



*Support your local merchants*

**AGENDA  
TOWN OF CAMP VERDE  
REGULAR SESSION  
MAYOR AND COUNCIL  
473 S. MAIN STREET, SUITE 106  
WEDNESDAY, JUNE 2, 2021 at 6:30 P.M.**

**ZOOM MEETING LINK:**

<https://us02web.zoom.us/j/86947433423?pwd=ZHB3MmdNT01LcTJzYnFjZkZkTnJXZz09>

**One Tap Mobile: 1-346-248-7799 or 1-669-900-9128**

**Meeting ID: 869 4743 3423**

**Passcode: 941883**

Note: Council member(s) may attend Council Sessions either in person or by telephone, video, or internet conferencing.

1. **Call to Order**
2. **Roll Call.** Council Members Jackie Baker, Bill LeBeau, Cris McPhail Jessie Murdock, Robin Whatley, Vice Mayor Joe Butner, and Mayor Dee Jenkins.
3. **Pledge of Allegiance**
4. **Consent Agenda** – All those items listed below may be enacted upon by one motion and approved as consent agenda items. Any item may be removed from the Consent Agenda and considered as a separate item if a member of Council requests.
  - a) **Approval of the Minutes:**
    - 1) Regular Session – May 19, 2021
    - 2) Executive Session – May 19, 2021 (Recorded and on file)
  - b) **Set Next Meeting, Date and Time:**
    - 1) Work Session – Wednesday, June 09, 2021 at 5:30 p.m.
    - 2) Regular Session – Wednesday June 16, 2021 at 6:30 p.m.
    - 3) Regular Session – Wednesday July 7, 2021 at 6:30 p.m.
  - c) **Possible Approval of Special Event Liquor License application for Tyler Rezzonico - Verde Valley Rangers for Cornfest to be held on July 17, 2021.**
5. **Call to the Public for items not on the Agenda. (Please complete Request to Speak Card and turn in to the Clerk.)** Residents are encouraged to comment about any matter NOT included on the agenda. State law prevents the Council from taking any action on items not on the agenda. At the conclusion of an open call to the public, individual members of the public body may respond to criticism

made by those who have addressed the public body, may ask staff to review a matter or may ask that a matter be put on a future agenda. However, members of the public body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action. (Pursuant to ARS §38-431.01(H))

**6. Special Announcements and Presentations**

- **Proclamation Declaring June 30, 2019 a day to remember all Granite Mountain Hotshots that gave their life in the line of duty.**

**7. Presentation, Discussion and Possible Approval of a commitment for matching funding for the Conceptual Design and Pre-Engineering Phase of the Verde Valley Regional Broadband Initiative grant application with the Economic Development Administration. The funding commitment would not exceed \$25,000 and would come from the FY2022 budget. Staff Resource: Steve Ayers**

**8. Discussion, Consideration and Possible Direction of the Adjusted Wages and Benefit Comparison Package for Camp Verde Marshal's Office. Staff Resource: Deputy Jeff Bowers and Deputy Oscar Berrelez**

**9. Discussion, Consideration and Possible Direction to staff regarding the 2021 Salary Survey Draft and resulting potential impacts on the current Salary Pay Plan and current and future budgets. Staff Resource: Russ Martin**

**10. Discussion, Consideration and Possible Approval of a lease of parcels APN 404-15-267C7 and 404-15-267D6 that is approximately 6.8 acres of Verde Lakes Recreational Corporation property with the purpose of reverting the park from privately maintained to a publicly maintained municipal park. Staff Resource: Russ Martin**

**11. Discussion, Consideration and Possible Approval of a request from Town Staff and the Camp Verde Arena Association (CVAA) for additional funding to complete bathrooms and Council Chambers technology upgrades as well as Gazebo safety repairs. Staff Resource: Russ Martin**

**12. DISCUSSION, CONSIDERATION AND POSSIBLE APPROVAL OF ORDINANCE 2021-A462, AN ORDINANCE OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA FOR AN APPLICATION SUBMITTED BY STEVEN PALMER OF WESTCREEK VISIONS, LLC, PROPERTY OWNER, FOR A ZONING MAP CHANGE ENCOMPASSING APPROXIMATELY 7.37 ACRES OF A 17.16-ACRE PARCEL. THE REQUEST IS FOR A CHANGE FROM C3 (COMMERCIAL: HEAVY COMMERCIAL) TO MATCH THE ZONING OF M1 (INDUSTRIAL: GENERAL) ON THE REMAINING PORTION OF THE PROPERTY, ON PARCEL 403-15-001Q, IN CAMP VERDE, YAVAPAI COUNTY, ARIZONA, AND PROVIDING THAT THIS ORDINANCE SHALL BE EFFECTIVE THIRTY (30) DAYS AFTER ITS PASSAGE AND APPROVAL ACCORDING TO LAW. Staff Resource: Melinda Lee**

13. **DISCUSSION, CONSIDERATION AND POSSIBLE APPROVAL OF RESOLUTION 2021-1071, A RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA, FOR (2) STREET NAME RATIFICATIONS, AS DESCRIBED AND SHOWN IN EXHIBITS A AND B.** Staff Resource: Melinda Lee
14. **DISCUSSION, CONSIDERATION AND POSSIBLE APPROVAL OF RESOLUTION 2021-1072, A RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA FOR THE RENAMING OF (3) STREETS, AS REQUESTED BY ERIN FORREST, CRR HOMES, LLC, REPRESENTING VERDE RANCH ESTATES, AS DESCRIBED AND SHOWN IN EXHIBIT B.** Staff Resource: Melinda Lee
15. **Discussion, Consideration and Possible Approval of an agreement for IT Services for the Town with Sunstate Technology Group for a period of three years.** Staff Resource: Russ Martin
16. **Discussion, Consideration and Possible Approval of a settlement of a lien at 3305 Ripple Road, Camp Verde, AZ.** Staff Resource: Russ Martin
17. **Discussion, Consideration and Possible Approval of appointed volunteers for a Special Project Team to work on Local First Arizona's Grant Program.** Resource: Vice Mayor Joe Butner
18. **Legislative Update.** Staff Resource Russ Martin
19. **Call to the Public for items not on the Agenda. (Please complete Request to Speak Card and turn in to the Clerk.)** Residents are encouraged to comment about any matter NOT included on the agenda. State law prevents the Council from taking any action on items not on the agenda. At the conclusion of an open call to the public, individual members of the public body may respond to criticism made by those who have addressed the public body, may ask staff to review a matter or may ask that a matter be put on a future agenda. However, members of the public body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action. (Pursuant to A.R.S. §38-431.01(H))
20. **Council Informational Reports.** These reports are relative to the committee meetings that Council members attend. The Committees are: Copper Canyon Fire & Medical District, Yavapai College Governing Board, Yavapai Apache Nation, Intergovernmental Association, NACOG Regional Council, Verde Valley Regional Economic Organization (VVREO), League Resolutions Committee, Arizona Municipal Risk Retention Pool, Verde Valley Transportation Org, Verde Valley Transit Committee, Verde Valley Water Users, Verde Valley Homeless Coalition, Verde Front, Verde Valley Steering Committee of MAT Force, Public Safety Personnel Retirement Board, Phillip England Center for the Performing Arts Foundation. In addition, individual members may provide brief summaries of current events. The Council will have no discussion or take action on any of these items, except that they may request that the item be placed on a future agenda.

**21. Manager/Staff Report** Individual members of the Staff may provide brief summaries of current events and activities. These summaries are strictly for informing the Council and public of such events and activities. The Council will have no discussion, consideration, or take action on any such item, except that an individual Council member may request that the item be placed on a future agenda.

**22. Adjournment**

*Note: Upon a public majority vote of a quorum of the Town Council, the Council may hold an executive session, which will not be open to the public, regarding any item listed on the agenda but only for the following purposes: (1) Discussion or consideration of personnel matters (A.R.S. §38-431.03(A)(1)); (2) Discussion or consideration of records exempt by law (A.R.S. §38-431.03(A)(2)); (3) Discussion or consultation for legal advice with the attorneys of the public body. (A.R.S. §38-431.03(A)(3)); (4) Discussion or consultation with the attorneys of the public body in order to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation or in settlement discussions conducted in order to avoid or resolve litigation (A.R.S. § 38-431.03(A)(4)); (5) Discussion or consultation with designated representatives of the public body to consider its position and instruct its representatives regarding negotiations with employee organizations (A.R.S. §38-431.03(A)(5)); (6) Discussion, consultation or consideration for negotiations by the town or its designated representatives with members of a tribal council, or its designated representatives, of an Indian reservation located within or adjacent to the city (A.R.S. §38-431.03(A)(6)); (7) Discussion or consultation with designated representatives of the town to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property (A.R.S. §38-431.03(7)).*

CERTIFICATION OF POSTING OF NOTICE

The undersigned hereby certifies that a copy of the foregoing notice was duly posted at the Town of Camp Verde and Bashas on 05-27-2021 at 2:00 p.m. in accordance with the statement filed by the Camp Verde Town Council with the Town Clerk

Cindy Pemberton

Cindy Pemberton, Town Clerk

*Pursuant to A.R.S. §38-431.01 Meetings shall be open to the public - All meetings of any public body shall be public meetings and all persons so desiring shall be permitted to attend and listen to the deliberations and proceedings. All legal action of public bodies shall occur during a public meeting. The Town of Camp Verde Council Chambers is accessible to persons with disabilities. Those with special accessibility or accommodation needs, such as large typeface print, may request these at the Office of the Town Clerk at 928-554-0021.*

**DRAFT MINUTES**  
**TOWN OF CAMP VERDE**  
**REGULAR SESSION**  
**MAYOR AND COUNCIL**  
**473 S MAIN STREET, SUITE 106**  
**WEDNESDAY, MAY 19, 2021 at 6:30 P.M.**

Note: Council member(s) may attend Council Sessions either in person or by telephone, video, or internet conferencing.

**1. Call to Order**

Mayor Jenkins called the meeting to order at 0630pm

**2. Roll Call.** Council Members Jackie Baker (absent), Bill LeBeau, Cris McPhail, Jessie Murdock (absent), Robin Whatley (Zoom), Vice Mayor Joe Butner, and Mayor Dee Jenkins.

**Others Present,** Marshal Corey Rowley, Town Manager Russ Martin, Town Engineer Ron Long, Public Works Analyst Dorie Blair, Community Development Director Melinda Lee, Town Clerk Cindy Pemberton and Transcriptionist Dana Donahue.

**3. Pledge of Allegiance**

The pledge of Allegiance was led by Councilor LeBeau.

**4. Consent Agenda** – All those items listed below may be enacted upon by one motion and approved as consent agenda items. Any item may be removed from the Consent Agenda and considered as a separate item if a member of Council requests.

Consent Agenda read by Town Clerk Cindy Pemberton.

**a) Approval of the Minutes:**

1. Executive Session – April 13, 2021 (Recorded and on file)
2. Regular Session – May 5, 2021
3. Work Session – May 7, 2021

**b) Set Next Meeting, Date and Time:**

1. Regular Session – Wednesday, June 02, 2021 at 6:30 p.m.
2. Regular Session – Wednesday June 16, 2021 at 6:30 p.m.
3. Regular Session – Wednesday July 7, 2021 at 6:30 p.m.

**c) Approve Resolution 2021-1068, A RESOLUTION OF THE TOWN OF CAMP VERDE, ARIZONA MAYOR AND COMMON COUNCIL, DESIGNATING THE CHIEF FISCAL OFFICER FOR OFFICIALLY SUBMITTING THE FISCAL YEAR 2021 EXPENDITURE LIMITATION REPORT TO THE ARIZONA AUDITOR GENERAL.**

**d) Approve Resolution 2021-1069, A RESOLUTION OF THE TOWN OF CAMP VERDE, ARIZONA MAYOR AND COMMON COUNCIL, DESIGNATING THE CHIEF FISCAL OFFICER FOR OFFICIALLY SUBMITTING THE FISCAL YEAR 2022 EXPENDITURE LIMITATION REPORT TO THE ARIZONA AUDITOR GENERAL.**

Councilor McPhail made a motion to accept consent agenda. Vice Mayor Butner second the motion.

Roll call Vote;

Councilor Whatley-aye  
Councilor Le Beau-aye  
Councilor McPhail-aye  
Vice Mayor Butner-aye  
Mayor Dee Jenkins-aye  
Passes 5-0

- 5. Call to the Public for items not on the Agenda. (Please complete Request to Speak Card and turn in to the Clerk.)** Residents are encouraged to comment about any matter NOT included on the agenda. State law prevents the Council from taking any action on items not on the agenda. At the conclusion of an open call to the public, individual members of the public body may respond to criticism made by those who have addressed the public body, may ask staff to review a matter or may ask that a matter be put on a future agenda. However, members of the public body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action. (Pursuant to ARS §38-431.01(H))

None

**6. Special Announcements and Presentations**

- **2020 Law Enforcement Service Award.** Steve Ayers and Marshall Corey Rowley

Steve Ayers, representing the Kiwanis club and assisted by Mrs. Switzer and Susan Ayers, presented the Law Enforcement Service Award. Each year the Camp Verde Kiwanis club presents the award to a sworn member, dispatcher, civilian or community volunteer. The award is given to a person that has significantly impacted the community of Camp Verde. Each nominee has performed their job in an exemplarily manner; he or she has gone above and beyond their normal scope of duties.

Nominees:

**Deputy Jeff Bowers Canine handler**- mentors' new officers, participates in the adopt a family program. Thirteen-year veteran of Marshalls office. Presented a plaque in recognition of his efforts.

**Debbie Hughes**-Evidence technician and property custodian for the Marshalls office. Takes care of stolen property and is the on-call crime scene technician. Presented with plaque recognizing her efforts.

**Detective Dustin Richardson**-A seven-year veteran of the Marshalls office. Involved in youth sports as a coach, organized training camps for youth. Accepted by Lt. Jacobs for Detective Richardson.

**Alexis Walters Capp**- Dispatcher for various departments. Went above and beyond filling in when needed. Presented with a plaque in recognition of her efforts.

Marshall Rowley announced this year's winner as **Detective Dustin Richardson** of the Camp Verde Marshalls office. The award was accepted by Lt. Jacobs.

The plaque hangs in the Marshalls office with all the past recipients.

7. **Discussion, Consideration and Possible Approval of an Extension of Resolution No. 2015-939, for High View, LLC's Mining Conditional Use Permit, which states "A Resolution of the Common Council of the Town of Camp Verde ("Town"), Arizona, Yavapai County, on Use Permit 20150033, an application submitted by Joe Link – agent for the owner Aultman Land & Cattle III & IV, LLC of a portion of Parcel 403-15-002Y, and a portion of 403-15-003C. The Use Permit will allow an operation that will mine, quarry and extract natural resources from the property which is approximately 186 acres total size. The property is located on State Route 260 at milepost 214.27 on new APNs 403-15-003T through 403-15-003X.**  
Staff Resource: Melinda Lee

Community Development Director, Melinda Lee stated this is an annual renewal of the Use Permit. The owner continues to perform remediation, he is not currently mining the materials but cleaning up and using what remains on other projects and is filling in the mine pit. Staff has been working with him to make sure he is doing everything necessary. The bond is in effect until May 3, 2022, and If he needs to continue beyond that point he will extend his bond.

Councilor LeBeau made motion to approve extension of Resolution 2015-939, for High View, LLC's mining Conditional Use Permit, which state "A Resolution of the Common Council of the Town of Camp Verde ("Town"), Arizona, Yavapai County, one Use Permit 20150033, an application submitted by Joe Link – agent for the owner Aultman Land & Cattle III & IV, LLC of a portion of Parcel 403-15-002Y, and a portion of 403-15-003C. The Use Permit will allow an operation that will mine, quarry and extract natural

resources from the property which is approximately 186 acres total size. The property is located on State Route 260 at milepost 214.27 on new APNs 403-15-003T through 403-15-003X.

Second made by Council McPhail

Roll Call Vote;  
Councilor McPhail-aye  
Councilor Whatley-aye  
Vice Mayor Butner-aye  
Councilor Le Beau-aye  
Mayor Jenkins-aye  
Passes 5-0

8. **DISCUSSION, CONSIDERATION AND POSSIBLE APPROVAL OF ORDINANCE 2021-A460, BY THE MAYOR AND COMMON COUNCIL, FOR THE REVISION OF THE TOWN CODE, TOWN OF CAMP VERDE, AMENDING SECTION 1, ARTICLE 1-3, DEFINITIONS, AND AMENDING SECTION 13, PARKS & RECREATION AND LIBRARY, BY ADDING ARTICLE 13-4, ACCESS TO PUBLIC OPEN SPACE, TRAILS, AND WATERWAYS, FOR THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA.** Staff Resource: Melinda Lee

Community Development Director Melinda Lee stated the request came from property owners having multiple issues with people passing through private property to access waterways. They have been dealing with nuisances relating to this for quite some time. A section in the Town Code will manage these problems better, including trails and open spaces, i.e. properties managed by the town. Trespassing is the main issue. One of the main goals is the prohibition of motorized vehicles. Restricting access to motorized vehicles is a main concern because it was found that people were able to bring large amounts of camping equipment down to the edge of the water way. By restricting access to motorized vehicles, we hope to alleviate this problem. Motorized bicycles are allowed. On page 36 under item b4, it was worded; *'access through adjoining property is trespassing and subject to statutory enforcement'*. I had a request from one of the property owners to rephrase this line. One of the property owners has a continual issue with trespassing. Could the ordinance instead say; *'access through adjoining private property or two adjoining private properties through publicly owned open space is trespassing and subject to statutory enforcement'*.

Staff did research on other communities relating to camping and fires. This is how the development of the wording of the ordinance came to fruition. Ms. Lee is requesting approval of this ordinance. This will provide proper legal access to waterways across town property in appropriate locations.

Vice Mayor Butner questioned how a perennial intermittent river or stream was defined as located within the town limits. Ms. Lee stated it is a waterway that has water



seasonally. Vice Mayor Butner replied that the statutory construction language needs to be correct. He asked if a wash would fall into the definition of intermittent rivers and streams. Vice Mayor Butner does not want to include washes or irrigation ditches. He feels we should exclude irrigation ditches and washes. We need to add language that includes perennial rivers and streams and exclude washes. We do not want to regulate washes.

Ms. Lee asked if we could adjust the language to include the Verde River, Wet Beaver Creek and Oak Creek and West Clear Creek. Vice Mayor Butner stated that the language can stand but include an exemption for ditches and washes. Delete the two words intermittent and adjoining. He states that the problem with B4, as far as there is access through private property to a waterway. People have created pathways to the water through private property. You do not have to say it is adjoining to the water. Eliminate the word "adjoining".

Councilor Whatley stated the definition of perennial rivers and streams does not include washes and ditches and they are already excluded. She stated the language is fine.

A property owner of the affected area, Jim Baugh, spoke regarding the issue. He stated he lives at 4050 Creek View. His property backs to a common swimming hole on West Clear Creek. He has safety concerns of the area. His issue is about safety and liability. He is concerned about being sued if someone gets hurt near or on his property. There has been vandalism to his property and erosion issues. The area has become somewhat of a "public park". Several slabs of dry limestone have fallen into the area. He is in favor for closing the area off because of safety and public health issues.

Julie Scott, also a homeowner of an affected area, spoke regarding trespassers on her property, parcel number 404-12-229. She would like to express her concern about trespassers on her property accessing the water. The noise is a nuisance. It has become a "water park". There has been vandalism and several motor vehicles in the area. The water of Clear Creek on the town side is low, but deep on private property side, hence the public use. She has called the Marshall several times. She has paid for a survey to show her property boundary is in the middle of the creek. She states she has spent a substantial amount of money in attempting to keep trespassers off her property. She is tired of the trespassers and erosion and vandalism they cause. She would like the town to fence off the property it owns that people use to access the water. She has complained to the town, whose representative, Manny Romero, told her she would have to have the property surveyed, which she did. Her property line remains in the middle of the creek. The police will only give a warning the first time. This issue is decreasing my pleasure of my property. Thank you for your efforts. Please close off the entire parcel belonging to the town.

Vice Mayor Butner moved to approve the ordinance 2021-A460, by the Mayor and Common Council, for the revision of the Town Code, Town of Camp Verde, Amending

Section 1, Article 1-3, Definitions, and amending Section 13, Parks & Recreation and Library, by adding Article 13-4, Access to Public Open Space, Trails, and Waterways, for the Town of Camp Verde, Yavapai County, Arizona.

As modified as follows; In the Definition sections, eliminating words “and intermittent”, immediately before rivers and streams and moving to section 13-4-1 B4, starting with words ‘access through’ and eliminate the word ‘adjoining private property’.

Motion was seconded by Councilor LeBeau

Councilor Whatley stated she is glad there is a penalty for trespassing, however, she wishes people could be cited on the first occurrence. Councilor LeBeau stated that is the law; the first time is a warning.

Roll Call Vote;  
Councilor Whatley-aye  
Councilor Le Beau-aye  
Councilor McPhail-aye  
Vice Mayor Butner-aye  
Mayor Dee Jenkins-aye  
Passes 5-0

9. **Discussion, Consideration and Possible Approval of Job Order Contract # 21-145 Sports Complex Reclaimed Water Supply Utilities Installation under the JOC Construction Services Agreement # 17-123, dated January 17, 2018, awarding in the amount of \$137,919.86 to McDonald Brothers, Inc. \$50,000 of said project will be funded by “The Nature Conservancy” MOU, Dated April 5, 2021 with the remaining balance of contract funded from WIFA, and the Sports Complex funding.** Staff Resource: Troy Odell and Dorie Blair

Public Works Analyst, Dorie Blair stated this portion of the project is about underground utilities and reclaimed water from the wastewater plant and a fire line. The fire Line will be funded by the Water Infrastructure Finance Authority and the Nature Conservancy.

Mayor Jenkins asked if there were other bids. Ms. Blair said yes, five contractors showed up on May 6th but only one contractor bid the job. Contractors are very busy, and it is difficult to get the reclaimed pipe. She said this project will eliminate the temporary water supply we currently rent at \$9,200 a month. This permanent solution will save money.

Vice Mayor Butner stated the grass at the complex is not coming in very well, especially on the baseball fields. Is this going to be a better way to water these fields? Ms. Blair stated, yes, it will. This underground water line will be a permeant solution.

Troy Odell (via Zoom) said the reclaimed water is better for the plants than potable water. The grass is in poor condition because of a timing error by the contractor. The

permanent placement of the line will not be changed. It is paid for by the Fire Line, which is a WIFA project from the wastewater plant. This will save us money.

Mayor Jenkins asked if the grass has a warranty. Town Manager Russ Martin said yes, through the grass installation company.

Ms. Blair stated that MOU stands for Memorandum of Understanding.

Councilor McPhail made a motion to move to approve job Order Contract #21-145 Sports Complex Reclaimed Water Supply Utilities in the amount of \$137,919.86 to McDonald Brothers Inc by issuance of the notice to proceed per the existing JOC contract #17-123 to complete the project.

Town Clerk Cindy Pemberton informed the Mayor there was a person that would like to speak, Tony Gioia.

Tony Gioia spoke about the property referred to as the "airstrip" that the town wanted to purchase. There were extensive problems with obtaining the property that have been rectified. He said the method of irrigation is wonderful. It is the Walton funds through the Nature Conservancy that assisted in funding this project. Thank you, Council.

Councilor LeBeau second the motion.

Roll Call Vote;

Councilor Whatley-aye  
Councilor Le Beau-aye  
Councilor McPhail-aye  
Vice Mayor Butner-aye  
Mayor Dee Jenkins-aye  
Passes 5-0

**10. Discussion & Consideration and Possible Approval of up to \$175,000 for preparation of the Soccer/Football Fields & Parking Lot to allow for play on the fields and an update of Sports Complex Grant and the remaining work in Phase 1B of construction.** Staff Resource: Ron Long

Public Works Director, Ron Long stated the issue with the grass is lack of water. He met with the contractors. They agree that the grass will recover when there is more water.

Councilor LeBeau stated he has a concern about the fields. It appears there is a heaving of the sod. He had a soccer coach look at the fields. The coach stated the soccer balls may travel unevenly because the roughness of the field. Mr. Long said the contractor will aerate the ground, then roll it with a steel roller. It will take some time and hand work.

Contractor Ben Bassous, was asked by Councilor LeBeau about the rough field. He replied we rolled it and will roll it again. The grass is designed to be cut very short. The permanent water will improve the grass. Also, having power will help as well as the

valves are currently running off battery-operated solenoids. The sod is sand based, so once it is top dressed and rolled it will be flat.

Councilor McPhail stated Tiff Green (a Bermuda sod) is designed to be cut very short. Bermuda will not green up until the nighttime temperature is above 55 degrees. The plans were reviewed by the Diamondbacks and she is assured the grass will become green and the fields will be flat.

Mr. Long said the grass will green up. It would help if we got our grant funding. He said he learned of the Land and Conservation Fund Grant sometime last year and decided to pursue it. The town had \$2.5 million dollars through a loan and could match it with the Grant. They applied for the grant. It was supposed to come through in September or late October but did not. \$50k was deposited for the grass. The Town had to accept the grass when it was ready because if they did not, the Town would lose their deposit. Rain for Rent to bridge the gap was looked at. Mr. Long was informed in November that the Grant process was delayed because of COVID. Mr. Long was told the application was not accepted until April of this year (2021). It is in the process of being reviewed and approved. Hopefully the funding will arrive in June and be available in July.

Moving forward; The soccer fields need to be ready for soccer season by August. The contractors assure us they will be ready to perform the work. There is a breakdown of what is needed to be ready to play; bleachers, parking lot surfacing, goals. 175k will cover this. This is an estimate. Mr. Longs needs to negotiate these prices and to get started immediately. Shipping may be an issue as well as availability of items. This takes more time.

Mr. Long is working on the entry road to the park off State Route 260. Permits are in place with ADOT and funding. Once grant funding is obtained, there are a multitude of projects. It will be discussed in detail in June 9<sup>th</sup> work session. There is still a lot of work, and it will cost money. It is over \$5 million dollars. Recreation materials should be purchased, with this money. The parking lots cost over \$1 million dollars. Mr. Long can adjust the plans for the parking lots to save money.

Mr. Long also said he feels the Town should put some of the recreation work with the open contract with Tierra Verde Builders instead of going through the bid process. The Attorney should be consulted about this. There are other improvements that need to be bid out. Especially those that are not part of the recreation package.

Mayor Jenkins asked how much money is remaining in the original contract with Tiera Verde. Mr. Long said \$766K, remains in the contract. That covers completing the grass, complete the infields, finish irrigation. We need to review our lighting purchases.

Mayor Jenkins asked if someone is looking into grants or private sponsors for some items? Mr. Long stated some little league groups may sponsor a score board or boards. One of the contractors expressed an interest in maybe donating a score board. Mayor Jenkins is concerned about getting bids if the Town doesn't have the money. The may need to consult the attorney about that. Mr. Long stated the Town needs to

finish the contract with Tierra Verde Builders. Getting other bids will take time and make things more complicated.

Councilor McPhail moved to approve up to \$175,000 for preparation of the Soccer/Football Fields & Parking Lot to allow for play on the fields and an update of Sports Complex Grant and the remaining work in Phase 1B of construction.

Seconded by Vice Mayor Butner

Roll call Vote;

Councilor Whatley-aye

Councilor Le Beau-aye

Councilor McPhail-aye

Vice Mayor Butner-aye

Mayor Dee Jenkins-aye

Passes 5-0

**11. Discussion, Consideration and Possible Approval of funds for future vehicle purchases for Camp Verde Marshall's Office.** Staff Resource: Corey Rowley

Marshall Rowley shared concerns about the shortage of vehicles for his department. There is a national shortage of vehicles. The Marshal's office missed their chance to purchase the Dodge Durango because of funding. They are behind on getting their installations done on new vehicles. Marshal Rowley is requesting for the funding for vehicles. They do not make payments on a lease vehicle until the vehicle is obtained.

Councilor LeBeau asked if the Marshals office received their Canine vehicle. Marshal Rowley stated yes, but it will be two months before lights and accessories are installed on it.

Vice Mayor Butner moved to approve funds for future vehicle purchases for Camp Verde Marshal's Office.

Councilor McPhail second the motion.

Councilor Whatley-aye

Councilor Le Beau-aye

Councilor McPhail-aye

Vice Mayor Butner-aye

Mayor Dee Jenkins-aye

Passes 5-0

**12. Discussion, Consideration and Possible Approval of Resolution 2021-1065, a Resolution of the Mayor and Common Council of the Town of Camp Verde, Yavapai County, Arizona, adopting fees for Town services for Fiscal Year 2021-22 and superseding Resolution 2020-1045.** Staff Resource: Mike Showers

Town Manager Russ Martin spoke for Mike Showers. This is the fee schedule for the new fiscal year. Mayor Jenkins was pleased with the resolution/schedule. Councilor McPhail moved to approve resolution 2021-1065, a Resolution of the Mayor and Common Council of the Town of Camp Verde, Yavapai County, Arizona, adopting fees for Town services for Fiscal Year 2021-22 and superseding Resolution 2020-1045.

Second by Councilor Whatley.

Roll call Vote;  
Councilor Whatley-aye  
Councilor Le Beau-aye  
Councilor McPhail-aye  
Vice Mayor Butner-aye  
Mayor Dee Jenkins-aye  
Passes 5-0

**13. Discussion, Consideration and Possible Approval of the FY22 debt levy certification to Yavapai County for \$656,339.00 acting as the Trustee to the Camp Verde Sanitary District. Staff Resource: Mike Showers**

Town Manager Russ Martin stated this is the annual debt service payment.

Councilor LeBeau made motion to approve FY22 debt levy certification to Yavapai County for \$656,339.00 acting as the Trustee to the Camp Verde Sanitary District. Vice Mayor Butner second the motion.

Roll Call Vote;  
Councilor Whatley-aye  
Councilor LeBeau-aye  
Councilor McPhail-aye  
Vice Mayor Butner-aye  
Mayor Dee Jenkins-aye

Passes 5-0

**14. Discussion, Consideration and Possible Approval of the FY22 special assessment levy of \$222,241.00 for annual payments against the Camp Verde Sanitary District's WIFA note 910175, acting as the Trustee to the Camp Verde Sanitary District. Staff Resource: Mike Showers**

Town Manager Russ Martin stated this is the annual debt service payment. Motion made by Councilor McPhail to approve FY22 special assessment levy of \$222,241.00 for annual payments against the Camp Verde Sanitary District's WIFA note 910175, acting as the Trustee to the Camp Verde Sanitary District. Second made by Vice Mayor Butner

Roll Call vote  
Councilor Whatley-aye  
Councilor Le Beau-aye  
Councilor McPhail-aye  
Vice Mayor Butner-aye  
Mayor Dee Jenkins-aye  
Passes 5-0

**15. Legislative Update.** Staff Resource Russ Martin

Manager Martin stated there was a Legislative quick meeting today addressing the flat tax of 2.5%. We receive 15% of what is collected. The rate will go up to “make us whole”. That is the current conversation. There is nothing finalized yet with the budget. The impact that is anticipated is in the third year, about \$400K that will impact our budget. We are keeping our voices known.

**16. Call to the Public for items not on the Agenda. (Please complete Request to Speak Card and turn in to the Clerk.)** Residents are encouraged to comment about any matter NOT included on the agenda. State law prevents the Council from taking any action on items not on the agenda. At the conclusion of an open call to the public, individual members of the public body may respond to criticism made by those who have addressed the public body, may ask staff to review a matter or may ask that a matter be put on a future agenda. However, members of the public body shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action. (Pursuant to A.R.S. §38-431.01(H))

None

**17. Council Informational Reports.** These reports are relative to the committee meetings that Council members attend. The Committees are: Copper Canyon Fire & Medical District, Yavapai College Governing Board, Yavapai Apache Nation, Intergovernmental Association, NACOG Regional Council, Verde Valley Regional Economic Organization (VVREO), League Resolutions Committee, Arizona Municipal Risk Retention Pool, Verde Valley Transportation Org, Verde Valley Transit Committee, Verde Valley Water Users, Verde Valley Homeless Coalition, Verde Front, Verde Valley Steering Committee of MAT Force, Public Safety Personnel Retirement Board, Phillip England Center for the Performing Arts Foundation. In addition, individual members may provide brief summaries of current events. The Council will have no discussion or take action on any of these items, except that they may request that the item be placed on a future agenda.

Councilor LeBeau- Had nothing.

Councilor McPhail continues to attend the Tribal Council meetings. She attended the senior exit day at the high school. She met with the Nature Conservancy in regard to quantifying water in Verde Lakes and how it would impact the community. The NC

wants to give us \$75K for that issue. She attended Mr. Wiggles retirement, attended the corn hole tournament, listened to the housing report and was thankful for good staff. She attended the Camp Verde elementary school for their awards.

Councilor Whatley stated she attended the first farmers market of the season. Looks good. Very good outdoor activity.

Mayor Jenkins attended the Mayors meeting and the cornhole fundraiser. Great turnout. She also attended the housing meeting with Steve Ayers.

- 18. Manager/Staff Report** Individual members of the Staff may provide brief summaries of current events and activities. These summaries are strictly for informing the Council and public of such events and activities. The Council will have no discussion, consideration, or take action on any such item, except that an individual Council member may request that the item be placed on a future agenda.

Town Manager Russ Martin stated there is fund raising for the American Legion by putting flags in business for the fourth of July. Reminder: June 9<sup>th</sup> will be a work session.

He introduced the new risk manager Heather Vincent. Ms. Vincent addressed the Council and introduced herself. She is excited to be in Camp Verde. She has received a lot of support from staff.

- 19. Update, Discussion and Consultation with the Town Attorney for legal advice regarding:**

- WATER RIGHTS WITHIN THE TOWN
- RIVER RANCH ESTATES SUBDIVISION

The Council may, by majority vote, recess the special meeting, hold an executive session and then reconvene the Regular meeting for discussion and possible action on this item as covered under A.R.S. 38-431.03 (A)(1); (A)(2); (A)(3); (A)(4); (A)(5).

On a motion by Councilor McPhail, Seconded by Councilor LeBeau Council voted to go into Executive Session for Update, Discussion and Consultation with the Town Attorney for Legal Advice.

Roll Call vote

Councilor Whatley-aye

Councilor Le Beau-aye

Councilor McPhail-aye

Vice Mayor Butner-aye

Mayor Dee Jenkins-aye



At 7:58 pm the Council adjourned into Executive Session.

Council reconvened into open Session at 9:03 p.m.

A motion by Vice Mayor Butner, seconded by Councilor McPhail:

Move to direct Town Water Attorney Mr. Ween to write a letter that outlines the Towns position in regards, in summary form to the claim water rights that are troubling Mr. Selzer and what our position going forward at this time. Council unanimously approved.

Roll Call vote

Councilor Whatley-aye

Councilor Le Beau-aye

Councilor McPhail-aye

Vice Mayor Butner-aye

Mayor Dee Jenkins-aye

## 20. Adjournment

Without objection, Mayor Jenkins adjourned the meter at 9:06 p.m.

\_\_\_\_\_  
Mayor Dee Jenkins

\_\_\_\_\_  
Attest: Town Clerk Cindy Pemberton

### **CERTIFICATION**

I hereby certify that the foregoing Minutes are a true and accurate accounting of the actions of the Mayor and Common Council of the Town of Camp Verde during the Regular Session of the Town Council of Camp Verde, Arizona, held on May 19, 2021. I further certify that the meeting was duly called and held, and that a quorum was present.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Cindy Pemberton, Town Clerk



Town of Camp Verde

**Agenda Item Submission Form – Section I**

Meeting Date: June 2, 2021

Consent Agenda     Decision Agenda     Executive Session Requested

Presentation Only     Action/Presentation

Requesting Department: Clerk's Office

Staff Resource/Contact Person: Cindy Pemberton

Agenda Title (be exact: Possible approval of Special Event Liquor License application for Tyler Rezzonico - Verde Valley Rangers for Cornfest to be held on July 17, 2021. [Staff Resource: Cindy Pemberton]

List Attached Documents: – Application for Special Event License

Estimated Presentation Time: 0

Estimated Discussion Time: 0

Reviews Completed by:

Department Head: Cindy Pemberton     Town Attorney Comments: N/A

Finance Department N/A

Fiscal Impact: None

Budget Code: N/A    Amount Remaining: \_\_\_\_\_

Comments:

Background Information: Application was submitted to Clerk's Office on May 13, 2021 for Council Approval. No posting is required.

Recommended Action (Motion): Approve Special Event Liquor License application for Verde Valley Rangers for Cornfest to be held on July 17, 2021

Instructions to the Clerk: Section II not required. Process application.



Arizona Department Liquor License and Control  
 800 W Washington St. 5th Floor  
 Phoenix, AZ 85007-2934  
[azliquor.gov](http://azliquor.gov)  
 602-542-5141

**DLLC USE ONLY**

Job #:
Date Accepted:
CSR:
License #:

**SPECIAL EVENT LICENSE APPLICATION  
 FEE \$25.00 PER DAY**

A service fee of \$25.00 will be charged for all dishonored checks (A.R.S § 44-6852  
 1-10 days consecutive days only, *Cash, Checks or Money Orders Only*)

**SECTION 1** Applicant must be a member of a qualifying nonprofit organization, political party, or Government entity and authorized by an Officer, Director, or Chairperson of the Organization.

1. Applicant: Tyler Rezzonico
2. Applicant's mailing address: po box 1505 Camp Verde AZ 86322
- Street City State Zip
3. Applicants home/cell phone: 928-301-1005 Applicant's business phone: \_\_\_\_\_
4. Applicant's email address: verdevalleyrangers@yahoo.com

**SECTION 2** Name of Non-Profit Organization, Candidate or Political Party/Gov.: Camp Verde Promotions

**SECTION 3** Non-Profit/IRS Tax Exempt Number: 94-2924576

**SECTION 4** Event Location: 51 E Hollowmen St. Camp Verde Az 86322

**SECTION 5** Dates and Hours of Event. Days must be consecutive but may not exceed 10 consecutive days.  
 See A.R.S. § 4-244(15) and (17) for legal hours of service.

**\*\*SEPARATE APPLICATION FOR EACH "NON-CONSECUTIVE" DAY\*\***

Days	Date	Day of Week	Event Start Time AM/PM	License End Time AM/PM
DAY 1:	<u>07/17/2021</u>	<u>Saturday</u>	<u>0900</u>	<u>2359</u>
DAY 2:	_____	_____	_____	_____
DAY 3:	_____	_____	_____	_____
DAY 4:	_____	_____	_____	_____
DAY 5:	_____	_____	_____	_____
DAY 6:	_____	_____	_____	_____
DAY 7:	_____	_____	_____	_____
DAY 8:	_____	_____	_____	_____
DAY 9:	_____	_____	_____	_____
DAY 10:	_____	_____	_____	_____

**SECTION 6** What type of security and control measures will you take to prevent violations of liquor laws at this event?  
(List type and number of police/security personnel and type of fencing or control barriers, if applicable.)

2 Number of Police 5 Number of Security Personnel  Fencing  Barriers

Explanation: Rangers and CVMO with the help of town employees  
monitor and walk around the event.

**SECTION 7** Will this event be held on a currently licensed premises and within the already approved premises?

Yes  No If yes, Local Governing Body signature is not required.

Name of Business	License Number	Phone (Include Area Code)
------------------	----------------	---------------------------

**SECTION 8** How is this special event going to conduct all dispensing, serving, and selling of spirituous liquors? Please read R-19-318 for explanation and check one of the following boxes.

- Place license in non-use
- Dispense and serve all spirituous liquors under retailer's license
- Dispense and serve all spirituous liquors under special event
- Split premise between special event and retail location

**SECTION 9** What is the purpose of this event?

On-site consumption  Off-site (auction/wine/distilled spirits pull)  Both

**SECTION 10**

1. Has the applicant been convicted of a felony, or had a liquor license revoked within the last five (5) years?  
 Yes  No If yes, attach explanation.

2. How many special event days have been issued to this organization during the calendar year? 1

3. Is the Organization using the services of a Licensed Contractor?  
 Yes  No If yes, please provide the Name of the Licensed Contractor: \_\_\_\_\_

4. Is the organization using the services of a series 6, 7, 11, or 12 licensee to manage the sale or service of alcohol?  
 Yes  No if yes, please provide the Name of Licensee: \_\_\_\_\_ License #: \_\_\_\_\_

5. The applying non-profit organization must receive 25% of the gross revenues of the total liquor sales. List the names of the individuals or organizations who will receive the rest of the proceeds, **MUST EQUAL 100%**.

Name: Verde Valley Rangers Percentage: 100

Address: po box 1505 Camp Verde AZ 86322  
Street City State Zip

Name: \_\_\_\_\_ Percentage: \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Please read A.R.S. § 4-203.02 Special event license; rules and R19-1-205 Requirements for a Special Event License.

