



2025

Title VI Non-Discrimination Program

Implementation Plan

Approval Date: June 25, 2025
By: **CENTRAL ARIZONA GOVERNMENTS REGIONAL COUNCIL**

The Title VI Non-Discrimination Program Implementation Plan (Title VI Plan) is designed to aid the Transportation Department in its ability to provide oversight and ensure that there is Title VI Compliance throughout the region of the Central Arizona Governments (CAG). This document is intended to provide guidance to agency personnel and other interested entities, and is not intended to, does not, and may not be relied upon to create any right or benefit enforceable by law, by a party against the agency. Revisions to this plan before the annual update will be made administratively. This document will be updated on an annual basis, or as needed, to reflect changes in law, administration, regulations, and/or policy. Please see Exhibit E for the approved Regional Council Resolution minutes showing approval of this document. This document must be reviewed and approved at a minimum on an annual basis, or as needed, by the CAG Regional Council.

For individuals with disabilities, this document will be made available upon request in alternate formats. In addition, a translation of this plan into alternate languages will be made available upon request. To obtain a copy in of these alternative formats or for questions or concerns, please contact us at:

Central Arizona Governments

Andrea Robles

CAG Executive Director

Zeena Gagnon

Title VI Non-Discrimination & ADA Program Coordinator

Address: 2540 West Apache Trail, Suite 108, Apache Junction, Arizona 85120

Email: zgagnon@cagaz.org | **Phone:** (480) 474-9300 | **FAX:** (480) 474-9306

A digital copy of this plan can be found at the following website location:

LINK: https://www.cagaz.org/Departments/tpt/plans/CAG_TitleVIPlan2025DRAFT.pdf

ABOUT THE CENTRAL ARIZONA GOVERNMENTS

The Central Arizona Governments (CAG) was incorporated in 1975 and is one of six regional planning districts, or Councils of Governments (COGs), that was established by Executive Order 70-2 signed by the Governor of Arizona to provide effective regional planning services to Gila and Pinal Counties. CAG leads a coordinated planning process for rural and urbanized areas within the Region for a total population of approximately 483,944 individuals, based on the five-year 2023 American Community Survey Data from the U.S. Census Bureau.

The Sun Corridor Metropolitan Planning Organization (MPO) was formed in 2013 and is responsible for Transportation Planning within its respective region, including coordination planning. The CAG Region surrounds the Sun Corridor MPO on the north, east and west sides. The southern region is bordered by the Pima Association of Governments (PAG). Maricopa County forms a boundary along the north and west sides of the CAG Region. The Maricopa Association of Governments (MAG) planning boundary was increased to encompass other cities and unincorporated areas within Pinal County. Trip facilitation across many boundaries is an important focus for the CAG Region. The Sun Corridor MPO and MAG encompass urbanized areas within Pinal County has an estimated population of 127,758 and 154,332 respectively.

The CAG Transportation Department obtains funding from the Arizona Department of Transportation and is primarily responsible for conducting multiple public input and review processes, including the development of a regional Transportation Improvement Program (TIP). The Department also provides technical assistance to communities applying for transportation-related grants and works as an advocate for local transportation issues. The CAG Transportation Department assists members in the process of applying for, and to receive funding for road projects, transit systems, and other transportation-related projects. The Department provides updates, training and workshops, and functions as a liaison between the region and State and Federal agencies on issues pertaining to transportation.

As a recipient of Federal funds from ADOT through the USDOT, CAG is held to a standard of non-discrimination as further described in this documents. These guidelines, identified as the “Title VI Non-Discrimination Program Implementation Plan” (Title VI Plan), were developed in accordance with the Federal compliance guidelines. Furthermore, Title VI Plan has been reviewed by department directors and various agency administrators who are committed to the implementation of these policies.

To request further information, please contact Zeena Gagnon, Title VI Non-Discrimination and ADA Program Coordinator by email at zgagnon@cagaz.org or by phone at (480) 474-9300.

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POLICY OVERVIEW & OBJECTIVES

In compliance with Title VI of the Civil Rights Act of 1964 and other non-discrimination authorities, the Transportation Department of the Central Arizona Governments (CAG) assures through its policies and procedures that no person shall on the grounds of race, color, and/or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any CAG or CAG-sponsored program or activity. While CAG receives funds from various sources, there is no distinction between the sources of funding. Questions about CAG's Title VI Program may be directed to:

CAG Transportation Title VI/ADA Program

Attention: Zeena Gagnon

Title VI Non-Discrimination & ADA Program Coordinator

Address: 2540 West Apache Trail, Suite 108, Apache Junction, Arizona 85120

Email: zgagnon@cagaz.org | **Phone:** (480) 474-9300 | **FAX:** (480) 474-9306

Website: <http://www.cagaz.org/Departments/tpt/TitleVI/TitleVI.html>

Title VI Plan Objectives:

- I. To assign and clarify roles, responsibilities, and procedures for ensuring compliance with Title VI of the Civil Rights Act of 1964 and all related authorities.
- II. To assure that all employees, customers, and others affected by CAG's programs, projects and activities receive the services, benefits, and opportunities to which they are entitled without regard to race, color, and or national origin.
- III. To proactively prevent discrimination and ensure non-discrimination in all CAG programs and activities, regardless of funding source.
- IV. To establish procedures for reviewing specific program areas within CAG to identify and eliminate discrimination when found to exist.
- V. To describe the process for filing and/or investigating complaints by persons who believe that they have been subjected to discrimination under Title VI in any CAG service, program, or activity.

POLICY STATEMENT

TITLE VI/ADA NON-DISCRIMINATION POLICY STATEMENT

The Central Arizona Governments (CAG) as policy ensures non-discrimination compliance, on the grounds of race, color, and/or national origin as provided by Title VI and the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (ADA), Executive Order 12898 (Environmental Justice), Executive Order 13166 (Limited English Proficiency), Code of Federal Regulations 49 Part 21, Code of Federal Regulations 23 part 200, and Code of Federal Regulations 49 part 303.

No person will be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any CAG program or activity. Every effort will be made to ensure non-discrimination in all of its programs and activities, whether those programs and activities are federally funded or not. CAG's existing and/or future subrecipients, grant recipients, and contractors must also comply with this policy.

The CAG Transportation Department and program areas must work closely to implement their mutual Title VI non-discrimination program responsibilities. Therefore, each program area will take full responsibility for preventing discrimination and ensuring non-discrimination compliance in all of ADOT programs and activities.

The CAG Executive Director signs assurances and delegates full authority to the Title VI Non-Discrimination Program Coordinator to oversee and implement Title VI regulations.



Andrea Robles
Executive Director

July 31, 2025

Date

ASSURANCES

The CAG Executive Director is required to sign Standard DOT Title VI Assurances in accordance with USDOT 1050.2A. Below is CAG's signed Standard Assurances:

CENTRAL ARIZONA GOVERNMENTS TITLE VI ASSURANCES

The **Central Arizona Governments** (herein referred to as the "Recipient"), HEREBY AGREES THAT, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through *Federal Highway Administration and Arizona Department of Transportation*, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat.252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled *Non-Discrimination in Federally-Assisted Programs Of The Department of Transportation –Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, and Regulations, and other pertinent directives, circulars, policy, memoranda and/or guidance, the Recipient hereby gives assurances that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity," for which the Recipient receives Federal financial assistance from DOT, including the Federal Highway Administration."

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-Discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurances, the Recipient agrees with and gives the following Assurances with respect to its *Federal Aid Highway Program*.

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23 (b) and 21.23 € of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated or will be (with regard to a "facility") operated or will be (with regard to "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

2. The Recipient will insert the following notification in all solicitations for bids, Requests for Proposals for work, or material subject to the Acts and the Regulations made in connection with all *Federal Aid Highway Programs* and, in adapted form, in all proposals for negotiated Agreements regardless of funding source:

*“The **Central Arizona Governments**, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252.42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.”*

3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties;
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interests therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.

10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, Regulations, and this Assurance.

By signing this ASSURANCE, **Central Arizona Governments** also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing *Federal Highway Administration or Arizona Department of Transportation* access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the *Federal Highway Administration or Arizona Department of Transportation*. You must keep records, reports, and submit the material for review upon request to *Federal Highway Administration, Arizona Department of Transportation*, or its designee in timely, complete, and accurate way. Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

Central Arizona Governments gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the *Federal Highway Administration and Arizona Department of Transportation*. This ASSURANCE is binding on Arizona, other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors, transferees, successors in interest, and any other participants in the *Federal Aid Highway Program* the person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

Central Arizona Governments*

(Andrea Robles)



July 31, 2025

(Signature of Authorized Official)

Date

*The original signature document is posted on CAG's website and is located at the following link:
http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_SignedAssurances.pdf

APPENDIX A

During the performance of this contract, the contractor for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-Discrimination in Federally-assisted programs of the U.S. Department of Transportation, *Federal Highway Administration* or the *Arizona Department of Transportation*, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-Discrimination:** The contractor, with regard to the work performance by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contract of the contractor’s obligations under this contract and the Acts and Regulations relative to Non-Discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient, the *Federal Highway Administration* or *Arizona Department of Transportation* to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient, the *Federal Highway Administration*, or *Arizona Department of Transportation*, as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor’s noncompliance with the Non-Discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the *Federal Highway Administration* or *Arizona Department of Transportation*, may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with request to any subcontract or procurement as the Recipient, the *Federal Highway Administration*, or *Arizona Department of Transportation* may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor or supplier because of such direction, the contractor may request the Recipient to enter not any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interests therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that **Central Arizona Governments** will accept title to the lands and maintain the project constructed thereon in accordance with Title 23, United States Code the Regulations for the Administration of *Federal Aid for Highways*, and the polices and the procedures prescribed by the *Arizona department of Transportation, Federal Highway Administration* and the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-Discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252.42 42 U.S.C § 2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the **Central Arizona Governments** all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part thereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto **Central Arizona Governments** and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the **Central Arizona Governments**, its successors and assigns.

The **Central Arizona Governments**, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed[.] [and]* (2) that the **Central Arizona Governments** will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-Discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended, [and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.

APPENDIX C

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the **Central Arizona Governments** pursuant to the provisions of Assurance 7(a):

- A. The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that:
 1. In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities,
- B. With respect to license, leases, permits, etc., in the event of breach of any of the above Non-Discrimination covenants, **Central Arizona Governments** will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*
- C. With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-Discrimination covenants, **Central Arizona Governments** will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the **Central Arizona Governments** and its assigns.*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.

APPENDIX D

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by **Central Arizona Governments** pursuant to the provisions of Assurance 7(b):

- A. The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, “as a covenant running with the land”) that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended set forth in this Assurance.
- B. With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non-Discrimination covenants, **Central Arizona Governments** will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*
- C. With respect to deeds, in the event of breach of any of the above Non-Discrimination covenants, **Central Arizona Governments** will there upon revert to and vest in and become the absolute property of **Central Arizona Governments** and its assigns.*

*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.

APPENDIX E

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “contractor”) agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title Vi of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21;
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the American with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation system, places of public accommodation, and certain testing entities, (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R parts 37 and 38;
- The Federal Aviation Administration’s Non-Discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1687 et seq).

DELEGATION OF AUTHORITY

TITLE VI NON-DISCRIMINATION (Title VI) and the AMERICANS WITH DISABILITY ACT (ADA) DELEGATION OF AUTHORITY

SUMMARY: Through this notice, the Executive Director delegates all compliance authority for the Transportation Department of the Central Arizona Governments Title VI Non-Discrimination program and the American's with Disability Act program to the Title VI/ADA Program Coordinator. The Title VI/ADA Program Coordinator reports to the Executive Director.

DATE: Effective upon signature.

FOR FURTHER INFORMATION CONTACT: Zeena Gagnon, Title VI/ADA Program Coordinator, 2540 West Apache Trail, Suite 108, Apache Junction, Arizona 85120, (480) 474-9300, zgagnon@cagaz.org.

Section A. Authority Delegated

1. The Title VI/ADA Program Coordinator is hereby delegated authority and assigned responsibility for directing and managing all aspects of the Title VI and ADA programs including providing direction and oversight for Civil Rights administrative services, setting departmental administrative policy, and effectively managing program staff.
2. In addition to what is described above, the Title VI/ADA Program Coordinator is hereby delegated authority to carry out the following responsibilities:
 - a. Provide guidance to leadership and management regarding all Title VI and ADA responsibilities. This includes identifying facility-related priorities, developing plans, and providing directives for improving non-discrimination conditions for CAG Transportation employees, customers, and stakeholders.
 - b. Provide CAG Transportation department staff with Title VI and ADA program responsibilities. This includes liaison services for employees designated or identified by CAG leadership. Liaisons will be used for their delivery and oversight of Title VI and ADA Program duties.
 - c. The Title VI/ADA Program Coordinator has full authority to review policies and/or programs developed, administered and/or managed by the CAG Transportation Department to detect possible conflicts with the Title VI and ADA program Federal requirements. The Title VI/ADA Program Coordinator will perform any such additional duties as may be assigned to by the CAG Executive Director by applicable law(s) or regulation(s).
 - d. The Title VI/ADA Program Coordinator will meet with the Executive Director monthly, or as needed, to provide guidance on the strengths and weaknesses of the agency's efforts to meet Federal and State compliance requirements.

Section B. Authority to Re-delegate

1. The Executive Director may re-delegate any of the authority under Section A above.

Section C. Authority Exception

1. The authority delegated in this document does not include the authority to sue or be sued or issue a waiver of Federal law or regulations.

Section D. Statutory/Regulation Authorities

During the performance of duties, the Title VI/ADA Program Coordinator will comply with the following non-discrimination statutes and authorities; including but not limited to:

1. Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252); and 49 CFR Part 21;
2. The Uniform Relocation Assistance and Real Property Acquisition Act of 1970, (42 U.S.C. § 4601);
3. Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.);
4. Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.); and 49 CFR Part 27;
5. The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.);
6. Airport and Airway Improvement Act of 1982, (49 U.S.C. § 471, Section 47123), as amended;
7. The Civil Rights Restoration Act of 1987, (PL 100-209);
8. Titles II and III of the American Disabilities Act, (42 U.S.C. §§ 12131-12189); 49 CFR Parts 37 and 38;
9. The Federal Aviation Administration's Non-Discrimination statute (49 U.S.C. § 47123);
10. FMCSA Title VI/Non-Discrimination Regulation 49 CFR Part 303;
11. Executive Order 12898;
12. Executive Order 13166 (70 Fed. Reg. at 74087 to 74100);
13. Title IX of the Education Amendments of 1972, (20 U.S.C. 1687 et seq).



Andrea Robles
Executive Director

July 31, 2025

Date

STAFFING

CAG Executive Director

The Executive Director, Andrea Robles, is responsible for supervising and administering the overall activities of the organization, its departments that include transportation, and employees. As such, the Executive Director signs all necessary non-discrimination assurances to aid in ensuring all civil rights requirements are met. Duties or powers are delegated to carry out the efficient operation of the CAG Transportation Department.

Title VI Non-Discrimination & ADA Program Coordinator

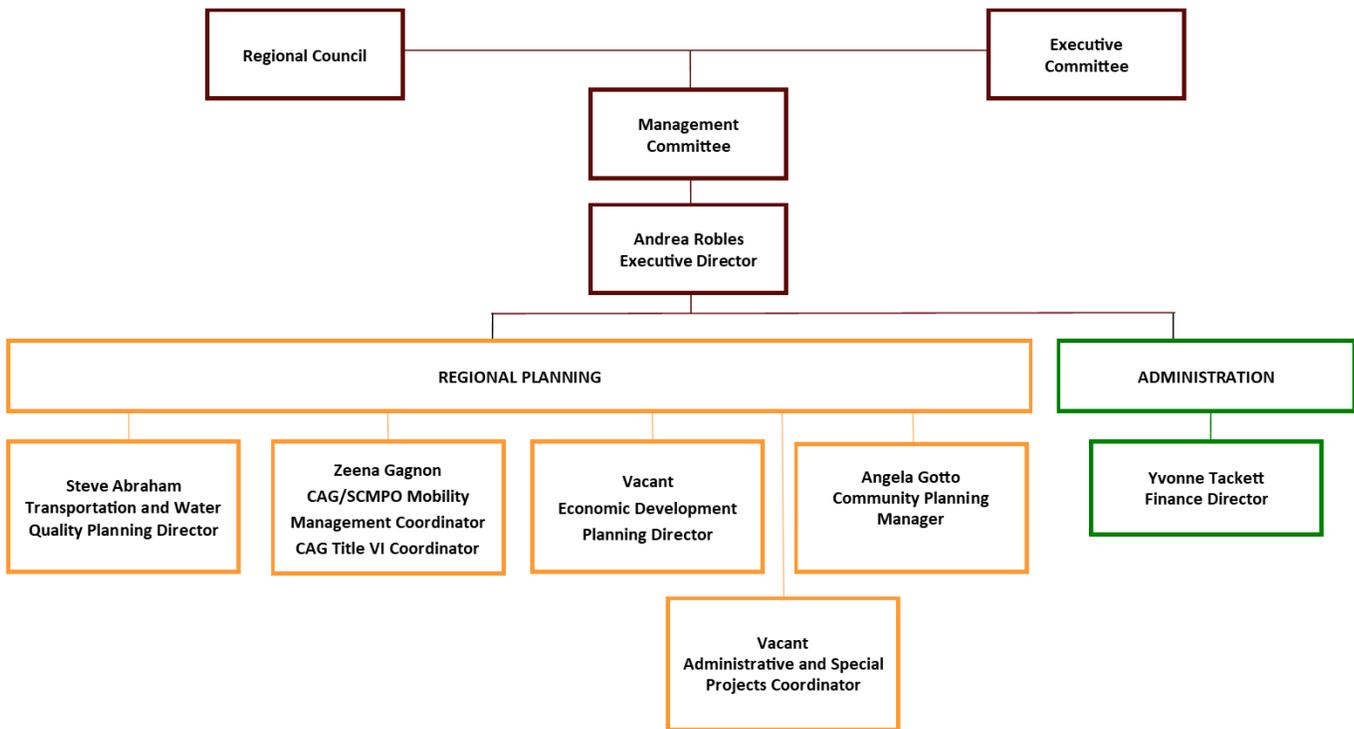
The CAG Mobility Management Coordinator, Zeena Gagnon, is the Title VI Non-Discrimination and ADA Program Coordinator (Title VI/ADA Program Coordinator). The Title VI/ADA Program Coordinator's oversight includes both the day-to-day implementation of the Title VI Non-Discrimination Program as well as the external Americans with Disabilities Act Program implementation for all CAG Transportation-related matters. The Title VI/ADA Program Coordinator is the CAG Transportation Department's expert whose responsibilities include:

1. Delegated authority to have a direct line of communication to the CAG Executive Director;
2. Providing guidance and technical assistance on Title VI matters and has overall program responsibility for preparing required reports regarding Title VI compliance and:
 - a. Promptly resolving deficiencies and documenting remedial action within a reasonable period of time not to exceed 90 days;
 - b. Collecting statistical data (race, color, national origin, age, sex, disability, income status and limited English proficiency) of participants in and beneficiaries of CAG Transportation programs;
 - c. Identifying and eliminating discrimination when found to exist.
3. Ensuring the Title VI Assurances are signed by the current CAG Executive Director;
4. Complying with CAG's procedures to investigate Title VI complaints filed against CAG and its subrecipients when appropriate;
5. Conducting Title VI reviews of program areas (Planning; Mobility Management; and Research);
6. Reviewing CAG Transportation program directives in coordination with CAG Transportation program officials and where applicable, including Title VI and related requirements.
7. Conducting and coordinating Title VI training for the CAG Transportation Department;
8. Preparing and disseminating an annual report of accomplishments for the past year and goals for next year;
9. Updating the Title VI program plans as necessary and submitting to ADOT;

10. Developing Title VI information for distribution to the general public within the CAG Transportation boundaries, in other languages as needed;
11. Monitoring public participation and awareness of Title VI policies and procedures, for their effectiveness in reaching the public;
12. Developing and overseeing implementation of the CAG Transportation Department’s Limited English Proficiency Plan (LEP);
13. Reviewing environmental documents to ensure the proper inclusion of environmental justice and civil rights requirements.

