

MINUTES OF THE AVONDALE CITY COUNCIL
CITY OF AVONDALE, ARIZONA
CITY COUNCIL CHAMBER
October 20, 2025

A **Regular Meeting** of the City Council of the City of Avondale, Arizona was convened at 11465 West Civic Center Drive in open and public session at 5:30 p.m.

Mayor Mike Pineda led the Pledge of Allegiance, followed by a moment of silent reflection.

Members Present: Mayor Mike Pineda; Councilmembers Tina Conde, Jeannette Garcia, Gloria Solorio, Shari Weise, and Max White.

Members Absent (Excused): Vice Mayor Curtis Nielson.

Other Municipal Officials Present: Ron Corbin, City Manager; Tracy Stevens, Assistant City Manager; Katie Gregory, Assistant City Manager; Dale Nannenga, Deputy City Manager; Nicholle Harris, City Attorney; Marcella Sarmiento, City Clerk; Liz Barker Alvarez, Intergovernmental Affairs Administrator; Kirk Beaty, Public Works Director; Barbara Coppage, City Auditor; Memo Espinoza, Police Chief; Joel Evans, Facilities Director; Keith Fallstrom, Finance & Budget Assistant Director; Julie Knoll, Deputy City Clerk; Corey Larriva, Parks and Recreation Director; Chris Lopez, Neighborhood and Family Services Director; Andy Mesquita, Human Resources Director; Kimberly Moon, Engineering Director; Jodie Novak, Development Services Director; Larry Rooney, Fire Chief; Jeffrey Scheetz, Chief Information Officer; Pier Simeri, Marketing and Public Relations Director; and Jennifer Stein, Economic Development Director.

Audience: Approximately 50 members of the public were present.

1. ROLL CALL BY THE CITY CLERK

2. PRESENTATION ITEMS (DISCUSSION ONLY)

a. EMPLOYEE INTRODUCTIONS

The following employees were introduced to City Council. This item was for discussion only.

Finance and Budget

- Greg Luethje, Budget Manager
- Luisa Partida, Senior Customer Service Representative

Information Technology

- Michael Joslin, GIS tech
- Praneeth Marri, Network Analyst

Marketing and Public Relations

- Gabby Bobinsky, Management Analyst (internal promotion)

b. PROCLAMATION – BREAST CANCER AWARENESS MONTH

City Council presented a Proclamation recognizing October as Breast Cancer Awareness Month. This item was for discussion only.

c. PROCLAMATION – HONORING THE LIFE OF RON ROSS

City Council presented a Proclamation recognizing Ron Ross in honor of his life. This item was for discussion only.

d. EXCEPTIONAL STUDENT OF AVONDALE RECOGNITION (AVI STAR STUDENT)

City Council recognized the following students from schools located in the City of Avondale for their character and achievement. This item was for discussion only.

- Arleth Celaya Lujan
- Giselle Rico Urrutia
- Victoria Truluck

3. UNSCHEDULED PUBLIC APPEARANCES

Stephen Alt, Sargent with the Avondale Police Department and President of Avondale Police Department United (APDU) addressed the City Council on behalf of the 82 members of APDU seeking their continued support of law enforcement. City Council is asked to consider maintaining competitive compensation and benefit packages that developed the cutting-edge and leading law enforcement agency, including the retention and recruitment that created an all-time low turnover. Sargent Alt discussed professionalism, compassion, and excellence in the Avondale Police Department while handling a traffic fatality that occurred the previous week.

4. CONSENT AGENDA

Items on the consent agenda are of a routine nature or have been previously studied by the City Council at a work session. They are intended to be acted upon in one motion. Councilmembers may pull items from consent if they would like them considered separately.

Mayor Pineda asked if any Councilmember wished to have an item removed from the Consent Agenda. Having no requests from Council, motion was made by Councilmember White, seconded by Councilmember Weise, to approve the Consent Agenda.

