Final Final

Final

Desert Tortoise Council Minutes of the Board of Directors Meeting

25 August 2018 ECORP Consulting 215 North 5th Street, Redlands, California 92374

CALL TO ORDER

The meeting was called to order by Chair, Michael Tuma at 10:05 a.m. Action items are in blue, with responsible parties in red. Motions made, seconded, and approved (or not) are shown in bold red font.

Attendees: Kristin Berry, Greer Dolby, Peter Woodman, Judy Hohman, Ken MacDonald, Cristina Jones, Maggie Fusari, Mari Quillman, Bruce Palmer, Michael Tuma, Becky Jones, Joe Probst, Ed LaRue, and Halle Kohn. **Remote Attendance:** None. **Absent**: Larry LaPré. **Guests**: Michael Vamstad and Mark Peaden.

A. Introductions: Michael Vamstad and Mark Peaden are both here as prospective Board members.

B. Review Agenda: New issues were incorporated as needed.

C. Meeting Minutes of 16 June 2018: Ed LaRue prepared draft minutes at the last Board meeting in Las Vegas, Nevada at the Springs Preserve, which were distributed, reviewed, and approved today as final with one minor change. Motion made (Kristin Berry), seconded (Joe Probst), and unanimously approved to accept the draft minutes as amended to be final.

D. Review of Board Actions since Last Board Meeting:

a. Mexican Tortoise Project Grant Request decision: We had approved a \$20,000 grant in January 2017, which was reaffirmed via email in the last month. There was a second request in June for more money, which was denied and confirmed via email correspondence.

E. Next Meeting Date: The next meeting of the Board of Directors will be in Las Vegas, Nevada (at a place to be determined) between 10:00 a.m. and approximately 4:00 p.m., on 17 November 2018.

OFFICER/COMMITTEE REPORTS

F. Treasurer's Report: The Treasurer's Report was distributed by Joe Probst. **Motion made** (Kristin Berry), seconded (Becky Jones), and unanimously approved to accept the Treasurer's Report as final. Joe's report indicated that we paid out \$73,105 this year through 8/24/2018, which is mostly associated with grants and funding the Betty Burge memorial at

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Springs Preserve. Our current total assets are \$210,129.85. With the restructuring of the growth income funds, we made \$3,124.99 interest in the past three months. Bruce Palmer recommended having a focused budget discussion at the January 2019 Board meeting. Joe recommended that when we pledge a grant, for example, we immediately take that money out of the appropriate account, put it in a grants account, so that the withdrawal is reflected at the time the pledge is made. Motion made (Greer Dolby) to set up a grants-specific account for approved grants money, seconded (Maggie Fusari), and unanimously approved.

G. Corresponding Secretary's Report: Becky Jones reported there have been a few environmental documents and an acknowledgement from Arizona thanking us for a long-past action. As soon as the old envelopes and stationary are used up, Joe Probst will buy more with the new logo.

H. Membership Coordinator/Membership Committee's Report: Mari Quillman's report shows there are a total of 465 members, including 335 active members, 130 with overdue renewals, and 126 lapsed. Michael Tuma indicated that our web consultant is familiar with and will manage the Wild Apricot account until a new webmaster is identified. Mari indicated there have recently been three new memberships. Her report lists a dozen or more action items she plans on pursuing. Several members encouraged Mari to provide shorter and more frequent emails so that the reader is not overwhelmed with too much information. Mari Quillman will coordinate with Halle Kohn and Michael Tuma to use social media in addition to membership eblasts. Bruce Palmer recommended that a "retired" membership category be added to the database. Both Judy Hohman and Halle Kohn asked to be formally added to the Membership Committee.

I. Awards Committee's Reports: Kristin Berry recently provided suggested revisions on the award descriptions. Judy Hohman made a few suggestions for reorganizing the order but not the content. Greer Dolby made the motion to accept Kristin Berry's changes to the Awards Policy, which was seconded by Joe Probst, and unanimously approved. Kristin would also like to develop certificates of appreciation, in addition to the awards.

