

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
WORK SESSION HELD ON
Tuesday, June 14, 2017**

A work session of the Cochise County Board of Supervisors was held on Tuesday, June 14, 2017 at 10:00 a.m. in the 2nd Floor Conference Room, 1012 N. G Avenue, Douglas, Arizona.

Present: Ann English, Chairman; Patrick G. Call, Vice-Chairman; Peggy Judd, Member

Staff Present: Edward T. Gilligan, County Administrator
Britt W. Hanson, Chief Civil Deputy County Attorney
Arlethe G. Rios, Clerk of the Board

Chairman English called the meeting to order at 10:00 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

INTRODUCTIONS

ITEMS FOR DISCUSSION

Board of Supervisors

1. Discussion and possible direction regarding the County's Strategic Plan.

Chairman English stated that today she wanted to discuss the priorities of all three Board members and give direction to the County Administrator on how to move forward.

Chairman English added that the priority on her list was to further understand the compensation plan.

Vice-Chairman Call said that a one page outline would be helpful to assist the Board in explaining the plan.

Mr. Gilligan said the presentation used during the compensation discussion could be used as talking points to discuss with the public. He explained the process and said the public could also contact him or Ms. Morales directly if they had any questions.

Chairman English said that she wanted all County offices to base their plans on market and performance.

Mr. Gilligan said that staff was working on a new performance tool in order to assist decision

makers in making salary decisions that are reasonable and sustainable.

Chairman English asked if the offices would be given the same amount annually.

Mr. Gilligan said that offices would be funded at different levels every year depending on the market data and average performance of their employees. He noted that this would be a major project for Human Resources.

Chairman English voiced her concern regarding funding different pay plans, especially if some of those pay plans did not align with the Board's most recent philosophy.

Mr. Gilligan said that that would have to be a future discussion with those offices that have separate pay plans. He noted that the Courts had integrated with the County's new pay structure.

Chairman English recessed at 10:45 a.m. due to a possible gas leak in the building.

Chairman English called the meeting back to order at 12:47 p.m. with a new location due to the gas leak in the Douglas Service Center. The new location was the Board of Supervisors' Executive Conference Room, 1415 Melody Lane, Building G, Bisbee.

Chairman English said she would like to discuss the Douglas commercial port of entry.

Mr. Gilligan said that staff was working on contacting the right people in order to keep this moving forward.

Vice-Chairman Call asked about the progress with the Villages of Vignetto subdivision.

Mr. Gilligan said he had met with the developer and he had asked for the County's help on three things: forest service access from the property; realignment of Post Ranch Road, assistance working with the State regarding development issues. He noted that the developer was also interested in assisting with water recharge projects in the future.

Mr. Hanson joined the meeting in person at 12:50 p.m.

Mr. Gilligan moved on to the airport in Douglas and said he and staff were still working on the hangar remodel and rehabilitation costs.

The Board agreed that funding needed to be set aside to dedicate to the airport and future use.

Chairman English moved on to electronic timesheets.

Mr. Gilligan said staff was actively researching what systems are being used for time keeping.

Chairman English moved on to the need to increase the property tax rate in order to continue current services at the same rate. She said the goal was to continue to run efficiently.

The Board thanked Mr. Gilligan for his work on the health coverage plans and the employee compensation plan. They Board directed Mr. Gilligan to do an evaluation of the Board Office and decide whether or not he needed additional assistance or if the group in place could take on new projects and roles.

The Board said that they also wanted the strategic plan to be used as a budget tool. They thanked Mr. Gilligan for his continued effort.

Chairman English adjourned the meeting at 2:15 p.m.

APPROVED:

Ann English, Chairman

ATTEST:

Arlthe G. Rios, Clerk of the Board