



NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION
PINAL COUNTY BOARD OF SUPERVISORS
AGENDA FOR SPECIAL SESSION
Thursday, June 13, 2024

9:30 AM - CALL TO ORDER

PINAL COUNTY ADMINISTRATIVE COMPLEX
BOARD OF SUPERVISORS HEARING ROOM
135 N. PINAL STREET
FLORENCE, AZ 85132

BUSINESS BEFORE THE BOARD

(Consideration/Approval/Disapproval of the following:)

- (1) Executive Session pursuant to A.R.S. 38-431.03 (A)(3)(4) for legal advice and contracts subject to negotiation and pending or contemplated litigation regarding Solicitation # 220226, Specialty Legal Services contract renewals. (Kent Volkmer)
- (2) **Work Session:** Presentation and discussion of the State of Human Resources. The presentation provides an overview of the department's efforts in FY 23 24 to recruit and retain a qualified workforce. The focus areas for FY 24-25 will be covered to ensure the department is meeting the ongoing needs of Pinal County, its residents and valued employees.
- (3) **Work Session:** Discussion of revisions to County Ordinance No. 111099-RTO adopted in 1999 to allow for another option to process complaints or violations related to rubbish, trash, weeds, filth, debris, or dilapidated buildings that present a hazard to public health and safety. (Chris Keller/Ian Daranyi/Joe Ortiz)
- (4) **Work Session:** Presentation and discussion covering the Assessor process, BOE process/contract, and Legal Considerations. Focus on reviewing the Assessor's office process prior to citizens submitting petitions to the Clerk's office. Overview of the current BOE process and associated contract costs, followed by a comparison with the potential costs of hiring a hearing officer. Reviewing the legal requirements and considerations. (Chris Keller/Douglas Wolf/ Natasha Kennedy)

ADJOURNMENT

(SUPPORTING DOCUMENTS ARE AVAILABLE AT THE CLERK OF THE BOARD OF SUPERVISORS' OFFICE AND AT <https://pinal.novusagenda.com/AgendaPublic/>)

NOTE: One or more members of the Board may participate in this meeting by telephonic conference call.

The Board may go into Executive Session for the purpose of obtaining legal advice from the County's Attorney(s) on any of the above agenda items pursuant to A.R.S. 38-431.03(A)(3).

In accordance with the requirement of Title II of the Americans with Disabilities Act (ADA), the Pinal County Board of Supervisors and Pinal County Board of Directors do not discriminate against qualified individuals with disabilities admission to public meetings. If you need accommodation for a meeting, please contact the Clerk of the Board Office at (520) 866-6068, at least (3) three business days prior to the meeting (not including weekends or holidays) so that your request may be accommodated.

Pursuant to A.R.S. 38-431.02, NOTICE IS HEREBY GIVEN, that the public will have physical access to the meeting room at 9:15 AM.

Notice of Possible Recess: The Board may take a Recess around 12:30 p.m. and the meeting will reconvene around 1:00 p.m.

Meeting Notice of Posting

[Click Here for the General Board Meeting Rules of Order](#)



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

June 13, 2024 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

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BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:

BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

History			
Time	Who		Approval

ATTACHMENTS:

Click to download
No Attachments Available



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BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

N/A

History	Who	Approval
Time		
6/6/2024 2:46 PM	County Attorney	Yes
6/6/2024 3:52 PM	County Manager	Yes
6/6/2024 3:52 PM	Clerk of the Board	Yes

ATTACHMENTS:

- Click to download
- [The State of Human Resources](#)



PINAL COUNTY

WIDE OPEN OPPORTUNITY

The State of Human Resources 2024

June 13, 2024

Presentation Overview

- **Prioritizing People - The Employee Experience & Employee Value Proposition**
- **Efforts and Achievements in FY 23-24**
- **Pinal County Brand & Talent Acquisition Review**
- **Looking Ahead - What's Next 2024-2025?**
- **Team Updates and Recognition**



Employee Experience



Employee Value Proposition

The employee experience is the journey an employee takes with your organization. It includes every interaction that happens along the employee life cycle, plus the experiences that involve an employee's role, workspace, resources provided, manager and wellbeing



Compensation, career development, work-life balance, company culture, and purpose and mission

Why Boards And C-Suites Care About Employee Experience



SUBSCRIBE

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HR NEWS/NORTH AMERICA NEWS NEWS TICKER

Improving Employee Experience Will Be a Top Focus for 2024

3rd January 2024

PR Newswire News Products Contact

News in Focus Business & Money Science & Tech Lifestyle & Health Policy & Public Int

Employee Experience Management Market worth \$11.1 billion by 2028 - Exclusive Report by MarketsandMarkets™



Home Services News Education About Us

Search

Employee Experience Super-App Blink Grows by 159% as Organizations Strive to Cultivate Employee Engagement and Retention

The New Employment Landscape - Prioritizing People Starts with Leaders

- What do Employees Want from Leaders?
 - Flexible Work Options
 - Wellbeing & Mental Health
 - Development Opportunities
 - Meaningful Work
 - Leaders that Care About Them
 - Compassionate, Communicative & Empathetic Leadership
 - A Culture of Recognition

SHRM, LinkedIn, Forbes, Deloitte

FY 23-24 Collective Efforts & Achievements

PRIORITIZE PEOPLE

1. **Community Wants and Needs**
 - Employer Brand - Modernize the Message
 - Increased Community Engagement
2. **Employees**
 - Expanded Vacation, Holiday, and Sabbatical Leave Opportunities
 - Across the Board Increase Implemented
 - Market Based Increases
 - County Absorbed the Cost of Healthcare
 - Implementation of New EAP Provider
 - Leadership Training - On Demand or in Person
 - Wellbeing; Prevention and Early Intervention
 - CPR & AED Training





Pinal County Brand

Balance + Purpose + Reward

Here at Pinal County, We Value Each Employee and Prioritize a Work Experience that Provides Ample Time for Stress Reduction and Work Life Balance.

If you're passionate about your community and seeking a meaningful career path where you can make a difference, your future awaits! We have almost 40 departments with a wide range of positions. Come find your balance in Pinal County.

