Quorum having been established, Chair Lundin called the meeting to order at 9:31 a.m. on April 8, 2022.

Commissioners present were Michael Lundin, Enrique Serna, Ted Schmidt, Richard Barker, Victor Rivera, Anita Kellman, Helen Gardner, Doug Kenyon and Robert Owens (via Phone). Carol Kovalik was absent.

Staff present were Robert Padilla, Carmine DeBonis, Ron Odell, Karen Simms, Joe Barr, Tom Burklow, Steve Daigle, Len Altieri, Matt Smogor and Robin Hadden.

Those present recited the pledge of allegiance.

Chair, Michael Lundin, welcomed Mr. Doug Kenyon, the new District 4 Commissioner.

Consent Agenda

A motion was made and seconded to approve the December 10, 2021 minutes. The motion passed with all in favor.

COMMISSION DISCUSSION/ACTION REQUEST

1. Robert Padilla announced the appointment of Mr. Victor Pereira as the new Natural Resources, Parks and Recreation Director. (see attached memorandum)

2. Update on the Operations Division (Ron Odell and Steve Daigle): Steve Daigle spoke on the park operation and trades/warehouse merger. He informed the commission that the Trades unit is responsible for electrical, welding, plumbing, mechanics and construction maintenance. He also gave examples of renewable fund projects in 2020 and 2021 which include asphalt preservation in some of our parks, created a dog park at Arthur Pack Park, assembled and installed new bleachers, and moved the Chicken Ranch to Harvey Yard.

3. Update on Rillito Racing (Ed Ackerley): Mr. Ackerley, Rillito Park Foundation Board, Director of Marketing, informed the commission that with 2020-2021 racing being shut down due to the pandemic, they were challenged with short cash flow and many repairs. With a new judge’s stand, 500 seats have
opened up, retail space was created and a digital sign at the 1st Avenue entrance, which will display the dates and times of the events, is being installed. They partner with the Farmers Market, which has been a parking lot challenge as the Farmers Market patrons are leaving the parking lot as the racing patrons are arriving, however the new parking lot has helped. Twenty-three University of Arizona students are assisting as interns with racetrack management, veterinary science, equine wellness and other areas. There were 96 races in a 12-day period, which was a banner year with attendance in the 75 thousand range. With the ability to import and export races, attendance, horse-racing purses and the handle was at an all-time high; however, the foundation gets only a small portion of the handle.

Commissioner Serna asked about the horse deaths this season. Mr. Ackerley informed the commission that seven horses had died this season. Five due to breakdown, 1 due to a collision with another horse, 1 in a freak accident in the paddock after the horse reared up, fell down and broke its neck. The Rillito Park Equine Wellness Program is in place, which is key to preventing deaths. This program has set the standard of care and monitoring that are used at many tracks around the country.

4. Action item - Amendment to the by-laws: Chair Lundin explained the Clerk of the Board provided template that was used to create the by-laws was one for the Library advisory board not a commission. The parks and recreation advisory commission is governed by state statute and they advised minor edits were necessary to correct the by-laws. Mr. Serna made a motion to approve the amended by-laws and was seconded by Commissioner Barker. All were in favor.

