

**BOARD OF SUPERVISORS MINUTES
GILA COUNTY, ARIZONA**

Date: June 30, 2009

SHIRLEY L. DAWSON
Chairman

STEVEN L. BESICH
Clerk of the Board

TOMMIE C. MARTIN
Vice-Chairman

By: Marilyn Brewer
Deputy Clerk

MICHAEL A. PASTOR
Member

Gila County Courthouse
Globe, Arizona

PRESENT: Shirley L. Dawson, Chairman; Tommie C. Martin, Vice-Chairman; Michael A. Pastor, Supervisor, Jacque Griffin, Assistant County Manager/Librarian; and Marian Sheppard, Chief Deputy Clerk.

Item 1 – Call to Order – Pledge of Allegiance – Invocation

The Gila County Board of Supervisors met in a Special Session and Work Session at 10:00 a.m. this date in the Board of Supervisors hearing room. Vice-Chairman Martin led the Pledge of Allegiance and Reverend Marc Cadwell of the Calvary Shadows Assembly of God delivered the invocation.

Item 2 - Information/Discussion/Action to review and submit written comments on the Boundary Change Impact Statement for the proposed annexation of the areas within the East Airline/Luke Corridor into the Northern Gila County Sanitary District.

Linda Eastlick, Incoming Elections Director, stated that the County has been notified by the Northern Gila County Sanitary District of a proposed addition of certain areas within the East Airline/Luke Corridor in northern Gila County. A.R.S. §48-262.A.4 provides that the Gila County Board of Supervisors review the Boundary Change Impact Statement and submit written comments (if they so desire) to the Northern Gila County Sanitary District Board of Directors within 10 days of the receipt of the notice. If the Board has any comments, the Chief Deputy Clerk of the Board will submit those comments on behalf of the Board. Otherwise, the Board is being asked to acknowledge the review of the Boundary Change Impact Statement for the proposed annexation of the areas within the East Airline/Luke Corridor into the Northern Gila County Sanitary District. After a brief discussion, it was the consensus of the Board that it did not wish to provide any written comments. Upon motion by Vice-Chairman Martin, seconded by Supervisor Pastor, the Board unanimously reviewed the Boundary Change Impact Statement and did not have any written comments to submit for the proposed annexation of the areas within the East Airline/Luke

Corridor into the Northern Gila County Sanitary District and that notification of same be provided on behalf of the Board to the Northern Gila County Sanitary District Board of Directors.

Chairman Dawson advised that the agenda items of "Call to the Public" and "Board Summary of Current Events" were not listed on the agenda, however, she would allow time for those items anyway. She requested that all future agendas list those two items. There were no requests to speak from the public. Each Board member and Steve Stratton, Public Works Division Director, speaking on behalf of Steve Besich, County Manager/Clerk, who is ill, presented information on current events.

At 10:23 a.m., Chairman Dawson called for a brief recess before moving into the work session.

WORK SESSION

At 10:31 a.m., Chairman Dawson reconvened the meeting and called on Berthan DeNero, Personnel Director, to begin the work session on strategic planning.

Item 3 - Icebreaker/strategic planning.

Ms. DeNero reviewed the agenda for today's activities. She began the strategic planning session with an icebreaker she referred to as "Crazies" in which the Board and staff participated. Each person was requested to select characteristics of the worst boss, pier, teacher, co-worker or friend and a list was compiled. These characteristics would then be contrasted with values that the Board does want. Ms. DeNero reviewed the Success Signals training class that was completed at the last meeting. She also reviewed the Mission Statement that was previously drafted by the Board, which was as follows: "The mission of Gila County government is to provide regional leadership and fiscal responsibility for necessary public services in a healthy, safe community and to promote and support the wise use of natural resources on public, private and tribal lands." After a brief discussion with the Board, Ms. DeNero removed the words "necessary" and "wise" from the Mission Statement. Moving on to the next item, Ms. DeNero explained the meaning of values, which are traits or qualities that are considered worthwhile; they represent an individual's highest priorities and deeply held driving forces. Values are also known as core values and as governing values; they all refer to the same sentiment. The values of the senior leaders are especially important in the development of the culture. The leaders have a lot of power in the organization to set the course and environment. Ms. DeNero then covered the question of "Why Identify and Establish Values?" She stated that effective organizations identify and develop a clear, concise and shared meaning of values/beliefs, priorities and direction so that everyone understands and can contribute. Once defined, values impact every aspect of the organization. You must