J. Ecosystems Advisory Committee's (EAC) Report: Ed LaRue reported that there have been 22 projects identified in the reporting period between 6/17/2018 and 8/25/2018. We have already commented on 12 projects, with 10 outstanding. Given Ed's current workload, Judy Hohman, Maggie Fusari, and Greer Dolby have ensured that we have not missed any reporting deadlines. Larry LaPré has indicated that he is working on several comment letters. Until a new webmaster is identified, Ed LaRue will provide final comment letters to Michael Tuma. • Greer Dolby will draft the comment letter on the Kingman Travel Management Plan.

a. Ed LaRue's Trip to Washington, D.C. on the Northern Corridor Issue: The Center for Biological Diversity is funding Ed's trip in early September 2018 to talk about impacts of the Northern Corridor to the Red Cliffs Desert Reserve in Washington County, Utah. Council support for this visit was approved via email by most Board members in early August. Several people recommended that Ed take photographs of tortoises.

K. Grants Committee's Report: Michael Tuma will update the website with regards to grants and provide information to Mari Quillman to distribute to the membership.

a. Lockheed Martin Diversity Grant winner: Camille Taylor. The availability of this award was announced at the 2018 Symposium and we received an applicant demonstrating outstanding work, so the \$1,000 grant was awarded to Camille Taylor. Michael Tuma will ask Camille for a blurb that can be published by Halle Kohn in the next newsletter. Lockheed Martin also extended an additional \$1,000 to be used for next year. Michael has also been working to assure the Morafka Award, which has not been issued for several years, will be awarded. Bruce Palmer made a motion, seconded by Ken MacDonald, that we match the Lockheed Martin \$1,000 award with our own \$1,000. So the next offering for the Lockheed Martin grant award will be \$2,000.

L. Media Committee's Report: Michael Tuma will see that the "Information, Outreach, and Social Media Committee" is changed to "Media Committee" in the Bylaws. Michael Tuma indicated that the website is nearly complete and ready to be launched next week. Michael Tuma will resend the link that allows us to preview the current website. • Once the website is launched next week, Joe Probst will need to pay the balance of Sky's invoice. Going forward, Sky will be the contact person for posting information, EAC final letters, and other information. At that time, Michael Tuma will provide Sky's email contact information.

Michael Tuma was able to share the Betty Burge plaque with us today, with a nice photo and text. Thanks to Ken MacDonald for taking on this project and seeing it through to fruition. In addition to the plaque, we were also given a meeting space at the Springs Reserve for three meetings, including the one in June 2018 with two more available.

M. Newsletter Editor's Report: Halle Kohn is officially our Newsletter Editor! She provided us with a list of topics that she'd like to put into the Newsletter. It would be good to contact Ken Nagy about his experience with headstarting. Maggie Fusari will draft a story on our outreach, with Joe and Becky on Earth Day in Kernville and Mari's visit to The Wildlife Society meeting in Albuquerque. Halle is considering a future story on women in tortoise conservation. Motion made (Bruce Palmer), seconded (Maggie Fusari), and approved for Halle Kohn to spend up to \$750 for a computer with software and hardware to facilitate publishing newsletters. • Halle Kohn will coordinate with Cristina Jones on purchasing the computer. Board members are encouraged to provide information to Halle for social media posting. Michael Tuma and Maggie Fusari will be featured in the next newsletter, followed by other members based on their seniority on the Board.

N. Agency Coordinating Committee's Report: Cristina Jones reported there are no new updates on this effort. Kristin Berry and Judy Hohman have given Cristina names of agency contacts. She will plan on two or three meetings rather than a half dozen.

O. Symposium Discussions: Kristin Berry reported that the Program has about 16 hours available for presentations. In 2018 there were 48 papers. A persisting complaint is that we do not have enough research papers and others want fewer non-tortoise talks, which Kristin is addressing. For 2019, the tentative schedule includes five Gila monster talks; land conservation efforts to be chaired by Mercy Vaughn; session on tortoise nutrition, etc. Speakers in the government session are given 10 minutes for each presentation. Greer Dolby provided a two-page paper on ideas to stimulate more student participation, including posters. All agreed that we should have more posters, getting more people involved. It is important to have presenters standing by their posters during the mixer. We could also offer a best-poster student award, and a specific time to judge the best one, which would also be based on the students' presentations. Judging would occur on the first day. Another of Greer's ideas is to have a meet and greet with professionals during a "lunch 'n' learn" session where panelists answer questions by students.

