

**BOARD OF SUPERVISORS
NAVAJO COUNTY, ARIZONA
Budget
April 28, 29 & 30, 2003**

Supervisors' Chambers, Holbrook, Arizona - Time: 8:35 a.m.

PRESENT: Pete Shumway, Chairman; J.R. DeSpain, Vice-Chairman; Percy Deal, Member; Jesse Thompson, Member; Jerry Brownlow, Member; Mel Bowers, Jr., County Attorney; Eddie Koury, County Manager; and Judy Jones, Clerk of the Board.

Mr. Brownlow led the Pledge of Allegiance and offered the Invocation.

BOARD OF SUPERVISORS/COUNTY ATTORNEY: Pete Shumway, Chairman and Mel Bowers, County Attorney: 1) Executive Session pursuant to ARS §38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to ARS § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. Koury requested that he be allowed to proceed first to hopefully put the matter to rest. Mr. Bowers advised that it is most logical to proceed in the order listed on the agenda, with Mr. Koury to go last. Mr. DeSpain made a motion to enter into the executive session at 8:45 a.m.; motion seconded by Mr. Thompson; vote unanimously carried. Present for the Executive Session: Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Jesse Thompson, Percy Deal and Jerry Brownlow; County Attorney Mel Bowers; Clerk Judy Jones. Mr. Thompson made a motion to return to regular session at 9:10 a.m. ; motion seconded by Mr. DeSpain; vote unanimously carried. No action taken.

A brief discussion began regarding the order in which to proceed with the following Executive Sessions. Mr. Bowers advised that the motion to enter into an executive session for personnel matters must be specific as to the person. Mr. Deal requested that Executive Session #3 be entered into first, followed by #2. Mr. Brownlow requested the sessions proceed in the order they are listed. Mr. Deal made a motion to enter into the executive session to speak with the County Manager; motion seconded by Mr. Shumway; Mr. Thompson, Mr. DeSpain, Mr. Shumway and Mr. Deal voted aye; Mr. Brownlow voted no; motion carried. (See #3 below)

2) Executive Session pursuant to ARS §38-431.03(A)(1) for personnel matters: Consideration of Human Resources' role with respect to any prohibited personnel practices or violation of county personnel policies and to discuss with the Human Resources Director and the Personnel Supervisor, individually, their respective roles with regard to any prohibited personnel practices or violations of county personnel policy: Mr. DeSpain made a motion to enter into the executive session at 1:05 p.m. to speak with the Personnel Supervisor; motion seconded by Mr. Brownlow; vote unanimously carried. Present for the Executive Session: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Personnel Director Don Smith; Deputy Clerk Kathy Hieb. Mr. Deal made a motion to recess from this executive session and return to regular session at 1:55 p.m.; motion seconded by Mr. Brownlow; vote unanimously carried. No action taken at this time.

Mr. Deal made a motion to enter into the executive session at 11:25 a.m. to speak with the Human Resource Director; motion seconded by Mr. Brownlow; vote unanimously carried. Present for the Executive Session: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Jerry Brownlow, Percy Deal, Jesse Thompson; Human Resources Director Gilbert Gonzales; Deputy Clerk Kathy Hieb. Mr. Deal made a motion to recess from this executive session and

return to regular session at 12:25 p.m.; motion seconded by Mr. DeSpain; vote unanimously carried. No action taken at this time.

3) Executive Session pursuant to ARS §38-431.03(A)(1) for personnel matters: Consideration of Administration's role with respect to any prohibited personnel practices or violation of county personnel policies and to discuss with the County Manager and Assistant County manager, individually, their respective roles with regard to any prohibited personnel practices or violations of county personnel policy: Mr. DeSpain made a motion to enter into the executive session at 12:35 p.m. to speak with the Assistant County Manager; motion seconded by Mr. Thompson; vote unanimously carried. Present for the Executive Session: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Assistant County Manager Clint Shreeve; Deputy Clerk Kathy Hieb. Mr. Brownlow made a motion to recess from this executive session and return to regular session at 1:00 p.m.; motion seconded by Mr. Thompson; vote unanimously carried. **No action taken at this time.**

Mr. Deal made a motion to enter into the executive session at 9:20 a.m. to speak with the County Manager; motion seconded by Mr. Shumway; Mr. Thompson, Mr. DeSpain, Mr. Shumway and Mr. Deal voted aye; Mr. Brownlow voted no; motion carried. Present for the Executive Session: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Jerry Brownlow, Percy Deal, Jesse Thompson; County Manager Eddie Koury; Clerk Judy Jones. Mr. DeSpain made a motion to recess from this executive session and return to regular session at 11:20 a.m.; motion seconded by Mr. Deal; vote unanimously carried. No action taken at this time.

MONDAY
APRIL 28, 2003 (BUDGET HEARINGS)

SHERIFF: Gary Butler, Navajo County Sheriff: Sheriff Butler explained that the contract with the Department of Corrections should provide a gross projected income of \$613,550.40 (average 34 inmates per day; \$49.44 per inmate, per day) This additional revenue will help to offset the need to reduce personnel in the jail and assist in reducing the number of suspended personnel vacancies in the Patrol, Dispatch, Detective and Administrative operations. The DOC program should be up and running by July 1, 2003. The contract with the Bureau of Prisons (BOP) should provide a gross revenue of \$1,090,802.50 (average 50 inmates per day; \$59.77 per inmate, per day) The Sheriff's budget for 2002/2003 was \$2,814,795; the required 15% reduction is \$422,219. In order to meet that reduction, the Sheriff presented the following: transfer one vacant position from the jail to the Sheriff's office; suspend the vacant position of an employee who will be retiring in May; suspend three vacant deputy positions; and suspend a military activation vacancy for nine months. Total reduction: \$242,009. To make up the difference, DOC funds in the amount of \$180,742 will be transferred from the jail budget to the Sheriff's budget. The 15% reduction for the jail budget is \$260,957. (total budget-\$1,739,710) The Sheriff noted there will be salary savings in the amount of \$16,368, leaving a balance of \$244,589. The proposed DOC rental program revenue will not only cover the remaining reductions, but will allow for enhancements to jail budget lines in the amount of \$188,219.70, and the transfer of \$180,742 to the Sheriff's budget. The projected income from the BOP rental program is \$1,090,802.50. Expenditures include: carry over loss for FY 02/03-\$159,622.20; debt service FY 03/04-\$400,000; employee costs FY 03/04-\$410,000; and reserve payment (future payments)-\$100,000. This leaves \$21,180.30, which

