

IMAGINE MESA ADVISORY COMMITTEE

August 10, 2017

The Imagine Mesa Advisory Committee of the City of Mesa met in the Mesa Arts Center, third floor studio south conference room, 1 East Main Street, on August 10, 2017 at 5:32 p.m.

COMMITTEE PRESENT

COMMITTEE ABSENT

STAFF PRESENT

Terri Benelli, Co-Chair Levi Leyba, Co-Chair Greg Arnett Jake Brown Patrick Kee Winnie Kho Kaplan Matt Law

Patrick Kee
Winnie Kho Kaplan
Matt Law
Jo Martin
Frank Mizner
Linda Moeser
Justin Murdock
Jenni Richardson
Gina Rodriguez

Deanna Villanueva-Saucedo

None Kelly Gregan

Kelly Gregan Melissa Randazzo Ian Linssen Dee Ann Mickelsen

Dee Ann Mickelser Jeffrey Robbins Julia Thompson

Call to Order.

Kelly Smith

Co-Chairperson Leyba called the meeting to order.

Advisory Committee Introductions.

Committeemember introductions.

Co-Chairs' Introductory Remarks.

Co-Chairperson Benelli asked that the committee think about outreach areas within the community, specifically the communities they know, as well as areas that are not typically targeted. She also requested that they give some thought as to how ideas will be rated.

4. Hear a Presentation and Discuss the Arizona Open Meeting Law, Conflicts of Interest, and Parliamentary Procedure.

Assistant City Attorney Kelly Gregan displayed a Power Point presentation (See Attachment 1) related to the Arizona Open Meeting Law, Conflicts of Interest, and Parliamentary Procedure.

Ms. Gregan reviewed the Open Meeting Law (OML) and stated that all meetings are open to the public. She highlighted the purpose and duties of the Imagine Mesa Advisory Committee and emphasized that the committeemembers be careful not to represent their individual views as views of the entire committee. She explained that the OML includes a properly noticed and posted agenda no later than 24 hours prior to the meeting and noted that private or executive sessions are for limited circumstances. She pointed out that meetings must have a quorum, and for this committee a quorum is eight members. (See Pages 2 through 7 of Attachment 1)

Ms. Gregan reported on the pitfalls of the open meeting law, including social events, serial meetings, emails or texts, and social media. (See Pages 8 through 12 of Attachment 1)

In response to a question posed by Committeemember Brown, Ms. Gregan replied that the primary role of the committee is the Imagine Mesa online information. She suggested that discussions take place at regular meetings, even though they can like the suggestions online, there could be a quorum of members' opinions, which could result in a potential violation.

Chief of Staff Ian Linssen stated that the comments on Inside Mesa are to solicit additional feedback without the member stating an opinion.

Ms. Gregan confirmed that is appropriate and encouraged those types of comments.

Ms. Gregan reviewed the meeting agenda layout, and pointed out that the public does not have the right to speak at the meetings but does have the right to attend meetings. She noted that matters not listed on the agenda are not to be discussed. She added that if meeting violations occur the Attorney General or County Attorney investigates and listed the penalties. (See Pages 13 through 15 of Attachment 1)

Ms. Gregan highlighted conflict of interests and pointed out that when a member or relative has a substantial interest in an issue, whether pecuniary (financial) or proprietary (ownership), the member must declare a conflict and refrain from participation. She explained conflict of interest penalties. (See Pages 16 through 21 of Attachment 1)

Ms. Gregan reviewed parliamentary procedures and noted that the Imagine Mesa Advisory Committee does not have by-laws and is to follow the Mesa City Code Title 1, Chapter 5. She highlighted the role of the co-chair(s) that include running the meeting and establishing time limit for speakers. She added that votes must include approval by a majority of the entire committee for a motion to pass and noted the process as well as what is included in a motion. (See Pages 22 through 27 of Attachment 1)

5. Hear a Presentation and Discuss the Imagine Mesa Initiative, Imagine Mesa Advisory Committee, and ImagineMesa.com Website Overview and Usage Statistics.

Chief Digital Officer Julia Thompson displayed a Power Point presentation (See Attachment 2) related to the Imagine Mesa Initiative, Imagine Mesa Advisory Committee, and ImagineMesa.com Website Overview and Usage Statistics.

