued to be eligible. Payment of longevity pay is considered supplemental wages and is subject to I.R.S. guidelines regarding tax withholding in addition to all other applicable taxes.~~

10. Fire 40-hour Day Shift Assignment

To determine the forty (40) hour day shift assignment rate of pay for non-exempt shift personnel (Firefighters, Fire Engineers, and Fire Captains), 3,054 annual hours will be used, additional pays impacted by this assignment, with the exception of Bilingual Pay, will be calculated based upon a 1.47 multiplier.

11. Specialty Pay

Specialty Pays may be authorized to compensate employees for unique skills needed and approved by the department. Specialty pay is counted as wages for the purpose of calculating an employee's regular rate of pay for overtime purposes.

11.12. Assignment Pay

~~Police Department Assignment Pay for non-exempt, sworn positions will be paid at 2.5% – 5% of the midpoint of the Police Officer salary range and is added to the employee's base rate of pay (a specific listing of assignment pays can be found in Administrative Guideline #210). Communication Training Operator/Supervisor (CTO) assignment pay will be paid at five (5%) percent of the employee's current salary. Non-exempt, sworn police employees may participate in as many assignments as determined by the Department, but may only collect assignment pay up to ten (10%) percent. Assignment Pay may be removed at any time and is not appealable.~~

Assignment Pay for non-sworn positions will be paid to employees who, due to unique circumstances are assuming secondary work that is being performed on an ongoing basis and is distinctly separate from and unrelated to an employee's primary position; or are responsible for the management of specific budgeted projects. ~~Employees approved for Assignment Pay will receive a five (5%) percent increase in base pay for the period of time the employee is performing the special assignment. If the employee is at the maximum of the salary range, the salary will be five (5%) percent above the maximum of the range during the special assignment. Department directors, Deputy City Managers and contract employees are excluded from receiving Assignment Pay. Assignment Pay will be recommended by the department director and approved by Human Resources. Employees serve in special assignments at the discretion of the department director and the removal of an employee from a special assignment is not an adverse employment decision that is subject to grievance and/or appeal.~~

12.13. Uniform Allowance

~~Sworn Police employees will be paid a uniform allowance of \$506 four (4) times a year. Sworn Fire employees will be paid a uniform allowance of \$250 four (4) times a year. Non-sworn City positions approved by the City Manager are listed in Administrative Guideline #210 to receive a uniform allowance of \$253 four (4) times a year. Uniform allowance will be authorized for specific positions as outlined in Guideline #210. Uniform allowance is contingent on available budgeted funds.~~

13.14. Shift Differential Pay

Shift differential shall be paid to non-exempt employees who do not work twenty-four (24) hour shifts for scheduled hours actually worked on an assigned second (2nd), third (3rd), or fourth (4th) shift. ~~Shift differential shall be paid to exempt employees who do not work twenty four (24) hour shifts for scheduled hours actually worked on an assigned second (2nd), third (3rd), or fourth (4th) shift for more than fourteen (14) consecutive days.~~ Shift differential is added to the employee's base rate of pay and shall be included in the calculation of the overtime rate as required by the FLSA.

Shift	Start/End Time	Differential Amount
1 st Shift	5:00 am—3:00 pm	N/A
2 nd Shift	11:00 am—9:00 pm	\$0.50
3 rd Shift	4:00 pm—2:00 am	\$0.75
4 th Shift	8:00 pm—6:00 am	\$1.00

~~Non-sworn employees whose shift begins after 5:59 p.m. will receive fourth (4th) shift pay. Pay will be adjusted for non-exempt employees only after an employee has worked a minimum of four (4) consecutive days on the same~~

~~shift [whether first (1st), second (2nd), third (3rd), or fourth (4th) shift] during a pay period.~~

14.15. Returning Salary (from Layoffs)

Employees rehired within their same position at the time of layoff will return to the same paygrade and rate of pay including (plus or minus) any adjustments made during the time of layoff. This should not place the employee's salary below the entry of the range or above the maximum of the range.

If the employee returns in a position in a lower pay grade they will return at the same rate of pay, not to exceed the maximum of the range. If the employee is above the maximum of the range, their rate of pay will be adjusted to the maximum of the range.

POLICY STATEMENT	
Subject: Coaching Reviews	
Origination date: 04/01/01	Revision date: 05/08/2023
Policy number: 400	

Purpose

The purpose of the Coaching Review is to annually document employee performance and development, recognize strengths, identify areas for performance improvement, recognize core values and results, establish and foster the achievement of City-wide, departmental, and employee goals aligned with the Mission and Vision, to offer actionable feedback that maximizes employee performance and contributions.

Policy

Each employee (regular full-time and regular part-time) will have a documented Coaching Review at least once a year and must take in to consideration the performance over the previous twelve-month period.

Coaching Reviews should be work-specific and based on the city's core values and the employee's job description and goals. Coaching discussions and documentation should identify specific accomplishments, strengths, and areas for improvement, as appropriate. The Coaching Review should include specific examples of performance results and core values.

Each employee (regular full-time and regular part-time) will develop in coordination with the supervisor a set of aligned goals for the upcoming review period.

The coaching review may impact an employee's ability to receive a pay increase.

POLICY STATEMENT

Subject: ~~Performance Appraisal~~Coaching Reviews

Origination date: 04/01/01

Revision date: ~~07/01/13~~05/08/2023

Policy number: 400

Purpose

The purpose of the ~~Performance Appraisal~~Coaching Review is to annually document employee performance and development, recognize strengths, identify areas for performance improvement, recognize core values and results, establish and foster the achievement of City-wide, departmental, and employee ~~professional development objectives~~goals aligned with the Mission and Vision, and to offer actionable feedback ~~to employees as necessary~~that maximizes employee performance and contributions.

Policy

Each employee (regular full-time and regular part-time) will have a documented ~~written Performance Appraisal~~Coaching Review at least once a year and must take into ~~account~~consideration the performance over the previous twelve-month period.

~~Performance Appraisals~~Coaching Reviews should be work-specific and based on the city's core values and the employee's job description and ~~objectives~~goals. ~~Performance Coaching~~ discussions and documentation should identify specific accomplishments, strengths, and areas for improvement, as appropriate. The ~~Performance Appraisal~~Coaching Review ~~may~~should include specific examples of performance results and core values.

Each employee (regular full-time and regular part-time) will develop ~~and/or be given~~in coordination with the supervisor a set of ~~performance objectives~~aligned goals for the upcoming review period.

The ~~annual appraisal~~coaching review may impact an employee's ability to receive a pay increase.

POLICY STATEMENT

Subject: Employee Development

Origination date: 04/01/01

Revision date: 05/08/2023

Policy number: 500

Purpose

The purpose of this policy is to provide direction to the City's employee development and training efforts.