**ALL ALCOHOLIC BEVERAGE SALES MUST BE FOR CONSUMPTION AT THE EVENT SITE ONLY.**

**NO ALCOHOLIC BEVERAGES SHALL LEAVE A SPECIAL EVENT UNLESS THEY ARE IN AUCTION WINE OR DISTILLED SPIRITS PULL SEALED CONTAINERS OR THE SPECIAL EVENT LICENSE IS STACKED WITH WINE /CRAFT DISTILLERY FESTIVAL LICENSE.**

**SECTION 11** License premises diagram. The licensed premises for your special event is the area in which you are authorized to sell, dispense or serve alcoholic beverages under the provisions of your license. Please attach a diagram of your special event licensed premises. Please show dimensions, serving areas, fencing, barricades, or other control measures and security position.



If the special event will be held at a location without a permanent liquor license or if the event will be on any portion of a location that is not covered by the existing liquor license, this application must be approved by the local government before submission to the Department of Liquor Licenses and Control. Please contact the local governing board for additional application requirements and submission deadlines. Additional licensing fees may also be required before approval may be granted. For more information, please contact your local jurisdiction.

**SIGNATURE**

I, (Print Full Name) Tyler Rezzonico hereby swear under penalty of perjury and in compliance with A.R.S. § 4-210(A)(2) and (3) that I have read and understand the foregoing and verify that the information and statements that I have made herein are true and correct to the best of my knowledge.

Applicant Signature: \_\_\_\_\_

**GOVERNING BOARD**

Date Received: 5-18-2021

I, \_\_\_\_\_ (Government Official) \_\_\_\_\_ (Title) recommend  APPROVAL  DISAPPROVAL

On behalf of \_\_\_\_\_ (City, Town, County) \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_ Phone \_\_\_\_\_

**DLLC USE ONLY**

APPROVAL  DISAPPROVAL BY: \_\_\_\_\_ DATE: \_\_\_\_\_

**A.R.S. § 41-1030. Invalidity of rules not made according to this chapter; prohibited agency action; prohibited acts by state employees: enforcement; notice**

B. An agency shall not base a licensing decision in whole or in part on a licensing requirement or condition that is not specifically authorized by statute, rule or state tribal gaming compact. A general grant of authority in statute does not constitute a basis for imposing a licensing requirement or condition unless a rule is made pursuant to that general grant of authority that specifically authorizes the requirement or condition.

D. This section may be enforced in a private civil action and relief may be awarded against the state. The court may award reasonable attorney fees, damages and all fees associated with the license application to a party that prevails in an action against the state for a violation of this section.

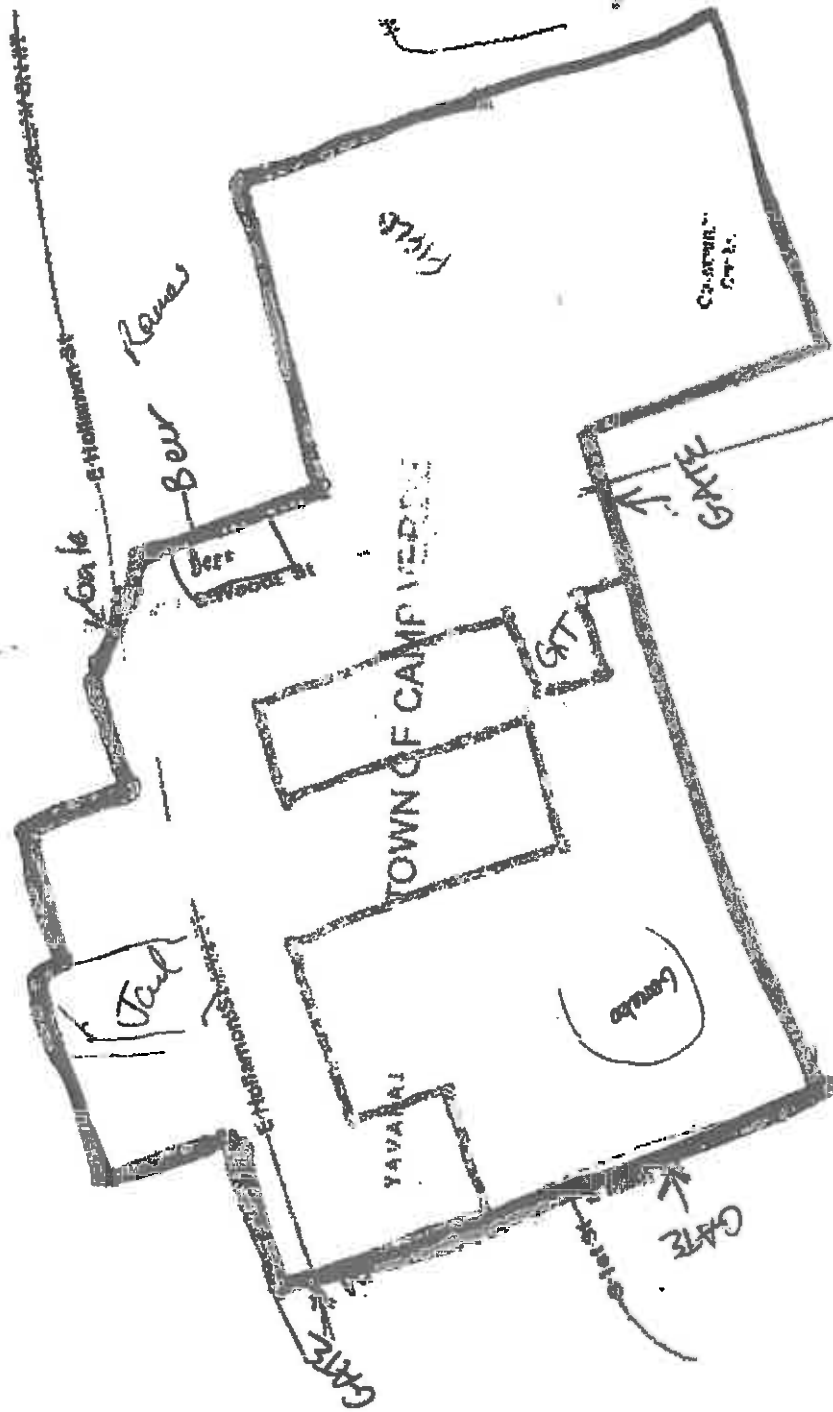
E. A state employee may not intentionally or knowingly violate this section. A violation of this section is cause for disciplinary action or dismissal pursuant to the agency's adopted personnel policy.

F. This section does not abrogate the immunity provided by section 12-820.01 or 12-820.02.

Updated  
Camp Foot 2021

5/24/21

- Legend**
- City Boundaries
  - Cottonwood
  - Pearle
  - Prescott
  - Sedona
  - Camp Verde
  - Chino Valley
  - Clarkdale
  - Dewey-Humboldt
  - Jerome
  - Prescott Valley
  - Wickenburg
  - County Boundary
  - Courties
  - Major Roads
  - Interstate
  - State Highways
  - Major Roads
  - Road Centerlines



Disclaimer: Map and parcel information is believed to be accurate but accuracy is not guaranteed. No portion of the information should be considered to be, or used as, a legal document. The information is provided subject to the express condition that the user knowingly waives any and all claims for damages against Yavapai County that may arise from the use of this data.

Map 7-125 P 4.13.2021



## PROCLAMATION

*In memory of the*  
**GRANITE MOUNTAIN HOTSHOTS**  
*June 30, 2021*

**WHEREAS,** *The Granite Mountain Interagency Hotshot Crew was founded as a fuels mitigation crew in 2001, and became the first municipal hotshot crew in the United States; and*

**WHEREAS,** *The Granite Mountain Hotshots were an elite ground firefighting crew, which hailed from diverse backgrounds and worked long hours in extreme environmental conditions while performing physically demanding fire line tasks; and*

**WHEREAS,** *On June 30, 2013 nineteen of the Granite Mountain Hotshots gave their lives in Yarnell protecting Arizona; and*

**WHEREAS,** *The loss of these 19 firefighters makes the Yarnell Hill Fire the worst wildland firefighter fatality incident in the United States and;*

**WHEREAS,** *The 19 members of the Granite Mountain Hotshots who lost their lives are:*

<i>Andrew Ashcroft</i>	<i>Robert Caldwell</i>	<i>Travis Carter</i>	<i>Dustin Deford</i>	<i>Christopher MacKenzie</i>
<i>Eric Marsh</i>	<i>Grant McKee</i>	<i>Sean Misner</i>	<i>Scott Norris</i>	<i>Wade Parker</i>
<i>John Percin Jr.</i>	<i>Anthony Rose</i>	<i>Jesse Steed</i>	<i>Joe Thurston</i>	<i>Travis Turbyfill</i>
<i>William Warneke</i>	<i>Clayton Whitted</i>	<i>Kevin Woyjeck</i>	<i>Garret Zuppiger</i>	

*WHEREAS, June 30, 2013 is a day that all Arizona residence shall never forget.*

*THEREFORE, BE IT RESOLVED that the Mayor and Common Council of the Town of Camp Verde do hereby proclaim June 30, 2021 a day to remember all of the Granite Mountain Hotshots that gave their life in the line of duty.*

*Passed and approved by a majority vote of the Common Council at the Regular Session of June 2, 2021*

\_\_\_\_\_  
*Dee Jenkins, Mayor*

\_\_\_\_\_  
*Date*

*Attest:*

\_\_\_\_\_  
*Cindy Pemberton, Town Clerk*





**Agenda Report Form – Section I**

Meeting Date: June 2, 2021

- Consent Agenda       Decision Agenda       Executive Session Requested
- Presentation Only       Action/Presentation       Work Session

Requesting Department: Economic Development

Staff Resource/Contact Person: Steve Ayers

Agenda Title (be exact): Presentation, discussion and possible approval of a commitment for matching funding for the Conceptual Design and Pre-Engineering Phase of the Verde Valley Regional Broadband Initiative grant application with the Economic Development Administration. The funding commitment would not exceed \$25,000 and would come from the FY2022 budget.

List Attached Documents: 1) January 2021 support letter, 3) PowerPoint presentation slides

Estimated Presentation Time: 10

Estimated Discussion Time: 5

**Reviews and comments Completed by:**

- Town Manager: \_\_\_\_\_  Department Head: \_\_\_\_\_
- Town Attorney Comments: \_\_\_\_\_
- Risk Management: \_\_\_\_\_
- Finance Department  
Fiscal Impact:  
Budget Code: \_\_\_\_\_ Amount Remaining: \_\_\_\_\_  
Comments: \_\_\_\_\_

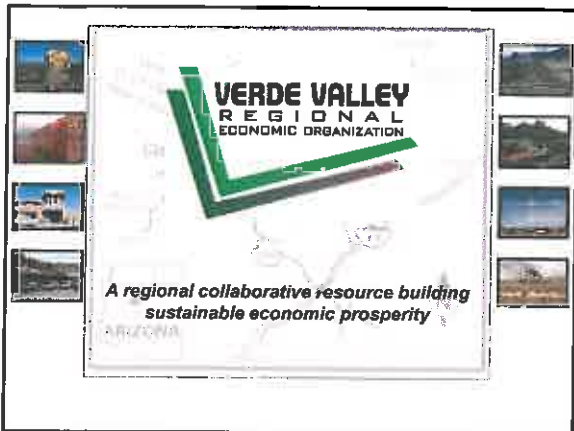
**Background Information:**

It has long been a goal of the Town of Camp Verde, its Mayor and Council, to expand broadband Internet services to the community. The need for expanded broadband became even more magnified the last 18 months as the COVID-19 epidemic forced so many to use the Internet to conduct business, shop and even connect with family and friends. At the January 20, 2021 council session, the council unanimously approved a letter of support for an Economic Development Administration grant application, then being prepared by the Verde Valley Regional Economic Organization to the Economic. That grant will assist the entire region by paying for a design concept and pre-engineering of a system of middle-mile broadband connectivity.

The grant application is now ready for submission and per the application will require a total financial match from all the grant partners of approximately \$95,000. It is anticipated that Camp Verde’s share will be

somewhere around, but no more than, \$25,000. Along with the request for financial funding, VVREO Executive Director Mary Chicoine will present the details of the grant, what the grant will provide for the region and be available to answer any questions related to VVREO's broadband initiative or the grant process.

*Recommended Action (Motion): Move to approve a commitment for matching funds, not to exceed \$25,000, from the Town's FY2022 budget, for the Conceptual Design and Pre-Engineering Phase of the Verde Valley Regional Broadband Initiative grant application with the Economic Development Administration*  
*Instructions to the Clerk:*



---

---

---

---

---

---

---

---

 **Vision and Mission**

*VVREO is a regional collaborative resource building sustainable economic prosperity.*

---

*VVREO provides access to resources for regional business creation, attraction, retention, and expansion.*



---

---

---

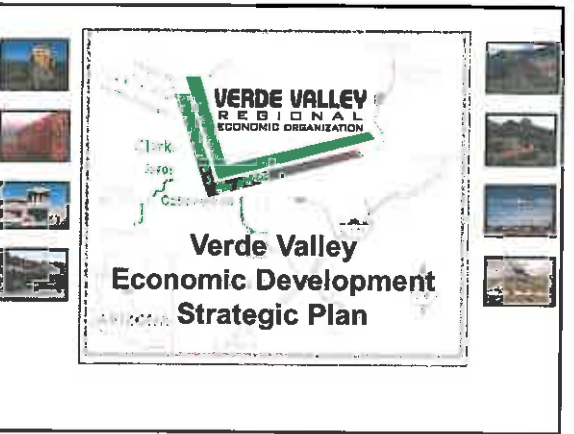
---

---

---

---

---



---

---

---

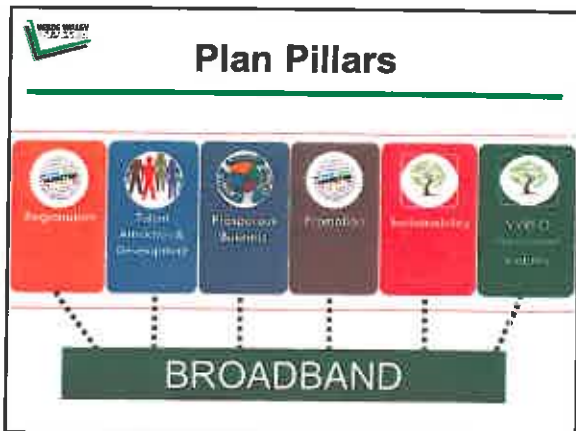
---

---

---

---

---




---

---

---

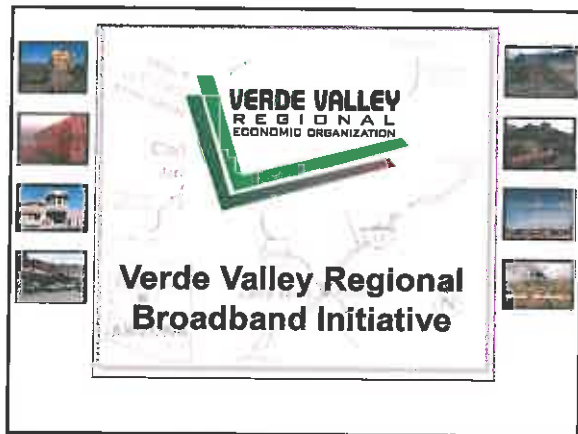
---

---

---

---

---




---

---

---

---

---

---

---

---

**Vision, Mission, Goals**

**Vision**  
One Gigabit per second for all

**Mission**  
To overcome the regional digital divide by creating an integrated and redundant phased core broadband network connecting all parts of the Verde Valley that supports economic diversification, resilient communities, and improved quality of life.

---

---

---

---

---

---

---

---



## Vision, Mission, Goals

### Goals:

1. Grow and sustain a vibrant economy by deploying a scalable next-generation broadband infrastructure to support a diverse array of business and work environment opportunities in the Verde Valley.
2. Enable businesses and individuals in the Verde Valley to effectively work and live in a digital world resulting in business prosperity inclusive of business attraction, retention, expansion and job creation.
3. Foster a high quality of life supported by effective telemedicine, seamless access to education, and effective public safety.

---

---

---

---

---

---

---

---



## Middle Mile Network Goals

### Goals:

1. Build the core network and colocation facilities connecting from the I-17 Smart Highway Corridor to the communities of the Verde Valley through a phased approach.
2. Connect alternate pathways and upstream Internet providers to establish redundancy.
3. Incorporate connector points for the expansion and redundancy of the core network into all communities of the Verde Valley.
4. Create a sustainable business structure for operations and maintenance of the core network and its future expansion.
5. Identify and implement collaborative opportunities for existing and new broadband providers to further the delivery of broadband to reach businesses, health care users, and users of online education in the communities of the Verde Valley.

---

---

---

---

---

---

---

---



## Middle Mile Network Map




---

---

---

---

---

---

---

---



## Verde Valley Middle Mile Network Concept to Operation

- **Phase One** – Project Definition and Grant Preparation
- **Phase Two** – Conceptual Design and Pre-engineering
- **Phase Three** – Detailed Design and Engineering
- **Phase Four** – Construction
- **Phase Five** – Ongoing Operation and Maintenance

---

---

---

---

---

---

---

---



## Phase One - Current Progress

- **Strengths Weaknesses, Opportunities, and Threats (SWOT) Analysis performed.**
- **Stakeholders identified.**
- **Letters of Support secured including financial commitment match from municipalities. (City of Sedona, City of Cottonwood, Town of Camp Verde, Town of Clarkdale)**
- **Phased project strategy outline developed.**
- **Broadband Action Teams (BAT) in each community.**
- **Collaborating with ACA, NACOG, ADOT, Sun Corridor Network, APS, and others.**
- **Economic Development Administration (EDA) proposal submitted for review prior to formal submission.**

---

---

---

---

---

---

---

---



## Phase Two Conceptual Design and Pre-Engineering

### Governance, Organization, & Marketing / Communications Strategy

- Governance Considerations with Comparative Analysis of Alternative Telecom Non-Profit Entities
- Organizational Structure (Staffing & Resource Plan)
- Marketing / Communications Strategy

### Conceptual Design & Pre-Engineering Components

- Broadband Coverage Map – Identify unserved & underserved areas
- Report on Existing Fiber Utilization
- Back Haul & Redundant Connectivity
- Network Design
- Build-Out Plan

---

---

---


---

---

---

---

---



## Phase Two Conceptual Design and Pre-Engineering

---

**Financial Planning**

- Next Phase Engineering and Design Financial Plan
- Capital Budget
- Ongoing Operations Pro Forma Financial Analysis
- Project Development Budget
- Next Phase Funding Sources

**Risk Assessment and Action Plan**

- Risk Assessment
- Action Plan

**Summary Presentation**

---

---

---

---

---

---

---


---

---

---

---

---



## Phase Two and Three Projected Budgets

---

**Phase Two**

- Project Administration and Technical Oversight
- Conceptual Design and Pre-Engineering
- Owner and Operational Governance Structure
- Legal Fees – Operation and Regulatory
- Community and Stakeholder Outreach and Education

<b>Projected Budget</b>	<b>\$456,500</b>
-------------------------	------------------

**Phase Three**

- Design and Engineering

<b>Projected Budget</b>	<b>\$3,000,000</b>
-------------------------	--------------------

---

---

---

---

---

---

---

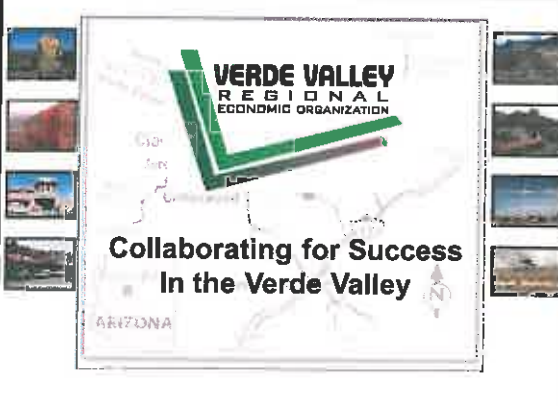
---

---

---

---

---



**VERDE VALLEY  
REGIONAL  
ECONOMIC ORGANIZATION**

**Collaborating for Success  
In the Verde Valley**

ARIZONA

---

---

---

---

---

---

---

---

---

---

---

---



### Collaborating for Success

**Jeff Sobotka:** Vice President & State Broadband Director, Arizona Commerce Authority  
**Teri Drew:** Regional Director, NACOG  
**Brad Burgess:** Director of Broadband, ADOT  
**Derek Masseth:** Executive Director, Sun Corridor Network  
**Dominic Pagliuca:** Senior Manager Strategic Fiber, APS

#### Praxis Optical Networks, Inc.

**Michael Ort:** CEO, Praxis Associates, Inc. & Praxis Optical Networks, Inc.  
**Brad Banta:** President & Chief Operating Officer, Praxis Optical Networks, Inc.

---

---

---

---

---

---

---

---



**VERDE VALLEY  
REGIONAL  
ECONOMIC ORGANIZATION**

**Final Comments  
Questions**

ARIZONA



---

---

---

---

---

---

---

---





# Town of Camp Verde

◆ 473 S. Main Street, Suite 102 ◆ Camp Verde, Arizona 86322 ◆  
◆ Telephone: 928.554-0000 ◆ Fax: 928.567.9061 ◆  
◆ [www.campverde.az.gov](http://www.campverde.az.gov) ◆

January 21, 2021

Cindi Ptak  
Economic Development Administration

Re: VVREO EDA Conceptual Design and Pre-engineering Grant Application

Dear Ms. Ptak,

The Town of Camp Verde wishes to express its support for Verde Valley Regional Economic Organization's application to the Economic Development Administration for the Conceptual Design and Pre-engineering of the Verde Valley Middle Mile Broadband Infrastructure Grant.

This initiative is an important component of both the Verde Valley Regional Economic Development Organization's Strategic Plan as well as the Town of Camp Verde's economic initiatives. Priorities of both plans include the creation of more, high paying jobs, in diversified industries, infrastructure investment and enhancing our collective quality of life.

The COVID-19 pandemic has highlighted and magnified the lack of adequate broadband as a critical issue facing rural communities. VVREO is seeking the funding necessary to create an integrated, phased core broadband network connecting all parts of the Verde Valley in collaboration with local communities and service providers.

As will all regional economic development initiatives, the Town of Camp Verde is committed to participating in the EDA grant and will consider providing both financial and in-kind support. This initiative aligns with the goals of the Town's 2016 General Plan in that it will provide opportunities more jobs and higher paying jobs.

Sincerely,

Mayor Dee Jenkins  
Town of Camp Verde



Handicap Relay: 711 or Voice: 1-800-842-4681 TTD: 1-800-367-8939



Agenda Item 8



Town of Camp Verde

**Agenda Item Submission Form – Section I**

**Meeting Date:**

- Consent Agenda       Decision Agenda       Executive Session Requested
- Presentation Only       Action/Presentation       Work Session

**Requesting Department:** Camp Verde Public Safety Association

**Staff Resource/Contact Person:** Deputy Jeff Bowers and Deputy Oscar Berrelez

**Agenda Title (be exact):** Discussion, Consideration and Possible Direction of the Adjusted Wages and Benefit Comparison Package for Camp Verde Marshal's Office

**List Attached Documents:** Attached PowerPoint Presentation

**Estimated Presentation Time:** 15 min

**Estimated Discussion Time:** 15 min

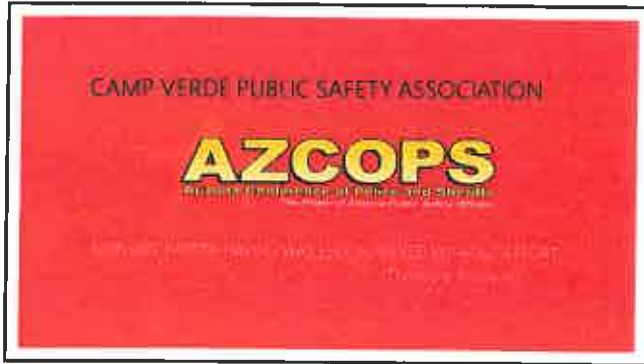
**Reviews and comments Completed by:**

- Town Manager: Included in Background       Department Head: \_\_\_\_\_
- Town Attorney Comments: N/A
- Risk Management: \_\_\_\_\_
- Finance Department  
 Fiscal Impact:  
 Budget Code: \_\_\_\_\_ Amount Remaining: \_\_\_\_\_  
 Comments: \_\_\_\_\_

**Background Information:** Currently there is no established town policy depicting when a town employee will receive the pay rate at the "Mid" or "Max" points under current salary structure. CVPSA would like consideration in adopting such policy. Camp Verde Public Safety Association CVPSA would also like to provide research material showing wage comparisons to our direct competition within Yavapai County.

**Recommended Action (Motion):** Move to direct staff to accept the proposal of the benefits and wage package.

Instructions to the Clerk: provide the PowerPoint presentation to Camp Verde Town Council Prior to June 2, 2021




---

---

---

---

---

---


---

---

**Introduction**

---

**We are the Camp Verde Public Safety Association  
A Chapter of the Arizona Conference of Police and Sheriffs.**



Our Chapter was established in 2014 and is currently holding strong with 26 members.

Our mission is to enter into negotiations with the Town of Camp Verde during the Fiscal Year 2021, & 2022 budget session.

Our Executive Board is representing the findings of it's members research of wage and benefit comparisons to the surrounding agencies.

We want to work in unison with the Department Head and the Town Manager for the benefit of the its employees and union members.

The following presentation uses the data derived from the research by CVPSA members: the Town of Camp Verde Salary Study (purchased from the City of Cottonwood) and the current Town of Camp Verde wage scale.

---

---

---

---

---


---

---

---

**Our Town**

---



---

---

---

---

---

---

---

---





THANK YOU FOR YOUR CONSIDERATION

---



---

---

---

---

---

---

---

---

Agenda item 9



*Town of Camp Verde*

**Meeting Date: June 2, 2021**

- Consent Agenda*     *Decision Agenda*     *Executive Session Requested*  
 *Presentation Only*     *Action/Presentation*

**Requesting Department:** Town Manager

**Staff Resource/Contact Person:** Russ Martin

**Agenda Title (be exact):** Discussion, consideration and possible direction to staff regarding the 2021 Salary Survey Draft and resulting potential impacts on the current Salary Pay Plan and current and future budgets.

**List Attached Documents:**

1. *Draft Survey Results and Recommended Scale changes from Consultant*
2. *AZCOPS local salary review and proposal/request*

**Reviews Completed by:**

- Department Head:** *Russ Martin*  
 **Town Attorney Comments:** *N/A*  
 **Finance Department:**

**Fiscal Impact:** Current budget would be altered based on direction received for consideration of the Preliminary Budget approval on June 16<sup>th</sup>.

**Background:**

During the discussion at the May 7<sup>th</sup> budget meeting the draft results were reviewed along with staff's initial thoughts on potential impact, design and implementation costs. Further review has continued with the Consultant as well as the impact of potential salary scale design and implementation. Staff will be asking for feedback on these items for preparation of the upcoming Preliminary Budget and potential revised Salary Scales.

**Recommended Action (Motion):**

Move to direct staff to.....

**Instructions to the Clerk:**



Town of Camp Verde

**Meeting Date: June 2, 2021**

- Consent Agenda     Decision Agenda     Executive Session Requested  
 Presentation Only     Action/Presentation

**Requesting Department:** Human Resources/Town Manager

**Staff Resource/Contact Person:** Brandy Cabrera/Russ Martin

**Agenda Title (be exact):** Discussion, consideration and possible direction to staff regarding the 2021 Salary Survey Draft and resulting potential impacts on the current Salary Pay Plan and current and future budgets.

**List Attached Documents:**

1. Draft Survey Results and Potential Scale changes from Consultant
2. Draft Cottonwood Plan
3. Additional supplemental information and HR memo

**Reviews Completed by:**

- Department Head:** Russ Martin  
 **Town Attorney Comments:** N/A  
 **Finance Department:**

**Fiscal Impact:** Current budget would be altered based on direction received for consideration of the Preliminary Budget approval on June 16<sup>th</sup>.

**Background:**

During the discussion at the May 7<sup>th</sup> budget meeting the draft results were reviewed along with staff's initial thoughts on potential impact, design and implementation costs. Further review has continued with the Consultant as well as the impact of potential salary scale design and implementation. Staff will be asking for feedback on these items for preparation of the upcoming Preliminary Budget and potential revised Salary Scales.

Manager is recommending from the May 7<sup>th</sup> meeting that implementation be over a period of time. With that in mind it is recommended that we limit the first implementation cost to \$400,000 and direct staff to develop for June 16<sup>th</sup> approval a new Salary Plan. That plan revision would include changes based on the recommendations from the contracted consultant.



**Here are the points for Council consideration and direction:**

**Percentage**

The following are recommendations but staff is looking for a direction to build actual Salary Plan ranges from Minimum to Maximum (generally we have 15 steps at 3% per step)

Consultant: 90% of market rate initially.

Manager: 90% of market rate initially with 100% for some job classification titles (below)

- Wastewater (complete job family)
- Building and Planning
  - Chief Building Official
  - Building Inspector
  - Plans Examiner
  - Permit Technician
- Public Works
  - Street Supervisor
  - Street Maintenance Foreman
  - Maintenance Foreman
  - Maintenance Worker, Lead
  - Equipment Operator, Senior
  - Equipment Operator
  - Maintenance Worker
  - Laborer
- Public Safety
  - Sergeant
  - Officer 1
  - Dispatch Supervisor
  - Dispatcher
  - Property & Evidence Custodian
  - Records Specialist
  - Animal Control Officer

**Minimum increase percentage**

This would pick up positions that currently are at market and individuals who are at market and apply a minimum percentage change July 1<sup>st</sup>.

Manager: 3 % (the previous adjustment in February was 2%)

**Significant Increases/percentage allocation**

Many of the most significant increase adjustments are at the top wages, additionally we have several at more than 20% behind even a 90% scale (if that is selected above). To catch up will be a larger impact and includes some adjustments as much as \$15-20,000 to get them to 90% of market.

Manager: Adjust as possible (per budgeted amount allocated) to catch these positions up at a maximum of \$ 3/hr per allocation (for example position X is \$18,000 behind at 90%, this position in July would at maximum be adjusted at a wage of approximately \$3/hour and potentially another approximately \$3/hour in January, budget pending). This would mean they would still be about \$3/hour behind the 90% or 100% respectively but it is much better than where these positions are today.

#### Total budget allocation/impact

This is the point of major concern for Council and the Manager is sustainability of these increases. At this point the projected budget discussed May 7<sup>th</sup> of \$400,000 is within the current projected revenue as well as the reduced additional positions that are in the Manager's recommended operational budget. The annual cost of which would be approximately \$515,000 additional annual impact total cost of wages and Taxes/Benefits (2 Police Officers, HR specialist, Finance Clerk, Admin Assistant, Economic Development, and Community Development Director), or an additional cost beyond already operationally budgeted in the current operations of approximately \$200,000 beyond amount currently budgeted for FY 21/22 for these positions for a total of approximately \$600,000 in new positions and wages above projected FY 20/21 budgeted wages/positions.

We are currently projecting conservatively that we will increase in tax revenue over FY 20/21 of approximately \$1.5 million in this next fiscal year and initial projections for FY 22/23 are \$1.7 million and FY 23/24, \$1.9 million more that FY 19/20 were projected for current staffing levels/wages. We are in a very good position with regards to our reserve that is expected to be at least \$2.5 million and maybe as much as \$3 million at year end. Taking on an additional \$915,000 in wages and new positions, if implemented and all positions projected are hired full time in this next year, during that time does not seem we would be over spending the additional revenue.

Finally, the second budget option (January implementation) to complete implementation of wage adjustments to market would result in up to additional \$400,000 as discussed. After review most positions as presented would be fully adjusted to the 90/100 split recommended at this additional opportunity. This again would also be enough to possibly have a remaining amount for additional projects beyond staffing or consideration of going beyond 90% in areas that you would like that did not get considered in July. Again, this would only go forward after additional analysis could be made on revenue projections in the first few months of the year and can be pared down to any level that could be implemented. The \$400,000 would be annual impact in addition to the analysis above that was projected at \$915,000. However, in this scenario your additional budgeted revenue would also be projected additional beyond the amounts above as well (for example the \$1.5 million above would then be projected to annually be \$1.9 million in FY 21/22 larger than 20/21). In either scenario, if it plays out, and we can adjust by not going forward with positions and additional wage adjustments projected. Either scenario garners an additional \$500k for other expense lines beyond staffing.

**In Summary staff needs the following direction:**

- **What percentage of Salary Study averages for implementation as presented from 90%-100% and any particular positions that council wants changed on the Salary Plan?**
- **What minimum level of increase would council want that would apply to all positions regardless of whether the average implemented above would include their position?**
- **How do you want to handle positions that are significantly below (15K or more) even implementing the 90% level?**
- **How much budget for a July allocation? How much budget for a potential January allocation?**

**Final comments:**

This would allow for many of these particular jobs to immediately retain and recruit for positions that are difficult to develop and similarly difficult to recruit at this point in our economy. That is to then suggest the remaining positions would be on a plan to increase to 100% in the future as our revenue increases to ensure equity would be obtained for all positions within the Town.

To accomplish this while placing staff in these positions within the proper step (year generally) will also be addressed so that we can begin the process of properly placing experienced staff with pay commensurate with that experience. The cost will be addressed initially by funding within the conservative revenue projections for the full budget year ahead (FY22) and with conservative or minimal growth these wage levels will remain sustainable.

Second, the opportunity to implement this in two stages to ensure adequate and stable revenue are seen and projected over at least two steps starting in July completing a second approval by Council anticipated in December, for January pay cycle. If we are unable to see additional revenue trends then we would be able to hold off complete implementation until that is clearer or achieved to Council's satisfaction.

***Recommended Action (Motion):***

Move to direct staff to prepare a Salary Plan for possible approval that increases the wage scales to 90% of the draft Salary Plan and increases to 100% positions as included in this staff report. Additionally, starting July 11, 2021 implement changes so that at a minimum 3% wage increase is achieved for all staff and any staff adjustments are limited to initially a \$3/hour increase cap with total implementation cost limited to \$400,000 for July 2021 and budget for an additional potential revenue and expense adjustment in January 2022 of up to \$400,000.

***Instructions to the Clerk:***

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Accountant			

Accountant	Sedona, City of	\$71,261
Accountant	Sierra Vista	\$65,594
Accountant	Prescott, City of	\$58,521
Accountant	Flagstaff, City of	\$58,056
Accountant/Budget Analyst	Show Low, City of	\$57,843
Financial Accountant	Yavapai County	\$57,344
Accountant	Florence, Town of	\$55,270
Accountant	Prescott Valley, Town of	\$54,402
Accountant	Winslow, City of	\$51,829
Accountant 1	Payson, Town of	\$49,623
No match	Chino Valley, Town of	-
No match	Cottonwood, City of	-
Individual Employer Rate: <u>\$57,974</u>		
ERI - Flagstaff Area		
Published Survey Rate: <u>\$60,584</u>		
Prevaling Rate: <u>\$59,279</u>		

Camp Verde's Calculated Midpoint:	\$42,261
\$ Variance to Market:	-\$17,018
% Variance to Market:	-40.27%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Accountant, Senior</b>			

Accountant Zone 3	Flagstaff, City of	\$76,157
Sr Accountant	Sierra Vista	\$75,800
Accountant, Senior	Prescott Valley, Town of	\$67,943
Accountant II	Payson, Town of	\$60,509
Accountant, Senior	Chino Valley, Town of	\$60,278
No Match	Cottonwood, City of	
No Match	Florence, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Winslow, City of	
No Match	Yavapai County	
<b>Individual Employer Rate:</b>		<u>\$68,138</u>
<b>ERI - Flagstaff Area</b>		
<b>Published Survey Rate:</b>		<u>\$66,687</u>
<b>Prevailing Rate:</b>		<u>\$67,412</u>

**Camp Verde's Calculated Midpoint:** \$49,644  
**\$ Variance to Market:** -\$17,768  
**% Variance to Market:** -35.79%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Administrative Assistant</b>			

Administrative Assistant I	Yavapai County	\$47,177
Administrative Assistant	Sedona, City of	\$45,937
Administrative Assistant	Florence, Town of	\$42,123
Administrative Assistant	Winslow, City of	\$40,489
Administrative Assistant	Cottonwood, City of	\$39,631
Administrative Assistant	Flagstaff, City of	\$39,483
Administrative Secretary	Payson, Town of	\$38,100
Administrative Technician	Chino Valley, Town of	\$37,003
Administrative Secretary I	Sierra Vista	\$36,797
Administrative Support I	Prescott Valley, Town of	\$36,650
Secretary	Prescott, City of	\$35,714
Secretary	Show Low, City of	\$32,895
	<b>Individual Employer Rate:</b>	<u>\$39,333</u>
	ERI - Flagstaff Area	\$35,156
	Published Survey Rate:	<u>\$35,156</u>
	Prevailing Rate:	<u>\$37,245</u>

Camp Verde's Calculated Midpoint: \$37,054  
 \$ Variance to Market: -\$190  
 % Variance to Market: -0.51%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Administrative Assistant to Town Manager</b>			

Assistant to the Town Manager	Florence, Town of	\$69,024
Executive Assistant - Coord	Flagstaff, City of	\$63,409
Assistant to the City Manager	Cottonwood, City of	\$58,554
Executive Assistant	Yavapai County	\$57,344
Executive Secretary	Sierra Vista	\$54,867
Executive Assistant	Prescott Valley, Town of	\$53,082
Executive Assistant (CM)	Prescott, City of	\$50,461
Executive Assistant to the CM	Sedona, City of	\$48,267
Executive Assistant	Payson, Town of	\$46,458
Administrative Technician, Sr - Asst TM	Chino Valley, Town of	\$42,827
No Match	Show Low, City of	-
No Match	Winslow, City of	-
	Individual Employer Rate:	<u>\$54,429</u>
	ERI - Flagstaff Area	\$43,159
	Published Survey Rate:	<u>\$43,159</u>
	Prevailing Rate:	<u>\$48,794</u>

Camp Verde's Calculated Midpoint: \$42,833  
 \$ Variance to Market: -\$5,960  
 % Variance to Market: -13.92%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
----------------------	------------------	--------------------------	-------------------

Administrative Support Manager  
**(PSAP)**

SEACOM Administrator (911 Dispatch Center)	Sierra Vista	\$104,998
PRCC Manager (Comm/dispatch)	Prescott, City of	\$86,871
Multi-Agency Communications Manager	Show Low, City of	\$83,789
Police Communications Manager	Flagstaff, City of	\$82,968
No Match	Chino Valley, Town of	
No Match	Cottonwood, City of	
No Match	Florence, Town of	
No Match	Payson, Town of	
No Match	Prescott Valley, Town of	
No Match	Sedona, City of	
No Match	Winslow, City of	
No Match	Yavapai County	
No Match	Individual Employer Rate:	\$89,657
No Match	ERI - Flagstaff Area	
No Match	Published Survey Rate:	No Data
No Match	Prevailing Rate:	\$89,657

Camp Verde's Calculated Midpoint: \$68,628  
 \$ Variance to Market: -\$21,029  
 % Variance to Market: -30.64%



Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Animal Control Officer			

Ordnance Enforcement Officer (codes and animal)			
Animal Control Officer	Cottonwood, City of	\$45,878	
Animal Control Officer	Flagstaff, City of	\$43,383	
Animal Control Officer	Yavapai County	\$42,791	
Animal Control Officer	Sierra Vista	\$42,598	
Animal Control Officer	Prescott Valley, Town of	\$42,505	
Animal Control Officer	Winslow, City of	\$41,501	
Animal Control Officer	Prescott, City of	\$39,416	
Animal Control Officer	Chino Valley, Town of	\$38,854	
Animal Control Officer	Florence, Town of	-	
No Match	Payson, Town of	-	
No Match	Sedona, City of	-	
No Match	Show Low, City of	-	
No Match	Individual Employer Rate:	\$42,116	
No Match	ERI - Flagstaff Area	-	
No Match	Published Survey Rate:	No Data	
No Match	Prevailing Rate:	\$42,116	

Camp Verde's Calculated Midpoint: \$35,461  
 \$ Variance to Market: -\$6,655  
 % Variance to Market: -18.77%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Building Inspector			

Building Inspector	Flagstaff, City of	\$59,259
City Inspector	Winslow, City of	\$57,210
Building Inspector I	Sierra Vista	\$57,085
Building Inspector I	Sedona, City of	\$55,828
Building Inspector I	Chino Valley, Town of	\$54,673
Building Inspector I	Prescott, City of	\$51,719
Building Inspector I	Cottonwood, City of	\$50,581
Building Inspector I	Prescott Valley, Town of	\$50,523
Building Inspector I	Florence, Town of	\$50,070
Building Inspector I	Yavapai County	\$47,177
Building Inspector I	Show Low, City of	\$45,187
Building Inspector I	Payson, Town of	\$43,500
	Individual Employer Rate:	\$51,901

No Match

ERI - Flagstaff Area

Published Survey Rate: No Data

Prevailing Rate: \$51,901

Camp Verde's Calculated Midpoint: \$47,383  
 \$ Variance to Market: -\$4,518  
 % Variance to Market: -9.54%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Chief Building Official</b>			

