

BOARD OF SUPERVISORS
GILA COUNTY, ARIZONA

Date: July 25, 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, June Ava Florescue, Deputy County Attorney.

The Gila County Board of Supervisors met in Regular Session at 10:00 a.m. this date. Vice-Chairman Martin led the Pledge of Allegiance, and Reverend Dan Lowe of the Maranatha Baptist Church delivered the Invocation.

Joe Mendoza, Community Development Division Director, requested the approval of an Independent Contractor'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. He apologized for the delay in getting the Agreement completed because of the time involved in researching other agencies for similar documents because this is a new program. He introduced the new Civil Hearing Officer Program staff, as follows: Margie Chapman, Building Safety Assistant; Jo Lynn Chase, Building Safety Assistant; and, William Hanna, Clerk of the Hearing Officer, who will be handling the complaints for the County. He then introduced Mr. Atonna to the Board, as the proposed new Civil Hearing Officer. Mr. Atonna provided a brief history of his professional background stating that he is an attorney residing in Phoenix

although he does maintain a residence in Pine located in Gila County and he stated that he has been around the area for many years. He has previously served on the Arizona State Transportation Board. Mr. Atonna stated that he was impressed with the staff that has been selected for this new program. He met with the department staff earlier this morning to do some “brainstorming” and talk about procedures. Supervisor Dawson expressed a concern that this program has grown into a “litigation-type program” from what was originally called the “junk ordinance” in order to encourage residents to clean up their properties to reduce the risk of fires. She stated, “I see this as having grown into where you’re doing a lot of the job of Mr. Mendoza and crew. They can pass off zoning and building code violations to your responsibility. You’re going to handle all that.” Mr. Atonna replied that it is his understanding that the County will follow the “3 strikes, you’re out” procedure, meaning that County staff will work closely with the homeowner or resident of the property in an effort to bring the issue into compliance by issuing warnings. After several warnings have been issued, staff will then decide whether a formal complaint should be filed. Mr. Atonna stated that once a complaint is filed, his involvement in the process will be to ensure “basic fundamental fairness where the defendant can either admit or deny the violation.” If the violation is denied, the defendant is entitled to a hearing with the plaintiff/staff presenting their testimony and the defendant presenting his/her testimony. The Civil Hearing Officer, being a mutual unbiased party, will then render a decision as to whether the defendant is responsible and, if so, a fine and/or penalty will be issued. Mr. Atonna stated that the Ordinance (Gila County Ordinance #05-01) passed by the Board of Supervisors “looks like a litigation process and it is, but only to the extent that everyone is entitled to fundamental fairness and it is only to the extent that the property owner has been dealt with by staff a long time before it ever gets to the complaint process.” Supervisor Dawson stated her concern is that when the Board started talking about this program, which is now successfully paying for itself in Pinal County, Pinal County staff

suggested that Gila County begin its program with volunteers to get it started. She stated, "We didn't get it going and so we've moved into this kind of contract situation...We haven't, to my knowledge, been processing anything as far as warnings to people and getting it going." Chairman Sanchez stated that the Board has adopted the ordinance that determines and gives guidelines to this entire process. He stated that because of public outcry, a lot of time and effort has been invested by the County to assure fairness to those individuals that are found in violation of the ordinance, which was adopted by the Board. Mr. Besich stated that the reason the Board began looking at this administrative hearing process was because of the heavy workload of the County Attorney's Office, which made this process a low priority that languished in the legal system for months. He stated that finally the process of developing this ordinance was approved in order to move along the complaints. Vice-Chairman Martin stated that she wanted to provide Mr. Atonna with some background information regarding this program. Vice-Chairman Martin stated that during the entire process, she caught the most static from the northern end of the County. Comments were made to her by concerned citizens that homeowners associations should deal with these problems in northern Gila County; however, there are no homeowners associations in southern Gila County. Vice-Chairman Martin continues to receive comments about voting for the "junk ordinance" wherein her explanation to citizens is that the program has been "softened" from the criminal approach to a civil approach. She stated, "So there are people that are unhappy about the program, but there is also a lot of need for it as there are areas that simply must be cleaned up. It's something we need to do, but need to do very gently to start with." She also believes the Board needs to make sure the right information is given to the public and she stated, "...we take the time to take time would be my only caution in this whole endeavor." Mr. Atonna stated that he can't prejudge what decision will be made in the abstract, but he did explain to the Board about his style and he included some examples of previous case rulings. He is more interested in

