



Minutes City Council Work Study Session April 7, 2016

Minutes of the Tempe City Council Work Study Session held on Thursday, April 7, 2016, 4:00 p.m., in the City Council Chambers, Tempe City Hall, 31 E. Fifth Street, Tempe, Arizona.

COUNCILMEMBERS PRESENT:

Mayor Mark W. Mitchell
Councilmember Robin Arredondo-Savage
Councilmember Lauren Kuby

Vice Mayor Corey D. Woods
Councilmember Kolby Granville
Councilmember David Schapira (*participated telephonically at 4:22 p.m.;
joined the meeting at 5:58 p.m.*)

COUNCILMEMBER ABSENT:

Councilmember Joel Navarro

STAFF PRESENT:

Andrew B. Ching, City Manager
Judi Baumann, City Attorney
Brigitta M. Kuiper, City Clerk
Eric Iwersen, Principal Planner
Naomi Farrell, Human Services Director
Rosa Inchausti, Strategic Management & Diversity Dir.

Ken Jones, Deputy City Manager – Chief Financial Officer
Steven Methvin, Deputy City Manager – Chief Operating Officer
Don Bessler, Public Works Director
Julian Dresang, Traffic Engineer
Craig Hittie, Housing and Revitalization Manager
Various Department Heads or their representatives

Mayor Mitchell called the meeting to order at 4:20 p.m.

Call to the Audience

Dr. Michael Kuby, Arizona State University (ASU) professor and member of the ASU Wireless Streetcar Advisory Group, reviewed the Center for Transportation and the Environment's (CTE) analysis and determination that the overhead catenary system with battery would be able to handle double the original 0.75-mile wireless section on Mill Avenue between University Drive and Rio Salado Parkway. He presented energy analysis graphs and reviewed battery life projections for the wireless section. The Request for Proposal should include specific battery charge and discharge limits for the Streetcar.

In response to questions from Councilmembers, Dr. Kuby outlined the benefits of additional wireless sections along the Streetcar route to include aesthetics, fewer wires, and cost savings on the overhead wiring and installation. The same battery size was analyzed throughout the study; a larger battery would not be required to accommodate a longer wireless section. Dr. Kuby suggested further engineering analysis to determine potential cost savings of a longer wireless section and the possible requirement for substations and transformers.

Mayor Mitchell announced to the audience that staff recommends postponing the implementation of the BIKEit Seat Route (Agenda item 2B) and exploring options for other routes.

Dr. Ira C. King, Jr., Tempe, Corona del Sol Estates resident, thanked Councilmembers for responding to his emails regarding his opposition to the Seat Route. He expressed concerns that a new traffic crossing signal at La Vieve Lane and McClintock Drive will increase traffic congestion and speeding in the area, and that the Seat Route signage and advertising will decrease nearby property values.

Councilmember Kuby clarified that the proposed traffic crossing signal at the La Vieve Lane/McClintock Drive intersection would be activated by pedestrians or bicyclists and would not be a traffic light. Dr. King stated that nearby residents will be affected by the increased traffic and pollution. Councilmember Kuby further clarified that the proposal is for a bike boulevard, not bike lanes.

Gerald Anderson, Tempe, Corona del Sol Estates resident, spoke in opposition to the Seat Route due to concerns about impacts to the residents' quiet use and enjoyment of their properties.

Fawn Medesha, Tempe, Corona del Sol Estates resident, stated that La Vieve Lane is located in a low-density, single-family residential area, and was never designated as a multi-modal street. She has sent multiple emails to the City Council in opposition to the Seat Route. The Circle G Ranches neighborhood was excluded from this bike route because it contains private streets that the City does not own or maintain. The City needs to receive the consent of the property owners to change the use of La Vieve Lane; repurposing this street would be a form of rezoning. Although Warner and McClintock Roads are designated as multi-modal streets, they are not included in the Bike Boulevards BIKEIT system.

Jack Stewart, Sr., Tempe, Corona del Sol Estates resident, spoke in opposition to the Seat Route through his neighborhood due to bicyclists' safety concerns. The City should consider another bike route. Mr. Stewart also objects to the proposed traffic crossing signal at McClintock Drive and LaVieve Lane because it is a dead-end street.

