

**REGULAR MEETING MINUTES  
DUNCAN COMMON COUNCIL  
WEDNESDAY, JANUARY 8, 2020; 5:00 PM  
DUNCAN TOWN HALL; 506 SE OLD WEST HIGHWAY**

**CALL TO ORDER:** MAYOR THURMAN CALLED THE MEETING TO ORDER AT 5:15 PM.

**ROLL CALL:** COUNCILMEMBER SUSAN RIOS, VICE-MAYOR VALERIE SMITH, MAYOR ANNE THURMAN, AND TOWN MANAGER JOHN BASTEEN JR. ARE PRESENT. COUNCILMEMBER DEBORAH MENDELSON AND COUNCILMEMBER MARYANN MENDOZA ARE ABSENT. QUORUM PRESENT.

**PLEDGE OF ALLEGIANCE:** LED BY MANAGER BASTEEN.

**OPENING PRAYER:** LED BY MAYOR THURMAN.

1. **CONSENT AGENDA:** MAYOR ANNE THURMAN MADE A MOTION TO MOVE THE CONSENT AGENDA TO ITEM 13. VICE-MAYOR VALERIE SMITH SECONDED. ALL FAVORED. MOTION CARRIED.
2. **CALL TO THE PUBLIC:** THERE WERE NO COMMENTS.
3. **MAYOR'S REPORT:** THE MAYOR HAD NOTHING TO REPORT.
4. **COUNCIL REPORTS:** **COUNCILMEMBER SUSAN RIOS** HAD NOTHING TO REPORT. **VICE-MAYOR VALERIE SMITH** REPORTED THAT THEY MIGHT HAVE TO CONTINUE HAVING MEETINGS ON WEDNESDAYS BECAUSE SHE IS BEING CONSIDERED FOR THE SOFTBALL COACH. MAYOR THURMAN WANTED TO KNOW WHEN SHE WILL KNOW. SHE SAID PROBABLY TOMORROW AFTERNOON. THE MAYOR SAID SHE THINKS THEY CAN WORK WITH THAT. THE VICE-MAYOR SAID THEY HAVE ASKED A FEW PEOPLE, BUT NO ONE SEEMS TO WANT TO DO IT. VICE-MAYOR SMITH SAID SHE HAS AN AILMENT WHICH IS NOT SAYING NO. THE MAYOR SAID SHE HAS THAT TO AND IF SHE FINDS A CURE CAN SHE LET HER KNOW. THE VICE-MAYOR SAID SHE IS NOT SURE IF IT WILL HAPPEN, BUT SHE WANTED TO GIVE A HEADS UP.
5. **TOWN MANAGER'S REPORT:** THE MANAGER REPORTED THAT THE CREWS ARE BACK TO WORK CLEANING UP. THEY HAVE TAKEN DOWN ALMOST ALL THE CHRISTMAS DECORATIONS. ALSO, HE REPORTED THAT THE CDBG SEWER PROJECT IS CLOSED. HE SAID THEY ARE OPENING UP THE CURRENT CDBG PROJECT AND THEY WILL BE DOING AN ENVIRONMENTAL REVIEW ON IT. MAYOR THURMAN ASKED ABOUT THE ENVIRONMENTAL REVIEW. HE SAID THEY ARE GOING TO DO THE REVIEW ON THE WHOLE TOWN AND THAT IS GOOD FOR 5 YEARS. HE REPORTED THAT THEY ARE ALSO IN THE NEXT CYCLE FOR CDBG AND THAT IS TO PIGGY BACK OFF THE CURRENT ONE AND DO THE ROADS. THEY WILL BE DOING THEIR P2 AND P4 HEARINGS AND HE DID CONTACT HOUSING TO SEE WHY THEY STILL NEEDED TO DO THOSE WHEN THE MONEY IS ALREADY ALLOCATED. HE SAID THEY STILL NEED TO GO THROUGH THE STEPS AND DO IT EVEN

THOUGH THE MONEY IS ALLOCATED. HE SAID IF SOMEONE COMES IN WITH AN URGENT NEED THAT THE COUNCIL COULD DECIDE TO SWITCH IT, BUT THE WAY IT WILL BE PRINTED IS THAT THEY HAVE DECIDED TO WORK ON ROADS. MAYOR THURMAN SAID YOU ALMOST HAVE TO FILL OUT A NEW GRANT APPLICATION. HE SAID YES. HE SAID A GENTLEMAN FROM SEAGO WILL BE HERE FOR THE NEXT COUNCIL MEETING, SO THAT WILL BE STARTING UP. HE SAID THIS WILL BE THEIR LAST YEAR AND THEN THEY WILL GET A BREAK AND CLIFTON WILL PICK IT BACK UP.

