

**TOWN**  
*of*  
**PARADISE VALLEY**



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**TOWN COUNCIL MEETING**  
**6401 E. LINCOLN DRIVE**  
**PARADISE VALLEY, ARIZONA 85253**  
**MINUTES**  
**THURSDAY, MARCH 26, 2026**

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**1. CALL TO ORDER / ROLL CALL**

Mayor Stanton called to order the Town Council Meeting for Thursday, March 26, 2026 at 3:00 PM in the Town Hall Boardroom, 6401 E. Lincoln Drive, Paradise Valley, AZ 85253.

**COUNCIL MEMBERS PRESENT**

Mayor Mark Stanton  
Vice Mayor Christine Labelle  
Council Member Ellen Andeen-Keller  
Council Member Karen Liepmann  
Council Member Scott Moore attended by video conference  
Council Member Julie Pace  
Council Member Anna Thomasson

**STAFF MEMBERS PRESENT**

Town Manager Andrew B. Ching  
Town Attorney Andrew J. McGuire  
Police Chief Freeman Carney  
Town Clerk Duncan Miller  
Community Development Department Director Chad Weaver  
Public Works Director Isaac Chavira  
Town Engineer Shar Johnson  
CFO Leslie DeReche  
CIO James Bailey  
Management Analyst Amy Rebenar

**2. STUDY SESSION ITEMS**

**26-077      Discussion of Healthcare Request for Proposals - Update #2**

Hurman Resources Director Gina Monger introduced Dave Thomas, Partner with *Capfi Consulting*. He provided an update on the request for proposals for Town employee health insurance coverage. The RFP process included a feasibility study to consider a fully self-insured benefits program option. Although it

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Note: Minutes of Town Council meetings are prepared in accordance with the provisions of Arizona Revised Statutes. These minutes are intended to be an accurate reflection of action taken and direction given by the Town Council and are not verbatim transcripts. Video recordings of the meetings along with staff reports and presentations are available online ([www.paradisevalleyaz.gov](http://www.paradisevalleyaz.gov)) and are on file in the Office of the Town Clerk. Persons with disabilities who experience difficulties accessing this information may request accommodation by calling 480-948-7411 (voice) or 480-348-1811 (TDD).

initially appeared that the Town would be a good candidate for a self-insured program, based on claims data updated through Q1 Fiscal Year 2026, the modeling results indicated that it would not be in the Town's best interest to pursue this option.

Concurrently, the Town issued an RFP inviting responses from direct benefit providers, third-party administrators, and Arizona benefit pools. The nine responses were rejected for either being incomplete, providing fewer services than the Town's current provider, or quoted a cost 18% higher than the Town's current healthcare costs.

Based on these findings, Ms. Monger recommended that the Town renew its membership in the Arizona Metropolitan Trust for a 36-month term.

There was Council consensus to schedule this for a vote at the April 9<sup>th</sup> meeting.

### **26-078            Discussion of Fiscal Year 2026 Compensation and Classification Study**

Ms. Monger introduced Bob Longmire, PMP, consultant at Public Sector Personnel Consultants specializing in compensation, classification, and HR services for public sector entities.

She stated that the Town conducted a compensation and classification study in 2022 primarily focusing on the Police Department, but no comprehensive Town-wide study has been done since 2007. The Council approved funds in FY 2026 to conduct a new study for all Town positions.

Mr. Longmire explained that his firm compiled data and analyzed 60 positions and approximately 121 employees and compared them to the Town's designated market set. The study revealed that the Town is, on average, 6.5% behind the market on salary range midpoints, but when total benefits are taken into account the Town is, on average, 3.0% below the prevailing market mid-point.

He presented the following recommendations:

1. Provide a 3% market adjustment to all position ranges and all employees within the ranges to reach market parity.
2. Adjust all non-director level positions to 100% of the market rate; and adjust director level positions to within 10% of the market rate.
3. Address any compression between positions.
4. Adjust individual employee salaries that are below market of new ranges.
5. Advance employees through (new) ranges to reach the midpoint in 5 years.