Upon vote, the motion was carried unanimously 6 to 0.

Councilmember Conde	Aye
Councilmember Garcia	Aye
Councilmember Solorio	Aye
Councilmember Weise	Aye
Councilmember White	Aye
Mayor Pineda	Aye

a. MINUTES

City Council approved the September 22, 2025 City Council meeting minutes.

b. DATA SHARING AGREEMENT WITH ARIZONA STATE UNIVERSITY (ASU)

City Council authorized a ten (10) year extension of a Data Sharing Agreement with Arizona State University (ASU) to allow the Avondale Police Department to share police report information on incidents leading to violent deaths occurring in Arizona and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

c. SETTLEMENT AGREEMENT AND PAYMENT FOR THE CLAIM OF LANA NABATY

City Council approved the settlement agreement with Lana Nabaty in the amount of \$104,000 and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

d. ORDINANCE 2036-1025 – RESERVATION OF A BUS SHELTER EASEMENT ALONG CITY-OWNED PROPERTY

City Council adopted Ordinance 2036-1025, authorizing the reservation of a bus shelter easement along city-owned property for public use and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

e. RESOLUTION 1061-1025 - GRANT ACCEPTANCE OF A VICTIMS OF CRIME ACT (VOCA) GRANT FROM THE ARIZONA DEPARTMENT OF PUBLIC SAFETY

City Council adopted Resolution 1061-1025, authorizing the City of Avondale's acceptance of grant funding through the Arizona Department of Public Safety / Victims of Crime Act (VOCA) Grant in the amount of \$287,124 to the City of Avondale Police Department/Southwest Family Advocacy Center over the period October 1, 2025, through September 30, 2026, and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

f. RESOLUTION 1062-1025 - INTERGOVERNMENTAL AGREEMENT WITH THE CITY OF PHOENIX FOR FEDERAL TRANSIT ADMINISTRATION SECTION 5310 GRANT PASS-THRU

City Council adopted Resolution 1062-1025, approving an Intergovernmental Agreement with the City of Phoenix for a Federal Transit Administration (FTA) Section 5310 grant pass-thru agreement for specialized transportation services, and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

g. RESOLUTION 1063-1025 - INTERGOVERNMENTAL AGREEMENT WITH AGUA FRIA UNION HIGH SCHOOL DISTRICT #216 - SCHOOL RESOURCE OFFICER

City Council adopted Resolution 1063-1025, authorizing an Intergovernmental Agreement between the Agua Fria Union High School District #216 and the City of Avondale to share the cost of providing a School Resource Officer (SRO) during the 2025/2026 school year and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

h. RESOLUTION 1064-1025 - ADMINISTRATIVE CHANGE ORDER NO. 2 TO THE INTERGOVERNMENTAL AGREEMENT WITH MARICOPA COUNTY FOR THE CONSTRUCTION OF BRIDGE HOUSING

City Council adopted Resolution 1064-1025, approving Administrative Change Order No. 2 to the Intergovernmental Agreement with Maricopa County Human Services Department to revise and realign the project budget and update the project timeline and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

i. RESOLUTION 1065-1025 - THIRD AMENDMENT TO THE INTERGOVERNMENTAL AGREEMENT WITH MARICOPA COUNTY HUMAN SERVICES DEPARTMENT - EXPANSION OF HOMELESS SERVICES

City Council adopted Resolution 1065-1025, approving a Third Amendment to the Intergovernmental Agreement with the Maricopa County Human Services Department allowing reallocation of funding to Family Navigation Services and revisions to administrative change orders, invoicing, indemnification, and allowing for budget adjustments and scope of work revisions, and authorized the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents and amendments.

5. REGULAR AGENDA

a. THE BLVD OVERVIEW AND BLUEPRINTS CAPITAL DEVELOPMENT PRESENTATION

Staff provided a presentation and overview of The BLVD and Blueprints Capital, who responded and were awarded The BLVD Request for Proposal (RFP) Bid.

