



NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION  
PINAL COUNTY BOARD OF SUPERVISORS  
AGENDA FOR SPECIAL SESSION  
Tuesday, November 10, 2020

3:00 PM - CALL TO ORDER

PINAL COUNTY ADMINISTRATIVE COMPLEX  
BOARD OF SUPERVISORS HEARING ROOM  
135 N. PINAL STREET  
FLORENCE, AZ 85132

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BUSINESS BEFORE THE BOARD

(Consideration/Approval/Disapproval of the following:)

- (1) Discussion/approval/disapproval to waive Pinal County Policy and Procedure 1.85 to allow food and beverages in the Historic 1891 Courthouse Ceremonial Courtroom for the 2020 Pinal County Legislative Work Session. (Natasha Kennedy)
- (2) Discussion/approval/disapproval to accept the voluntary resignation of Louis Andersen and the execution of a mutual separation agreement in lieu of severance. (Anthony Smith)
- (3) Discussion/approval/disapproval of the appointment of an interim(s) County Manager. (Anthony Smith)

ADJOURNMENT

**(SUPPORTING DOCUMENTS ARE AVAILABLE AT THE CLERK OF THE BOARD OF SUPERVISORS' OFFICE AND AT <https://pinal.novusagenda.com/AgendaPublic/>)**

NOTE: One or more members of the Board may participate in this meeting by telephonic conference call.

The Board may go into Executive Session for the purpose of obtaining legal advice from the County's Attorney(s) on any of the above agenda items pursuant to A.R.S. 38-431.03(A)(3).

In accordance with the requirement of Title II of the Americans with Disabilities Act (ADA), the Pinal County Board of Supervisors and Pinal County Board of Directors do not discriminate against qualified individuals with disabilities admission to public meetings. If you need accommodation for a meeting, please contact the Clerk of the Board Office at (520) 866-6068, at least (3) three business days prior to the meeting (not including weekends or holidays) so that your request may be accommodated.



AGENDA ITEM

November 10, 2020 ADMINISTRATION BUILDING A  
FLORENCE, ARIZONA

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**REQUESTED BY:**

**Funds #:**

**Dept. #:**

**Dept. Name:** Clerk of the Board

**Director:** Natasha Kennedy

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**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Discussion/approval/disapproval to waive Pinal County Policy and Procedure 1.85 to allow food and beverages in the Historic 1891 Courthouse Ceremonial Courtroom for the 2020 Pinal County Legislative Work Session. (Natasha Kennedy)

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**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

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**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

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**MOTION:**

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History		
Time	Who	Approval

---

**ATTACHMENTS:**

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No Attachments Available



AGENDA ITEM

November 10, 2020 ADMINISTRATION BUILDING A  
FLORENCE, ARIZONA

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**REQUESTED BY:**

**Funds #:**

**Dept. #:**

**Dept. Name:** BOS

**Director:** Anthony Smith

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**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Discussion/approval/disapproval to accept the voluntary resignation of Louis Andersen and the execution of a mutual separation agreement in lieu of severance. (Anthony Smith)

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**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

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**MOTION:**

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History		
Time	Who	Approval
11/9/2020 12:15 PM	Clerk of the Board	Yes

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**ATTACHMENTS:**

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☐ [Agreement](#)

I hereby tender my resignation from County Employment, effective November 17, 2020.

 11/9/2020  
Louis M. Anderson Date

# MUTUAL SEPARATION AGREEMENT, RELEASE AND WAIVER OF CLAIMS

## I. RECITALS

- A. **THIS MUTUAL SEPARATION AGREEMENT, RELEASE AND WAIVER OF CLAIMS** (this "Agreement"), effective on the date signed below, is by and between Louis Andersen ("Employee"), individually and on behalf of his marital community, and Pinal County ("the County").
- B. This Agreement sets forth the complete understanding between the County and Employee concerning Employee's voluntary resignation and separation from his employment with the County. It is the desire of the County and Employee to settle any and all disputes, known and unknown between the parties.
- C. Pinal County or the County, as referred to in this Agreement, means Pinal County, a political subdivision of the State of Arizona, its past, present and future supervisors, trustees, directors, officers, agents, representatives, attorneys, insurers, employees, assigns, employee benefit programs (and the trustees, administrators, fiduciaries and insurers of such programs), and all other persons acting by, through, under or in concert with any persons or entities listed herein and their successors (collectively, the "Released Parties").
- D. Employee provides the County with a notice of voluntary resignation on November 9, 2020, the effectiveness of which shall be contingent on the County's acceptance of this Agreement in a public meeting. The Employee has been given 21 days from the date of that acceptance to decide on whether to revoke the ADEA settlement and payment portion of this Agreement, but elects to waive that 21 day period.
- E. Employee and the County intend to end their relationship with all actual and potential disputes between them completely and amicably resolved. Therefore, in consideration of the promises and mutual covenants contained in this Agreement, and in consideration of the amounts to be paid by the County to the Employee under this Agreement, *amounts which Employee may not otherwise be entitled to receive*, the County and Employee agree as follows:

