



# AGENDA

# 6:00 P.M.

## JOINT CITY COUNCIL/ PLANNING & ZONING COMMISSION WORK SESSION

MONDAY, SEPTEMBER 24, 2012

### CITY COUNCIL WORK SESSION

MEETING LOCATION: PHELPS DODGE MEETING ROOM ♦ 808 S 7<sup>TH</sup> AVENUE, SAFFORD, ARIZONA

Pursuant to Section 2.04.110 of the Municipal Code, the Council may meet informally in work sessions which shall be open to the general public. **No call to the public shall be scheduled during work sessions.**

▪ A copy of agenda background material provided to Council members, with the exception of material relating to possible executive sessions, is available for public inspection at the City Clerk's Office, 717 Main Street; Monday – Thursday 7:00 a.m. – 6:00 p.m.

▪ The City Council reserves the right to take action upon any item on the agenda.

▪ City Council Meeting Agendas are available at City Hall, 717 W. Main Street and on the city's website at: [www.cityofsafford.us](http://www.cityofsafford.us)

▪ Pursuant to Title II of the Americans with Disabilities Act (ADA), persons with a disability may request reasonable accommodations by contacting City Hall at (928)432-4000, forty-eight (48) hours prior to the meeting.

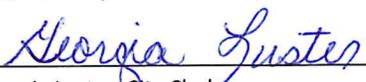
1. **WELCOME AND CALL TO ORDER:** (Reminder: Please turn off cell phones)
2. **ROLL CALL:**
3. **PLEDGE OF ALLEGIANCE TO THE FLAG:**
4. **OPENING PRAYER:**
5. **PROPOSED SUBDIVISION AND ZONING CODE REWRITE:** Review of the proposed subdivision and zoning code rewrite. Review chapter 16, 'Subdivisions' (pages 1-31) and Chapter 17, 'Zoning' Section 17.04 – Section 17.12 (pages 1-56). This is the first of three work sessions.  
**INFORMATION/DISCUSSION**

### 6. ADJOURN JOINT CITY COUNCIL/PLANNING AND ZONING COMMISSION WORK SESSION

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1. **OPEN CITY COUNCIL WORK SESSION:**
2. **CITY OWNED PROPERTIES:** Presentation and discussion of City owned properties. (Request by Vice Mayor Bingham)  
**INFORMATION/DISCUSSION**
3. **SALARY COMPETITIVENESS POLICY:** Review and discussion of revised Salary Competitiveness Policy. (Request by Councilman Seale)  
**INFORMATION/DISCUSSION**

4. **ADJOURN:** In accordance with Section 2.04.100 of the City Code of the City of Safford, and Arizona Revised Statutes §§38-431.01 et seq., and 38-431.02 et seq., notice is hereby given to the members of the general public that the City of Safford will hold the above stated Joint City Council/Planning and Zoning Commission Work Session and City Council Work Session open to the public on the date and time specified above at the Phelps Dodge Meeting Room, 808 South 7th Avenue, Safford, Arizona. Members of the City of Safford Council may attend either in person or by telephone conference call. If authorized by a majority vote of the Common Council of the City of Safford, and pursuant to Arizona Revised Statutes, §38-431.03 et seq., the Council may adjourn the meeting at any time and move into Executive Session for consultation with the attorneys of the public body. The Executive Session will not be open to the public.

  
Georgia Luster, City Clerk

Posted: \_\_\_\_\_

**City of Safford, Arizona**  
**Council WORK SESSION Communication Form**



**JOINT CITY COUNCIL/PLANNING AND ZONING COMMISSION**

Meeting Date: Monday, September 24, 2012 @ 6:00 p.m.  
 Subject: Proposed Subdivision and Zoning Code Rewrite  
 Department: PLANNING AND COMMUNITY SERVICES  
 From: Dustin Welker

**REQUESTED ACTION:**

**PROPOSED SUBDIVISION AND ZONING CODE REWRITE:** Review of the proposed subdivision and zoning code rewrite. Review chapter 16, 'Subdivisions' (pages 1-31) and Chapter 17, 'Zoning' Section 17.04 – Section 17.12 (pages 1-56). This is the first of three work sessions. **INFORMATION/DISCUSSION**

**October 22<sup>nd</sup> Work Session** – Review Chapter 17, Section 17.16 – Section 17.68 (pages 56-102)

**November 26<sup>th</sup> Work Session** - Review Chapter 17, Section 17.72 – Section 17.92 (pages 103- 158)

**ATTACHMENTS:**

Refer to your "Proposed Zoning Code Rewrite" Manual

**City of Safford, Arizona**  
**Council WORK SESSION Communication Form**



Meeting Date: Monday, September 24, 2012 @ 6:00 p.m.  
Subject: City Owned Properties  
Department: CITY MANAGER  
From: David Kincaid

