



Thursday, August 03, 2017

To: Council
CC: Leadership
Fr: RES
Re: Week 2 Status

Council –

The end of my second week marks continued meetings with leadership and citizens, as well as getting out in the community to learn more about Bisbee. We've had a good week, meeting with residents on high street over some bad road conditions, meeting at the library with Jason & Alison, and having extended conversations with Council members and the City Attorney.

I would also like to thank Council for a warm welcome, and smooth first Council meeting!

Andy received some good news from the FAA and will be bringing information to you regarding funding and the airport, and we took delivery of the new vector truck this week! I also spent quite a bit of time in the car with Andy, getting to know our street work, drainage and vegetation issues, and pending projects -- and I met the men at the recycling center; they are doing an incredible job for the City. Andy and I have been discussing some planning related tasks and I look forward to bringing a few ideas to Council soon – we need to begin planning work to establish a long term, managed approach to some of the drainage and streets issues (this would be the start of a decades long capital effort).

Council should also know that Andy was able to make a silk purse out of a sow's ear (sorry for the antiquated southern idiom) – he has patched together and cleaned up a 4-door Jeep that will be the vehicle that we use to drive guests in. I spent half a day in it with Andy, and it's in better shape than my car (I need to clean up my car)!

Kudos to Joe for finding an active outhouse in the City – while this one looks nice, we're working to eliminate it (they are not allowed in the City). In all seriousness this is an extreme health hazard and if you are aware of any other facilities like it please speak with me or Joe; they must be abated.



The Fire Department is moving ahead with filling some vacant positions, and will be structuring an assessment center to process and fill the vacant Chief position. The assessment center will be created by the department and HR, and will involve the review of candidates (and evaluation of same) by internal, as well as external, professionals in the fire safety and medical fields. Police and Fire Departments have been using this approach to evaluate leadership candidates for some time. Since departments in our region frequently work with each other on emergencies, they have an interest in making sure that advancement in leadership positions in public safety and emergency response are awarded to the best qualified candidates. I'm confident that new leadership in the Fire Department will continue to deliver quality, solid service to the City and region.

Between now and then, the Fire Department will have an Interim Chief (Castillo) appointed internally, and he will be competing for the permanent Chief position in the assessment center. The department is also converting some of their overtime funding to fill vacant positions – which should help the department avoid overtime, and have more hands on deck for needed work/coverage. I'm greatly encouraged by this shift in staffing and understand that if overtime is managed to a minimum, the department will actually experience a savings. We will have more details to you shortly, as Monica and Keri are working with the Chief on a report.

Having met with Melanie, I will be following up today with Ashlee, Keri and Andy over the additional part time (grant funded) transit position. That should be coordinated and filled soon, and will help us coordinate the transit TAC meeting. Again, reporting on details will come to you soon.

I continue to meet with departmental leadership to discover potential actions which will help us continue or improve quality of service to you and the citizens of Bisbee, and with some additional help from leadership, will be announcing a few operational efforts soon. We are examining software (agenda management, meeting management, payroll and possibly document management), hardware, procurement processes and some minor organizational shifts to facilitate better customer service and contact with our citizens. I've also worked with Ashlee on the IT RFP and that should be out soon – we are looking forward to taking a fresh look at IT planning, support and management; we will be engaging a planning process to develop strategic objectives and funding timelines for improvements for the next budget cycle.

I'd also invite you to check out the City's new YouTube channel at https://www.youtube.com/channel/UCoKAHjI_5kCJ5FTBp4eC7ng -- Nina took the initiative and set that channel up for our City – many thanks to her for the proactive work! At our channel you'll find a growing repository of

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our public meetings. We hope to begin streaming to YouTube soon – using some software that will make that possible at no cost to the City. Please let others know that this informational channel is out there and available for the public's use.

I have also begun working to organize and mentally prioritize the ongoing projects list that prior management was using, and hope to incorporate that into my reporting to you next week.

Please remember that I will be absent on Monday, returning to the office mid-day on Tuesday.

As always, please reach out to me directly if you have any questions or concerns – I'm happy to chat!

RES