

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
WORK SESSION HELD ON
Tuesday, February 21, 2018**

A work session of the Cochise County Board of Supervisors was held on Tuesday, February 21, 2018 at 10:00 a.m. in the Board of Supervisors' Executive Conference Room, 1415 Melody Lane, Building G, Bisbee, Arizona.

Present: Chairman Ann English; Vice-Chairman Patrick G. Call; Member Peggy Judd
(telephonic)

Staff Present: Edward T. Gilligan, County Administrator
Britt W. Hanson, Chief Civil Deputy County Attorney
Kim Lemons, Deputy Clerk of the Board
Elda Orduno, Civil Deputy County Attorney
Amanda Baillie, Public Information Officer

Attendees: Julie Morales, HR Director
Ruben Miranda, Fleet Services Director
Amy Hunley, Indigent Defense Administrator

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 specifically discussing the objectives to date, timelines, and project managers.

The Board and administrative staff discussed the following Strategic Plan Goals:

Priority 1 Economic Development Countywide
Marketing Cochise County

Adding:

- o Tourism

- o Quality of Life Promotions
- o Recruitment videos

Priority 3 More Inter Governmental Cooperation & Collaboration

Discussion on the Tourism Council and nature of partnership moving forward.

Priority 4 Workforce Development

Recruitment & Succession Planning

Discussion on allocation of money; current and future projects for

- o Videos
- o Succession Planning
- o Recruitment Strategy

Compensation – Market Based

Ms. Julie Morales, HR Director, presented a draft of the Cochise County Compensation Policy and possible changes were discussed. The final version will be presented to the Board for formal approval in March of 2018.

The Board and staff also discussed the development of market survey criteria for all jobs; exploring an electronic solution for an employee evaluation tool; development of management curricula; determining the value of continuing the ASU training; and other online training in general.

Priority 6 Fiscal Responsibility

Discussion of PSPRS strategies for paying the annual contribution and possible dedicated funding sources. Other topics included cost of operating each jail facility annually; electronic time sheet options and implementation; employee benefits package review and March 2018 approval; and upcoming Public Health District survey results.

The next Strategic Plan meeting will be held in March 2018 with an emphasis on space allocation.

Chairman English adjourned the meeting at 12:01 p.m.

APPROVED:

Ann English, Chairman

ATTEST:

Kim Lemons, Deputy Clerk of the Board