

BOARD OF SUPERVISORS
GILA COUNTY, ARIZONA

Date: July 11, 2006

JOSÉ M. SANCHEZ
Chairman

STEVEN L. BESICH
Clerk of the Board

TOMMIE C. MARTIN
Vice-Chairman

By: Marilyn Brewer
Deputy Clerk

SHIRLEY L. DAWSON
Member

Gila County Courthouse
Globe, Arizona

PRESENT: Jose M. Sanchez, Chairman; Tommie C. Martin, Vice-Chairman; Shirley L. Dawson, Member; Steven L. Besich, County Manager/Clerk; Marian Sheppard, Chief Deputy Clerk; and, Bryan Chambers, 2nd Chief Deputy County Attorney.

The Gila County Board of Supervisors met in Regular Session at 10:00 a.m. this date. Jess Bolinger led the Pledge of Allegiance, and Reverend Lyle Johnston of St. Paul's United Methodist Church delivered the Invocation.

Steve Besich, County Manager/Clerk, requested authorization for the staff to develop a worksite agreement with Gila County Community College (GCCC) to provide workforce training for Equipment Operator I and CDL (Commercial Driver's License) Class "B" courses and to authorize the Chairman to sign the agreement upon County Attorney approval. This is a partnership between the College, City of Globe and the Arizona Department of Transportation. He stated that a month ago Margo Bracamonte, Senior Dean of GCCC; Dr. Stephen Cullen, Dean of the Gila Pueblo and San Carlos campuses at GCCC; and, Harry Swanson, Dean of the Payson Campus at GCCC, approached various individuals about the possibility of a partnership worksite training agreement. Mr. Besich, Fred Casillas, Fairgrounds Foreman, Steve Stratton, Public Works Division Director, Manoj Vyas, City of Globe

Manager, and Leon Cons also of the City of Globe, then met to try to work out some of the logistics. This will be the first attempt at a program of this type, which is an attempt by GCCC and its governing board to broaden the opportunities that the GCCC can offer and are reaching out for partners. Mr. Besich stated that it is important to note that the Town of Payson will be approached, the County's Public Works Division will be involved to the degree it can be in the northern part of the County and there is significant interest from the Tonto Basin area so this will become a County-wide opportunity. He stated that if the agreement is approved by the Board, the start date will be August 1, 2006. Mr. Besich then called on Dr. Cullen and Mr. Swanson to provide further information. Dr. Cullen stated that Mr. Swanson has been very actively involved in fashioning and framing this project. Dr. Cullen stated that he did not have the final agreement for the Board, but he did pass out a copy of the course outlines that the GCCC proposes to put forth to the students on August 21st. Mr. Swanson stated that a semester ago negotiations were begun with the Arizona Department of Transportation (ADOT) in Phoenix to leverage federal highway construction dollars to help GCCC put together a construction program for non-traditional employees, particularly women and minorities who are under-represented in the construction business; however, all students are welcome to participate in the program. He stated that the program was fairly successful with 23 applicants of which 20 students completed the program and 7 are already employed. Mr. Swanson stated that GCCC ran a fairly comprehensive post program assessment to see how the program was received by potential employers and by the students who are potential employees. It was discovered that this program, while it was put together with the basic needs identified by ADOT, didn't fit all the needs of the County to make it a better program. ADOT provided feedback, which was used to develop the program as outlined in the curriculum for the 2 courses. ADOT requested that the Heavy Equipment Operator I and the CDL Class B courses be incorporated into the basic program that was initially offered. Mr. Swanson stated that to

incorporate those 2 courses into the basic program was cumbersome; therefore, GCCC will be offering the old pre-apprenticeship program and this new program will be separate and will be called the advanced ADOT construction program. He stated that the agreement was completed but there were some last minute glitches arising from some of the potential supporters of the program in northern Gila County. He stated that several contractors in the north have promised equipment donations to assist with the program up there. He then called on Fred Casillas, Fairgrounds Foreman. Mr. Casillas stated that this is a program that has long been needed to train operators for County equipment. He stated that there is a lot of room at the County Fairgrounds for running the equipment and to receive CDL training. Mr. Swanson stated that he just received permission from ADOT to apply for \$23,000 of grant funding for purchases of fuel and to pay instructor's wages. Chairman Sanchez inquired what the County is being requested to be responsible for as far as equipment, liability insurance, etc. Mr. Besich stated that GCCC carries a \$5 million liability policy which is listed in the agreement. Chairman Sanchez inquired if the County Attorney's Office has reviewed the agreement. Mr. Besich stated that when Bryan Chambers, 2nd Chief Deputy County Attorney, reviews the agreement and returns it to him, he will put an item back on the Board's agenda and walk the Board through the program. Mr. Besich stated that GCCC would like to know if the Board wishes to support the program or not. Dr. Cullen stated that prerequisites for the course include a drug screen and a clean driving record, which are included as safeguards in the program. GCCC's course outlines are much more comprehensive than those used by Central Arizona College, which has the most renowned and successful heavy equipment program in the State. Chairman Sanchez inquired if the HURF (Highway User Revenue Funds) guidelines would allow the use of County equipment purchased with HURF funds. Mr. Besich stated that one of the things the County could do as part of the curriculum is to put the students on the County's payroll, unpaid on a volunteer status, and at the end of the

student's training, the student could be put on a ride-along status with certified County crew so the student could go out on a real job, if they are ready, and perhaps do some real work as opposed to just practicing. Mr. Besich stated that he thinks that could possibly evolve and he believes there are ways that the County could legitimately get around the restrictive use of HURF dollars. Each Supervisor expressed their excitement over the expansion of the courses at GCCC and the continued quality of the classes, which offer employment opportunities to many people in the area. Supervisor Dawson stated that during the Heavy Equipment Operator classes, she's hoping the students can push some dirt around in the valley at the Fairgrounds and end up with a circle that could be the beginning of a racetrack so in the process of their training they could also be constructing. Vice-Chairman Martin stated, "You may already know that we are beginning to catch a little bit of static in the media in the north on what they are calling the College/County/ADOT/Globe effort. I'm going to want us to be aggressively looking for a place to take it into the north. I'm wondering if we could use the landfill or open up an area there perhaps and do the same thing at the landfill that we are talking about doing at the Fairgrounds...We need to be putting this [program] into the north at the same time we are putting it in the south if at all possible." Mr. Swanson stated that her candor is very much appreciated and he assured her and the Board that there are some great opportunities up in the northern part of the County and he will work on them. Chairman Sanchez inquired how the City of Globe is involved in the program. Mr. Besich stated that the City of Globe is very interested in supporting this project and all the details have not been finalized, but they may be interested in establishing scholarships, providing instructional supplies and might have equipment that could be borrowed from time to time. He stated that Dr. Cullen and Mr. Swanson will be going to the City of Globe Council for an official endorsement on July 17th and then the details will be worked out as the program proceeds. Mr. Swanson stated that he had a brief informal meeting with the Mayor and

City Manager of the Town of Payson and discussed that he would be presenting some formal requests very soon and they seemed willing to entertain that idea. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously authorized the staff to develop a worksite agreement with GCCC to provide workforce training for Equipment Operator I and CDL Class B classes, and to authorize the Chairman to sign the agreement upon County Attorney approval.