Steven Calvin, Tempe, Corona del Sol Estates resident, expressed opposition to the Seat Route due to increased traffic congestion, speeding, and vehicles running stop signs in the area. Based on his professional real estate experience, many homebuyers are not interested in neighborhoods with bike lanes or center striping. The City should consider alternate routes.

Randy Turcotte, Tempe, Corona del Sol Estates resident, noted that the bike route along La Vieve Lane has existed since 1991. The City Council agreed to modify the route to bypass the Circle G Ranches neighborhood due to the objection of residents. At least 90% of the residents along La Vieve Lane do not want changes such as striping or a traffic signal. The Seat Route should bypass La Vieve Lane.

Timothy La Sota, Phoenix, attorney representing Corona del Sol Estates residents, stated that the Seat Route is not appropriate for this area; other alternatives that would be conducive to regional connectivity should be explored. Corona del Sol Estates residents have submitted a petition in opposition to the Seat Route. Mr. La Sota conveyed support for staff's recommendation to postpone the Seat Route and allocate funding to another route.

Paul Harbour, Tempe, Corona del Sol Estates resident, stated that he is opposed to the Seat Route running through his neighborhood and noted that an alternative bike route should be considered. He suggested installing a traffic crossing signal for pedestrians and bicyclists exiting the Alta Mira neighborhood at Caroline Lane and McClintock Drive, to allow them to travel south to the established bike route on Post Road in Chandler. The 1991 designation of the bike lane on La Vieve Lane should be reversed because it is in a residential area.

Jacob Spencer, Tempe, Alta Mira resident, voiced support for the proposed Seat Route and traffic crossing signal at McClintock Drive and LaVieve Lane because it will enable children to safely access the nearby schools and provide a safe exit from the neighborhood. New signals/crossing treatments could also be installed at Caroline Lane or other locations. Mr. Spencer expressed concern about the wayfinding signage and noted other options for consideration. Alta Mira residents and others along the Seat Route have signed a petition indicating their support of the proposal.

Laurie Johnson, Tempe, Corona del Sol Estates resident, spoke in opposition to the Seat Route and traffic crossing signal at McClintock Drive and LaVieve Lane due to the following concerns: negative impacts to the peaceful character of the neighborhood and property values on La Vieve Lane, increased vehicular traffic, lack of public destinations in the neighborhood, and La Vieve Lane is not a through street. Bicyclists should be routed to the designated bike path on Post Road leading to the nearby school, or they should use the established bike paths along McClintock Drive, Warner Road, and Rural Road.

David Rice, Tempe, expressed support for the Seat Route and noted that he uses the eastern portion of this route to commute to work. He suggested connecting the Highline Canal Multi-Use Path with the Kyrene Canal Multi-use Path since they both end at the Knox Road alignment. Wayfinding signage should be installed along the Seat Route.

Darlene Justus, North Tempe Neighborhood Association President and Papago Parkway 5 resident, spoke in support of preserving Papago Park to prevent development projects from encroaching into the Park, and submitting the land designation to the voters for ratification at a special election. The [2040] General Plan and the Discover Papago Park Master Plan support the preservation of Sonoran desert parcels and riparian areas in the Park. A petition containing over 1,100 signatures indicate support for establishing preserves for the remaining Sonoran Desert in Papago Park.

Linda Whitaker, Director, Library and Archives at Arizona Historical Society, encouraged the City Council to pursue the Desert Park Preserve status for Papago Park because it will directly affect the Arizona Heritage Center, located adjacent to the Park. She discussed the neglected maintenance and itinerant camping issues in the Park, and described negative impacts to guests at social events at the Arizona Heritage Center.

Joyce and Michel Wickell, Tempe, Papago Manor residents, support the preservation of Papago Park.

Bruce Braley, Tempe, Papago Parkway 5 resident, thanked the present and past City Councils for their wise stewardship of the City's parks. Parks enhance the quality of life for Tempe residents and visitors, and should be protected from commercial or private development. Mr. Braley encouraged the City Council to preserve the Sonoran desert parcels and riparian areas of Papago Park.

