

BEUS GILBERT MCGRODER

PLLC

ATTORNEYS AT LAW

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RODNEY B. GLASSMAN, JD, PHD
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EMAIL: RGLASSMAN@BEUSGILBERT.COM

27 January 2020

Clerk of the Board of Supervisors
Maricopa County Administration, Building 301
West Jefferson St., 10th Floor
Phoenix, AZ 85003

Re: Interim Maricopa County Assessor

Chairman Hickman and Board of Supervisors,

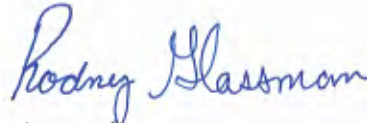
Enclosed, please find my application, resume and Air Force biography.

Additionally, I have enclosed 3 letters of recommendation in support of my appointment from Arizona State Senate President Karen Fann, Mesa City Manager Chris Brady, and George Weisz, a community, government and business leader with over 42 years of public service and involvement.

Thank you for your consideration.

Sincerely,

BEUS GILBERT MCGRODER PLLC



Rodney Glassman
Of Counsel

General Questions

- 1) Generally, explain the role of the Assessor and how your experience has prepared you for this position.

The duties of the County Assessor are distinguished in three ways:

- a) Public Steward

The statutory responsibilities of the County Assessor and the office include the annual identification and examination of all real property in the county subject to taxation. Additionally, as articulated in statute, the County Assessor, along with their team of property tax experts and administrators, inventory the names of those who own, claim, possess, or control the real property, and determine the full cash value utilizing the best technology to ensure the most up-to-date data and valuations.

The County Assessor must be known for fairness and professionalism in order to have the respect and trust of the public. Taxpayers must know that their needs will be addressed with diligence, fairness and civility. The County Assessor must be accessible to the public but, more importantly, exemplify the values necessary to instill public confidence in the functions of the office.

As you review my professional accomplishments, you will observe I have a track record of leadership, service, and veracity from leading organizations that primarily interface with the public. I am committed to rebuilding the public trust, creating efficiency and effectiveness within existing business practices, and improving customer service to taxpayers of Maricopa County as the next County Assessor.

- b) Organization Leader

The Maricopa County Assessor's office, like any public service organization, must work to always exceed customer expectations. This is accomplished through leading by example and setting a tone that inspires team members to perform their duties with efficiency, effectiveness, and a smile. At the same time there is a need for the office to coordinate efforts with the other agencies and the County Board of Supervisors to ensure the taxpayers needs are met.

My professional experience in the public sector includes elected service on the Tucson City Council and as the appointed Acting Town Manager for Cave Creek. As a city councilman I had the opportunity to listen to the concerns and needs of city employees and department leaders. As Town Manager, I led a staff charged with providing municipal services to residents in coordination with other Maricopa County city managers and state level agencies. I am a practicing attorney and licensed Arizona real estate broker with over 20 years of experience in both residential and commercial real estate. Concurrently, I serve as a Major in the United States Air Force JAG Corps Reserve.

My background in both the public and private sector provide me with the experience needed to effectively lead the professional staff of the Maricopa County Assessor's office. I am committed to building a team environment and leading this effort by being accessible, approachable, and taking the time to know all of my employees and how they contribute to the organization.

c) Community Leader

The County Assessor must be responsive, engaged, and committed to working collaboratively with the Maricopa County Board of Supervisors and other county officers to provide the best possible customer service to the taxpayers of Maricopa County. Most importantly, the County Assessor must accomplish all of these goals while demonstrating the highest level of integrity, transparency, thoughtfulness, and stewardship that the residents of Maricopa County deserve.

I currently serve on the Executive Board of the Grand Canyon Council Boy Scouts of America, the Arizona Chapter of Jewish National Fund, and the Arizona Foundation for Legal Services and Education. In these roles I have demonstrated my ability to build coalitions and drive results through collaboration.

2) Please list your party affiliation and history (ARS 16-230).

I am currently an elected Republican Precinct Committeeman in LD 28.

Republican - June 2015
Democrat - September 2001
Independent - May 2000
NP - August 1999
Republican - May 1996

Have you ever run for political office?

Yes.

3) If selected, do you plan to run for the position of Assessor in 2020? (a "no" answer will not preclude you from consideration).

Yes.

