

Advantage

April 2014

Voter Outreach

*Electronic
Poll Books
Initiative
Launched*

El Rio

**Partnership to
Restore Gila River**

No Burn Day?

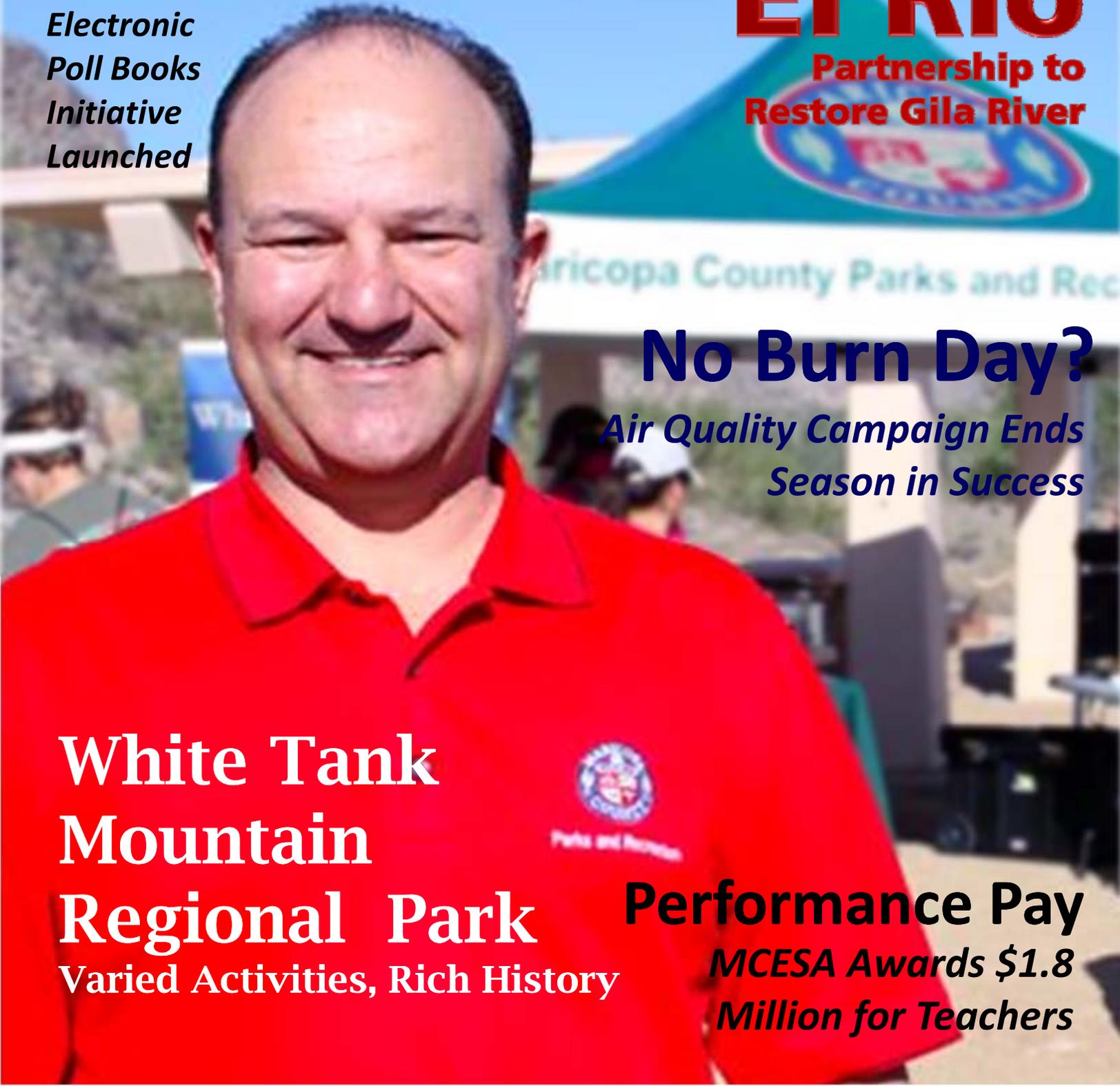
*Air Quality Campaign Ends
Season in Success*

White Tank Mountain Regional Park

Varied Activities, Rich History

Performance Pay

*MCESA Awards \$1.8
Million for Teachers*





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Look At The County Employee Benefits Home Page

ADVANTAGESM

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THE OFFICE OF THE
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Cover

White Tank
Mountain
Regional Park
Varied Activities,
Rich History

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22



Voter Outreach

Electronic Poll
Books Initiative
Launched

18



El Rio

Partnership to
Restore Gila River

8



Open Enrollment - Page 4
City and County Co-locate Services - Page 11
Sit or Stand? What is Best for Work - Page 30
Achievements - Page 31

At left:
Goodyear Branch Library Partnership - Page 4

- 3 From the Publisher's Desk
- 12 Performance Pay for Teachers
- 16 No Burn Day Campaign is Success
- 21 County Implementing New ERP System
- 26 Employee Spotlight - Gale Barclay
- 28 Distracted Driving

Employee Benefits Open Enrollment

April 14 - May 9, 2014

Maricopa County recognizes the value of your benefits as part of your total compensation and is pleased to offer a comprehensive benefits package for Plan Year 2014-2015.

You can choose between **three distinct medical plans: an HMO, a PPO, and a high-deductible health plan (HDHP) with a health savings account.** Cigna will continue to administer the HMO plan, and UnitedHealthcare will be the new carrier for the PPO and HDHP plans.

The upcoming **Open Enrollment period between April 14 - May 9, 2014 will be 'Passive.'** With a few exceptions, if you do not complete your benefit elections you will automatically be re-enrolled in the benefit plans you have for the current Plan Year 2013-2014. With the addition of UnitedHealthcare, your medical plan coverage will map as follows:

Coverage for 2013-2014		Coverage for 2014-2015
• Cigna HMO	—————>	• Cigna HMO
• Cigna PPO	—————>	• UnitedHealthcare PPO
• Cigna Choice Fund with H.S.A.	—————>	• UnitedHealthcare HDHP with H.S.A.

You must access the Benefit Enrollment System at <https://portal.adp.com> to:

- Make new benefit elections or change your current ones
- Add or drop dependents
- Elect the Flexible Spending Accounts
- Designate payroll contributions to a Health Savings Account
- Update your biometric screening, health assessment and tobacco use status
- Add or update your beneficiaries for life insurance

All benefit elections are irrevocable, whether you complete your Open Enrollment elections or allow your current coverage to roll over. **Changes cannot be made until July 1, 2015 unless you experience a Qualifying Event.** The applicable premiums for benefits coverage will be deducted from your paychecks.

Additionally, to continue to receive the medical plan premium reductions, you should **complete the biometric screening and health assessment.** If you previously completed and passed the saliva test (for the detection of nicotine presence) you do not need to retake this screening.

Every year, for a variety of reasons, employees make mistakes during Open Enrollment that ultimately affect their benefits coverage or cost them money. Take a minute to review the list at the right to help you make the best benefit elections for you and your family.