Presented by Jennifer Stein, Economic Development Director presented the evolution and journey of the BLVD that included successes and things to come. The development of the BLVD started in 2007 with City Council's vision of creating a vibrant, dynamic, mixed-use destination that incorporated the work, live, and play concept while serving as a tourism gateway. Transformation of the BLVD over the past 20 years is the result of collaboration, vision, and strategic investments.

Ms. Stein provided an overview of development of the BLVD from 2007 to the present. Noting, it was originally called the City Center that served as a multiuse, walkable, pedestrian oriented connected center along Avondale Blvd between I-10 and Van Buren Street. In 2018, it officially became the BLVD and was broken into six subdistricts with several private and public partnerships such as hotels, multifamily housing, retail and restaurants. Within the current vision for the BLVD includes parcels outside of the boundaries that are considered economic drivers, such as the Advanced Technology Campus among a lot of activity in the BLVD.

An overview of the timeline provided a reflection of all successes and milestones for the BLVD, which began in 2006 to the present. A Request for Proposal of the BLVD opened on February 5, 2025, and closed on April 3, 2025, to attract a experienced, creative, innovative, and well capitalized developer. Staff were seeking partners

aligned with their vision, to deliver something intentional and meaningful. Blueprints Capital: Norm Brody, Project Developer were chosen to work on a unique project at the southside corner of Van Buren Street and Avondale Blvd along with amenities around the lake and two acres in front of American Sports Center. Whitten Development, Inc was chosen as the development partner for Embassy Suites Full Service Hotel and Conference Center on the northside next to the parking garage off Roosevelt Street.

Blueprints Capital uses an integrated mixed-use approach with connectivity and activation of common areas. The spaces are programmed to attract the community to enjoy the assets, bringing in high quality restaurants and retail. They recently completed the Verde at Cooley Station in Gilbert with a similar approach. Preliminary discussions and conceptual designs were presented although they can fluctuate. Within the partnership there are contribution and development opportunities for both sides and currently there is an estimated reimbursement of infrastructure for building roads to connect development areas.

Blueprint Capital's projected timeline uses two phases to begin in early 2026 and final construction beginning in mid-2029, with a total estimated cost of \$6.6 million. Public benefits include 50 public events annually for seven years with an economic impact of \$40 million in tax revenue over seven years. Integration of movement from the lawn and lakes, as well as parking and streets is intentional when determining the best way to connect the community within this development. A short video was shared that demonstrated the activation of Verde at Cooley Station.

Councilmembers were given an opportunity to comment and ask questions.

- Councilmember Conde noted the importance of the BLVD being an aesthetically pleasing area that provides connectivity, shade, and ample parking. Council previously discussed what they envisioned the BLVD to offer which included a place where residents can walk the trails, enjoy shopping, and restaurants among other things
- Councilmember Garcia commented on how the vision fits the strategic plan. Further she encouraged staff to contract with restaurants and retail that the community would be attracted to.
- Councilmember Solorio commented on the vision coming to fruition and how residents have been waiting for it. Many residents purchased their homes based on this vision and future accessibility.
- Councilmember Weise commented on the walkability and shade provided. In response Mr. Corbin clarified the green lawn referred to does not belong to the City it belongs to the developer and is zoned for development. Ms. Novak noted the parcel in question is zoned as commercial with an approved site plan for a hotel but there are options.
- Councilmember White stated she has been waiting for this since 2008. Further commenting on the need to have this be a walkable community, seek out a steak house and fine dining, and to preserve spaces for biking and walking. Additionally,

to maintain the community-oriented aesthetics traffic circles should be utilized for maximizing the Blvd.