compliance then in fining someone, as compliance is the “bottom line.” Mr. Atonna advised that the Board has built health and safety standards into the ordinance and zoning codes, which “tell the residents to be in compliance within the parameters of this box. Then it is up to him to find out if they’ve stepped outside the box and decide how to get folks back into the box and into compliance.” He stated that the example is a bit subjective and there will be people who may be fined; however, if a person complies within a given amount of time, he may reduce the initial fine. He concluded by stating, “People should be accountable for violating the laws, but they should be accountable in a way that is really working towards compliance. It’s a balance.” Chairman Sanchez inquired of Mr. Mendoza the location of the hearings. Mr. Mendoza stated that the hearings will be conducted in the Board of Supervisors’ Hearing Room in Globe, and he is attempting to secure a regular date for the hearings to be held. In response to Supervisor Dawson’s first comment, Mr. Mendoza replied that the process isn’t changing except at the point of determining where to direct a person who has refused to comply. Options include going into criminal court, civil court, recording the deed or a combination. He advised that Mr. Atonna has a lot of experience in the civil process, and that this new program will take a “load off” of the County Attorney with the criminal issue. He added that an individual will receive a notice of hearing only when he/she has been repeatedly contacted by staff and simply refuses to comply. Mr. Mendoza stated, “It’s not the people who can’t do it; it’s the people who won’t do it.” He also suggested the possibility of using community service requirements in lieu of fines. Supervisor Dawson advised that the contract with Mr. Atonna states that building code violations will be referred to the Hearing Officer and she stated, “...that wasn’t where the Board was initially going with this program; the Board was talking about cleaning up yards.” Chairman Sanchez stated that the Board tried the junk ordinance and the reaction from the public wasn’t good. As a result, the Board instructed the Community Development Division staff to make amendments to the zoning ordinance to incorporate the changes

that needed to be made and that was done. He clarified that the County's zoning ordinance addresses those issues, not this contract. Vice-Chairman Martin stated that part of the Pinal County's presentation is being included in Gila County's process; however, Gila County's process is being addressed from a civil standpoint by having a hearing officer that will not only hear the junk ordinance complaints, but also the Planning and Zoning Department building code violation complaints. She stated, "Rather than going through the court system, this will be another avenue for dealing with those issues in order to obtain compliance." Vice-Chairman Martin stated this is something she's understood from the beginning and that's why she has been leery of it also because of that angle. Supervisor Dawson stated, "My concern is whether we end up not being able to respond to the fire dangers by burdening this office with zoning and building code violations. I'm just concerned that this doesn't get so broad that we don't do what we're setting out to do and that's respond to people who want their neighborhoods cleaned up and that's where I hope the focus will stay narrowed in." Mr. Mendoza stated that his office was carrying over 200 complaints every month and those are down to less than 100, which means the complaints are still coming in and are still being resolved, but the complaints are being kept down by working with the customers. Supervisor Dawson inquired as to the location of the offices for the Civil Hearing Officer Program. Mr. Mendoza stated that Ms. Chapman is located in Payson; Ms. Chase is located in Globe; and, Mr. Hanna will be located in Globe. Chairman Sanchez thanked Mr. Mendoza and his staff for their work on this program. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved the Independent Contractor's Agreement for a Civil Hearing Officer with Arthur C. Atonna for the period July 1, 2006, through June 30, 2008.