Ms. Thompson stated that Imagine Mesa is an interactive digital forum, not only for Mesa residents but for businesses and visitors to provide feedback to City leaders on community priorities. She highlighted the engagement strategies that include creating a brand and an inspiring message, strategically target groups not engaging in the campaign, and encourage participants to follow the social media channels and stay connected. (See Pages 2 and 3 of Attachment 2)

Ms. Thompson reported that the City kicked off the campaign on June, 29, 2017 at the Mesa Arts Center as well as a public outreach effort at the Arizona Celebration of Freedom on July 4, 2017. She noted that the ideas from the Celebration of Freedom have been uploaded to the Imagine Mesa website and added that the campaign concludes October 31, 2017, however, communication will continue. She explained that the website has five areas called Vision Forums. (See Pages 4 through 10 of Attachment 2)

Ms. Thompson explained how to submit an idea or comment on the Imagine Mesa website by using a smartphone, tablet or computer. She noted that City staff monitors the site and provides helpful information for discussions. She pointed out that the Imagine Mesa website can be translated into Spanish as well as other languages. (See Pages 11 and 12 of Attachment 2)

Ms. Thompson reviewed the types of outreach that include, digital, cross-promotion, ads on Mesa Channel 11, newsletters, and grassroots efforts such as City staff ambassadors. (See Pages 13 through 15 of Attachment 2)

Ms. Thompson reported that the Committee will be asked to promote Imagine Mesa to non-City entities such as Homeowners Associations and non-profits, evaluate and prioritize ideas within each Vision Forum and make recommendations to the City Council.

Ms. Thompson clarified that promotions for non-Mesa residents are done through social media campaigns with Valley Metro and Visit Mesa.

Discuss and Provide Direction on Proposed Community Engagement Opportunities.

Management Associate Jeffrey Robbins reviewed the Imagine Mesa website including how to submit and tag information. He explained that users create a login with their email and noted that a user can only click on the "Me too" icon once. He pointed out that there is an option to show the most recent activity, however, it displays all of the comments.

Discussion ensued relative to creating ideas to improve the display in order to have the newest ideas continually at the top of the page.

Mr. Robbins explained the Executive Dashboard, which includes totals for visitors, contributors, and total ideas. He displayed graphs that reflect increases in engagements, age groups, genders, and how the site is accessed. (See Attachment 3)

In response to questions posed by Committeemembers, Mr. Robbins responded that offensive comments are monitored and that a do not like button is not an option, due to the fact that staff is looking for a written comment as to why the person does not like the suggestion.

Mr. Linssen reviewed a calendar of upcoming events and encouraged committeemembers to attend. (See Attachment 4)

7. Items from Citizens Present.

There were no items from citizens present.

8. Scheduling of Meetings and General Information.

Mr. Linssen suggested meeting in late September to early October to discuss the Imagine Mesa ideas with potential creations of sub-committees.

Discussion ensued relative to meeting times, review of Imagine Mesa ideas, and facilitation.

Committeemembers agreed to schedule the next meeting in the first half of September.

9. Adjournment.

Without objection, the Imagine Mesa Advisory Committee meeting adjourned at 6:56 p.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Imagine Mesa Advisory Committee meeting of the City of Mesa, Arizona, held on the 10th day of August, 2017. I further certify that the meeting was duly called and held and that a quorum was present.

DEE ANN MICKELSEN, CITY CLERK

js (Attachments – 4)

city of Mesa

COMMISSIONS & COMMITTEES COUNCIL, BOARDS, TRAINING

Meeting

Conflict of Interest

> Parliamentary Procedures

Imagine Mesa August 10, 2017 Attachment 1 Page 2 of 28

DREN MEETINO Law

Part I.

Title 38, Chapter 4, Article 3.1 Arizona Open Meeting Law Arizona Revised Statutes

A.R.S. 8 38-431.09

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reasonably necessary to inform the public of the It is the public policy of this state that meetings meetings which contain such information as is of public bodies be conducted openly and that notices and agendas be provided for such matters to be discussed or decided.

Purposes of the Open Meeting Law? What is a Public Body for the

A.R.S. § 38-431

subdivisions, all multimember governing bodies body includes all quasi-judicial bodies and all "Public body" means the legislature, all boards of...this state or political subdivisions... Public subcommittees of, or appointed by, the public standing, special or advisory committees or and commissions of this state or political





- Serve the interests of the City
- Be fair 5 impartial You can be lobbied
- You can talk with staff, officials, and the community about an idea
- You can attend 5
 speak at community
 meetings

Be careful not to represent your views as the views of the Committee

Meeting Open

Private

Only in limited circumstances: Executive Session

Law

business must be done in Public's public.

Public

Properly noticed meeting with a posted agenda

> Advice, Contract Negotiations Records, Legal Confidential Examples No Legal Promise) Commitment or Decision, (Collective Action

Lawful Meeting if a quorum is present (8)

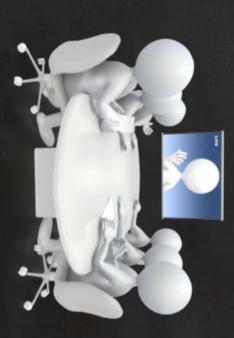
right? But what Sounds good, actually is a meeting?