Deb Gain-Braley, Tempe, Papago Parkway 5 resident, spoke in support of protecting Papago Park in perpetuity because this urban open space provides an important asset to the community, helps to reduce the urban heat island effect, provides recreational and aesthetic value to the City, and attracts visitors. The City should determine its return on investment for open space. The Desert Park Preserve designation for Papago Park should be placed on a ballot for the voters' consideration.

Barbara Sherman, Tempe, spoke in favor of protecting Papago Park as a Sonoran Desert area. She recognized the efforts by City Council, Senator Carl Hayden, President Franklin D. Roosevelt, and others to help preserve Papago Park.

Deborah Zajac, Tempe, Cavalier Hills resident, spoke in support of protecting the unique open space of Papago Park rather than trying to monetize it.

Richard Sederstrom, Tempe, Papago Parkway 5 resident, conveyed support for preserving Papago Park.

Karyn Gittlis, Tempe, Tempe Historic Preservation Foundation Chair, spoke in support of preserving Papago Park, described the Park as a regional treasure, and stated that it was in the best interests of the City to preserve this precious resource. In 1914, President Woodrow Wilson designated Papago Park as a National Monument, but Congress abolished this designation in 1930. Various developers have inquired about development projects within the Papago Park boundaries. Ms. Gittlis discussed the Discover Papago Park Master Plan that was adopted by the City in 2010. She noted that the Carl Hayden Campus for Sustainability includes the Arizona Heritage Center at Papago Park.

Bill Justus, North Tempe Neighborhood Association member and Papago Parkway 5 resident, voiced support for the preservation of Papago Park, and noted that he and his family have enjoyed the Park over the years.

Dick Dippold, Tempe, Papago Manor resident, stated that he supports the Papago Park Preserve.

Nancy Favor, Tempe, spoke in support of preserving the natural beauty of Papago Park. She expressed concern that development in the area, with the addition of bike lanes and lighting, has adversely impacted the character of the Park.

Issue Review Session Items

Streetcar Update

Don Bessler, Public Works Director, noted that Scott Smith, Interim Chief Executive Officer, Valley Metro, is unable to attend tonight's meeting. Wulf Grote, Director of Planning and Development, Valley Metro, will provide an update on the Tempe Streetcar project.

Eric Iwersen, Principal Planner, stated that in February, 2016, the Streetcar was included in President Obama's Proposed Fiscal Year (FY) 2017 Budget. Three intergovernmental agreements (IGA) between the City of Tempe and Valley Metro, are scheduled for City Council consideration at the April 14, 2016 Regular Council Meeting: Design, Construction, and Finance

Agreement; Public Way Use Agreement; and Operations and Maintenance Agreement.

Mr. Grote delivered a slide presentation describing the Streetcar alignment and project milestones.

In response to questions from Councilmembers, Mr. Bessler reported that he recently attended the Streetcar Summit in Kansas City, Missouri, hosted by the Community Streetcar Coalition (CSC), and met with three of the streetcar manufacturers to discuss off-wire technologies. Valley Metro and the City of Tempe are members of CSC. Staff is working with the Center for Transportation and the Environment (CTE) on language to be included in the Request for Proposal (RFP) for streetcar vehicles, to indicate a strong preference for off-wire propulsion technology on Mill and Ash Avenues, on-board energy storage, and additional wireless options. Staff will provide the RFP language to the City Council, in accordance with the procurement process.

Councilmembers discussed CTE's assessment that a streetcar utilizing the overhead catenary system with battery would have sufficient battery capacity to support additional off-wire segments to Rio Salado Parkway and Marina Heights. Mr. Grote noted that streetcar design options include on-wire or off-wire propulsion technology for the route segment along Mill Avenue, from University Drive to Rio Salado Parkway, as well as Ash Avenue, to allow manufacturers responding to the RFP to present proposals for streetcar vehicles that accommodate either option.

Mr. Iwersen explained that the RFP and the preliminary engineering to determine utilities, rights-of-way, and adjacent land use, are expected to be completed this spring.