Costly Mistakes Employees Make That Affect Their Benefits Coverage

- 1** Fail to review Open Enrollment material, and learn about benefits changes for the next plan year.
(Material is located at www.maricopa.gov/benefits/oe1415.html.)
- 2** Delay enrolling in or making changes to benefits during the annual 4-week Open Enrollment period.
(April 14 - May 9, 2014.)
- 3** Skip attending group informational benefits meetings or the webinar.
(Go to www.maricopa.gov/benefits/oe1415.html for a list of "What's New with Your Benefits" meetings/webinar.)
- 4** Forget to add or drop dependents from coverage during Open Enrollment.
- 5** Choose a benefits plan based solely on a provider which can result in a person being enrolled in the wrong plan.
- 6** Incorrectly believe that employee contribution elections to a flexible spending account or health savings account will automatically roll over from year to year.
- 7** Access the ADP Portal to "view" benefits but fail to make and "submit" elections.
- 8** Ignore the Dependent Verification Letter (audit letter) mailed to their home resulting in dependents being dropped from coverage.
- 9** Fail to understand that elections made during Open Enrollment are irrevocable for the entire next Plan Year.
- 10** Miss the Open Enrollment deadline - May 9, 2014 at 5:00 p.m.



From the Publisher



Dear Advantage Reader:



Last month, information was reported that Maricopa County is growing rapidly again. Maricopa County's population growth is second only to Harris County, Texas. Our County grew by nearly 69,000 residents in 2013 according to the Census Bureau. I believe that is why we are all so busy providing services and serving our community. I know that volumes are up all around the County. I know that this is stressful. But, I thank you for your service to Maricopa County residents. What you do is important!

This edition of Advantage is packed with information to benefit County employees. You will find information on various benefits offered to County employees including: Open Enrollment, YMCA memberships and Nationwide Financial Seminars. There are also articles that provide important information. The article on Distracted Driving is a great reminder of the importance of safety at work and in our personal lives. Please read the one-page article, Sit or Stand, to better understand your health options at work. There is recognition for a job well done to 40 year employee, Gale Barclay, and to the recipients of the Rewarding Ideas Program this past quarter. Finally, consider the Bike to Work challenge and join County leaders on April 22nd.

Community collaboration allows Maricopa County to better serve our citizens. This edition has information on four collaboration

programs that we should all be proud of. Please read about the grand opening of the Goodyear Library and the El Rio Flood Control Project. Both of these are great examples of our collaborative nature, and how working together we can accomplish more. Planning and Development opened a co-located service counter with the City of Phoenix in March, to better serve our residents. MCESA is working with school districts throughout the County on a performance pay initiative, funded through REIL grants from the federal government's Department of Education.

There are many terrific programs that Maricopa County operates for our citizenry. In this edition, there is a Voter Outreach Initiative article from the Election's Office, showcasing their impressive program to encourage voter participation. Also, an article on the No Burn Day campaign for Air Quality and the EPR system replacement that is underway for Finance, OMB and Procurement Services. And last, but not least, the cover article on the White Tank Regional Park. Again, this edition highlights all of the wonderful people and programs of Maricopa County government.

Thanks for reading our magazine. Keep those articles coming so we can continue to celebrate our service to Maricopa County. Let us know if you have any ideas for future editions.

Sandi Wilson
Deputy County Manager
Maricopa County



"Be kind whenever possible. It is always possible."

- Dalai Lama



Partnership

Community Hails New Goodyear Branch Library

A standing-room-only crowd of government officials, community well-wishers, and public servants, including fire and police personnel, attended the formal dedication of the new Goodyear Branch Library on February 28.

Nearly 500 people visited the library during the day of the ribbon-cutting celebration and more than 550 community members took advantage of day-after family events at the library.

Maricopa County District 5 Supervisor Mary Rose Wilcox, District 4 County Supervisor Clint Hickman, and Goodyear Mayor Georgia Lord, who spoke at the dedication event, hailed the library as

a great community partnership between Maricopa County Library District, the City of Goodyear and Arizona State University.

“What sets the Goodyear Branch Library apart from the other 16 libraries operated by the Maricopa County Library District is that we offer a wider variety of community services. Sure, we have family-friendly programs, Internet accessible computers, great books, eBooks and other materials. Goodyear can also boast of the services provided through the InnovationHub and a County Records kiosk,” said Erin MacFarlane, Goodyear Branch Library manager.

Photo: (L-R) Joe Pizzillo, Goodyear Vice Mayor; Wally Campbell, Goodyear City Councilmember; Joanne Osborne, Goodyear City Councilmember; Clint Hickman, District 4 County Supervisor; Max Wilson, former District 4 County Supervisor; Georgia Lord, Goodyear Mayor; Mary Rose Wilcox, District 5 County Supervisor; Erin Macfarlane, Goodyear Branch Library Manager; Sheri Lauritano, Goodyear City Councilmember; Bill Stipp, Goodyear City Councilmember; Sharolyn Hohman, Goodyear City Councilmember.

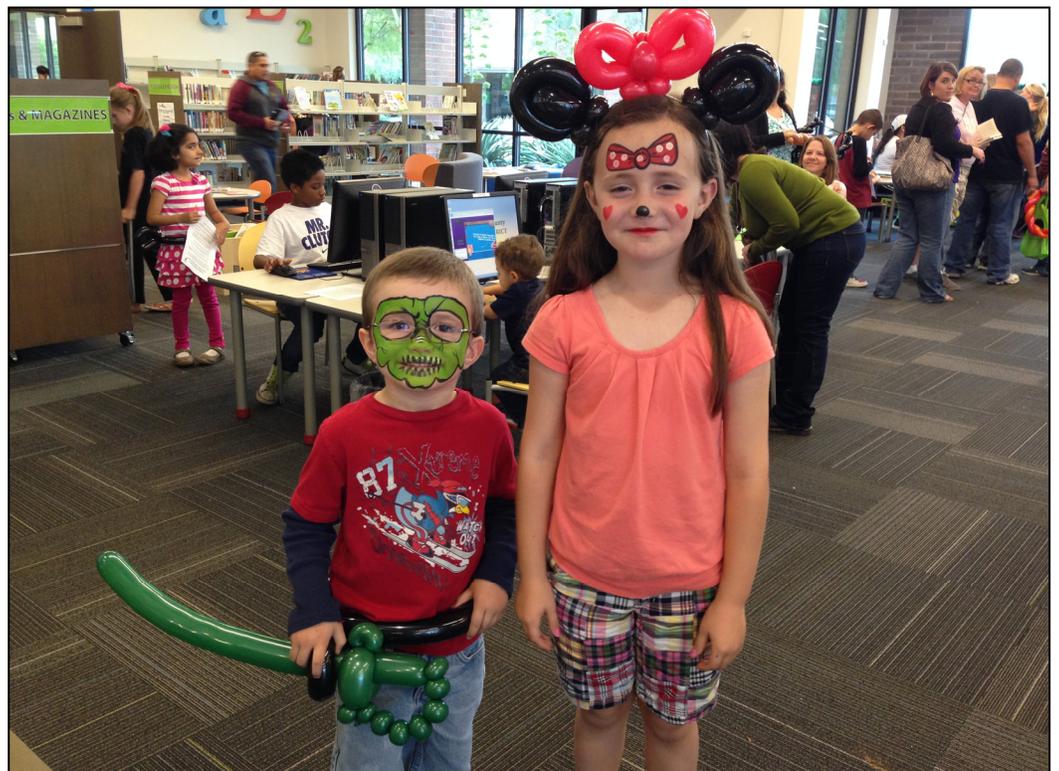


Gordon McDonnell, Associate Vice-President for Innovation, Entrepreneurship & Venture Acceleration for the Office of Enterprise Development, ASU.

