

MINUTES OF THE REGULAR MEETING OF THE SHOW LOW CITY COUNCIL HELD ON TUESDAY, APRIL 21, 2026, AT 7:00 PM IN THE CITY COUNCIL CHAMBERS, 181 NORTH 9TH STREET, SHOW LOW, NAVAJO COUNTY, ARIZONA

1. Call to Order.

Mayor Leech called the meeting to order at 7:00 p.m.

2. Roll Call.

COUNCIL MEMBERS PRESENT: Mayor Leech, Vice Mayor Kakavas, Councilman Adams, Councilman Clark, Councilman Hatch, Councilman Judd, Councilman Whipple

COUNCIL MEMBERS ABSENT: None.

STAFF MEMBERS PRESENT: F. Morgan Brown, City Manager; Anna Atencio, City Attorney; Justin Johnson, Deputy City Manager; Mike Butora, Police Commander; Shane Hemesath, Public Works Director; Chris Reid, City Engineer; Trampas Johnston, Engineering Project Manager; Mike Mariscal, Community Services Director; Kendra Abel Library Services Manager; Shannon Adams, Grants Coordinator; and Rachael Hall, City Clerk.

GUESTS: Tom Kakavas, Doug Roberts, Mark McCloy, Maggie Price, Chris Dormer, Thomas Tomlinson, and others.

3. Invocation.

Councilman Adams gave the invocation.

4. Pledge of Allegiance.

Councilman Hatch led the Council and audience in the pledge of allegiance.

5. **CALL TO THE PUBLIC:**

Any citizen desiring to speak on a matter that is within the jurisdiction of the City Council may do so at this time. Comments shall be limited to three minutes per person and shall be addressed to the City Council as a whole, and not to any individual member. Issues raised shall be limited to those within the jurisdiction of the City Council. Pursuant to the Arizona Open Meeting Law, the City Council cannot discuss or act on items presented at this time. At the conclusion of the call to the public, individual City Council members may (1) respond to criticism made by those who have spoken, (2) ask staff to review a matter, and (3) ask that a matter be put on a future agenda.

None.

6. **SPECIAL EVENTS:**

A. Presentation by Navajo County Sheriff's Office

Chief Deputy Randy Moffitt, Navajo County Sheriff's Office (NCSO), provided an operational update.

Chief Deputy Moffitt reported the Dispatch/Communications Unit handled 15,183 dispatched events, 24,559 total calls, and 18,448 911 calls, and conducted 8,710 traffic stops. Staffing included nine telecommunicators, two supervisors, and one manager. The Criminal Investigations Unit investigated six homicides over the past year and was staffed by one lieutenant, one sergeant, and three detectives.

Chief Deputy Moffitt said the White Mountain Regional Special Response Team responded to five callouts. The Team included 14 members from regional law enforcement agencies, along with three medics and two negotiators.

Chief Deputy Moffitt said the Major Crimes Apprehension Team (MCAT), staffed by one lieutenant, two K-9 handlers, one detective, and one detention detective, seized 347 pounds of methamphetamine and approximately 500,000 fentanyl pills in 2025, compared to higher totals the previous year. MCAT made 213 arrests and conducted 259 assists. He noted evolving drug trafficking methods and increased concealment efforts. MCAT executed 49 search warrants, including vehicle and residential warrants.

Chief Deputy Moffitt highlighted two incidents: an April 2025 traffic stop that led to the recovery of a missing 13-year-old juvenile and the arrest of a kidnapping suspect, and a September 2025 stop resulting in the seizure of 34.1 pounds of methamphetamine valued at approximately \$618,700.

Chief Deputy Moffitt reported the Navajo County Jail employed medical and behavioral health staff and recently implemented medication-assisted treatment for opioid use disorder, currently serving 16 inmates with capacity for 72. A body scanner had also been implemented to detect contraband at intake.

The City Council thanked the Navajo County Sheriff's Office for their work and for keeping them informed.

B. Presentation Regarding Wildfire Mitigation by Arizona Public Service

Janet Dean, Public Affairs Manager with Arizona Public Service, was unable to attend the meeting. This presentation was moved to May 5, 2026.

7. **CONSENT CALENDAR:**

- A. Proclamation by the Mayor Proclaiming May 1, 2026, as **Loyalty Day** in the City of Show Low (Rachael Hall)
- B. Proclamation by the Mayor Proclaiming April 19 through 25, 2026, as **National Library Week**, in the City of Show Low (Mike Mariscal)
- C. Proclamation by the Mayor Proclaiming April 24, 2026, as **Arbor Day** in the City of Show Low (Mike Mariscal)

- D. Consideration of Resolution No. R2026-11 Granting Water Service Connection Line Easement to Jonathan Figueroa (Chris Reid)
- E. Consideration of Acceptance of NPC Waterline Replacement, City of Show Low Project No. 7602545 (Chris Reid)
- F. Consideration of Approval of Agreement with CNP Technologies for FortiVoice Phone System for Show Low Police Department and Associated Budget Transfers (Greg Westover)
- G. Consideration of Minutes of Show Low City Council meetings:
 - 1. Study Session of April 7, 2026, 6:00 p.m.
 - 2. Study Session of April 7, 2026, 6:30 p.m.
 - 3. Regular Meeting of April 7, 2026

COUNCILMAN ADAMS MOVED TO APPROVE THE CONSENT CALENDAR AS PRESENTED; SECONDED BY COUNCILMAN JUDD; PASSED 7 TO 0 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN ADAMS, COUNCILMAN CLARK, COUNCILMAN HATCH, COUNCILMAN JUDD, AND COUNCILMAN WHIPPLE VOTING IN FAVOR.

Ms. Hall read the Loyalty Day Proclamation aloud.

Ms. Hall read the National Library Week Proclamation aloud.

8. **NEW BUSINESS:**

- A. Consideration of Acceptance of Arizona Game and Fish Heritage Grant Funds and Approval of Associated Budget Transfers (Shannon Adams)

Ms. Adams said that in 2025, over 350 bear complaints were received within the City, and Game and Fish data predicted an increase in bear activity this year. Unsecured garbage was the leading attractant drawing bears into neighborhoods, creating safety concerns, property damage, and risks to wildlife.

Ms. Adams said Arizona Game and Fish made the City aware of a grant through Heritage funds to reduce bear encounters. The City applied to the Arizona Game and Fish Heritage Grant Program to purchase bear-resistant trash trollies and was awarded \$130,000. No match was required.

Ms. Adams said that this project would reduce human-bear conflicts by deploying approximately 440 certified bear-resistant containers in high-incident areas and educating residents on proper waste management. The City would collaborate with Arizona Game and Fish and local waste services to track incidents and measure success.

Ms. Adams said staff recommended accepting grant funding from the Arizona Game and Fish Department and approving the associated budget transfers. Mayor Leech asked who would decide where the bear-resistant trash trollies would go. Ms. Adams said Arizona Game and Fish had data on high-activity areas and would coordinate with City staff to determine where the bear-resistant trash trollies would be most effective.