5. Fee schedule revision (Discussion Item Only): Mr. Padilla explained that the proposed fee schedule adjustments were unanimously approved at the December 10, 2021 PCNRPR Advisory Commission meeting. Due to several inquiries by Commissioner Schmidt it was added to the agenda for discussion purposes. Prior to final approval by the Board of Supervisors, County Administration requested NRPR perform public outreach on the proposed fees to obtain public feedback. The biggest changes are two new fees, field use fee and after school fees. The field usage fees are being proposed not for revenue generation but for field optimization. Commissioner Schmidt expressed that the timing of the fee increase is bad as enrollment numbers are down since the pandemic and inflation is up. The larger leagues provide scholarships to families with financial needs. Fewer families will be able to afford to have their children play sports. Mr. Barr explained the larger leagues schedule the fields for a 6-month period. They do not use the fields all the times they have scheduled and they do not return them to Pima County for other leagues to use, thus many fields go unused. He also explained there is not enough staff to audit all the fields to fine the leagues for non-use. The idea is that you will value the field if you are paying for it. Chair Lundin suggested getting the stakeholders together to discuss. Commissioner Kellman advised the after school families need the service as well and will not be able to afford the fees. Mr. Barr explained parents sign their children up for the after school program as well and do not send their child, again taking a spot from another child in need. Mr. Padilla explained that he is not opposed to setting the fees but not implementing them for 6 months to a year to give families time to budget for them. He will have staff engage the top stakeholders to propose a solution and come back for
discussion at the July or September Advisory Commission meeting. Commissioner Serna wants the advisory commissioners to be invited to the public meetings.

CALL TO THE PUBLIC:

FUTURE AGENDA ITEM(S): Fee Schedule Update

ADJOURNMENT: As there was no further business to come before the commission, duly motioned and seconded, the meeting adjourned at 11:12 a.m.
MEMORANDUM

Date: March 25, 2022

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Lesher
Acting County Administrator

Re: Appointment of Natural Resources, Parks and Recreation Director

Following retirement of Natural Resources, Parks and Recreation (NRPR) Director Chris Cawein on January 4, 2022, recruitment for a new Director was initiated. The recruitment opened on January 21, 2022 with the position being posted to the Pima County job opportunities webpage, Indeed.com and other professional organization websites.

A total of 41 applications were received through February 25, 2022. Applicants were screened based primarily on prior parks and recreation related experience, and six individuals were invited to interview. Initial interviews were conducted by a five-member panel on March 9 and 10. Subsequently, the four top-ranked candidates participated in second interviews with me and Deputy County Administrator, Carmine DeBonis Jr. Each of the four candidates demonstrated certain strengths, however a selection was not made from this group to fill this leadership position.

Before initiating another recruitment effort, additional consideration was given to previously submitted applications. Based on my direct knowledge of the skills, experience and performance of one of the initial applicants, Mr. Victor Pereira, he was interviewed by Mr. DeBonis and me.

Mr. Pereira has served as the Health Department Deputy Director since August 2021, following decades in leadership roles including his most recent position prior to joining Pima County as Vice Wing Commander, 355th Wing, Davis-Monthan Air Force Base. As the Deputy Director for the Health Department, Victor has overseen daily operations, organizational management, and strategic planning and development, with a strong emphasis on leadership, relationship-building, teamwork, communication and collaboration – all desirable attributes in a leader. Mr. Pereira’s resume is attached for your information.

Based on Mr. Pereira’s prior work experience, performance in the Health Department, his recent interview, and the demands of the NRPR Department, I am confident that Victor possesses the desired combination of skills and experiences to fill this leadership role. As such, I am appointing Victor Pereira as Natural Resources, Parks and Recreation Director effective April 24, 2022.

JKL

Attachment

c: Carmine DeBonis Jr., Deputy County Administrator for Public Works
EXECUTIVE SUMMARY

A leader with 31 years of progressive and proven experience. Skilled communicator who builds cross functional teams, in dynamic environments, able to transform complex problems into reachable milestones to achieve strategic objectives.

- **Results driven** with a demonstrated track record of **working well under pressure** in a high stress and challenging environments with ambiguous information to manage operational and strategic goals
- **Broad experiences** in leading operations, administration, budgeting, logistics, human resources, and training. Proven analysis, report generation, and synthesis for **decision making** at the Senior Manager, Director, and Executive level
- **Thought leader**, inspired by the fundamental belief that talent management, specifically investment and development in people through organizational culture, are the foundations for long-term success
- **Humble and trusted advisor**, mentor and team builder skilled in leading and empowering staffs and peers across competing objectives. Ability to bring a fresh perspective and expertise to functional leaders and stakeholders