**REQUESTED ACTION:**

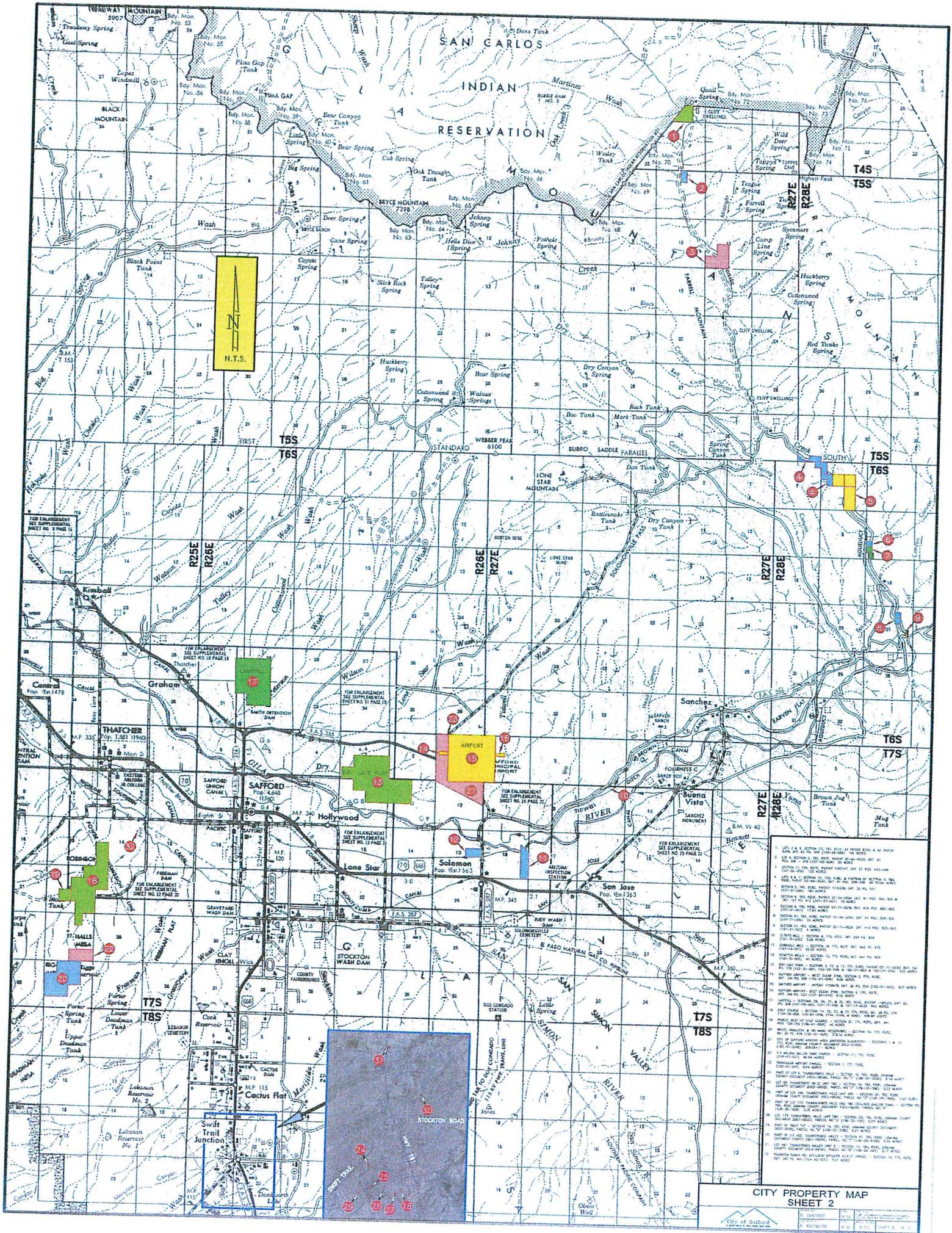
**CITY OWNED PROPERTIES:** Presentation and discussion of City owned properties. (Request by Vice Mayor Bingham)  
**INFORMATION/DISCUSSION**

