

MINUTES

1. Call to Order

Vice Mayor Sweet called the Work Session of the Flagstaff City Council held October 14, 2025, to order at 3:00 p.m.

NOTICE OF OPTION TO RECESS INTO EXECUTIVE SESSION

Pursuant to A.R.S. §38-431.02, notice is hereby given to the members of the City Council and to the general public that, at this work session, the City Council may vote to go into executive session, which will not be open to the public, for discussion and consultation with the City's attorneys for legal advice on any item listed on the following agenda, pursuant to A.R.S. §38-431.03(A)(3).

2. Roll Call

NOTE: One or more Councilmembers may be in attendance through other technological means.

Present: Becky Daggett, Mayor
 Miranda Sweet, Vice Mayor
 Austin Aslan, Councilmember
 Anthony Garcia, Councilmember
 Khara House, Councilmember
 Lori Matthews, Councilmember
 David Spence, Councilmember

Staff Present: City Manager Greg Clifton; City Attorney Sterling Solomon

3. Pledge of Allegiance, Mission Statement, and Land Acknowledgement

The Council and audience recited the pledge of allegiance, Councilmember Aslan read the Mission Statement of the City of Flagstaff, and Councilmember Spence read the Land Acknowledgement.

MISSION STATEMENT

The mission of the City of Flagstaff is to protect and enhance the quality of life for all.

LAND ACKNOWLEDGEMENT

The Flagstaff City Council humbly acknowledges the ancestral homelands of this area's Indigenous nations and original stewards. These lands, still inhabited by Native descendants, border mountains sacred to Indigenous peoples. We honor them, their legacies, their traditions, and their continued contributions. We celebrate their past, present, and future generations who will forever know this place as home.

4. Open Call to the Public

Open Call to the Public enables the public to address the Council about an item that is not on the prepared agenda. Comments relating to items that are on the agenda will be taken at the time that the item is discussed. Open Call to the Public appears on the agenda twice, at the beginning and at the

end. The total time allotted for the first Open Call to the Public is 30 minutes; any additional comments will be held until the second Open Call to the Public.

If you wish to address the Council in person at today's meeting, please complete a comment card and submit it to the recording clerk as soon as possible. Your name will be called when it is your turn to speak. You may address the Council up to three times throughout the meeting, including comments made during Open Call to the Public and Public Comment. Please limit your remarks to three minutes per item to allow everyone an opportunity to speak. At the discretion of the Chair, ten or more persons present at the meeting and wishing to speak may appoint a representative who may have no more than fifteen minutes to speak.

Tom Pearson addressed Council regarding the recently adopted Regional Plan 2045. He emphasized the importance of integrating a Climate Action Plan alongside the Regional Plan. Mr. Pearson urged Council to ensure that a Climate Action Plan is drafted and made available to the public prior to the May election, when voters will decide on the Regional Plan. He stressed that climate considerations should be a key component of the region's long-term planning.

5. Review of Draft Agenda for the October 21, 2025 City Council Meeting

Citizens wishing to speak on agenda items not specifically called out by the City Council may submit a speaker card for their items of interest to the recording clerk.

None.

6. City Manager Report

City Manager Greg Clifton briefly reviewed his report and introduced the subsequent agenda items for additional updates.

A. State Legislative Priorities

Public Affairs Director Sarah Langley provided some history and context for the discussion. She shared one PowerPoint presentation slide that covered the following:

POLICY ISSUES
FUNDING REQUESTS
COMMUNITY PARTNER REQUESTS

Mayor Daggett inquired with Ms. Langley about the short-term rental resolution that was passed by the League at its recent annual conference. The Mayor expressed uncertainty regarding the League's plans for engaging with legislative stakeholders on the issue. Ms. Langley confirmed that the League is actively pursuing those conversations. State Lobbyist Brian Murray noted that discussions are ongoing, though he was not certain about the specific iteration of the resolution. He offered to look into it further.

Deputy City Manager Joanne Keene stated she was with the City of Sedona representatives during that time, noting that Sedona was opposed to the resolution at the time it was adopted.

Mayor Daggett requested that Ms. Langley send the League's passed resolution to Mr. Murray. Ms. Langley agreed to do so.