Policy

It is the policy of the City of Goodyear to encourage professional development through a variety of measures. These measures include, but are not limited to, new employee orientation, staff meetings, on-the-job training, job-related conferences and seminars, and continuing education through colleges and universities.

A. Training Costs

Training costs may include registration fees for workshops or conferences, materials, and the fees charged for contracting consultants and/or instructors providing the training. These costs may be supported by the City, provided funds have been budgeted and the training has been approved. Lodging, meals and travel costs may be supported by the City if prior approval has been given. The City Manager or designee will determine how funds will be budgeted for these purposes.

B. Eligibility for Training

All City employees are eligible to participate in City-sponsored training, development, and educational opportunities, upon approval of their supervisor.

C. Training Priorities

Since all training opportunities are subject to budgetary limitations, the City has established priorities for training and staff development. They are:

1. Orientation
2. Job-related Training
3. Developmental Training
4. Tuition Assistance

POLICY STATEMENT

Subject: ~~Staff Orientation, Training, Development, Education and Tuition Reimbursement~~ **Employee Development**

Origination date: 04/01/01

Revision date: 05/08/2023

Policy number: 500

Purpose

The purpose of this policy is to provide direction to the City's employee development and training efforts.

Policy

It is the policy of the City of Goodyear to encourage professional development through a variety of measures. These measures include, but are not limited to, new employee orientation, staff meetings, on-the-job training, job-related conferences and seminars, and continuing education through colleges and universities.

A. Training Costs

Training costs may include registration fees for workshops or conferences, materials, and the fees charged for contracting consultants and/or instructors providing the training. These costs may be supported by the City, provided funds have been budgeted and the training has been approved. Lodging, meals and travel costs may be supported by the City if prior approval has been given. The City Manager or designee will determine how funds will be budgeted for these purposes.

B. Eligibility for Training

All City employees are eligible to participate in City-sponsored training, development, and educational opportunities, upon approval of their supervisor.

C. Training Priorities

Since all training opportunities are subject to budgetary limitations, the City has established priorities for training and staff development. They are:

1. Orientation
2. Job-related Training
3. Developmental Training
4. Tuition ~~Reimbursement~~ Assistance

ITEM #: 6.
DATE: 05/08/2023
AI #:1489



CITY COUNCIL ACTION REPORT

**SUBJECT: AUTHORIZATION OF EXPENDITURE OF DESIGN FUNDS FOR
APPROVED FY2023 CAPITAL IMPROVEMENT PLAN (CIP)
PROJECT #42058- MCDOWELL MEDIAN IMPROVEMENTS-
LITCHFIELD TO DYSART**

STAFF PRESENTER(S): Hugh Bigalk, City Traffic Engineer; Troy Scott, Senior Project Manager Engineering

SUMMARY

A request to authorize the expenditure of design funds for the McDowell Road Widening Improvements project.

STRATEGIC PLAN ALIGNMENT



Quality of Life



Fiscal Resource
Management



Economic
Vitality

RECOMMENDATION

Authorize the expenditure of funds for the McDowell Roadway Widening project in an amount not to exceed \$1,724,500. (Hugh Bigalk, City Traffic Engineer; Troy Scott, Senior Project Manager Engineering)

FISCAL IMPACT

The project is currently budgeted and programmed in the FY2023 Capital Improvement Program.

BACKGROUND AND PREVIOUS ACTIONS

The project consists of designing improvements to an approximately 1.1-mile-long section of McDowell Rd. from Litchfield Road to Dysart Road, including the intersection of Litchfield Road & McDowell Road. The proposed improvements widen the eastbound and westbound lanes to provide one additional travel lane in each direction. Reconstruction will include pavement and streetlight removal, modification to existing medians with landscaping, including curb and gutter, landscaping restoration and irrigation, concrete sidewalks, assessment of roadway infrastructure for drainage improvements, signage and pavement markings, new streetlights, bus bay shelter(s), and traffic signal modifications.

This project was approved by Council as part of the FY2023-27 CIP 5-year plan.

STAFF ANALYSIS

Staff received four prospective consultant responses to a project request for qualifications in February 2023. Submittals were evaluated by a scoring committee consisting of representatives from several different City departments. Following evaluation staff selected Kimley-Horn as the design firm with the best qualifications for the project. Staff completed negotiations of scope, schedule, and fee with Kimley-Horn for use in the final contract. The final negotiated design service cost is within the FY2023 CIP design budget and within the FY2023 CIP performance period. With Council consent of this authorization of funds not to exceed \$1,724,500, staff anticipates having Kimley-Horn under contract and issuing a notice to proceed by the end of May 2023.

ITEM #: 7.
DATE: 05/08/2023
AI #:1446



CITY COUNCIL ACTION REPORT

SUBJECT: APPROVE LETTER OF INTENT FOR PURCHASE OF THE NORTH PARKING GARAGE AT GSQ AND AUTHORIZE THE EXECUTION OF THE FIRST AMENDED AND RESTATED PARKING RIGHTS AGREEMENT AND RELATED PURCHASE AND SALE AGREEMENT

STAFF PRESENTER(S): Roric Massey, City Attorney

SUMMARY

The approval of the Letter of Intent ("LOI") and Resolution 2023-2308 with authorize the City Manager to execute all documents necessary to acquire the existing parking garage ("North Parking Garage") located as GSQ under such terms and conditions as outlined in the Letter of Intent.

STRATEGIC PLAN ALIGNMENT



Quality of Life



Fiscal Resource
Management



Economic
Vitality



Sense of
Community

RECOMMENDATION

ADOPT RESOLUTION NO. 2023-2308 APPROVING THE EXECUTION OF A LETTER OF INTENT TO PURCHASE THE NORTH PARKING GARAGE AND PROVIDING AUTHORIZATION AND DIRECTION FOR THE EXECUTION OF THE FIRST AMENDED AND RESTATED PARKING RIGHTS AGREEMENT AND THE RELATED PURCHASE AND SALE AGREEMENT; AND PROVIDING AN EFFECTIVE DATE AND AUTHORIZING REQUIRED BUDGET AMENDMENTS. (Roric Massey, City Attorney)

FISCAL IMPACT

Under the terms of the proposed LOI, the City will purchase the existing North Parking Garage at GSQ for \$11,955,000. The ongoing maintenance of the garage will continue through the outside vendor, with costs allocated on a pro-rata share between the City and Globe. Initial estimates for the annual operations costs for the parking garage ranged from approximately \$34,000 to \$68,000 depending on the final staffing levels selected for the garage. Under the terms of the original Parking Rights Agreement, the City would be responsible to pay for half of

those costs.