The Council discussed the recommendation and requested additional salary comparison data and historical salary adjustment data for the next meeting.

**26-076 Discussion of Fiscal Year 2027 Departmental Budgets**

CFO Leslie DeReche introduced the FY 2027 departmental budget recommendations. She said the proposed budget does not include any new full-time employees. Pension contribution rates are down compared to the previous year and noted that the police pension liability is funded at 101%. She recommended budgeting for a 3% market adjustment and 2% merit increase. The proposed total departmental budget increase from the previous year is 1.6%, which is less than inflation.

Management Analyst Amy Rebenar presented the Town Council and various committee budgets. She noted that there were increases in the Council recognition events, Arts Board, and Historical Committee line items. She said \$265,000 was budgeted to support community services.

Ms. Rebenar presented the Town Manager budget. She stated there were budget reductions in professional services and tuition reimbursement. There was an increase in the election services budget because two elections were planned in 2026. The Council discussed the recommendation to transfer an employee position from the Attorney's Office to the Town Manager's Office. The Council requested a position description for the re-located job.

Town Attorney Andrew McGuire presented his departmental budget. He noted a \$97,000 decrease because of the position that was transferred out of his department to the Town Manager's Department.

CIO James Bailey presented the Information Technology budget. He summarized new technology projects and hardware refreshes. There was Council consensus to schedule a study session to receive an update on technology strategies and website improvements. There was also interest in researching how Artificial Intelligence could be deployed to improve service delivery and reduce costs.

CFO DeReche presented the Finance Budget. The only notable change was an increase in payroll processing fees.

Mayor Stanton recessed the meeting at 5:45 PM for the business meeting.

**3. EXECUTIVE SESSION****26-071 Discussion of Town Manager annual performance review process as authorized by A.R.S. §38-431.03(A)(1).**

- 26-068**      **The Town Council may go into executive session at one or more times during the meeting as needed to confer with the Town Attorney for legal advice regarding any of the items listed on the agenda as authorized by A.R.S. §38-431.03(A)(3).**

This item was not considered.

**4. BREAK**

DRAFT

**5. RECONVENE FOR REGULAR MEETING**

Mayor Stanton reconvened the meeting at 6:00 PM in the Town Hall Council Chambers.

**6. ROLL CALL**

**COUNCIL MEMBERS PRESENT**

Mayor Mark Stanton  
Vice Mayor Christine Labelle  
Council Member Ellen Andeen-Keller  
Council Member Karen Liepmann  
Council Member Scott Moore attended by video conference  
Council Member Julie Pace  
Council Member Anna Thomasson

**STAFF MEMBERS PRESENT**

Town Manager Andrew B. Ching  
Town Attorney Andrew J. McGuire  
Police Chief Freeman Carney  
Town Clerk Duncan Miller  
Community Development Director Chad Weaver  
Public Works Director Isaac Chavira  
CFO Leslie DeReche

**7. PLEDGE OF ALLEGIANCE**

Police Corporal Wayne Crenshaw led the Pledge of Allegiance.

**8. PRESENTATIONS**

There were no presentations.

**9. CALL TO THE PUBLIC**

There were no public comments.

**10. CONSENT AGENDA**

Mr. Ching summarized the items on the consent agenda.

Council Member Liepmann asked to review item 26-075.