- Mayor Pineda commented on Avondale lagging regarding what they have and don't have and where this project will take them. This project is the spark that demonstrates the commitment to residents of what they deserve, a place to come together and celebrate milestones and enjoy a nice meal. \$6.6 million is considered an investment instead of an expense because of the benefits this project will be providing for the City. It was clear tonight the Council is passionate and supports this direction and looks forward to future discussions.
- Ms. Stein commented on the diversification of restaurants being sought and the interests received are in alignment with the resident survey. Feedback is heard and taken seriously. Staff have been actively and aggressively seeking appropriate retail and restaurants. Next steps will be to collect all the feedback, discuss it internally, and work on agreements with Blueprints Capital.

b. THE BLVD – WEB VONDALE INVESTMENTS, LLC (FORMERLY WHITTEN DEVELOPMENT, INC) FULL-SERVICE HOTEL PRESENTATION AND NOTICE OF INTENT TO ENTER INTO A DEVELOPMENT TAX INCENTIVE AGREEMENT

City Council a) received a presentation by staff with an overview of a proposal submitted by and awarded to Whitten Development, in response to The BLVD Request for Proposals; b) considered a request to adopt a Notice of Intent to enter into an Economic Development Agreement that includes the rebate of sales tax with Web Avondale Investments, LLC for a proposed full-service Embassy Suites Hotel; and c) authorize the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

Jennifer Stein, Economic Development Director, presented and discussed the partnership with Web Vondale Investments, LLC for the Embassy Suites Hotel Development. The Whitten's have delivered successful products within the hotel sector. This hotel will be located off Roosevelt Street north of the parking garage. The 10,000 square foot hotel and conference center will have 180 rooms, six-story, full-service amenities including a roof top bar with views of Estrella Mountains. This will amplify the BLVD and position Avondale as a premier destination to attract shows, conferences, events and the like.

In accordance with State law, the City is required to adopt a Notice of Intent (NOI) at least 14 days prior to approving an economic development tax incentive agreement. City Council will be asked to act on the Motion to Recommend the NOI. Ms. Stein reviewed the two required findings related to the tax incentive, that were verified through an economic impact analysis conducted by Rounds Consulting, an independent third party. At the November 3rd meeting, City Council will be asked to act on the Development Agreement and Lease to Purchase contract. There was a brief review of the milestones that begins with the adoption of the lease on November 3, 2025, and the commencement of the lease on November 1, 2026.

An overview of the scope and timeline for the development and 7.5-year lease was provided. This included three phases, the length of each phase and the agreed yearly lease payment. There is an option for a one-year extension past the 7.5-year lease. The negotiated terms and agreement being committed to is the developer will purchase the property within 7.5 years at \$18.75/sf for an estimated total of \$2.9 million.

The hotel will have a \$115 million valuation at completion, \$12.2 million direct revenue to the City over ten years; and a 1:9 ratio meaning for every \$1 in city obligations taxpayers receive over \$9 in benefits. The City has agreed to contribute reduced building fees, development impact fee cap, construction sales tax reimbursement, and lodging tax reimbursement for an estimated total of \$1.3 million. Public benefits over five years include 30 free events per year for City access and conference center discounted rentals for businesses, and nonprofits among other benefits for an estimated total of \$1.4 million.

With the assets, integration, attracting more people, and elevating the City's profile it made sense to offer a full-service hotel to strengthen Avondale as a regional destination. It will provide a long-term community and economic benefits while enhancing visitor and business attraction efforts by offering diversification and a higher quality hotel and amenities.

Ms. Stein took a moment to acknowledge staff who were part of the larger team that worked on bringing this vision to fruition. The next step will be to adopt the NOI and on November 3rd act on the development agreement and lease to purchase agreement.

Councilmembers were given an opportunity to comment and ask questions.

- Councilmember Solorio, who is an 18-year hotel veteran, commented on the big-name retailers and jobs the Embassy Suites will bring to Avondale.
- Councilmember Garcia commented on the events, conferences, and businesses the Embassy Suites will attract and generate revenue for Avondale.
- Mayor Pineda commented on the community benefits and how this will put Avondale on the map.