Traditional Meetings



the committee that is reasonably action on a subject proposes, or takes legal public body discusses, likely to come before A meeting occurs ANY TIME a quorum of the

Electronic Meetings



pitfalls in OML 1. Social Events

If quorum present post the event

· Identify date, time, State no legal action will be taken. location and purpose



Pitfalls in OML Seríal Meetings

serial meeting?

What is a

Less than a quorum present?

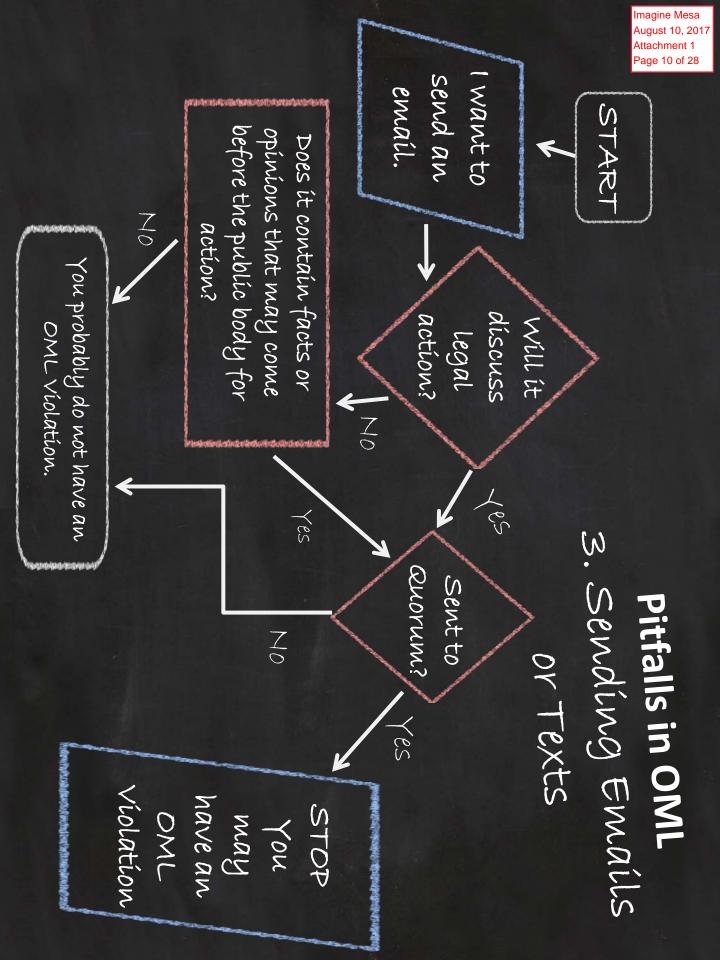
Enough to constitute a quorum?

with other members

discussion is had

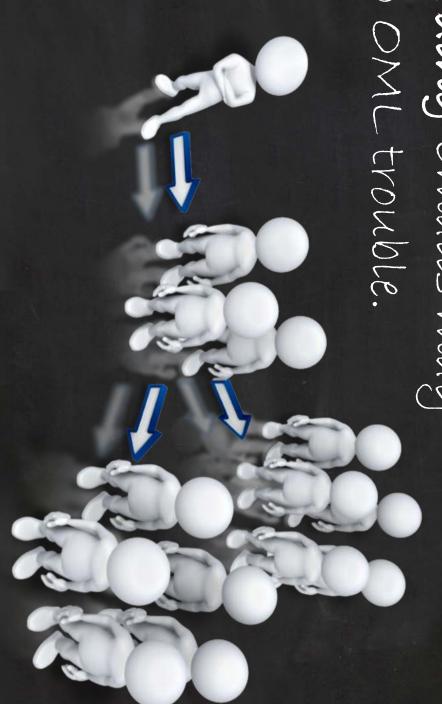
Later, the same

of the public body?



SSON: Be careful responding to emails.

USING "Reply All" & Forwarding Emails may lead to OMI trouble.



Pitfalls in OML

4. Social Media (illustrations of emerging issues)

You post comments about the public meeting on your private Facebook page—where you just happen to be "friends" with other members of your public body.

omc problems?

Not necessarily...

- Be careful "Liking" comments
- Do not direct comments to other committee members

Meeting Agenda

Date, Time

Place

and

If no posted agenda, no meeting

Public Right to Speak

Matters to be discussed or decided (or where a detailed agenda can be obtained).