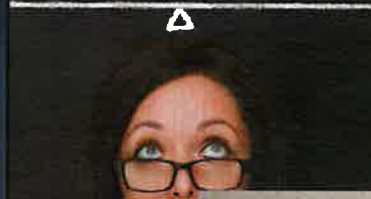
Check Out Some of Our Amazing Benefits:

- Paid Sabbaticals Every Five Years
 - Two Week Sabbatical After Five Years
 - Three Week Sabbatical After 10 Years
 - Four Week Sabbatical After 15 Years
 - Four Week Sabbatical Every Five Years After 15 Years
- Paid Vacation and Sick Leave
 - 10 Vacation Days Accrued Annually Starting Day One After Three (3) Years of Service or Vacation Days Accrued Annually
 - After 100 (100) Years of Service 20 Vacation Days Accrued Annually
 - 15 Paid Holidays + One Paid Floating Holiday to Use as You Wish
 - 13 Sick Leave Days Accrued Annually Starting Day One
- Comprehensive Wellness Program
- Variety of Top Tier Affordable Medical Plans - Six Different Medical Plans to Choose From
- Same Medical Plans with Zero Employee Premium Cost
- Dental and Vision Plans
- Tuition Reimbursement Program
- Alternative Work Schedules
- Telehealth
- Retirement Plans with Generous Employer Contributions
- Guaranteed Lifetime Benefit
- Civil Service Leave
- Van/Pool Options
- Short Term Disability and Basic Life Insurance—Employer Paid
- Flexible Spending Accounts for Dependent Care and Medical Expenses
- Suite of Voluntary Benefits including additional Life, Accident, Critical Illness & Cancer Insurance



www.pinaljobs.com

WORK LIFE



Are you the missing piece to our HR puzzle?

FIND YOUR BALANCE



PINAL COUNTY

WIDE OPEN OPPORTUNITY

FIND YOUR BALANCE

- Paid Sabbaticals Every Five Years
- Three Weeks Vacation First Year
- 11 Paid Holidays Annually
- 13 Paid Sick Days Annually



PINAL COUNTY

WIDE OPEN OPPORTUNITY



PINAL COUNTY

WIDE OPEN OPPORTUNITY

SABBATICAL LEAVE

FIND YOUR BALANCE

- Paid Sabbaticals Every Five Years
- Three Weeks Vacation First Year
- 11 Paid Holidays Annually
- 13 Paid Sick Days Annually



PINAL COUNTY

WIDE OPEN OPPORTUNITY



RECEIVE \$10K IN ANNUALLY IN SPECIAL ASSIGNMENT PAY
ENJOY A SUPPORTIVE WORKPLACE CULTURE AND WORK/LIFE BALANCE
SERVICE YOUR COMMUNITY

- Paid Sabbaticals Every Five Years
- Three Weeks Vacation First Year
- 11 Paid Holidays Annually
- 13 Paid Sick Days Annually
- Comprehensive Wellbeing Program