B. Human Resources/ Risk Management Division Update

Human Resources and Risk Management Division Director Ryan Saxby and Risk Manager Aaron Kaminski provided a PowerPoint presentation that covered the following:

HUMAN RESOURCES AND RISK MANAGEMENT OCTOBER 2025
HR AND RISK MANAGEMENT UPDATES

HRRM TEAM AND REMODEL
RECRUITMENT DATA AS OF OCTOBER 2025
COMPENSATION: MARKET REVIEWS
EMPLOYEE LEARNING AND DEVELOPMENT
RISK MANAGEMENT UPDATES
HR AND RISK MANAGEMENT UPDATES

Councilmember Matthews inquired about workers' compensation claims, particularly in relation to safety training, and asked if Council could be provided with information on those claims. Mr. Kaminski responded that the most frequent claims involved vehicle-related incidents and injuries during police altercations when apprehending suspects. He noted that defensive driving training has been implemented, and efforts are ongoing to reduce these types of injuries.

Councilmember Matthews thanked staff and stated that the proactive measures being taken will help mitigate these issues. She also expressed support for management and leadership training for new employees, noting it will help elevate the city's performance.

Councilmember Spence also expressed appreciation, giving a shout-out to Risk Management and Facilities. He highlighted the installation of protective railings at the dais as an example of the city's proactive approach to safety and accident prevention. He thanked the Public Work's team for their work to install them.

C. Sustainability Division Update

Sustainability Division Director Nicole Antonopoulos, Sustainability Supervisor Sanoma Boynton, and Climate Action Section Director Jenny Niemann provided a PowerPoint presentation that covered the following:

SUSTAINABILITY DIVISION SEMI-ANNUAL UPDATE
AGENDA
SUSTAINABILITY DIVISION OVERVIEW
OUR VISION
ENGAGEMENT
OUTREACH
ADMINISTRATIVE
PERSONNEL UPDATE
PRIORITY BASED BUDGETING
NEIGHBORHOOD AND ENGAGEMENT VOLUNTEER SECTION
COMMUNITY STEWARDS
FOOD SYSTEMS
WASTE PREVENTION
VOLUNTEERISM
CLIMATE ACTION SECTION
ENERGY PROGRAM
ENERGY UPGRADES FOR HEALTHY HOMES
ELECTRIC MOBILITY PROGRAMS
RESILIENCE PROGRAMS
COMMUNITY EQUITY PROGRAMS
UPDATE TO THE CARBON NEUTRALITY PLAN
WHAT IS CHANGING IN THE CARBON NEUTRALITY PLAN
CNP UPDATE ENGAGEMENT
SUSTAINABILITY COMMISSION
LOOKING AHEAD
THANK YOU

Councilmember Garcia asked Ms. Boynton where residents can sign up for the Stewardship Program. Ms. Boynton responded that residents can visit <https://volunteer.flagstaffaz.gov> to participate in one-time cleanups. For longer-term adopt-a-spot programs, the sustainability-specific portal is <https://volunteer.flagstaffaz.gov/d/FSO>.

Councilmember Garcia then asked Ms. Niemann to explain how the Flood Barrier Program works, specifically whether barriers are distributed proactively or only upon request. Ms. Niemann explained that the program is community-based and includes monthly distributions where staff are stationed in the Sunnyside area, educating residents and distributing flood barriers. The team has adjusted messaging and materials based on community interest and needs, with a focus on high-risk areas.

Ms. Antonopoulos added that in addition to in-person outreach, the team has partnered with the Stormwater Section to conduct mapping and targeted outreach to specific homes in flood-prone zones.

Councilmember Garcia affirmed the importance of providing these resources proactively to the community.

Councilmember Matthews expressed appreciation for the various sustainability programs, noting she has personally volunteered and witnessed the immediate benefits. She shared that her nonprofit had once received a sustainability grant, which had a significant positive impact. Referring to the Carbon Neutrality Plan progress update, she said she would like to see more concrete data next year, specifically how implemented programs are reducing emissions, given the aggressive goals of the plan. Ms. Niemann noted that the team is currently working on a progress report document to reflect these outcomes.

Vice Mayor Sweet thanked the team for their work and expressed interest in learning more about the heat pump program. She also shared her involvement with the Mobile Haven cleanup, noting the deep appreciation from participants. She praised the volunteer analytics tools and mentioned her intent to sign up for a program herself.

7. **Wildfire Resilient Homes Initiative: Program Introduction**

Community Health Specialist Noah Baker took a moment to acknowledge the recent loss of Fire Chief Jerry Bills and the impact he has had on the community.