**ATTACHMENTS:**

Property List  
Maps indicating property

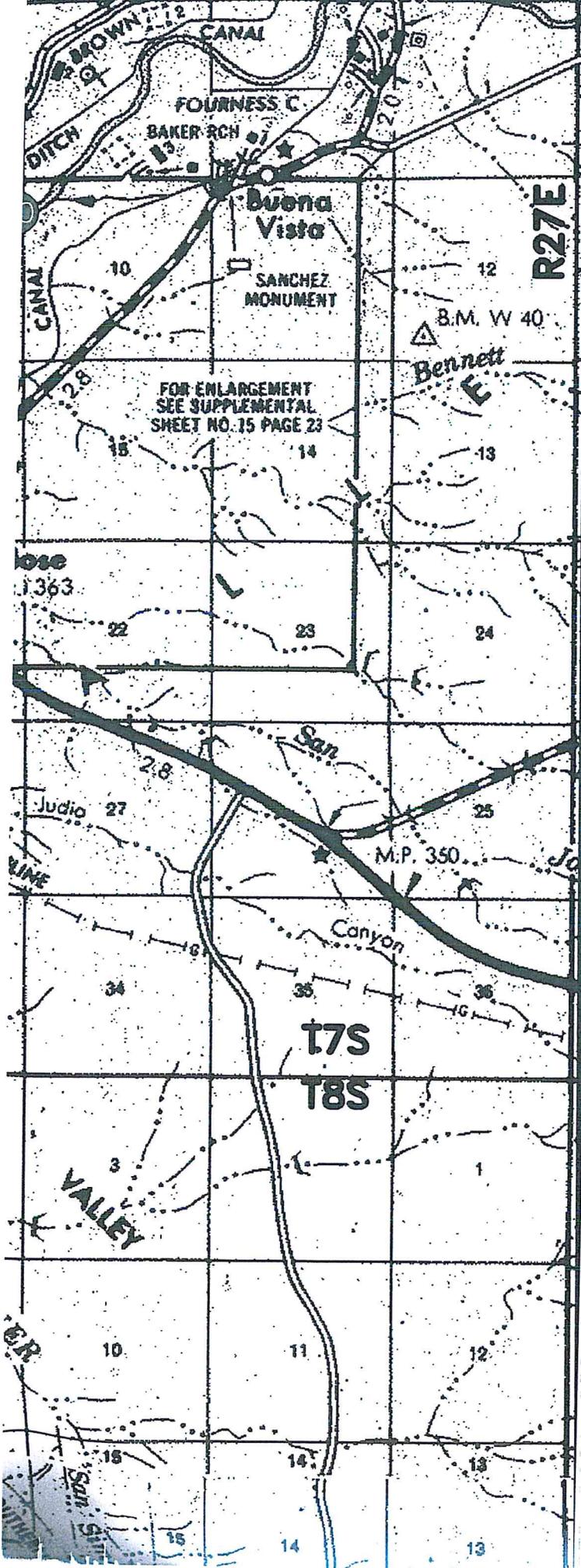


1. "IMPRESSIVE LABELS" - SECTION 8, T7S, R26E, DKT. 85 PG. 448 (102-26-063) 9.15 ACRES
2. FIRTH PARK - SECTION 7, T7S, R26E, DKT. 389 PG. 191 (102-19-085) 4.87 ACRES
3. CITY HALL - SECTION 8, T7S, R26E, CITY CLERK FILE (102-22-361) 1.72 ACRES
4. POLICE DEPARTMENT - SECTION 7, T7S, R26E, DKT. 391 PG. 868 (102-19-090) 0.23 ACRES
5. "SAFE HOUSE" - SECTION 18, T7S, R26E, DKT. 488 PG. 501 (101-21-015 & 019) 1.45 ACRES
6. PALMS SUBDIVISION RETENTION PONDS - SECTION 19, T7S, R26E, DKT. 495 PG. 930 (103-03-099) 0.73 ACRES
7. "SAFFORD ANNEX" - SECTION 18, T7S, R26E, DKT. 89 PG. 438 (101-17-040B) 1.63 ACRES
8. "NEW LIBRARY" - SECTION 17, T7S, R26E, DKT. 415 PGS. 521 & 524 (101-05-039 & 101-05-040) 2.87 ACRES
9. "YARD 2" - SECTION 17, T7S, R26E, DKT. 80 PG. 622 (101-05-072) 0.56 ACRES
10. CENTRAL AVE. WATER TOWER TANK SITE - SECTION 17, T7S, R26E, DKT. 483 PG. 156, (101-04-074B) 1994 SPLIT 30' X 30' 0.02 ACRES
11. RELATION ST. RETENTION POND - SECTION 18, T7S, R26E, DKT. 391 PG. 497 (101-16-022) 4.02 ACRES
12. PARCEL AT NW COR. RELATION ST. & 14TH AVE. - SECTION 18, T7S, R26E, DKT. 364, PG. 630, (101-20-007) 0.14 ACRES
13. PARCEL AT SE COR. RELATION ST. & 14TH AVE. - SECTION 18, T7S, R26E, DKT. 463 PG. 881 (101-24-090) 0.29 ACRES
14. FORMER LOCATION OF YARD "1" - SECTION 17, T7S, R26E, AS PER GRAHAM COUNTY DOCUMENT 2000-02174 (101-08-092A) 0.51 ACRES
15. 1ST AVE. REGULATOR STATION - SECTION 17, T7S, R26E, DKT. 41, PG. 524 (101-08-016) 0.29 ACRES
16. RAMADA ESTATES RETENTION POND - SECTION 18, T7S, R26E, DKT. 375 PG. 46 (101-25-066, 067, 068, & 069) 1.03 ACRES
17. 20TH AVE. REGULATOR STATION - SECTION 18, T7S, R26E, DKT. 363 PG. 720 (101-21-055) 0.03 ACRES
18. 20TH AVE. BOOSTER PUMP - SECTION 19, T7S, R26E, DKT. 390 PG. 765 (103-02-036) 0.11 ACRES
19. 20TH ST. SEWER LIFT STATION - SECTION 20, T7S, R26E, DKT. 221 PG. 591 (103-08-001C) 0.06 ACRES
20. 8TH AVE. SUBSTATION - SECTION 19, T7S, R26E, DKT. 233 PG. 309 (103-03-008), DKT. 309 PG. 149 (103-03-025 & 029), & DKT. 334 PG. 721 (103-03-028) 4.65 ACRES TOTAL ACRES
21. GLENN MEADOWS PARK - SECTION 19, T7S, R26E, DKT. 333 PG. 652 (103-34-035) 1.97 ACRES
22. TEN MILLION GALLON TANK - SECTION 30, T7S, R26E, DKT. 182 PG. 454 (103-26-006) 9.64 ACRES
23. SAFFORD UNION CEMETERY AND INDUSTRIAL PARK AREA - SECTION 20, T7S, R26E, PATENT 549024, GRAHAM COUNTY BOOK 3, PG. 48 (103-09-021C & 103-09-022) 89.47 ACRES
24. MESA YARD - SECTION 29, T7S, R26E, DKT. 29 PG. 293 (103-25-014) 58.43 ACRES
25. MORRIS WELLS - (INCLUDES FIRE TRAINING CENTER) SECTION 5, T7S, R26E, DKT. 91 PG. 343 (102-04-006) 80 ACRES
26. ALDER WELL - SECTION 5, T7S, R26E, DKT. 411 PG. 530 (102-04-034) (102-04-034) 0.06 ACRES
27. SMITH WELL - SECTION 6, T7S, R26E, DKT. 427 PG. 550 (102-12-012) (102-12-012) 0.11 ACRES
28. OLD SEWER PONDS AREA - SECTION 6, T7S, R26E, DKT. 98 PG. 359 & DKT. 43 PG. 317 (102-12-002, 003, & 102-14-002) 51.81 ACRES
29. ONE MILLION GALLON TANK - SECTION 13, T7S, R25E, GRAHAM COUNTY DOCUMENT 2003-05892 (104-35-008) 2.08 ACRES
30. 20TH AVE RETENTION POND SECTION 13, T7S, R25E, DKT. 494 PG. 493 (104-35-136E) 0.88 ACRES