A budget amendment in the amount of \$12,500,000 will be made in FY2023 utilizing available general fund balance to fund this acquisition and all related costs. With this action proposed FY2024 funding for this project will be removed from the tentative budget to be presented to council on May 22, 2024.

BACKGROUND AND PREVIOUS ACTIONS

The City previously partnered with the Globe Corporation for the construction and operation of the North Parking Garage at GSQ to provide public and private parking in support of the GEN 1 office building, and for public parking in support of the City Hall, Library and for the Civic Square public park. The City previously invested \$5 million toward the original construction costs and received permanent easements for public parking in the privately owned structure.

Globe Corporation will soon be moving forward in the construction of a second privately owned parking garage on the GSQ site, and future private parking needs will utilize the new garage. The City was anticipating the construction of a new parking structure to support public parking needs on the site, however, opportunities have arisen in the private construction market that will allow Globe to construct a new garage more economically than the City could at this time, thus the parties have agreed that the City will instead acquire the existing North Garage, in continued support of the City Hall and to support parking needs at the heavily programmed Civic Square Park. The City and Globe are proposing to transfer the North Parking Garage to City ownership through these agreements. The City will buy out Globe's investment in the North Parking Garage, while Globe will retain an easement to utilize 362 spaces of the existing 912 parking spaces in the North Parking Garage and options for future purchase or lease options of additional parking spaces if needed by Globe. This allocation recognizes the appreciation in value of the North Parking Garage since the time of construction, as well as additional costs the City would have incurred in the construction of additional public parking needed to support the future development of the GSQ site. The 362 spaces remain open for general public parking on nights and weekends.

STAFF ANALYSIS

The approval of the LOI and Resolution 2023-2308 will provide city staff the authority to finalize necessary legal documents and to execute a future Purchase Agreement and Revised Parking Rights Agreement consistent with the terms of the LOI. The LOI generally provides for the purchase price of \$11,955,000, due diligence periods, and that Globe will retain a permanent parking easement in 362 parking spaces, as well as options to purchase or lease additional spaces if needed in the future.

The proposed acquisition of the North Parking Garage will provide ample public parking for the City Hall, Georgia T. Lord Library, and the Civic Square Park and for the numerous public events held at the site.

Attachments

Resolution 2023-2308

RESOLUTION NO. 2023-2308

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, APPROVING THE EXECUTION OF A LETTER OF INTENT TO PURCHASE THE NORTH PARKING GARAGE AND PROVIDING AUTHORIZATION AND DIRECTION FOR THE EXECUTION OF THE FIRST AMENDED AND RESTATED PARKING RIGHTS AGREEMENT AND THE RELATED PURCHASE AND SALE AGREEMENT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, on August 19, 2019, Council approved a Development agreement between the City of Goodyear and Globe Corporation which provided for the development of approximately 46 acres near 150th Drive and Monte Vista Road; and

WHEREAS, the Development Agreement provided that Globe Corporation would construct the new Goodyear City Hall, a 2-acre Civic Square Park, a 100,000 square-foot Class A office building, and an adjacent parking structure for the development; and

WHEREAS, through the Development Agreement, the City agreed to fund \$5 million towards the cost of the Parking Garage in return for a dedicated allocation of parking stalls on a pro-rata share based on the total cost of construction; and

WHEREAS, the Development Agreement contemplated that the parties would subsequently enter into a Parking Rights Agreement to outline the operations and maintenance of the parking structure; and

WHEREAS, on December 6, 2021, the parties subsequently entered into a Parking Rights Agreement that provided the parties would explore the future participation by the City in the South Parking Garage; and

WHEREAS, the City has experienced significant public participation and usage of its new library and public park at Civic Square requiring significant public parking usage of the North Parking Garage; and

WHEREAS, through discussions regarding the South Garage, the parties identified certain market opportunities currently available that will reduce the cost of the South Garage if they can be quickly secured; and

WHEREAS, the parties agreed that Globe would move forward in securing surplus parking garage building materials for the South Garage and advance the construction of that garage; and

WHEREAS, the City has determined that the purchase of the North Parking Garage will fulfill its short-term and long-term public parking needs for the Civic Square at GSQ area; and

WHEREAS, the parties have negotiated and tentatively agreed to the purchase and acquisition terms contained in the Letter of Intent; and

WHEREAS, the City finds that the acquisition of the North Parking Garage provides a necessary public benefit through the permanent provision of dedicated public parking spaces necessary for the orderly and efficient operation of the City Hall, library, and Civic Square Park.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1. Approve and authorize the City Manager to execute the Letter of Intent to Acquire Lot 7, Goodyear Civic Square Parcel "A", attached as Exhibit "1".

SECTION 2. Authorize and direct the City Manager or her designee to sign and execute the First Amendment to the Parking Rights Agreement with GSQ Goodyear Parking Garage, LLC and Globe Corporation, to make non-substantive changes in furtherance of the agreement, and to take all actions necessary to carry out the intent of this Resolution and the Agreement.

SECTION 3. . Authorize and direct the City Manager or her designee to sign and execute the Purchase and Sale Agreement for the North Parking Garage consistent with the terms of the LOI, to make non-substantive changes in furtherance of the agreement, and to take all actions necessary to carry out the intent of this Resolution and the Agreement.

SECTION 4. This Resolution shall become effective upon its adoption by the Mayor and Council of the City of Goodyear.

PASSED AND ADOPTED by the Mayor and Council of the City of Goodyear, Maricopa County, Arizona, by a _____ vote, this _____ day of _____, 20_____.

Joe Pizzillo, Mayor

Date: _____

ATTEST:

APPROVED AS TO FORM:

Darcie McCracken, City Clerk

Roric Massey, City Attorney

EXHIBIT '1'

LETTER OF INTENT TO ACQUIRE LOT '7'
GOODYEAR CIVIC SQUARE – PARCEL A

(ON THE FOLLOWING PAGES)

May 1, 2023

George Getz and Michael Olsen
GSQ Goodyear Parking Garage, LLC
6730 North Scottsdale Road, Suite 250
Scottsdale, Arizona 85253

Re: Letter of Intent to acquire Lot 7, Goodyear Civic Square Parcel "A"
(the "**Property**").

Gentlemen:

This letter ("**Letter of Intent**") summarizes the non-binding terms and conditions under which the City of Goodyear is willing to purchase the Property, together with all improvements located thereon (the "**Improvements**"). The Improvements consist primarily of a parking facility containing 912 parking spaces and related improvements, all situated on an approximate 2.322 acre parcel of real property (the "**Property**"). Such tract is a lawfully subdivided parcel of land.

Buyer: The City of Goodyear, an Arizona municipal corporation.