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Where should the 2020 Symposium occur? Although logistics at Sam's Town are already known and avoid more work, there are many complaints about Sam's Town. Most agreed that we should help Tracy Bailey with logistics rather than dismiss South Pointe because it would require more work. If we go to South Pointe, it would be best to have a local, resident contact. Ken MacDonald, Greer Dolby, and Joe Probst all agreed to actively assist Tracy Bailey in planning. Of the 13 Board members present, 11 of 13 voted to have the 2020 Symposium at South Pointe. Joe Probst and/or Cristina Jones will provide Mari Quillman with costs for lunches, mixers, etc. so she can begin to determine monetary goals for sponsorships.

P. Introductory Workshop: Maggie Fusari reported there are 49 registrants (high for this early in the year) and two teachers. It will be held at the Kerr-McGee Center in Ridgecrest, CA, which is a new venue for the Workshop. Food will be catered but still need to determine a coffee vendor. Pete Woodman indicated that the field instructors are all committed, as are the same indoor instructors as in previous years. Michael Tuma reiterated we should target high school and college students to attend on sponsorships. Maggie Fusari will correspond with Kristin Berry about attendance by five prospective Ridgecrest high school students. • Michael Tuma will work with Maggie Fusari, Mercy Vaughn, and others to identify instructors and students, and begin brainstorming about an introductory course for fieldwork in Mexico. • Maggie Fusari will contact Dean Henderson about his coordinating efforts with fishes in Mexico. We should still develop an introductory course for Sonoran desert tortoise.

Q. Advanced Training Course: Cristina Jones reported that the supplemental handling workshop was held at an Arizona Fish and Game Department facility, July 18 through 20, 2018, which included 10 students; nine from the first course plus one. Student feedback was very good. All students advanced to be approved to move tortoises out of harm's way; at least two have subsequently been approved by USFWS as Authorized Biologist. Scott Hoffman of USFWS will be sending out letters within the next few weeks. Cristina Jones is still working on a specific desert tortoise handling workshop, which will require working with Sky to develop background information for specific modules. Working with Kim Fields, Cristina has determined there is enough interest to plan for another Health Assessment Training in late March or April 2019.

R. Education and Outreach Committee Report: Maggie Fusari is working on an article that Halle Kohn can publish in the Newsletter that would be a synopsis of the function of this new committee. We are looking at new opportunities to have representation at various meetings where, among other things, we can provide swag for sale and solicit new memberships. This is the committee that intends to stimulate involvement by students and teachers. Maggie Fusari will recirculate her description of the Education and Outreach Committee describing the function of this relatively new committee. At the next meeting, we will discuss in detail the similarities and differences between this and the Media Committee.

Michael Tuma and Halle Kohn attended the recent TSA conference, where they sold more than \$900 in swag. We may want to consider raising t-shirt prices, lower patch prices, and get new sizes in t-shirts. Halle also suggested developing calendars with stock photographs from past photo contests. We also need to print out membership forms for all such events. Michael Tuma will provide a pdf of his TSA talk to all Board members. There is also intent to have Council representative(s) at the September 19, 2019 American Fisheries Society/The Wildlife Society meeting in Reno, NV. Joe Probst and Mari Quillman are managing available swag and identifying what needs to be replaced, including new sizes and more products.

Michael Tuma has been speaking with someone who wants to develop a children's book that would include a desert tortoise superhero, which may be an opportunity for the Council to develop a mascot.

OLD/NEW BUSINESS

S. Nominations Committee: Considering prospective Board members, Michael Vamstad and Mark Peaden. Motion was made, seconded, and approved to accept Michael Vamstad as a new Board Member At Large. • Motion was made, seconded, and approved to accept Mark Peaden as a new Board Member At Large.

T. New Ideas: Sexual harassment at our public meeting was discussed. Michael Tuma suggested that we put a statement in the Program that discourages inappropriate behavior, and Kristin will have instruction in her guidelines for presenters prohibiting lewd photographs.

Adjourn: The meeting was adjourned by Chairperson, Michael Tuma, at 1645 hours.

Draft minutes were recorded, later distributed and modified with Board member review and input, then respectfully submitted as this final version by Ed LaRue, Recording Secretary

6022RA

Edward L. LaRue, Jr. Desert Tortoise Council, Recording Secretary

Ecosystems Advisory Committee Report DTC Board Meeting of 25 August 2018

Note: The table attached to this report on the last page follows the **bold red** numbered outline given below.