Mr. Grote stated that Congressional Appropriations, expected to occur near the end of 2016, will define the dollar amount in the FY 2017 Federal Budget for this project. Valley Metro anticipates receiving \$75 million in Small Starts Grant funding from the Federal Transit Administration, although the timeline to receive those funds is unclear. Valley Metro anticipates advertising for the final design, consultant for an artist, and Construction Manager at Risk contract, with their pre-award authority, in summer, 2016, and awarding those contracts in addition to the Streetcar Vehicle Procurement contract, in fall, 2016. This activity would occur irrespective of the Congressional Appropriations process, to keep the Streetcar project moving forward. In addition, Valley Metro anticipates initiating the right-of-way acquisition process in spring, 2017; the construction period from fall, 2017 to winter, 2019; and conducting ongoing public and stakeholder outreach throughout the project.

Mayor Mitchell noted support for the Tempe Streetcar from Representative Kyrsten Sinema and Senator John McCain.

Mr. Grote reviewed the Streetcar expenditure forecast. Approximately \$11 million is anticipated to be spent in FY 2017 on this project related to design, utility, and real estate expenses. By the construction phase in FY 2018, the full funding through the Small Start Grant Program should be in place.

In response to a question, Mr. Bessler stated that the formation of a special assessment district, encompassing private businesses and Arizona State University within the area, will help offset the remaining \$13 million needed to fund a portion of the Streetcar construction. General Fund or property tax revenues will not be allocated to fund this gap.

Mr. Grote concluded the presentation by reviewing the three IGAs between the City of Tempe and Valley Metro. The Design, Construction and Finance Agreement determines the parties' roles and responsibilities; defines the funding arrangements to include the special assessment district and funding provided by Valley Metro to the City for administrative expenses; and, terminates when the project is complete. The existing Public Way Use, and Operations and Maintenance Agreements were executed for the light rail project that opened in 2008. These agreements are being amended to permit Valley Metro to utilize public rights-of-way for the Streetcar project, identify Valley Metro as responsible for the primary ongoing maintenance and operations of the system and identify Tempe as responsible for the public rights-of-way where the Streetcar operates.

Based on the discussion, the City Council agreed to continue to work with CTE; keep options open for the RFP on the streetcar vehicle design; reconfirm their preference for off-wire propulsion technology for the Streetcar segment on Mill Avenue from University Drive to Rio Salado Parkway, as well as Ash Avenue; explore the potential for off-wire technology in additional areas if capacity is available, and, to continue to move the project forward while analyzing off-wire capacity.

BIKEiT Seat Route Update

Eric Iwersen, Principal Planner, stated that staff recommends postponing implementation of the proposed Seat Route at this time and exploring options to advance funding to the BIKEiT Pedal Route, and subsequently to the Brake and Wheel Routes.

Mayor Mitchell noted that residents have expressed appreciation for staff's understanding and patience during the public outreach process.

Mr. Iwersen delivered a slide presentation reviewing background information on the nine bike boulevard routes in the BIKEiT system; Bike Boulevard Program funding; the public involvement process regarding the Seat Route; and, location of the Seat Route and its connections to neighborhood parks, schools, and existing and proposed pathways. Between December 12, 2015 and March 28, 2016, the City received 117 comments (92 unduplicated) via the online comment form, public meetings, emails, and the City website. A petition submitted to the City in December, 2015, was not included in the public comment summary. Of the 92 unduplicated comments, 59 opposed the Seat Route, 2 comments were neutral, and 31 supported the Seat Route. Of the households located along the Seat Route, 18 are in support, 39 are in opposition, and 2 are neutral. Mr. Iwersen highlighted some of the feedback received in favor of and against the Seat Route.

Options for Council's consideration include: 1) Implement the Seat Route between Highline Canal and Kenwood Lane; or 2) Postpone the Seat Route implementation and advance funding to the next BIKEiT routes. Staff recommends postponing the Seat Route implementation; advancing funding for the following BIKEiT routes, and including a public involvement process with City Council input for the proposed route projects:

- 2016 – Pedal Route (College Avenue from South Shore Drive to 5th Street).
- 2017 – Brake Route (Western Canal Path from the Loop 101 Freeway to Highline Canal Path).
- 2017/18 – Wheel Route (Alameda Drive from Country Club Way to 48th Street).