Juley Bocardo-Homan presented the "You Shine" Employee Recognition Awards to the following employees: Five Certificate Recipients: Sue Anderson, Dennis Buller, Randy Burkhalter, Malissa Buzan, Janice Cook, Shannon

Coons, Ernie Davis, Tammy Dover, Pam Fisher, David Fletcher, Andrea Hamm, Brian Havey, Tom Homan, Clifford Horn, Jo Johnson, Johnna Kemper, Jan McGann, Roilene Measles, Annette Mueller, Dixie Mundy, Tiffany Poarch, Art Salcido, Jendean Sartain, Danny Savage, Richard Short, Judy Smith, Bert Sprague, Melvin Warbington, Pet Wentz, Dean Wiley, Misti Williams, Emma Yeoman and Val Zufelt. 10 Certificate Recipients: Fred Casillas, Ruben Casillas, Gary Frantom, Kenny Hicks, Susan Mitchell, Pete Ortega, Sharon Radanovich, Anna Sanchez. Special Lapel Pin Recipients: Tammy Dover, Andrea Hamm, Misti Williams. Ms. Homan thanked the Board for supporting this program and for those employees who participated in the program.

Chairman Sanchez requested a discussion regarding a request submitted by Artists Rock for Non Violence to allow a farmers market to take place every Saturday throughout the year on the Payson County Complex parking lot. He stated that Jay and Cassandra LeBow were present to speak to the Board. Mr. LeBow, a resident of Payson, presented his request to the Board and explained some problems encountered in securing permits through the Payson Planning and Zoning (P & Z) Department to hold the farmers market at other locations. Mr. LeBow stated that he was told that County land is not governed by the Town of Payson P & Z Department; hence this request. Chairman Sanchez called on Mr. Mendoza for his opinion whether events that take place at the County complex parking lot are subject to the Town of Payson's regulations. Mr. Mendoza stated, "It's a little gray, but the Payson P & Z Department doesn't bother the County...We are not a County island, but just a piece of property within the Town of Payson, and they have left us alone." Supervisor Dawson stated that she had contacted the Payson Town Hall and asked about this and Mr. Carpenter, Payson Town Manager, said they would have no problem with the request. Mr. Besich stated that he and staff have discussed the request and have concerns about traffic pulling in and out at the County lot. He also stated that the County vehicles parked at the lot on weekends would have to be moved and there was no secure area for relocating those vehicles. Mr. Besich

stated that for an event like this, the County parking lot is too small and if this request is granted it would have to be offered for all future requests, which he did not advise. He stated that in the event of an emergency such as a forest fire, the County would require use of the parking lot by the Sheriff's Office 24 hours a day. He stated that another concern is that the County lot is used for overflow parking for the Post Office. He agreed that this would be a nice affair; however, the County parking lot may not be the best place for this event to occur especially when it would be every Saturday rather than a once-a-year event. Vice-Chairman Martin was very much in sympathy with Mr. LeBow and his situation and she agreed that the farmers market does need to be held somewhere in Payson; however she would prefer that the County parking lot not be used on a regular basis for this purpose. There would also be the requirement of bringing in portable toilets as County facilities could not be used. Vice-Chairman Martin suggested other areas that might be retained for the farmers market. Chairman Sanchez stated that there were several issues that would need to be addressed by the County Attorney, one of which is Mr. LeBow charging vendors \$40.00 per day. Mr. Besich stated that if Mr. LeBow is charging vendors to participate in the farmers market and money is changing hands, then the County would have to charge a fee, such as is done when the Gila County fairgrounds and its facilities are rented in order to recoup costs for use of the grounds and facilities. Mr. LeBow responded to all the concerns voiced by the Board and management. Chairman Sanchez stated that with the Board's permission, he would like to table this item and look into some of the concerns and proceed from there. Mr. Besich offered to sit down with the LeBows and "brainstorm" about some other locations to recommend, which met with Mr. LeBow's approval. Chairman Sanchez stated that it would be acceptable to assign this to staff. Supervisor Dawson made the motion to table this item. Vice-Chairman Martin inquired if the motion included assigning this item to staff. Chairman Sanchez advised that it would include assigning it to staff. The Board unanimously approved the motion.

