

NAVAJO COUNTY BOARD OF SUPERVISORS MINUTES
MONDAY, MAY 14, 2007

9:00 a.m. CALL TO ORDER: Supervisor DeSpain led the Pledge of Allegiance and offered the invocation.

PRESENT: David Tenney, Chairman; J.R. DeSpain, Vice-Chairman; Percy Deal, Member; Jesse Thompson, Member; Jerry Brownlow, Member; James Jayne, County Manager; Mel Bowers, County Attorney; and Darlene Fraley, Clerk of the Board.

CALL TO THE PUBLIC: No Response

COUNTY MANAGER REPORT: County Manager James Jayne thanked the Board of Supervisors for the raises that they recently approved. He reported that in the budget that will be proposed, there is less than a 5% increase in the operations costs, including the 7.5% April raise and anniversary date 5% increase, health insurance and employee related expenses, fuel costs and other expenses. He advised that the chairman sits on the Strategic Planning Committee and through that process, they will determine if a merit raise will be implemented in the future. He stated the Strategic Planning process is underway now and will continue to move forward with frequent meetings. He stated the Board will hear about new positions throughout the course of the day and those positions are funded from FTE deployed from another department or will have its own funding stream. He reviewed the areas of focus for Prop 400 funding including how those goals are being met. He discussed improved training, enhanced benefits and an increase in pay as ways to positively address both public safety and retention of employees. He advised the projects now under construction, McNeil Complex in Show Low and the Mogollon Complex in Heber Overgaard, will expand residents' access to county services. He discussed the county wide transportation study that is recently completed as well as the impact fee proposal as ways to improve the county transportation system. Supervisor Thompson inquired to what degree the county has re-established positions frozen during leaner times and Mr. Jayne responded that an issue consistently discussed during the last six months is that the county can provide raises or add FTEs this year, that it can not do both. He thanked the board for providing raises to all employees this year.

BUDGET HEARINGS FOR DISCUSSION ONLY: Supervisors were provided a copy of the budget requests from each department. Each elected official or department director that spoke included reference to the following:

- Thanked the Board of Supervisors and administration for the raises that staff received, stating it has contributed to an increase in morale.
 - Reviewed their budget by line item, indicating an increase in the salary and employee related expenses including an increase in retirement costs.
 - Advised adjustments were made for an increase in postage and/or fuel.
- a. Judicial Branch—The Honorable Judge Dale Nielson thanked the Board for the continued support of the judicial branch and thanked Mr. Jayne and Mr. Menlove for continued assistance in the budget process. Judge Nielson advised the reduction in the Kayenta Justice of the Peace salary is because of the Judicial Productivity Credits' formula and discussed how this formula is calculated, noting that there is no way the JP can increase that salary until the next formula cycle. Supervisor Deal requested to leave the \$9,000 in that court budget in case the judge has a need for it and Judge Nielson said that administration would have to address this, advising he is not aware of any needs she has. Supervisor Deal inquired where the funding goes for tickets written on State highways by Navajo Nation police and Judge Nielson stated if the ticket is written to a non-Native American it would go to Justice Court; if written to a Native American it would go to tribal court. Supervisor Deal inquired if DPS issued the citation, where the funding would go and Judge Nielson stated he believes it is the same. Judge Nielson stated that if a ticket is issued in Kayenta it can not be subjected to State or County court and would be referred to tribal court. Supervisor Deal stated he always thought Highway 264 was the

dividing line between the Districts; if traffic is going west, a citation issued to a non-native American by DPS, would go to Kayenta. He requested that Judge Neilson research that if traffic is headed east with a DPS citation, if it would be referred to Holbrook or Winslow. Judge Nielson reviewed the courts budget and the following was brought out during discussion in which James Jayne, Marla Randall, James Menlove, Arno Hall and Erlene Plumb participated:

- About 30% of court salaries are refunded by the State.
- The Superior Court service line increased by \$86,680 due to utilizing contract attorneys.
- Clerk of the Superior Court service increases are for training, document imaging, and \$50,000 in additional jury fee expenses as they anticipate more jury trials this year than last due to growth in the county and law enforcement areas.
- Clerk of the Court capital budget includes new chairs for the clerks. Carpeting is budgeted in the Building and Grounds budget and the copier is budgeted in grant funds.
- Supervisor Thompson inquired what type of stress it puts on the employee to work overtime regularly. Arno Hall stated that under the current system he has been able to spread out the duties enough for twelve hour shifts so there are no issues.
- The mileage on the probation vehicles to be traded ranges between 125,000 to 200,000. The courts received five new cars last year so they are able to rotate vehicles out.
- Through the fleet management department, every department will be treated equally. This is the first step to rotating vehicles in a rational way.