will be used for jail overtime salaries. Mr. Koury commended the Sheriff and Commander Burke for bringing in the DOC and BOP funds. He noted that the BOP funds have always been meant to cover jail expenses, and \$393,000 was not covered this year. Sheriff Butler said he was not present at last year's budget hearings because of the Rodeo-Chediski fire, and he did not agree to that figure. Commander Burke advised the Board that the Pretrial Services program provided a cost avoidance of \$685,171 for 2002, and an estimated \$375,000 so far for 2003. This is due to the fact that the defendants in the program did not have to stay in jail, saving space to lease for the BOP/DOC rental programs. **PUBLIC DEFENDER: Emery LaBarge, Navajo County Public Defender:** Ms. LaBarge explained that her office represents defendants, juveniles, mental health patients and others which the court appoints to them in the following instances: offenses triable in Superior, Municipal or Justice Courts as provided by law; sanity hearings; extradition hearings; involuntary commitments pursuant to Title 36; juvenile delinquency and incorrigibility proceedings; and appeals. The goals and objectives for the coming year include being able to effectively represent the indigent and marginally indigent in a cost effective manner while meeting applicable constitutional standards, and continued automation of office procedures. Ms. LaBarge advised that her total budget for last year was \$654,910. In order for her to meet the required 15% budget reduction, she would have to cut one attorney position, the administrative assistant position and one legal secretary position. She noted that she has seven attorneys (including herself) in her office at this time. The Arizona Supreme Court has established guidelines for allowable caseloads for criminal defense attorneys. Those guidelines are: *Allowable caseloads. The contract should specify a maximum allowable caseload for each full-time attorney, or equivalent, who handles cases through the contract. Caseloads should allow each lawyer to give every client the time and effort necessary to provide effective representation. Under no circumstances should maximum allowable caseloads for each full-time attorney exceed the following: a) 150 felonies per attorney per year, or; b) 300 misdemeanors per attorney per year, or; c) 200 juvenile case per attorney per year, or; d) 200 mental commitment cases per attorney per year, or; e) 25 appeals to appellate court hearing a case on the record and brief per attorney per year.* Ms. LaBarge explained, by using current numbers, that her attorneys are now carrying, on average, approximately 208 felony cases per attorney. Not only is this in violation of the Supreme Court guidelines, the situation brings an increased possibility of complaints and lawsuits for ineffective representation. Further, the public defenders can complete a felony case for approximately \$292.35. When, due to conflicts, a case is assigned to a private attorney, the cost increases to \$734.08 per case. If she is required to cut staff to meet the 15% budget reductions, her office would have to stop taking cases, which would lead to higher costs because of assignment to private attorneys. Ms. LaBarge suggested that she be allowed to keep her staff, and that the Board encourage the Superior Court to impose attorney fees for indigent defense. She noted that at this time, very few defendants who claim to be indigent have any verification of employment status by the county. This needs to be done with every defendant claiming indigent status. She estimated that if only half of the defendants with pending felony cases paid attorney fees imposed by the court, the Public Defender's office would gain approximately \$162,000 a year. This would also eliminate the need for the reduction in force for her office. **LEGAL DEFENDER: Benjamin Cole, Navajo County Legal Defender:** Mr. Cole echoed Ms. LaBarge's concerns regarding the reduction in his attorney staff. His office has only three attorneys, including himself. Last year, his staff handled 537 cases at an average cost of \$453.00. If these cases had all been assigned to private counsel, the cost (@ \$734.08 each) would have been nearly \$400,000. His entire budget is only \$264,800. It is apparent that the most cost efficient method for the county is to have the public/legal defenders handle the indigent defense in Navajo County. However, if he is required to reduce his budget by 15%, he will have to cut one attorney

and one secretary. He would then have to stop taking cases for the same reasons as outlined by Ms. LaBarge. Mr. Cole said he has gone through his budget to find some way to save the county money. The only cuts he feels he can make and still maintain the present level of service are the following: freeze the 40 hour/week Legal Secretary II position and underfill to a Secretary I position, for a savings of almost \$7500. In addition, he proposes to eliminate all staff training (\$300), reduce office supplies (\$300) and reduce books (\$400). **ASSESSOR: Frank Turley, Navajo County Assessor:** Mr. Turley explained that his office is required to locate and value all property in the county, and to process exemptions from taxation. His master plan is to become more efficient and timely in all tasks in the Assessor's office. Goals for the coming year include: 1) reorganize and survive operational budget line cuts, the reduction of three and one-half staff members and timely enroll property for taxation for the benefit of the property owner and taxing entities; 2) timely enroll all new construction for the benefit of increasing the County General Fund Budget limit for future budgets; 3) inform the Navajo County Board of Supervisors of the mileage of vehicles assigned to the Assessor's office (range of current vehicles is 83,768-191,594 miles); 4) implement Real Property Square Foot Method for 2005; 5) develop the database for Personal Property Square Foot Cost Method. Mr. Turley estimated his revenues for 2003/2004 to be \$124,972 (miscellaneous revenue-map money; Property Information Storage and Retrieval; and interest on investments). Mr. Turley advised that he was able to meet the requested 15% budget reduction (total budget-\$852,475; 15% reduction-\$127,871) as follows: reductions in office supplies, repairs/maintenance; employee travel/ training; reductions in staff from retirements and new hires; reduced hours for some positions. Total reduction is \$127,873. **RECORDER/VOTER REGISTRATION/ELECTIONS: Laurie Justman, Navajo County Recorder:** Ms. Justman explained that the basic responsibility of the Recorder's office is to maintain a perpetual, comprehensive set of public records, consisting of all documents appropriately presented for recording, and making these records easily accessible for viewing by the public. Ms. Justman stated that her goal for the office is to get documents back to the customers in a timely manner. The current turn-around time is about three days, however since one position has been cut, the turn-around time will likely be approximately two weeks. In addition, because a position was also cut in the Voter Registration Department, the Recorder and the Chief Deputy will be covering as much as possible in both offices to ensure, as much as possible, that documents do go out as quickly as possible. The Voter Registration Department is responsible for giving everyone in the county, 18 years of age or older, the opportunity to register to vote. The Department provides signature registers and poll lists used at the polling places on election day. They are responsible for early voting and maintaining records for the Secretary of State, as well as the U.S. Department of Justice and the National Voter Registration Act. The department conducts all elections in a manner which complies with federal and state laws, providing accountability and integrity. This year, the department will be trying to get through the Help America Vote (HAVA) mandates as best they can. They will be implementing a state-wide voter registration system as well as purchasing the new election equipment. (The \$1 million needed to fulfill the new mandates will be added to the Elections Department budget.) The department will be doing everything it can to educate and inform the voters about all of the current changes with HAVA. Estimated revenues for the Recorder's office for 2003/2004 total \$392,882, including Recorder's fees and the Document Storage and Retrieval Fund. The total budget for the Recorder's office for 2003/2004 was \$178,160 and for Voter Registration, \$128,390. A 15% reduction would be \$26,724 and \$19,259, respectively, or a total of \$45,983. In order to meet the reduction, Ms. Justman eliminated one position from each department, totaling \$54,579. This would leave an overage of \$8596, which will be used for temp wages. The Elections Department is responsible for conduction elections with accuracy and consistency in accordance with State and

