



City of Apache Junction, Arizona

Meeting Minutes City Council Meeting

Meeting location:

City Council Chambers
at City Hall
300 E. Superstition Blvd
Apache Junction, AZ
85119

apachejunctionaz.gov
Ph: (480) 982-8002

*Doors are open to the public at least 15 minutes prior to the
posted meeting start time.*

Tuesday, February 3, 2026

7:00 PM

City Council Chambers

A. CALL TO ORDER

Mayor Wilson called the meeting to order at 7:00 p.m.

B. INVOCATION AND PLEDGE OF ALLEGIANCE

Councilmember Heck gave the invocation and Councilmember Johnson led the meeting attendees in the Pledge of Allegiance.

C. ROLL CALL

Present: 7 - Mayor Wilson
Vice Mayor Schroeder
Councilmember Nesser
Councilmember Heck
Councilmember Johnson
Councilmember Cross
Councilmember Soller

Staff in Attendance:

Bryant Powell, City Manager
Matt Busby, Assistant City Manager
Evie McKinney, City Clerk
Joel Stern, City Attorney
Michael Pooley, Police Chief
Johnny John, Assistant Police Chief
Rudy Esquivias, Development Services Director
Liz Langenbach, Parks & Recreation Director
Ryan Kaup, Economic Development Director
Pam Harrison, Library Director
Angelie Hawley, Finance Director
Anna McCray, Human Resources Director
Mike Loggins, Public Works Director
Amy Greening, Deputy City Clerk
Sidney Urias, Development Services Deputy Director
Nicholas Leftwich, Planner
Emile Schmid, City Engineer
Rob Wisler, Management Analyst
Eli Richardson, Management Analyst
Jamie Sullivan, Recreation Superintendent
Jody Dutra, Recreation Coordinator
Dana Tucker, Records Coordinator

D. CONSENT AGENDA

Councilmember Cross moved, seconded by Councilmember Nesser to approve the Consent Agenda.

Yes: 7 - Mayor Wilson, Vice Mayor Schroeder, Councilmember Nesser, Councilmember Heck, Councilmember Johnson, Councilmember Cross and Councilmember Soller

No: 0

1. [26-18](#) Consideration of acceptance of agenda.
2. [26-19](#) Consideration of approval of minutes of the regular meeting of January 20, 2026.

E. AWARDS, PRESENTATIONS AND PROCLAMATIONS

3. [25-654](#) Presentation of 25-year Service Award to Bryant Powell.

Mayor Wilson recognized City Manager Bryant Powell's 25 years of service with words of appreciation and stating all his professional accomplishments with the City of Apache Junction. Assistant City Manager Matt Busby shared his gratitude to Mr. Powell for being a great leader, listed his accomplishments beyond the City and shared the important awards that he has received.

Mr. Powell thanked the Mayor and Council for their support and introduced his family in the audience.

F. REGIONAL INTERGOVERNMENTAL UPDATES

4. [26-20](#) Brief summary of intergovernmental updates from mayor and councilmembers.

Councilmember Johnson attended the Greater Phoenix Economic Council Board meeting as the new representative for Apache Junction. The new president and CEO Christine McKay shared her vision going forward and stated Apache Junction was an area on her radar.

Councilmember Soller attended the Sundt groundbreaking along with the rest of the Council. He stated how great this is for the City by creating jobs.

Mayor Wilson shared that he spoke at the presentation for the Officer Facio Drive dedication located in the Radiance community. He said it was an inspirational ceremony and that he was able to meet with Officer Facio's family again. A park in the same community is also being named for the fallen officer.

Mayor Wilson also commented on the Sundt groundbreaking ceremony and how it will bring many jobs to the community. He also attended the 4th Annual Arizona Bluegrass Association's Bluegrass Roundup at the Rodeo Grounds. He complimented the improvements being done at the facility and shared how beautiful the weather was.

Councilmember Soller thanked the Radiance and Blossom Rock communities for putting up the Officer Facio Drive street signs and the park name. He also thanked the entire Apache Junction

community for being there for the family and the police department during this tragic time.

G. CITY MANAGER'S REPORT

5. [26-21](#) City Manager's Report

There was no City Manager's report.

