

**INFORMATION PAMPHLET
FOR THE
CITY OF FLAGSTAFF, ARIZONA
GENERAL / SPECIAL ELECTION
NOVEMBER 8, 2016**

**Compiled and issued by the
CITY OF FLAGSTAFF, ARIZONA**

(Spanish version begins on page 45)



**FOLLETO DE INFORMACIÓN
DE LA
CIUDAD DE FLAGSTAFF, ARIZONA
GENERAL / ELECCIÓN ESPECIAL
8 DE NOVIEMBRE 2016**

**Compilado y publicado por
CIUDAD DE FLAGSTAFF, ARIZONA**

(La versión en Español empieza en la página 45)

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To the Voters of the City of Flagstaff:

This information pamphlet provides you with information regarding the City of Flagstaff's General Election of November 8, 2016, in which voters will select a mayor and three councilmembers, as well as a Special Election to consider propositions proposed by either the Flagstaff City Council or by initiative. In compliance with the Federal Voting Rights Act, the pamphlet has been printed in English and Spanish.

This election will be held in conjunction with the statewide election. You may vote prior to the election date using early voting procedures or in person on the day of the election at your polling place. To cast your vote in person, make sure that you go to the address of the precinct in which you are registered. Please be sure to check the mailing label on this pamphlet—it tells you where you are registered to vote. The polls will open at 6:00 a.m. and close at 7:00 p.m.

In order to be prepared to fully exercise your right to vote on November 8, 2016, you are urged to thoroughly read all the material contained within the pamphlet. Please keep in mind that questions may be printed on both sides of the actual ballot and candidate names may appear in a different order.

Additional information about the City's General/Special Election is available through the City Clerk's office, 211 W. Aspen Avenue, (928) 213-2076.

Elizabeth A. Burke, MMC
Flagstaff City Clerk

PRECINCTS AND POLLING PLACES – NOVEMBER 8, 2016


Precinct Name	Polling Place Location (Facility)	Room	Physical Address
Flagstaff 1	Kingdomheirs Church	Foyer/Prayer Room	520 N Switzer Canyon Rd
Flagstaff 2	Shepherd of the Hills Lutheran Church		1601 N San Francisco St
Flagstaff 3	Federated Community Church	Rees Hall	400 W Aspen Ave
Flagstaff 4	Episcopal Church of the Epiphany	Parish Hall	423 N Beaver St
Flagstaff 5	The Peaks, Senior Living Community	Alpine Room	3150 Winding Brook Rd
Flagstaff 6	DoubleTree by Hilton, Flagstaff		1175 W Route 66
Flagstaff 7	Northland Christian Assembly	Main Sanctuary	1715 W University Ave
Flagstaff 8	East Side Public Library	Community Room	3000 N 4th St Suite 5
Flagstaff 9	Days Inn		1000 W Route 66
Flagstaff 10	NAU University Union	Havasupai Rooms A, B, & C	NAU Campus
Flagstaff 11	Northern AZ Church of Christ	Back Meeting Room	2203 N East St
Flagstaff 12	Guadalupe Church Administration Bldg		224 S Kendrick St
Flagstaff 13	NAU University Union	Havasupai Rooms A, B, & C	NAU Campus
Flagstaff 14	Murdoch Community Center		203 E Brannen Ave
Flagstaff 15	Coconino County Health Bldg	Ponderosa Room	2625 N King St
Flagstaff 16	Breath of Life Church	Fellowship Hall	3500 N Fourth St
Flagstaff 17	Family Resource Center		4000 N Cummings St
Flagstaff 18	Living Christ Lutheran Church	Fellowship Hall	6401 N Hwy 89
Flagstaff 19	Christ's Church of Flagstaff	West Campus	3475 E Soliere Ave
Flagstaff 20	NAU University Union	Havasupai Rooms A, B, & C	NAU Campus
Flagstaff 21	DeMiguel Elementary School	Gymnasium	3500 S Gillenwater
Flagstaff 22	Bethel Community Church	Multi-Purpose Room	3926 S Walapai Dr
Flagstaff 23	Coconino Community College	Board Room	2800 S Lonetree Rd
Flagstaff 24	Country Club Terrace Apartment Homes	Clubhouse	5404 E Cortland Blvd
Flagstaff 25	Knoles Elementary School	Activity Room	4005 E Butler Ave
Flagstaff 26	Living Christ Lutheran Church	Fellowship Hall	6401 N Hwy 89

Last Day to Register to Vote	10/10/2016
Early Voting Begins	10/12/2016
Last Day to Request an Early Ballot by Mail	10/28/2016

TO OBTAIN FURTHER INFORMATION, CONTACT:

Coconino County Elections Office
 110 East Cherry Avenue
 Flagstaff, Arizona 86001
 Telephone: (928) 679-7860

NOTICE TO VOTERS: The candidates listed below may not appear on your ballot in the same order as shown.

To vote, fill in the oval next to your choices. To vote for an official write-in candidate, print the name in the space provided and fill in the oval. Do not exceed the number to elect. **VOTE LIKE THIS:**  No other marks will be valid or counted.

MAYOR VOTE FOR NOT MORE THAN 1	
<input type="radio"/>	EVANS, CORAL J.
<input type="radio"/>	NABOURS, JERRY
<input type="radio"/>	_____
	Write-In
COUNCILMEMBER VOTE FOR NOT MORE THAN 3	
<input type="radio"/>	BREWSTER, KARLA
<input type="radio"/>	MCCARTHY, JIM
<input type="radio"/>	ODEGAARD, CHARLIE
<input type="radio"/>	ORAVITS, JEFF
<input type="radio"/>	SHIMONI, ADAM
<input type="radio"/>	WHELAN, JAMIE
<input type="radio"/>	_____
	Write-In
<input type="radio"/>	_____
	Write-In
<input type="radio"/>	_____
	Write-In

PROPOSITION NO. 411



Mountain Line Transit Sales Tax Proposition

1. *Why is the City of Flagstaff sending this proposition to the voters?*

The Mountain Line transit sales tax expires on June 30, 2020. If the existing transit sales tax is not continued, the Mountain Line system will have to be significantly reduced and may be eliminated altogether. City voters have authority to control the local sales tax rate, under the City Charter.

2. *What is the Mountain Line transit sales tax?*

The City of Flagstaff imposes a sales tax rate dedicated for public transportation. This tax rate is called the Mountain Line transit sales tax. The transit sales tax was first approved by city voters in 2000, and the voters approved a rate increase in 2008.

The Mountain Line transit sales tax is dedicated to supporting the Mountain Line public bus system and the Mountain Lift van services for people with disabilities. The City voters have approved a 0.295% sales tax rate for Mountain Line transit sales tax. Technically, the city's sales tax is a transaction privilege tax on the gross revenues generated by retail sales and other taxable activities.

The Mountain Line serves a growing population and helps reduce the number of cars on the roads. Between 2001 and 2008 Mountain Line system ridership grew from 114,274 to 800,000 riders and has continued to grow from 800,000 in 2008 to almost 2,000,000 riders in 2016.

3. *Why is the City sending this proposition to the voters now?*

The Transit Advisory Committee, the Governing Board of the Northern Arizona Intergovernmental Public Transportation Authority (NAIPTA), and a Citizens' Review Commission made up of local leaders from throughout Flagstaff, carefully considered Mountain Line's performance, budgets, and results since 2008. All three groups recommended to the Flagstaff City Council that a proposition to continue funding at the current tax rate level be placed on the November 8, 2016 election ballot.

4. *Why did the NAIPTA Board and the Citizen Commission recommend renewal of the Mountain line transit sales tax at the existing rate?*

Mountain Line is currently operating efficiently and effectively within its budget and is expected to continue to be able to serve the city's public transportation needs through 2030, if the sales tax is renewed at the existing 0.295% rate.

5. *Why did NAIPTA and the Citizen Commission recommend a renewal for 10 years instead of 20 years?*

A renewal ensures that Mountain Line will continue to serve city residents for a decade. By renewing the tax for 10 years instead of 20, city voters have greater control over local taxes. NAIPTA will come back to voters before the end of 10 years to report on Mountain Line's performance.

6. What will the Mountain Line transit sales tax cost?

If renewed, the transit sales tax rate will continue to be 0.295%, which is equal to 29.5 cents on a \$100 purchase.

7. Why are taxes used to pay for the Mountain Line system?

The Mountain Line system, like roads, bridges, and airports, is supported with tax dollars. While Mountain Line passengers pay a fare to ride, that revenue is not enough to fund the system. NAIPTA also uses federal grants and funding when available to help fund the Mountain Line system operations and improvements.

8. Why is the City considering using the sales tax to fund Mountain Line bus service?

Mountain Line bus service impacts everyone, including visitors and people from neighboring communities who are working or shopping in Flagstaff. A sales tax allows everyone to assist in paying for the system.

9. Has the City considered raising property taxes or increasing fares to pay for the transit system?

Yes. However, the Transit Advisory Committee, the Governing Board of the NAIPTA, and the Citizens' Review Commission all recommended renewing the transit sales tax.

Fares are reviewed, adjusted, and increased by the NAIPTA Board as needed. An increase in fares usually decreases ridership.

The Mountain Line transit sales tax is dedicated to funding the Mountain Line system.

State law does not authorize NAIPTA to levy a property tax. The city's property taxes are limited by state law.

10. Who will pay the Mountain Line transit sales tax?

Every person and business purchasing taxable goods or engaging in taxable activities within the City will pay the sales tax. This includes visitors to Flagstaff as well as people who live outside the City limits and come into Flagstaff to work, shop, and socialize.

11. How does Flagstaff's overall sales tax rate compare to other Arizona cities?

The City of Flagstaff's overall sales tax rate is 2.051%, and the Mountain Line transit sales tax is part of that overall tax rate. This table shows the city sales tax rates for several Arizona cities as of January 2016.

City	Sales Tax Rate
Page	3.000%
Sedona	3.000%
Kingman	2.500%
Phoenix	2.300%
Flagstaff (existing)	2.051%
Prescott	2.000%
Tucson	2.000%

Some cities, including the City of Flagstaff, impose an additional tax on the hospitality industry.

12. What ensures that the transit sales tax money is used only for Mountain Line?

The ballot language is legally binding. Funds must be used as indicated in the proposition. The ballot specifies the purposes of the tax as paying “the costs of acquiring, constructing, improving, operating, and maintaining equipment and facilities for a public transit system within the City of Flagstaff.”

13. Will the transit sales tax rate increase if this proposition passes?

No. If approved, Proposition 401 will continue, but not increase, the current transit sales tax rate through 2030.

14. How have City voters previously supported transportation improvements?

In 1988, City of Flagstaff voters approved bonds for several transportation improvements. In 2000, City voters approved several sales tax increases to fund both street improvements and transit services.

In 2008, voters approved an extension of the sales tax for Mountain Line operations and sales tax increases for four additional Mountain Line improvements. Those 2008 ballot measures were:

Proposition	Rate	Cents per \$100 Purchase	2008 Increase per \$100 Purchase	Improvement
Prop. 401	.00175	17.5 cents	None	Existing service
Prop. 402	.00020	2.0 cents	2.0 cents	Hybrid vehicles
Prop. 403	.00020	2.0 cents	2.0 cents	Additional Areas
Prop. 404	.00040	4.0 cents	4.0 cents	Additional Areas
Prop. 405	.00040	4.0 cents	4.0 cents	Increased Frequency

15. What was the outcome of the 2008 transit ballot questions?

All transit questions were approved by over two-thirds of voters in 2008 and all the transit system improvements were substantially delivered by 2014.

16. If the transit improvements were implemented by 2014, why do they still need to be funded?

An extension of the existing tax will allow the transit improvements approved by voters in 2008 to continue through 2030.

17. Who uses the Mountain Line system now?

Between 2001 and 2008 ridership grew from 114,274 riders to 800,000 and has more than doubled since 2008 with 800,000 riders per year in 2008 to almost 2,000,000 riders in 2016.

A recent survey determined that more than 40% of Flagstaff's population has used the Mountain Line system in the past year.

Over two-thirds of Mountain Line riders do not have access to a car and rely on public transportation.

Almost one-half of Mountain Line riders are going to and from work or school.

Mountain Line also provides special services to people with disabilities in handicapped equipped vans, providing more than 24,000 special services trips in 2015.

18. What level of Mountain Line service does this proposition pay for?

This proposition will support Mountain Line's current service level of 363 days annually, with eight bus routes traveling the City from 6:00 a.m. to 10:15 p.m. on weekdays and from 7:00 a.m. to 8:15 p.m. on weekends and holidays. It will also support special services for people with disabilities in handicapped equipped vans and in taxis at current levels.

OFFICIAL BALLOT

PROPOSITION NO. 411

OFFICIAL TITLE: A measure referred to the people by the City Council of the City of Flagstaff relating to continuation of a Transit Sales Tax Levy for public transportation.

DESCRIPTIVE TITLE: Consideration of a levy of a Transaction Privilege Tax at a rate of 0.295% (\$0.00295) for a period commencing July 1, 2020, through June 30, 2030, for the purposes of acquiring, constructing, improving, operating, and maintaining equipment and facilities for a public transit system within the City of Flagstaff.

A "yes" vote shall have the effect of approving a levy continuing a Transit Sales Tax through June 30, 2030 at the existing rate of 0.295%. **YES**

A "no" vote shall have the effect of disapproving a levy and allowing the existing Transit Sales Tax to expire on July 1, 2020. **NO**

AS IT WILL APPEAR ON BALLOT

PROPOSITION NO. 411

A measure referred to the people by the Flagstaff City Council relating to continuation of a Transit Sales Tax Levy for public transportation.

A "yes" vote shall have the effect of approving a levy continuing a Transit Sales Tax through June 30, 2030 at the existing rate of 0.295%.