Councilmembers discussed the public feedback and agreed that without the support of the Circle G Ranches and Corona del Sol Estates neighborhoods, the implementation of the Seat Route cannot move forward at this time. Councilmembers commended staff for their diligence and engagement in the extensive public outreach process, and thanked residents for their input and involvement in the public meetings. The City values and respects the public's input.

Based on the discussion, it was the consensus of the City Council to postpone the Seat Route, and to conduct a public involvement process to gather input on the Pedal Route, followed by the Brake and Wheel Routes. Councilmembers also expressed support for collecting and analyzing residents' concerns about potential impacts to property values within the vicinity of bike boulevards.

Papago Park Preserve

Don Bessler, Public Works Director, noted that at the December 17, 2015 Regular Council Meeting, a resident presented a petition containing approximately 1,100 signatures, asking for the establishment of a Preserve for the remaining Sonoran Desert in Papago Park, including Protected Park Zones and Riparian/Aquatic Zones as identified in the Discover Papago Park Master Plan, and, that the management practices of these zones should follow the recommendations of the Master Plan.

Mr. Bessler delivered a slide presentation reviewing background information on the 1935 Federal Land Patent that governs Papago Park; current protection of the Tempe Papago Park Preserve; the Discover Papago Park Master Plan; shared stewardship between Public Works, Community Services, and Community Development; shared management strategy; City Code provisions regulating preserves; and, definition of park preserve status. Staff is seeking City Council direction regarding whether the City should pursue the Tempe Desert Park Preserve status, or pursue the establishment of a Conservancy.

Councilmembers discussed the process for implementation of the Discover Papago Park Master Plan, and the possibility of utilizing an initiative or ordinance.

In response to questions from Councilmembers, Judi Baumann, City Attorney, stated that the Federal Land Patent that covers Papago Park includes deed restrictions limiting uses to municipal, recreational, and public convenience purposes. It would take an act of Congress to remove the patent. Neighbors have expressed concerns that the patent includes loopholes that allow certain uses; for example, public convenience purposes could be interpreted to include development of a hotel. The City Council could adopt an ordinance that effectively protects Papago Park by creating hurdles that would effectively block any development effort. However, such an ordinance could be amended by a future City Council.

Ms. Baumann further explained that the City Council could ask voters to amend the Tempe City Charter to allow for designation of park preserves. If approved, the City then could present to voters a specific proposal to create a preserve in Papago Park. A citizens' initiative could also seek voter approval for the creation of a preserve, which would require a group

to gather signatures to place the matter on the ballot. The deadline for filing the initiative petition for placement on the November 8, 2016 ballot is July 8, 2016.

Councilmembers continued discussions on the importance of formally protecting Papago Park to prevent irreparable harm to the property from development. Councilmembers also thanked residents for their input and work on the Discover Papago Park Master Plan.

Based on the discussion, it was the consensus of the City Council to pursue adoption of an ordinance that would strengthen the Desert Park Preserve status for portions of Papago Park.

Community Development Block Grant (CDBG) Funding Priorities

Naomi Farrell, Human Services Director, stated that the U.S. Department of Housing and Urban Development (HUD) requires that the City complete a Consolidated Strategic Plan and Analysis of Impediments to Fair Housing Choice every five years. Additionally, the City must complete an Annual Action Plan for the proposed uses of Community Development Block Grant (CDBG) and HOME funds each fiscal year (FY). Staff adjusted the timeline for the process used to develop the Annual Action Plan to allow for additional community input. The FY 2015-2019 Consolidated Plan adopted by the City Council on April 16, 2015, represented a needs assessment and investment guide for federal funds during a five-year planning horizon regarding affordable housing, homelessness, supportive housing, and community development needs, objectives, and strategies.

