

**BOARD OF SUPERVISORS MINUTES
GILA COUNTY, ARIZONA**

Date: July 28, 2009

SHIRLEY L. DAWSON
Chairman

STEVEN L. BESICH
Clerk of the Board

TOMMIE C. MARTIN
Vice-Chairman

By: Marilyn Brewer
Deputy Clerk

MICHAEL A. PASTOR
Member

Gila County Courthouse
Globe, Arizona

PRESENT: Shirley L. Dawson, Chairman; Tommie C. Martin, Vice-Chairman (via video conferencing); Michael A. Pastor, Supervisor; Jacque Griffin, Assistant County Manager/County Librarian; Marian Sheppard, Chief Deputy Clerk; and Bryan Chambers, Chief Deputy County Attorney.

Item 1 – Call to Order – Pledge of Allegiance – Invocation

The Gila County Board of Supervisors met in Regular Session at 10:00 a.m. this date in the Board of Supervisors hearing room. Zache Sowders led the Pledge of Allegiance and Pastor Kelly Wooldridge of Payson First Assembly of God Church delivered the invocation.

Item 2 - Presentation regarding the Sonoran Population of the desert tortoise and a petition to list it as a threatened or endangered species under the Endangered Species Act, which is under consideration by the U.S. Fish and Wildlife Service and its impact on the counties if listing occurs.

Gerald Hillier, Executive Director of QuadState Local Governments Authority (QuadState), gave a PowerPoint presentation, which he had previously presented to the County Supervisors Association, regarding why the Sonoran population of the desert tortoise is an issue and why counties should be concerned. Mr. Hillier stated that his purpose for being here today was to acquaint the County with this issue and to explain that counties should be concerned because there is an ongoing process to list the tortoise under the Endangered Species Act. In October 2008, WildEarth Guardians and Western Watershed Project, 2 environmental groups, petitioned the U.S. Fish and Wildlife Service (FWS) for a new status review of the Sonoran population. In reviewing a map of Arizona, he showed that this involves 11 counties in Arizona. Gila County has 1 plot that is located in the Tonto National Forest. The current petition is based on the alleged decline of 3.5% per year average

over a period of 20 years among 17 plots. The petitioners extrapolated this to a 51% reduction in the Sonoran population over the past 20 years. The FWS commenced the initial 90-day review in April 2009. On June 1, 2009, the petitioners filed suit in Federal Court to force the FWS to proceed with listing the petition, which is currently pending. Assuming the petition package makes a strong enough case, the FWS will undertake a comprehensive status review and likely issue a status decision sometime in 2010 as it has 1 year to complete this review. The targets of the effort to list will profoundly affect land use, which would include livestock grazing, OHV recreation, urban expansion, mining and any potential use for solar energy development. If the desert tortoise is listed as a threatened or endangered species, it will likely cost counties directly for normal governmental activities such as road maintenance, landfill operations and the tax base. He stated that the tax base is interesting, but a lot of the mitigation that has been required has involved applicants purchasing private lands and giving it or donating it either to land management agencies such as the Bureau of Land Management or to the State Game and Fish Departments to hold. These are usually at an expanded ratio, i.e., you have to donate 5 acres of private land to develop one acre of land for your project. The question posed by Mr. Hillier is "Are the alleged declines real? That is currently unknown, but QuadState is asking questions and preparing to assist in the listing analysis. QuadState has opened communications with the FWS Arizona Field Supervisor, as well as with the Arizona Game & Fish Department (AGFD). He then explained that QuadState is a 4-state organization that involves 7 counties in the Mojave Desert that was established 10 years ago to address desert tortoise issues and management. Unfortunately, there were some initial organizational issues that included: 1) QuadState was organized too late to have any effect on the listing (1980, 1989-1990); 2) it was organized too late to have any input into critical habitat designation (1994); and 3) it was organized too late to have any input into the Recovery Plan (1994). Since the Mojave population was listed, vast areas have been placed in quasi-wilderness status; 6.2 million acres have been designated as critical habitat; and mitigation fees are charged for all surface disturbances up to \$770/acre, which has basically removed much land within critical habitat from the potential for being developed. QuadState has been able to influence the GAO (U. S. Government of Accountability Office) report on the status of expenditures; influence the Initiation of the Recovery Plan Review, with full comprehensive input on the draft; has filed a 60-day notice of citizen suit regarding listing and handling of issues, which has influenced policy from DOI (U. S. Department of the Interior) and is still pending and valid; has influenced the organization of a special DTRO (Desert Tortoise Recovery Office) with the FWS; influenced the initiation of comprehensive and uniform inventory; secured county representation on the Management Oversight Group; and secured county representation on Desert Managers Group (California). QuadState stays current on research, disease, and population dynamics in order to fully participate in reviews and management meetings; emphasizes and secures attention to what it believes may be the most important factors of