On October 25, 2019, I filed to run for Maricopa County Assessor.

I have currently raised over \$215,000 from individual donors and may contribute to my campaign from my personal resources in the future. My campaign chair is Leroy Breinholt, Jr.

Lastly, I have completed the process of collecting the minimum required number of signatures from registered Republican and Independent voters to qualify for the ballot.

Leadership Questions

4) What does it mean to you to be a public servant?

A public servant has the honor and privilege of impacting the community by engaging in work that improves the quality of life for every citizen. Public servants are held to a higher standard of integrity in how they comport themselves and their quality of work and are responsible to the public who have entrusted them with the privilege of providing services that have a direct impact on their lives.

The most significant positions during my professional career have been in public service. As Tucson City Councilman, Town Manager and Air Force Officer, I honor the duty I have to my fellow citizens and have always served with the highest level of integrity and focus.

As a Major in the United States Air Force, I conduct myself, both in and out of uniform, always aware of the Air Force core values of "Integrity First, Service Before Self, and Excellence in All We Do."

5) List all previous and current managerial positions and number of employees supervised.

a) City of Tucson Councilman

Leadership role in the development and adoption of the City of Tucson's annual budget of over \$1.2 billion, with an organization of over 5,000 employees. Worked closely with the City Manager (Mike Hein, Groveland, FL) on extension of TIF (tax increment financing), revenue bonds to facilitate infrastructure expansion and economic redevelopment of downtown, and implementation of Enterprise Resource Plan (ERP) program. Led efforts to have the administration develop a financial sustainability plan to reinvest in transportation infrastructure. Lastly, as Chair of Public Safety Subcommittee oversaw selection of the City Fire Chief through national search process.

b) Director of Public Sector Solutions for Waste Management, Arizona/New Mexico

Managed more than \$150 million in annual revenue and was responsible for the direct management of the 15-member sales team and 250 dotted-line operations personnel, including oversight of financing residential service assets, application, award and services for all RFP's for military installations, universities, and city/town revenue lines as well as all privatization/franchise acquisition. Additionally, I supported entitlement, land-use and environmental programming as well as intergovernmental relations and coordination. Working alongside the Area Vice President, I also developed all public sector revenue budgets. Lastly, I oversaw communications and community engagement strategies for the entire 500- person multi-state market area.

c) Acting Town Manager, Cave Creek, Arizona

Responsible for the overall day-to-day operations of a municipality with 40 employees. Developed and implemented 10-year plans for Capital Improvement (CIP), Asset Management, Town Water, Water Asset Management, Town Fire Service, Town Sewer, and roads maintenance. Drove development and adoption of IGA for consolidation of municipal court system with the Town of Carefree resulting in savings, increased access to justice, and organizational efficiencies.

d) Acting Deputy Staff Judge Advocate for 354 Fighter Wing, Eielson Air Force Base, Alaska

Serve as deputy general counsel for legal office responsible for comprehensive legal support to 4,000 personnel providing direct advice to over 15 commanders on base and multiple general officers on ethics, criminal, environmental, land-use, and operational law issues.

- 6) Aside from the enumerated duties in statutes, what additional obligations does the public rightly demand of all its county leaders?

Integrity, accountability, transparency, and a relentless commitment to responsiveness and the highest level of customer service.

- 7) How would you work to reestablish the public's trust as the new Assessor?

In the Air Force, we are taught that as military officers to "always be on parade." We are expected to meet standards and carry ourselves with dignity and honor as representatives and role models. This philosophy holds true for any professional role I have undertaken and will be especially true for the next County Assessor.

Working hard and investing the time to focus on serving as the Maricopa County Assessor will be my number one priority. Additionally, those who interact with my office will describe me as present, accessible, responsive, and professional.

Taxpayers entrust public servants to use their resources wisely and to perform these duties with integrity and the highest of standards. I am committed to regaining the public's trust as the new County Assessor by working collaboratively with the professional staff and Maricopa County Board of Supervisors to restore confidence and trust.

- 8) What approach do you take when initiating a culture change in an organization? How has that approach worked for you in the past?

At Air Force Squadron Officer School, the Professional Military Education (PME) course between Captain and Major, we were taught the Observe, Orient, Decide and Act (OODA) loop, a concept developed by Air Force Colonel John Boyd. While the OODA loop was originally designed for use for combat operations, I have found it to be advantageous in my public service and community work.