COUNCILMAN ADAMS MOVED TO ACCEPT GRANT FUNDING FROM THE ARIZONA GAME AND FISH DEPARTMENT AND APPROVE THE ASSOCIATED BUDGET TRANSFERS; SECONDED BY COUNCILMAN WHIPPLE; PASSED 7 TO 0 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN ADAMS, COUNCILMAN CLARK, COUNCILMAN HATCH, COUNCILMAN JUDD, AND COUNCILMAN WHIPPLE VOTING IN FAVOR.

- B. Consideration of Award of Construction Contract for City Campus Landscaping Phase II, City of Show Low Project No. 4452677 (Shane Hemesath)

Mr. Hemesath said that the City's 2026 fiscal year budget includes \$45,000 for a project named City Campus Landscaping. This funding was allocated to improve the landscaping at the City campus after the improvements were completed to the new City Recreation building. The scope of the work included removing rocks and debris, installing new landscape rock, paver walkways, bushes, trees, topsoil material with sod, and a completed irrigation system to sustain the improvements. The improvements were along the west side of the new recreation building and along the south side of the building along East McNeil.

Mr. Hemesath said a design concept was established by City staff, and bids were requested as required. The following bids were received.

<u>Contractor</u>	<u>Total Bid</u>
Tim's Landscape Creations	\$58,501.86
It's Magic, Inc.	\$62,369.46

Mr. Hemesath said additional funding from the Parks and Facilities General Improvements would be utilized to cover the cost that exceeds the budgeted amount.

Mr. Hemesath said staff recommended awarding the construction contract for the City Campus Landscaping Phase II project, City of Show Low Project No. 4452677, to Tim's Landscape Creations in an amount not to exceed \$58,501.86 and approving the associated budget transfers.

Councilman Judd asked for clarification on the location of the new landscaping. Mr. Hemesath said the new landscaping would go around the back of the fitness building and up towards the new recreation building, which was the shorter of the two long buildings. The area would be regrassed, and two willows that needed to be removed would be replaced. There would be some other

improvements as well.

VICE MAYOR KAKAVAS MOVED TO APPROVE THE CONSTRUCTION CONTRACT FOR THE CITY CAMPUS LANDSCAPING PHASE II PROJECT, CITY OF SHOW LOW PROJECT NO. 4452677, TO TIM'S LANDSCAPE CREATIONS IN AN AMOUNT NOT TO EXCEED \$58,501.86 AND APPROVE THE ASSOCIATED BUDGET TRANSFERS; SECONDED BY COUNCILMAN ADAMS; PASSED 7 TO 0 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN ADAMS, COUNCILMAN CLARK, COUNCILMAN HATCH, COUNCILMAN JUDD, AND COUNCILMAN WHIPPLE VOTING IN FAVOR.

- C. Consideration of Award of Construction Contract for Timothy McKay Park Parking Lot and Walking Path Project, City of Show Low Project No. 45526117B to Surface Contracting Inc. for an amount not to exceed \$718,335.00 (Shane Hemesath)

Mr. Hemesath said that in 2022, the City Council adopted Resolution No. R2022-23, naming the City-owned property, A.P.N. 210-18-015B, Timothy McKay Memorial Park. The park's design was completed with direction from the City Council and input from the Parks and Recreation Advisory Committee. In March 2024, the City submitted a pre-application to Arizona State Parks for a Land and Water Conservation Fund (LWCF) grant to develop Timothy McKay Memorial Park. The City Council adopted Resolution No. R2024-16 approving the grant application on May 21, 2024, and the Notice of Award for the LWCF grant for a 50 percent match was issued on September 3, 2025. The total estimated cost of the project was \$1,735,515.

Mr. Hemesath said for ease of bidding and construction, this project was broken down into phases. The first phase, involving the remodel of the existing structure on-site, was underway. Work for the second phase included removing and replacing the deteriorated concrete parking area with a new asphalt parking lot, installing new parking lot lighting, installing conduit for future landscaping improvements, installing retaining walls, installing ADA-compliant walking paths, and installing drainage infrastructure required for the improvements. This portion of the project was designed by City engineering staff, with an engineer's construction cost estimate of \$710,000. The project was publicly bid, and the following bids were received:

<u>Contractor</u>	<u>Total Bid</u>
Surface Contracting Inc.	\$718,335.00
Lejas Corporation	\$755,160.00
Western Grade LLC	\$775,236.32
Perkins Cinders Inc.	\$818,471.26
McCauley Construction and Trucking LLC	\$948,035.00

Mr. Hemesath said staff recommended awarding the Timothy McKay Memorial Park Building Remodel, City of Show Low Project No. 45526117B, to Surface Contracting Inc. in an amount not to exceed \$718,335.

Councilman Clark asked for clarification on the phases of the project. Mr. Hemesath said the first phase was the on-site building remodel, to make the restrooms ADA-compliant and the building usable. The cost was approximately \$200,000, and the project was almost complete.

Mr. Hemesath said phase two was the largest portion of the project and included 45 to 50 parking stalls, two asphalt loops, an interior walkway, and a larger exterior walkway, creating walking loops throughout the entire park. The drainage, lights, and striping were also included.

Mr. Hemesath said there were three more phases. The next phase would include grass and trees and would be done this summer. The fourth phase would include creating a small play mound for kids and installing three ramadas. The final phase would be another bathroom.

Councilman Clark asked whether phase two costs were coming in lower or at the budgeted amount. Mr. Hemesath said the work for phase two was coming in pretty close to the projected budget.

COUNCILMAN JUDD MOVED TO APPROVE THE CONSTRUCTION CONTRACT FOR THE TIMOTHY MCKAY PARKING LOT AND WALKING PATH PROJECT, CITY OF SHOW LOW PROJECT NO. 45526117B TO SURFACE CONTRACTING, INC. IN AN AMOUNT NOT TO EXCEED \$718,335.00; SECONDED BY MAYOR LEECH; PASSED 7 TO 0 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN ADAMS, COUNCILMAN CLARK, COUNCILMAN HATCH, COUNCILMAN JUDD, AND COUNCILMAN WHIPPLE VOTING IN FAVOR.

- D. Consideration of Award of Professional Service Contract to Install Supervisory Control and Data Acquisition Equipment on Fawnbrook Water Booster Station (Shane Hemesath)

Mr. Hemesath said that the Fawnbrook Booster Station was a water booster station that enabled the City to move water from the center of the City to the southern portions of the City's water system.

Mr. Hemesath said that this booster station was not included in the Supervisory Control and Data Acquisition (SCADA) Control System. This system allowed staff to monitor and fully control the facility from a computer, rather than through manual operation.

Mr. Hemesath said PACE Advanced Water Engineering was the design firm that recently completed SCADA upgrades within the current system. Staff contacted PACE for a proposal to modify the SCADA system to include the Fawnbrook Booster Station.