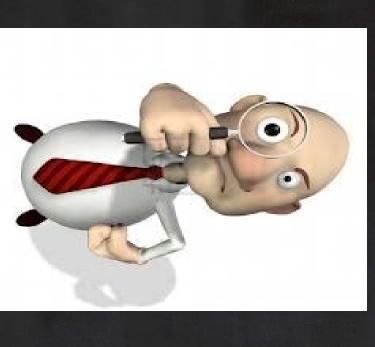
Can we discuss matters not on the agenda?

Nope, must be reasonably agenda item



Violations

ACTIONS taken by the Committee are NULL and VOID.



The Attorney General or County Attorney INVESTIGATES.

PENALTIES...

removal of a committee member if the court makes a finding of intent

COSTS awarded to the plaintiff YASSESS the officer with ALL

tor legal counsel YMAY NOT spend public monies



Part II.

conflict of Interest Law

A.R.S. \$ 38-503

declare conflict and refrain from participating in Any public officer who has, or whose relative has, advisory committee (or subcommittee) shall a substantial interest in an issue before the any manner in such decision.

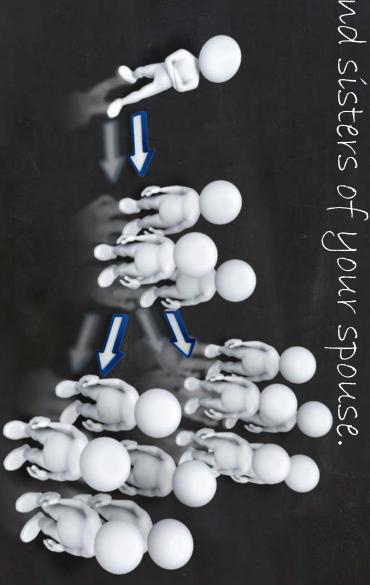
A.R.S. 838-502

Substantial interest" means any nonspeculative pecuniary or proprietary interest, either direct or indirect, other than a remote interest.

Who Does It Apply To?

NOY

step parents, brothers and sisters (whole or grandchildren, grandparents, step children, half), or brothers and sisters of your spouse Your spouse, children, parents, in-laws,



Do I have a Conflict of Interest?

Do I have a "pecuniary" or proprietary interest?

Zo

You have a pecuniary or

No Conflict

proprietary interest when you stand to gain or lose something from the decision.

Remote

Practice Tip: Avoid the Appearance of Impropriety

Substantíal

CONFLICT

Yes

If it Is an issue that will come before the Committee, is my Interest Remote or Substantial?

What do I do it I have a substantial interest?

part in the discussion or action

MAKETHE
INTEREST
KNOWN
in public
records

Complete a
Public Officer
Disclosure
Form

What happens if I violate the conflict of interest laws?

- CIVIL SUIT to enforce the law
- Court MAY award reasonable attorney's fees
- Class VI Felony for INTENTIONALLY or RNOWINGLY Violating the law
- Class 1 Misdemeanor for RECKLESSLY or NEGLIGENTLY Violating the law
- Person found guilty might be required to FORFEIT his PUBLIC OFFICE

Part III.

Parliamentary Procedure

* Mesa has not adopted Robert's Rules of Order.

*Imagine Mesa Advisory Committee does not Chapter 5 currently have bylaws, so follow MCC Title 1,

business fairly, yet efficiently." MCC 1-5-8 * Mesa City Code gives Chairperson (s) authority run the meeting "so as to accomplish the public's

ROLE OF THE CHAIR(S)

- Run the meeting
- Ensure decorum
- Keep meeting on track
- Determine the order in which persons Speak
- Establish time limits for speakers
- Take other action to properly conduct the meeting
- Chairperson(s) decision regarding vote to overturn the decision an issue of parliamentary procedure is final unless 2/3 of the Committee

YOTING ON AN ITEM

- If Committee does not have Pass. bylaws, must have a Committee for a motion to majority of the entire
- Example: If only have 8 motion. members is needed to pass a members attend a meeting (quorum), the vote of all 8



Process to Vote



Read agenda item

applicant/staff/public comments Discussion by Board Presentation by

Motion

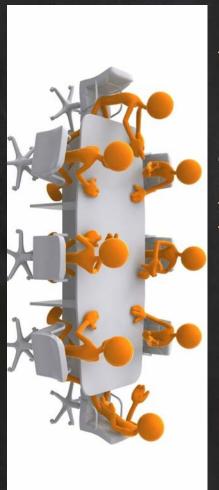
Second

Further discussion

Vote

スペス・スル くっぱっこ

- Every motion should include:
- -Who is making the motion;
- -Description of the request;
- —The action (approve, approval with conditions, deny, continue, table);
- -Conditions attached to decision; and
- -Rationale for action/finding of facts.



