

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

Date: May 14, 2013

MICHAEL A. PASTOR
Chairman

MARIAN E. SHEPPARD
Clerk

TOMMIE C. MARTIN
Vice-Chairman

By: Laurie J. Kline
Deputy Clerk

JOHN D. MARCANTI
Member

Gila County Courthouse
Globe, Arizona

PRESENT: Michael A. Pastor, Chairman; Tommie C. Martin, Vice-Chairman (via ITV); John D. Marcanti, Supervisor; Don E. McDaniel Jr., County Manager; Bryan B. Chambers, Deputy Attorney Principal; Jacque Griffin, Assistant County Manager/Librarian; and Marian Sheppard, Clerk.

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

The Gila County Board of Supervisors met in a regular session at 10:00 a.m. this date in the Board of Supervisors' hearing room. David Rogers led the Pledge of Allegiance and Pastor Gary Bowser of the Star Valley Baptist Church delivered the invocation.

Item 2 - REGULAR AGENDA ITEMS:

A. Information/Discussion/Action to approve Contract No. 042913 between Gila County and Ulibarri-Mason Global HR, LP to perform a Classification and Compensation Study for all Elected Officials' Offices and Appointed Department Heads' Departments.

Don McDaniel, County Manager, stated that last October the Board of Supervisors approved issuing a request for proposal for a classification and compensation study for all Gila County employee positions. A Consultant Selection Committee was then formed with the following members: Anita Escobedo, Clerk of the Court; John R. Armer, former Sheriff and Adam Shepherd, current Sheriff; Linda O'Dell, School Superintendent; Mary Hawkins, Court Administrator; Jacque Griffin, Assistant County Manager/Librarian; Linda Eastlick, Human Resources Director; Steve Stratton, Public Works Division Director; Michael O'Driscoll, Health and Emergency Services Division Director; and Don McDaniel, County Manager. The selection was done in an endeavor to get a broad cross-section of representation

throughout the County. The Committee had several meetings developing the completely comprehensive request for proposal that was sent out for bid. This request for proposal was one of the most comprehensive Mr. McDaniel has ever been associated with preparing. Six proposals were received; that number was reduced to three consultant firms that were selected to be interviewed. It was the unanimous consensus of the Consultant Selection Committee to recommend to the Board the selection of Ulibarri-Mason Global HR, LP. The Ulibarri-Mason Global HR, LP proposal stood out because it was apparent that the necessary time was taken to develop the information provided in the request for proposal into meaningful information beneficial to the County. The Consultant Selection Committee contacted former clients of Ulibarri-Mason Global HR, LP and the company received very good reviews. The contract is thirty-two weeks in duration at a cost of \$89,000. The estimated completion date is the middle to end of December 2013. Contingent upon Board approval, language has been written into the contract to go into other areas of study should the Committee determine that it's necessary.

On behalf of the Consultant Selection Committee, Mr. McDaniel recommended that the Board approve Contract No. 042913 between Gila County and Ulibarri-Mason Global HR, LP to perform a Classification and Compensation Study for all Elected Officials' Offices and Appointed Department Heads' Departments.

Vice-Chairman Martin commented that she is pleased that the County is at this point in time with the study and she would like to receive updates as the study progresses. Supervisor Marcanti thanked the Committee for all the effort put into this project and stated that the cost is less than he expected. Chairman Pastor stated that prior to Mr. McDaniel's employment with Gila County there were discussions at various times as to whether or not the County needed to conduct another classification and compensation study. He has received comments from employees regarding the study, both pro and con, and he is pleased that this is a transparent process. He inquired as to whether or not this study will have any effect on the upcoming one-time lump-sum payment that's based on employee performance appraisals to which Mr. McDaniel answered, "No, it will not." Chairman Pastor advised that he wanted the following question to be noted in the record. He then asked the method in which questions will be answered during the study. Mr. McDaniel explained that there will be several avenues for questions to be answered. Staff will be apprised of the means of communication as the study gets started, and it has not yet been determined whether that communication will be through the website that the consultants have set up or through a committee that will be established to assist in moving this process forward. Chairman Pastor asked that the record reflect that the County is planning to move forward and hopefully come to a good resolution on this study.

Upon motion by Supervisor Marcanti, seconded by Vice-Chairman Martin, the Board unanimously approved Contract No. 042913 between Gila County and Ulibarri-Mason Global HR, LP to perform a Classification and Compensation Study for all Elected Officials' Offices and Appointed Department Heads' Departments.

Item 3 - CONSENT AGENDA ACTION ITEMS: (Any matter on the Consent Agenda will be removed from the Consent Agenda and discussed and voted upon as a regular agenda item upon the request of any member of the Board of Supervisors.)

A. Approval to appoint the following precinct committeemen as submitted by the Gila County Republican Committee: Claypool #2 Precinct - Anne Kelly Stubbs, Payson #8 Precinct - Margaret Louise Vaughn and Gisela - Ted T. Tatum Jr.

B. Approval to appoint Albert Hunt to the Gila County Cooperative Extension Advisory Board to fulfill Jim Oestmann's unexpired term of office from May 14, 2013, to December 31, 2013.

C. Acknowledgment of contracts under \$50,000 which have been approved by the County Manager for the weeks of April 8, 2013, to April 12, 2013; and April 15, 2013, to April 19, 2013.

D. Approval of finance reports/demands/transfers for the week of May 14, 2013.

Upon motion by Vice-Chairman Martin, seconded by Supervisor Marcanti, the Board unanimously approved Consent Agenda action items 3A through 3D as presented.

4. 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(H), action taken as a result of public comment will be limited to responding to criticism made by those who have addressed the Board of Supervisors, may ask staff to review the matter or may ask that a matter be put on a future agenda for further discussion and decision at a future date.

There were no requests to speak from the public in Globe or Payson.

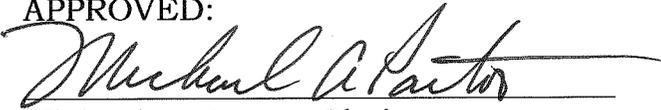
5. At any time during this meeting pursuant to A.R.S. §38-431.02(K), members of the Board of Supervisors and the Chief Administrator may present a brief summary of current events. No action may be taken on

issues presented.

Each Board member and the County Manager presented information on current events.

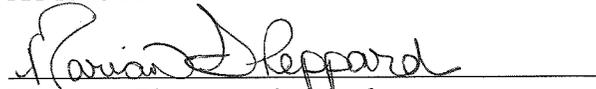
There being no further business to come before the Board of Supervisors, Chairman Pastor adjourned the meeting at 10:30 a.m.

APPROVED:



Michael A. Pastor, Chairman

ATTEST:



Marian Sheppard, Clerk