

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
WORK SESSION HELD ON
FRIDAY, FEBRUARY 19, 2021**

A work session of the Cochise County Board of Supervisors was held on Friday, February 19, 2021, at 10:30 a.m. in the Board of Supervisors' Executive Conference Room, 1415 Melody Lane, Building G, Bisbee, Arizona.

Present: Ann English, Chairman; Peggy Judd, Vice-Chairman, telephonic; Tom Crosby, Supervisor

Staff Present: Richard G. Karwaczka, County Administrator
Sharon Gilman, Associate County Administrator
Kris Carlson, Civil Deputy County Attorney
Kim Lemons, Clerk of the Board

Attendees: Daniel Duchon, Budget Manager
Mark Napier, Chief of Staff, Sheriff's Department
Ken Foster, Deputy Sheriff Lieutenant, Sheriff's Department
Carol Capas, Public Information and Records Office Supervisor, Sheriff's Department

Chairman English called the meeting to order at 10:30 a.m.

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

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

ITEMS FOR DISCUSSION

Board of Supervisors

1. Review and discussion of the Operation Stonegarden Program, including the attached Contracts, which the Board will be asked to take action on at the February 23, 2021 Regular Meeting.

Chief Napier presented this item. He discussed the grant amount, which includes approximately \$422,000 for overtime expenses and \$269,000 for Employee-Related Expenses (ERE), and reviewed the equipment that will be purchased. He discussed the impact of the proximity to the border with Mexico, and noted that while the Sheriff's Department (Sheriff) does not have the authority to enforce immigration, the presence of the Sheriff helps to dissuade illegal entry. He discussed concerns of undocumented migration and the potential impact on health systems due to Covid-19. In response to the Board, he clarified that there is not funding in the grants to directly address public health; rather, the indirect benefit of the Sheriff's presence helps to curb undocumented migration, thereby reducing potential Covid-19 risks.

Mr. Duchon discussed a 2019 Pima County analysis of overtime expenses and Public Safety Personnel Retirement System (PSPRS) liabilities. He stated that every \$1 in

overtime expenses can result in \$5 in PSPRS liabilities, and noted that an educated assumption is that when money is put into overtime expenses, it costs the County in retirement expenses. In response to the Board, Mr. Duchon detailed how retirement benefits are calculated based on tiers, and pension benefits for those in Tier 1 being increased by overtime pay. Chief Napier responded with various information, and noted that about 25% of the Deputies are in Tier 3, which does not have a defined retirement benefit.

The Board and staff discussed the rates on return of investment on Tier 1 and Tier 2 of PSPRS; the differing responsibilities of the Board and the Sheriff, with the Board having fiscal responsibility and the Sheriff public safety; and, that overtime expenses will not decrease unfunded liability. In response to the Board, Chief Napier explained the reason why Stonegarden and other federal grants pay for overtime expenses rather than salaries of new staff. The Board discussed the federal government's changing policy on immigration; the Sheriff being careful with how overtime will be assigned; and, the potential increase to the base salaries of some Deputies, due to overtime. In response to the Board, Chief Napier noted that the Sheriff will meter out overtime to employees in all three PSPRS Tiers and limit overtime to eight hours per pay period per employee.

The Board and Chief Napier discussed potentially capping grants in a fiscal year and the number of federal law enforcement officers responsible for border security. Chief Napier noted that the Sheriff does not assume federal responsibility and instead has responsibility for public safety in the County. He discussed concerns of human trafficking, drug trafficking, and the pandemic.

The Board made closing comments. Supervisor Crosby requested a discussion at an upcoming Work Session about how the Sheriff will address human trafficking enforcement, and the Sheriff's policy on federal law enforcement issues.

Chairman English adjourned the meeting at 11:14 a.m.

APPROVED:

Ann English, Chairman

ATTEST:

Kim Lemons, Clerk of the Board