## II. COVENANTS

A. Resignation from County: The Employee and County waive any and all notice and timing requirements contained in Employee's County Manager Employment Agreement and specifically Section 4 Resignation. Employee has presented Pinal County with a notice of voluntary resignation and irrevocably agrees to voluntarily separate from his employment with County from his position as County Manager and an Employee of the County effective November 17, 2020 ("Separation Date").

1. *Personnel Records.* Employee's personnel records maintained by the County will reflect that Employee voluntarily resigned from his employment with the County, and references and public inquiries will be handled as indicated below in Section V(I).

2. *Letter of Resignation.* Employee's November 9, 2020 letter of resignation will state the following, and only the following: "I hereby tender my resignation from County Employment, effective November 17, 2020."

B. Settlement and Compensation Payments to Employee. As consideration for the promises and covenants contained in this Agreement, Pinal County will make or provide Employee the following one-time payment of \$150,000 (less applicable Federal, State or local tax withholding required by law) and Employee waives any claim to vacation, sick leave, or other benefit or any other remuneration which might have been owed, earned and/or payable under the County Manager Employment Agreement, or any other employment agreement with Employee. Notwithstanding the above, Employee will be compensated for all time worked through Employee's Separation Date of November 17, 2020 (less applicable Federal, State or local tax withholding required by law).

C. Medical Insurance and Other Benefits. Effective November 17, 2020, the last day of the payroll period in which the Separation Date occurs, Employee will no longer be eligible for continuing participation in his County medical and health benefit plans. However, because Employee will continue to participate in dental, vision, short term disability and health flexible spending account through the end of the pay period following November 17, 2020, final deductions for these plans *will be* taken from Employee's final compensation payment.

1. *COBRA Continuation for Medical, Dental or Vision Plan Benefits.* Notwithstanding the provisions of Paragraph II.C, Employee will be entitled to purchase continuing coverage for any

medical, dental or vision plans in which Employee participated during his employment with the County, as provided by the COBRA health care continuation rules.

2. *Contributions to Arizona State Retirement System.* After November 17, 2020, the last day of the payroll in which the Separation Date occurs, Employee will no longer be eligible to make contributions to the Arizona State Retirement System.

D. Additional Consideration Paid to Employee. The Employee and County expressly acknowledge and agree that, by entering into this Agreement, the Employee is also waiving any and all rights or claims that Employee may have under the Age Discrimination in Employment Act of 1967 ("ADEA"), as amended, arising on or before Employee's execution of this Agreement. The Employee and County further expressly acknowledge and agree as follows:

- a. *Consideration for Waiver.* In exchange for Employee's waiver of any and all rights or claims under the ADEA arising on or before the date of Employee's execution of this Agreement, Employee will receive an additional Payment of \$25,000 (less applicable Federal, State or local tax withholding required by law) when the following conditions in this Section II(D) are met. Employee agrees the additional Payment is sufficient consideration in addition to any compensation that he was already entitled to receive before executing this Agreement;
- b. *Consultation with Attorney.* Employee acknowledges that he has been advised in writing in this Agreement to consult with an attorney (at his own expense) prior to executing this Agreement, and has done so;
- c. *Time to Consider Agreement.* Employee acknowledges that he was given a copy of this Agreement on **November 7, 2020**, and was informed in writing by this Agreement that he has **twenty-one (21) days**, or **until November 30, 2020** to consider the Agreement. Employee understands that any changes made to this Agreement, whether material or immaterial, do not restart the **twenty-one (21) day** period that he has to consider this Agreement;
- d. *Waiver of twenty-one (21) Day Period.* **Employee understands and agrees that if he executes this Agreement prior to the expiration of the twenty-one (21) day period mentioned above, he will be deemed to have voluntarily done so and thereby waives the twenty-one (21) day period;**