Seller: GSQ Goodyear Parking Garage, LLC, an Arizona limited liability company

Purchase Price: Eleven Million Nine Hundred Fifty-five Thousand and no/100 dollars (\$11,955,000.00) cash at Closing. Seller will retire all existing financing at its own cost.

Earnest Money: Twenty-five Thousand and no/100 dollars (\$25,000.00) to be paid within three (3) days of full execution of the purchase contract, made payable to First American Title Insurance Company, Alix Graham ("**Title Company**"). Such Earnest Money shall apply toward the Purchase Price. The Earnest Money shall be fully refundable to Buyer until the conclusion of the Investigation Period should Buyer decide not to proceed with the transaction.

Purchase Contract: The purchase and sale agreement shall be a mutually acceptable form. Buyer and Seller agree to diligently pursue the execution of such agreement, which shall embody the terms of this letter, and normal and customary terms and provisions for a transaction of this nature. Seller to provide Buyer with form of agreement.

Opening of Escrow: Escrow shall be opened at the time the mutually executed purchase contract has been deposited with the Title Company ("**Opening of Escrow**").

Form of Deed: The transfer of title shall be evidenced by a special warranty deed (or equivalent).

Title: Fee title to the land and fee ownership interest in the Improvements will be delivered to Buyer, insurable by extended coverage ALTA title insurance, free and clear of all encumbrances, except those Buyer acknowledges in writing as permitted exceptions. Buyer has previously issued a final certificate of occupancy for the Improvements.

**Due Diligence
Material:**

Buyer's obligation to purchase the Property shall be subject to Buyer satisfying itself that the Property is suitable for Buyer's intended purpose. Within five (5) days of the Opening of Escrow, Seller shall deliver to Buyer certain due diligence material to be outlined in the purchase contract. Within ten (10) days from the Opening of Escrow, the Title Company shall provide Buyer a title report, together with links to copies of all items referred to therein.

**Parking Agreement
Amendment:**

The Property is currently subject to a Parking Rights Agreement between Buyer and Seller (the "**Parking Agreement**") which was recorded in the Official Records of Maricopa County, Arizona in Document No. 2021-1296333. The closing of the transaction contemplated hereby shall be conditioned upon the parties agreeing upon and executing an amended and restated Parking Agreement, modifying the Parking Agreement as reasonably necessary to reflect the sale of the Property from Seller to Buyer. The amendment shall include provisions for the grant to Seller of an easement right to no fewer than 362 parking spaces. The parties agree to negotiate said amendment in good faith. The amendment shall be recorded at the closing of the transaction contemplated hereby.

**Investigation
Period:**

Buyer shall have a period of thirty (30) days after the Opening of Escrow to review the condition of the Property and to perform all due diligence necessary to satisfy itself as to the sufficiency of the Property for its use. Upon the expiration of the Investigation Period, the Earnest Money will become non-refundable to Buyer, subject to casualty, condemnation, Seller nonperformance and other typical exceptions.

**Due Diligence
Work:**

Buyer shall coordinate third party/investigative reports and other due diligence matters which Buyer considers needed in connection with its purchase of the Property.

**Representations
and Warranties:**

The purchase contract shall contain standard and customary representations and warranties for a transaction of this nature in a form mutually acceptable to the parties.

Conditions:

In addition to the other provisions of this Letter of Intent and such other terms as are usual and customary in a transaction of this nature, the purchase contract shall provide that Buyer's obligation to purchase the Property shall be subject to:

- A. **Investigation:** Buyer's approval in its sole and absolute discretion of the Property, which approval shall be within the 30-day Investigation Period.

- B. **Site Inspection:** Buyer's approval in its sole and absolute discretion of the physical condition of the Property within the 30-day Investigation Period.
- C. **Physical Condition:** Buyer's confirmation that, at closing, (a) all Improvements located on the Property shall be in good operational condition, (b) all Improvements shall be in compliance with all applicable laws, including, without limitation, the Americans with Disabilities Act, and (c) all mechanical elements of the Improvements located on the Property, including the elevators, shall be in good working order as of the closing. Seller shall assign any applicable assignable construction warranties to Buyer at closing.

**Allocation of
Costs:**

Each party shall incur their own respective legal and consulting fees. Other costs shall be borne as follows:

Due Diligence Work: Buyer pays for a current Phase I environmental report and any additional environmental investigation, if any.

Title Report: Seller pays for standard coverage and curative endorsements; Buyer pays for extended and Buyer endorsements.

**Closing Costs/
Prorations:** Seller, in addition to its other expenses, shall pay for (a) 100% of state, county and local realty transfer fees, excise taxes, surtaxes or similar charges for the conveyance of the Property to Buyer, (b) 50% of all recording charges, excluding recording charges for any mortgage or other security documents required by Buyer's lender, (c) 50% of all escrow fees, and (d) 100% of any special assessment, improvement district or similar lien currently of record against the Property. Buyer, in addition to its other expenses, shall pay for (i) 50% of all recording charges, and 100% of the recording charges for any mortgage or other security documents required by Buyer's lender, and (ii) 50% of all escrow fees. Prorations shall be calculated according to custom.

**Third-Party Report
Reliance Letters:** Buyer

**Closing/
Close of Escrow:** Close of Escrow shall occur within twenty (20) days after the conclusion of the Investigation Period.

Brokerage: Buyer and Seller each acknowledge that they have dealt with no brokers in this transaction, and Buyer and Seller each agree to indemnify and hold the other harmless from and against any brokerage commission claims arising from their actions.

This Letter of Intent is made with the understanding and stipulation that this is not a binding commitment or legal offer to purchase the Property and shall serve as a general outline of the purchase contract provisions subject to further provisions included in such agreement as required by the parties. Neither Buyer nor Seller shall have any obligation resulting from the proposal made hereby, nor shall any obligation or liability be incurred by either party until and unless a contract is executed by both parties.

If the terms and conditions stated herein are acceptable to you, please indicate your acceptance in the space provided and return a copy to me. We look forward to working with you on the successful consummation of this sale.

Sincerely,

CITY OF GOODYEAR, an Arizona municipal corporation

By: _____

Name: _____

Its: _____

APPROVED and ACCEPTED this _____
day of May, 2023.

Owner:

GSQ GOODYEAR PARKING GARAGE, LLC,
an Arizona limited liability company

By: Globe Corporation,
an Illinois corporation
Its Sole Member

By: _____
George F. Getz
President

ITEM #: 8.
DATE: 05/08/2023
AI #:1497



CITY COUNCIL ACTION REPORT

SUBJECT: CITIZEN BOND EXPLORATORY COMMITTEE RECOMMENDATION

STAFF PRESENTER(S): Jared Askelson, Deputy Finance Director

OTHER PRESENTER(S):

John Cox, Citizen Bond Exploratory Committee Chair

SUMMARY

The Citizen Bond Exploratory Committee will present the recommendation for a potential general obligation bond election in November 2023.