6. [26-22](#) Announcement of Current Events

Management Analyst Eli Richardson shared upcoming events:

- Free Dump Week February 9 -14 , 2026, from 6:00 a.m - 4:00 p.m. at the Apache Junction Landfill, 4050 S. Tomahawk Road. Proof of residency is required.

- 2026 State of the City on February 25, 2026, at 5:30 p.m. It will take place at the Desert View Events Center, 2014 S. Starr Road, Apache Junction.

- 25th Annual Lost Dutchman Days Marathon on February 15, 2026. Register at lostdutchmanmarathon.org for the marathon, half marathon, 10K, 8K or the 2 mile fun run.

- 62nd Annual Lost Dutchman Days Rodeo and Carnival from February 27 - March 1, 2026. Pre-sale tickets can be bought at the Apache Junction Chamber of Commerce.

- Lost Dutchman Days Parade on February 28, 2026, at 9:00 a.m.

H. PUBLIC HEARINGS

7. [26-27](#) Discussion, Public Hearing & Consideration of Resolution No. 25-24, a resolution of the Mayor and City Council of the City of Apache Junction, Arizona, approving a Conditional Use Permit in Case No. P-25-38-CUP requested by Roers Companies, represented by Greg Davis of Iplan Consulting, for a 300-unit, three-story, residential rental community on property zoned City Center ("B-3").

Councilmember Johnson moved, seconded by Councilmember Cross that Resolution No. 25-24 be denied for the following reasons:

Adequacy of roadway, off-street parking, public facilities and services to accommodate the proposed use at this time.

Yes: 5 - Mayor Wilson, Vice Mayor Schroeder, Councilmember Johnson, Councilmember Cross and Councilmember Soller

No: 2 - Councilmember Nesser and Councilmember Heck

Principal Planner Nicholas Leftwich presented that P-25-38-CUP is a proposed Conditional Use Permit (CUP) to allow for the development of a 300-unit, three-story multi-family residential community. The proposed project is located on an approximately 13-acre site near the southeast corner of Idaho Road and the Scenic Street alignment. The property is currently zoned City Center (B-3).

The City Council first reviewed and discussed this CUP proposal at the City Council Work

Session on November 18, 2025. At the December 2, 2025, Public Hearing, after the City Council's discussion, the applicant requested additional time to confirm whether they could adjust operational plans in the manner the City Council had suggested, and the consideration of the CUP was continued to the December 16, 2025, meeting.

At the December 16, 2025, meeting, the applicant requested another continuance to January 20, 2026, in order to further address traffic questions and architectural design concerns expressed in the prior meetings. The City Council voted to continue the agenda item P-25-38CUP and its corresponding Resolution No. 25-24 for presentation and discussion on January 20, 2026, and for discussion, public hearing and consideration to be held on February 3, 2026.

At the January 20, 2026, meeting the applicant presented new traffic data and newly revised elevations to address previously expressed concerns. Additionally, the applicant agreed to reserve a dedicated residential unit in order to have a live-in management employee.

Resolution No. 25-24, as recommended through the 4:1 vote of the Planning and Zoning Commission at their October 28, 2025, meeting has been provided to the Council for consideration.

As updated elevations have been provided and an additional potential condition of approval has been identified by the Council, the following language is provided to assist the Council in making a motion on Resolution No. 25-24:

Proposed Modification to Condition of Approval #1:

1) The project shall be developed in accordance with the plans and staff comments and associated with Case No. P-25-38-CUP, associated design review Case No. P-25-39-DR, and the updated building elevations presented to the City Council, dated January 20, 2026, and all the provisions of the zoning ordinance and City Codes applicable to this case.

Proposed Additional Condition of Approval #11:

1) The project shall have a dedicated residential unit for a live-in management employee that shall reside on-site to facilitate continuous management presence.

Roers Company representative Greg Davis with Iplan Consulting confirmed that there will be a live-in on-site manager at this complex and he reviewed the 2022 ADOT approved traffic study. He also went over an updated traffic study and how the Low-Income Housing Tax Credit (LIHTC) program works.

Vice Mayor Schroeder stated that the traffic study did not include the 300 unit apartment complex just west of this area and also pointed out an error on the master plan map they have used in their presentation.

Councilmember Heck asked for clarification on the "Goldilocks" term that was used and what happens if a resident's income changes.

