



# az management

a publication of the *Arizona City/County Management Association*

April/May 2005

## Members from Apache Junction and Pinal County Awarded 2005 Harvard Scholarships

The ACMA Harvard Scholarship committee received several outstanding applications for the 2005 ACMA scholarships to attend the Harvard Senior Executives in State and Local Government Program. After much discussion, the scholarships were awarded to Terry Doolittle, Deputy County Manager, Pinal County and George Hoffman, City Manager, Apache Junction.

Thanks to the generosity and support of our sponsors two full scholarships are offered annually, one through Arizona Public Service Company and the second through Greenberg Traurig; Hutchinson, Shockey, Erley & Co.; Peacock, Hislop, Staley & Given and PinnacleOne.

Applications for the 2006 ACMA Harvard scholarships will be available in fall 2005.

## Phoenix City Manager Receives National Public Service Award

Phoenix City Manager Frank Fairbanks was presented with the National Public Service Award, the highest public service award given for distinction in public service by the American Society for Public Administration and the National Public Academy of Public Administration. Fairbanks was one of four individuals recognized with the award during ASPA's

national conference in early April.

Fairbanks was recognized for his work in developing e-government, achieving an AAA excise tax revenue bond rating from Standard and Poors and his membership on local business and community boards.

In 2001, Fairbanks received ICMA's Award of Excellence for his outstanding contribution to professional management. At the 2004 ACMA Winter Conference, Frank was honored with the John J. DeBolske Professional Excellence Award. This award recognizes the highest level of excellence among Arizona local government professionals who have made significant and lasting contributions to their communities, the profession of local government management, and ACMA.

## 2005 Summer Conference Program Focuses on Growth Issues and Career Development

The 2005 ACMA Summer Conference is July 27-29 at Loews Ventana Canyon Resort in Tucson. Reservations can be made by calling (800) 234-5117. The group rate is \$99.50/night and is available through Monday, June 20. The conference registration fee for members will be \$330. Registration material for the conference will be mailed to members and posted on the ACMA website, [www.azmanagement.org](http://www.azmanagement.org), in early June.

The Summer Conference Planning Committee met for the first time on April 29. The program developed by the commit-

tee includes sessions that will appeal to members working for small and large jurisdictions, as well as those starting their careers and those preparing to retire in the near future. The conference will begin bright and early on Wednesday, July 27 at 7:30am with the golf tournament. Lunch will be offered to all registrants at the Flying V restaurant from 12 noon-1:30pm. On Wednesday afternoon, the sessions are being broken into two tracks. Track 1 is for younger professionals and Track 2 is for

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## Save the Date

### June 10

Speaker Series Seminar  
Glendale City Council Chambers

### June 10-11

Newly Elected Officials Orientation  
ASU Downtown Center, Phoenix

### June 15-17

Innovation Groups  
Transforming Local Government  
Conference  
Sarasota County, FL

### June 20

Last Day for Group Rate of \$99.50 at  
Loews Ventana Canyon Resort

### July 8

Deadline to Apply for ICMA Conference  
Scholarship

### July 27-29

ACMA Summer Conference  
Loews Ventana Canyon Resort  
Tucson



# Arizona City/County Management Association

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## ACMA Board

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*City Manager  
City of Mesa*

**Mary Jacobs**, President-Elect  
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**Robert Yandow**, Director  
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City of Bisbee*

**Benny Young**, Director  
*Assistant City Manager  
City of Tucson*

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more seasoned managers. The sessions in Track 1 include: What Managers Look for in an Assistant and Diving in Head First: Tales from 1st Time Managers. Track 2 will be offered concurrently and will include a session on preparing for retirement followed by a session on what to do if you find yourself in danger of being in-transition.

Growth issues will be the focus of the conference on Thursday morning. The committee plans to invite an economist and a representative from the Maricopa Association of Governments to open the conference with a discussion of financial trends and projections for the future growth of Arizona. This will be followed by a session on impact fees and fiscal growth analysis. For lunch on Thursday, the committee is hoping to secure ASU President Michael Crow to talk about Arizona's future from a demographics standpoint and his vision for the universities. After lunch two breakout sessions will be offered: sustainable growth and public/private partnerships. Members will have the opportunity to attend both sessions, they will each repeat once. Due to very low attendance at the closing lunch on Friday last summer, the conference

planning committee has decided to offer one session on Friday morning and end the conference at 10:30am. The session will focus on career management. The committee is inviting representatives from professional recruiting firms to discuss the type of career progression they look for when reviewing applications.