Mr. Hemesath said the scope included installing the necessary hardware and software modifications to integrate the booster station into the City's SCADA system. A detailed scope of work was also included in the Council packet.

Mr. Hemesath said staff recommended approving the Professional Services Contract for Supervisory Control and Data Acquisition Control System improvements for the Fawnbrook Booster station to PACE Advanced Water Engineering in an amount not to exceed \$74,983.

COUNCILMAN WHIPPLE MOVED TO APPROVE THE PROFESSIONAL SERVICES CONTRACT FOR SUPERVISORY CONTROL AND DATA ACQUISITION CONTROL SYSTEM IMPROVEMENTS FOR THE FAWNBROOK BOOSTER STATION TO PACE ADVANCED WATER ENGINEERING IN AN AMOUNT NOT TO EXCEED \$74,983; SECONDED BY COUNCILMAN ADAMS; PASSED 7 TO 0 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN ADAMS, COUNCILMAN CLARK, COUNCILMAN HATCH, COUNCILMAN JUDD, AND COUNCILMAN WHIPPLE VOTING IN FAVOR.

- E. Consideration of Approval of Final Schematic Design of Show Low Sports and Event Center, and Approval of Budget for Design Development Phase, City of Show Low Project No. FM-4625 (Shane Hemesath)

Mr. Hemesath said at its regular meeting on July 15, 2025, the City Council awarded the pre-construction contract to Haydon Companies LLC for the Show Low Sports and Event Center. The scope of work for this contract covered the first phase of the design-build contract for the facility. Over the past few months, the design team worked to finalize the schematic design of the facility. At the March 24, 2026, City Council Meeting, the schematic design of the facility and the schematic design cost estimate were reviewed with the City Council. Concerns about the facility's cost were raised, and the design team was asked to develop options to reduce the project's cost.

Mr. Hemesath invited Chris Ford from 4-Line Studio and Fritz Behrhorst from Haydon Company LLC to present the updated schematic design and cost reduction options.

Mr. Ford provided a brief overview of the design team's process to date. On July 15, 2025, the Design Team presented the initial design concept developed during the City's procurement process prior to approval of the preconstruction contract. The initial proposed design was roughly 83,500 square feet on the original building site south of Woolford Road, with an estimated cost of \$35 million. On August 5, 2025, the Design Team presented a design update to the Council based on initial meetings with the consultant, SFA, and City staff. That included initial discussions about critical quality components, such as the gym floor, seat quality, scoreboards, and other items.

Mr. Ford said that on September 16, 2025, the Design Team presented a design update to the Council, in coordination with the community outreach meeting, prior to the Council meeting. That meeting was based on the interim workshops

and draft room data sheets that SFA provided. It was noted during the Council meeting that the building size was trending approximately 40% higher than the original concept presented in July, based on the required room configurations. Additionally, some of the selected design elements were presented with critical cost implications not captured in the original design, such as a real wood floor and expanded kitchen equipment.

Mr. Ford said that on October 1, 2025, the Design Team presented various site locations for consideration. Site 2, which was the current project site north of Woolford Road, was approved by City Council. On November 18, 2025, the Design Team submitted the 100% programming package to City staff and began the programming estimation process. That package included the final room data sheets, the conceptual floor plan, and conceptual renderings based on the updated program. On December 9, 2025, the Design Team presented the programming package to the Council, which included the fully updated conceptual concepts based on City input and SFA recommendations, and the final design was roughly 118,000 square feet.

Mr. Ford said on January 6, 2026, the Design Team presented the full programming cost estimate based on that package. The total cost estimate for the project was \$56.44 million, and the Council authorized the Design Team to proceed with schematic design based on the approved programming, design, and budget.

Mr. Ford said that on February 3, the Design Team presented to City Council, in coordination with a second community outreach meeting, a handful of cost-reduction strategies, including reducing the overall building footprint to roughly 114,000 square feet, with total estimated savings of roughly \$500,000. The Design Team also presented the initial iterations of the facility's interior design concept. On February 24, the Design Team submitted the 100 percent schematic design drawings to the City staff and began the schematic design cost estimate process.

Mr. Ford said that on March 24, the Design Team presented the cost estimate of the submitted schematic design package. The total estimate of the completed package was estimated at \$57.97 million. The Design Team also presented updated interior design concepts and was asked to return with cost-reduction strategies.

Mr. Ford said the Design Team intended to present the proposed cost-reduction strategy in hopes of receiving direction on some of the critical-path items that would be presented and authorization to move into the design development phase. He presented a comprehensive list of all the items that were reviewed. All the listed items combined to roughly \$2.2 million in potential savings and did not impact the functionality of the facility. There were some quality reductions shown here, but they would not actually reduce the square footage. They would not hinder the facility's ability to do what it was intended to do.

Mr. Ford said the list was split into site, community room, lobby and corridor, miscellaneous building categories, and call design clarifications. These were items that the design team, along with the construction team, had already identified for removal from the project, as they did not affect anything visible or felt by the public.

Mr. Ford said a few examples of those items included reducing the thickness of the gym concrete slab per the geotechnical report, removing the headlight walls on the north and east walls, and removing the interior stucco finish in the lobby. Those items could be removed without major discussion, as they would not significantly affect the building's aesthetics. He said 11 items on the reduction strategy slide were critical path items, as the Design Team would like to receive direction on these tonight. These items directly impacted the design of the structure. And so, adding or subtracting those in the future would be very problematic and likely lead to schedule delays for the overall project. He said the Design Team intended to issue an early site package so that dirt could be moved before the building was actually finalized and permitted.

Mr. Ford said the first two cost-reduction strategies pertain to the site walls along the perimeter. The six-foot walls along the perimeter were required per the zoning ordinance to screen the commercial development from the residential district. The walls, of various heights, up to 10 feet high, screen the mechanical and service yard adjacent to the building. He said cost-reduction strategy number one was to replace the exposed masonry six-foot perimeter walls with a precast wall. This was a local product, and there were many design options. He said cost-reduction number two would be to use precast walls for the mechanical and service yards instead of matching the masonry used on the facility.

Mr. Ford said the next three cost-saving items were all intertwined in an either/or situation. The third item was for 16 tree grates at the drive aisle entry plaza, specified as at-grade grates. It was designed to minimize the impact on the paving while still maximizing the health of the trees. He said going to a standard tree grate, which would be some sort of ironwork, would save roughly \$46,000.

Mr. Ford said that in the previous design concepts, the entry drive aisle drop-off was a flush-grade element. Cost-reduction strategy number four would remove that at-grade plaza and landscape, treat it like a normal asphalt drive aisle, and drop it down with a six-inch curb. This would get rid of the decorative bollards and tree grates completely, creating a more traditional drive aisle while still leaving some decorative paving.