HE SAID THEIR FMI SEWER PROJECT IS JUST ABOUT FINISHED UP, THEY WERE WELDING UP THE ROOF OVER THE DUMP PAD THIS WEEK AND THAT SHOULD BE COMPLETED THIS WEEK AND THEN THEY ARE GOING TO JUMP ON THE WATERLINE OR AIRPLANE. HE SAID IT SHOULD GO UP WITHIN THE NEXT MONTH TO FINISH THAT OFF.

HE SAID THEY DID TAKE A FEW ITEMS OFF THE AGENDA, THEY TOOK OFF THE NCRS, BECAUSE HE CALLED RICHARD LUNT AND TALKED TO DEREK AND THEY HAVE NOT HEARD ANYTHING ON THAT GRANT AS OF YET. HE SAID PHIL IS STILL TECHNICALLY EMPLOYEED BY GREENLEE COUNTY HE HAS NOT OFFICIALLY RETIRED, BUT THEY HAVE NOTHING TO REPORT.

HE SAID ANOTHER THING HE DID NOT HAVE ON THE AGENDA WAS ADOT AND THE DRAINAGE, HE DID CALL ADOT AGAIN AND DID NOT GET A PHONE CALL BACK FROM THEM, BUT HE DID TALK TO MEGHAN WAGLEY AND SHE SAID TO KEEP HER IN THE LOOP. THE MAYOR WANTED TO KNOW IF THEY HAD CONTACTED HER AT ALL. HE SAID NO. VICE-MAYOR SMITH WANTED TO KNOW WHAT OTHER STEPS THEY CAN TAKE ON THAT, DO THEY JUST HAVE TO KEEP CALLING THEM? THE MANAGER SAID YES, THEY NEED TO KEEP CALLING THEM. HE SAID THAT IS WHAT CLIFTON DID FOR THEIR DRAINAGE. THE MAYOR WANTED TO KNOW IF THE COUNCIL SHOULD SEND THEM SOMETHING IN WRITING. THE MANAGER SAID TO LET HIM TRY AGAIN WITH BILL AND FIND OUT WHERE THEY ARE AT. HE SAID IT LOOKED LIKE SOMEONE HAD LIFTED THE GRATING UP ACROSS FROM THE CHAPARRAL, BUT THEY DID NOT DIG ANYTHING OUT.

HE SAID THEY ARE PROJECTED TO GET A LITTLE BIT OF SNOW THURSDAY NIGHT INTO FRIDAY. THE MAYOR WANTED TO KNOW IF THEY WILL BE WORKING ON FRIDAY. THE MANAGER SAID YES, IF THEY NEED THEM TO. MANAGER BASTEEN SAID IT SUPPOSED TO BE DOWN TO 3500 FEET BETWEEN THURSDAY NIGHT AND FRIDAY MORNING.

HE ALSO SAID WILBUR THE PIG HAS BEEN CAPTURED. VICE-MAYOR SMITH WANTED TO KNOW WHO IT BELONGED TO. THE MANAGER SAID THEY KNOW WHO IT BELONGS TO. HE SAID THEY CAUGHT IT ONCE AND GAVE IT BACK TO THEM, BUT IT GOT OUT AND OTHER PEOPLE IN TOWN CAUGHT IT. HE SAID THE OWNERS ARE TO THE POINT WHERE THEY DON'T CARE. THE MANAGER REPORTED THAT IRONWOOD PIG RESCUE IS COMING AROUND 10:00 AM. THEY ARE ACTUALLY PICKING UP THIS PIG AND ANOTHER THAT SOMEONE CALLED THEM ON. THE MAYOR ASKED IF HE IS GOING TO LIVE ON A PIG FARM. THE MANAGER SAID YES, IN MARANA.

HE SAID HE ALSO PICKED UP TWO DOGS DURING THE CHRISTMAS BREAK. THERE WERE NO TAGS AND NO ONE CLAIMED THEM. HE SAID HE HAS TRAPS SET UP FOR SOME MORE DOGS THAT ARE RUNNING AROUND.