Steve Sanders, Public Works Division Deputy Director, requested the adoption of Resolution No. 06-07-02 designating Hillside Road in Pine Creek Subdivision as a Primitive Road, accepting said road into the Gila County Primitive Road Maintenance System, and authorizing the Chairman's signature on the Primitive Road Easement. He stated that the road is on private property, but due to the existing terrain it was not feasible to relocate the road onto the existing right-of-way, nor did the cost make it economically feasible. He stated that the County contacted the owners of property along the road, adjacent to the road or those that the road encompasses their property and all but one family granted the County a Primitive Road Easement. For the family that did not grant an easement, the County has identified where the road is on their property, staked the edge of the road and has determined that the road can be maintained without getting onto their property. The road runs up the side of a hill and is very dangerous. The fire department and emergency vehicles have trouble getting up the road. He stated that staff have met with the residents along the road and have come to a solution to be able to maintain the road and put equipment on it legally and help the residents along that road. Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously adopted Resolution No. 06-07-02 accepting Hillside Road into the Gila County Primitive Road Maintenance System and authorized the Chairman's signature on the Primitive Road Easement. **(A copy of the Resolution is permanently on file in the Board of Supervisors' Office.)**

Kelli Kuehl-Robbins, Community Action Program (CAP) Manager, requested the approval of an Agreement between Arizona Public Service (APS) and Gila County to guarantee extranet access to designate the Gila County Community Action Program as a "Designated Access Administrator." She stated that this Agreement will allow CAP staff to access APS' extranet, which is a link off the APS public website, which is a restricted site because it contains confidential information concerning customer accounts. She stated that

presently case managers must request a current APS bill from a client before an eligibility determination can be made. This is often difficult because many clients have transportation issues or no money for gas. Being able to access the APS extranet with allow CAP to access that information and not have to request it from APS or the client. Ms. Kuehl-Robbins stated that it was agreed that there would be no costs to the County and APS will provide training and all needed materials and documents. There will be no renewal costs, no expiration dates and no cancellation fees for the County and if the program does not work, APS has requested a 30-day cancellation notification. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved the Agreement with Arizona Public Service.

Mariano Gonzalez, Emergency Management Division Deputy Director, requested the approval of a Statement of Agreement between the Grand Canyon Chapter of the American Red Cross and the Gila County Emergency Management Division regarding the use of the facilities at the Gila County Fairgrounds as mass care shelters in the conduct of Red Cross Disaster Relief activities. Mr. Besich, speaking on behalf of Mr. Gonzalez, stated that the American Red Cross (ARC) requires an Agreement before using any facilities. ARC inspects the buildings to ensure they are up to ARC standards and will accommodate the basic safety and sanitary issues. Chairman Sanchez inquired if the ARC would coordinate with the County Emergency Management staff to determine which buildings, grounds and equipment would be available for use. Mr. Besich replied in the affirmative and explained some of the issues that arose during the County's last snow storm with prolonged power outages and with overflow at local hotels. Chairman Sanchez stated that he sees this as the initial step in making the County Fairgrounds available for emergencies. Supervisor Dawson questioned if the Emergency Management Division should also look at the Globe and Miami schools for emergency locations and stated that the Latter Days Saints churches in many areas are also designated as emergency relief centers. She stated that once a place is designated as an

emergency disaster center, grants are available for the purchase of generators to ensure that those facilities are not without power during future disasters. She encouraged the Emergency Management Division staff to work at not only designating the Fairgrounds as an emergency relief center, but to secure other alternative sites as well. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved the Statement of Agreement with the Grand Canyon Chapter of the American Red Cross.

Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously approved Consent Agenda item numbers 8A-8F, as follows:

- A. Approval of a request by the Cobre Valley FNRA Committee to rent the Fairgrounds Exhibit Hall for its annual dinner-auction fundraiser event to be held on April 28, 2007.
- B. Authorization of the Chairman's signature on a 36-month Municipal Lease Agreement with Bank of America at a cost of \$307.20 per month and a 36-month Maintenance Agreement with Digital Imaging Systems at a cost of \$.013 for black and white copies and \$.08 for color copies for one Panasonic DP-C322 copier machine to be used by the Gila County Community Services Division – Globe REPAC Office.
- C. Approval of the June 27, 2006, BOS meeting minutes.
- D. Approval of the June 2006 monthly departmental activity report submitted by the Recorder.
- E. Approval of personnel reports/actions for the week of July 24, 2006, as follows:

Departure from County Service:

- 1. Clerk/Receptionist – Health – 07-28-06 – Health Services Fund -
Denise Hansen – Hire 10-03-05 – Resigned – reason unknown

Hire to County Service:

- 2. Clerk III – Recorder – 07-31-06 – General Fund - Kathryn Davis –
replaces Connie Alvino

3. Field Trainer – Superior Court – 07-17-06 – Cost of Prosecution/Field Trainer Funds – Patricia England – replaces Judy Waggoner

Temporary Hire to County Service:

4. Laborer – Constituent Services II – 07-17-06 – Constituent Services II Fund - Denise Barajas, Robert Troglia, Jessica Cruz, Eric Castaneda, Josh Griego

Departmental Transfer:

5. WAN Manager to Interim IT Director – Information Technology – 07-24-06 – Computer Services Fund – Darrell Griffin – replaces Jeremy Goodman

Position Review:

6. Anniversary Date Increase – 06-26-06 – Joe Mendoza

Request Permission to Post:

7. Clerk/Receptionist – Health Services – position vacated by Denise Hansen
8. Assistant Shop Supervisor – Globe Shop – position vacated by Michael Sermeno
9. Road Worker II – Globe Consolidated Roads – position vacated by Leonard Aceves
10. Accountant Senior – Finance – reclassified position vacated by Kara Langley
11. Information Technology Director – G.C.I.T. – position vacated by Jeremy Goodman

SHERIFF’S PERSONNEL ACTION ITEMS:

Departure from County Service:

12. Dispatcher II – Payson S.O. – 07-10-06 – General Fund - Debra Phipps – Hire 04-03-06 – Resigned for personal reasons
13. Dispatcher II – Payson S.O. – 07-20-06 – General Fund - Kathy Womack – Hire 02-20-06 – Resigned for personal reasons
14. Detention Officer/Certified Medical Assistant – Globe S.O. – 07-21-06 – General Fund – Carrie Tavares – Hire 05-02-01 – Resigned for other

employment

Position Review:

15. Reclassification – Detention Lead Officer to Detention Officer – Globe S.O. – 07-17-06 – General Fund – Jared Arney
 16. Change Fund Code – Code Cycle Change Only – 07-01-06 – Arizona Criminal Justice Grant Fund – Steven Craig, Danny Alexander, Dennis Buller, William Newman, Charlie Links, Bianca DalMolin, Travis Baxley,
- F. Approval of the finance reports/demands/transfers for the week of July 24, 2006, (separate handout) as follows: \$1,296,646.73 was disbursed for County expenses by voucher numbers X152030, X152032 through X152038, X152040 through X152092, X152094 through X152122, X152124 through X152311, X390203 through X390351, X390353 through X390385, X390387 through X390483, X390485 through X390537, X390539 through X390568, and X390570 through X390677. The hand-issued warrants listing is as follows: voucher number X390026 in the amount of \$50.00 and voucher number X390027 in the amount of \$4,302.11. **(An itemized list of vouchers is permanently on file with the Board of Supervisors.)**