31. LA TIERRA RECREATION/LANDSCAPED AREA SECTION 20, T7S, R26E, DKT. 494 PG. 192 (103-08-152) 0.81 ACRES
32. 14TH AVE. & DISCOVERY PARK BLVD. BOOSTER PUMP - SECTION 19, T7S, R26E, DKT. 511 PG. 819 (103-32-208) 0.25 ACRES
33. WAL-MART 20' X 205' ACCESS PARCEL - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 2003-07301 (102-15-067F) 0.09 ACRES
34. ATTORNEY FORMER OFFICE AND ADJACENT PARCELS - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 2007-04022 (102-19-113, 112, & 077) 1.20 ACRES
35. BOYS AND GIRLS CLUB - SECTION 17, T7S, R26E, GRAHAM COUNTY DOCUMENT 1997-04648, DOCKET 532 PAGE 312 (101-05-077) 0.29 ACRES
36. 14TH AVE. & 20TH ST. RETENTION POND - SECTION 18, T7S, R26E, GRAHAM COUNTY DOCUMENT 212003-05992 (101-21-C.O.S.) 5.43 ACRES
37. CONQUISTADOR ESTATES LOT 20 AND PORTIONS OF LOT 19 AND TRACT "3" - SECTION 19, T7S, R26E, GRAHAM COUNTY DOCUMENT 2003-00255 (103-32-020A) 2.03 ACRES
38. PARCEL SOUTH OF HIGHLINE CANAL FOR FUTURE 20TH STREET EXTENSION - SECTION 19, T7S, R26E, GRAHAM COUNTY DOCUMENT 1997-04465 (103-02-035C) 0.50 ACRES
39. EL DORADO #3 BASINS "A" & "B" - SECTION 18, T7S, R26E, GRAHAM COUNTY DOCUMENT 2003-03301 (101-24) 0.49 ACRES
40. COLONIAL VILLAGE LOT 9 - SECTION 17, T7S, R26E, GRAHAM COUNTY DOCUMENT 2004-00421 (101-07-009) 0.24 ACRES
41. GRAVEYARD WASH 80' STRIP - SECTIONS 19 & 20, T7S, R26E, GRAHAM COUNTY DOCUMENT 2000-03350 (103-02-129, 103-08-249, & 103-09-029) 0.24 ACRES
42. SOUTH 8TH AVE. PARCEL AT DISCOVERY PARK BLVD. - SECTION 19, T7S, R26E, GRAHAM COUNTY DOCUMENT 2000-01970 (103-02-005B) 15.27 ACRES
43. HIGHLINE CANAL PARCEL WEST OF 8TH AVE. - SECTION 19, T7S, R26E, GRAHAM COUNTY DOCUMENT 2001-04396 (103-02-040A) 0.03 ACRES
44. HIGHLINE CANAL PARCEL WEST OF 8TH AVE. - SECTION 19, T7S, R26E, DKT. 383 PG. 269 (103-02-040) 0.13 ACRES
45. PARCELS FOR 69 KVA ELECTRIC LINE - SECTION 19, T7S, R27E, DKT. 383 PG. 229 (103-02-038 & 039A) 1.73 ACRES
46. 774.24' X 20' PARCEL SOUTH OF 20TH ST. - SECTION 20, T7S, R26E, GRAHAM COUNTY DOCUMENT 2000-03433 (103-08-037A) 0.36 ACRES
47. HIGHLINE CANAL PARCEL EAST OF 8TH AVE. - SECTION 20, T7S, R26E, GRAHAM COUNTY DOCUMENT 2000-02742 (103-08-151D) 0.30 ACRES
48. LA TIERRA RETENTION POND AS PER PLAT - SECTION 20, T7S, R26E, GRAHAM COUNTY DOCUMENT 1995-03810 (103-08) 1.00 ACRE
49. TIERRA BONITA RETENTION POND AS PER PLAT - SECTION 20, T7S, R26E, GRAHAM COUNTY DOCUMENT 1999-03322 (103-08) 0.52 ACRES
50. TIERRA BONITA II RETENTION PONDS AS PER PLAT - SECTION 19, T7S, R26E, GRAHAM COUNTY DOCUMENT 2008-02786 (103-02-127 & 128) 0.67 ACRES
51. CENTRE PARK TRACT "2" DRAINAGE EASEMENT AS PER PLAT - SECTION 17, T7S, R26E, GRAHAM COUNTY DOCUMENT 1993-04882 (101-11) 0.24 ACRES
52. MESA VISTA RETENTION PONDS AS PER PLAT - SECTION 19, T7S, R26E, GRAHAM COUNTY DOCUMENT 2000-02614 (103-02) 1.18 ACRES
53. RECLAMATION POND AREA - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 1997-08895 (102-14-003B) 60.59 ACRES
54. 20TH AVE. PARCEL SOUTH OF HOSPITAL - SECTION 13, T7S, R25E, (104-37-021) 0.24 ACRES
55. ALLEY FROM 16TH STREET TO GREEN VALLEY SUBDIVISION - SECTION 17, T7S, R26E, GRAHAM COUNTY PARCEL (101-09-081A) 0.11 ACRES
56. TRIANGULAR PARCEL EAST OF GRAVEYARD WASH SECTION 19, T7S, R26E, (103-02-004D) 0.30 ACRES