A "no" vote shall have the effect of disapproving a levy and allowing the existing Transit Sales Tax to expire on July 1, 2020.

☐ **YES**

☐ **NO**

ARGUMENTS FOR PROPOSITION NO. 411

The "for" and "against" arguments were reproduced exactly as submitted and were not edited for spelling, grammar, or punctuation. These arguments represent the opinions of the authors and have not been checked for accuracy of content.

We urge a YES vote on Proposition 411, which will renew for ten years our existing transit tax at a rate of .295% so the Northern Arizona Intergovernmental Public Transit Authority (NAIPTA), the operator of our nationally recognized transit system in the Flagstaff area, can continue to provide critical regional transit services.

For the last 15 years NAIPTA has been growing the system by leveraging dollars, building partnerships, and developing strong relationships with funding agencies. Ridership has increased from 200,000 in 2001 to 1.9 million in 2015. The cost per passenger to operate the system has decreased from \$6.28 in 2001 to \$2.54 in 2015.

We know all too well that one of the biggest challenges facing Flagstaff is the increase in traffic congestion, especially in corridors like Milton Road. While there is no one single solution to the problem, we know that a robust public transit system is critically important to provide alternatives to single occupancy vehicular traffic. We can't imagine how much worse the traffic problem would be if all of the riders of Mountain Link and Mountain Line were forced to drive their cars on Milton and through downtown. And we can't imagine what would happen to riders who rely on Mountain Line/Mountain Link to get to work and conduct other daily activities because they don't own cars or are unable to drive.

Building our way out of congestion isn't the solution. Instead, we can adopt a systems approach to long-range transportation planning, which employs a variety of strategies, including public transit, to get us where we want to go. By voting YES on Proposition 411, Flagstaff voters will again be acknowledging that our public bus system, with its impressive record of achievements, is a vital element of our transportation infrastructure.

Celia Barotz
NAIPTA Board of Directors
Vice Mayor, City of Flagstaff (The views of Ms. Barotz are solely her own.)

Art Babbott
NAIPTA Chairman of the Board of Directors
Coconino County Supervisor, District I

To Our Fellow Citizens

The Economic Collaborative of Northern Arizona (ECoNA) urges a YES vote on Proposition 411 – Transit Tax.

As the regional economic development organization we meet with employers who regularly share with us the importance of public transportation in maintaining a consistent workforce. Since its inception the Northern Arizona Intergovernmental Public Transportation Authority (NAIPTA) has demonstrated its commitment to quality service and impressive record of achievements by participating directly in understanding the needs of our community. This commitment has lead NAIPTA to be recognized nationally as a leading public transportation organization.

A YES vote will continue this outstanding service and will aid in reducing congestion in our community, especially along Milton Road. The Mountain Line / Mountain Link are integral to getting many workers to their place of employment each day. Being without this important transportation system would add to greater automobile congestion and force some to either lose employment or seek lesser opportunities.

By supporting this initiative you will be supporting a proven public transit system that aids our workforce and provides an alternative to single occupancy vehicular traffic.

We urge you to vote YES for Proposition 411.

John Stigmon
President & CEO

Richard Bowen
ECoNA Board Member

Friends of Flagstaff's Future urges you to vote yes on Proposition 411.

Friends of Flagstaff's Future advocates for a more environmentally sustainable, socially just, and economically prosperous Flagstaff. Efficient and accessible public transit is a key component of each of these goals. Our local bus services, including the Mountain Line, Mountain Link, and Mountain Lift, enable local residents to reduce their use of personal automobiles and to get around efficiently even if they don't own a car.

A yes vote on Prop 411 would ensure funding for these bus services through 2030 by continuing an existing .295% sales tax, which is set to expire in 2020. Without this source of funding, the future of Mountain Line bus services will be seriously jeopardized.

Our community has come to rely on this excellent service in order to provide efficient and affordable transportation and ease congestion. Public transit in Flagstaff provides benefits to many diverse populations – permanent residents, students, and tourists all ride the bus.

We believe our local bus services are well worth the taxpayer dollars invested in them and urge you to vote yes on Proposition 411.

Tory Syracuse
Executive Director

David McCain
President of the Board of Directors

We support City Proposition 411. Mountain Line first got its start in Coconino County as the Pine Country Transit Bus. Over the years we have worked with the City to create a nationally recognized small city transit system that continues to grow and serve a broad diversity of our population. With over a million rides per year and growing, public transit is a critical part of a broader transportation system that helps provide relief to congestion, alternative choices, and a means of getting to areas that have no parking.

Mountain Line not only serves our seniors and school children, it connects the University to town, and helps our residents on fixed incomes. Mountain Line has become an economic engine connecting people to commercial hubs, and linking recreationists to trails.

The NAIPTA public bus system has delivered on every promise made since asking voters for their support in passing the ballot initiative. Promises made regarding increased frequency, an NAU connector, hybrid electric buses, and additional routes were kept. Promises Made, Promises Kept is what you can count on. Mountain Line is thriving, but it needs your support to continue to do so.

Mountain Line is a sound investment for a small portion of 1 cent. Please join us in supporting our public transit system by voting YES on Proposition 411.

Liz Archuleta, Coconino County Supervisor, District 2
Matt Ryan, Coconino County Supervisor, District 3

ARGUMENTS AGAINST PROPOSITION NO. 411

None submitted

PROPOSITION NO. 412



Municipal Court Facilities Bond Question

1. ***What is the purpose of this bond election?***

One question is being submitted for consideration (the “Question”). The bonds which are the subject of the Question (the “Bonds”) will provide financing for a project in the City’s long-range capital improvements program. (The Question also satisfies a Charter requirement based on the type of project to be financed.) All voters who are residents of the City of Flagstaff (the “City”) are encouraged to cast their ballots in the City’s General Election and Bond Authorization Special Election to be held on Tuesday, November 8, 2016 (the “Election”).

2. ***What will this bond program achieve?***

If the Question is approved, the City will be able to raise \$12,000,000 to help provide the following (the “Project”):

- Adequate court room facilities, prosecution facilities, prisoner transport and holding areas, separate circulation and movement by public, jurors, prisoners and court staff, prosecution staff space for all court events, as well as staff, jurors and the public; and
- Sufficient parking for all of the above that may be used to increase the available capacity of public parking in downtown Flagstaff.

3. ***Why is a new Municipal Court facility needed?***

The current facility is generally recognized undersized for the public, prisoners, defendants, judges, prosecution and staff (see question 8). There are numerous security, health safety, and structural concerns in the current facility in addition to inadequate parking. The Project would solve an under capacity operation and would open up additional parking that could be leveraged while opening up a property that could be redeveloped.

4. ***Why will the City borrow money to fund some of the Project?***

The City may borrow in an amount not to exceed \$12 million to allow the City to design and construct the Project now. Construction costs are expected to continue to rise and the longer the Project is postponed, the more expensive it may become.

5. ***How do bonds work?***

Should the Bonds be approved by the voters, the Bonds will be sold over approximately the next two years. If approved, the Bonds would be issued when funds are needed, but may not exceed in total the amount approved by voters. Bond money may only be used for the purposes specified in the Question.

Present and future owners of property in the City repay the Bonds, with interest, over a period of time—usually ten to twenty-five years—in the same manner that homeowners pay a home mortgage. Bonds which pledge City property tax revenues as the source for their payment require a vote.

The amount of Bonds of this type that can be sold by the City is limited based on a percentage of the net assessed full cash valuation of property within the City.

6. *Will the bonds pay the entire cost of the Municipal Court facility?*

No. The Bonds will fund \$12 million of the total \$21.5 million that is the City's portion of the Project cost. The remainder of the funding for the City has been identified as coming from several sources including selling the old municipal court building, court fees, including some cash balances, and other City sources.

7. *What is a primary tax and a secondary tax?*

Primary property tax revenues help to fund the maintenance and operation budgets of local governments (including the City). Secondary property taxes fund such things as bond issues (including the Bonds), budget overrides and special districts. Both are levied against net assessed limited property valuation.

8. *What process did the City use to select the Project?*

In 2010, the Mayor and City Council appointed a 15-member citizen Bond Advisory Task Force (the "BATF") who represented a broad cross section of the community. The BATF reviewed the capital improvement projects presented by City staff and space studies provided by experts in the field of courthouse space needs and construction as well as the recommendations made by the City's citizen boards and commissions, who also reviewed projects appropriate to them. The City also commissioned a community survey and focus groups, and numerous public open houses and meetings were held to receive input on the various projects before the BATF made a recommendation on the bond project list to the City Council.

Based on this input, the City Council placed a bond question on the general election ballot in November of 2010 in the amount of \$23,000,000 for the Project. It was turned down.

The need for the Project continues though, and alternative solutions to meeting this need have since been developed. Through the development of alternative funding sources, joint partnerships with other government entities and additional design considerations, the City Council is proposing the Project at the Election at a lower cost than previously requested.

9. *What is the overall cost to the City for the Project?*

The City commitment to the Project is estimated to be \$21.5 million.

10. *Who are the proposed partners in the Project?*

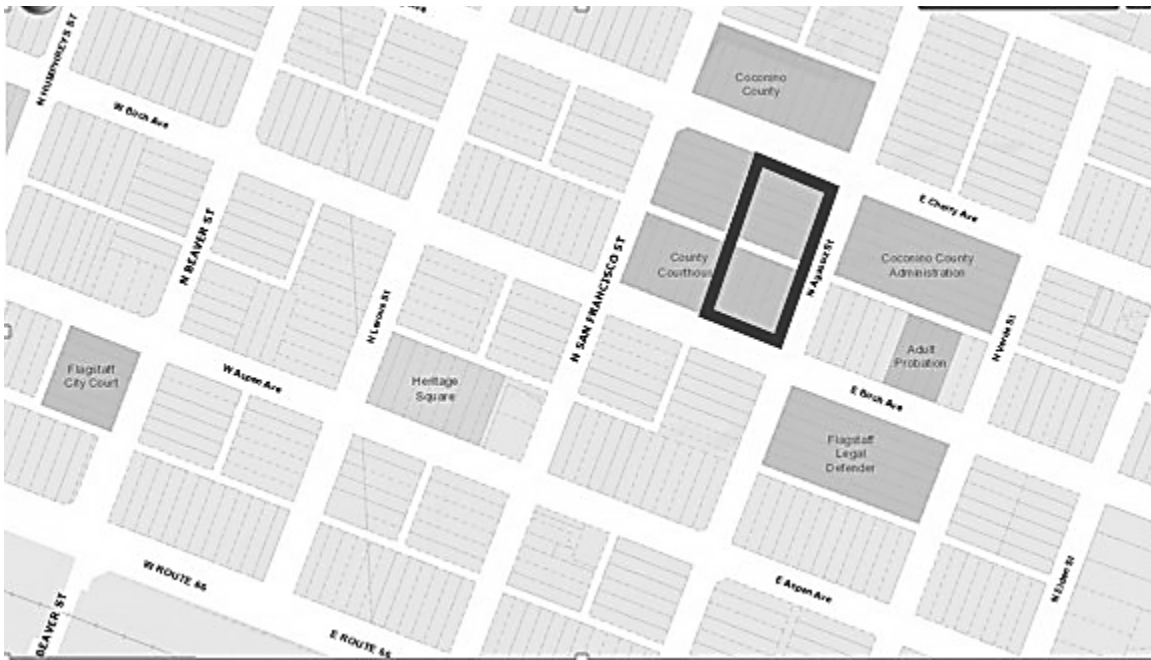
The City has been working with Coconino County, and various departments from each entity, to create a proposed joint facility that will house the Flagstaff Municipal Court, the Flagstaff Justice Court and the City of Flagstaff Attorney's Office Prosecutor Division. The Coconino County Sheriff's Office and the Flagstaff Police Department have also been involved in developing the concept particularly in regards to prisoner transport and holding.

11. *How much additional parking would be provided in the downtown area?*

The current proposal would call for a minimum of 200 additional parking spaces in a proposed structure.

12. *Where would the Project be located?*

The proposal is to locate the Project at the site of the old jail in downtown Flagstaff. The location would be adjacent to the historic jail and the historic county courthouse, both of which would be preserved in the process of constructing the Project. The address for the Project is 211 N. Agassiz St.



CERTAIN REQUIRED INFORMATION

If the Question is approved by the voters, the City expects to sell the Bonds over the next two years. The estimated cost of issuance associated with each issuance of bonds is approximately \$160,000. The interest rate borne by the Bonds would be determined by the market conditions that exist at the time of sale, but in no event would the maximum interest rate on the Bonds exceed ten percent (10%) per annum. Repayment of both principal and interest on the Bonds would occur over a period of time not to exceed twenty-five (25) years from the date of issuance of each issue of the Bonds.

Estimated General Obligation Bond Issue Cost to Taxpayers

The Bonds will be repaid from an ad valorem property tax levied against all taxable property within the City.

Implementing the Project over time would have the effect of allowing future councils to determine the timing such that the City's secondary tax rate does not increase to fund the Project. The City currently structures annual debt service requirements on property tax bonds such that the secondary tax rate is less than or equal to \$0.8366 per \$100 of net assessed limited property valuation. The current secondary tax rate is \$0.8366 per \$100 of net assessed limited property valuation.

The exhibit on page 16 lists the existing debt service commitments for property tax bonds of the City and the estimated debt retirement schedule if all the Bonds are issued. The issuance of the Bonds is projected to not impact the City's current tax rate of \$0.8366 per \$100 of net assessed limited property valuation by using accumulated reserves of past secondary property tax collections as indicated in such exhibit. The City's secondary property tax rate has remained constant over the past several years. Changes over time in the City's net assessed limited property valuation may, however, impact the tax rate.