support and nurture this impact or identifying values will have been a wasted exercise. People will feel fooled and misled unless they see the impact of the exercise within your organization. If the values identified are to have impact, there are particular things that must occur, which were also covered by Ms. DeNero as follows: 1) People demonstrate and model their values in action in their personal work behaviors, decision making, contribution and interpersonal interaction; 2) Organizational values help each person establish priorities in their daily work life; 3) Values guide every decision that is made once the organization has cooperatively created the values; 4) Rewards and recognition within the organization are structured to recognize these people whose work embodies the values the organization embraced; 5) Organizational strategies are grounded in the identified values. Adoption of the values and the behaviors that result is recognized in regular performance feedback; 6) People hire and promote individuals whose outlook and actions are congruent with the values; and 7) Only the active participation of all members of the organization will ensure a truly organization-wide, value-based, shared culture. Ms. DeNero read aloud a 3-page list of examples of values such as ambition, competency, individuality, equality, integrity, service, responsibility, etc. She reviewed some sample value statements with the Board regarding the following: commitment, diversity, integrity, respect, responsibility and service. The next item was an activity in which Ms. DeNero passed out 3 sheets containing a list of value words. She requested that each Board member and staff circle 10 words that in their opinion would apply to Gila County. Each person read aloud the words they had circled while Ms. DeNero tabulated the results. Those words chosen by at least 5 persons included the following: integrity, teamwork, accountability, innovativeness, empowerment, excellence, honesty and inspire. After a brief discussion of the words selected, which will be used for value statements, Ms. DeNero concluded the morning work session on strategic planning.

At 11:28 a.m., Chairman Dawson called for a brief recess.

At 11:39 a.m., Chairman Dawson reconvened the meeting.

Item 4 - Presentation of potential southern Gila County facilities projects followed by the Board of Supervisors visiting various project sites in southern Gila County to include the future Gila County Sheriff's Office women's dormitory, WIC Program building at the Central Heights County facility, and Gila County-owned property located adjacent to the Cobre Valley Community Hospital, which is the potential future site of Gila County facilities.

Steve Stratton, Public Works Division Director, provided the Board with a report entitled "2009/2010 Projects." The report included a site plan of the proposed Gila County Jail Women's Dormitory in Globe, WIC (Women, Infants and Children) Program office aerial photograph with the proposed improvements at the Central Heights County Office and an aerial photograph of

the proposed Public Works Division Industrial Park Complex in the Miami Gardens/Central Heights area. Mr. Stratton briefly reviewed each project with the Board and stated that any questions the Board may have could be answered in more detail while on the tour of that particular project.

At 11:52 a.m., the Board and staff left with Mr. Stratton for a driving tour of the proposed facility projects as noted above.

At 1:55 p.m., Chairman Dawson reconvened the work session and called on Ms. DeNero to continue with the strategic plan.

Item 5 – Team development/strategic planning.

Ms. DeNero stated that the Board would now do some team development by playing the game she called, “Gila County Jeopardy.” The Board competed against the staff members. The categories given were: “Just the Facts,” “Gila County Trivia,” and “Know Your Co-Worker.” The Board members were the winner of Jeopardy and were provided with small prizes. Consolation prizes were also offered to the losing staff members. Ms. DeNero then reviewed with the Board the value words that were previously selected for value statements and after Board discussion the list was reduced to 4 values as follows: 1) integrity; 2) excellence—accountability, knowledge, dedication, striving, never resting, innovative; 3) teamwork—respect (internal and external), partnering, honors (individual), allows participation, encourage one another, foster, mentor, recognize; and 4) results—accomplishments, what did this result in, accountability/measurements. Ms. DeNero stated that she would work on the list of words and present the Board with some ideas for value statements at the next work session on strategic planning.

No action was taken by the Board on any work session items.

There being no further business to come before the Board of Supervisors, Chairman Dawson adjourned the meeting at 2:48 p.m.

APPROVED:

Shirley L. Dawson, Chairman

ATTEST:

Steven L. Besich, County Manager/Clerk