57. NORTH 20 FEET LOTS 10 & 11 SOUTHWEST VILLAGE NO. 1 - SECTION 17, T7S, R26E, (101-10-020A & 020B) 0.11 ACRES
58. PARCEL ON 12TH AVE. NORTH OF 10TH ST. - SECTION 18, T7S, R26E, (101-18-005C) 0.02 ACRES
59. 14TH AVE. (FUTURE) R/W NORTH OF HWY 70 - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 1999-4068 (102-13-004B & 102-15) 1.28 ACRES
60. NORTH 8TH AVE. DRAINAGE PARCEL - SECTION 7, T7S, R26E, DKT. 226 PG. 293 (102-14-005) 1.38 ACRES
61. WALGREEN'S RETENTION PARCEL - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 2004-00775 (102-15-067E) 0.35 ACRES
62. WAL-MART SUBDIVISION RETENTION AREAS - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 2008-08500 2.85 TOTAL ACRES
63. 6' WIDE STRIP NORTH OF HWY 70 - SECTION 8, T7S, R26E, (102-22-173A) 0.04 TOTAL ACRES
64. SAFFORD COTA RANCH TRACT "A" AS PER PLAT - SECTION 20, T7S, R26E, GRAHAM COUNTY DOCUMENT 2007-03954 (103-08-248) 2.08 ACRES
65. ACCESS PARCEL NORTH OF CEMETERY ROAD - SECTION 20, T7S, R26E, (103-09-005N) 0.10 ACRES
66. CRIMSON CANYON SUBDIVISION LOT 22 - SECTION 18, T7S, R26E, GRAHAM COUNTY DOCUMENT 2003-06709 (101-18-071) 0.18 ACRES
67. CRIMSON CANYON SUBDIVISION TRACT "A" - SECTION 18, T7S, R26E, GRAHAM COUNTY DOCUMENT 1996-06255 0.23 ACRES
68. 90.75' X 30' PARCEL NW COR. RELATION ST. & 9TH PLACE - SECTION 18, T7S, R26E, (101-19-161) 0.06 ACRES
69. 14TH AVE. RETENTION POND SOUTH OF RELATION ST. - SECTION 18, T7S, R26E, (101-21-070) 1.11 ACRES
70. 20TH AVE. PARCEL SOUTH OF UNION CANAL - SECTION 18, T7S, R26E, GRAHAM COUNTY DOCUMENT 2009-03938 (101-20-265) 0.02 ACRES
71. 20TH AVE. PARCEL SOUTH OF UNION CANAL FOR WELL - SECTION 18, T7S, R26E, (101-020-035) 0.02 ACRES
72. ALLEYWAY PARCELS IN SOUTHWEST VILLAGE NO. 2 - SECTION 17, T7S, R26E, (101-10-052) 0.19 TOTAL ACRES
73. RECLAMATION WAY WEST OF 8TH AVE. - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 2007-09895 (102-14-004A) 2.71 ACRES
74. RECLAMATION WAY (LAYTON ACQUISITION) - SECTION 7, T7S, R26E, GRAHAM COUNTY DOCUMENT 2007-09896 (102-14-004C) 0.88 ACRES
75. EAST 15' OF LOT 12, CURTIS SUBDIVISION NORTH - SECTION 7, T7S, R26E, (102-15-044C) 0.09 ACRES
76. R/W ON 14TH AVE. & 8TH ST. (NW OF INTERSECTION) - SECTION 7, T7S, R26E, (102-15-066E, 066F, & 066G) 1.88 TOTAL ACRES
77. R/W ON 14TH AVE. & 8TH ST. (NE OF INTERSECTION) - SECTION 7, T7S, R26E, (102-18-062) 1.91 ACRES
78. R/W AT 8TH AVE. & 8TH ST. (NW OF INTERSECTION) - SECTION 7, T7S, R26E, (102-19-108) 0.03 ACRES
79. PECAN ADDITION, WEST 16' OF LOT 9 - SECTION 8, T7S, R26E, (102-26-068) 0.03 ACRES
80. TRIANGULAR PARCEL AT 12TH AVE. & HIGHLINE CANAL - SECTION 19, T7S, R26E, DKT. 433 PG. 352 (103-05-040) 0.07 ACRES
81. WEST RELATION ST. PARCEL - SECTION 13, T7S, R25E, GRAHAM COUNTY DOCUMENT 2000-06825 (104-35-135B) 0.11 ACRES
82. 20TH AVE. PARCEL SOUTH OF HOSPITAL - SECTION 13, T7S, R25E, DKT. 383 PG. 228 (104-37-030) 0.02 ACRES
83. ENTERTAINMENT WAY PARCEL - SECTION 8, T7S, R26E, GRAHAM COUNTY DOCUMENT 2004-05428 (102-28-003E) 1.58 ACRES
84. HOLLYWOOD ROAD PARCEL - SECTION 9, T7S, R26E, GRAHAM COUNTY DOCUMENT 1998-6554 (102-29-035B) 0.49 ACRES
85. HOLLYWOOD ROAD PARCEL - SECTION 9, T7S, R26E, (102-29-040) 0.51 ACRES