The tax impact over the term of the bonds on an owner-occupied property valued by the county assessor at \$250,000 is estimated to be \$30 per year for 19 years, or \$570 total cost. The tax impact over the term of the bonds on commercial property valued by the county assessor at \$1,000,000 is estimated to be \$214 per year for 19 years, or \$4,066 total cost. The tax impact over the term of the Bonds on agricultural or other vacant property valued by the county assessor at \$100,000 is estimated to be \$18 per year for 19 years, or \$342 total cost.

Assessor's value for tax purposes is the value of property as it appears on a tax bill and does not necessarily represent the market value. Tax impacts are based on the project average annual tax rate over the life of the bond issues and a number of other financing assumptions which are subject to change. Tax impacts assume the net assessed valuation of the property increases annually at the lesser of five percent or fifty percent of the projected total annual increase in net assessed valuation shown on the project debt service schedule.

Estimated average net assessed valuation of owner-occupied residential properties, commercial and industrial properties, or agricultural and vacant properties, as applicable, within the jurisdiction is provided by the Arizona Department of Revenue.

Estimated Total Cost:

Should the Bonds be authorized and issued, the City estimates that the total cost of the Bonds, including principal and interest would be \$17,733,038. The amount is based on the assumptions provided in the exhibit on page 16.

Debt Limitations

The Arizona Constitution limits the outstanding property tax secured bonded indebtedness of cities and towns. For combined water, sewer, light, parks, open space preserves, playgrounds and recreational facilities, outstanding bonded debt may not exceed 20% of net full cash assessed valuation. In addition to the 20% limitation, for all other purposes outstanding bonded indebtedness may not exceed 6% of a city's net full cash assessed valuation. Unused borrowing capacity for the 20% and 6% debt limitations is shown below based upon the fiscal year 2016/17 assessed valuation.

<u>Water, Light, Sewer, Open Space & Park Bonds</u>		<u>All Other General Obligation Bonds</u>	
20% Constitutional Limitation	\$151,716,350	6% Constitutional Limitation	\$45,514,905
Net Direct General Obligation		Net Direct General Obligation	
Bonds Outstanding	(55,788,353)	Bonds Outstanding	(0)
Reduction for Original Issue Premium	<u>(2,095,000) (a)</u>	Reduction for Original Issue Premium	<u>(0)</u>
Unused 20% Limitation Borrowing Capacity	\$93,832,997	Unused 6% Limitation Borrowing Capacity	\$45,514,905

(a) This amount reduces in equal amount the borrowing capacity of the City under State statutes and the Arizona Constitution and the principal amount authorized at the elections for the City from which bonds were sold based on changes in law. The amount is net original issue premium with respect to the bonds sold less the amounts of premium used to pay certain costs of issuance of, and interest on, the bonds sold.

General Provisions

- In addition to the costs of the Project, bond proceeds may be used to pay for bond insurance or other credit support for the Bonds, all legal, accounting, financial, architectural, design, engineering and construction management costs and all other costs incurred in connection with the issuance of the Bonds and the purposes set forth in the Question.
- Bonds will be issued for the Project for the actual project amount when funds are needed to implement that Project. The total amount may not exceed the amount authorized by voters for the Project.
- The Bonds may be issued in one or more series.
- Interest rates for the Bonds shall not exceed ten percent (10%) per annum.
- The Bonds will mature over a period not to exceed twenty-five (25) years from their date of issuance.
- The amount of the Bonds represents inflated dollars estimated at the time of bond issuance.
- The price paid in acquisition of any property would be at the discretion of the Mayor and City Council.
- The time frames for the start and finish of the Project are approximate, and demonstrate how the Project could be implemented over time if the Bonds are approved. Actual time frames will be dependent on many factors such as land availability and acquisition negotiations, environmental permitting processes, utility relocations, weather, design and construction lead-time and other variables.

CITY OF FLAGSTAFF, ARIZONA

Estimated Debt Service Requirements and Projected Impact on Secondary Tax Rate*

Fiscal Year	Projected Net Limited Assessed Value (a)	Bonds Currently Outstanding (b)			Authorized, but Unissued Bonds			General Obligation Bonds to be Issued			Projected Combined	
		Principal	Interest	Combined	Estimated Tax Rate	Estimated Debt Service	Estimated Tax Rate	Principal	Estimated Interest (c)	Combined	Estimated Tax Rate	Combined
2016/17	\$702,767,941	\$5,501,164	\$1,913,695	\$7,414,859	\$0.84 (d)							\$7,374,268
2017/18	714,504,166	5,485,912	1,821,888	7,307,800	0.84 (d)							7,269,375
2018/19	726,436,385	5,610,894	1,646,019	7,256,912	0.84 (d)	\$679,000	\$0.09	\$420,000	\$510,000	\$930,000	\$0.13	8,829,721
2019/20	738,567,873	5,606,115	1,453,997	7,060,112	0.84 (d)	686,038	0.09	440,000	492,150	932,150	0.13	8,644,410
2020/21	750,901,956	4,306,582	1,247,455	5,554,037	0.84 (d)	687,225	0.09	460,000	473,450	933,450	0.12	7,143,197
2021/22	763,442,019	4,045,000	1,080,088	5,125,088	0.84 (d)	682,775	0.09	480,000	453,900	933,900	0.12	6,712,695
2022/23	765,991,915	3,505,000	918,288	4,423,288	0.58	682,900	0.09	500,000	433,500	933,500	0.12	6,013,143
2023/24	768,550,328	1,850,000	788,100	2,638,100	0.34	687,388	0.09	520,000	412,250	932,250	0.12	4,233,795
2024/25	771,117,286	1,920,000	717,250	2,637,250	0.34	686,025	0.09	545,000	390,150	935,150	0.12	4,237,165
2025/26	773,692,818	1,990,000	643,700	2,633,700	0.34	684,025	0.09	565,000	366,988	931,988	0.12	4,231,218
2026/27	776,276,952	2,060,000	571,325	2,631,325	0.34	686,388	0.09	590,000	342,975	932,975	0.12	4,235,045
2027/28	778,869,717	2,145,000	496,325	2,641,325	0.34	682,900	0.09	615,000	317,900	932,900	0.12	4,244,423
2028/29	781,471,142	1,240,000	418,200	1,658,200	0.21	683,775	0.09	640,000	291,763	931,763	0.12	3,264,067
2029/30	784,081,256	1,290,000	368,600	1,658,600	0.21	683,800	0.09	670,000	264,563	934,563	0.12	3,270,417
2030/31	786,700,087	1,340,000	317,000	1,657,000	0.21	682,975	0.09	700,000	236,088	936,088	0.12	3,272,740
2031/32	789,327,665	1,395,000	263,400	1,658,400	0.21	686,300	0.09	725,000	206,338	931,338	0.12	3,276,038
2032/33	791,964,020	1,455,000	207,600	1,662,600	0.21	683,563	0.09	760,000	175,525	935,525	0.12	3,281,688
2033/34	794,609,180	1,510,000	149,400	1,659,400	0.21	684,975	0.09	790,000	143,225	933,225	0.12	3,277,600
2034/35	797,263,174	1,090,000	89,000	1,179,000	0.15	685,325	0.09	825,000	109,650	934,650	0.12	2,798,975
2035/36	799,926,033	1,135,000	45,400	1,180,400	0.15	684,613	0.09	860,000	74,588	934,588	0.12	2,799,600
2036/37	802,597,786					682,838	0.09	895,000	38,038	933,038	0.12	1,615,875
		<u>\$54,480,666</u>		<u>\$69,637,395</u>		<u>\$13,002,825</u>		<u>\$12,000,000</u>		<u>\$17,733,038</u>		

Projected Average Additional Tax Per \$100 of Assessed Value: **\$0.1204**

- * Fiscal year 2016/17 is actual. Tax rates stated per \$100 of assessed value and exclude earnings, rebate and delinquency adjustment. City Policy tax rate based on use of reserve funds.
- (a) Assumes annual assessed value change of 1.67% growth for fiscal years 2017/18 through and including 2021/22 assume (based on historical 10-year average growth in net assessed valuation for secondary property taxes). Subsequent years assume 0.33% growth.
- (b) Net of the debt service on the portion of the City's General Obligation debt (\$1.3 M) that the City pays from water and sewer system revenues.
- (c) Assumes one bond sale with an average annual interest rate of 4.25%. See "Certain Required Information - Estimated General Obligation Bond Issue Cost to Taxpayers"
- (d) Assumes use of accumulated reserves of past secondary property tax collections to reduce rate to \$0.8366.

OFFICIAL BALLOT

PROPOSITION NO. 412

Purpose: Bonds for Municipal Court Facilities
Amount: \$12,000,000

OFFICIAL TITLE: A measure referred to the people by the Flagstaff City Council relating to the issuance of bonds in a principal amount of \$12,000,000 to design and construct municipal court facilities.

DESCRIPTIVE TITLE: Consideration of the sale and issuance of bonds to provide adequate court room facilities, prosecution facilities, prisoner transport and holding areas, separate circulation and movement for public, jurors, prisoners and court staff, prosecution staff, space for all court events, as well as staff, jurors and the public and sufficient parking for all of the above, shall the City of Flagstaff be authorized to sell and issue general obligation bonds in a principal amount up to \$12,000,000 and expend funds therefrom:

- for the purpose of design and construction of new facilities for the municipal court and paying necessary related costs;
- for the purpose of design and construction of a parking garage or similar structure to enhance both municipal court and public parking availability and paying necessary related costs; and
- to pay all costs and expenses properly incidental thereto and to the issuance of bonds?

The bonds may be issued in one or more series, will not mature more than 25 years from the date or dates of their issue, will bear interest at a rate or rates not to exceed 10% per annum, and will have such other provisions as are approved by the City Council. The following sentence has been included on this ballot as required by Arizona Revised Statutes 35-454(C): The issuance of these bonds will result in a property tax increase sufficient to pay the annual debt service on the bonds.

A "YES" vote shall authorize the City Council to issue and sell up to \$12,000,000 in general obligation bonds to be repaid with secondary property taxes to design and construct municipal court facilities.

**BOND
APPROVAL,
YES**

A "NO" vote shall not authorize the City Council to issue and sell up to \$12,000,000 in general obligation bonds to be repaid with secondary property taxes to design and construct municipal court facilities.

**BOND
APPROVAL,
NO**

AS IT WILL APPEAR ON BALLOT

PROPOSITION NO. 412

A measure referred to the people by the Flagstaff City Council relating to the issuance of bonds in a principal amount of \$12,000,000 to design and construct municipal court facilities.

A **YES** vote shall authorize the City Council to issue up to \$12,000,000 in general obligation bonds to be repaid with secondary property taxes to design and construct municipal court facilities.

A **NO** vote shall not authorize the City Council to issue up to \$12,000,000 in general obligation bonds to be repaid with secondary property taxes to design and construct municipal court facilities.

☐

BOND APPROVAL, YES

☐

BOND APPROVAL, NO

ARGUMENTS FOR PROPOSITION NO. 412

The "for" and "against" arguments were reproduced exactly as submitted and were not edited for spelling, grammar, or punctuation. These arguments represent the opinions of the authors and have not been checked for accuracy of content.

My name is Jeff Coker and, in addition to being an almost lifelong resident of Flagstaff, I have worked as an attorney and Superior Court judge in our local legal system for the past 35+ years. I would like to address the upcoming bond election, specifically Prop 412, that authorizes bonding to meet the need for a new Municipal Court facility. The Citizens of Flagstaff have been great supporters of our criminal and civil justice system and I ask that you continue that support for a desperately needed new facility for the Flagstaff Municipal Court.

The present City Court building is an eighty-year-old former furniture store and is extremely inadequate for the needs of this court (which has seen a 100 % increase in filings in the last 20 years), and is also subject to seasonal flooding.

The most pressing reason for supporting a new structure is the safety of the customers and employees of the current court building. Anyone who walks through this building knows that it is a security nightmare. My daughter previously worked in the court system and I have asked myself if I would want her to work in this building and the answer is a resounding no. The potential for harm is simply too great.

In addition, like much of downtown Flagstaff, parking is always an issue. The proposal includes a parking structure that is sorely needed.

No one likes to volunteer for tax liability, but this proposal does not amount to an increase in that the cost of the structure will be paid by the expiration of other assessments.

I urge all voters to vote in the upcoming bond election and support Proposition 412, the bond authorization for a new Municipal Court building.

H. Jeffrey Coker

We support City Proposition 412. It is another opportunity where we, the County can work cooperatively with the City of Flagstaff to eliminate redundancy and reduce costs.

This proposition will help us place the City's municipal courts in the same building as our Justice of the Peace Courts – which also needs additional space. By having both of these Courts in the same building and adjacent to the Superior Courts, confusion will be eliminated and it will be easier for an individual to find the appropriate Court where his/her case is heard.

We have a history of establishing cooperative agreements with the City of Flagstaff and these innovative partnerships help us address the needs of our citizens while making services user friendly and government more cost efficient.

Some examples include but are not limited to, coordinated planning with our regional plan, establishment of our Nationally Award winning regional bus system run by NAIPTA, cooperative purchasing agreements, joint law enforcement facilities – housing both the Sheriff's Office and the Flagstaff Police Department, the Flagstaff Art Council, and so much more. These are a few examples of where we have worked together to make it easier to use various services, to eliminate multiple administrative measures and reduce redundancy, while reducing the costs to the tax payer.

We ask that you vote Yes on Proposition 412.