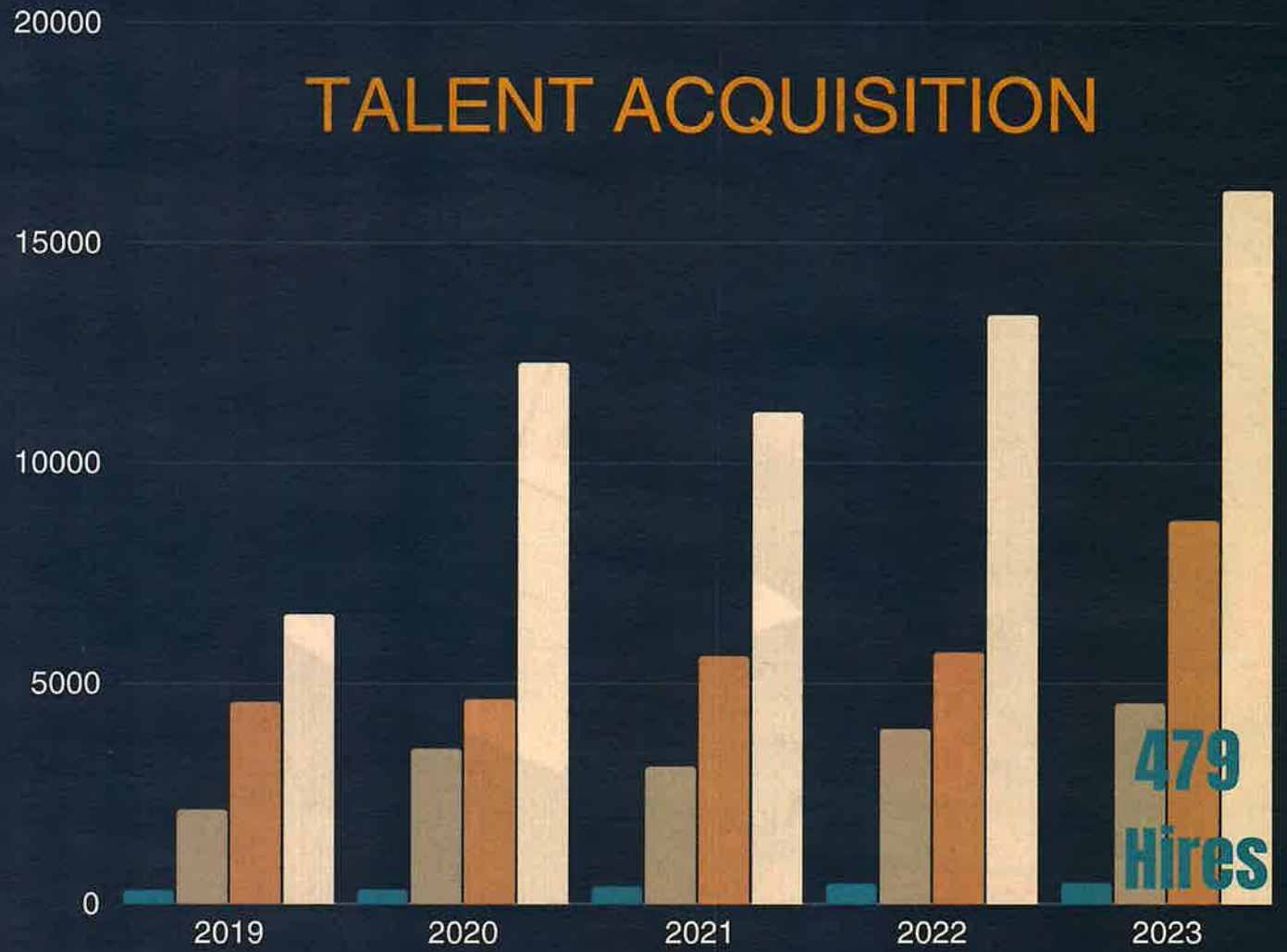


PINAL COUNTY

WIDE OPEN OPPORTUNITY

TALENT ACQUISITION

- # of Hires
- # of Qualified Applicants
- # of Unique Applications
- # of Total Applications



Pinal County New Hire Demographics

Generation	FY 21.22	FY 22-23	FY 23-24
Gen Z (17-27)	20.20%	26.37%	22.13%
Millennials (28-43)	42.60%	39.08%	38.20%
Gen X (44-59)	28.25%	24.46%	27.76%
Baby Boomers (60-78)	8.87%	10.07%	11.48%

**60% of Our
New Hires
Are Modern Job
Seekers**



**33% Increase
in Re-hires**

PINAL COUNTY
Update **Pinal County, Arizona**

Overview	94 Reviews	90 Jobs	117 Salaries	6 Interviews	24 Benefits	11 Photos	34 Diversity
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Pinal County, Arizona Reviews

4.1 ★★★★★ ☆ ●●●

79% would recommend to a friend
[91 total reviews]

Moving Up!
Since 2021
28% Increase
Glassdoor
Brand Reputation
Score





Yavapai County

Overview	27	68	55	1
Reviews		Jobs	Salaries	Interviews

Yavapai County Overview 3.4★

www.yavapai.us

1001 to 5000 Employees
Revenue: Unknown / Non-Applicable



Yuma County

Overview	8	--	9
Reviews	Jobs	Salaries	Interviews

Yuma County Overview 3.3★

www.yumacountyaz.gov/

Unknown
Revenue: Unknown / Non-Applicable
Competitors: City of Maryland Heights, City of Rialto, CA




Coconino County, Arizona

Overview	42	48	76	1	6
Reviews	Jobs	Salaries	Interviews	Benefits	

Coconino County, Arizona Overview 3.8★

www.coconino.az.gov

Flagstaff to 5000 Employees
1 Location
Type: Government
Founded: 1909
Revenue: Unknown / Non-Applicable
Municipal Agencies



Maricopa County (Arizona)

Overview	457	168	937	92	200	1
Reviews	Jobs	Salaries	Interviews	Benefits	Photos	

Maricopa County (Arizona) Overview 3.4★

www.maricopa.gov

Phoenix, AZ
10000+ Employees
6 Locations



Mohave County

Overview	38	29	58
Reviews	Jobs	Salaries	

Mohave County Overview 2.7★

www.mohavecounty.us

Unknown
Type: Government
Municipal Agencies



Pima County (Arizona)

Overview	172	183	397	23
Reviews	Jobs	Salaries	Interviews	

Pima County (Arizona) Overview 3.4★

webcms.pima.gov

PRIORITIZING PEOPLE - EMPLOYEES



Nathan Atencio
Plan Services

Joshua Botton
Plan Services

Samuel Blalch
Plan Services

Melissa Castillo Villalobos
Insurance Services

Christopher Childress
Insurance Services

Jeannie Cortez
Insurance Services



Folake El-Amin
Plan Services

Roderick J. Harrison Jr.
Plan Services

Patrick Hayes
Plan Services

Rebecca Lichtner
Insurance Services

Timothy Lindsey
Insurance Services

Timothy McCormick
Insurance Services



Gulien McEghan
Plan Services

Erica Norris
Plan Services

Amanda Ochoa
Plan Services

Angelic Padilla
Plan Services

Matthew Palva
Plan Services

Rupesh Patel
Plan Services



Angel Sanchez
Plan Services

Monika Smrli
Plan Services

Grace Tangredi
Plan Services

Austin Wasgraff
Plan Services

Tyler Wenzel
Plan Services



Ray Baliza
Plan Services

Chalney Cathemer
Plan Services

Renald Cox
Plan Services

Adriana D'Angelo
Plan Services



Donna Escobedo
Plan Services

David Garcia
Plan Services

Jason Marlon
Plan Services

Salvador Mora
Plan Services



Yesenia Ramirez
Plan Services

Breanna Rivas
Plan Services

Anthony Rodriguez
Plan Services



Aliya Saari
Plan Services

Jonathan Veeremans
Plan Services



Janessa Adeleye
Plan Services

Jose Alfaro
Plan Services

Jeremy Braunstein
Plan Services

Julie Clark
Plan Services

Joseph Del Barro
Plan Services



Henry Ferrino
Plan Services

Anthony Felix
Plan Services

Christine Forester
Plan Services

Kimberly Giglio
Plan Services

Taylor Hubbard
Plan Services



Bryan Hunt
Plan Services

Willinda Jones
Plan Services

Krista Klarer
Plan Services

Stephanie O. Maack
Plan Services

Matthew Mashaw
Plan Services



Aurora Moyado
Plan Services

Tamara Raabe
Plan Services

Mia Ramirez
Plan Services

Roxann Walntroob
Plan Services

June Weatherford
Plan Services



Donna Barrow
Plan Services

Ruvina Bustos
Plan Services

Dillon Conway
Plan Services

Taylor Cordaro
Plan Services



Crystal Dennis
Plan Services

Kasha Esslinger
Plan Services

Krystal Fetting
Plan Services

Mark Foster
Plan Services



Kendal Jones
Plan Services

Clarisse Mugiranoza
Plan Services

Karina Rojas
Plan Services



Tatyiana Rushing
Plan Services

John Surita
Plan Services





LEADERSHIP TRAINING

Each session will take place at 10 am in the Historic Courthouse Ceremonial Hearing Room, in person