Councilmember Cross inquired about the re-qualification process and stated the median income shown in the presentation is not representative of the community.

Mayor Wilson opened the Public Hearing.

Scrivener's Note: Public Hearing speakers are not required to complete a Request to Speak Form. Therefore, the following spelling of names may be incorrect.

In Support:

Karl Huish, Hudd Hassell, Andre Meek

The above were in support of this project due to the need for a variety of housing and that it fits with the general plan.

In Opposition:

Donna Carr, Mehmood Mohiuddin, David Day, Barb Engle, Jessica Vaughn, Kathy Deeroff, Jeff Serdy, Marissa Soest, Nikki Kubias, Elisa Krcilek, Lost Dutchman RV Park resident, Simone Diaz, Neal Bartholomew, Andre Meek, Dawn Marie, Cathy Waz

Residents were in opposition of this project due to traffic, the location, infrastructure issues, water needs, concerns of building upkeep and changing the look of the City.

Mayor Wilson closed the Public Hearing and called for a recess at 9:02 p.m.

Mayor Wilson reconvened the meeting at 9:13 p.m.

Councilmember Johnson explained that a CUP can be granted upon finding that the use covered by the permit, the manner of its conduct and any structure involved will not be detrimental to persons residing or working in the area, to adjacent property, to the neighborhood, or to the public welfare in general. She listed the seven (7) areas of concerns and Council stated their thoughts on each.

1. Adequacy of roadways, off street parking, public facilities and services to accommodate the proposed use:

Councilmember Johnson stated her concerns with traffic for this area as the roads are controlled by Arizona Department of Transportation (ADOT) and not the City. She expressed that the large size and proposed number of residents and cars that will be at this complex is not a safe venture for this location at this time.

Councilmember Cross agreed with Councilmember Johnson regarding traffic concerns with ADOT controlling the roads. He also stated the traffic study that was presented was not adequate and it did not take into account the Wolf project apartment complex that will add three hundred (300) plus residents to this area.

Councilmember Heck stated he agrees that this complex will increase traffic but if this project is denied and the City waits several more years to fill this space then the benefit of the retail and commercial development will be missed.

Vice Mayor Schroeder also had concerns of the additional traffic. He added the social climate that this project could impose on the City.

Councilmember Nesser said that a commercial building will add consistent traffic all day long versus a residential complex would be more traffic in the mornings and evenings. Her concern is the height of the building if a commercial complex is proposed at this site.

Councilmember Soller stated his concerns regarding traffic and the City not having control over the roads.

2. Negative impacts arising from the emissions of odor, dust, gas, noise, lighting, vibration, smoke, heat or glare:

Councilmember Johnson stated no matter where you build any type of building this would be a concern.

Councilmember Cross agreed that this would be a concern and asked why the density has to be so high.

Councilmember Heck agreed that this could be a concern but does not feel it would be any more or less than they would see anywhere else.

Vice Mayor Schroder stated no opinion.

Councilmember Nesser stated it is what it is.

Councilmember Soller stated his only concern is the traffic, as the developer did everything else the Council asked of them.

Mayor Wilson stated the developer has followed the General Plan.

3. Contribution to the deterioration of the neighborhood property values:

Councilmember Johnson stated she does not know what this property will look like in 10 years.

The rest of the Council had no comment.

4. Compatibility with surrounding uses and structures:

Councilmember Johnson stated there is another development planned in the surrounding area and it is no concern for her.

The rest of the Council had no comment.

5. Conformance with the General Plan and city policies:

Councilmember Johnson stated this does align with the General Plan and she does not see any issue with the City policies.

Vice Mayor Schroeder explained the General Plan is a generalization of how they want the City to look and it is an open-ended document where the Council can be selective and choose what goes where based on what is best for the City.

Councilmember Heck respectfully disagreed and stated the public voted on this plan and he believes the Council should do their very best to follow and comply with it.

Vice Mayor Schroeder asked if the Council has amended the General Plan in the past.

Mayor Wilson stated the changes were minor and any major changes would have to go back to the voters.

Councilmember Johnson explained when the plan was voted that the City did not own the downtown area land.

Vice Mayor Schroeder asked why the project requires a CUP if it is in line with the General Plan.

Development Services Director Rudy Esquivias explained why this project requires a CUP.