Judge Nielson emphasized his appreciation to the board and administration for the changes made to help retain personnel in the courts and the public and legal defender's offices. He advised filings continue to run well above the normal average and that is affecting probation as numbers continue to rise. He said they are moving quickly to close cases and the state goal is 90% closure rate in 100 days. He said that last year the closure rate was at 50% in a hundred days and they will see a better percentage this year. In response to a question from Supervisor Deal, James Jayne stated that due to Ms. Springer's diligence, they can now get a van for \$20,000 and they are purchasing Ford Escapes, mini SUVs, for \$22,000. He said they are budgeting \$22,000 per vehicle.

- b. **Constables**—Constable Reinhold introduced the Constables, himself from Precinct 6, Dave Wood from Precinct 3, Ray Brown from Precinct 5, and Larry Wallen from Precinct 4. He reviewed all line items and stated they include a \$200 increase in travel but that may not be sufficient to cover fuel costs. He stated that in the past when a Constable was on vacation, medical leave or there was a vacancy, the Sheriff had assisted the Constable's office but they received a letter from the Sheriff stating that his office can no longer assist constables in that manner nor could they serve papers on those in jail. Constable Reinhold said he believes they can handle this by covering each other's precincts and Constable Wallen, when not involved in his duties in Kayenta, will come to South County to help out during absences. He stated he needs to have a vehicle available for all constables to use in case of an emergency or when there is a need for 4-wheel drive. Supervisor Brownlow inquired if they were able to get a computer for their constable and Constable Reinhold advised that administration is finding a computer for all constables to use and Dusty Parsons made available to them a map where you can find places in the County. James Jayne advised that there are two used, quality computers available for the Constables. He also stated the board has approved moving forward with the Fleet Management program for service and will have the capability at South County to provide a loaner when a vehicle is being serviced.
- c. **Treasurer**—Treasurer Manny Hernandez advised the majority of the increase in salaries are as have been outlined before plus the payout for the Chief Deputy's for her retirement. He reported his dues and travel have increased as he intends to become a member of IACREOT and attend future conferences. He advised he will also participate in the Certified Public Management course as promoted by Mr. Jayne. He discussed the productivity in the Treasurer's office that can be enhanced through the purchase of equipment that will eliminate the majority of the temporary employees. In response to a question from Supervisor Brownlow, Mr. Jayne stated that the CPM program is affiliated with AACo through ASU and is recognized by many other states and to date

Manny Hernandez, Laurie Justman, Cammy Darris, Marla Myers and Jimmy Jayne are registered to attend this workshop. Supervisor Thompson advised Mr. Hernandez that his presence at the Law and Justice Day was very much appreciated by all.