decline: disease and predation; and is seeking practical and effective measures to conserve and recover the species. QuadState has limited its membership to local governments only and has not sought outside funding for membership or activity so that it would not cast as an advocate for any interest group. Meantime, in Arizona, in 1995, the wildlife and management agencies created the Arizona Interagency Desert Tortoise Team (AIDTT), the Arizona Department of Transportation (ADOT) has adopted "Standard Mitigation Measures" for projects and AIDTT has undertaken the development of a conservation strategy for managing desert tortoise and its habitat and expects adoption during 2009. All of this is happening with no coordination, no input and no view by local governments. There are 5 choices for local governments, which include the following: 1) do nothing; 2) act independently; 3) organize a group within CSAA and request that staff interface with the agencies; 4) form its own organization; or 5) join QuadState. In the short term, a county, or an organization on its behalf, must secure representation on or with ADITT and must provide professional input or oversight into the conservation strategy. If listed, a county can provide input in regard to critical habitat boundaries and the Recovery Plan. QuadState is active at this time on behalf of Mohave County as the listing and other processes evolve and it will be in a stronger position if joined with other affected counties to provide input. The qualifications of QuadState include a pre-eminent endangered species attorney in the U.S. under contract, experience and relationships with the agencies involved and it has a small staff for keeping low overhead costs. Mr. Hillier stated that the cost to join his group is based upon 1% of the budget, which for this year is \$1,800 and includes quarterly meetings. The next quarterly meeting is scheduled to be held in St. George, Utah, on September 25, 2009. He concluded by stating the QuadState would welcome other counties joining with them. Upon inquiry by Supervisor Pastor, Mr. Hillier advised that there are currently no regulations requiring counties to protect the desert tortoise, but there is a recommended standard mitigation measure for projects that AGFD has distributed, but he was unsure if it has been distributed to county planning departments. Chairman Dawson inquired about fencing areas. Mr. Hillier advised that one of the things that evolved from the recovery plan is that on higher-use highways, fencing has been required on state highways and county roads to prevent the movement of tortoises along these roads, which is one of the areas of real concern because of the high cost of fencing. Based on Nevada and California costs, the fencing costs \$15.00/running foot and that translates to approximately \$150,000/mile, which is beyond the budget of any county to undertake. Vice-Chairman Martin stated that what is frustrating to her with all of the litigation and land lockup is that there is still a decline in the population. These efforts are not really about protecting the species; it's about land control. She stated that if they really looked at what the problem was, if anything, it's urban encroachment on top of the tortoise's habitat, which happens through subdivisions. She believes that overall, land management practices are simply starving the tortoises and she believes every species listed on the endangered species list is because they are being starved to death. Mr.

Hillier stated that another area of contention is the fact that the State Fish and Game Departments and the U.S. Fish and Wildlife Service have not bothered to monitor any of the effectiveness of the measures they have put in place over the last 25-30 years. Chairman Dawson thanked Mr. Hillier for his presentation. No action was taken by the Board at this time.