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Questions







IT ALL STARTS WITH A **SPARK** OF IMAGINATION.
YOUR IDEAS, OUR FUTURE. **Share your ideas for making Mesa amazing!**

ImagineMesa.com

What is Imagine Wesa?

Imagine Mesa is an interactive, digital forum to engage Mesa residents, businesses and visitors to share their ideas for shaping Mesa's future

Designed to be user-friendly on smart phones, tablets or personal computers

Imagine Mesa inspires idea generation and conversations among the participants in an effort to provide feedback to City leaders on community priorities.

Engagement Strategies Imagine Wesa

- that compels engagement Create a brand and inspiring message with visual storytelling and digital strategies
- Develop diverse communications and content that is appealing to multiple interests and that can be used across websites, social media and in person
- ensure community-wide representation participating and then strategically target groups not engaging in the campaign to Utilize data from social media and website interactions to determine who is
- Grow City of Mesa's social media fans by encouraging participants to follow our social media channels and stay connected



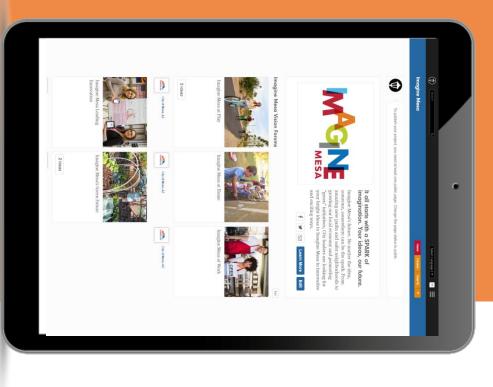
magine Wesa Campaign



- June 29, 2017 through October 31, 2017
- conference, a robust social media effort and interactive Imagine Mesa kiosks and writing wall at the Arizona Celebration of Freedom on July 4th Launched with a Facebook Live news



Imagine Mesa August 10, 2017 Attachment 2 Page 5 of 17



Be the SPARK ImagineMesa.com

Provide ideas in any of the 5 Vision Forums:

- Imagine Mesa at Play
- Imagine Mesa at Home
- Imagine Mesa at Work
- Imagine Mesa Leading Innovation
- Imagine Mesa's Green Future





Imagine Mesa at Play

entertainment districts dreams for Mesa's public spaces, trails and thriving arts and culture scene**, share your** facilities to a vibrant downtown with a From outstanding parks and recreation memories are made with those we love Mesa's gathering places are where

- Parks & Recreation
- Arts & Culture
- Entertainment Districts
- Nightlife
- Downtown Vibrancy
- Bike and Pedestrian Trails





Imagine Mesa at Home

strong sense of community and pride. Share places to live. Mesa's neighborhoods are places with a your ideas on how we can keep neighborhoods safe, clean, and welcoming

- Fire and Medical & Police Services
- Attractive
 Neighborhoods
- Welcoming Communities
- City Infrastructure Supporting Neighborhoods



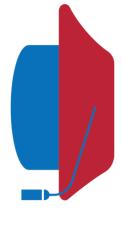


Imagine Mesa at Work

employers of all sizes by their City with smart technologies and self-starters. Imagine a culture where businesses and entrepreneurs are supported Mesa's economy is built by visionaries and Mesa can grow its economy and attract infrastructure. **Share your thoughts on how**

- Business & Economic
 Development
 Opportunities
- Entrepreneurship
- Public Transportation & Access to Business Areas
- Job Creation
- Strong Employment Centers





Imagine Wesa Leading Innovation

adults to learn, collaborate and prosper. Let's provide opportunities for kids and Mesa continues to attract bright minds. Think big and help Mesa be a more

creative city full of trailblazers.

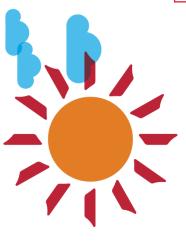
- Educational Opportunities
- Workforce Development
- Using Technology to Deliver
- Incubators

Services

- Collaborative Partnerships for
- Civic Innovations
- Libraries-Technology

Hubs/Makerspaces





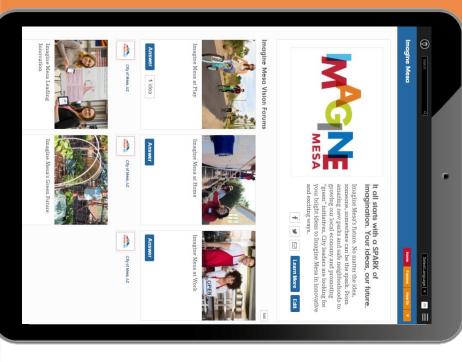
Imagine Mesa's Green Future

protecting the natural environment is community. Mesa's desert beauty is undeniable and use of renewable resources in our promote sustainable development and the important. **Share your ideas on how to**