**A motion was made by Council Member Liepmann, seconded by Vice Mayor Labelle, to approve the Consent Agenda with the exception of item 26-075. The motion carried by the following vote:**

**Aye:** 7 - Mayor Stanton  
Vice Mayor Labelle  
Council Member Andeen-Keller  
Council Member Liepmann  
Council Member Moore  
Council Member Pace  
Council Member Thomasson

**26-069 Minutes of Town Council Meeting March 12, 2026**

**26-074 Discussion and Possible Action to Approve Job Order #4 of CON-25-031-PBW with M.R. Tanner for the Improvement of ADA Sidewalk Ramps on Mockingbird Ln at Meadowlark Ln, Hummingbird Ln, and Cheney Dr.**

**Recommendation:** Authorize the Town Manager to execute Job Order #4, of contract number CON-25-031-PBW, between MR Tanner Development and Construction LLC and The Town of Paradise Valley for the purpose of improving sidewalk ramps per The Americans with Disabilities Act (ADA) requirements for road projects, in the amount of \$58,817.00

**26-075 Discussion and Possible Action to Approve the Third Amendment to the Linking Agreement with The HVAC Company for Replacement of Equipment at the Fire Stations**

**Recommendation:** Authorize the Town Manager to execute the Third Amendment to the Linking Agreement (CON-25-035-PBW-A3) with The HVAC Company for replacement of HVAC equipment at Fire Stations 91 and 92, increasing the contract amount by \$60,000 in Fiscal Year 2026.

The Council questioned if sustainable HVAC options were considered and if replacement of the equipment could be deferred.

**A motion was made by Council Member Pace, seconded by Council Member Andeen-Keller, to approve and authorize the Town Manager to execute the Third Amendment to the Linking Agreement (CON-25-035-PBW-A3) with The HVAC Company for replacement of HVAC equipment at Fire Stations 91 and 92, increasing the contract amount by \$60,000 in Fiscal Year 2026. The motion carried by the following vote:**

**Aye:** 4 - Mayor Stanton  
Vice Mayor Labelle  
Council Member Andeen-Keller  
Council Member Pace

**Nay:** 3 - Council Member Liepmann  
Council Member Moore  
Council Member Thomasson

## 11. PUBLIC HEARING

There were no public hearings.

## 12. ACTION ITEMS

- 26-072 Discussion and Possible Action to Approve and Authorize the Town Manager to Execute the Following Contracts relating to the Mockingbird Lane (56th Street to Invergordon Road) Improvement Project: (i) Amendment No. 1 to CON-25-001-ENG with Achen-Gardner Construction, LLC, establishing the guaranteed maximum price for construction; (ii) Task Order No. 1 to Agreement CON-26-020-ENG with Tristar Engineering and Management, Inc., for construction administration services; and (iii) Task Order No. 4 to Agreement CON-26-011-ENG with Quality Testing, LLC, for material testing services**

Town Engineer Shar Johnson presented three contracts related to the Mockingbird Lane improvement project between 56<sup>th</sup> Street and Invergordon Road.

The project was first identified in the Town's Capital Improvement Program (CIP) in 2013, with funding allocated for the project in Fiscal Year 2018.

The proposed improvements consisted of installation of a storm drainage system, roadway resurfacing, addition of traffic calming features, and pavement markings for two travel lanes with bike lanes on each side.

She summarized the following contracts:

1. Construction Guaranteed Maximum Price amendment to the Construction Manager at risk agreement with Achen-Gardner Construction, LLC in the amount of \$17,523,846.14
2. Construction Administration Agreement with Tristar Engineering and Management, Inc., in an amount not to exceed \$480,184.72. Tristar will provide construction administration and inspection services during construction.
3. Material Testing Services Agreement with Quality Testing, LLC, in an amount not to exceed \$99,770.00. Quality Testing will perform all construction material testing required as part of the project's quality assurance program.

She explained the project costs and funding sources including the \$8,245,571 cost share with the Maricopa County Flood Control District for the stormwater component.

She said construction is scheduled to start May 2026 and be completed within 8 months.

Residents Steve Gaynor, Alex Cyrell, John McCauley, Steve Albert, Tom Englert, Heidi McCauley, Lars Harrington, Kim Woodbury, Ann Lindner, Deirdre Cebry, and George Cebry spoke in opposition to the project citing concerns about lane width, chicanes, and bicycle safety.