Chief Building Official	Sedona, City of	\$90,688
Building Official	Flagstaff, City of	\$89,213
Building Administrator	Sierra Vista	\$81,864
Building Official	Prescott Valley, Town of	\$80,184
Chief Building Official	Payson, Town of	\$78,024
Building Safety Unit Manager	Yavapai County	\$76,847
Chief Building Official	Prescott, City of	\$76,784
Chief Building Official	Show Low, City of	\$72,238
Building Official	Florence, Town of	\$70,749
Chief Building Official	Chino Valley, Town of	\$69,774
Building Official	Cottonwood, City of	\$64,556
No Match	Winslow, City of	

Individual Employer Rate: \$77,356

No Match

ERI - Flagstaff Area

Published Survey Rate: No Data

Prevailing Rate: \$77,356

Camp Verde's Calculated Midpoint: \$65,669  
 \$ Variance to Market: -\$11,688  
 % Variance to Market: **-17.80%**

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Children's Librarian</b>			

Librarian	Sierra Vista	\$65,594
Librarian	Flagstaff, City of	\$59,602
Librarian	Prescott Valley, Town of	\$58,583
Librarian - Youth Services	Prescott, City of	\$55,702
Assistant Librarian	Winslow, City of	\$48,129
Librarian	Florence, Town of	\$46,497
Librarian, Children's	Chino Valley, Town of	\$38,854
No Match	Cottonwood, City of	-
No Match	Payson, Town of	-
No Match	Sedona, City of	-
No Match	Show Low, City of	-
No Match	Yavapai County	-

Librarian Level 1	Individual Employer Rate:	\$53,280
	ERI - Flagstaff Area	\$51,560
	Published Survey Rate:	\$51,560

Prevailing Rate: \$52,420

Camp Verde's Calculated Midpoint:	\$39,927
\$ Variance to Market:	-\$12,492
% Variance to Market:	-31.29%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Code Enforcement</b>			

Code Compliance Inspector	Prescott, City of	\$51,720
Code Compliance Officer I	Flagstaff, City of	\$50,704
Code Enforcement Officer	Sedona, City of	\$50,627
Code Enforcement Officer	Prescott Valley, Town of	\$50,523
Code Compliance Specialist	Payson, Town of	\$49,623
Code Compliance Officer	Winslow, City of	\$48,129
Code Enforcement Officer	Chino Valley, Town of	\$47,226
Code Enforcement Officer I	Sierra Vista	\$46,965
Ordinance Enforcement Officer	Cottonwood, City of	\$45,878
Code Compliance Officer	Florence, Town of	\$45,362
Code Enforcement Specialist	Show Low, City of	\$45,187
No Match	Yavapai County	-

**Individual Employer Rate:** \$48,358

No Match

ERI - Flagstaff Area

**Published Survey Rate:** No Data

**Prevailing Rate:** \$48,358

**Camp Verde's Calculated Midpoint:** \$41,766  
**\$ Variance to Market:** -\$6,592  
**% Variance to Market:** -15.78%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Commander</b>			

Police Commander	Prescott Valley, Town of	\$110,521
Police Commander	Sierra Vista	\$109,079
Police Commander	Cottonwood, City of	\$106,653
Police Commander	Show Low, City of	\$97,153
No Match	Chino Valley, Town of	
No Match	Flagstaff, City of	
No Match	Florence, Town of	
No Match	Payson, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Winslow, City of	
No Match	Yavapai County	
	Individual Employer Rate:	\$105,851
	ERI - Flagstaff Area	
	Published Survey Rate:	No Data
	Prevailing Rate:	\$105,851

Camp Verde's Calculated Midpoint: \$89,420  
 \$ Variance to Market: -\$16,431  
 % Variance to Market: -18.37%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Community Development Director</b>			

Actual	Director - Development Service	Yavapai County	\$138,005
	Community Development Director	Prescott Valley, Town of	\$125,039
	Director of Community Development	Sierra Vista	\$123,974
	Community Development Director	Sedona, City of	\$122,522
	Community Development Director	Prescott, City of	\$107,120
	Community Development Director	Florence, Town of	\$105,027
	Community Development Director	Flagstaff, City of	\$103,149
	Development Service Director	Chino Valley, Town of	\$98,176
	Planning/Development Director	Payson, Town of	\$94,136
	Community Development Director	Cottonwood, City of	\$90,836
	Director, Planning & Community Development	Show Low, City of	\$85,869
	No Match	Winslow, City of	

**Individual Employer Rate:** \$108,532

ERI - Flagstaff Area

**Published Survey Rate:** No Data

**Prevailing Rate:** \$108,532

**Camp Verde's Calculated Midpoint:** \$92,009

**\$ Variance to Market:** -\$16,523

**% Variance to Market:** -17.96%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Court Clerk			

Court Clerk	Sedona, City of	\$45,937
Court Judicial Specialist	Flagstaff, City of	\$44,160
Justice Court Clerk II	Yavapai County	\$42,791
Court Clerk	Chino Valley, Town of	\$40,799
Court Clerk I	Cottonwood, City of	\$39,631
Deputy Court Clerk	Prescott Valley, Town of	\$39,479
Court Clerk	Prescott, City of	\$37,523
Court Clerk	Florence, Town of	\$37,231
No Match	Payson, Town of	
No Match	Show Low, City of	
No Match	Sierra Vista	
No Match	Winslow, City of	
	<b>Individual Employer Rate:</b>	<u>\$40,944</u>
	ERI - Flagstaff Area	
	<b>Published Survey Rate:</b>	<u>No Data</u>
	<b>Prevailing Rate:</b>	<u>\$40,944</u>

Camp Verde's Calculated Midpoint: \$36,406  
 \$ Variance to Market: -\$4,537  
 % Variance to Market: -12.46%



**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Court Supervisor</b>			

Court Administrator	Cottonwood, City of	\$67,783
Court Administrator	Chino Valley, Town of	\$66,456
Court Administrator	Florence, Town of	\$59,519
Court Supervisor	Prescott Valley, Town of	\$54,403
Duties performed by Business Manager (City Court)	Prescott, City of	\$48,027
No Match	Flagstaff, City of	-
No Match	Yavapai County	-
No Match	Payson, Town of	-
No Match	Sedona, City of	-
No Match	Show Low, City of	-
No Match	Sierra Vista	-
No Match	Winslow, City of	-

ERI - Flagstaff Area	Individual Employer Rate:	\$59,237
	Published Survey Rate:	No Data
	Prevailing Rate:	\$59,237

Camp Verde's Calculated Midpoint:	\$49,218
\$ Variance to Market:	-\$10,020
% Variance to Market:	-20.36%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Police Officer 1</b>			

Police Officer - Lateral	Prescott Valley, Town of	\$64,657
Police Officer	Sedona, City of	\$64,647
Deputy Sheriff	Yavapai County	\$63,222
Police Officer	Flagstaff, City of	\$62,598
Police Officer	Cottonwood, City of	\$61,481
Officer	Sierra Vista	\$60,776
Police Officer	Florence, Town of	\$58,067
Police Officer	Show Low, City of	\$57,843
Police Officer	Payson, Town of	\$57,750
Police Officer	Winslow, City of	\$57,210
Police Officer	Prescott, City of	\$57,086
No Match	Chino Valley, Town of	-
	Individual Employer Rate:	<u>\$60,485</u>

ERI - Flagstaff Area	Published Survey Rate:	No Data
	Prevailing Rate:	<u>\$60,485</u>

Camp Verde's Calculated Midpoint:	\$56,575
\$ Variance to Market:	-\$3,910
% Variance to Market:	-6.91%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Public Works Deputy Director</b>			

Asst Director - Public Works	Yavapai County	\$113,537
Public Works Section Director	Flagstaff, City of	\$103,149
Assistant PW Dir/Asst Town Engineer	Chino Valley, Town of	\$103,085
Deputy Public Works Director	Prescott Valley, Town of	\$92,986
Deputy Public Works Director	Florence, Town of	\$88,356
Assistant Public Works Director	Winslow, City of	\$73,233
No Match	Cottonwood, City of	
No Match	Payson, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Sierra Vista	

**Individual Employer Rate:** \$95,724

ERI - Flagstaff Area

**Published Survey Rate:** No Data

**Prevailing Rate:** \$95,724

**Camp Verde's Calculated Midpoint:** \$77,867  
**\$ Variance to Market:** -\$17,857  
**% Variance to Market:** -22.93%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Deputy Town Clerk</b>			

Deputy City Clerk	Flagstaff, City of	\$71,759
Deputy City Clerk	Prescott, City of	\$59,977
Deputy City Clerk	Show Low, City of	\$57,843
Deputy City Clerk	Sedona, City of	\$55,827
Deputy Town Clerk	Prescott Valley, Town of	\$55,765
Deputy City Clerk	Sierra Vista	\$54,367
Deputy Town Clerk	Florence, Town of	\$51,322
Deputy City Clerk	Cottonwood, City of	\$50,581
Deputy City Clerk	Payson, Town of	\$49,623
Recorders Clerk III	Yavapai County	\$42,791
Deputy Town Clerk/Records Technician	Chino Valley, Town of	\$40,799
No Match	Winslow, City of	
	Individual Employer Rate:	<u>\$53,696</u>

ERI - Flagstaff Area	Published Survey Rate:	No Data
	Prevailing Rate:	<u>\$53,696</u>

Camp Verde's Calculated Midpoint:	\$47,383
\$ Variance to Market:	-\$6,313
% Variance to Market:	-13.32%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Dispatch Supervisor			

Police Communications Supervisor	Sedona, City of	\$64,647
Public Safety Communications Supervisor	Cottonwood, City of	\$61,481
Police Emergency Communications Specialist Supv	Flagstaff, City of	\$61,339
Public Safety Communications Supervisor	Florence, Town of	\$58,067
Pub Saf Telecommunicator Sup	Yavapai County	\$57,344
SEACOM Communications Supv	Sierra Vista	\$57,085
Public Safety Communications Supervisor	Winslow, City of	\$55,815
Comm Specialist Supv (Comm/dispatch)	Prescott, City of	\$54,348
Dispatch Supervisor	Show Low, City of	\$53,713
Pol/Fire/911 Dispatch Shift Leader	Payson, Town of	\$53,009
No Match	Chino Valley, Town of	
No Match	Prescott Valley, Town of	
No Match	Individual Employer Rate:	\$57,685

ERI - Flagstaff Area	Published Survey Rate:	No Data
	Prevailing Rate:	\$57,685

Camp Verde's Calculated Midpoint:	\$50,360
\$ Variance to Market:	-\$7,325
% Variance to Market:	-14.54%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Dispatcher			

Communication Specialist	Sedona, City of	\$50,627
Public Safety Communications Specialist	Cottonwood, City of	\$50,581
Police Emergency Communications Specialist	Flagstaff, City of	\$48,981
Public Safety Dispatcher	Florence, Town of	\$47,658
Public Safety Telecommunicator	Yavapai County	\$47,177
Dispatcher I	Sierra Vista	\$46,965
Comm Specialist (Comm/dispatch)	Prescott, City of	\$46,852
Pol/Fire/911 Dispatcher	Payson, Town of	\$46,458
Public Safety Dispatcher	Winslow, City of	\$45,809
Dispatcher	Show Low, City of	\$44,085
No Match	Chino Valley, Town of	-
No Match	Prescott Valley, Town of	-
	<b>Individual Employer Rate:</b>	<u>\$47,519</u>
	ERI - Flagstaff Area	-
	<b>Published Survey Rate:</b>	<u>No Data</u>
	<b>Prevailing Rate:</b>	<u>\$47,519</u>

**Camp Verde's Calculated Midpoint:** \$43,527  
**\$ Variance to Market:** -\$3,992  
**% Variance to Market:** -9.17%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Economic Development Director</b>			

Economic Development Manager	Sierra Vista	\$114,509
Economic Development Director	Sedona, City of	\$109,512
Economic Development Director	Florence, Town of	\$105,027
CVB Director	Flagstaff, City of	\$103,149
Tourism and Economic Development Director	Cottonwood, City of	\$86,511
Economic Development Director	Winslow, City of	\$84,928
No Match	Prescott, City of	-
No Match	Prescott Valley, Town of	-
No Match	Chino Valley, Town of	-
No Match	Payson, Town of	-
No Match	Show Low, City of	-
No Match	Yavapai County	-
	Individual Employer Rate:	<u>\$100,606</u>
No Match	ERI - Flagstaff Area	-
	Published Survey Rate:	<u>No Data</u>
	Prevailing Rate:	<u>\$100,606</u>

Camp Verde's Calculated Midpoint:	\$87,652
\$ Variance to Market:	-\$12,954
% Variance to Market:	-14.78%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Economic Development Project Manager</b>			

Economic Development Project Manager	Chino Valley, Town of	\$80,766
No Match	Payson, Town of	-
No Match	Prescott Valley, Town of	-
No Match	Prescott, City of	-
No Match	Cottonwood, City of	-
No Match	Flagstaff, City of	-
No Match	Florence, Town of	-
No Match	Sedona, City of	-
No Match	Show Low, City of	-
No Match	Sierra Vista	-
No Match	Winslow, City of	-
No Match	Yavapai County	-
	Individual Employer Rate:	<u>\$80,766</u>

ERI - Flagstaff Area	
Published Survey Rate:	<u>No Data</u>
Prevailing Rate:	<u>\$80,766</u>

Camp Verde's Calculated Midpoint:	\$53,744
\$ Variance to Market:	-\$27,023
% Variance to Market:	-50.28%



**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Equipment Operator			

City Maintenance Worker II  
 Heavy Equipment Operator  
 Equipment Operator  
 Equipment Operator  
 Equipment Operator  
 Equipment Operator I  
 Maintenance Worker II  
 Street Maintenance Worker II  
 Road Maintenance Worker  
 Public Works Maintenance Worker  
 No Match  
 No Match  
 No Match

Sedona, City of  
 Winslow, City of  
 Flagstaff, City of  
 Cottonwood, City of  
 Prescott, City of  
 Yavapai County  
 Florence, Town of  
 Payson, Town of  
 Chino Valley, Town of  
 Prescott Valley, Town of  
 Show Low, City of  
 Sierra Vista

**Individual Employer Rate:** \$42,866  
 ERI - Flagstaff Area  
 Published Survey Rate: \$41,109  
 Prevailing Rate: \$41,987

Camp Verde's Calculated Midpoint: \$36,476  
 \$ Variance to Market: -\$5,511  
 % Variance to Market: **-15.11%**

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Equipment Operator, Senior</b>			

Senior Equipment Operator Streets	Prescott, City of	\$48,027
Equipment Operator II	Yavapai County	\$47,177
Maintenance Worker III	Florence, Town of	\$45,362
Road Maintenance Worker, Senior	Chino Valley, Town of	\$44,970
Public Works Maintenance Technician	Prescott Valley, Town of	\$42,505
Street Maintenance Worker III	Payson, Town of	\$40,683
No Match	Cottonwood, City of	
No Match	Flagstaff, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Sierra Vista	
No Match	Winslow, City of	

Individual Employer Rate: \$44,787

Equipment Operator Level 2

ERI - Flagstaff Area \$45,876

Published Survey Rate: \$45,876

Prevailing Rate: \$45,331

Camp Verde's Calculated Midpoint:	\$39,269
\$ Variance to Market:	-\$6,062
% Variance to Market:	-15.44%



**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Finance Director</b>			

Actual			
Finance Director	Finance Director	Prescott, City of	\$161,470
Director - Finance	Director - Finance	Yavapai County	\$125,174
Management Services Director (Fin Dir in budget)	Management Services Director (Fin Dir in budget)	Prescott Valley, Town of	\$125,039
Chief Fiscal Officer/HR Director	Chief Fiscal Officer/HR Director	Payson, Town of	\$124,864
Chief Financial Officer	Chief Financial Officer	Sierra Vista	\$123,974
Director of Finance	Director of Finance	Sedona, City of	\$122,522
Duties by Deputy City Mgr/Admin Services	Duties by Deputy City Mgr/Admin Services	Show Low, City of	\$118,371
Finance Director	Finance Director	Chino Valley, Town of	\$113,662
Finance Director	Finance Director	Florence, Town of	\$107,652
Finance Director	Finance Director	Winslow, City of	\$106,064
Financial Services Director	Financial Services Director	Cottonwood, City of	\$105,153
Finance Director	Finance Director	Flagstaff, City of	\$103,149
	Individual Employer Rate:		\$119,758
	ERI - Flagstaff Area		\$113,072
Finance Manager - Level 3	Published Survey Rate:		\$113,072
	Prevailing Rate:		\$116,415

**Camp Verde's Calculated Midpoint:** \$98,433  
**\$ Variance to Market:** -\$17,982  
**% Variance to Market:** -18.27%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Human Resources Director</b>			

Actual	Division Director Human Resources	Flagstaff, City of	\$146,317
	Human Resources Director	Prescott, City of	\$128,731
	Director - HR and Risk Mgmt	Yavapai County	\$125,174
	Chief Human Resources Officer	Sierra Vista	\$123,974
	Human Resources Director	Florence, Town of	\$99,967
	Human Resources Director	Chino Valley, Town of	\$98,176
	Human Resources Manager	Sedona, City of	\$95,223
	Human Resources Director	Winslow, City of	\$93,745
	Human Resources Director	Cottonwood, City of	\$90,836
	Manager, Human Resources	Show Low, City of	\$85,869
	Human Resources Manager (rep to ATM)	Prescott Valley, Town of	\$82,181
	Human Resources Manager	Payson, Town of	\$71,049
		<b>Individual Employer Rate:</b>	<b>\$103,437</b>
		ERI - Flagstaff Area	\$118,435
		Published Survey Rate:	\$118,435
		Prevailing Rate:	\$110,936

Camp Verde's Calculated Midpoint:	\$86,818
\$ Variance to Market:	-\$24,118
% Variance to Market:	-27.78%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Human Resources Specialist</b>			

Human Resources Specialist II (only one level)	Cottonwood, City of	\$58,554
Human Resources Specialist	Sedona, City of	\$55,828
Human Resources Generalist	Flagstaff, City of	\$54,815
Human Resources Analyst	Chino Valley, Town of	\$54,673
Human Resources Technician	Prescott Valley, Town of	\$51,771
Human Resources Coordinator	Florence, Town of	\$51,322
Human Resources Specialist	Payson, Town of	\$49,623
Human Resources Specialist	Yavapai County	\$49,536
HR Business Partner	Prescott, City of	\$46,852
Human Resources Specialist	Show Low, City of	\$46,317
No Match	Sierra Vista	-
No Match	Winslow, City of	-
	<b>Individual Employer Rate:</b>	<b>\$51,929</b>
	<b>ERI - Flagstaff Area</b>	<b>\$49,363</b>
	<b>Published Survey Rate:</b>	<b>\$49,363</b>
	<b>Prevailing Rate:</b>	<b>\$50,646</b>

Camp Verde's Calculated Midpoint: \$46,790  
 \$ Variance to Market: -\$3,856  
 % Variance to Market: -8.24%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Janitor			

Custodial Maintenance Worker	Sedona, City of	\$39,676
Building Maintenance Worker	Prescott Valley, Town of	\$36,650
General Maintenance Worker 1	Payson, Town of	\$35,685
Custodian	Sierra Vista	\$33,377
Custodian	Show Low, City of	\$31,980
Custodian	Yavapai County	\$31,932
Custodian	Florence, Town of	\$30,558
Custodian	Prescott, City of	\$30,046
Custodian	Winslow, City of	\$29,928
No Match	Chino Valley, Town of	\$29,058
No Match	Cottonwood, City of	-
No Match	Flagstaff, City of	-

Individual Employer Rate: \$32,889

Janitor ERI - Flagstaff Area \$33,978

Published Survey Rate: \$33,978

Prevailing Rate: \$33,433

Camp Verde's Calculated Midpoint: \$25,272  
 \$ Variance to Market: -\$8,161  
 % Variance to Market: -32.29%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Laborer			

City Maintenance Worker I	Sedona, City of	\$39,676
Maintenance Worker I	Florence, Town of	\$35,437
Parks Maintenance Worker	Chino Valley, Town of	\$35,246
Maintenance Worker Entry	Yavapai County	\$35,204
Maintenance Worker	Prescott, City of	\$34,840
Public Works Laborer	Prescott Valley, Town of	\$34,757
Laborer	Show Low, City of	\$33,599
Laborer	Sierra Vista	\$33,377
Parks Laborer	Payson, Town of	\$31,320
Public Works Maintenance Tech I	Cottonwood, City of	\$26,520
No Match	Flagstaff, City of	-
No Match	Winslow, City of	-
	<b>Individual Employer Rate:</b>	<u>\$33,997</u>
	ERI - Flagstaff Area	\$38,905
	<b>Published Survey Rate:</b>	<u>\$38,905</u>
	<b>Prevailing Rate:</b>	<u>\$36,451</u>

<b>Camp Verde's Calculated Midpoint:</b>	\$25,272
<b>\$ Variance to Market:</b>	-\$11,179
<b>% Variance to Market:</b>	-44.23%



Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Library Clerk			

PT Library Clerk I	Payson, Town of	\$35,685
Library Page	Flagstaff, City of	\$35,014
Library Assistant	Prescott, City of	\$34,840
Library Assistant	Florence, Town of	\$34,573
Library Clerk	Winslow, City of	\$34,062
Library Aide	Prescott Valley, Town of	\$32,864
Library Assistant	Show Low, City of	\$31,980
Library Clerk	Chino Valley, Town of	\$31,959
Library Aide	Cottonwood, City of	\$25,272
Library Circulation Assistant	Sierra Vista	\$25,272
No Match	Sedona, City of	
No Match	Yavapai County	
Library Assistant - Level 1	Individual Employer Rate:	\$32,152
	ERI - Flagstaff Area	\$33,007
	Published Survey Rate:	\$33,007
	Prevailing Rate:	\$32,580

Camp Verde's Calculated Midpoint: \$25,272  
 \$ Variance to Market: -\$7,308  
 % Variance to Market: -28.92%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Library Director</b>			

Actual			
Library Director	Library Director	Prescott, City of	\$109,096
Library Director	Library Director	Prescott Valley, Town of	\$107,817
Library Director	Library Director	Flagstaff, City of	\$103,149
Library Manager	Library Manager	Sierra Vista	\$96,370
Library Director	Library Director	Cottonwood, City of	\$78,467
Library Director	Library Director	Payson, Town of	\$78,024
Library Director	Library Director	Chino Valley, Town of	\$76,929
Library Services Manager	Library Services Manager	Show Low, City of	\$70,749
Library Manager	Library Support Services Manager	Florence, Town of	\$74,044
Library Support Services Manager	Library Support Services Manager	Yavapai County	\$69,702
City Librarian	City Librarian	Winslow, City of	\$61,609
No Match	No Match	Sedona, City of	-
		<b>Individual Employer Rate:</b>	<u>\$84,178</u>
		<b>ERI - Flagstaff Area</b>	<u>\$86,409</u>
		<b>Published Survey Rate:</b>	<u>\$86,409</u>
		<b>Prevailing Rate:</b>	<u>\$85,293</u>

**Camp Verde's Calculated Midpoint:** \$69,569  
**\$ Variance to Market:** -\$15,724  
**% Variance to Market:** -22.60%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Library Specialist			

Assistant Librarian (next level is City Librarian)	Winslow, City of	\$48,129
Library Assistant II	Prescott Valley, Town of	\$43,566
Library Youth Services Specialist	Payson, Town of	\$43,500
Library Specialist	Yavapai County	\$42,791
Library Specialist	Flagstaff, City of	\$42,339
Library Specialist	Cottonwood, City of	\$41,613
Library Specialist	Prescott, City of	\$40,404
Library Specialist	Show Low, City of	\$35,300
Library Program and Outreach Leader	Sierra Vista	\$35,045
No Match	Chino Valley, Town of	-
No Match	Florence, Town of	-
No Match	Sedona, City of	-
Library Specialist	<b>Individual Employer Rate:</b>	<u>\$41,409</u>
	ERI - Flagstaff Area	\$42,097
	Published Survey Rate:	\$42,097
	Prevailing Rate:	\$41,753

Camp Verde's Calculated Midpoint: \$35,236  
 \$ Variance to Market: -\$6,517  
 % Variance to Market: -18.49%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Library Supervisor</b>			

Library Supervisor	Flagstaff, City of	\$63,407
Lead Librarian	Prescott, City of	\$61,485
Library Supervisor	Cottonwood, City of	\$55,766
Library Manager (reports to dir)	Chino Valley, Town of	\$54,673
Library Supervisor	Prescott Valley, Town of	\$53,082
Circulation Supervisor	Payson, Town of	\$46,458
No Match	Florence, Town of	-
No Match	Sedona, City of	-
No Match	Show Low, City of	-
No Match	Sierra Vista	-
No Match	Winslow, City of	-
No Match	Yavapai County	-

Individual Employer Rate: \$55,812

Library Supervisor

ERI - Flagstaff Area

\$58,634

Published Survey Rate: \$58,634

Prevailing Rate: \$57,223

Camp Verde's Calculated Midpoint: Not on Pay Plan

\$ Variance to Market: -

% Variance to Market: -

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Lieutenant			

Police Lieutenant	Flagstaff, City of	\$103,984
Police Lieutenant	Prescott, City of	\$98,290
Police Lieutenant	Prescott Valley, Town of	\$98,197
Police Lieutenant	Sierra Vista	\$94,696
Lieutenant	Yavapai County	\$93,407
Police Lieutenant	Sedona, City of	\$90,688
Police Lieutenant	Payson, Town of	\$90,088
Police Lieutenant	Florence, Town of	\$88,356
Lieutenant	Chino Valley, Town of	\$88,170
Police Lieutenant	Winslow, City of	\$84,928
No Match	Cottonwood, City of	-
No Match	Show Low, City of	-
	Individual Employer Rate:	\$93,080
	ERI - Flagstaff Area	-
No Match	Published Survey Rate:	No Data
	Prevailing Rate:	\$93,080

Camp Verde's Calculated Midpoint:	\$84,100
\$ Variance to Market:	-\$8,980
% Variance to Market:	-10.68%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Maintenance Foreman</b>			

Road Foreman	Chino Valley, Town of	\$57,398
Street Maintenance Crew Leader	Payson, Town of	\$56,632
Maintenance Foreman	Florence, Town of	\$52,606
No Match	Cottonwood, City of	
No Match	Flagstaff, City of	
No Match	Prescott Valley, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Sierra Vista	
No Match	Winslow, City of	
No Match	Yavapai County	

Individual Employer Rate: \$55,545

Construction Foreman - Level 1

ERI - Flagstaff Area \$59,397

Published Survey Rate: \$59,397

Prevailing Rate: \$57,471

Camp Verde's Calculated Midpoint:	\$44,029
\$ Variance to Market:	-\$13,442
% Variance to Market:	-30.53%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Maintenance Worker			
<b>parks and facilities</b>			

Maintenance Specialist (facilities)	Prescott, City of	\$49,224
Facilities Technician I	Sierra Vista	\$46,965
Facilities Maintenance Specialist	Florence, Town of	\$41,096
Maintenance Worker - Facilities Maintenance	Flagstaff, City of	\$39,868
City Maintenance Worker I	Sedona, City of	\$39,676
Parks MW; Facilities Maintenance Worker	Winslow, City of	\$38,538
Maintenance Technician 1	Show Low, City of	\$37,087
Roads Maintenance Worker	Chino Valley, Town of	\$37,003
Building Maintenance Worker	Prescott Valley, Town of	\$36,650
General Maintenance Worker I	Payson, Town of	\$35,685
Maintenance Worker Entry	Yavapai County	\$35,204
Facilities Maintenance Technician	Cottonwood, City of	\$37,744
	<b>Individual Employer Rate:</b>	<b>\$39,562</b>
	ERI - Flagstaff Area	\$44,894
	Published Survey Rate:	\$44,894
	Prevailing Rate:	\$42,228

Camp Verde's Calculated Midpoint:	\$33,564
\$ Variance to Market:	-\$8,664
% Variance to Market:	-25.81%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Parks &amp; Rec Leader</b>			

Recreation Lead	Chino Valley, Town of	\$40,799
Recreation Programmer	Florence, Town of	\$38,162
Recreation Program Assistant	Cottonwood, City of	\$37,806
Recreation Leader	Sierra Vista	\$35,045
Seasonal - Recreational	Prescott Valley, Town of	\$31,200
No Match	Flagstaff, City of	-
No Match	Payson, Town of	-
No Match	Prescott, City of	-
No Match	Sedona, City of	-
No Match	Show Low, City of	-
No Match	Winslow, City of	-
No Match	Yavapai County	-
	Individual Employer Rate:	<u>\$36,602</u>
	ERI - Flagstaff Area	-
	Published Survey Rate:	<u>No Data</u>
	Prevailing Rate:	<u>\$36,602</u>

Camp Verde's Calculated Midpoint: \$32,446  
 \$ Variance to Market: -\$4,156  
 % Variance to Market: **-12.81%**



**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Parks &amp; Recreation Coordinator</b>			

Recreation Coordinator	Sierra Vista	\$51,778
Recreation Coordinator	Flagstaff, City of	\$51,611
Recreation/Special Events Coordinator	Prescott, City of	\$50,461
Recreation Coordinator	Prescott Valley, Town of	\$48,080
Recreation Coordinator	Florence, Town of	\$47,658
Recreation Coordinator	Payson, Town of	\$46,458
Recreation Coordinator II (no other levels)	Cottonwood, City of	\$45,878
Recreation Coordinator	Show Low, City of	\$38,965
Recreation Supervisor	Winslow, City of	\$37,598
Recreation Coordinator	Chino Valley, Town of	\$35,246
Recreation Coordinator II	Sedona, City of	
No Match	Yavapai County	

Individual Employer Rate: \$45,373

No Match

ERI - Flagstaff Area

Published Survey Rate: No Data

Prevailing Rate: \$45,373

Camp Verde's Calculated Midpoint: \$38,480  
 \$ Variance to Market: -\$6,893  
 % Variance to Market: -17.91%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Parks &amp; Recreation Director</b>			

Actual	Division Director	Flagstaff, City of	\$128,545
	Director of Leisure & Library Services	Sierra Vista	\$123,974
	Community Services Director	Prescott Valley, Town of	\$121,982
	Recreation Director	Prescott, City of	\$120,536
	Community Services Director	Florence, Town of	\$99,967
	Community Services Director	Chino Valley, Town of	\$98,176
	Parks, Rec & Tourism Director	Payson, Town of	\$94,136
	No Match - highest is Mgr	Cottonwood, City of	-
	No Match - highest is Mgr	Sedona, City of	-
	No Match - highest is Mgr	Show Low, City of	-
	No Match	Winslow, City of	-
	No Match	Yavapai County	-
		Individual Employer Rate:	\$112,473
		ERL - Flagstaff Area	-
		Published Survey Rate:	No Data
		Prevailing Rate:	\$112,473

Camp Verde's Calculated Midpoint: \$83,280  
 \$ Variance to Market: -\$29,193  
 % Variance to Market: -35.05%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Parks &amp; Recreation Manager</b>			

Parks and Recreation Manager	Sedona, City of	\$95,222
Recreation Manager	Flagstaff, City of	\$89,213
Leisure Services Manager	Sierra Vista	\$86,733
Parks Operations Manager	Payson, Town of	\$78,024
Parks and Recreation Manager	Cottonwood, City of	\$71,172
Parks and Recreation Manager	Show Low, City of	\$68,758
Assistant Community Services Director	Chino Valley, Town of	\$66,456
Parks Maint Supert; Recreation Superintendent	Florence, Town of	\$62,531
Recreation Manager	Winslow, City of	\$51,829
Recreation Services Manager	Prescott, City of	\$50,461
Park Manager; Recreation Manager	Prescott Valley, Town of	
No Match	Yavapai County	

**Individual Employer Rate:** \$72,040

ERI - Flagstaff Area

**Published Survey Rate:** No Data

**Prevailing Rate:** \$72,040

No Match

<b>Camp Verde's Calculated Midpoint:</b>	\$51,309
<b>\$ Variance to Market:</b>	-\$20,731
<b>% Variance to Market:</b>	-40.41%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Permit Technician			

Building Permit Technician	Flagstaff, City of	\$54,815
Building Permit Technician	Sedona, City of	\$53,175
Permit Specialist	Cottonwood, City of	\$45,878
Permit Tech/Plans Ex	Prescott, City of	\$44,606
Permit Technician	Prescott Valley, Town of	\$43,566
Permit Technician	Chino Valley, Town of	\$42,827
Permit Specialist	Florence, Town of	\$42,123
Permit Technician I	Payson, Town of	\$40,683
Permit Technician I	Yavapai County	\$38,813
Permit Technician	Show Low, City of	\$32,780
No Match	Sierra Vista	-
No Match	Winslow, City of	-
	<b>Individual Employer Rate:</b>	<u>\$43,926</u>
	ERI - Flagstaff Area	-
	<b>Published Survey Rate:</b>	<u>No Data</u>
	<b>Prevailing Rate:</b>	<u>\$43,926</u>

Camp Verde's Calculated Midpoint: \$38,745  
 \$ Variance to Market: -\$5,181  
 % Variance to Market: -13.37%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Planner, Assistant</b>			

Planner I  
Assistant Planner  
Assistant Planner  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
Planner Assistant

Yavapai County \$60,211  
Sedona, City of \$53,175  
Chino Valley, Town of \$52,062  
Cottonwood, City of -  
Flagstaff, City of -  
Flagstaff, City of -  
Florence, Town of -  
Payson, Town of -  
Prescott Valley, Town of -  
Prescott, City of -  
Show Low, City of -  
Sierra Vista -  
Winslow, City of -  
Individual Employer Rate: \$55,150  
ERI - Flagstaff Area  
Published Survey Rate: \$39,253  
Prevailing Rate: \$47,201

Camp Verde's Calculated Midpoint: \$43,527  
\$ Variance to Market: -\$3,674  
% Variance to Market: -8.44%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Planner</b>			

Planner	Prescott Valley, Town of	\$67,944
Associate Planner	Flagstaff, City of	\$67,891
Planner II	Yavapai County	\$66,383
Planner	Sierra Vista	\$65,594
Planner	Cottonwood, City of	\$64,556
Planner	Chino Valley, Town of	\$63,284
Planner	Prescott, City of	\$61,485
Associate Planner	Florence, Town of	\$61,006
City Planner/Zoning Administrator	Sedona, City of	\$59,259
Planner	Winslow, City of	\$57,210
Planner	Payson, Town of	\$56,632
Planner	Show Low, City of	\$49,878
<b>Individual Employer Rate:</b>		
		<u>\$61,760</u>
<b>Planner Associate</b>		
	ERI - Flagstaff Area	\$50,247
	Published Survey Rate:	<u>\$50,247</u>
	Prevailing Rate:	<u>\$56,003</u>

Camp Verde's Calculated Midpoint: \$52,807  
 \$ Variance to Market: -\$3,197  
 % Variance to Market: -6.05%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Planner, Senior</b>			

Sr Planner	Sierra Vista	\$73,490
Planner Senior	Yavapai County	\$73,187
Senior Planner	Florence, Town of	\$72,518
Senior Planner	Sedona, City of	\$71,261
Planner, Senior	Chino Valley, Town of	\$66,456
Senior Planner	Payson, Town of	\$64,657
No Match	Cottonwood, City of	-
No Match	Flagstaff, City of	-
No Match	Prescott Valley, Town of	-
No Match	Prescott, City of	-
No Match	Show Low, City of	-
No Match	Winslow, City of	-
	<b>Individual Employer Rate:</b>	<u>\$70,261</u>
	<b>ERI - Flagstaff Area</b>	\$67,304
	<b>Published Survey Rate:</b>	<u>\$67,304</u>
	<b>Prevailing Rate:</b>	<u>\$68,783</u>

<b>Camp Verde's Calculated Midpoint:</b>	\$56,575
<b>\$ Variance to Market:</b>	-\$12,207
<b>% Variance to Market:</b>	-21.58%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Plans Examiner</b>			

Plans Examiner	Sedona, City of	\$62,317
Plans Examiner I	Payson, Town of	\$60,509
Building Plans Examiner	Flagstaff, City of	\$59,259
Plans Examiner/Inspector	Chino Valley, Town of	\$54,673
Plans Examiner	Prescott Valley, Town of	\$54,402
Plans Ex/Bldg Insp	Prescott, City of	\$54,340
Plans Examiner I	Yavapai County	\$47,177
No Match	Cottonwood, City of	=
No Match	Florence, Town of	=
No Match	Show Low, City of	=
No Match	Sierra Vista	=
No Match	Winslow, City of	=
	Individual Employer Rate:	\$56,097
	ERL - Flagstaff Area	-
	Published Survey Rate:	No Data
	Prevailing Rate:	\$56,097

Camp Verde's Calculated Midpoint: \$46,645  
 \$ Variance to Market: -\$9,452  
 % Variance to Market: -20.26%



Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Police Sergeant			

Police Sergeant	Flagstaff, City of	\$85,848
Sergeant	Sierra Vista	\$79,665
Police Sergeant	Sedona, City of	\$78,572
Police Sergeant	Cottonwood, City of	\$78,467
Sergeant	Yavapai County	\$76,847
Police Sergeant	Payson, Town of	\$76,250
Sergeant	Chino Valley, Town of	\$76,164
Police Sergeant	Prescott Valley, Town of	\$76,149
Police Sergeant	Prescott, City of	\$74,912
Police Sergeant	Show Low, City of	\$74,044
Police Sergeant	Winslow, City of	\$73,233
Police Sergeant	Florence, Town of	\$70,749
	Individual Employer Rate:	\$76,742
	ERI - Flagstaff Area	
	Published Survey Rate:	No Data
	Prevailing Rate:	\$76,742

Camp Verde's Calculated Midpoint: \$68,835  
 \$ Variance to Market: -\$7,907  
 % Variance to Market: -11.49%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Property &amp; Evidence Custodian</b>			

Evidence Technician	Yavapai County	\$52,013
Property & Evidence/Crime Scene Technician	Chino Valley, Town of	\$47,226
Evidence Custodian & Crime Scene Technician	Winslow, City of	\$46,955
Evidence Tech	Flagstaff, City of	\$46,901
Property & Evidence	Prescott, City of	\$46,852
Property and Evidence Specialist	Cottonwood, City of	\$45,878
Police Evidence Technician	Florence, Town of	\$45,362
Evidence Technician	Prescott Valley, Town of	\$43,566
Evidence Custodian	Sierra Vista	\$42,598
Property & Evidence Technician	Sedona, City of	\$41,444
No Match	Payson, Town of	-
No Match	Show Low, City of	-
	<b>Individual Employer Rate:</b>	<u>\$45,879</u>

ERI - Flagstaff Area	
<b>Published Survey Rate:</b>	No Data
<b>Prevailing Rate:</b>	<u>\$45,879</u>

<b>Camp Verde's Calculated Midpoint:</b>	\$38,206
<b>\$ Variance to Market:</b>	-\$7,673
<b>% Variance to Market:</b>	-20.08%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Public Works Director/Town Engineer</b>			

<b>Actual</b>	Public Works Director Director - Public Works Division Director Public Works Director Director of Public Works City Engineer/Public Works Director Public Works Director Public Works Director/Engineer Public Works Director Director, Public Works Town Engineer Public Works Director	Prescott, City of Yavapai County Flagstaff, City of Prescott Valley, Town of Sierra Vista Sedona, City of Chino Valley, Town of Florence, Town of Winslow, City of Show Low, City of Payson, Town of Cottonwood, City of	\$140,587 \$138,005 \$128,545 \$125,039 \$123,974 \$122,522 \$113,662 \$110,343 \$106,064 \$104,623 \$103,419 \$90,836 \$117,301
---------------	---	---	--

5-26 removed private sector data      No Match

ERI - Flagstaff Area	Published Survey Rate:	No Data	
	Prevailing Rate:	\$117,301	

Camp Verde's Calculated Midpoint:		\$89,577	
\$ Variance to Market:		-\$27,725	
% Variance to Market:		-30.95%	

Engineering Manager	ERI - Flagstaff Area		\$134,841
Engineering Manager Construction	ERI - Flagstaff Area		\$108,361
Civil Engineer	ERI - Flagstaff Area		\$79,655

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Receptionist</b>			

Secretary	Payson, Town of	\$35,685
Receptionist	Yavapai County	\$35,204
Office Assistant	Florence, Town of	\$34,573
Customer Service Representative	Show Low, City of	\$31,980
No Match	Chino Valley, Town of	
No Match	Cottonwood, City of	
No Match	Flagstaff, City of	
No Match	Prescott Valley, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Sierra Vista	
No Match	Winslow, City of	
	<b>Individual Employer Rate:</b>	<u>\$34,360</u>
	ERI - Flagstaff Area	\$36,814
	<b>Published Survey Rate:</b>	<u>\$36,814</u>
	<b>Prevailing Rate:</b>	<u>\$35,587</u>