Mr. Ford said cost-reduction strategy number five would include all the elements of number four, but change the material from decorative concrete to asphalt, which was a savings of roughly \$100,000, and then \$194,000 was for removing the at-grade plaza.

Vice Mayor Kakavas said that, in past discussions, it was mentioned that the drive aisle could be used for food trucks and similar uses, and asked whether moving to cost-reduction number four would eliminate space for food trucks and the like. Mr. Ford said there would still be a pull-off area where food trucks could pull off and park along the edge of the plaza. It would just not be integrated like in the at-grade option. The initial intent was that, if there were a festival of some sort, the drive aisle could be blocked off, cars funneled around the entire parking lot, and vendors would set up in that area. There would be many more outdoor market opportunities, whereas under the cost-reduction strategy, it would be more of a standard drive aisle with a small bump-out for food trucks.

Mr. Ford said cost-reduction item six would be to remove the fire pit and boulder element from the exterior patio space that was off the meeting rooms. Removing those elements would save roughly \$44,000. These elements would be replaced with standard paving in that patio space.

Mr. Ford said cost-reduction strategy number seven would be to remove the rock garden element and some cast-in-place benches at the front of the building. The removal of those elements generated roughly \$38,000 in savings.

Mr. Ford said that for cost-reduction item number eight, the Design Team had shown a concrete sidewalk connection from the main sidewalk, which ran from Woolford along the back, connecting at the entry. This area was a secondary connection to a future sidewalk. However, since the road was not built yet, that would be roughly a \$31,000 savings from not making that connection.

Vice Mayor Kakavas asked if that connection could be made at a later date. Mr. Ford said yes, it could. It would just be a landscaped area for now.

Mr. Ford said cost-reduction item nine involved moving from two full-size loading dock bays designed to house the length of a semi to one bay, and it would not be a dock. It would be a spot for a semi to park, and not include upgrades like ramps or a loading dock. He said an area had also been identified for a future generator enclosure, and that would be removed. He said there would still be room for a generator in the future. And lastly, removal of the extra space allocated for storage and a workroom in that back-of-house area. Those changes would yield roughly \$73,000 in savings.

Mr. Ford said there were two reduction strategies for the meeting rooms. The current meeting room design featured a sloped ceiling and a slightly elevated ceiling finish, which still performed acoustically as needed. Replacing that decorative ceiling with a standard ACT tile results in savings of roughly \$96,000. That would still keep the ceiling slope following the roof, so there would still be visual interest in that room. He said it was really just a change in the material, whereas item number 11 involved removing the slope in that ceiling, which lowered it to basically 16 feet clear, making the dividable walls in the room all the same height, rather than different heights. It also removed all the glass above the ceiling height. Those cost savings were \$58,000.

Mr. Ford said there were potentially eight cost-saving items in the lobby and corridor area for a total of 64 different combinations. Instead of presenting all the combinations, the renderings were split into "good, better, and best". The "best" option would be what was shown previously in the full schematic design package. The "better" option would be to reduce two of these items, which were relatively acceptable to cut without sacrificing much of the quality of that space. And then the "good" option would involve cutting the remaining items. The "better" option had \$145,000 in savings, and the "good" option was \$766,000 in savings.

Mr. Ford said the main corridor space fed all the restrooms, secondary access to the gym, and the meeting rooms. Cost reduction strategy 12 would involve removing the metal paneling from the walls at the north end of the bathrooms and reverting to standard paint and drywall, resulting in roughly \$92,000 in savings.

Mr. Ford said that cost-reduction strategy 13 involved the four portal moments: the entry vestibule, the fireplace, and two at the concession stands. In the initial schematic design package, there was a decorative metal panel above each of those. By getting rid of those and going to standard paint or drywall, there would be \$53,000 in savings.

Mr. Ford said cost-reduction item 14 involved metal-panel ceilings to hide the building's inherent structure, the insulation, and all the mechanical systems. It also had an acoustical benefit in the lobby space. However, removing those panels resulted in roughly \$170,000 in savings.

Mr. Ford said cost-reduction item 15 involved reducing the wall tile in the corridor, resulting in roughly \$7,000 in savings.

Mr. Ford said cost-reduction item number 16 would be the removal of the lobby fireplace, resulting in roughly \$61,000 in savings.

Mr. Ford said cost-reduction item number 17 in the lobby would involve removing the exterior and interior exposed masonry and using a standard metal panel on the outside and drywall on the inside, resulting in roughly \$30,000 in savings.

Mr. Ford said cost-reduction item number 18 was located in the corridor and involved removing the interior masonry and replacing it with drywall, resulting in \$153,000 in savings.

Mr. Ford said cost-reduction item number 19 involved the double-door vestibules to the meeting rooms, providing sound isolation and a bit of a buffer between the corridor and the meeting rooms. The removal of those was roughly \$29,000 in savings.

Mr. Ford said, finally, that in the two portal moments leading into the gym from the lobby, there was a decorative wood wall and ceiling treatment. Removing those and using paint and drywall resulted in roughly \$171,000 of savings.

Mayor Leech asked what the Design Team recommended putting in place of the vestibules. Mr. Ford said the vestibules would be open.

Mr. Ford reviewed the lobby and corridor slides, highlighting the “best, better, and good” views to show the Councilmembers the variations among them.

Councilman Judd asked for clarification on what the ceiling would look like with the exposed insulation. Mr. Ford said the insulation would be covered in either a white or black material. Also, there would be secondary black structural items that tied the structural members to the building, as well as exposed ductwork.

Councilman Adams said he had an issue with the look; he did not like the drywall. He said he liked the original look.

Mr. Ford said there were options for cost-reducing items 21 and 22. Regardless of whether the interior masonry remained or was removed, there was still masonry on the exterior of the meeting space. A high-quality masonry finish was selected. Cost-reduction strategy 21 would be to keep the same honed finish, which was essentially ground masonry, but choose a cheaper color. As a result, there were roughly \$49,000 in cost savings. If a more standard finish were used, that could result in a \$98,000 savings.

Mr. Ford said cost-reduction item 23 would be to use a cheaper standard metal panel profile while still maintaining the three-way color scheme on the exterior south elevation along Woolford Road, since it would only be seen from the road. This would not really impact the building's aesthetics. That would be roughly \$35,000 in savings.

Mr. Ford said cost-reduction item 24 involved removing the clerestory in the gym on the north side of the building, which allowed natural light to enter. This would be roughly \$165,000 savings.

Mr. Ford said there were a handful of items mentioned over the course of the project that were not included in the schematic design budget, and he wanted to bring them up as the project moved. There were the dropdown volleyball nets, which were not included in the current design and would cost roughly \$251,000 to add. An upgraded PA system would cost \$55,000. The acoustic drop-down curtain in the gym would cost \$260,000. And then there were two different tiers of acoustical improvements in the gym, one for tournament-grade and one for performance-grade, again, either \$300,000 or \$1.1 million. All these items could add \$1.6 million to the budget if accepted. He said that, of the items on this list, the one the team ideally needed direction on to move forward was the dropdown volleyball nets, as those affected the structure.