- d. **Superintendent of Schools**—Superintendent Linda Morrow thanked the board, James Menlove, and James Jayne for their support. She reviewed her budget stating there are no increases in personnel FTE. She invited the board to attend the Accommodation School annual picnic on May 25th. She advised her office is writing a couple of exciting grants that she will discuss with the board in the future.
- e. **Sheriff/Jail:** Chief Greg Eavenson and Commander Cheryl Powell stated their budget includes two additional deputy positions, one from the general fund and one coming from the Jail, refilling with the shift supervisor paid from DOC. James Jayne stated these positions are being re-deployed in addition to two patrol officers that will be added to the streets. In response to a question from Supervisor Thompson, Cheryl Powell and Chief Eavenson stated they now have 24 deputies on the road and they have seven vacant positions; that they hired five new deputies and two just graduated Friday and the others are in the Academy. Supervisor Thompson inquired if the reservation positions were frozen and Chief Eavenson stated they are not allocated by area; that they can be assigned as hired but they have to fill positions that are vacant. Chairman Tenney stated that the new hires reflect well on being able to attract staff by offering higher pay. Chief Eavenson discussed planned projects and reviewed the capital requests, discussing each item. He advised he would review some personnel changes with Mr. Menlove and there may be some changes before the next budget meeting. In response to a question from Supervisor DeSpain, Commander Powell and James Menlove advised that the increase in line item 506.30 in the Jail is due to that item being under funded in past. Supervisor Deal stated a lot of effort is being expended everywhere including three reservations in the area of prevention and education on meth related issues. He said there should be a greater spirit of cooperation with the tribes, working with their law enforcement and providing public safety. He said there had been an effort made by the Sheriff to work on a new strategy yet now it appears this effort has come to a stand still. He stated he wants to see a new initiative and is asking for the Sheriff's support. Chief Eavenson stated that the initiative to fight meth and drug problems is a county wide initiative and the drug task force made many presentations on the reservation. He said they have worked with the tribal police department developing informants as it is beneficial to both sides to receive information regarding loads of meth headed for the reservation. He said they are doing what they can until such time as the Sheriff's office is up to strength with law enforcement officers and they get a firm agreement with Navajo Tribal Government. He said it is the department's desire to serve all of Navajo County. Supervisor Thompson expressed a request to pursue the agreement with the tribes to provide services. Chairman Tenney stated he is excited to hear staffing is headed back in the right direction. Supervisor Deal stated the media reports that two of the three Navajo jails are closed with nowhere to place inmates. Chief Eavenson stated that no approach has been made to the Sheriff's office for jail beds but years ago they met in Window Rock to address this and it didn't go any further. He said that right now, the county is at capacity in the jail; that since May 2002 they have added 300 beds and they are full. He said that 100 beds are designated for rental. He reported that no population except DOC inmates are segregated; that BOP inmates are mixed within general population.
- f. **Recorder**—Recorder Laurie Justman reviewed her budget, advising that travel increased because employees have to be re-certified this year and she will attend the CPM, IACREOT and AACo conferences. She advised professional services increased due to document imaging costs. She said an increase was included for the Presidential Preference election and the biggest increase in Voter Registration will be postage. She advised there are 57,535 registered voters as of April 2007.
- g. **County Attorney:** Mel Bowers stated he runs a very fiscally conservative program and that last year he didn't ask for anything. He said they tried to handle the exploding case loads with existing staff but the county has outgrown the County Attorney's office due to increased population and police departments across the county adding officers. He reported that in past years they averaged 600-800 felonies per year, last year hit 1,200 felonies and this year will file about 1,400 felonies while they are still staffed to handle 600-800. He said he is requesting no new FTEs this budget year but instead asked the cities to take back their own misdemeanors since

Navajo County is one of last counties to prosecute all misdemeanors. He said this was met with great opposition so he is working with administration to add two attorneys and two staff members funded through a surcharge on filings, Fill the Gap funds, and the cities' assistance. He stated that other than these additions there are not a lot of changes to the budget other than an increased number of cases due to the addition of one division so courts have more time to focus on cases. He advised that in addition to the postage costs increase, there will be increased mailings because the legislature inappropriately limited the definition of misdemeanor victims and with this too narrow definition, victim notifications must be sent for misdemeanors also. He reported the Drug Court is successful as a diversion program and they are considering a juvenile drug court. He said the effort to do things differently than they were done in the past takes more time and Drug Court is more staff intensive. Supervisor Deal inquired since he is prosecuting misdemeanors on behalf of the cities if that creates more revenue and Mr. Bowers stated cities provide support by providing office space or some staff for the Justice Court. In response to questions from Supervisors, he explained that prosecution takes place based on where the officer makes the citation and discussed difficulties that arise from that.