Organization Chart

**CENTRAL ARIZONA GOVERNMENTS
FY 26 ORGANIZATIONAL CHART**



CAG MEMBERSHIP

Regional Council

The member agencies that comprise the CAG Regional Council are represented by the Mayors or elected per the Council’s Bylaws. It is the function of the Regional Council to act as a policy body to coordinate regional planning throughout the region, which includes transportation-related activities within the designated CAG Transportation Boundary. The Regional Council must approve all agreements and contracts, and the Chairman must sign all appropriate documents related to contracts and agreements, as required. CAG’s Executive Committee is comprised of the Regional Council Chairperson, Vice-Chairperson, the Secretary/Treasurer, former Chairperson and Member At Large. Members of the CAG Regional Council are listed below:

MEMBER AGENCY	REGIONAL COUNCIL REPRESENTATIVE
Ak-Chin Indian Community	Vacant
City of Apache Junction	Councilmember Robert Schroeder- Secretary/Treasurer
City of Casa Grande	Councilmember Bob Huddleston
City of Coolidge	Mayor Jon Thompson- Former Chairperson
City of Eloy	Mayor Andrew Sutton
Town of Florence	Mayor Keith Eaton
Gila County	Supervisor Tim Humphrey
Gila River Indian Community	Vacant
City of Globe	Mayor Al Gameros – Chairperson
Town of Hayden	Mayor Dean Hetrick
Town of Kearny	Mayor Curtis Stacy
Town of Mammoth	Mayor Ernest Bustamante
Town of Marana	Mayor Jon Post
City of Maricopa	Councilmember Vincent Manfred
Town of Miami	Mayor Gil Madrid- Member At Large
Town of Payson	Mayor Stephen Otto
Pinal County	Supervisor Jeff Serdy
Town of Queen Creek	Councilmember Robin Benning – Vice Chairperson
San Carlos Apache Tribe	Chairman Terry Rambler
Town of Star Valley	Councilmember Belle McDaniel
Town of Superior	Councilmember Vanessa Navarrette
White Mountain Apache Tribe	Vacant
Town of Winkelman	Mayor Louis Bracamonte / Councilmember Angela Skillings (Alt.)

Management Committee

The member agencies that comprise the CAG Management Committee are represented primarily by administrative officers and Indian Community business managers, or their designees, who are non-public officials that are selected by the local agency per the Committee’s Bylaws. It is the function of the Management Committee to act as an advisory body for coordinated regional planning throughout the region, which includes transportation-related activities within the designated CAG Transportation Boundary, to the CAG Regional Council. In turn, the Regional Council must approve all agreements and contracts, and the Chairperson must sign all appropriate documents related to contracts and agreements. Members of the CAG Management Committee are listed below:

MEMBER AGENCY	MANAGEMENT COMMITTEE REPRESENTATIVE
Ak-Chin Indian Community	Vacant
City of Apache Junction	Bryant Powell / Rob Wisler (Alt.)
City of Casa Grande	Larry Rains / Robert Aldous (Alt.)
City of Coolidge	Gilbert Lopez – <i>Chairperson</i>
City of Eloy	David Malewitz / Mackenzie Letcher (Alt.)
Town of Florence	Bruce Walls
Gila County	James Menlove
Gila River Indian Community	Vacant
City of Globe	Paul Jepson
Town of Hayden	Mayor Dean Hetrick
Town of Kearny	Tyler Bingham / Amanda Kenney (Alt.)
Town of Mammoth	Hector Moreno
Town of Marana	Terry Rozema
City of Maricopa	Ben Bitter / Joshua Bowman (Alt.) / Katy Proctor (Alt.)
Town of Miami	Alexis Rivera- Vice Chairperson
Town of Payson	Sheila DeSchaaf
Pinal County	Tami Ryall / Dedrick Denton (Alt.)
Town of Queen Creek	Heather Wilkey/ Ryan McDonald (Alt.)
San Carlos Apache Tribe	Vacant
Town of Star Valley	Tim Grier
Town of Superior	Todd Pryor- Chairperson
White Mountain Apache Tribe	Vacant
Town of Winkelman	Gloria Ruiz

Transportation Technical Advisory Committee

The CAG Transportation Technical Advisory Committee (TTAC) is the technical advisory committee to the CAG Regional Council. The voting membership of the TTAC is comprised of Public Works and Engineering staff from only those entities encompassed within the CAG Transportation Boundary, as well as a representative from ADOT’s Multi-Modal Planning Division. Committee representative should have an expertise in transportation topics such as but not limited to highways, public works, engineering aeronautics, transit systems, and planning per the Committee’s Bylaws. The Committee has the authority and primary responsibility to conduct technical reviews and analysis regarding all work activities of the CAG Annual Work Program, recommend project awards and advise the CAG Management Committee to make recommendations to the CAG Regional Council on appropriate actions to be taken for the overall planning direction of the region. Voting members of the CAG TTAC are listed below:

MEMBER AGENCY	TRANSPORTATION TECHNICAL ADVISORY COMMITTEE REPRESENTATIVE
Ak-Chin Indian Community	Sandra Shade / Bart Smith (Alt.)
AZ Dept. of Transportation (ADOT)	Ruth Garcia/ Jason James (Alt.)
Gila County	Alex Kendrick/ Thomas Goodman (Alt.)
City of Globe	Travis Ashbaugh - Chair /Luis Chavez -(Alt.)
Town of Hayden	Vacant
Town of Kearny	Tyler Bingham / Amanda Kenney (Alt.)
Town of Mammoth	Vacant
Town of Miami	Alexis Rivera
Town of Payson	Bill Clemens/ Christine Smith (Alt.)
Pinal County	Tara Harman - Vice Chair / Nina Arredondo (Alt.)
San Carlos Apache Tribe	Barney Bigman / Marvin Mull (Alt.)
Town of Star Valley	Tim Grier / Tina Woody (Alt.)
Town of Superior	Svetlana Clark / Todd Pryor (Alt.)
White Mountain Apache Tribe	LaReesa Sanchez
Town of Winkelman	Gloria Ruiz

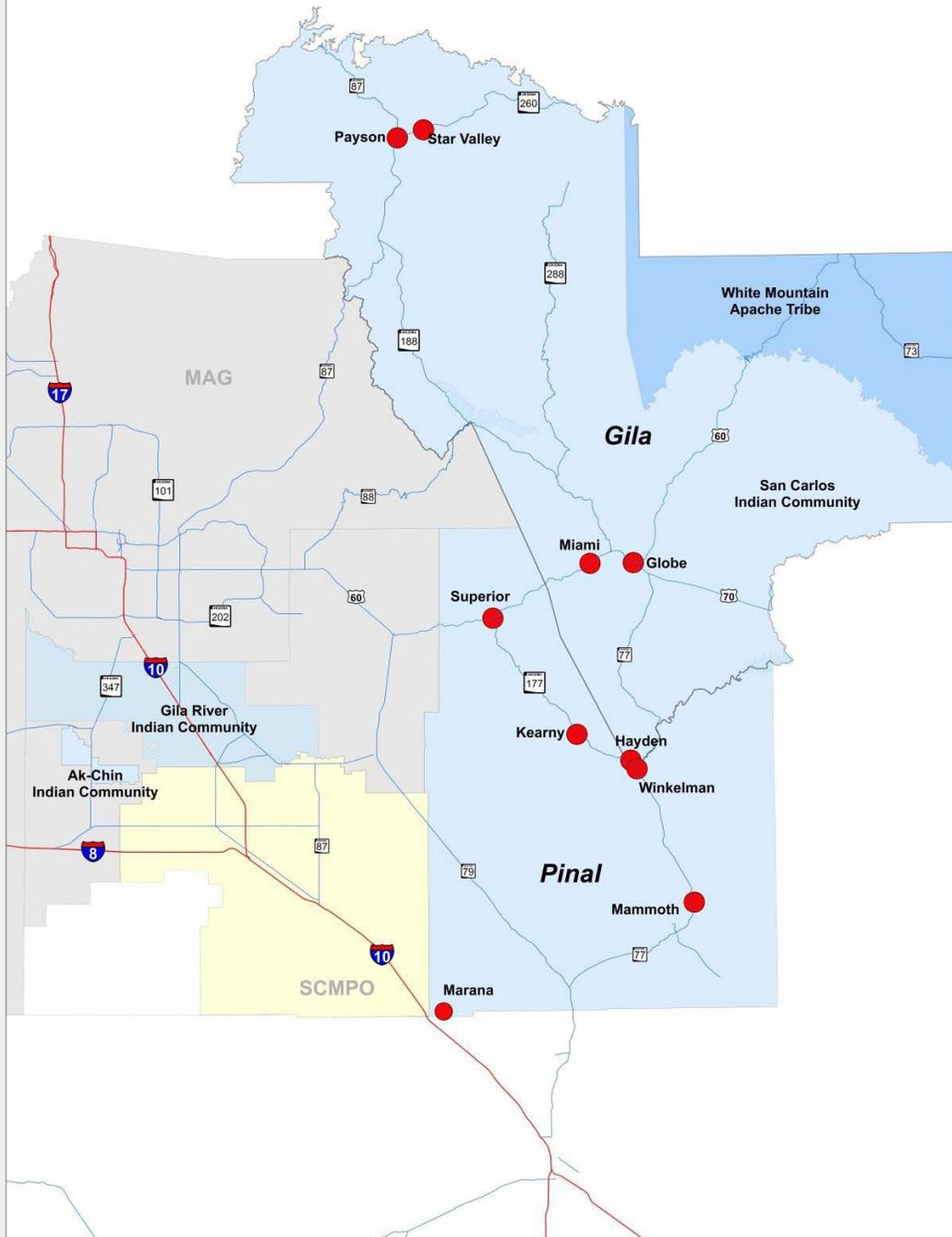
The Cities/Towns of Apache Junction, Casa Grande, Coolidge, Eloy, Florence, Maricopa, Queen Creek, and the Gila River Indian Community are members of CAG and do have voting privileges within the CAG Management Committee and Regional Council. However, they are non-voting members of the CAG TTAC, as they are outside the CAG Transportation Boundaries. See CAG’s Transportation Boundaries on the next page.

CAG Transportation Planning Member Entities



Legend

- CAG Entities
- CAG
- MAG
- Sun Corridor MPO
- Interstate
- Highway



Disclaimer: This map does not represent a legal survey. It is intended for general purposes only.

Map Date: August 7, 2014

Statistical Data of CAG Communities by Race and Sex

The information contained within the following pages is from the Census Bureau’s 5-Year 2023 American Community Survey and represents the entire CAG Region. The figures represent the entire entities’ jurisdictional boundaries except for those marked with an asterisk (*). Those marked with an asterisk (*) represent the portion of that jurisdiction within the CAG Region only. The Pinal and Gila County figures represent their entire county jurisdiction, minus the cities and towns jurisdictional boundaries as listed. Maps have also been created to provide a visual by percentage when compared to total population. Since CAG does not have any subrecipients in which CAG disperses FTA funding, a map to show distribution of such funds is not applicable. The information can be found at the following link: <https://data.census.gov/>. CAG does not choose the local representation in any committee as it typically is represented by specific positions or chosen by the local agency.

Pinal County Members by Race & Sex

Member Agency	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Total Population	Male	Female
Pinal County	297,327	6,711	5,635	3,423	310	14,159	28,358	355,923	103,072	102,166
<i>Hispanic or Latino</i>	103,006	44	1,640	198	-57	13,364	20,066	138,261	25,982	25,393
<i>Non-Hispanic or Latino</i>	194,321	6,667	3,995	3,225	367	795	8,292	217,662	77,090	76,773
Ak-Chin Indian Community	58	6	1,285	0	0	23	78	1,450	560	573
<i>Hispanic or Latino</i>	18	2	164	0	0	23	47	254	122	132
<i>Non-Hispanic or Latino</i>	40	4	1,121	0	0	0	31	1,196	438	441
City of Apache Junction*	31,256	583	369	663	16	1,783	4,460	39,130	19,668	19,462
<i>Hispanic or Latino</i>	2,718	0	180	35	0	1,730	2,506	7,169	3,817	3,352
<i>Non-Hispanic or Latino</i>	28,538	583	189	628	16	53	1,954	31,961	15,851	16,110
City of Casa Grande	41,873	2,702	1,779	1,009	146	5,856	10,606	63,971	29,415	28,175
<i>Hispanic or Latino</i>	9,122	133	469	39	0	5,643	8,043	23,449	12,984	11,855
<i>Non-Hispanic or Latino</i>	32,751	2,569	1,310	970	146	213	2,563	40,522	16,431	16,320
City of Coolidge	6,325	1,062	1,197	40	12	2,595	3,595	14,826	6,854	8,446
<i>Hispanic or Latino</i>	1,939	164	326	0	0	2,595	3,248	8,272	3,998	4,274
<i>Non-Hispanic or Latino</i>	4,386	898	871	40	12	0	347	6,554	2,856	4,172
City of Eloy	7,730	1,318	874	159	253	3,748	2,166	16,248	11,418	5,253
<i>Hispanic or Latino</i>	1,929	3	104	11	0	3,703	2,159	7,909	5,537	2,372
<i>Non-Hispanic or Latino</i>	5,801	1,315	770	148	253	45	7	8,339	5,881	2,881
Town of Florence	16,617	2,484	818	297	141	3,404	2,026	25,787	18,491	7,470
<i>Hispanic or Latino</i>	2,899	93	115	30	0	3,381	1,439	7,957	6,644	1,687
<i>Non-Hispanic or Latino</i>	13,718	2,391	703	267	141	23	587	17,830	11,847	5,783
Gila River Indian Community*	601	21	8,014	0	36	306	185	9,163	4,453	4,710
<i>Hispanic or Latino</i>	297	0	990	0	0	257	110	1,654	906	748
<i>Non-Hispanic or Latino</i>	304	21	7,024	0	36	49	75	7,509	3,547	3,962
Town of Kearny	1,687	0	28	0	20	149	361	2,245	1,175	1,070
<i>Hispanic or Latino</i>	363	0	28	0	20	149	327	887	439	448
<i>Non-Hispanic or Latino</i>	1,324	0	0	0	0	0	34	1,358	736	622
Town of Mammoth	759	0	10	3	0	80	163	1,015	501	514
<i>Hispanic or Latino</i>	471	0	0	3	0	76	153	703	372	331
<i>Non-Hispanic or Latino</i>	288	0	10	0	0	4	10	312	129	183
Town of Marana*	0	0	0	0	0	0	0	0	0	0
<i>Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
<i>Non-Hispanic or Latino</i>	0	0	0	0	0	0	0	0	0	0
City of Maricopa	34,786	7,295	1,101	1,615	678	4,686	9,444	59,605	31,388	31,598
<i>Hispanic or Latino</i>	8,057	345	307	56	77	4,276	6,298	19,416	8,879	9,166
<i>Non-Hispanic or Latino</i>	26,729	6,950	794	1,559	601	410	3,146	40,189	22,509	22,432
Town of Queen Creek*	8,779	410	111	203	0	240	574	10,317	5,228	5,089
<i>Hispanic or Latino</i>	360	0	6	96	0	139	257	858	527	331
<i>Non-Hispanic or Latino</i>	8,419	410	105	107	0	101	317	9,459	4,701	4,758
Town of Superior	1,421	15	14	93	0	283	644	2,470	1,199	1,271
<i>Hispanic or Latino</i>	592	0	6	0	0	275	602	1,475	704	771
<i>Non-Hispanic or Latino</i>	829	15	8	93	0	8	42	995	495	500

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: B03002: Hispanic or Latino Origin by Race; B01001I: Sex by Age (Hispanic or Latino)

Pinal County Members by Age/Sex/Race

Pinal County					Total Population:	204,560
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>40,507</u>	<u>34,189</u>	<u>35,967</u>	<u>40,776</u>	<u>151,439</u>	
Male	19,584	16,583	17,518	20,157	73,842	
Female	20,923	17,606	18,449	20,619	77,597	
Black/African American	<u>1,788</u>	<u>1,497</u>	<u>1,637</u>	<u>584</u>	<u>5,506</u>	
Male	855	867	894	242	2,858	
Female	933	630	743	342	2,648	
American Indian	<u>2,590</u>	<u>1,431</u>	<u>736</u>	<u>531</u>	<u>5,288</u>	
Male	1,530	705	381	336	2,952	
Female	1,060	726	355	195	2,336	
Asian	<u>707</u>	<u>856</u>	<u>951</u>	<u>510</u>	<u>3,024</u>	
Male	520	342	388	172	1,422	
Female	187	514	563	338	1,602	
Native Hawaiian (Pacific)	<u>88</u>	<u>127</u>	<u>17</u>	<u>4</u>	<u>236</u>	
Male	63	94	0	4	161	
Female	25	33	17	0	75	
Other	<u>4,233</u>	<u>4,683</u>	<u>2,928</u>	<u>1,672</u>	<u>13,516</u>	
Male	1,943	2,809	1,309	850	6,911	
Female	2,290	1,874	1,619	822	6,605	
Two or more Races	<u>11,246</u>	<u>7,360</u>	<u>4,532</u>	<u>2,413</u>	<u>25,551</u>	
Male	6,294	4,263	2,064	1,185	13,806	
Female	4,952	3,097	2,468	1,228	11,745	

Ak-Chin Indian Community					Total Population:	1,450
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>15</u>	<u>10</u>	<u>31</u>	<u>2</u>	<u>58</u>	
Male	6	4	24	0	34	
Female	9	6	7	2	24	
Black/African American	<u>0</u>	<u>4</u>	<u>2</u>	<u>0</u>	<u>6</u>	
Male	0	0	0	0	0	
Female	0	4	2	0	6	
American Indian	<u>630</u>	<u>364</u>	<u>217</u>	<u>74</u>	<u>1,285</u>	
Male	306	177	105	32	620	
Female	324	187	112	42	665	
Asian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>9</u>	<u>8</u>	<u>6</u>	<u>0</u>	<u>23</u>	
Male	6	3	1	0	10	
Female	3	5	5	0	13	
Two or more Races	<u>40</u>	<u>28</u>	<u>7</u>	<u>3</u>	<u>78</u>	
Male	22	22	7	0	51	
Female	18	6	0	3	27	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race – (Continued)