At 10:34 a.m. a public hearing was held to adopt Resolution No. 06-07-01 approving Planning and Zoning Department Case No. Z-06-03, a request by Crescent Resources to rezone tax parcel number 304-27-001 from GU (General Unclassified) to R1/PAD (Residential One with a Planned Area Development) for the development of 48 single family parcels and 12 fractional share cottages. The Rim at Rancho De Cristo proposed project will also include a lodge and stable for equestrian facilities. Robert Gould, Planning and Zoning Manager, presented the Board with several letters he received via e-mail earlier this morning in reference to this item. This 80-acre parcel is located at the end of Granite Dells road about $\frac{3}{4}$ mile east of the Town of Payson boundaries and on the southern boundary of Star Valley. Mr. Gould advised that a GU classification allows a variety of activities that could take place with a property without rezoning, which could be more intense than the activity currently being proposed. If the Board approves this rezoning request to change the zoning to R1/PAD, the applicant can increase it to a higher density without bringing a request back to the Board. He also noted 2 corrections for the record, namely: 1) the applicant will be developing 45 single family parcels, not 48, and 2) there will be 16 fractional share cottages, not 12. Mr. Gould stated that the project is completely surrounded by the U.S. Forest Service (USFS), Tonto National Forest. There have been discussions with the USFS about the Granite Dell roadway and there are plans in conjunction with the County and the Town of Payson to grant easements for the roadway, which would be improved and paved. He briefed the Board on some of the comments received, both in

support and in objection to the project. One of the major complaints was that the public would no longer have access to the trail system. He stated that the Board has a map that shows the trails in the area and the developer has assured him the trails will remain open. The Planning and Zoning Commission met on June 29, 2006, and recommended by a 5-1 vote that the Board approve Case No. No. Z-06-03, with the following conditions: 1) that the applicant will provide roadway facilities both within the project site and Granite Dells Road providing access to this site that meet County standards; 2) no landscaping information was included in the application, so the applicants should be required to have a water conservative landscaping design that does not permit turf areas; 3) that 15% open space and drainage areas should be legally described to not allow any vertical development; and, 4) a Master Development Plan in accordance with 300.6 of the Gila County Subdivision Ordinance shall be required in addition to the following information: a) a landscaping plan utilizing water conservation methods and preservation of natural landscaping where feasible and no turf areas should be included; b) a detailed development plan for Tract A; c) a detailed open space plan that meets the minimum requirements for a PAD development; d) proposed project phasing plan if one is planned; e) a topographic analysis showing areas with slopes equal to or greater than 15%; and, f) a sign plan for subdivision entryway. Supervisor Dawson inquired about water in the area. Mr. Gould stated that the water issue has not been dealt with at this time but would be discussed during the subdivision process. He stated that Gila County subdivision regulations provide standards for water flow and the Arizona Department of Real Estate as well as the Arizona Department of Water Resources will require public reports on the water supply. Supervisor Dawson requested if information could be provided regarding future plans for the water supply and fire protection. Mr. Gould stated that Tetra Tech, Inc. representatives are present at the meeting to answer questions on behalf of the applicant, Crescent Resources. Chairman Sanchez stated that he would open the public portion of the meeting to allow

anyone present to address the Board. He then called on Ralph Bossert of Tetra Tech, Inc. Mr. Bossert introduced Garrett Goldman of Crescent Resources and Forest Switzer, Tanner Henry and Jason Filimore, all of Tetra Tech, Inc. Mr. Bossert stated that his company has been working with County staff on the planning phase of this project for quite some time and he appreciates all of the help he has received. He then gave a PowerPoint presentation, which included a preliminary site plan of 45 minimum 1-acre lots with 17 of those lots located on the south side of Stewart Creek and the remainder on the north side. Access to the southern lots will be by a new bridge to be constructed across Stewart Creek. The meadow area, noted as Tract A, will be set aside for equestrian facilities for use by the lot owners and members of the Rim Golf Club. There will also be a community center and 16 fractional shared cabins. The Stewart Creek, which contains a significant amount of water, runs through the area and drains the southeasterly part of Payson. Hydrology analyses have been conducted and the 100-year event is contained completely within Stewart Creek. Bank protection will be provided to keep it from migrating as the material is very sandy. Chairman Sanchez inquired as to the district in which the project is located. Mr. Bossert stated that the project is located within both Supervisorial Districts 2 and 3 and Stewart Creek is the dividing line between them; the northern part of the project is located in District 3 and the southern in District 2. A vicinity map of the area was shown including the Rim Golf Course, which was previously developed by the applicant. The east side of the Rim Golf Course is the east side of the Town of Payson corporate limits. The main access to the proposed development will be through the Rim Golf Course from Highway 260. The road will be fully improved to County standards and then an easement will be granted from the USFS to the County. Mr. Bossert explained how the various roads will provide public access to the trails, the golf course, and an emergency ingress/egress. Photos were shown of Monument Peak, one of the popular trailheads; an existing gated entry at the southeast corner of the Rim Golf Club as well as the front end gate; the existing

equestrian facility; and, a vicinity trails map provided by the USFS showing the 3 trail accesses on the road between the project and the Town of Payson, which will remain open to the public. Mr. Bossert advised that there are 4 wells on the proposed site that are relatively shallow. The developer has not yet received permission to do groundwater exploration; however, the previous owner contracted with a hydrology firm to look at the geologic formations and a report was issued assuring there was sufficient water on the property for the development as proposed. The developer will be providing a storage tank for fire protection and a 1,000 gallon-per-minute booster pump with fire hydrants for the protection of the lots from a water supply developed on site. In regard to sewage treatment and disposal, there will be a sewage collection and treatment system. The decision will be made after looking at the soil characteristics as to the type of disposal to be provided, but it will not be standard leach systems. He concluded by stating that all of these issues will be dealt with during the development plan stage, but at this point this is just a request for rezoning for the use of the property. Chairman Sanchez thanked Mr. Bossert for his presentation. He then called on Garrett Goldman of Payson who works for Crescent Resources. Mr. Goldman stated that he was available to answer any questions of the Board. Mr. Besich inquired about the price ranges for individual homes and lots. Mr. Goldman stated that the lots would be in the price range of \$325,000 and the homes would be custom-built. Chairman Sanchez inquired if the County has a contract with the USFS to maintain Road 435. Mr. Stratton stated that the County did not have a contract to maintain that road. He advised that the County holds easements on several USFS roads and in order for the road to be accepted into the County's road maintenance system, the developer would first have to ensure that the road meets County standards. Once the road meets County standards, there is an official request process for the Board of Supervisors to accept the road into the County road maintenance system. Supervisor Dawson stated that one of the objections noted the fact that land is being lost and

replaced with unaffordable housing. She stated that is one of the sad facts of what is happening throughout the County and the State. Vice-Chairman Martin stated that she had an old-timer complaint. She stated that what is being called Stewart Creek is actually K.W. Creek and she gave a brief history of that area. Vice-Chairman Martin stated that she blames the USFS for renaming these old areas instead of keeping the original names as it is a loss of history and value to arbitrarily rename them. Vice-Chairman Martin stated that she would rather see the area as an old homestead, but if it's going to be developed she would like to see it developed with care and attention even though it won't be affordable housing. Chairman Sanchez closed the public hearing and entertained a motion. Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously adopted Resolution No. 06-07-01. **(A copy of the Resolution is permanently on file in the Board of Supervisors' Office.)**

Chairman Sanchez stated that it was requested that agenda item number 4 of the Regular Agenda be tabled to the July 25th meeting. This item was a request by Joe Mendoza, Community Development Division Director, to approve an Independent Contract's Agreement for a Civil Hearing Officer which is between Gila County and Arthur C. Atonna for the period July 1, 2006, through June 30, 2008. Mr. Besich stated that Mr. Atonna was unable to attend today's meeting because he was conducting hearings for another entity. He stated that it would only be proper for the Board to be introduced to Mr. Atonna before making the decision to appoint him to the position and Mr. Besich also requested that the item be tabled. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously tabled agenda item number 4 to the July 25th meeting.