1. <u>Yellow Pine Solar Project (Pahrump, NV)</u>

6/12/2018 – Ed LaRue receives a link for this project on 6/12/2018, announcing public meetings in Las Vegas on June 28, which he immediately sends this information to Michael Burroughs asking if he can attend the public meeting. Michael Burroughs responded that he will review our comment letter but not likely attend the public meeting. Letter was submitted on 8/25/2018.

2. <u>Twentynine Palms Marine Corps Base Integrated Natural Resources Management Plan (INRMP)</u>

6/9/2018 – Ed LaRue receives a link from Becky Jones on 6/9/2018 for two documents relative to the INRMP. On 6/19/2018, Ed distributes partial comment table instructing Board members how to comment, which are due on 6/29/2018. The draft comment letter is distributed to the Board on 6/20/2018, with comments due by 6/27/2018. On 6/24/2018, add Judy Hohman and Larry LaPré's comments and redistribute the tables. With seven endorsements and one recusal, the letter is emailed on 6/27/2018.

3. Front Street Revised Environmental Assessment (EA)

6/15/2018 – Ed LaRue receives notice of this EA, with only a 15-day comment period, from Richard Spotts on 6/15/2018, with comments due on 6/25/2018. Ed forwards the information and link to Greer Dolby, Bruce Palmer, Maggie Fusari, and Cristina Jones on 6/19/2018. Maggie Fusari's draft letter is distributed on 6/19/2018. With six endorsements, the letter is sent on 6/24/18.

4. <u>Dumont Dunes Communication Site</u>

6/1/2018 – Ed LaRue receives the Draft EA from Richard Spotts on 6/1/2018. The draft letter was distributed to the Board on 6/20/2018, with a due date of 6/27/2018. Revised letter is sent on 6/22/2018. With eight endorsements, the final letter was submitted to BLM on 6/27/2018.

5. Lake Havasu Travel Management Plan

5/29/2018 – Ed LaRue receives the link to the Draft EA from Richard Spotts on 5/29/2018. He forwards this along with recent comment letters to the four Arizona Board members on 6/20/2018, with a reminder that comments are due by 6/29/2018. In the absence of any response from Arizona Board members, no comments were filed.

6. Arizona Department of Transportation Five-Year Plan

4/16/2018 - On 4/16/2018, Ed LaRue receives notice that there are a series of public meetings in Arizona, asking on 4/17/2018 that one or more of our Arizona Board members (Maggie Fusari, Greer Dolby, and Bruce Palmer) takes the lead on this project. No action was taken and the 6/5/2018 deadline was missed. Even so, Judy Hohman sent Ed a draft letter on 6/20/2018, which Ed edited and distributed to the Board on 6/22/2018 asking for comments asap. With six endorsements, the letter was sent on 6/25/2018.

7. Advance Notice of Proposed Rulemaking (ANPRM)

6/21/2018 – On 6/21/2018 Center for Biological Diversity asks Council to cosign a letter keeping NEPA review and 90 days rather than truncating it to 30 days, as recently proposed by the White House Council on Environmental Quality (CEQ). Ed LaRue distributes this letter to the Board on 6/22/2018, which is due on 6/25/2018. With eight endorsements, Ed sends confirmation on 6/25/2018.

8. Bouse and Cactus Plain Travel Management Plan (TMP)

6/28/2018 – On 6/28/2018 Ed LaRue receives a notice of this TMP from Richard Spotts, which he distributes to the four Arizona Board members on 7/2/2018. Greer Dolby completes a draft letter on 7/14/2018 that is substantially modified by Judy Hohman on 7/22/2018. Ed distributes Judy's modified version on 7/22/2018 for Board input and approval, which the letter is due on 8/13/2018. With eight endorsements, this letter was sent out on 8/5/2018.

9. ADOT's Draft Application for Assumption of FHWA's NEPA Responsibilities

7/10/2018 – Judy Hohman drafts a letter on 7/10/2018, which she distributes to the Board. Having heard no endorsements or comments, Ed sends out a slightly modified version on 7/22/2018, asking for comments by 7/27/2018 so as to make the 7/30/2018 deadline. With eight endorsements on Judy's letter, Ed sends the final letter to Paul O'Brien of ADOT on 7/27/2018.