6. **GREENLEE COUNTY BOARD OF SUPERVISORS' REPORT:** CHAIRMAN LUNT WAS NOT AVAILABLE. HE WAS IN PHOENIX AT A WATER RIGHTS MEETING.
7. **GREENLEE COUNTY SHERIFF'S REPORT:** THE SHERIFF WAS NOT AVAILABLE.

- 8. CONSIDERATION OF APPROVAL TO ACCEPT MARYANN MENDOZA'S RESIGNATION FROM THE TOWN COUNCIL:** COUNCILMEMBER RIOS SAID SHE UNDERSTANDS THAT IS HER WISH AND SHE WOULD ACCEPT IT, BUT SHE THINKS IT IS UNFORTUNATE. SHE SAID SHE WISHES SHE WOULD HAVE STAYED AND EXPRESSED HER FEELINGS AND LET THE COUNCIL KNOW IF THERE WAS ANYTHING THEY COULD HAVE DONE PERHAPS TO MOVE FORWARD, BUT AT THIS POINT SHE DOES NOT BELIEVE THERE IS. **COUNCILMEMBER SUSAN RIOS MADE A MOTION TO ACCEPT HER RESIGNATION. VICE-MAYOR VALERIE SMITH AGREED WITH COUNCILMEMBER RIOS AND SECONDED. ALL FAVORED. MOTION CARRIED.**
- 9. CONSIDERATION OF APPROVAL TO ADVERTISE FOR A NEW COUNCILMEMBER:** THE MAYOR SAID THEY NEED TO ADVERTISE AND RECEIVE LETTERS OF INTENT. SHE WANTED TO KNOW IF THEY NEED TO DECIDE WHEN TO CLOSE. THE CLERK SAID THEY NEED TO FIGURE OUT WHEN THEY WILL HAVE THEIR NEXT MEETING. THE MAYOR SAID THE NEXT REGULAR MEETING WILL BE HELD ON WEDNESDAY THE 12<sup>TH</sup>. THE MAYOR WANTED TO KNOW HOW LONG IT HAS TO BE POSTED. THE CLERK SAID 2 WEEKS IN A ROW. THE MAYOR WANTED TO KNOW HOW SOON IT COULD GO TO THE PAPER. THE CLERK SAID IT COULD BE SENT TOMORROW AND IT WOULD PRINT NEXT WEDNESDAY. SHE SAID IT COULD BE PRINTED ON JANUARY 15<sup>TH</sup> AND 22<sup>ND</sup> AND 29<sup>TH</sup>. THE MAYOR SAID THEY COULD INTERVIEW THE CANDIDATES PRIOR TO THE NEXT REGULAR MEETING. THE CLERK SAID THEY COULD HAVE A SPECIAL MEETING OR WORKSHOP. THE MAYOR SAID MAYBE ON THE 5<sup>TH</sup> OF FEBRUARY TO DO INTERVIEWS. THE MAYOR SAID THEY COULD GIVE THEM A DEADLINE OF MONDAY, FEBRUARY 3<sup>RD</sup> AT 5:00 PM. THE CLERK SAID THEY COULD TELL THEM ON THE DAY THEY TURN THEIR LETTER IN THAT THEY WILL HAVE A SPECIAL MEETING ON WEDNESDAY, FEBRUARY 5<sup>TH</sup>.  
VICE-MAYOR SMITH ASKED WHAT THE LONGEST THE POSITION HAS BEEN OPEN. THE MAYOR SAID EVERY TIME THEY HAVE ASKED FOR A LETTER OF INTENT IT HAS FILLED UP FAIRLY QUICKLY. SHE SAID THERE ARE USUALLY 2 TO 3 INDIVIDUALS INTERESTED THAT COME IN. **MAYOR ANNE THURMAN MADE A MOTION TO APPROVE TO ADVERTISE FOR A NEW COUNCILMEMBER IN THE COPPER ERA BEGINNING WEDNESDAY, JANUARY 15<sup>TH</sup> WITH APPLICATIONS INTO TOWN HALL BY 5:00 PM ON MONDAY, FEBRUARY 3<sup>RD</sup>. VICE-MAYOR VALERIE SMITH SECONDED. ALL FAVORED. MOTION CARRIED.**
- 10. CONSIDERATION OF APPROVAL OF A COST OF LIVING RAISE FOR ALL EMPLOYEES:** THE MANAGER SAID HE IS ASKING FOR THIS BECAUSE EVERYTHING IS GOING UP, THE MINIMUM WAGE AND THE COST OF LIVING HAS GONE UP AND THE EMPLOYEES HAVE NOT RECEIVED ANYTHING LATELY FOR THE COST OF LIVING. HE SAID IN THE POLICY MANUAL HE LOOKED IT UP AND IT NEEDS TO GO THROUGH THE COUNCIL.  
THE MAYOR WANTED TO KNOW IF IT IS NORMAL FOR THE COST OF LIVING RAISE TO BE DONE AT THE BEGINNING OF THE YEAR. THE MANAGER SAID IT DOES NOT MATTER. HE SAID HE BROUGHT IT UP BECAUSE OF THE MINIMUM WAGE GOING UP. THE MAYOR ASKED IF THIS IS THE LAST YEAR FOR THE MINIMUM WAGE TO GO UP. THE MANAGER SAID THIS IS THE LAST ONE, UNLESS IT IS VOTED AGAIN IN NOVEMBER 2020.  
MAYOR THURMAN WANTED TO KNOW IF THERE IS A CERTAIN AMOUNT HE WANTS TO GIVE THEM. HE SAID HE WOULD GIVE \$1.00 ACROSS THE BOARD FOR EVERYONE. VICE-MAYOR SMITH ASKED IF HE IS GOING UP TO \$12.00 PER HOUR AND THEN \$1.00 MORE. THE MANAGER SAID IT