Steve Sanders, Public Works Division Deputy Director, requested approval to dispose of 3 unnecessary public roadways, as follows:

1. A 27' wide roadway adjacent to the easterly side of Lot 7, Caballero Casas, Official Map No. 298, Gila County Records, located in Mesa Del area outside of Payson.
2. A cul-de-sac off of Standage Drive providing access to Lots 89-92 in Tonto Village 2, Official Map No. 245, Gila County Records, located east of Payson in the Kohls Ranch area.
3. Arizona Street in Arlington Heights Subdivision, Official Map No. 31, Gila County Records, located in west Globe.

He stated that all of the roads have been platted on subdivision plats, but have never been constructed. Owners of property adjacent to the roads requested that the roads be deeded to them by the County. The County staff has reviewed each road. If the Board approves this request, it will begin a 60-day process whereby the adjacent property owners or the public can bid on the roads. The County will post notices along the roads. All bids will be submitted to the Clerk of the Board and brought back to the Board for approval to dispose of the public roadways by quit claim deed. Mr. Sanders believes it will be a benefit to the County to dispose of the roads as they have never been built or used by the public. He stated that the first road had a well drilled in the middle of the road adjacent to the roadway in 1996, which prohibits anyone from using the road, so it will only benefit the homeowner on one side. The second road, a cul-de-sac off of Standage Drive, was there to provide access to 4 lots and has since been combined into 2 lots with the owners using the cul-de-sac as the front yard. The third road, Arizona Street and Arlington Heights, is platted on the map, but runs into a vertical 40-foot cliff. The road could never be built and if it was built, it would go nowhere and simply divide some lots and make the property unusable to everyone. Chairman Sanchez inquired if there is a minimum bid. Mr. Sanders stated that there is no set value; it's whatever the people wish to bid. He stated that statutes do give preference to adjacent property owners and the degree of fragmentation to the road, so someone could bid \$1 and if the Board chose to accept the bid, it would be

legal and appropriate. Mr. Sanders stated that he believes the long-term value is to get these roadways on the tax roles so the County is collecting taxes on them. Mr. Stratton stated that another benefit to the County is that it would reduce the County's exposure and liability. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved the beginning of the 60-day process to dispose of the 3 public roadways as listed above.

Mr. Stratton requested the award of Call for Sealed Bid No. 041706-01 for the purchase of a new 2006 loader-landscape tractor. Mr. Stratton explained that when he requested permission to advertise for this tractor, it is truly not a landscape tractor, but it more defines the tractor attachments which his department uses. It's actually a case model 570MXT with multiple attachments that will be used including the mower. Mr. Stratton stated that the low bid was \$80,729.14, the funds are available and he recommended approval by the Board. Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously awarded the Contract for Sealed Bid No. 041706-01 to Falcon Power in the amount of \$80,729.14.

Mr. Stratton requested the approval of Professional Contract No. 108-433/7-2006 between Gila County and Jim Richey in the amount of \$5,000 whereby the County will purchase and remove 3 water tanks located in Pine, Arizona. Mr. Stratton stated that he has a signed agreement with Mr. Richey; however, Mr. Richey wanted to add some verbiage to the indemnification section. He stated that in speaking with Bryan Chambers, 2nd Chief Deputy County Attorney, it was decided to request that the Board table this item in order to allow time for Mr. Richey to sign a new agreement. The new agreement will be presented to the Board for approval at the July 25th meeting. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously tabled agenda item number 7 to the July 25th meeting.

Marian Sheppard, Chief Deputy Clerk, stated that a sealed bid had been submitted for the purchase of State-owned land, tax parcel number 206-10-

026-A-1. She stated that the total lien amount for this parcel is \$382.55, which is the minimum acceptable bid. Ms. Sheppard presented the Board with a map and pictures of the subject parcel. She opened the sealed bid envelope and read aloud the bid slip, which stated that a bid in the amount of \$382.55 was submitted by Sylvia Badilla for the subject parcel of land. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously accepted Ms. Badilla's bid in the amount of \$382.55 for tax parcel number 206-10-026-A-1.

In addressing the Consent Agenda items, Chairman Sanchez requested that Consent Agenda item number 9A be tabled, which was a request to appoint David Knauer to the Gila County Planning and Zoning Commission representing Supervisorial District II through 12/31/07. He stated that thanks to Supervisor Dawson and Marian Sheppard, it was discovered that Mr. Knauer is registered to vote in Supervisorial District I, although he does have a residence in Tonto Basin; therefore, Chairman Sanchez will look for someone else to represent his District.

Supervisor Dawson stated that in reference to Consent Agenda item number 9B, she had a question about who selected the people on the Board of Adjustments and Appeals. Chairman Sanchez stated that before discussion ensued on 9B, there needed to be a motion to move that item to the regular agenda. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved moving Consent Agenda item number 9B to the regular agenda.

Chairman Sanchez stated that in reference to Consent Agenda item number 9C, Sheriff John Armer and Mr. Besich requested that the Board table this item. This agenda item is a request to approve the amendment of Rule 19 of the Gila County Merit System Rules and Policies by deleting 19.2 (B) which requires an employee who is promoted to serve a promotional probationary period.

Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously tabled Consent Agenda item numbers 9A and 9C.

Chairman Sanchez then opened discussions on Consent Agenda item number 9B, which was approval to appoint the following individuals to the Gila County Board of Adjustments and Appeals (GCBA), as follows: Supervisorial District I – Ron Christensen and Don Ascoli; Supervisorial District II – Travis Williams and Lori Brown; and, Supervisorial District III – Jack Larimore. Supervisor Dawson inquired as to the people responsible for selecting the Board of Adjustments and Appeals. She stated that if the Board approves this agenda item, 4 people will be appointed who are from north of Roosevelt and only 1 person will be appointed from southern Gila County. Supervisor Dawson stated, “I don’t know that it matters at all, but I’m just pointing that out and maybe the Board should wait until you [Chairman Sanchez] appoint someone from the south.” Chairman Sanchez called on Mr. Gould to explain the process the Board should be following. Mr. Gould stated that the Board of Supervisors appoints 5 members to the GCBA Board from those individuals who serve on the Planning and Zoning Commission. He stated that these 5 members volunteered to sit on the GCBA and that’s how it came about originally. He stated that a public hearing is scheduled with GCBA next Thursday morning for a particular individual who has asked for a variance for several months and has been delayed because of the recent Board changes so this hearing was scheduled as quickly as possible; however, it could be cancelled if the Board wished to table this item. Supervisor Dawson stated that there is no set period of time for this appointment and made the motion to approve the 5 proposed individuals as listed above for the GCBA. Vice-Chairman Martin seconded the motion. Chairman Sanchez stated that there is no term expiration; the GCBA serves at the will of the Board of Supervisors. The Board then voted unanimously to appoint the following individuals to the GCBA, as follows: Supervisorial District I – Ron Christensen and Don Ascoli;

Supervisorial District II – Travis Williams and Lori Brown; and, Supervisorial District III – Jack Larimore.

Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved Consent Agenda item numbers 9D through 9H. Upon motion by Vice-Chairman Martin, seconded by Chairman Sanchez, the Board approved Consent Agenda item number 9I by a 2-0 vote; Supervisor Dawson abstained from voting because of a conflict of interest. The Consent Agenda item numbers 9D-9I are as follows:

- D. Approval to renew an Intergovernmental Agreement with the Arizona Department of Revenue (ADOR) whereby ADOR will provide data processing products and services to Gila County for its property taxation purposes at a standard charge of \$2.20 per parcel for 38,391 parcels, a total amount of \$84,460.00 for the period of July 1, 2006, through June 30, 2007.
- E. Approval of the BOS meeting minutes for June 6, 2006, June 13, 2006, and June 20, 2006.
- F. Approval of the May 2006 monthly departmental activity reports submitted by the Clerk of the Superior Court and Recorder and June 2006 monthly departmental activity report submitted by the Globe Regional Constable.
- G. Approval of personnel reports/actions for the weeks of July 3, 2006, and July 10, 2006, as follows:

July 3, 2006:

Departure from County Service:

- 1. Animal Control Officer III – Rabies Control – 06-23-06 – Rabies Control Fund - Jason Philpot – Hire 04-04-05 – Resigned for other employment
- 2. Administrative Assistant – EACO – 06-30-06 – EACO Fund - Beverly Martin – Hire 06-28-04 – Resigned – office relocated to Payson
- 3. Clerk Typist III – Community Action – 07-07-06 – Grant Fund - Stephanie Cruz – Hire 11-18-02 – Resigned for other employment
- 4. Lead Clerk – Administrative Services – 07-07-06 – General Fund - Elizabeth Dillon – Hire 08-27-02 – Resigned for other employment

5. Clerk – Clerk of Superior Court – 05-16-06 – Document Conversion Fund
Victoria Arvizu – temporary position

6. Administrative Assistant – School Superintendent – 06-20-06 – General
Fund - Janis Gordon – temporary position

Hire to County Service:

7. Deputy Probation Officer – Probation – 06-26-06 – Juvenile Standard
Fund - Shannon Ramirez – replaces Elizabeth Simpson Smith

8. Legal Secretary I – County Attorney – 06-29-06 – General Fund -
S. Ellen Farnham – replaces Linda Willard

Departmental Transfer:

9. Clerk III to Lead Clerk – Administrative Services – 07-10-06 – General
Fund - Jo Nelle Greenwalt – replaces Elizabeth Dillon

10. Clerk III Part Time to Clerk III – Administrative Services – 07-10-06 –
General Fund – Janeen Harmon – replaces Jo Nelle Greenwalt

End Probationary Period:

11. Road Maintenance Worker II – Consolidated Roads – 06-26-06 – Road
Fund - Micah Arney

12. Courtroom Clerk – Clerk of Superior Court – 07-10-06 – General Fund –
Dorothy Koshinski

Position Review:

13. Change Funding – Administrative Assistant – Engineering – 07-01-06 –
Engineering Fund to Public Works/Purchasing Funds – Valrie Bejarano

14. Anniversary Date Increase – 06-26-06 – Rita Dibble, Lisa Garcia, David
Rogers

Request Permission to Post:

15. Clerk III Part Time – Administrative Services – position vacated by
Janeen Harmon

16. Rabies Control Officer III – Rabies Control (Globe) – position vacated by
Jason Philpot

17. Public Works Supervisor I – Consolidated Roads (Globe) – position

vacated by Mike Horta

July 10, 2006:

Departure from County Service:

1. Teen Court Secretary – Probation – 06-30-06 – Juvenile Probation Service Fees Fund - Carol Moya – Hire 05-31-05 – Resigned to attend school
2. Attorney – County Attorney – 07-14-06 – Drug Prosecution Fund - Robert Standage – Hire 01-02-02 – Resigned for other employment
3. Fiscal Coordinator/Waste Tire Administrator – Solid Waste Management – 06-28-06 – Enterprise Fund – Fletcher Petty – Hire 03-18-93 – Deceased

Hire to County Service:

4. Victim Witness Advocate – County Attorney – 06-28-06 – General/Crime Victim Assistance Funds – Lizabeth Fetterman – replaces Debra Corso
5. Attorney – County Attorney – 06-29-06 – General Fund - Lacy Hakim – fills funded vacant attorney position
6. Director, Education Program – School Superintendent – 07-09-06 – Education Service Agency Fund – Jeffrey Baer – replaces Ellen Shepherd
7. Deputy Probation Officer – Probation – 07-10-06 – General Fund - Molly Greenwade – replaces Michael Snively
8. Teen Court Secretary – Probation – 07-10-06 – Juvenile Probation Service Fees Fund - Dominique Woods – replaces Carol Moya

Departmental Transfer:

9. Survey Party Chief/Flood Plain Coordinator – Engineering to Flood Plain Coordinator/Survey Party Chief/Building Inspector – Community Development – 07-03-06 – Engineering Fund to General Fund – Carlos Ozuna – Transfer to facilitate and expedite the Building Permit process
10. Director, Environmental Health/Engineer – Health to Environmental Engineering Supervisor – Community Development – 07-03-06 – Health Services Fund to General Fund – John Garrett – Transfer to facilitate and expedite the Building Permit process

11. Environmental Health Technician – Health to Environmental – Engineering Technician – Community Development – 07-03-06 – Health Services Fund to General Fund – Cynthia Shafe – Transfer to facilitate and expedite the Building Permit process
12. Sanitarian II – Health to Sanitarian/Environmental Engineering – Community Development – 07-03-06 – Health Services Fund to General Fund – Svanhildur Jones – transfer to facilitate and expedite the Building Permit process

End Probationary Period:

13. Personnel Analyst – Personnel – 07-24-06 – General Fund - Angelo Cutter
14. Recorder’s Clerk II – Recorder – 07-10-06 – General Fund - Valerie Castaneda
15. Account Clerk II – School Superintendent – 06-26-06 – General Fund – Carolee Hooke
16. Executive Assistant – School Superintendent – 06-26-06 – General Fund - Julia Vasquez
17. Senior Account Clerk – School Superintendent – 06-26-06 – General Fund - Ruth Lopez
18. Account Clerk III – School Superintendent – 06-26-06 – General Fund – Dorothy Langford

Position Review:

19. Correct Job Title – Attorney- Law Clerk to Attorney – County Attorney – 06-23-06 – General Fund – Pascal Brown
20. Salary Adjustment – Juvenile Detention Educator – School Superintendent – 06-29-06 – Detention Education Fund – Chandra Shekar – Increase due to additional duties for Special Education compliance
21. Anniversary Date Increase – 06-26-06 – Mathilde Seibert, Ryan Golden

SHERIFF’S PERSONNEL ACTION ITEMS:

Hire to County Service:

22. Deputy Sheriff Part-time – Payson S.O. – 06-26-06 – General Fund –
Thomas Buckner – fills vacant full time position

H. Approval of the finance reports/demands/transfers for the weeks of July 3, 2006, and July 10, 2006 (separate handout) as follows:

July 3, 2006:

\$795,651.38 was disbursed for County expenses by voucher numbers X151706 through X151709, X151713 through X151718, X151721 through X151829, and X389618 through X389863. The hand-issued warrant listing is as follows: voucher number X151704 in the amount of \$120.00; voucher number X389612 in the amount of \$10,000.00; voucher number X389613 in the amount of \$6,000.00; and, X389614 and X389615 in the amount of \$2,561.14.

July 10, 2006

\$827,572.77 was disbursed for County expenses by voucher numbers X151832 through X151921, X389871 through X389936, X389938 through X389941, X389943 through X390024. The hand-issued warrant listing is as follows: voucher number X389865 in the amount of \$908.29, voucher number X389864 in the amount of \$5,344.33, voucher number X389866 and X389868 in the amount of \$9,685.00 and X389870 in the amount of \$996.17. **(An itemized list of vouchers is permanently on file with the Board of Supervisors.)**

I. Approval of a payment for services to Fly-A-Way Travel in the amounts of \$170.10, \$170.10 and \$279.60.

At this time each Board member and the Chief Administrator were presented the opportunity to give a brief summary of current events as allowed by A.R.S. §38-431.02(K). No action was taken by the Board.