When I was appointed Town Manager of Cave Creek, I arrived during a time of great political turmoil. At first, I took the time to simply absorb my surroundings by listening to staff explain their various roles and contributions. I observed and oriented myself to how the town administrative offices functioned and to what level of customer services residents were afforded. I met with each town employee -- an exercise I immensely enjoyed. Through these discussions, I gained a better understanding of my team's skills and talents as well as the knowledge gaps of individual team members and departments. I collected their feedback and ideas on how we could improve town services and moved forward with operational and policy proposals that I offered to the Mayor and Council for approval.

I have found the OODA loop to be an effective tool in identifying inefficiencies, developing reforms, and capturing operational savings. One such example was when I led the merger of the Cave Creek and Carefree Municipal courts, resulting in hundreds of thousands of dollars in savings, and better access to a well-run court system, for communities.

- 9) The Maricopa County Board of Supervisors expects all County departments, both elected and appointed, to relentlessly pursue an exceptional level of customer service. What would exceptional customer service look like to you as the head of a large, public-facing organization?

The Maricopa County Assessor's office annually notices and administers over 1.8 million in real and personal property parcels/accounts with full cash value of more than \$607.5 billion. As County Assessor, I will establish a positive, collaborative culture that aims to inspire and champion the highest quality customer service. I will champion the most cost-effective and up-to-date technologies and resources for my team members so that their productivity is efficiently executed with the highest levels of quality service. Exceptional customer service is reflected in an office environment that is friendly and responsive. It is my personal goal to lead the office in a way that citizens understand and value the work of the County Assessor's office and are willing to convey their satisfaction publicly.

Employment Activity and History

- 10) Will this be your primary employment? What additional sources of income do you have?

Yes. Serving as County Assessor will be my number one, full-time priority.

My additional sources of income would be derived through my Of Counsel arrangement at my law firm, Beus Gilbert McGroder PLLC, service in the United States Air Force, out-of-state agricultural investments, and private lending, with any such activities limited by both time investment and, as always, careful analysis of any conflicts, actual or perceived.

- 11) If you are otherwise employed and were appointed, would you leave your current position or take a leave of absence? Or: *If you are otherwise employed and were appointed, how would you manage your time?*

I am fortunate to work at a law firm with partners who are supportive of my desire to serve as County Assessor and alongside contemporaries with the skill sets and relationships necessary to support my client base.

- 12) Do you have any professional licenses? Please list.

- a. Arizona State Bar - License #026003
- b. Arizona Department of Real Estate – Broker - License #SA519286000

Have you ever been subject to discipline related to your professional license or not been issued a license? No.

- 13) Are you engaged in any outside activities, personal or professional, that would impact the amount of time you are able to dedicate to the position? (i.e.: associations, volunteer, and community activities)?

No. Serving as Maricopa County Assessor will be my number one priority.

14) If I spoke to your current or former staff, what would they tell me about you?

a) Current Staff: Chrystal Fisher, Legal Assistant/Records Manager, Beus Gilbert McGroder PLLC:

"Rodney is by far one of the most tenacious and driven people I've ever met. He sets goals and doesn't stop until he has met that goal. He is a do-er and a great problem solver."

b) Former Staff: Carrie Dyrek, Town Manager, Town of Cave Creek

"Rodney is a knowledgeable and outgoing person who takes action and is collaborative with the people who will help him get the job done."

15) Please list all social media accounts, both professionally and personally.

a) Facebook - Rodney Glassman & Rodney B Glassman

b) Twitter @rodneyglassman

c) LinkedIn RodneyGlassman

Rodney B. Glassman, JD, PhD
39 Biltmore Estates Drive
Phoenix, Arizona 85016
(480) 363-9184
rodney@rodneyglassman.com

P R O F E S S I O N A L E X P E R I E N C E

Of Counsel, Beus Gilbert McGroder, PLLC

May 2016- present

- Supporting C-suite leaders in pursuing opportunities and dealing with challenges outside of traditional organizational structures
- Active and previous clients include:
 - U-Haul, Inc.
 - Mobile Mini, Inc.
 - Arizona State University, President's Office
 - Brewer Companies/Benjamin Franklin Plumbing
 - Phil Francis, Retired Chairman & CEO of PetSmart
 - United Food & Commercial Workers, Local 99
 - International Speedway Corporation (NASCAR)
 - John Graham, Sunbelt Holdings, Inc.