City of Apache Junction*				Total Population:	39,126
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
White	<u>6,264</u>	<u>5,303</u>	<u>7,891</u>	<u>11,798</u>	<u>31,256</u>
Male	3,789	2,738	3,797	5,426	15,750
Female	2,475	2,565	4,094	6,372	15,506
Black/African American	<u>40</u>	<u>118</u>	<u>141</u>	<u>284</u>	<u>583</u>
Male	16	103	58	86	263
Female	24	15	83	198	320
American Indian	<u>97</u>	<u>112</u>	<u>93</u>	<u>67</u>	<u>369</u>
Male	54	78	71	16	219
Female	43	34	22	51	150
Asian	<u>86</u>	<u>113</u>	<u>239</u>	<u>225</u>	<u>663</u>
Male	35	46	80	102	263
Female	51	67	159	123	400
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>12</u>	<u>12</u>
Male	0	0	0	12	12
Female	0	0	0	0	0
Other	<u>358</u>	<u>664</u>	<u>508</u>	<u>253</u>	<u>1,783</u>
Male	150	436	211	56	853
Female	208	228	297	197	930
Two or more Races	<u>1,470</u>	<u>1,895</u>	<u>731</u>	<u>364</u>	<u>4,460</u>
Male	723	987	421	173	2,304
Female	747	908	310	191	2,156

City of Casa Grande				Total Population:	57,572
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
White	<u>9,346</u>	<u>7,486</u>	<u>7,412</u>	<u>9,858</u>	<u>34,102</u>
Male	5,553	3,318	3,730	4,415	17,016
Female	3,793	4,168	3,682	5,443	17,086
Black/African American	<u>797</u>	<u>785</u>	<u>828</u>	<u>292</u>	<u>2,702</u>
Male	378	275	418	191	1,262
Female	419	510	410	101	1,440
American Indian	<u>689</u>	<u>715</u>	<u>262</u>	<u>113</u>	<u>1,779</u>
Male	367	421	116	24	928
Female	322	294	146	89	851
Asian	<u>222</u>	<u>328</u>	<u>337</u>	<u>122</u>	<u>1,009</u>
Male	53	205	188	13	459
Female	169	123	149	109	550
Native Hawaiian (Pacific)	<u>0</u>	<u>86</u>	<u>37</u>	<u>5</u>	<u>128</u>
Male	0	79	37	0	116
Female	0	7	0	5	12
Other	<u>2,324</u>	<u>2,079</u>	<u>983</u>	<u>470</u>	<u>5,856</u>
Male	1,158	903	361	170	2,592
Female	1,166	1,176	622	300	3,264
Two or more Races	<u>5,719</u>	<u>3,140</u>	<u>2,304</u>	<u>833</u>	<u>11,996</u>
Male	3,432	1,840	1,316	436	7,024
Female	2,287	1,300	988	397	4,972

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race – (Continued)

City of Coolidge					Total Population:	15,299
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>1,728</u>	<u>1,961</u>	<u>1,811</u>	<u>1,336</u>	<u>6,836</u>	
Male	799	854	831	489	2,973	
Female	929	1,107	980	847	3,863	
Black/African American	<u>446</u>	<u>354</u>	<u>137</u>	<u>37</u>	<u>974</u>	
Male	318	89	64	22	493	
Female	128	265	73	15	481	
American Indian	<u>651</u>	<u>387</u>	<u>61</u>	<u>36</u>	<u>1,135</u>	
Male	376	165	6	0	547	
Female	275	222	55	36	588	
Asian	<u>0</u>	<u>3</u>	<u>45</u>	<u>26</u>	<u>74</u>	
Male	0	0	23	18	41	
Female	0	3	22	8	33	
Native Hawaiian (Pacific)	<u>0</u>	<u>12</u>	<u>0</u>	<u>0</u>	<u>12</u>	
Male	0	12	0	0	12	
Female	0	0	0	0	0	
Other	<u>1,429</u>	<u>706</u>	<u>257</u>	<u>233</u>	<u>2,625</u>	
Male	302	437	134	86	959	
Female	1,127	269	123	147	1,666	
Two or more Races	<u>1,145</u>	<u>1,251</u>	<u>742</u>	<u>505</u>	<u>3,643</u>	
Male	455	761	329	283	1,828	
Female	690	490	413	222	1,815	

City of Eloy					Total Population:	16,729
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>950</u>	<u>2,217</u>	<u>2,211</u>	<u>2,352</u>	<u>7,730</u>	
Male	475	1,721	1,366	1,262	4,824	
Female	475	496	845	1,090	2,906	
Black/African American	<u>270</u>	<u>628</u>	<u>289</u>	<u>131</u>	<u>1,318</u>	
Male	181	561	186	105	1,033	
Female	89	67	103	26	285	
American Indian	<u>206</u>	<u>455</u>	<u>178</u>	<u>35</u>	<u>874</u>	
Male	105	286	139	16	546	
Female	101	169	39	19	328	
Asian	<u>6</u>	<u>37</u>	<u>93</u>	<u>23</u>	<u>159</u>	
Male	6	37	75	12	130	
Female	0	0	18	11	29	
Native Hawaiian (Pacific)	<u>0</u>	<u>145</u>	<u>150</u>	<u>16</u>	<u>311</u>	
Male	0	145	150	16	311	
Female	0	0	0	0	0	
Other	<u>1,141</u>	<u>1,253</u>	<u>1,017</u>	<u>337</u>	<u>3,748</u>	
Male	769	1,065	749	236	2,819	
Female	372	188	268	101	929	
Two or more Races	<u>972</u>	<u>916</u>	<u>470</u>	<u>231</u>	<u>2,589</u>	
Male	652	761	233	167	1,813	
Female	320	155	237	64	776	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race – (Continued)

Town of Florence					Total Population:	26,344
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>2,247</u>	<u>5,455</u>	<u>4,818</u>	<u>4,462</u>	<u>16,982</u>	
Male	1,344	4,463	3,430	2,355	11,592	
Female	903	992	1,388	2,107	5,390	
Black/African American	<u>292</u>	<u>1,285</u>	<u>780</u>	<u>127</u>	<u>2,484</u>	
Male	264	1,232	635	54	2,185	
Female	28	53	145	73	299	
American Indian	<u>62</u>	<u>615</u>	<u>121</u>	<u>20</u>	<u>818</u>	
Male	38	592	114	0	744	
Female	24	23	7	20	74	
Asian	<u>22</u>	<u>85</u>	<u>87</u>	<u>103</u>	<u>297</u>	
Male	22	85	74	21	202	
Female	0	0	13	82	95	
Native Hawaiian (Pacific)	<u>9</u>	<u>91</u>	<u>36</u>	<u>23</u>	<u>159</u>	
Male	9	91	36	15	151	
Female	0	0	0	8	8	
Other	<u>391</u>	<u>2,098</u>	<u>708</u>	<u>207</u>	<u>3,404</u>	
Male	316	2,027	686	149	3,178	
Female	75	71	22	58	226	
Two or more Races	<u>733</u>	<u>856</u>	<u>373</u>	<u>238</u>	<u>2,200</u>	
Male	384	705	130	174	1,393	
Female	349	151	243	64	807	

Gila River Indian Community*					Total Population:	9,130
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>75</u>	<u>320</u>	<u>111</u>	<u>95</u>	<u>601</u>	
Male	57	192	82	35	366	
Female	18	128	29	60	235	
Black/African American	<u>9</u>	<u>4</u>	<u>8</u>	<u>0</u>	<u>21</u>	
Male	0	4	8	0	12	
Female	9	0	0	0	9	
American Indian	<u>3,501</u>	<u>2,044</u>	<u>1,851</u>	<u>618</u>	<u>8,014</u>	
Male	1,737	1,122	767	108	3,734	
Female	1,764	922	1,084	510	4,280	
Asian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Native Hawaiian (Pacific)	<u>0</u>	<u>3</u>	<u>0</u>	<u>0</u>	<u>3</u>	
Male	0	0	0	0	0	
Female	0	3	0	0	3	
Other	<u>41</u>	<u>99</u>	<u>142</u>	<u>24</u>	<u>306</u>	
Male	28	71	142	24	265	
Female	13	28	0	0	41	
Two or more Races	<u>94</u>	<u>17</u>	<u>74</u>	<u>0</u>	<u>185</u>	
Male	19	2	22	0	43	
Female	75	15	52	0	142	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race – (Continued)

Town of Kearny					Total Population:	2,327
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>504</u>	<u>333</u>	<u>384</u>	<u>466</u>	<u>1,687</u>	
Male	330	158	186	224	898	
Female	174	175	198	242	789	
Black/African American	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
American Indian	<u>23</u>	<u>5</u>	<u>0</u>	<u>0</u>	<u>28</u>	
Male	5	0	0	0	5	
Female	18	5	0	0	23	
Asian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Native Hawaiian (Pacific)	<u>0</u>	<u>21</u>	<u>0</u>	<u>0</u>	<u>21</u>	
Male	0	0	0	0	0	
Female	0	21	0	0	21	
Other	<u>17</u>	<u>75</u>	<u>15</u>	<u>42</u>	<u>149</u>	
Male	17	28	8	0	53	
Female	0	47	7	42	96	
Two or more Races	<u>117</u>	<u>64</u>	<u>100</u>	<u>80</u>	<u>361</u>	
Male	77	46	68	28	219	
Female	40	18	32	52	142	

Town of Mammoth					Total Population:	2,246
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>159</u>	<u>128</u>	<u>208</u>	<u>264</u>	<u>759</u>	
Male	91	78	91	100	360	
Female	68	50	117	164	399	
Black/African American	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
American Indian	<u>0</u>	<u>0</u>	<u>5</u>	<u>5</u>	<u>10</u>	
Male	0	0	0	5	5	
Female	0	0	5	0	5	
Asian	<u>0</u>	<u>0</u>	<u>3</u>	<u>0</u>	<u>3</u>	
Male	0	0	0	0	0	
Female	0	0	3	0	3	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>40</u>	<u>5</u>	<u>13</u>	<u>62</u>	<u>120</u>	
Male	40	0	5	35	80	
Female	0	5	8	27	40	
Two or more Races	<u>39</u>	<u>25</u>	<u>66</u>	<u>33</u>	<u>163</u>	
Male	29	11	36	20	96	
Female	10	14	30	13	67	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race – (Continued)

Town of Marana*					Total Population:	0
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Black/African American	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
American Indian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Asian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Two or more Races	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	

City of Maricopa					Total Population:	62,869
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>9,631</u>	<u>10,108</u>	<u>8,556</u>	<u>6,343</u>	<u>34,638</u>	
Male	5,265	5,328	4,105	3,059	17,757	
Female	4,366	4,780	4,451	3,284	16,881	
Black/African American	<u>3,305</u>	<u>2,134</u>	<u>2,022</u>	<u>1,127</u>	<u>8,588</u>	
Male	1,866	804	1,035	481	4,186	
Female	1,439	1,330	987	646	4,402	
American Indian	<u>371</u>	<u>679</u>	<u>362</u>	<u>98</u>	<u>1,510</u>	
Male	196	316	194	0	706	
Female	175	363	168	98	804	
Asian	<u>496</u>	<u>649</u>	<u>576</u>	<u>259</u>	<u>1,980</u>	
Male	207	304	233	74	818	
Female	289	345	343	185	1,162	
Native Hawaiian (Pacific)	<u>148</u>	<u>396</u>	<u>34</u>	<u>100</u>	<u>678</u>	
Male	83	318	5	0	406	
Female	65	78	29	100	272	
Other	<u>2,104</u>	<u>1,905</u>	<u>906</u>	<u>344</u>	<u>5,259</u>	
Male	927	1,005	408	149	2,489	
Female	1,177	900	498	195	2,770	
Two or more Races	<u>5,785</u>	<u>2,539</u>	<u>1,481</u>	<u>411</u>	<u>10,216</u>	
Male	2,442	1,512	825	221	5,000	
Female	3,343	1,027	656	190	5,216	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Pinal County Members by Age/Sex/Race – (Continued)

Town of Queen Creek*					Total Population:	10,317
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>2,354</u>	<u>1,897</u>	<u>2,037</u>	<u>2,491</u>	<u>8,779</u>	
Male	1,433	991	1,038	1,136	4,598	
Female	921	906	999	1,355	4,181	
Black/African American	<u>189</u>	<u>53</u>	<u>86</u>	<u>82</u>	<u>410</u>	
Male	0	0	8	30	38	
Female	189	53	78	52	372	
American Indian	<u>0</u>	<u>91</u>	<u>0</u>	<u>20</u>	<u>111</u>	
Male	0	34	0	20	54	
Female	0	57	0	0	57	
Asian	<u>72</u>	<u>54</u>	<u>28</u>	<u>49</u>	<u>203</u>	
Male	72	0	1	26	99	
Female	0	54	27	23	104	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>83</u>	<u>94</u>	<u>63</u>	<u>0</u>	<u>240</u>	
Male	61	94	25	0	180	
Female	22	0	38	0	60	
Two or more Races	<u>168</u>	<u>201</u>	<u>94</u>	<u>111</u>	<u>574</u>	
Male	25	134	11	89	259	
Female	143	67	83	22	315	

Town of Superior					Total Population:	2,470
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>287</u>	<u>338</u>	<u>282</u>	<u>514</u>	<u>1,421</u>	
Male	119	219	128	209	675	
Female	168	119	154	305	746	
Black/African American	<u>6</u>	<u>9</u>	<u>0</u>	<u>0</u>	<u>15</u>	
Male	0	9	0	0	9	
Female	6	0	0	0	6	
American Indian	<u>0</u>	<u>6</u>	<u>0</u>	<u>8</u>	<u>14</u>	
Male	0	0	0	0	0	
Female	0	6	0	8	14	
Asian	<u>11</u>	<u>15</u>	<u>3</u>	<u>64</u>	<u>93</u>	
Male	0	10	0	47	57	
Female	11	5	3	17	36	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>25</u>	<u>79</u>	<u>65</u>	<u>114</u>	<u>283</u>	
Male	10	23	43	40	116	
Female	15	56	22	74	167	
Two or more Races	<u>141</u>	<u>158</u>	<u>165</u>	<u>180</u>	<u>644</u>	
Male	84	65	126	67	342	
Female	57	93	39	113	302	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Race & Sex

Member Agency	White	Black or African American	American Indian	Asian	Native Hawaiian (Pacific)	Other	Two or More Races	Total Population	Male	Female
Gila County	14,086	55	1,095	33	24	834	2,116	18,243	9,166	9,058
<i>Hispanic or Latino</i>	723	0	135	0	0	834	1,291	2,983	1,335	1,643
<i>Non-Hispanic or Latino</i>	13,363	55	960	33	24	0	825	15,260	7,831	7,415
City of Globe	4,200	195	380	211	9	822	1,413	7,230	3,845	3,385
<i>Hispanic or Latino</i>	1,188	8	47	0	0	822	1,313	3,378	1,899	1,479
<i>Non-Hispanic or Latino</i>	3,012	187	333	211	9	0	100	3,852	1,946	1,906
Town of Hayden	208	0	0	0	0	41	163	412	237	175
<i>Hispanic or Latino</i>	146	0	0	0	0	41	163	350	213	137
<i>Non-Hispanic or Latino</i>	62	0	0	0	0	0	0	62	24	38
Town of Miami	785	24	64	4	0	106	453	1,436	685	751
<i>Hispanic or Latino</i>	276	11	5	0	0	106	226	624	351	278
<i>Non-Hispanic or Latino</i>	509	13	59	4	0	0	227	812	334	473
Town of Payson	14,455	59	231	119	0	537	1,093	16,494	8,017	8,477
<i>Hispanic or Latino</i>	645	0	92	0	0	486	669	1,892	959	933
<i>Non-Hispanic or Latino</i>	13,810	59	139	119	0	51	424	14,602	7,058	7,544
San Carlos Apache Tribe*	96	3	3,076	46	0	6	1,542	4,769	2,251	2,518
<i>Hispanic or Latino</i>	40	0	0	0	0	6	0	46	13	33
<i>Non-Hispanic or Latino</i>	56	3	3,076	46	0	0	1,542	4,723	2,238	2,485
Town of Star Valley	2,355	1	35	0	0	1	125	2,517	1,401	1,116
<i>Hispanic or Latino</i>	0	0	0	0	0	1	81	82	82	0
<i>Non-Hispanic or Latino</i>	2,355	1	35	0	0	0	44	2,435	1,319	1,116
White Mountain Apache Tribe*	16	0	2,198	0	0	0	69	2,283	1,107	1,195
<i>Hispanic or Latino</i>	0	0	0	0	0	0	30	30	0	30
<i>Non-Hispanic or Latino</i>	16	0	2,198	0	0	0	39	2,253	1,107	1,165
Town of Winkelman	104	0	8	0	0	46	68	226	94	132
<i>Hispanic or Latino</i>	47	0	0	0	0	46	51	144	55	89
<i>Non-Hispanic or Latino</i>	57	0	8	0	0	0	17	82	39	43

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: B03002: Hispanic or Latino Origin by Race; B01001I: Sex by Age (Hispanic or Latino)

Gila County Members by Age/Sex/Race

Gila County					31,849
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
White	2,900	2,515	3,383	5,288	14,086
Male	1,582	1,197	1,635	2,682	7,096
Female	1,318	1,318	1,748	2,606	6,990
Black/African American	84	37	151	65	337
Male	50	33	58	65	206
Female	34	4	93	0	131
American Indian	3,577	2,308	1,711	837	8,433
Male	1,733	1,073	808	386	4,000
Female	1,844	1,235	903	451	4,433
Asian	90	21	183	64	358
Male	67	0	39	58	164
Female	23	21	144	6	194
Native Hawaiian (Pacific)	0	0	33	0	33
Male	0	0	9	0	9
Female	0	0	24	0	24
Other	405	502	592	516	2,015
Male	208	261	382	249	1,100
Female	197	241	210	267	915
Two or more Races	2,843	1,831	938	975	6,587
Male	1,623	982	555	473	3,633
Female	1,220	849	383	502	2,954

City of Globe					Total Population: 7,327
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
White	640	1,122	1,374	1,064	4,200
Male	390	675	671	553	2,289
Female	250	447	703	511	1,911
Black/African American	77	23	95	0	195
Male	43	23	17	0	83
Female	34	0	78	0	112
American Indian	99	82	103	96	380
Male	45	38	52	45	180
Female	54	44	51	51	200
Asian	133	43	111	21	308
Male	112	36	25	21	194
Female	21	7	86	0	114
Native Hawaiian (Pacific)	0	0	9	0	9
Male	0	0	9	0	9
Female	0	0	0	0	0
Other	232	159	255	176	822
Male	108	100	190	90	488
Female	124	59	65	86	334
Two or more Races	600	377	212	224	1,413
Male	361	162	82	94	699
Female	239	215	130	130	714