Councilmember White moved to adopt a Notice of Intent to enter into an Economic Development Agreement that includes the rebate of sales tax with Web Avondale Investments, LLC for a proposed full-service Embassy Suites Hotel and authorize the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents; Councilmember Solorio seconded the motion.

Upon vote, the motion was carried unanimously 6 to 0.

Councilmember Conde	Aye
Councilmember Garcia	Aye
Councilmember Solorio	Aye
Councilmember Weise	Aye

Councilmember White	Aye
Mayor Pineda	Aye

c. RESOLUTION 1060-1025 - AVONDALE'S STRATEGIC PLAN FOR HOMELESSNESS RESOLUTION

City Council received an update from staff regarding the City's Strategic Plan for Homelessness Resolution and considered a request to adopt Resolution 1060-1025, adopting the Strategic Plan for Homelessness Resolution and authorize the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents.

Brian Planty, Homeless Services Manager, presented Strategic Plan for Homelessness Resolution that addresses homelessness in the City of Avondale. The goal is to make the experience of homelessness rare, brief, and non-recurring in the City of Avondale. Since 2022, Avondale Street Search Navigation and Resource Team (SONAR) has been engaged with 329 individuals with 7343 engagements through sustained outreach, follow-up, or case work. As a result of these engagements, 179 individuals positively ended their homelessness.

The strategic plan vision states the destination and provides that every resident safely and healthily is housed with a fair chance to thrive. The four guiding principles serve as the decision rules across the program, contracts, and communication. Mr. Planty provided a detailed overview of the four principles, A Place Called Home, People First, Stewardship Starts With Us, and Responsible Storytellers.

The five Strategic Outcomes were briefly reviewed essentially noting they hope to accomplish a 25 to 50 percent increase in each. Within the plan the City's work is organized into six goals to achieve the increases in the five outcomes.

- ♦ Goal 1: Ensure Efficient Housing, a supply question.
The goal aligns the housing pipeline with what Avondale needs. It creates reductions in overall homelessness and improves family placements by ensuring appropriate units exit.
- ♦ Goal 2: Provide Support to Prevent Eviction, prevention goal.
This goal interrupts housing loss before it becomes homelessness. This keeps households housed so that entry into the system is rare and brief.
- ♦ Goal 3: Facilitate Connection to Temporary Shelter, about speed and time.
This goal is for local, low barrier options such as Family Bridge Housing and IHELP to provide a reliable destination the same day or as quickly as possible. Less time waiting means more people moving to permanent housing.
- ♦ Goal 4: Refine Citywide Response, about consistency.
Doing the same effective thing every time and show results. Consistency improves flow and reduces repeat episodes of homelessness.
- ♦ Goal 5: Expand Supportive Services, about access.
The service network grows and affects housing results, focuses on partnerships and behavioral health, transportation, and a workforce allowing people to access services to meet both personal and financial needs. Increased verified connections to treatment and the service network support positive exits.
- ♦ Goal 6: Connect to Permanent Housing, about stability.

This goal carries people from temporary programs into permanent homes with the right support, such as case management for families and individuals and integrated workforce readiness. Higher exits to permanent housing and fewer returns, lead to better outcomes for families.

Upon approval of the Strategic Plan for Homelessness Resolution, the Neighborhood and Family Services will implement the strategies as written in the plan. Progress will be tracked against the five outcomes, altering and setting new outcomes with successes. Updates will be provided to the City Council and community. Staff request approval of the Strategic Plan for Homelessness as presented, which adopts the outcomes and goals as part of the City's framework and authorizes staff to move forward with implementation and public reporting consistent with the document.

Mr. Planty shared closing remarks that included thanking City Council for their investment and support.

Councilmembers were given an opportunity to comment and ask questions.