Item 3 - Public Hearing – Information/Discussion/Action to adopt a resolution approving Planning and Zoning Department Case No. CUP-09-01, a request by Jeff Johnson, authorized agent for Gary Binder, the property owner, to utilize an existing amateur radio tower to provide commercial communication services to neighboring properties and emergency service providers from the subject site in the East Verde Estates Community, which is 3 miles north of Payson.

Bob Gould, Community Development Division Director, requested that this item be tabled until September 1, 2009. Chairman Dawson opened the public hearing for comments from the public; none were received. Chairman Dawson closed the public hearing. Upon motion by Vice-Chairman Martin, seconded by Supervisor Pastor, the Board unanimously tabled this item to the September 1, 2009, Board of Supervisors' meeting.

Item 4 – Public Hearing - Information/Discussion/Action notifying Gila County taxpayers of Gila County's intention to raise its primary property taxes over last year's level.

Chairman Dawson opened the public hearing and called on John Nelson, Deputy County Manager. Mr. Nelson stated that even though the adoption of the budget will be addressed as agenda number item 6, he wanted to review some highlights of the budget and then allow time for public comment. He stated that the budget being presented today has not been changed since the tentative budget was adopted 2 weeks ago with the exception of 2 items, which he would address during the budget adoption item. He reiterated that the budget is not a spending plan, but all Arizona counties are required to budget for all potential revenues that could possibly be received. What he was requesting of the Board today was to allocate revenues should they be provided. In highlighting the budget, Mr. Nelson stated that this budget is directed by the Board and when the budget process was started, it was the Board's policy statement that there would be no new positions budgeted in the General Fund. From last year's budget to this year, the General Fund positions have gone up a total of 5 positions, which are the result of a contract with the Town of Star Valley to provide for its municipal court and law enforcement; however, the Town of Star Valley will pay for those costs. No salary increases are included in this budget and the County is absorbing the increased cost of medical insurance instead of passing it on to the employees. Some of the new items in the budget include the following: \$400,000 has been provided in this budget for the operation of a new 40-bed women's jail facility,

as this has been a critical issue for many years for the Sheriff's Office; the County is backfilling some State cutbacks for some critical programs, which are beneficial to Gila County and its citizens, and includes funding of \$372,000 for law enforcement operations on Lake Roosevelt; \$395,000 has been provided for judicial services including probation services, that were cut by the State because in an economic downturn it is not wise to cut those areas that are seeing an increase in their caseload; \$300,000 will help fund the local community college as it is believed that during an economic downturn with unemployment skyrocketing that educational systems funding should be reduced because they are very important for providing vocational retraining; and also additional funding for restoration to competency that has also been cut by the State. The total cost that Gila County will pick up from cuts made by the State totals \$1,074,000 and the total cost of the new items including the operation of the women's jail facility totals \$1.5 million. Mr. Nelson noted that the budget as presented does have a \$2 million deficit, which means that the General Fund will be spending \$2 million more than it will be receiving in FY 2009-2010. It is proposed that to offset that deficit, money will be taken out of the County's reserves and rainy day fund that the Board has set aside for these exact times in order to balance this year's budget. He stated that also proposed in this year's budget will be an \$8 million bond issue, which will be in 2 parts: 1) the Public Works Division, which is scattered throughout the Globe-Miami area, will be consolidated into one location and include management, administration, engineers, and the roads department to enable them to operate more as a team and will not affect property taxes as it is funded through Highway User Revenue Funds and restricted revenues; and 2) the remaining funds will be used to construct a women's 40-bed jail facility in Globe, purchase property to eliminate office space that is currently being leased both in Globe and Payson, and to refinance current debt to a lower interest rate. Mr. Nelson stated that it is his intent that when the County has the bond, it will be expenditure-neutral to the General Fund and to the property taxpayer. His reasoning for the bond is that interest rates are low, construction costs are low and property costs are low at this time and will save the taxpayers money in the long run to utilize these low interest rates, low construction costs and to get out of leasing County office space. He then explained that the budget does call for a property tax increase of 2%, which will increase property taxes overall \$440,000. As required to be published in the official newspaper, on a \$100,000 home, taxes will be increased from last year to this year by \$7.46. Inflation over the same period of time has increased 2.13% so the property tax increase is to keep up with inflation and nothing more. Mr. Nelson noted that the Board had requested no tax increase; however, with what is happening in the economy with revenues, and with what is happening with the State and it still not having a balanced budget and how much more cuts may be passed down to counties, he believes it would be irresponsible not to increase taxes. He and Richard Gaona, Finance Director, met with the Arizona Tax Research Association (ATRA), of which the Association states it's an Arizona property tax watchdog group, to conduct a

