

**Superior Town Council Minutes
Special Council Meeting**

**Thursday, January 28, 2010
7:00p.m.**

**Superior Senior Center
360 W Main Street
Superior, AZ 85273**

MINUTES

**A. Mayor Michael Hing called meeting to order
7:10 p.m.**

B. Salute to the Flag

C. Opening Prayer

**D. Roll Call: Members Present:
Present: Mayor Michael Hing**

**Council Member Hank Gutierrez
Council Member David Pfohl
Council Member Lynn Heglie
Council Member Gilbert Aguilar
Council Member Soyla Peralta
Vice Mayor Olga Lopez**

Arrive at 7:15p.m.

**Town Staff Present: Town Manager Melanie Oliver
Public Safety Director: Lou Digirolamo
Town Attorney: Michael Beers
Building & Safety Director/Senior Center Director:
Rebecca Brothers**

E. Business; Possible Discussion

Review of Town of Superior Personnel Policy pertaining to Reduction in work force, grievances and appeals. Town Ordinances in relation with Mayor and Town Council duties with town employees, grievances and appeals.

Town Manager; determine criteria for lay offs. Prioritize by department to do the lay offs. Basis of lay offs

1. Public Safety Department (Police Department; Fire Department)
2. Administration
3. Waste Water Treatment Plant
4. Public Works (Eliminate Highwayuser) Shared duties with Police Dept. & Public Works for ACO duties.
5. Senior Center (Rebecca Brothers take over Senior Center Director Position)
6. Library (Lay off everyone except Director of Library-decrease hours)
7. Pool (Lay off Manager of swimming pool) Jed Lant will assume duties of the pool.

The Senior Center Van position was available to those who were laid off and this was conveyed to the laid off workers- non applied.

Discussion continued as to terminology, appeals, grievances.
There can be reviews. The employee can request a review.
The employees affected were met with individually and informed of the decision to lay off. An email was

sent to council to inform them of the decisions made. Email was not received by council.

In the future, make sure emails (cyberspace) are received by council.

Council stated that they had received complaints that employees cannot talk to them nor can the council talk to the employees of the town. Council can hear their complaint and refer them through the chain of command.

It was asked what the purpose of the personnel policy was for, the manager informed council that the purpose of personnel policy was to avoid chaos.

Hank Gutierrez stated let's finish up here and discuss further in the executive session:
Council member Lynn Heglie made the motion to go into executive session
seconded by Vice Mayor Olga Lopez. The motion passed unanimously.

Lynn Heglie made the motion to go back into regular session
seconded by Vice Mayor Olga Lopez. The motion passed unanimously.
Council Meeting back in session at 9:25p.m.

Mayor Michael Hing to state that Melanie Oliver will stay our Town Manager

Council Comments:

Soyla Peralta-No Comment

Gilbert Aguilar-No Comment

Hank Gutierrez-Be constructive, tough

David Pfohl- Reminded public about the Superior Home Tour on January 30, 31, 2010.

Lynn Heglie- seconded what Hank & David said.

Vice Mayor Olga Lopez- No Comment

Mayor Hing- Announced the Secretary of Agriculture would be in Superior January 30, 2010

Councilmember Peralta made a motion to adjourn the meeting.

Councilmember Gutierrez seconded the motion. The motion passed unanimously.

The meeting was adjourned at 9:43p.m.