At 11:48 a.m. Chairman Sanchez called for a recess until 1:30 p.m. at which time the Work Session would begin.

At 1:41 p.m. Chairman Sanchez reconvened the meeting to begin the Work Session.

Mr. Besich requested a discussion regarding the Fairgrounds users committees. He called on Sherron Lavin, Director of the Fair and Racing Commission. Ms. Lavin stated that the committee members were present to familiarize the Board with each committee and its responsibilities. She stated that the Gila County Fairgrounds is the only one in the State that is manned completely by volunteers with the exception of the County maintenance crew. She stated that the committees' goal is to better the community by providing events for families to attend and enjoy. Ms. Lavin stated that it is becoming increasingly difficult to find volunteers because most people have full-time jobs so all of the work accomplished on behalf of the Fairgrounds is done by volunteers after their regular work day. She presented the Board with a Fair and Racing Commission Organizational Chart. **(A copy of the Fair and Racing Commission Organizational Chart is permanently on file in the Board of Supervisors' Office.)** Ms. Lavin then called on Bob Boice, who actually started the Fairgrounds and has been her mentor since the late 1960s. Mr. Boice explained to the Board how the Fairgrounds began when Kendrick Holder donated his State lease of 180 acres to the County, which was then converted to a commercial lease. The County then received permission from the State, because it was State-owned, to put improvements on the land. Later the County wanted to buy the land from the State and if anyone had bid against the County, the bidder would have had to reimburse the County for the \$300,000 to \$400,000 worth of improvements so that eliminated any competition. He stated that the land now belongs solely to Gila County as verified by Ms. Lavin in researching the deed. He stated that each member of the Board of Supervisors appointed 3 racing committee members as horse racing was first on the agenda. Mr. Boice was elected as the first Chairman and with the assistance of many volunteers and community groups providing materials, equipment and a lot of labor, the Fairgrounds was officially

established in 1964. In 1967 the first horse races were held and several years later the first County Fair was held, followed by the first rodeo, and all accomplished by community volunteers. Chairman Sanchez thanked Mr. Boice for his hard work and involvement. He then went over each committee listed in the Organizational Chart. Ms. Lavin called on William A. Byrne, past Chairman of the Horse Racing Commission from 1982 to 1997, as well as past Director of the Fair and Racing Commission. Mr. Byrne presented a brief history of his involvement with the Horse Racing Commission, which has always been run by a volunteer organization. He stated that in attending State meetings, all of the other county horse races were run by paid employees of each county. He stated that because the Gila County horse races were run by all volunteers, it enabled a lot of funding that would have gone for salaries to be put back into the programs for improvements. Mr. Byrne stated that revenue from horse racing has declined over the years from \$60,000-\$70,000 per day to about \$80,000-\$90,000 for the 4 days mainly because of the lotteries and casinos that have since entered the State; however, it is beginning to stabilize. Ms. Lavin stated that when the Gila County Racing Commission began, the same committee put on the rodeo, the fair and the horse racing; however, 30 years later, each event is now handled by individual committees. Ms. Lavin stated that Floyd Livingood, Horse Racing Chairman, and Debbie Guthrie, Fair Chairman, were unable to attend today's meeting. She then called on Donna Anderson, past Fair Chairman, to speak about the annual fair. Ms. Anderson presented a brief summary of when she was Chairman of the first Gila County fair and how the fairs each year have been run entirely by volunteers with minimal funding from the Arizona Governor's Office. She also clarified for the record that through careful budgeting, the Fair Committee built the Fairgrounds buildings and the first cattle and animal barn, not the County. The Horse Racing Committee built the first horse stalls and budgeted each year to add one more stall. Supervisor Dawson inquired if the State is still funding the fairs. Ms. Anderson replied in the affirmative and stated that the State

audits their funds, which are deposited from the State directly into the Fair account, and those funds do not go through the County. She stated that the only thing that has changed in recent years is that the County has been paying the premium money for the fairs, which is less than \$5,000 per year.

Chairman Sanchez inquired if the Fair Committee has a treasurer. Ms. Anderson replied in the affirmative stating that each committee has its own chairman, secretary and treasurer. Chairman Sanchez inquired if the Fair Committee worked in conjunction with previous Gila County supervisors as to the decisions with regard to constructing the buildings. Ms. Anderson stated that it was handled by the Fair and Racing Commission. She then explained how the first fair was held outside, the next fair was held in tents, and then one fair building was constructed followed by the second fair building addition. Ms. Lavin called on Donna Jones, who is a member of the Fair Board and also the livestock superintendent and 4-H director. Ms. Jones presented a brief summary of the activities since she began with the program in 2002. She also stated that the Livestock Committee was able to purchase a used scale for weighing in the animals by providing half of the funding and the Fair Committee paid for the other half. Last year the Fair Committee also purchased the materials to construct more pens and gates, with the work being completed by Fred Casillas and the Fairgrounds crew and the local sawmill donating the sawdust. Ms. Lavin called on Charlie Brewer, Chairman of the Rodeo Committee. Mr. Brewer stated that this Rodeo Committee began in 2001 when he received a request to put on a rodeo the following year. The Rodeo Committee was first required to provide spectator insurance, which could not be put under the umbrella of the County's insurance policy and has since provided its own \$1 million insurance policy for each function held. He stated the Rodeo Committee is also proud of the fact that it has acquired and purchased its own rodeo facility, which was paid for by the third year. He praised Fred Casillas and his crew at the Fairgrounds for doing most of the work for the rodeo facility. He explained the various, very successful rodeo

events that are held throughout the year including the gymkhana series. He also stated that present negotiations are underway to return the rodeo back to being part of the Professional Rodeo Cowboy's Association in the Turquoise Circuit. Mr. Brewer stated that as Chairman, his biggest challenge is to secure sponsors for all of the events. He stated that the average cost of the rodeo over the past 5 years was between \$20,000-23,000 per event; the "kids" rodeo costs \$4,750. He stated that there are currently 3 national sponsors with hopes for a fourth sponsor before the next rodeo takes place. He also stated how fortunate the community is to have business people who are very supportive of events for youth at the Fairgrounds and that the 3 most supportive businesses are the D.C. Cattle Company, Earth Mover Tires and Horne Motor Company. Mr. Brewer stated that the Rodeo Committee is debt-free at this time, although it doesn't have any money. He stated, "We would like a little support from our County...I believe it is imperative that communication between the County and the County Rodeo Committee be formally established. The two must be able to communicate so that the Committee can decipher what, if any, new challenges the County may send their way, but the Committee needs something in formal writing, not just hearsay. We need to be told in no uncertain terms what we are required to do and I can give several examples if time permits. I speak for the entire Rodeo Committee when I say they are extremely dedicated, sincere volunteers in keeping this tradition alive in southern Gila County, and in particular keeping the western tradition alive." Ms. Lavin called on Steve Arthur, Motor Sports Facility Chairman. Mr. Arthur stated the Motor Sports Committee, which has been active and licensed as a non-profit group since 1995 is currently conducting a very successful go-cart racing program. He explained that the Committee has looked at a couple of different approaches to build a motor sports facility because the Committee intends to build more than just an oval race track. The facility they endeavor to build would be useful for motocross races, bicycle races, oval track races as well as a facility for housing concerts or large assemblies. He stated that in the late 1990s and early 2000s