WOULD JUST BE \$1.00 MORE. COUNCILMEMBER RIOS WANTED TO KNOW IF EVERYONE IS MAKING MINIMUM WAGE. MANAGER BASTEEN SAID EVERYONE RIGHT NOW IS ABOVE MINIMUM WAGE. COUNCILMEMBER RIOS SAID ANYONE OUT THERE MAKING OVER MINIMUM WAGE WOULD NORMALLY NOT GET A RAISE. THE MANAGER SAID RIGHT, THE ONES BELOW MINIMUM WAGE WOULD AUTOMATICALLY GET A RAISE. COUNCILMEMBER RIOS SAID THAT IS THE WAY IT IS RIGHT NOW WITH ALL BUSINESSES. THE MANAGER DISAGREES WITH HOW THE STATE DID IT, BECAUSE YOU COULD HAVE SOMEONE WHO DID NOT WORK AS HARD AS THIS PERSON, BUT HE IS GOING TO HAVE TO TELL THIS PERSON SORRY, HE HAS TO GIVE THIS PERSON A RAISE, BUT YOU ARE NOT GOING TO GET ONE.

COUNCILMEMBER RIOS SAID SOME ARE GETTING THEIR RAISE, BUT DROPPING TO 32 HOURS A WEEK, BECAUSE IT IS A HARDSHIP ON THE BUSINESSES WHO ARE NOT MAKING ANYMORE MONEY AT THE CITY OR STATE OR ANYONE ELSE.

COUNCILMEMBER RIOS ASKED IF HE KNOWS ABOUT HOW MUCH MORE THAT IS A MONTH. THE MANAGER SAID THEY HAVE 5 WORKING 40 HOURS A WEEK AND 32 HOURS A WEEK FOR TWO EMPLOYEES AND JERRY GOES HOME A LITTLE BIT EARLY. COUNCILMEMBER RIOS ASKED THE MANAGER IF IT WOULD BE ABOUT \$1,000 MORE A MONTH. THE MANAGER SAID HE DID NOT THINK IT WOULD BE THAT MUCH. THE MANAGER SAID THERE ARE 5 AT \$80 PER 2 WEEKS AND 3 AT \$64 PER 2 WEEKS, SO YOU ARE LOOKING AT \$600 TO \$700 PER PAY PERIOD. COUNCILMEMBER RIOS SAID MINUS THE TAXES, SO YOUR OVERALL COST MAY BE SOMEWHERE AROUND \$1,000.

MAYOR THURMAN ASKED IF THEY ARE SET FINANCIALLY WHERE THEY CAN DO THAT.

COUNCILMEMBER RIOS WANTED TO KNOW IF THEY DO THIS ON AN ANNUAL BASIS. THE MANAGER SAID NO. COUNCILMEMBER RIOS SAID THE ONLY REASON IT CAME UP WAS BECAUSE OF THE MINIMUM WAGE GOING UP.