DATES

EVENT

TUESDAY, JAN 9, 2024

First Time Managers

THURSDAY, FEB 8, 2024

Motivating and Engaging Your Employees

TUESDAY, MAR 12, 2024

Performance Management Goal Setting

Pinal County Historic Courthouse Building
135 N Pinal Street, Florence, AZ 85132



HR LIAISON FORUM

Thursday, August 17th, 2023
2:30 PM - 4:00 PM

Historic Courthouse
Ceremonial Hearing Room
135 N Pinal St, Florence, AZ 85132



HR LIAISON FORUM

The purpose of this forum is to align roles, practices and messaging across the County. During this session we will discuss types of leave, specifically related to ADA accommodations, coverage under the FMLA, Pregnancy Protection Act, Industrial Injuries and Exposures, Best practices, compliances and safety will be addressed as well as sick leave, vacation and sabbatical policies.



DECEMBER 7TH, 2023
02.30 PM - 04.00 PM

CEREMONIAL HEARING ROOM



	Pinal County	Judicial Branch	Total
Full Time Employees	1648	472	2120
Part Time Employees	29	6	35
Temporary Employees	73	32	105
Totals	1750	510	2260

Employee Headcount

8% Increase Over FY 22-23
14% Increase Over FY 21-22



Fiscal Year	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Voluntary	9.00%	8.82%	11.50%	13.07%	8.75%
Involuntary	1.44%	2.38%	2.38%	2.39%	1.91%
Retirement	3.76%	2.10%	2.43%	2.10%	2.00%
Total	14.41%	14.02%	16.31%	17.56%	12.67%



**Turnover
Down
28%**



Reason for Leaving*	%
Compensation	50%
Retirement	13.33%
Work Environment	13.33%
Lack of Advancement Opportunities	10%
Relocation	3.33%
Personal Reason	3.33%
Schedule	3.33%

Exit Interviews



*Limited Data Received

Retention Strategies

Compensation

- Across the Board Increases
- Market Studies
- Tuition Reimbursement
- Critical Recruitment & Retention
- Trainee Classification
- Healthcare
- Total Compensation Calculator



Work Environment

- Workplace Assessments
- Leadership Assessments
- Department Trainings
- Mediation Sessions - Experts
- One on One Leader Training
- Utilized Investigation Services
- Department Counseling Services
- Inquiries and Investigations

What's Next in 24-25?

V.O.I.C.E

The **V**oice of **I**nspired **C**ounty **E**mployees

Pinal County Leadership wants to provide the best employee experience for all employees!

Let your **VOICE** be heard!

To capture your ideas, opinions, concerns, and suggestions, we'll be utilizing a multifaceted approach to the collection through forum discussions, surveys, and polls.

Sessions Beginning in July 2024

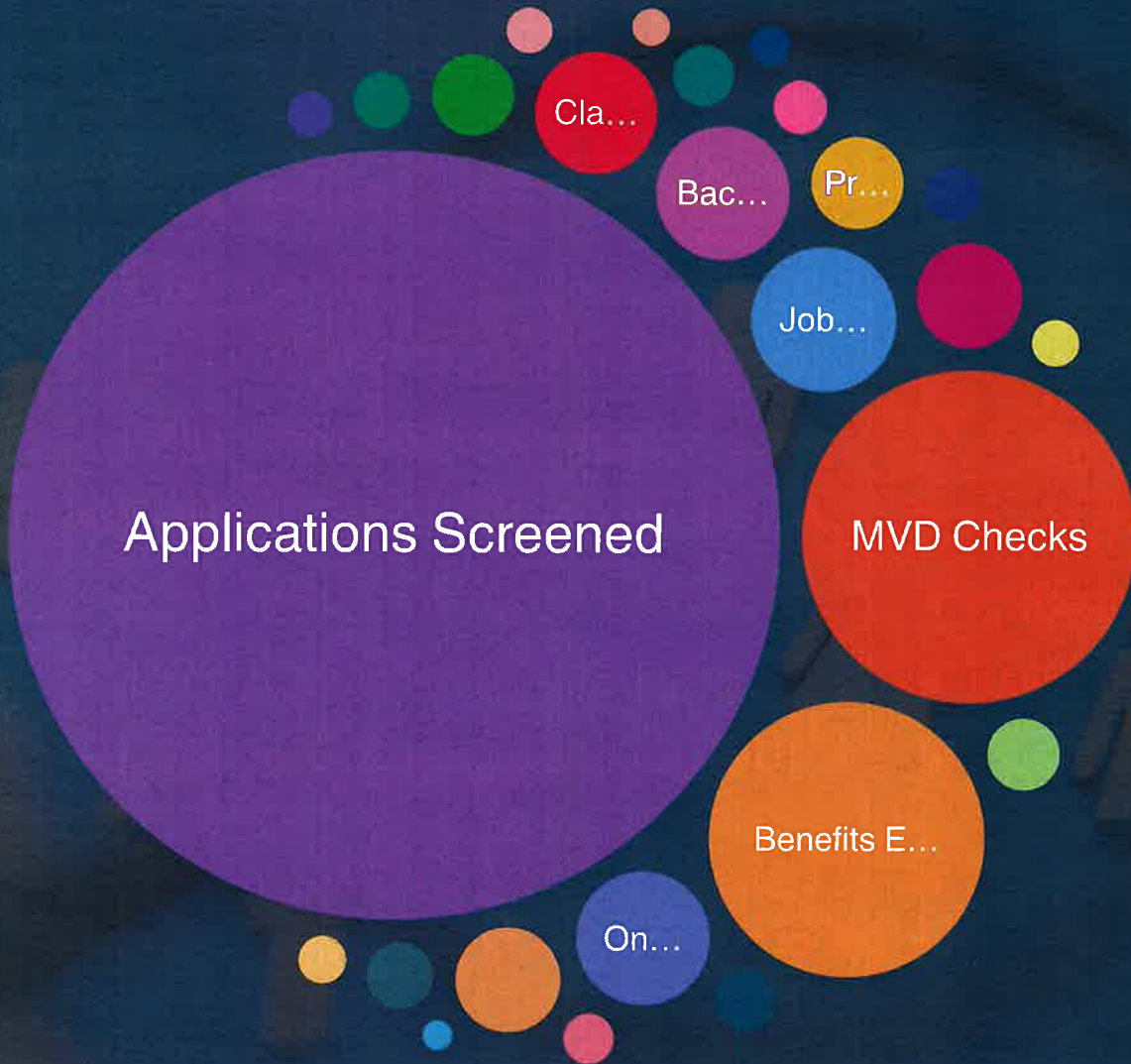
THE
voice



What's Next in 24-25?