The 9,600 square-foot library houses the InnovationHub @ GoodyearAZ, an Alexandria Co-working Network space, designed to bring together entrepreneurs, inventors, small business owners, problems-solvers and others to collaborate, connect and share resources through ASU's Entrepreneurship & Innovation Group.

Individuals who wish to record an official document with the County Recorder's Office, such as a warranty deed or quit claim deed, can complete the transaction at the Goodyear Branch Library. The Recorder's kiosk is interactive and the process is remotely guided by a Recorder's Office staff member from the main downtown Phoenix office.

"Of course, our bread and butter will always be exceptional library services, and we are now in a great position to provide those resources under this new roof," MacFarlane enthused. "When



Two children enjoying the March 1 celebration.



Craft activities at Goodyear Branch Library on March 1 during the community celebration.



(L-R) Cindy Kolaczynski, MCLD Director; Georgia Lord, Goodyear Mayor; Max Wilson, former District 4 County Supervisor; Mary Rose Wilcox, District 5 Supervisor; Wally Campbell, Goodyear City Councilmember.

needed, though, we will also provide assistance to the InnovationHub,” she added.

Less than a mile west of the old library, the new library is more than five times larger than its predecessor with eight computers for adults, four computers for kids, a community program room, and discreet gathering and reading areas each for kids, teens and adults.

At a cost of \$1.1 million, borne by the City of Goodyear, the new library has adopted the ShelfLogic shelving system which makes materials easier to find using subject or author identifiers instead of numbers. Bookshelves are lower; there’s more space to browse; and

comfortable seating abounds for kids and adults.

Goodyear Branch Library has a collection of more than 14,000 books, CDs, DVDs and other items that customers can check-out or simply enjoy in the new surroundings. In addition, customers can access more than 653,000 items from throughout the 17-library Maricopa County Library District and more than 5.9 million digital items online for the price of a free library card.

Visit www.mclldaz.org to learn more about the Goodyear Branch Library and the other libraries operated by MCLD.



*District 4 Supervisor Clint Hickman &
MCLD Director & County Librarian
Cindy Kolaczynski.*



El Rio

Partnerships Key to Restoring the Gila River

The banks of the Gila River, in many areas, are choked with invasive salt cedar. Salt cedar is a non-native plant that grows in dense stands, which can block the flow of water in the river channel, creating a greater chance of the river overflowing and flooding nearby land and homes.

In 1999, the vision of a restored Gila River that serves as a catalyst for economic development in the West Valley was born. After being put on hold due to the recession, that vision is now moving one step closer to becoming a reality.

Recently, Maricopa County Supervisor Mary Rose Wilcox, joined by Supervisor Clint Hickman, led a planning session to look at the next steps to implementing the El Rio Watercourse Master Plan, a blueprint of strategies for regional flood control, development, recreation and wildlife habitat preser-

vation for a 17.5-mile stretch of the Gila River. The plan is a cooperative agreement between the cities of Avondale, Buckeye and Goodyear, the Flood Control District of Maricopa County, and the Maricopa County Parks and Recreation and Planning and Development departments.

“We started planning El Rio a decade ago, but when the economy went south it was put on hold,” commented Supervisor Wilcox. “The exciting thing about El Rio is the buy-in from Avondale, Buckeye, Goodyear and the County. We’re still a group work-

ing together. We have the foundation and now we just have to get it off the ground.”

To date, several components of El Rio have been completed. Highly invasive salt cedar plants were removed near the intersection of Bullard and Vineyard avenues and have been replaced with native vegetation like cottonwood and mesquite trees. Also at that site, a public use trail was established with an educational kiosk to help trail users understand the El Rio project. An educational exhibit was also installed at the County’s Estrella Nature Center. Farther west down the river, near Miller Road in Buckeye, project partners eradicated salt cedar from an area of the river that was burned in the Buck Fire of 2005. This 50-acre site was similarly refilled with vegetation native to the desert Southwest.

El Rio’s success lies in partnerships, both inter-governmental and public-private. With more than 40 key participants at the planning session—

including Buckeye Mayor Jackie Meck and Good-year Mayor Georgia Lord—there is strong support behind El Rio. Other participants included Arizona state senators Anna Tovar and Lynne Pancrazi, as well as representatives from the offices of U.S. Reps. Raul Grijalva and Paul Gosar, the cities of Avondale, Buckeye and Good-year, Maricopa County, the Gila River Indian Community, Buckeye Water Conservation and Drainage District, Arizona Game and Fish Department, and non-profit agencies like the Audubon Society and Sonoran Institute.

“It’s so nice to see such a worthwhile project and all of the cities working together to complete it,” said Mayor Lord. “I am delighted that we’ve come together again and everybody is on the same page.”

El Rio is unique because it is a regional approach to multi-use floodplain management. Instead of local governments individually planning their sec-



This cross-section illustrates a potential future buried levee with a vista point above to allow the public to enjoy the river’s wildlife and vegetation.



Maricopa County Supervisor Mary Rose Wilcox, joined by Supervisor Clint Hickman, led the planning session.



tion of a river, the El Rio planning process integrated the watercourse master plan with the planning efforts of adjacent cities and plans of land-owning agencies, like the Arizona Game and Fish Department. By unifying their land use and recreation plans, coordinated development can occur, thus creating a cohesive amenity that brings value to the region, not just each individual city. Add to that some strong public-private partnerships and the end result is one that will provide flood protection, environmental sustainability, and economic growth for the benefit of future generations.

“El Rio gives us the opportunity to partner with not just local municipalities, but also the business community,” noted Supervisor Hickman. “By forming public-private partnerships, we can maximize taxpayer dollars and provide greater benefit without excess spending. I hope El Rio can be used as a model for other communities, for other rivers that cut through the County.”

Strong partnerships are crucial to successfully completing the next steps of El Rio, like developing common design standards through the project area between all three partner cities. Further salt cedar management is needed to help restore wildlife habitat and native vegetation. There is also a concept to develop a recreation lake at each end of the project, El Rio Lake at the confluence of the Gila and Agua Fria rivers and Buckeye Town Lake in the city of Buckeye.

“I’m just tickled to death to see the three communities come together, in addition to the Flood Control District of Maricopa County, and Board of Supervisors supporting us,” said Mayor Meck. “This is a great thing for the West Valley.”

Learn more about El Rio in the ‘projects and structures’ section of the District’s website, fcd.maricopa.gov.