KEY COMPETENCIES

<table>
<thead>
<tr>
<th>Leadership</th>
<th>Risk Assessment &amp; Mitigation</th>
<th>Diversity &amp; Inclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Planning &amp; Communication</td>
<td>Crisis Response &amp; Resolution</td>
<td>Talent Management</td>
</tr>
<tr>
<td>Innovation &amp; Change Management</td>
<td>Process Improvement &amp; Cost Savings</td>
<td>Team Builder</td>
</tr>
</tbody>
</table>

PROFESSIONAL EXPERIENCE

**DEPUTY DIRECTOR OF OPERATIONS**

Pima County Health Department

Tucson, AZ

Aug 2021 - Present

As the Deputy Director for Pima County Public Health, responsible for the day-to-day management and operations of a 425 personnel organization. Oversees the organizational development, data analytics and reporting, information technology integration and the development of an annual operating budget of $29M for the third largest county in the United States of America.

- **TEAM BUILDER**: Sustained and strengthened intra-and inter-department relationships to foster trust, communication and collaboration. Developed senior leader synchronization meetings to cultivate teamwork, share ideas and promote empowerment
- **PROCESS FOCUSED**: Transformed managers mindset with an emphasis on measured decision making rooted in continuous planning, data analysis and a deliberate debrief to develop a timely, progressive and sustained operational approach

**VICE WING COMMANDER**

355th Wing

Davis-Monthan AFB, AZ

Jun 2019 - Jun 2021

Chief Operating Officer responsible for one of the largest Air Force installations and flying operations with 5 Groups, 25 Squadrons, and 34 diverse tenant units comprised of 46,000 personnel, 152 aircraft, $51M in assets, on a 10,500-acre base with an annual operating budget of $153M. Oversees the Air Forces’ single busiest runway in the US and manages the safe day-to-day operations, maintenance, medical, logistics and human resources for a town of 16,000.

- **CRISIS MANAGEMENT**: Supervised operational level planning teams to balance safety, risk, and mission accomplishment during COVID-19
- **INNOVATOR and CHANGE AGENT**: Led the Wing’s restructuring planning effort; balanced organization transformation while deliberately focusing on readiness impacts, personnel and comprehensive strategic narrative
- **STRATEGIC COMMUNICATOR**: Strengthened community support and partnership development by representing the USAF and the installation at numerous local, county, and state outreach events such as: Tucson Electric Power’s Fortis event, the Governor of Arizona’s State of the State address and Tucson Veteran’s Day parade

**CHIEF, PERSONNEL RECOVERY FUNCTIONAL INTEGRATION TEAM**

AF Warfighting Integration Capability, Headquarters US Air Force

Pentagon, Washington DC

Jul 2018 - Jun 2019

Senior Program Director providing Combat Search and Rescue expertise to enable the USAF to rapidly identify key technological areas for investment through new capabilities, innovative exploration, concept development and enterprise-wide integration.

- **STRATEGIC PLANNING**: Independently led 15 multi-domain, cross functional teams for a national priority Chief of Staff of the Air Force task which directly influenced the future 10 year design of the USAF
- **CAPABILITY INTEGRATOR**: Chaired several Air Force’s Special Access Programs and future Vertical Lift initiatives synchronizing USAF requirements and joint interoperability; championed $170M for next generation vertical take-off and landing airframes

**DEPUTY COMMANDER**

582d Helicopter Group

FE Warren AFB, WY

Jul 2016 - Jul 2017

Chief Operating Officer of an organization dispersed over 3 states with 4 Squadrons, 25 helicopters, 400+ military, civilians, and contractors with $115M budget in support of the Nuclear Deterrence mission.
VICTOR M. PEREIRA

• PROGRAM MANAGER: Managed rotary-wing weapons employment program; converted corporate’s initiative into organization reality by partnering with stakeholders to plan, develop, and implement formal training procedures and processes
• PROJECT MANAGER: Oversaw $65M multi-command maintenance performance work statement; synchronized 5 concurrent helicopter modifications to ensure minimal down time and mission impact