Of Counsel, Ryley Carlock & Applewhite

June 2014- May 2016

- Led External Affairs and Government relations practice
- Develop firm reputation in legislative affairs around education policy, agriculture, real estate, land use and water law
- Assist clients with process-improvement and philanthropic engagement
- Drive community relations and public relations for non-profit, for-profit, and governmental agency clients

Major, United States Air Force, Judge Advocate General (JAG) Corps Reserve

March 2009- present

- Serve as IMA Reserve Coordinator- attached to Eielson Air Force Base 354th Fighter Wing
- Prosecute military justice cases including sexual assault, dishonorable failure to pay, DUI, and all crimes within Uniform Code of Military Justice
- Provide civil law services including estate planning, contract law, procurement, real estate, family law, and operational law
- JAG Reservist of the Year, 12th Air Force, 2012, 2013
- JAG Reservist of the Year, 19th Air Force, 2014, 2015, 2016, 2017

Arizona Real Estate Broker/Biltmore Capital Investments, LLC

September 2012- current

- Arizona Real Estate Broker- Completed Arizona Real Estate Broker's License 90-hour mandatory coursework and state examinations
- Private debt lending and equity investing in real estate and businesses

Acting Manager, Town of Cave Creek, Arizona

June 2013- February 2014

- Oversee development, adoption, and implementation of \$23 million budget
- Manage staff of over 40 Full-Time employees
- Operational oversight of water, wastewater, finance, municipal court system, planning, engineering, economic development and Town Marshall service
- Lead independent and certified audit of Town finances
- Work with Mayor and Council to develop long-range Capital Improvement Plan and strategic infrastructure implementation strategy
- Develop, promote, identify, and negotiate agreement for Town manager

**Director of Public Sector Solutions, Waste Management of AZ/New Mexico
June 2011-August 2012**

- Led segment of over \$150 million in annual sales, including K-12, universities, military installations, cities and towns, homeowners associations and open market residential subscriptions space
- Increased revenue by over \$3 million annually through privatizations
- Recruited, trained, and managed sales team in Arizona and New Mexico
- Added thousands of new customers through D2D and direct marketing
- Reduced charitable spend by 40% while increasing community exposure and revenue generated through community efforts

**City Councilman, City of Tucson, Ward 2
August 2007 – April 2010**

- Hired, coordinated, managed and developed over one dozen staff and intern positions
- Fostered relationships with over 150 community- based, faith-based, and non-profit organizations to strengthen constituent services
- Drafted nation's first mandatory rainwater harvesting, gray-water plumbing, and solar-powered water heating ordinances
- Chair of Public Safety Sub-Committee/ Vice-Mayor

**Chief of Staff, KB Home Tucson
July 2004 - August 2007**

- Joined Executive Team consulting on internal business operations
- Drove operational efficiencies in organization with over 200 employees
- Created Community Development program with goals of leveraging philanthropic budget, enhancing community development and governmental relations strategy
- Participated in multiple in-field efficiency review programs, including sales, construction, customer Service, and land development

E D U C A T I O N

Juris Doctorate, University of Arizona College of Law, 2007
Ph.D., Arid Land Resource Sciences, University of Arizona, 2005
Masters of Public Administration, University of Arizona, 2002
Masters of Business Administration, University of Arizona, 2001
B.S. in Agricultural Economics, University of Arizona, 1999

C O M M U N I T Y I N V O L V E M E N T

- Judge Advocate, Arizona Department of American Legion (2016-present)
- Exec. Board, Grand Canyon Council Boy Scouts of America (2012-present)
- Board of Directors, Jewish National Fund, Arizona Chapter (2018-present)
- Exec. Board, Arizona Legal Services Foundation (2010-2014/2016-present)
- Arizona Department of Real Estate, Licensed Broker (1999-present)
- State Bar of Arizona, Member (2008-present)
- Exec. Board, Arizona 4-H Youth Foundation (2009-2011)
- Exec. Board, Pima Council on Aging (2008-2011)
- Exec. Board, Arizona State Farm Bureau (2003-2006)
- Advisory Board, Bank of Tucson (2006-2009)

