

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS  
SPECIAL/EXECUTIVE MEETING HELD ON  
FRIDAY, MAY 26, 2020**

A special meeting of the Cochise County Board of Supervisors was held on Friday, May 26, 2020 at 10:00 a.m. in the Board of Supervisors' Executive Conference Room, 1415 Melody Lane, Building G, Bisbee, Arizona.

Present: Thomas E. Borer, Chairman; Ann English, Vice-Chairman; Peggy Judd, Supervisor, telephonic

Staff Present: Edward T. Gilligan, County Administrator  
Britt Hanson, Of Counsel, County Attorney  
Kim Lemons, Clerk of the Board

Chairman Borer 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**

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***ACTION***

**Board of Supervisors**

*Pursuant to A.R.S. § 38-431.03, Subsection (A), paragraph (1), the Board may enter into executive session for discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, or resignation of a public officer, appointee, or employee of any public body.*

1. Annual Performance Review of County Administrator.

Vice-Chairman English asked Mr. Gilligan if he wanted his review heard in open or executive session.

Mr. Gilligan requested executive session.

Vice-Chairman English made a motion to move into executive session pursuant to A.R.S. 38-431.03(A)(1). Supervisor Judd seconded the motion; with Mr. Hanson recommendation and it carried unanimously. Supervisor Judd excused herself from the meeting at 10:04 a.m.

The Board moved into executive session at 10:04 a.m.

The Board came out of execution session at 11:07 a.m.

The Clerk of the Board called Supervisor Judd in order to attend the remainder of the meeting.

2. Approve 2-Year Extension of Contract with County Administrator Edward Gilligan.

Vice-Chairman English gave a brief overview of the Mr. Gilligan's performance evaluation from the two supervisors present in executive session. She said his performance has been exceptional. He possesses many positive qualities that give him the ability to execute County policies, looking in and outside of the organization to make the best decisions. He marks his performance success on that of the Board's Strategic Plan.

Chairman Borer concurred and said he appreciates Mr. Gilligan's performance and character and looks forward to working with him in the future.

Supervisor Judd said although she was not in attendance she agrees with the synopsis of the executive session.

Vice-Chairman English made a motion to approve 2-Year Extension of Contract with County Administrator Edward Gilligan and to offer him a 10% salary adjustment. Supervisor Judd seconded the motion.

Mr. Hanson said this item could be heard in open or executive session.

The Board and Mr. Hanson discussed the logistics of changing and approving the contract.

Mr. Gilligan said he sincerely appreciates the honest and open feedback and his work with the Board, and the number of accomplishments the central County team has made during this difficult time. He also sincerely appreciates the recognition of his value in regard to the salary increase, but given the financial climate, and possible revenue declines, he suggested waiting until the end of each financial quarter of each year to review the County's financial position and revenues and consider when all or a portion of the salary increase be given.

Vice-Chairman English withdrew her motion and Supervisor Judd withdrew her second.

Vice-Chairman English made a motion to approve 2-Year Extension of Contract which has yet to be determined with the County Administrator Edward Gilligan and the salary adjustment shall be visited again at the end of each financial quarter. Supervisor Judd seconded the motion.

Supervisor Judd said she appreciated Mr. Gilligan's consideration of the County's financial situation before receiving his much-deserved raise.

Mr. Hanson suggested he discuss the contract with Mr. Gilligan and then send to the Board with the details.

Mr. Gilligan said the work environment has changed over the years. He asked that certain sections of the contract be considered for updates, so the terms and languages are up-to-date and reflect the salary discussion today that is good for the organization and Mr. Gilligan as an employee.

Vice-Chairman English asked that the entire contract be vetted.

Chairman Borer instructed the Clerk to schedule a meeting for the following Tuesday.

Chairman Borer called for the vote and it was approved 3-0.

Chairman Borer adjourned the meeting at 11:21 a.m.

APPROVED:

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Thomas E. Borer, Chairman

ATTEST:

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Kim Lemons, Clerk of the Board