1. SECTION 1, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 2. SECTION 2, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 3. SECTION 3, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 4. SECTION 4, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
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 26. SECTION 26, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 27. SECTION 27, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 28. SECTION 28, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 29. SECTION 29, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...  
 30. SECTION 30, T. 4 S., R. 26 E., AS SHOWN ON A PLAT...

**CITY PROPERTY MAP SHEET 2**  
 City of Safford  
 Pinal County, Arizona



1. LOTS 2 & 3, SECTION 27, T4S, R27E, AZ PATENT 6799 & AZ PATENT 5349, DKT. 92 PG. 506 (108-29-008) 100 ACRES
2. LOT 6, SECTION 3, T5S, R27E, PATENT 02-64-0034, DKT. 91 PGS. 308 - 309 (107-05-008) 20 ACRES
3. SECTION 11, T5S, R27E, PATENT 1182747, DKT. 57 PGS. 453-454 (107-05-009) 120 ACRES
4. LOTS 6 & 7, SECTION 31, T5S, R28E, & PORTION OF SECTION 5, T6S, R28E, PATENT 02-64-0034, DKT. 91 PGS. 308-309 90 TOTAL ACRES
7. SECTION 5, T6S, R28E, PATENT 1130309, DKT. 35 PG. 547 (107-27-005) 160 ACRES
6. SECTION 9, T6S, R28E, PATENT 02-64-0034, DKT. 91 PGS. 308-309 & DKT. 157 PG. 412 (107-27-001) 10 ACRES
7. SECTION 9, T6S, R28E, PATENT 02-71-0036, DKT. 410 PGS. 600-603 (107-27-001) 17.50 ACRES
8. SECTION 21, T6S, R28E, PATENT 02-64-0034, DKT. 91 PGS. 308-309 (107-27-006) 20 ACRES
9. SECTION 21, T6S, R28E, PATENT 02-71-0036, DKT. 410 PGS. 600-603 (107-27-002) 5 ACRES
10. CLONTS WELL - SECTION 9, T7S, R27E, DKT. 349 PG. 979 (107-30-035) 0.26 ACRES
11. CARRASCO WELL - SECTION 18, T7S, R27E, DKT. 443 PG. 475 (107-49-001) 82.50 ACRES
12. KEMPTON WELLS - SECTION 13, T7S, R26E, DKT. 441 PG. 624 (102-33-005) 40 ACRES
13. DRY LAKE PARK - SECTION 3, 10, & 11, T7S, R26E, PATENT 02-71-0033, DKT. 161 PG. 176 (102-30-007, 102-30-008, & 102-31-003 & 102-31-004) 633 ACRES
14. SAFFORD AIRPORT - WEST CLEAR ZONE, SECTION 2, T7S, R26E, DKT. 346 PG. 208 (102-01-006) 8.06 ACRES
15. SAFFORD AIRPORT - PATENT 1158979, DKT. 39 PG. 254 (102-01-002) 622 ACRES
16. SAFFORD AIRPORT- EAST CLEAR ZONE, SECTION 6, T7S, R27E, DKT. 348 PG. 523 (107-30-034) 8.55 ACRES
17. LANDFILL - SECTIONS 29, 30, 31, & 32, T6S, R26E, PATENT 1195550, DKT. 63 PG. 306 (107-08-005, 107-15-008, & 107-17-003) 442 ACRES
18. GOLF COURSE - SECTION 14, 22, 23, & 27, T7S, R25E, BK. 38 PG. 576 (104-39-004, 106-01-009, 014A, 014B, & 006A) 488.84 ACRES
19. PARCEL WEST OF GOLF COURSE - SECTION 22, T7S, R25E, DKT. 347 PGS. 728-729 (106-01-006) 40 ACRES
20. RIGGS, HARALSON, & NO NAME RESERVOIRS - SECTION 34, T7S, R25E, BK. 39 PG. 578 (106-01-028) 279.33 ACRES
21. CITY OF SAFFORD AIRPORT AREA ANDERSON ACQUISITION - SECTIONS 1 & 12, T7S, R26E, GRAHAM COUNTY DOCUMENT 2002-01620, (102-01-004E) 308.06+/- ACRES
22. 1.5 MILLION GALLON TANK PARCEL - SECTION 27, T7S, R25E, (106-01-027) 80.64 ACRES
23. TRIANGULAR AIRPORT PARCEL - SECTION 1, T7S, R26E, (102-01-005) 0.83 ACRES
24. PART OF LOT 5, THUNDERBIRD HILLS - SECTION 19, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."1" (106-20-025B) 0.10 ACRES
25. LOT 68, THUNDERBIRD HILLS UNIT TWO - SECTION 19, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."2" (106-20-088) 0.22 ACRES
26. PART OF LOT 166, THUNDERBIRD HILLS UNIT TWO - SECTION 20, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."3" (106-20-186B) 0.02 ACRES
27. PART OF LOT 170, THUNDERBIRD HILLS UNIT TWO (200,000 GALLON TANK) - SECTION 20, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."4" (106-20-190B) 0.05 ACRES
28. LOT 173, THUNDERBIRD HILLS UNIT TWO - SECTION 20, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."5" (106-20-193) 0.27 ACRES
29. PART OF TRACT "H" - SECTION 19, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."6" (106-20-328B) 0.07 ACRES
30. PART OF LOT 400, THUNDERBIRD VALLEY - SECTION 17, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."7" (106-26-400A) 0.12 ACRES
31. LOT 491, THUNDERBIRD VALLEY UNIT 2 - SECTION 17, T8S, R26E, GRAHAM COUNTY DOCUMENT 2003-06582, PARCEL NO."8" (106-26-491) 0.17 ACRES
32. ROBINSON RANCH RD. EFFLUENT BOOSTER 15'X15' PARCEL - SECTION 14, T7S, R25E, DKT. 345 PG. 890 (104-40-072) 0.01 ACRES

primary	sub_lo	type_code	description	const	ins_value
1	0		W. Golf Course Road		
1	1	B	Clubhouse/Pro Shop	JM	733,000
1	1	MPP			5,000
1	1	VP	Valuable Papers \$100,000 w/\$1000 Ded		
1	2	B	Private Cart Storage Wing	JM	126,000
1	2	MPP			35,000
1	3	B	Rental Cart Storage & Maintenance	JM	132,000
1	3	MPP			75,000
1	4	B	Golf Pro's House	JM	150,000
1	4	MPP			8,000
1	5	B	Restroom at #5 Hole	F	7,500
1	5	MPP			500
1	6	B	Restroom at #12 Hole	F	7,500
1	6	MPP			500
1	7	B	Maintenance Bldg by #11 Hole	F	65,000
1	7	MPP			25,000
1	8	B	Superintendents Office	JM	70,000
1	8	MPP			3,500
1	9	B	Starter Shack at #1 Hole	JM	500
1	9	MPP			6,000
1	10	B	1,000 gallon fuel tank	NC	8,000
2	0		Public Works Yard 2 - 825 5th Avenue		
2	1	B	Storage	JM	187,000
2	1	MPP			2,000
2	3	MPP			1,000
2	5	B	Office Bldg with Awning	JM	113,067
2	5	MPP			5,000
3	0		City Hall Complex - 717 Main Street		
3	1	B	City Hall Building	F	1,376,361

3	1	MPP			420,800
3	2	B	City Court Complex	JM	290,000
3	2	MPP			30,000
4	0		650 S. 7th Avenue		
4	1	B	Fire Station	JM	968,000
4	1	MPP			100,000
4	2	B	Chief's Office	JM	25,000
4	2	MPP			5,000
5	0		Odd Fellows Home - 808 S. 8th Ave.		
5	1	B	Safford City Hall Annex	JM	935,000
5	1	MPP	Old Library & Museum		60,000
6	0		405 W. Discovery Park Blvd		
6	1	B	Mesa Yard Office Complex	JM	588,000
6	1	MPP			174,000
6	2	B	Storage Shed	F	3,000
6	2	MPP			25,000
7	0		525 South 10th Avenue		
7	1	B	Police Department Building	JM	470,000
7	1	MPP			60,000
8	0		1024 W. Main St. - Firth Park Complex		
8	1	B	Guard Shack/changing rooms/restrooms	JM	157,000
8	2	B	Pool Equipment Bldg/restrooms	JM	18,000
8	2	MPP			30,000
8	3	B	Maintenance Shop	JM	6,000
8	3	MPP			6,000
8	4	B	Chamber/Development/Foundation Bldg	JM	454,000
8	4	MPP			20,000
8	5	B	Rest Area	JM	20,000
8	5	MPP			200,000
9	0		Bonita Wells		