10. SBCO EIR Master Storm Water System Maintenance Programs

7/13/2018 – Although Becky Jones sends the notification of this project on 7/13/2018 to Ed LaRue, he is out of town and not aware of it until 7/21/2018, at which time he sends it to Maggie Fusari, Judy Hohman, and Larry LaPré. The draft letter produced by Maggie is distributed to the Board for approval by 7/27/2018 on 7/22/2018. With only four endorsements – the minimum required – the letter is submitted to the county on 7/27/2018.

11. Gemini Solar Project (Clark County, Nevada)

8/5/2018 – Given extreme workload, Ed LaRue sends link information to Board on 8/5/2018 with note that he cannot currently write a comment letter for this project, which is due on 8/27/2018. Judy Hohman distributes draft letter to Ed and Michael Burroughs on 8/9/2014, to which Ed responds on 8/14/2018. Judy's letter is distributed to the Board on 8/21/2018. Ed submitted this letter on 8/25/2018.

12. Eland 1 Solar Project (Fremont Valley, California)

8/5/2018 – Given extreme workload, Ed LaRue sends link information to Board on 8/5/2018 with note that he cannot currently write a comment letter for this project, which is due on 8/20/2018. With six endorsements, this was sent to Kern County on 8/19/2018.

13. Devers Substation (Palo Verde Nuclear Generating Station, AZ)

8/5/2018 – Given extreme workload, Ed LaRue sends link information to Board on 8/5/2018 with note that he cannot currently write a comment letter for this project, which is due on 8/27/2018.

14. Mosby-Nay and Mosby Cattle Allotments (Arizona Strip, NW Arizona)

8/5/2018 – Given extreme workload, Ed LaRue sends link information to Board on 8/5/2018 with note that he cannot currently write a comment letter for this project, which is due on 9/6/2018.

15. <u>Spring Mountain Raceway (Pahrump, NV)</u>

8/5/2018 – Given extreme workload, Ed LaRue sends link information to Board on 8/5/2018 with note that he cannot currently write a comment letter for this project, which is due on 8/28/2018.

16. Federal Register Notice affecting Threatened Species Designations

8/5/2018 – Given extreme workload, Ed LaRue sends link information to Board on 8/5/2018 with note that he cannot currently write a comment letter for this project, which is due on 9/24/2018.

17. <u>Valgold Cleanup in Mojave National Preserve</u>

8/6/2018 – Ed LaRue receives this notice and immediately forwards it to the Board; comments due on 9/4/2018.

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18. Revise Northern Corridor Letter to Apply to Newly Proposed Legislation

8/11/2018 – Ed LaRue receives a request from Richard Spotts to change the approved final letter of 5/15/2018 on the Congressman Stewart legislation to apply to the new Senator Lee legislation. After sending revisions to Richard Spotts, Ed distributes the letter to the Board more for their information than their approval, as the content of the letter has not appreciably changed. After polling the Board, there was unanimous approval on 8/8/2018 to have Ed LaRue represent the Council in Washington D.C. on the Northern Corridor issue (Bruce Palmer abstaining). He will mostly follow the information included in the letter that was approved in May and revised in August.

19. Desert Quartzite Solar by First Solar (Riverside County, CA)

8/10/2018 – Ed LaRue receives the notice on this project from Richard Spotts. Given extreme workload, Ed LaRue sends link information to Board on 8/12/2018 with note that he cannot currently write a comment letter for this project.

20. Imperial Hills Travel Management Area (Yuma County, Arizona)

8/10/2018 – Ed LaRue receives the notice on this project from Richard Spotts. Given extreme workload, Ed LaRue sends link information to Board on 8/10/2018 with note that he cannot currently write a comment letter for this project, which is due 9/21/2018.

21. Coalition Letter for NEPA Advance Notice of Proposed Rulemaking

8/14/2018 – Ed LaRue gets a coalition letter from Center for Biological Diversity asking the Council to sign on, which is distributed immediately, with an 8/17/2018 deadline. With 14 of 15 voting yes, send out confirmation of endorsement on 8/15/2018.

22 Kingman Travel Management Plan (Kingman, AZ)

8/14/2018 – Ed LaRue receives notice for this project on 8/14/18, which he immediately distributes to the Board. Deadline is 9/18/2018.