Mr. Ford said that the total of the last estimate was \$57.97 million, there were potentially \$2.2 million in savings without impacting the building's functionality, and identified \$1.6 million in potential adds. There were 11 critical path reduction items and one additional critical path item that the team hoped to receive feedback and direction on to move into the design development phase.

Mr. Hemesath said they would like to return to the first item and go through them one by one, discuss the pros and cons of each, and receive feedback from the Councilmembers.

Mr. Ford said the first two items were the type of wall finish for the site walls. Item one was just at the six-foot perimeter fence adjacent to the residential area. Item two was around the building's back-of-house area.

Mayor Leech said he did not mind the alternate wall material as long as it did not look like stamped concrete. Mr. Ford said it was stamped concrete.

Mr. Ford said that since item one was away from everything, the change made sense. The real discussion was item two because there was masonry on the building, and the wall would be right next to it. The wall would either feel like a separate, tacked-on element or be integrated into the building's architecture. Neither of these was a critical path item and could be left for further discussion.

Mayor Leech asked when looking at that area in item two, a person would see the masonry wall or precast wall in the foreground and the building in the background. Mr. Ford said that was correct.

Mayor Leech said he thought the wall should match the building.

Mr. Ford asked the Councilmembers whether they wanted to accept the change proposed for item one but not for item two.

Mayor Leech said he thought both walls needed to match; he did not want to use precast concrete.

Mr. Hemesath asked the Councilmembers to say yes, accept the cost savings, or no, they did not accept the cost savings, as each item were reviewed.

The Council had a consensus to accept strategy one and to delay a decision for strategy two to a later time.

Mr. Ford said items three, four, and five were intertwined as they related to the look of the entry plaza. Item three involved changing the tree grate specification, and items four and five focused on eliminating the at-grade plaza element. He suggested starting with the grade plaza element.

Mr. Hemesath said the alternative to the at-grade plaza element would be to create an asphalt drive aisle with curbing.

Mayor Leech said the at-grade element looked like wasted space. While he liked the drive-up idea and blocking it off for outside events, he did like the alternative drive aisle concept.

Mr. Ford said item four still involved a change in material in that area, so it still felt a little more integrated with the plaza space, and item five was just asphalt.

The Council had a consensus to accept strategy five, and did not accept strategy three and four.

The Council had a consensus to accept strategy six.

The Council had a consensus to accept strategy seven.

The Council had a consensus to accept strategy eight.

Mr. Ford said item nine, simplification of the back-of-house, was a critical-path item.

Councilman Judd asked if that meant there would be no loading docks. Mr. Ford said there would be one parking space for a semi, not at grade.

Mr. Hemesath said Mike Mays, with SFA, was on the phone and asked him to address the removal of the loading dock. Mr. Mays, said the events that would be affected if the facility did not have a loading dock would be the ones that staged music. Not having a loading dock could deter music acts. He said he did not think music events were highly effective for the pro forma, and SFA was not forecasting many of them.

Councilman Judd asked whether there was an option for a single loading dock. Mr. Ford said the team took the approach of eliminating the loading docks, flattening the area, removing the generator enclosure, and removing the future workspace in the area so it would be tight. At one point, there was a discussion about potentially installing an outdoor cooler in that area if the kitchen needed more space. However, the space would be gone if all the items were accepted. The difference could be split to keep everything, but get rid of one of the loading docks. At this time, he could not say what the cost savings would be.

Mayor Leech said he liked having a loading dock there at grade and that the generator enclosure could be done later. Mr. Hemesath said maybe the direction would be to keep one loading dock.

Mayor Leech asked what the options were. Ford said there could be four different possibilities. There could be one or two docks, and they could be just a parking space, a ramp, or any combination of those.

Mayor Leech said he thought that the facility needed one dock with a ramp. The Council's consensus was to have one dock with a ramp. Mr. Ford said that could be done, but it would not be the full \$74,000 in savings, but rather roughly \$50,000 in savings.

Mr. Ford said he wanted to start with item 11 regarding the meeting room specifications, since it was a critical path item, and then they could discuss the actual ceiling finish. Currently, the ceiling sloped with the roof structure, which gave a grandness to the space.

Mayor Leech, Councilman Adams and Councilman Whipple said they did not like the flat ceiling. The Council had a consensus to not accept strategy 11.

Mr. Ford asked for input on item ten: to keep the specialty ceiling tile specifications or move to a more traditional ACT tile.

Councilman Whipple said he would like to save the \$100,000 and go with the ACT ceiling tiles.

Councilman Hatch agreed with Councilman Whipple.

Vice Mayor Kakavas asked what the color of standard ceiling tiles would be. Mr. Ford said that standard ceiling tiles were white; they could be painted, but they didn't look great. The Council needed to commit to white if they chose the ACT tile.

Mr. Ford suggested using the ACT tile as the base bid, and alternative specialty tiles could be presented at a later date, depending on where the other numbers were coming in.

Councilman Hatch said to keep the slope and the windows and discuss the tiles later.

Mr. Ford said that, regarding the lobby/corridor cost-reduction strategies, he would start with the "two better" item 12, the corridor wall going from metal panel to drywall.

Councilman Clark said that when the City first started working on this project, he had always thought it would be a sports and recreation facility. Previous renderings had more of a sports-arena feel. The latest renderings felt like a conference center with basketball courts attached, not a sports center. He said one of the things he did not want to happen was for this building to sit vacant until the weekends or just have kids playing basketball. What he saw was just a big open gathering space; it did not have the feel of a sports facility.

Councilman Clark said the whole idea behind the walking track was for people to walk it, or, if there were exercise equipment in this space, to use that. It should

bring the community together there. Conference space would not be used unless there was a conference.

Vice Mayor Kakavas said that was why the walking track was added to the second floor, to provide the community with the opportunity to use the facility. But the concept was to also have an event center as well.

Councilman Clark said it felt like the event center was taking over the whole building. When this center was envisioned a long time ago, it was intended as a community center as well as a sports and recreation center, and economic opportunity. And the event center would be designed to host Saturday-night events, such as the Youth Foundation, the Elks Foundation, or the Rocky Mountain Elks Foundation.

Mayor Leech said he still saw the current facility as a sports and events center. He did not see the facility as an attachment to any type of motel.

Councilman Clark said the design of the atrium or lobby had the feel of walking into a conference center.

Councilman Hatch said he thought the better investment was in public access, drawing in the community, and bringing in sports teams. He would like it to be kept as clean and simple interior design. The nice aesthetics could be saved for inside the conference rooms.

Mayor Leech asked if that meant that Councilman Hatch wanted the "best" of the renderings.

Councilman Hatch said his recommendation was going down to "good."

Councilman Whipple said he agreed with "good". If drywall were used, City crews could maintain it better than metal.