detailed review of Gila County's entire budget. ATRA had no negative comments to report on the County's budget. He inquired of ATRA what other counties were doing and was advised that every county they have visited to date is looking at a property tax increase. Chairman Dawson thanked Mr. Nelson for his presentation and noted that most counties are looking at layoffs and furloughs to cut expenses; however, Gila County has not cut any staff but instead has eliminated new hiring and is not replacing vacated positions.

She then called on Ruben Mancha, a resident of Globe, to speak. Mr. Mancha stated that he has been a resident of Gila County for 55 years and in all of those years he has never been as disappointed in county government as he is today. He stated, "You hear stories of nepotism coming out of this courthouse, waste in government spending and excessive spending and the list goes on. I was disappointed to hear about you, Shirley Dawson. You ran on those same principles about waste and government spending and abuses in county government. You were elected by your constituents because of those principles and how you were going to fight to stop the abuses, but sadly the first thing you did when you came into office was spend \$5,000 on new furniture for you and your secretary's office. You created a \$41,000 job for an ex-county supervisor's secretary and then all of the trips to Washington, D.C. that you and other members of this body make in the name of business. You could have probably settled the emergency with a phone call or some of this technology that we have and the list goes on. But the worst thing is selling bonds at a time when this country is in a recession and one step closer to a depression every day, when a lot of my friends and your neighbors are unemployed and on welfare and drawing unemployment checks to feed their families, when a lot of people in this county are losing their homes and filing bankruptcy because they can no longer afford to live in their homes. I don't know whose bright idea this was to sell the bonds, but \$5.5 million for a new Public Works facility—which is out of HURF funding we just heard—I don't know why we have to bond for that. And here's the kicker--\$1.4 million to refinance debt. And what about the \$8 million bond, what is that going to cost the taxpayers of this county? What were you guys thinking about when you had this proposal presented to you? At a time when other counties are streamlining their budgets with cuts, this county is in a building frenzy. I know you can raise property taxes every year at 3.4%. Maybe we should all be lucky you guys have only raised it 2% in the last 4 years. A few years back the Board decided to ask the voters for a bond election to build a few buildings and the voters voted 'no' to higher taxes; 'no' to any type of bond. Ladies and gentlemen, 'no' means 'no'.

Chairman Dawson called on Terry Moya, a resident of Globe to speak. Mr. Moya stated, "I, too, wish to express some of my disappointment in some of the actions I've heard in looking at the budget and some of the expenditures that we're looking to expend and also to express some gratitude that out of last fiscal year's budget, we were able to save some \$26 million that are currently in