A motion was made by Council Member Moore, seconded by Council Member Thomasson, to approve agenda item 26-072.

**AMENDED MOTION:** A motion was made by Council Member Pace, seconded by Council Member Andeen-Keller, to amend the motion to postpone action on agenda item 26-072 for 30-days and hold one open house to discuss Item 26-072 and return to Council as an Action Item on April 23, 2026. The motion failed by the following vote:

**Aye:** 3 - Council Member Andeen-Keller  
Council Member Liepmann  
Council Member Pace

**Nay:** 4 - Mayor Stanton  
Vice Mayor Labelle  
Council Member Moore  
Council Member Thomasson

**MAIN MOTION:** A motion was made by Council Member Moore, seconded by Council Member Thomasson, to approve agenda item 26-072. The motion passed by the following vote:

**Aye:** 5 - Mayor Stanton  
Vice Mayor Labelle  
Council Member Liepmann  
Council Member Moore  
Council Member Thomasson

**Nay:** 2 - Council Member Andeen-Keller  
Council Member Pace

### 13. FUTURE AGENDA ITEMS

#### 26-070 Consideration of Requests for Future Agenda Items

Town Manager Ching summarized the future agenda schedule.

### 14. MAYOR / COUNCIL / MANAGER COMMENTS

Council Members provided comments and updates on current events.

## 2. STUDY SESSION ITEMS CONTINUED

Mayor Stanton reconvened the Study Session at 8:30 PM in the Town Council Chambers. All Council Members were present.

Community Development Director Chad Weaver presented his budget which included increases for professional services, employee training, and replacement of a vehicle. The Council requested service level data comparisons for previous years. There was also a suggestion to consider sustainability options when purchasing vehicles and equipment.

Public Works Director Isaac Chavira presented his budget which included increases for building repairs and equipment replacement. Responding to a question from the Council, he stated that the Department is experimenting with electric leaf blowers and would present a report to Council.

CFO DeReche presented the Municipal Court budget which included increases in professional services.

Police Chief Freeman Carney stated that the Police Department's budget included a \$508,000 decrease in equipment expenses, a \$137,000 decrease in photo radar costs, and increases in professional services and software maintenance. He said \$500,000 was budgeted for vehicle replacements.

Ms. DeReche presented the tourism, alarm, fire, and sewer funds. The Town Council requested an update on the Police Alarm Monitoring Program.

**A motion was made at 9:44 PM by Council Member Andeen-Keller, seconded by Council Member Pace, to go into executive session to discuss item 26-071. The motion carried by the following vote:**

**Aye:** 7 - Mayor Stanton  
Vice Mayor Labelle  
Council Member Andeen-Keller  
Council Member Liepmann  
Council Member Moore  
Council Member Pace  
Council Member Thomasson

## 15. ADJOURN

**A motion was made at 9:51 PM by Council Member Andeen-Keller, seconded by Council Member Liepmann, to adjourn. The motion carried by the following vote:**

**Aye:** 7 - Mayor Stanton  
Vice Mayor Labelle  
Council Member Andeen-Keller  
Council Member Liepmann  
Council Member Moore  
Council Member Pace  
Council Member Thomasson

Mayor Stanton adjourned the meeting at 9:51PM

**TOWN OF PARADISE VALLEY**

SUBMITTED BY:

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Duncan Miller, Town Clerk

**STATE OF ARIZONA        )**

:ss.

**COUNTY OF MARICOPA    )**

**CERTIFICATION**

I, Duncan Miller, Town Clerk of the Town of Paradise Valley, Arizona hereby certify that the following is a full, true, and correct copy of the minutes of the regular meeting of the Paradise Valley Town Council held on Thursday, March 26, 2026.

I further certify that said Municipal Corporation is duly organized and existing. The meeting was properly called and held and that a quorum was present.

\_\_\_\_\_  
Duncan Miller, Town Clerk