Article and photographs by Jennea Bono

CITY AND COUNTY OPEN CO-LOCATION AND STREAMLINE DEVELOPMENT

Maricopa County opened its own service counter within Phoenix City Hall yesterday, a move designed to create a convenient, “one-stop shop” and make it easier for residents to obtain permits and do business with governments.

The counter is located on the second floor of Phoenix City Hall, 200 W. Washington St., on the same floor as the Phoenix Planning and Development Department.

In addition to permitting services for the city, the Maricopa County Environmental Services and Air Quality departments will now be available at city hall for various permitting services, including restaurants, special events, dust control and burn permits.

The City and County officials on hand for the ribbon cutting and official opening ceremonies stressed the partnership would add to the convenience of the public.

“When the City of Phoenix partners with Maricopa County, it makes both organizations stronger and it makes it easier for our residents to do business,” said Mayor Greg Stanton. “This is just a start in our partnership.”

“There is a natural friction between those who regulate and those who are regulated,” explained Supervisor Denny Barney, chairman of the Board of Supervisors. “It is up to us in government to manage that friction so that business can move forward rather than slowing it down.”

Supervisor Mary Rose Wilcox agreed. “This partnership is tremendous. It’s helping citizens do business with the City of Phoenix and Maricopa County,” commented Wilcox, who also served on the Phoenix City Council. “We will look to other things where we can work together for our citizens.”

“When working with our businesses and residents we need to remove roadblocks and make it as easy as possible for them to do business,” said Vice Mayor Bill Gates, chairman of the Finance, Efficiency, Economy and Sustainability Subcommittee. “We did just that, we streamlined the development process by opening a County permitting counter in City Hall. I look forward to identifying additional partner opportunities to better serve our customers.”

The County counter will be open during city business hours, from 8 a.m. to 5 p.m. Monday through Friday.





Photo: Sheely Farms Elementary School in the Tolleson Ele

Performance Pay

MCESA Awards \$1.8 Million for Teachers

Maricopa County Education Service Agency (MCESA) has partnered with five Maricopa County School Districts to award \$1.8 million in performance pay to teachers. The school districts of Alhambra Elementary, Gila Bend Unified, Isaac Elementary, Nadaburg Unified, and Tolleson Elementary have been partnering with MCESA on an initiative to recruit, retain, support, and reward effective teaching in our schools. Maricopa County School

Superintendent Don Covey stated "MCESA became involved in supporting school districts with raising the bar on teacher and student expectations in 2009. Countless research studies show that there is no greater in-school influence on student success than the effectiveness of the teacher, and we believe that skill and effectiveness must be acknowledged and rewarded."



mentary School District

In 2010, MCESA developed the Rewarding Excellence in Instruction and Leadership (REIL) program. This rigorous educational reform pilot was submitted to the United States Department of Education for funding consideration as part of the competitive Teacher Incentive Fund grant. MCESA was awarded \$52 million over five years and began collaborating with the fore mentioned Maricopa County school districts.

“Rewarding effective practices for positive student results is the right thing to do if you also provide the teachers with the appropriate data, professional development, and individual support to achieve those results,” states REIL Project Director Darcy Moody. “We at MCESA are relentless in our quest to provide teachers with all of these support systems, knowing that our efforts will not only support and reward teachers, but will impact the education and ultimately the lives of students.”

In order to accurately determine instructional effectiveness, it is imperative that teachers and leaders have access to a robust longitudinal data system. MCESA has been partnering with the Arizona Department of Education to build a data system that contains student academic and teacher evaluation data, and provides the necessary analytics and reports to determine teacher effectiveness. Every teacher and leader in the REIL program has access to data dashboards that enable them to see up-to-the-date data on themselves and their students. These dashboards are designed to provide teachers and leaders with a very clear picture of instructional effectiveness. Teachers know exactly where they fall on a scale of effectiveness, and more importantly are empowered to acquire the necessary supports to ensure instructional success.

MCESA’s success with the REIL program has been nationally recognized and led to a second grant-funded program titled REIL: The Next Generation (REIL:TNG). REIL:TNG is a \$56 million collaboration, also funded by the US Department of Education, with seven additional Maricopa County school districts, to implement a human capital management system supported by a transformed educator salary structure. Participating districts are working to move away from a “step and lane” system that rewards teacher longevity, toward a compensation system that rewards instructional effectiveness as part of an educator’s base salary. For more information about REIL and REIL:TNG, visit www.maricopa.gov/mcesa.



No Burn Day?

Air Quality Campaign Ends Season in Success

With the official No Burn season in Maricopa County ending February 1, Maricopa County Air Quality Department and the Arizona Department of Environmental Quality has ended their largest and most successful No Burn campaign.

“No Burn Day?” Don’t Burn Wood campaign was initiated to combat the County’s $PM_{2.5}$ (smoke) issue during the winter months, avoid going into non-attainment for $PM_{2.5}$ and help keep our air clean and residents healthy.

Another goal was to increase awareness and educate residents about the importance of not burning wood on No Burn days, when the concentration levels are the highest and unhealthiest.

Wood-burning fireplaces and chimineas often are the primary culprits in creating quantities of smoke during the winter, holiday season, especially when the area has inversion conditions.

These conditions pose a serious health threat to children with asthma, the elderly and those with respiratory issues. The particles can be absorbed into the





No Burn Day PSA shoot with Basketball Hall of Famer Ralph Sampson.

A wide-angle photograph of Camelback Mountain in Phoenix, Arizona, during sunset. The sky is a mix of orange, pink, and purple, with some light clouds. The mountain's silhouette is dark against the bright sky.

Camelback Mountain



blood stream and decrease lung function, exacerbate bronchitis and asthma, and increase chances for heart attacks and premature death.

If the PM_{2.5} problem was not addressed, Maricopa County could have fallen out of attainment with federal health standards, which meant more burdensome and costly regulations, or the potential for the federal government to implement its own plan.

The campaign, which kicked off with a news conference at the State Capitol attended by a number of legislative, public health and municipal officials, included 68 stakeholders and partners from across the valley.

Included in the campaign were approximately 20 billboards, No Burn day alerts on Arizona Department of Transportation freeway signs, signs placed in Bashas, Food City and AJ's grocery stores, radio ads and radio and television Public Service announcements. The campaign also brought the return of the iconic Coughing Camel television PSA from the late 90s and introduced a new ad with 7'4" Basketball Hall of Famer Ralph Sampson.



In conjunction with the No Burn campaign, the County increased its enforcement presence. There were 25% more inspectors patrolling on No Burn days during the Christmas and New Year's holidays, resulting in a 32% increase in the number of violations.

Thanks to the hard work and dedication from our stakeholders, the campaign was a tremendous success. The average $PM_{2.5}$ concentration levels were down and the County did not violate the annual or 24 hour particulate standard.

MCAQD would like to thank all of the stakeholders who participated in the campaign, especially County Manager Tom Manos and all of the County entities that supported us in this endeavor. Without all of you, the campaign would not have been so successful. We would also like to send a special thank you to those residents who did abide by the No Burn restrictions and did not burn wood on No Burn days.