A W A R D S

- Eagle Scout
- Environmental Achievement Award, Environmental Protection Agency Region 9
- Arizona Governor's Volunteer Service Award



BIOGRAPHY

UNITED STATES AIR FORCE

MAJOR RODNEY B. GLASSMAN

Major Rodney B. Glassman currently serves as the Individual Mobilization Augmentee (IMA) Reserve Coordinator assigned to the Office of the Staff Judge Advocate, 354th Fighter Wing, Eielson AFB, AK. In this capacity, he helps lead an office of 14 personnel that provides comprehensive legal support to commanders, first sergeants, and organizational leaders responsible for over 4,000 personnel who fly the F-16 Fighting Falcon Aggressor Air in world-wide exercises including Red Flag Alaska and promote U.S. interests across the Asia-Pacific region.

Major Glassman was commissioned as a direct appointee in the United States Air Force Reserve in March 2009. He is admitted to practice law before the Supreme Court of Arizona, as well as the Federal District of Arizona, the Air Force Court of Criminal Appeals, and the United States Court of Appeals for the Armed Forces.

In his civilian capacity, Major Glassman is Of Counsel at Beus Gilbert PLLC, where he advises business leaders on strategy and relationship development. He previously managed over \$150 million in annual revenue for Waste Management, Inc., and has served as Town Manager for Cave Creek, AZ, as well as Vice Mayor of the City of Tucson, AZ. He holds an Arizona real estate broker's license. Prior to his commission, Major Glassman worked as a legislative aide for a member of Congress. He is also an Eagle Scout.



EDUCATION

- 1999 Bachelor of Science in Agricultural Economics, University of Arizona
- 2001 Master of Business Administration, University of Arizona
- 2002 Master of Public Administration, University of Arizona
- 2005 PhD, Arid Land Resource Sciences, University of Arizona
- 2007 Juris Doctorate, University of Arizona
- 2012 Squadron Officer's School (in-residence), Maxwell AFB, AL
- 2017 ACC Advanced Air Operations Law Course, Hurlburt Field, FL

ASSIGNMENTS

1. March 2000 – September 2014, Assistant Staff Judge Advocate, 355th Fighter Wing, Davis-Monthan AFB, AZ (October 2012 – May 2014, At-Large Member, TJAGCR Junior Officer Council; May 2014 – September 2014, Vice Chair, TJAGCR Junior Officer Council)
2. September 2014 – March 2018, Assistant Staff Judge Advocate, 56th Fighter Wing, Luke AFB, AZ (September 2014 – May 2016, Vice Chair, TJAGCR Junior Officer Council; September 2014, Course Director, TJAGCR Individual Orientation Course; August 2015 and August 2016, Instructor & Course Facilitator, International Junior Officer Leadership Development Course, Air Force Reserve Command; May 2016 – March 2018, IMA Reserve Coordinator)
3. March 2018 – Present, IMA Reserve Coordinator, 354th Fighter Wing, Eielson AFB, AK

MAJOR AWARDS AND DECORATIONS

Meritorious Service Medal
Air Force Commendation Medal with one oak leaf cluster
Air Force Achievement Medal
Air Force Outstanding Unit Award with two oak leaf cluster
Air Force Longevity Service Award with one oak leaf cluster
Military Outstanding Volunteers Service Medal

PUBLICATIONS

- 2013 "You Shouldn't Marry a Lawyer...But if you Do, PCS to Arizona (or Idaho)," *The Reporter, The Judge Advocate General's Corps*, 2013, Vol. 40, No. 2, pp. 52-53.
- 2014 "When the Governor Calls Your Wing Commander: Best Practices to Please the Sovereign but Protect Your Client," *The Reporter, The Judge Advocate General's Corps*, 2014, Vol. 41, No. 2, pp. 40-41.
- 2015 "Exporting Best Practices to Your Next Base: The Legal Assistance Prescription Pad," *The Reporter, The Judge Advocate General's Corps*, 2015, Vol. 42, No. 1, pp. 31-35.
- 2015 "JAG Reservists and the Air Force Mission: Lawyers in Service," *Arizona Attorney Magazine*, 2015, Vol. 52, No. 1, pp. 20-31.
- 2016 "A Few Good Paralegals: How Reserve Paralegal Specialists are Supporting the Air Force Mission," *@LAW: the NALS Magazine for Legal Professionals*, 2016, Vol. 64, Issue. 4, pp. 8-10.
- 2017 "Fit to Advise: Keys to Strengthening Your Legal Assistance Program," *The Reporter, The Judge Advocate General's Corps*, 2016, Vol. 43, No. 4, pp. 28-33.
- 2018 "Enhancing Multi-Domain Command and Control: Attorneys and Paralegals Join the Fight in Exercise BLUE FLAG", *The Reporter, The Judge Advocate General's Corps*, 2018. Inaugural Online Edition Spotlight Feature.