*e. Employee May Revoke Agreement.* **Employee understands and agrees that he may revoke this Agreement during the seven (7) days following his execution of this Agreement and the County's acceptance of this Agreement in public session.** He also understands that his revocation of this Agreement must be in writing and delivered during the seven (7) day revocation period to Pinal County Attorney Kent Volkmer. If he does not revoke this Agreement during the seven (7) day revocation period following his execution of the Agreement, then this Agreement will become effective and enforceable on the eighth day after his execution and the County's acceptance in public session of the Agreement. If Employee revokes the Agreement during the seven (7) day period, he understands that he is revoking only the \$25,000.00 Payment and the release of claims under paragraph III(B)(2) below and that the remainder of this Agreement shall remain in full force and effect; and

*f. No Waiver of Future Claims.* Employee understands that he is not waiving rights or claims for age discrimination under the ADEA that may arise after the date this Agreement becomes effective.

**E. No Other Payments.** Employee agrees that payment of all sums and provision of all benefits and consideration stated herein shall discharge any and all obligations of the County to Employee including those obligations in the County Manager Employment Agreement dated September 1, 2019. Employee waives all rights to other compensation and benefits including specifically, but not exclusively, unearned salaries, wages, incentives, benefits of whatsoever kind and description, personal days and allowances for prerequisites. Employee's waiver herein excludes any vested rights he may have under the Arizona State Retirement System and in the Deferred Compensation Plan administered by Nationwide Retirement Solutions.

### **III. MUTUAL RELEASE OF CLAIMS**

**A. Employee's Release of Claims.** Employee acknowledges that the Payments and Consideration described in this Agreement are given in exchange for his signing this Agreement, and he is not otherwise entitled to receive such payments and consideration from the County. As a material inducement to the County to enter into this Agreement, Employee, as a free and voluntary act, agrees that the Payments and Consideration are in full satisfaction of any and all civil Claims, as defined in Paragraph B, below, and Employee hereby forever releases and discharges the County from, and covenants not to sue the County for any such Claims that Employee might have against the County (1) by reason of Employee's employment with and/or separation of employment from the County and all

circumstances related thereto, or (2) by reason of any other matter, cause or thing whatsoever that may have occurred between Employee and the County prior to the effective date of this Agreement.

- B. "Claims" Defined. "Claims" as referred to in this Agreement, includes (but are not limited to) any debt, obligation, demand, cause of action, judgment, controversy or claim of any kind whatsoever between Employee and the County, whether currently known or unknown, whether sounding in contract, statute, tort, fraud, misrepresentation, discrimination or any other legal theory, including but not limited to, disputes relating to the interpretation of this Agreement; any and all debts, obligations, claims, demands, compensation or rights under any and all written agreements between Employee and the County.
1. *Claims Arising Under Employment Laws.* "Claims" also means all claims brought under Title VII of the Civil Rights Act of 1964, as amended; claims under the Civil Rights Act of 1967, as amended; claims under 42 U.S.C. §1981, §1981a, §1983, §1985, or §1988; claims under the Family and Medical Leave Act of 1993, as amended; claims under the Americans with Disabilities Act of 1993, as amended; claims under the Fair Labor Standards Act of 1938, as amended; and claims under the Employee Retirement Income Security Act of 1974, as amended; or any other applicable federal, state or local employment-related statute or ordinance.
  2. *Claims Arising Under the ADEA.* Employee expressly acknowledges and agrees that, by entering into this Agreement, he is waiving any and all right or claims that Employee may have under the Age Discrimination in Employment Act of 1967 ("ADEA"), as amended, arising on or before his execution of this Agreement. Employee further acknowledges that he was advised to consult with an attorney prior to executing this agreement and did so.
  3. *Other Claims.* In addition to the matters already specifically identified, "Claims" also includes, but are not limited to, all federal, state or local laws enforcing express or implied employment contracts (including but not limited to claims by or related to Employee's County Manager Employment Agreement dated September 1, 2019) or requiring an employer to deal with employees fairly or in good faith; and all other federal, state or local laws providing recourse for alleged constructive discharge, negligent supervision, breach of express

or implied covenant of good faith and fair dealing, wrongful discharge, unlawful retaliation, physical or personal injury, intentional or negligent infliction of emotional distress, negligent misrepresentation, libel, slander, defamation, tortious interference with contract, failure to pay wages and other benefits, attorney's fees and costs, and any other similar or related claims.