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race – (Continued)

Town of Hayden				Total Population:	412
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
White	<u>73</u>	<u>22</u>	<u>66</u>	<u>47</u>	<u>208</u>
Male	32	14	45	17	108
Female	41	8	21	30	100
Black/African American	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
American Indian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
Asian	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
Other	<u>11</u>	<u>12</u>	<u>10</u>	<u>8</u>	<u>41</u>
Male	11	12	0	6	29
Female	0	0	10	2	12
Two or more Races	<u>59</u>	<u>7</u>	<u>61</u>	<u>36</u>	<u>163</u>
Male	47	3	34	16	100
Female	12	4	27	20	63

Town of Miami				Total Population:	1,437
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
White	<u>237</u>	<u>162</u>	<u>189</u>	<u>197</u>	<u>785</u>
Male	118	34	108	107	367
Female	119	128	81	90	418
Black/African American	<u>0</u>	<u>0</u>	<u>0</u>	<u>24</u>	<u>24</u>
Male	0	0	0	24	24
Female	0	0	0	0	0
American Indian	<u>19</u>	<u>17</u>	<u>23</u>	<u>5</u>	<u>64</u>
Male	7	0	7	3	17
Female	12	17	16	2	47
Asian	<u>0</u>	<u>0</u>	<u>5</u>	<u>0</u>	<u>5</u>
Male	0	0	0	0	0
Female	0	0	5	0	5
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
Other	<u>31</u>	<u>15</u>	<u>17</u>	<u>43</u>	<u>106</u>
Male	14	5	6	26	51
Female	17	10	11	17	55
Two or more Races	<u>195</u>	<u>86</u>	<u>111</u>	<u>61</u>	<u>453</u>
Male	99	40	76	11	226
Female	96	46	35	50	227

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race – (Continued)

Town of Payson					Total Population:	16,494
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>2,903</u>	<u>1,811</u>	<u>3,799</u>	<u>5,942</u>	<u>14,455</u>	
Male	1,326	827	1,821	2,836	6,810	
Female	1,577	984	1,978	3,106	7,645	
Black/African American	<u>0</u>	<u>4</u>	<u>36</u>	<u>19</u>	<u>59</u>	
Male	0	0	22	19	41	
Female	0	4	14	0	18	
American Indian	<u>49</u>	<u>42</u>	<u>95</u>	<u>45</u>	<u>231</u>	
Male	6	17	83	10	116	
Female	43	25	12	35	115	
Asian	<u>16</u>	<u>0</u>	<u>34</u>	<u>69</u>	<u>119</u>	
Male	16	0	0	12	28	
Female	0	0	34	57	91	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>103</u>	<u>258</u>	<u>118</u>	<u>58</u>	<u>537</u>	
Male	74	110	54	42	280	
Female	29	148	64	16	257	
Two or more Races	<u>424</u>	<u>363</u>	<u>204</u>	<u>102</u>	<u>1,093</u>	
Male	354	254	90	44	742	
Female	70	109	114	58	351	

San Carlos Apache Tribe*					Total Population:	4,772
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total	
White	<u>11</u>	<u>7</u>	<u>62</u>	<u>16</u>	<u>96</u>	
Male	1	7	29	16	53	
Female	10	0	33	0	43	
Black/African American	<u>3</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>4</u>	
Male	3	0	1	0	4	
Female	0	0	0	0	0	
American Indian	<u>1,352</u>	<u>976</u>	<u>508</u>	<u>242</u>	<u>3,078</u>	
Male	582	433	284	107	1,406	
Female	770	543	224	135	1,672	
Asian	<u>0</u>	<u>0</u>	<u>20</u>	<u>26</u>	<u>46</u>	
Male	0	0	0	26	26	
Female	0	0	20	0	20	
Native Hawaiian (Pacific)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	
Male	0	0	0	0	0	
Female	0	0	0	0	0	
Other	<u>0</u>	<u>6</u>	<u>0</u>	<u>0</u>	<u>6</u>	
Male	0	6	0	0	6	
Female	0	0	0	0	0	
Two or more Races	<u>713</u>	<u>501</u>	<u>229</u>	<u>99</u>	<u>1,542</u>	
Male	403	198	110	48	759	
Female	310	303	119	51	783	

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race – (Continued)

Town of Star Valley				Total Population:	2,517
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>66</u>	<u>234</u>	<u>732</u>	<u>1,323</u>	<u>2,355</u>
Male	0	234	420	617	1,271
Female	66	0	312	706	1,084
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>
Male	0	0	0	0	0
Female	0	0	1	0	1
<u>American Indian</u>	<u>19</u>	<u>0</u>	<u>16</u>	<u>0</u>	<u>35</u>
Male	19	0	0	0	19
Female	0	0	16	0	16
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>1</u>
Male	0	0	1	0	1
Female	0	0	0	0	0
<u>Two or more Races</u>	<u>49</u>	<u>32</u>	<u>0</u>	<u>44</u>	<u>125</u>
Male	49	32	0	29	110
Female	0	0	0	15	15

White Mountain Apache Tribe*				Total Population:	2,302
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>0</u>	<u>35</u>	<u>0</u>	<u>0</u>	<u>35</u>
Male	0	35	0	0	35
Female	0	0	0	0	0
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>American Indian</u>	<u>1,184</u>	<u>486</u>	<u>340</u>	<u>188</u>	<u>2,198</u>
Male	612	196	130	95	1,033
Female	572	290	210	93	1,165
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Other</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Male	0	0	0	0	0
Female	0	0	0	0	0
<u>Two or more Races</u>	<u>69</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>69</u>
Male	39	0	0	0	39
Female	30	0	0	0	30

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

Gila County Members by Age/Sex/Race – (Continued)

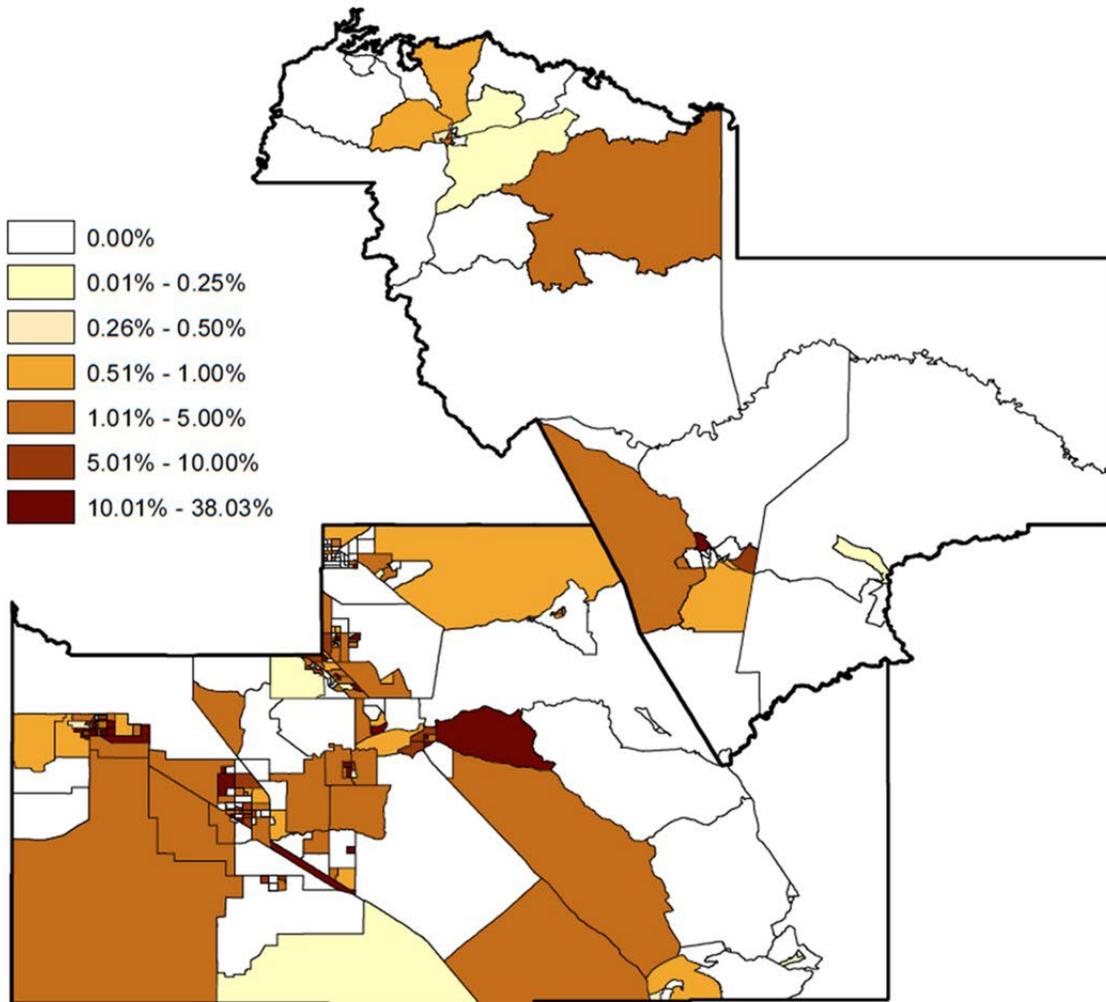
Town of Winkelman				Total Population: 249	
Race	Age 0-24	Age 25-44	Age 45-64	Age 65+	Total
<u>White</u>	<u>25</u>	<u>9</u>	<u>50</u>	<u>36</u>	<u>120</u>
<i>Male</i>	20	5	20	16	61
<i>Female</i>	5	4	30	20	59
<u>Black/African American</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>American Indian</u>	<u>7</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>7</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	7	0	0	0	7
<u>Asian</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Native Hawaiian (Pacific)</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<i>Male</i>	0	0	0	0	0
<i>Female</i>	0	0	0	0	0
<u>Other</u>	<u>16</u>	<u>0</u>	<u>18</u>	<u>26</u>	<u>60</u>
<i>Male</i>	8	0	0	18	26
<i>Female</i>	8	0	18	8	34
<u>Two or more Races</u>	<u>29</u>	<u>13</u>	<u>12</u>	<u>8</u>	<u>62</u>
<i>Male</i>	13	0	0	0	13
<i>Female</i>	16	13	12	8	49

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Table B01001A-G

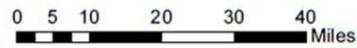


PERCENTAGE BLACK/AFRICAN AMERICAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - 2023-2028



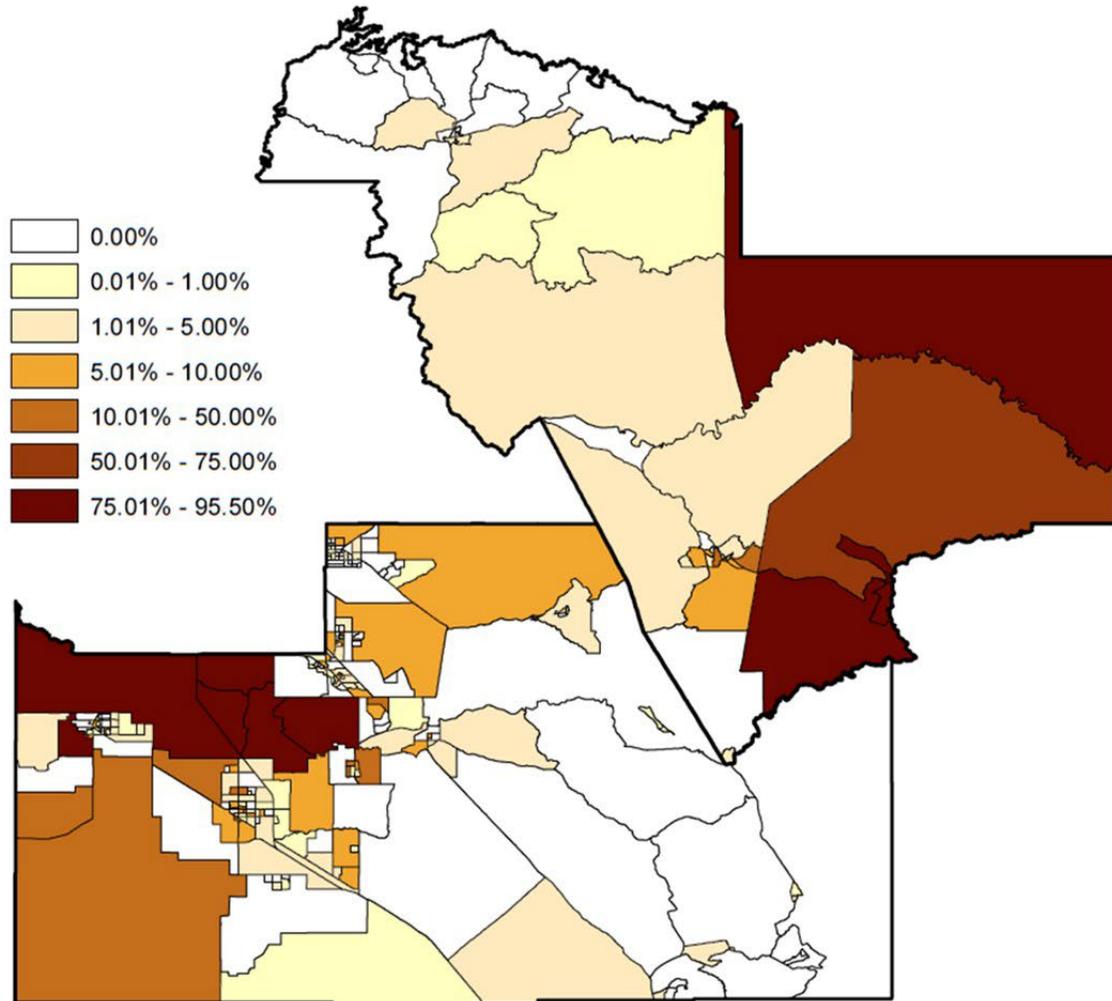
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



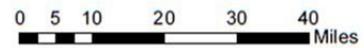


PERCENTAGE AMERICAN INDIAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year - 2023-2028



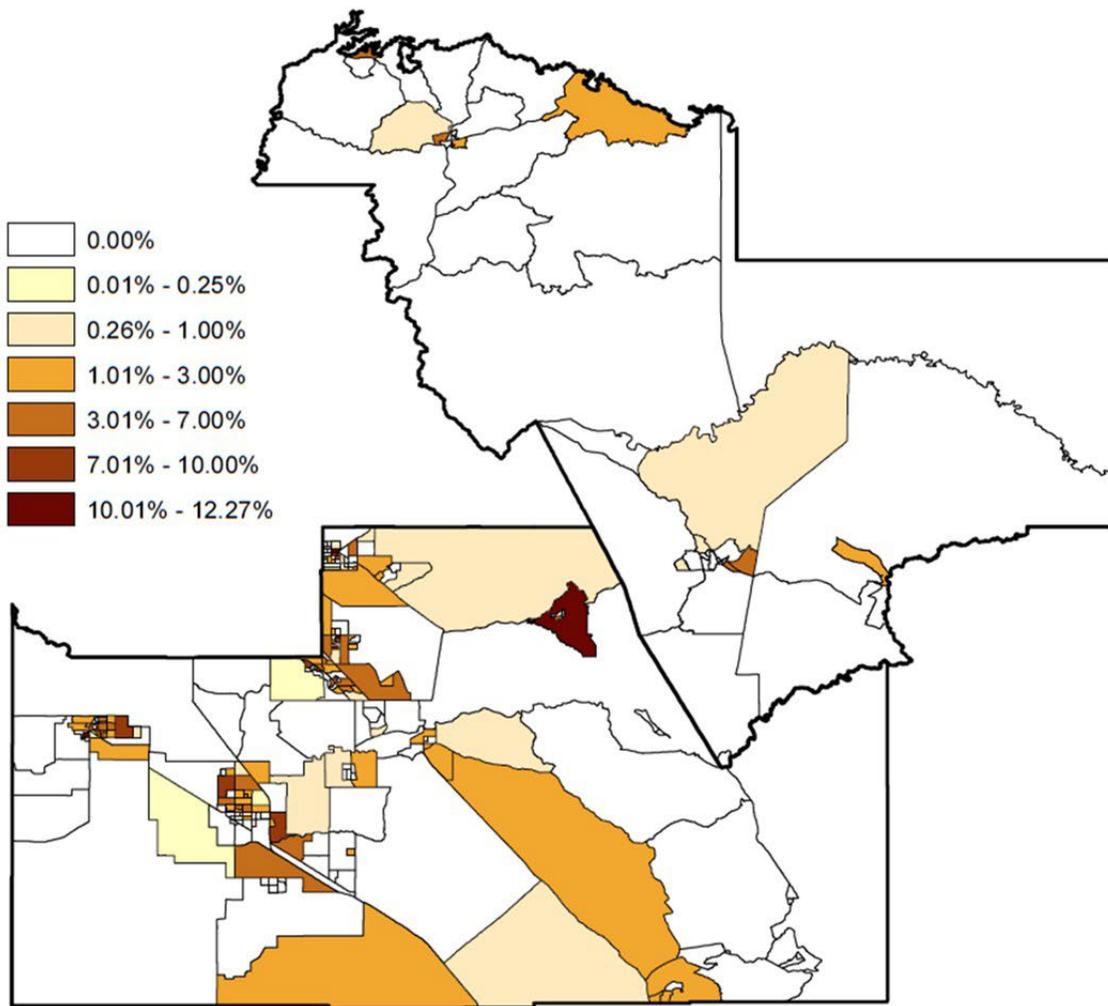
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



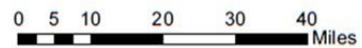


PERCENTAGE ASIAN BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year 2023-2028