a joint venture was planned with the engineering groups of the National Guard in Phoenix and Safford in the hopes that all of the dirt work at the Fairgrounds to build a race track would be done by the National Guard in exchange for using the facility for maneuvers. Unfortunately, there was a liability problem with the National Guard because part of their maneuvers included the firing of weapons. He stated that in 2002 several surveys and engineering work were performed by Thomas Warren and Associates. The reports were very favorable with the recommendation that the facility should be built. It appears now that the only problem is funding. He stated that if the County plans to advertise for outside investors, "it's time for the County to put together a package in order to receive offers from anyone who would like to participate in building this track." Mr. Arthur stated that it's been over a year since anything has been done and the Committee would very much like to have a direction to go but cannot do anything further without guidance from the County. He requested that the Board advise if it wishes to put together a package for outside investors or forget about the project. Chairman Sanchez stated that he agrees with Mr. Arthur and pledged that he was going to propose to the Board and staff that the County put together a Request for Proposal (RFP) because there are enough plans, feasibility studies and a business plan. He stated that the engineering estimates of between \$3-5 million made the Board step back a couple of years ago as it expected the costs would be \$1.5-2 million. Chairman Sanchez stated that very soon he will propose to the Board that the race track be an agenda item for action, and he would be pushing to proceed with an RFP to find out if there are any private investors interested and then the Board would know. Supervisor Dawson inquired of Mr. Besich if he knew how much money the County had invested on the design of this racing facility. Mr. Besich stated that the Gila County Industrial Development Authority had funded the initial feasibility studies and the County has spent approximately \$65,000 on the design. He stated that if the Board wants an RFP, he could have one to the Board for review and action by September 1st. Supervisor Dawson stated that

earlier in the meeting the Board approved a heavy equipment operator class in conjunction with the college. She inquired if the Motor Sports Committee will be in conflict with the local racers who just want an oval track built and wondered if there would be opposition with just an oval track to get started. Mr. Arthur stated that his Committee would not oppose any development that is handled properly. Supervisor Dawson stated that the Motor Sports Committee is talking about a \$3-5 million dollar facility; however, the County is also talking about the necessity of a multi-million dollar jail complex. Supervisor Dawson stated, "I enjoy and like race cars, but not on the back of the taxpayers. How do we get from here to there?" She believes the approval of the heavy equipment operator college class and joint efforts is an initial step, but if the local racers can't get along with the Motor Sports Committee, the local racers will go elsewhere to get started with a track. Chairman Sanchez stated that anyone can build a race track on private land; however, if the project is to be built on County land, the responsibility to the taxpayers is that they need to be protected from any liability, which could be an item for discussion at a later date. He stated that if the race track is constructed on County property, it has to be ADA (Americans with Disabilities Act) compliant. "You have to be in compliance; you have to have a plan; a compaction test; everything has to be professionally engineered [for liability purposes]." He agreed with the statement made by Supervisor Dawson; however, he believes the college work should be restricted to a parking lot or concession area, which could be an incentive for outside investors to see what the County is willing to provide. Vice-Chairman Martin believes the studies are valid and if the Board approves an RFP, there will be a private enterprise person or group that will want to take on the project. Mr. Besich stated that the deeds from the State Land Department on the Fairgrounds property had various restrictions with allowances only for the Fairgrounds, rodeo grounds and mechanics shop. Mr. Besich and Chairman Sanchez spent 8 months making sure the County had the State's permission and did not create something on State trust land that

would cause future problems for the County or an investor. He stated that the Chairman now has that clearance in writing and that was a hurdle to get over before the County took the next step of an RFP. Mr. Arthur stated that he was aware of this problem. He also stated that Dennis Wood, who manages Manzanita Speedway in Phoenix, is the most knowledgeable person regarding race track operations and that he is also very dedicated to this County race track being built. Mr. Wood is available to answer any questions of the Board. Vice-Chairman Martin stated that her main question is whether building a race track is a sound idea and, if so, then there has to be someone to fund the project. She recommended that the Board request Mr. Besich to prepare an RFP by September 1, 2006. Ms. Lavin called on Bill Tower, President of Gila Monster Go-Karts Racing, to explain about his facility. Mr. Tower clarified that his group is not connected to the Gila Racers. He stated the Warren Wampole began this program 10 years ago, which has grown into a very successful program. Gila Monster Go-Karts Racing has a complete governing board as well as a 7-man safety board. Chairman Sanchez inquired if Gila Monster Go-Karts Racing has sponsors. Mr. Tower replied that there are many sponsors with a lot of community involvement. He stated that a race track would be very successful in this area and requested that the Board move forward on this project and that he and others would be willing to volunteer their time to get it going. Supervisor Dawson stated that the Board is talking about a \$3-5 million first class race track facility, not something that volunteers could handle. Supervisor Dawson stated that she is in favor of a race track; however, she is not in favor of putting the costs onto the "backs of the taxpayers." On behalf of the Board, Chairman Sanchez thanked all of the members of the various committees for their presentations. Ms. Lavin stated that Mr. Tower was the last speaker; however, there were a few other questions and concerns she would like to discuss. She inquired about the grants that were awarded to Gila County to develop the RV Park and she asked the date in which the RV Park would be completed. Mr. Stratton replied that the anticipated completion date

for the RV Park will be just prior to the start date of the County fair and he explained some of the problems that are occurring with the RV Park project. Chairman Sanchez inquired about the number of spaces that will be available at the RV Park. Mr. Stratton stated that there would be 28 pull-through spaces. He addressed the traffic enhancement grant for the entrance to the Fairgrounds. He advised that the Board accepted an easement from Phelps Dodge Miami Inc. for the roadway. Initially the roadway improvements were included by the Arizona Department of Transportation (ADOT) in the grant; however, ADOT has now advised that the roadway improvements are not included in the grant so Mr. Stratton has scheduled the road to be improved later this year. He stated that ADOT and federal government requirements have slowed down the process. Mr. Brewer inquired about the petition that was circulated last year regarding facilities at the rodeo arena. Mr. Stratton replied that work continues on the County pipeline being installed in the event a concession stand and bathrooms are built at the arena area in order to reduce future costs. Additional work to the rodeo arena is dependent upon the availability of future grants, but the County can only apply for one grant from State Parks each year and there are several projects in line for that one particular grant. Ms. Lavin stated that in reference to insurance issues, most can be handled through Mr. Besich's office. In reference to EMTs (Emergency Medical Technicians), Ms. Lavin stated that there many committees which put on various events and she questioned which events require the presence of an EMT and the length of time the EMT must remain on the premises for the event. She advised that for some events that are held for a certain number of hours the committees are charged a set fee for EMT coverage; however, for the County fair it is a much longer period of time. Ms. Lavin advised that for past events, the Globe Fire Department has manned a booth at the County fair and EMTs are provided. If there was no booth for the Globe Fire Department, the costs would be extremely high and no one has been directed on that particular issue. Some groups have EMTs and others don't. She asked for a directive

from the County regarding EMT coverage for events held at the County Fairgrounds. She stated that the Go-Carts are required to have an EMT and in the event an EMT doesn't show up, the event must be canceled. Ms. Lavin stated that there is a need for uniformity on the requirements in order to maintain the liability insurance for the County. Chairman Sanchez inquired of Ms. Lavin about the requirements. Ms. Lavin replied that she could specify the requirements with direction from Mr. Besich. Ms. Lavin's next area of concern was about security and the high cost for same. She stated that on applications to rent the Fairgrounds Building, the requirements mandate that 2 officers must be present for a certain length of time based on the number of people attending an event. She stated that the County fair has incurred high costs for security with the costs in 1995 being \$1,400 and increasing to \$2,470 in 1997, which were the figures sent to the State as verification. Entertainers also required security at the stage and the fair had to pay for that as well. The fair also pays the Sheriff's Office for security during the night for 2 officers with fees now costing \$25-30 per hour which will be a substantial amount of money for all of the hours that the fair runs, including security for the fair entries that remain overnight. She was wondering if the Sheriff's Office could provide that security at no cost, although she understands that is probably not possible with the Sheriff's budget, so she was requesting assistance on the high cost of security. Ms. Lavin stated that another concern is the requirement to provide an ambulance at certain events. She stated that the ambulance service in the area will not provide an ambulance on a standby basis because they do not have enough staff to leave an ambulance on standby. Mr. Brewer stated that he was told to have an EMT and ambulance at all events. He stated that is why there is a need for more communication between the County and the committees because when there is a requirement for one committee, he questioned the reason it doesn't apply to all committees. He requested a written document outlining the requirements. Mr. Brewer also stated that if the Board is going to make certain requirements, he feels the committees