Liz Archuleta, Coconino County Supervisor, District 2
Matt Ryan, Coconino County Supervisor, District 3

ARGUMENTS AGAINST PROPOSITION NO. 412

None submitted

PROPOSITION NO. 413

INITIATIVE - GREATER BUFFALO PARK

COMPLETE TEXT OF PROPOSED ORDINANCE

AN ORDINANCE SETTING ASIDE, PRESERVING, AND DESIGNATING APPROXIMATELY 253 ACRES OF SPECIFIC CITY-OWNED REAL PROPERTY COMMONLY KNOWN AS "MCMILLAN MESA," AND APPROXIMATELY 47 ACRES OF SPECIFIC CITY-OWNED REAL PROPERTY LYING SOUTH OF BUFFALO AND MCPHERSON PARKS AND NORTH OF EAST FOREST AVENUE, TO BE USED AS OPEN SPACE FOR PASSIVE PARK PURPOSES AND PROVIDING FOR EXCEPTIONS, SEVERABILITY, AUTHORITY FOR CLERICAL CORRECTIONS

WHEREAS, the acquisition, provision, and development of parks, trails, and open space are goals set forth in Chapter V of the Flagstaff Regional Plan; and

WHEREAS, preservation of real property as passive park is considered a form of open space in the 1998 Flagstaff Area Open Spaces and Greenway Plan; and

WHEREAS, open space for passive park purposes makes a significant contribution to the well-being of the citizens of the City of Flagstaff; and

WHEREAS, the City maintains an interest in enhancing the beauty and recreational elements within the community, and open space for passive parks purposes contribute to those efforts;

ENACTMENT:

NOW THEREFORE, BE IT ORDAINED BY THE PEOPLE OF THE CITY OF FLAGSTAFF AS FOLLOWS:

Section 1: Dedication.

The portion of real property owned by the City of Flagstaff as described in the attached "Exhibit A" (the "Property") and incorporated by this reference is hereby set aside, preserved, and designated as open space for passive park purposes.

Section 2: Exceptions.

The City Council shall have, in its discretion, the option to except up to ten (10) acres within the Property described in the attached Exhibit A to allow the construction and operation thereon of a facility to serve veterans, provided that it has a reasonable similarity to the facility and use contemplated by Flagstaff City Council Resolution No. 2015-16. The remainder of the Property not covered by this exclusion shall remain subject to the provisions of this Ordinance.

Section 3: Limited Uses and Improvements.

The City shall use the Property described in Exhibit A in a manner consistent with the "Neighborhoods" category of Open Space as outlined in the 1998 Flagstaff Area Open Spaces and Greenways Plan. Any other use is inconsistent with the purposes of this Ordinance and the intent of the voters. Further, the City shall not construct, nor permit construction of, any new buildings, roads, motor-vehicle trails, or other improvements on the Property except as necessary for the limited use permitted by Section 2.

Section 4: Severability.

If any section, subsection, sentence, clause, phrase, or portion of this ordinance or any part of the code adopted herein by reference is for any reason held to be invalid or unconstitutional by any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

Section 5: Clerical Corrections.

The City Clerk is hereby authorized to correct typographical and grammatical errors, errors in punctuation, and errors in word choice to this ordinance. Further, City Staff is hereby authorized to make any necessary clerical corrections to the physical description of the property to properly identify the Property as described in the attached Exhibit A and intended to be the object of this Ordinance.

EXHIBIT A

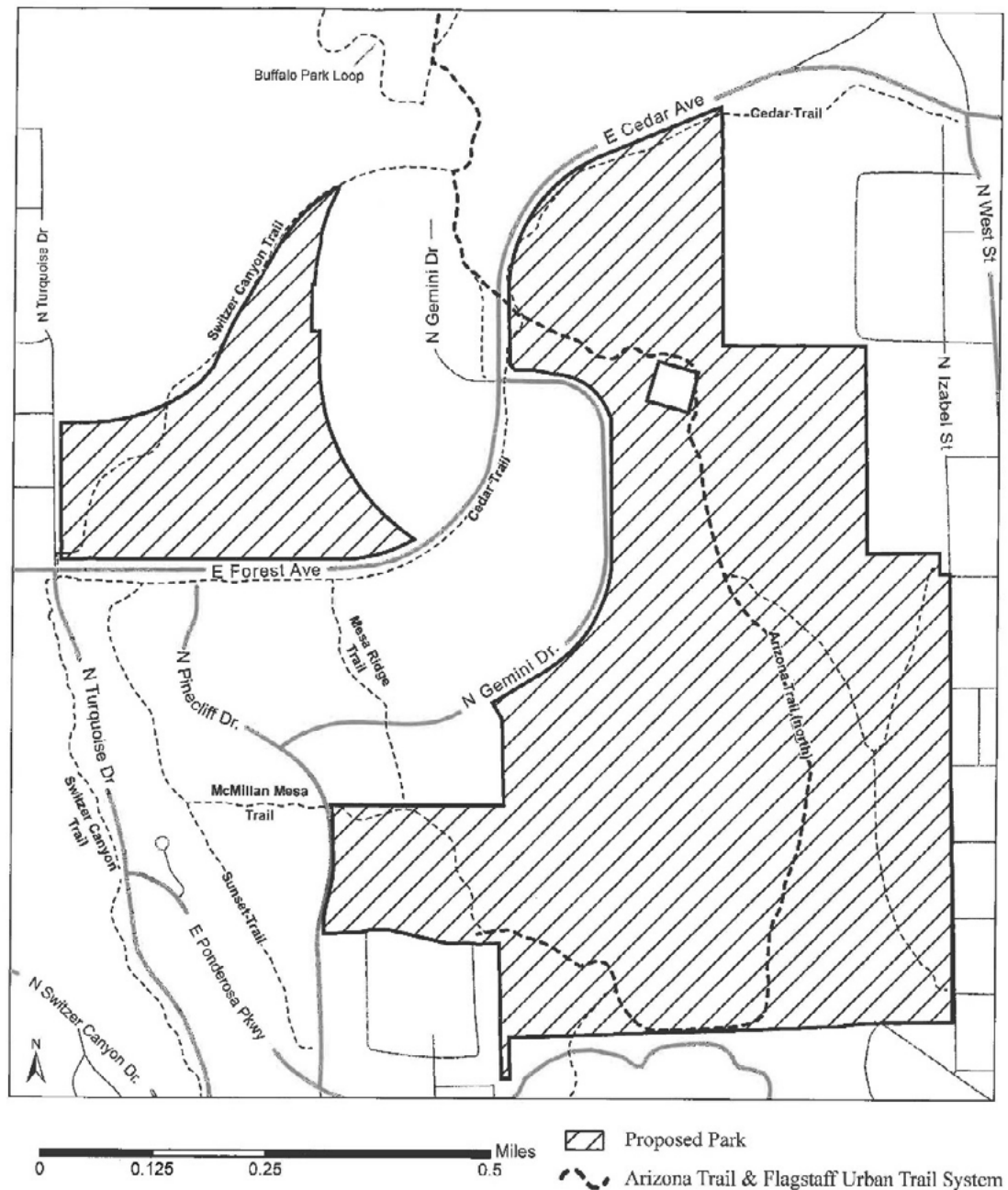
Summary

Consisting of 253 Acres, more or less, of specific City of Flagstaff owned real property lying East of East Forest Avenue and South of East Cedar Avenue and commonly known as "McMillan Mesa" (APN 107-01-001B, 101-28-007C, and a portion of 109-02-001N) and 47 Acres, more or less of specific City of Flagstaff owned real property lying North of East Forest Avenue, East of Turquoise Drive and South of Buffalo and McPherson Parks (a portion of 110-08-001G) more particularly described as following and demonstrated on the attached not-to-scale map:

1. 107-01-001B
All of the City of Flagstaff owned real property located in the Northwest Quarter of Section 14, Township 21 North, Range 7 East G&SRM, Coconino County, Arizona lying Southeasterly of North Gemini Drive and West of Izabel Street.
2. 101-28-007C
All of the City of Flagstaff owned real property located in the South Half of the Northeast Quarter of Section 15 and the North Half of the Southeast Quarter of Section 15, Township 21 North, Range 7 East G&SRM, Coconino County, Arizona as described in Docket 1507, Page 264 Coconino County, lying North of Switzer Mesa Unit 2, Case 2, Map 344 Coconino County and North and East of Switzer Mesa Unit 3, Case 3, Map 111 Coconino County and North of that property described in Instrument No. 3725664 and South and East of McMillan Mesa Village, Instrument No. 3488287 Coconino County.
3. Portion of 109-02-001N
All of the City of Flagstaff owned real property located in the West Half of Section 11, Township 21 North, Range 7 East G&SRM, Coconino County, Arizona lying East of East Forest Avenue and South of East Cedar Avenue, North and East of North Gemini Drive, South and West of Coconino High School and less that City of Flagstaff owned real property designated by the City of Flagstaff as the location of the Hal Jansen Recreation Center (former known as the Flagstaff Recreation Center).
4. Portion of 110-08-001G
All of the City of Flagstaff owned real property located in the Southeast Quarter of Section 10, Township 21 North, Range 7 East G&SRM, Coconino County, Arizona lying North of East Forest Avenue, South of Buffalo and McPherson Parks, South of the FUTS trail formerly the location of Cedar Avenue, east of Turquoise Avenue and West of North Gemini Drive less 34 Acres, more or less, lying North and West of East Forest Avenue, and South and West of North Gemini Drive, comprising Committed Facilities on City of Flagstaff land including but not limited to the U.S. Geological Survey and Northern Arizona Center for Entrepreneurship and Technology facilities.

If the City Council exercises its authority to except property under this section, and such property is not put to the use described in this Section, the excepted land shall become open space for passive park purposes and subject to the same restrictions as the remainder of the Property described in Exhibit A.

Any ordinance or other act of the City Council attempting to transfer any interest in the Property described in Exhibit A for any purpose other than open space is contrary to the purpose of this initiative ordinance and the intention of the voters. The City Council may, however, transfer an interest in the excepted property to the State of Arizona, a political subdivision of the State, the Federal Government, or a non-profit corporation or public-service corporation, so long as the interest granted is subject to the restrictions described in this section.



** Proposed Veterans' Services Facility not depicted.

OFFICIAL BALLOT

PROPOSITION NO. 413

OFFICIAL TITLE: Proposed by initiative petition, preserving approximately 253 acres of city-owned real property commonly known as McMillan Mesa and approximately 47 acres of city-owned real property south of Buffalo and McPherson Parks, as open space.

DESCRIPTIVE TITLE: Preserving approximately 253 acres of city-owned real property, commonly known as McMillan Mesa, and approximately 47 acres of city-owned real property south of Buffalo and McPherson Parks, as open space, permitting the City to use up to ten acres of the property for the construction of a veterans' services facility.

A **YES** vote shall have the effect of preserving city owned real property as open space, permitting use of up to ten acres for the construction of a veterans' services facility.

YES

A **NO** vote shall have the effect of not preserving city-owned real property as open space.

NO

AS IT WILL APPEAR ON BALLOT

PROPOSITION NO. 413

Proposed by initiative petition, preserving approximately 253 acres of city-owned real property commonly known as McMillan Mesa and approximately 47 acres of city-owned real property south of Buffalo and McPherson Parks, as open space.

A **YES** vote shall have the effect of preserving city owned real property as open space, permitting use of up to ten acres for the construction of a veterans' services facility.

A **NO** vote shall have the effect of not preserving city-owned real property as open space.

☐

YES

☐

NO

ARGUMENTS FOR PROPOSITION NO. 413

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Looking back over the 48 years my family has lived in Flagstaff – back to when there were buffalo in what we now call Buffalo Park, I recognize that growth and change are inevitable. I've seen Flagstaff grow into a bustling university town with a population of 65,000, but one thing that has remained constant is that people who live here value our open space, parks, FUTS, and easy access to all kinds of outdoor recreational activities.

I support Proposition 413 because it's time to make sure that the city owned undeveloped land near Buffalo Park is managed like Buffalo Park for the people to enjoy and not sold off for development or developed by the city. I like that if the initiative passes then the voters, rather than a majority of the council, will have to approve any future development proposals for the land. I also like that the initiative allows for ten acres to be donated by the city for a new Veteran's facility and leaves some land near the business incubator for another business development project. Also, there is plenty of private land on McMillan Mesa. Some of it has already been developed and more projects are in the planning process.

As Northern Arizona University and our city continue to grow, let's take this unique opportunity to **vote YES on Proposition 413**, which over 4,000 voters helped get on the ballot by signing the petition (2,537 signatures were required), and create a Greater Buffalo Park for visitors and residents to use and enjoy.

Walt Taylor

It is usually only once in a generation that the voters of Flagstaff have the opportunity to boldly express a compelling vision for the future of the community through a vote of the people. We have that opportunity now.

On the November 8th ballot is a question put on the ballot by the citizens of Flagstaff, Proposition 413, which will protect as natural open space 253 acres of city owned land on McMillan Mesa and 47 acres of city owned land adjacent to Buffalo and McPherson Parks. Together, these parcels will create "A Greater Buffalo Park", and add land to our beloved Buffalo Park.

A walk through these lands reveals expansive grassy meadows and stunning views of the San Francisco Peaks. It is the open heart of our city, joining East and West Flagstaff. And, the best part is that no tax dollars will be required for the public to enjoy these lands –we already own them!

Because Proposition 413 is a citizen initiative, it ensures that four members of the City Council cannot sell this land in the future without a vote of the people first, the highest form of protection available. As private development spreads across portions of McMillan Mesa, Flagstaff citizens and visitors will cherish and enjoy these remaining public lands more than ever. **Please join the Committee for a Greater Buffalo Park and vote YES on Proposition 413.**

Robert G. Breunig
President Emeritus, Museum of Northern Arizona

As a lifelong Flagstaff resident and after eight years on the Flagstaff City Council, I am keenly aware that a lot of people are passionate about what happens on McMillan Mesa. I support Proposition 413 because it's one step the voters can take to address the real anxiety about whether all of the new development, including the Hub student housing, will change forever the unique character of Flagstaff.