Resilience Specialist Sam Wiley and Mr. Baker provided a PowerPoint presentation that covered the following:

WILDFIRE RESILIENT HOMES INITIATIVE
OVERVIEW
WILDFIRE RESILIENT HOMES INITIATIVE
1.HOME ASSESSMENTS
2.HOME HARDENING KITS
3.COMMUNITY EVENTS
4.GRANTS FOR CONTRACTOR SERVICES
OUTREACH PLAN
FIRE PATHWAYS
TIMELINE
MANAGING EXPECTATIONS
PROTECTING HOMES, STRENGTHENING COMMUNITY
COMMUNITY-IDENTIFIED PRIORITIES
QUESTIONS

Councilmember Spence requested to return to the slide showing a burning building, asking for clarification on the scene and the purpose of the demonstration. Mr. Baker explained that the demonstration was conducted by IDHS to illustrate the impact of fire mitigation practices. On one side, the property shows no flammable vegetation and a metal fence, while the other side demonstrates a home with vegetation and no mitigation efforts, highlighting the stark difference in vulnerability to fire.

Councilmember Spence then asked about the number of lightning strikes in Flagstaff annually. Mr. Baker responded that he did not have the exact number but offered to look into it.

Councilmember Spence followed up by asking whether lightning strike protection systems are considered in program planning. Mr. Baker stated that lightning protection systems are not currently included in the program but could be explored further.

Councilmember Aslan expressed enthusiasm for the fire mitigation project, hoping to see it scaled up across the city. He asked to revisit the cartoon-style graphic, suggesting it would be valuable to create a Flagstaff-specific version that shows fire pathways and identifies neighborhoods that are more resilient versus more susceptible. He expressed strong support for the program.

Councilmember Aslan also noted his frustration with the limits imposed by state and federal regulations but emphasized that this is a program Council can strongly support to make a real impact. He appreciated the team's "can-do" attitude.

Vice Mayor Sweet echoed appreciation for the program, highlighting the value of the home fire risk assessments. She also took a moment to offer condolences for the recent loss in the fire department, specifically Chief Jerry Bills.

8. **Shaping Public Art through Public Input at Downtown Connection Center and Cleo Murdoch Park**

Beautification, Arts, and Sciences Manager Jana Weldon and Beautification, Arts, and Sciences Project Administrator Cristen Cruido provided a PowerPoint presentation that covered the following:

SHAPING PUBLIC ART THROUGH PUBLIC INPUT AT THE DOWNTOWN CONNECTION
CENTER AND CLEO MURDOCH PARK
COMMUNITY AND PUBLIC ART PROCESS
MANY TOLLS
AGENDA
ARTIST SELECTION
ARTIST SELECTION
COMMUNITY INPUT PRIOR TO DESIGN
COMMUNITY INPUT ON EARLY DESIGN
DESIGN AT CITY COUNCIL WORK SESSION
TIMETABLE
INPUT AND RESOURCES
SAMPLING: TEXT AT THE CENTER
SAMPLING: TEXT AT THE OUTER EDGE
PROJECT TWO
ARTIST SELECTION
COMMUNITY INPUT PRIOR TO PROPOSALS
PROPOSAL SELECTION: REVIEWED WITH SCA AND APPROVED BY BPAC
COMMUNITY INPUT FOR SCULPTURE TEXT
COMMUNITY INPUT PRIOR TO DESIGN -- COMMUNITY MEMORIES
FINAL DESIGN
THANK YOU!
QUESTIONS?

Councilmember Garcia, speaking as a former member of the Beautification and Public Art Commission (BPAC), shared reflections on the importance of community input in the public art process. He described it as an eye-opening experience to witness how input is sought at every stage to ensure that art projects reflect not just aesthetic value but also the soul and story of the community. He noted that at times, the process would even pause to allow for deeper community engagement, underscoring BPAC's dedication to authenticity. Councilmember Garcia praised the evolution of the process and how effectively BPAC selects artists who can represent the diverse voices of the community. He emphasized how meaningful this approach is to him personally and how it reflects the history and spirit of Flagstaff.

Vice Mayor Sweet commended City staff for their efforts to ensure that the heart of the community is captured through public art. She encouraged everyone to visit the Grove structure, praising its

impact, and expressed appreciation for the continued work on the Rustle structure, thanking the team for their dedication.

9. Discussion of Resuming Paid Advertising Program at Flagstaff Pulliam Airport and Draft Advertising Policy

Deputy City Attorney Kevin Fincel provided a PowerPoint presentation that covered the following:

CITY OF FLAGSTAFF ADVERTISING POLICY
AGENDA FOR TONIGHT'S DISCUSSION
RECAP OF 2023 DISCUSSION
HAPPENINGS SINCE FALL 2023
CHANGES TO THE DRAFT POLICY SINCE FALL 2023
COUNCIL QUESTIONS
THANK YOU

Mr. Clifton provided context on the financial considerations related to airport advertising. He noted that the Flagstaff Airport operates as an enterprise fund, functioning like a government-run business that strives to be financially self-sustaining. After losing a key airline carrier a few years ago, efforts have been underway to attract new carriers. The Airport team has been actively engaged in finding new revenue sources, including restarting airport advertising, which was previously paused due to concerns over policy and risk. Mr. Clifton stated that resuming advertising could be a positive financial move.