Federal requirements. The department strives to ensure that every citizen in Navajo County has the opportunity to register vote. The department serves a diverse and ever expanding population base, and we provide education to the general public. In particular, we provide education to those with a language barrier by utilizing the voter outreach program. The goals for the department this year are to get through the Help America Vote (HAVA) program as best we can. The total revenue for this department is \$75,000 from State and Local Election Reimbursement. The budget for 2002/2003 was \$246,440 and a 15% reduction would be \$36,966. The department was able to meet that reduction as follows: reduce the equipment, maintenance and contracts by \$2000; reduction to election boards by \$20,000; and reduction in other professional services by \$15,000. (total-\$37,000) **TREASURER: Manny Hernandez, Navajo County Treasurer:** Mr. Hernandez explained his duties and responsibilities as Treasurer. His office is responsible for collecting all taxes due on personal and real property. The monies collected are then disbursed to the appropriate taxing entities. The Treasurer's office is also responsible for the safekeeping and investing of the county's financial resources. He noted that currently, we are earning only 1.0168% interest on our Local Government Investment Pool (LGIP) account. Mr. Hernandez presented several of his goals for the coming year. He said he would like to continue updating the tax management system; work towards allowing taxpayers to pay their taxes with a credit or debit card; and to work towards getting the parcels on the web page to allow those looking for parcel information to do so. Mr. Hernandez noted that even with the reduction in work force, he hopes to keep the processing of tax payments on a timely schedule. Currently, during the peak tax collection time, the office is running, at the most, one week behind. With the staff reduction, he is hoping to hold the line at approximately 4-5 weeks. Mr. Hernandez advised that his estimated revenues for FY 2003/2004 will be \$615,000. These revenues include interest and penalties on delinquent taxes, various fees and interest on investments. Mr. Hernandez noted that his 2002/2003 budget was \$332,050. In order to reach the requested 15% reduction (\$49,808), the following items were reduced or eliminated from his budget for 2003/2004: office supplies; postage; professional services; employee travel; employee travel for training; publishing/advertising. In addition to these reductions, he advised that one full time position and three temporary positions have been eliminated, and one position has been reduced to 32 hours per week. Total budget reductions-\$49,826. He noted that if he could keep the temp positions (needed during peak tax collection periods) and move the position with reduced hours back to 40 hours per week, he would still be able to meet a 12% reduction, and provide better service to the public.

Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to ARS § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. DeSpain made a motion to reconvene in executive session at 4:05 p.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Present in the executive session were County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Jesse Thompson, Jerry Brownlow, Percy Deal; Deputy Clerk Kathy Hieb. Mr. Deal made a motion to recess from this executive session and return to regular session at 5:10 p.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Mr. DeSpain announced that the executive session would reconvene at 8:00 a.m. tomorrow morning.

Mr. DeSpain made a motion to recess the budget hearings at 5:15 p.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion.

TUESDAY
APRIL 29, 2003 (BUDGET HEARINGS)

Budget hearings reconvened at 8:05 a.m. Mr. Brownlow led the Pledge of Allegiance and gave the invocation.

Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to ARS § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. DeSpain made a motion to reconvene in Executive Session at 8:10 a.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Deputy Clerk Kathy Hieb. Mr. DeSpain made a motion to recess from this executive session and return to regular session at 8:30 a.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion.

PUBLIC WORKS: Bill Cox, Public Works Director: Mr. Cox presented the department's duties and responsibilities, and explained the goals for FY 2003/2004. These goals included: 1) Update road inventory; 2) Assist the Highway Division to implement a Maintenance Management System; 3) Collect topographic data as needed for design plans and construction support; 4) Prepare design plans and specifications for various road projects included in the Five Year Capital Improvements Plan to ensure conformance to current standards; 5) Continue to provide necessary training throughout the department; 6) Update the Navajo County Book of Maintained Roads; 8) Compile and maintain a Book of Rights-of-Way; 9) Improve roadway signing, striping and right-of-way management and implement a Roadway Hazard Elimination Program; 10) Maintain updated base maps for the Rural Addressing System; 11) Continue to work with the Arizona Department of Transportation Bridge Division on inspection and safety reports for bridges on Navajo County maintained roads; 12) Provide a combination of in-house and off-site training to improve and maintain individual job skills; 13) *(this item was added at the request of Mr. Deal)* Improve/increase relationships between Navajo County, BIA and schools re bus routes; 14) Provide storm water pollution prevention plans and obtain AZPDES permits as needed for County projects and facilities conforming to Federal EPA Phase II regulations. Mr. Cox then presented the duties and responsibilities of the Highway Division, and explained the goals of this division as follows: *Short Range goals*-1) Work with the other divisions of the Public Works Department to enhance and continue to provide an efficient, quality oriented service organization for the citizens of the county; 2) Update 5 Year Capital Improvement Plan for capital budget and roadway projects; 3) Assist in building Public Works Facility at the county complex; 4) Continue to enhance and promote quality standards for all Road Yards; 5) Update countywide maintenance schedules using the Pecos Management System; 6) Continue to improve safety procedures, techniques and training in order to decrease potential accidents; 7) Initiate plan to develop some county highways for improvement. *Mid-range goals*-1) Complete Lone Pine Dam Road as part of County Highway System; 2) Utilize zero-growth for budget increases and additional employees, Budget not to exceed the previous years' except for additional revenues. Improve employee training to increase work productivity; 3) Improve Public Works Work Management System (Pecos); 4) Implement a new strategic plan for GIS; 5) Train all supervisors on computer usage. Effective use of technology will allow for more productive ways to accomplish tasks and reduce costs; 6) Complete at least four miles of asphalt overlay; 7) Complete at