Craig Hittie, Housing and Revitalization Manager, presented the proposed CDBG and HOME Program Activities for funding year 2016. In FY 2016, it is anticipated that approximately \$50,000 will be received in program income. This amount represents rehabilitation loan or Community Assistance Mortgage Program (CAMP) loan pay-offs and/or on-going repayments under the loan program. This program income will be used to augment the HOME Downpayment Assistance Program.

Councilmembers commended staff for their analysis of the data to determine the best use of CDBG and HOME funds, and for adjusting the Annual Action Plan development timeline to accommodate an extended community input process. Councilmembers further discussed the importance of collaborating with organizations to offer emergency housing to homeless individuals and families, and to increase affordable homeownership opportunities for people who work in Tempe to encourage them to also live in Tempe.

In response to a question, Mr. Hittie reported that since 2004, 150 first-time homebuyers have utilized the Downpayment Assistance Program; 100 of those clients received \$30,000 each. Funding is returned to the City when a house in the program is sold.

Based on the discussion, the City Council agreed to move forward with the recommended activities to be funded using CDBG and HOME income for the FY 2016 Action Plan, and requested that as part of next year's recommendation, that staff present different options to help individuals most in need in the community and to leverage grant funding opportunities. Councilmembers also requested data on the utilization and effectiveness of the CDBG and HOME program activities to include the CAMP and Home in Five Advantage Program, and the possibility of expanding those programs.

Future Agenda Items

None.

The meeting recessed at 6:55 p.m. and reconvened at 7:04 p.m.

Call to the Audience

Hannah Moulton Belec, Tempe, voiced her support for the working group's efforts with the creation of an initiative to ensure pay equity based on gender. The gender pay gap is negatively affecting women and their families in the community. The median pay gap nationally is 21%; the typical woman working full time earns 79 cents for every dollar the typical man earns. Women earn 91 cents for every dollar that men make, when they perform the same work, at the same level, as their male counterparts. Ms. Belec reviewed statistics on typical pay based on race, gender, and other factors. Arizona ranks ninth in the nation for fair pay with women getting paid 84 cents on the dollar. She emphasized the need to provide employer incentives and training, and protections from retaliation; encourage girls to pursue non-traditional careers; and, offer training to build skills in salary negotiation. Ms. Belec urged the City Council to support efforts to ensure pay equity for all workers.

Committee of the Whole Items

Items ready for City Council Direction or Status Update

Anti-Discrimination Ordinance Update (EOAZ Municipality Equality Index) – City Council Direction

Councilmember Granville and Vice Mayor Woods reported that as part of the initial Anti-Discrimination Ordinance, contractors were required to have an anti-discrimination policy or sign an affidavit attesting to compliance with the ordinance in order to conduct business with the City. It was later found that most vendors utilized an affidavit and did not have anti-discrimination policies in place. The working group was reactivated in October, 2015, to provide for clarification and process changes to the ordinance, including expanded definitions of “contractor” and “vendor”; a definition of “membership club”; changes to the City vendor and contractor provision; and, changes to the number of days to file an appeal.

Staff has circulated a draft of the updated changes to the following business and community groups: Tempe Chamber of Commerce, Tempe Human Relations Commission, Tempe Interfaith (TEAM), and the City’s Procurement and Engineering Divisions. No specific concerns arose from the proposed changes.

The City Council agreed to move forward with the proposed changes; an ordinance will be introduced at a future Regular Council Meeting.

Equal Pay for Equal Work Ordinance – City Council Direction

Councilmember Kuby noted that she and Councilmembers Arredondo-Savage and Schapira served as members of the working group created in February, 2015, to explore an Equal Pay for Equal Work ordinance for Tempe businesses. The Phoenix City Council passed an ordinance that ensures Phoenix follows the federal guidelines on equal pay, and declared April 14, 2015 as Lilly Ledbetter Day, in honor of Ms. Ledbetter, a proponent of equal pay.

Rosa Inchausti, Strategic Management and Diversity Director, stated that the working group explored models in other cities and states to address the issue of equal pay. The Albuquerque, New Mexico model utilized a worksheet for determining gaps in pay equity. The working group used this model to develop a more comprehensive program, with direction from Arizona State University (ASU) policy experts. Ms. Inchausti explained the Four Pillars of Pay Equity as a comprehensive approach to identified challenges, including Policy, Self-Assessment Tool, Education/Outreach, and Training. The Tempe City Charter prohibits discrimination in employment or compensation based on gender.