9	1	B	Well #15, Fuel Tank, Engine, Pump	F	85,000
9	1	MPP			65,000
9	2	B	Bonita Well #15 and storage	NC	5,000
9	2	MPP			15,000
9	3	B	Bonita Chlorinator Station/Controls	JM	6,000
9	3	MPP			25,000
9	4	B	Bonita Turbidity Station/Controls	F	6,000
9	4	MPP			150,000
10	0		Wells		
10	1	B	Clonts Well Pump/controls	F	3,000
10	1	MPP			40,000
10	1	MPP			40,000
10	2	B	Kempton Well Pump 2A/controls	JM	3,000
10	3	B	Alder Well Pump/controls	JM	20,000
10	3	MPP			75,000
10	4	B	Smith Well Pump/controls	JM	20,000
10	4	MPP			75,000
10	5	B	Carrasco Well Pump/controls	JM	75,000
10	5	MPP			20,000
10	6	B	Kempton Well 3B Pump/Controls	JM	10,000
10	6	MPP			80,000
10	7	MPP	Kempton Well 4C Pump/Controls	JM	80,000
11	0		8th Ave. - Electrical Substation		
11	1	B		JM	70,000
11	1	MPP			1,700,000
12	0		Sewer Treatment Plant		
12	1	B	Lab Building	JM	10,000
12	2	B	Chlorine Building	F	5,000
12	3	MPP	Golf Course Lagoon #1 2@ \$7,000		14,000
12	4	MPP	Golf Course Lagoon #2 4@ \$7,000		28,000

12	5	MPP	60 HP submersible Pumps 2 @ \$25,000		50,000
12	6	MPP	Lagoon #3 Aerators	NC	46,000
12	7	MPP	Golf Course Aerators & Sub pumps	NC	64,000
12	8	B	Chlorinator Bldg.		10,000
12	8	MPP			25,000
12	9	MPP	Robinson Ranch Effluent Booster	F	100,000
13	0		Station #1 - 20th Street		
13	1	MPP	Sewer Lift Stations	NC	50,000
14	0		Booster Pump Bldgs.		
14	1	B	Hillcrest Booster Pump Buildings	JM	65,000
14	1	MPP	Hillcrest Booster Pump building		125,000
14	2	B	Mesa Yard Booster Pump building	JM	12,000
14	2	MPP			150,000
14	3	B	Daley Estates Booster Station	JM	10,000
14	3	MPP			100,000
14	4	B	20th Avenue Booster Station	JM	25,000
14	4	MPP			150,000
14	5	B	Safford Airport/Water Booster Pump	JM	3,000
14	5	MPP	building/controls		35,000
14	6	MPP	Safford Airport/Booster Tank/controls	F	25,000
14	7	B	32nd St & 14th Ave.	JM	25,000
14	7	MPP	14th Avenue Booster		100,000
14	8	B	ASP Booster	JM	100,000
14	8	MPP			50,000
14	9	B	ASP Meter Building	F	15,000
14	9	MPP			15,000
14	10	B	Cactus Booster	JM	10,000
14	10	MPP			150,000
15	0		2760 West Dry Lake Road - Dry Lake Park		
15	1	B	Rifle Range/Restrooms/Storage Building	JM	37,900

15	1	MPP			2,000
15	2	B	Rifle Range Trap Building	JM	2,500
15	2	MPP			2,500
15	3	B	Model A/P Strip Restroom	JM	8,400
15	4	PRK	Three Ramadas		8,640
15	5	PRK	Group Ramadas		12,000
16	0		4550 E. Aviation Way - Safford Airport		
16	1	B	Terminal Building/Office	JM	200,000
16	1	MPP			11,260
16	2	B	Hanger #1 - City of Safford H4	F	179,000
16	4	B	Hanger #2 - Davis Aerial CH2	JM	25,000
16	5	B	Metal Storage Shed (old fire truck garage)	F	7,200
16	6	B	Block Equipment Buildings (2)	JM	4,400
16	6	MPP			80,000
16	7	B	Electric Equipment Vault	JM	6,000
16	7	MPP			100,000
16	8	B	4 Bay Hanger Complex T1-T4	JM	196,456
16	9	B	Hanger #3 - Don's Flying Machine C-8	JM	110,000
16	10	B	Hanger #4 - John Hunt P1	JM	279,000
16	11	B	Ron Bryce's Hanger P-12	JM	111,000
16	12	B	Above Ground 10,000 gal. Fuel Storage Tank	NC	95,000
16	13	B	Above Ground 12,000 Gal. Fuel Storage Tank	NC	95,000
16	14	B	FBO Hanger - City of Safford CH2	JM	207,000
16	15	B	Hangar C-13	NC	239,000
16	16	B	Hangar C-16	NC	239,000
16	17	B	Hangar C-14	NC	158,000
16	18	B	Hangar C-15	NC	198,000
16	19	B	Hangar - Astro Aviation	JM	211,000
17	0		Morris Well Complex		
17	1	B	Building #1	F	20,000

17	1	MPP			65,000
17	2	B	Building #2	F	7,000
17	2	MPP			65,000
17	3	B	Building #3	F	20,000
17	3	MPP			7,000
18	0		3001 S. 14th Ave - Glenn Meadows Park		
18	1	B	Restrooms/storage building	JM	20,000
18	1	MPP			2,000
19	0		Fire Training Center		
19	1	B	Restrooms	JM	10,000
19	1	MPP			1,000
19	2	B	Tower	FR	25,000
20	0		450 W. Discovery Park Blvd - Safford Cemetery		
20	1	B	Caretaker Shop/Restrooms	JM	25,000
20	1	MPP			5,000
21	0		Gas Regulator Stations		
21	1	B	Station #1 - control valves	JM	8,000
21	1	MPP			125,000
21	2	B	Station #2 - control valves	JM	125,000
21	2	MPP			8,000
22	0		805 7th Avenue		
22	1	B	Gila Valley Youth Club	JM	480,000
22	1	MPP			30,000
23	1	B	Misc Off-Premises Bldg. & Equipment	NC	200,000
24	0		800 S. 7th Ave.		
24	1	B	Library & Community Room	JM	2,861,000
24	1	MPP			600,000
25	0		373 W. Discovery Park Blvd.		
25	1	B	Warehouse & Vehicle Maintenance Shop	NC	1,685,000
25	1	MPP			759,816