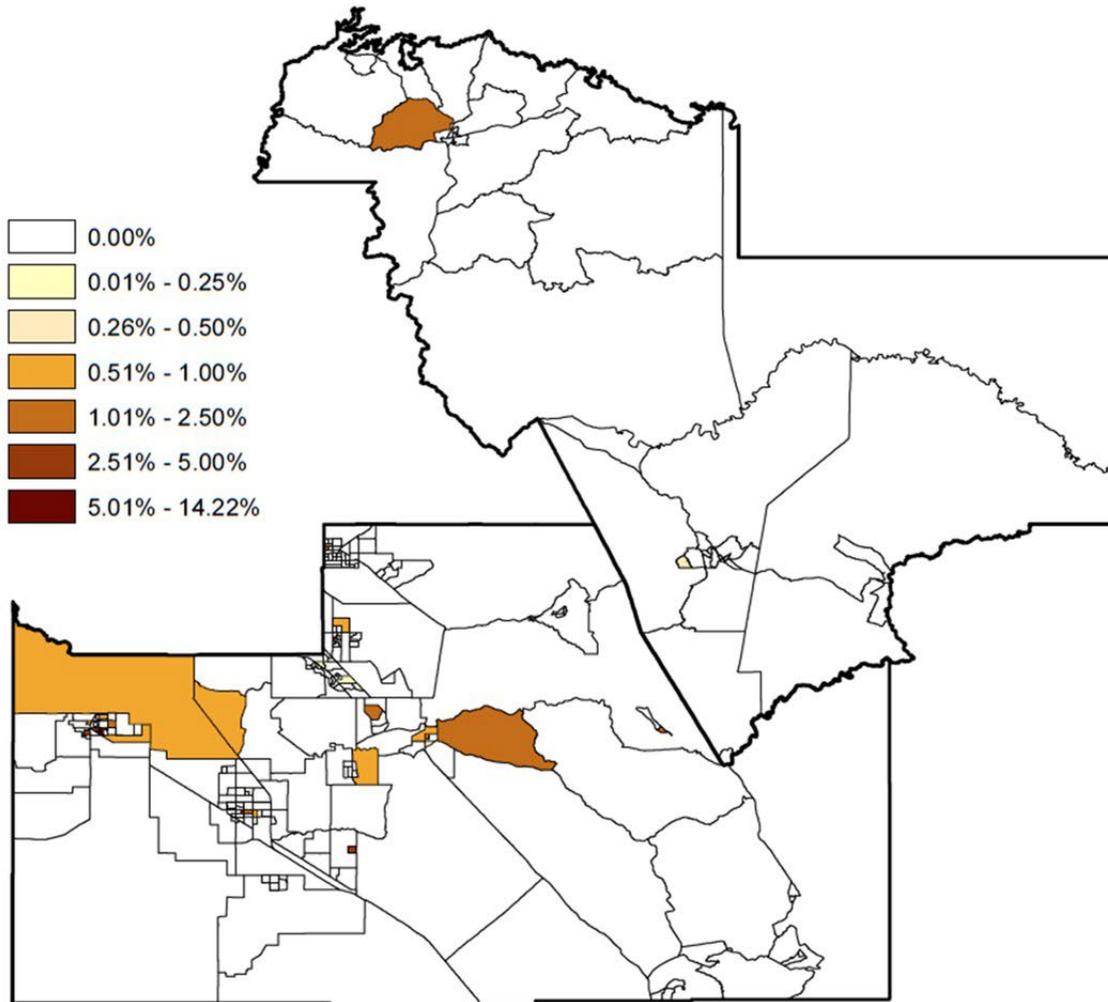
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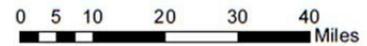


PERCENTAGE NATIVE HAWAIIAN (PACIFIC) BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year 2023-2028



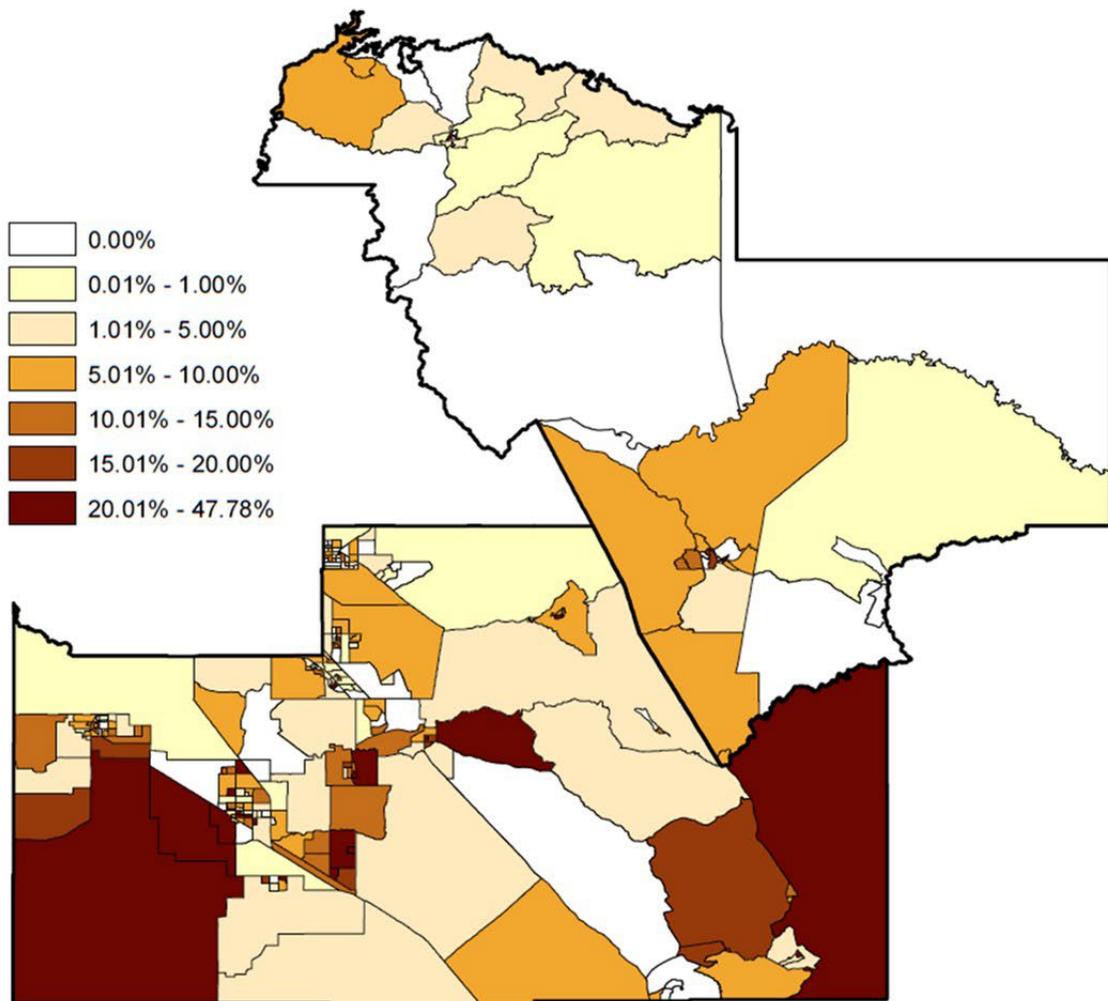
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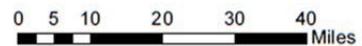


PERCENTAGE OTHER BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year 2023-2028



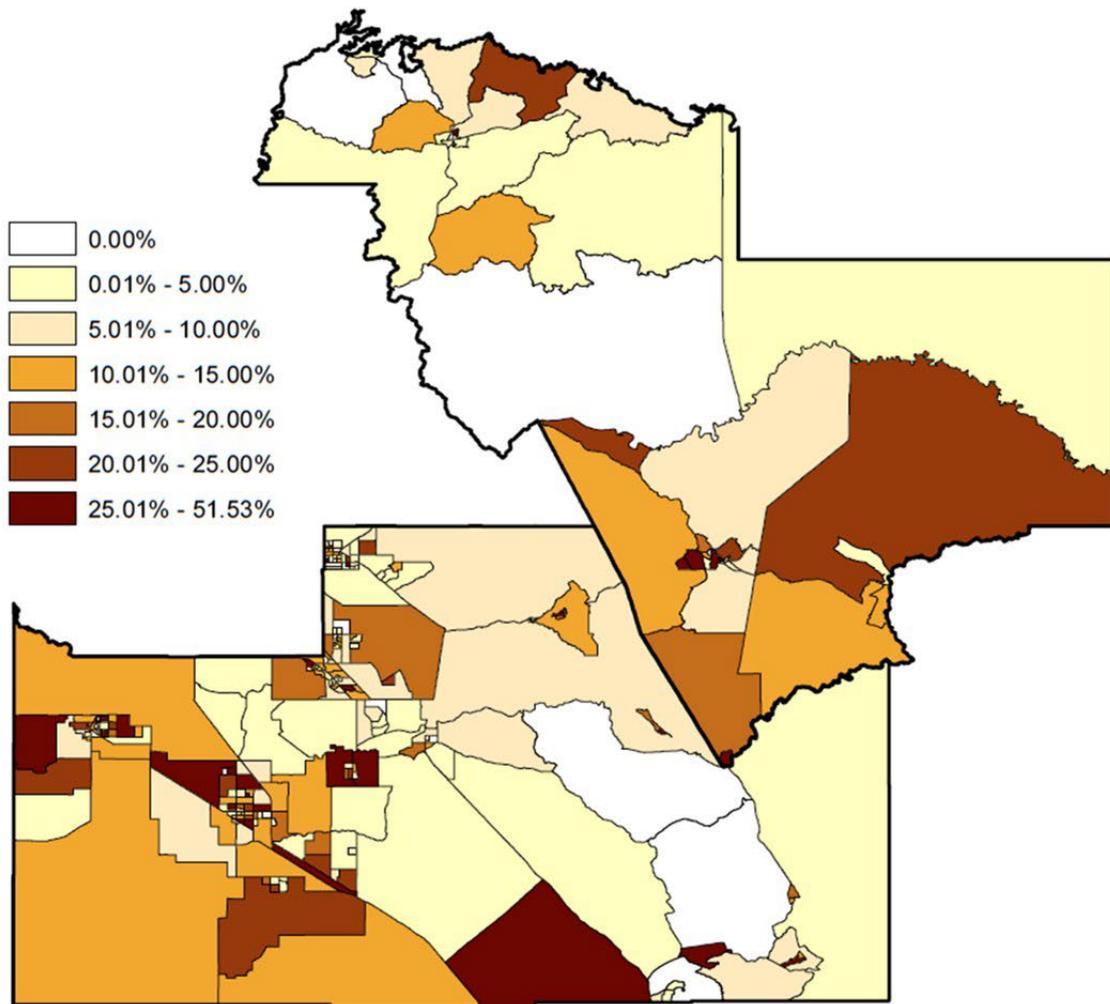
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



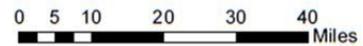


PERCENTAGE TWO OR MORE RACES BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year 2023-2028



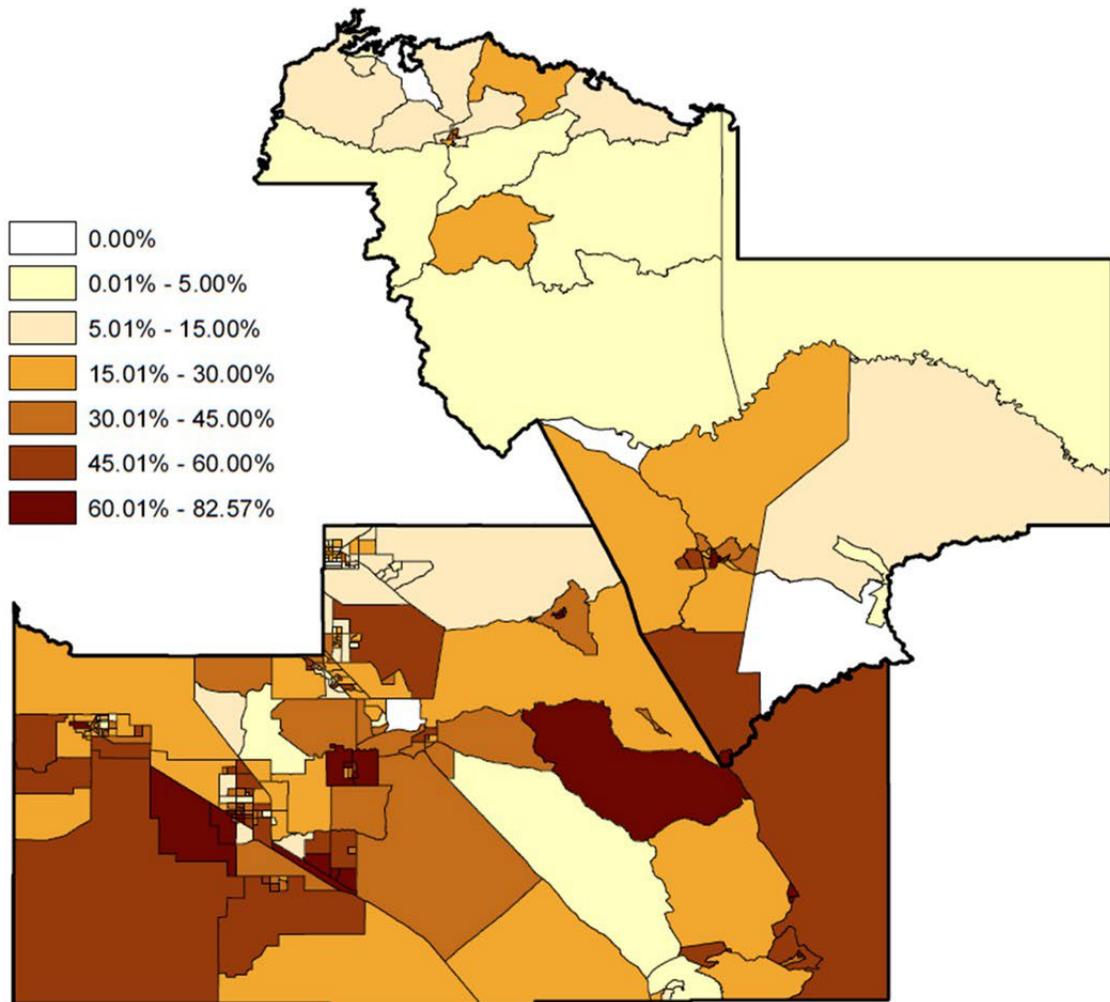
DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



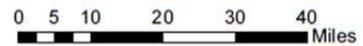


PERCENTAGE HISPANIC BY CENSUS BLOCK GROUP

Source: American Community Survey 5-Year 2023-2028



DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.



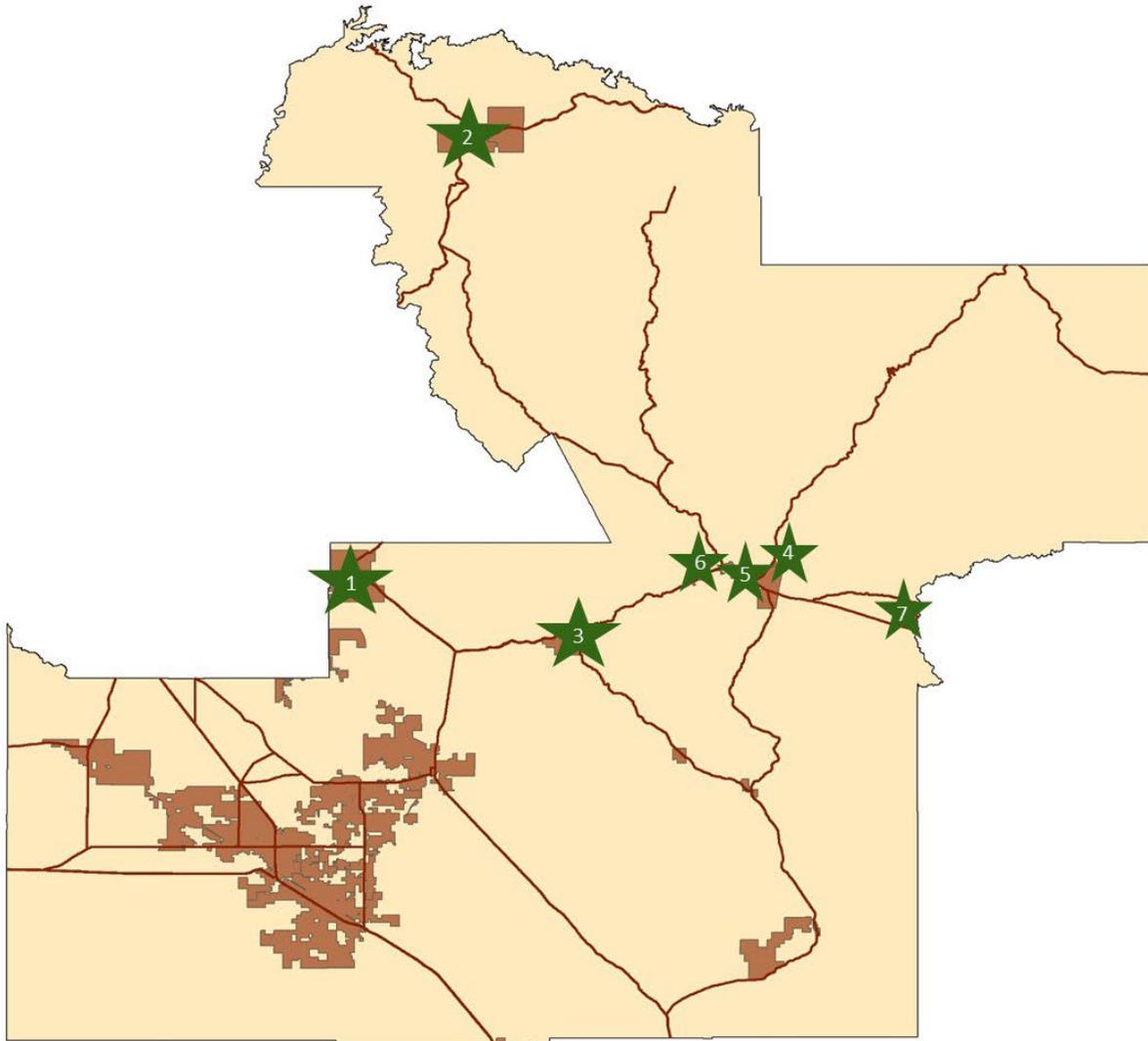
Below is a list of federally funded design, construction and planning projects for the CAG Region Transportation Improvement Program (TIP). The corresponding map illustrates the approximate location of each project within the region.

