

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

Date: March 16, 2010

SHIRLEY L. DAWSON
Chairman

JOHN F. NELSON
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 (via video conferencing); Michael A. Pastor, Supervisor; John Nelson, Interim County Manager/Clerk; Marilyn Brewer, Deputy Clerk; and Bryan Chambers, Chief Deputy County Attorney.

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

The Gila County Board of Supervisors met in a Work Session at 10:00 a.m. this date in the Board of Supervisors hearing room. Mike Pastor led the Pledge of Allegiance.

At this work session, the Board included the department heads/managers in a round-table discussion of the agenda items. Chairman Dawson noted that John Nelson, Interim County Manager/Clerk, would be late for the meeting due to construction on the highways so she began the meeting by first advising everyone as to the reason the agenda had been revised. More detailed language was added to the agenda items in order to avoid a problem with the Open Meeting Law and then she moved to address agenda item 6 first until Mr. Nelson arrived.

Item 6 - At any time during this meeting pursuant to A.R.S. §38-31.02(K), members of the Board of Supervisors and the Chief Administrator may present a brief summary of current events. No action may be taken on issues presented.

Each Board member and Mr. Nelson, who arrived at 10:32 a.m., presented information on current events.

The Board then addressed agenda item 2.

Item 2 - Discussion of the Gila County strategic planning process to include: A. Ice breaker; B. SWOT (strength, weakness, opportunity, threats) analysis; and C. Continue with goal setting.

Berthan DeNero, Personnel Director, handed out packets containing information pertaining to past strategic planning work sessions. She did not conduct an ice breaker, but instead began the strategic planning work session with a PowerPoint presentation reviewing the following completed items: 1) Mission Statement; 2) Value Statements consisting of integrity, teamwork, accountability, innovativeness, empowerment, excellence, inspire and participatory; and 3) SWOT Analysis consisting of strengths, weaknesses, opportunities and threats. She advised that this session would deal with “goal setting.” A video was shown of Zig Ziglar, a national corporate trainer and speaker, who emphasized the importance of goal setting. She then presented items on the goal setting process, which should include the following criteria: 1) write them down; 2) date of completion; 3) list obstacles; 4) who do we need to work with?; 5) plan of action; 6) time limit; and 7) identify benefit. Ms. DeNero also introduced another manner for setting goals known as SMART, which stands for the following: **S**pecific – The goal should identify a specific action or event that will take place; **M**easurable – The goal and its benefit should be quantifiable; **A**chievable – The goal should be attainable given available resources; **R**ealistic – The goal should require you to stretch some, but allow the likelihood of success; and **T**imely – The goal should state the time period in which it will be accomplished. She then reviewed some tips on goal setting, which included the following: 1) Develop several goals – a list of 5 to 7; 2) state goals as declarations; 3) attach a date; 4) a good list should include both short- and long-term goals; 5) Be specific; 6) write down the goals and put them where you can see them; and 7) review and revise the list. Ms. DeNero requested that all participants for the next hour do some brainstorming on the short- or long-term goals that are needed for Gila County. John Nelson, Interim County Manager/Clerk, began by stating, “I think what we are talking about here for all of Gila County is the quality of life. Maybe if we start deciding what makes up the quality of life in Gila County, we can start coming up with some goals.” A lengthy discussion ensued in which all participants presented their ideas regarding the quality of life in Gila County along with suggestions for improvements. The list included the following: security—both economic and safety; education—children to adults; recreation—bowling; more housing and affordable housing; jobs; retain youth; healthy, productive, functioning open space—clean air and water; development that is safe and environmentally compatible; adequate and quality health care; youth; services including shopping and movie theatres; small towns; funding by legislative modeling to bring funds into the area; more adequate public access including technology wise and physical access for the handicapped; promoting what is available in Gila County; citizen involvement in political activities; a void of leadership for positive change; speaking at local clubs to promote a County leadership role; setting goals by drawing upon the strengths and the dramatic

and dynamic differences within the County in a cohesive fashion; the County would benefit from regular press releases from each department/division; better orientation for new employees; and improvement in introductions of new employees to the Board and other County personnel via personal introductions and the website. The group then focused on ways for both the Board and current employees to get to know new personnel along with improving the County's image to the public and it was mentioned that perhaps this could become a goal. It was suggested that County administration establish some type of public/employee relations group with one contact person that could present to the Board any accomplishments, measurables and qualities that will make the County look good and will improve public and employee relations. The group could include a representative from each of the elected officials' offices, which would improve the relationships between the Board and the elected officials as well as making each office more cohesive with the Board of Supervisors to the public and promote all County accomplishments. Mr. Nelson requested that Ms. DeNero gather the information presented at today's meeting and set up appointments for him and Ms. DeNero to visit with each elected official. They will share the information that was discussed by the Board and obtain input from each elected official. The importance of obtaining input from employees was also mentioned, which could include the use of surveys. Mr. Nelson posed the following questions to the group: "Do we have a future in Gila County? Do the people really look like they have a future and that this is the place they want to be, the place they want to grow up? Is there any vision of a future?" It was agreed that everyone would like Gila County to be a destination place, not just a pass-through place, or even a place to live, but this message has to be sold to the public. After the discussion concluded, Mr. Nelson requested that Ms. DeNero compile a list of the goals/suggestions recommended by the group and e-mail it to everyone including those who attended from the Superior Court for follow up at the next meeting. It was also suggested that perhaps each department could chair or host a meeting to encourage more participation. It was also noted that the Superior Court has a different e-mail system from the remainder of the County and does not have access to the County's Intranet, so a discussion ensued to ensure they are included in the distribution/notification of ongoing information. There was also a discussion about governments not communicating with each other within the County. Vice-Chairman Martin stated that she would be hosting another "meet and greet" for all elected officials in Gila County sometime in June 2010. Jesse Bryant, a local news reporter, suggested that the County take a leadership role in promoting individual self-sufficiency and personal responsibility. He also noted that from an observation point, the Hayden-Winkelman area is not included in the Board's conversations about Gila County; the discussions are usually about Payson, Globe-Miami and San Carlos. The Board disagreed and mentioned the County has been greatly involved for a long period of time in the battles with the ADEQ/EPA issues in the Hayden-Winkelman area. Steve Stratton, Public Works Division Director, also noted that when calls are received from those outlying areas, because they