- Sustainability
- Renewable Resources
- Green Buildings
- Natural Resources
- Water/Solar/Air Quality
- Conservation



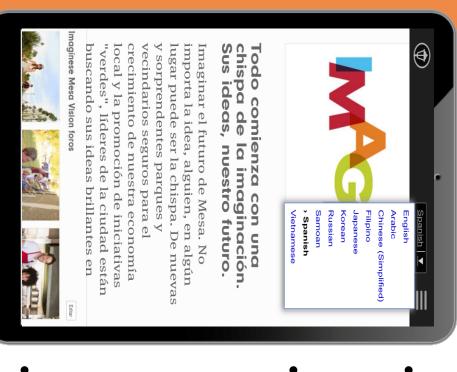
Imagine Mesa August 10, 2017 Attachment 2 Page 11 of 17



How Do I Submit Or Like An Idea?

- create the Neighborland icon) computer (save the website to your home screen to Visit ImagineMesa.com via your smartphone, tablet or
- 2. Select which Vision Forum best represents your idea
- 3. Submit your idea
- **4.** Don't forget that you can support others' ideas by clicking on "Me Too!"
- 5. City staff will monitor the site and provide helpful information for discussions





Spanish Language Elements

ImagineMesa.com can be translated into Spanish (and a few other languages) for Spanish-language audiences

Imagine Mesa will be promoted to a Spanish-speaking audience via:
Facebook ads
Posters
Flyers
Newsletters

Imagine Mesa YouTube & Facebook videos are closed-captioned in Spanish



TODO COMIENZA CON UNA CHISPA DE IMAGINACIÓN.
TUS IDEAS, NUESTRO FUTURO.
¡Comparte tus ideas para hacer a Mesa extraordinaria!

Digital Outreach



Imagine Mesa campaign includes:

- Targeted digital banner ads and videos on various websites like local news media

Targeted social media ads, posts and videos

- Facebook, Instagram & Twitter
- English and Spanish language



Leveraging City of Mesa Assets



Imagine Mesa: Comprehensive use of all of the City's marketing tools to promote

- channels, i.e. Utility Payments, Mesa Arts Center, Parks and Recreation, Library Digital ads on most frequently viewed City websites and social
- Cross-promotion across 100 City social media channels
- NextDoor App: 300 registered Mesa neighborhoods
- Mesa Channel 11
- City newsletters
- Utility bill inserts
- Lobby TV ads
- Signage and kiosks in City buildings



Grassroots Outreach



encouraging Imagine Mesa participation: City staff ambassadors (City's executive managers representing various Departments) will be promoting and

- City's Advisory Boards and Committees
- Signature events: Arizona Celebration of Freedom, Día De Celebrate Mesa, Latino Town Hall Los Muertos Festival, Mesa Arts Center Season Kick-off,
- Council events
- Uconnect Neighborhood Outreach events
- Neighborhood association meetings

IT ALL STARTS WITH A SPARK OF IMAGINATION

YOUR IDEAS, OUR FUTURE

ImagineMesa.com



Imagine Mesa Advisory Committee

- wide leaders 15 member Council-appointed committee of community-
- Charged with promoting Imagine Mesa and engaging various stakeholders to participate
- setting and budget discussions for 2018/2019 Fiscal Year Council by January 2018 to assist City Council with vision and/or as a whole and make recommendations to the City Evaluate and prioritize ideas within each Vision Forum



Share your ideas for making Mesa amazing! Imagine Mesa.com



CONNECT with MESA on SOCIAL MEDIA

cityofmesa

cityofmesa11

mesaazgov



cityotmesa



mesaazgov





Data From Neighborland and Google Analytics

Total Visitors

9,422

Total unique users that have visited the site in this reporting period.

Total Contributors

1,315

The total number of visitors that have engaged with the site by either adding an idea, comment, or have showed support for an idea by clicking "Me Too".

Total Visits

15,144

Total number of visits to the site. This number represents users that may have visited the site more than once.

Total Page Views

45,228

The total number of pages that were viewed by all users.