should have some input into the decisions. He stated that if the Board requires the presence of an ambulance at all events, then the Board needs to be advised that a sufficient number of ambulances are not available in Globe to attend all events. He presented an example of having an ambulance present at an event and then leaving the event to attend to an emergency, and he asked if it would require ending the event because no ambulance was present. Mr. Brewer stated that he doesn't know the answer because there is nothing in writing and his committee or any committee should not have requirements that can't be met. Mr. Brewer stated that his committee has always followed the requirements when it comes to liability insurance; however, he questioned why there are rules or requirements in place, but yet there is no follow-up by the County. He stated, "If there is a requirement for one event, why not for every event?" Mr. Brewer advised that his committee is paying off-duty EMTs \$35/hour to attend events; however, the committee cannot continue to afford that cost. Chairman Sanchez inquired of Mr. Brewer if he wanted some type of stipulation from the Board. Mr. Brewer replied that he was told his committee could not have an event unless an EMT or ambulance was present. Chairman Sanchez inquired by whom. Mr. Brewer stated that a phone call was made from a County office to his wife at her place of employment. He stated that the desire is to protect the children and give them the best, but he questioned the arbitrary requirements with no follow up or communication from the County. Supervisor Dawson stated that she was looking at the organizational chart for the Fairgrounds and associated committees and inquired if it came from Ms. Lavin. Ms. Lavin stated that she was unaware that a chart existed until it was brought to her attention. Mr. Brewer stated that the chart was new to him as well and today was the first time he had seen it. Chairman Sanchez questioned Mr. Brewer about the ambulance requirement. Mr. Brewer stated that his committee was told they could not hold an event unless they complied. He questioned the reason a requirement is made by the County to have ambulances at events when the County has not researched whether there are

enough available ambulances. Chairman Sanchez stated that the bottom line is the Board should review the requirements to ensure that they are the same for all committees. Ms. Lavin advised that the jockeys require the presence of an ambulance at all horse races. She will look into the possibility of contracting with ambulance services from outside the community before the horse races take place in a few months. Ms. Lavin advised that in the event the ambulance has to leave the Fairgrounds with an injured jockey, the horse races are stopped until the ambulance returns or another one arrives, which is mandated by the jockeys' insurance policy. Chairman Sanchez stated that rather than spending more time today on these issues, the Board should direct staff to meet with the committees and present the results and suggestions to the Board at a later date. As Director of the Fair and Racing Commission, Ms. Lavin advised that she needs to know the proper entity to contact when an incident occurs at the Fairgrounds; the Globe Police Department or Gila County Sheriff's Office. She stated that this became quite an issue at an incident last year about which agency was going to write the report and whose jurisdiction the Fairgrounds is under. Ms. Lavin stated that she assumed it was the Sheriff's Office because the incident occurred at a County facility, but she was told that it was Globe Police Department's jurisdiction over the road. Sheriff Armer stated that the roadway is located in the City of Globe, which would be the City's jurisdiction to make a report; however, the Sheriff stated that the Fairgrounds is a County facility and even though part of it might be in the City limits, the Sheriff's Office would make the report. Ms. Lavin advised that she will inform the Globe Police Department that the Sheriff's Office will handle future issues. Chairman Sanchez requested that Sheriff Armer put that information in writing for Ms. Lavin so it would be a part of her permanent records. Supervisor Dawson inquired about horses being stabled at the Fairgrounds all of the time. Ms. Lavin stated that she could not answer that question as the only time issues about horses are under her direction is during one of the County events. Supervisor Dawson stated that there are a lot of

stables located at the Fairgrounds which could be a possible revenue stream for the County by renting the stables to individuals. She suggested having Mr. Besich research the issue. Mr. Besich stated that he would check it out and inform the Board; however, he did not believe there is any income being generated at this time. Ms. Lavin also requested that the County inform a committee using the Fairgrounds and its facilities of all fees in advance to prevent a committee from being “blindsided” after an event has been held. Chairman Sanchez inquired of Ms. Lavin how she became Director. She stated that she became Director by default when Mr. Byrne retired, although she reluctantly had to give up being the Fair Chairman. Chairman Sanchez inquired about filling vacant positions on the Racing Commission Board. Ms. Lavin replied that vacancies are filled when a Board member retires, which is not often. The Racing Commission Board selects a new member and a request is presented to the Board of Supervisors to appoint the individual as a member of the Racing Commission Board. Chairman Sanchez thanked Ms. Lavin and stated that he thought this was a very productive and informative discussion. He stated that there are issues that have been brought to the Board’s attention that need to be addressed by the Board in order to assure the future success of the many events. He stated that several years ago the Board adopted a Comprehensive Master Plan for the Fairgrounds and he suggested that it be reviewed on a consistent basis to make changes as needed. Supervisor Dawson suggested placing this issue on a future Board of Supervisors meeting agenda in September so that a progress report can be presented regarding the issues that have been addressed today. Mr. Besich stated that he would develop an RFP (Request for Proposal) for the race track project and that he would also have a Fairgrounds report compiled to address some of this issues presented today. Chairman Sanchez agreed and stated that the Board looks forward to a meeting in September to work on the issues of concern.

At 3:20 p.m. Chairman Sanchez called for a brief recess.

At 3:35 p.m. Chairman Sanchez reconvened the Work Session.

Mr. Besich requested a discussion regarding Public Sector's Market Study Salary Survey results for Gila County. He introduced Al Pacheco of Public Sector Personnel Consultants to present the Market Study Salary Survey results to the Board, hereinafter referred to as the "Survey." Supervisor Dawson stated that she was wondering if all the department heads and elected officials had been presented with the Survey results because Susan Mitchell, Personnel Director, had not seen the report and could not answer some of her questions. She stated that another concern was the time frame in which the Board is trying to adopt this Survey because it appears that the Board is "under the gun" to get this adopted without working out a lot of the questions. Chairman Sanchez stated that the Board won't adopt this Survey until it is ready. He believed that Supervisor Dawson was talking about making this a part of the budget, but "all that could be worked out." He stated it is a critical time for those in attendance that haven't yet heard the presentation. Mr. Pacheco advised that the purpose of the presentation was to brief everyone on Survey results, provide recommendations as proposed by Public Sector, and to obtain input from the department heads and elected officials and move forward from that point. Mr. Pacheco began presenting the Survey results and first addressed the executive summary that outlined Public Sector's findings and recommendations, followed by a detailed overview of the proposed position classification plan and salary plan. He stated that 314 jobs were consolidated into 245 job classifications, categorized 595 positions that were reviewed in the beginning of the Survey and allocated 95 percent in terms of position classification. It was found that the County pays competitively, plus or minus 5 percent, in terms of comparing Gila County's data to the entities it was compared to such as other Arizona cities, towns and counties, and a couple of different school districts and State agencies. For 8.9% of the Survey benchmark jobs, the County is below competitive pay levels compared to the private industry. The extent of the variance ranged from a positive 9.1 percent to a negative 51.3 percent as far as the prevailing rate comparison of the