COMMANDER
41st Rescue Squadron
Moody AFB, GA
Chief Executive Officer for the USAF’s largest combat HH-60G Rescue Squadron. Responsible for all aspects of policy, operations, talent development, training, safety, and accountability for 115 Airmen, 13 HH-60G helicopters, and a $3.3M budget to execute full-spectrum Combat Search and Rescue missions worldwide.
• CONTINUOUS PROCESS IMPROVEMENT: Led the first logistics conference in 7 years to refine deployment gear; directed rapid rescue concept of operation rewrite which decreased deployment spin-up time and mobilization by 50%
• TALENT MANAGEMENT: Cultivated a winning culture through leadership; organization earned 24 team and individual awards despite high tempo combat operations overseas

OPERATIONS OFFICER
66th Rescue Squadron
Neillis AFB, NV
Jul 2013 - Jul 2014
Chief Operating Officer responsible for the organization and training of 101 aircrew for combat; managed 12 HH-60G helicopters and $6M in equipment; directly supervised 75 Airmen.
• OPERATIONS MANAGER: Led planning, development, and execution of $9M flying hour program encompassing 3,200 flight hours and 4,300 ground and flying training events resulting in a 97% readiness rate
• RISK MANAGER: Led crisis response preparations at home and overseas to advance the organization, decrease mission response times, and to provide decision quality information to General Officers

CHIEF, HH-60G PERSONNEL RECOVERY BRANCH
Special Operations & Rescue Directorate; Headquarters, US Air Force
Pentagon, Washington DC
Jun 2011 - Jul 2013
Program Manager, subject matter expert, and advisor to USAF Senior Leaders and the Office of Secretary of Defense for full-spectrum Combat Search and Rescue; integrator of rotary-wing operations, policy and doctrine; program manager for Joint Personnel Recovery Agency’s, valued at $292M.
• TARGETED COMMUNICATOR: Penned Combat Search and Rescue narrative and prepared General Officers for congressional testimony; personally briefed Congressional Delegates, Civic leaders, and Foreign Partners
• SUBJECT MATTER EXPERT: Briefed Senator Gabby Gifford’s primary staff members on a Joint Chief of Staff’s Combat Search and Rescue exercise; personally advocated the Air Force’s position for Congressional support

FLIGHT AND GROUND EXAMINER, INSTRUCTOR PILOT
Multiple Operational Flying Squadrons
Oct 1998 - Jun 2011
• Eight (8) deployments in support of overseas operations; four (4) deployments as senior leadership
• Awarded numerous military decorations for aviation; credited with saving several hundred lives in combat and in the US
• Participated in various humanitarian efforts worldwide, such as Hurricane’s Katrina and Rita

EDUCATION

AIR UNIVERSITY AIR WAR COLLEGE (2018)
• M.S., Military Strategic Studies
MAXWELL AFB, AL

EMBRY-RIDDLE AERONAUTIC UNIVERSITY (2004)
• M.S., Aeronautics, Aviation, Aerospace Science and Technology
DAYTONA BEACH, FL

US AIR FORCE ACADEMY (1997)
• B.S., Business Management
COLORADO SPRINGS, CO

ADDITIONAL

• USAF Wing Commander Seminar (2019)
MAXWELL AFB, AL
• Executive education in incident management, applicable legal fields (criminal, environmental, labor), talent management and development, organizational change, and advanced resource management

• USAF Air War College (2018)
MAXWELL AFB, AL
Senior developmental education focused on leadership and ethics, national military strategy and decision making, international security studies, and joint warfighting

• US Army Command and General Staff College (2010)
FORT LEAVENWORTH, KS
Intermediate developmental education focused on leadership and force management, history of warfighting and joint doctrine

• Top Secret-SCI Clearance DCID 1/14 ELIG (Updated May 2018)

REFERENCES (AVAILABLE ON REQUEST)