Voter Outreach Initiative Launched

Electronic Poll Books Will Add Security, Accuracy, Convenience

By Richard de Uriarte

The election process, vote counting and the entire voting experience have been a hotly debated issue over the past few years. A Presidential Commission was even formed to make recommendations to improve it. Maricopa County has several of the most respected election officials in the nation in County Recorder Helen Purcell and Elections Director Karen Osborne.

Advantage Magazine catches up with these two officials, as knowledgeable as they are candid. Prior to the August primary and November general elections, they plan to launch a voter education initiative to familiarize voters with their responsibilities, including those who request early ballots.

What lessons did you learn from the 2012 election?

Perception becomes reality in the election process. Just as we approached the requirement for I.D. at the polling place, we are going to engage in a multi-phased education approach to our voters.

Why did it take so long to count the ballots? Was it because of the large number of early ballots that were turned in late?

No, the early ballots were tabulated rapidly, it was the provisional ballots that took the time.

Why were there so many (122,000) provisional ballots?

More than 60,000 voters asked to have their ballot mailed to them and decided not to use it but instead went to the polling place. To prevent double voting, all of these voters had to vote a provisional ballot.

What efforts are you making to speed up the process and maintain the integrity of the vote?

We're doing several things. First of all, we're stepping up the outreach and voter education program to make sure

voters know how important it is to get their early ballot signed and returned. Our message: Here's your early ballot. Vote it. Sign it. Mail it.

Secondly, to make it more noticeable, we are using YELLOW envelopes. It will be easy to spot on the kitchen counter, dining room table or the office desk. People will be less likely to forget about it or lose it.

And finally, the County supervisors have helped us to invest \$3 million to have electronic poll books at every polling station in the County.

How will the electronic poll books help?

Speed up check in at the polling place. For those who have gone to the wrong polling place, they will receive directions in writing to the correct site.

There's a lot of confusion about whether independents (unaffiliated?) voters can cast ballots in the primary elections. Can an independent vote in a primary?

ABSOLUTELY, but they have to choose a political party ballot.



"We count every ballot that should be counted." Helen Purcell, Maricopa County Recorder

Can he or she vote in a GOP primary for governor and a Democratic primary for the legislature?

NO.

There were some reports that people from the County went out to private homes to pick up early ballots. Is that true?

NO.

Finally, what's it like being a worker at the polling place? Do you get paid? How do I sign up or volunteer?

It is the greatest civic participation available to all registered voters. Pay is around \$100 for the day depending on the duty assignment. If you want to volunteer, call 602-506-1511.



Our message:

**Here's your
early ballot.**

**Vote it.
Sign it.
Mail it.**

- Helen Purcell



"If you are an independent, you can vote in the primary, but you have to tell us what (party's) ballot you want." Karen Osborne, Elections Director



County Implementing ERP for Government New Finance, Budget and Procurement System

Submitted by Rob Hupp, County ERP Program Manager

Maricopa County has embarked on a major program to implement the County's first Enterprise Resource Planning (ERP) System provided by CGI, the County's current financial system provider. The Board of Supervisors approved CGI's Contract on October 23, 2013, for ERP software, professional services to implement the system, and managed services to host and support the system for a period of ten years. The project is being overseen by an Executive Steering Committee composed of Sandi Wilson, Deputy County Manager, Shelby Scharbach, CFO and Assistant County Manager, Wes Baysinger, Chief Procurement Officer and David Stevens, Chief Information Officer.

The scope of the ERP system includes Performance Budgeting, Financial Management, and Procurement Management. The County will be implementing CGI's latest release of Advantage application software targeted specifically for state and local governments, which will provide County users with enhanced functionality and updated technology. The States of Arizona and Colorado are also implementing CGI Advantage ERP for Government. Los Angeles County and Orange County, CA are also large current users of the Advantage ERP System.

By implementing an ERP system, the County will move to an integrated system that brings together budgeting and planning, finance and accounting, and procurement and contract data. The system is accessed via a web-based user interface and includes advanced reporting and inquiry tools. Underlying the system are security, automated workflow and approval capabilities.

Development of the system will be implemented in three major phases: Envision, Create and Achieve.

The Envision Phase includes the development of a comprehensive implementation blueprint - determining exactly how the system will be implemented for the County. CGI and County staff will prototype business requirements using the actual ERP software. Based on prototyping results, CGI will develop a fit-gap analysis and implementation road-map. The Envision Phase started in November 2013 and will be completed in June 2014.

The Create Phase includes configuring the ERP software; developing software needed for data conversion, interfaces and reports; and developing training and change management materials. The Create Phase will begin July 2014 and will be completed in January 2016.

The Achieve Phase integrates all system components built in the Create Phase and prepares the County for full-scale cut-over and system implementation. Several key activities for the phase include user training and acceptance testing. The County will go live on the new ERP system in July 2016. The Achieve Phase will begin in February 2016 and will be completed in September 2016 including post implementation support.

This is an exciting time as the County embarks on implementing a County-wide ERP system. Periodic project updates will be provided on the County EBC Intranet site (<http://ebc.maricopa.gov/MC-ERP/>) and in future issues of Advantage.

"The current budgeting system is no longer supported. This is the foundational reason for moving to a new budget system."

- Angie Flick
Strategic Business Planning Administrator
Deputy County Managers Office





White Tank Mountain Regional Park

Varied Activities, Rich History

Nearly 30,000 acres makes White Tanks the largest regional park in Maricopa County. Most of the park is made up of the rugged and beautiful White Tank Mountains on the Valley's west side. The range, deeply serrated with ridges and canyons, rises sharply from its base to peak at over 4,000 feet. Infrequent heavy rains cause flash floodwaters to plunge through the canyons and pour onto the plain. These torrential flows, pouring down chutes and dropping off ledges, have scoured out a series of depressions, or tanks, in the white granite rock below, thus giving the mountains their name.

Activities

White Tank Mountain Regional Park is a hub for many recreational activities including hiking, mountain biking, camping, horseback riding, picnicking, star gazing, a newly remodeled nature-based playground and more. The Nature Center is a great place to learn about the parks flora and fauna. There are approximately 25-miles of shared-use trails, ranging in length from 0.9-miles to 7.9-miles, with difficulty ratings from easy to strenuous. There are pedestrian only trails and barrier-free trails for those who require a stabilized base for assistive devices such as strollers, walkers and wheelchairs. Additionally, a 10-mile competitive track provides challenging recreation for cross-country runners, bicyclists and equestrians.

History

Eleven archeological sites, occupied during the time period A.D. 500-1100, were located within the boundaries of White Tank Mountain Regional Park. All of these sites can be attributed to the Hohokam Indians. The White Tanks were apparently abandoned by the Hohokam about A.D. 1100. There is no further indication of human occupation until the historic period, when the Western Yavapai controlled the area. Due to the ruggedness of the terrain and the difficulty of obtaining water, sites in the White Tank Mountains were restricted to large canyons leading out of the mountains on the east, north and probably west.