are so seldom, he responds quickly because he knows “something is really up.” He also noted that the County does a lot with self-sufficiency from the Emergency Management & Health Preparedness Division particularly during the flood and fire seasons in promoting resident self-sufficiency and personal responsibility. Mr. Nelson also noted in regard to self-sufficiency that the County does not “tell its story well enough or getting our vision out there.” He stated, “At many community meetings the issues boil down to 2 items, the people want more service and less government.” Chairman Dawson added that they also want “less taxes.” Vice-Chairman Martin also noted that on that County’s website is a document entitled “Code of the West,” which contains a lot of good information, and her hope is that people will read it. There was also discussion that during the flood season people automatically want all sorts of assistance from the County instead of being responsible by providing for themselves in advance as government cannot provide everything. Mr. Nelson concluded the strategic planning meeting by stating that with the information e-mailed out by Ms. DeNero, he encouraged everyone to think about possible goals, and to share those goals and obtain input from their staff. He then requested that everyone attend the next meeting and be ready to start “flushing out the goals.” No action was taken by the Board.

Item 3 – Information/Discussion regarding Board of Supervisors’ Action/Policy Direction, Administrative Procedures.

Mr. Nelson requested input on the manner in which the Board would like him to handle future agenda items that may need to be revised after they have been approved by the Board. This was in reference to the Board prioritizing and approving the amounts for Gila County’s major projects that were submitted to Congresswoman Kirkpatrick for application for federal funding. After Board approval, the amounts required revision by Mr. Nelson prior to submitting them to Congresswoman Kirkpatrick without Board approval of said changes due to time restraints. After discussion by the Board along with Mr. Nelson and Mr. Stratton, Chairman Dawson stated that if the action of the Board is being changed and the Board hasn’t been advised that Mr. Nelson is changing the vote of the Board, then she would have a problem. She stated, “If it’s an emergency situation, I can understand you taking an emergency action, but if changes are made, and this is going back to a long history in Gila County where suddenly the public finds out that some action was made by the Board that was never made in a public meeting, and if it’s not on an agenda and the Board hasn’t voted on it, then it’s not an approved action of the Board. If it is an action the Board has voted on and then something comes up that you’re going to change it, I don’t believe you can take that action without informing the Board because every Board member has a right to say ‘no I don’t agree with that and I want an emergency meeting before you take that action.’” Mr. Nelson stated that he concurs and understands the direction of the Board and will follow that direction. No action was taken by the Board.

Item 4 – Information/Discussion regarding State of Arizona Budget/Special Session and effect on Gila County Budget Policies.

Mr. Nelson stated the State of Arizona has finally taken action on its budget. He stated, “I know it was the firm direction of this Board to keep services going in Gila County and not to increase taxes on existing homes during a recession. I think that’s the duty of government; the Board saw that as the duty of government; and I received that direction; however, I don’t think the State ever heard that message. The State has decided to cut services and increase taxes.” Mr. Nelson advised the Board that because of the \$1.4 million increase in costs that the State has passed down to Gila County, he is not going to be able at budget time to recommend no increase in taxes, but instead is going to have to recommend a 2% voter-approved increase on existing properties that would generate \$1.1 million. The other \$300,000 will have to be taken from the County’s rainy day fund to make up the difference in what he would call “the mismanagement of the State.” He wanted the Board to be aware that he will be recommending a tax rate of \$4.19 per \$100 of assessed valuation, which is up from last year. It is up for 2 reasons: 1) the assessed valuation is down and 2) the State pass-down of costs to Gila County is up. He also noted that he does not see the financial situation getting any better in the near future so the tax rate for the following year could go to \$4.65, provided the State is financially fiscally responsible. The \$4.65 tax rate would mean no increase in taxes on existing properties because the 2012 assessments would still fall and if the assessed valuations went down 10%, the offsetting tax rate increase to ensure the house taxes paid were the same this year and the next year, the tax rate would have to be \$4.65. Chairman Dawson noted that the commercial property has lost no value in this area, which she did not understand. Mr. Nelson stated that he would talk to the Assessor about it; however, he believed it was a timing issue because homes are valued on sales that go back in time and businesses are valued on an income method that is reported to the Assessor and there may be a timing difference of a year’s lag. Chairman Dawson believes that is an important issue because the County does not want to increase taxes on commercial property and put more businesses out of business. No action was taken by the Board.

Item 5 - CALL TO THE PUBLIC: Call to the Public is held for public benefit to allow individuals to address issue(s) within the Board’s jurisdiction. Board members may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to Arizona Revised Statute §38-431.01(G), action taken as a result of public comment will be limited to directing staff to study the matter, responding to criticism, or scheduling the matter for further discussion and decision at a future date.

There were no requests to speak from the public.

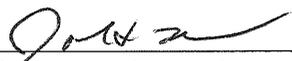
There being no further business to come before the Board of Supervisors,
Chairman Dawson adjourned the meeting at 12:39 p.m.

APPROVED:



Shirley L. Dawson, Chairman

ATTEST:



John F. Nelson, Interim County Manager/Clerk