- Councilmember Conde commented on the creation of SONAR and the successes with the unsheltered population. It makes a difference when you treat others with dignity. Making connections, networking, and finding additional resources is important to the success of the program. She inquired of the Landlord Outreach and Education goal.
- In response, Mr. Planty explained this is occurring in other cities and parts of the Country and they want to replicate it in Avondale, therefore, the plan calls for landlord engagement. This would be part of negotiations with landlords when placing an individual or family in one of their units. It is educating the landlords about the system, acquiring a strategic partner, and identifying housing. Councilmember Conde suggested including information on resources that can help people stay in their home. Mr. Planty noted CAP is a built-in partner that works with families every day to avoid eviction.
- Councilmember White commended staff for the 54 percent of individuals they interacted with that positively exited homelessness. She asked what an engagement looks like. Mr. Planty noted the number of engagements reflects the investment of time to gain trust, learn about them, and have that follow-up. Councilmember White inquired how outcomes are monitored with individuals that went to treatment. Mr. Planty responded, stating often the outcome is unknown, especially if the treatment facility is outside of Avondale or the State. Should the individual utilize services within Maricopa County it will show in their report. If an individual is in the right treatment, they can work on housing from there, reducing the risk of returning to homelessness.
- Mayor Pineda commented on the utilization of grant opportunities and partnerships to make these things happen. He suggested being innovative and creative with their strategies and trying different things to address these challenges.
- Mr. Corbin provided additional information regarding engagement, noting the last page of the monthly report has a homeless interaction with the SONAR team, usually a success story. Regarding other strategies, the leadership team meets

two times a month and addresses issues related to homelessness and a lot of things have been and are being tried to address the less fortunate in Avondale.

Councilmember Solorio moved to adopt Resolution 1060-1025, adopting the Strategic Five-Year Plan for Homelessness and authorize the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents; Councilmember White seconded the motion.

Upon vote, the motion was carried 5 to 1.

Councilmember Conde	Aye
Councilmember Garcia	Nay
Councilmember Solorio	Aye
Councilmember Weise	Aye
Councilmember White	Aye
Mayor Pineda	Aye

d. MID-YEAR PUBLIC SAFETY SALARY ADJUSTMENTS

City Council considered a request to: a) implement changes to the salary schedule/step plan for Police Officers and Police Sergeants and authorize associated pay increases; b) transition Police Lieutenants and Fire Battalion Chiefs from a traditional market range to a step plan and authorize associated pay increases; c) add two (2) additional full-time equivalent (FTE) Lieutenant positions; and d) authorize the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents with an effective date of January 5, 2026.

Andy Mesquita, Human Resources Director, presented proposed changes to the salary step plans for Police Officers and Sergeants, the transition of Lieutenants and Fire Battalion Chiefs to a step plan, and the addition of two full-time Lieutenant positions.

Mr. Mesquita provided an overview of previous changes approved in 2022 that ensured market competitiveness and created the current pay structure. In preparation for FY25, the police recruitment was lagging, and a decision was made to collapse the recruit and Step 1 rates to ensure market competitiveness at the entry level. This change brought in new hires at Step 1 who received a higher rate of pay prior to graduating from the academy, which made Avondale more competitive and helped with recruitment.

In FY25, a third-party consultant conducted a citywide compensation study. The general compensation philosophy was to focus on job titles that came back 5% or more below the average market midpoint to identify market adjustments. In relation to Officers the midpoint average lagged by 2 percent, and no change was required. Sergeants were behind the market midpoint by 5 percent. A five percent market adjustment was made to the pay scale. Since implementing the market adjustments in July 2025 in addition to COLA increases and eligible step movements turn over

trends are moving in the right direction for Officers, and the trend for Sergeants is due to retirement.

Based on recruitment indicators and movement in the West Valley law enforcement market there was justification to explore the market survey of comparators to ensure the momentum gained was not negatively impacting the City. In August 2025, A market survey was conducted with comparator agencies Buckeye, Glendale, Goodyear, Peoria, and Surprise.

The market results were presented for Officers, and the following recommendations were made with an effective date of January 5, 2026.