4. *Unknown Claims.* Employee acknowledges that he/she is releasing claims he may not know about at this time, and that his Release of Unknown Claims is given with his voluntary and knowing intent. Employee agrees that this Release of Unknown Claims shall remain in effect in all respects even in the event that Employee subsequently discovers new facts of which he is currently unaware.

- C. County's Release of Claims. The County hereby releases and forever discharges Employee and each of his predecessors, successors, representatives and assigns from all civil claims, liens, demands, causes of action, obligations, damages and liabilities of any nature whatsoever, known or unknown, that the County ever had, now has, or may hereafter claim to have against Employee, (1) by reason of Employee's employment with and/or resignation of employment from the County and all circumstances related thereto, or (2) by reason of any other matter, cause or thing, whatsoever that may have occurred between Employee and the County prior to the effective date of this Agreement, including but not limited to such claims as are specified in Paragraphs III.A and III.B,1 through III.B.4, above, or (3) by or related to Employee's County Manager Employment Agreement dated September 1, 2019.

#### **IV. OTHER COVENANTS AND AGREEMENTS**

- A. Mutual Covenant Not to Sue. Employee and the County each covenant and agree that, except as may be required by due legal process, neither will ever, individually, or with any person, or in any other way, commence, aid in the commencement of, prosecute or cause or permit to be prosecuted, any action or other proceeding based upon any claims released pursuant to Section III.A, III.B and III.C of this Agreement. This Agreement shall be deemed breached and a cause of action shall be deemed to have accrued immediately upon the commencement or prosecution of any action or proceeding contrary to this Agreement.

1. *Recovery of Damages, Costs and Expenses.* In the event of any breach under this Section IV.A., the non-breaching party shall

be entitled to recover not only the amount of judgment that may be awarded against breaching party, but also all such other damages, costs and expenses as may be incurred by such breach, including court costs, attorneys' fees and all costs and expenses, taxable or otherwise, in preparing the defense of or defending against, or seeking or obtaining an abatement of or injunction against, any action or proceeding brought in violation of this Section IV.A and in prosecuting any claim, counterclaim, or cross-claim based thereon.

- B. No Admission of Liability. Employee and the County agree that the payment of consideration as specified in this Agreement is made solely for the purpose of purchasing peace and eliminating possible involvement in protracted litigation based upon disputed claims that each of the parties could make. Employee and the County acknowledge that payment of consideration pursuant to this Agreement does not constitute an admission or concession of any liability. Employee and the County further agree that this Agreement shall not be admissible in any proceeding as evidence of any improper conduct by Employee or the County.
- C. Mutual Implementation of Agreement. Employee and the County each agree to sign any documents and do anything else that is necessary in the future to implement this Agreement, including execution of any necessary documents to effect the withdrawal or other favorable resolution of any legal or governmental proceedings that are related to any of the alleged claims that Employee or the County have released through their execution of this Agreement.
- D. Non-Disparagement. Employee agrees that he will make no written or oral statements that directly or indirectly disparage Pinal County, including the Pinal County Board of Supervisors and their administrative staff, and/or County employees in any manner whatsoever, including but not limited to the working conditions, business or employment practices of the County; or (2) the working conditions, business or internal practices of Pinal County Human Resources Department and its management team; or (3) Employee's interactions with County officials and/or County employees. It will not be a violation of this paragraph for Employee to make truthful statements, under oath, as required by law or formal legal process.
- E. Return of Business Documents, Records and Other County Property. Employee agrees to deliver to the County no later than his effective Resignation Date, or at any other time that the County may request, all memoranda, notes, plans, records, reports, files, documents (and copies thereof), and other tangible things that contain County Information relating to the business of Pinal County which Employee may possess or have under his control. Further, Employee also agrees

to deliver by the same date all County Property including credit cards, keys, passes, badges, computer access codes, software, cellular phones, computer equipment, vehicles, and any other property that Employee has requested or received, prepared or helped to prepare in connection with his employment at the County. Employee acknowledges that County Property also includes, *without limitation*, any copies, duplicates, reproduction or excerpts of the materials outlined in this paragraph.