**Camp Verde's Calculated Midpoint:** \$25,272  
**\$ Variance to Market:** -\$10,315  
**% Variance to Market:** -40.82%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Records Specialist</b>			

Police Assistant	Show Low, City of	\$41,961
Deputy Town Clerk/Records Tech	Chino Valley, Town of	\$40,799
Police Records Clerk	Prescott, City of	\$40,404
Police Records Technician	Sedona, City of	\$39,676
Records Clerk	Cottonwood, City of	\$39,631
Police Records Technician; Records Mgmt Tech	Prescott Valley, Town of	\$39,479
Administrative Specialist - Records	Flagstaff, City of	\$39,160
Records Technician; Sheriff's Records Technician	Yavapai County	\$38,813
Police Records Technician	Winslow, City of	\$38,538
Records Clerk I	Payson, Town of	\$38,100
Police Records Clerk	Florence, Town of	\$37,231
Police Records Clerk I	Sierra Vista	\$36,797
<b>Individual Employer Rate:</b>		
<u>\$39,216</u>		
ERI - Flagstaff Area		
<b>Published Survey Rate:</b>		
<u>No Data</u>		
<b>Prevaling Rate:</b>		
<u>\$39,216</u>		

No Match		
Camp Verde's Calculated Midpoint: \$35,849		
\$ Variance to Market: -\$3,366		
% Variance to Market: -9.39%		

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Recreation Aide</b>			

Seasonal Recreation Assistant	Prescott Valley, Town of	\$33,280
Recreation Aide	Winslow, City of	\$29,928
Recreation Aide	Cottonwood, City of	\$25,272
No Match	Chino Valley, Town of	
No Match	Flagstaff, City of	
No Match	Florence, Town of	
No Match	Payson, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Sierra Vista	
No Match	Yavapai County	
	Individual Employer Rate:	<u>\$29,493</u>

ERI - Flagstaff Area	Published Survey Rate:	No Data
	Prevailing Rate:	<u>\$29,493</u>

Camp Verde's Calculated Midpoint: \$26,312  
 \$ Variance to Market: -\$3,181  
 % Variance to Market: -12.09%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Recreation Aide-Pool Cashier</b>			

Cashier	Winstow, City of		\$29,928
Cashier	Chino Valley, Town of		\$27,256
Pool Cashier	Cottonwood, City of		\$25,272
Seasonal - Pool Cashier/Concessions	Prescott Valley, Town of		\$22,880
No Match	Flagstaff, City of		
No Match	Florence, Town of		
No Match	Payson, Town of		
No Match	Prescott, City of		
No Match	Sedona, City of		
No Match	Show Low, City of		
No Match	Sierra Vista		
No Match	Yavapai County		
<b>Individual Employer Rate:</b>			
			\$26,334
<b>ERI - Flagstaff Area</b>			
<b>Published Survey Rate:</b>			No Data
<b>Prevailing Rate:</b>			\$26,334

<b>Camp Verde's Calculated Midpoint:</b>	\$24,960
<b>\$ Variance to Market:</b>	-\$1,374
<b>% Variance to Market:</b>	-5.50%

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Recreation Leader - Lifeguard			

Lifeguard	Flagstaff, City of	\$31,200
Lifeguard	Winslow, City of	\$29,928
Lifeguard	Chino Valley, Town of	\$26,552
Seasonal - Lifeguard I /Swim Lesson Instructor	Prescott Valley, Town of	\$25,480
Lifeguard	Cottonwood, City of	\$25,272
Lifeguard I	Sierra Vista	\$25,272
No Match	Florence, Town of	
No Match	Payson, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Yavapai County	

Individual Employer Rate: \$27,284

Lifeguard - Level 1

ERI - Flagstaff Area

\$31,741

Published Survey Rate: \$31,741

Prevailing Rate: \$29,512

Camp Verde's Calculated Midpoint: \$28,625

\$ Variance to Market: -\$887

% Variance to Market: -3.10%



**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Recreation Leader: Pool Supervisor</b>			

Recreation Coordinator II - Aquatics and Specials Events	Cottonwood, City of	\$45,878
Pool Manager	Chino Valley, Town of	\$30,442
Seasonal Pool Office Manager	Prescott Valley, Town of	\$30,160
Assistant Pool Manager	Goodyear	\$25,792
No Match	Flagstaff, City of	
No Match	Florence, Town of	
No Match	Payson, Town of	
No Match	Prescott, City of	
No Match	Sedona, City of	
No Match	Show Low, City of	
No Match	Sierra Vista	
No Match	Winslow, City of	
No Match	Yavapai County	
Individual Employer Rate:		<u>\$33,068</u>
ERI - Flagstaff Area		-
Published Survey Rate:		<u>No Data</u>
Prevailing Rate:		<u>\$33,068</u>

**Camp Verde's Calculated Midpoint:** \$28,625  
**\$ Variance to Market:** -\$4,443  
**% Variance to Market:** -15.52%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Recreation Leader-Referee</b>			

Official			
No Match		Cottonwood, City of	\$52,000
No Match		Chino Valley, Town of	
No Match		Flagstaff, City of	
No Match		Florence, Town of	
No Match		Payson, Town of	
No Match		Prescott Valley, Town of	
No Match		Prescott, City of	
No Match		Sedona, City of	
No Match		Show Low, City of	
No Match		Sierra Vista	
No Match		Winslow, City of	
No Match		Yavapai County	
		<b>Individual Employer Rate:</b>	<u>\$52,000</u>
		<b>ERI - Flagstaff Area</b>	
		<b>Published Survey Rate:</b>	<u>No Data</u>
		<b>Prevailing Rate:</b>	<u>\$52,000</u>

Camp Verde's Calculated Midpoint: \$52,000  
 \$ Variance to Market: \$0  
 % Variance to Market: 0.00%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Recreation Supervisor</b>			

Recreation Supervisor	Prescott, City of	\$67,870
Recreation Program Supervisor	Sierra Vista	\$65,594
Recreation Supervisor	Prescott Valley, Town of	\$58,583
Recreation Supervisor	Payson, Town of	\$56,632
Recreation Supervisor	Show Low, City of	\$53,713
Recreation Specialist Aquatics Supervisor	Chino Valley, Town of	\$44,977
Recreation Supervisor	Winslow, City of	\$37,598
No Match	Cottonwood, City of	
No Match	Flagstaff, City of	
No Match	Florence, Town of	
Recreation & Aquatic Supervisor	Sedona, City of	
No Match	Yavapai County	
	<b>Individual Employer Rate:</b>	<u>\$54,995</u>
	<b>ERI - Flagstaff Area</b>	
	<b>Published Survey Rate:</b>	<u>No Data</u>
	<b>Prevailing Rate:</b>	<u>\$54,995</u>

<b>Camp Verde's Calculated Midpoint:</b>	\$44,614
<b>\$ Variance to Market:</b>	-\$10,381
<b>% Variance to Market:</b>	-23.27%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Risk Manager</b>			

dir or specialist	Risk Manager	Yavapai County	\$80,689
	Risk Management Specialist	Flagstaff, City of	\$59,259
	No Match	Chino Valley, Town of	
	No Match	Cottonwood, City of	
	No Match	Florence, Town of	
	No Match	Payson, Town of	
	No Match	Prescott Valley, Town of	
	No Match	Prescott, City of	
	No Match	Sedona, City of	
	No Match	Show Low, City of	
	No Match	Sierra Vista	
	No Match	Winslow, City of	

Risk Management Specialist	ERI - Flagstaff Area	Individual Employer Rate:	\$69,974
		Published Survey Rate:	\$63,330
		Prevailing Rate:	\$66,652

Camp Verde's Calculated Midpoint: \$68,628  
 \$ Variance to Market: \$1,976  
 % Variance to Market: 2.89%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Street Maintenance Foreman</b>			

no foreman level	Roads Foreman	Chino Valley, Town of	\$57,404
	Street Maintenance Crew Leader	Payson, Town of	\$56,632
	Maintenance Worker Lead Worker	Flagstaff, City of	\$54,815
	Maintenance Foreman	Florence, Town of	\$52,606
	No Match	Cottonwood, City of	-
	No Match	Prescott Valley, Town of	-
	No Match	Prescott, City of	-
	No Match	Sedona, City of	-
	No Match	Show Low, City of	-
	No Match	Sierra Vista	-
	No Match	Winslow, City of	-
	No Match	Yavapai County	-
		Individual Employer Rate:	<u>\$55,364</u>
		ERI - Flagstaff Area	-
		Published Survey Rate:	<u>No Data</u>
		Prevailing Rate:	<u>\$55,364</u>

Camp Verde's Calculated Midpoint: \$45,232  
 \$ Variance to Market: -\$10,132  
 % Variance to Market: **-22.40%**

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Street Supervisor			

no supv level	Public Works Superintendent - Streets	Florence, Town of	\$70,749
	Road Construction Supervisor	Yavapai County	\$69,702
	Street Maintenance Supervisor	Prescott Valley, Town of	\$67,943
	Street Supervisor	Sierra Vista	\$65,594
	Public Works Supervisor	Flagstaff, City of	\$64,064
	Street Maintenance Supervisor	Prescott, City of	\$61,485
	City Maintenance Supervisor	Sedona, City of	\$58,625
	Streets Maintenance Supervisor	Winslow, City of	\$57,210
	No Match	Chino Valley, Town of	
	No Match	Cottonwood, City of	
	No Match	Payson, Town of	
	No Match	Show Low, City of	
		<b>Individual Employer Rate:</b>	<u>\$64,421</u>
		ERI - Flagstaff Area	-
		<b>Published Survey Rate:</b>	<u>No Data</u>
		<b>Prevailing Rate:</b>	<u>\$64,421</u>

Camp Verde's Calculated Midpoint: \$56,693  
 \$ Variance to Market: -\$7,729  
 % Variance to Market: -13.63%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Town Clerk</b>			

Actual			
Clerk of the Board	Yavapai County	\$113,537	
City Clerk	Prescott, City of	\$103,593	
City Clerk	Flagstaff, City of	\$103,149	
Town Clerk/Risk Mgmt Director	Prescott Valley, Town of	\$102,628	
City Clerk	Sierra Vista	\$96,370	
City Clerk	Sedona, City of	\$95,223	
Town Clerk	Florence, Town of	\$90,564	
City Clerk	Cottonwood, City of	\$86,511	
City Clerk	Show Low, City of	\$85,869	
Town Clerk	Payson, Town of	\$85,696	
City Clerk	Winslow, City of	\$84,928	
Town Clerk	Chino Valley, Town of	\$80,772	
	Individual Employer Rate:	<u>\$94,070</u>	

No Match

ERI - Flagstaff Area

Published Survey Rate: No Data

Prevailing Rate: \$94,070

Camp Verde's Calculated Midpoint: **\$79,940**  
 \$ Variance to Market: **-\$14,130**  
 % Variance to Market: **-17.68%**

Town of Camp Verde  
FY 2021 Salary Survey

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Town Manager			

City Manager  
 Actual City Manager  
 Actual City Manager  
 Actual City Manager  
 Town Manager  
 City Manager  
 City Manager  
 Town Manager  
 Town Manager  
 City Manager  
 No Match

Flagstaff, City of \$193,310  
 Sedona, City of \$183,000  
 Prescott, City of \$180,046  
 Sierra Vista \$174,824  
 Payson, Town of \$165,818  
 Cottonwood, City of \$163,128  
 Winslow, City of \$153,612  
 Chino Valley, Town of \$152,308  
 Prescott Valley, Town of \$151,601  
 Show Low, City of \$144,223  
 Yavapai County  
 Florence, Town of \$151,329  
 Individual Employer Rate: \$164,836

No Match

ERI - Flagstaff Area

Published Survey Rate: No Data

Prevailing Rate: \$164,836

Camp Verde's Calculated Midpoint: \$146,951  
 \$ Variance to Market: -\$17,885  
 % Variance to Market: -12.17%



**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Town Marshal</b>			

Actual Police Chief	Prescott, City of	\$163,010
Police Chief	Prescott Valley, Town of	\$134,649
Police Chief	Sierra Vista	\$131,395
Police Chief	Flagstaff, City of	\$128,545
Chief of Police	Cottonwood, City of	\$127,980
Police Chief	Payson, Town of	\$124,864
Chief of Police	Sedona, City of	\$122,522
Police Chief	Winslow, City of	\$120,001
Police Chief	Show Low, City of	\$115,484
Police Chief	Florence, Town of	\$113,102
Chief of Police	Chino Valley, Town of	\$112,530
No Match	Yavapai County	-
	Individual Employer Rate:	<u>\$126,735</u>
	ERI - Flagstaff Area	-
	Published Survey Rate:	<u>No Data</u>
	Prevailing Rate:	<u>\$126,735</u>

Camp Verde's Calculated Midpoint:	\$105,585
\$ Variance to Market:	-\$21,149
% Variance to Market:	-20.03%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Wastewater Division Foreman</b>			

Wastewater Supervisor	Sierra Vista	\$70,185
Wastewater Collection Supervisor	Prescott, City of	\$64,886
WW Chief Collections Officer	Sedona, City of	\$64,647
Water (ww and water) Services Supervisor	Flagstaff, City of	\$61,047
Wastewater Maintenance Supervisor	Winslow, City of	\$57,210
Wastewater System Operations Foreman	Cottonwood, City of	\$55,766
Maintenance Foreman	Florence, Town of	\$52,606
No Match	Chino Valley, Town of	-
No Match	Payson, Town of	-
No Match	Prescott Valley, Town of	-
No Match	Show Low, City of	-
No Match	Yavapai County	-

**Sewage Facilities Supervisor - Level 1**

Individual Employer Rate:	\$60,906
ERI - Flagstaff Area	
Published Survey Rate:	\$60,484
Prevailing Rate:	\$60,695

Camp Verde's Calculated Midpoint:	\$52,807
\$ Variance to Market:	-\$7,888
% Variance to Market:	-14.94%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
<b>Wastewater Division Manager</b>			

Wastewater and Compliance Manager  
Wastewater Superintendent  
Public Works Superintendent - Utilities  
Utilities Manager  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match  
No Match

Cottonwood, City of \$78,467  
Prescott, City of \$73,081  
Florence, Town of \$70,749  
Chino Valley, Town of \$69,774  
Flagstaff, City of -  
Payson, Town of -  
Prescott Valley, Town of -  
Sedona, City of -  
Show Low, City of -  
Sierra Vista -  
Winslow, City of -  
Yavapai County -  
Individual Employer Rate: \$73,018

ERI - Flagstaff Area  
Published Survey Rate: No Data  
Prevailing Rate: \$73,018

Camp Verde's Calculated Midpoint: \$56,575  
\$ Variance to Market: -\$16,442  
% Variance to Market: -29.06%

**Town of Camp Verde  
FY 2021 Salary Survey**

Camp Verde Job Class	Survey Job Class	Participant Organization	External Midpoint
Wastewater Operator			

Wastewater Treatment Plant Operator	Prescott, City of	\$51,720
Wastewater Technician I	Sierra Vista	\$51,355
Multi-skilled Worker - Operations (plant)	Flagstaff, City of	\$50,187
Wastewater Plant Operator	Show Low, City of	\$49,878
WW Plant Operator - Entry; WW Coll Op - Entry	Sedona, City of	\$45,937
Wastewater Treatment Plant Operator I	Florence, Town of	\$45,362
Wastewater Maintenance Operator	Winslow, City of	\$42,539
Wastewater Operator I	Cottonwood, City of	\$41,613
Utility Maintenance Technician	Chino Valley, Town of	\$38,853
No Match	Payson, Town of	
No Match	Prescott Valley, Town of	
No Match	Yavapai County	
	<b>Individual Employer Rate:</b>	<u>\$46,382</u>
	ERI - Flagstaff Area	\$46,357
	Published Survey Rate:	<u>\$46,357</u>
	Prevailing Rate:	<u>\$46,369</u>

Camp Verde's Calculated Midpoint:	\$40,649
\$ Variance to Market:	-\$5,720
% Variance to Market:	-14.07%

Town of Camp Verde  
 FY 2022 Illustrative Salary Plan  
 Table 2 - Salary Ranges Per Job Class - (Job Family Order)

*APRIL REMOVAL  
 OF SCHEDULE  
 \$ 6000/YEAR*

Survey	Classification Title	Illustrative Range Placement			Illustrative Range Placement				
		Salary Range	Minimum	Midpoint @ 100%	Maximum	Salary Range	Minimum	Calc'd Midpoint @ 95%	Maximum
*	Town Manager	101	\$132,256	\$162,014	\$191,772	100	\$125,958	\$154,299	\$182,640
*	Risk Manager	76	\$56,568	\$68,628	\$80,687	76	\$56,568	\$68,628	\$80,687
*	Finance Director	98	\$87,054	\$106,641	\$126,228	98	\$87,054	\$106,641	\$126,228
*	Accountant, Senior	74	\$55,231	\$67,658	\$80,085	71	\$53,607	\$65,669	\$77,730
*	Accountant	70	\$46,279	\$56,693	\$67,106	69	\$46,184	\$56,575	\$66,967
*	Finance Clerk	46	\$34,966	\$42,833	\$50,701	42	\$33,606	\$41,056	\$48,505
*	Community Development Director	98	\$87,054	\$106,641	\$126,228	97	\$86,192	\$105,585	\$124,979
*	Chief Building Official	80	\$63,076	\$77,867	\$92,658	79	\$56,791	\$69,569	\$82,347
*	CAD Draftsman	70	\$46,279	\$56,693	\$67,106	69	\$46,184	\$56,575	\$66,967
*	Building Inspector	65	\$42,303	\$51,822	\$61,340	61	\$40,178	\$49,218	\$58,257
*	Plans Examiner	69	\$46,184	\$56,575	\$66,967	68	\$43,872	\$53,744	\$63,615
*	Code Enforcement	61	\$40,178	\$49,218	\$58,257	55	\$37,409	\$45,826	\$54,243
*	Permit Technician	48	\$35,832	\$43,894	\$51,956	44	\$34,095	\$41,766	\$49,437
*	Planner, Senior	76	\$56,568	\$68,628	\$80,687	71	\$53,607	\$65,669	\$77,730
*	Planner	69	\$46,184	\$56,575	\$66,967	67	\$43,107	\$52,807	\$62,506
*	Planner, Assistant	60	\$38,679	\$47,383	\$56,086	52	\$36,783	\$45,060	\$53,337
*	Public Works Analyst	67	\$43,107	\$52,807	\$62,506	63	\$41,110	\$50,360	\$59,610
*	Administrative Assistant to Town Manager	61	\$40,178	\$49,218	\$58,257	57	\$38,008	\$46,560	\$55,112
*	Administrative Assistant	34	\$30,248	\$37,054	\$43,860	34	\$30,248	\$37,054	\$43,860
*	Visitor Center Ambassador	28	\$28,948	\$35,461	\$41,975	26	\$27,399	\$33,564	\$39,728
*	Receptionist	28	\$28,948	\$35,461	\$41,975	26	\$27,399	\$33,564	\$39,728
*	Court Supervisor	70	\$46,279	\$56,693	\$67,106	69	\$46,184	\$56,575	\$66,967
*	Court Clerk	42	\$33,606	\$41,056	\$48,505	37	\$31,936	\$38,745	\$45,554
*	Economic Development Director	96	\$80,354	\$98,433	\$116,512	96	\$80,354	\$98,433	\$116,512
*	Economic Development Project Manager	83	\$64,541	\$80,739	\$96,938	80	\$63,076	\$77,867	\$92,658
*	Economic Development Specialist	73	\$54,685	\$66,989	\$79,292	71	\$53,607	\$65,669	\$77,730
*	Town Clerk	95	\$75,110	\$92,009	\$108,908	91	\$72,996	\$89,420	\$105,844
*	Deputy Town Clerk	68	\$43,872	\$53,744	\$63,615	64	\$41,884	\$51,309	\$60,733
*	Human Resources Director	98	\$87,054	\$106,641	\$126,228	97	\$86,192	\$105,585	\$124,979
*	Human Resources Specialist	63	\$41,110	\$50,360	\$59,610	60	\$38,679	\$47,383	\$56,086
*	Library Director	87	\$69,340	\$84,941	\$100,542	83	\$64,541	\$80,739	\$96,938

FY 2022 Illustrative Salary Plan

Table 2 - Salary Ranges Per Job Class - (Job Family Order)

Survey	Classification Title	Illustrative Range Placement			Illustrative Range Placement				
		Salary Range	Minimum	Midpoint @ 100%	Maximum	Salary Range	Minimum	Calc'd Midpoint @ 95%	Maximum
*	Children's Librarian	66	\$42,726	\$52,340	\$61,954	62	\$40,526	\$49,644	\$58,762
*	Library Specialist	53	\$36,924	\$45,232	\$53,540	39	\$33,120	\$39,927	\$46,734
*	Library Clerk, Senior	26	\$27,399	\$33,564	\$39,728	26	\$27,399	\$33,564	\$39,728
*	Library Clerk	25	\$26,838	\$32,446	\$38,054	25	\$26,838	\$32,446	\$38,054
*	Parks & Recreation Director	98	\$87,054	\$106,641	\$126,228	98	\$87,054	\$106,641	\$126,228
*	Parks & Recreation Manager	79	\$56,791	\$69,569	\$82,347	75	\$55,784	\$68,335	\$80,896
*	Recreation Supervisor	68	\$43,872	\$53,744	\$63,615	66	\$42,726	\$52,340	\$61,954
*	Parks & Recreation Coordinator	53	\$36,924	\$45,232	\$53,540	46	\$34,966	\$42,833	\$50,701
*	Parks & Rec Leader	32	\$29,777	\$36,476	\$43,176	27	\$28,764	\$35,236	\$41,709
*	Recreation Aide	25	\$26,838	\$32,446	\$38,054	24	\$26,841	\$32,841	\$38,841
*	Recreation Leader - Lifeguard	25	\$26,838	\$32,446	\$38,054	24	\$26,841	\$32,841	\$38,841
*	Recreation Aide-Pool Cashier	22	\$26,312	\$32,446	\$38,054	22	\$26,312	\$32,841	\$38,841
*	Recreation Leader-Referee	65	\$42,303	\$51,822	\$61,340	65	\$42,303	\$51,822	\$61,340
*	Recreation Leader- Pool Supervisor	26	\$27,399	\$33,564	\$39,728	25	\$26,838	\$32,446	\$38,054
*	Town Marshal	98	\$87,054	\$106,641	\$126,228	98	\$87,054	\$106,641	\$126,228
*	Commander	97	\$86,192	\$105,585	\$124,979	96	\$80,354	\$98,433	\$116,512
*	Lieutenant	95	\$75,110	\$92,009	\$108,908	90	\$71,553	\$87,652	\$103,751
*	Police Sergeant	80	\$63,076	\$77,867	\$92,658	79	\$56,791	\$69,569	\$82,347
*	Police Officer 1	70	\$46,279	\$56,693	\$67,106	70	\$46,279	\$56,693	\$67,106
*	Property & Evidence Custodian	55	\$37,409	\$45,826	\$54,243	47	\$35,533	\$43,527	\$51,522
*	Civilian Investigator	60	\$36,679	\$47,383	\$56,086	54	\$37,164	\$45,526	\$53,888
*	Animal Control Officer	45	\$34,498	\$42,261	\$50,023	39	\$33,120	\$39,927	\$46,734
*	Administrative Support Manager	91	\$72,996	\$89,420	\$105,844	87	\$69,340	\$84,941	\$100,542
*	Dispatch Supervisor	70	\$46,279	\$56,693	\$67,106	68	\$43,872	\$53,744	\$63,615
*	Dispatcher	60	\$38,679	\$47,383	\$56,086	52	\$36,783	\$45,060	\$53,337
*	Records Specialist	38	\$32,230	\$39,269	\$46,308	34	\$30,248	\$37,054	\$43,860
*	Public Works Director/Town Engineer	98	\$87,054	\$106,641	\$126,228	98	\$87,054	\$106,641	\$126,228
*	Public Works Deputy Director	96	\$80,354	\$98,433	\$116,512	95	\$75,110	\$92,009	\$108,908
*	Street Supervisor	71	\$53,607	\$65,669	\$77,730	71	\$53,607	\$65,669	\$77,730
*	Street Maintenance Foreman	69	\$46,184	\$56,575	\$66,967	67	\$43,107	\$52,807	\$62,506
*	Maintenance Foreman	70	\$46,279	\$56,693	\$67,106	68	\$43,872	\$53,744	\$63,615
*	Maintenance Worker, Lead	60	\$38,679	\$47,383	\$56,086	52	\$36,783	\$45,060	\$53,337
*	Equipment Operator, Senior	53	\$36,924	\$45,232	\$53,540	46	\$34,966	\$42,833	\$50,701
*	Equipment Operator	44	\$34,095	\$41,766	\$49,437	39	\$33,120	\$39,927	\$46,734
*	Maintenance Worker	45	\$34,498	\$42,261	\$50,023	39	\$33,120	\$39,927	\$46,734
*	Janitor	26	\$27,399	\$33,564	\$39,728	25	\$26,838	\$32,446	\$38,054
*	Laborer	31	\$29,770	\$36,468	\$43,166	27	\$28,764	\$35,236	\$41,709
*	WW Division Manager	79	\$56,791	\$69,569	\$82,347	79	\$56,791	\$69,569	\$82,347
*	WW Division Foreman	70	\$46,279	\$56,693	\$67,106	70	\$46,279	\$56,693	\$67,106

**Town of Camp Verde**  
**FY 2022 Illustrative Salary Plan**  
**Table 2 - Salary Ranges Per Job Class - (Job Family Order)**

Classification Title	Illustrative Range Placement				Illustrative Range Placement			
	Salary Range	Minimum	Midpoint	Maximum	Salary Range	Minimum	Calc'd Midpoint	Maximum
Survey								
WW Operator, Senior	66	\$42,726	@ 100% \$52,340	\$61,954	49	\$35,942	@ 95% \$44,029	\$52,116
WW Operator	57	\$38,008	\$46,560	\$55,112	37	\$31,936	\$38,745	\$45,554

NOTES FROM  
PREVIOUS  
EMAIL

	<u>Population</u>	<u>FTE</u>	<u>General Fund</u>	
Yavapai County	235099	1539	\$ 227,000,000	not included - in my opinion
Surprise	141664	717	\$ 118,524,400	lines 5 - 11 cities/towns are
Goodyear	86840	706	\$ 108,742,500	not comparable based on
Flagstaff	75038	892	\$ 62,849,958	population, FTE and/or budget
PV	46515	269	\$ 40,643,922	funding.
Prescott	44299	507	\$ 98,221,340	
Sierra Vista	43045	381	\$ 40,443,841	
<b>Florence</b>	<b>27422</b>	<b>163</b>	<b>\$ 13,066,315</b>	include in calculation
<b>Payson</b>	<b>15813</b>	<b>182</b>	<b>\$ 19,742,500</b>	
<b>Chino Valley</b>	<b>12375</b>	<b>98</b>	<b>\$ 11,040,500</b>	
<b>Cottonwood</b>	<b>12253</b>	<b>212</b>	<b>\$ 21,763,870</b>	
<b>Show Low</b>	<b>11442</b>	<b>166</b>	<b>\$ 18,289,903</b>	
<b>Camp Verde</b>	<b>11187</b>	<b>105</b>	<b>\$ 9,641,305</b>	
<b>Sedona</b>	<b>10339</b>	<b>152</b>	<b>\$ 24,324,000</b>	
<b>Winslow</b>	<b>9338</b>	<b>135</b>	<b>\$ 10,426,511</b>	

Population data from LACT publication

FTE and General Fund Budget information from each City/Town website FY20/21 Budget document



NOTES FROM  
PLANNING EMAIL

Randomly chose 10 Job Classes to compare affect of removing non-comparable cities/towns:

Goal is to be 90% of Prevailing?

Accountant	Average	ERI	Prevailing	CV Midpoint	\$ Variance Prev to CV	% Variance	Goal	\$ Variance
Survey Results	\$ 60,719	\$ 60,584	\$ 60,652	\$ 42,261	\$ 18,391	-43.52%	Survey Results	\$ 54,586
As Adjusted	\$ 57,165	\$ 60,584	\$ 58,875	\$ 42,261	\$ 16,614	-39.31%	As Adjusted	\$ 52,987
		difference	\$ (1,777)			4.21%		(12,325)
								(10,726)

Bldg Inspector 1	Survey Results	As Adjusted	Average	ERI	Prevailing	CV Midpoint	\$ Variance Prev to CV	% Variance	Survey Results	As Adjusted	Goal	\$ Variance
Survey Results	\$ 53,108	\$ 51,007	\$ 53,108	\$ 53,108	\$ 53,108	\$ 47,383	\$ 5,725	-12.08%	Survey Results	\$ 47,797	\$ 47,797	\$ (414)
As Adjusted	\$ 51,007	\$ 53,108	\$ 52,058	\$ 47,383	\$ 4,675	-9.87%	As Adjusted	\$ 46,852	\$ 531			
		difference	\$ (1,051)			2.21%						

Police Commander	Survey Results	As Adjusted	Average	ERI	Prevailing	CV Midpoint	\$ Variance Prev to CV	% Variance	Survey Results	As Adjusted	Goal	\$ Variance
Survey Results	\$ 112,597	\$ 101,903	\$ 112,597	\$ 112,597	\$ 112,597	\$ 89,420	\$ 23,177	-25.92%	Survey Results	\$ 101,337	\$ 101,337	\$ (11,917)
As Adjusted	\$ 101,903	\$ 112,597	\$ 107,250	\$ 89,420	\$ 17,830	-19.94%	As Adjusted	\$ 96,525	\$ (7,105)			
		difference	\$ (5,347)			5.98%						

Community Development	Survey Results	As Adjusted	Average	ERI	Prevailing	CV Midpoint	\$ Variance Prev to CV	% Variance	Survey Results	As Adjusted	Goal	\$ Variance
Survey Results	\$ 114,425	\$ 98,308	\$ 114,425	\$ 114,425	\$ 114,425	\$ 92,009	\$ 22,416	-24.36%	Survey Results	\$ 102,983	\$ 102,983	\$ (10,974)
As Adjusted	\$ 98,308	\$ 114,425	\$ 106,367	\$ 92,009	\$ 14,358	-15.60%	As Adjusted	\$ 95,730	\$ (3,721)			
		difference	\$ (8,059)			8.76%						

Economic Development	Survey Results	As Adjusted	Average	ERI	Prevailing	CV Midpoint	\$ Variance Prev to CV	% Variance	Survey Results	As Adjusted	Goal	\$ Variance
Survey Results	\$ 112,164	\$ 96,495	\$ 112,164	\$ 112,164	\$ 112,164	\$ 87,652	\$ 24,512	-27.97%	Survey Results	\$ 100,948	\$ 100,948	\$ (13,296)
As Adjusted	\$ 96,495	\$ 112,164	\$ 104,330	\$ 87,652	\$ 16,678	-19.03%	As Adjusted	\$ 93,897	\$ (6,245)			

difference \$ (7,835) 8.94%

**Custodial Maintenance**

Survey Results \$ 33,337 \$ 33,978 \$ 33,658 \$ 25,272 \$ 8,386 -33.18% Survey Results \$ 30,292 \$ (5,020)  
As Adjusted \$ 32,814 \$ 33,978 \$ 33,396 \$ 25,272 \$ 8,124 -32.15% As Adjusted \$ 30,056 \$ (4,784)

difference \$ (262) 1.03%

**Maintenance Foreman**

Survey Results \$ 58,124 \$ 59,397 \$ 58,761 \$ 44,029 \$ 14,732 -33.46% Survey Results \$ 52,884 \$ (8,855)  
As Adjusted \$ 55,545 \$ 59,397 \$ 57,471 \$ 44,029 \$ 13,442 -30.53% As Adjusted \$ 51,724 \$ (7,695)

difference \$ (1,290) 2.93%

**Sr Planner**

Survey Results \$ 72,158 \$ 67,304 \$ 69,731 \$ 56,575 \$ 13,156 -23.25% Survey Results \$ 62,758 \$ (6,183)  
As Adjusted \$ 68,723 \$ 67,304 \$ 68,014 \$ 56,575 \$ 11,439 -20.22% As Adjusted \$ 61,212 \$ (4,637)

difference \$ (1,718) 3.03%

**Director P&R**

Survey Results \$ 120,109 \$ 120,109 \$ 120,109 \$ 83,280 \$ 36,829 -44.22% Survey Results \$ 108,098 \$ (24,818)  
As Adjusted \$ 97,426 \$ 120,109 \$ 108,768 \$ 83,280 \$ 25,488 -30.60% As Adjusted \$ 97,891 \$ (14,611)

difference \$ (11,342) 13.62%

**City Clerk**

Survey Results \$ 97,932 \$ 97,932 \$ 97,932 \$ 79,940 \$ 17,992 -22.51% Survey Results \$ 88,139 \$ (8,199)  
As Adjusted \$ 87,080 \$ 97,932 \$ 92,506 \$ 79,940 \$ 12,566 -15.72% As Adjusted \$ 83,255 \$ (3,315)

difference \$ (5,426) 6.79%

Town of Camp Verde  
 FY 2022 Illustrative Salary Plan  
**Table 2 - Salary Ranges Per Job Class - (Job Family Order)**

*PREVIOUS EMAILD  
 W/ SURPRISE/GOODBYE  
 Page 1 of 3*

Survey	Occupational Job Family	Classification Title	Current		Survey			Illustrative		Notes
			Range	Calc'd Midpoint	Midpoint	Closest Range	Variance	Salary Range	Midpoint	
* Executive		Town Manager	99	\$146,951	\$166,187	99	-11.57%	99	\$146,951	
* Executive		Risk Manager	76	\$68,628	\$74,793	80	-9.24%	76	\$68,628	
* Accounting & Finance		Finance Director	96	\$98,433	\$118,349	98	-16.83%	96	\$98,433	
* Accounting & Finance		Accountant, Senior	62	\$49,644	\$69,572	79	-28.64%	75	\$68,335	
* Accounting & Finance		Accountant	45	\$42,261	\$60,651	70	-30.32%	66	\$52,340	
* Accounting & Finance		Finance Clerk	31	\$36,468	\$43,416	47	-16.00%	43	\$41,170	
* Building & Planning		Community Development Director	95	\$92,009	\$114,425	98	-19.59%	95	\$92,009	
* Building & Planning		Chief Building Official	71	\$65,689	\$80,103	82	-18.02%	71	\$65,689	
* Building & Planning		CAD Draftsman	68	\$53,744	\$63,108	67	-10.78%	68	\$53,744	linked to Building Inspector
* Building & Planning		Building Inspector	60	\$47,383	\$58,396	70	-20.04%	60	\$47,383	
* Building & Planning		Plans Examiner	58	\$46,645	\$50,204	63	-16.81%	58	\$46,645	
* Building & Planning		Code Enforcement	44	\$41,766	\$44,439	50	-12.81%	46	\$42,833	
* Building & Planning		Permit Technician	37	\$38,745	\$69,731	79	-18.87%	69	\$56,575	
* Building & Planning		Planner, Senior	69	\$56,575	\$57,257	70	-7.77%	67	\$52,807	
* Building & Planning		Planner	67	\$52,807	\$51,059	64	-14.75%	60	\$47,383	
* Building & Planning		Planner, Assistant	47	\$43,527	\$48,939	61	-12.48%	67	\$52,807	
* Administrative & Clerical Support		Public Works Analyst	56	\$46,099	\$37,717	35	-1.76%	57	\$46,560	
* Administrative & Clerical Support		Administrative Assistant to Town Manager	46	\$42,833	\$36,750	33	-31.23%	29	\$35,849	linked to Receptionist
* Administrative & Clerical Support		Administrative Assistant	34	\$37,054	\$63,576	71	-22.58%	61	\$49,218	
* Administrative & Clerical Support		Visitor Center Ambassador	21	\$25,272	\$42,316	45	-13.96%	41	\$40,649	
* Administrative & Clerical Support		Receptionist	21	\$25,272	\$85,511	87	-37.15%	90	\$87,652	
* Court		Court Supervisor	61	\$49,218	\$112,164	98	-21.85%	83	\$80,739	
* Court		Court Clerk	30	\$36,406	\$85,511	87	-37.15%	76	\$68,628	linked to ED Proj Mgr
* Economic Development		Economic Development Director	90	\$87,652	\$114,164	98	-23.87%	88	\$86,818	
* Economic Development		Economic Development Project Manager	68	\$53,744	\$50,727	63	-7.76%	59	\$46,790	
* Economic Development		Economic Development Specialist	55	\$45,826	\$97,932	96	-19.63%	60	\$47,383	
* Town Clerk		Town Clerk	82	\$79,940	\$58,956	70	-19.63%	60	\$47,383	
* Town Clerk		Deputy Town Clerk	60	\$47,383	\$114,036	98	-23.87%	88	\$86,818	
* Human Resources		Human Resources Director	88	\$86,818	\$50,727	63	-7.76%	59	\$46,790	
* Human Resources		Human Resources Specialist	59	\$46,790	\$85,293	87	-18.44%	79	\$69,569	
* Library		Library Director	79	\$69,569	\$52,420	66	-23.83%	62	\$49,644	
* Library		Children's Librarian	39	\$39,927						

Town of Camp Verde  
 FY 2022 Illustrative Salary Plan  
 Table 2 - Salary Ranges Per Job Class - (Job Family Order)

Survey	Occupational Job Family	Classification Title	Current		Survey			Illustrative		Notes
			Range	Calc'd Midpoint	Midpoint	Closest Range	Variance	Salary Range	Midpoint @ 90%	
* Library		Library Specialist	27	\$35,236	\$41,753	44	-15.61%	40	\$40,327	linked to Library Clerk
* Library		Library Clerk, Senior	22	\$26,312	\$32,580	25	-22.43%	22	\$26,312	
* Library		Library Clerk	21	\$25,272				21	\$25,272	
* PARD		Parks & Recreation Director	84	\$83,280	\$120,109	98	-30.66%	94	\$89,577	are these excluded? are these excluded? are these excluded? are these excluded? are these excluded?
* PARD		Parks & Recreation Manager	64	\$51,309	\$75,661	80	-32.19%	76	\$68,628	
* PARD		Recreation Supervisor	51	\$44,614	\$61,781	71	-27.79%	67	\$52,807	
* PARD		Parks & Recreation Coordinator	36	\$38,480	\$47,391	60	-18.80%	56	\$46,099	
* PARD		Parks & Rec Leader	25	\$32,446	\$34,044	26	-4.69%	25	\$32,446	
* PARD		Recreation Aide	22	\$26,312	\$28,755	22	-8.50%	22	\$26,312	
* PARD - Excluded?		Part-time excluded?								
* PARD - Excluded?		Recreation Leader-Referee	22	\$52,000	\$29,373	22	-2.55%			
* PARD - Excluded?		Recreation Leader - Lifeguard	22	\$28,625	\$33,023	26	-13.32%			
* PARD - Excluded?		Recreation Leader: Pool Supervisor	22	\$28,625	\$33,023	26	-13.32%			
* PARD - Excluded?		Recreation Aide-Pool Cashier	22	\$24,960	\$26,479	22	-5.74%			
* Public Safety		Town Marshal	97	\$105,585	\$132,869	99	-20.53%	97	\$105,585	linked to dispatcher
* Public Safety		Commander	91	\$89,420	\$112,597	98	-20.58%	91	\$89,420	
* Public Safety		Lieutenant	86	\$84,100	\$97,314	96	-13.58%	86	\$84,100	
* Public Safety		Police Sergeant	78	\$68,835	\$78,990	81	-12.86%	78	\$68,835	
* Public Safety		Police Officer 1	69	\$56,575	\$61,659	71	-8.25%	69	\$56,575	
* Public Safety Support		Administrative Support Manager	76	\$68,628	\$93,815	95	-26.85%	76	\$68,628	
* Public Safety Support		Dispatch Supervisor	63	\$50,360	\$59,652	70	-15.58%	66	\$52,340	
* Public Safety Support		Civilian Investigator	48	\$43,894	\$48,803	61	-10.81%	58	\$46,560	
* Public Safety Support		Dispatcher	47	\$43,527	\$46,296	56	-17.47%	52	\$45,060	
* Public Safety Support		Property & Evidence Custodian	35	\$38,206	\$40,278	40	-11.00%	36	\$38,480	
* Public Safety Support		Records Specialist	29	\$35,849	\$42,823	46	-17.19%	36	\$38,480	
* Public Safety Support		Animal Control Officer	28	\$35,461				42	\$41,056	
* Public Works		Public Works Director/Town Engineer	94	\$89,577	\$100,588	96	-10.95%	94	\$89,577	linked to maint foreman
* Public Works		Public Works Deputy Director	80	\$77,867	\$100,453	96	-22.48%	92	\$90,315	
* Public Works		Street Supervisor	70	\$56,693	\$68,857	76	-17.67%	72	\$66,325	
* Public Works		Street Maintenance Foreman	53	\$45,232	\$57,558	70	-21.42%	66	\$52,340	
* Public Works		Maintenance Foreman	49	\$44,029	\$58,760	70	-25.07%	66	\$52,340	
* Public Works		Maintenance Worker, Lead	43	\$41,170				60	\$47,383	
* Public Works		Equipment Operator, Senior	38	\$39,269	\$46,620	58	-15.77%	54	\$45,526	
* Public Works		Equipment Operator	32	\$36,476	\$42,499	45	-14.17%	41	\$40,649	
* Public Works		Maintenance Worker	26	\$33,564	\$42,392	45	-20.83%	41	\$40,649	
* Public Works		Janitor	21	\$25,272	\$33,657	26	-24.91%	22	\$26,312	
* Public Works		Laborer	21	\$25,272	\$35,817	29	-29.44%	25	\$32,446	

