



Human Resources Department

Date: October 11, 2012

To: Dana Hlavac, Acting County Manager

Through: John Timko, Deputy County Manager – Management Services

From: Ray Osuna, Human Resources Director

Subject: Considerations and Recommendations on the Merit Commission Composition and Districts' Representation

Purpose

The purpose of this memorandum is to report on considerations and recommendation on the Merit Commission composition affected by the new five (5) Board of Supervisors districts. In January 2013, the new Board of Supervisors will be sworn in. The following analysis presents all known statutory, Merit Rules and Board of Supervisors guidelines, affecting Merit Commission composition.

Analysis

A.R.S. 11-212 provides direction to the board of supervisors on the division of the county into three or five districts based on the decennial census data.

A.R.S. 11-353 provides direction on the Merit Commission members, terms of office and vacancies.

“...the board of supervisors shall appoint a county employee merit commission to assist in administering the system. The commission shall consist of five members, each of whom shall hold office for a term of four years and until his successor is appointed and qualified....Members of the commission shall be selected from among the qualified electors of the county. No more than three of such members shall be from the same political party.”

A.R.S. 11-354 provides direction on the powers and duties of the commission.

“The commission shall perform those duties and exercise those powers that are necessary to carry out this article...The commission may appoint hearing officers to conduct hearings on behalf of the commission.”

Merit System Rules Article 1, Rule 104.D provides for the creation of the Merit Commission, under the authority and direction of A.R.S. 11-353 and A.R.S. 11-354.

“There is created a Merit Commission of five (5) individuals appointed by the Board and selected from among the qualified electors of the County. Members of the Merit Commission should be supportive of the application of merit principles in public employment. No more than three (3) members of the Commission shall be from the same political party...”

Mohave County Board of Supervisors Guidelines for Selecting Boards and Commissions Membership provides seven (7) guidelines. Guideline No. 1 and No. 6 state the following,

1. “The Board of Supervisors will seek balance for Boards or Commission appointments...”
2. “Above all, the Board will be guided by the need to create a mix of reasonable, fair-minded people with integrity to act in a long term public interest of the County as a whole.”

Recommendation

On October 15, 2012, subject to the approval of the Board of Supervisors Mohave County will have five (5) Merit Commissioners. Currently the Merit Commission is in compliance with the noted statutes, Merit Rules and Board of Supervisors Guidelines. See attached Merit Commissioner information and districts’ representation.

Upon future Merit Commission vacancies the Human Resource Director will affirmatively work to seek qualified electors to represent the new five (5) Board of Supervisors districts.

Attachment: Exhibit A