

**PROCEEDINGS OF THE
COCHISE COUNTY BOARD OF SUPERVISORS PLANNING RETREAT
HELD ON WEDNESDAY, DECEMBER 5, 2012 AT 9:00 A.M.
HUACHUCA OAKS BAPTIST CAMP
CRIPPEN HALL - 9502 S. HIGHWAY 92, HEREFORD AZ**

Chairman Searle called the Planning Retreat of the Board of Supervisors to order at 9:00 a.m. All three supervisors were present: Richard Searle, Chairman; Pat Call, Vice-Chairman; Ann English, Supervisor. Also attending were Mike Ortega, County Administrator and Jim Vlahovich, Deputy County Administrator.

Mr. Ortega stated that he would be briefing the Board on a variety of subjects and would like the Board's feedback on those issues, which included: Strategic Plan update, Leadership Training Program review, budget overview, 5 year Capital Improvement Plan development, Human Resources Compensation Plan, and administrative priorities.

Supervisor English said that the strategic plan could be used as a springboard for prioritizing county goals. She mentioned record retrieval/storage for public access online, kiosks at county libraries, and access to electronic permits, maps, and assessment information.

Chairman Searle said the he was very interested in e-government and felt, if necessary, funds could be used toward hiring an outside agency to help with the roll out of this new technology.

Vice-Chairman Call said that although technological tools were crucial, proper Information Technologies (IT) staff would also have to be hired to ensure the success of the new tools and mentioned the importance of using social media as another form of communication with both employees and the public.

The Board inquired regarding the cost associated with technological improvements for the county as a whole. Mr. Ortega said that he would work with the IT Department on a plan and research costs and get them more complete information.

Mr. Ortega then turned the discussion to a review of current roads projects. He stated that there had been a dramatic reduction in road monies and both he and staff were looking at creating a countywide road improvement process (both maintenance and improvements). He said that the cost could be from \$50-\$60million. Mr. Ortega noted the sources of revenue would come from: General Fund, ½ cent sales tax, bonding/leveraging HURF money, with a possibility of creating a transportation ½ cent sales tax with voter approval. He discussed other road projects throughout the county and a work plan to ensure all concerned roads were looked into.

Both Chairman Searle and Supervisor English did not think that any tax increase would be positive in the current economy, but agreed that a new approach would have to be taken when dealing with road improvements.

The Board encouraged Mr. Ortega to look into other revenue sources and liked the idea of a regional transportation plan that could involve the cities.

Mr. Ortega discussed the possibility of a Joint Communications Center that would include the Sheriff's Office and the cities. He said this would begin with discussions on a regional evidence storage facility and would give everyone involved a fair vote.

Chairman Searle inquired about selling/leasing county land that is no longer needed and mentioned parts of the Bisbee/Douglas International Airport that would be good for this purpose.

Mr. Ortega said there was some interest in leasing that land and that he would look into it.

Mr. Ortega updated the Board on the Courts, Tourism, Economic Development, and Community Development. He said that the Facilities Management Department's main focus would be on maintenance and repair for long-term goals. He stated that he was also working on a possible move of departments from the Old Bisbee High School Building and would give them an update when more details were researched.

Supervisor English stated that beginning to allocate annual money for department moves was imperative.

Mr. Ortega discussed employee staffing, compensation issues, and compensation plan options.

The Board inquired about the sustainability of a long-term compensation plan and any salary adjustments for employees.

Mr. Ortega said that he would look at doing salary base adjustments in portions and also use performance evaluations to give one-time distributions to employees. He stated that several vacancies countywide would give him and staff an opportunity to look into creating positions that would accomplish several needs which would be another way to save the county money and make funds available for salary base adjustments.

The Board showed their support of Mr. Ortega's plans for the county and requested that a meeting be set up within 60 days to follow up on several topics discussed during the meeting.

Mr. Ortega said he would begin to research those topics and set up the requested meeting.

No action was taken at this meeting and Chairman Searle adjourned the meeting at 12:54 p.m.

Richard Searle, Chairman

Katie A. Howard, Clerk