This initiative is about land the taxpayers own and unlike many land protection measures it doesn't require the city to bond or raise the sales tax to raise revenue for land acquisition. It allows the city to donate ten acres for the construction of a veteran services facility, which I have championed for the last six years, and build more R&D facilities near the business incubator (NACET) and business accelerator. It won't impact the ability of private property owners on McMillan Mesa to continue to develop their land with both residential and commercial projects. (The city council recently rezoned private land on McMillan Mesa to allow up to 437 residential units, which may mean the construction of a lot of new residential units.)

Many people move to Flagstaff, or those who were raised here decide to stay here, because of the quality of life, often at the cost of better jobs elsewhere. Flagstaff will continue to grow and change and developers will continue to build according to their existing zoning, so let's seize this moment and vote YES on Proposition 413 to protect this public open space and our quality of life before it's too late.

Coral Evans
Flagstaff City Councilmember (The views of Ms. Evans are solely her own)

I strongly support Proposition 413, which will ensure that city-owned undeveloped land on McMillan Mesa and south of Buffalo and McPherson Parks remains open space just like Buffalo Park.

Although we've only lived in Flagstaff a short time, we love it here because there are such wonderful open spaces and parks and so many feel a strong sense of connection to the land that surrounds us. I've also seen how new development is rapidly changing the complexion of the community and how little control, in most cases, the citizens have over the development process.

There's a lot of private land on McMillan Mesa that's been developed with commercial and residential projects and a few weeks ago the City Council rezoned some of it for up to 437 residential units. This initiative won't impact the rights of any of these private property owners to develop their land.

I spent many hours collecting signatures in support of placing this question on the ballot and didn't encounter one voter who declined to sign the petition. Simply put, voters were eager to sign as they expressed their fears about how Flagstaff is changing for the worse in many cases and how some of the development they are seeing, especially the huge student housing projects, will jeopardize what they love about Flagstaff.

Parks and open space, including Buffalo Park and the adjacent city undeveloped land, are an essential part of Flagstaff's unique appeal and what make it such a desirable place to live. More new development is a certainty, so if the voters safeguard this invaluable city land by **voting YES on Property 413**, we'll also be giving the voters, rather than four members of the council, the sole right to decide if it should be sold or developed in the future.

Linda Webb

I support Proposition 413, which was put on the ballot by a citizen committee. It will make sure that city owned undeveloped land adjacent to Buffalo Park and south of McPherson and Buffalo Parks remains open space.

With all of the new development in Flagstaff it's conceivable that the majority on this city council would sell some of this land for student housing like the Hub. You might think this won't ever happen, but there's nothing to prevent it. If this initiative passes, then the city council can't sell the land to a private developer for commercial or residential projects without voter approval.

I urge you to seize this important opportunity brought to us by the Committee for a Greater Buffalo Park and vote yes on Proposition 413 to protect this exceptional undeveloped city land in the heart of Flagstaff that defines our city for the people to use until the Flagstaff voters, and not four members of the council, decide they want it to be developed by the city or sold/leased to a private developer.

Jamie Whelan

I moved to Flagstaff in 2002, when I accepted a position at NAU. I jumped at the offer for several reasons, one of which was the university's location within both urban and natural landscapes. Buffalo Park became one of my favorite places to walk my dogs, and take out-of-town visitors. So, I was quick to jump on board when the Committee for a Greater Buffalo Park sought volunteer petitioners to collect enough signatures to get it on the ballot.

Over 4000 Flagstaff residents signed their names in support of Proposition 413 in a relatively short period of time because they knew that the 300 acres of city property surrounding Buffalo Park belong to the citizens of Flagstaff, and we should, therefore, have a voice in *when*, *how* and *if* the land gets developed or transferred.

I knew cyclists, joggers, and others who appreciate having a clean, safe, and beautiful open space in which to exercise use the park, but two things really struck me as I stood outside the park collecting signatures. For

one, I'd never noticed before how many *families* came to the park; parents with babies in strollers and little kids on bikes. Adults taking an elder for a brief walk. Having beautiful and easily-accessible spaces are important to our health and our quality of life, and we mustn't take them for granted.

Secondly, I didn't realize that Buffalo Park is visited by many people from other parts of Arizona, other states, and even other countries. This underscores Proposition 413's economic significance. Of course, those visitors weren't eligible to sign our petitions, but many lamented the fact that their own cities hadn't had the foresight to ensure they'd have open spaces, and praised Flagstaff for having the wisdom to ensure that we would.

Greta Murphy

As a dedicated foot-traveler, I'm voting **YES on Proposition 413**, which will create a Greater Buffalo Park by protecting 300 acres of city owned land on McMillan Mesa and south of McPherson and Buffalo Parks. Flagstaff is nationally recognized as a silver medal walkable community, so it makes perfect sense enhance our most user-friendly and beloved Buffalo Park and provide Flagstaff with a truly magnificent scenic and recreational venue.

The over eight-hundred mile Arizona National Trail and the Flagstaff Urban Trail System (FUTS) share a route inside our city limits up to the top of McMillan Mesa, where hikers and walkers are truly dazzled by the stunning, panoramic views of the incredible San Francisco Peaks and Mount Elden landscapes. Further to the northwest lie the A-1, Wing and Kendrick volcanoes. Woody Mountain is to the left and O'Leary Peak to the right. All the people walking or hiking have to do is turn around to experience the wonderful Mormon Mountain view shed.

Right now there is no guarantee that the city council won't sell all or part of this very special place for incompatible development. Proposition 413 doesn't protect the land forever unless that is what the voters want. It simply ensures that until the voters want it developed, it will remain as open space.

Please join me in voting **YES on Proposition 413** so at least until the community, rather than the council, says something different we can protect this valuable public resource for the public to use and enjoy.

Jack Welch

Buffalo Park and nearby city owned open space are Flagstaff treasures. This citizen initiative to protect an additional 300 acres of city – owned land will not only benefit the land on McMillan Mesa and south of McPherson and Buffalo parks, but also those of us in Flagstaff and beyond who routinely escape to Buffalo Park for its accessibility and grandeur.

As Flagstaff necessarily grows, open natural areas in the mid-city become even more important. Our FUTS is a wonderful well-used resource, and an important part of its value is its linkage among residential neighborhoods, commercial districts, places of work, and valued open spaces including Buffalo Park. Creating a "Greater Buffalo Park" is part of my vision for Flagstaff's future, which includes a community that is as appealing to my children and grandchildren as it has been and continues to be to me.

Bill Auberle

I arrived in northern Arizona fifty years ago. Since that time, Flagstaff has grown from a Route 66 stop to a vibrant city, but I've always cherished its unique history and mountain-town ambiance. Recent developments, however, are threatening the quality of life that led people to love Flagstaff so much.

Public parks offer oases of serenity in our increasingly urbanized lives. Municipalities have recognized they enhance citizens' lives almost from the founding of the nation. Tucson has set aside 71,000 acres for people to enjoy; Phoenix, 41,000 acres; Albuquerque, 29,000 acres.

Flagstaff voters now have a unique opportunity finally to preserve the undeveloped city land on McMillan Mesa just south of Buffalo and McPherson Parks that Flagstaff acquired from the US Forest Service 60 years ago. This land still remains in limbo, and development proposals for it draw nothing but controversy. It hosts native grasslands broken by scatters of ponderosa, Gambel oak, juniper, and piñon that open to stunning vistas of Mt. Elden and the soaring San Francisco Peaks. FUTS trails and the Arizona Trail bring walkers, cyclists, and runners alike to the area. **Proposition 413** preserves this area while leaving available space for a veteran's facility sought by the City Council and for more research and development near the business incubator and accelerator.

As a member of the Committee for a Greater Buffalo Park, I collected signatures in support of placing this question on the ballot because I strongly believe that Flagstaff taxpayers should continue to own this land. Flagstaff voters, rather than four members of city council, should determine the status of this beloved asset. **Please join me in voting YES on Proposition 413.**

Stephen Hirst

Please join me in voting YES for Proposition 413, which will enhance Flagstaff's beloved and iconic Buffalo Park.

City taxpayers own roughly 300 acres – about half – of the open space south and west of Buffalo Park and Jay Lively Activity Center. If approved by the voters, the initiative would keep this land as public open space, managed just like Buffalo Park.

If the proposition fails, four members of the seven-member city council may very well sell the land for development. If it passes, Arizona law says that voters would have to ratify any development proposed by the city council for the area.

In light of our rapid growth and development (some of it incompatible with existing neighborhoods), Flagstaff citizens have brought forward this common sense proposal. Because city taxpayers currently own the land, no public money will be required for land acquisition. The initiative does not include the land near the business incubator and the USGS facility; that land can still be used for business development. Additionally, the proposition permits the city to donate up to ten acres for a veterans' service facility. It will not affect existing private property rights; private landowners can continue to develop their land.

This valuable open space provides connections to established trails, has stunning views, and provides unique opportunities for recreation. It is critical that voters protect this land for visitors and Flagstaff residents. Let's make Buffalo Park even GREATER, by voting YES on Proposition 413.

Jim McCarthy
Past member, Flagstaff Planning and Zoning Commission

I urge a YES vote on Proposition 413.

I've lived in Flagstaff for more than thirty years, and have seen development eat up so much of the original open space within the city limits. Given the dramatic land development we've seen over the last few years, it's critical that we carefully consider the future we want for our city.

The land around Buffalo Park is the largest piece of contiguous open space within city limits, and an important piece of our heritage that we should preserve. A great deal of Flagstaff's appeal lies in its superior quality of life, which includes its parks and open space. In fact, this is part of why so many people want to live in Flagstaff and businesses start here or relocate here.

The beauty of this initiative is that it neither precludes development on the privately owned land in the vicinity nor prevents future development on the public land. But the key is that if the city council should decide it wants the land developed, it will have to first seek voter approval.

This is a win-win situation. This land is already owned by the City of Flagstaff (and therefore by Flagstaff taxpayers). We don't have to spend any money; protecting the land adds economic and aesthetic value to our city; and we are not precluding the possibility of future development.

The over 4,000 signatures the campaign collected to get this question on the ballot indicates the people of Flagstaff are very worried about shortsighted and incompatible development; they want this land managed like Buffalo Park; and they want a voice in any decision about changing its use.

I urge a YES vote on Proposition 413.

Christa Sadler

Join me in voting YES on Proposition 413. It's time we protect much of the city-owned undeveloped land on McMillan Mesa and south of McPherson and Buffalo Parks -- an area that defines Flagstaff -- as open space for the public to use and enjoy.

As Flagstaff continues to grow and change, it is critical to take steps to preserve this prized public land for future generations and to maintain the city's character where natural environment balances built environment. Not everybody can live in a house with a wonderful view, but everybody can enjoy our protected open spaces.

If the initiative passes, private property owners can continue to develop on McMillan Mesa. Guardian Medical Transport, Basis Flagstaff (charter school), and Flagstaff Senior Meadows have already built projects on private land on McMillan Mesa. Bungalows on Pinecliff is building 24 rental cottages; Wellbrook is building a 34,500 square foot skilled nursing facility; Rehabilitation Hospital of Northern Arizona is applying for a building permit; and City Council has approved a rezoning that will allow up to 437 residential units.

This initiative is not asking the voters to acquire land; the taxpayers own the land already. It will not interfere with the city council's intent to donate ten acres for a veteran services facility and will allow for another R&D facility near the existing business incubator (NACET) and accelerator.

Let's make sure the heart and soul of our city is preserved for the public to use and enjoy and the decision on any potential future use or transfer of this land always remains in the hands of Flagstaff voters. Vote YES on Proposition 413.

Eva Putzova

Flagstaff City Councilmember

The views of Ms. Putzova do not necessarily reflect those of the Flagstaff City Council.

I'm voting YES on Proposition 413, which will maintain some of the most valuable and beautiful city owned undeveloped land on McMillan Mesa and south of Buffalo and McPherson Parks as open space for the public to use and enjoy. Many cities throughout the country are paying huge sums of money to buy private land for park purposes but in Flagstaff the taxpayers don't have to buy this land -- they already own it.

Flagstaff is experiencing a lot of new commercial and residential development, including big projects like The Standard and The Hub. Many residents have spoken at City Council meetings and talked to me about their real concerns over how some of these bigger projects will jeopardize the character of the city and the quality of life that defines our community.

Voter initiatives cannot permanently protect land. However, the Arizona Voter Protection Act provides that when voters pass an initiative, then only the voters can override it. This means that Flagstaff voters, as opposed to four members of the city council, must approve any future sale/development proposals. In light of the significant controversies over past development proposals for undeveloped city land on McMillan Mesa, it seems most fitting that the VOTERS should have the final say.

Proposition 413, which is the result of months of hard work by many dedicated citizen volunteers who eagerly collected signatures to get the question on the ballot, gives Flagstaff voters a unique opportunity to redouble their commitment to our parks, open spaces, and trails and to secure their right to ensure any future development is compatible with shared community values.

Let's vote YES on Proposition 413 for a Greater Buffalo Park.

Celia Barotz

Vice-Mayor, Flagstaff (*The views of Ms. Barotz are solely her own.*)

Buffalo Park and McMillan Mesa are special places for many Flagstaff citizens and visitors from all over the world. Personally, they represent the importance of open space in my daily aspirations to live a healthy and active life with the support of friends and a community. I have lived in Flagstaff my whole life and grew up valuing this city owned open space. As a young child, I didn't completely understand the importance of open space but today as I watch Flagstaff grow and change I do.

Buffalo Park and the city land that is still not developed on McMillan Mesa is within *everyone's* reach. As Flagstaff continues to grow, I'm seeing more and more pressure on some of our most valuable city open space. It's time to protect the undeveloped city land on McMillan Mesa and south of Buffalo and McPherson Parks. Whether you walk, jog, bike, or watch a sunrise or sunset, this area is a community jewel.