Councilman Hatch said he thought some material could be installed along the corridors to protect the hit points. He asked what was below the installed metal, since the metal started 12 feet up the wall. Mr. Ford said tile was currently specified for the lower portion of the wall. In the "best" version, the metal panel went from the roof down to eight feet. In the "better" version, the tile would go from zero to eight feet. If the Council approved removing the metal wall panel, it would become painted drywall. In the "better" version, there would be tile from zero to eight feet. In the "good" version, the entire wall would be sheetrock.

Mayor Leech said he could give in to "better" but not "good", not with that much sheetrock. Crews would be patching and painting after every event. Mr. Ford said they organized the cost reductions into "good, better, best" for ease of communicating. If the Council wanted to approve item 12 and not item 13, that was doable. There were eight items in the "good" version; the Council did not need to accept all eight.

Vice Mayor Kakavas confirmed that item 13 was being discussed. Mr. Ford said he was looking for direction on item 12, the removal of the metal wall panel from eight feet to the roof, and on item 13, the four portal metal panels to drywall.

Councilman Judd was fine with replacing the metal with drywall and having tile from zero to eight feet. The Mayor agreed with that.

Councilman Clark said he agreed with Councilman Whipple and Councilman Hatch.

Mr. Ford confirmed that the Council agreed to accept the item 12 changes.

Mr. Ford said item 13 was for the removal of the decorative metal panel that sits above the two concession stands, the fireplace, and the entry vestibule. He asked whether the Council agreed to accept that change. Councilmembers agreed to accept item 13.

Mr. Ford said item 14 was for the removal of the suspended metal-panel ceiling and asked whether the Council agreed to accept that change.

Mayor Leech and Councilman Judd said they were hesitant to have everything exposed.

Councilman Hatch said that, when talking about exposed ductwork between the two spaces, that would be the big pipes. Mr. Ford, that would be conduit, electrical conduit, sprinkler pipes, and insulation used in a pre-engineered building, which was not aesthetically pleasing. Also, according to the acoustical analysis, that ceiling treatment was really important for that space.

Councilman Clark asked what would be done if there was no ceiling paneling, paint everything black. Mr. Ford said that without the ceiling tile, it would be the exposed insulation.

Councilman Judd expressed concern that, after ten years, the material would begin to fall. He did not want to see that.

Councilman Clark said that in most recreational facilities, they paint everything black and did not put in all this decorative stuff. However, conference centers did have decorative ceilings. He said it felt like the City was trying to merge two buildings into one.

Vice Mayor Kakavas said the Council could compromise by installing drywall in the corridors and entryways while keeping the ceiling aesthetically pleasing.

Councilman Judd asked what the cost savings were on the ceiling. Mr. Ford said that it was \$170,000. This was a critical path item, so he wanted to make sure all Councilmembers agreed with this item.

Councilman Whipple said he did not see any exposed ductwork in the picture with the exposed ceiling. Mr. Ford said that was not included in the current renderings; it just showed what the insulation looked like, but not all the details of what went into the ceiling. The ductwork, conduits, sprinklers, and building infrastructure would be on top of the insulation.

Councilman Hatch asked for clarification on the exposed ceiling in the gym. Mr. Ford said the ductwork would be exposed in the gym. At the February meeting, during the first interior presentation, one of the topics of discussion was which spaces the money would be allocated to. The lobby and corridor were among the areas identified as critical because they were focal points of the building. The gym had a lot of natural functionality that defined how the space felt.

Mayor Leech confirmed with Councilmembers that they did not want to accept the item 14 change.

Mr. Ford said item 15 was the removal of the tile discussed from 0 to 8 feet in the corridor. The Councilmembers did not want to remove that tile, Council did not accept item 15.

Mr. Ford said item 16 was the removal of the fireplace element in the lobby. The Councilmembers agreed that the fireplace should be removed.

Mr. Ford said item 17 was the removal of the interior and exterior masonry on the walls in the lobby space.

Mayor Leech said he thought the masonry needed to stay. It would only be a \$29,000 savings on a \$50 million building. The Councilmembers agreed to keep the masonry.

Mr. Ford said item 18 was the removal of the masonry down the corridor. The masonry would remain on the exterior walls of the meeting room. The design intent was to keep it and wrap it around the inside. The Design Team could play with the planes of the walls with colors, but lose the texture and some of the durability.

Mayor Leech asked if the masonry could go up eight feet, like the tile. Mr. Ford said the team could look at doing something like that but probably use something that was not block. Mr. Hemesath said there would still need to be something that protected the wall.

Vice Mayor Kakavas asked to see the "better" option for that area. Mr. Ford said the "better" option had the painted drywall on the gym side, keeping the tile and the ceiling, and the masonry on the outside wall.

Mayor Leech said it seemed like the lower eight feet were the problem area, where walls could be damaged, so something should be done to ensure both sides of the corridor match. Councilman Whipple agreed with the Mayor.

Mayor Leech asked if this was a critical item. Mr. Ford said yes, item 18 was a critical-path item. The team needed to know whether the corridors would have full masonry or another material before the project started.

Mayor Leech said he and Councilman Whipple thought both sides of the corridor should match. He did not think a big block wall was needed. It would be best to go up eight feet with something that looked good, like what was being proposed on the gym side.

Mr. Ford said that the item 18 change was accepted, but there would be an add-back for the material used on the zero to eight feet of the wall, so there would not be the full \$153,000 in savings.

Mayor Leech asked if that side was a structural wall. Mr. Ford said that it was not a structural wall. He said this was a critical item because the building structure had to support a 20-some-foot-tall masonry wall if Council decided to use that material.

Mayor Leech asked if Council could change the material or if it needed to remain block. Mr. Ford said it was not required for the structure. He said the team would leave the savings at \$120,000 as a placeholder and return with a solution for the base.

Mr. Ford said item 19 was the removal of the meeting room vestibules.

Mayor Leech said that it did not make sense to keep those rooms open and asked if they could have one set of doors instead of two. Mr. Hemesath said there would always be a door, but this design had two sets of doors, so there would be a sound buffer.

Mr. Ford said the double door vestibule was truly there for acoustical reasons to separate the space. They were not actually critical; it would only be an issue if there were a large event in the hallway that differed from the one in the meeting room.

Councilman Judd said he did not think there would be many occasions when a basketball event and a conference would be held at the same time. He asked if the double doors could be added later. Mr. Ford said they could be added later.

Mayor Leech said Councilman Judd and Councilman Whipple were in agreement to keep the vestibules.

Mr. Ford stated that Item 20 involved the removal of the wood wall and ceiling paneling in the lobby and at the two portals into the gym, to be replaced with painted drywall with no decorative wood elements.

Councilman Whipple asked whether the wood could be removed and replaced with tile to match the corridor tile.

Mayor Leech stated that he believed the wood offset the overall appearance and expressed support for retaining it. Mr. Ford explained that the design intent was to highlight the main entrance and the two gym entrances.