- Learning and Development
- Talent Acquisition & Merit Rule Audit - Action Plan
- Enhanced Engagement and Communications with Employees and Applicants
- Classification & Compensation
- The VOICE
- Important Policy Updates
- Exploring Modern Software Options
 - HRIS
 - ATS
 - LMS
 - ER
- Process Improvement





**Over 25K
Processes Completed**

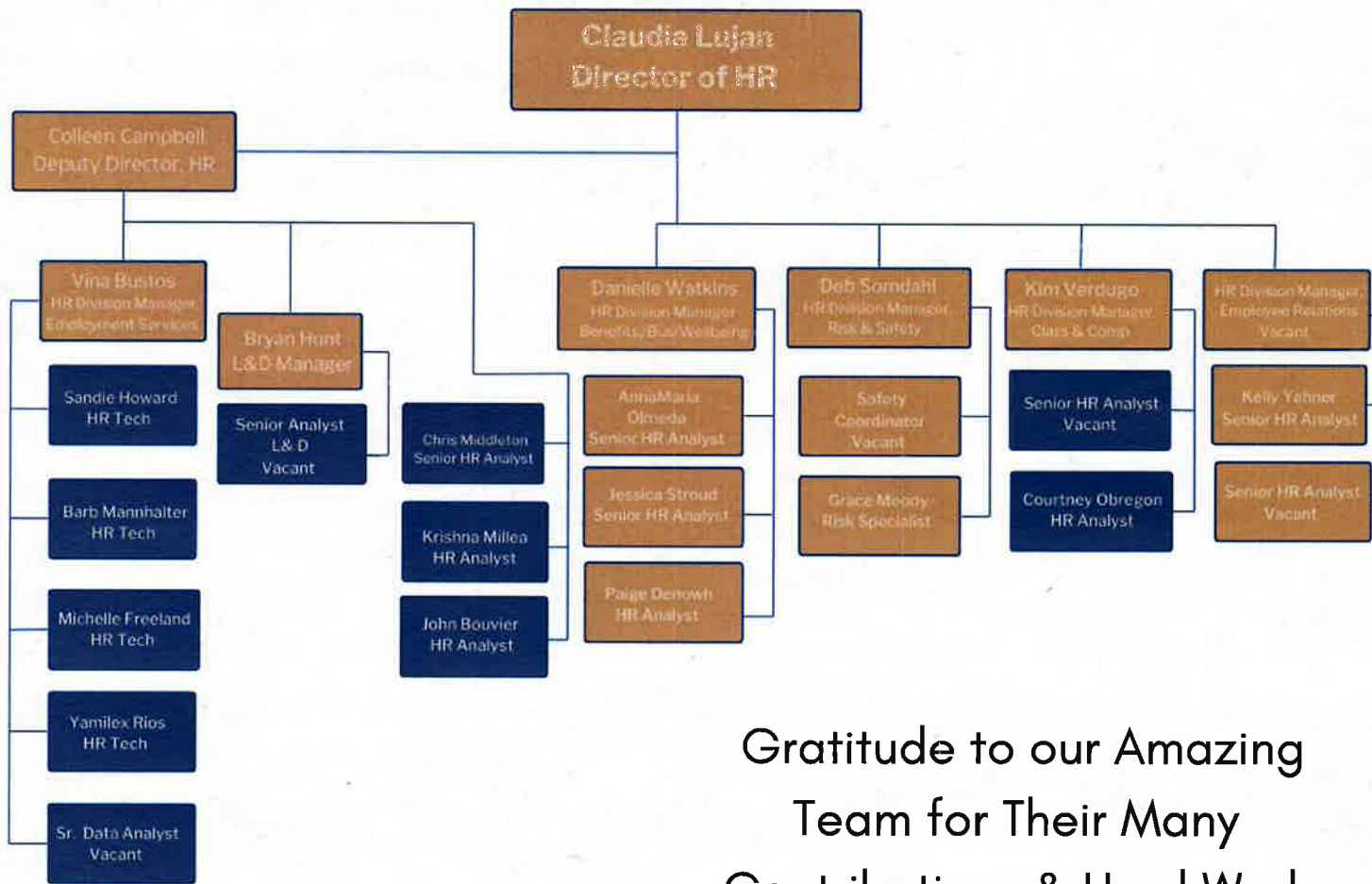


- **Competitive HR Strategy**
- **Attract & Hire Highly Qualified Candidates**
- **Employee Engagement & Productivity**
- **Employee Retention**
- **Strategic Compensation**
- **Learning & Development**
- **Organizational Pride**
- **Positive Brand Reputation**
- **Governance & Compliance**
- **Drive Culture & Morale**
- **Benefits & Leave Administration**
- **Wellbeing Initiatives**
- **Risk & Safety Management**
- **Equity & Fairness**
- **Employee Relations**
- **Performance Management**
- **Data & Analytics**