Our undeveloped city land in this area is a non-renewable community resource. Once it's gone, it's gone forever. I am grateful as we have this unique opportunity to pass a citizen initiative to protect it not only for those of us here today, but also for future generations. **Please join me in voting YES on Proposition 413.**

Caleb Ring

I am voting YES on Proposition 413.

Almost 30 years ago Flagstaff voters overwhelmingly supported saving Buffalo Park as open space. The choice was between remaining undeveloped or a major road through the middle of the Park.

For more than a decade before the 1986 vote, the paths and trails of the defunct western tourist attraction (buffaloes included) drew walkers and joggers to experience the quiet, the views and the extraordinary landscape. They saw open space as an important community value and it has become even more precious over time.

The choice the voters made thirty years ago to 'Save Buffalo Park' was undoubtedly the right one. From dawn to dusk and year round, it's the most used and least costly park to manage in Flagstaff. We are fortunate to have a second opportunity to ensure that some of the remaining unique and historic city land on McMillan Mesa south of Buffalo Park and McPherson Park remains as open space.

Because this is a citizen initiative, your YES vote will ensure that future voters, and not a simple majority of four city council members, will be required to approve any proposals to sell the land. It places future use of this open space, which is a city heritage, in the hands of the voters.

Nat White

Friends of Flagstaff's Future urges you to vote yes on Proposition 413.

Preserving the land in the heart of a city during a time of unprecedented growth is a visionary move: just think of Central Park. Flagstaff is certainly a long way from Manhattan; however, the Flagstaff Regional Plan calls for development to become increasingly high-density. This means that more residents will live more urban lifestyles, and many of them in multi-family housing without individual yards. In this environment, the preservation of parks and natural areas as community spaces for recreation and renewal is critical.

The benefits of spending time close to nature are well-documented. Access to public parks and natural areas is critical to quality of life and public health, and should not be limited to those who live adjacent to open space on the edge of cities. The lands of McMillan Mesa are accessible from multiple neighborhoods with diverse populations.

Creating a Greater Buffalo Park by voting YES on Prop 413 will ensure that Flagstaff continues to have enough easily accessible parkland to serve our growing population.

Tory Syracuse
Executive Director

David McCain
President of the Board of Directors

I am in favor of Prop 413. This is a beautiful piece of land in the center of the city that offers a refuge of quiet and reflection for so many who walk, run and bike through it. I truly trust the people of Flagstaff to be good stewards of this property as the Great Buffalo Park and this proposition empowers the people in this regards. I believe open land like this only enriches our town and I hope you vote yes on Prop 413.

Fr Patrick Mowrer, Pastor
San Francisco de Asis Catholic Community
(The views of Fr Mowrer are solely his own)

In 1964, my uncles – John G. Babbitt and R.G. “Ted” Babbitt, Jr. – were part of a group which established Buffalo Park on McMillan Mesa at the foot of Mt. Elden and the Dry Lake Hills. Initially, the park was a wildlife refuge and an open-space attraction honoring our Native American and frontier heritage. In 1973, Buffalo Park became part of the Flagstaff Parks and Recreation system, and has since been a magnet for outdoor recreation and renewal. Every day, hundreds of people of all ages and from all walks of life can be seen walking, jogging, biking, skiing, or just strolling through this gem of a park situated in the middle of our town. As Flagstaff grows and more of McMillan Mesa is developed, the need for open-space and a connection to nature becomes more important than ever. I applaud the foresight of those citizens who created Buffalo Park and hope we all have the wisdom to expand the park to meet the recreational and spiritual needs of our residents.

James E. Babbitt

Northern Arizona is home to a world-class array of national monuments, national parks, wilderness areas, and national recreation areas. As Flagstaff residents we cherish the opportunity to visit these places that are only a

short drive away. Closer to home, though, within the city of Flagstaff, we need space – parks in particular – that we can walk or bike to and appreciate any day of the week. Voting yes on Proposition 413 will give Flagstaff residents a beautiful, centrally located park at no cost to taxpayers. Our children and grandchildren will thank us for having the foresight to designate this area a public park.

Ethan Aumack
Conservation Director
Grand Canyon Trust

Ashley Davidson
Communications Director
Grand Canyon Trust

Buffalo Park and McMillan Mesa are both valuable public open spaces in the heart of Flagstaff. Though separated by Cedar Avenue, the Arizona Trail connects both of these areas by footbridge. While they are connected, only Buffalo Park is protected open space due to a voter initiative that City residents wisely passed in 1986.

Two years ago the City Council requested that city staff provide a list of city owned parcels, including public open space, that could be sold to raise operating funds and also fund new capital projects like the new public works yard and the courthouse. Because of very strong community opposition to the sale of high value open space, the City Council took the idea off the table.

The unsuccessful effort by the City Council to sell some of our most valuable open space raised concerns that City Council would next try to sell the remaining city owned undeveloped lands on McMillan Mesa and south of Buffalo and McPherson Parks. The Committee for a Greater Buffalo Park responded by putting this citizen initiative on the ballot because they believe that the City Council should not rely on selling high value public lands in the heart of Flagstaff to raise revenue to operate the city.

The Committee also believes that it is essential that the fate of these open spaces be in the hands of the voting citizens of Flagstaff and not a majority of City Council, which may be out of step with the voter's wishes. A citizen initiative does just this because a citizen initiative can only be changed by another vote of the people. This means that moving forward the voters of Flagstaff will be the ones to decide all future uses of these lands.

Vote Yes on Proposition 413! Connect It and Protect It!

Marilyn Weissman, Chairperson
Committee for a Greater Buffalo Park

Please join me in voting YES on Proposition 413.

As a long-time Flagstaff resident, we support this citizen initiative that will require the city of Flagstaff to manage 253 acres of city owned undeveloped land on McMillan Mesa and 47 acres south of Buffalo and McPherson Parks as open space for the public to enjoy. Now is the time to create a Greater Buffalo Park.

Mike Mongini

ARGUMENTS AGAINST PROPOSITION NO. 413

None submitted

PROPOSITION NO. 414

INITIATIVE - LIVING WAGE

COMPLETE TEXT OF PROPOSED ORDINANCE

BE IT ENACTED BY THE PEOPLE OF THE CITY OF FLAGSTAFF:

SECTION 1: That Flagstaff City Code is hereby amended as follows:

Sections:

- 15-01-001-0001 Short Title
- 15-01-001-0002 Definitions
- 15-01-001-0003 Minimum Wage
- 15-01-001-0004 Notice and Recordkeeping Requirements
- 15-01-001-0005 Implementation, Rulemaking and Enforcement
- 15-01-001-0006 Other Legal Requirements
- 15-01-001-0007 No effect on more generous policies
- 15-01-001-0008 Saving Clause
- 15-01-001-0009 Severability Clause

15-01-001-0001. Short Title

This act may be cited as the "The Minimum Wage Act"

15-01-001-0002. Definitions

- A. "City" is the City of Flagstaff.
- B. "Office" is the department, division or office that the City shall establish, create or designate to enforce this chapter.
- C. "Employ" includes to suffer or permit to work.
- D. "Employee" is any individual who (1) works or is expected to work twenty-five (25) hours or more in any given calendar year within the geographic boundaries of the City for an employer and (2) is or was employed by an employer.
- E. "Employer" includes any corporation, proprietorship, partnership, joint venture, limited liability company, trust, association, political subdivision of the state, individual or other entity acting directly or indirectly in the interest of an employer in relation to an employee, and shall include the City, but does not include the state of Arizona or the United States.
- F. "Minimum Wage" is the minimum wage rate as set under Section 15-01-001-0003 of this chapter.
- G. "Tip" means a verifiable sum presented by a customer as a gift or voluntary gratuity in recognition of some service performed for the customer by the employee receiving the tip.
- H. "Tipped Employee" means an employee who customarily and regularly receives more than \$30 a month in tips, has been informed by the employer in writing about the tip notice provisions required by this chapter, and retains all tips that he or she receives.

- A. Employers shall pay employees no less than the minimum wage, which shall be not less than:
1. \$10 an hour or \$2 above the state minimum wage as provided for under Section 23-363, Arizona Revised Statutes, whichever is greater, on and after July 1, 2017;
 2. \$11 an hour or \$2 above the state minimum wage as provided for under Section 23-363, Arizona Revised Statutes, whichever is greater, on and after January 1, 2018;
 3. \$12 an hour or \$2 above the state minimum wage as provided for under Section 23-363, Arizona Revised Statutes, whichever is greater, on and after January 1, 2019;
 4. \$13 an hour or \$2 above the state minimum wage as provided for under Section 23-363, Arizona Revised Statutes, whichever is greater, on and after January 1, 2020;
 5. \$15 an hour or \$2 above the state minimum wage as provided for under Section 23-363, Arizona Revised Statutes, whichever is greater, on and after January 1, 2021.
- B. The minimum wage shall be increased on January 1, 2022 and on January 1 of successive years, by the increase in the cost of living. The increase in the cost of living shall be measured by the percentage increase as of August of the immediately preceding year over the level as of August of the previous year of the consumer price index (all urban consumers, U.S. city average for all items) or its successor index as published by the U.S. department of labor or its successor agency, with the amount of the minimum wage increase rounded to the nearest multiple of five cents.
- C. In the event that the federal minimum wage is increased above the level of the minimum wage that is in force under this section, the minimum wage under this section shall be increased to match the higher federal wage, effective on the same date as the increase in the federal minimum wage, and shall become the new minimum wage in effect under this section.
- D. Employees entitled to overtime pay under the federal Fair Labor Standards Act, 29 U.S.C. §§206, 207, 213 are entitled to overtime pay under this chapter in accordance with federal law and regulations concerning overtime compensation under 29 U.S.C. §§206, 207, 213. Such overtime pay shall be calculated based on the employee's regular rate of pay or the minimum wage rate set forth in this section, whichever is higher
- E. For any tipped employee, the employer may pay a cash wage up to:
1. \$3 per hour less than the minimum wage rate set forth in this section on or after July 1, 2017;
 2. \$2.50 per hour less than the minimum wage rate set forth in this section on or after January 1, 2022;
 3. \$2 per hour less than the minimum wage set forth in this section on or after January 1, 2023;
 4. \$1.50 per hour less than the minimum wage set forth in this section on or after January 1, 2024;
 5. \$1 per hour less than the minimum wage set forth in this section on or after January 1, 2025.

Provided, however, that the employer may only pay this lower cash wage if the employer can establish that when adding tips received and retained to wages paid, the employee received not less than the minimum wage for all hours worked and the employee has been informed in writing by the employer of the provisions of this Section. All tips received by tipped employees are the sole property of the tipped employee and shall be retained by the tipped employee, except that nothing in this section shall prohibit a valid tip pool under which tips are pooled and distributed among tipped employees, provided that only the amount actually retained by each employee shall be considered part of that employee's wages for purposes of this Section. On and after January 1, 2026, an employer shall pay a tipped employee not less than the minimum wage set forth in this section for all hours worked.

15-01-001-0004. Notice and Recordkeeping Requirements

- A. The Office shall publish and make available to employers all of the following, in English, Spanish and any language spoken by more than 5% of the workforce in the City: (1) a bulletin announcing the adjusted minimum wage rate for the upcoming year and its effective date no less than two months before its effective date; (2) a template bulletin for employers to post in the workplace informing employees of the current minimum wage rate and their rights to the minimum wage, including information about the right to be free from retaliation and the right to file a complaint and the contact information for the Office; and (3) a template notice suitable for use by employers in complying with subsections B and C of this section.
- B. Every employer shall post the bulletin referred to in subsection A in a conspicuous place at any workplace or job site in English, Spanish and any language spoken by at least 5% of the employees at the workplace or job site.
- C. Every employer shall also provide each employee, at the time of hire or by July 1, 2017 whichever is later, written notice of: the employer's business name, address, and telephone number; the employee's right to earn the minimum wage and the current minimum wage rate; the employee's right to be free from retaliation; the employee's right to file a complaint; and the contact information for the Office where questions about rights and responsibilities under this chapter can be answered. If the employee's primary language is one spoken by at least 5% of the employees at the workplace or jobsite, the notice required by this subsection shall be provided in English and in the employee's primary language.
- D. Every employer shall maintain payroll records showing the hours worked for each day worked, and the wages paid to all employees for a period of four years and shall allow the Office access to such records to monitor compliance. Failure to maintain such records and/or allow the Office reasonable access to such records shall raise a rebuttable presumption that the employer did not pay the required minimum wage and the employee's reasonable estimate regarding hours worked and wages paid shall be relied on, absent clear and convincing evidence otherwise.

15-01-001-0005. Retaliation Prohibited.

- A. No employer or other person shall discharge or take any other adverse action against any person in retaliation for asserting any claim or right under this chapter, for assisting any other person in doing so, or for informing any person about their rights. Taking adverse action against a person within ninety days of a person's engaging in the foregoing activities shall raise a presumption that such action was retaliation, which may be rebutted by clear and convincing evidence that such action was taken for other permissible reasons.

15-01-001-0006. Implementation, Investigation and Enforcement.

- A. Administrative Hearing Process. To the extent allowable under state law, the City shall have the authority to coordinate implantation and enforcement of this chapter, including but not limited to establishing a civil administrative hearing process, including procedural rules, whereby the city shall receive employee complaints in writing and by telephone, investigate and prosecute complaints it deems meritorious and keep complainants notified regarding the status of the investigation. An administrative hearing judge shall hear and adjudicate the case and enter appropriate rulings pursuant to this chapter.
- B. The Office may investigate any possible violations of this chapter by an employer or other person. Any person or organization may file an administrative complaint with the Office charging that an employer has violated this chapter as to any employee or other person. When the Office receives a complaint, it may review records regarding all employees at the employer's worksite in order to protect the identity of any employee identified in the complaint and to determine whether a pattern of violations has occurred. The name of any employee identified in the complaint shall be kept confidential as long as possible.

