

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
WORK SESSION HELD ON
TUESDAY, APRIL 27, 2021**

A work session of the Cochise County Board of Supervisors was held on Tuesday, April 27, 2021, at 10:00 a.m. in the Board of Supervisors' Hearing Room, 1415 Melody Lane, Building G, Bisbee, Arizona.

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

Staff Present: Richard G. Karwaczka, County Administrator
Sharon Gilman, Associate County Administrator
Christine Roberts, Chief Civil Deputy County Attorney
Kim Lemons, Clerk of the Board
Camila Rochin, Public Information Officer

Attendees: Keith Buonocore, Finance Director
Daniel Duchon, Budget Manager
Mark Dannels, Sheriff
Mark Napier, Chief of Staff, Sheriff's Office
Rosa Lopez, IT Business Operations Manager, Sheriff's Office
Celina Ybarra, Finance Manager, Sheriff's Office

Chairman English called the meeting to order at 10:00 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. Budget Work Session - Discussion of County Budget for Fiscal Year 2021-2022 specifically: Sheriff's Department.

Sheriff Mark Dannels, and Chief of Staff Mark Napier, presented this item using a PowerPoint presentation. Sheriff Dannels introduced his staff and outlined the mission of the department which he believes is operating well. Some challenges are COVID-19; personnel costs; and training standards with changing public safety trends. They have completed two studies regarding a new jail and the official reports will come before the Board later. He excused himself from the meeting at 10:07 a.m. for a Homeland Security meeting and turned the presentation over to Chief Napier.

Chief Napier started with the department's challenges: the border crisis; staffing and recruitment; general strain on law enforcement (LE); no compensation adjustments in the last fiscal year; and retirements of their budget manager and chief deputy. He continued with the department's accomplishments: citing statistics on types of crimes and calls answered, and patrol activities. He stated the department's approach to

funding the budget with the Board, Finance and County Administration as strategic partners. He continued with the current Issues: annual payout of Comp Time (CT) and holidays, and the unattractive nature of a career in LE. The department has approximately \$900,000 surplus this year, because of good fiscal management. Chairman English reminded Chief Napier that figure was enhanced by the Board in last year's budget by \$600,000. He said the Gang & Immigration Intelligence Team Enforcement Mission (GITEM) grant needs to be managed differently; and outlined the fiscal year 2021/22 budget figures, noting exclusions. He also outlined Auxiliary Compensation, and Decision Packages that will be submitted 1) Body Cameras for Animal Control Officers, 2) Uniform Allowance Increase, and 3) Compensation Increase Request. He detailed the reasons for those three critical needs with cost of implementation. For the compensation increase he stressed the importance of fair treatment of employees; recruitment of the best and brightest, incentivizing good performance, retention, structural equity, and marketplace competitiveness.

Chief Napier presented several tables with compensation figures for deputies, sworn corporals and sergeants, and support staff, noting how they will address the bottom of the pay scale in each category and structural inequities. There is already sufficient structural equity for sworn lieutenants and commander level positions, but detention positions in all levels need to be competitive to recruit.

Chief Napier stressed the importance of solid fiscal budget management and reductions they will make to help cover decision package requests. He presented detailed figures in support. He stated the department's goals and beliefs in the budget and the County as strategic partners with public safety as their primary responsibility.

The Board complimented Chief Napier on the plan details and cultural changes in the department. They discussed some budget line items; collaboration on grant management; and possible emergency responses to declarations by the governor.

Chairman English adjourned the meeting at 11:03 a.m.

APPROVED:

Ann English, Chairman

ATTEST:

Kim Lemons, Clerk of the Board