Should you have any questions about the conference, please contact Wendy Kaserma at (602) 258-5786 or wkaserma@mg.state.az.us.

## ACMA Associates' Committee and Glendale Offer Tour of the City's Sports and Entertainment Corridor


The ACMA Associates' Committee is pleased to offer a new format for the Speaker Series Program. On Friday, June 10, Glendale City Manager Ed Beasley, Deputy City Managers Art Lynch and Horatio Skeete and Julie Frisoni, the city's Marketing Director, will discuss firsthand the vision and planning that went into the development of the sports and entertainment corridor in the City of Glendale,

including the Glendale Arena, Cardinals Stadium and Westgate.

Find out what made the vision a reality and what challenges and successes were encountered along the way. Participants will have the opportunity to learn more about the future plans and development for the area and get a backstage tour of the Glendale Arena.

Participants will meet at Glendale City Hall at 2 pm, the city has arranged for vans to transport participants out to Glendale Arena. If you are interested in the tour and presentation, please complete the enclosed registration form and fax to (602) 253-3874 no later than Monday, June 6.

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## ASU and League Offer Eighth Annual Newly Elected Officials Orientation

ASU and the League of Arizona Cities and Towns are offering the eighth annual orientation program for newly elected municipal officials Friday, June 10 and Saturday, June 11 at the ASU Downtown Center in Phoenix.

The purpose of the program is to assist newly elected officials in being more effective in their new policy-making role. The program will be similar to that offered last year and provides participants with an opportunity to:

- Learn the basics of municipal government in Arizona;
- Review Arizona government structure;
- Learn about the general issues of municipal budgeting;
- Discuss ethical and legal issues facing elected officials; and
- Review the public policy process

The program will provide an opportunity for newly elected officials to receive general background information about municipal government in Arizona. As the same time, the program will also serve as a forum for elected officials to interact with one another and build a network of contacts around the state for the future.

Please encourage your newly elected officials to participate in the program. The cost of the program is \$150 per person (includes meals and materials). A very limited number of reduced rate registrations may be available under certain circumstances. Please understand that both ASU and the League are not-for-profit institutions and that the fees charged simply cover their costs. However, in the interest of having as many elected officials as possible attend, the League is willing to work with your community to accommodate any special needs you may have. If you have questions about registration costs, please contact Cathy Connolly at (602) 258-5786 or [cconnoll@mg.state.az.us](mailto:cconnoll@mg.state.az.us). Registration material may be downloaded from the League website, [www.azleague.org](http://www.azleague.org). The registration deadline is May 27.

## ACMA and ICMA Partner to Offer Scholarship to ICMA Conference in Minneapolis

ACMA and ICMA have partnered to offer a scholarship to the 91st Annual ICMA Conference in Minneapolis/Hennepin County, Minnesota September 25-28, 2005. The scholarship recipient will receive a complimentary conference registration from ICMA and ACMA will reimburse 75% of the recipient's travel expenses up to \$1,000.

To qualify for the scholarship you must be a member of ACMA and be a first-time attendee of the ICMA Conference. All ACMA members are encouraged to apply for the scholarship, however preference will be given to Active members (city/county managers, city/county assistant managers, city/county deputy managers). If you are not a member of ICMA, this is a unique opportunity to attend the conference and join ICMA at a substantially discounted rate. The scholarship recipient will be eligible to receive a 50% discount on his or her first year of ICMA membership dues and ACMA will provide up to \$200 to cover the cost of these dues.

To apply for the scholarship, please send a letter of interest to Mike Hutchinson, President;

## Member Profile

**Terry Doolittle**

**Deputy County Manager  
Pinal County**



### *Where are you originally from?*

I was born in Marshall, Michigan and moved to Arizona (age 12) in 1970.

### *Why did you decide to pursue a career in local government?*

After graduation from ASU, I decided to live in Arizona the remainder of my life. I had two job offers, an auditor position with the Arizona Auditor General, the other involved moving to Bloomington, Illinois. In 1986, Pinal County recruited me for an internal auditor position. Several promotions later, I'm still here.

### *What do you like most about your job?*

No two days are the same. I like to improve processes and build organizations. These opportunities are continually presenting themselves in local government.

### *What areas of local government interest you most?*

Currently, the American Judicial System in Counties; Superior Court Judges, County Attorney, Public Defender, Contractual Attorneys, Clerk of the Superior Court, Adult and Juvenile Probation, Adult and Juvenile Detention. I am amazed that the process works as well as it does. Great opportunities exist (and are in the works) to improve the individual systems in the judicial process.