- h. **Assessor:** Assessor Cammy Darris thanked the Board and administration for their support on behalf of her office. She stated she is requesting a new appraiser position and compared the number of appraisers to the number of building inspectors in the county. She said accurate appraising is an equity issue to assure everyone is paying their fair share of taxes. James Jayne advised this position is included in this budget, re-deployed from another department. Ms. Darris reported that data processing is decreasing by \$30,000 to cover increases in other areas including travel, continuing education units for appraisers, and postage and fuel increases. She reported duplicating and printing is also increasing due to the legislative requirement for a full page assessment notification rather than a postcard. Mr. Jayne advised they have also included in the administration budget the cost of a hearing officer to conduct assessment appeals. Ms. Darris advised there are two appeal processes and the Board may want to continue to do those that are on a single case basis. In response to a question from Supervisor Brownlow, Ms. Darris discussed the data processing service increase from DOR.
- i. **Board of Supervisors/Administration:** James Menlove stated administration is putting emphasis on creating revenue streams, meeting with those who can bring funds to the county through grants. Supervisor DeSpain inquired if there are additional employees requested for the Board of Supervisors or administration and Mr. Menlove said there is not, that they are actually taking two positions that were in administration and reallocating them to other departments so administration is decreasing by two this fiscal year. He advised there is a zero increase in the Administration budget. He said this department has been level since the county manager has been here with the exception of salary adjustments as approved by the board. He reviewed department 019 as miscellaneous, county wide expenditures that do not relate specifically to one department, which can include organizations that the county participates in, unidentifiable electricity costs, and allocations of \$5,000 to every senior center throughout Navajo County. In response to a question from Supervisor Thompson, Mr. Menlove stated that all established senior centers from each supervisor's district are included. James Jayne stated the included approved center list was developed by NACOG with recognized criteria. Mr. Menlove stated that even with increases in some areas, there is still a \$47,000 decrease in the 019 budget. Supervisors expressed appreciation to administration. Mr. Menlove stated that capital purchases are a flat budget item and discussed several items. Mr. Jayne explained that a year ago this complex came very close to shutting down due to an electrical issue and the amounts for improvements to this facility are real numbers to cover the re-vamping of the electricity and installation of water tanks. Supervisor Deal inquired, in relation to the water tank and electricity, if we have a strategy to handle a shut down if something happened next week. Mr. Jayne stated the county is actively working on the Continuity of Government Plan, actively planning for "what if" in the future. He discussed plans that are currently in existence, stating that while we could operate out of South County, the consideration for inmates would be the most difficult. Mr. Menlove stated that in keeping with a 10% contingency for the general fund, he increased the contingency from \$4,000,000 to \$4,500,000 for this fiscal year. In response to an inquiry from Supervisor Brownlow, Mr. Jayne stated we have been told PILT funding is not going down.

- j. **Buildings & Grounds:** Steve Slade advised the bid for janitorial increased with the latest bid due to more buildings and an increase in service cost, that fuel costs impact the travel budget, and that electricity, natural gas, water and sewer increased in cost. In response to a question from Supervisor DeSpain, he stated the county had recovered funding from when they helped the City of Holbrook two years ago with their lift station. He reviewed and justified the capital equipment purchases. In response to questions from Supervisors, Mr. Slade stated that the water tank was purchased used when they built this complex so it is 40-50 years old; the switch gear is the main line coming in that controls all panels in the complex so there will be a replacement/upgrade of the entire electrical system; and a hole in the basement was created when they blasted out the lower basement to find where water was coming into it that created a sink well so there is a resulting musty smell.
- k. **Elections:** Lisa McKee, Elections Coordinator, introduced herself to the Board and advised the Board that this is her first budget meeting. James Menlove advised this is an off-year in the Election cycle with the Presidential Preference election but they had made a commitment to Elections not to move the budget up and down during cycles. Supervisor Brownlow welcomed Ms. McKee to the budget process and wished her luck. Supervisor DeSpain inquired if the increase in vehicle repair is in line with the Fleet Management program and Mr. Menlove stated it was. He advised the computer equipment cost increased because the touch screens are going out of warranty.
- l. **Health Department—Supervisor Thompson made a motion** to enter into the County Health Services District **Board of Directors’ Session**; motion seconded by Supervisor Brownlow; vote unanimous approving the motion. Dr. Kartchner discussed the 2 ½ positions that are new to his department with 1 ½ coming from the Tobacco Education grant. He reviewed line item changes and provided explanations for the changes. He advised that the largest capital expenditure is their portion of the Heber facility and the complex addition and provided explanations for the other capital equipment purchases. In the absence of the Chairman, Vice Chairman DeSpain invited comments. Supervisor Brownlow inquired why the Workman’s comp insurance increased so dramatically and Mr. Menlove advised most of the county was budgeted on one workman’s comp rate last year and there is a different rate for medical workers. James Menlove addressed the need to take facilities to residents of the county with budgeted funding for facilities going into Heber Overgaard, Show Low and here at the Complex. **Supervisor Thompson made a motion** to return to regular session; motion seconded by Supervisor Brownlow; vote unanimous approving the motion with Chairman Tenney absent for the vote.
- m. **Information Technology**—Robert Heming reviewed the changes in communication that are coming to the County, playing a video regarding Microsoft Office Communicator. Mr. Heming stated that a unified communications’ system, still in the testing phase and coming out in July, will allow employees to make better use of their time. He reviewed the capital equipment listing providing justifications. Mr. Heming stated that he works with the IT Steering Committee and County Manager with everyone in agreement before moving forward with a change. He stated they must do something with the voice mail system as it will not be supported after Spring 08. Staff is working together to come up with a solution for the future so as new buildings are designed the communication system is determined. Mr. Jayne stated this may involve huge policy changes to be brought back to the board and key decisions will be made over the next few months. Supervisor Deal expressed concern about the millions put into technology and then it is quickly outdated; that this same attitude shows up throughout the county, relating it to the Deputy’s equipment; there appears to be an addiction to new and better equipment. In response to a question from Supervisor Thompson about improving telecommunications in remote and rural areas, Mr. Heming stated he is going to a meeting next week on that issue for communications on the Hopi and Navajo reservations and he will report back to the Board.
- n. **Legal Defender**—Alan LoBue advised his line items remained very close to this year’s expenditure level.