Ruggedness of terrain and scarcity of water restricted the sites to large canyons leading out of the mountains. In these canyons, the sites include seven villages, varying from 1 to 75 acres in area, a rock shelter in the face of a steep cliff overlooking the white tanks, and sev-

Supervisor Hickman,

Just wanted to drop you a note and tell you how impressed I am with the management of the Maricopa County Parks. As an annual pass holder of the parks, I frequently visit the White Tanks and Cave Creek parks. They are always well maintained, the trails are in good shape, and the bathroom facilities are always clean and well maintained. I am a long distance trail runner, and my dogs and I always enjoy running all the trails in the County parks much better than the city trail system.

Just as important, the park staff that greets you at the park entrances are always very friendly and make me feel welcome. They have always greeted me by name after scanning my annual pass, and always hand me treats for my dogs to enjoy after our long runs in the mountains. Being in the public service business myself, I know the importance of treating the public well. Your staff at the County parks is doing an outstanding job and I am grateful for their service.

My thanks to you and the County park staff for doing an exceptional job.

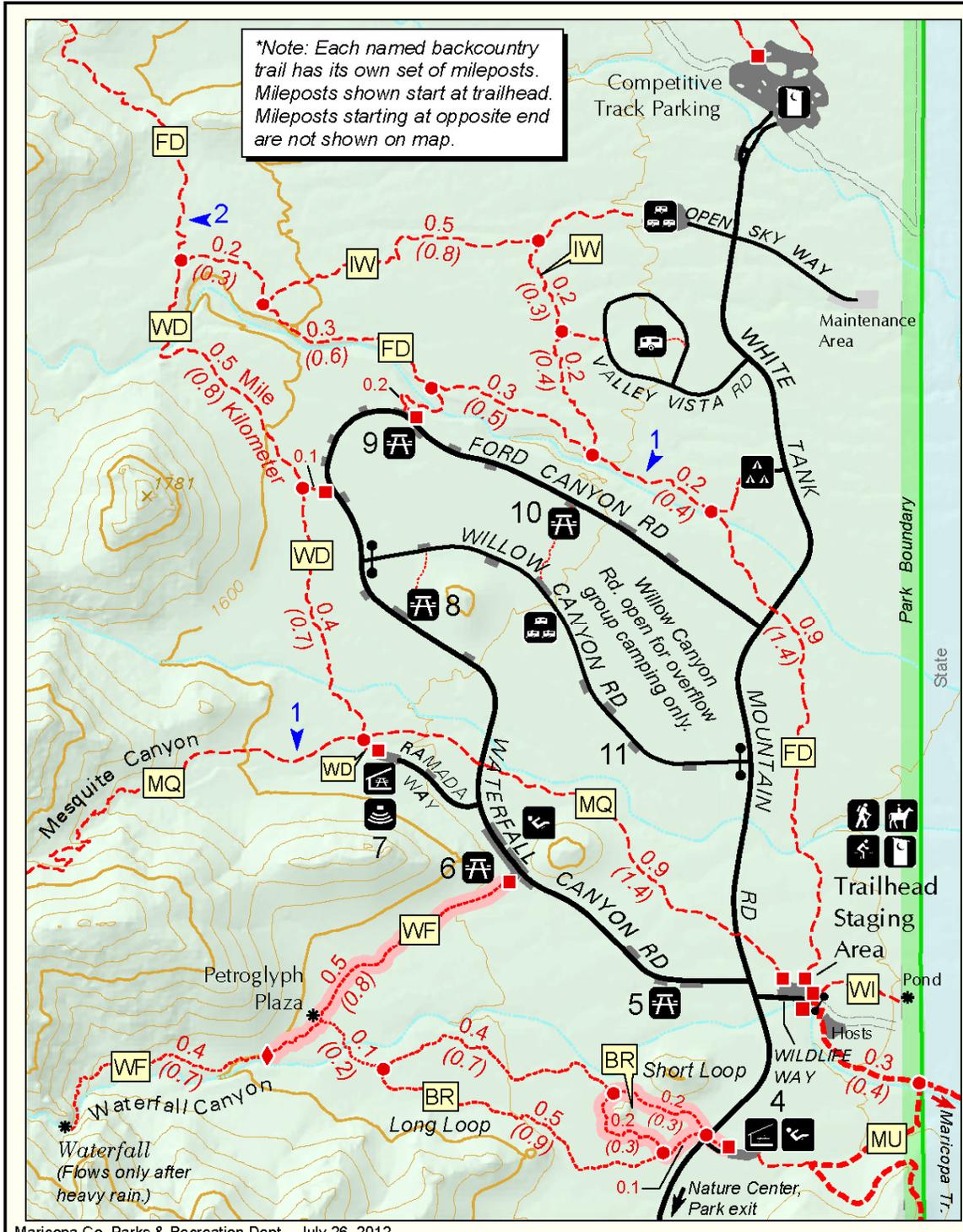
Sincerely,

Doug Hildebrandt
Peoria

eral sherd areas. Several of the villages appear to have been occupied for long periods by sizeable populations, while the sherd areas may represent temporary camps of hunters and gatherers.

Most of the sites in the area are concentrated around the White Tanks themselves. The Tanks probably held water the year-round and thereby drew people to the region. Petroglyphs on rocks indicate the Indi-

ans were more than transients. Pottery sherds along the Agua Fria and Hassayampa signify the presence of villages and a good possibility that an Indian trail connected the streams with the White Tanks long before Europeans came into the area. The discovery of possible agricultural terraces or check dams indicates that farming may have been carried on in the various canyons of the White Tank Mountains, by utilizing seasonal runoff and rain water.



White Tank Region

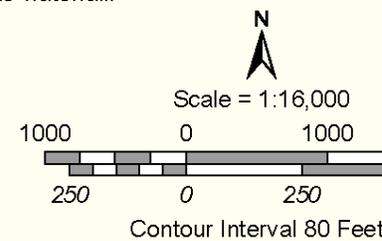
FACILITIES

- 1-10 Picnic areas* (With restrooms) (Day use only)
- 3, 4, 7 Group picnic ramadas* (Reservable)
- Playground
- Youth group area (By reservation)
- Family campground
- Group campground (By reservation)
- 11 Overflow group campground (By reservation)
- Portable restroom

* Areas 1, 2, 3 are outside this close

Trail Code	Trail Name	Length Mi
BR	Black Rock Long Loop	1.3*
BR	Black Rock Short Loop	0.5*
FD	Ford Canyon (to Mile 3)	3.0
FD	Ford Canyon (past Mile 3)	4.4
IW	Ironwood	0.9
MQ	Mesquite Canyon	5.0
MU	Mule Deer (Maricopa Tr.)	3.4
WD	Waddell	1.0
WF	Waterfall	0.9
WI	Wildlife	0.2

- Distances shown above are one-way
- Distances on map are for segments between trailhead. (Road crossings are not included)
- Due to rounding, segment lengths may not add up exactly
- "Shared-use" means all non-motorized
- Waterfall Trail: First 0.5 mile Barrier-fence to waterfall.