Central Arizona Governments Region Transportation Improvement Program (TIP)						
#	Programmed Year (s) Design/Construction	Sponsor	Project Name	Type of Work	Type of Funds	Total Amount
1.	2025	CAG	Gila County IPTA Transitional Funds	Planning	STBGP	\$75,000.00
2.	2025	CAG	TECHNOLOGY TRANSFER	Administration	STBGP	\$10,000.00
3.	2025	Payson	INTERSECTION: W. LONGHORN & S. MCLANE RD - (ROUNDAABOUT) - ROW ACQUISITION	ROW Acquisition	STBGP	\$42,345.00
4.	2023 (project on-going)	Payson	GRANITE DELLS RD - (GEOMETRIC CORRECTIONS, PAVEMENT LIFT & MARKINGS, BICYCLE LANES)	Construction	HURF	\$417,160.00
5.	2025	Superior	MAIN STREET PAVING & STRIPING	Construction	HURF	\$1114878.32
6.	2025	Gila County	Bloody Tanks Wash Bridge, (Str #10839) - FY 25	Design	OSB	\$141,450.00
7.	2025	Globe	Broad Street (SS4A Grant)	Demonstration	SS4A (Federal)	\$124,058.00
8.	2026	San Carlos	BIA 170 - (New Sidewalk)	Design	STBGP	\$122,590.00
9.	2026	Payson	W. FOREST DR - (MULTI-USE PATH / SIDEWALK)	Design	STBGP	\$247,066.00
10.	2025	Payson Senior Center	PAYSON SENIOR CENTER - (YR 1 SCHEDULING SOFTWARE)	Operations	5310	\$70,000.00
11.	2025	Payson Senior Center	PAYSON SENIOR CENTER - (REPLACEMENT - ADA FRIENDLY VEHICLE #1)	Vehicle	5310	\$89,582.50
12.	2025-2026	Payson Senior Center	PAYSON SENIOR CENTER - (REPLACEMENT - ADA FRIENDLY VEHICLE #2)	Vehicle	5310	\$132,217.50

13.	2026	Payson Senior Center	PAYSON SENIOR CENTER - (YR 1 REPLACEMENT - ADA FRIENDLY VEHICLE #2)	Vehicle	5310	\$161,217.95
14.	2026	CAG	CAG/SCMPO MOBILITY MANAGER OPERATIONS - (OCT 1, 2025 - SEP 30, 2026)	Mobility Management	5310	\$150,000.00
15.	2024-2026	PAYSON	BEELINE BUS - (YR 2 OPERATIONS)	Operations	5311	\$250,000.00
16.	2024-2026	Payson	BEELINE BUS - (YR 2 PREVENATIVE MAINTENANCE)	Preventative Maintenance	5311	\$40,000.00
17.	2024-2026	Payson	BEELINE BUS - (YR 2 ADMINISTRATION)	Administration	5311	\$115,000.00
18.	2024-2026	San Carlos	NNEE BICH'ONII TRANSIT - (YR 2 ADMINISTRATION)	Administration	5311	\$200,000.00
19.	2024-2026	San Carlos	NNEE BICH'ONII TRANSIT - (YR 2 OPERATIONS)	Operations	5311	\$935,224.00
20.	2024-2026	San Carlos	NNEE BICH'O NII TRANSIT - (YR 2 PREVENTATIVE MAINTENANCE)	Preventative Maintenance	5311	\$37,500.00
21.	2024-2026	San Carlos	NNEE BICH'O NII TRANSIT - (YR 2 INTERCITY)	Intercity	5311	\$ 77,276.00
22.	2024-2026	Miami	COPPER MOUNTAIN TRANSIT - (YR 2 OPERATIONS)	Operations	5311	\$302,500.00
23.	2024-2026	Miami	COPPER MOUNTAIN TRANSIT - (YR 2 PREVENTATIVE MAINTENANCE)	Preventative Maintenance	5311	\$ 30,00.00
24.	2024-2026	Maimi	COPPER MOUNTAIN TRANSIT - (YR 2 ADMINISTRATION)	Administration	5311	\$135,000.00

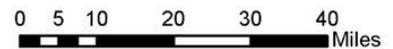


FY 2025 CAG Region Federally Funded Transportation Projects



★ Projects Located within Central Arizona Governments Boundaries
*Project List on Page 46-47

- Highways
- Incorporated Cities
- CAG Region



DISCLAIMER: This map is for general planning purposes only and is not intended to be used as a legal survey.

Central Arizona Governments (CAG) 2025 Public Involvement Plan

The CAG Public Involvement Plan (PIP) provides guidance on CAG's public involvement practices that will be used to inform and seek input from the public to help guide project and agency-level decisions and actions. The PIP is intended for use by CAG staff, consultants and others in developing and implementing project-and study specific public involvement plans (project PIPs). For simplification, throughout this document the term project shall be used to describe a proposed project under study or approved project. CAG's Public Involvement Philosophy strives to create and maintain a transportation system for the region that addresses transportation needs, improves quality of life and bolsters the state's and region's economy. We actively seek the public's input on transportation decisions that affect them and will include a diversity of voices and viewpoints that provide valuable insight to CAG during the transportation decision making process.

In compliance with Federal and State regulations, the public involvement plan will address outreach for CAG's activities that occur throughout the fiscal year. Activities include development and amendment of the CAG TIP and ADOT STIP, assist in local transit programs, participation in ADOT planning studies such as the statewide long-range plan and transportation coordination planning activities, including support for regional coordination councils that meet the FTA requirements.

Public involvement activities and consultation will include the following:

- Conduct public involvement activities, as defined by the public involvement plan, as appropriate and feasible based on the development of the Plan.
- Demonstrate compliance with public involvement activities (such as providing a reasonable opportunity to comment by the public) during the development of the Transportation Improvement Program (TIP).

Consultation activities will include the following:

- Activities will include consultation with elected officials and appointed officials with responsibility for transportation, public meetings, appropriate notification, and other elements.
- Follow guidelines set forth in ADOT policy document Consultation with Non – Metropolitan Local Officials found at: <https://azdot.gov/sites/default/files/2019/05/tcro-policy-update.pdf>.
- For areas that do not meet the National Ambient Air Quality Standards, coordinate with ADOT Air Quality staff to comply with interagency consultation requirements.
- The CAG must exercise the State's tribal consultation and coordination protocol. The purpose for this provision is to ensure compliance with the ADOT Department-Wide Native Nation/Tribal Government Consultation policy and Arizona Revised Statute Section 41-2051, Subsection C – Responsibilities of state agencies located at: <https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/41/02051.htm>. An ADOT Tribal Transportation Consultation Online Training Course and Handbook are available on the Arizona Tribal Transportation website at: <https://aztribaltransportation.org/training>

Website Activities and maintenance include:

- Maintain the CAG website with current and accurate data. The website will include, at a minimum, the following:
 - Organizational chart;
 - Name, title, and contact information for each staff member;
 - Membership lists for the Technical Advisory Committees, Regional Council/Executive Board, and any other CAG committees. The lists will include the name, title, and contact information for each member;

- Dates, locations, agendas, and minutes for the meetings of each committee. Agendas shall be posted a minimum of 24 hours before the scheduled meeting. Minutes shall be posted within 2 days of approval;
- Transportation Improvement Program, to include all subsequent amendments. Within 30 days of approval TIP amendments must be posted in compliance with federal regulations (23 CFR 450);
- Transportation coordination planning activities to include meeting schedules, agendas and minutes, provider information and current plans;
- Public involvement activities;
- Files or links to relevant planning studies conducted by the CAG, ADOT, or member agencies; and
- Ensure that accurate data on public transit and human service agency transportation programs and services, whether operated by public, private for-profit, or private non-profit entities, is collected, maintained, and posted for use by stakeholder agencies.

We look forward to serving our region and ensuring an equitable decision-making process and meaningful public involvement environment.

Title VI Notice to the Public

CAG posted the Title VI Notice to the Public on the CAG main webpage under “Notices,” the CAG Transportation – Title VI webpage, as well as physically posted in the main office where the day-to-day transportation department duties take place. CAG will post the notice at each meeting location where the CAG Transportation Department is conducting business. The Notice can be found in **Exhibit A** or at the following link provided below.

LINK: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_NoticetoPublic.pdf

PROGRAM AREAS / REVIEW PROCEDURES

Transportation Planning

- The purpose of CAG’s Transportation Planning Program is to assure that transportation, mobility management, related multi-modal programs, and the implementation of projects are effectively identified and coordinated by Local, State, Federal agencies, and the general public.
- Management of the planning process is under direction from the CAG Regional Council through the Executive Director. It is the function of the Regional Council to act as a policy body coordinating transportation planning, and related implementation activities within the overall regional planning process.
- The CAG Transportation Technical Advisory Committee (TTAC) and Management Committee provides review and input, as appropriate and works directly with CAG staff, providing guidance for development of all work elements as outlined within the CAG Annual Work Program through ADOT.
- One of the primary functions of the Transportation Planning Process is to develop and maintain a fiscally constrained 5-Year Transportation Improvement Program (TIP).

Other Transportation Related Activities

- **Public Involvement** – *Provide outreach activities to stakeholders.*
- **Highway Performance Management System (HPMS)** – *Traffic Counts and Road Classification.*
- **Data Collection** – *Population data collection & Air Quality Standards.*
- **Regional Planning Coordination** – *Technical Assistance for project management, grant writing, and funding research.*
- **Mobility Management** – *Planning and management activities to all rural transit programs throughout the region.*

Compliance & Procedures

Compliance Reviews

Compliance Reviews will be done annually and typically done in January of each year. If discrimination is found to exist, it will be addressed, and every effort will be made to eliminate it. CAG staff will conduct a review and determine the necessary actions to correct the issues. Pending the nature of the issue, CAG may act to review and adjust internal procedures to ensure a similar situation will not happen, and/or provide additional training to staff, while seeking input from the individual that was discriminated against in order to identify the root cause. *Internal procedures*

Program Review Procedures

The CAG Transportation Department will ensure that all programs are in compliance with Title VI by conducting an annual internal review within each program area, providing a report on activities that intersect with the Title VI Non-Discrimination program. The report will describe the steps taken within their program areas to comply with Title VI requirements. Zeena Gagnon, the CAG Title VI/ADA Program Coordinator for the CAG Transportation Department will review and evaluate the reports to ensure compliance.

The CAG Transportation Planning Director currently constructs all Requests for Proposals (RFPs) and contracts involving transportation-related services and activities. Although there are not many to be created and/or are similar in nature, the CAG staff reviews an informal checklist to assure that all needed information and federal language is captured, and procedures are done in an impartial manner. Ideally, the process involves, but is not limited to:

- Starting with similar RFP or contract involving either FHWA or FTA funding sources and making simple adjustments and changes involving the specific activity or service being funded (i.e., Introduction of Project, Scopes of Work, Data and Data changes).
- Sending the RFP or contract to an appropriate ADOT MPD staff member for a quick review to see if areas such as federal language and Disadvantage Business Enterprise (DBE) language is captured correctly or perhaps has changed since the previous year.
- Making sure all Assurances and Title VI items are referenced to assure consultants understand compliance.
- Preparing the contract for execution, utilizing the same federally required language within the RFP.
- Upon execution of a contract and completion of the contract, review and analyze collected demographic data to determine Title VI compliance and seek areas for improvement.

Sub-Recipient Procedures

The CAG and its subrecipients of federal-aid funds must ensure that all of its programs and activities are operated in a nondiscriminatory manner. Subrecipients will provide an annual report describing Title VI data findings from the agency and subcontractors, outreach methods, Title VI implementation changes and upcoming Title VI program goals. Annual reports are analyzed and categorized based on a high/low risk assessment. Compliance reviews of program areas, subrecipients, and consultant contracts of federal financial assistance will be conducted on an annual cycle to determine level of compliance with Title VI requirements. This means that each program area will undergo a high/low risk-based assessment for compliance with Title VI at least once every three years. The Title VI Coordinator will conduct compliance reviews annually to:

- Ensure compliance with Title VI;
- Provide technical assistance;
- and Correct deficiencies.

High/Low Risk Assessment for internal program reviews: ☐ Deficiencies on Reports and Title VI Meeting Summaries ☐ Demographic data collection and analysis ☐ Date of last program area training ☐ Complaints received

Contract Awards

Contract awards for transportation projects using Federal funds are done through a Selection Committee process. A scoring sheet that is produced and placed within the RFP provides notice to those interested in applying to the RFP, what the Selection Committee will be basing their scores on. If scores are relatively too close to make a decision, the same Selection Committee will conduct interviews of the top three consulting firms/individuals, with additional scoring criterion, to determine the winning bid. All consultants/individuals who make it to the interview round are provided written notice and a date in which the interview will be conducted. Upon a decision of the Selection Committee, a “Letter of Decision” notice is provided to the winning bidder and the losing bidder regarding their status.

Investigations, Complaints, & Lawsuits

All recipients shall prepare and maintain a list of any of the following that allege discrimination on the basis of race, color, and/or national origin:

- Active FHWA complaints investigated by FHWA
- Active FTA complaints investigated by CAG
- Lawsuits; and
- Complaints naming the recipient.

This list shall include:

- The date that the Title VI investigation, complaint, or lawsuit was filed

- A summary of the allegation(s)
- The funding source of the activity/program (FHWA or FTA) of which the allegation(s) occurred under
- The status of the investigation, complaint, or lawsuit; and
- The actions taken by the recipient in response or final findings related to the investigations, complaint or lawsuit.

This list shall be included in the Title VI Program submitted every three years. CAG has not had any Title VI complaints during the preceding three (3) years. Should one arise in the future, the complaint will be written in the complaint log. The sample of the complaint log can be found in **Exhibit B** or at the following link:

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintLogExample.pdf

Title VI Training

CAG Transportation staff will attend all relevant annual training sessions hosted by ADOT. The CAG Title VI/ADA Program Coordinator provides an annual training regarding Title VI transportation related activities to all CAG staff and CAG Committees at the first meeting in each calendar year (typically January). All committee/council members who participate in Title VI training, with the exception of CAG staff, which are documented separately, are recorded in the meeting minutes.

Subrecipients contracts will be reviewed to ensure that the assurances are being followed, which will be followed by training. The content of the training is developed specifically to address the issues/challenges facing each subrecipient as communicated through the subrecipient review. At the current time, CAG does not have any subrecipients. Compliance for the CAG transportation planning program is ongoing and falls under duties of the Title VI Coordinator.

The Title VI training is done via a PowerPoint presentation with the following contents/topics:

- Defining what Title VI of the Civil Rights Act of 1964 is.
- Providing the definition of “discrimination.”
- Providing definitions of common terms used under Title VI.
- Summarizing Executive Order 12898.
- Summarizing what is a Disadvantaged Business Enterprise.
- Summarizing where CAG needs to focus on where Title VI applies when it comes to all Federally funded projects, programs, and activities while providing examples of committees and studies and how it’s applied.
- Summarizing CAG Title Requirements
 - Summary of Public Outreach
 - LEP Plan
 - How to file a Title VI Complaint
 - Procedures for Tracking Title VI Complaints
 - Title VI Complaint Log
- What CAG needs to ensure to do with regards to Title VI
 - Title VI Public Notice listed on all transportation related Agendas
 - Providing translations services
 - Public Notices displayed/read at Open Houses/Public Meetings
 - Access to Title VI documents
 - Incorporate Title VI requirements within Procurement requirements
 - Understand and know the Complaint Procedures.
- Summarizing LEP Plan and ways to identify individuals who have a LEP.

DATA COLLECTION / REPORTING / ANALYSIS

CAG will collect demographic data from various data collection points and utilize it to ensure protected classes are included in the planning process. The primary source at this time is through the American Community Survey estimates from the United States Census Bureau that provides a general make-up of the CAG Region.

However, CAG will commit time in January every year to review all transportation contracts that are federally funded to collect and analyze data trends with regards to contract awards with protected classes. One tool that may be used is the BECO's UTRACS system. Since CAG typically conducts only one study a year, at most, an annual review is believed to be sufficient for analysis. Should the number of annual contracts increase, efforts may be made quarterly.

Outreach Efforts

CAG will maintain records, to the greatest extent possible, on its efforts to invite participation from Title VI protected classes in its planning activities. The Title VI Non-Discrimination & ADA Program Coordinator will review data collected after outreach events to measure the effectiveness of involvement of any identified Limited English Proficiency (LEP) communities within the service area. A review will be conducted, where appropriate, after outreach events to ensure standard Title VI, LEP, and EJ processes were followed.

Public Participation Data

CAG will record data, to the greatest extent possible, to reflect the degree to which members of Title VI protected classes participate in planning activities and any significant expressed by those participants.

As a regional planning agency, CAG's transportation planning activities benefit all population equally, including Title VI protected populations. CAG will attempt to identify opportunities to gather data reflecting the extent to which members of Title VI protected populations benefit from CAG's planning activities.

One opportunity to collect data is through a voluntary Self Identification Survey administered at all CAG Transportation related meetings. Members of the public can also complete surveys online through the CAG website. The survey asks residents demographic questions and is available in English and Spanish. As with Contract Compliance, CAG will commit time quarterly to review all completed surveys to seek any possible trends of public participation from protected classes. CAG will provide a printed copy of the survey at each seat during all CAG transportation-related meetings. CAG will encourage members of the public to complete Self Identification Surveys by:

- Providing printed copies of at the CAG front desk
- Having printed copies available during all transportation-related meetings
- Sending quarterly surveys to participating communities for distribution to the general public

The survey is shown in **Exhibit C** and at the following link:

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_SelfIdentificationSurvey.pdf

COMPLAINT PROCEDURES

These procedures apply to all complaints filed under Title VI of the Civil Rights Act of 1964, as amended, and Civil Rights Restoration Act of 1987 as they relate to any Federal Highway Administration (FHWA) or Federal Transit Administration (FTA) funded program or activity administered by CAG, its consultants and contractors. Intimidation or retaliation as a result of a complaint is prohibited by law. Every effort will be made to resolve complaints informally at CAG.

The Arizona Department of Transportation (ADOT) has the principal responsibility for processing, investigating, and resolving any complaint arising as a result of operations from its sub-recipients. All FHWA funded activity and program complaints of discrimination are processed, investigated by FHWA. All FTA funded activity and program complaints of discrimination are processed, investigated by CAG.

Procedures

1. Any person, specific class of persons or entity who believes that they have been subjected to discrimination on an FHWA or FTA related activity or program as prohibited by legal provisions of Title VI on the basis of race, color, and/or national origin may file a formal complaint with CAG. A copy of the complaint form may be found in **Exhibit D** or accessed electronically at:

English: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintForm_English.pdf

Español: http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_quejaforma_Spanish.pdf

2. A formal complaint must be filed within 180 calendar days of the alleged act of discrimination and include the date when the alleged discrimination became known to the complainant(s), or the latest instance of the conduct.
3. ***The complaint must meet the following requirements:***
 - a. Complaint shall be in writing and signed by the complainant(s) and must include complainant(s) name, address, and phone number. The Title VI/ADA Program Coordinator will assist the complainant with documenting the issues in-person or via phone and transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for acknowledgement and signature if necessary.
 - b. Present date of the alleged act of discrimination; date when the complainant(s) became aware of the alleged discrimination; or the date on which that conduct was discontinued or the latest instance of the conduct.
 - c. Provide a detailed description of the alleged issues that occurred in a program or activity that receives FHWA or FTA financial assistance, including names and job titles of those individuals perceived as parties in the complained-of-incident (any consultant(s) or contractor(s) or CAG). Describe the facts and circumstances surrounding the alleged discrimination incident and the basis of the complaint (i.e., race, color, and/or national origin).
 - d. Names and contact information of persons whom the investigator can contact for additional information to support or clarify the allegations(s).
 - e. The corrective action being sought by the complainant.
4. ***Complaints may be filed by one of the following methods:***
 - a. By completing and signing the complaint form and delivering it in person or by mail.
 - b. By emailing or faxing the complaint form and sending the signed original to Zeena Gagnon, the Title VI/ADA Program Coordinator.

- c. By contacting Zeena Gagnon, the Title VI/ADA Program Coordinator to provide information that will be utilized to complete the complaint form which will subsequently be forwarded to the complaint for review, signature, and return via certified mail.

5. Upon receipt of a completed complaint:

Zeena Gagnon, the Title VI/ADA Program Coordinator will determine jurisdiction, acceptability or need for additional information and, within five (5) business days, acknowledge receipt of the complaint and the intended course of action. Once the determination has been made to accept the complaint for investigation, ADOT External Civil Rights (ECR) will be notified.

- a. ADOT has the sole authority for and will adjudicate complaints filed against CAG.
- b. FHWA funded activity and program complaints of discrimination are processed and investigated by FHWA
- c. FTA funded activity/program complaints of discrimination are processed and investigated by CAG.

