

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
WORK SESSION HELD ON
Tuesday, May 10, 2016**

A work session of the Cochise County Board of Supervisors was held on Tuesday, May 10, 2016 at 1:30 p.m. in the Human Resources Conference Room, 1415 Melody Lane, Building F, Bisbee, Arizona.

Present: Richard R. Searle, Chairman (arrived at 1:51 p.m.); Patrick G. Call, Vice-Chairman;
Ann English, Member

Staff Present: James E. Vlahovich, County Administrator
Edward T. Gilligan, Deputy County Administrator
Arlethe G. Rios, Clerk of the Board
Julie Morales, Human Resources Director

Vice-Chairman Call called the meeting to order at 1:37 p.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

INTRODUCTIONS

ITEMS FOR DISCUSSION

Board of Supervisors

1. Budget Work Session - Discussion of County budget for Fiscal Year 2016-2017 specifically: the Human Resources Department.

Ms. Morales said that the department does not generate revenue. She noted that there were no variations regarding budget expenses and asked that three decision packages from the previous fiscal year be carried over to the next fiscal year to cover consulting services.

Supervisor English asked why the health expenses for the County were in the Human Resources (HR) budget.

Ms. Morales explained that although the Cochise Combined Trust (CCT) costs were part of the HR budget, they had a separate fund line. She moved on to cost drivers and noted that turnover in her office was at 28% due to two people leaving for management level positions.

Supervisor English asked if the salary savings had been used to raise other positions in the department.

Ms. Morales said that salary savings had been used to increase other positions within the department and noted that those increases had been approved by county administration. She moved on to the steadiness of services provided and then listed some highlights of the safety program.

Vice-Chairman Call asked if staffing was an issue for the completion of the compensation plan.

Ms. Morales said that it was a priority for her staff and the department would be focused on realigning duties to ensure completion of major projects.

Supervisor English asked which HR employee was paid from a special revenue fund (SRF).

Ms. Morales said that Wendy de la Cruz's salary was partly a SRF due to her role as the Benefits Coordinator for the CCT.

Supervisor Searle asked if staff had looked into helicopter cost coverage.

Mr. Morales said that medical evacuation flights were covered at 100%. She moved on to costs of the different retirement systems and noted that HR staff was looking at leveraging technology to help in different areas. She listed major goals for the department in the future: framework for compensation plan/philosophy; safety program committee – countywide safety manual; and exploring professional development for staff.

Vice-Chairman Call said that HR had to be more aggressive about their marketing strategy.

Ms. Morales said that she was currently working with the culture committee to do a video to use for recruitment purposes. She also said staff wanted to focus on targeting spouses of military personnel and individuals who are transitioning out of the service.

The Board thanked Ms. Morales for the update.

Chairman Searle adjourned the meeting at 2:08 p.m.

APPROVED:

Richard R. Searle, Chairman

ATTEST:

Arlthe G. Rios, Clerk of the Board