

Special Session

March 24, 2015

The Pinal County Board of Supervisors convened at 1:08 P.M. this date. Chairwoman Chase called the meeting to order.

Presentations and audio files of the meeting can be found at www.pinalcountyz.gov

Present: Chairwoman Cheryl Chase; Vice-Chairman Pete Rios; Supervisor Stephen Q. Miller; Supervisor Anthony Smith; Supervisor Todd House; Chief Civil Deputy County Attorney, Chris Keller; County Manager, Greg Stanley; Clerk of the Board, Sheri Cluff and Deputy Clerk of the Board, AmberLee Taylor.

Call to Public – There was no one who wished to address the Board.

Executive Session:

1:10 P.M. – Motion was made by Supervisor Rios and seconded by Supervisor House to recess into the following executive session.

Executive session pursuant to ARS Section 38-431.03(A)(3) for legal advice concerning county policy 3.96.

Present: Chairwoman Cheryl Chase; Vice-Chairman Pete Rios; Supervisor Stephen Q. Miller; Supervisor Anthony Smith; Supervisor Todd House; County Manager, Greg Stanley; Chief Civil Deputy County Attorney, Chris Keller; Human Resources Director, Cathy Bohland and Clerk of the Board, Sheri Cluff.

2:10 P.M. – Chairwoman Chase adjourned the executive session and reconvened the Board of Supervisors regular session meeting.

Amend County Policy and Procedure 3.96, Reduction in Force, and associated Merit System Rules addressing lay-offs.

Chief Civil Deputy County Attorney, Chris Keller, explained that last June, staff brought a reduction in force policy before the Board for approval. Since that time, staff has been working to review all County policies and have identified a few that need corrections for consistency purposes. This is one that staff felt needed to be addressed sooner than later. If the Board approves the changes, staff requested language changes be made to the merit rules so that they are consistent.

Human Resources, Director Cathy Bohland, presented staff's recommended changes as follows:

Page 1, SCOPE: replace the word “exempt” with “at will”

Page 1, DEFINITIONS, Item D: delete the word “priority”

Page 2, PROCESS FOR APPROVAL, Item A: change 60 days to 30 days.

Page 4, Item C. 1. Items a., b., and d.: replace the word “percent” with the word “points”

Page 6, Item B: Remove the word “priority” in sections a and b. Sentence 2 of the same section should be changed to read “the salary grade for the vacant position is at or below the affected employee’s current salary grade. For an appointing authority whose department has RIF’d its employees, that Appointing Authority shall exert every effort to place its RIF’d employees into vacant positions in their department for which the employee qualifies.”

Ms. Bohland asked that any merit rules, specifically 5.3, be made consistent with the revisions should the Board choose to approve the amendments as requested.

Supervisor Smith pointed out that the word “special” on page 1, DEFINITIONS, Section D, should also be removed.

Motion was made by Supervisor Rios and seconded by Supervisor House to approve the amendments to the County Policy and Procedure 3.96, Reduction in Force, and associated Merit System Rules addressing layoffs, with the changes discussed by Human Resources, including the change referenced by Supervisor Smith and to include additional changes in the Rating Matrix so that the recommended weighting is Seniority 40 points, Performance 40 points and Conduct 20 points. Seniority is defined as continuous years as a regular status employee with the department regardless of classification to which assigned in the department. The tie breaker points will be assigned as follows: i. relevant experience within the department defined as current continuous time within the assigned department; ii. Documented performance improvement plan in the last three years.

Roll call vote by Clerk of the Board Sheri Cluff: Supervisor House – AYE; Supervisor Smith – NAY; Supervisor Miller – NAY; Supervisor Rios – AYE; Chairwoman Chase – AYE. Motion carried by a 3:2 vote.

Motion was made by Supervisor Rios and seconded by Supervisor House to approve the proposed amendments including the amendments discussed by Supervisor Rios. Motion carried by a 4:1 vote with Supervisor Smith voting no.

Human Resources Director, Cathy Bohland, clarified that regarding the tie breaker point system proposed by Rios, item i. should read as follows: i. relevant experience within the department defined as current continuous time within a specific classification of the assigned department.

Supervisor Smith commented that he would prefer to see qualifications as part of the Rating Matrix or the tie breaker points.

Motion was made by Supervisor Miller and seconded by Supervisor Smith to reconsider the Board's action. Motion failed by a 3:2 vote with Supervisor Rios, Supervisor House and Chairwoman Chase voting no.

Execution of the Letter of Declaration and any related documents authorizing an increase in the County's line of credit with the county's servicing bank, Wells Fargo Bank, to the amount of \$10,000,000.

County Manager, Greg Stanley, explained the County has issues with cash flow, specifically relating to the general fund. There is currently a \$5 million dollar letter of credit on hand and staff is requesting to increase that letter of credit, as a temporary condition, to \$10 million. This would be to borrow funds as needed if the general fund balance should drop below zero.

Motion was made by Supervisor Smith and seconded by Supervisor Miller to approve the execution of the Letter of Declaration and any related documents authorizing an increase in the County's line of credit with the county's servicing bank, Wells Fargo Bank, to the amount of \$10,000,000. Motion carried by unanimous vote.

Work Session to discuss the Center for Public Safety Management's draft findings related to the Pinal County Sheriff's law enforcement operations.

Greg Stanley explained that the Board was provided a draft report and at a recent meeting the Sheriff and his Chief Deputy made comments regarding that report so staff felt it would be appropriate for Mr. Leonard Matarese, Director of Research for the Center for Public Safety Management, LLC, to appear before the Board and clarify the process that was used.

Mr. Matarese presented information to the Board and to the public in order to clarify what process is being used to conduct the study. In response to comments made that there was a recommendation to have only seven deputies, Mr. Matarese said, he has never had anyone misinterpret a study so drastically. There have been no recommendations made because the work product is not finished. The next step would be to sit down and work with the agency to review the data to ensure it is complete before finalizing the report and making any recommendations. Without the Sheriff's Office participation, the process will remain at a standstill. His presentation can be viewed in the "Minutes" section of the Board of Supervisors website.

Supervisor House referred to a letter that the Sheriff's Office received from the Sheriff's Association and asked Mr. Matarese if the statutory mandated functions are considered.

Mr. Matarese stated that those are all things that would be identified and considered if the department would cooperate.

The Board asked the public to appeal to the Sheriff's Office to participate in this study as it is ultimately for the benefit of the citizens. If there is no breakthrough and progress at some point, it would be upon the Board to release the consultant from their work.

The meeting stood adjourned at 3:40 P.M. The next regular meeting of the Pinal County Board of Supervisors will be on Wednesday, April 8, 2015 at 9:30 A.M.

PINAL COUNTY BOARD OF SUPERVISORS

AmberLee Taylor

AmberLee Taylor, Deputy Clerk of the Board