Where the Office determines that an employee's name must be disclosed in order to investigate a complaint further, it may do so only with the employee's consent.

- C. To the extent allowable by law, a civil action to enforce this chapter may be maintained in the Flagstaff Municipal Court or in any court of competent jurisdiction by the City or by any private party injured by a violation of this chapter.

15-01-001-0007. Civil Penalties and Remedies.

- A. Any employer who fails to pay the wages required under this chapter shall be required to pay the employee the balance of wages owed, including interest thereon, and an additional amount equal to twice the underpaid wages as liquidated damages.
- B. Any employer who retaliates against an employee or other person in violation of this chapter shall be required to pay the employee a penalty set by the Office or a court sufficient to compensate the employee and deter future violations, but not less than \$250 for each day that the violation continued or until legal judgment is final. In any case where an Employee has been discharged in retaliation for exercising rights under this ordinance, the period of violation extends from the day of discharge until the day the Employee is reinstated, the day the Employee agrees to waive reinstatement or, in the case of an Employee who may not be rehired, from the day of discharge until the day legal judgment is final.
- C. Any employer who violates the recordkeeping, posting or other requirements that the Office may establish under this chapter shall be subject to a civil penalty payable to the City of at least \$250 for a first violation, and least \$1,000 for each subsequent or willful violation and may, if the Office or Court determines appropriate, be subject to special monitoring and inspections. In order to compensate the City for the costs of investigating and remedying violations under this chapter, the Office may also order a violating employer or person to pay to the City a civil penalty of not more than fifty dollars (\$50.00) for each day and for each employee or person as to whom a violation of this chapter occurred or continued. To the extent allowable by law, such funds shall be allocated to the Office and shall be used to offset the costs of implementing and enforcing this chapter. Not less than fifty percent (50%) of such funds, and of any other civil penalties assessed and retained by the City pursuant to this chapter, shall be earmarked for the funding of the community-based outreach program provided for in this Section.
- D. The Office and the courts shall have the authority to order payment of such unpaid wages, liquidated damages, and civil penalties and to order any other appropriate legal or equitable relief for violations of this chapter. To the extent allowable by law, civil penalties paid to the City shall be retained by the Office and used to finance activities to enforce this chapter. A prevailing plaintiff shall be entitled to reasonable attorneys' fees and costs of suit from a violating employer.
- E. A civil action to enforce this chapter may be commenced no later than two years after a violation last occurs, or three years in the case of a willful violation, and may encompass all violations that occurred as part of a continuing course of employer conduct regardless of their date. The statute of limitations for bringing a civil action shall be tolled during any investigation of an employer by the Office or other law enforcement officer, but investigation shall not bar a person from the bringing a civil action under this chapter. The requirements of this chapter may also be enforced by the City Attorney. In such case, unpaid wages and damages recovered shall be payable to the individual Employee as to whom the violation occurred. No verbal or written agreement or employment contract may waive any rights under this chapter.
- F. The Office shall establish an education and outreach program in partnership with community-based organizations to conduct education and outreach to employees and employers of their rights and obligations under this chapter.

15-01-001-0008. Other Legal Requirements

- A. Noting in this chapter shall be interpreted or applied so as to create a conflict with Federal or State Law.

- B. This chapter provides minimum requirements and shall not be construed to preempt, limit, or otherwise affect the applicability of any other law, regulation, rule, requirement, policy, or standard that provides for greater protections to employees.

15-01-001-0009. No effect on more generous policies

- A. Nothing in this chapter shall be construed to discourage or prohibit the adoption or retention of a wage policy more generous than that which is required herein.
- B. Nothing in this chapter shall be construed as diminishing the obligation of an employer to comply with any contract, collective bargaining agreement, employment benefit plan, or other agreement providing more generous wages to an employee than required herein.

15-01-001-0010. Savings Clause

This act does not affect rights and duties that matured, penalties that were incurred and proceedings that were begun before the effective date of this act.

15-01-001-0011. Severability

If a provision of this act or its application to any person or circumstance is held invalid, the invalidity does not affect other provisions or applications of the act that can be given effect without the invalid provision or application, and to this end the provisions of this act are severable.

OFFICIAL BALLOT

PROPOSITION NO. 413

OFFICIAL TITLE: Proposed by initiative petition, adding a new Title 15, Minimum Wage Act, to the Flagstaff City Code.

DESCRIPTIVE TITLE: Amendment to the Flagstaff City Code by adding a new Title 15, Minimum Wage Act, to enact a minimum wage for the City of Flagstaff and providing for enforcement and remedies for violations of the City minimum wage.

A **YES** vote shall have the effect of adding a new Title 15, Minimum Wage Act, to the Flagstaff City Code to enact a minimum wage for the City.

YES

A **NO** vote shall have the effect of not adding a new Title 15, Minimum Wage Act, to the Flagstaff City Code and continuing to follow State and Federal laws related thereto.

NO

AS IT WILL APPEAR ON BALLOT

PROPOSITION NO. 414

Proposed by initiative petition, adding a new Title 15, Minimum Wage Act, to the Flagstaff City Code.

A **YES** vote shall have the effect of adding a new Title 15, Minimum Wage Act, to the Flagstaff City Code to enact a minimum wage for the City.

A **NO** vote shall have the effect of not adding a new Title 15, Minimum Wage Act, to the Flagstaff City Code and continuing to follow State and Federal laws related thereto.

☐ **YES**
☐ **NO**

ARGUMENTS FOR PROPOSITION NO. 414

The "for" and "against" arguments were reproduced exactly as submitted and were not edited for spelling, grammar, or punctuation. These arguments represent the opinions of the authors and have not been checked for accuracy of content.

I worked at the minimum wage in 1968 to support my wife and son. It was essentially impossible. Adjusted for inflation, that wage would be \$11.08/hour now. Proposition 414 would raise the minimum wage to \$10.00 in 2017, and would achieve the 1968 equivalent in 2018. This gradual increase, with a \$15.00 target after five years, is the proposal at hand, which is reasonable.

Many competing position papers have been written on the minimum wage. However, there seems to be some consensus on key points. Higher wages would put more money in the pockets of families trying to live on an unrealistically low wage. This would improve the economy for all of us. The effect would be substantial, especially for the families directly affected.

Employers have many expenses, one of which is wages. Higher wages would increase this employer expense. Typically the expense is significantly offset by reduced employee turnover and reduced training costs. Stable workforces yield better efficiencies. Some fear that a reasonable minimum wage could reduce the number of minimum wage jobs. However, research shows that higher wages have generated essentially no reductions in the number of minimum wage jobs.

The cost of living is 20 to 25 percent higher in Flagstaff than in Phoenix. It is reasonable to have a higher minimum wage here.

In the end, this is not a discussion about numbers; it is a discussion about doing the right thing. It is doing the right thing to lift children out of poverty and to promote a healthy work ethic in adults. Together we will make this a healthier community for everyone.

Jim McCarthy
Past member Flagstaff Commissions (Planning & Zoning, and Water)

Vote **YES** on **Proposition 414** to help Flagstaff thrive.

When I ran for the City Council in 2014 and throughout the spring of 2016 while collecting signatures for this citizen initiative, I walked through every neighborhood in town. I saw poverty that is both striking and deeply sad. I spoke with thousands of people and have heard stories that share a common thread: multiple generations of families or numerous roommates under one roof with little privacy, juggling multiple low-wage jobs with no prospects of improvement.

As an elected official and a human being I find the current poverty level among working people unacceptable. We have a unique opportunity to enact one of the best pieces of legislation that the voters have ever had a chance to consider at a local level and give hard-working people the dignity they deserve. I urge you to take this historic step forward with me and **vote YES on Prop 414**.

Once fully implemented -- by 2021 -- Proposition 414 will benefit more than 22,600 workers and countless local businesses that will tap into the \$198 million boost the increased minimum wage will bring Flagstaff economy every year. The increase in the minimum wage ripples through the workforce and raises wages for the bottom 20 percent of wage earners -- those most vulnerable among us.

Flagstaff's unemployment rate hovers under 5 percent, yet our poverty rate is about 25 percent overall and 28 percent among children. Poverty affects women and children at disproportionately higher rates. Increasing the minimum wage will not only put more dollars into our families' pockets, but also positively impact other outcomes that are linked to poverty, including community health, educational attainment, domestic violence, and crime.

Nobody working full time should live in poverty. Let's give Flagstaff a raise, let's vote YES on Proposition 414.

Eva Putzova

Flagstaff City Councilmember

The views of Ms. Putzova do not necessarily reflect those of the Flagstaff City Council.

I am a business owner and I will vote **YES** on Proposition 414.

Today, I own a thriving small business and as I expand, I'm committed to pay my workers a decent wage. But not a long time ago I was myself employed, making a minimum wage and not being able to take care of my family. I was always one emergency away from being on the street. I don't want my employees to experience the same struggles and indignity. Everybody deserves a fair wage and I urge you to vote YES to increase Flagstaff's minimum wage, to vote YES to Proposition 414.

Nobody working full-time should live in poverty. It's up to us -- business owners -- to figure out business models that do not depend on poverty wages and if I can do it, anybody can. The minimum wage standard must go up. In Flagstaff, the need to lift the wage floor is more urgent than ever. I ask all responsible businesses to join me in support of the Proposition 414 to increase the minimum wage to \$15 over five years. This moderate, phased-in increase not only helps more than 25 percent of all workers, but also infuses our local economy with about \$198 million annually when fully implemented.

My business may be small in size, but it is great in social responsibility. Vote YES on proposition 414 and give work dignity.

Kelly Bailey

Owner of Kleening by Kelly

A **YES** vote on Proposition 414 is a vote to support Flagstaff's small businesses.

Ever since I opened my small tea shop in Flagstaff's Southside, I've had dozens of conversations with my customers about how they would like to buy my tea more often but it is difficult to make ends meet in this town. Many of them work minimum wage jobs in retail, hospitality industry, and in office support functions.

As business owners serving primarily a local clientele, we depend on our community's discretionary income. The current minimum wage is inadequate given the local economic conditions and I urge you to vote YES on proposition 414. With more money circulating in our community our businesses will have more and more frequent customers and we all will benefit. A higher minimum wage is not only good for workers, it is good for local business.

An increase in the minimum wage is exactly the kind of economic stimulus this community needs. More consumer spending means more business revenue and a thriving business climate. Vote YES on prop 414 to support Flagstaff's prosperity.

Curran Malhotra
Owner of Curran's Specialty Chais & Teas

Vote YES on Proposition 414 to support hard-working people.

My father taught me growing up that if you work hard, the rewards will come. That where there is a will, there is a way. But also, that the world isn't necessary fair. I've been working in a low wage job while earning my two degrees from NAU. And I put my heart and soul in both efforts. Now being thirty, paying my own bills, and trying to be a responsible adult, I realize what my Dad meant by the "world isn't fair" phrase. I have worked the same job for ten years – never once being late, and received a total of \$3.00 in raises. Where are the rewards for working hard, for loyalty to my employer, for productivity? Sometimes we, the citizens and workers have to fight to make the world fair and that's why I'm urging you to raise the minimum wage in Flagstaff so hard-working people like me can pay their bills.

We are a tourist town, and the service industry – where I have always worked – provides many others with employment. However, the low wages are forcing us to live in sub-standard, unhealthy housing conditions with a number of roommates beyond the dwelling's intended occupancy. Flagstaff's minimum wage must get closer to a living wage. We, the Flagstaff working class, ask you to join us to ensure that our hard work gets recognized in our wages. Flagstaff needs a raise. Vote YES to prop 414.

Victoria Eakin

Vote YES on Proposition 414 to reduce violence and make Flagstaff safer.

I urge you to vote YES on PROPOSITION 414 which will be on your ballot on November 8. This local citizen initiative to raise the minimum wage in Flagstaff is sorely needed.

From my professional perspective as the Executive Director of Victim Witness Services in Coconino County I can assure you that there is a well-documented correlation between poverty and domestic violence, sexual assault, child abuse, and other forms of crime. People who live in or below the poverty level have a more than double rate of violent victimization than people in high income families. Poverty and the mistreatment of children go hand in hand. When people are overworked and underpaid, they experience additional stressors that can lead to violence.

With 25 percent of the population of Flagstaff living in poverty, including 28 percent of all children, it is time to address this problem and “give Flagstaff a raise” by voting YES on Proposition 414.

Myra Ferechil

Executive Director, Victim Witness Services of Coconino County

The views of Ms. Ferechil are her own and do not necessarily reflect the views of Victim Witness Services of Coconino County

Children Deserve to Live in Dignity

As a public school teacher over the past 13 years, first on the Navajo reservation and now in Flagstaff, I have witnessed the damage that low wages cause for my students and their families. Sometime the damage comes in the form of missed meals or the necessity of subsisting on cheap, low quality foods with poor nutritional content. For other students, it's the reading glasses or health clinic visits they cannot afford, which can have devastating impact on the ability to read or concentrate. Still worse, to my mind, is the damage done by the absence of parents who must work two or three jobs just to make ends meet, at \$8 or \$9 bucks an hour. The children in these families are often raised by television and social media, have little to no help or guidance with assigned homework, and no one outside the school system to support them, hold them accountable, or keep them advancing toward life goals. Is it any wonder that socioeconomic status correlates so strongly to low student achievement outcomes? Study after study for decades has found that if you know a child's family income alone, you can predict their success in school with 60-70% accuracy. It's high time we citizens of Flagstaff accept our responsibility as a community to lift these children up and ensure that they have the best opportunity to succeed. Our dedicated education professionals can do the rest, but only when the students in our classrooms have a fair shot to begin with, and that starts at home – with wages that can sustain a family.