STRATEGIC PLAN ALIGNMENT



Quality of Life



Fiscal Resource
Management



Economic
Vitality



Sense of
Community

RECOMMENDATION

Provide the recommendation from the Citizen Bond Exploratory Committee. (Jared Askelson, Deputy Finance Director; John Cox, Citizen Bond Exploratory Committee Chair)

FISCAL IMPACT

There is no direct fiscal impact from this item. The Committee's recommendation is to include a total of \$192 million of voter authorization on the November 2023 ballot. The recommendation will maintain the total property tax rate at or below \$1.74, in compliance with the City's financial policy.

BACKGROUND AND PREVIOUS ACTIONS

On August 29, 2022, the Citizen Bond Exploratory Committee was created by Council action. The Committee, consisting of citizen and stakeholder volunteers, was tasked with providing a recommendation to Council regarding a potential bond authorization election in November 2023. The recommendation is a financial plan that includes details related to the property tax impact, projects, priorities, and ballot questions. The Council gave further direction at a work session October 17, 2022, to help narrow the focus of the Committee. The Committee met on ten occasions, receiving information from city staff, reviewing results of a public opinion

survey, and contemplating the direction given by City Council through the Committee by-laws and during the work session to arrive at a recommendation. Based on these sources and the deliberation of the Committee, the recommended financing plan November 2023 election includes \$95 million for Transportation purposes, \$80 million for Public Safety purposes, and \$17 million for Parks and Recreation purposes. The Parks and Recreation recommendation is dependent on favorable results from a second public opinion survey. The full recommendation also includes a prioritized list of projects and ballot questions for each category.

STAFF ANALYSIS

General obligation (GO) bonds are among the most secure financing mechanisms available to municipalities and usually offer the lowest interest rates. Having recently extinguished voter authorization in various categories of infrastructure, the City cannot issue additional GO bonds for Transportation, Public Safety, Parks and Recreation, and Facilities purposes without an election. The Council created the Citizen Bond Exploratory Committee to form a recommendation for a potential election in November 2023. The Committee recommendation is in compliance with the by-laws adopted by Council. It is also in line with direction provided by Council at the October 17, 2022, work session.

Attachments

Committee Recommendation
Presentation



Memorandum

Date: May 1, 2023

To: City Council

From: John Cox, Citizen Bond Exploratory Committee Chair
Jared Askelson, Deputy Finance Director

CC: Wynette Reed, City Manager
Andrew Granger, Deputy City Manager
Justin Fair, Deputy City Manager
Doug Sandstrom, Finance Director

Re: Citizen Bond Exploratory Committee Recommendation

In accordance with the by-laws of the Citizen Bond Exploratory Committee adopted by the City Council on August 29, 2022, this memorandum, along with the presentation to be made on May 8, 2023, serves as the recommendation to City Council of a financing plan for a potential general obligation bond election in November 2023. This plan includes details related to the property tax impact, projects, priorities, and ballot questions. Since formation on December 12, 2022, the Committee has met on ten occasions, receiving information from city staff, reviewing results of a public opinion survey, and contemplating the direction given by City Council through the Committee by-laws and during a work session on October 17, 2022. Based on these sources and the deliberation of the Committee, the recommended financing plan is as follows:

1. Include up to three questions on the November 2023 ballot to include:
 - \$95 million for Transportation purposes,
 - \$80 million for Public Safety purposes,
 - \$17 million for Parks purposes dependent on positive results from a second public opinion survey.
2. The amount for each recommended category is based on the projects included in Appendix A of this memorandum. The projects are prioritized within each category.
3. The recommended ballot questions are included in Appendix B of this memorandum. The questions should reflect the projects included in Appendix A to allow for appropriate educational outreach prior to the election.

Property Tax Impact

During the October 17, 2022, City Council work session, direction was given to the Committee that a reasonable total amount of any bond questions would not exceed \$300 million and that the current Financial Policy that maintains the overall property tax rate at or below \$1.74 would be preserved. Based on this rate, current assessed property valuations, a state statute derived growth projection, and current general obligation debt, the Committee was presented an estimated maximum ceiling of \$232 million. The Committee used this estimate as their upper threshold for the total recommendation, which maintains no increase to the \$1.74 tax rate in all required publications.

Projects and Priorities

The Committee was presented projects broken down into the categories of Transportation, Public Safety, Parks and Recreation, and Facilities. Master plans in each of the categories were reviewed to establish the need and priority for projects. The total amount of the projects was \$451 million dollars, which exceeds the upper threshold by \$219 million. To bring the recommended amount in line with the upper threshold, the Committee reviewed the results of a public opinion survey conducted on behalf of the City. The survey showed favorable results for both the Transportation

and Public Safety categories. The results were less favorable for projects in the Facilities and Parks and Recreation categories.

Within the Facilities category, the Committee believed that a need for a Municipal Operation Complex (MOC) was established, however the project specifically did not have success in the survey. Additionally, the scope of the project was not yet developed to allow for appropriate educational outreach. While the Committee is not recommending a Facilities question be included on the November 2023 ballot, due to the demonstrated need for the facility and continuing efforts to enhance the scope of the MOC, \$40 million, was not allocated to other categories to allow for a potential future bond election for this purpose.

The Committee deliberated at length on the Parks and Recreation category. The survey results were not favorable for the overall category and questions regarding individual projects had average results. It was noticed, however, that "bike and pedestrian paths" had favorable results. One of the projects presented was the Bullard Wash Bike/Pedestrian Path. Additionally, the Committee believed that the questions for the overall Parks and Recreation category may have scored poorly because the dollar amount (\$75 million) was deemed too high. It is, therefore, the recommendation of the Committee that a Parks and Recreation question in the amount of \$17 million be tested on a second public opinion survey. The amount represents the estimated cost of the Bullard Wash Bike/Pedestrian Path. Dependent on favorable results from the second public opinion survey, a Parks and Recreation question in the amount of \$17 million should be included on the November 2023 ballot.

The Transportation and Public Safety categories demonstrated need and fared well in the public opinion survey. The recommendation was constrained by the upper threshold set by the property tax rate. The priorities of the recommendation are based on the staff presentations. For Public Safety, the Committee noted the positive effect the Fire Resource Management Facility will have on the overall facilities master plan; and the importance of finding the ideal site and identifying partners for the Public Safety Training Facility. On the topic of Transportation, it was noted that the priorities are based on preliminary results from the master plan, which will be completed in December 2023.