**Town of Camp Verde  
FY 2022 Illustrative Salary Plan  
Table 2 - Salary Ranges Per Job Class - (Job Family Order)**

Survey	Occupational Job Family	Classification Title	Current		Survey			Illustrative		Notes
			Range	Calc'd Midpoint	Midpoint	Closest Range	Variance	Salary Range	Midpoint @ 90%	
*	Wastewater	WW Division Manager	69	\$56,575	\$81,396	83	-30.49%	79	\$69,569	
*	Wastewater	WW Division Foreman	67	\$52,807	\$63,411	71	-16.72%	67	\$52,807	linked to WW Operator
*	Wastewater	WW Operator, Senior	54	\$45,526				54	\$45,526	
*	Wastewater	WW Operator	41	\$40,649	\$46,456	57	-12.50%	53	\$45,232	

*CORANWOOD DEPT PLAN*

Title	City Recommendation	Min	Mid	Max
City Manager	44	\$152,163	\$185,355	\$199,144
City Attorney	42	\$120,420	\$150,525	\$180,629
Deputy City Manager	41	\$114,685	\$145,257	\$172,026
Airport Manager	32	\$71,624	\$89,029	\$116,435
Facilities Reservations and Airport Coordinator	18	\$37,399	\$46,873	\$56,007
Building Official	30	\$67,054	\$83,318	\$100,591
Building Inspector	21	\$42,224	\$50,030	\$61,536
Public Safety Communications Manager	21	\$70,497	\$88,009	\$105,310
Public Safety Communications Supervisor	24	\$50,021	\$61,346	\$75,085
Public Safety Communications Specialist	20	\$41,165	\$51,497	\$61,746
Community Development Director	36	\$89,869	\$112,324	\$134,188
Senior Planner	27	\$57,824	\$72,105	\$88,007
Planner	25	\$52,539	\$65,673	\$78,805
Assistant Planner / Code Enforcement	21	\$43,224	\$54,095	\$64,396
Ordinance Enforcement Officer	16	\$37,298	\$46,673	\$56,007
Permit Specialist	18	\$37,338	\$46,673	\$56,007
City Clerk	33	\$77,624	\$97,025	\$116,435
Deputy City Clerk	22	\$45,389	\$56,731	\$68,072
Presiding Magistrate	38	\$89,070	\$122,897	\$146,694
Court Administrator	29	\$63,361	\$79,626	\$95,782
Court Clerk II	17	\$32,590	\$40,450	\$50,240
Court Clerk I	15	\$32,254	\$40,316	\$49,381
Court Security Officer		\$20/hour		
Court Clerk I - PT		\$19.56/hour		
Tourism and Economic Development Director	31	\$70,497	\$88,009	\$105,310
Marketing and Public Information Specialist	25	\$41,654	\$51,889	\$71,491
Executive Assistant to the City Manager	24	\$40,037	\$52,346	\$75,085
Administrative Assistant, Senior	18	\$37,338	\$46,673	\$56,007
Administrative Assistant	15	\$32,254	\$40,316	\$49,381
Financial Services Director	37	\$86,356	\$117,940	\$144,522
Budget Analyst	25	\$41,654	\$51,889	\$71,491
Accounting Specialist II	19	\$39,205	\$49,006	\$59,206
Fire Chief	38	\$104,022	\$130,029	\$158,034
Battalion Chief	32	\$71,327	\$89,409	\$110,891
Captain	28	\$60,820	\$76,026	\$91,232
Fire Engineer	25	\$52,539	\$65,673	\$78,805
Firefighter	22	\$35,685	\$45,731	\$56,077
Fire Marshal		\$77,624	\$97,025	\$116,435

*Grand Staff Plan*

Fire Inspector	25	\$52,599	\$65,873	\$72,908
Human Resources Director	26	\$69,869	\$112,324	\$134,798
Human Resources Specialist II	23	\$47,894	\$59,588	\$71,491
Information Technology Director	26	\$99,499	\$112,324	\$124,758
Information Technology Network Administrator	29	\$60,820	\$70,025	\$91,230
Radio & Telecommunications Technician/Advisor	25	\$50,820	\$72,025	\$91,230
GIS Coordinator	25	\$52,599	\$65,675	\$77,806
Information Technology Technician II	22	\$47,894	\$51,588	\$71,491
Information Technology Technician I	21	\$43,324	\$51,030	\$64,836
Information Technology Public Safety Technician I	21	\$43,324	\$51,030	\$64,836
Library Director	33	\$71,624	\$97,029	\$116,436
Library Supervisor	22	\$47,854	\$55,566	\$71,481
Youth Services Supervisor	20	\$41,165	\$51,457	\$61,748
Library Assistant II	19	\$39,305	\$49,006	\$59,906
Library Assistant I	12	\$35,980	\$46,490	\$53,340
Library Specialist	16	\$33,387	\$43,334	\$50,900
Library Aide	13, Hourly			
Chief of Police	39	\$104,023	\$130,029	\$156,034
Police Commander	35	\$85,680	\$106,976	\$128,370
Police Sergeant	29	\$63,861	\$79,828	\$95,792
Police Officer	24	\$50,037	\$62,546	\$75,055
Property and Evidence Specialist	18	\$37,335	\$46,673	\$56,007
Victim Assistant	18	\$37,336	\$46,673	\$56,007
Records Clerk	15	\$32,254	\$40,316	\$48,381
Contract/Purchasing Administrator	31	\$76,107	\$96,009	\$108,610
Parks and Recreation Manager	31	\$76,107	\$96,009	\$108,610
Recreation Coordinator II - Administrative Services and Senior Programming	31	\$76,107	\$96,009	\$108,610
Recreation Coordinator II - Aquatics and Special Events	19	\$38,205	\$49,006	\$58,808
Recreation Coordinator II - Sports and Fitness	19	\$38,205	\$49,006	\$58,808
Recreation Coordinator II - Youth Programs Coordinator	19	\$38,205	\$49,006	\$58,808
Guest Services Supervisor	16	\$32,967	\$41,354	\$50,800
<b>P&amp;R Part-time Job Classes:</b>				
Group Exercise Instructor	222			
Certified Official	\$30			
Uncertified Official	\$16			
Senior Lifeguard	\$17			
Lifeguard II	\$16			
W/SI	\$16			
Guest Services Attendant	\$15			
Lifeguard	\$14			
Pool Cashier	\$13			
Recreation Aide I - ASP	\$13			
Scorekeeper	\$13			
Track Bar Attendant	\$13			
Transportation Manager	29	\$62,861	\$79,296	\$95,792

*CTWD DRAFT PLAN*

Transportation Field Supervisor	30	\$41,165	\$51,457	\$61,749
Transportation Dispatcher/Scheduler	18	\$30,067	\$42,394	\$50,609
Transportation Driver	15	\$32,254	\$40,316	\$48,381
ADA Coordinator - PT	\$17.50			
Transit Driver - 19 hour/week	\$15.00			
Transit Driver - 29 hour/week	\$15.50			
Public Works Director	36	\$89,859	\$112,324	\$134,788
Public Works Manager	30	\$77,625	\$97,029	\$116,435
Public Works Superintendent	29	\$63,861	\$79,826	\$95,792
Engineer (PE), Senior	30	\$77,625	\$97,029	\$116,435
Utility Engineer	31	\$70,407	\$88,009	\$105,610
Project Manager	27	\$67,324	\$72,405	\$86,986
Public Works and Utility Inspector	21	\$43,322	\$54,090	\$64,836
Facilities Maintenance Technician I	16	\$37,987	\$42,394	\$50,609
Public Works and Utility Specialist	20	\$41,165	\$51,457	\$61,749
Public Works Maintenance Technician II	18	\$37,328	\$46,673	\$56,000
Public Works Maintenance Technician I	16	\$33,867	\$42,394	\$50,609
Public Works Maintenance Technician Trainee	12	\$30,719	\$39,388	\$48,077
Field Maintenance Technician - PT	\$15.50			
Utilities Director	30	\$101,023	\$120,029	\$156,034
Utility Manager	21	\$63,961	\$79,826	\$95,792
Utility Operations Manager	28	\$60,820	\$76,025	\$91,230
Electrician, Lead	26	\$55,166	\$69,377	\$82,745
Electrician	23	\$47,662	\$59,568	\$71,681
Electrical Technician	18	\$37,328	\$46,673	\$56,000
Water System Operators Foreman (Certified)	25	\$52,539	\$65,673	\$78,808
Water System Operator III (Certified)	22	\$45,385	\$56,731	\$68,077
Water System Operator II (Certified)	20	\$41,165	\$51,457	\$61,749
Water System Operator I (Certified)	16	\$37,328	\$46,673	\$56,000
Field Services Specialist (Certified)	19	\$39,202	\$49,095	\$58,808
Equipment Operator (Certified)	13	\$39,205	\$49,096	\$59,806
Utility Technician	16	\$33,867	\$42,394	\$50,609
Water Treatment Operator - Arsenic Treatment Specialist III (Certified)	23	\$47,654	\$59,599	\$71,481
Water Treatment Operator - Arsenic Treatment Specialist II (Certified)	21	\$43,224	\$54,030	\$64,836
Water Treatment Operator - Arsenic Treatment Specialist I (Certified)	19	\$39,202	\$49,095	\$58,808
Wastewater and Compliance Manager	29	\$63,861	\$79,826	\$95,792
Wastewater System Operations Foreman (Certified)	25	\$52,539	\$65,673	\$78,808
Wastewater Operator II (Certified)	20	\$41,165	\$51,457	\$61,749
Wastewater Operator I (Certified)	19	\$37,328	\$46,673	\$56,000
Wastewater Operator Trainee	16	\$33,867	\$42,394	\$50,609
Utility Billing Supervisor	24	\$50,037	\$62,646	\$75,052
Utility Billing Clerk	15	\$32,254	\$40,316	\$48,381



# Staff Report

---

**DATE:** May 25, 2021

**TO:** Russ Martin  
Town Manager

**FROM:** Brandy Cabrera  
Human Resources Director

**SUBJECT:** ANNUAL COMPENSATION PLAN RECOMMENDATION

The Human Resources Director, under the direction of the City Manager, to annually present to Mayor and Council a recommendation regarding employee compensation for the following fiscal year.

In accordance with the Town's Compensation Directives, Human Resources is responsible for maintenance of the City's compensation system and to ensure that schedules retain a competitive, equitable and non-discriminatory posture in the relevant labor markets, subject to available funding and current economic trends.

Over the course of the last several months of the current fiscal year as directed and approved by council, staff outsourced market rate studies of all classifications to determine the current market posture across the organization. While it is evident that many classifications are in need of pay schedule and wage adjustments, the Mayor and Council's vision and strong commitment to employee wages have already made a positive impact. The recent adjustments to the minimum wage and prevailing wage increase addressing years of wage stagnation, moved some classifications into "within market" status and created the opportunity for a new beginning to reach and retain competitive wages for the Town of Camp Verde.

Preliminary market study findings, attached as Exhibits A, B, C, D, E are as follows:

Exhibit A	National, State Labor Statistics & Yavapai County Trends
Exhibit B	2019-2029 Arizona Specific Industry Employment Projections
Exhibit C	Classifications At/Below Market (Final Compensation Study)
Exhibit D	New Salary Range Structure
Exhibit E	FY22 EE Spreadsheet Recommendations July 1, 2021 & Jan 1, 2022

**Recommendation:**

1. Use market study findings to implement the most optimal methodology for application of wage adjustments at full implementation suggested. Market findings for some classifications are still under review based on unique retention and wage compression challenges and will be modified according to data analysis.

Annual Compensation Plan Recommendation

05-25-2021

Page 2

2. Allow staff to continue to review market impact to pay schedules and make modifications, accordingly. Given the magnitude of change necessary to the current Compensation Plan, additional phases of review are required for some pay schedules and existing classification models. Pay schedules will be reconfigured as new modeling is applied and will be submitted with adjustments as part of the FY22 Annual Compensation Plan in final recommended form.

BAC

05-25-2021

# EXHIBIT A

## NATIONAL TRENDS

The median hourly wage in 2019 was \$19.33, and it would be \$22.46 in 2025 assuming 0.5% real wage growth on top of CBO's (2021) CPI-U inflation projections.

Looking ahead in **2021**, there is certainly a lot of optimism in both employers and employees alike and our data suggest that 85% of companies globally will **increase salaries**. Developed and developing nations are forecasting average **salary increases** of 2.5% and 6.2% respectively. Jan 8, 2021

## STATE TRENDS

### **In The News May 2021...**

TUCSON, Ariz. (AP) — The Tucson City Council has approved up to \$30 million in raises for city employees.

The Arizona Daily Star reports the council voted unanimously Tuesday to move forward with the largest compensation package for employees in Tucson's history. According to the Star, up to \$30 million will go toward raising wages for city employees that make below market-range compensation levels and a 2% pay increase for employees not impacted by market adjustments.

### **Projections 2019-2029**

**Dated May 6, 2021**

**Doug Walls, Labor Market Information Director**

<https://www.azcommerce.com/media/bxcjpvdl/emp-proj-slides.pdf>

#### Arizona Projections Highlights

- Total Arizona employment is projected to grow by 549,453 jobs over the ten-year period, reaching 3,666,136 jobs in 2029.
- Total Arizona employment is projected to grow 1.6% annually (17.6% total growth) from 2019-2029.
- Arizona employment growth (1.6% annualized) is projected to outpace U.S. employment growth (0.4% annualized) over the ten-year period.
- Educational and Health Services is projected to add the largest number of jobs (20,784 jobs annually).
- Educational and Health Services is also projected to record the largest percentage gain, growing 2.8% annually.

Total employment is projected to grow 549,453 jobs or 1.6% annually from 2019- 2029

- From 2009-2019, total employment grew by 539,350 jobs or 1.9% annually
- From 1999-2009, total employment grew by 305,905 jobs or 1.3%

## Projected Employment Growth Comparison

Area	Employment Levels		Employment Change		
	2019	2029	Numeric Change	Percentage Change	Annualized % Change
Arizona	3,116,683	3,666,136	549,453	17.6%	1.6%
United States	162,795,600	168,834,700	6,039,200	3.7%	0.4%

Source: Arizona Office of Economic Opportunity

Note: National 2019-2029 projections were released on September 1, 2020



- U.S. population continues to grow, but at a decelerating pace
- Arizona's 2020 population growth rate was four times larger than the U.S. population growth rate
- Arizona population growth ranked 2 in the nation in 2020 and 3 in 2019

## Economic Trends

### Short-term

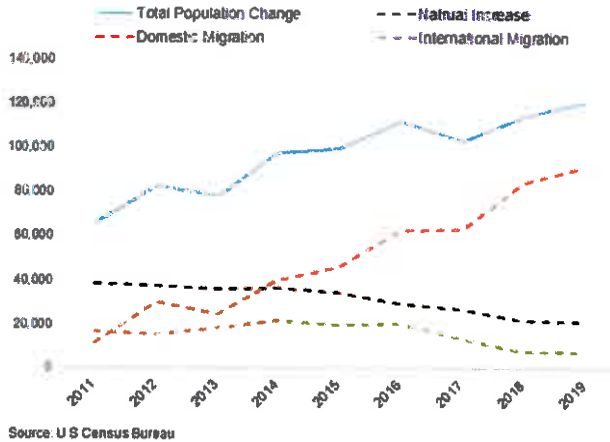
- As of May 3, 2021, 30% of the Arizona population and 32% of the U.S. population were fully vaccinated for COVID-19.
- As of March 2021, the United States and Arizona have recovered 62% and 68% of the jobs lost during the COVID-19 pandemic, respectively.

### Long-term

- U.S. population continues to grow, but at a decelerating pace.
- Arizona population growth has been among the fastest in the nation.
- A significant portion of the U.S. population is nearing retirement age, which will impact the demand for health care services.
- Online retail (e-commerce) continues to grow in popularity among consumers.
- The Arizona labor force has grown steadily over the past two decades.



## Arizona Annual Population Change

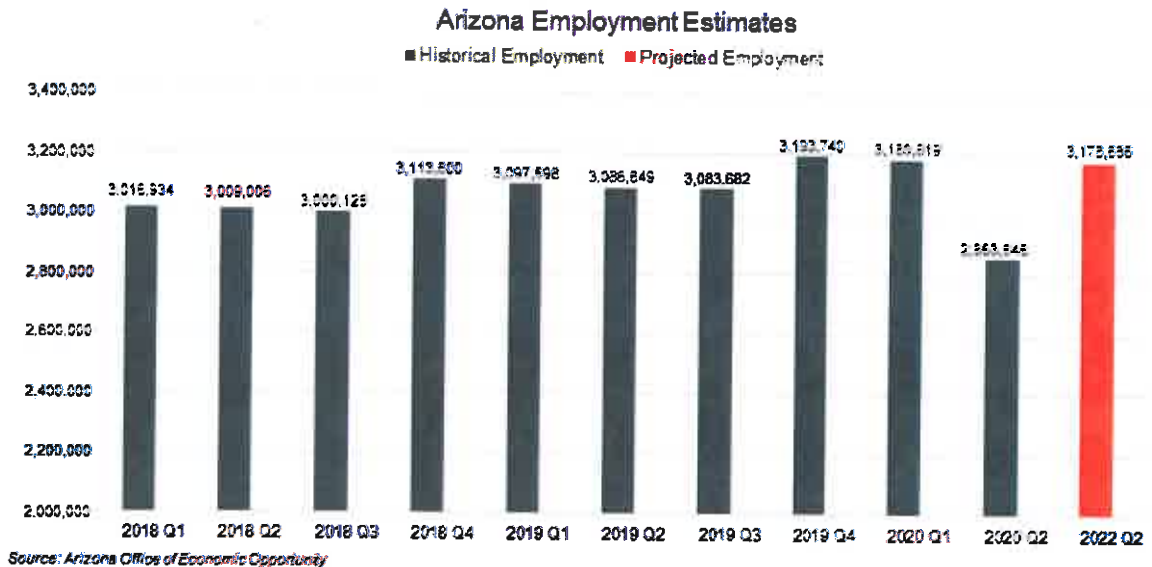


Arizona's strong population growth can be attributed to an increase in domestic migration into the state.

- In 2011, total migration accounted for 42% of total population growth.
- In 2019, total migration accounted for 82% of total population growth.
- Arizona migration growth ranked 3<sup>rd</sup> in the nation in 2019.



## Arizona Historic and Projected Employment



# LOCAL TRENDS

## EMPLOYMENT PROJECTIONS

Yavapai County

**PROJECTED TOTAL EMPLOYMENT (2020-2022)**

**71,909**  
2022 Employment Level

Year-over-Year Change  
**6,770 +5.1%**  
Numeric Percentage

**BY INDUSTRY SECTOR (2020-2022)**

Construction

**5,796**  
Employment Level

Year-over-Year Change  
**283 +2.5%**  
Numeric Percentage

### FASTEST GROWING OCCUPATIONAL GROUPS (2020-2022)

Occupational Group	Numeric Change	Annual Percentage Change
Food Preparation and Serving Related	1,543	12.3%
Personal Care and Service	311	7.7%
Arts, Design, Entertainment, Sports, and Media	96	6.7%
Building and Grounds Cleaning and Maintenance	295	5.7%
Sales and Related	608	5.7%

Top 2 major occupational groups in Arizona by nominal highest annual employment percentage change.

## Monthly Labor Force, Employment, Sales, and Housing Permits

Prescott Valley-Prescott MSA (Yavapai Co.) Summary - Monthly	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021
---	----------	----------	----------	----------	----------	----------

*Persons (seasonally adjusted), Local Area Unemployment Statistics, BLS & ISBRC*

Civilian Labor Force	106,163.6	106,929.5	106,367.8	106,358.3	106,780.2	109,149.0
% Chg from Year Ago	0.5% ↑	0.5% ↑	-0.3% ↓	-0.4% ↓	2.2% ↑	-0.4% ↓
Employment	101,276.9	101,189.7	101,785.6	101,791.3	102,929.8	103,358.9
% Chg from Year Ago	-2.3% ↓	-2.1% ↓	-1.9% ↓	-2.3% ↓	2.6% ↑	9.6% ↑
Unemployment	6,094.7	6,009.5	6,605.0	6,467.4	5,814.4	5,612.1
Unemployment Rate	7.4	7.4	6.1	6.0	5.3	5.1
Chg from Year Ago	2.9 ↑	2.8 ↓	1.6 ↓	1.6 ↓	-0.4 ↓	-6.3 ↓

*Earnings (\$, not seasonally adjusted), Current Employment Statistics, U.S. Bureau of Labor Statistics*

Avg. Hourly Earnings (Private Sector)	22.33	23.1	23.65	22.94	23.18	23.87
% Chg from Year Ago	4.43% ↑	7.99% ↑	9.43% ↑	7.55% ↑	5.67% ↑	6.99% ↑

## 2019 - 2029 Arizona Industry Employment Projections\*

Area	NAICS Code <sup>1</sup>	Industry Title	Employment Level		1-Year Change		10-Year Change	
			2019 Estimate <sup>2</sup>	2029 Projection	Numeric <sup>3</sup>	Percent	Numeric	Percent
	0	Total	71,872	81,155	928.3	1.2%	9,283	12.9%
Yavapai County	220000	Utilities	259	300	41	1.5%	41	15.8%
Yavapai County	220023	Construction	5,295	6,486	1,191	2.0%	1,191	22.5%
Yavapai County	221000	Utilities	259	300	41	1.5%	41	15.8%
Yavapai County	230000	Construction	5,295	6,486	1,191	2.0%	1,191	22.5%
Yavapai County	236000	Construction of Buildings	1,079	1,420	341	2.8%	341	31.6%
Yavapai County	237000	Heavy and Civil Engineering Construction	1,017	1,154	137	1.3%	137	13.5%
Yavapai County	238000	Specialty Trade Contractors	3,199	3,912	713	2.0%	713	22.3%
Yavapai County	560000	Administrative and Support and Waste Management and Remediation Services	2,517	3,161	644	2.3%	644	25.6%
Yavapai County	561000	Administrative and Support Services	2,188	2,745	557	2.3%	557	25.5%
Yavapai County	562000	Waste Management and Remediation Service	329	416	87	2.4%	87	26.4%
Yavapai County	890090	Government	4,637	4,751	11.4	0.2%	11.4	2.5%
Yavapai County	900000	Government	4,637	4,751	11.4	0.2%	11.4	2.5%
Yavapai County	999300	Local Government, Excluding Education and Hospitals	3,639	3,769	13	0.4%	130	3.6%
Yavapai County	824000	Social Assistance	1,884	2,787	903	4.0%	903	47.5%

<sup>1</sup> The Standard Occupational Classification (SOC) system is a federal statistical standard used by federal and state agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

<sup>2</sup> Series codes group establishments into industries based on the activity in which they are primarily engaged.

<sup>3</sup> Data sources: U.S. Bureau of Labor Statistics' Current Employment Statistics (CES) and Quarterly Census of Employment and Wages (QCEW) industry employment. Base period estimates use non-benchmarked data; some industries may result in significant revisions in comparison to more recent CES estimates.

<sup>4</sup> Numeric change measures the projected number of job gains or losses in an occupation for the projection period. The base and projected year employment are independently rounded to 100.

\* Employment forecast estimates employment changes from 2019 through 2029.

Prepared by Arizona Office of Economic Opportunity in cooperation with the U.S. Dept of Labor, Bureau of Labor Statistics, May 2021.

For more information, visit [www.laborstats.az.gov](http://www.laborstats.az.gov)

## **HUMAN RESOURCES Challenges & Considerations**

- ✓ **Do a Market Study-Completed**

- ✓ **Correct Existing Inequities in Pay**

Is each department in your organization paid equitably? What about by position levels? Any inequities there? Have you taken the time to do a gender pay audit? As for jobs, perhaps pay for some positions has moved faster in this volatile market than others. From year over year, pay for some jobs may increase as much as 10 percent or more, while others may stay the same, and some may even decline. For that reason, be sure to review your critical positions on a quarterly basis, at least.

- ✓ **Be Clear about Your Reasons for Giving Raises**

Organizations seeking to be employers of choice will do well by knowing exactly what they want to reward with their comp dollars and then sticking to their choices consistently. Do you want to give raises based on individual performance and results, attainment of certain skills, or when team or company-level goals have been met? Linking pay raises to performance and market rates for the job is one of the best ways to instill the sense that pay process is fair and transparent. What's the spread in pay increase between your top performers versus your average performers? Is a 1percent spread a meaningful difference?

- ✓ **Communicating is How You Win or Lose**

While this isn't strictly on topic, we would feel bad if we didn't mention the importance of pay communication. After tracking employee engagement for several years, we've consistently seen that employee satisfaction is driven much more by the perception that pay is fair and pay process is transparent, rather than the amount of cash one receives.

Compensation, done well, is about landing the message that your organization values its employees. If you want your employees to feel valued, you need to tell employees how you make pay decisions and why you pay the way you do. When employees understand your compensation philosophy and strategy, they won't need to spend unproductive energy wondering, "Should I be insulted that I only got a 3 percent raise?"

## **WAGE COMPRESSION CHALLENGE**

Pay compression is a compensation issue that develops over time.

Also referred to as wage or salary compression, it occurs when there's little difference in pay between employees regardless of differences in their respective knowledge, skills, experience or abilities.



**When it occurs, it can be found between:**

- Tenured employees and new hires (when new hires join the company at compensation levels similar to long-time employees)
- Managers and their direct reports (when there are small wage differences between employees within the same job family at an organization)

## **Why is pay compression a problem?**

Pay compression can lead to turnover if employees feel they're being undervalued. This is more apt to happen if long-time employees discover that they're receiving little more money than new hires.

The situation can be especially troublesome when your best, most tenured employees decide to jump ship. Even if they're not actively looking for a new job, employees can lose motivation resulting in lost productivity.

## **Wage compression can hamper recruiting efforts, too. For example:**

- When there's a significant disconnect between internal pay rates and what the market indicates is acceptable, you may lose out on top talent – especially if a job is posted with an inappropriate salary range.
- Later in the process, when it's time to discuss compensation with a candidate, benchmarking an offer using an antiquated pay scale can result in the applicant turning away from your organization. (Asking for a job seeker's salary history won't help much, either, especially if a prospective hire knows they can find a higher paying job elsewhere. You must also be careful about state and local laws that prohibit employers from inquiries regarding salary history.)

## **What causes wage compression?**

To understand how to avoid wage compression from developing, it helps to understand why it happens in the first place.

Below are four common causes of pay compression:

### **The minimum wage increases**

A common cause is an increase in the minimum wage rate. When low-level employees receive a legally mandated pay increase that action can throw off the pay scale for an entire company. Over time, pay levels may converge.

Ideally, whenever the minimum wage is increased, all jobs within an organization should be reviewed to ensure pay levels make sense compared to the new minimum wage. Many companies, however, may not have the budget to do this. If money is tight, there are options (see “Encourage collaboration between HR and finance staff” section below).

## **The market rate for starting salaries increases**

Sometimes a new hire is brought in at a starting salary or hourly wage that is close to (or in some cases higher than) what the new employee’s manager earns (or others in the same role with more experience).

Typically, this dynamic happens in a tight labor market, one in which companies must offer competitive salaries to lure high-demand professionals (software developers, for example).

When the market rate for starting salaries increases faster than organizations can afford to give raises to existing employees, wage compression often results.

A good rule of thumb to remember? Generally, **direct reports shouldn’t exceed 90 percent of their supervising manager’s salary**. This is something that HR professionals can and should keep an eye on, and a topic we’ll discuss in more detail momentarily.

## **Inconsistent pay practices over time**

Market forces may drive a company to pay a higher salary to attract a new employee into a critical role.

If you continually fail to account for how that higher salary impacts the compensation levels of existing employees in comparable positions, you can inadvertently create pay compression.

Creating confusing job families can also play a contributing role. If one job family has multiple levels of a job function with different roles and responsibilities, but everyone is compensated using the same salary range, wage compression can develop.

For example, if a company has three distinct levels of accountants, each should have their own unique salary range.

## **Increased employee awareness**

While not a cause of wage compression per se, employee awareness about the topic can transform what may have been a quiet reality into a growing issue of low morale, decreased productivity and talent loss.

Employers and managers must never prohibit employees from discussing pay as so doing would violate employee rights. Under the National Labor Relations Act, employees have the right to discuss working conditions, which includes compensation.

Employees will eventually learn about pay inequalities, even if you don't spot it first. Whether it comes up in the wake of a new hire or when someone does online research, sooner or later word will spread about salary compression.

**Wage compression is a significant issue, and resolving it isn't simple. There are steps that employers can take, beginning with determining appropriate pay rates. From there, you can take concrete steps to move toward better pay equity.**

Here's how you can start the process of getting back on track.

## **Assess current pay practices**

Chart the course back to a more realistic internal pay scale by understanding why it's an issue and researching the possible root causes for it in your organization.

Questions to ask include:

- Do your current pay practices reflect market demand?
- Did minimum wage recently increase in your location?
- Are there obvious wage inconsistencies between managers and staff? Within job families?
- Do your pay levels reflect your company's vision and goals? If not, what needs to change to realign your compensation with those objectives?

Once you've assessed the situation fully, develop formal compensation practices and policies to prevent future problems.

## **Consider market conditions**

When assessing current pay practices, it's important to consider the labor market.

External labor factors that may impact your internal compensation plan include:

- Minimum wage laws
- A tight skilled worker supply
- Rapidly escalating wages for high-demand jobs

Some years these market drivers may not be as strong as others, so it's good to view your compensation structure and policy as a flexible document that can be amended as

needed. Review changes in job descriptions, and check whether pay changes have kept up with responsibilities, especially as jobs evolve.

## **Encourage collaboration between HR and finance staff**

Adjustments in pay can be expensive if they haven't been accounted for in a company's budget. That's why HR and finance professionals should work together to determine salary structures. Basic compensation knowledge and an understanding of economic restraints are essential.

There may be some instances where paying an employee more is warranted, such as when:

- They are working in a more expensive location
- The position generates revenue
- The job is in high demand
- The situation is temporary

## **Communicate the new policy**

Demonstrating to staff that current business leadership is proactive in addressing inequitable pay differences can help with the implementation of pay structure changes. It can also improve morale.

Ask managers or senior leaders to practice with talking points and make salary compensation discussions part of the workplace.

## **Maintain best practices**

Once the entire pay structure has been assessed, the plan to bring employee pay in alignment with the market and with organizational goals may take time to implement.

You'll also want to take steps to avoid future pay compression problems by:

- Monitoring market rates (especially for the most in-demand skills and positions)
- Keeping current employees paid at appropriate levels

To this end, review all compensation levels on an annual basis, but pay close attention to manager-staff and new hire-tenured employee salary levels. Salary compression prevention solutions for smaller companies scaling rapidly are somewhat different from that of a large company with a pay compression issue that has accumulated over time.

When combating salary compression, however, the basic goal is the same for every company: to continuously assess what can you afford to pay to attract and retain the talent you need.

## **Raise the Wage Act of 2021**

Introduced Jan 26, 2021

<https://www.govtrack.us/congress/bills/117/s53/text>

Failed to be added as an amendment to the American Rescue Plan

### **What other options are available for increasing the minimum wage?**

Other lawmakers have developed their own plans to increase the minimum wage in the past month.

Republicans Sen. Mitt Romney, from Utah, and Sen. Tom Cotton, from Arkansas, proposed their own minimum wage bill on Feb. 23. The Higher Wages for American Workers Act would gradually increase hourly pay from \$7.25 to \$10 over the course of five years. Then after every two years, pay would increase to match the rate of inflation. The legislation would also raise civil and criminal penalties for employers who hired unauthorized workers and require employees' eligibility to work to be confirmed with E-Verify.

Sen. Josh Hawley, a Republican from Missouri, also plans to introduce legislation to increase wages, but it has a few more provisions. With his Blue-Collar Bonus Tax Credit, workers would receive quarterly payments from the IRS if they make less than \$16.50 an hour. In the example provided, a person making \$12 an hour would receive a \$2.25 per hour credit that would equal to \$4,680 a year and would be paid out in four payments of \$1,170.



Town of Camp Verde

Meeting Date: June 2, 2021

- Consent Agenda     Decision Agenda     Executive Session Requested  
 Presentation Only     Action/Presentation

**Requesting Department:** Town Manager

**Staff Resource/Contact Person:** Russ Martin

**Agenda Title (be exact):** Discussion, consideration and possible approval of a lease of parcels APN) 404-15-267C7 and 404-15-267D6 that is approximately 6.8 acres of Verde Lakes Recreational Corporation property with the purpose of reverting the park from privately maintained to a publicly maintained municipal park.

**List Attached Documents:**

1. Lease Agreement

**Reviews Completed by:**

- Department Head:** Comments included herein.
- Town Attorney Comments:** The lease was originally created for the VLWC a few years ago and was edited slightly by the Attorney to reflect those minimal edits.
- Finance Department:**

**Fiscal Impact:** Clearly there will be staff time devoted to development of the Plan with the community as well as beginning the process of elimination of hazards and cleanup of the property. It is undetermined as of yet whether any additional unbudgeted financial costs will be necessary to accomplish any of this and it appears these potential costs would be need to be considered in the next year's budget process. Costs incurred this year, if any, would have to come from existing maintenance budget or reallocated from some other project/budget by Town Council.

**Background (from previous staff report 2017):**

This historic park with a pond was established in the Verde Lakes neighborhood prior to the 1970s. The property was generously donated by Elmer Moody to serve as a public park. Subsequently, the park reverted to a private park with membership access only. The water quality is poor and there is a substantial amount of deferred maintenance including drainage issues which necessitate funding for short and long-term improvements.

*The following comes from the previous agenda item on this subject gathered since Council last reviewed this about 3 years ago:*

1. Water in Ponds:

- a) Historical claims exist however because of the withdraw of the Verde Lakes Recreation Corporation as recent as 2005 these claims are currently subject to limitations (Oct-May, and even then only if available) and in staff's opinion would not interfere with the current judgement governing water distribution for low flow periods in West Clear Creek. Staff would clearly state the Town has no interest in interfering in this current/ongoing situation.
- b) The staff believes that sufficient alternatives are possible to maintain water in the lake(s) if deemed desirable at any time in the future by the community/Town Council through other means. (eg. well with appropriate water right claims (would need to pursue in the future, if desired, or potential trucking from reuse locations, ie. wastewater plant)
- c) Camp Verde Fire and Medical firefighting resource/suppression/dry hydrant options are possible from this site but other alternatives may prove to be better sources of regular more readily accessible locations. Again working with the Fire District to accomplish this should be pursued regardless of decision to acquire property.
- d) Potential concerns for overflow and proper runoff from the larger ponds would need to include private property cooperation to establish proper overflow channel and potentially long term embankment reinforcement.

2. Short-term Repairs and Immediate Needs (again previous timeline/projects)

- a) Acquire the park property, the Town must obtain ownership to utilize public funding for park improvements. (January 2018)
- b) Survey park boundary (January 2018)
- c) Prepare a park improvement plan (Spring 2018)
- d) Make it as safe as possible (Summer 2018 as determined by budget)
- e) Utilize the adult probation crews to clean up heavy undergrowth, remove poison ivy and weeds, and make safe any trip and/or fall hazards. (Spring 2018)
- f) Install picnic tables, benches, garbage cans, and a port-a-john(s) (no earlier than fall of 2018, probably 2019 and beyond)
- g) Removal of large felled or leaning trees; \$3,000 to \$6000 each; expertise from arborist would be helpful (no earlier than fall of 2018, probably 2019 and beyond)
- h) Access control; install perimeter fencing where necessary with gates to control access, protect children and to inhibit wild and domestic animals from entering the park. (no earlier than fall of 2018, probably 2019 and beyond)
- i) Signage; park hours and rules/regulations, post park improvement plan. (Summer 2018)
- j) Security: CVMO patrols to discourage crime. (ongoing)
- k) Outreach: form partnership with neighborhood ask for volunteers (ongoing)
- l) Pedestrian safety; stripe street cross walks and install associated signage (Summer 2018)
- m) No swimming allowed signs – (immediately/ongoing)

3. Long-term incremental improvements 2...8..10 yrs. (Per park improvement Plan)

- a) Construct a parking lot
  - b) Dredge and line the ponds to reduce water loss due to infiltration
  - c) Improve water supply; divert local drainage to the ponds and drill an onsite well to provide water for the ponds
  - d) Provide a connection to the pond for Fire Trucks to draft water for firefighting purposes
  - e) Improve water quality with aeration recirculating fountains
  - f) Redirect overflow to avoid flooding surrounding properties and direct any runoff to the Bull Pen Wash
  - g) Bank protection; repair and riprap eroded banks
  - h) Construct restrooms w/leach field in parking lot, green options requires more maintenance and refuse removal
  - i) Develop a recreation plan and construct amenities. Potentially this could include: repair/construct a perimeter trail, picnic areas possibly with shade ramadas and BBQs, playground equipment, a fishing pier and stocking the ponds for fishing.
4. **Funding to Improve Park**
- a) Annual Budgets that include funding for improvement and maintenance staff
  - b) State Lake Improvement Funding SLIF Grants, other recreation grants
  - c). Privately established 501c 3 nonprofit Neighborhood Assoc. to accept donations  
AKA Friends of Verde Lakes Park

#### **Conclusion:**

Staff has discussed the many opportunities and drawbacks and have continued the conversation with interested parties (both pro and con) to determine missing information or to obtain a better understanding of the operations surrounding the Verde Lakes. During these it brings many potential concerns to the table that are common with the Town not the least of which is the potential of spreading our resources too thin. That certainly is the case here and staff has done as much due diligence as is possible in the past few months to bring this issue forward for consideration.

The timing is difficult because of the other activities the Town is prioritized in the past couple of budget sessions including in the parks category. If this is approved to move forward and acquire the property/lakes staff would like the Town and Town Council to be cautious and deliberate with the need for resources for complete success to be achieved in the minds of all the interested parties that have come forward in this proposal from the neighbors. This includes the possibility of delaying transfer until all adequate resources can be prioritized for this purpose.

This will take several years to get this park the resources it needs to be brought up to the standards we are working so hard to upgrade through the Town's park system. If this is understood by all involved as well as maintaining respect for the water users and claim holders in the area this proposal can move forward.



NEW:

After a few years have passed a new effort by the association to get some level of maintenance through the Town is why we are where we are now. The Town has delayed this a few months because of the difficulty in staffing levels in the maintenance department. We are getting staffed up and are past the initial stages of pool preparation and are more prepared to work on initial clean up items at the ponds and ultimately along with other staff can now be more responsive and prepared for a longer-term ongoing maintenance agreement with the Verde Lakes Recreational Corporation.

This lease allows much like (almost exactly like) our relationship with the Verde Lakes Water Corporation on the small park adjacent to their facility. This would greatly expand our services for park maintenance in the area but will also allow for us to enter the park to address neighborhood issues that occasionally end up on the park property. Our liability coverage is also expanded to this property with a lease arrangement.

Finally, there is much to be excited about in Verde Lakes as new plans are being made and this continues the progress that has been made in incorporating Verde Lakes residents more directly with more services from their Town.

***Recommended Action (Motion):***

Move to approve and authorize the Mayor to sign the lease agreement for the properties known as the Verde Lake Ponds.

***Instructions to the Clerk:*** Obtain Mayor's signature, Attorney's signature, and VL Rec Corp. signatures.

**LEASE AGREEMENT**  
**Between**  
**the**  
**Town of Camp Verde**  
**and**  
**Verde Lakes Recreation Corporation**  
**2021**

This Lease Agreement (“Lease”) is entered into as of the 4th day of June 2021 (“Effective Date”), by and between the VERDE LAKES RECREATION CORPORATION, a Corporation of the State of Arizona (hereinafter “LANDLORD”) and THE TOWN OF CAMP VERDE, a municipal corporation of the State of Arizona (hereinafter “TENANT”), collectively referred to as (“Parties”).

**LANDLORD:** Verde Lakes Recreation Corporation (“LANDLORD”), 4027 E. Cripple Creek Drive, Camp Verde, AZ 86322

**TENANT:** Town of Camp Verde (“TENANT”), 473 South Main Street, Ste. 102, Camp Verde, AZ 86322

**WHEREAS**, the Parties entered into this Lease to maximize service to the community by jointly and cooperatively sharing a Verde Lakes Park (“Park”) with two ponds and picnic/walking/fishing/bird watching areas.

**WHEREAS**, each Party has determined that the consideration it will receive from the other Party is adequate and the Parties will receive roughly equivalent value as a result of this exchange.