least thirty miles of chip seal; 8) Decrease vehicle accidents below the level of 2000/2001; 9) Continue to implement methods and procedures, which will increase productivity. *Long-range goals*-1) Continue to establish performance standards, promote personnel and produce excellence; 2) Optimize the use of all available resources; 3) Invest in future technology through sound application of basics and applied research; 4) Complete asphalt maintenance projects on a minimum of 40% of 96/97 asphalt inventories (approximately 90 miles) which will protect and increase the value of our infrastructure. Mr. Cox advised that his total budget is down this year, from \$15,265,020 to \$12,432,663. These revenues include HURF in the amount of \$7,000,000. He noted that in previous years, they have been spending down the carry forward money. Within the next few years, they will have to depend on actual revenues only. He also noted that his budget is less in every category this year. He said he expects no big changes in operations of the department this year and, noting that General Fund positions are facing lay-offs, his department could possibly absorb some of those employees. Dusty Parsons, Deputy Director Highway Division, presented an update of the five-year plan and the maintenance/construction schedule for 2003. Mr. Parsons noted that all new construction this year will include fencing. Contract projects scheduled for FY 2003/2004 include: Lone Pine Dam Road (*Mr. Cox explained that if the Legislature diverts \$400,000 of our HURF monies to the DPS, this project will be postponed to 2004/2005*); Ellsworth Road; Sun Valley Road (all streets past school); Concho Road; South Richards Avenue; Elk Road, Aspen Way, Murray Road, Cosby Drive, White Way, Lakewood Road, Cochise Road and Murphy Court; Tall Pines Road; Geronimo Road/Indian Bend; and Woodland Road. In-house projects for 2003/2004 include Lone Pine Dam Road sub-grade prep and Concho Road Safety Improvements. Mr. Cox presented his priority requests: 1) an across-the-board 5% salary increase for all HURF funded positions; 2) Road construction; 3) legal counsel requirements for Penrod Road litigation (Show Low and Pinetop-Lakeside refusing to participate in the litigation. They feel they are not responsible since the IGA did not specifically address litigation costs. Mr. Shumway requested that all parties re the Penrod Road matter meet to work out the situation.); 4) soil testing/remediation; 5) fuel; 6) auto parts and supplies. Mr. Cox presented one additional item for the Board's consideration. This is in regards to the new GASBY 34 financial standards. There are two methods: depreciation and the modified method. The county is currently using the depreciation method. Mr. Cox said that this method does not account for the value of road maintenance and construction. He would prefer to use the modified method. Mr. Thompson noted that Mr. Cox's budget includes \$500,000 for Reservation Roads. He requested that this be increased to \$700,000. Mr. Shumway acknowledged there are a number of roads on the reservations that need attention, however there are roads off the reservation that need attention also. There is just not enough money to take care of everything, especially if the Legislature diverts part of our HURF monies. **FLOOD CONTROL DISTRICTS (Board of Directors)**: Tom Hieb, Deputy Director Flood Control: Mr. Thompson made a motion to enter into a Navajo County Flood Control District Board of Directors Session; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Mr. Hieb explained that Navajo County has two flood control districts: The Navajo County Flood Control District and the Little Colorado River Flood Control District. He said the responsibility of the districts is to protect lives and property of the residents of Navajo County against flooding. The districts' activities generally fall into three categories: floodplain management, flood control structures and flood warning. Mr. Hieb explained that his is a very small department, with only himself and one other staff member. Therefore, many of the projects are done by consultants. The estimated revenues for the district total \$3,919,932, which includes a carry-over of \$2,997,471. Of the total revenue estimate, \$857,471 is the district tax (rate is 0.02042 per 100). The total budget for 2003/2004 is \$3,679,560. Prioritized requests include: 1) Consultant services for a variety of ongoing and proposed projects. Current

projects include: Silver Creek Floodplain Delineation Study; Little Colorado River Erosion and Sediment Study; Winslow area Floodplain Delineation Study and studies of various unsafe dams. New projects include: Cottonwood Wash Floodplain Delineation Study. Funds are also included to pay for unanticipated engineering, surveying and mapping services; support for the State Department of Water Resources in developing state standards for floodplain management; and to support the projects of several watershed groups; 2) Construction funds for the following: to make improvements to the Winslow Levee; to cost share with the NRCS on constructing flood protection measures that will protect against the increased risk of flooding resulting from the Rodeo-Chediski fire; to construct a drainage channel in the Pinetop Country Club area; to provide cost share funds for anticipated watershed and channel improvement projects identified by the Silver Creek Watershed Committee; and to provide cost share funds for flood control projects located in the reservation areas.; 3) Funds to help pay the salaries of two building inspectors in the Development Services Department. Other prioritized requests were for a vehicle to replace an 8 year old Jeep; facilities improvements; equipment and services to install, maintain and repair the rainfall and streamflow gages in the Navajo County Flood Warning System; and upgrades to computer hardware and software. Mr. Shumway made a motion to return to regular session; motion seconded by Mr. Thompson; vote unanimous approving the motion. Mr. Shumway made a motion to enter into a Little Colorado River Flood Control District Board of Directors Session; motion seconded by Mr. Thompson; vote unanimous approving the motion. Mr. Hieb advised that the tax rate for this district is 0.2728 per 100 and the estimated revenues for 2003/2004, including interest on investments and carry-forward, is \$490,157. The total budget is \$485,000, and prioritized requests include: City of Holbrook Drainage Improvements; Flood Control Structure Maintenance, Repair and Monitoring; USGS Gage installation and maintenance; and Winslow Levee Litigation costs. These requests total \$327,000. SANITARY LANDFILL: Sherri Hill, Fiscal Administrator, advised that this budget is basically the same as last year. The required 15% reduction was reached by eliminating the maintenance fees (\$5700). The maintenance will now be done in-house. PUBLIC FIDUCIARY: Charles Tomlinson, Navajo County Public Fiduciary: Mr. Tomlinson estimated his revenues for 2003/2004 to be \$35,700. His budget for 2002/2003 was \$360,655 and in order to meet the required 15% reduction (\$54,098), he eliminated two positions (an Account Clerk II and Conservator Coordinator) for a total of \$46,918, and \$7180 in supplies. COUNTY ATTORNEY: Mel Bowers, Navajo County Attorney: Mr. Bowers advised that his revenue estimates for 2003/2004 are \$1,376,729, with his total budget totaling \$1,398,510 (not including grants). He said he was able to meet his required 15% reduction by eliminating a (vacant) attorney position, a legal secretary position and a clerk position. He said he will utilize CJEF monies to pay the salaries of the three highest paid support staff, and will omit temp salaries and overtime. His investigator will no longer be allowed to take a county vehicle home, and if he is called out after hours, he will be paid mileage or he will come and pick up the vehicle first. The attorneys Arizona State Bar dues will no longer be paid by the County; the attorneys will have to pay them out of their own pocket. Travel expenses have been cut significantly, unless paid by other entities, and all staff training has been eliminated.

Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to A R S § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. Thompson made a motion to reconvene in executive session at 11:50 a.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Jerry Brownlow, Jesse Thompson,

Percy Deal; Deputy Clerk Kathy Hieb. Mr. DeSpain made a motion to recess from this executive session and return to regular session at 1:40 p.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion.

Regular session reconvened at 1:55 p.m. with Mr. Deal and Mr. DeSpain absent. **HEALTH DISTRICT (Board of Directors):** Dr. Stanley Warner, Director: Mr. Shumway made a motion to enter into a Board of Directors Session; motion seconded by Mr. Thompson; vote unanimous approving the motion (Mr. Deal and Mr. DeSpain absent for the vote). Dr. Warner advised that his estimated revenues for 2003/2004 are \$151,210 and his total budget, including grants, is \$2,023,265. He presented only one priority request and that is for two new positions: one Environmental Health Specialist (range 20) and one Health Educator (range 12). He said he will come back to the Board with this request once he has conducted some research with other counties re fees charged, etc. **Dr. Ray Nejerer, Bio-Defense Program Coordinator** presented his budget for the Bio-Terrorism Preparedness and Response Grant. He advised that he would like to add another Public Information Officer before the next fiscal year, but he will be modifying the job description to add a requirement that the candidate be a Registered Nurse. Dr. Nejerer advised he is working on getting communications equipment, including mobile and hand-held radio transceivers, GIS units and PDA's with associated software. He noted that the system he is putting together will coordinate with the system the Sheriff is putting together; it will not duplicate it. Mr. Thompson made a motion to return to regular session; motion seconded by Mr. Brownlow; vote unanimous approving the motion. (Mr. DeSpain absent for the vote) **LIBRARY DISTRICT (Board of Directors):** Geneva Durkee, Director: Mr. Thompson made a motion to enter into a Board of Directors Session; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Ms. Durkee advised that her estimated revenues for 2003/2004 are \$29,400. (Note: this total does not include tax revenue. Mr Koury estimated that to be \$106,000, but a more accurate total will be given at a later date) Other revenue may include the State Library Grant and any other grants which are not yet definite. The total budget is \$220,543, including grants. Ms. Durkee presented 18 prioritized requests, totaling \$24,448. These included: SIRSI iBistro software and annual maintenance; communications costs for internet access; DHCP server; library materials; maintenance for vehicle; furniture; postage; computer equipment; online database subscriptions; and annual support for three community libraries. Mr. Thompson made a motion to return to regular session; motion seconded by Mr. Brownlow; vote unanimous approving the motion. **PARKS/EMERGENCY SERVICES:** Paul Jaster, Director: Mr. Jaster advised that his estimated revenues (Parks & Recreation) for 2003/2004 are \$76,349. Total budget for the Parks department is \$132,080; total for Emergency Services is \$40,865. Mr. Jaster added that there are 15 active grants totaling \$925,642 in Emergency Services. Mr. Jaster said he was able to meet the 15% reduction (both departments combined-\$25,942)) as follows: eliminating or reducing temp salaries; postage; medical supplies; clothing allowance; landscaping supplies; repair and maintenance supplies; professional services; travel; training/schooling; publishing/advertising/duplicating; sewage disposal; auto repair/maintenance; and dues/memberships and subscriptions. **MANAGEMENT INFORMATION SYSTEMS (MIS):** Bob Heming, Director: Mr. Heming explained that his goals and objectives for the coming year include: providing all departments with applicable information technology resources and completion of the Internet based parcel/land inquiry program and continued analysis and growth of web information. He has several projects scheduled also, including: Upgrading existing accounting package to the new enterprise edition with software interfaces that will provide departments with functionality essential for productivity and reporting requirements; consolidation of communications throughout the county, resulting in better