Ballot Questions

The Committee was presented with ballot language drafted by bond counsel using the questions from previous City elections and additional language that has been used by other municipalities since that time. The Committee understands that broadly worded questions allow for flexibility, however, some of the wording included infrastructure not specifically discussed by the Committee. Specific exception was taken to the Public Safety language that included fire stations and police substations, as no projects of that type were brought forward to the Committee. The Committee is particularly aware of ballot language that may be inconsistent with their recommendation and future educational outreach. It will be difficult for Committee members to answer questions from the public regarding which fire stations or police substations are included in the bond election when no infrastructure of that type was discussed. The recommended Public Safety ballot question reflects these thoughts. The Committee further recommends that all ballot language is in line with the intended projects to reduce potential inconsistencies in educational outreach.

The Committee appreciates the opportunity to make this recommendation and looks forward to our presentation on May 8, 2023, and to Council discussion on May 15th.

Appendix A

Citizen Bond Exploratory Committee Recommended Projects and Priorities May 1, 2023

Project Name	Amount
<u>Transportation</u>	
Yuma Road - Cotton Lane to Canyon Trails	15,199,500
Camelback Rd. Citrus to Cotton	22,076,000
Indian School Road- Perryville to Citrus	35,011,000
Indian School Road- Citrus to Minnezona	11,007,800
Cotton Lane - Estrella Parkway to Cotton Lane Bridge	6,800,600
McDowell Road- Litchfield to Dysart	4,905,100
Transportation Total	95,000,000
<u>Public Safety</u>	
Fire Resource Management Facility	10,000,000
Public Safety Training Facility	70,000,000
Public Safety Total	80,000,000
<u>Parks and Recreation</u>	
Bullard Wash Bike/Pedestrian Path	17,000,000
Parks and Recreation Total	17,000,000

Appendix B

Question No. 1

PURPOSE: STREET AND TRANSPORTATION IMPROVEMENTS BONDS

AMOUNT: \$95,000,000

Shall the Mayor and Council of the City of Goodyear, Arizona, be authorized to issue and sell general obligation bonds of the City in the principal amount of \$95,000,000 to provide funds:

Purposes: To design, acquire, improve, widen, construct, reconstruct and rehabilitate the streets, avenues, alleys and highways of or within the City; to design, acquire, install, construct and reconstruct intersections, traffic signal/control systems, traffic safety improvements, street lighting, underground utility lines, landscape improvements and bicycle program improvements, including shared use paths and trails; to acquire land and interests in land for transportation purposes?

Payment of Bonds: Each series of these bonds will be issued at the option of the Mayor and Council as general obligation bonds of the City pursuant to Title 35, Chapter 3, Article 3, Arizona Revised Statutes, payable from the levy of an ad valorem tax against the taxable property located within the City, and the issuance of these bonds will result in a property tax increase sufficient to pay the annual debt service of the bonds, unless the Mayor and Council provide for payment from other sources.

A “yes” vote shall authorize the City of Goodyear governing body to issue and sell \$95,000,000 of general obligation bonds of the City to be repaid with secondary property taxes.

A “no” vote shall not authorize the City of Goodyear governing body to issue and sell such bonds of the City.

☐	BOND APPROVAL, YES
☐	BOND APPROVAL, NO

“Tag Line” language:

Shall Goodyear be authorized to issue and sell \$95,000,000 of general obligation bonds for street and transportation improvements?

Appendix B (Continued)

Question No. 2

PURPOSE: PUBLIC SAFETY BONDS

AMOUNT: \$80,000,000

Shall the Mayor and Council of the City of Goodyear, Arizona, be authorized to issue and sell general obligation bonds of the City in the principal amount of \$80,000,000 to provide funds:

Purposes: To design, acquire, and construct fire resource management facilities and public safety training facilities; to furnish, equip and improve public safety training facilities and fire resource management facilities; and to acquire vehicles, equipment, electronic data, voice and communication equipment and land for fire and public safety purposes; and to improve the grounds thereof?

Payment of Bonds: Each series of these bonds will be issued at the option of the Mayor and Council as general obligation bonds of the City pursuant to Title 35, Chapter 3, Article 3, Arizona Revised Statutes, payable from the levy of an ad valorem tax against the taxable property located within the City, and the issuance of these bonds will result in a property tax increase sufficient to pay the annual debt service of the bonds, unless the Mayor and Council provide for payment from other sources.

A “yes” vote shall authorize the City of Goodyear governing body to issue and sell \$80,000,000 of general obligation bonds of the City to be repaid with secondary property taxes.

A “no” vote shall not authorize the City of Goodyear governing body to issue and sell such bonds of the City.

☐	BOND APPROVAL, YES
☐	BOND APPROVAL, NO

“Tag Line” language:

Shall Goodyear be authorized to issue and sell \$80,000,000 of general obligation bonds for public safety?

Appendix B (Continued)

Question No. 3

PURPOSE: PARKS AND RECREATION IMPROVEMENTS BONDS

AMOUNT: \$17,000,000

Shall the Mayor and Council of the City of Goodyear, Arizona, be authorized to issue and sell general obligation bonds of the City in the principal amount of \$17,000,000 to provide funds:

Purposes: To construct, improve and acquire community, neighborhood and regional parks, including bike and pedestrian paths, trails, recreational facilities, buildings and improvements; to acquire land for parks, bike and pedestrian paths, trails, recreational facilities, buildings and open spaces; to make improvements, additions and replacements to existing parks, bike and pedestrian paths, trails, recreational facilities and buildings; to landscape, furnish and equip existing and new parks, bike and pedestrian paths, trails, recreational facilities and buildings?

Payment of Bonds: Each series of these bonds will be issued at the option of the Mayor and Council as general obligation bonds of the City pursuant to Title 35, Chapter 3, Article 3, Arizona Revised Statutes, payable from the levy of an ad valorem tax against the taxable property located within the City, and the issuance of these bonds will result in a property tax increase sufficient to pay the annual debt service of the bonds, unless the Mayor and Council provide for payment from other sources.

A “yes” vote shall authorize the City of Goodyear governing body to issue and sell \$17,000,000 of general obligation bonds of the City to be repaid with secondary property taxes.

A “no” vote shall not authorize the City of Goodyear governing body to issue and sell such bonds of the City.

☐	BOND APPROVAL, YES
☐	BOND APPROVAL, NO

“Tag Line” language:

Shall Goodyear be authorized to issue and sell \$17,000,000 of general obligation bonds for parks and recreation improvements?