- F. Tax Liability. Employee acknowledges that he shall be responsible for all tax liability associated with any compensation or other consideration paid pursuant to this Agreement.
- G. No Assignment. Employee and the County each represent and warrant that no other person had or has or claims any interest in the claims identified here in, and that Employee and the County each have the sole right and exclusive authority to execute this Agreement; that Employee and the County each have the sole right to receive the consideration paid therefore; and that neither Employee nor the County has sold, assigned, transferred, conveyed or otherwise disposed of any claim or demand relating to any matter covered by this Agreement.
- H. Employee Cooperation. As a free and voluntary act, Employee agrees that after his separation and upon request of the County, he will cooperate fully, execute any required documents, and participate as required in any legal proceedings in which the County is or may become involved. The County agrees to reimburse Employee to the extent permitted by any applicable law for any travel expenses, in connection with any legal proceeding Employee participates in as requested by the County pursuant to this Paragraph. Employee further agrees not to assist or provide information to any other party in any litigation against the County, except as required under law or formal legal process and only after Employee provides sufficient advance notice to the County so that the County may take appropriate legal action with respect to the matter. Nothing in this Paragraph shall restrict or preclude Employee from, or otherwise influence Employee in, testifying fully and truthfully in legal, administrative, or any other proceedings involving the County, as required by law or formal legal process.

## **V. ADDITIONAL PROVISIONS**

- A. Severability. In case any one or more of the provisions of this Agreement shall be found to be invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions of this Agreement shall not in any way be affected or impaired, and they shall remain in full force and effect.

- B. Integration Clause. Employee and the County agree that this Agreement constitutes and contains the entire Agreement and understanding between the Parties concerning Employee's employment with the County, his separation from County employment, and the other subject matters addressed in this Agreement. Employee and the County agrees that this Agreement supersedes and replaces all prior negotiations and agreements, whether written or oral, concerning the subject matters address in this Agreement, and that this Agreement may not be modified or canceled in any manner except in a writing, signed by both the County and Employee.
- C. Governing Law; Jurisdiction; Venue. Employee and the County agree and acknowledge that this Agreement shall be construed in accordance with and governed by the laws of the State of Arizona, and that any action relating to this Agreement shall be instituted and prosecuted in the Federal or Arizona state courts located in Pinal County, Arizona. Employee and the County each waive their respective right to file an action in any other jurisdiction or venue.
- D. Assignment and Successors. Neither Employee nor the County shall assign any right or delegate any obligation hereunder without the other party's written consent, and any purported assignment or delegation by either Employee or the County without the other party's written consent shall be void. This Agreement shall be binding upon and inure to the benefit of the County and its successors and Employee, his heirs, executors, administrators and legal representatives.
- E. Claim for Breach; EEOC Investigations. Employee and the County acknowledge that execution of this Agreement does not bar any claims for breach of this Agreement. Further, this Agreement recognizes the right and responsibilities of the Equal Employment Opportunity Commission ("EEOC") to enforce the statutes which come under its jurisdiction and is not intended to prevent Employee from participating in any investigation or proceeding conducted by the EEOC; provided, however, that nothing in this Paragraph limits or affect the finality or the scope of the release provided in Section III.
- F. Consideration Period. Employee acknowledges that he has been given up to twenty-one (21) calendar days to decide whether to enter into this Agreement, and return this executed agreement to the County. Employee acknowledges that he has been advised during this twenty-one (21) day period to consult with a financial advisor, accountant, attorney or anyone else whose advice Employee needs. Employee acknowledges that he should consult with appropriate advisors, including an attorney, during this period.

- G. Consultation with Counsel. Employee acknowledges that he has been advised and had the opportunity to consult legal counsel prior to signing this Agreement, and that he is entering into this Agreement knowingly and voluntarily.
- H. Headings in Agreement. The headings of the paragraphs and clauses of this Agreement are for reference and convenience only and shall not be considered in interpreting this Agreement.
- I. Non-Disparagement; Neutral Reference. Employee agrees that from the date of execution of this Agreement forward, he will not, directly or indirectly, make any disparaging statements to any third party about Pinal County, or its employees, or provide any information to any third party that tends to place Pinal County, or its employees, in any sort of negative light, or take any action whatever that is designed in whole or part to result in information or opinions being provided to any third party that tends to place Pinal County, or its employees, in any sort of negative light. Nothing in this provision shall be construed to require Employee to testify dishonestly if he is compelled by operation of law to provide sworn testimony about Pinal County, to refrain from participating or cooperating in a governmental investigation, or to refrain from seeking to enforce the terms of this Agreement.