**WHEREAS, TENANT**, is authorized to enter into this Lease by virtue of its incorporation pursuant to Article 13 of the Constitution of the State of Arizona and for the powers granted to cities/towns in Title 9 of the Arizona Revised Statutes.

**WHEREAS, LANDLORD**, is authorized to enter into this Lease pursuant to their bylaws, **Section 6.03** (“The Board of Directors may authorize any officer, or officers, agent or agents to enter into any contract or to execute, or deliver any instrument on behalf of the Corporation and such authority may be general or consigned to specific instances.”)

**NOW, THEREFORE**, the Parties hereby enter into this Lease Agreement.

**WITNESSETH, TENANT** hereby leases the Premises described below located in Camp Verde, Arizona, on the terms and conditions herein:

**1. PURPOSE:**

The purpose of the Lease is to set forth the terms and conditions for the Town to lease the Verde Lakes Water Corporation's neighborhood Park in order to provide recreational opportunities and to maximize service to the community.

**2. PREMISES/PROPERTY AND USE:**

- A. TENANT shall lease the Park properties, Arizona Parcel Numbers (APN) 404-15-267C7 and 404-15-267D6 (the "Premises").
- B. The parties accept the premises in an "as-is" condition.
- C. Neither LANDLORD nor LANDLORD's agents has made any oral or written representations or warranties with respect to said matters other than as set forth in this Lease.
- D. The Parties hereto agree that the Premises shall be used for residential and community use between the hours of 6:00 a.m. and 10:00 p.m., but the Tenant shall have no obligation under this Lease to deploy Tenant employees to the Premises in order to enforce this obligation.
- E. At its own expense, TENANT, will procure, provide and maintain signage relative to the Park's hours of operation.

**3. RENT:**

- A. All monetary obligations of the TENANT under the terms of this Lease are deemed to be rent and are dependent upon an annual appropriation of the Town Council of the Town of Camp Verde.
- B. TENANT, contingent on annual funding appropriated by the Town Council, shall be responsible for continuing maintenance, which may include pruning trees and bushes, weed control (weed-eating or herbicide spraying), mowing, tilling, emptying trash receptacles, providing playground fall material, inspecting, repairing and cleaning any playground equipment and picnic benches or other items installed as future improvements.

**4. TERM:**

The term of this Lease shall commence as of the effective date noted above until cancelled by notice under section ten (10).

**5. ASSIGNMENT/SUBLEASE:**

TENANT shall not assign this Lease without the written consent of LANDLORD. LANDLORD agrees that such approval will not be unreasonably denied.

**6. INSURANCE:**

From the date of execution of this Lease, during the Lease term and any renewal term, both Parties shall, individually procure and maintain (at its sole expense and it may be self-insurance) during the term of this Lease the following insurance:

- A. Commercial general liability insurance against claims for bodily injury, death and property damage occurring in connection with the use of the Premises, by the insuring

Party, its employees, agents, contractors or invitees as part of its general policy as provided herein with the following limits:

Each Occurrence .....\$1,000,000  
General Aggregate.....\$2,000,000 (excess)

- B. Both Parties shall provide, to the other party, Certificates of Insurance (COI) and corresponding endorsement evidencing coverage provisions relative to the joint use of each Party's assets and shall name the other party as additional insured on such insurance policy or policies and COI's.
- C. All carriers shall be approved to write insurance in the State of Arizona and possess an A or better A.M. Best rating, provided; however, that coverage through a risk retention pool or trust authorized by Arizona law for municipal corporations may be used to satisfy the TENANT's insurance obligation.
- D. Either party's coverage shall provide at least thirty (30) days' notice of cancellation or material change in coverage.
- E. The parties agree to review, as needed, the limits and types of insurance required herein and may, by mutual agreement, amend the requirements as they deem necessary.
- F. Each Party's responsibility, whether by insurance or self-insurance, shall be primary or designated as primary in respect to the acts and omissions of its employees and its operation of the Premises.
- G. Each Party accepts full responsibility for the actions of their own employees while acting under authority of this Agreement. Nothing in this Lease will be construed to mean that an employee of one agency is an employee or agent of the other agency or that any contractors or subcontractors are agents for either the TENANT or LANDLORD.
- H. Each Party hereby mutually waives their respective rights of recovery against each other for any loss insured by property insurance coverage existing for the benefit of the respective parties.

**7. HOLD HARMLESS AND INDEMNIFICATION:**

- A. Each Party, to the fullest extent possible, shall defend, indemnify and hold harmless the other Party, its officers, employees and agents, from and against any and all claims, demands, suits, actions or proceedings of any kind or nature, for damages to property or injuries to or death of any person or persons, including employees or agents of the other Party, and including, but not by way of limitation, Workers' Compensation claims, resulting from or arising out of the negligent or wrongful acts, errors or omissions of the Party, its officers, employees, agents and consultants. This Paragraph 7.a shall survive the termination of this Lease.
- B. In the event of any third Party legal action against both LANDLORD and TENANT, both Parties agree to discuss and analyze the benefits of a mutual defense.

**8. MAINTENANCE:**

TENANT will maintain the Premises in the condition of the Premises at the time of initial occupancy and LANDLORD agrees to provide/pay for all water to the property.

**9. IMPROVEMENTS:**

TENANT will not make any modifications or improvements to the Premises without the prior consent of the LANDLORD. Any equipment, supplies, or other fixtures brought to the Premises shall remain the property of the TENANT.

**10. ASSIGNMENT TERMINATION:**

- A. This Lease may be terminated by a majority vote of the governing body of either Party for cause, or for any or no reason.
- B. The Party terminating the Lease shall notify the other Party in writing not less than twelve (12) months prior to the effective date of termination.
- C. This Lease is subject to termination by TENANT (Town) pursuant to A.R.S. § 38-511.
- D. At the expiration of this Lease, TENANT will return the Premises to LANDLORD in good condition.
- E. TENANT may, at its discretion, remove TENANT's assets (improvements constructed on the Premises and any portable facilities, such as trash cans, picnic table, benches and playground) within thirty (30) days of expiration of the Lease hereby created, or sooner termination of the Lease, and surrender the Premises unto LANDLORD. Any such property not removed at the expiration of above mentioned thirty (30) day period shall become the property of LANDLORD.

**11. SALE OF PROPERTY:**

In the event the LANDLORD decides to sell any or all of Parcel # 404-15-267C7 and 404-15-267D6 (the Premises), the TENANT will be duly notified at least sixty (60) calendar days prior to either listing of the Parcel for sale or, if the Parcel is not to be listed, prior to executing a binding contract for the sale of the Parcel.

**12. SEVERABILITY:**

If any terms, parts, or provisions of this Lease are for any reason invalid or unenforceable, the remaining terms, parts, or provisions are nevertheless valid and enforceable.

**13. COMPLIANCE WITH LAWS:**

- A. Both Parties shall be fully responsible for compliance with all statutes, ordinances, codes, regulations, rules, court decrees or laws applicable to it in conjunction with use of the Premises including, but not limited to zoning and building codes and environmental laws.
- B. All programs and services maintained and/or provided by TENANT shall be open to all residents of Camp Verde without regard to race, color, religion, sex or national origin.
- C. TENANT agrees to comply with all applicable state and federal laws and requirements governing equal employment opportunity and non-discrimination.

**14. BINDING:**

This

Lease shall be binding upon the heirs, successors and assigns of the parties hereto.

**15. ENTIRE AGREEMENT:**

- A. This Lease and amendments hereto are the entire agreement between the TENANT and LANDLORD concerning this matter. The Parties shall not be bound by or be liable for any statement or representation of any nature not set forth in this Lease.
- B. As issues within this section arise, the Town Manager, and LANDLORD's Manager and the Parties' attorneys (on behalf of either Party if so elected by the Parties) are empowered under their authority to collectively, discuss, collaborate, amend, and execute changes to this lease.
- C. Conflict remedy: The parties have a duty to consider and agree to attempt in good faith to promptly resolve conflicts with respect to this Lease. In the event that a conflict cannot be resolved, the Parties shall consider whether arbitration would be beneficial, the most appropriate type of process, the selection of the arbitrator, and schedule for the arbitrator process within a 60 day period or sooner if practicable.

**16. AUTHORITY AND NOTICES:**

- A. The individuals signing below, on behalf of either Party, hereby represents and warrants that such individual is duly authorized to execute and deliver this Lease on behalf of either Party and that this Lease is binding upon either Party in accordance with its terms.
- B. Unless otherwise specified herein, any notice or other communication required or permitted to be given under this Lease shall be in writing and mailed to the address given below for the Party to be notified, or to such other address, notice of which is given in compliance with this Section:

**If to Verde Lakes Water Corporation**

Verde Lakes Recreation Corporation  
4027 E. Cripple Creek Drive  
Camp Verde, Arizona 86322  
e-mail: russell71moore@gmail.com  
and  
Glenda Duncan  
2998 S. Aspen Way  
Camp Verde, AZ 86322  
e-mail: glendaduncan55@gmail.com

**If to Town:**

Town of Camp Verde Clerk's Office  
473 S. Main Street, Ste. 102  
Camp Verde, AZ 86322  
Fax No.: 928. 567-9061

IN WITNESS WHEREOF, the Parties have executed this Agreement by signing their names on the day and date first written above.

Verde Lakes Recreation Corporation:

Town of Camp Verde:

\_\_\_\_\_  
Board President Russell Moore

\_\_\_\_\_  
Mayor Dee Jenkins

ATTEST:

ATTEST:

\_\_\_\_\_  
Glenda Duncan, Treasurer

\_\_\_\_\_  
Cindy Pemberton, Town Clerk

Approved as to Form:

\_\_\_\_\_  
Bill Sims, TENANT/Town Attorney

## Agenda Item 11



Town of Camp Verde

### Agenda Item Submission Form – Section I

Meeting Date: June 2, 2021

- Consent Agenda     Decision Agenda     Executive Session Requested  
 Presentation Only     Action/Presentation     Special Session

Requesting Department: Administration

Staff Resource/Contact Person: Russ Martin

**Agenda Title (be exact):** Discussion, consideration and possible approval of a request from Town Staff and the Camp Verde Arena Association (CVAA) for additional funding to complete bathrooms and Council Chambers technology upgrades as well as Gazebo safety repairs.

List Attached Documents:

1. CVAA request on upgraded costs quotes for restroom completion
2. Cost quote update for Gazebo repairs
3. Council Chambers upgrade updated quote

Estimated Presentation Time: 5 minutes

Estimated Discussion Time: 5 minutes

Reviews and comments Completed by:

Town Manager: Included below

Department Head: N/A

Town Attorney Comments: N/A

Risk Management: N/A

Finance Department

Fiscal Impact:

Budget Code: Capital Improvement Fund Amount Remaining: \$125,000

Comments:

This would be from the remaining unallocated CIP funding line titled Cares Act. Note other items on this agenda may also be reducing this balance accordingly.

**Background Information:** Please see attached information. Cost continue to rise on these projects on many levels, the CVAA and Gazebo projects are a result of approximately 4X increase in material costs and the Town staff



*request was a quote from almost a year ago and staff has worked to retool the quote to get as close as possible to the original scope in addition the projector that has been working for an estimated 10 years is now overheating regularly requiring replacement.*

***Recommended Action (Motion):*** Move to allocate funding for CVAA for up to \$59,000 (From \$43,000), Gazebo project for up to \$48,000 (From \$43,000) and Council Chambers upgrade for up to \$28,000 (From \$25,500).

***Instructions to the Clerk:***

# Red Stag Construction



Kenneth Brady  
 5380 N Camino Vista Dr  
 Rimrock, AZ 86335  
 928-301-6909  
 redstagconstruction@gmail.com  
 License # 317190

## Estimate

Date	Estimate #
2/11/2020	251

Name / Address
town of camp verde

Project
Gazebo fix

Description	Total
replace gazebo post and benches jack up and stabilize structure working one post at a time remove and replace with new steel post run new center support brackets that run up joist and then to middle rebuild benches using steel post for support under back rest and seat rebuild backs and seat with composite decking	41,299.00
Plans and Permits and energizing for steel post and structure	6,580.00
<b>Total</b>	<b>\$47,879.00</b>

2301 W State Route 89A, Suite 101  
 Sedona, AZ 86336  
 merittp.com  
 928-284-9900



Town of Camp Verde  
 473 South Main Street  
 Camp Verde, AZ 86322

Estimate #	1103
Estimate Date	05-06-21
<b>Total</b>	<b>\$26,452.34</b>

Item	Description	Unit Cost	Quantity	Line Total
Cat6 interior wire	Cat6 interior wire	\$0.28	1000.0	\$280.00
TruAudio CL-70V-6 Speaker	TruAudio CL-70V-6 Speaker	\$153.00	4.0	\$612.00
Episode® 70V/8-ohm IP-Enabled Amplifier	Episode® 70V/8-ohm IP-Enabled Amplifier	\$899.00	1.0	\$899.00
Logitech PTZ Pro 2	Logitech PTZ Pro 2	\$799.99	1.0	\$799.99
PL-E600X00A-US	Cambium: E600-US FCC 802.11ac Wave 2 4x4 AP Only	\$499.25	1.0	\$499.25
LG 75" 4K Smart TV	LG 75" 4K Smart TV	\$1,599.99	1.0	\$1,599.99
Large Full Back Tilt TV Mount	Large Full Back Tilt TV Mount	\$75.00	2.0	\$150.00
Kramer VIA Connect Pro	Kramer VIA Connect Pro	\$1,195.00	1.0	\$1,195.00
Misc A/V Cables	Misc A/V Cables for All component connections	\$300.00	1.0	\$300.00
Shure MXC630 Portable Voting Conference Unit	Shure MXC630 Portable Voting Conference Unit	\$1,058.00	6.0	\$6,348.00
Shure MXC615 Portable Conference Unit	Shure MXC615 Portable Conference Unit	\$800.00	1.0	\$800.00
Shure MXC640 Portable Touchscreen Conference Unit	Shure MXC640 Portable Touchscreen Conference Unit	\$1,600.00	1.0	\$1,600.00
Shure MXC416 Gooseneck Microphone	Shure MXC416 Gooseneck Microphone	\$290.00	10.0	\$2,900.00
Shure DIS-CCU	Shure DIS-CCU Central Control Unit	\$2,220.00	1.0	\$2,220.00
LG 49" 4K TV	LG 49" 4K TV	\$599.99	1.0	\$599.99
Cabling Support	Cabling Support -	\$200.00	18.0	\$3,600.00

**THIS IS AN ESTIMATE**

<b>Subtotal</b>	<b>\$24,403.22</b>
Tax	\$2,049.12

**Disclaimer**

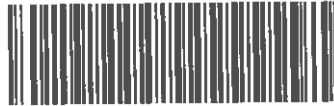
**Estimate Total**

**\$26,452.34**

If there are any questions or concerns regarding the above estimate please feel free to contact us.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_



2301 W State Route 89A, Suite 101  
Sedona, AZ 86336  
merittp.com  
928-284-9900



Town of Camp Verde  
473 South Main Street  
Camp Verde, AZ 86322

Estimate #	1110
Estimate Date	05-25-21
<b>Total</b>	<b>\$988.65</b>

Item	Description	Unit Cost	Quantity	Line Total
BenQ MH733 DLP 1080p 4000 Lumen Projector	Full HD 1080p and 4,000 lumens of high-brightness enable comfortable, lights-on presentations to promote discussion, collaboration, and note-taking in larger meeting rooms. The high luminance boosts picture quality and enables visibility for even those seated furthest away from the screen, and two-megapixel high resolution offers crisp details and sharp images. A 2D Keystone allows for hassle-free projection from any angle, and Corner Fit automatically adjusts all four corners of an image for aligned images in any application.	\$900.00	1.0	\$900.00

## THIS IS AN ESTIMATE

### Disclaimer

If there are any questions or concerns regarding the above estimate please feel free to contact us.

<b>Subtotal</b>	<b>\$900.00</b>
Tax	\$88.65
<b>Estimate Total</b>	<b>\$988.65</b>

Signed: \_\_\_\_\_

Date: \_\_\_\_\_





**From:** [campverdearena@gmail.com](mailto:campverdearena@gmail.com) <[campverdearena@gmail.com](mailto:campverdearena@gmail.com)>

**Sent:** Sunday, May 16, 2021 2:10 PM

**To:** Russ Martin <[Russ.Martin@campverde.az.gov](mailto:Russ.Martin@campverde.az.gov)>

**Subject:** Request

We are requesting that our allocated funds that was approved for the restrooms be increased from \$49,000 to \$59,000 due to the increase of the materials for building the restrooms.

Petrie Contracting is donating the labor to build the facility but the increases are from the hike of labor and materials due to the economy. Once we get the hard copy of the bid we will forward to you.

Thank you,  
Mary Phelps  
CVAA President

Sent from [Mail](#) for Windows 10



**Agenda Item Submission Form – Ordinance 2021-A462 / Westcreek Visions, LLC / ZMC**

**Meeting Date: June 2, 2021 Town Council**

- Consent Agenda       Decision Agenda       Executive Session Requested
- Presentation Only       Action/Presentation

**Requesting Department:** Community Development

**Staff Resource/Contact Person:** Melinda Lee, Director

**Agenda Title (be exact):**

DISCUSSION CONSIDERATION AND POSSIBLE APPROVAL OF ORDINANCE 2021-A462, AN ORDINANCE OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA FOR AN APPLICATION SUBMITTED BY STEVEN PALMER OF WESTCREEK VISIONS, LLC, PROPERTY OWNER, FOR A ZONING MAP CHANGE ENCOMPASSING APPROXIMATELY 7.37 ACRES OF A 17.16-ACRE PARCEL. THE REQUEST IS FOR A CHANGE FROM C3 (COMMERCIAL: HEAVY COMMERCIAL) TO MATCH THE ZONING OF M1 (INDUSTRIAL: GENERAL) ON THE REMAINING PORTION OF THE PROPERTY, ON PARCEL 403-15-001Q, IN CAMP VERDE, YAVAPAI COUNTY, ARIZONA, AND PROVIDING THAT THIS ORDINANCE SHALL BE EFFECTIVE THIRTY (30) DAYS AFTER ITS PASSAGE AND APPROVAL ACCORDING TO LAW.

**List Attached Documents:**

- Exhibit A: Staff Report & Supporting Documents
  - a. See Town Website for Draft Planning & Zoning Commission Meeting of May 6, 2021

Exhibit B: Ordinance 2021-A462

**Estimated Presentation Time:** 2 minutes

**Estimated Discussion Time:** 2 minutes

**Reviews Completed by:**

**Town Attorney Comments:** None.

**Recommended Action (Motion):**

MOTION TO APPROVE ORDINANCE 2021-A462 OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA, FOR AN APPLICATION SUBMITTED BY STEVEN PALMER OF WESTCREEK VISIONS, LLC, PROPERTY OWNER, FOR A ZONING MAP CHANGE ENCOMPASSING APPROXIMATELY 7.37 ACRES OF A 17.16-ACRE PARCEL. THE REQUEST IS FOR A CHANGE FROM C3 (COMMERCIAL: HEAVY COMMERCIAL) TO MATCH THE ZONING OF M1 (INDUSTRIAL: GENERAL) ON THE REMAINING PORTION OF THE PROPERTY, ON PARCEL 403-15-001Q, IN CAMP VERDE, YAVAPAI COUNTY, ARIZONA.

**Instructions to the Clerk:**

Documents will be provided for original signatures.



**Town of Camp Verde: June 2, 2021 Town Council**

**BACKGROUND:**

Steve Palmer, representing Westcreek Visions, LLC, has submitted an application for a Zoning Map Change on APN 403-15-001Q. The parcel currently has dual zoning districts on it – C3 (Commercial: Heavy Commercial) and M1 (Industrial: General). Their application requests that the zoning on C3 portion of the property be changed to M1, to match the remainder of the parcel. The property is located on Old State Highway 279, just southeast of Aultman Parkway.

Mr. Palmer has indicated that their intent is to sell the property. Even though the property extends from State Route 260 to Old State Highway 279, the access to the site is off of Old Highway 279. The portion located along State Route 260 is elevated from the highway and very narrow at approximately 50 feet wide. The survey does show a 60-foot utility and access easement that straddles the easternmost boundary; however, due to the terrain and limited access onto State Route 260, it is unlikely that there will be access developed on this side of the parcel.

Old State highway 279 has already been transitioning to industrial zoning and associated uses. The General Plan also states that Old Highway 279 is a preferred location for M1 uses.

**THE FOLLOWING HAS BEEN COMPLETED BY THE APPLICANT AND/OR STAFF:**

- The applicant posted the subject property and mailed out letters to property owners within 300', which invited them to the neighborhood meeting on April 21, 2021.
- The meeting was held at the Camp Verde Public Library. There were 5 attendees at the meeting, plus the applicant. From the public, there were concerns about having access to the adjoining parcels, which the applicant agreed to work with. Otherwise, the attendees supported the request.
- Community Development Staff mailed 2 notices to 12 property owners within 300 feet of the subject parcel on March 9, 2021 and April 14, 2021. This letter advised the neighbors of the tentative Planning & Zoning Public Hearing and Town Council meeting dates, times, and location.
- A Notice of Public Hearing was placed in the Verde Independent–Camp Verde Bugle newspaper on April 18, 2021 by Community Development Staff.
- A Notice of Public Hearing was posted on the subject property at the driveway access off of State Highway 279 on April 20, 2021, and in public places on April 19, 2021, by Community Development Staff.
- The Planning & Zoning Commission agenda was posted in public places on April 29, 2021, by Community Development Staff.
- The Planning & Zoning Commission heard this item in a public hearing on May 6, 2021, and recommended approval of this request, with a vote of 5 to 1.

**COMMUNICATIONS FROM AGENCIES/PUBLIC:**

Staff has received one comment from the public regarding this request; Linda Peterson, adjoining property owner, regarding the process, and was able to address her questions.

Staff has received the following comments from reviewing agencies:

**Town of Camp Verde Economic Development**

**Contact: Steve Ayers      Comments Received: March 4, 2021**

- Economic Development stated that they are “in favor of the zoning change, not only because it applies singular zoning across the parcel, but it is also a desirable piece of real estate in a desirable commercial corridor that is currently dominated by M1 zoning”.

**Arizona Department of Transportation**

**Contact: Nathan Reisner      Comments Received: March 4, 2021**

- ADOT indicated that projects that develop that are accessed directly off of State right-of-way requires an encroachment permit. Any that have indirect access to a State right-of-way requires the analysis of traffic impact and the local jurisdiction require mitigation of any negative impacts, per ADOT Traffic Guidelines and Processes 240.

**Copper Canyon Fire & Medical**

**Contact: Ken Krebbs, Fire Marshal      Comment Received: March 16, 2021**

- There was not sufficient documentation about a proposed project to comment at this time.

**Building Department**

**Contact: Robert Foreman, Building Official**

- No comments at this time.

**GENERAL PLAN:**

The project is located within the 260 West Character Area. This Area currently supports a full range of land uses. This project would enhance the Old State Highway 279 Corridor and comply with the General Plan:

- Preferred Non-Residential Zoning Districts include Mixed Use, Commercial, Industrial, and Planned Area Developments, with industrial uses being preferred adjacent to/abutting the Old State Highway 279.
  - *This project will convert the C3 District zoning to M1 District zoning, which is preferred for properties along Old State Highway 279.*
- Goal A states “Promote regional commercial and employment opportunities”.
  - A.3 involves the coordination of access, design, circulation, and utilities.
    - *The request takes advantage of existing highway access from State Route 260 onto Aultman Parkway, over to Old State Highway 279, then southeast to the site. This and existing development along this highway has already encouraged the extension of utilities to the area that will benefit future projects.*

## **STRATEGIC PLAN:**

The Community and Economic Development Strategic Plan outlines some guiding principles that should be considered for future growth and development. A couple of these factors relate to industrial opportunities, such as:

- **“Integrate land use, circulation, and economic development planning”**. *Providing the ability to expand upon an existing trend of industrial uses along this corridor will ultimately encourage like-development in the area, provide improvements in circulation, and allow future inquiries for economic planning to be directed appropriately.*
- **“Seek opportunities that complement existing... advantages”**. *Encouraging projects to locate within proximity of each other will encourage complementary operations.*

The plan also provides some key Focus Areas, which this proposal supports:

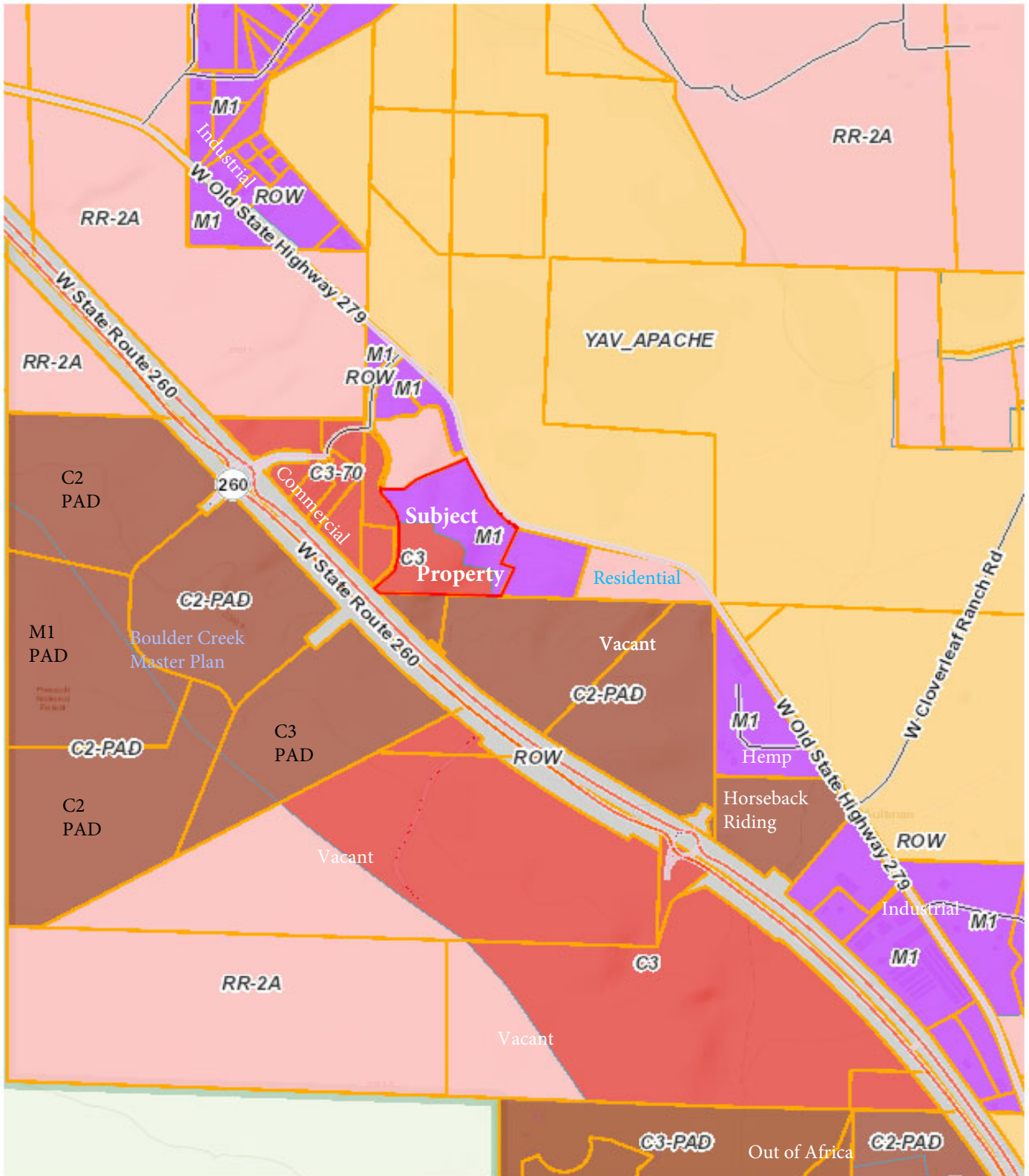
- Infrastructure and Placemaking
  - *The proposal will encourage the continued expansion of needed infrastructure in the region and promote internal connectivity and livability.*
  - *The consolidation of industrial uses along this corridor will provide a unique identification for its businesses, creating a sense of place.*
- Business Development, Support, Attraction, Retention
  - *Providing additional parcels for industrial growth will allow more integration to support increased economic multipliers. Being able to have an increased support network for the production and distribution of products will enhance the overall community structure.*

## **STAFF RECOMMENDATION:**

Staff recommends approval of the request for a Zoning Map Change on a portion of this parcel from the C3 district to M1 District, which would allow the expansion of industrial uses in this corridor, based on the following Findings of Fact:

- The proposal complies with the General Plan for the 260 West Character Area.
- The site has direct access onto Old State Highway 279 and indirect access State Route 260.
- The proposal complies with the Strategic Plan.
- The site is currently vacant with the intent to be marketed as industrial use.

Westcreek Visions, LLC  
Zoning Map Change  
Vicinity, Zoning & Land Use Map



*Disclaimer: Map and parcel information is believed to be accurate but accuracy is not guaranteed. No portion of the information should be considered to be, or used as, a legal document. The information is provided subject to the express condition that the user knowingly waives any and all claims for damages against Yavapai County that may arise from the use of this data.*

**H. C3 DISTRICT (Commercial: heavy commercial)**

1. Purpose:

The C3 District is intended to accommodate a broad range of commercial sales and service uses, excluding certain activities and operations for which Industrial District zoning (PM, M1, M2) is required.

2. Permitted Uses and Structures:

- a. Agriculture and cultivation.
- b. Antique Sales.
- c. Assembly, construction and processing plants.
- d. Automobile & machinery sales. (See Section 309 for outside display requirements.)
- e. Automobile repair (heavy) (2015-A407)
- f. Automobile repair (light).
- g. Automotive service stations.
- h. Automobile Storage Yard
- i. Baking and confection cooking for on-site sale only.
- j. Bars, tap rooms and nightclubs.
- k. Body and fender shops including a paint booth within closed building.
- l. Bottling plants confined to closed building.
- m. Bowling alleys and poolrooms.
- n. Business offices, banks and similar; including drive-through.
- o. Caretaker Living Quarters (Manufactured, Modular or Site Built.) Mobile Homes Prohibited (See Part 3 Section 306 B.2.c).
- p. Cleaning and dyeing plants within closed building.
- q. Commercial art galleries.
- r. Commercial ballrooms, arenas, gymnasiums, rinks, pools and indoor shooting galleries.
- s. Commercial bath and massage.
- t. Commercial parking facilities.
- u. Community parks, playgrounds or centers.
- v. Custom service and craft shops.
- w. Custom tire recapping.
- x. Custom warehouses within closed building and not including animals.
- y. Dancing, art, music, business and trade schools (including permission for public recitals, concerts and dances).
- z. Educational institutions (including private schools, provided they offer curriculum of general instruction comparable to similar public schools).
- aa. Flood control facilities.
- bb. Frozen food lockers

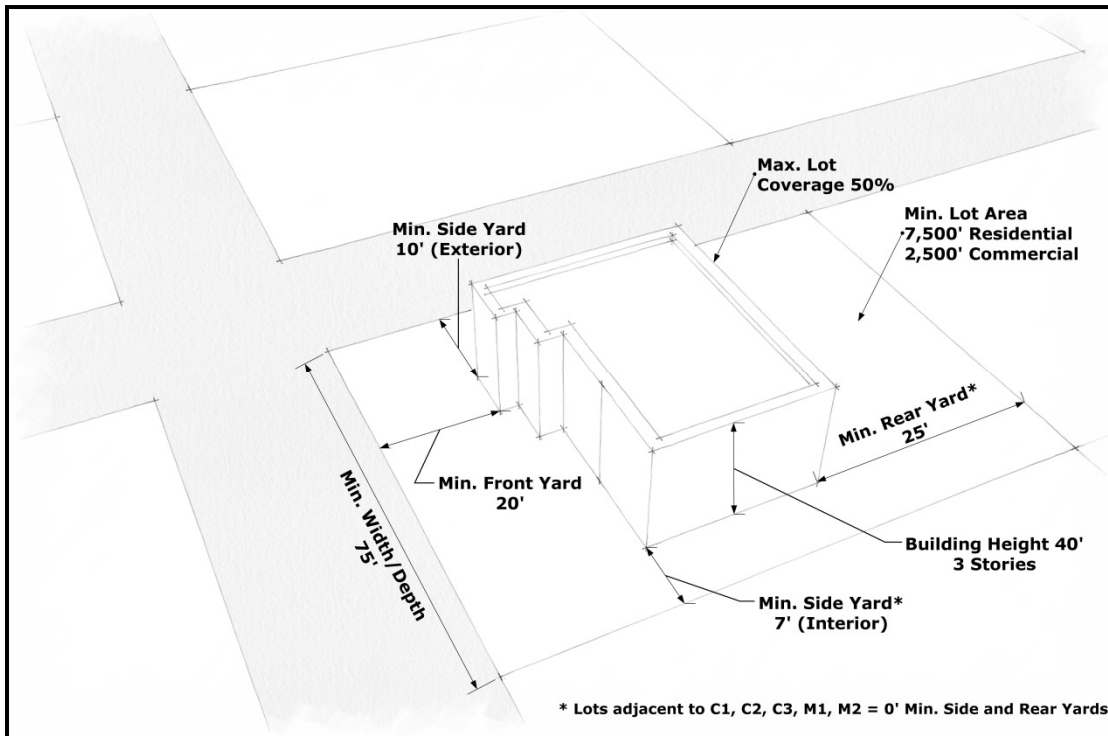
- cc. Golf courses with accessory uses such as pro shops, shelters, rest rooms.
- dd. Historical Landmarks.
- ee. Hospitals, clinics, sanitariums, nursing homes and assisted living care facilities (intermediate, extended and long-term) for the care of humans.
- ff. Hotels and motels with five or more guest rooms.
- gg. Keeping of farm animals, limited (See Section 305).
- hh. Laundrettes (limited to machines not exceeding 25 pounds capacity according to manufacturer's rating).
- ii. Lumber yards (prohibiting sawmill operations).
- jj. Medical Marijuana Dispensary. (See Part 3 Section 304) (Definition: See Part 1 Section 103)
- kk. Miniature golf establishment.
- ll. Mortuary
- mm. Nursery schools; day care centers (child or adult).
- nn. Offices wherein only professional, clerical or sales services (such as real estate or insurance) are conducted.
- oo. Open land carnival and recreation facilities (religious & educational institutions).
- pp. Other accessory uses commonly associated with primary permitted use. (See Section 301 C.)
- qq. Personal services.
- rr. Pet shops within a closed building.
- ss. Private clubs and lodges operated solely for the benefit of bona fide members.
- tt. Public auction within closed building.
- uu. Religious institutions (in permanent buildings).
- vv. Restaurants and cafes, including drive-through.
- ww. Retail sales.
- xx. Sales (retail and wholesale) and rentals.
- yy. Storage Facility
- zz. Theaters, auditoriums, banquet and dance halls.
- aaa. Transportation terminal and transfer facilities within closed building.
- bbb. Veterinary services.
- ccc. Water distillation and bottling for retail sales only.
- ddd. Microbreweries or Wineries for the manufacture and processing of beer or wine respectively for onsite consumption or wholesale distribution with the following limitations:
  1. All such manufacturing and processing actively shall be conducted within a completely enclosed building along with all materials used for the manufacture – processing. Products ready for shipping must be stored within a closed building.

2. A microbrewery in the C3 District may process and produce up to 300,000 U.S. Gallons of beer per year.
  3. A winery in the C3 District may process and produce up to 36,000 U.S. gallons of wine per year.
3. Uses and Structures Subject to Use Permit
    - a. Government facilities and facilities required for the provision of utilities and public services.
    - b. Outdoor recreation or assembly facilities.
    - c. Mobile/manufactured home and recreational vehicle parks subject to the requirements of Section 306.
      - 1) Notwithstanding the foregoing, in the event a Planned Area Development (PAD) District is established per Section 203, this use may be included in any Development Plan thereunder and approved without being subject to a Use Permit application and hearing procedures set forth in Section 601.
    - d. Transmitter stations and towers for automatic transmitting.
    - e. Revival tents and similar temporary operations (See Section 601.D).
    - f. Temporary Use Permits, subject to administrative approval (See Section 601.C):
      - 1) Occupancy of temporary housing, including travel trailers, during the construction of a permanent dwelling is allowed during the 12-month period after issuance of a building permit.
      - 2) Model homes, temporary offices (construction and pre-construction sales offices/showrooms), construction sheds and yards incidental to a recorded residential development or other construction project (subject to District setbacks) for a period not to exceed 12 months.
    - g. Cemeteries for human or animal internment (See Section 308).
    - h. Public stables, livestock breeding, boarding and sales.

**Table 2-8: C3 Dimensional Standards**

Zoning District	"C3"
Minimum Lot Area (sq.ft.)	7,500' Res., 2,500' Com.
Minimum Area/Dwelling (sq.ft.)	1 Caretaker d.u. only
Minimum Width OR Depth (feet)	75'
Maximum Bldg Ht (stories)	3
Maximum Bldg Ht (feet)	40'
Maximum Lot Coverage (%)	50%
Minimum Front Yard (feet)	20'
Minimum Rear Yard (feet)	0' (25' adjacent to residential zones)
Minimum Side Yard Interior (feet)	0' (7' adjacent to residential zones)
Minimum Side Yard Exterior (feet)	10'

**Figure 2-8: C3 Dimensional Standards**





## J. M1 DISTRICT (Industrial: General)

### 1. Purpose:

The M1 District is intended to provide the type of industrial facilities that, while not necessarily attractive in operational appearances, are installed and operated in a manner so as not to cause inconvenience or substantial detriment to other uses in the District (or to adjacent Districts).

### 2. Permitted Uses and Structures:

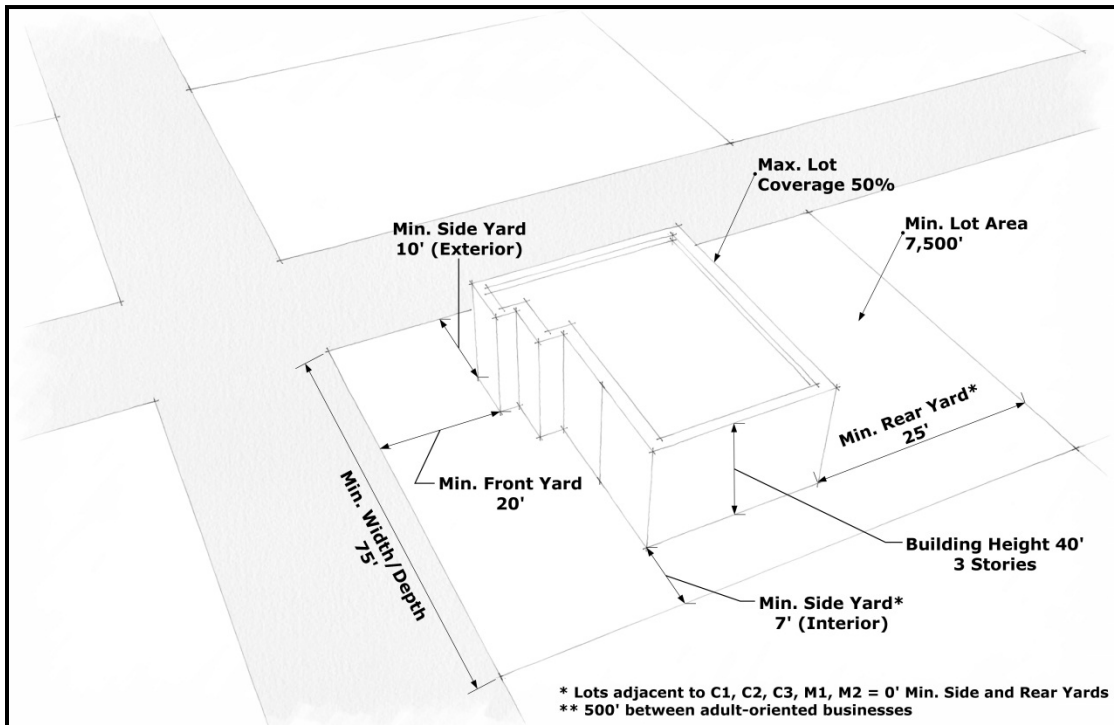
- a. Adult oriented businesses as defined in A.R.S. § 11-821H as may be amended, provided that no such adult oriented business shall operate in violation of A.R.S. § 13-1422 as may be amended or other applicable law nor be within 500 feet of schools, a church or an existing adult oriented business.
- b. Agriculture and cultivation.
- c. Assembly, construction and processing plants.
- d. Automobile repair (heavy) (2015-A407)
- e. Automobile repair (light).
- f. Automobile Storage Yard
- g. Body and fender shops including a paint booth within closed building.
- h. Bottling plants confined to closed building.
- i. Caretaker Living Quarters. (Manufactured, Modular or Site Built.) Mobile Homes Prohibited (See Part 3 Section 306 B.2.c).
- j. Cemeteries for human or animal internment (See Section 308).
- k. Cleaning and dyeing plants within closed building.
- l. Commercial parking facilities.
- m. Community parks, playgrounds or centers.
- n. Custom service and craft shops.
- o. Custom tire recapping.
- p. Dispensing of gasoline and similar petroleum products from exposed storage tanks (subject to requirements of Underwriters Laboratories Inc. or similar), provided no such tank shall be located closer than 25 feet to the lot boundaries.
- q. Flood control facilities.
- r. Frozen food lockers.
- s. Historical Landmarks.
- t. In-plant restaurants as an accessory use, and including roof or landscaped patio dining facilities.
- u. Keeping of farm animals, limited (See Section 305).
- v. Lumber yards (prohibiting sawmill operations).
- w. Medical Marijuana Dispensary Off-Site Cultivation Location/Facility.(see Part 3 Section 304) (Definition: See Part 1 Section 103)
- x. Mortuary.
- y. Motion picture productions, radio and television studios.