MAYOR THURMAN SAID IT MIGHT BE SOMETHING THEY WANT TO LOOK AT WHEN GOING THROUGH THE PERSONNEL POLICY.

COUNCILMEMBER RIOS WANTED TO KNOW IF THEY WILL GIVE SOMEONE BELOW MINIMUM WAGE A RAISE AND THEN GIVE THEM ANOTHER DOLLAR. THE MANAGER SAID NO, THEY DO NOT HAVE ANYONE BELOW MINIMUM WAGE. COUNCILMEMBER RIOS SAID THERE IS NO ONE AT MINIMUM WAGE. THE MANAGER SAID THEY ARE ALL ABOVE IT, SOME ARE JUST ABOVE IT.

VICE-MAYOR SMITH ASKED IF THE MINIMUM WAGE DID NOT EFFECT ANY OF OUR EMPLOYEES, BECAUSE THEY WERE ALREADY THERE. MANAGER BASTEEN SAID YES.

THE MAYOR ASKED FOR A MOTION. COUNCILMEMBER RIOS SAID SHE HATES TO SAY THIS, BUT SHE WOULD LIKE TO THINK ABOUT WHAT THEY ARE DOING. VICE-MAYOR SMITH AGREED. COUNCILMEMBER RIOS SAID SHE IS NOT SURE WHAT THE OVERALL IMPACT IS. SHE SAID SHE IS SURE NONE OF THEM MAKE ENOUGH TO GO ON A CARRIBEAN VACATION, SO SHE KNOWS THEY ARE NOT OVERPAYING, SHE WOULD JUST LIKE TO THINK ABOUT WHETHER THEY WANT TO GO THE EXTRA \$1,000.

VICE-MAYOR SMITH WANTED TO KNOW IF PAYROLL IS INCLUDED IN THE BUDGET. SHE SAID SHE WOULD LIKE TO GO BACK AND SEE WHAT THE TOTAL NUMBER WAS FOR THE YEAR THAT THEY PROJECTED, THEN SHE CAN GET A BETTER IDEA. **COUNCILMEMBER SUSAN RIOS MADE A MOTION TO TABLE UNTIL THEY CAN RESEARCH IT. VICE-MAYOR SMITH SECONDED. ALL FAVORED. MOTION CARRIED.**

- 11. CONSIDERATION OF DATE AND TIME OF THE NEXT MEETING:** THE NEXT REGULAR MEETING IS SCHEDULED FOR WEDNESDAY, FEBRUARY 12, 2020 AT 5:00 PM. A WORKSHOP WAS SCHEDULED FOR JANUARY 17<sup>TH</sup> AT 10:00 AM. A SPECIAL MEETING WAS SCHEDULED FOR WEDNESDAY, FEBRUARY 5<sup>TH</sup> AT 5:00 PM FOR INTERVIEWS FOR COUNCIL.
- 12. CONSIDERATION OF ITEMS FOR THE NEXT MEETING:** COST OF LIVING RAISE FOR ALL EMPLOYEES, SEAGO, AUDITORS, MEET ATTORNEY NOT ON AGENDA.
- 13. CONSENT AGENDA:** THE COUNCIL TOOK A RECESS AT 6:00 PM TO REVIEW THE CONSENT AGENDA. AT 6:23 PM, VICE-MAYOR VALERIE SMITH MADE A MOTION TO ACCEPT THE CONSENT AGENDA. COUNCILMEMBER SUSAN RIOS SECONDED. ALL FAVORED. MOTION CARRIED.
- 14. ADJOURNMENT:** AT 6:24 PM, MAYOR ANNE THURMAN MADE A MOTION TO ADJOURN. VICE-MAYOR VALERIE SMITH SECONDED. ALL FAVORED. MOTION CARRIED.

**CERTIFICATION:**

I HEREBY CERTIFY THAT THE FOREGOING MINUTES ARE A TRUE AND CORRECT COPY OF THE REGULAR MEETING MINUTES OF THE DUNCAN TOWN COUNCIL HELD ON THE 8<sup>TH</sup> DAY OF JANUARY, 2020. I FURTHER CERTIFY THAT THE MEETING WAS DULY CALLED AND HELD AND THAT A QUORUM WAS PRESENT.

DATED THIS 15<sup>TH</sup> DAY OF JANUARY, 2020.

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CYNTHIA NICHOLS, TOWN CLERK