Chairman Sanchez requested a discussion regarding the summer youth employment and training programs. Chairman Sanchez stated that he requested this item be placed on the agenda as the County received approximately \$9,000.00 for this program as a result of legislative action. He stated that the County did not have any established policies concerning the past youth employment programs. However, there were guidelines and eligibility requirements attached to this legislation, which included that the youth must be at risk and from low income families. Chairman Sanchez stated that to his knowledge the County has not adopted guidelines and because the funds were so late in arriving, it left the County “scrambling” to hire people. Chairman Sanchez requested that the Board approve staff establishing guidelines for the summer youth employment and training program to make it

fair and equitable to everyone. Mr. Besich recommended to the Board that this assignment be given to Dave Fletcher, Health and Community Services Division Director, and for him and/or his staff to work with CAAG (Central Arizona Association of Governments). CAAG currently has a contract with the County to administer its WIA (Workforce Investment Act) Adult and Youth Program. CAAG already compiles a list of eligible youth participants. Supervisor Dawson inquired if the Native Americans would be included in the program. Mr. Besich stated that this is a County-wide program and there would be no restrictions as far as Native American participation, which was also verified by Mr. Fletcher. Supervisor Dawson requested that Mr. Fletcher provide her with some statistical information on unemployment for the San Carlos Apache Tribe, as her question was if the County is really addressing the unemployment situation with the summer youth employment program. Mr. Fletcher stated that he would provide Supervisor Dawson with that information. Chairman Sanchez stated that he would like to have the guidelines in place for next year's program. Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously directed that Mr. Fletcher work with staff to establish guidelines for Gila County's summer youth employment and training program for adoption by the Board.

Steve Besich, County Manager/Clerk, updated the Board on the Market Study Salary Survey conducted by Public Sector Personnel Consultants for Gila County. He began by first asking if the Board had any questions or comments. Supervisor Dawson inquired as to the number of appeals or requests for reclassification had been received and how the problem with experience and education was being addressed. She also addressed compensation for being fluent in a foreign language, particularly Spanish, as that may soon be a critical issue for many departments. Mr. Besich stated that there are approximately 9 to 11 appeals or requests for reclassification that are being reviewed. As to the language requirements, Mr. Besich agreed with Supervisor Dawson on the importance; however, he believes that would best be addressed

through a policy on compensation for special language requirements. In addressing Supervisor Dawson's query about additional compensation for experience and education, Mr. Besich recommended that elected officials or department managers determine the value of an applicant's experience and education and on a payroll authorization form state the recommendations for the requested increases in grades or ranges. It would then be up to the Board to approve the payroll authorization because the Board may not agree at times with elected officials or department heads about the level of experience, and that will always be the Board's decision. He stated, "No matter how we try and mold this system, if it's not flexible enough that you can make some decisions based on good evidence or some common sense, it will become so cumbersome or onerous that we will have actually made it worse, if that's possible." Vice-Chairman Martin stated that she appreciates that position, but she also looks at each job as having a certain value to the County. She stated, "If I am overqualified for that job, I shouldn't be paid more to take that job." She stated that as a result of this salary study, the proposed Position Classification and FY 2007 Salary Plan (hereinafter referred to as "Salary Plan") provides flexibility and any changes will always come to the Board for approval. Supervisor Dawson stated that she hasn't seen that in the way it has been explained to her and gave an example of employees being placed on level 1 for 0-6 months of service and level 2 for 6 months to 5 years of service regardless of experience. She stated that everyone is being bunched together in the beginning implementation of the Salary Plan. Mr. Besich explained that is only the case for employees who are below the salary range for their position and in that case, the employee's salary would be moved up to the minimum salary amount for their salary range. In every case it will be an increase to the proper grade and step and then years of service will be taken into consideration. Vice-Chairman Martin agreed with Mr. Besich's explanation of how the proposed Salary Plan is designed. She expressed a concern to initially fund the salary changes as proposed in the Salary Plan. She stated that as the Salary Plan is