communications at a lower overall cost; and continued participation in a joint venture with Yavapai County to replace the Assessor's antiquated parcel management system. Mr. Heming said his revenues are estimated at \$40,000, with a total budget of \$374,650. He said he was able to meet the required 15% reduction (\$56,198) by eliminating one position and either eliminating or reducing office supplies, computer forms and paper, professional services, travel, training/schooling, duplicating/printing, cell phones and software maintenance. **DEVELOPMENT SERVICES:** Dave Ashton, Director: Mr. Ashton explained that Navajo County fees for all Development Services permits are the lowest of all the surrounding entities, whether counties or cities/towns. He presented comparisons of Planning & Zoning fees, Septic System fees and Building Permit fees which, if increased, would provide an additional \$125,000 in revenue. The proposed fees (current fees) for P&Z are as follows: Re-zone-\$200 (\$93); Use Permit-\$150 (\$93); Variance-\$150 (\$93); Special Use-\$200 (\$124); Tentative Plat-\$250 plus \$12/lot (\$186 plus \$12/lot); Final Plat-\$250 plus \$6/lot (\$124 plus \$6/lot); Revision amendment-\$150 (\$124); Abandon Plat \$150 (\$150); Signs \$50 (\$50); Billboard-\$150 (\$50); One-time inspection-\$45 (\$35); for Septic Systems: Residential septic-\$250 (\$150); Commercial septic-\$250 (\$150); Perc/soils inspection-\$50, which is credited to the septic permit if applied for within 6 months of the inspection; Repair-\$35 (\$100); Alteration Replace-\$35 (\$100); Alternative O&M Insp\$70; Well site-\$35 (\$70); for Building fees: recommend using the 1998 ICBO chart at the 100% factor rather than the 82% factor currently being used. Mr. Ashton advised that his estimated revenues for 2003/2004 are \$715,000, with total budget of \$509,575. He said he was able to meet the required 15% reduction (\$76,436) as follows: Decrease/eliminate Alternative Technician position; reduce salary of two inspectors by 50% (this 50% will be funded by Flood Control); utilizing proposed fee increases to get the 15% reduction without having to cut a whole position; line item reductions.

BOARD BUSINESS: Mr. Deal presented a plaque from Navajo Mountain Chapter to Navajo County in appreciation for the help provided during the drought last year.

Mr. Thompson made a motion to recess until 8:00 a.m. tomorrow; motion seconded by Mr. DeSpain; vote unanimous approving the motion. The Board recessed at 4:00 p.m.

WEDNESDAY
April 30, 2003 (BUDGET HEARINGS)

The Board reconvened at 8:15 a.m. Mr. DeSpain led the Pledge of Allegiance and gave the invocation.

Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to ARS § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. DeSpain made a motion to reconvene in Executive Session at 8:20 a.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Deputy Clerk Kathy Hieb. Mr. Shumway made a motion to recess from this executive session and return to regular session at 8:55 a.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion.

ADMINISTRATION/MISCELLANEOUS/CONTINGENCY: Eddie Koury, County Manager: Mr. Koury advised that estimated revenues for 2003/2004 total \$17,673,620 and a total budget of \$1,104,695. In order to meet the 15% reduction (\$165,705), six (6) positions were eliminated, and travel, publishing and advertising were reduced. Contingency had a total budget of \$500,000 (\$200,000 contingency and \$300,000 reserve fund). Mr. Koury said he was able to meet the 15% reduction (\$30,000 and \$45,000, respectively) in both of these categories. The Miscellaneous Fund has a total budget of \$8,245,820, including grants. He was unable to meet the total 15% reduction (\$369,873), but was able to cut \$283,390 by reducing medical and dental insurance; court automation maintenance; Worker's Compensation Insurance; Co-op Agricultural Extension Service; and the Fair contribution. He noted that most of these reductions were made assuming the number of lay-offs. We would not have to pay medical premiums, but on the other hand, we would have to pay unemployment benefits for those who are laid off. As to the Co-op Extension reduction, Mr. Koury explained that our agent, Steve Campbell, voluntarily took a 15% cut in the contribution he usually receives. He added that we will keep the maintenance budget for the fairgrounds, but cut the contribution we usually make. **INDIGENT HEALTH:** Mr. Koury advised that the department, with a budget of \$2,354,965, cannot take a 15% cut. But he was able to reduce the budget by \$21,300. The Long Term Health Payment and the AHCCCS payment cannot be cut; if they are not paid, the State will take the amount from our sales tax revenues. **SUPERINTENDENT OF SCHOOLS:** A.J. Brown, Superintendent: Ms. Brown advised she has a total budget of \$230,875. Her required 15% reduction (\$34,631) was met by cutting one position; reducing regular salaries and benefits; and reducing postage, books, travel, duplicating/printing; telephone; auto repair/maintenance; equipment repair/maintenance; and dues/memberships/subscriptions. She noted that she lost one employee in January to a local school district because of better pay. She reassigned those duties to two other employees and was able to save \$10,000 this year. That position was the one cut for 2003/2004. **BOARD OF SUPERVISORS:** Judy Jones, Clerk of the Board: Ms. Jones noted the total budget is \$443,215 and the required 15% reduction totals \$66,482. Ms. Jones presented three proposals to the Board, all of which meet the required reduction. She noted that this is a unique department, with five elected officials, but only three staff members. Each of the proposals includes staff work furloughs and/or retirement of staff. Other reductions come from operating line items. Ms. Jones also presented cost saving suggestions, including: cutting the number of Board meetings per month to (2); appoint specific Board members to attend out-of-County and out-of-State meetings; provide space and equipment at the South County Road Yard for the District IV and V Supervisors to use to meet with constituents, receive e-mails, etc.; avoid use of private vehicles when county assigned or pool vehicles are available; look at reorganization of the Board and Administration staff. Ms. Jones advised that revenue from back-tax sales this year total \$408,000 so far. An estimated 60% (\$265,000) goes back to the General Fund. **BUILDINGS & GROUNDS:** Dan Hinz, Director: Mr. Hinz advised that his total budget is \$1,320,975. He was able to meet, in fact exceed, the required 15% reduction (198,146). He did this by: leaving 3 positions vacant (no additional lay-offs); reducing or eliminating temp salaries; overtime salaries; office supplies; fuel; clothing/safety supplies; safety supplies/fire extinguishers; landscaping; operating, repair and maintenance supplies; small tools; other professional services; training/schooling; electricity; natural gas; and auto repair/maintenance. Total reductions: \$199,008.64. Mr. Hinz noted that the total area of the complex has increased by 88,000 square feet, including the new jail, new fiduciary building, etc. He said he is trying to meet the Federal guidelines with heating and cooling, ie maximum of 68 degrees in the winter and 78 degrees in the summer. This is important to keep the electric costs down. **CONSTABLES:** Larry Wallen, Kayenta Constable, presented his budget. The total budget is \$9710. The required 15% reduction would be \$1457. Mr. Wallen advised he could