Councilmember Cross stated this three (3) story project is not preserving the view of the mountains.

6. Screening and buffering of uses:

The Council had no comment.

7. Unique nature of the property use and/or physical characteristics:

Councilmember Johnson thanked the Developers for making the design changes the Council requested, but pointed out that the City does not own the basin located next to the property.

Councilmember Cross stated the developers did make the requested changes but he still would like to see more of a southwest look.

After the motion and roll call, Mayor Wilson stated the Council will review the General Plan and possibly go back to the voters.

Councilmember Cross thanked the public for attending the meeting and expressing their views.

I. OLD BUSINESS

J. NEW BUSINESS

8. [26-30](#) Presentation and discussion with Matthew Weatherly of Public Sector Personnel Consultants of results and recommendations of the city's classification and compensation study. The study was included in the 2025-2026 fiscal year budget.

Mayor Wilson announced that Item 8 New Business will be moved up to before Item 7 Public Hearings.

Human Resources Director Anna McCray introduced Matt Weatherly with Public Sector Personnel Consultants (PSPC) to present the classification and compensation study. She pointed out that there was an error on the original staff memo that Council received and they have the correct version now.

Mr. Weatherly presented that as part of the Fiscal Year 2025-2026 budget adoption, Council authorized the funding for a classification and compensation study to review labor market salaries and benefits. The last full study was done in 2014. The City has since conducted compensation studies which is a limited review of position titles and pay. The full classification and compensation study reviews job descriptions with employee and supervisor feedback, classifications, titles, pay and benefits.

The goal of a classification and compensation study is to ensure the City remains competitive in its total rewards package to ensure it can successfully compete for existing and future employees. It is especially important in retaining good employees and not losing them to other entities as it is significantly more expensive to hire and train new employees than to retain existing employees. In addition, the numerous increases in the state's minimum wage have continued to have a ripple effect on wages. Today's minimum wage is \$15.15 per hour compared to \$8.05 per hour in 2016.

Through a competitive bid process, the City selected PSPC to conduct the study. The study included all current classified positions. PSPC conducted a review of comparable positions with the City's comparators which include the Arizona cities and towns of: Avondale, Buckeye, Casa Grande, Goodyear, Marana, Maricopa, Mesa, Oro Valley, and Queen Creek.

Historically, the City has aimed to be within midmarket (50th percentile) of its comparator organizations. This classification and compensation study was prepared with that same goal.

Key survey findings include:

- Civilian pay grades are more than -5% below Market for 75% of jobs.
- Police pay grades are below market for command ranks, nearer market for Officer, Sergeant.
- The City is offering a competitive number, type, and level of employee benefits compared to the market comparator cities, including health insurance, leave accrual, and add/assignment pay.

PSPC is recommending an updated salary schedule for both civilian and sworn positions that includes a 2% Cost of Living Adjustment (COLA) for implementation with the Fiscal Year 2026-2027 budget to catch up to the market.

The overall salary cost implication for the proposed civilian placements is \$1,200,000.00 and proposed sworn placements is \$601,000.00.

Councilmember Heck asked if the comparable cities cooperate with PSPC with the requested information and if there is a new hire end of probation pay raise.

Councilmember Soller inquired about their recommendations for command rank.

Vice Mayor Schroeder asked about the step process for the Police Department.

Mr. Weatherly and Ms. McCray responded to all questions.

K. COUNCIL DIRECTION TO STAFF

L. SELECTION OF MEETING DATES, TIMES, LOCATIONS, AND PURPOSES

M. CALL TO PUBLIC

Donna Carr, 2178 W. Virginia Street, Apache Junction, thanked the Council for the way they voted on Item 7 and also thanked the public for attending the meeting.

Mayor Wilson reminded the public that the Council is bound by what the general public wants and stated they need to review the General Plan and get it back to the voters. He wants to get the best use for this property.

N. ADJOURNMENT

Mayor Wilson adjourned the meeting at 9:39 p.m.

ACCEPTED THIS _____ DAY OF _____, 2026, BY THE MAYOR AND CITY COUNCIL OF THE CITY OF APACHE JUNCTION, ARIZONA.

SIGNED AND ATTESTED TO THIS _____ DAY OF _____, 2026.

Walter "Chip" Wilson
Mayor

ATTEST:

Evie McKinney
City Clerk