Mayor Leech stated that Item 20, the wood paneling, should be retained.

Councilman Clark stated that he supported removing the wood paneling at the entryways.

Councilman Whipple inquired about the type and durability of the wood and asked whether tile would be a better option. Mr. Ford responded that selecting tile would require adding costs back into the cost-reduction total and recommended using a different tile than the green corridor tile. As the item was not on the critical path, he suggested deferring the decision.

Mayor Leech suggested using tile that resembled wood planks and stated his preference to defer the decision. Mr. Ford confirmed that Item 20 would remain pending.

Mr. Ford stated that Items 21 and 22 addressed masonry finishes. Item 21 proposed maintaining the same ground-face tone finish on the exterior block while selecting a less expensive color, resulting in a savings of \$49,000. Item 22 proposed using a standard block finish with a less expensive color, resulting in a total savings of \$98,000.

Mr. Hemesath stated that no renderings were available showing the two masonry finish options on the building, only sample images for comparison.

Councilman Judd asked where the masonry would be located. Mr. Ford explained that masonry would be used on all solid exterior walls of the meeting rooms and in portions of the lobby. He noted that using standard block would result in greater color variation, whereas honed block provided more consistency. He recommended Item 21 to maintain the appearance while achieving some cost savings and noted that Item 22 could present consistency challenges.

Councilman Clark questioned whether facility users would be concerned with finishes, stating that functionality was more important, and recommended approving Item 22 to maximize cost savings. Mr. Ford clarified that Item 22 provided a total savings of \$98,000, representing approximately an additional \$50,000 beyond Item 21.

Mayor Leech said he would like to approve item 21.

Council members Clark, Hatch and Whipple said they would like to approve item 22.

Mr. Ford said the team could accept item 21 and leave item 22 for later, since it would be block no matter what and would be designed the same way.

Mr. Ford said item 23 was the multicolor metal panels on the south side, transitioning from a more expensive metal profile to a standard metal panel while keeping the color scheme.

Mayor Leech said the standard panels were fine.

Mayor Leech said he would like to keep the windows in the gym (item 24), and the Councilmembers agreed. Mr. Ford confirmed that cost reduction item 24 was rejected.

Mr. Mays said that, from an event standpoint, for activities like cheerleading, natural light could cause glare on the wood floors, so light control was a factor. Mr. Ford said there were window coverings in the budget.

Vice Mayor Kakavas asked whether there was a way to install windows on every other panel rather than on all panels. Mr. Ford said yes; the team would probably have to do that anyway because of how outside air would reach the mechanical units and feed the system. There would be a reduction in this to some extent; likely, the total clerestory cost would not be \$165,000.

Mr. Ford said that, regarding the potential project, only the volleyball nets needed to be decided on tonight. The drop-down volleyball nets versus the in-ground was a critical path item.

Mayor Leech said he would like to have drop-down volleyball nets. He recognized that there was a \$250,000 cost; however, the labor to set up and store the nets presented other issues.

Councilman Clark and Councilman Adams agreed with the Mayor.

Councilman Judd asked whether both the drop-down volleyball nets and the basketball nets could be installed. Mr. Ford, yes, and the gym curtains as well. It all needed to go up in the ceiling, and it would be busy up there, but it would all function.

Mr. Ford said that, regarding the PA system, the Council would need to decide at some point which system they wanted for the facility. It did not make sense to buy the cheaper version and then upgrade it later, because a new system would require a complete reinstall.

Councilman Whipple said it was mentioned that there was a \$332,000 reduction, and part of that was reducing the thickness of the concrete in the gym floor. He asked if the bleachers were filled with 4,000 people, should the concrete be thinner. Mr. Ford said the concrete could be reduced because the wood floor and everything on it would be the weakest link in the system. So, designing the concrete to hold more than the wood floor did not make sense. That was really what drove the cost down. Also, the soil conditions allowed the reduction in another part of the building.

Mr. Ford stated that the total for accepted cost-reduction items was \$1,377,000.81. With the addition of \$251,000 for drop-down volleyball nets, the current project budget was \$56,847,457, approximately \$350,000 over the programming phase budget.

Councilman Clark referenced a prior meeting in which he stated Councilman Hatch had directed staff to return with a \$50 million budget. He asked whether additional cuts would be considered or if the project would proceed as presented. Mr. Ford responded that the proposed reductions focused on items that did not impact facility functionality. Any further reductions would require removing program elements, such as meeting room space, kitchen space, or other building components.

Councilman Clark stated that, in his view, a clear directive had been given to reach \$50 million and that the current reductions were a starting point but not sufficient. He asked for input from other Councilmembers.

Mayor Leech stated that while he preferred to keep the budget in the \$50 million range, he did not recall a firm directive to reach \$50 million.

Councilman Clark reiterated that he recalled Councilman Hatch making that statement with general agreement from Council.

Mayor Leech noted that Councilman Hatch was not part of the Council at the beginning of the project and may have recently been briefed by staff. He stated that Council had been aware early in the process that the project would be in the \$50 million range.

Vice Mayor Kakavas stated that Council had previously approved a budget in the range of \$54 to \$56 million. Mr. Hemesath confirmed that a \$56 million budget was approved at the January 2026 meeting and that the Design Team proceeded with schematic design based on that amount.

Mr. Hemesath stated that, at a study session held two weeks prior, staff indicated plans would be brought back to align with the \$56 million budget. He noted that further reductions would require decreasing square footage and eliminating features such as the walking track, kitchen, additional volleyball

space, and meeting rooms. He stated that additional reductions could be made if directed by Council.

Mayor Leech stated that he did not support further reductions that would compromise the project and emphasized the importance of delivering a durable, high-quality facility. He expressed support for the current proposal and noted that delaying the project could lead to increased costs. He stated that the Design Team needed direction to finalize plans and secure pricing.

Mr. Ford confirmed the current budget at \$56,847,457.

Councilman Whipple asked whether the cost could increase once the budget was established. Mr. Hemesath stated that Council direction would move the project into the next phase. He noted that delays of several months could result in increased costs, at which point staff would return with updated estimates or additional cost-reduction options. He added that adjustments could be made to bring the project back within budget if necessary.

Mayor Leech stated his intent to make a motion to proceed with a \$56 million budget.

Mr. Hemesath stated that, if approved, the next step would be to advance the design from 30 percent to 60 percent completion, providing more detailed plans and refined cost estimates. He noted that some costs may increase while others may decrease, and the updated plans and estimates would be presented to Council.

MAYOR LEECH MOVED TO APPROVE THE SCHEMATIC DESIGN FOR THE SHOW LOW SPORTS AND EVENTS CENTER PROJECT, INCLUDING THE FOLLOWING COST-SAVING CONCEPTS TO ARRIVE AT A PROJECT BUDGET OF \$56.85 MILLION, AND TO APPROVE THE START OF THE DESIGN DEVELOPMENT STAGE FOR CITY OF SHOW LOW PROJECT NO. FM-4625; SECONDED BY COUNCILMAN ADAMS; PASSED 6 TO 1 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN HATCH, COUNCILMAN JUDD, AND COUNCILMAN WHIPPLE VOTING IN FAVOR, AND COUNCILMAN CLARK WITH THE DISSENTING VOTE.