Total Ideas

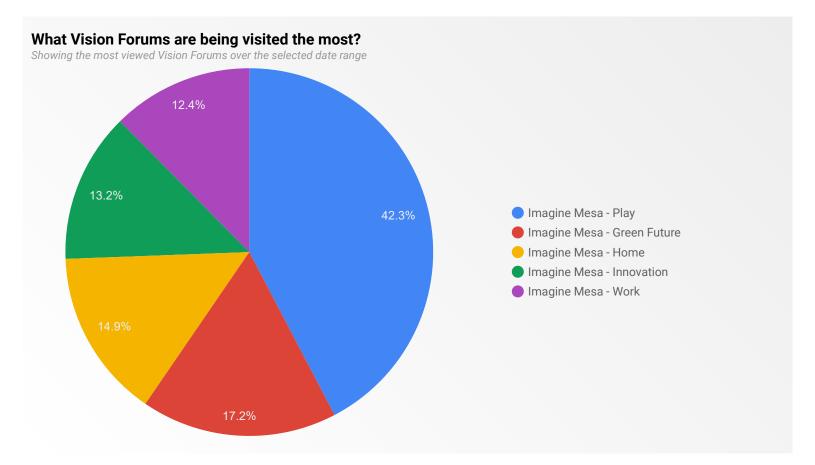
278

The total number of unique ideas





Data From Neighborland and Google Analytics



What ideas are being voted on the most?

Showing the top 10 most popular ideas by votes ("Me Too").

	ldea	Votes ▼
1.	I want Site 17 (University & Mesa Drive) to be AMAZING.	236
2.	I want a multi-purpose, multi-field youth and amateur sports complex.	224
3.	I want the Landing At Lehi Falls.	179
4.	I want a food forest, community garden, nursery, community education center, and a farmer's market downtown.	160
5.	I want a new fire station in Eastmark.	158
6.	I want more covered parks, and splash pads.	145
7.	I want more bike and pedestrian paths that keep riders separated from street traffic.	145
8.	I want more indoor recreation space for kids and adults to gather year-round to exercise and play.	111
9.	I want a year-round farmers market.	87
10.	I want free bulk pick up days.	82





Data From Neighborland and Google Analytics

What are the top 5 ideas by Vision Forum?

	Play	Votes ▼
1.	I want Site 17 (University & Mesa Drive) to be AMAZING in Mesa.	236
2.	I want a multi-purpose, multi-field youth and amateur sports complex in Mesa.	224
3.	I want the Landing At Lehi Falls in Mesa.	179
4.	I want more covered parks, and splash pads in Mesa.	145
5.	I want more bike and pedestrian paths that keep riders separated from street traffic in Mesa.	145

	Green Future	Votes ▼
1.	I want a food forest, community garden, nursery, community education center, and a farmer's market downtown in Mesa.	160
2.	I want a year-round farmers market in Mesa.	87
3.	I want empty lots to be turned into food forests where residents can pick fruit off trees and pick veggies in Mesa.	44
4.	I want Mesa School Districts to implement gardening and sustainability programs in the schools in Mesa.	22
5.	I want more sites / days to drop off household hazardous waste in Mesa.	18

	Home	Votes ▼
1.	I want a new fire station in Eastmark in Mesa.	158
2.	I want free bulk pick up days in Mesa.	82
3.	I want Mesa Fire Department to build a Fire Station at 32nd Street & McDowell Rd in Mesa.	34
4.	I want to see a program implemented to build tiny houses or individual trailers on land in Mesa.	16
5.	I want a future where penal policy does not allow Mesa citizens to be locked up for private company profits in Mesa.	15

	Work	Votes ▼
1.	I want the Broadway Road corridor to look nicer to attract more businesses in Mesa.	48
2.	I want the promotion of great adaptive use projects for aging homes fronting major roadways in Mesa.	35
3.	I want to see more opportunities for entrepreneurship development in Mesa.	35
4.	I want a shelter, human services, and job placement center for the Homeless population in Mesa.	24
5.	I want to see empty box stores updated, refurbished and repurposed in our neighborhoods in Mesa.	20

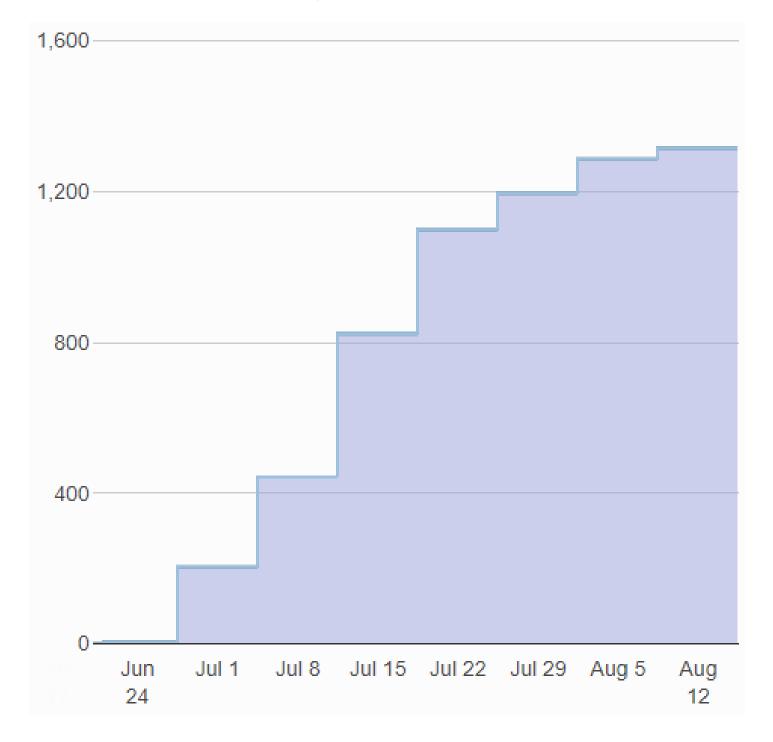
	Innovation	Votes ▼
1.	I want the city to increase innovation by investing in HeatSync Labs in Mesa.	78
2.	I want to get rid of ugly signs to make a beautiful city in Mesa.	59
3.	I want Southeast Mesa to have a 21st century library in Mesa.	30
4.	I want a Downtown Mesa Innovation District that incubates creativity and clusters talent in Mesa.	21
5.	I want more shade providing trees in off street parking lots for cooler cars, cooler lots, and cleaner air in Mesa.	7