PARTNER



HR Business Partner



Gratitude to our Amazing
Team for Their Many
Contributions & Hard Work

*Thank
you*

**When you hand
good people possibility,
they do great things.**
Biz Stone



Claudia Lujan	6599	HR Director	
Colleen Campbell	6279	HR Deputy Director	
Vina Bustos	6332	Division Manager	Employment Services
Michelle Freeland		HR Tech	Onboarding/ HR Ops
Barbara Mannhalter		HR Tech	Onboarding/ HR Ops
Yamilex Rios		HR Tech	Onboarding/ HR Ops
Sandra Howard		HR Tech	Onboarding/HR Ops
Krishna Millea		HR Analyst	Talent Acquisition
Johnathan Bouvier		HR Analyst	Talent Acquisition
Chris Middleton	6211	Senior HR Analyst	Talent Acquisition
Kimberlee Verdugo	6251	Division Manager	Class & Comp
Courtney Obregon		HR Analyst	Class & Comp
Danielle Watkins	6512	Division Manager	Benefits & Wellness
Annamaria Olmeda		Senior HR Analyst	Ben, Life Events, Retirement
Jessica Stroud		Senior HR Analyst	Modified Duty, ADA
Paige Denown		HR Analyst	FMLA, Initial Workers' Comp
Deb Somdahl	6532	Division Manager	Risk and Safety
Grace Ege Moody		Risk Specialist	MVA's, Claims, COI's, Insurance
Vacant		Safety Coordinator	AED's, Safety, OSHA
Bryan Hunt		Learning & Development Manager	
			Direct Services
Anisa Ayer	6594	Senior HR Analyst	Development Services
			Employee Relations
Kelly Yahner	6258	Senior HR Analyst	

Pinal County Human Resources



Contact Information

Questions?



Thank you!



PINAL COUNTY

WIDE OPEN OPPORTUNITY

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June 13, 2024 ADMINISTRATION BUILDING A
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ATTACHMENTS:
Click to download
<input type="checkbox"/> 2024.06.10 Ordinance No. 111099-RTO Presentation



ANOTHER WAY TO HANDLE SOME CODE ENFORCEMENT CASES

PINAL COUNTY DEVELOPMENT SERVICES & PCAO

CODE ENFORCEMENT CASE LOAD

602 Total Active Cases

- 495 active zoning code cases
- 107 building code case
- 17 (3%) are “proactive”
 - (cases triggered without a complaining party)

602 Cases Divided Among 7 Staff Members

- 6 Code Compliance Officers
- 1 Building Safety Inspector



NUMBERS AS OF MARCH 2024

CODE ENFORCEMENT CASE LOAD CONT.

602 Active Cases

- Comprised of 1,173 Total Violations

Types of Violations being Investigated

- 247 (21%) violations related to scrap/debris
- 167 (14%) violations related to inoperable vehicles
- 147 (12%) violations related to buildings without permits (“BWOPs”)
 - Constructed unlawfully and extent of safeguards, conditions, and/or defects is unknown.
 - Majority are backlogged/old cases prior to existing BWOP process.
- 113 (10%) violations related to land use



NUMBERS AS OF MARCH 2024











CURRENT CODE ENFORCEMENT PROCESS

A.R.S. § 11-815

1

COMPLAINT RECEIVED



2

INSPECTION OF PROPERTY



3

ATTEMPTS TO RESOLVE VIA VOLUNTARY COMPLIANCE



4

NON-COMPLIANCE VIOLATION(S) REFERRED TO CIVIL HEARING OFFICE ("CHO")



7

IF VIOLATION IS NOT ABATED, CHO DECISION IS REFERRED TO PCAO TO CONSIDER FILING A LAWSUIT TO OBTAIN: INJUNCTION, AUTHORIZATION TO ABATE OR REMOVE THE UNLAWFUL CONSTRUCTION OR USE, AND FINE
PCAO HAS 102 CASES PENDING ENFORCEMENT

6

IF IN VIOLATION, CHO ASSESSES A FINE OF UP TO \$750 PER VIOLATION AND ORDERS ABATEMENT



5

CHO HEARING
HEARING OFFICER FINDS WHETHER OR NOT PROPERTY IS IN VIOLATION



INEFFICIENCIES WITH CURRENT PROCESS

- Every code violation, regardless of type or severity, if not voluntarily abated, may result in a lawsuit to seek a judgment
- Basic code violation cases can take years to resolve
- Amount of court and staff time it takes to obtain authorization for abatement
- Significant resources used to obtain judgment for abatement



ANOTHER OPTION FOR ENFORCEMENT

- A.R.S. § 11-268
- “The BOS, by ordinance, shall compel the owner, lessee or occupant...to remove rubbish, trash, weeds, filth, debris or dilapidated buildings...”
 - i.e. a hazard to public health and safety
- A.R.S. § 11-268 was amended in 2011 and 2013
- County Ordinance 111099-RTO approved in 1999 but has not been updated
 - Therefore, not being used



NEW PROPOSED ENFORCEMENT PROCESS

A.R.S. § 11-268

1

COMPLAINT RECEIVED

2

INSPECTION OF PROPERTY TO DETERMINE IF VIOLATION(S) / PUBLIC NUISANCE EXISTS

3

SERVICE OF NOTICE TO ABATE W/ESTIMATED COST OF ABATEMENT IF OWNER, LESSEE, OR OCCUPANT DOES NOT ABATE VIOLATION(S)

4

NOTICE PROVIDES: SPECIFIC VIOLATION(S) CITED, DEADLINE TO ABATE, COUNTY HAS RIGHT TO ABATE IF VIOLATION(S) REMAIN AFTER 30 DAYS, & APPEAL RIGHTS

5

IF NOTICE IS APPEALED, CHO HEARS APPEAL AND ISSUES DECISION

6

IF CHO FINDS VIOLATION(S), APPELLANT HAS 30 ADDITIONAL DAYS TO ABATE, OTHERWISE COUNTY CAN ABATE

WHAT IF COUNTY MUST ABATE?

- If County abates violation(s)/nuisance, the costs shall be an Assessment against the real property where violation(s) occurred
- Assessment shall not exceed written estimate in Notice to Abate
- Notice of Assessment shall be served in same manner as Notice to Abate with same right to appeal
- Assessment unpaid after 30 days will be recorded and will function as a lien against the real property

APPEAL & ABATEMENT: REPLACEMENT ORDINANCE

- If Notice to Abate not appealed -> County may abate 30 days after service of Notice if violation/nuisance remains
- Notice to Abate appealed and CHO finds violation(s) -> County may abate 30 days after CHO decision if violation(s)/nuisance remains
- Notice to Abate appealed and CHO finds no violation(s) -> County may not abate

WHAT ARE WE LEFT WITH?