At 12:31 p.m. the Board recessed for lunch and reconvened at 1:38 p.m. with all present as listed above with the exception of Mel Bowers.

- o. **Library District:** Supervisor DeSpain made a motion to enter into the County Library District Board of

Directors' session; motion seconded by Supervisor Brownlow; vote unanimous approving the motion. James Menlove advised that there is a request to have an additional librarian who would help in cataloguing and writing grants, purchasing materials and getting them out on library shelves. He said they plan that the library IT person will go into the libraries more to do training on internet services. Supervisor DeSpain asked if contributions of \$5,000 per library would continue. Mr. Menlove stated that last year they made contributions of \$10,000 to three non-municipal libraries—Rim Country, Clay Springs and Woodruff. He said they plan to continue \$10,000 for three community libraries and partnering with libraries as needed and Hopi is trying to get their library going again. He stated that Ms. Durkee knows the individual needs of every library and while they have not set specific amounts this year for other libraries, they are looking at needs as identified and will bring them to the board. Chairman Tenney inquired if the 583% increase is because of partnering and projects and Mr. Jayne stated this allows budget authorization to expend those dollars for partnerships with the understanding it is a one time budget. **Supervisor Brownlow made a motion** to return to regular session; motion seconded by Supervisor Thompson; vote unanimous approving the motion.

- p. **Public Defender:** James Menlove advised the Public Defender's budget does not contain a lot of changes as it is a flat budget but there has been some moving of dollars around within the budget. Supervisor Deal inquired how many attorneys are in that office and Emery LeBarge stated they have positions for seven and one is unfilled so they are contracting out cases. She expressed appreciation to Mr. Jayne and Mr. Menlove for their support. She said she has not received applications even after the salary increase, advising that one person inquiring requested \$92,000.
- q. **Public Fiduciary:** James Menlove stated there was no increase in this budget; that they reallocated a couple of positions to other departments so two less positions are recommended for Public Fiduciary office. Supervisor DeSpain thanked Mr. Jayne and Mr. Menlove for their leadership in the Public Fiduciary issue, stating that while it was a trying situation, he believes they have solved some issues.
- r. **Public Works:** Dusty Parsons reviewed the budget as presented for Public Works and responded to questions related to the budget. All Supervisors, Mr. Parsons and Mr. Jayne participated in this discussion and the following items were discussed:
- The salary areas and what FTE made up these salaries, stating that even with utilizing unused FTEs, including filling vacant FTEs in Planning & Zoning and in Flood Control there will be one less FTE than last year.
 - Auto parts increased.
 - The maintenance account (materials) decreased by \$300,000 with contracting out, saving funding without hurting performance. Mr. Parsons distributed a list of contract projects, stating they are starting major projects and he anticipates having a minimum of three on-call contractors.
 - Computer hardware and software needs will include putting about 60 GPS units in vehicles, anticipating that eventually they will have a GPS on every vehicle in the fleet.
 - Additional equipment is needed for the South County facility to provide more access to service.
 - Changes in the Capital Improvement Plan were discussed (copy on file in Public Works).
 - Mr. Parsons continues to liaison with the Navajo Nation on the contract with respect to grant funding. A contract was sent on Monday for NN roads, 8031, 9065, and 9062 with each contract for six miles of gravel. Mr. Parsons made modifications and sent them to Lance Payette; the changes were agreeable to Tom Platero and they have been submitted to the Department of Justice. These contracts will partner with NDOT similar to what was done at Pinon. Larry Wallen, Superintendent of Pinon School, would like this project as a standard. When the road materials went out to bid they included the reservation. Milling material will be hauled into District II when Joan Greisner approves.
 - NDOT is still taking over BIA projects October 1 and is introducing a request for fuel excise tax funds for over \$4,000,000 for needed equipment. BIA equipment will transition over to NDOT.
 - Larry Wallen, Superintendent of Pinon Unified Schools, thanked the Board for the support provided by Mr. Jayne and Mr. Parsons as it is exciting to see what is being offered.