implemented, the Board has the ability to take into consideration the experience and education, but she felt it was comparing oranges and apples at this point. Vice-Chairman Martin stated, “We are trying to get everyone into the grade and have a bit of spread on the one hand. On the second hand, the process has the ability to allow the director to state where they would like to place an applicant with experience and education, and it’s up to the Board to go ahead with that.” Vice-Chairman Martin again stated that there are going to be cases where an applicant is going to have more education or experience than is required in a position, and she doesn’t believe that job needs to be expanded to include that education or experience beyond a point. She stated, “If a person is overqualified for that job, it’s too bad because that job is only worth a certain range.” She stated that the fact that there are only 9 to 11 requests for a reevaluation is testament to the fact that this study has sifted out fairly well across the board. Mr. Besich stated that every elected official and most department heads have received a personal briefing on the results of the study. Tomorrow the consultant will spend the day with the court managers, as requested by Judge Duber. He stated that, to date, several corrections have been made on errors in math, etc., and there are still some ongoing discussions regarding exempt classifications and 4 proposed title changes or job classifications. Chairman Sanchez requested that the Board continue to receive weekly updates until the Board is satisfied and the proposed Salary Plan can be implemented. Mr. Besich discussed with the Board possible dates for adopting and implementing the Salary Plan; however, he pointed out that all employees have taken a pay cut with the increase in State retirement costs. Supervisor Dawson stated that she believes it is very critical that employees and staff buy into this proposed Salary Plan upon implementation and that the Board obligates itself not to “mess” with it once it’s adopted. She stated that after it is adopted any future appeals will not come to the Board, but will be handled through the Public Sector process. Mr. Besich stated that it would then be reviewed and adopted for the following year’s budget so the Board is

not always shuffling budgetary commitments. Supervisor Dawson stated that is what she wants to get worked out and Chairman Sanchez agreed. Chairman Sanchez stated that the Board should allow a structured implementation of the Salary Plan and then continue to review it. Mr. Besich recommended that the Board continue with the schedule for adoption of the Salary Plan on August 1st with implementation in September. No action was taken by the Board.

Mr. Besich requested a discussion regarding legislative issues for year 2007. He stated that a week or so ago, he received a request from the Board to discuss legislative issues in order to provide Gila County's items of concern to the Arizona County Supervisors Association. Mr. Besich advised that he is putting together a small county manager's meeting to be held on Show Low on August 10th, which is the day before all the county managers meet. One of the issues suggested by Senator Jake Flake, as the last legislative session ended, was that the State take over the Arizona Long Term Care System program with the trade-off being a dollar for dollar reduction in property taxes. There are also some new interpretations about the use of forest fees, which will impact the County School Superintendent's Office and how the accommodation schools will be operated. Mr. Besich believes this Board needs to address the State coming up with a forest policy and how the State can help Gila County help the U. S. Forest Service protect and prevent forest fires rather than just putting fires out and whether that's a direct dollar allocation to counties with the restriction that funding be used for fire prevention and suppression activities. He stated that Gila County would gladly do that because then the County's investment could be carried on and the County could build on what it is already doing with its forests. Supervisor Dawson inquired when the Gila County Provisional Community College District would sunset. Mr. Besich advised that the sunset date is June 30, 2009. Supervisor Dawson believes the Board needs to be pushing on how the legislature is going to address the community college issues and she will be inquiring of the Governor if a workshop or committee will address those issues in the State. Mr. Besich

stated that he had advised several of the Gila County Provisional Community College District governing Board members and indicated that if they wanted the Board of Supervisors to help with that issue, all they had to do was ask. He also stated that his recommendation to them was not to wait until 2008 to address the issue, but to start now so there isn't a mess by waiting until the last minute. Supervisor Dawson stated that she would encourage the College Board to address the Board of Supervisors and then both Boards could work united on the issue. No action was taken by the Board.

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.

There being no further business to come before the Board, Chairman Sanchez adjourned the meeting at 12:05 p.m.

Jose M. Sanchez, Chairman

ATTEST:

Steven L. Besich, County Manager/Clerk