- Two “types” of code violations on two different enforcement tracks
- Type 1: Trash, Debris, Dilapidated Buildings (A.R.S. § 11-268)
 - (hazard to public health and safety)
- Type 2: Zoning Violations (A.R.S. § 11-815)
- Proposed Ordinance deals with Trash, Debris, Dilapidated Buildings which are 21% of current violations



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WIDE OPEN OPPORTUNITY

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ATTACHMENTS:
Click to download
<input type="checkbox"/> COB SBOE Overview
<input type="checkbox"/> 06.13.2024 COB SBOE Overview

Board of Equalization

THE OFFICE OF THE CLERK OF BOARD
DUTIES AND RESPONSIBILITIES



PINAL COUNTY

Overview

- Duties and Responsibilities by The Office of the Clerk of the Board (COB) under State Board of Equalization (SBOE) Contractual Agreement
- Possible Transition to Hearing Officer (HO) Contractual Agreement



PINAL COUNTY

COB OBLIGATIONS

Under the current State Board Of Equalization (SBOE)
Contractual Agreement



PINAL COUNTY

COB

Duties and Responsibilities

General Administrative Support

- Receive, Log, Email, Mail: Petitions/Evidence
- Schedule Location for Hearings
- May attend Hearings
- Mail Notices of Decisions



PINAL COUNTY

SBOE Duties and Responsibilities

Current Contract Expires February 27, 2025

- Receive, review and evaluate all petitions according to ARS requirements and evaluate them accordingly.
 - Appeals (5): Notice of Value, Notice of Change, Personal Property – Business Personal Property and Un-Affixed Mobile Homes, Notice of Proposed Correction, Notice of Claim
- Communicates with all parties involved that may have questions
- COB point of contact for all inquires for proper guidance
- Generate and Mail Notices of Hearing cards
- Create Agenda Packets/Docket
- Organize Hearing Officer(s) for hearings
- Conducting hearings
- Serves as the primary resource for hearing recordings
- Custodian of Records
- Process Public Records Requests related to hearings

2023 Services Invoiced \$2,813.61

- Reviewed, evaluated petitions and evidence for 53 Hearing Cases/Dockets
- Conducted five (5) Hearing Dates



PINAL COUNTY

COB OBLIGATIONS

Under Possible Transition to Hearing Officer (HO)
Contractual Agreement



PINAL COUNTY

COB POSSIBLE TRANSITION TO HEARING OFFICER

Duties and Responsibilities

Hearing Officer

- Hearing Officer shall hold hearings, review and make determination on petitions and appeals.
 - 2 Year Agreement: Compensation, travel expenses, and yearly SBOE training (June & July).
- SBOE Contract, needed for potential conflict(s)

COB

The COB office will need to assume full responsibility for all existing obligations under SBOE, except for the conduction of hearings, in addition to its current COB duties.

- Receive, review and evaluate all petitions and evidence according to ARS requirements and evaluate them accordingly
- Communicates with all parties involved that may have questions*
- Generate and Mail Notices of Hearing cards
- Create Agenda Packets/Docket
- Organize Hearing Officer(s) for hearings
- Serves as the primary resource for hearing recordings
- Custodian of Records
- Process Public Records Requests
- Schedule Hearings/Location
- Shall attend Hearings
- Mail Notices of Decisions
- Outside Counsel



PINAL COUNTY

COB CONTRACTUAL AGREEMENT COST COMPARISON REVIEW

SBOE

SBOE 2023 Services Invoiced \$2,813.61

- Reviewed, evaluated petitions and evidence for 53 Hearing Cases/Dockets
- Conducted five (5) Hearing Dates

HEARING OFFICER

COB \$120,000 estimated cost

- Staff/ERE's
- Staff Office location & setup
- Yearly Training (2)
- Hearing Officer Contract Budget Capacity
- Outside Counsel

Hearing Officer \$ 9,043

- Projection
 - Training \$1,600
 - Review 53 Hearing Cases/Dockets \$3,048, review of 30 minutes
- Actuals
 - Meetings with COB Staff (6 hours): \$690
 - Five (5) Conducted Hearing Dates: \$3,705



PINAL COUNTY

APPEAL IN TAX COURT

FILE AN APPEAL IN TAX COURT WITHIN 60 (SIXTY) Days



PINAL COUNTY

QUESTIONS?



PINAL COUNTY

Board of Equalization

THE OFFICE OF THE CLERK OF BOARD
DUTIES AND RESPONSIBILITIES



PINAL COUNTY

Overview

- Duties and Responsibilities by The Office of the Clerk of the Board (COB) under State Board of Equalization (SBOE) Contractual Agreement
- Possible Transition to Hearing Officer (HO) Contractual Agreement



PINAL COUNTY

COB OBLIGATIONS

Under the current State Board of Equalization (SBOE)
Contractual Agreement



PINAL COUNTY

COB

Duties and Responsibilities

General Administrative Support

- Receive, Log, Email, Mail: Petitions/Evidence
- Schedule Location for Hearings
- May attend Hearings
- Mail Notices of Decisions



PINAL COUNTY

SBOE Duties and Responsibilities

Current Contract Expires February 27, 2025

- Receive, review and evaluate all petitions according to ARS requirements and evaluate them accordingly.
 - Appeals (5): Notice of Value, Notice of Change, Personal Property – Business Personal Property and Un-Affixed Mobile Homes, Notice of Proposed Correction, Notice of Claim
- Communicates with all parties involved that may have questions
- COB point of contact for all inquiries for proper guidance
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- Organize Hearing Officer(s) for hearings
- Conducting hearings
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- Custodian of Records
- Process Public Records Requests related to hearings

2023 Services Invoiced \$2,813.61

- Reviewed, evaluated petitions and evidence for 53 Hearing Cases/Dockets
- Conducted five (5) Hearing Dates



PINAL COUNTY

COB OBLIGATIONS

Under Possible Transition to Hearing Officer (HO)
Contractual Agreement



PINAL COUNTY

COB POSSIBLE TRANSITION TO HEARING OFFICER

Duties and Responsibilities

Hearing Officer

- Hearing Officer shall hold hearings, review and make determination on petitions and appeals.
 - 2 Year Agreement: Compensation, travel expenses, and yearly SBOE training (June & July).
- SBOE Contract, needed for potential conflict(s)

COB

The COB office will need to assume full responsibility for all existing obligations under SBOE, except for the conduction of hearings, in addition to its current COB duties.