In response to any inquiry from a prospective employer, Pinal County shall provide only the resignation letter, the job position(s) held by Employee, and the periods of time he worked in those positions. Pinal County shall not state that Employee's employment was involuntarily terminated and, his separation from employment shall be deemed by the Parties and reflected in the personnel information maintained by Pinal County, as a resignation. Pinal County's personnel records will not reflect ineligibility for re-employment, although Employee agrees not to seek re-employment. Nothing herein, however, will preclude Pinal County from cooperating with any governmental or regulatory agency, in an investigation initiated by such agency, or testifying in a court of law if compelled by legal process to testify as a witness in an administrative or judicial proceeding, or be construed to require Pinal County to testify dishonestly or provide information compelled to by operation of law.

- J. Representations That Employee Is Not a Medicare Beneficiary. Employee declares and expressly warrants that he is not Medicare eligible, that he is not a Medicare beneficiary, and that he is not within thirty (30) months of becoming Medicare eligible; that he is not 65 years of age or older; that he is not suffering from end stage renal failure or amyotrophic lateral sclerosis; that he has not received Social

Security benefits for twenty-four (24) months or longer; and/or that he has not applied for Social Security benefits, and/or has not been denied Social Security disability benefits or is appealing a denial.

K. Representation That No Injuries or Illnesses Involving Medicals Are Claimed.

Employee affirms, covenants, and warrants that he has made no claim for illness or injury against, nor is he aware of any facts supporting any claim against Pinal County under which it could be liable for medical expenses incurred by Employee before or after the execution of this Agreement.

L. Representations That No Medical Expenses Have Been Paid By Medicare.

Because he is not a Medicare recipient as of the date of this release, Employee is aware of no medical expenses that Medicare has paid and for which Pinal County is or could be liable now or in the future. Employee agrees and affirms that, to the best of his knowledge, no liens of any governmental entities, including those for Medicare conditional payments, exist.

M. No Reemployment. Through this Agreement, Employee voluntarily agrees not to seek re-employment. A refusal to re-employ, or termination after an unauthorized rehiring, shall not be deemed an unlawful act under local, state, or federal law, but shall be deemed a contractual right that Pinal County may exercise pursuant to this Agreement.

IN WITNESS WHEREOF, each of the parties has executed this Agreement, in the case of the County by its duly authorized officer.

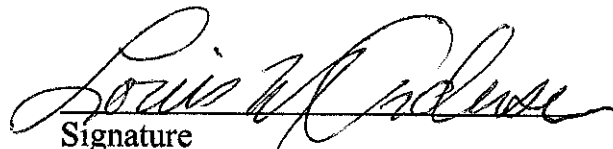
TAKE THIS RELEASE HOME, READ IT, AND CAREFULLY CONSIDER ALL OF ITS PROVISIONS BEFORE SIGNING IT. THIS RELEASE INCLUDES A RELEASE OF KNOWN AND UNKNOWN CLAIMS. IF YOU WISH, YOU SHOULD TAKE ADVANTAGE OF CONSIDERATION PERIOD SPECIFIED IN PARAGRAPH V.F TO CONSULT YOUR ATTORNEY, AND TO HAVE YOUR ATTORNEY EXPLAIN THE TERMS OF THIS AGREEMENT TO YOU.

**I accept and agree to the provisions in this Agreement, and hereby execute the Agreement voluntarily with full understanding of the consequences.**

Date

11/8/2020

Signature



Date 11/8/2020

Louis M Andersen  
Printed Name

[Signature]  
Signature

Brandy M Andersen  
Printed Name

Date \_\_\_\_\_

Pinal County

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title



AGENDA ITEM

November 10, 2020 ADMINISTRATION BUILDING A  
FLORENCE, ARIZONA

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**REQUESTED BY:**

**Funds #:**

**Dept. #:**

**Dept. Name:** BOS

**Director:** Anthony Smith

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**MOTION:**

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History		
Time	Who	Approval
11/9/2020 12:16 PM	Clerk of the Board	Yes

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**ATTACHMENTS:**

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