- Lone Pine Dam will be delayed by archaeological requirements but it is not as large of a hold up as originally anticipated. If ADOT cannot commit to the continuation of the project without the sciences, the project will be brought back to the board for an amount not to exceed \$100,000 for the two sites.
- Public Works may revise the scope of Porter Mountain to design two miles that we can now afford and come back in a couple of years for the other two miles.
- Public Works is partnering with the general fund in building a new facility in Heber Overgaard area as a joint use facility.
- Heber Overgaard Wastewater Site will be complete in the next month and a half.
- Other areas of capital equipment were reviewed by road yard.
- Supervisor Brownlow expressed appreciation to Mr. Parsons for working with contractors on the screening plant when they believed they could do it cheaper than the county could. He recognized that the delay it took to communicate with the contractors will cause the project to be more costly.
- An employee in a newly reclassified position is being sent to training to operate the herbicide program. Supervisor DeSpain requested a standard be set for spraying the right of way, along the shoulder and off the road about ten feet.
- Work is scheduled on Obed Road and the Winslow levee.
- Supervisor Thompson thanked Mr. Parsons for the long hours it took to respond to concerns on the reservation.

Planning and Zoning—Dusty Parsons advised there have been some reclassified positions and upon approval of the preliminary budget, the department will start advertising. He reviewed the budget by line item. He advised that with the proposed vehicle replacements, Planning and Zoning will finally have a good fleet. He reviewed the revenue budget indicating that building permits produced 14% less revenue than last year but last year's revenues were about a 25% increase over the previous years. He stated it will take about five years of tracking to have solid data. Supervisor Brownlow thanked Dusty Parsons, Bill Fraley and staff as he does not get irate phone calls the way he used to.

Flood Control: Supervisor DeSpain made a motion to enter into the Navajo County Flood Control District **Board of Directors' Session**; motion seconded by Supervisor Thompson; vote unanimous with Chairman Tenney absent for the vote. Mr. Parsons reviewed all planned projects as outlined in the budget work sheets, stating that at some point the biggest liability in the county is the Winslow Levee. Mr. Parsons and all supervisors discussed the tax structure of this district as related to the proposed budget. **Supervisor Deal made a motion** to return to regular session; motion seconded by Supervisor Brownlow; vote unanimous approving the motion.

James Jayne stated the Overgaard Domestic Wastewater Improvement District operation would not have happened without public works' assistance and thanked them.

- s. **Workforce Investment Authority**: Gail Sadler reviewed her budget, stating the additional funding needed is for the Dislocated Worker program that will be run by existing staff and her revenue budget will be larger because of an increase in allocation. In response to a question from Supervisor DeSpain, Ms. Sadler provided statistics advising that direct client services in Navajo County average \$732 and \$736 per client in Apache County. She discussed various programs and their integration with other state and county programs. In response to a question from Supervisor Thompson, Ms. Sadler discussed the GED program that is run in partnership with Northland Pioneer College and local employers. In response to an inquiry regarding how Kayenta Township used their funding for the closure of the mine, Supervisor DeSpain stated he would request a report from Terry Drew at the next NACOG meeting.

James Menlove advised that many of the 0 items in the budget book are the result of the conversion to New World. He expressed appreciation to Lauren Sedillo for her assistance in this budget process. He discussed upcoming timelines related to the budget adoption. Supervisor Brownlow thanked James Menlove for his and his staff's efforts, stating these are the smoothest budget hearings that he ever sat through. James Jayne thanked James Menlove for his leadership on putting this budget together. Bill Fraley thanked the Board, James Jayne, and James Menlove for the recent raises, saying it has made a great turn around in employee morale and in recruiting personnel. He also thanked Dusty Parsons for his support. He said that in terms of manpower and physical resources, he is about 18 months ahead of where he anticipated being as compared to the bleak status when he took over the department.

At 3:25 p.m., **Supervisor DeSpain made a motion** to adjourn; motion seconded by Supervisor Thompson vote unanimous approving the motion.

APPROVED:

DATE:

David Tenney, Chairman

ATTEST:

Clerk of the Board