Derek Born

Supporting Proposition 414 is a no-brainer in a town like Flagstaff where according to Governing.com the cost of living is higher than in New York City when wages are considered. Thousands of Flagstaff residents have to work multiple jobs just to make ends meet, to put food on the table, and to afford the high rental costs.

Single mothers barely scrape by on the meek \$8.05 that is the current minimum wage across the state. **Women and people of color are overrepresented in jobs paying low wages.** Voting YES on Prop 414 is the right decision for all that consider Flagstaff home. Your YES vote is a vote for economic and social justice.

While we need to raise the state minimum wage, one minimum wage across the state does not fit all. Cost of living in Tucson or Phoenix is vastly different than in Flagstaff. Our local economies vary greatly. An incremental increase of the minimum wage in Flagstaff to \$15 by 2021 is reasonable and much needed.

Flagstaff is often referred to by locals as “poverty with a view.” That is no badge of honor for a place filled with passionate and hard-working community members who give everything in their power to make Flagstaff the best place to work and live. It's time that Flagstaff joins numerous cities across the country in an effort to lift working people from poverty. **Vote YES on Prop 414 and let's help end poverty together.**

Kristen Beesley

Vote **Yes** on **Proposition 414** to protect workers and our economy.

When I first moved to Flagstaff 13 years ago, I was unemployed and too young to qualify for social security. It took me 1.5 years to get a full time job in my field, even though I had 25 years of experience and two degrees. I worked as a temporary for minimum wage and then as an entry-level sales person. I finally got a full time job in my field, but I was paid half of what I had been earning in California. I had worked hard for 40 years, earning 79 cents on the dollar compared to men in my field. Most 60 year olds don't have as many choices as I had when I was able to retire and many continue to work in minimum wage jobs even after a lifetime of employment. **Increasing the minimum wage will benefit an increasing number of seniors and I urge you to vote YES on Proposition 414.**

Flagstaff has a very high income inequality with 25% of our population living below the poverty level. A gradual increase of the minimum wage to \$15 per hour by 2021 would mean more money spent on local businesses, a reduction in poverty and a healthier economy. It would have little or no effect on the employment levels. There would be local enforcement to protect workers and educate employers.

Nobody working full time should live in poverty. Vote YES on Proposition 414.

Sallie Kladnik, Retired

I urge you to vote FOR Proposition 414

I am supporting Proposition 414 because our families living in poverty need a raise. Coconino County has a high cost of living and a high rate of children living in poverty, with 28 percent of our children living in poverty. The current minimum wage leaves a parent working full-time over \$7000 below the poverty level of \$24,250 for a family of four.

Sadly, experts state that poverty is the best predictor of child abuse and neglect. We can help prevent child abuse and neglect and make our children's lives better by supporting an increase in the minimum wage for Flagstaff. Our working families deserve a raise. Vote YES on Proposition 414!

Dorothy Renstrom, retired child welfare social worker

I urge a **YES** vote on Proposition 414.

Phasing in an increase in the minimum wage in Flagstaff is long overdue. The infamous "Poverty with the View" slogan is a painful reality for too many hard-working unmarried people and families who, despite working long hard hours, just can't get ahead. Not even a little bit.

As a Flagstaff city councilmember for the last six years I've tried to help those who need it most. I firmly believe now is the time to address this insurmountable problem by passing Proposition 414, which will gradually increase the minimum wage over the next five years from \$8.05 to \$15 hour.

Not too long ago, Flagstaff became known for having the lowest private sector wages adjusted for the cost of living in the entire country. This troubling statistic highlights another grim one that keeps me awake: 28% of Flagstaff's children live in poverty. In some of our schools, more than 75% of the children qualify for free or reduced-price lunches. These are children of working parents who often juggle multiple jobs, and still can't make enough money to provide lunch for their children.

I urge you to join me in helping to lift working people from poverty, improve Flagstaff's health, education, and social outcomes, and increase local spending that will benefit the economy. Raising the minimum wage over time as proposed by the Proposition 414 will transform not only lives of low-wage workers but also lives of children who rely on our ability to recognize and implement good public policy. A **YES** vote on Proposition 414 is an important step towards reducing poverty in Flagstaff.

Celia Barotz

Vice Mayor, City of Flagstaff

The views expressed herein are solely those of Ms. Barotz.

In academic research by such organizations as The Federal Reserve Bank of Chicago, The Political Economy Research Institute at the University of Massachusetts, The Center for Urban Economic Development at the University of Chicago and many, many more, the consensus is that there is no measurable negative impact on employment when the minimum wage is increased.

For over 30 years the cost of living has outpaced wages to the point that full time minimum wage workers must rely on government assistance to meet their basic needs. According to the Economic Policy Institutes Family Budget Calculator, a family of four in Flagstaff needs to earn over \$71,000 a year just to meet basic needs. That means that two working adults in that household need to be earning over \$17/hour. A single parent with one child needs to be earning over \$26/hour just to make ends meet.

The collected data at the Bureau of Labor Statistics shows that there are 22,000 workers earning less than \$15/hour in Flagstaff. 38% of Flagstaff's workforce of 58,000 are experiencing an income gap ranging from 12% to 70%.

According to several studies, a 10% increase in wages translates into at most a half of a percent increase in operating costs. Employee turnover and absenteeism decreases, while productivity, employee morale and customer service increases. If over five years we give our lowest paid employees a 40% raise, we can expect a 2% increase for business operating costs

At the end of the five-year phase in there would be a direct reinvestment into the Flagstaff economy of \$198,000,000 through pay increases and an indirect reinvestment of \$900,000,000 due to the multiplied effects of that additional spending. This increased spending is the demand that requires more labor and therefore creates jobs.

Eric Souders, Accredited Wealth Management Advisor

As a member of social justice committee of the Beacon Unitarian Universalist Church in Flagstaff I am writing to urge a YES vote on Proposition 414. Proposition 414 would gradually raise the minimum wage in Flagstaff to \$15 per hour over five years. Our congregation has long been concerned with the plight of those working for poverty wages in Flagstaff and for that reason we endorsed the effort to bring a living wage to Flagstaff.

Proposition 414 will help those most in need in our community – single mothers raising a family, young people trying to pay off college debts, and workers trying to afford the ever increasing rents. It has been reported that our school teachers routinely send food home with many of their students because they live in homes where food is scarce. This is morally unacceptable. Raising the wages of those at or near the minimum wage to a more livable wage is the right thing to do and it is good for the community at large.

Vote YES on PROPOSITION 414!

Anne Cotten

Friends of Flagstaff's Future urges you to vote yes on Proposition 414.

With the adoption of a living wage in Flagstaff, we can continue to support local businesses while also supporting local families. According to the 2014 American Community Survey, 25% of Flagstaff's population lives in poverty. Our community vision of economic prosperity must apply not only to local businesses, but to individuals and families struggling to make ends meet despite working one or more jobs.

Flagstaff has the highest cost of living in Arizona. Housing here is extremely expensive, while many jobs are low-wage and provide minimal (if any) benefits. The current minimum wage in Flagstaff and the rest of Arizona is \$8.05 per hour - \$16,744 per year for a full-time worker – which is not enough to make ends meet anywhere. Cities across the country are raising the minimum wage to a living wage of \$15/hour, and Flagstaff should be among them.

Friends of Flagstaff's Future advocates for a socially just and economically prosperous Flagstaff. We cannot make progress toward either of these goals when, according to the US Bureau of Labor Statistics, 25% of all jobs in our community pay less than \$10/hour.

We recognize that paying a living wage will require businesses to make adjustments to their business plans and practices. Prop 414 increases the minimum wage in several phases in order to ease this transition, and the \$15/hour wage will not be reached until 2021.

Prop 414 will end poverty wages in our community. We urge you to vote yes!

Tory Syracuse
Executive Director

David McCain
President of the Board of Directors

Raising the minimum wage in Flagstaff will help our economy by putting more money in the hands of lower wage workers who will certainly spend nearly all of that increase with local businesses. It also allows those workers to be able to afford more of the basic costs of living in Flagstaff, which mostly due to housing is an expensive place to live. When a minimum wage mechanism is used, then businesses are not disadvantaged competitively relative to other businesses in Flagstaff, since all of them will be subject to the same requirements. This will raise labor costs for businesses and so prices for their services or products will increase as a group. So consumers will pay more, but it will likely be barely noticeable when spread over the entire revenues of the business. The minimum wage nationally has not been raised for decades and as a result the buying power of the minimum wage has eroded dramatically over that time. In the Flagstaff Metro region, 14,000 jobs, or 25% of the total, pay less than \$10.10, so a very significant number of jobs are at or near minimum wage jobs in our community. Nationally, 60% of these jobs are held by people over 25 years old, meaning these are likely full time jobs that people are using to support themselves and sometimes their families. These are not just teens making spending money. Many cities around the country have increased their minimum wages to respond to their local values and conditions. In a city like Flagstaff, with its high cost of living, setting in motion a gradual increase in the minimum wage to \$15 per hour over five years is a good policy decision.

Tom Broderick

ARGUMENTS AGAINST PROPOSITION NO. 414

The “for” and “against” arguments were reproduced exactly as submitted and were not edited for spelling, grammar, or punctuation. These arguments represent the opinions of the authors and have not been checked for accuracy of content.

Beware of Unintended Consequences

Caring for people with developmental and intellectual disabilities is not for everyone – it is demanding and often heart wrenching.

Current state funding to care for these individuals stands at 78% of the actual operating costs. Without an increase in state funding, care providers are not in a financial position to pay our amazing direct care workers (DCW) a livable wage for the great work that they do.

With turnover rates as high as 80% in Flagstaff, DCW pay is often below what fast food chains can offer their employees, making it difficult to retain existing staff and recruit replacements.

While increasing the minimum wage may sound like a simple solution to this problem, it will actually make the situation worse.

Without appropriate increases in state funding, care providers will be unable to absorb the cost of increased wages required by this measure.

In the best case scenario, care providers will remain open, but offer limited services with reduced staff that will be unable to safely provide critical care to our most vulnerable citizens. Many clients will be forced to move away from their families here in Flagstaff.

The more likely consequence, however, is that many care providers will have to close their doors, unable to afford the higher employment costs, which would leave many of the 10,000 individuals with disabilities in the area without a place in Flagstaff to receive care.

Care providers want and need to increase the wages of our DCWs. But, unless the Legislature increases funding for the care of those with intellectual and developmental disabilities, this measure jeopardizes the health and safety of Arizona’s most vulnerable residents. It is with a heavy heart that we encourage you to vote NO.

Monica Attridge
David Schwartz
Arizona Association of Providers for People with Disabilities

Proponents of 414 obviously care little about most private sector employers, the jobs they provide, or the sales tax they generate. Make no mistake, a 10%-20% increase in the minimum wage creates upward pressure for all wages and increases a host of wage calculated expenses-- payroll taxes, compensation and unemployment insurances, etc. A substantial increase in expense, without a corresponding increase in income (higher prices – fewer employees) may spell the demise of many small businesses.

Business owners will try to survive. With passage of 414, expect suppliers of goods and services (employers, large and small, private or governmental--at least the City) to react by raising prices / taxes, or cutting services,

as necessary to offset the increase in wages and related expenses. Every citizen, including those on fixed incomes, State and Federal employees (exempted from 414's increase in wages) can expect to see their buying power eroded. Coconino County employees, neither included nor exempted in the 414 statutory scheme, may or may not get a raise but, they will pay the increased costs of goods and services.

It would also appear 414 is intentionally designed to stagnate the Flagstaff economy by requiring wages here to *exceed* state minimum wage provisions by at least \$2.00 per hour. Regardless of the reasoning, claiming Arizona's highest, minimum cost of doing business does not bode well for attracting substantial employers to our area – perhaps another benefit envisioned by the proponents.

Our cost of living is high. The remedy? Increase our pay scale to that of San Francisco, further inflate our cost of living, strangle our private business sector, and lose jobs in the process. I don't see the logic. But, a bonus!. If 414 passes and doesn't work, we are stuck with it for a long time. Vote NO on 414.

William Preston

Proponents of increasing the minimum wage generally argue that it will improve the standard of living for low income earners. However numerous studies have shown that minimum wage increases reduce employment. Consequently, a minimum wage hike can increase earnings for some workers and cause job loss and reduced earnings for others. Artificially mandating increase wages through government action also has the negative effect of increased inflation thereby further reducing any potential gains made by low income employees. The cost of goods and services rise as the money to pay the increased labor cost must come from somewhere.

The poor cannot afford counterproductive initiatives like the Flagstaff Living Wage Coalition is attempting to advance in their name. Many of those jobs are held by students and those with no experience. The benefits of the experience gained through a first job, even at relative low pay, provides the first step on the ladder of upward mobility. The vast majority of people who start out earning minimum wage do not remain there for long.

Our local economy is largely tourist driven with 31% of our jobs are in retail trade, arts, entertainment, accommodation and food service. Our local retailers/restaurants/hotels, etc. have to stay competitive with extensive online price comparisons. They simply cannot price their local goods and services higher than what any of us can find online. If the cost of labor is increased, and our locally owned businesses are unable to raise their prices, they will be "out of business".

When minimum wage levels are set without regard to productivity, those without corresponding skill sets would be priced out of jobs. There is nothing compassionate about reducing the chances of someone getting a job. Simply put, minimum wage laws have unintended negative consequences.

Stuart W. McDaniel
Vice President Government Affairs
Greater Flagstaff Chamber of Commerce
(The views of Mr. McDaniel are solely his own)