not meet the reduction; in fact, he presented a proposed increased budget (\$12,856) He said he is requesting a bullet-proof vest, a radio and cell phone, as well as increases in his training/schooling and dues line items. Mr. Koury noted that most of the constable's budget is salary, which cannot be cut because it is set by statute. There isn't much else to cut in their budgets. (Note: The constables from Holbrook, Winslow, Snowflake, Show Low and Pinetop-Lakeside did not appear) The Board reviewed the proposed budgets submitted by these constables: Phyllis Romo, Holbrook: Total budget-\$9710; required 15% reduction-\$1457; reductions submitted-\$0. Larry Quinn, Pinetop-Lakeside: Estimated revenues-\$1600; total budget-\$28,275; required 15% reduction-\$4241; reduction submitted-\$1140. Ray Brown, Show Low: Estimated revenues-\$2500; total budget-\$10,160; required 15% reduction-\$1524; reduction submitted-\$0. Bill Daniels-Snowflake: Estimated revenues-\$3500; total budget-\$10,335; required 15% reduction-\$1550; reduction submitted-\$0. Ray Rubi-Winslow: Estimated revenues-\$2000; total budget-\$10,635; required 15% reduction-\$1595; reduction submitted-\$0. Mr. Rubi submitted prioritized requests for increases in: salary-\$8000; travel-\$2000; vehicle allowance-\$4320; office supplies-\$150; dues-\$5; postage-50; and telephone-\$200. Mr. Deal expressed concern because the constables, with the exception of Mr. Quinn, have made no effort to meet the 15% reduction. The Board asked Mr. Koury to send the constables a letter regarding the budget reduction requirement.

Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to ARS § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. Shumway made a motion to reconvene in Executive Session at 11:50 a.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Deputy Clerk Kathy Hieb. Mr. DeSpain made a motion to recess from this executive session and return to regular session at 1:15 p.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion

The Board reconvened in regular session at 1:25 p.m. with all present. Presiding Superior Court Judge Dale Nielson explained that he and Presiding Juvenile Judge Tom Wing will present the budgets for the entire court system. He will present the Superior Court, Clerk of Superior Court, Justice Courts and Adult Probation. Judge Wing will present the Juvenile Probation budget.

Judge Nielson advised that they tried to find areas in the budgets which could be cut without limiting constitutional mandates. They have reduced the entire court system budget by approximately 10%, although some individual departments were able to reduce their budgets by more than the required 15%. Judge Nielson advised the Board that as of 7/1/03, there will no longer be a Navajo County Grand Jury. They will be going to a preliminary hearing and direct information filing Superior Court. This change will save approximately \$65,000 in transportation fees, visiting court reporter fees and grand jury fees. The Court will be letting out two (2) criminal representation contracts at \$70,000 each. There will also be two contracts for Rule 32 and appeal representation. The Judge began discussions of each individual department and their proposed budget cuts. **SUPERIOR COURT**: Estimated revenues-\$120,000; Total budget-\$1,476,050; required 15% reduction-\$221,408; reduction submitted-\$52,125. These reductions were met by reducing office supplies, postage, books, transcription fees, interpreter fees, employee travel, training/schooling; duplicating/printing, civil arbitration and DOC & Grand Jury

assessments. **CLERK OF THE SUPERIOR COURT**: Estimated revenues-\$112,000; Total budget-\$636,005; required 15% reduction-\$95,401; reduction submitted-\$53,126. These reductions were achieved by: Freezing one position and leaving another position vacant (Ms. Mann noted there is one other open position she would like to fill, but will wait for Board approval); and reduction in jury fees due to elimination of Grand Jury. **JUSTICE COURTS**: Judge Nielson noted that most of the JP Courts' budgets are personnel. Most of the revenue for the court system comes through the JP Courts, and they need the clerks to process the payments. The only way to meet the required 15% reduction would be to eliminate a clerk position and the court cannot do that. **Holbrook Justice Court**: (Judge Lamb not able to be here) Estimated revenues-\$247,800; total budget: \$180,870; required 15% reduction-\$27,131; reductions submitted-\$2425. These reductions came from office supplies and interpreter fees. **Winslow Justice Court**: (Judge Kolomitz is present) Revenue estimates-\$124,400; total budget-\$177,925; required 15% reduction-\$26,689; reductions submitted-\$1500. These reductions came from interpreter fees, telephone service and equipment maintenance and contracts. **Snowflake Justice Court**: (Judge Peterson was not able to be here) Revenue estimates-\$240,750; total budget-\$227,595; required 15% reduction-\$34,139; reduction submitted-\$0 (Judge Peterson is requesting increases in the amount of \$1500 for costs associated with the new court building) **Show Low Justice Court**: (Judge Price was unable to be here) Revenue estimates: \$69,100; total budget-\$184,925; required 15% reduction-\$27,739; reductions submitted-\$2900. These reductions were made by reducing interpreter fees, office supplies and dues/memberships/subscription. **Pinetop-Lakeside Justice Court**: (Judge Widmaier was present) Revenue estimates-\$132,100; total budget-\$212,465; required 15% reduction-\$31,870; reductions submitted-\$5295. These reductions were achieved through decreases in office supplies, interpreter fees, travel, training/schooling, natural gas, equipment maintenance and contracts, and dues/memberships/subscriptions. **Kayenta Justice Court**: (Judge Bradley was present) Revenue estimates-\$31,280; total budget-\$94,120; required 15% reduction-\$14,118; reductions submitted-\$8695. These reductions were reached by reducing postage, janitorial and garbage services, travel, training/schooling, telephone services, utilities and equipment maintenance and contracts. **PROBATION- ADULT/JUVENILE/DETENTION**: **Adult Probation**: Judge Nielson explained there have been substantial cuts in salaries, and a reorganization will occur within the department: presentence report writers will be moved to the field and field officers will start writing presentence reports. Total budget-\$493,210; required 15% reduction-\$73,982; reductions submitted-\$131,175. It was noted that this department reduced its budget by approximately 39%, and the reductions were achieved as follows: salaries & ERE's-\$129,480; building rents-\$1695. **Juvenile Probation/Detention**: Judge Wing explained that there will be reorganization within the probation department. One Juvenile Probation Officer (JPO) II will be eliminated, and two JPO's will be frozen. In addition, the Administrative Services Coordinator position will be frozen. In the Detention department, the Operations Officer position will be frozen. A Shift Supervisor position and a temporary, part-time Intermediate Detention Officer position will be created.. This should help cut down on overtime. Total budget (both departments)-\$948,485; required 15% reduction-\$142,288; reductions submitted-\$173,006.