### *As a local government professional, what accomplishment are you most proud of?*

In the late 80's Pinal County was bankrupt (the General Fund was losing \$3 million annually) and had no bond rating. Today, Pinal County has achieved a solid financial position and a AA rating.

### *What was the last book you read?*

*The Purpose-Driven Life: What on Earth am I Here For?* by Rick Warren

ACMA; 1820 W. Washington St.; Phoenix, AZ 85007.

The application deadline is Friday, July 8.

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## Ask the Ethics Expert

Information provided courtesy of ICMA

### The Internet Joke

Some of your buddies have created a "share the humor" e-mail list. It brightens your day to read some of the jokes that you receive, and you look forward to your daily humor. Today, when you turn on your computer you see there's a file waiting for you to open. When you open the file, you are stunned to see a photograph of a naked woman in a parody of a popular advertisement. What do you do?

#### Option #1

You delete the file and pray that you will never see a message like that one again.

#### Option #2

You contact the sender, making it clear that you do not want to receive mail like that again.

#### Option #3

You file a complaint with the human resources director.

#### Option #4

After you stop laughing, you forward the file to a couple of staff who you think will enjoy it.

Commentary: The worst choice here is Option #4, to forward this joke to others

who you think may enjoy the humor. Sharing an explicit image with others in the work place could open up the organization to a charge of a hostile work environment. Tenet 12 of the ICMA Code of Ethics reminds us that we should respect public time and resources. Using the local government's computer to share explicit images with others is improper. E-mails are subject to public records requests so anything that you communicate on the computer could well appear on the front page of the local newspaper.

The most ethical choice is Option #2 as you are taking action to stop unwelcome e-mails.

## Promoting an Ethical Culture

Promoting an ethical culture is a key leadership responsibility. Equity, transparency, honor, integrity, commitment, and stewardship are standards for excellence in democratic local governance. ICMA promotes ethical conduct through its Code of Ethics, training for local governments, publications on ethics issues, technical assistance, and advice to members. For more information about ICMA's Code of Ethics, its guidelines and enforcement process, and current issues and advice facing local government professionals, visit the Ethics Program section of [icma.org](http://icma.org).

## Training and Technical Assistance Services

For information about local government ethics workshops and technical assistance services, call the ICMA Ethics Center at 202/962-3521. Workshops on such topics as "Promoting an Ethical Culture," "Aligning Staff Values with Strong Ethical Principles,"

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Editor: Wendy Kaserman

Your comments, suggestions and news contributions are welcome. Email your contributions to:

[wkaserma@mg.state.az.us](mailto:wkaserma@mg.state.az.us)  
Telephone: 602-258-5786

## Member Profile

### Karolyn Kent

Assistant  
Development  
Services  
Manager  
City of Mesa



#### Where are you originally from?

I am originally from Rome, New York.

#### Why did you decide to pursue a career in local government?

My desire to assist people in enhancing their quality of life.

#### What do you like most about your job?

The ability to be involved with different projects everyday.

#### What other communities have you worked for?

The State of Arizona Department of Environmental Quality.

#### As a local government professional, what accomplishment are you most proud of?

Assisting with the implementation of our blue barrel recycling program for our Mesa residents.

#### What was the last book you read?

If you Give a Mouse a Cookie (I have a young child)

and "Orientation to Ethics" are available for staff, leadership, elected officials, boards, and commissions.

## Members In-Transition

ACMA members are encouraged to contact these individuals to offer support and/or information about employment opportunities.

David Evertsen, former Town Manager of Gila Bend  
P.O. Box 5038, Goodyear, AZ 85338  
(928) 220-2611  
[devertsen@municipalsolutions.org](mailto:devertsen@municipalsolutions.org)

Roger Swenson, former City Manager of Kingman  
3785 Packsaddle Road, Kingman, AZ 86401  
(928) 753-9477  
[rogers@redrivernet.com](mailto:rogers@redrivernet.com)

## New members

### ACTIVE

Steven L. Besich, Deputy County Manager  
Gila County

Kenneth A. Reedy, Deputy City Manager  
Glendale

Larry Tarkowski, Town Manager  
Prescott Valley

### ASSOCIATE

Teresa L. Franquiz, Human Services  
Planner I, MAG

Janine Hanna-Solley, Management  
Assistant, Apache Junction

Sammi Mangus, Economic Development  
Specialist, Phoenix

Melanie Sala-Friedrichs, Management  
Intern, Chandler

Mark A. Young, Management Assistant  
Queen Creek