- z. Other accessory uses commonly associated with primary permitted use. (See Section 301 C.)
  - aa. Religious institutions (in permanent buildings).
  - bb. Retail sales.
  - cc. Storage Facility.
  - dd. Warehouses.
  - ee. Water distillation and bottling for retail sales only.
  - ff. Microbreweries or Wineries for the manufacture and processing of beer or wine respectfully for wholesale distribution.
3. Uses and Structures Subject to Use Permit
- a. Government facilities and facilities required for the provision of utilities and public services.
  - b. Transmitter stations and towers for automatic transmitting.
  - c. Temporary Use Permits, subject to administrative approval (See Section 601.C):
    - 1) Occupancy of temporary housing, including travel trailers, during the construction of a permanent dwelling is allowed during the 12-month period after issuance of a building permit.
    - 2) Model homes, temporary offices (construction and pre-construction sales offices/showrooms), construction sheds and yards incidental to a recorded residential development or other construction project (subject to District setbacks) for a period not to exceed 12 months.

**Table 2-10: M1 Dimensional Standards**

Zoning District	"M1"
Minimum Lot Area (sq.ft.)	7,500'
Minimum Area/Dwelling (sq.ft.)	1 Caretaker d.u. only
Minimum Width OR Depth (feet)	75'
Maximum Bldg Ht (stories)	3
Maximum Bldg Ht (feet)	40'
Maximum Lot Coverage (%)	50%
Minimum Front Yard (feet)	20'
Minimum Rear Yard (feet)	0' (25' adjacent to residential zones)
Minimum Side Yard Interior (feet)	0' (7' adjacent to residential zones)
Minimum Side Yard Exterior (feet)	10'

**Figure 2-10: M1 Dimensional Standards**





# Land Use Application Form

1. Application is made for:

- |   |                                    |                        |
|---|------------------------------------|------------------------|
| <u>Zoning Map Change</u>                  | Use Permit                         | General Plan Amendment |
| Conceptual Plan Review                    | Preliminary Plat                   | Final Plat             |
| PAD Zoning                                | Variance                           | Sign                   |
| Street Abandonment                        | Minor Land Division                | Wireless Tower         |
| Appeal                                    | Verification of Non-Conforming Use |                        |
| Development Standards Review (Commercial) | Other: _____                       |                        |

2. Project Name: ZONING MAP CHANGE

3. Contact information: (a list of additional contacts may be attached)

Owner Name: <u>WESTCREEK VISIONS, LLC</u>	Applicant Name: <u>STEVEN A. PALMER</u>
Address: <u>PO BOX 352</u>	Address: <u>PO BOX 352</u>
City: <u>COTTONWOOD</u> State: <u>AZ</u> Zip: <u>86326</u>	City: <u>COTTONWOOD</u> State: <u>AZ</u> Zip: <u>86326</u>
Phone: <u>928-300-9607</u>	Phone: <u>928-300-9607</u>
E-mail: <u>steve@westcottfuneralhome.com</u>	E-Mail: <u>steve@westcottfuneralhome.com</u>

4. Property Description: Parcel Number 403150010 Acres: 17.16

Address or Location: 4303 W. OLD HIGHWAY 279

Existing Zoning: C3 & M1 Existing Use: UNDEVELOPED

Proposed Zoning: M1 Proposed Use: MARKETING FOR SALE

5. Purpose: (describe intent of this application in 1-2 sentences)

CHANGE ZONING FROM SPLIT C3 & M1 TO M1 ONLY

6. Certification:

I certify that I am the lawful owner of the parcel(s) of land affected by this application and hereby consent to this action.

Owner: [Signature] Date: 2/23/2021 AND

I certify that the information and attachments I have submitted are true and correct to the best of my knowledge. In filing this application, I am acting with the knowledge and consent of the property owner(s). I understand that all materials and fees required by the Town of Camp Verde must be submitted prior to having this application processed.

Applicant: [Signature] Date: 2/23/2021

**WESTCREEK VISIONS, LLC**  
**P O BOX 352**  
**COTTONWOOD, AZ 86326**

March 1, 2021

To: The Town of Camp Verde

Subject: LETTER OF INTENT FOR CHANGE OF ZONING

Westcreek Visions, LLC, the owners of Parcel 403-15-001Q, located in Camp Verde, between State Route 260 and Old Route 279 is requesting a zoning change.

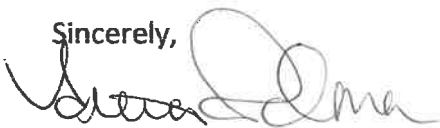
The current zoning for this property is split in zoning of C3 and M1. We wish to change the current zoning to M1 only.

We are doing this to improve the market attraction for this property. A split zoning is not desirable to a potential buyer and is not desirable to the Town of Camp Verde.

This property mostly fronts on Old Route 279, with little frontage on Route 260. As Old Route 279 is mostly M1, we do not feel this is a major change and will be viewed favorably by the Town of Camp Verde.

We hope you will look favorably on this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Steven A. Palmer". The signature is fluid and cursive, with a large loop at the end.

Steven A. Palmer

Manager, Westcreek Visions, LLC

Westcreek Visions, LLC  
Zoning Map Change  
Public & Agency Comments

**Bobbi Webb**

---

**From:** Linda Peterson <LPeterson@verdevalleyfire.org>  
**Sent:** Wednesday, April 7, 2021 8:41 AM  
**To:** Bobbi Webb  
**Cc:** Melinda Lee  
**Subject:** Application #20210088

**Importance:** High

Hi Bobbi,

I was notified by a neighboring property owner that there is a tentative meeting set to discuss rezoning change from Property 403-15-001Q located along Hwy 260 and Aultman parkway. I'm an owner of property in this area and haven't been notified via mail or by property owner requesting for Zoning Change. Can you tell me what my rights are and steps we need to take to discuss our thoughts and or concerns regarding this zoning change?

*Thank you,*

*Linda Peterson*

Finance Assistant  
Verde Valley Fire District  
(928) 634-2578 extension 7  
(928) 646-5737 fax

---

All messages created in this system belong to the Town of Camp Verde and should be considered a public record subject to disclosure under the Arizona Public Records Law (A.R.S. § 39-121 et seq.) Town employees, Town public officials, and those who generate email to them, should have no expectation of privacy related to the use of this technology. The content of this message may contain the private views and opinions of the sender and does not constitute a formal view and/or opinion of the Town unless specifically stated. The contents of this email and any attachments may contain confidential and/or proprietary information, and is intended only for the person/entity to whom it was originally addressed. Any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this email in error please notify the sender immediately by return e-mail and delete this message and any attachments from your system.

Furthermore, to ensure compliance with the Open Meeting Law, Council or Board / Commission / Committee members who are recipients of this message should not forward it to other members of the Council or Board / Commission / Committee of the Town of Camp Verde. Council Members or Board / Commission / Committee members may reply to a staff member regarding this message, but they should not send a copy of a reply to other Council or Board / Commission / Committee members.

Please consider our environment before printing this email. 

## Melinda Lee

---

**From:** Steve Ayers  
**Sent:** Thursday, March 4, 2021 12:00 PM  
**To:** Bobbi Webb  
**Cc:** Jessica Bryson  
**Subject:** RE: 403-15-001Q Zoning Map Change

Bobbie,

Then Economic development Department is in favor of the Zoning change, not only because it applies singular zoning across the parcel, but it is also a desirable piece of real estate in a desirable commercial corridor that is currently dominated by M1 zoning.

Thanks

---

**From:** Bobbi Webb  
**Sent:** Thursday, March 4, 2021 10:47 AM  
**Subject:** 403-15-001Q Zoning Map Change

Please review the attached Zoning Map Change application. Comments are due by March 19, 2021.

Feel free to contact me with any questions you might have.

Bobbi Webb  
Administrative Assistant/Assistant Planner  
Community Development Department  
Town of Camp Verde  
928-554-0054  
473 S Main St., Ste 108  
[Bobbi.Webb@campverde.az.gov](mailto:Bobbi.Webb@campverde.az.gov)

---

All messages created in this system belong to the Town of Camp Verde and should be considered a public record subject to disclosure under the Arizona Public Records Law (A.R.S. § 39-121 et seq.) Town employees, Town public officials, and those who generate email to them, should have no expectation of privacy related to the use of this technology. The content of this message may contain the private views and opinions of the sender and does not constitute a formal view and/or opinion of the Town unless specifically stated. The contents of this email and any attachments may contain confidential and/or proprietary information, and is intended only for the person/entity to whom it was originally addressed. Any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this email in error please notify the sender immediately by return e-mail and delete this message and any attachments from your system.

Furthermore, to ensure compliance with the Open Meeting Law, Council or Board/ Commission / Committee members who are recipients of this message should not forward it to other members of the Council or Board / Commission / Committee of the Town of Camp Verde. Council Members or Board / Commission / Committee members may reply to a staff member regarding this message, but they should not send a copy of a reply to other Council or Board / Commission / Committee members.

## Melinda Lee

---

**From:** Nathan Reisner <nreisner@azdot.gov>  
**Sent:** Thursday, March 4, 2021 10:56 AM  
**To:** Bobbi Webb  
**Cc:** Nathan Reisner  
**Subject:** Re: 403-15-001Q Zoning Map Change

Bobbi,

Thank you for sending the pending development project for your community for ADOT to review. Any project that will be accessing State's right-of-way from an existing or new access will need an ADOT encroachment permit. This includes any redevelopment of a parcel, a new development of a parcel, and a change in principal activity or function of a parcel. Also any work within the State's right-of-way requires an ADOT encroachment permit.

If the development does not directly access the State Highway but accessed indirectly off an local jurisdictional road, ADOT recommends the local jurisdiction require the development to analyze the traffic impacts at the associated State and local jurisdiction intersection and require the developer to mitigate any negative impacts per ADOT Traffic Guidelines and Processes 240. ADOT would be happy to assist the local jurisdiction in setting a scope for the traffic study document and reviewing the traffic document.

Please refer your applicants that require an ADOT encroachment permit to the ADOT Northcentral District Permit office for further assistance.

Thanks,

Nate Reisner, P.E.  
Northcentral District Transportation Engineer  
1959 S. Woodlands Village Boulevard, Suite B.  
Flagstaff, AZ 86001  
928-779-7545



On Thu, Mar 4, 2021 at 10:47 AM Bobbi Webb <[Bobbi.Webb@campverde.az.gov](mailto:Bobbi.Webb@campverde.az.gov)> wrote:

Please review the attached Zoning Map Change application. Comments are due by March 19, 2021.

Feel free to contact me with any questions you might have.

Bobbi Webb

Administrative Assistant/Assistant Planner

Community Development Department

Town of Camp Verde



## Melinda Lee

---

**From:** Kenny Krebbs <KKrebbs@CCFMD.Az.Gov>  
**Sent:** Tuesday, March 16, 2021 1:24 PM  
**To:** Bobbi Webb  
**Subject:** RE: 403-15-001Q Zoning Map Change

Ms. Webb,

I feel that there is not enough information on the actual intent of use to comment on this parcel.

Thank You,

Ken Krebbs, MSL

Fire Marshal

Copper Canyon Fire & Medical District

928-593-0377 cell

928-567-9401 office

---

**From:** Bobbi Webb [mailto:Bobbi.Webb@campverde.az.gov]

**Sent:** Thursday, March 4, 2021 10:47 AM

**Subject:** 403-15-001Q Zoning Map Change

Please review the attached Zoning Map Change application. Comments are due by March 19, 2021.

Feel free to contact me with any questions you might have.

Bobbi Webb

Administrative Assistant/Assistant Planner

Community Development Department

Town of Camp Verde

928-554-0054

473 S Main St., Ste 108

Bobbi.Webb@campverde.az.gov

---

***Hours of operations for all Town offices are Monday - Thursday 7 am to 5 pm and Friday 7 am to 11 am.***

---

All messages created in this system belong to the Town of Camp Verde and should be considered a public record subject to disclosure under the Arizona Public Records Law (A.R.S. § 39-121 et seq.) Town employees, Town public officials, and those who generate email to them, should have no expectation of privacy related to the use of this technology. The content of this message may contain the private views and opinions of the sender and does not constitute a formal view and/or opinion of the Town unless specifically stated. The contents of this email and any attachments may contain confidential and/or proprietary information, and is intended only for the person/entity to whom it was originally addressed. Any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this email in error please notify the sender immediately by return e-mail and delete this message and any attachments from your system.

Furthermore, to ensure compliance with the Open Meeting Law, Council or Board/ Commission / Committee members who are recipients of this message should not forward it to other members of the Council or Board / Commission / Committee of the Town of Camp Verde. Council Members or Board / Commission / Committee members may reply to a staff member regarding this message, but they should not send a copy of a reply to other Council or Board / Commission / Committee members.

Please consider our environment before printing this email. 🌱

---

BUILDING DIVISION  
HAS NO COMMENTS

Rec'd approx 3/4/21  
ME

**Westcreek Visions, LLC  
Zoning Map Change  
Notification List**

Parcel, Owner, Address, City, State, Zip

403-15-001Q, WESTCREEK VISIONS LLC, PO BOX 352, COTTONWOOD, AZ, 863260352  
403-15-002V, AGM SALES & SERVICE LLC, PO BOX 2949, COTTONWOOD, AZ, 863262586  
403-15-004A, TULIN 2006 FAMILY TRUST, 190 OAK CREEK BLVD, SEDONA, AZ, 863365641  
403-15-001L, SUSTAINABLE BUILDING SOLUTIONS LLC, PO BOX 706, CHICO, CA, 959270706  
403-15-001G, JEWETT NANCY WARE UI &, 2435 HOMESTEAD RD, SEDONA, AZ, 863363262  
403-15-001N, CHERRY CREEK VILLAGE COMPANY INC, 485 GEARY HEIGHTS DR, CLARKDALE, AZ,  
863243128  
403-15-002S, ELDRED BRENDA M & RONALD E JT &, 830 S 12TH ST, COTTONWOOD, AZ,  
863264515  
403-15-001M, CHERRY CREEK VILLAGE COMPANY INC, 485 GEARY HEIGHTS DR, CLARKDALE, AZ,  
863243128  
403-15-001C, JESSOP INC, PO BOX 441, COLORADO CITY, AZ, 860210441  
403-14-004C, SUSTAINABLE BUILDING SOLUTIONS LLC, PO BOX 706, CHICO, CA, 959270706  
403-15-008, OPPORTUNITY ZONE DEVELOPEMENT COMPANY LLC (THE), 465 W HEREFORD DR,  
CAMP VERDE, AZ, 863227336  
403-15-001P, DAYTON INVESTMENTS LLC, 1935 S BONITA CIR, COTTONWOOD, AZ, 863265051  
403-15-001Q, WESTCREEK VISIONS LLC, PO BOX 352, COTTONWOOD, AZ, 863260352  
403-15-002W, GORDER TERESA L &, PO BOX 4274, COTTONWOOD, AZ, 863262617  
403-23-001S, UNITED STATES OF AMERICA, 2400 W DATSI ST, CAMP VERDE, AZ, 863228412



**ORDINANCE 2021-A462**

**AN ORDINANCE OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA FOR AN APPLICATION SUBMITTED BY STEVEN PALMER OF WESTCREEK VISIONS, LLC, PROPERTY OWNER, FOR A ZONING MAP CHANGE ENCOMPASSING APPROXIMATELY 7.37 ACRES OF A 17.16-ACRE PARCEL. THE REQUEST IS FOR A CHANGE FROM C3 (COMMERCIAL: HEAVY COMMERCIAL) TO MATCH THE ZONING OF M1 (INDUSTRIAL: GENERAL) ON THE REMAINING PORTION OF THE PROPERTY, ON PARCEL 403-15-001Q, IN CAMP VERDE, YAVAPAI COUNTY, ARIZONA, AND PROVIDING THAT THIS ORDINANCE SHALL BE EFFECTIVE THIRTY (30) DAYS AFTER ITS PASSAGE AND APPROVAL ACCORDING TO LAW.**

**WHEREAS**, the Town of Camp Verde adopted the Planning and Zoning Ordinance 2011-A374, approved May 25, 2011, and

**WHEREAS**, Part 6, Section 600(C)(1) of the Planning and Zoning Ordinance allows for the amendment, supplementation or change of zoning boundaries by the Town Council of the Zoning Map of Camp Verde under the Planning & Zoning Ordinance, and

**WHEREAS**, the Mayor and Council find that the requested zoning change will be beneficial to the community and is in conformity with the Camp Verde General Plan, and

**WHEREAS**, the Mayor and Council find that the procedures required by ARS §9-462.03 and 9-462.04 have been complied with in connection with this zoning action, and

**NOW, THEREFORE BE IT ORDAINED BY THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE AS FOLLOWS:**

**Section 1. The Town Council hereby finds as follows:**

- A. A request for **Zoning Map Change #20210088** was filed by Steven Palmer, Westcreek Visions, LLC, property owner, to request the change from C3 (Commercial: Heavy Commercial) on approximately 7.37 acres of his parcel, to M1 (Industrial: General), to match the remaining portion of the 17.16-acre parcel.
- B. The Planning & Zoning Commission reviewed the request on May 6, 2021, in a public hearing that was advertised and posted according to state law, and recommended approval of Zoning Map Change #20210088.
- C. The proposed Zoning Map Change Amendment will not constitute a threat to the health, safety, welfare or convenience to the general public and should be approved.

D. The Waiver of Diminution of Value Claim has been signed by the property owners and is attached as Exhibit "B". *(To be attached when recorded)*

**Section 2.** All ordinances or parts of ordinances adopted by the Town of Camp Verde in conflict with the provisions of this ordinance or any part of the code adopted, are hereby repealed, effective as of the effective date of this ordinance.

**Section 3.** If any section, subsection, sentence, clause, phrase or portion of this ordinance is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

**Section 4.** This ordinance is effective upon the expiration of a thirty 30-day period following the adoption hereof and completion of publication and any posting as required by law.

**PASSED AND APPROVED BY A MAJORITY VOTE OF THE TOWN COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA ON THIS 2<sup>ND</sup> DAY OF JUNE, 2021.**

*Signature Pending*

\_\_\_\_\_  
Dee Jenkins - Mayor

Date: \_\_\_\_\_

Approved as to form:

Attest: *Signature Pending*  
\_\_\_\_\_

*Signature Pending*

\_\_\_\_\_  
Town Attorney

Cindy Pemberton, Town Clerk



Town of Camp Verde

**Agenda Item Submission Form – Resolution 2021- 1071 / Street Name Ratifications**

**Meeting Date: June 2, 2021 Town Council**

- Consent Agenda       Decision Agenda       Executive Session Requested
- Presentation Only       Action/Presentation

**Requesting Department:** Community Development  
**Staff Resource/Contact Person:** Melinda Lee, Director

**Agenda Title (be exact):**

**DISCUSSION, CONSIDERATION AND POSSIBLE APPROVAL OF RESOLUTION 2021-1071, A RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA, FOR (2) STREET NAME RATIFICATIONS, AS DESCRIBED AND SHOWN IN EXHIBITS A AND B.**

**List of Attached Documents:**

- Exhibit A: Map of Aultman Parkway (formerly Old Corral Lane)
- Exhibit B: Map of Out of Africa Parkway
- Exhibit C: Public & Agency Comments
- Exhibit D: Resolution 2021-1071

**Estimated Presentation Time:** 2 minutes  
**Estimated Discussion Time:** 5 minutes

**Reviews Completed by:**

**Town Attorney:** Comments incorporated into documents.

**Background Information:**

In accordance with Section 704.1 of the Planning & Zoning Ordinance and Subdivision Regulations, we are required to review issues relating to street naming within the Town limits. This may require the assignment of new street names or changes to street names due to duplications or spelling/pronunciation problems. These actions are to provide for efficient and effective emergency response or other property location services. Staff has reviewed multiple requests for street name issues recently and needs ratification of these names to proceed with street identification and addressing processes:

1. Ratification of the street name "**Aultman Parkway**"
  - a. The alignment to the east of this roundabout at State Route 260 had also been known as "Old Corral Lane". When the roundabouts were proposed to be developed, the name of Aultman Parkway was chosen for this alignment and needs to be formally ratified. This name will be extended east to Old State Highway 279, replacing former name of "Old Corral Lane", and west to Boulder Creek Road in the new Master Planned Community.

2. Ratification of the street name "OutofAfricaParkway"

- a. The proposed alignment at this roundabout at State Route 260 is intended to extend east to Old State Highway 279 and west as the new main entrance into Out of Africa.
- i. Adjoining property owner, Andy Groseta, voiced opposition to the use of this street name due to the access to the main entrance of Out of Africa Wildlife Park being situated off of Cherry Creek Road. He also indicated that an opportunity was given when the roundabout was proposed to submit suggestions for street names and this was the one that was chosen. Staff did not find the documentation relating to this process, which would have given the roundabout its current name.
  - ii. Adjoining property owner, David F. Lewis, Manager of Verde Valley Partners, expressed opposition to the use of this street name due to the current main entrance for Out of Africa Wildlife Park being located off of Cherry Creek Road. His suggestion was to rename Cherry Creek Road for the park.
  - iii. Nathan Reisner, ADOT, commented that they "are fine" with the street names as proposed. He added that any sign changes on any of the State Highways will be the responsibility of the Town and must be done in accordance with ADOT standards.

Staff had been advised by their former CEO, Bill Jump, and their engineer, Jim Binick, that their intent is to develop the extension of Out of Africa Parkway to the west, connecting to the proposed new main entrance. They had also expressed their desire to make improvements to this roundabout as a result of this plan.

As a result of attempted renaming of two roads that intersect with the Wilshire Blvd roundabout, it has become apparent that replacing the associated signage is very cumbersome and expensive. Changing the name at Cherry Creek Road, and subsequently at Out of Africa Parkway, would place an additional burden and expense on the Town that is unnecessary.

Due to the expressed development plans of Out of Africa, and the related expenses to replacing signage at the roundabouts, Staff recommends the name of "Out of Africa Parkway" be retained at this roundabout location.

**Recommended Action (Motion):**

**MOTION TO APPROVE RESOLUTION 2021-1071, OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA, FOR (2) STREET NAME RATIFICATIONS, AS DESCRIBED AND SHOWN IN EXHIBITS A AND B.**

**Instructions to the Clerk:**

Documents will be provided for original signatures.

3g f S B s d i S k  
Ed W @ S W D S [ X L S ] a e



*Disclaimer: Map and parcel information is believed to be accurate but accuracy is not guaranteed. No portion of the information should be considered to be, or used as, a legal document. The information is provided subject to the express condition that the user knowingly waives any and all claims for damages against Yavapai County that may arise from the use of this data.*



### Exhibit B: Resolution No. 2021-1071 Map of Out of Africa Parkway Street Name Ratifications



*Disclaimer: Map and parcel information is believed to be accurate but accuracy is not guaranteed. No portion of the information should be considered to be, or used as, a legal document. The information is provided subject to the express condition that the user knowingly waives any and all claims for damages against Yavapai County that may arise from the use of this data.*

Exhibit C: Resolution No. 2021-1071  
Public & Agency Comments  
Street Name Ratifications

# AULTMAN LAND & CATTLE LLC

PO Box 1619  
COTTONWOOD, AZ 86326  
928-634-4333  
WDARTRANCH@QWESTOFFICE.NET

May 6, 2021

Via email: Bobbi.Webb @campverde.az.gov

Bobbi Webb  
Administrative Assistant/Assistant Planner  
Community Development Department  
Town of Camp Verde  
473 S. Main Street, Suite 108  
Camp Verde, AZ 86322

RE: Proposed Naming Out of Africa Parkway

Dear Bobbi:

First, thank you for sharing some information with me on the phone and for sending the Land Use Application Form regarding the information regarding the Town's proposal to name Out of Africa Parkway.

As I shared with you, we have nothing against Out of Africa. They are doing a great job. However, when Highway 260 was widened to four lanes, ADOT requested a list of names for them to consider for naming the roundabout which was located on property that we sold to ADOT and our property still adjoins this roundabout. We submitted a name that was rejected by the Town of Camp Verde. The Town supported the naming of the roundabout "Out of Africa" (as per the request of Bill Jump) over our objections even though Out of Africa did not have access to the roundabout. The only road that is located on the "Out of Africa" roundabout provides access to our properties. To date, there is no road leading from the roundabout to Out of Africa. We find it hard to accept the idea that the Town is going to name a road that is non-existent. In fact, we recommend that the town seriously consider renaming the roundabout to more fully accommodate all property owners.

Historically, this area was always known as Aultman. The Aultman General Store and Post Office was located on the site where A-1 Mini Storage is today.

According to the contractor who widened Highway 260, because of the major wash and rough topography they estimated the cost to build a road to be approximately \$750,000.00 to connect the roundabout to "Out of Africa". Naming that access point Out of Africa Parkway is confusing. There is no direct access to "Out of Africa" at that roundabout. As the existing road from this roundabout (on the Southwestern side of the roundabout) provides direct access to our properties and will lead to other prospective commercial and industrial businesses and residential development (s), we would suggest the name of the roundabout be changed to "Verde Valley Parkway".

For several years, and presently, the existing access road to Out of Africa comes from the Cherry Road roundabout. That roadway should be named Out of Africa Parkway since it is the existing legal and physical access to the Park.

We are requesting that the Out of Africa roundabout on Highway 260 which provides direct access to our properties be renamed "Verde Valley Parkway". We believe that a more generic and regional name is much more appropriate as it serves all properties in the area, and not a specific business owner. The roadway from the existing roundabout already provides direct access for future development of our properties. Recently we have had several inquiries from prospective buyers.

If you have any further questions, please contact me.

Sincerely,



Andy Groseta,  
Manager/Member

cc: ADOT  
Out of Africa  
Camp Verde Town Council  
Dee Jenkins, Mayor  
Joe Butner, Vice-Mayor  
Jackie Baker, Council Member  
Jessie Jones, Council Member  
Bill LeBeau, Council Member  
Cris McPhail, Council Member  
Robin Whatley, Council Member  
Russ Martin, Town Manager  
Steve Ayers, Economic Development Director

# Verde Valley Partners

320 W Lone Cactus Dr. Suite 12., Phoenix, Arizona 85027 Phone: 602-995-1936 Fax: 602-995-0985

---

---

MAY 17 '21 08:11 AM

May 14, 2021

Bobbi Webb  
Administrative Assistant/Assistant  
Planner Community Development Department Town of Camp Verde  
473 S. Main Street, Suite 108  
Camp Verde, AZ 86322

RE: Proposed Naming Out of Africa Parkway

Dear Bobbi:

Concerning the June 2, 2021 meeting and how the public can get to Out of Africa. I have a simple and cost-effective idea. Just rename the Cherry Rd round about, which happens to be their only present access.

One point necessary to point out is this is the only access to all of the Yavapai complex, including the sheriff's deputies; as well as out of Africa, a gun store, and many industrial lots!

For background, when we went through your towns first zoning case in 1987, I think your first. But, we were required to have two ways in and out. Then you closed the direct access to Yavapai. This is a problem in waiting!

Finally, Out of Africa has placed a large sign on our property, which was confirmed by a nice lady in that department for the town. This is not acceptable. We have had to have them remove a billboard recently as well.

Respectfully,



David F. Lewis, Manager  
Verde Valley Partners

## Bobbi Webb

---

MAY 19 '21 04:7:37

**From:** Nathan Reisner <nreisner@azdot.gov>  
**Sent:** Tuesday, May 18, 2021 3:19 PM  
**To:** Bobbi Webb  
**Cc:** Nathan Reisner; Vernon Dumbeck; Ron Long; Steve Orosz  
**Subject:** Fwd: AULTMAN PARKWSY - YAV  
**Attachments:** AULTMAN PARKWSY - YAV CTY.pdf

Bobbi,

ADOT Northcentral District is fine with the Town's proposals to change the name of their roadways. Any signage that needs to be changed on any of the State Highways will be the responsibility of the Town to change and will need to be done per ADOT standards and under an encroachment permit.

Thanks,

Nate Reisner, P.E.  
Northcentral District Transportation Engineer  
1959 S. Woodlands Village Boulevard, Suite B.  
Flagstaff, AZ 86001  
928-779-7545



----- Forwarded message -----

**From:** Richard Perez <[rperez2@azdot.gov](mailto:rperez2@azdot.gov)>  
**Date:** Fri, Apr 30, 2021 at 2:52 PM  
**Subject:** Fwd: AULTMAN PARKWSY - YAV  
**To:** Vernon Dumbeck <[vdumbeck@azdot.gov](mailto:vdumbeck@azdot.gov)>  
**Cc:** Nathan Reisner <[nreisner@azdot.gov](mailto:nreisner@azdot.gov)>

Vern,  
This came to the Northwest District from the Central District that Right of Way forwarded to us. These requests are within your area in Camp Verde.

Thank You.

**Richard Perez**

ADOT Prescott Permits Supervisor

1109 E. Commerce Dr.

Prescott, AZ. 86305

Office: (928) 777-5861



**RESOLUTION NO. 2021-1071**

**A RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA FOR (2) STREET NAME RATIFICATIONS, AS DESCRIBED AND SHOWN ON EXHIBITS A AND B.**

**WHEREAS**, Section 704.1 of the Planning & Zoning Ordinance and Subdivision Regulations provides the authority of the Town Council or the Addressing Official or their authorized representative to assign, approve, process applications for or change a street name pursuant to the requirements of this Ordinance and Street Naming and Addressing Standards/Guidelines, whereby the Town Council must ratify final streets, and

**WHEREAS**, Section 707.1.a of the Ordinance provides for Town-initiated street name adoptions or changes for the purpose of implementing the associated standards and guidelines, and

**WHEREAS**, there have been (2) existing street names identified that require ratification to achieve compliance with the Ordinance and implement proper addressing, as shown on Exhibits A and B and described as follows:

- A. Ratification of the existing street name of "**Aultman Parkway**", situated at the Aultman Parkway roundabout on State Route 260 and proposed to extend east to Old State Highway 279 (replacing former Old Corral Lane) and west to Boulder Creek Road (Exhibit A).
- B. Ratification of the existing street name of "**Out of Africa Parkway**", situated at the Out of Africa Parkway roundabout on State Route 260 and proposed to extend east to Old State Highway 279 and west to the proposed new entrance of the Out Of Africa Wildlife Park (Exhibit B).

**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE:**

**The Town Council hereby finds as follows:**

- A. Town-initiated street name adoptions or changes are authorized and necessary to provide effective emergency response and general property location assistance.
- B. Street name adoptions and changes must be ratified by the Town Council.
- C. This action was duly posted by Staff in the field and in public places.
- D. The affected property owners were notified of the proposed changes and the majority did not respond to the notification. There were (2) property owners who expressed concerns over the name "Out of Africa Parkway".
  - a. Staff's acknowledgement of these concerns and recommendation to retain the existing name used for this street, is accepted with the approval of this resolution.
- E. The proposed ratifications are needed for the protection of public health, safety, welfare, and convenience to the general public, and should be approved.

**PASSED AND APPROVED BY A MAJORITY OF THE TOWN COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA, ON THIS 2<sup>ND</sup> DAY OF JUNE, 2021.**

Signature pending

\_\_\_\_\_  
Dee Jenkins, Mayor

\_\_\_\_\_  
Date

ATTEST:

APPROVED AS TO FORM:

Signature pending

Signature pending  
\_\_\_\_\_  
Town Attorney

\_\_\_\_\_  
Cindy Pemberton, Town Clerk



Town of Camp Verde

**Agenda Item Submission Form – Resolution 2021- 1072 / Street Renaming**

**Meeting Date: June 2, 2021 Town Council**

- Consent Agenda       Decision Agenda       Executive Session Requested
- Presentation Only       Action/Presentation

**Requesting Department:** Community Development  
**Staff Resource/Contact Person:** Melinda Lee, Director

**Agenda Title (be exact):**

**DISCUSSION, CONSIDERATION AND POSSIBLE APPROVAL OF RESOLUTION 2021-1072, A RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA FOR THE RENAMING OF (3) STREETS, AS REQUESTED BY ERIN FORREST, CRR HOMES, LLC, REPRESENTING VERDE RANCH ESTATES, AS DESCRIBED AND SHOWN IN EXHIBIT B.**

**List Attached Documents:**

- Exhibit A: Application to Rename (3) Streets in Verde Ranch Estates, Phase 1B
- Exhibit B: Map of Current Street Names and Proposed Renaming
- Exhibit C: Resolution 2021-1072

**Estimated Presentation Time:** 2 minutes  
**Estimated Discussion Time:** 2 minutes

**Reviews Completed by:**

**Town Attorney:** Comments incorporated into documents.

**Background Information:**

In accordance with Section 704.1 of the Planning & Zoning Ordinance and Subdivision Regulations, we are required to review issues relating to street naming within the Town limits. This may require the assignment of new street names or changes to street names due to duplications or spelling/pronunciation problems. These actions are to provide for efficient and effective emergency response or other property location services.

- **Verde Ranch Estates, Phases 1B:** In 2020, new street names were assigned for Phase 1B. The owners have filed an application to change three (3) of these street names that will provide simpler pronunciation and identification of internal streets. The names chosen by the applicant have been approved by Yavapai County and there are no conflicts or duplications with the names. The names chosen to replace the previously assigned names are bold and underlined.
  1. Replace Brittlebrush Drive with **Copper Canyon Loop**
  2. Replace Ambush Canyon Road with **Ranch Drive**
  3. Replace Fiddleneck Road with **Cedar Ridge Place**



**Recommended Action (Motion):**

**MOTION TO APPROVE RESOLUTION 2021-1072 OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA, FOR THE RENAMING OF (3) STREETS, AS REQUESTED BY ERIN FORREST, CRR HOMES, LLC, REPRESENTING VERDE RANCH ESTATES, AS DESCRIBED AND SHOWN IN EXHIBIT B.**

**Instructions to the Clerk:**

Documents will be provided for original signatures.

Revised 06/05/18

Application #: 20210258

Exhibit A: Resolution 2021-1072  
VRE, Phase 1B  
Street Renaming Application



# Land Use Application Form

**1. Application is made for:**

- |   |                                  |                      |
|---|----------------------------------|----------------------|
| Zoning Map Change                         | Use Permit                       | Temporary Use Permit |
| Conceptual Plan Review                    | Preliminary Plat                 | Final Plat           |
| PAD Final Site Plan Review                | Variance                         | Appeal               |
| Street Abandonment                        | Minor Land Division              | Wireless Tower       |
| Administrative Review                     | Lot Line Adjustment              | Zoning Verification  |
| Development Standards Review (Commercial) | Other: <u>Street Name Change</u> |                      |

2. Project Name: Verde Ranch Estates

**3. Contact information:** (a list of additional contacts may be attached)

Owner Name: <u>CRR Homes LLC</u>	Applicant Name: <u>CRR Homes LLC</u>
Address: <u>283 3rd Street</u>	Address: <u>283 3rd Street</u>
City: <u>Camp Verde</u> State: <u>AZ</u> Zip: <u>86322</u>	City: <u>Camp Verde</u> State: <u>AZ</u> Zip: <u>86322</u>
Phone: <u>928-263-2121</u>	Phone: <u>928-263-2121</u>
E-mail: <u>info@crrmgmt.com</u>	E-Mail: <u>info@crrmgmt.com</u>

4. Property Description: Parcel Number 403-23-432J BLJ Acres: 36.05

Address or Location: Verde Ranch Estates -- 10 S. Monarch Lane

Existing Zoning: R1-PAD Existing Use: Residential

Proposed Zoning: \_\_\_\_\_ Proposed Use: \_\_\_\_\_

**5. Purpose:** (describe intent of this application in 1-2 sentences)

We are requesting to change Brittlebrush Drive to Copper Canyon Loop, Ambush Canyon Road to Ranch Drive and Fiddleneck Road to Cedar Ridge Place

**6. Certification:**

I certify that I am the lawful owner of the parcel(s) of land affected by this application and hereby consent to this action. I have also attached a completed Permission to Enter form for consent to access the property regarding this action.

DocuSigned by:  
Owner: Erin Forrest Date: 4/22/2021  
8ADEE7EDCAE749A...

I certify that the information and attachments I have submitted are true and correct to the best of my knowledge. In filing this application, I am acting with the knowledge and consent of the property owner(s). I understand that all materials and fees required by the Town of Camp Verde must be submitted prior to having this application processed.

DocuSigned by:  
Applicant: Erin Forrest Date: 4/22/2021  
8ADEE7EDCAE749A...

91 \ J]hB. `FYgc`i Hcb`Bc" &\$&/%\$+&  
Map of VRE, 1B, Current & Proposed Name Changes  
Street Renaming Application



Street names in White are the proposed new names.  
Street names in Green are proposed to be replaced.



**Exhibit C: Resolution No. 2021-1072  
VRE, Phase 1B  
Street Renaming Application**

**RESOLUTION NO. 2021-1072**

**A RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE, YAVAPAI COUNTY, ARIZONA, FOR THE RENAMING OF (3) STREETS, AS REQUESTED BY ERIN FORREST, CRR HOMES, LLC, REPRESENTING VERDE RANCH ESTATES, AS DESCRIBED AND SHOWN IN EXHIBIT B.**

**WHEREAS**, Section 704.1 of the Planning & Zoning Ordinance and Subdivision Regulations provides the authority of the Town Council or the Addressing Official or their authorized representative to assign, approve, process applications for or change a street name pursuant to the requirements of this Ordinance and Street Naming and Addressing Standards/Guidelines, whereby the Town Council must ratify final street names, and

**WHEREAS**, Section 707.1.b of the Ordinance provides for property owners or the public to file an application to request street name changes for the purpose of correcting a street name duplication or rewording a difficult or unacceptable name, and

**WHEREAS**, the sole property owner of Verde Ranch Estates, is requesting to rename (3) streets within their Phase 1B, to simplify pronunciation and identification of internal street names:

- A. Replace Brittlebrush Drive with **Copper Canyon Loop**
- B. Replace Ambush Canyon Road with **Ranch Drive**
- C. Replace Fiddleneck Road with **Cedar Ridge Place**, and

**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COMMON COUNCIL OF THE TOWN OF CAMP VERDE:**

**The Town Council hereby finds as follows:**

- A. Property owner-initiated street name adoptions or changes are authorized and necessary to provide effective emergency response and general property location assistance.
- B. Street name adoptions and changes must be ratified by the Town Council.
- C. This action was duly posted by Staff in the field and in public places.
- D. The applicant of this request is the sole property owner of this project; therefore, no notifications were mailed.
- E. The proposed changes simplify the pronunciation and identification of internal streets and supports the need for the protection of public health, safety, welfare, and convenience to the general public, and should be approved.

**PASSED AND APPROVED BY A MAJORITY OF THE TOWN COUNCIL OF THE TOWN OF CAMP VERDE, ARIZONA, ON THIS 2<sup>ND</sup> DAY OF JUNE, 2021.**

Signature pending

\_\_\_\_\_  
Dee Jenkins, Mayor

\_\_\_\_\_  
Date

ATTEST:

APPROVED AS TO FORM:

Town Attorney

Signature pending

\_\_\_\_\_  
Cindy Pemberton, Town Clerk

Signature pending

\_\_\_\_\_



*Town of Camp Verde*

**Meeting Date: June 2, 2021**

- Consent Agenda*     *Decision Agenda*     *Executive Session Requested*  
 *Presentation Only*     *Action/Presentation*

**Requesting Department:** Town Manager

**Staff Resource/Contact Person:** Russ Martin

**Agenda Title (be exact):** Discussion, consideration and possible approval of an agreement for IT Services for the Town with Sunstate Technology Group for a period of three years.

**List Attached Documents:**

1. *Proposal/Contract*

**Reviews Completed by:**

- Department Head:** *Russ Martin*  
 **Town Attorney Comments:** *Under Review...*  
 **Finance Department:**

**Fiscal Impact:** Current budget proposal includes coverage of costs included in the proposal.

**Background:**

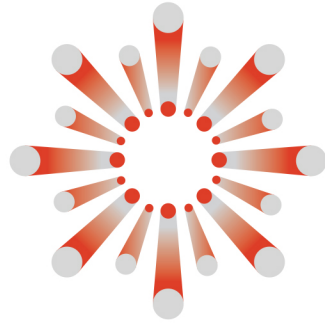
The Town has been with MerIT for 6 years and the contract for services is up and we are looking for similar services through Sunstate Technology Group who's start was in Show Low but now they have offices in Phoenix and Farmington as well. The Ticket priority system is very similar and they expect to meet additional demands of the Public Safety aspect as well, they currently serve as IT contractor for Verde Valley Fire among others so they are familiar with this type of contract.