- ♦ Align Police Officer Recruit Pay to market average of \$34.23/hour
- ♦ Reduce plan steps from nine to eight
- ♦ Maintain a five percent progression between each step
- ♦ Increase pay rate for Officers based on proposed new rate for their current step assignment
- ♦ Budgetary impact is \$1.36 million ongoing and \$680,000 for the remainder of FY26

The market results were presented for Sergeants, and the following recommendations were made with an effective date of January 5, 2026.

- ♦ Align Step 1, min. step with market average of \$55.51/hour
- ♦ Align Step 6, max. step, with market average of \$66.76/hour
- ♦ Realign progression between each step to 3.8 percent
- ♦ Increase pay rate based on proposed new rate for their current step assignment.
- ♦ Budgetary impact is \$167,000 ongoing and \$83,000 for the remainder of FY26.

The market results were presented for Lieutenants, and the following recommendations were made with an effective date of January 5, 2026.

- ♦ Place Lieutenants on a five-step pay plan
- ♦ Use current salary range midpoint for Step 1 of pay plan
- ♦ Maintain current max. as Step 5 since Avondale is leading the West Valley Market
- ♦ Implement a 4.66 percent progression between steps
- ♦ Place incumbents in the closest step relative to current salary
- ♦ Budgetary impact is \$23,000 ongoing and \$12,500 for the remainder of FY26

There are currently only four Lieutenants managing patrol operations and additional responsibilities; therefore, part of the recommendation is for the creation of two new full-time positions with a budgetary impact of \$314,000 ongoing and \$157,000 for the remainder of FY26.

The market results were presented for Battalion Chiefs, and the following recommendations were made with an effective date of January 5, 2026.

Implement an eight step pay plan

- ♦ Use the market min. for Step 1
- ♦ Maintain the max. salary as Step 8, since Avondale is leading the West Valley Market

- ♦ Implement a 4.56 percent progression between steps
- ♦ Place incumbents in the closest step relative to current salary
- ♦ Budgetary impact is \$19,000 ongoing and \$9,500 for the remainder of FY26

Mr. Mesquita noted this approach accounts for current salaries being competitive and taking a conservative approach to movement through the range where Avondale is a leader at the top end of the pay scale. A visual of current salary range and proposed step plan was displayed.

Staff recommend approval of the changes to the Police Department Step Plan for Officers and Sergeants with authorization for associated pay increases. As well as the Transition of Lieutenants and Fire Battalion Chiefs to a salary step plan with authorization for associated pay increases and the creation of two full-time Lieutenant positions. The effective date is January 5, 2026, the first pay period in calendar year 2026. If approved, staff anticipate the salary savings will offset the costs in this fiscal year or on a future agenda request for authorization to transfer contingency funds would be submitted. The ongoing costs associated with the recommendations are included in the FY2027 balanced budget along with approved COLA and merit step increases.

Councilmembers were given an opportunity to comment and ask questions.

- In response to Councilmember White's inquiry about funding the salary adjustments in FY26, Mr. Mesquita noted the funds would come from salary savings. Mr. Corbin contributed to the answer, noting last year the City had approximately \$4 million in salary savings and is anticipating sufficient funds to cover the adjustments.
- In response to Councilmember White's inquiry on step movement, Mr. Mesquita explained each year with an acceptable performance evaluation the officer would move a step each year until they reach the top of the scale. Mr. Corbin noted when they moved to a step plan all officers were placed on a step that matched their years of service. Any special assignments would be paid on top of the base salary.
- Councilmember Solorio stated she is happy to see this happen and thanked Mr. Mesquita, Mr. Corbin, and team for their efforts and public safety in general.
- Councilmember Garcia stated they deserve more for what they are sacrificing for the community. This makes Avondale competitive and will be available for future officers.
- Councilmember Conde inquired if the increase could be implemented prior to January 5, 2026. Mr. Corbin appreciated the generosity but stated from a budgetary position it would take away the capacity to manage the city. We can afford this, just not right now.
- Mayor Pineda commented on being competitive and investing in public safety and what they bring to the community is important. He commended Chief Espinosa and Chief Rooney for creating a culture and environment of the best in uniform and the best leadership.