County's current payloads. If the County implements Public Sector's recommendations at 100 percent of prevailing rates, 331 employees are below the minimum of the assigned salary range for the position to the job classification. To move those employees to the minimum of the salary range would cost the County \$1.1 million or 5.8 percent of the current County payroll. Mr. Pacheco recited the summary of the recommendations, as outlined in the report by Public Sector, as follows:

- Implement the Survey at 100 percent of the estimated prevailing rates outlined in the report; however, if it was not fiscally possible for the County to do that in terms of having the funds to implement at 100 percent, it was recommended that the County fund the Survey of at least 90 percent.
- Utilize the Permanent Salary Range Table (page 43 of the report).
- Adopt the FY 2007 base salary range assignments in Tables 5 and 6 (pages 46 and 52 of the report).
- Bring the salaries of all employees to the minimum of the salary range for their position's job class on the plan's effective date (page 64 of the report).
- Adopt a one-time implementation salary increase plan to place employees closer to the market prevailing rates (mid step of the salary grade) on the basis of their current place within the salary range for their job class, seniority, and available funds for FY 2007 (page 64 of the report).
- Freeze the salaries of employees whose current salary exceeds the maximum of the salary range for their position.
- Annually update the salary plan by reallocating classes to different salary ranges from the Permanent Salary Range Table reflecting the varying prevailing rate movement of each job class in the marketplace (page 66 of the report).
- Utilize the non-benchmark to benchmark linkage guide for salary range allocation of non-benchmark job classes during annual salary plan update (Table 7, page 58 of the report).

- Develop and implement a comprehensive program and materials to communicate the County's updated position classification and FY 2007 salary plan to all employees.
- Conduct briefings for all supervisors, managers, and department heads on the County's updated position classification and FY 2007 salary plan.

Mr. Pacheco explained the principal steps taken by Public Sector to acquire the information necessary to complete the Survey, which included interviewing 150 employees to gain a better understanding of the jobs and to get a better feel for the occupational groups within the County. Taking that information and the job description questionnaires that were completed by each employee, Public Sector developed a schematic of occupational titles. They also reviewed jobs as far as compliance with the Fair Labor Standards Act. All new job descriptions will be available for further review by all department heads and elected officials for their input. Employees present at the meeting discussed various issues with both Mr. Pacheco and the Board. Supervisor Dawson stated that because of the issues raised, she was concerned about being rushed to adopt the Survey. She stated, "Before the Survey is implemented, the Board needs to work through the Survey and make certain that everything is fair and established and we're not going to start "playing" with job descriptions and job titles in order to place someone into another status. We spent \$70,000 or more on this Survey, and I feel we need to spend the time to make certain that it's implemented in a way that it's going to be a tool of fairness for Gila County from now on." Supervisor Dawson stated that is the reason she asked in the beginning if Public Sector had met with everyone because there will be lots of people saying they weren't consulted. Vice-Chairman Martin stated that this was a hearing of the information and the Board would not be making any decisions on the Survey today and that there was still time for changes as everyone had not yet been briefed. She stated this was simply getting public feedback for the first time collectively and then going from there. Supervisor Dawson inquired if everyone had a copy of the report. Mr. Pacheco stated that

the reports are being given to elected officials and department heads as Public Sector meets with them. Mr. Besich stated that the Survey has not yet been presented as a public document. Jacque Griffin, County Librarian/Assistant County Manager, advised Supervisor Dawson that the elected officials and department heads are individually being presented the information, which has already begun and will continue today and tomorrow. Supervisor Dawson again stated that she found it ironic that Gila County's Personnel Director had not yet seen the report. She also stated that the fiscal impact to the taxpayers of Gila County would be \$1.97 million as noted on page 64 of the Survey report, not \$1.4 million. She questioned the method in which Public Sector classified people and made comparisons with similar positions throughout the State when Public Sector has changed employee titles to titles she's never heard of and she gave the example of her Administrative Assistant's title being changed to a Staff Specialist. Supervisor Dawson stated that there are no Staff Specialists in any County Board of Supervisors' Office in the State of Arizona and she believes that other County departments will run into the same problem. Mr. Pacheco replied that each County "does its own thing" in respect to job titles and they were trying to be consistent in some cases with other counties and trying to be more specific in terms of what duties the jobs entailed. He reiterated that the Survey report is "only a recommendation and the Board can accept or reject it." To clarify Supervisor Dawson's concern, Mr. Besich stated that he made the decision to assign John Nelson and Jacque Griffin to this project as members of the County's management team. He stated, "Ms. Mitchell has been blamed for every screw up in the (County's) personnel system for the last 10-15 years and I purposely did not want her fingerprints on a report that was supposed to be impartial and done with total integrity." He stated that the Survey report has to be a "living" document and any mistakes will be addressed regardless of when it is adopted and implemented by the Board, and there has to be flexibility to work through any problems or issues that arise. Chairman Sanchez stated that he would like to

proceed with Mr. Pacheco's presentation and further debate could be continued at another time. He stated that the Public Sector consultants are the professionals and have the experience in doing this type of survey and that's how the process should work. Mr. Pacheco continued with his detailed presentation with the Board asking various questions and being provided with answers. The Board also discussed the fact that if an employee was brought in on step 1, in 6 months they would be eligible for step 2 and after that step increases would be annually up to 16.5 years and at 16.5 years they would be maxed out. Mr. Pacheco stated that after 16.5 years, an employee would be maxed out until the Board decided to adjust the salary structure and/or the pay grade based on the prevailing rate. Vice-Chairman Martin clarified that the position classifications are "what the position is worth; not what the human was worth...The "human" can move into a different position." Supervisor Dawson replied that her concern with Vice-Chairman Martin's comments is that when an employee reaches step 17, he/she will feel unappreciated given the fact that person has worked 17 years for the County. Mr. Besich stated that if this document is treated like a living document, the County will review the market rates and those ranges will lengthen out. He also stated that draft job descriptions have been provided for all supervisors' review and then a full complement of job descriptions will be developed for the County's personnel manual. Chairman Sanchez inquired as to the length of time that Public Sector will be providing backup to the County for the implementation of the Survey recommendations. Mr. Pacheco advised that the last component of the contract between Gila County and Public Sector is for Public Sector personnel to provide draft job descriptions for review and final implementation. He stated that as far as the implementation of the report, Public Sector personnel will be available in terms of input they are receiving from elected officials and department heads. He advised that the contract includes a one-year warranty in terms of the work completed by Public Sector. Chairman Sanchez inquired if that includes maintenance and Mr. Pacheco

replied in the affirmative. Mr. Pacheco stated that after the one-year warranty period expires, a new contract would have to be implemented for any additional work to be performed by Public Sector. Vice-Chairman Martin stated that she appreciates the extent to which this issue has been discussed today, and she emphasized that the Board would like to see internal equity first and external market parity second. Vice-Chairman Martin stated that she feels some of the questions raised today need to be raised department by department and that would be the best venue. Supervisor Dawson was satisfied that Public Sector has presented a “workable instrument” and she stated “it’s only as workable as we implement it and as each department clarifies the problems that exist.” Mr. Besich stated that he may recommend at the next meeting that the Board fund the Salary Plan at 95% with an additional step increase in January 2007. Chairman Sanchez thanked Mr. Pacheco for today’s presentation of the Survey report and he wanted to ensure that everyone would receive a copy. **(A copy of Public Sector’s Market Study Salary Survey Report is permanently on file in the Board of Supervisors’ Office.)**

Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the meeting was adjourned at 4:55 p.m.

Jose M. Sanchez, Chairman

ATTEST:

Steven L. Besich, County Manager/Clerk