As presented we will be working to transition many of our operational contracts over to Sunstate as proposed as timing allows, the current budget for services is projected to be \$90,000 but additional items within this quote for Software are bundled costs in other line items to cover the expected (proposed) complete cost of transition.

***Recommended Action (Motion):***

Move to authorize signatures on the Sunstate Technology Group contract for a term of 3 years.

***Instructions to the Clerk:***



**sunstate**  
TECHNOLOGY GROUP



**Town of Camp Verde**

Quote#BB004055 -  
Town of Camp Verde IT  
Support Services

Quote #BB004055 V1

**PREPARED BY**  
Bryan Baker



## Executive Summary & SLA

### About Sunstate Technology Group

Since 2007, Sunstate Technology Group has provided strategic IT solutions, help desk support, computer network consulting, and VoIP phone systems to businesses, schools, and municipalities in the Southwest. We have offices in Phoenix, Show Low (AZ) and Farmington (NM).

As your IT partner, we see ourselves as an extension of your team. We solve your tech challenges, seek ways to improve efficiency and productivity in your business, help you plan for future IT needs, and strive to save you thousands of dollars in capital costs by providing the solutions that truly fit your organization.

Our systems are working around the clock to provide monitoring and preventive maintenance over your computer and phone systems. This ensures that everything is secure and running smoothly.

Your satisfaction is our #1 priority. Thank you for giving us the opportunity to partner with you!

### Service Level Agreement

Sunstate Technology Group will provide all customary, scheduled and routine services under this Agreement in a reasonably prompt and timely manner. In addition, Sunstate shall meet or exceed the following requirements in responding to specific requests for service:

#### Requests involving outages:

- Initial response to an issue – Required within 1 hour
- Technical work begins on the issue – Required within 4 hours
- Resolution of the issue – Required within 1 week (Unless further discussed with management personnel)

#### Requests involving Non-outages:

- Initial response to issue – Required within 24 hours
- Technical work begins on the issue – Required within 3 days
- Resolution of issue – Required within 2 weeks (Unless otherwise notified by Sunstate)

**"Outages"** refers to an issue that causes a critical business function to be non-operational for the organization or individual

**"Non-outages"** refers to an issue that has an acceptable temporary "work around" or any other request for service that does not involve an outage



# Ticket Priority 1-4


**SLA**

1 - Immediate					
This is a "System Down" level ticket. A priority 1 ticket is reserved for network or server down situations that require immediate attention. A priority 1 ticket would require an email to the service manager and the account manager to notify them of the issue.					
Respond within:	1	hours		Goal Percent:	90
Resolution plan within:	2	hours		Goal Percent:	90
Resolved within:	4	hours		Goal Percent:	90
2 - Same Day					
This ticket is for a serious issue that is affecting a single person and is mission critical or is affecting a large number of people or the entire company and hindering production/productivity. A priority 2 ticket would require same day attention.					
Respond within:	4	hours		Goal Percent:	90
Resolution plan within:	8	hours		Goal Percent:	90
Resolved within:	16	hours		Goal Percent:	90
3 - Next Day					
Respond within:	8	hours		Goal Percent:	90
Resolution plan within:	16	hours		Goal Percent:	90
Resolved within:	32	hours		Goal Percent:	90
This ticket is for issues that are affecting one or more person but are not mission critical. A priority 3 ticket would require attention no later than the next business day.					
4 - Two Days					
This ticket is for issues affecting one or more person that is not mission critical and does not require immediate attention. Priority 4 tickets require attention within two business days.					
Respond within:	16	hours		Goal Percent:	90
Resolution plan within:	32	hours		Goal Percent:	90
Resolved within:	48	hours		Goal Percent:	90

Sunstate will be responsible for tracking and reporting response times. If, during any three month period, these requirements are not met at least 90% of the time, then Sunstate's performance shall be deemed deficient for such period.

Please note that an internet outage is not an emergency priority as it is held by a 3rd party – your ISP, and while Sunstate will endeavor to resolve this issue as quickly as possible, it is outside of our control. If at any time you feel that your issue or incident has either not been given the appropriate priority, or that your incident is not being dealt with quickly enough, we encourage you to let us know.

Your satisfaction is our #1 priority!



Scope of Services

## EXHIBIT A - Scope of Services

Sunstate Technology Group will monitor and provide support to Town of Camp Verde.

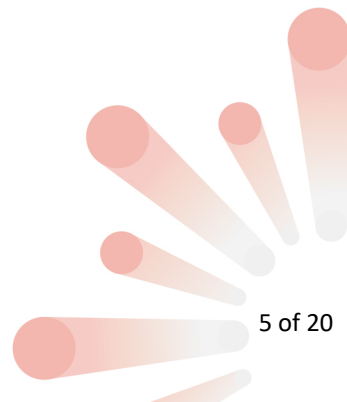
### Maintenance and Management Service Included


Workstation/PC	Server	Network
Remote & Onsite Support Maintenance/management/monitoring Help Desk end user support Virus & Malware cleanups Adds, moves, changes Printer setups & support Installation & Setup Standard image management New OS deployment Hard drive early warning system Antivirus management & monitoring Windows updates & monitoring Asset Inventory Software Inventory 3rd party software support* Standard build software support License Management Work from home support Migrations/Replacements/Decommission Equipment Acquisition Hardware disposal	Remote & Onsite Support Maintenance/management/monitoring Help Desk end user support Virus & Malware cleanups Adds, moves, changes Change Documentation Printer setups & support Standard image management New OS deployment Hard drive early warning system Antivirus management & monitoring Windows updates & monitoring Asset Inventory Software Inventory 3rd party software support* Standard build software support License Management Event log monitoring Backup and recovery Equipment Acquisition Hardware disposal	Remote & Onsite Support Maintenance/management/monitoring Help Desk end user support Adds, moves, changes Installation & Setup Antivirus management & monitoring Asset Inventory License Management Network scan and analysis Network mapping Network bandwidth utilization Firewalls/Routers Switches VoIP Phones* Printer setups & support Wireless Access Internet monitoring & support Equipment Acquisition Hardware disposal
Physical Security	Phone Service (VoIP)**	Software
Remote & Onsite Support Maintenance/management/monitoring Adds, moves, changes Asset Inventory Standard build software support License Management NVR configuration NVR networking Camera provisioning Camera networking Camera positioning Door maintenance Door configuration Door communication Equipment Acquisition Hardware disposal	Remote & Onsite Support Maintenance/management/monitoring Controller Adds, moves, changes Phone Adds, move, changes Asset Inventory Professional software support License Management SIP Trunking E911 E-fax Equipment Acquisition PA System PBX upgrades Security Updates Softphone & Smartphone App Phone Firmware and Template Updates	Microsoft Product Veeam Vmware Webroot Crashplan Adobe Quickbooks  <i>Sunstate will provide vendor support for 3rd Party software, so long as the client has current support in place with the software provider and is utilizing a current version of the software.</i>

Vendor Management	Printer	Change Documentation
Sunstate Technology Group will Manage technical vendor relationships and work with vendors to solve technical issues.	Sunstate Technology Group will complete printer setup from the computer to the Network port or active connection on the printer. In addition, Sunstate will work to remedy issues related to a printers configured to client PC's.	Statement

EXCLUSIONS: all out of scope items will be quoted in advance		
New cable drops/runs	Hardware purchases	vCIO - Technology Planning
Cable termination & accessories	Software programming	vCIO - Budget Creation
Printer/Copier repair	Website Management	vCIO - Policy Creation/Implementation

All out of scope items will be quoted at the Standard \$120/hr rate; quote & quote approval will be required prior to work or product delivery.





## Statement of Work - Town Hall

**Sunstate Technology Group will monitor and provide support for the following:**

**Project Overview:**

Town of Camp Verde -

- Town Hall/Community Development/Courts/P&Z - 473 S Main St, Camp Verde, AZ 86322
- Public Works/Parks & Rec - 395 S Main St, Camp Verde, AZ 86322
- Library - 130 Black Bridge Rd, Camp Verde, AZ 86322
- Streets Dept - 1498 W Peterson Rd, Camp Verde, AZ 86322
- Wastewater - 1000 State Route 260, Camp Verde, AZ 86322

Contact: Russ Martin, Town Manager, 928-239-0356 (M), [russ.martin@campverde.az.gov](mailto:russ.martin@campverde.az.gov)

The Town of Camp Verde (ToCV) is currently supported by MerIT, and would like to move to new IT provider. The complication is how intertwined the town's office is tied to the infrastructure of other offices, mainly town offices, Marshal's office, and Fire Department, managed also by Merit.

Town Hall is connected to Public works via internal fiber connection; Public Works building is currently lit with fiber from SuddenLink, but will need services ordered. Currently ToCV provides internet to CVMO via microwave managed by MerIT (equipment owned by CVMO?)

Fortinet router at Public Works, but until we get access to this we will not be certain how everything is routing.

Multiple necessary remote links that will need to be re-connected once firewall moved to new wan link  
Take over that microwave link. (see also Tyler Incode 10, and Shared drive)

Current AD is hosted at Town Hall and includes all TH users

Email is hosted at TH ([\\*@campverde.az.gov](mailto:*@campverde.az.gov)) Will require access to the mail server for Migration to O365 .

Tyler Incode 10 – Accounting application shared with CVMO – They would continue to need access to this application – we would need to use vpn or preserve the microwave link.

TRACS (government app for writing tickets that auto upload to the courts or accident reports that go to Adot for example) – This appears to be hosted on a VM (hyperV) at TH - – we would need to use vpn or preserve the microwave link.

\*recommend VMware Essentials license if not currently running an EXSi environment

Add Veeam Backup & Replication for NAS storage and backup

Add Offsite Backup & Storage

Alibi Cameras:

On prem cameras – manage existing cameras and NVR. (15 cameras)

Phones (Voip / 3cx) keep hosted at TH; if not currently on server, move 3CX to server environment (requires Windows 10 Pro license) and port numbers out. – All phones have DID's – They would like to keep existing extension list.

**CORE APPLICATIONS:**

DC/File Storage (shared with CVMO)

Exchange - decommission and migrate to Microsoft Office 365

AzTracs - connected to State  
Tyler Incode - Accounting (shared with CVMO)  
Time Entry – Cloud based payroll and time keeping app  
Security Cameras  
3CX VoIP Phone System

#### **HARDWARE / SOFTWARE TO ORDER**

Replace with Unifi Equipment in the future, leave router and switching in place; recommendations for upgrade/replacement once we have full access to the network.  
O365 approx 65 users - Migration from Exchange Server  
Antivirus and Security bundle - email security, DNS protection, and Security Awareness Training  
Backup & Replication SW for onsite backup NAS storage  
Offsite backup storage  
Fiber/Coax connections - Suddenlink and/or Centurylink(Lumen)

#### **EXISTING HARDWARE / SOFTWARE TO MANAGE**

40 Workstations (Laptops/PCs) - all Windows 10 Pro  
\*any workstation that is not Windows 10 Pro will need OS upgrade  
5 Firewall/Router  
8 Switches  
Wireless AP's - unknown total  
15 Cameras  
1 NVR  
3 Point to Point (TH to CVMO; TH to Wastewater; TH to Roads/Maintenance) \*see map below  
1 NAS  
65 O365 E3 w/ Backup & Storage  
1 VoIP Controller  
52 VoIP Phones

#### **NETWORKING INFO:**

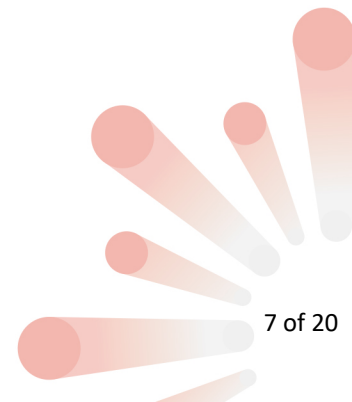
/24 network – unsure if there are vlans for cameras / doors or other until access to the switch

#### **SERVER ROOM / NETWORK CLOSETS STATUS:**

Pretty clean – Will need some labeling once we identify in more detail what each piece does.

#### **TIME**

Estimating 145 hours for installation/reprogramming and set up.





## Statement of Work - Marshalls Office

**Sunstate Technology Group will monitor and provide support for the following:**

### Project Overview:

Camp Verde Marshals Office - 646 S 1st St, Camp Verde, AZ 86322 - Chief Rowley and Darby Martin

The Camp Verde Marshals Office (CVMO) is currently supported by MerIT, and would like to move to new IT provider. The complication is how intertwined the marshal's office is tied to the town infrastructure managed also by Merit.

CVMO is connected to Town Hall via microwave managed by MerIT; equipment owned by CVMO

Internet is provided via microwave link though TH; will replace Internet Connection with Fiber connection

Fortinet router at CVMO, but until we get access to this we will not be certain how everything is routing.

Multiple necessary remote links that will need to be re-connected once firewall moved to new wan link

VPN back to TH - take over that microwave link. (see also Tyler Incode 10, and Shared drive)

ACJIS – has cisco asa onsite and using some routing or networking to allow a vpn established to ACJIS

They are sharing their Spillman Flex RMS application (server is onsite) with:

**Clarkdale** – will need to find out how the link is being established prior to cutting to ensure we reconnect quickly under new wan link

**Yavapai-Apache Tribe** – will need to find out how the link is being established prior to cutting to ensure we reconnect quickly under new wan link

Current AD is hosted at Town Hall and includes all TH users

Email is hosted at TH ([\\*@campverde.az.gov](mailto:*@campverde.az.gov)) will require access to the mail server for Migration to O365

Tyler Incode 10 – Accounting application shared with TH – They would continue to need access to this application – we would need to use vpn for this unless we are able to preserve the microwave link.

TRACS (government app for writing tickets that auto upload to the courts or accident reports that go to Adot for example) – This appears to be hosted on a VM (hyperV) at TH.

Mapped drive – This is for a small group of people to share data with TH.

Alibi Cameras:

On prem cameras – manage existing cameras and NVR. (17 cameras) \*2 of these are in booking and seemed to be networked differently fyi might need some troubleshooting to connect them with other cameras and NVR

15 cameras around town – It is recommended that we don't take on these cameras and the Marshal's office is ok if they need to do that. We may have access to all those network segments through the WAN, we can evaluate and manage cameras and NVR.

Phones (Voip / 3cx) currently hosted at TH, add a second control box on server and port numbers out. – All phones have DID's – keep 4 digit dial to other Town extensions – keep existing extension scheme/list

### CORE APPLICATIONS:

Spillman Flex RMS (Records Management System) – Records and Evidence software by Motorola \*physical server at the Marshal's office – Not a VM (shared with Clarkdale and Apache Tribe) \*this server is connected to a SAN using fibre utilizing edge xg 16's. Lots of storage but drives are not labeled so can't tell for sure.

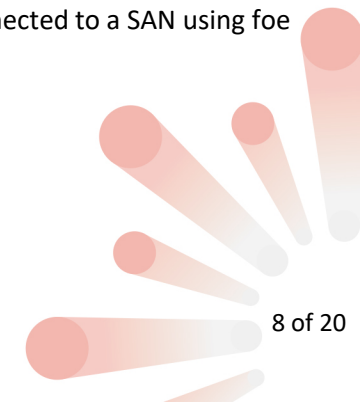
Tyler Incode 10 – Accounting application shared with town – server is at TH

ACJIS access – ACJIS has router on site

PCS door security, equipment owned by CVMO

Time Entry – Cloud based payroll and time keeping app

Security Cameras



### **HARDWARE / SOFTWARE TO ORDER**

Replace with Unifi Equipment in the future, but until we know what TH plans, would leave router and switching in place.

Backup NAS space (4tb + Spillman) – They have a synology device, can't tell what is on it or how much room is left without that level of access to the equipment.

O365 approx 40 users - Migration from Exchange Server

Fiber Connection - Suddenlink and/or Centurylink

### **EXISTING HARDWARE / SOFTWARE TO MANAGE**

25 Desktops

3 Laptops

17 MDC's

1 Firewall/Router

4 Switches

3 AP's

6 Doors

15 Cameras

1 NVR

1 Point to Point (CVMO to TH)

3 server : DC, Spillman, AZTracs

1 NAS

39 O365 E3 w/ Backup & Storage

1 VoIP Controller

30 VoIP Phones

### **NETWORKING INFO:**

/24 network – unsure if there are vlans for cameras / doors or other until access to the switch

There is a guest or conference room wireless for a projector not sure if that is a localized AP or guest vlan/SSID

### **SERVER ROOM / NETWORK CLOSETS STATUS:**

Pretty clean – Will need some labeling once we Identify in more detail what each piece does.

### **TIME**

Estimating 88 hours for installation and set up.



Client: Town of Camp Verde

Service Address: 473 S Main StCamp Verde, AZ 86322

Term: 36 month agreement commencing on July 01, 2021 ("Commencement Date") and ending on June 30, 2024.

MonthlyRate: \$11141.94 per month.

Managed Services - Town Hall		Recurring	Price	Qty	Ext. Recurring	Ext. Price
<b>Managed Workstation Bundle</b>	<b>Managed Workstation Bundle</b> Managed Workstation Bundle This includes; Webroot Secure Antivirus CW Automate	\$60.00	\$0.00	40	\$2,400.00	\$0.00
<b>Managed Server Addition Bundle</b>	<b>Managed Server Addition Bundle</b> Managed Server Addition This includes: Veeam (Per Server) Crashplan (Per Server) CW Automate (Per Server) Webroot (Per Server)	\$175.00	\$0.00	5	\$875.00	\$0.00
Managed NAS Addition	<b>Managed NAS</b> Managed NAS Addition	\$75.00	\$0.00	1	\$75.00	\$0.00
Managed Switch Addition	<b>Managed Switch</b> Managed Switch Addition	\$5.00	\$0.00	8	\$40.00	\$0.00
Managed Wifi	<b>Managed Wifi</b> Monthly Managed Wifi-	\$10.00	\$0.00	5	\$50.00	\$0.00
Managed Firewall - Router Addition	<b>Managed Firewall - Router</b> Managed Firewall Addition	\$20.00	\$0.00	5	\$100.00	\$0.00
Managed NVR Addition	<b>Managed NVR</b> +Managed NVR Addition	\$50.00	\$0.00	1	\$50.00	\$0.00
Managed Camera Addition	<b>Managed Camera</b> Managed Camera Addition	\$2.00	\$0.00	15	\$30.00	\$0.00





Main: 8883682024  
 Web: www.sunstatetech.com  
 Email: bbaker@sunstatetech.com

Client: Town of Camp Verde

Service Address: 473 S Main StCamp Verde, AZ 86322

Term: 36 month agreement commencing on July 01, 2021 ("Commencement Date") and ending on June 30, 2024.

MonthlyRate: \$11141.94 per month.

Managed Services - Town Hall	Recurring	Price	Qty	Ext. Recurring	Ext. Price
Managed Access Point Addition <b>Managed Access Point to Point</b> Managed Access Point Addition	\$20.00	\$0.00	3	\$60.00	\$0.00
				Monthly Subtotal:	<b>\$3,680.00</b>
				Subtotal:	<b>\$0.00</b>

Client: Town of Camp Verde

Service Address: 473 S Main StCamp Verde, AZ 86322

Term: 36 month agreement commencing on July 01, 2021 ("Commencement Date") and ending on June 30, 2024.

MonthlyRate: \$11141.94 per month.

Managed Services - Marshalls Office	Recurring	Price	Qty	Ext. Recurring	Ext. Price
<b>Managed Workstation Bundle</b> Managed Workstation Bundle This includes; Webroot Secure Antivirus CW Automate	\$60.00	\$0.00	45	\$2,700.00	\$0.00
<b>Managed Server Addition Bundle</b> Managed Server Addition This includes: Veeam (Per Server) Crashplan (Per Server) CW Automate (Per Server) Webroot (Per Server)	\$175.00	\$0.00	3	\$525.00	\$0.00
Managed NAS Addition <b>Managed NAS</b> Managed NAS Addition	\$75.00	\$0.00	1	\$75.00	\$0.00
Managed Switch Addition <b>Managed Switch</b> Managed Switch Addition	\$5.00	\$0.00	2	\$10.00	\$0.00



Main: 8883682024  
 Web: www.sunstatetech.com  
 Email: bbaker@sunstatetech.com

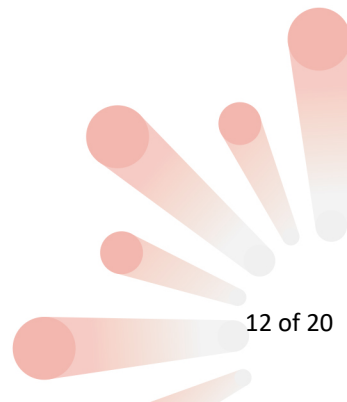
Client: Town of Camp Verde

Service Address: 473 S Main StCamp Verde, AZ 86322

Term: 36 month agreement commencing on July 01, 2021 ("Commencement Date") and ending on June 30, 2024.

MonthlyRate: \$11141.94 per month.

Managed Services - Marshalls Office		Recurring	Price	Qty	Ext. Recurring	Ext. Price
Managed Wifi	<b>Managed Wifi</b> Monthly Managed Wifi-	\$10.00	\$0.00	1	\$10.00	\$0.00
Managed Firewall - Router Addition	<b>Managed Firewall - Router</b> Managed Firewall Addition	\$20.00	\$0.00	1	\$20.00	\$0.00
Managed NVR Addition	<b>Managed NVR</b> +Managed NVR Addition	\$50.00	\$0.00	1	\$50.00	\$0.00
Managed Camera Addition	<b>Managed Camera</b> Managed Camera Addition	\$2.00	\$0.00	15	\$30.00	\$0.00
Managed Door Access Addition	<b>Managed Door Access</b> Managed Door Access Addition	\$5.00	\$0.00	6	\$30.00	\$0.00
Managed Access Point Addition	<b>Managed Access Point to Point</b> Managed Access Point Addition	\$20.00	\$0.00	1	\$20.00	\$0.00
					Monthly Subtotal:	<b>\$3,470.00</b>
					Subtotal:	<b>\$0.00</b>



Software as a Service - Town Hall		Recurring	Price	Qty	Ext. Recurring	Ext. Price
Office 365 E3 License Addition	<b>Office 365 E3 License Addition</b> O365 E3 License Addition	\$20.00	\$0.00	65	\$1,300.00	\$0.00
Veeam O365 Backup	<b>Veeam O365 Backup</b> Veeam O365 NP Backup	\$3.50	\$0.00	65	\$227.50	\$0.00
<b>Security Awareness Bundle</b>	<b>Security Awareness Bundle</b> Includes DNS Web-filtering, MX Guardian, Webroot Security Awareness Training	\$5.00	\$0.00	65	\$325.00	\$0.00
Monthly Subtotal:					<b>\$1,852.50</b>	
Subtotal:					<b>\$0.00</b>	

Software as a Service - Marshalls Office		Recurring	Price	Qty	Ext. Recurring	Ext. Price
Office 365 E3 License Addition	<b>Office 365 E3 License Addition</b> O365 E3 License Addition	\$20.00	\$0.00	39	\$780.00	\$0.00
Veeam O365 Backup	<b>Veeam O365 Backup</b> Veeam O365 NP Backup	\$3.50	\$0.00	39	\$136.50	\$0.00
<b>Security Awareness Bundle</b>	<b>Security Awareness Bundle</b> Includes DNS Web-filtering, MX Guardian, Webroot Security Awareness Training	\$5.00	\$0.00	39	\$195.00	\$0.00
Monthly Subtotal:					<b>\$1,111.50</b>	
Subtotal:					<b>\$0.00</b>	

VoIP		Recurring	Price	Qty	Ext. Recurring	Ext. Price
<b>SaaS</b>						
Managed VoIP Controller Addition	<b>Managed VoIP Controller Addition</b> Managed VoIP Controller Addition	\$50.00	\$0.00	1	\$50.00	\$0.00
Managed VoIP Phone Addition	<b>Managed VoIP Phone Addition - Town Hall</b> Managed VoIP Phone Addition	\$5.00	\$0.00	52	\$260.00	\$0.00
Managed VoIP Phone Addition	<b>Managed VoIP Phone Addition - Marshalls Office</b> Managed VoIP Phone Addition	\$5.00	\$0.00	30	\$150.00	\$0.00
<b>HaaS - Customer owned Phones</b>						
<b>SWaaS</b>						
SIP Trunk Addition	<b>SIP Trunk Addition</b> SIP Trunk Addition	\$15.00	\$0.00	15	\$225.00	\$0.00
5 DID Block - Direct Inward Dial	<b>5 DID Block - Direct Inward Dial</b> 5 DID Block	\$5.00	\$0.00	50	\$250.00	\$0.00
E911 Service Charge	<b>E911 Service Charge</b> Monthly E911 Service Fee per DID, TN or unique physical address per Service Provider Terms of Service.	\$4.99	\$0.00	6	\$29.94	\$0.00
Hosted Fax	<b>Hosted Fax</b> Fax/E-Fax	\$30.00	\$0.00	2	\$60.00	\$0.00
VoIP - WebRoot Secure Antivirus	<b>VoIP - WebRoot Secure Antivirus</b> WebRoot Secure Antivirus	\$3.00	\$0.00	1	\$3.00	\$0.00
Monthly Subtotal:						<b>\$1,027.94</b>
Subtotal:						<b>\$0.00</b>

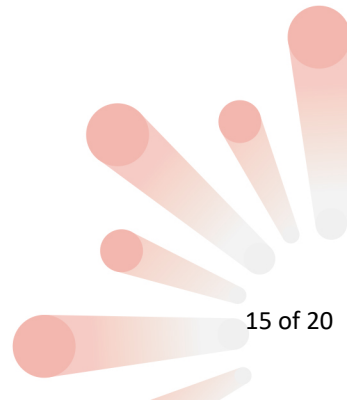


Main: 8883682024  
 Web: www.sunstatetech.com  
 Email: bbaker@sunstatetech.com

Software Purchase		Price	Qty	Ext. Price
Windows 10 Professional	<b>Windows 10 Professional</b> Microsoft Windows 10 Pro	\$123.49	2	\$246.98
Win10 Pro License needed to put 3CX controller on server				
3CX Annual Professional 16SC 3 Year Subscription	<b>3CX Annual Professional 16SC 3 Year Subscription</b> 3CX Annual Professional 16SC 3 Year Subscription	\$1,916.88	1	\$1,916.88
Subtotal:				<b>\$2,163.86</b>

Hardware Purchase	Qty
No Hardware is being quoted at this time. Sunstate Technology Group may make hardware replacement recommendations once we have administrative access to the network.	

Labor/Setup		Price	Qty	Ext. Price
Town Hall Offices				
One Time Install	<b>One Time Install</b> One Time Install	\$17,400.00	1	\$17,400.00
Skykick Data Migration	<b>Skykick Data Migration</b> Skykick Data Migration	\$15.00	65	\$975.00
Marshalls Office				
One Time Install	<b>One Time Install</b> One Time Install	\$10,560.00	1	\$10,560.00
Skykick Data Migration	<b>Skykick Data Migration</b> Skykick Data Migration	\$15.00	39	\$585.00
Subtotal:				<b>\$29,520.00</b>





Addendum

**ADDENDUM TO AGREEMENT**  
**Monthly Rate IT Services Agreement**

This Addendum, made and entered into effective this \_\_\_ day of \_\_\_\_\_, 2021, is added to that certain Agreement between the Town of Camp Verde, a political subdivision of the state of Arizona (hereinafter "Client", as the case may be) and Sunstate Technology Group (hereinafter "Consultant"), to include the following provisions, the same as if said provisions were contained in the body of said document.

1. **Termination:** Client may terminate this Agreement pursuant to the provisions of A.R.S. §38-511.
2. **Non-Discrimination:** Consultant warrants that it complies with any state and federal laws, rules and regulations which mandate that all persons, regardless of race, color, creed, religion, sex, genetic information, age, national origin, disability, familial status or political affiliation, shall have equal access to employment opportunities, including but not limited to the Americans with Disabilities Act. The Consultant shall take affirmative action to ensure that it will not participate either directly or indirectly in the discrimination prohibited by or pursuant to Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Section 109 of the Housing and Community Development Act of 1974, the Age Discrimination Act of 1975, and the Genetic Information Nondiscrimination Act of 2008.
3. **Legal Arizona Workers Act Compliance:** Consultant is required to comply with A.R.S. §41-4401, and hereby agrees that it will, at all times during the term of this Agreement, comply with all federal immigration laws applicable to the employment of their respective employees, the requirements of A.R.S. §41-4401, and with the e-verification requirements of A.R.S. §23-214(A) (together the "state and federal immigration laws"). Consultant further agrees to ensure that each subcontractor that performs any work under this Agreement likewise complies with the state and federal immigration laws.

If directed to by any law, rule, or regulation Client may inspect the papers of any contractor or subcontract employee working under the terms of the Agreement to ensure that the other party is complying with the obligations regarding compliance with the state and federal immigration laws.

4. **Non-appropriation:** This Agreement shall be subject to available funding for the Client, and nothing in this Agreement shall bind the client to expenditures in excess of funds appropriated and allotted for the purposes outlined in this Agreement.
5. **Third Party Antitrust Violations:** Consultant assigns to the Client any claim for overcharges resulting from antitrust violations to the extent that such violations concern materials or services supplied by third parties to Consultant toward fulfillment of this Agreement.
6. **Other Agreements:** This Agreement in no way restricts either party from participating in similar activities with other public or private agencies, organizations, and individuals.
7. **Limitations:** Nothing in this Agreement shall be construed as limiting or expanding the statutory responsibilities of the parties.
8. **Relationships:** In the performance of the services described herein, the Consultant shall act solely as an independent contractor, and nothing here in or implied herein shall at any time be construed as to create the relationship of employer and employee, partnership, principal and agent, or joint venture between the District and the Consultant.
9. **Subcontracting:** The Consultant may not assign this Agreement or subcontract to another party for performance of the terms and conditions hereof without the written consent of the Client, which shall not be unreasonably withheld. Provided however, that Consultant may, without Clients's consent, transfer or assign this Agreement in

conjunction with the sale of Consultant's business or any of Consultant's affiliates, or subsidiaries, the sale or transfer by Consultant of all or substantially all of its assets.

10. Interpretation: This Agreement shall be interpreted in accordance with the plain meaning of its terms and not strictly for or against any of the parties hereto. This Agreement is the result of negotiations between, and has been reviewed by, each of the parties hereto and their respective counsel. Accordingly, this Agreement shall be deemed to be the product of all of the parties hereto, and no ambiguity shall be construed in favor of, or against any one of, the parties hereto.

11. Governing Law: This Agreement shall be construed and interpreted under the laws of Arizona.

12. Insurance: The Consultant shall purchase (and maintain) from a company or companies lawfully authorized to do business in Arizona such insurance as will protect the Consultant and Client from claims set forth below which may arise out of or result from the Consultant's operations under the parties' Agreement and for which the Consultant may be legally liable:

- a. claims under Workers' compensation, disability benefit and other similar employee benefit acts which are applicable to the Work to be performed; (the Consultant and all subcontractors of Consultant, on request shall furnish to Client duly executed forms as prescribed by the Arizona Industrial Commission showing that Workmen's Compensation and Employers General Liability Insurance is in full force and effect);
- b. claims for damages because of bodily injury;
- c. claims for damages as a result of personal injury, whether or not arising out of the employment with the Consultant;
- d. claims for damages because of injury to or destruction of tangible property, including loss of use resulting therefrom;
- e. claims for damages because of bodily injury, death of a person or property damage arising out of ownership, maintenance or use of a motor vehicle;

The insurance required by this section shall be written in the amount of not less than \$1,000,000 single claim and \$2,000,000 aggregate limit of liability. The Consultant shall submit to Client, if requested, a certificate evidencing such insurance coverage with the provision for Client to be given 30 days notice prior to cancellation or non-renewal of the policy during the course of the project. Said insurance shall be maintained and in force during the life of the project and for at least six (6) months after the date of completion of the services anticipated under this Agreement.

To the extent required by law, the undersigned Consultant hereby certifies that it is not currently engaged in, and agrees for the duration of the Agreement to not engage in, a boycott of Israel.

This Addendum shall be effective on and from the day and year first above written. To the extent this Addendum conflicts with or is inconsistent with any term of the original Agreement referenced above, this Addendum shall control. In all other respects and manner, the original Agreement entered into by and between the parties shall remain in full force and effect.

PASSED, APPROVED AND ADOPTED by the TOWN OF CAMP VERDE this \_\_\_\_ day of \_\_\_\_\_, 2021.

Town of Camp Verde, a political  
subdivision of the State of Arizona

\_\_\_\_\_  
Signature



Main: 8883682024

Web: [www.sunstatetech.com](http://www.sunstatetech.com)

Email: [bbaker@sunstatetech.com](mailto:bbaker@sunstatetech.com)

---

Name

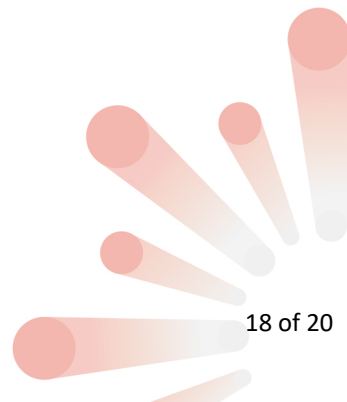
CONSULTANT

---

Signature

---

Name





## QUOTE/AGREEMENT



**Prepared by:**  
**Phoenix Office**  
Bryan Baker  
(888) 368-2024  
Fax 9284570200  
[bbaker@sunstatetech.com](mailto:bbaker@sunstatetech.com)

**Prepared for:**  
**Town of Camp Verde**  
473 S Main St  
Suite 102  
Camp Verde, AZ 86322  
Russ Martin  
(928) 239-0356  
[russ.martin@campverde.az.gov](mailto:russ.martin@campverde.az.gov)

**Quote Information:**  
**Quote #: BB004055**  
Version: 1  
Delivery Date: 05/25/2021  
Expiration Date: 08/18/2021

## Quote Summary

Description	Amount
Managed Services - Town Hall	\$0.00
Managed Services - Marshalls Office	\$0.00
Software as a Service - Town Hall	\$0.00
Software as a Service - Marshalls Office	\$0.00
VoIP	\$0.00
Software Purchase	\$2,163.86
Labor/Setup	\$29,520.00
Subtotal:	<b>\$31,683.86</b>
Estimated Tax:	<b>\$20.82</b>
Total:	<b>\$31,704.68</b>

## Monthly Expenses Summary

Description	Amount
Managed Services - Town Hall	\$3,680.00
Managed Services - Marshalls Office	\$3,470.00
Software as a Service - Town Hall	\$1,852.50
Software as a Service - Marshalls Office	\$1,111.50
VoIP	\$1,027.94
Monthly Subtotal:	<b>\$11,141.94</b>
Estimated Tax:	<b>\$18.97</b>
Monthly Total:	<b>\$11,160.91</b>

By signing this form, you are agreeing to the pricing and services described above in the Quotation and to the additional Terms and Conditions of the Service Agreement that are available at: <https://www.sunstatetech.com/terms-conditions/>



Main: 8883682024  
Web: [www.sunstatetech.com](http://www.sunstatetech.com)  
Email: [bbaker@sunstatetech.com](mailto:bbaker@sunstatetech.com)

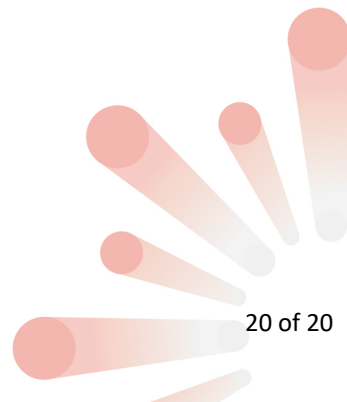
The additional terms and conditions together with this quotation constitute the Service Agreement between you and Sunstate (us) and sets forth your rights and ours concerning payments, credits, changes, starting and ending service, termination fees, limitation of liability, resolution of disputes and other important topics. This Quotation (the "quote") is an approximation and is not guaranteed. The quote is based on information provided from the client regarding project requirements. Actual cost may change once all project elements are finalized or negotiated. Prior to any changes of cost, the Client will be notified. If the new price cannot be agreed upon between the parties, Sunstate may terminate this quote and Service Agreement in whole or in part. Quote good for 30 days. Your electronic signature, per the Electronic Signature Act, is considered equivalent to your signed signature and allows you to accept and place your order.

## Phoenix Office

## Town of Camp Verde

Signature: \_\_\_\_\_  
Name: Ashley Dancer  
Title: Sales Manager  
Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
Name: Russ Martin  
Date: \_\_\_\_\_





*Town of Camp Verde*

**Meeting Date: June 2, 2021**

- Consent Agenda     Decision Agenda     Executive Session Requested  
 Presentation Only     Action/Presentation

**Requesting Department:** Town Manager

**Staff Resource/Contact Person:** Russ Martin

**Agenda Title (be exact):** Discussion, consideration and possible approval of a settlement of a lien at 3305 Ripple Road, Camp Verde, AZ.

**List Attached Documents:**

1. Lien Filed in 2016

**Reviews Completed by:**

**Department Head:** Comments included herein.

**Town Attorney Comments:** Council will need to consider the cost of paying the following estimated amounts. Taxes @ \$1,103.14, Attorney fees @ \$2,500 and then court costs of similar or more to collect that amount you would have to foreclose on your two liens (\$8,970). If your abatement lien is challenged your legal fees will be much higher. Full Cash value is estimated by the County for 2021 at \$19,038

**Finance Department:**

**Fiscal Impact:** Use of reserve from previous premium savings could be used to pursue until possible sale proceeds, assuming all stages were successful.

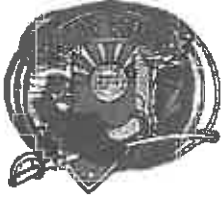
**Background:**

We filed a lien on this property for clean-up activities (twice) that were never paid in the amount of \$8970, this was the expense plus staff fee of 20% to get this done. A new owner has acquired this property and has given notice that they will pursue court to see this action cleared from the property and is willing to send \$300 to settle. This is a very unique circumstance and generally the property is worth more so the person who picks up the property on a tax sale clears up all potential costs, including liens. The cost/value at this time is similar to the lien so pursuing the clearance will net out very limited funds, if any, after a potential clearing of title and sale.

***Recommended Action (Motion):***

Move to authorize Manager to accept \$300 and take steps necessary to release the lien at 3305 Ripple Road.

***Instructions to the Clerk:***



Town of Camp Verde

DEC 12 '16 PM 4:24

When recorded return to:  
Town of Camp Verde  
Attn: Michael Jenkins  
473 S. Main St. Suite, 102  
Camp Verde, AZ 86322

**LIEN**

The undersigned Town does hereby claim a lien upon the following described real property for failure to pay unpaid charges for a nuisance abatement imposed by the Town Code.

**Owner: Eddie Flores**

**Mailing address of Owner: P.O. Box 1572 Camp Verde, AZ 86322**

**Physical Address of subject property: 3305 Ripple Rd.**

**Legal Description of subject property: Verde Lakes Unit Three (3), Lot 797 632/259**

**Parcel number of subject property: 404-16-088**

**Town: Camp Verde, Arizona**

**Amount of Lien: \$8,970.00**

**Date: 11-02-2016**

**TOWN OF CAMP VERDE**

*Carmen Howard*  
\_\_\_\_\_  
Carmen Howard  
Community Development Director

Subscribed to and sworn before me, a Notary Public, this 1 day of November 2016



*[Signature]*  
\_\_\_\_\_  
Notary Public



**Agenda Item Submission Form – Section I**

**Meeting Date:**

- Consent Agenda       Decision Agenda       Executive Session Requested
- Presentation Only       Action/Presentation       Work Session

**Requesting Department:** Council Member

**Staff Resource/Contact Person:** Vice Mayor Joe Butner

**Agenda Title (be exact):** Discussion, Consideration and Possible Approval of appointed volunteers for a Special Project Team to work on Local First Arizona’s Grant Program.

**List Attached Documents:**

**Estimated Presentation Time:** 5 min

**Estimated Discussion Time:** 5 min

**Reviews and comments Completed by:**

- Town Manager: Included in Background       Department Head: \_\_\_\_\_
- Town Attorney Comments: N/A
- Risk Management: \_\_\_\_\_
- Finance Department  
 Fiscal Impact:  
 Budget Code: \_\_\_\_\_ Amount Remaining: \_\_\_\_\_  
 Comments: \_\_\_\_\_

**Background Information:**

**Recommended Action (Motion):** appoint and approve 3 volunteers to discuss Local First Arizona’s Grant Program