this year's budget as a carryover. Is that correct?" Mr. Nelson replied that he was correct. Mr. Moya continued, "So with this, if we were able to turn around with the current tax rates it would bring it to this point in my discussion, I'm saying if we were able to garner \$26 million out of last year's budget and apparently it wasn't a bare bones budget because we only spent \$56 million of the proposed \$86 million, or whatever the budget figure was for last fiscal year, so why are we looking at increasing the budget for this point when we should actually be looking at a tax reduction to the people? I was just recently at our council meeting [City of Globe] protesting the rate increase that they are proposing to the same taxpayers that are within the City, so some of the county residents here will be taking a double hit both from the cities and from the 2% proposed tax from the county. Now everybody's turning around and saying, 'Well these are such modest increases that anybody can surely afford to do that?' When I look around my neighborhood, my friends, my relatives that are struggling just to maintain their houses, losing their houses, making decisions whether or not to buy the medications that they need to sustain their life or to turn around and have to pay the taxes. This is just too much of a hit for the people in our community to turn around and do that. It's a time now that you, as the stewards, must turn around and give direction to cinch up the belt. Let's turn around and run a true bare bones budget. Let's turn around and maintain the level of services with what we have here. To even consider a budget with a \$2 million deficit already and we're already going to dip into the emergency fund, at this point makes absolutely no sense to me. Thank you." Chairman Dawson inquired of Mr. Nelson if he would like to make any comments. Mr. Nelson stated, "The County did carry over approximately \$26 million in the fund balance but that is not because we had a fat huge budget. As previously mentioned, the County is required to budget all revenues available. One of the things budgeted in this year's budget is a \$5 million cash flow reserve. As everyone is well aware, unfortunately counties are funded by property taxes and those property taxes are only collected twice a year. That cash reserve must be in place so that the County is not registering warrants or is not borrowing money while waiting for those property taxes to come in. The County also has many grants that receive their funding from the federal government, which is on a September 30th to October 1st fiscal year. When grant monies are needed by the County in July to carry a program through, that \$26 million is there for that purpose as well because those funds are required to continue County operations." Each Board member expressed their beliefs that the 2% tax increase is needed. Vice-Chairman Martin stated that the Board needs to do a better job of explaining the County's budget process to the taxpayers. Chairman Dawson stated that at the Leadership Academy held in Globe each year, Mr. Nelson holds one specific class dealing with government finance. Vice-Chairman Martin suggested that the 2 gentlemen who spoke be invited to attend that class. Chairman Dawson closed the public hearing and entertained a motion. Upon motion by Supervisor Pastor, seconded by Vice-Chairman Martin, the Board unanimously

voted to notify Gila County taxpayers of Gila County's intention to raise its primary property tax over last year's level as presented today.

Item 5 – Motion to convene as the Gila County Library District Board of Directors. Information/Discussion/Action to adopt the 2009-2010 fiscal year budget for the Gila County Library District.

Upon motion by Vice-Chairman Martin, seconded by Supervisor Pastor, the Board convened as the Gila County Library District Board of Directors. Jacque Griffin, Assistant County Manager/Librarian, presented the Gila County Library District budget. She noted that the grants listed are potential revenues and if the funds are received, they are spent. The 2009-2010 FY budget for the Gila County Library District is a total of \$1,399,797. \$707,000 is given to the 8 cities, towns, tribal and community libraries within Gila County for their operations and the remainder stays in the District office and pays for the integrated online system, all the T-1 lines, technical support, cataloging support and library professional support. Upon motion by Supervisor Pastor, seconded by Vice-Chairman Martin, the Board of Supervisors unanimously adopted the 2009-2010 fiscal year budget as presented for the Gila County Library District in the amount of \$1,399,797.

Upon motion by Vice-Chairman Martin, seconded by Supervisor Pastor, the Board reconvened as the Gila County Board of Supervisors.

Item 6 – Information/Discussion/Action to adopt Resolution No. 09-07-03, which authorizes the adoption of the 2009-2010 fiscal year budget for Gila County. Motion shall be made by roll call vote.

Mr. Nelson stated that he had covered most of the budget items during agenda item number 3; however, he did want to brief the Board on an item in the budget that was changed since the tentative budget was adopted. On Schedule D, which lists the transfers from the General Fund to other funds, there were specific line items transferring funds to the Sheriff's Office for the Law Enforcement and Boating Safety Fund and to the Probation Department for all of its grants, etc. In the final budget, those items have now been placed on one line item entitled "transfers out—state budget reductions." Because the State may end up funding some of the law enforcement and boating safety and because the State still does not have a balanced budget, Mr. Nelson wanted to combine those items into one line item to allow the Board greater flexibility as things change with the State. He also pointed out that there was an error in the budget in Public Works where there was an over estimation of the ½ cent sales tax. Mr. Nelson's recommendation was to adopt the budget as it has been presented and then he would bring an amended budget back to the Board later. Supervisor Pastor inquired that since the State has not yet adopted a budget, was it possible that the State could pass additional costs to the County on top of what has already been projected? Mr. Nelson replied, "It is my