City of Goodyear
Citizen Bond Exploratory
Committee
Recommendation

City Council Meeting
May 8, 2023

Committee Members



Jesse Aynes
John Cox
Peter Diliberti
Tamara Floyd
Joseph Hester
Danna Kiracofe
Eric Lien

Joseph Moreno
Brian Murphy
Ernie Nepomuceno
James Reynolds
Susan Schmelzer
Gerald Wilson

Purpose of the Committee



- Recommend financing plan
 - Projects
 - Priorities
 - Property tax impact
 - Ballot questions
- Focus on 2-5 year window

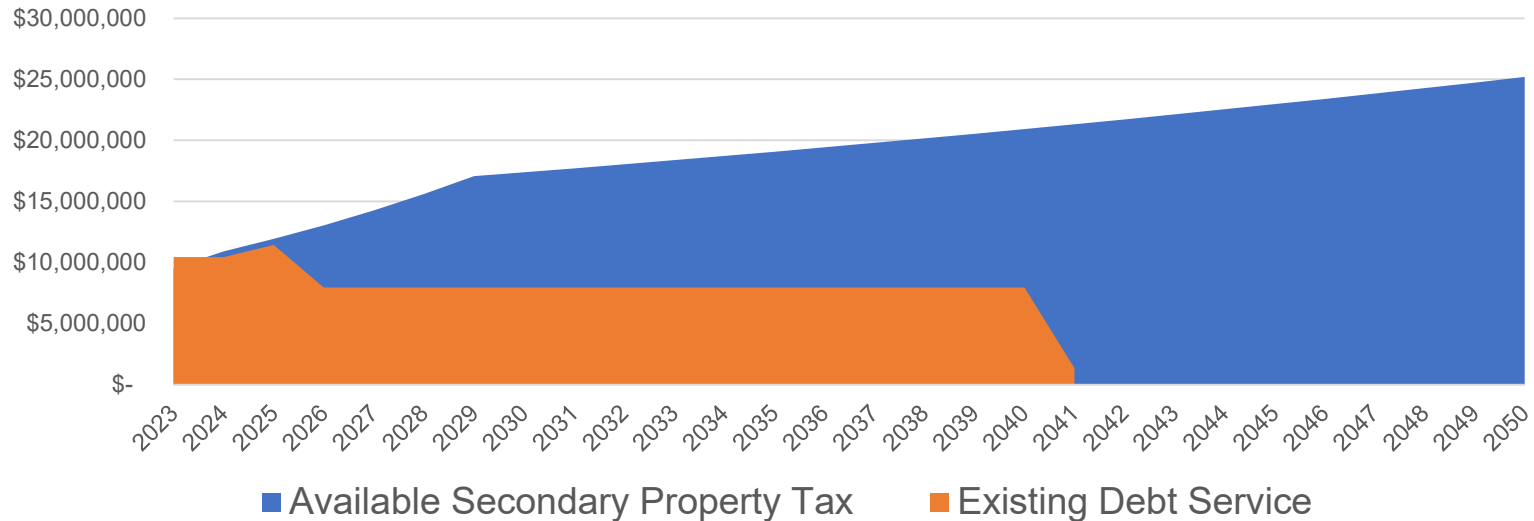
- Focus on November 2023 election
- Separate question per category
- Reasonable total amount
- Property Tax Rate Guideline is unchanged

- Planning documents
 - Master plans, Capital Improvements Plan
- Staff presentations and expertise
- Surveys of potential off-cycle voters
- Input from all Committee members

Property Tax Rate Guideline



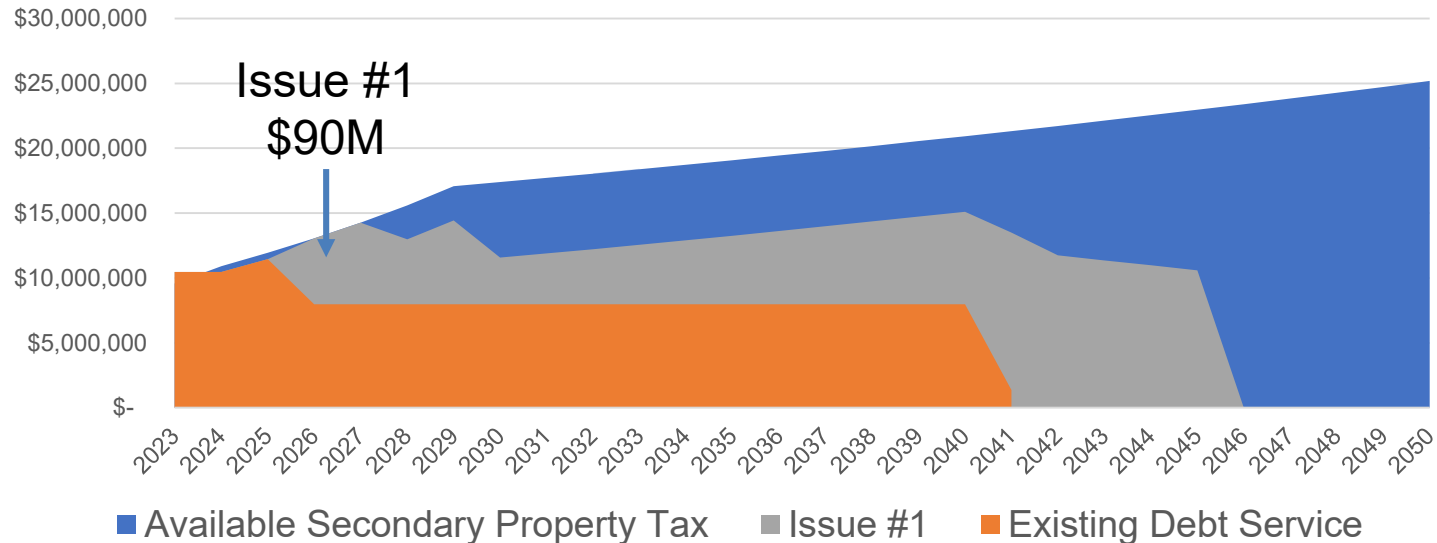
Available Property Tax and Debt Service
FY2023-2050