Councilmembers discussed potential concerns of businesses utilizing a self-assessment tool to self-assess their level of pay equity, to include voluntarily sharing their results with City staff to receive the “Equal Pay Business Partner” designation, and that documentation provided would be a public record and could essentially deter businesses who want to be certified. In order to receive the designation, businesses would need to prove, without publicly divulging personal, confidential, or proprietary information, that they apply a fair wage policy between women and men.

Councilmembers continued discussions regarding the training and educational elements, providing incentives for businesses to participate in workshops and self-assessments, making Tempe a model city committed to equal pay, establishing requirements for the designation, and exploring the possibility of partnering with a third party to manage the self-assessment portion. Councilmembers emphasized the importance of building partnerships with local businesses through education and outreach, to include quarterly workshops on topics related to Equal Employment Opportunity, equal pay, anti-discrimination, diversity/inclusion, culture change, Tempe ordinances and frequently asked questions, prevention, situational learning, practical tips and resources, and response strategies. Businesses that are not comfortable utilizing the self-assessment tool should have the opportunity to undertake a parallel path toward achieving the designation. For example, businesses should be able to qualify by attending a certain number of workshops.

Based on the discussion, it was the consensus of the City Council that the working group continues to work with the business community and ASU to:

- Issue a Request for Proposal to procure training regarding equal pay for equal work issues, including salary negotiation skills. The cost to provide workshops could be supplemented by corporate sponsorships.
- Create a self-assessment tool to assist businesses in identifying and resolving pay equity issues before complaints are filed; seek willing businesses to perform a beta test, using their feedback to finalize the self-assessment tool.
- Conduct more research and gather additional input from businesses to explore other paths toward achieving the “Equal Pay Business Partner” designation.

Councilmembers requested that staff evaluate the results of the self-assessment tool created by the test group, and provide an update for City Council consideration and feedback, before finalizing the certification process. Evaluations should be conducted annually, with status updates every six months.

New Items for City Council Consideration

None.

Items in Progress – updates as needed

Dementia Friendly City

Mayor Mitchell reported that the Dementia Friendly Tempe Kickoff Summit held on March 19, 2016, was well attended with over 100 people. The next steps will be reaching out to the business community, healthcare industry, and faith-based communities.

Little Free Libraries

Councilmember Granville expects to present a recommendation on this item to the City Council on May 5, 2016.

My Brother's Keeper Designation

Vice Mayor Woods reported that the City is undertaking President Obama's challenge to become a My Brother's Keeper community. At the second Local Action Summit, three pillar groups presented their findings regarding school readiness, third-grade reading, and reducing violence/providing second chances. After these findings are compiled and analyzed, Tempe's Local Action Plan will be developed and will be submitted to the White House in May, 2016.

Items Scheduled for Periodic Review

No discussion.

Mayor's Announcements/City Manager's Announcements

Mayor Mitchell announced the following events:

- Arizona Department of Veterans' Services' Arizona Military/Veteran Women's Expo – Saturday, April 9, 2016, from 8 a.m. to 3 p.m., Arizona State University Tempe campus.
- Tempe Community Action Agency's I-HELP (Interfaith Homeless Emergency Lodging Program) Walk/Run for the Homeless – Saturday, April 9, 2016, at 7 a.m., Kiwanis Park.

Future Meeting Date:

April 21, 2016, at 4:00 p.m., City Council Chambers, Tempe City Hall, 31 E. Fifth Street, Tempe, Arizona.

The meeting adjourned at 8:10 p.m.

I, Brigitta M. Kuiper, the duly-appointed City Clerk of the City of Tempe, Maricopa County, Arizona, do hereby certify the above to be the minutes of the City Council Work Study Session of April 7, 2016, by the Tempe City Council, Tempe, Arizona.

Mark W. Mitchell, Mayor

ATTEST:

Brigitta M. Kuiper, City Clerk