CAG Contact Information for Filing FTA Complaints:
CAG Title VI/ADA Program Coordinator Zeena Gagnon, Mobility Management Coordinator 2540 West Apache Trail, Suite 108 Apache Junction, Arizona 85120 Telephone: (480) 474-9300 Fax: (480) 474-9306 E-mail: zgagnon@cagaz.org

6. For acceptance, a complaint must be:

- a. Timely filed and be within CAG's or ADOT's authority.
- b. Involve a covered basis (i.e., race, color, national origin, and/or disability).

7. Complaints may be dismissed if the complainant:

- a. Requests the withdrawal of the complaint.
- b. Fails to respond to repeated requests for additional information.
- c. Fails to cooperate in the investigation.
- d. Cannot be located after reasonable attempts to reach the complainant have been made.

8. CAG will maintain a confidential log of all accepted and/or forwarded Title VI complaints which will include:

- a. Name(s) of complainant(s)
- b. Date the complainant was received
- c. Date of allegation
- d. Description of the alleged discrimination
- e. Other relevant information, as required

- f. Report Date
- g. Recommendations
- h. Outcome/Disposition

9. ***Upon accepting a complaint, the CAG investigator for FTA complaints will:***

- a. Provide the respondent an opportunity to respond to the allegations. The respondent will have 10 business days from the Title VI/ADA Program Coordinator's written notification to provide a written response.
- b. Determine if more information is required to resolve a case and may contact the complainant who will then have 10 business days to provide additional information.

10. ***Within 45 calendar days of the acceptance of the complaint, the CAG investigator for FTA complaints will:***

- a. Gather all relevant information in a fair and impartial manner.
- b. Conduct interviews of all concerned parties.
- c. Prepare a final investigative report with a recommended disposition.

11. ***Upon final determination, one of two (2) letters will be issued to the complainant:***

- a. A closure letter, summarizing the allegations stating that there was no Title VI violation and that the case will be closed.
- b. A letter of finding summarizing allegations and the interviews regarding the alleged incident and explaining whether any additional action, additional training of the staff or other action will occur.

12. ***Complaints that fall under the jurisdiction of CAG:***

- a. CAG's final investigation report with the findings and a copy of the complaint will be forward to the ADOT External Civil Rights (ECR).

Complaint Form – (English):

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintForm_English.pdf

Formulario de Reclamación – (Español)

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_quejaforma_Spanish.pdf

Link complaint process:

http://www.cagaz.org/Departments/tpt/TitleVI/CAGTitleVI_ComplaintProcedures.pdf

13. ***Timeframes for Title VI Investigations:***

- a. Complaints received directly by CAG must be completed within 60 days from receipt.
- b. CAG will forward a copy of FHWA Title VI complaints and preliminary findings report to ADOT External Civil Rights (ECR) within 60 days from receipt. Once ADOT External Civil Rights (ECR) issues concurrence on preliminary report, CAG will notify all parties involved.

- 14. *In an instance where there is dissatisfaction with CAG’s final determination, the complainant may file a complaint directly with ADOT.*
- 15. *If there is dissatisfaction with ADOT’s final determination, the complainant may file a complaint directly with a United States Department of Transportation (USDOT) modality.*

In addition to these procedures, complainants reserve the right to file formal complaints with other state or federal agencies or take legal action for complaints alleging discrimination. Below is the contact information for filing complaints:

- 1. **Title VI/ADA Non-Discrimination Complaints against CAG in FHWA Funded Programs/Activities:**
 - a. Will be referred to FHWA Office of Civil Rights and ADOT’s External Civil Rights (ECR) within 72 hours for processing and investigation. ADOT’s External Civil Rights (ECR)’s processing of the complaint will follow ADOT complaint processing procedures as per ADOT’s FHWA Title VI Implementation Plan.
LINK: <https://azdot.gov/business/civil-rightsexternal-eeo-contractor-compliance/title-vi-nondiscrimination-program/title-vi>
 - b. The complainant may also file a discrimination related complaint on an FHWA program or activity directly with ADOT or with the Federal Highway Administration by contacting the agencies at:

ADOT Contact Information for Directly Filing Complaints:	FHWA Contact Information for Directly Filing Complaints:
ADOT External Civil Rights (ECR) 1801 W. Jefferson St. Suite 101 Phoenix, Arizona 85007 Telephone: (602) 712-8946 E-Mail: civilrightsoffice@azdot.gov	Federal Highway Administration U.S. Department of Transportation Office of Civil Rights 1200 New Jersey Avenue, SE 8 th Floor E81-105 Washington, DC 20590 Telephone: (202) 366-0693 Email: CivilRights.FHWA@dot.gov

2. **Title VI/ADA Non-Discrimination Complaints against CAG in FTA Funded Programs/Activities:**

Once the determination has been for the Agency to accept the complaint for investigation, ECR will be notified within 72 hours.

ADOT Contact Information for Directly Filing Complaints:	FTA Contact Information for Directly Filing Complaints:
ADOT External Civil Rights (ECR) 1801 W. Jefferson St. Suite 101 Phoenix, Arizona 85007 Telephone: (602) 712-8946 E-Mail: civilrightsoffice@azdot.gov	Federal Transit Administration Office of Civil Rights Attention: Complaint Team East Building, 5 th Floor– TCR 1200 New Jersey Avenue, SE Washington, DC 20590 Note: Complaints should be submitted by mail.

*If information is needed in another language, please contact CAG at (480) 474-9300.
Si necesita información en otro idioma, comuníquese con CAG al (480) 474-9300.*

LIMITED ENGLISH PROFICIENCY (LEP)

INTRODUCTION

The Central Arizona Governments (CAG) is responsible for transportation planning within the CAG Transportation Planning Boundary encompassing the Cities/Towns/Tribal Communities of Globe, Hayden, Kearny, Mammoth, Miami, Payson, Superior, Winkelman, Ak-Chin Indian Community, San Carlos Apache Tribe, White Mountain Apache Tribe, unincorporated Gila County and the eastern portion of unincorporated Pinal County. CAG's Transportation Planning Boundary covers approximately 7,584 square miles.

The Planning process guidelines for the use of Federal and State funds spent for existing and future transportation projects and programs require the Limited English Proficiency (LEP) Plan to play an essential role in the process. CAG will assist persons with LEP, to the best of its ability, to engage individuals from different cultures, backgrounds and businesses in CAG Transportation related activities.

What is Limited English Proficiency?

Individuals who do not speak English as their primary language and who have a limited ability to read, write, speak or understand English can be limited English proficient.

LEP is a term used to describe individuals who are not proficient in the English language. Arizona's diverse population make it critically important that CAG be innovative and proactive in engaging individuals from different cultures, backgrounds and businesses in planning, project development and other program areas.

LAWS & POLICY

Executive Order (EO) 13166 – *Improving Access to Services for Persons with Limited English Proficiency* is directed at implementing the protections afforded by Title VI of the Civil Rights Act of 1964 and related regulations. Accordingly, it prohibits recipients of Federal financial assistance from discriminating based on national origin by failing to provide meaningful access to services to individuals who are LEP. This protection requires that LEP persons be provided an equal opportunity to benefit from or have access to services that are normally provided in English.

The following matrix illustrates legal and policy considerations:

Title VI of the Civil Rights Act of 1964

- Federal Law
- Enacted July 2, 1964
- Considers all persons
- Contains monitoring and oversight
- Compliance review requirements
- Factor criteria is required, no numerical or percentage thresholds.

Limited English Proficiency Executive Order 13166

- Federal Policy
- Signed August 11, 2000
- Considers eligible population
- Contains monitoring and oversight
- Requirements
- Factor criteria is required, no numerical or percentage thresholds.

The Central Arizona Governments will take reasonable steps to ensure that persons with LEP have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits. The policy of CAG is to ensure meaningful communication with LEP individuals and their authorized representatives involving their medical conditions and treatment. All interpreters, translators and other aides needed to comply with this policy shall be provided without cost to the person being serviced.

Language assistance will be provided through use of competent bilingual staff, staff interpreters, contracts or formal arrangements with local organizations providing interpretation or translation services, or technology and telephonic interpretation services. All staff will be provided with notice of this policy and procedure, and staff that may have direct contact with LEP individuals will be trained in effective communication techniques, including the effective use of an interpreter.

CAG will conduct a regular review of the language access needs of our population, as well as update and monitor the implementation of this policy and these procedures, as necessary.

PROGRAM RESPONSIBILITY

EO 13166 directs recipients of Federal financial assistance to take reasonable steps to provide LEP individuals with meaningful access to their program, activities, and services.

- ***Notify LEP customers of the availability of language assistance services***

LEP persons have the right to language assistance at no cost to them in their spoken language. Language identification cards or posting signs in public areas are methods that can be used to provide notice of the service.

- ***Translation of vital documents in language other than English***

It is appropriate to have written materials that have been historically provided in English to applicants, customers and the general public translated into languages that are regularly encountered. The translation of vital documents into languages other than English is particularly important where a significant number or percentage of the customers served and/or eligible to be served have limited English proficiency. Written materials include electronic documents and websites. CAG will indicate on its website and newspaper publications of public notices that translation can be provided, with appropriate notice.

Vital Documents are documents that convey information that critically affects the ability of the recipient/customer to make decisions about his/her participation in the program or activity. Examples of vital documents include, but are not limited to:

- Applications
- Outreach & Community Education Materials
- Public Notices
- Letters containing important information regarding participation in a program
- Consent Forms
- Notices pertaining to the reduction, denial or termination of services or benefits
- Eligibility Rules
- Notices advising the availability of Language Assistance
- Right to Appeal

Translating documents for LEP to a fourth (4th) grade literacy level ensures the targeted audience understands the information. Community based organizations or focus groups can assist with testing translations for language and literacy level appropriateness.

Section Five of the US Department of Transportation guidance on LEP requires a four-factor analysis to determine the need for translation service in order to ensure LEP populations are able to receive information about and can participate in the planning process in the language they best understand. A four-factor analysis will be conducted on a project-by-project basis and will be included within the Request for Proposals (RFP) as a task item of said project, where appropriate. The awarded contract for said project would also have language requiring the four-factor analysis to be conducted. The four-factor analysis is described on the following pages.

FACTOR 1: The number of proportions of LEP persons eligible in the CAG Region who may be served or likely to encounter CAG’s Transportation programs, activities, or services.

The first step toward understanding the profile of LEP persons eligible to be served or likely to be encountered by a CAG Transportation program activity, or service is through reviewing U.S. Census data. For planning purposes, CAG will identify the number of individuals that speak English as a first language and Spanish as the first language, as these appear to be the top two language groups within the initial analysis.

The Tables located on the next page analyze the language spoken at home by the ability to speak English “only” or “very well” for all CAG member agencies. The member agencies with an asterisk (*) represent the portion of their jurisdictional boundaries within the CAG Region. Those who were classified as “less than very well” were excluded from the “English” speaking category and placed either in the “Spanish” or “Other” category.

Individuals' Primary Language Spoken at Home within Pinal County Member Agencies

Member Agency	Primary Language Spoken at Home											
	English	Spanish	French, Haitian, or Cajun	German or other West Germanic languages:	Russian, Polish, or other Slavic languages:	Other Indo-European languages:	Korean:	Chinese (incl. Mandarin, Cantonese):	Vietnamese:	Tagalog (incl. Filipino):	Arabic:	Other Languages
	(Spoken "Very Well")											
Pinal County – (as a whole)	94.6%	4.6%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.2%
Ak-Chin Indian Community	99.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
City of Apache Junction*	93.3%	3.4%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%
City of Casa Grande	88.6%	6.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.1%	0.2%	0.2%	0.0%	0.1%
City of Coolidge	93.8%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
City of Eloy	80.4%	14.8%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	0.4%	0.0%	0.5%
Town of Florence	92.5%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%
Gila River Indian Community*	98.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Town of Kearny	98.4%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Town of Mammoth	93.9%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Town of Marana*	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

City of Maricopa	89.7%	3.5%	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.1%	0.1%	0.4%	0.0%
Town of Queen Creek*	98.2%	0.7%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%
Town of Superior	91.7%	7.4%	0.0%	0.0%	0.0%	0.0%	0.9%	0.9%	0.0%	0.0%	0.0%	0.0%

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Extracted from Table C16001

Note: Limited English Proficient (LEP) persons refers to persons aged 5 years and over for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. It includes people who reported to the census that they speak English less than very well, not well, or not at all.

Member Agency	Primary Language Spoken at Home											
	English	Spanish	French, Haitian, or Cajun	German or other West Germanic languages:	Russian, Polish, or other Slavic languages:	Other Indo-European languages:	Korean:	Chinese (incl. Mandarin, Cantonese):	Vietnamese:	Tagalog (incl. Filipino):	Arabic:	Other Languages
	(Spoken "Very Well")											
Gila County (as a whole)	97.7%	1.3%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%
City of Globe	95.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.6%
Town of Hayden	97.2%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Town of Miami	96.5%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Town of Payson	98.1%	1.8%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
San Carlos Apache Tribe*	97.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%
Town of Star Valley	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
White Mountain Apache Tribe*	90.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.8%
Town of Winkelman	96.4%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates: Extracted from Table C16001

Note: Limited English Proficient (LEP) persons refers to persons aged 5 years and over for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. It includes people who reported to the census that they speak English less than very well, not well, or not at all.

FACTOR 2: The frequency with which LEP individuals come in contact with CAG’s services.

CAG will continue to assess the frequency, when appropriate, at which the CAG Transportation staff has or could possibly have contact with LEP persons. This includes, but is not limited to, examining census data, phone inquiries, requests for translated documents, community needs assessments, and staff feedback. Some government offices provide materials in English and Spanish, but because the general public comes in contact with CAG on an infrequent basis, only certain vital materials will be translated from English to Spanish upon special request within a reasonable amount of notice.

The Census data indicates there is a fair amount of the general population who are Spanish-speaking persons within the small Towns of the Region. Therefore, a primary focus on Spanish-speaking individuals will guide how the CAG Transportation Department will address LEP individuals to ensure participation and representation in the transportation planning process.

FACTOR 3: The nature and importance of the program, activities, or services provided by CAG to the LEP population.

CAG’s Transportation programs are vital to many people’s lives. Providing program access, for all CAG Transportation related programs, to LEP persons is crucial. An LEP person’s inability to effectively utilize CAG’s programs may adversely affect his or her ability to obtain transportation assistance needed for a variety of reasons that would affect their quality of life. Transportation planning is an important facet for the Region and affects all residents. All residents are encouraged to participate in public meetings.

FACTOR 4: The resource available to CAG and overall cost to provide LEP assistance.

CAG will assess its available resources that can be used to provide language assistance. In view of limited grant funding, CAG can provide a reasonable degree of services for limited English-speaking persons upon request. CAG will continue its efforts to collaborate with other State and Local agencies to provide language translation and interpretation services when practical and in consideration of available funding. As CAG retains a relatively small staff, employees who may be bilingual will be limited to provide such translation services. CAG will attempt to provide notices and forms, where appropriate, in English and Spanish. Professional translators may be contracted when required for translation of documents. Reasonable efforts to provide service in other language, including American Sign Language, will be made with sufficient notice by the client.

Based on the four-factor LEP analysis, CAG will provide translation and interpretation services through public online translation sites, bilingual community members and, if not cost prohibited and funds permit, through other language interpretation and translation services. The goal of CAG is to always engage all community members in the planning process.

The Department of Transportation Policy Guidelines give recipients of Federal funds substantial flexibility in determining what language assistance is appropriate based upon a local assessment. Due to current financial constraints, translation of large plan documents and maps are considered not warranted at this time. CAG will provide translation services upon request with a 24-hour notice prior to when the services are needed.

Program Areas

All persons living, working, conducting business and visiting within the CAG Transportation Boundary are beneficiaries of the planning, coordination, and construction activities of CAG. CAG does not construct projects; albeit this activity is afforded to member agencies. The safe movement of goods and people is supported by providing and maintaining a transportation network and facilities.

The CAG Transportation Planning Director provides oversight to the program areas through contract reviews and personal interaction in an effort to ensure their compliance with Title VI and other non-discrimination authorities. Program areas include the Transportation Improvement Program (TIP), the Public Transportation Coordination Human Services Transportation Coordination Plan, and the Public Involvement Plan.

PROCEDURES

1. IDENTIFYING LEP PERSONS & THEIR LANGUAGE

CAG will promptly identify the language and communication needs of the LEP person. If necessary, staff will use a language identification card (or “I speak cards,” available online at <https://lep.gov>) or posters to determine the language.

2. OBTAINING A QUALIFIED INTERPRETER

Zeena Gagnon, CAG Mobility Management Coordinator is responsible for:

- (a) Maintaining an accurate and current list showing the name, language, phone number and hours availability of bilingual staff;
- (b) Contacting the appropriate bilingual staff member to interpret, in the event that an interpreter is needed, if an employee who speaks the needed language is available and is qualified to interpret;
- (c) Obtaining an outside interpreter if a bilingual staff or staff interpreter is not available or does not speak the needed language.

Some LEP persons may prefer or request to use a family member or friend as an interpreter. However, family members or friends of the LEP persons will not be used as interpreters unless specifically requested by that individual and after the LEP persons has understood that an offer of an interpreter at no charge to the person has been made by CAG. If the LEP person chooses to use a family member or friend as an interpreter, issues of competency of interpretation, confidentiality, privacy, and conflict of interest will be considered. If the family member or friend is not competent or appropriate for any of these reasons, competent interpreter services will be provided to the LEP persons.

3. PROVIDING WRITTEN TRANSLATIONS

- (a) When translation of vital documents is required, CAG will submit documents for translation into frequently encountered languages to a professional translator.
- (b) CAG will provide translation of other written materials, if needed, as well as written notice of the availability of translation, free of charge, for LEP individuals.
- (c) CAG will set benchmarks for translation of vital documents into additional languages over time.
- (d) The CAG website now provides translation options through Google Translate, providing translation to all vital documents that are posted.

4. PROVIDING NOTICE TO LEP PERSONS

CAG will inform LEP persons of the availability of language assistance, free of charge, by providing written notice in languages LEP persons will understand when needed.

5. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION

On an ongoing basis, CAG will assess changes in demographics, types for services or other needs that may require reevaluation of this policy and its procedures. In addition, CAG will regularly assess the efficacy of these procedures, including but not limited to mechanisms for securing interpreter services, equipment used for the delivery of language assistance, complaints filed by LEP persons, feedback from member entities and community organizations, etc.



**CENTRAL ARIZONA GOVERNMENT'S TITLE VI
NOTICE TO THE PUBLIC**

The Central Arizona Governments (CAG) hereby gives public notice that it is the Agency's policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all programs and activities. Title VI requires that no person shall, on the grounds of race, color, and/or national origin be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any Federal Aid Highway program or other activity for which CAG receives Federal financial assistance.

Any person, who believes his/her Title VI protection has been violated, may file a complaint. Any such complaint must be in writing and filed with the CAG Title VI/ADA Program Coordinator within one hundred eighty (180) days following the date of the alleged discriminatory occurrence. Title VI Discrimination Complaint Forms may be obtained from the CAG Office or website.

