

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
SPECIAL MEETING HELD ON
Tuesday, May 13, 2014**

A special meeting of the Cochise County Board of Supervisors was held on Tuesday, May 13, 2014 at 9:00 a.m. at Crippen Hall, Huachuca Oaks Baptist Camp, 9502 Highway 92, Miracle Valley, Arizona.

Present: Ann English, Chairman; Richard R. Searle, Vice-Chairman; Patrick G. Call, Supervisor
Staff Present: Michael J. Ortega, County Administrator
Arlethe G. Rios, Clerk of the Board

Chairman English called the meeting to order at 9:00 a.m.

ANY ITEM ON THIS AGENDA IS OPEN FOR DISCUSSION AND POSSIBLE ACTION

PLEDGE OF ALLEGIANCE

THE ORDER OR DELETION OF ANY ITEM ON THIS AGENDA IS SUBJECT TO MODIFICATION AT THE MEETING

ITEMS FOR DISCUSSION

Board of Supervisors

1. Discussion and direction regarding:

**Accomplishments
Strategic Plan - Update
Review of Leadership Training Program
Development of 5 year Capital Improvement Plan
Human Resources Compensation Plan
Administrative Priorities**

Mr. Ortega stated that this meeting was a follow up to the retreat held in January. He gave an update on current road projects in each district and stated that a more detailed work session with the Highways Division would be scheduled in June.

Supervisor Call asked for an update on the multi-use path in Sierra Vista.

Mr. Ortega said that it would be part of the work session. He then discussed the Capital Improvement Plan and stated that there was some concern over the expenditure limitation. He listed several options for the Board in order to address the expenditure limitation including phasing projects and short term loans. He briefly addressed the budget since a budget work session is scheduled on Monday, May 19, 2014, where he will be doing an entire overview of the operating budget for Fiscal Year 2014/2015.

Chairman English asked about the Human Resources Compensation Plan and clarified that

any salary adjustments made should be based on performance.

Vice-Chairman Searle agreed and said that he was not opposed to compensating skilled employees who were dedicated.

Supervisor Call added that communication with employees is key in letting them know that they are doing a great job and the County appreciates their efforts.

Mr. Ortega noted that he would continue with the ongoing performance evaluation system.

Supervisor Call said one of the County's goals in the next couple of years needs to be diversifying the County and looking at the current status of economic development.

Mr. Ortega said a work session would be scheduled in the near future to address this topic and receive direction from the Board on specific tasks.

The Board agreed that staff was doing an excellent job in moving projects forward and continued to be innovative in streamlining processes and using technology to better serve County citizens.

Chairman English adjourned the meeting at 11:30 a.m.

APPROVED:

Ann English, Chairman

ATTEST:

Arlenthe G. Rios, Clerk of the Board