Data From Neighborland and Google Analytics

Increases In Engagement

Showing the increases in engagement since launch by the total number of "Contributors". Contributors are users that have either created an idea, made a comment, or showed support for an idea by clicking a "Me Too" button.



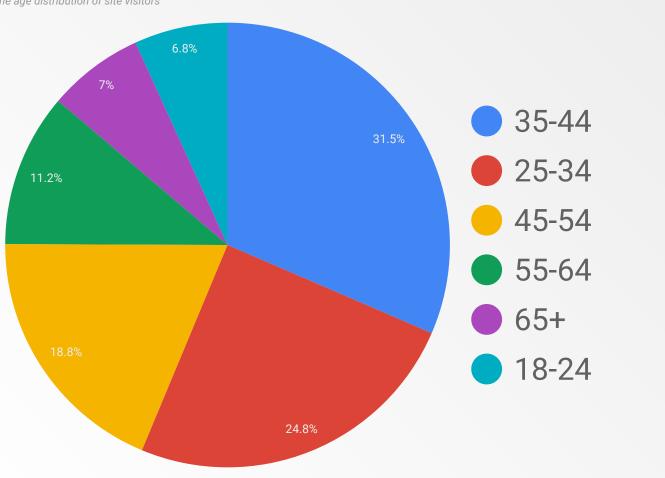




Data From Neighborland and Google Analytics

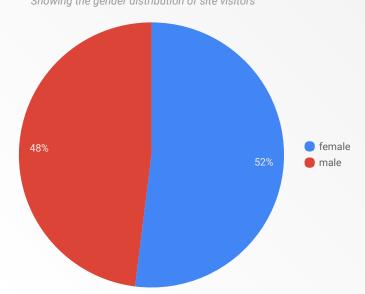
What age groups do site visitors fall into?

Showing the age distribution of site visitors



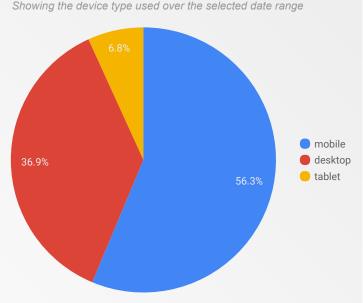


Showing the gender distribution of site visitors



How are visitors accessing the site?

Showing the device type used over the selected date range



August 201

27	20	13	0		Sunday
28	21	14	7		Monday
29	22	15	00	1 EDAB – 7:30 am Historic Preservation Bd – 6:00 pm	Tuesday
30	23	16 RECOM – 10:00 am	9	2	Wednesday
31	24 League of AZ Cities & Towns Showcase	17 Dobson Ranch HOA	10	ω	Thursday
	25	18	11	4	Friday
	26	19	12	Cī	Saturday

Sunday 24 17 10 ω Monday 25 18 11 4 Library – 5:30 pm Tuesday 26 19 12 ъ Human Relations – 6:00 pm Parks – 5:00 pm Wednesday 27 20 13 6 Housing & Community Development – 6:00 Thursday 28 21 14 7 6-10 MAC Season Opener – Friday 29 22 15 ∞ Saturday 30 23 16 9

September 2017

October 2017

				31	30	29
28 Latino Town Hall – 7-12 Dia de los Muertos – 10-5	27	26	25	24	23	22
21 Celebrate Mesa – 5-9	20	19	18	17	16	15
14	13	12	11	10	9	00
7 Downtown Festival of the Arts — 10-4	6	5	4	3	2	Ц
Saturday	Friday	Thursday	Wednesday	Tuesday	Monday	Sunday

Employee Benefits Fair – TBD in October