Judge Nielson presented a comparative budget including the required 15% reductions. In this budget, the Court would lose the collection department, which is responsible for generating revenue for the courts. If this department was eliminated, it would hurt the courts in the long run. In a budget reduced by 15%, the Clerk of the Court would lose four (4) clerks, leaving each Division with only one court clerk. This would slow down the entire system. Probation officers are mandated by the Supreme Court to carry no more than 55 probationers on their caseload. This could lead to more people being sentenced

to jail and/or prison instead of probation. This in turn would lead to more jury trials and more opposition by defense attorneys. In the JP Courts, if required to cut 15%, would lose one clerk, which leads to a slow down in processing, which would slow down the revenues. Judge Nielson said we could meet the 15% budget cut by eliminating pretrial services, but this program resulted in more than \$500,000 in savings because these defendants were not incarcerated prior to trial.

Kayenta Justice of the Peace Evelyn Bradley addressed the Board. She requested that her budget be restored to the full amount. She said reducing her clerk's hours to 1/2 time will not work because she is not only the clerk, but also the receptionist, bookkeeper, etc. Judge Bradley said the reason the revenues are down is because the Navajo County Sheriff's Deputy is no longer there, and law enforcement is not citing the people they should be. She said that Kayenta Justice Court costs Navajo County the least amount of money, and the Board should see the need to restore her budget. She believes the other Justice Courts can afford to cut their staffs, but she cannot. Judge Nielson responded, noting that he has the utmost respect for Judge Bradley, as he has for all of the JP's. He said that filings are down in the Kayenta Court; there were only 20 in March. The other JP Courts average 300 filings a month. He conceded that Judge Bradley's operating lines were reduced, but so were all of the other JP courts.

Mr. Deal said he understands that the 15% reductions will be painful for everyone, but the Superior Court cut only 9.8%, which falls short by \$120,000. That will have to come from somewhere else and that is not fair. The "slow down" begins with law enforcement, and moves on to the county attorney, but those departments are taking the cuts. Mr. Deal said he sympathizes with Judge Bradley. Hers is the court least able to take the cuts, but she came the closest to making the 15%. The Courts with the biggest budgets made hardly any effort. Mr. Deal asked whether Judge Bradley could speak with the DPS about the lack of citations. Judge Wing replied that it would be improper for Judge Bradley to speak with them, but the Superior Court can and will.

Mr. Koury presented the final retirement rates which have been adopted by the Legislature. They are higher than we expected and will impact us by approximately \$120,000. He explained that the rates are set by the Legislature, based on recommendations by the various retirement boards.

The budget hearings concluded at 3:00 p.m.

Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice: Consideration and review of whether the county's response to a personnel matter, protected pursuant to ARS § 38-532, constituted a prohibited personnel practice and/or a violation of the county's personnel policy: Mr. DeSpain made a motion to reconvene in Executive Session at 3:05 p.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Deputy Clerk Kathy Hieb. Mr. DeSpain made motion to recess from this executive session and return to regular session at 3:15 p.m.; motion seconded by Mr. Deal; vote unanimous approving the motion.

Executive Session pursuant to ARS §38-431.03(A)(1) for personnel matters: Consideration of

Administration's role with respect to any prohibited personnel practices or violation of county personnel policies and to discuss with the County Manager and Assistant County manager, individually, their respective roles with regard to any prohibited personnel practices or violations of county personnel policy: Mr. Thompson made a motion to reconvene in executive session as to the County Manager at 3:15 p.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman JR DeSpain; Members Jerry Brownlow, Percy Deal, Jesse Thompson; Deputy Clerk Kathy Hieb; County Manager Eddie Koury. Mr. Shumway made a motion to recess from this executive session and return to regular session at 4:50 p.m.; motion seconded by Mr. DeSpain; vote unanimous approving the motion.

Executive Session pursuant to ARS §38-431.03(A)(1) for personnel matters: Consideration of Human Resources' role with respect to any prohibited personnel practices or violation of county personnel policies and to discuss with the Human Resources Director and the Personnel Supervisor, individually, their respective roles with regard to any prohibited personnel practices or violations of county personnel policy: Mr. Thompson made a motion to reconvene into the executive session at 5:03 p.m. relating to the Personnel Supervisor; motion seconded by Mr. DeSpain; vote unanimously carried. Present for the Executive Session: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman J.R. DeSpain; Members Percy Deal, Jesse Thompson, Jerry Brownlow; Deputy Clerk Kathy Hieb. Mr. Shumway made a motion to recess from this executive session and return to regular session at 5:14 p.m.; motion seconded by Mr. DeSpain; vote unanimously carried.

Executive Session pursuant to ARS §38-431.03(A)(1) for personnel matters: Consideration of Administration's role with respect to any prohibited personnel practices or violation of county personnel policies and to discuss with the County Manager and Assistant County manager, individually, their respective roles with regard to any prohibited personnel practices or violations of county personnel policy: Mr. DeSpain made a motion to reconvene in executive session as to the County Manager at 5:15 p.m.; motion seconded by Mr. Brownlow; vote unanimous approving the motion. Present in the executive session were: County Attorney Mel Bowers; Chairman Pete Shumway; Vice-Chairman JR DeSpain; Members Jerry Brownlow, Percy Deal, Jesse Thompson; Deputy Clerk Kathy Hieb. The executive session recessed at 5:30 p.m and reconvened at 5:50 p.m. with all present. Mr. DeSpain made a motion to recess from this executive session and return to regular session at 6:45 p.m.; motion seconded by Mr. Thompson; vote unanimous approving the motion.

The Board reconvened in regular session and announced that the Executive Sessions would be continued to Monday, May 5, 2003. No action taken at this time.

There being no further business to come before the Board of Supervisors, the meeting was continued until Monday, May 5, 2003, upon a motion made by Mr. DeSpain; motion seconded by Mr. Thompson; vote unanimous approving the motion. The meeting adjourned at 6:50 p.m.

APPROVED:

Pete Shumway, Chairman

DATE:

ATTEST:

Judy Jones, Clerk of the Board