



## ARIZONA BOARD OF APPRAISAL

1400 West Washington, Suite 360  
Phoenix, Arizona 85007  
(602) 542-1558 Fax (602) 542-1598  
Email: [info@azboa.gov](mailto:info@azboa.gov)  
Website: [www.azboa.gov](http://www.azboa.gov)

### DRAFT MINUTES PERSONNEL COMMITTEE MEETING Monday, October 8, 2012 8:00 AM

Call to Order and Roll Call.

Meeting called to order by James Heaslet, Personnel Committee Chairperson at 8:10 AM.

Committee members present at roll call:

Joe Stroud  
Frank Ugenti  
Kevin Yeanoplos  
James Heaslet

Staff Attendance:

Jeanne Galvin – Assistant Attorney General  
Margaret Burns – Interim Executive Director  
Susan Laurence – ADOA Recruitment Manager  
Amanda Benally – Staff

James Heaslet, Committee Chairperson, stated that the Arizona Board of Appraisal is not paying for the room that the interviews are being conducted in and thanked Joe Stroud for providing the room.

Joe Stroud made a motion to enter Executive Session to interview Mr. Boyd Adair. Frank Ugenti seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. Kevin Yeanoplos made a motion to enter Executive Session to interview Ms. Rachel Beam-Jares. Joe Stroud seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. Frank Ugenti made a motion to enter Executive Session to interview Ms. Margie Frierson. Joe Stroud seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. Frank Ugenti made a motion to enter Executive Session to interview Mr. Burt Garfield. Kevin Yeanoplos seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. The Committee recessed for lunch and will reconvene at 1:00 PM. The Personnel Committee reconvened at 1:02 PM. Joe Stroud made a motion to enter Executive Session to interview Ms. Debra Rudd. Kevin Yeanoplos seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. Frank Ugenti made a motion to enter Executive Session to interview Ms. Joanna Conde. Kevin Yeanoplos seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. Frank Ugenti made a motion to enter Executive Session to interview Mr. John Peck. Joe Stroud seconded the motion. The Committee voted unanimously in favor of the motion and entered Executive Session.

The Committee entered Regular Session. James Heaslet stated that the Committee had interviewed seven individuals and discussed in executive session, each individual with no comparison to another.

Frank Ugenti stated that it had been an informative day with seven interviews and seven fantastic candidates. Mr. Ugenti felt that he had two candidates as finalists based on resumes, interviews and written responses. Each Committee member chose Rachel Beam-Jares and Debra Rudd.

Mr. Yeanoplos stated that the Committee had reached a census regarding the final two candidates. Mr. Ugenti wanted to make a statement about the candidates that were not chosen. He stated that they all presented in a very good manner and that each candidate had excellent resumes.

Mr. Yeanoplos commented that he was very impressed with all of the candidates and that it was painful to try and narrow down the candidates to who would be the best for the position as they were all great in their own way.

The Committee members discussed their top two candidates. The members noted that Ms. Beam-Jares and Ms. Rudd both had a lot to offer the Board and had varying experiences that would be of benefit to the Board. The members believe that both Ms. Beam-Jares and Ms. Rudd are very knowledgeable in many areas and in those areas where one or the other may be lacking in experience, they both appear to be quick learners. It was felt that both candidates would represent the Board well and are capable of managing staff.

Mr. Stroud commented that the beauty of this dilemma of choosing between two excellent candidates is that either way, the Board will be in good shape. Frank Ugenti stated that Mr. Yeanoplos has identified something that is very different between the two candidates. Mr. Ugenti had the privilege of working with Rachel Beam-Jares and he saw her turn people around and make them more efficient. Mr. Heaslet stated that Ms. Beam-Jares did have a performance based leadership style that he understood, but that Ms. Rudd had some of the best references and recommendations in the state and nation and has the leadership ability to mold and change people.

Joe Stroud stated that if the Committee decides at this meeting, which candidate to recommend to the Board, he would leave feeling like the Committee did a good job. Mr. Stroud felt that it was not a question of which candidate will make a good Executive Director, but which one will make the best Executive Director in the direction we want to go with the Board and the staff.

Mr. Heaslet commented that either candidate is qualified and that he is looking for the best person for the job.

The Committee took a 5 minute recess. The Committee reconvened. Frank Ugenti made a motion to recommend to the full Board to offer the position to Rachel Beam-Jares with the salary range discussed in Executive Session. Joe Stroud seconded the motion. The Committee voted unanimously in favor of the motion. The Committee instructed Amanda Benally to set up a telephonic Board for Wednesday, October 10, at 8:00 AM. Frank Ugenti made a motion to adjourn. Joe Stroud seconded the motion.

**Adjournment**

The meeting was adjourned.

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James Heaslet, Personnel Committee Chairperson