Ecosystems Advisory Committee Summary Table from 6/17/2018 to 8/25/2018 Current date for this latest table revision is: 8/25/2018

			Dates	s (2018)		Board Member Responses Codes: Y = Vote of Yes; N = Vote of No; PI = Provided input; Blank = No Response; R = Recused; A = Authors/Lead Board member; NA – Replied															
#	Reference	Rec'd	Dist				BJ BP CJ EL GD HK JH JP KB KM LL MF MQ MT PW														
π	Yellow Pine	6/12	8/20	8/28	Sent	DJ Y	DI	CJ	Y	GD		A/Y	JI Y	KD		Y	Y	MQ		<u> </u>	
1	Solar	0/12	8/20	8/28		8/25			8/25			8/20	8/21			8/25	8/25				
2	29 Palms INRMP	6/9	6/20	6/29	6/27				A/Y 6/20		Y 6/26	A/Y 6/23	Y 6/21		Y 6/26	PI/Y 6/26	Y 6/26			R 6/25	
3	Front Street EA	6/15	6/19	6/25	6/24				PI/Y 6/19		Y 6/21	PI/Y 6/20	Y 6/20			Y 6/20	A/Y 6/19			Y 6/25	
4	Dumont Dunes Site	6/1	6/20	6/30	6/27				A/Y 6/20		Y 6/26	Y 6/26	Y 6/21	Y 6/22	Y 6/22	PI/Y 6/21				PI/Y 6/23	
5	Lake Havasu TMP	5/29		6/29	Not	No comments from Arizona Board members, so no comments submitted															
6	ADOT 5-year plan	4/16	6/21	6/5*	6/25				PI/Y 6/22			A/Y 6/20	Y 6/23	PI/Y 6/22	Y 6/26	PI/Y 6/23	Y 6/22				
7	ANPRM	6/21	6/22	6/25	6/25				PI/Y 6/22		Y 6/23	Y 6/25	Y 6/23	Y 6/22	Y 6/22	Y 6/22	Y 6/21		Y 6/25		
8	Bouse Cactus TMP	6/28	7/2	8/13	8/5	Y 7/24	PI 7/16		PI/Y 7/22	A/Y 7/14	Y 7/23	PI/Y 7/22	Y 7/23			Y 7/25				Y 7/26	
9	ADOT's FHWA NEPA	6/29	7/11	7/30	6/27	Y 7/24			PI/Y 7/22	Y 7/23	Y 7/23	A/Y 7/11	Y 7/23			Y 7/25	Y 7/23				
10	SBCO Master Flood Plan	7/13	7/22	7/30	6/27				PI/Y 7/22		Y 7/23		Y 7/23				A/Y 7/22				
11	Gemini Solar	7/21	8/21	8/27	8/25	R 8/24			PI/Y 8/14		Y 8/24	A/Y 8/21	Y 8/19			Y 8/24	Y 8/24				
12	Eland 1 Solar	7/23	8/5	8/20	8/19				PI/Y 8/19			A/Y 8/14	Y 8/17			PI/Y 8/18			Y 8/18	Y 8/18	
13	Devers Substation	7/27	8/5	8/27																	
14	Mosby-Nay Cattle	8/4	8/5	9/6																	
15	Spring Mtn Raceway	7/30	8/5	8/28																	
16	Federal Register Threatened	7/31	8/5	9/24																	
17	Valgold clean-up	8/6	8/6	9/4																	
18	Northern Corridor	8/11	8/11	ASAP	8/13	No need to vote on this as it is a version of the letter approved in May 2018															
19	Quartzite Solar	8/10		??																	

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20	Imperial Hills TMP	8/10		9/21															
21	ANPRM #2	8/14	8/14	8/17	8/15	Y 8/15	Y 8/15	Y 8/15	Y 8/14	Y 8/15	Y 8/15	Y 8/14	Y 8/14	Y 8/15	Y 8/14	Y 8/14	Y 8/15	Y 8/14	Y 8/14
22	Kingman TMP	8/14	8/14	9/20															

* - See explanation preceding the table for actions taken relative to the ADOT five-year plan, for which the 6/5/2018 deadline was missed.

BJ = Becky Jones, BP = Bruce Palmer, CJ = Cristina Jones, EL = Ed LaRue, GD = Greer Dolby, HK = Halle Kohn, JH = Judy Hohman, JP = Joe Probst, KB = Kristin Berry, KM = Ken MacDonald, LL = Larry LaPré, MF = Maggie Fusari, MQ = Mari Quillman, MT = Michael Tuma, PW = Pete Woodman