25	2	B	Electric Department/Offices/Garage	NC	385,000
25	2	MPP			234,132
25	3	B	Pipe Storage Facility	NC	22,000
25	4	B	Three Maintenance Sheds	F	6,000
25	4	MPP			15,000
25	5	B	Storage Building (Water)	JM	4,000
25	5	MPP			100,000
25	6	B	Storage Building (Gas)	JM	100,000
25	6	MPP			4,000
25	7	B	Storage Building (Sewer)	JM	4,000
25	7	MPP			50,000
25	8	B	Storage Building (Electric)	JM	4,000
25	8	MPP			75,000
26	0		220 West Discovery Park Blvd		
26	1	B	Public Works Operations	JM	434,000
26	1	MPP			60,000
27	0		1395 W. Reclamation Way		
27	1	B	Water Reclamation Plant - Admin Bldg.	JM	597,000
27	1	MPP			11,000
27	2	MPP	Control System & Lab Equip		332,500
27	3	B	Waste Water Treatment Plant	NC	10,000,000
28	0		17th Ave. & Discovery Blvd.		
28	1	B	Ten Million Gallon Tank	NC	329,000
29	0		South Quail Ridge		
29	1	B	One Million Gallon Tank	NC	250,000
30	0		Behind Dailey Estates		
30	1	B	1.5 Million Gallon Tank	NC	313,000
31	0		1519 S. 20th Ave		
31	1	B	Mt. Graham Safe House - (Leased to others)	F	520,000
32	0		531 S. 11th Ave		

32	1	B	American Legion - (Leased to others)	JM	700,900
33	0		1111 W. Thatcher Blvd		
33	1	B	Chamber of Commerce - (Leased to others)	JM	363,000
34	0		Cemetery Road		
34	1	B	Brickyard Storage/Wash Bay/Restroom	JM	75,000
34	2	B	Storage Shed	JM	3,000
35	0				
35	1				
35	2				
35	3				
36	0				
36	1				

**City of Safford, Arizona**  
**Council WORK SESSION Communication Form**



Meeting Date: Monday, September 24, 2012 @ 6:00 p.m.

Subject: Salary Competitiveness Policy

Department: CITY MANAGER

From: David Kincaid

**REQUESTED ACTION:**

**SALARY COMPETITIVENESS POLICY:** Review and discussion of revised Salary Competitiveness Policy.  
(Request by Councilman Seale) **INFORMATION/DISCUSSION**

**ATTACHMENTS:**

Revised Policy

**City of Safford**  
**Salary Competitiveness Policy**  
Effective January 1, 2006 (Amended INSERT DATE)

General Policy:

The following policy is written for the purpose of implementation and adoption of a policy to administrator the results and findings of the Compensation & Classification Study conducted by Public Sector Personnel Consultants.

It is the intention of the City of Safford to utilize the Salary Competitiveness Policy to compensate its employees at a level sufficient to encourage excellence of performance and to maintain the labor market competitiveness necessary to recruit and retain a competent work force.

Implementation:

The attached salary schedule shall be effective January 1, 2006. The schedule implements the salary survey conducted by Public Sector Personnel Consultants at 95% of the prevailing rate. (A competitive employer is defined as +/- 5% of 100% of the prevailing rate). The salary schedule provides a 40% difference from minimum to maximum. The salary ranges are separated by 2.5% increments.

In addition to placing employees at 95% of the prevailing rate, a tempering increase will be implemented as a one-time increase as follows:

<u>Years in Position</u>	<u>% of Increase</u>
5	2.5%
10	5%
15	7.5%
20	10%
25	12.5%

Tempering relieves inadvertent compression. Inadvertent compression occurs when positions are placed on the salary schedule and newly hired or shorter tenure employees are at the same or close to the salary rates of other employees with significantly more years in the same position.

The attached City of Safford Position Classification Listing allocates every position within the organization along with its designated salary range. Reclassification of positions, creation of a new position or abolishment of a position shall be initiated by the department head through the Human Resources Director.

As the salary schedule relates to new hires, the minimum of a salary range is not necessarily the hiring rate. The City of Safford must utilize the entire salary range for recruitment purposes, reserving the flexibility for a variety of recruitment situations.

The City Manager and management staff will review salary adjustments for COLA, longevity and merit as part of the budget process each year. Salary adjustments for market data will be reviewed every other budget year. These salary adjustments are subject to the City's overall financial state and must be within the financial capabilities of the City. The City Manager will decide the level of funding for each to be included in the recommended budget. The City Council will make the final decision in adoption of the annual budget.

#### Salary Adjustments for COLA:

Each year, as part of the budget process, the City Council ~~shall~~ ~~may~~ ~~approve~~ ~~a~~ ~~establish~~ ~~the~~ percentage ~~available~~ for an overall increase or cost-of-living adjustment based on CPI indexes. Any overall increase or cost-of-living adjustment shall be effective July 1 of every year.

#### Salary Adjustments for Longevity:

In recognition of employee's years of service with the City of Safford, a 2.5% longevity increase ~~will~~ ~~may~~ be granted in January of every year to recognize those employees who reached a five (5) year increment the previous calendar year based on the employee's date of hire. Longevity increases ~~will~~ ~~begin~~ ~~began~~ on January 1, 2007.

#### Salary Adjustments for Merit:

Each employee, at the time of his or her annual performance evaluation, ~~is~~ ~~may~~ ~~be~~ eligible for merit consideration. Merit is tied to performance and is based on the recommendation of the supervisor and department head, with approval from the Human Resources Director and City Manager. Merit adjustments range from 2% to 5% increases and ~~shall~~ ~~may~~ be effective January 1<sup>st</sup> of the following year. New hires must have at least one year of service with the City of Safford to be eligible for a merit increase. (See attached City of Safford Employee Performance Evaluation Form).

#### Salary Adjustments for Market Data:

The Human Resources Director shall have the responsibility to conduct future salary surveys to establish new prevailing rates based on market data. These market surveys ~~will~~ ~~may~~ be conducted every two (2) years with adjustments to be effective July 1 to coincide with budget year.