EFFECTIVE DATES OF PROMOTION

First Lieutenant	10 March 2009
Captain	1 October 2010
Major	1 October 2017

(Current as of November 2019)

SENATOR KAREN FANN
SENATE PRESIDENT
1700 WEST WASHINGTON, SUITE S
PHOENIX, ARIZONA 85007-2844
CAPITOL PHONE: (602) 926-5874
TOLL FREE: 1-800-352-8404
kfann@azleg.gov
DISTRICT 1



Arizona State Senate

January 21, 2020

Office of the Clerk of the Board of Supervisors
301 W. Jefferson, 10th Floor
Phoenix, AZ 85003

Re: Letter of Recommendation-Rodney Glassman

Dear Chairman Hickman & Board of Supervisors:

I am pleased to write this letter in support of Rodney Glassman being appointed as Maricopa County Assessor. I first met Rodney while serving as the Mayor of Chino Valley. Rodney was a 29-year-old, newly elected member of the Tucson City Council. Since that time, I have watched Rodney mature into a husband, father, decorated JAG Air Force Officer, successful attorney, tested public administrator, and respected community volunteer known for his integrity and commitment to service.

While serving as a State Representative from Legislative District 1, I worked directly with Rodney during his service as the Interim Town Manager of Cave Creek. Rodney had been engaged by the Mayor and Council at a time of tremendous political change and was charged with the goals of managing the community, developing a national search process for a permanent town manager, and driving policy initiatives around the areas of efficiency, transparency, and accountability. During his tenure, Rodney worked with leadership from a variety of municipalities around Arizona and in Maricopa County, to develop projects, address community concerns, and strengthen regional relationships. Throughout my public service career, I have worked with few individuals who have possessed Rodney's level of energy, creativity, and ability to build collaborations around shared values and goals.

Lastly, as a member of the Arizona State Legislature, I have personally seen Rodney combine his passions for getting to know people and identifying common ground, as well as creating friendships and community collaborations. This is highlighted through the broad range of support Rodney consistently receives from business leaders, elected officials, and public administrators when pursuing community service and charity projects; from distributing over 250,000 free children's books to kindergartners to serving on non-profit boards such as the Grand Canyon Council Boy Scouts of America, Jewish National Fund, and the Arizona Foundation for Education & Legal Services.

Rodney's energy, passion for public service, and commitment to professionalism, combined with his ability to develop relationships with leadership in both the public and private sectors, make him a natural selection to restore confidence for taxpayers. I am confident in Rodney's ability to provide thoughtful, tireless, skilled, and professional leadership and I highly recommend him to be appointed as the next Maricopa County Assessor.

Sincerely,

A handwritten signature in cursive script that reads "Senator Karen Fann".

Karen Fann
PRESIDENT
Arizona State Senate

January 22, 2020

Office of the Clerk of the Board of Supervisors
301 W. Jefferson, 10th Floor
Phoenix, AZ 85003

Re: Letter of Recommendation- Rodney Glassman

Chairman Hickman & Board of Supervisors,

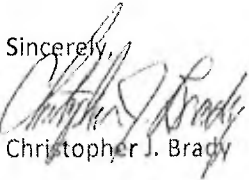
Please accept this letter of endorsement for Rodney Glassman to be appointed as the next Maricopa County Assessor. As the city manager of the second largest city and a resident of Maricopa County I recognize the importance of having a qualified person lead County Assessor's Office. Rodney serves as a Major in the United States Air Force JAG Corps Reserve, is a practicing attorney, and a businessman with real estate experience who has earned the trust and respect of elected officials, public administrators, and community leaders across the valley.