Councilmember Matthews recalled that a key reason for previously halting advertising was the limited financial return compared to the risk exposure. Economic Vitality Director Heidi Hansen added that when the City initially took over the advertising program from the third party vendor, revenue increased from \$25,000 to \$41,000 annually, but they eventually lost Northern Arizona University as an advertiser, due to cutbacks which impacted revenue.

Councilmember Matthews noted that American Airlines has reduced flights, resulting in lower foot traffic through the airport, making advertising less effective than in past years. Ms. Hansen confirmed the decline in traffic and noted that past advertising efforts had included major airlines like American and United, but foot traffic is currently lower.

Councilmember Matthews asked about the City's exposure or risk if someone outside the City's advertising parameters were to request space. Mr. Fincel explained that there is always potential liability with public advertising spaces. He referenced legal challenges in other cities involving public transit and airports, and cautioned that the City could face vocal concerns or legal challenges, depending on who wants to advertise.

Councilmember Matthews asked about the staff time and resource burden of managing the program. Ms. Hansen replied that relaunching the program would require significant staff time and responsibility, and that forecasting potential revenue would be difficult. She expressed willingness to try but acknowledged the resource demands.

Councilmember Spence asked whether the City could create one unified advertising policy that covers both the Flagstaff Airport and the Jay Lively Recreation Center. Mr. Fincel responded that advertising at each facility carries different content restrictions--for example, alcohol advertising may be acceptable at the airport, but not appropriate at a recreation center. He also mentioned that Parks, Recreation, Open Space, and Events Division Director Rebcca Sayers had chosen not to pursue advertising at Jay Lively due to low value. Ms. Hansen estimated past Jay Lively advertising revenue at around \$8,000, but said she would look for the exact figure.

Mr. Fincel clarified that airport advertising is more like TV or digital in nature, while Jay Lively relied on posters, which required manual maintenance by staff and was more labor-intensive.

Councilmember Garcia expressed caution about restarting the program, saying it sounds like a lot of work for relatively little revenue, but was open to considering a model that makes sense moving

forward. Mr. Fincel acknowledged the concern but said that Ms. Hansen recommends reopening the program, and that doing so could be beneficial.

Councilmember Aslan supported moving forward, appreciating that the policy was revisited in light of changing context. He noted that the situation a few years ago was complicated by First Amendment concerns, and while such issues are legally complex, it is important to explore revenue opportunities for the enterprise-funded airport.

Vice Mayor Sweet asked if there would be a review process for denied advertisers. Mr. Fincel responded that the team is working on an internal process. If an advertisement does not align with city policy, it would be reviewed internally, and if needed, brought to Council for discussion. Vice Mayor Sweet asked that the review process be formally included in the final advertising policy.

Councilmember House voiced support for moving the proposal forward and said she looks forward to seeing a formal proposal.

10. Open Call to the Public

None.

11. Informational Items To/From Mayor, Council, and City Manager; future agenda item requests

Councilmember Matthews shared that the Indigenous Peoples' Day event, held the day prior, was an amazing and well-attended celebration. She extended thanks to Indigenous Affairs Administrator Rose Toehe and the Commissioners of the Indigenous Commission for organizing the event. Councilmember Matthews also highlighted the upcoming "Unheard Voices" experience, noting it will be a very informative event next week.

Councilmember Garcia invited the community to attend a FLOCK discussion at the "Market of Dreams" later in the week. He mentioned that representatives from FLOCK may be present and encouraged the community to come, speak their minds, and have their voices heard. He also promoted the Community Market coming on the following Saturday, urging support for the local community market, and shared a highlight from a recent coat drive noting it was a fun and successful event to support individuals experiencing homelessness.

Vice Mayor Sweet also attended the Indigenous Peoples' Day event and shared her plans to attend two upcoming events: the First Responder Luncheon and the Green Living Magazine event. She expressed interest in learning more about the Cul-de-sac community, which is claiming to be the first walkable city, and looks forward to engaging in that conversation.

12. Adjournment

The meeting of the Flagstaff City Council held October 14, 2025, adjourned at 5:21 p.m.

MAYOR

ATTEST:

CITY CLERK