White Tanks Mountain Regional Park

Map

- Maricopa Trail
- Shared-use trail
- Hiker-only trail
- Barrier-free trail
- Competitive track
- Trailhead/Track starting point
- Milepost* (See note upper left)
- Locked gate
- Service road (Administrative, emergency use only)
- Regional Park boundary



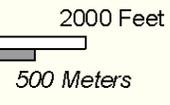
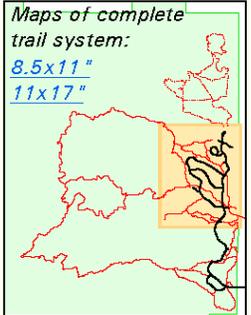
Map key:

Length (Km)	Use	Rating
(2.1)*	H	○
(0.8)*	BF	○
(4.8)	S	□
(7.1)	S	◆◆
(1.5)	S	◆
(8.1)	S	◆
(5.5)	S	□
(1.6)	S	●
(1.5)	BF; H	○
(0.3)	H	●

○ Easiest
 ● Easy
 □ Moderate
 ◆ Moderate - Diff.
 ◆◆ Difficult
 ◆◆◆ Extremely Diff.

BF = Barrier-free/interpretive
 H = Hike only
 S = Shared use

unless indicated by * for round-trip distance between trail junctions (●), or junction and included.)
 map may not add up to trail totals above.
 and access is allowed.
 free; Hike-only



Director RJ Cardin and Supervisor Clint Hickman enjoy a hike at White Tanks.



Supervisor Hickman with park guests at White Tanks Regional Park.



Parks Director RJ Cardin at White Tanks Event.

Employee Spotlight

Interview With 40 Year Employee Gale Barclay, Maricopa County Superior Courts

Submitted by Vincent Funari, Public Information Officer Superior Court of Arizona

It takes a special person to work for Maricopa County for forty years. It takes a special person to work many of those years directly serving the public in the Superior Courts. Gale Barclay is that special person, although she would humbly deny it if you told her that. Gale is reliable. She keeps our team on track. She cares for our patrons as delicately as she tends to all our green plants. The Public Access to Court Services team wanted to take a moment to highlight Gale and her time with the Court. So we asked her to answer a few questions for the Judicial Branch because we think 40 years is something deserving of recognition. Congratulations Gale!

What college did you attend?

Arizona State University

What is your degree?

B.A. in Education with a geography major.

What was your first job with the Court/County?

County Assessor's. I worked in the drafting department doing parcel (land) splits. If a road was built or someone was granted an easement, then the County maps had to be revised. If an owner sold a portion of a parcel, it called for a map revision.

Who has had an impact on you personally and/or professionally?

I think I was impacted most by teachers. My fifth grade teacher was a man who challenged us intellectually. We used seventh and eighth grade text books for science class. My high school geometry teacher, college freshman biology and geography professors were outstanding.

What departments have you worked in prior to working with the Public Access to Court team?

Assessor's, data processing, medical equipment repair as a clerk for the technicians who repaired hospital equipment, probate and civil court administrations. That is not many departments for a forty year career. I tend to remain in one area for a long time.

What has been your favorite position?

That would have been the clerk at the hospital. With a group of guys there was always some practical joke nearly every day.

Has any position had an exceptional impact on you?

I reviewed adult guardian/conservator cases while in probate. I was saddened by how many adults had no one to monitor their affairs if they were elderly or suffered a mental condition. The Public Fiduciary had hundreds of cases (probably thousands now) of these individuals.

What position was most rewarding?

The Self Service Center was rewarding the first couple of years, because patrons were truly appreciative and grateful for what we provided. We were the first in the nation to offer these services.

What position was most challenging?

The Assessor's.

What has been your most favorite department and type of work and why?

Without a question---probate. At that time, case files were reviewed manually by actually pulling the hard copy of a file and paging through the documents looking for certain markers to see if a case was current. Nothing was computerized. Once the case status was determined, I had to set it for a hearing, have a commissioner review it, or take other measures. One case worthy of mention was an ancillary probate of the Hollywood silent film star Mary Pickford, opened here because she owned real estate in Phoenix. (Those of you not familiar with the name, check the Internet). In her Last Will and Testament, she willed her sword collection with inlaid rubies, diamonds and emeralds to Rudolph Valentino, another silent film star. There were other cases with child actors who made films here, earning extraordinary salaries. These monies were placed in restricted bank accounts for them until they became adults. Some of these files had contracts showing the earnings. They all had to be reviewed. Fascinating stuff!

What are the most significant changes you have seen over the years?

The downtown landscape. There was no Central Court Building. The West Court site was the Admin. Building. Second Avenue intersected Jefferson from the north where the park is currently. There was a laundry just south of the court com-

plex. J.C. Penney, Switzer's (a women's clothing store) and Wilson Camera, that even sold telescopes, were close by. Amtrak used to stop at the railroad depot on Harrison Street and Fourth Avenue and one could hear the train whistle. That stopped in 1996. There was no arena or stadium for sporting events. Many other landmarks have come and gone . . . too numerous to mention.

What is your proudest achievement (personally and or professionally)?

Paying off my home mortgage several years earlier than the due date.

What are your hobbies?

Reading, hiking and swimming, but those are more activities rather than hobbies.

If you could be anywhere in the world right now, where would that be?

Iceland. The topography and rock formations are beautiful. If you get cold, you can jump into a hot spring.

What would people be surprised to know about you?

I was an ice skater on the amateur level and I am a direct descendant of the musician Johann Sebastian Bach (maternal side). Unfortunately, I have no musical ability, whatsoever. It got lost in the gene pool.



RETIREMENT INSTITUTE

Social Security



Join us for an upcoming Workshop on April 16th

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Visit your Online Learning Center or contact Nichole Patrick at 602-506-6071

9-10 am
1810 S. Lewis
Cactus Conference Room

12-1 pm
301 W. Jefferson
Test Rooms A & B

3-4 pm
2901 W. Durango
Apache Conference Room

NRM-10045AZ-MC.1

Distracted Driving

Submitted by Safety Consultant Skip Harris

Distracted driving is a serious problem across our country, so serious that 34 states have laws on the books banning cell phone use and texting while driving. Long before cellphones became common place in our society, industry pioneers were aware of the risk of multitasking and driving. The first phones where being called car phones and one of the early advertising campaigns from 1984, showing an executive driving a car talking on a car phone, asking "Can your secretary take dictation at 55 mph?" Maybe funny at the time, but I am quite sure it would not work into today's world.

The industry has grown and it seems like everyone has a cell phone, and talking and texting while walking, sitting and yes, driving, we are attached to instant information at any time or place. Data from a 2011 survey showed that 95% of drivers view texting and driving dangerous and a serious threat to their safety, but 35% of those same drivers also admitted to having read or sent a text message while driving.

This say's "Do as I say, not as I do," how do your teach your teenage kids to not text and drive when they see their parents texting and driving. The Safety Office at Maricopa County wants all employees to be safe and be responsible, pull over to answer your phone and talk business.