Property Tax Rate Guideline



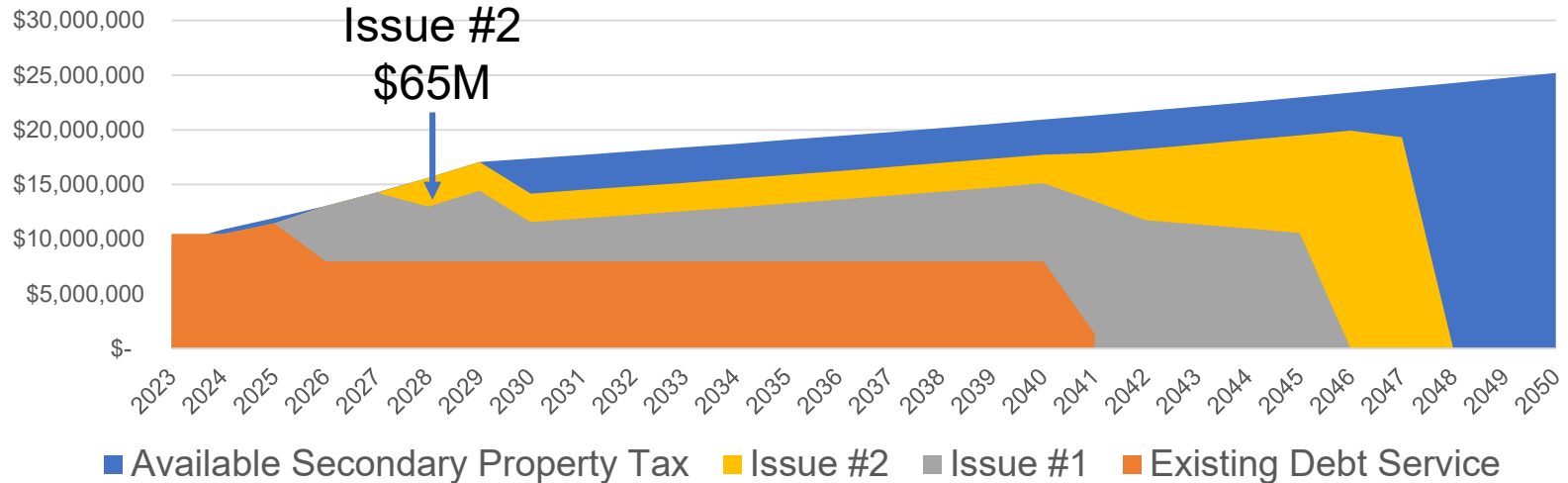
Available Property Tax and Debt Service
FY2023-2050



Property Tax Rate Guideline



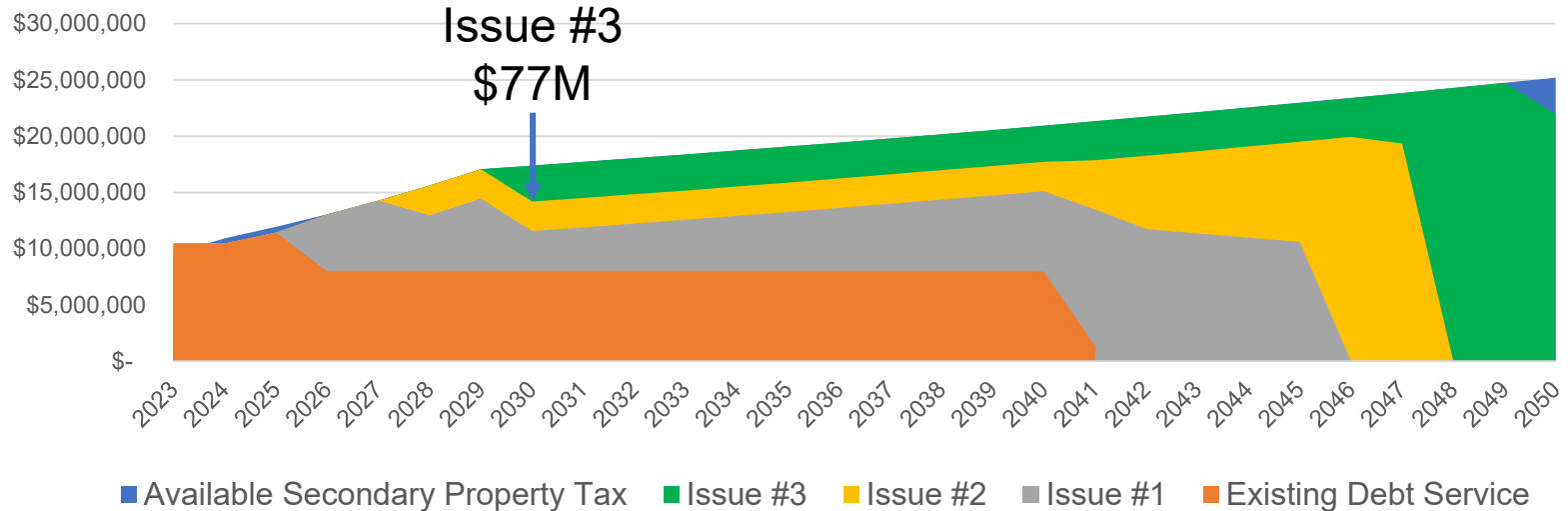
Available Property Tax and Debt Service
FY2023-2050



Property Tax Rate Guideline



Available Property Tax and Debt Service
FY2023-2050



Property Tax Rate Guideline



Estimated Debt Issuance Within Property Tax Rate Threshold

Bond Issue	Amount
Issue #1	\$90.0M
Issue #2	65.0M
Issue #3	77.0M
Total	\$232.0M

Property Tax Rate Guideline



Total Projects by Category

<u>Category</u>	<u>Presented</u>
Transportation	\$173.1M
Public Safety	91.8M
Parks and Recreation	111.5M
<u>Facilities</u>	<u>75.0M</u>
Total	\$451.4M

Above Property Tax Rate Threshold \$219.4M

Property Tax Rate Guideline



Total Projects by Category

Category	Presented	Recommended
Transportation	\$173.1M	\$95.0M
Public Safety	91.8M	80.0M
Parks and Recreation	111.5M	17.0M *
Facilities	75.0M	0.0M
Total	\$451.4M	\$192.0M

*Pending favorable results in second survey

- Facilities \$0.0M
 - Courts Facility outside of five year window
 - Municipal Operations Center
 - Survey results not positive
 - Scope not yet developed
 - Continue planning/design, reserve \$40M for future election

- Parks \$17.0M
 - Survey results not positive for a \$75M question
 - Bullard Wash Bike/Pedestrian Path
 - Positive survey results
 - Include \$17M on second survey
 - Include on ballot if results are positive

Committee recommendation



- Public Safety \$80.0M
 - Positive survey results for a \$75M question
 - Fire Resource Management Facility
 - Positive survey results
 - Positive impact on Facilities Master Plan
 - Public Safety Training Facility
 - Positive survey results
 - Finding a site and partners a priority

- Transportation \$95.0M
 - Survey results positive for a \$150M question
 - Traffic and streets questions scored highest on survey
 - Priority of projects based on preliminary master plan

- Ballot questions
 - Draft authored by bond counsel
 - Language too broad
 - Includes infrastructure not discussed
 - Specific wording recommended for Public Safety
 - Council should consider more restrictive language

Upcoming Schedule



Topic	Date
Council receives Committee recommendation	5/8/2023
Council Work Session to discuss recommendation and Call for Election	5/15/2023
Council takes action on Call for Election	5/22/2023
Election Day	11/7/2023