

**BOARD OF SUPERVISORS
NAVAJO COUNTY, ARIZONA
EMERGENCY MEETING
MAY 14, 2003**

Supervisors' Chambers, Holbrook, Arizona - Time: 9:10 a.m.

PRESENT: Pete Shumway, Chairman; J.R. DeSpain, Vice-Chairman; Jerry Brownlow, Member; Mel Bowers, Jr., County Attorney; Eddie Koury, County Manager; and Judy Jones, Clerk of the Board. (Members Percy Deal and Jesse Thompson were absent due to previous commitments.)

Mr. DeSpain led the Pledge of Allegiance and offered the Invocation.

BOARD OF SUPERVISORS: Pete Shumway, Chairman: Executive Session pursuant to ARS § 38-431.03(A)(3) for legal advice re: issues concerning the roles, responsibilities and conduct of senior administrative and personnel officials. Not Held
2) Meeting with County Manager, Assistant County Manager and Human Resources Director to provide direction concerning their respective roles, responsibilities and conduct between now and the date of their announced retirements. Not Addressed
3) Meeting with Elected Officials and Department Heads to discuss concerns regarding the announced retirement of senior county officials:

Mr. Shumway welcomed everyone and stated the Board had spent a lot of time in the past couple of weeks on a series of executive sessions. Following some actions taken by the board there was response on the part of administration and lives and jobs have changed. There is a transition occurring in Navajo County. On Monday we received resignation/retirement letters from three administrative staff members. The Board felt that it was necessary to come together this morning and see if we could bring some understanding of the transition that is occurring. We encourage everyone to stay focused on Navajo County government and the people we represent. Everyone is going to need to work together to make this transition as smooth as possible. This is an interesting time when we are worrying about the budget. We compliment all of you for the efforts you have put forth in trying to keep within the requirements. There are still numerous budget unknowns as far as the state is concerned.

The board will, as soon as we can, put together a transitional team to assist us in the selection of replacements for the positions that will be vacated. We encourage the cooperation of each one of you to work with us and we will listen to your feelings with regards to your departments.

Mr. Bowers (County Attorney) stated this was scheduled for an emergency meeting due to the resignations and the May 31st date. There have been some concerns and questions from the Department Heads and Elected Officials. We thought it was best to go ahead and schedule this for an Emergency Session to address some concerns.

Mr. Koury (County Manager) stated that there is three weeks to go through some sort of transition. There are a lot of things that need to be worked on. They do not want to do anything to leave Navajo County in a lurch. The unfortunate thing is that they are all working managers and do an awful lot themselves and no one else is aware of it. They are meeting regarding the NEG Grants and with MIS to address the massive spread sheet that only Gilbert knows. Clinton is working to get the Special Districts in order. I am working on lining out how to continue with the Fire Recovery Grant and the Budget for this fiscal year. About 40% of the budget was presented to the board on Monday, another 20% is in Grants and they are putting those together. That leaves the General Fund and there are a lot of questions as to where we go.

He continued saying that he would like to apologize to everyone including the board members if their actions are causing any concern, we are just trying to make a smooth transition. If you have issues, bring them to our attention. We need to not make Navajo County's financial situation worse that it already is.

Laree Saline (Public Defender's Office) asked who is the transition team? Mr. Shumway stated we have not decided that and we will need to involve the other two supervisors.

Mr. DeSpain, stated that if anyone is interested in serving on the team to let the board know, or if they have concerns that something is not being addressed to please bring them to the attention of the Clerk so we will know about it. We are all in this together.

Manny Hernandez (Treasurer), stated that he had been hearing a lot of rumors and his concern and hope is that this board will choose replacements that will be able to look to the future and that we can get someone to manage this county. Trust is very important and at this time no one is trusting anyone. People are feeling a lot of tension and there is a lot of division. The employees are very concerned and he would encourage this board to put together a good team to find the right people to take the place of the staff that is leaving.

Mr. Shumway stated that everyone can be assured that the rumors are not originating from the board. We are trying to deal with the facts as they are and to address everyone's concerns to make this as smooth a transition as possible. If there are rumors, we do everything we can to stop them and deal with the facts. We will try to provide complete information and we urge cooperation on the part of all.

Judge Kindig, (Superior Court) stated she is not speaking for the court, however, she too has heard a lot of rumors and she has been in situations where this has happened before. She stated that she thinks it is unfortunate when people bail when times are tough. However, if people chose to bail that is their choice. She suggested, that because these gentlemen will be here three more weeks and apparently they will still be "running the show" and she doesn't think that is a good idea. They should be busily sitting in their offices making tremendously long lists of where they are at with their projects, what projects they are working on, who the contacts are, deadlines, etc. There should be someone sitting beside them at all times to learn what is going on. (A similar situation happened last summer in the courts during the Rodeo-Chediski Fire when some key people fled during the fire and when they left, the new people learned the job.) If during the last three weeks there are critical issues, because everyone knows you are going to be gone, we need to have someone in there, even if they don't end up filling those positions. At least that official will have knowledge they can share.

Mr. Shumway responded that what Mr. Koury presented is precisely what you are requesting and to make a smooth transition, these gentlemen are already making those lists of what needs to happen. What I am hearing from them is that there is a firm commitment to do those things that are needed in a timely manner for whoever takes on their roles. We will put people in place to bring about completion of those projects.

Mr. Brownlow stated that it is too bad that Percy and Jesse aren't here today. The Clerk has been asked to put on a worksession after the meeting on Monday because there are a lot of issues we need to hammer out. We are a board we need to decide some critical direction. It is our responsibility to guide this

county the best we can. We are going to try to put together a new team. I appreciate the people who have stepped forward and offered their assistance.

Judy Jones (Clerk of the Board) stated that she wished we had started last week in making sure there was a board member here each day to ensure the transition goes smoothly. She stated that Eddie and Clint are both going to be gone Friday, so that leaves one day this week, five days next week and not that many days the following week. We have five board members, and if the board doesn't put someone in charge, one of them needs to be here each day.

Mr. Shumway stated that he cannot be here every day if he is going to do his job. However, he will do the best he can to represent Navajo County and will continue as long as he is a member of this Board. He thanked the group for the work everyone is doing to help keep Navajo County going,

Frank Turley (Assessor) stated this was a real opportunity for the board to really look over the county administration and make some changes or change the direction and explore the many avenues. There have been some things suggested such as the Clerk of the Board and the County Manager positions be the same and he would encourage the board to take time to plan. Take a look at the movement of the whole administration. Mr. Turley stated how much he enjoyed working with Eddie, Clint and Gilbert and would like to congratulate them on their retirements.

Alan Knight, (Development Services) suggested it would be very helpful, during the transition, if the departments could be informed of what is going on and not have to wait until the next board meeting to get information.

Mr. Shumway answered by saying if there are questions, administration is willing to do that and work with the departments and elected officials. He closed by saying that the board will try to do the right thing and thanked everyone for coming, move forward get things done that we need to do.

There being no further business to come before the Board of Supervisors, the meeting was adjourned until Monday, May 19, 2003, upon a motion made by Mr. Shumway; motion seconded by Mr. Brownlow; vote unanimously carried. The meeting adjourned at 9:50 a.m.

APPROVED:

Pete Shumway, Chairman

DATE:

ATTEST:

Judy Jones, Clerk of the Board