**AVISO PÚBLICO DE LOS GOBIERNOS DE ARIZONA CENTRAL
CON RESPECTO AL TÍTULO VI**

Los Gobiernos de Arizona Central (CAG) por la presente dan aviso público de que es política de la Agencia asegurar el pleno cumplimiento del Título VI de la Ley de Derechos Civiles de 1964, la Ley de Restauración de Derechos Civiles de 1987 y los estatutos y regulaciones relacionados en todos los programas y actividades. El Título VI requiere que ninguna persona, por motivos de raza, color y/u origen nacional, sea excluida de la participación, se le nieguen los beneficios de, o sea objeto de discriminación bajo cualquier programa de Carreteras de Ayuda Federal u otra actividad para la cual CAG recibe asistencia financiera federal.

Cualquier persona que crea que su protección del Título VI ha sido violada, puede presentar una queja. Cualquier queja de este tipo debe ser por escrito y presentada ante el Coordinador del Programa de Título VI / ADA de CAG dentro de los ciento ochenta (180) días posteriores a la fecha del presunto incidente discriminatorio. Los formularios de queja de discriminación del Título VI se pueden obtener en la Oficina de CAG o en el sitio web.

Zeena Gagnon, Title VI/ADA Program Coordinator
480-474-9300 | zgagnon@cagaz.org

2540 West Apache Trail, Suite #108
Apache Junction, AZ 85120
www.cagaz.org

CENTRAL ARIZONA GOVERNMENTS

Thank you for attending our public meeting! May we have a few minutes of your time?

Title VI of the 1964 Civil Rights Act, as amended, 42 USC 2000d, and U.S. DOT regulations provide that “no person in the U.S. shall, on the grounds of race, color, and/or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

The CAG Transportation Department’s goal is to ensure that every effort will be made to **prevent discrimination** through the impact of its programs, policies, and activities.

CAG will also take reasonable steps to provide **meaningful access** to services and activities for persons with limited English proficiency.

Title VI Authorities:

- Federal-Aid Highway Act of 1973
- Section 504 of the Rehabilitation Act of 1973
- Americans with Disability Act of 1975
- Uniform Relocation Act of 1970
- Executive Orders 12898 and 13166

By completing this survey, CAG will be able to determine who attends our public meetings and how we can improve participation. The survey will also help CAG fulfill Federal reporting requirements.

Self-Identification Survey

Completing this survey is voluntary. If you choose to respond, please mark all that apply.

<p style="text-align: center;"><u>RACE:</u></p> <p><input type="checkbox"/> White</p> <p><input type="checkbox"/> Black/African American</p> <p><input type="checkbox"/> American Indian</p> <p><input type="checkbox"/> Asian</p> <p><input type="checkbox"/> Native Hawaiian (Pacific)</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> Two or more races</p>	<p style="text-align: center;"><u>ETHNICITY:</u></p> <p><input type="checkbox"/> Hispanic/Latino</p> <p><input type="checkbox"/> Non-Hispanic/Latino</p> <hr/> <p style="text-align: center;"><u>OTHER INFORMATION:</u></p> <p>GENDER: <input type="checkbox"/> Male <input type="checkbox"/> Female</p> <p>AGE: <input type="checkbox"/> 1-20 <input type="checkbox"/> 21-39 <input type="checkbox"/> 40-64 <input type="checkbox"/> 65+</p> <p>DISABLED: <input type="checkbox"/> YES <input type="checkbox"/> No</p> <p>*LEP: <input type="checkbox"/> YES <input type="checkbox"/> No</p>
--	--

*Limited English Proficient

Thank you again for participating in our survey. Please leave your survey with CAG staff. If you have questions, please call (480) 474-9300, or email at zgagnon@cagaz.org

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TITLE VI COMPLAINT FORM

SECTION I:

Name: _____

Address: _____

Home Phone #: _____ Work Phone #: _____

E-mail: _____

Accessible Format	Large Print	Audio Tape
Requirements	TDD	Other

SECTION II:

Are you filling this complaint on your own behalf? Yes* No

***If "Yes," see Section III.**

If not, please supply the name and relationship of person for whom you are complaining: _____

Please explain why you have filed for a third party: _____

Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party. Yes No

SECTION III:

I believe the discrimination I experience was based on (Check all that Apply):

() Race () Color () National Origin

Date of alleged discrimination (Month, Day, Year): _____

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.

SECTION IV:

Have you previously filed a Title VI complaint with this agency? Yes No

SECTION V:

Have you filed this complaint with any other Federal, State, or
Local agency, or with any Federal or State court? Yes No

*If "Yes," check all that apply:

() Federal Agency: _____ () Local Agency: _____
() State Agency: _____ () Federal Court: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name: _____ Title: _____
Agency: _____ Telephone #: _____
Address: _____

SECTION VI:

Name of agency complaint is against: _____
Contact person: _____ Title: _____
Telephone #: _____

You may attach any written materials or other information that you deem relevant to your complaint.

Signature and date required below:

Signature _____ **Date** _____

Please submit this form in person at the address below, or send this form to:

Title VI/ADA Non-Discrimination Program Coordinator
Zeena Gagnon
Central Arizona Governments
2540 West Apache Trail, Suite 108
Apache Junction, Arizona 85120

Telephone: (480) 474-9300
Fax: (480) 474-9306
Email: zgagon@cagaz.org

ADOT External Civil Rights (ECR)
1801 W. Jefferson St.
Suite 101
Phoenix, Arizona 85007

Telephone: (602) 712-8946
Email: civilrightsoffice@azdot.gov

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TÍTULO VI FORMULARIO DE RECLAMACIÓN

SECCIÓN I:

Nombre: _____

Dirección: _____

Teléfono Residencial #: _____ Teléfono del Trabajo #: _____

E-mail: _____

Requisitos de Formato Letra grande Cinta de audio
Accesible TDD Otra

SECCIÓN II:

¿Está llenando esta queja en su propio nombre? Sí* No

**En caso afirmativo, véase la sección III.*

De lo contrario, proporcione el nombre y la relación de la persona por la que se queja.: _____

Por favor, explique por qué ha solicitado un tercero: _____

Confirme que ha obtenido el permiso de la parte agraviada si presenta una solicitud en nombre de un tercero.. Sí No

SECCIÓN III:

Creo que la discriminación que experimento se basó en (Marque todo lo que corresponda):

() Raza () Color () Origen Nacional

Fecha de la presunta discriminación (mes, día, año): _____

Explique lo más claramente posible lo que sucedió y por qué cree que fue discriminado. Describa a todas las personas que estuvieron involucradas. Incluya el nombre y la información de contacto de la(s) persona(s) que lo discriminó (si se conoce), así como los nombres y la información de contacto de cualquier testigo. Si necesita más espacio, utilice la parte posterior de este formulario.

SECCIÓN IV:

¿Ha presentado previamente una queja del Título VI ante esta agencia?? Sí No

SECCIÓN V:

¿Ha presentado esta queja ante cualquier otra agencia federal, estatal o local, o ante algún tribunal federal o estatal?? Sí No

*Si es "Sí", marque todas las que correspondan:

() Agencia Federal: _____ () Agencia Local: _____

() Agencia Estatal: _____ () Tribunal Federal: _____

Sírvase proporcionar información sobre una persona de contacto en la agencia/tribunal donde se presentó la queja.

Nombre: _____ Título: _____

Agencia: _____ Teléfono#: _____

Dirección: _____

SECTION VI:

Nombre de la queja de la agencia es contra: _____

Persona de contacto: _____ Título: _____

Teléfono #: _____

Puede adjuntar cualquier material escrito u otra información que considere relevante para su queja.

Firma y fecha requeridas a continuación:

Firma**Fecha**

Por favor, envíe este formulario en persona a la dirección a continuación, o envíe este formulario a:

Coordinador del Programa Título VI/ADA
Zeena Gagnon
Central Arizona Governments
2540 West Apache Trail, Suite 108
Apache Junction, Arizona 85120

Teléfono: (480) 474-9300
Fax: (480) 474-9306
Email: zgagon@cagaz.org

ADOT External Civil Rights (ECR)
1801 Ww. Jefferson St.
Suite 101
Phoenix, Arizona 85007

Teléfono: (602) 712-8946
Fax: (602) 239-6257
Email: civilrightsoffice@azdot.gov

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Regional Council
June 25, 2025, Meeting Minutes

DATE: June 25, 2025
TIME: 6:00 PM
LOCATION: 2540 W. Apache Trail, Suite 108; Apache Junction, AZ 85120

I. CALL TO ORDER

Chairman Al Gameros called the meeting to order at 6:03 PM.

II. PLEDGE OF ALLEGIANCE

Chairman Gameros led the Regional Council, guests, and CAG staff in the Pledge of Allegiance.

III. ROLL CALL AND INTRODUCTIONS

Members Present: Al Gameros, Tim Humphrey, Gil Madrid, Belle McDaniel, Angela Skillings, Jeff Serdy, Robert Schroeder, Bob Huddleston, Jon Thompson, Andy Sutton, Keith Eaton, Vince Manfredi, Robin Benning, Vanessa Navarrette

Members Absent: Dean Hetrick, Steve Otto, Curtis Stacy

Guests: Kevin Adam, Alexis Rivera, Amanda Kenney, Jeff Graves, Todd Pryor, Chris Wanamaker, Ryan McDonald

Staff: Andrea Robles, Angela Gotto, Zeena Gagnon, Steve Abraham, Yvonne Tackett

IV. CALL TO THE PUBLIC

Supervisor Jeff Serdy, Pinal County, stated 9,000 acres of solar is being proposed on state land at Florence Junction (HWY 60 and HWY 79). He left information about the project to be distributed to the Regional Council by CAG.

V. LEGISLATIVE UPDATE

Mr. Kevin Adam provided the Legislative update.

VI. CONSENT ITEMS

Mayor Keith Eaton, Town of Florence, made a motion to approve the consent agenda items as presented. Councilmember Robin Benning, Town of Queen Creek, seconded the motion. The motion passed unanimously.

A. Approval of the April 23, 2025, Regional Council Meeting Minutes

The April 23, 2025, Regional Council minutes were approved under Consent Agenda Item VI-A.

VII. EXECUTIVE DIRECTOR'S REPORT

Ms. Andrea Robles updated the Council on recent activities and meetings taking place at CAG. She stated that she and Angela attended a retreat with the NACOG Economic Development Board to see how they function. Ms. Robles stated that CAG recently received a three-year EDA planning grant in the amount of 210,000 and CAG is looking to revamp

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that committee and potentially partner with NACOG to hire a consultant. She stated that a CAG 101 was held for the Mayor and new Councilmember in Miami. Ms. Robles stated that staff met with the Executive Committee on May 28th to review the budget and discussed moving September’s Regional Council meeting to August in order to present the RTAC priority projects for FY 2027 in preparation for the Rural Transportation Summit in September. She stated that she met with the newly appointed Management Committee Chairman, Todd Pryor, and met with Gila County Manager James Menlove. Ms. Robles stated that staff are currently wrapping up the Pinal County Mobility Gap Analysis and that it will be presented to the Regional Council in August as well as to the Pinal County Board of Supervisors and Sun Corridor MPO Board. She stated that she and Steve attended the State Transportation Board meeting in Payson and expressed congratulations to Maricopa, Payson, and Gila County for projects that were awarded. Ms. Robles stated that staff will be working with the communities that participate in CAG’s CDBG program in the coming months to update the CDBG method of distribution. She stated that she is also watching the state budget and potential shut down as that will affect CAG’s year end reimbursements. Ms. Robles stated that the Rural Transportation Summit will be held in Sierra Vista October 15-17th and she would be sending out the link for registration. Questions, comments, and discussion followed. This was an information item.

VIII. NEW BUSINESS

A. Financial Report

Ms. Yvonne Tackett presented the April 2025 financial report. She stated that at 83% of the fiscal year, expenditures are 69% of the budgeted amount and revenues are at 71.3% of the anticipated revenues. Ms. Tackett stated that there were a couple of line items that were over budget, such as training and travel, due to conferences that have already occurred for the year. She noted that the equipment and maintenance is over due to switching to a new IT company and the initial setup expenses of that switch. Questions, comments, and discussion followed. Supervisor Tim Humphrey, Gila County, made a motion to approve the April 2025 Financial Report as presented. Mayor Andy Sutton, City of Eloy, seconded the motion. The motion passed unanimously.

B. CAG FY 2026 Budget

Ms. Andrea Robles provided an overview of the CAG FY 2026 budget. She stated that the org chart shows two vacant positions that will be filled based on funding from grants that have not yet been secured. Ms. Robles stated that one of those is an admin position and she spoke with the Executive Committee explaining that she would like to wait until October to bring any new staff on to ensure those grant funds will come through.

Ms. Robles stated that the highlights are a 3% COLA for staff and the cash match for the EDA grant of \$46,666, which is a reduction of \$23,000 this year. She stated that the budget also reflects some of the changes with the ADOT travel that Ms. Yvonne Tackett would explain. Ms. Tackett stated that part of the federal guidelines is that ADOT will not reimburse travel that is less than fifty miles one way or 100 miles round trip. She stated that travel for ADOT functions will be charged to member dues until a decision is made on the policy. Chairman Al Gameros asked if ADOT was going to provide a virtual option if they aren’t reimbursing for travel. Ms. Robles stated that they did have a virtual option for the last meeting, but ADOT is doing research on the policy.

Ms. Robles covered upcoming projects, grant funds that have been secured and contracts with MAG and WIFA. Ms. Yvonne Tackett gave the council an overview of the budget expenditures and revenues. Questions, comments, and discussion followed. Mayor Keith Eaton, Town of Florence, made a motion to approve the CAG FY 2026 Budget as presented. Councilmember Vince Manfredi, City of Maricopa, seconded the motion. The motion passed unanimously.

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C. Authorize the Executive Director to Obtain a Consultant to Assist with the Development of the 5-Year Comprehensive Economic Development Strategy (CEDS)

Ms. Andrea Robles stated that she would like authorization to issue an RFP to obtain a consultant to develop the five-year Comprehensive Economic Development Strategy (CEDS). She stated that there are funds set aside for this. Ms. Robles stated the RFP would be to develop the five-year CEDS, the annual updates and some of the day-to-day economic development items. Questions, comments, and discussion followed. Councilmember Robin Benning, Town of Queen Creek, made a motion to authorize the Executive Director to obtain a consultant to assist with the development of the five-year Comprehensive Economic Development Strategy as presented. Supervisor Tim Humphrey, Gila County, seconded the motion. The motion passed unanimously.

D. Authorize the Executive Director to Obtain a Consultant to Assist with the Transitional Phase of the Gila County Intergovernmental Public Transportation Authority (IPTA)

Ms. Andrea Robles stated that there is currently \$75,000 programmed into the CAG Transportation Improvement Program (TIP) to pay for a consultant and that she is looking for approval to obtain a consultant not to exceed \$100,000. She stated that the consultant to assist with the transitional phase of the Gila County Intergovernmental Public Transportation Authority (IPTA). Ms. Robles stated that she is hoping to keep the cost under \$75,000 and that staff has already done a lot of preliminary research and pulled materials together for use. Questions, comments, and discussion followed. Councilmember Robin Benning, Town of Queen Creek, made a motion to authorize the Executive Director to obtain a consultant to assist with the transitional phase of the Gila County IPTA. Mayor Gil Madrid, Town of Miami, seconded the motion. The motion passed unanimously.

E. CAG Public Involvement Plan

Mr. Steve Abraham informed the council that the plan before them is the current public involvement plan that is currently utilized as part of the ADOT Work Program. He stated that this is a recommended practice by ADOT in the administration of the activities that utilize federal dollars. Mr. Abraham stated that if there are practices that the communities use that are not listed in the plan, please let him know and he will include them in the plan. Questions, comments, and discussion followed. Supervisor Tim Humphrey, Gila County, made a motion to approve CAG Public Involvement Plan as presented. Councilmember Robin Benning, Town of Queen Creek, seconded the motion. The motion passed unanimously.

F. CAG 2025 Title VI Non-Discrimination Program Implementation Plan

Ms. Zeena Gagnon informed the Council that CAG is required to send a Title VI Plan to ADOT annually. She stated that the plan includes federal funding requirements such as Title VI of the Civil Rights Act of 1964 and the Civil Rights Restoration Act of 1987. Ms. Gagnon stated that Title VI training is provided in January of each year and that the plan also includes required demographic updates, accomplishments from the year, a complaint log, complain form, tracking procedures for complaints and limited English proficiency. She stated that CAG has not received any complaints. Questions, comments, and discussion followed. Mayor Keith Eaton, Town of Florence, made a motion to approve the CAG 2025 Title VI Non-Discrimination Program Implementation Plan as presented. Councilmember Robin Benning, Town of Queen Creek, seconded the motion. The motion passed unanimously.

IX. TRANSPORTATION UPDATE FROM PINAL COUNTY SUPERVISOR JEFF SERDY

Supervisor Jeff Serdy, Pinal County, provided a presentation on the proposed extension corridors for SR-24 connecting to US 60 as well as the selected corridor for Loop 505. Questions, comments, and discussion followed. This was an information item.

X. INFORMATION ITEMS

A. Department Updates

Community Development Block Grant (CDBG)

Ms. Angela Gotto stated that the City of Apache Junction’s SSP Grant for the Superstition Shadows Park Improvement project has been awarded to Low Mountain Construction and their Prospector Park project is in the procurement phase. She stated that the City of Globe’s Skate Park Improvement Project is out to bid and that public participation has started for those communities receiving funding in FY 2025. Ms. Gotto provided a short presentation for the projects that were completed for the Town of Miami (Keystone Stairs Rehabilitation), Town of Star Valley (ADA Park Improvements), and Town of Winkelman (Street Improvements). Questions, comments, and discussion followed. This was an information item.

Planning Department

Ms. Angela Gotto stated that the review of Group Quarters’ population has begun for the development of the July 1 population estimates. She stated that staff are reviewing current and future transportation networks within Pinal County as part of the MAG contract. Ms. Gotto stated that WIFA Davis-Bacon interviews were completed for the City of Globe and City of Apache Junction. Questions, comments, and discussion followed. This was an information item.

Transportation Department

Mr. Steve Abraham informed the Council that the Mobility Gap Analysis is nearing completion, and it will identify the gaps within Pinal County and the final should be ready for approval in August or September. He stated that he held a TA Grant workshop for members to assist with completing the application and that all agencies in the CAG Region passed the initial screening. Mr. Abraham stated that staff are currently working on another RTAC transportation package for projects. Questions, comments, and discussion followed. This was an information item.

Water Quality Planning

Mr. Steve Abraham stated that staff is still working with Pinal County on the septic study and targeting those locations. Questions, comments, and discussion followed. This was an information item.

XI. CALL TO THE COUNCIL

The members present provided updates on their communities.

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XII. UPCOMING MEETINGS & EVENTS

The next Regional Council Meeting will be held on August 27, 2025.

XIII. ADJOURN

Chairman Gameros adjourned the meeting at 7:55 PM.

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