F. Discussion and Consideration of Direction Regarding Annual Performance Evaluations for Appointed Positions (Morgan Brown)

Mr. Brown said that the City Council was responsible for conducting annual performance evaluations of its appointed officials, including the City Manager, City Attorney, and City Magistrate. Historically, the evaluation process was conducted informally during an executive session. Each appointed official would provide a verbal summary of their accomplishments over the past year and identify departmental needs or priorities. Following these presentations, the Council would engage in discussion, provide feedback on performance, outline expectations, and offer direction for the upcoming year. This process did not

typically include standardized evaluation criteria, written performance metrics, or formal documentation submitted in advance of the evaluation meeting.

Mr. Brown said In preparation for the upcoming evaluation cycle, a Councilmember requested additional information and documentation from the City Manager and City Attorney to support a more detailed review. As this level of request was not part of the prior evaluation processes, questions had arisen among Councilmembers regarding what information should be provided by appointed officials in advance of evaluations, whether a more formal or standardized evaluation process should be implemented, how to ensure consistency and fairness across evaluations, and the appropriate level of Council involvement and individual input. As a result, several Councilmembers expressed interest in discussing and providing direction on how to proceed with evaluations moving forward.

Mr. Brown said staff researched other local municipalities and entities and their processes for such evaluations and obtained three examples. The Council might wish to consider the following options and elements when determining a preferred evaluation process.

Mr. Brown asked if the Council wanted to maintain the current process, implement a structured evaluation, take a hybrid approach, or establish clear evaluation criteria.

Mr. Brown said that staff was looking for direction from the City Council on the preferred method for conducting annual performance evaluations of appointed officials

Mayor Leech expressed the need to establish a formal annual evaluation process to provide consistency and continuity for Council reference. He stated that such a process could evaluate appointed staff while also holding Councilmembers accountable. He noted his preference for the evaluation formats used by NACOG and the City of Safford.

Councilman Judd agreed and supported implementing an employee survey for evaluating not only the City Manager but also department managers. He also expressed support for a public survey to evaluate Councilmember performance.

Councilman Clark stated that, in prior discussions with Mayor Leech, they had reviewed how the County evaluates its County Manager and discussed evaluating appointed positions. He expressed support for a more robust and informed evaluation process.

Vice Mayor Kakavas asked whether Council was proposing a 360-degree evaluation. Councilman Clark confirmed that this was the intent.

Councilman Clark stated that he supported the City Manager evaluation format used by the City of Safford and preferred a rating scale of one to three rather than one to five.

Mayor Leech asked whether Council preferred an evaluation format as detailed as Safford's.

Councilman Adams stated he supported modeling evaluations for appointed staff after Safford's format but did not support extending the process to department managers, noting that oversight of those positions falls under the City Manager.

Vice Mayor Kakavas stated that she supported Safford's evaluation format, particularly its inclusion of descriptive criteria explaining performance ratings.

Mr. Brown clarified that the Safford evaluation model did not include a 360-degree evaluation component.

Vice Mayor Kakavas noted that staff would need to develop a survey or 360-degree evaluation process for departments to provide input on individuals who report directly to Council.

COUNCILMAN CLARK MOVED TO PROVIDE DIRECTION TO STAFF REGARDING THE PREFERRED METHOD FOR CONDUCTING ANNUAL PERFORMANCE EVALUATIONS OF APPOINTED OFFICIALS, TO INCLUDE UTILIZING THE EXAMPLE OF THE CITY OF SAFFORD'S CITY MANAGER PERFORMANCE EVALUATION TO DEVELOP PERFORMANCE AN EVALUATION FORMAT FOR THE CITY OF SHOW LOW, AND TO INCORPORATE IN THAT A LEADERSHIP 360 SURVEY MODEL AS WELL, AND THAT COUNCIL WOULD UTILIZE THAT FOR THE ANNUAL EVALUATIONS FOR THE THREE APPOINTED OFFICIALS THAT COUNCIL HAVE STEWARDSHIP OVER; SECONDED BY VICE MAYOR KAKAVAS; PASSED 5 TO 2 WITH MAYOR LEECH, VICE MAYOR KAKAVAS, COUNCILMAN CLARK, COUNCILMAN JUDD, COUNCILMAN WHIPPLE VOTING IN FAVOR, AND COUNCILMAN ADAMS AND COUNCILMAN HATCH WITH THE DISSENTING VOTE.

9. **SUMMARY OF CURRENT EVENTS:**

A. Council Members

Vice Mayor Kakavas said that she, along with Mayor Leech, attended the celebration for the completion of the Alpine Trail Master Plan.

B. Mayor

None.

C. City Manager

Mr. Brown said the Show Low BizExpo would be held April 24 through 25, 2026, at the City Campus Gym. This event showcased local businesses of all kinds in our region, along with their products and services.

Mr. Brown said the City's annual Day of Service, when volunteers work on a community project, was scheduled for April 25, 2026.

Mr. Brown said that, along with the Barbeque Throwdown, the "City Incorporation Anniversary Party" was scheduled for May 1, 2026, at the Frontier Fields. Many events were scheduled, including live music, free hot dogs and hamburgers, giveaway prizes, and games.

10. **SCHEDULE OF MEETINGS:**

Scheduling of meetings, which may be brought up at this time.

Mr. Brown said that at the Regular Council meeting on May 19, 2026, the changes to the recommended budget were to be presented to Council; however, two Councilmembers would not be able to attend, so the meeting would need to be rescheduled. He proposed holding only one Council meeting in May, on May 12, 2026.


Councilman Hatch said he would not be available on that day.

Mr. Brown proposed holding the meeting on May 26, 2026. All Councilmembers indicated that they were all available on both May 5 and May 26.

11. **ADJOURNMENT:**

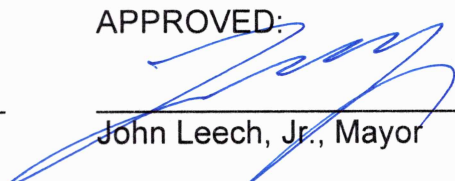
There being no further business to be brought before the Council, **MAYOR LEECH ADJOURNED THE REGULAR MEETING OF THE SHOW LOW CITY COUNCIL OF APRIL 21, 2026, AT 9:25 P.M.**

ATTEST:



Rachael Hall, City Clerk

APPROVED:




John Leech, Jr., Mayor

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Regular Meeting of the City Council of Show Low held on April 21, 2026. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this 5th day of May, 2026.

(SEAL)



Rachael Hall, City Clerk