Distracted driving is here to stay but here at Maricopa County, we are educating and training employees to become aware and think before they make a move to your cell phone or a non-defensive driving move. We have classes in Defensive Driving, Collision Avoidance, Utility Truck Safety, Van Safety and

Towing a Trailer safety classes. Education and training are important. Maricopa County employees in FY 2012 traveled in County vehicles 23,792,717 miles,. To help put that in some sort of perspective, this equates to traveling 955.5 times around earth, which is a lot of exposure for our employees. The Safety Office will continue to educate and spread the word: be safe, drive safe and go home to your families so you can come back and help serve the people of Maricopa County.

Here are some statistics that you probably at some time have seen or heard but need to be taken seriously:

- In 2010, 3092 people were killed in crashes involving a distracted driver, and an estimated additional 416,000 were injured in motor vehicle crashes involving a distracted driver.
- 18% of injury crashes in 2010 were reported as distraction-affected crashes.
- In the month of June 2011, more than 196 billion text messages were sent or received in the US, up nearly 50% from June 2009. (CTIA International Association for the Wireless Telecommunications Industry)
- 11% of all drivers under the age of 20 involved in fatal crashes were reported as distracted at the time of the crash. This age group has the largest proportion of drivers who were distracted.



- 40% of all American teens say they have been in a car when the driver used a cell phone in a way that put people in danger. (Pew Internet & American Life Project; pewinternet.org)
- Drivers who use hand-held devices are 4 times more likely to get into crashes serious enough to injure themselves. (Monash University)
- Text messaging creates a crash risk 23 times worse than driving while not distracted. (VTTI; Virginia Tech Transportation Institute)
- Sending or receiving a text message takes a driver's eyes from the road for an average of 4.6 seconds, the equivalent-at 55 mph-of driving the length of an entire football field, blind. (VTTI)
- Headset cell phone use is not substantially safer than hand-held use. (VTTI)

- Driving while using a cell phone reduces the amount of brain activity associated with driving by 37%. (Carnegie Mellon University)

Distracted driving is not all about phone use, there are many types of distraction:

- Eating and drinking
- Grooming
- Reading, including maps
- Adjusting radio, CD player
- Dropping something and looking for it
- Talking with passengers
- Things on your mind take your concentration of driving away

Driving takes all your attention to be the best driver you can be, be safe, be smart, and drive safely.



SIT OR STAND?

What is Best for Working

Submitted by Safety Consultant Tom Carroll

My father was a draftsman his whole working life. He spent his working day sitting on a chair or stool. At age 61, he developed DVT "Deep Vein Thrombosis" due to prolonged inactivity. He was hospitalized for several months to clear up blood clots that developed in his legs. He retired while in the hospital, years before he had planned too. The DVT was controlled by age 63 but not before he suffered 2 heart attacks.

Lately, I spend more time developing programs sitting in front of a computer. Given my father's history, I am concerned about health while working. I do try to move around during the day, but I'm "not sure it is enough." I found this article in Professional Safety, October 2012. It may give us all some direction on what to do about this serious health issue.

"Sitting Vs. Standing at Work"

Humantech's Blake McGowan notes that while standing at work seems to be gaining favor, the health implications associated with standing too much may be overlooked.

Before we get rid of all the office chairs, we may want to understand the health consequences associated with prolonged standing, which includes work-related musculo-skeletal disorders in the knees and lower back; varicose veins; joint damage; foot problems; stroke; heart and circulatory problems; and pregnancy difficulties.

However, McGowan also points to the well-documented health consequences associated with prolonged sitting, such as higher rates of cardiovascular disease; obesity; higher body mass index; deep-venous thrombosis and lower back disorders.

It is not an either-or situation. A more responsible approach is to recommend a combination of sitting and standing activities throughout the work day to minimize the potential for adverse health consequences associated with both postures, says McGowan. He offers several guidelines for sit/stand work stations:

- Limit continuous sitting to 4 hours per day
- Limit continuous standing to 1 hour per day
- Limit cumulative standing to 4 hours per day
- Promote variation between sitting and standing positions throughout the day
- Design the workstation for active movement while sitting and standing

We are all responsible for our own health. I hope this article helps you.

If you have any questions or concerns about this article, or any other safety issue, please call the Safety Office at 602-506-4835.



Employees Honored as Rewarding Ideas Winners

Suggestions For Efficiency Save County \$110,766

Two longtime and alert Maricopa County Facilities Management Department employees proposed changing some existing light fixtures and replacing them with lower watt, more efficient lamps. Tom Daley and Dan Petty thought the existing fixtures created excessive heat and caused the lamps, sockets and wiring to burn and to need replacement.

As a result of the installation of energy-efficient 3-watt lamps, a more comfortable work environment was established. The new lamps were longer lasting and required less replacement. The life of the lamps increased by 100,000 hours and created an estimated savings of \$13,712.

In February, Daley and Petty were recognized by the Board of Supervisors as Rewarding Ideas winners and were presented \$1250 each.

Additional winners:

- Waste Resources and Recycling Management employee, George Montgomery Baxter, was awarded \$2500 for his proposal to add two additional service days at the Cave Creek Waste Station. The increased service days increased revenues and eliminated one contract position, resulting in a total savings of \$83,830.
- Wendy Thompson, from the Clerk of Superior Court, suggested discontinuing the practice of sending hard copies of court judgments to defaulting parties. The change eliminated much staff time and improved the efficiency of the office. The estimated intangible savings is \$6,125.
- Superior Court's David Scott Elston helped to consolidate Adult Probation storage and delivery operations into the Juvenile Probation Warehouse, a County-owned facility, eliminating the need for rented space and resulted in a savings of \$11,927. Elston received a rewards check for \$2,385.
- A team of employees from the Clerk of the Superior Court suggested and helped implement an automated system of electronic distribution of court documents, eliminating the need for sorting, photocopying and paper supplies. The idea resulted in savings of \$1297 and rewarding idea checks of \$87.50 were presented to Lauri Million, Joyce Auchinleck, Christopher Cerrato and Correnia Snyder.

The Rewarding Ideas program began in 1984 and to date has saved the County more than \$12 million. A small committee of County employees evaluate the ideas and select annual winners.



Congratulations to:

Rewarding Ideas Program Winners

Energy Savings

Tom Daley and Dan Petty,
Facilities Management
Department

Waste Station Improvements

George Montgomery
Baxter, Waste Resources
and Recycling
Management

Court Efficiencies

Wendy Thompson, Clerk
of Superior Court

Storage Efficiencies

David Scott Elston,
Superior Court

Electronic Documents

Lauri Million, Joyce
Auchinleck, Christopher
Cerrato and Correnia
Snyder, Clerk of Superior
Court

9th Annual Ride

2014 BIKE TO WORK

MARICOPA COUNTY & CITY OF PHOENIX

BFIT EVENT AT CITYSCAPE

PUBLIC EVENT

Tuesday April 22

7:00a to 9:00a



Maricopa County



For registration and details visit

www.maricopa.gov/communications/btw.aspx

Civic Duty Pay authorized for County employees
from the start of the work shift until 9:30 a.m. with
the approval of their supervisor.