

**PROCEEDINGS OF THE COCHISE COUNTY BOARD OF SUPERVISORS
WORK SESSION HELD ON
TUESDAY, MARCH 25, 2025**

A work session of the Cochise County Board of Supervisors was held on Tuesday, March 25, 2025, at 2:00 p.m. in the Board of Supervisors' Hearing Room, 1415 Melody Lane, Building G, Bisbee, Arizona.

Present: Frank Antenori, Chairman; Tom Crosby, Vice-Chairman; Kathleen L. Gomez, Supervisor

Staff Present: Sharon Gilman, Interim County Administrator
Joe Casey, Interim Deputy County Administrator
Dylan Hendel, Civil Deputy County Attorney
Melissa Wright, Deputy Clerk of the Board

Attendees: Jon Drummond, Constable

Chairman Antenori called the meeting to order at 2:34 p.m.

ANY ITEM ON THIS AGENDA IS OPEN FOR DISCUSSION

ITEMS FOR DISCUSSION

Board of Supervisors

1. Budget Work Session - Discussion of the County Budget for Fiscal Year 2025-2026, specifically: Benson Constable

Ms. Gilman presented this item. Ms. Gilman explained that the constables for Benson and Wilcox, elected in November 2022, did not have a set salary because there was no predecessor data to determine their pay based on the number of documents served. She stated the constable was paid \$1 a month to officially be in the payroll system, and it took time to provide necessary equipment and vehicles. She stated the Benson constable, Jon Drummond, is still only receiving \$1 a month and is requesting the Board to resolve his salary. Ms. Gilman explained that the Benson constable's salary can only be adjusted based on the number of documents served, with a maximum salary of \$20,000 for serving fewer than 100 documents per year. She stated that due to legal restrictions, any salary change for the constable can only take effect in January 2027, after the next term begins.

Ms. Gilman clarified that the county attorney advised that any salary change for the Benson constable could not take effect until January 2027, in line with Arizona's Constitution and statutes. She stated the salary is based on the number of documents served, and currently, the Benson constable is in the under-100 documents category, with a salary range of \$1 to \$20,000, depending on discretion. Mr. Hendel stated that due to the lack of historical data from the previous constable, no salary had been set before, and the board now has discretion within that range, but the change can't take effect until the next term begins in 2027.

Mr. Drummond explained that he only received a vehicle after insurance issues were

resolved, which allowed him to start providing services and turning in numbers. He noted that his document-servicing activities have been inconsistent, with only about four in the last month, and he is not handling civil matters like evictions due to not having a bank account for processing payments. He suggested that if the Sheriff's Department's data were combined with his own, it could provide a clearer picture of the number of documents served.

Ms. Gilman stated that the Treasurer's office is willing to help Constable Drummond set up a bank account, which is necessary for processing payments, as he's currently unable to accept fees due to this issue. Mr. Drummond explained that while he's not looking for a large salary, he needs something to justify his work and was hoping to get medical coverage.

The Board discussed budgeting a salary of \$20,000 for Constable Drummond, with employee-related expenses (ERE) and medical benefits included, starting in January 2027. Mr. Drummond emphasized the importance of providing compensation to attract and retain constables, especially if they are expected to take over duties from deputies, noting that without proper support, people like him might not stick around. Mr. Drummond confirmed that he can assist other jurisdictions, like Constable Wirthlin's, due to their proximity, which would help alleviate some workload.

The Board discussed setting Constable Drummond's salary at \$20,000 for the 2027 fiscal year, with employee-related expenses (ERE) pushing the total to around \$31,000. Ms. Gilman stated the ERE costs would vary depending on the benefits Mr. Drummond chooses, ranging from about \$45,000 to \$51,000 annually. Mr. Drummond expressed that, while he is not focused on a high salary, medical benefits are crucial. The Board will explore ways to provide medical coverage, including possibly negotiating with Human Resources to offer a basic health plan. The Board is also exploring options to ensure constables are compensated fairly and to attract retirees with law enforcement experience.

Chairman Antenori adjourned the meeting at 3:07 p.m.

APPROVED:

Frank Antenori, Chairman

ATTEST:

Lara Loewenheim, Clerk of the Board