personal belief that the State will do more damage to us than is projected in this budget. That was ATRA's (Arizona Tax Research Association) analysis also." At the conclusion of the discussion, Chairman Dawson entertained a motion. Vice-Chairman Martin made the motion to adopt Resolution No. 09-07-03, which authorizes the adoption of the 2009-2010 fiscal year budget for Gila County in the amount of \$100,298,479. The motion was seconded by Supervisor Pastor. Chairman Dawson called on Marilyn Brewer, Deputy Clerk, to take the vote by roll call. Chairman Dawson, Vice-Chairman Martin and Supervisor Pastor all individually voted "aye" to unanimously adopt Resolution No. 09-07-03. **(A copy of the Resolution and the budget are permanently on file in the Board of Supervisors' Office.)**

Item 7 - Information/Discussion/Action for approval to begin the process of disposing of an unnecessary public roadway shown as a portion of Golden Way North of Lots 1 and 2, Block 8, and South of Lots 35 and 36, Block 8, Inspiration Townsite Official Map No. 39, Gila County Records.

Steve Sanders, Public Works Division Deputy Director, stated that this is an alley in Inspiration Townsite located south of Las Lomas School in Claypool. On the map it shows this alley going through the area; however, it does not go through as it is blocked off. The portion the County will be vacating serves no purpose to the public and would be a benefit to the County to place it on the tax rolls and generate income. Upon motion by Supervisor Pastor, seconded by Vice-Chairman Martin, the Board unanimously approved the beginning of the process of disposing of an unnecessary public roadway shown as a portion of Golden Way North of Lots 1 and 2, Block 8, and South of Lots 35 and 36, Block 8, Inspiration Townsite Official Map No. 39, Gila County Records.

Item 8 - CONSENT AGENDA ACTION ITEMS:

- A. Approval of an Agreement (Contract No. 00010-0444) between Pinal-Gila Council for Senior Citizens and Gila County Housing Services in the amount of \$10,500 to provide emergency home repair services for low-income senior citizens and the disabled in Gila County for the period July 1, 2009, to June 30, 2010.**
- B. Approval of the June 2009 monthly departmental activity report submitted by the Payson Regional Justice of the Peace.**
- C. Approval of the personnel reports/actions for the week of July 28, 2009.**

Departures from County Service:

1. Wandel Graham – Payson Constable – Deputy Constable – 09-30-08 – General Fund – DOH 05-03-06 – Health Issues

2. Willow Raven - Health and Community Services/Rabies Control – Animal Care Worker – 07-31-09 – Rabies Control Fund - DOH 02-11-08 – Resigned

Temporary Hires to County Service:

3. Anthony Gross - Health and Community Services – Weatherization Assistance – 08-03-09 – Housing Fund

Departmental Transfers:

4. Yvonne House – Recorder – From Recorder’s Clerk – To Recorder’s Clerk Senior – 07-27-09 – General Fund

End Probationary Period:

5. Mark Boyd - Health and Community Services/Rabies Control – Animal Regulation Enforcement Officer – 06-22-09 – Rabies Control Fund

Position Review:

6. Cole Weaver – Recorder – Recorder’s Clerk – 06-20-09 – General Fund – From 38 hours to 40 hours

Request Permission to Post:

7. Health and Community Services – Career and Employment Specialist/Safford – Position will be paid by ARRA Fund – Subject to the availability of the stimulus funds
8. Health and Community Services – Career and Employment Specialist/Prescott Valley Area – Position will be paid by ARRA Fund – Subject to the availability of the stimulus funds
9. Health and Community Services – Housing Rehab Specialist/Globe – Position vacated by Karl Sanchez – DOT 07-04-08 – Available date 11-04-08 - Will be paid by ARRA Fund – Subject to the availability of the stimulus funds
10. Health and Community Services – Animal Care Worker – Position vacated by Willow Raven – DOT 07-31-09 – Available date 11-30-09
11. Health and Community Services – Accountant – Position vacated by Joanne Zache – DOT 02-27-09 - Available date 06-27-09
12. Public Fiduciary – Services Specialist I – Position vacated by Margaret Valencia – DOT 07-31-09 – Available date 07-31-09

SHERIFF’S PERSONNEL ACTION ITEMS

Departures from County Service:

13. Susan Aceves - Sheriff’s Office/Globe – 911 Dispatcher – 07-14-09 – General Fund – DOH 09-08-99 - Resigned
14. Robert Bonney - Sheriff’s Office/Payson – Deputy Sheriff/Part Time – 07-01-09 – General Fund – DOH 03-28-01 - Resigned

D. Approval of finance reports/demands/transfers for the week of July 28, 2009.

\$1,922,477.01 was disbursed for County expenses by check numbers 219470 through 219686. **(An itemized list of disbursements is permanently on file in the Board of Supervisors’ Office.)**

Upon motion by Vice-Chairman Martin, seconded by Supervisor Pastor, the Board unanimously approved consent agenda items 8A-8D.

Item 9 - CALL TO THE PUBLIC: Call to the Public is held for public benefit to allow individuals to address issue(s) within the Board's jurisdiction. Board members may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to Arizona Revised Statute §38-431.01(G), action taken as a result of public comment will be limited to directing staff to study the matter, responding to criticism, or scheduling the matter for further discussion and decision at a future date.

There were no requests to speak from the public.

Item 10 - At any time during this meeting pursuant to A.R.S. §38-31.02(K), members of the Board of Supervisors and the Chief Administrator may present a brief summary of current events. No action may be taken on issues presented.

Each Board member and Jacque Griffin, Assistant County Manager/Librarian, on behalf of Steve Besich, County Manager/Clerk, who is ill, presented information on current events.

At 11:20 a.m., Chairman Dawson recessed the meeting until 1:30 p.m.

At 1:45 p.m., Chairman Dawson reconvened the meeting for a work session.

Item 11 - Strategic Planning - Icebreaker/Value Statement.

Berthan DeNero, Personnel Director, passed out 2 sheets listing the words previously selected by the Board for use in a value statement for Gila County. Ms. DeNero also had listed the definitions and a sample value statement for each word. She began the strategic planning session with a PowerPoint presentation and stated that there should only be 3-5 core values and to create a value statement, management cannot just delegate new values to an organization and call them core values. For an organization to have an effective value statement, it must fully embrace the values and use them to guide its attitudes, actions and decision making every day. The Board began with the value word "integrity" and after group discussion, the completed value statement read as follows: We serve the public and one another with trustworthiness, honesty, and impartiality in a responsible and ethical manner. The next value word discussed was "teamwork" and the completed value statement read as follows: As we work together we respect, support and accept individuals. A third word "accountability" was discussed and the completed value statement read as follows: We strive for personal responsibility in all we

do. The final word was "innovativeness" and after much discussion, it was time for the conclusion of the work session. It was decided that the Board would begin its next session by continuing to work on a core value statement regarding "innovativeness" as well as other words. No action was taken by the Board on the work session item.

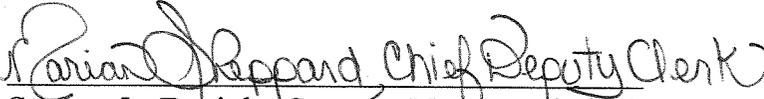
There being no further business to come before the Board of Supervisors, Chairman Dawson adjourned the meeting at 2:50 p.m.

APPROVED:



Shirley L. Dawson, Chairman

ATTEST:



Steven L. Besich, County Manager/Clerk