I first met Rodney over ten years ago when he was invited by our Mesa Mayor and Council, as a member of the Tucson City Council, to present water conservation ordinances adopted by Tucson. Rodney's presentation was our first of many interactions where I experienced his ability to connect with others and develop relationships based on shared values and goals. Rodney also served as my peer and colleague during his service as Acting Town Manager of Cave Creek where we served together on the Management Committee for the Maricopa Association of Governments (MAG.)

Rodney's energy, commitment to developing meaningful relationships, and focus on accomplishing substantive goals, make him the ideal appointment to restore confidence in the Maricopa County Assessor's Office. Throughout his career, Rodney has built a reputation of integrity, transparency and inclusion, through his work ethic and commitment to working on substantive projects that are good for the entire community.

Amongst leaders from the municipal, education and business community across Maricopa County, Rodney is known as a person of substance, hard work, honesty, and integrity. Combining his track record of success with his background in real estate, business, and government, Rodney is the ideal candidate to lead the professional staff of the Maricopa County Assessor's Office and the restore the confidence of taxpayers. I wholeheartedly support his appointment.

Sincerely,



Christopher J. Brady

GEORGE WEISZ
SCOTTSDALE, ARIZONA

January 25, 2020

Chairman Clint Hickman and County Supervisors
c/o Fran McCarroll, Office of the Clerk
Maricopa County Board of Supervisors
301 W. Jefferson, 10th Floor
Phoenix, Arizona 85003

RE: County Assessor Appointment, Recommendation of Rodney Glassman

Dear Chairman Hickman and County Supervisors:

You have the opportunity to restore integrity, dedication, leadership, and a hard work ethic to the office of the County Assessor. I know that those are values that each of you hold dearly and have demonstrated time and time again in your own positions of public service. Those vital qualities are the same reasons that I confidently and wholeheartedly recommend Rodney Glassman to be appointed for the important position of Maricopa County Assessor.

I have been fortunate to know Rodney well both personally and professionally. This experienced public service and community leader has engineered public policy, managed executive staff, ensured that justice prevails in a military courtroom, fought anti-Semitism, and continues to bring smiles to children across our Valley with his outstanding charitable book program.

Like some of you, I have been fortunate to serve in public service (over 31 years, as a State Legislator, Deputy Chief of Staff to the Governor, Senior Assistant to the Phoenix Mayor, and as a Special Agent for the Attorney General's Office), have been active in our business community (partner in restaurants, minor league baseball teams, hi-tech, and Chair of the Board of a new community bank that is in formation), and have truly enjoyed involvement in the non-profit sector serving on numerous civic and charitable boards and commissions. Thus, I have had a viewpoint from which to personally view Rodney's involvement in all of these sectors, and I understand the ethics of hard work, dedication, responsibility, and integrity that are necessary in each one. In addition, I have had the opportunity to see Rodney carry out the responsibilities of all three branches of our government: executive as an acting Town Manager, legislative as a Tucson City Council Member, and judiciary as a member of the U.S. Air Force JAG Corps. That breadth of government service brings to the County and the Assessor's Office a person with diverse skills, extensive government experience, good communications attributes, and someone who understands the awesome responsibility of public service. Most importantly, I know that Rodney views holding public office as being a caretaker of the public trust.

In Rodney, you also have someone who can hit the ground sprinting. While there is certainly a learning curve in any position, Rodney immediately brings a professional, ethical, efficient, and hard working

reputation to the Office of Assessor. In addition, besides his boundless energy, he is known for his tremendous research and analytical expertises which are important elements to the Assessor's responsibilities. Plus, he is respected for his abilities to simply "get things done." Rodney also has a knowledge of real estate in our county, and he already has the valuable contacts within government, the business sector, and community organizations to utilize every resource available to help properly fulfill the duties of the office.

I believe that you can have confidence in the job that Rodney will do for our citizens and in the professionalism that he will bring to this office. He is a consensus builder, a creative thinker, and works across political party lines to overcome challenges and solve problems. I also believe he will be an outstanding advocate for the County, working alongside all of you to educate our state and nation about the opportunities for economic development and enhanced quality of life that we have worked so hard to establish in the fastest growing county in the country.

THANK YOU for your consideration of someone who has already proven himself to be a dedicated public servant in many diverse ways, someone who has respect for human dignity in everything he does, and someone who simply has a good heart. I believe that years from now, you will be able to look back and be proud of the choice you made in appointing Rodney Glassman to be the County Assessor.

Sincerely,



George Weisz