Councilmember Solorio moved to a) implement changes to the salary schedule/step plan for Police Officers and Police Sergeants and authorize associated pay increases; b) transition Police Lieutenants and Fire Battalion Chiefs from a traditional market range to a step plan and authorize associated pay increases; c) add two (2) additional full-time equivalent (FTE) Lieutenant positions; and d) authorize the Mayor or City Manager, City Attorney and City Clerk to execute the necessary documents with an effective date of January 5, 2026; Councilmember White seconded the motion.

Upon vote, the motion was carried unanimously 6 to 0.

Councilmember Conde	Aye
Councilmember Garcia	Aye
Councilmember Solorio	Aye
Councilmember Weise	Aye
Councilmember White	Aye
Mayor Pineda	Aye

6. SUMMARY OF CURRENT EVENTS FROM MAYOR, VICE MAYOR, AND COUNCILMEMBERS

- Councilmember Solorio spoke about attending the Dreamscape Learning Environment Virtual Learning Lab ribbon cutting at Westview High School. The Dreamscape Program is a virtual reality program at ASU that is expanding to different schools, and Westview is the first high school. On November 19, 2025, there will be a ribbon cutting at Garden Lakes Elementary school for their Dreamscape Lab.
- Councilmember Garcia commented on the overwhelming turnout for Billy Moore Days and the great experience. Additionally, noting her attendance at the Air Force Ball at Luke Air Force Base.
- Councilmember White commented on her attendance at the West Valley Regional Chambers Legislative Breakfast and participation in Billy Moore Days events. At the Phoenix Raceway she completed Track Laps for Charity with the Phoenix Raceway Charities. Completing her busy weekend by attending the Sneaker Ball hosted by the Phoenix Alphas and Arizona West Valley Alumni Chapter of Delta Sigma Theta and provided \$2,500 in funding to Miracle House to continue their service to Veterans and their children.
- Mayor Pineda commented on his attendance at the Luke Air Force Ball, particularly a conversation with General Berkland regarding the Airman killed in the traffic accident. The General's sentiments and appreciation were shared with all. Moving forward a process is being figured out for situations such as this on how the Air Force responds and works with other agencies and municipalities.

7. ADJOURNMENT

There being no further business before the Council, Councilmember White moved to adjourn the Regular Meeting; Councilmember Conde seconded the motion.

Upon vote, the motion was carried unanimously 6 to 0.

Councilmember Conde	Aye
Councilmember Garcia	Aye
Councilmember Solorio	Aye
Councilmember Weise	Aye
Councilmember White	Aye
Mayor Pineda	Aye

The meeting was adjourned at 7:45 p.m.

Note from the City Clerk:

The planned Executive Session was **not** held at the request of staff.

Executive Session pursuant to Ariz. Rev. Stat. § 38-431.03 (A)(3); (A)(4); (A)(7) for discussion with designated representatives of the public body to consider its position and instruct its representatives and for discussion or consultation with the City's Attorney for legal advice and to instruct the City's Attorney regarding negotiations for the lease and sale of real property located in THE BLVD and negotiations for an Economic Development Agreement with WEB Avondale Investments, LLC for a proposed full service Embassy Suites Hotel located in THE BLVD.



Mike Pineda (Nov 18, 2025 11:26:04 MST)

Mike Pineda, Mayor

CERTIFICATION AND ATTESTATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Regular Meeting of the Council of the City of Avondale held on the 20th day of October 2025. I further certify that the meeting was duly called and held, and that the quorum was present.



Marcella Sarmiento, City Clerk

November 17, 2025

Date Approved by City Council