- Receive, review and evaluate all petitions and evidence according to ARS requirements and evaluate them accordingly
- Communicates with all parties involved that may have questions*
- Generate and Mail Notices of Hearing cards
- Create Agenda Packets/Docket
- Organize Hearing Officer(s) for hearings
- Serves as the primary resource for hearing recordings
- Custodian of Records
- Process Public Records Requests
- Schedule Hearings/Location
- Shall attend Hearings
- Mail Notices of Decisions
- Outside Counsel



PINAL COUNTY

COB CONTRACTUAL AGREEMENT COST COMPARISON REVIEW

SBOE

COB

- Postage \$378

SBOE 2023 Services Invoiced \$2,813.61

- Reviewed, evaluated petitions and evidence for 288 parcels/53 Hearing Cases/Dockets
- Conducted five (5) Hearing Dates

\$3,191.61: 2023 Actual Expenditures

HEARING OFFICER

COB \$120,000 estimated cost

- Staff/ERE's
- Staff Office location & setup
- Yearly Training (2)
- Outside Counsel

Hearing Officer \$22,555

- Projection
 - Training By SBOE \$1,600
 - Review 288 Parcels (53 Hearing Cases/Dockets) review of 30 minutes \$16,560
- Actuals
 - Meetings with COB Staff (6 hours): \$690
 - Five (5) Hearing Dates: \$3,705



PINAL COUNTY

APPEAL IN TAX COURT

FILE AN APPEAL IN TAX COURT WITHIN 60 (SIXTY) Days



PINAL COUNTY

QUESTIONS?



PINAL COUNTY



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

June 13, 2024 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name: Clerk of the Board

Director: Natasha Kennedy

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Pursuant to A.R.S. 38-431.02, NOTICE IS HEREBY GIVEN, that the public will have physical access to the meeting room at 9:15 AM.

BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:

BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

History	Who	Approval
Time		

ATTACHMENTS:
Click to download
No Attachments Available



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

June 13, 2024 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Notice of Possible Recess: The Board may take a Recess around 12:30 p.m. and the meeting will reconvene around 1:00 p.m.

BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:

BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

History	Who	Approval
Time		

ATTACHMENTS:
Click to download
No Attachments Available



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

June 13, 2024 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name: Clerk of the Board

Director: Natasha Kennedy

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Meeting Notice of Posting

BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:

BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

History	Who	Approval
Time		

ATTACHMENTS:

Click to download

[Notice of Posting](#)



PINAL COUNTY

WIDE OPEN OPPORTUNITY

MEETING NOTICE OF POSTING

STATE OF ARIZONA

COUNTY OF PINAL

I, Natasha Kennedy, being duly sworn upon her oath, says as follows:

I am the appointed Clerk of the Pinal County Board of Supervisors.

In my position as Clerk of the Board of Supervisors and Board of Directors, I am responsible for posting all Agendas.

Pursuant to A.R.S. 38-431.02 notice is hereby given that the Pinal County Board of Supervisors will hold a Special Session meeting on **Thursday, June 13, 2024 at 9:30 AM** in the Board Hearing Room, 1891 Historic Courthouse, Administrative Complex, located at 135 N. Pinal Street, Florence, Arizona 85132. The public will have physical access to the meeting room at 9:15 AM.

Notice of Possible Recess: The Board may take a Recess around 12:30 PM and the meeting will reconvene around 1:00 PM.

Board Meetings are broadcasted live and the public may access the meeting on the County Website at Pinal.gov under "Meeting Videos."

Board Agendas are available on the County Website at Pinal.gov under "Agendas & Minutes."

At any time during business hours, citizens may reach the Clerk of the Board Office at (520) 866-6068 or via email at ClerkoftheBoard@pinal.gov for information about Board meeting participation.

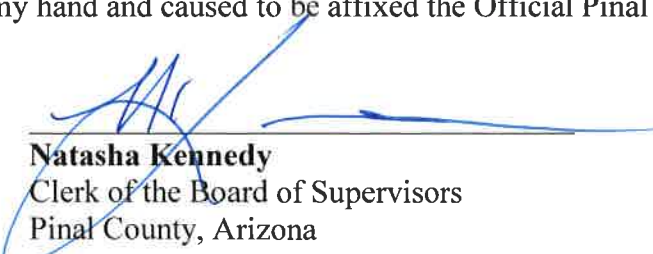
Note: One or more members of the Board may participate in this meeting by telephonic conference call.

I hereby further certify that I caused to be posted this Friday, June 7, 2024, around 11:00 AM the Special Session Agenda, and Executive Session as follows:

1. A kiosk located outside the front entrance to The Old Historical Courthouse, Administrative Complex Building, 135 North Pinal Street, Florence, Arizona 85132
2. County Website under Agendas & Meetings located at Pinal.gov
3. Emailed the NOVUS Agenda Distribution List and Clerk of the Board Notification Distribution List

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Official Pinal County, Arizona Seal this 7th day of June, 2024.




Natasha Kennedy
Clerk of the Board of Supervisors
Pinal County, Arizona

CLERK OF THE BOARD OF SUPERVISORS

1891 Historic Courthouse | 135 North Pinal Street | P.O. Box 827 | Florence, AZ 85132 | T: 520-866-6068
www.pinal.gov



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

June 13, 2024 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

[Click Here for the General Board Meeting Rules of Order](#)

BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:

BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

History	Who	Approval
Time		

ATTACHMENTS:
Click to download
No Attachments Available