

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A0012

Bernadette Russell

From: JoAnn diFilippo [REDACTED]
Sent: Friday, May 13, 2022 5:23 PM
To: COB_mail
Cc: District1; DIST2; District3; District4; District5; Jan Leshner
Subject: BOS Addendum Item No. 12 - May 17, 2022 meeting
Attachments: Rex Scott on COVID bonuses 20220512.mp3; J Leshner memo requesting premium pay 4.7.21.pdf

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

COB: Please include the following as a Comment Letter to:

Addendum Item No. 12 – COVID-19 Premium Payments (please upload attached files to this comment letter as part of my submission to COB)

Please be advised of the following updates to the above-referenced addendum item no. 12 which have recently been made public by County Administration. To provide some context to this comment letter, for approximately nine months I have been asking the Supervisors for an explanation as to why, how, and how much has been awarded to select county employees receiving COVID Incentive Bonuses. I received partial responses to my public records request; however, it was not until after the May 3, 2022, Board of Supervisors' meeting – Call to the Public that additional information regarding the COVID Incentive Bonuses was made publicly available. Specifically:

It is now known that on or about May 10, 2022, County Administration released a memorandum from Jan Leshner, County Administrator, to the Board of Supervisors which included an attached memorandum dated April 7, 2021, from Jan Leshner, then Chief Deputy County Administrator, to Chuck Huckelberry, then County Administrator detailing a request for Premium Pay for 19 County Personnel (refer to attached J. Leshner memo). Leshner's April 7, 2021, memo specifies the justification and criteria for requesting subject Premium Pay for the recommended 19 County Personnel.

On page 2 of subject April 7, 2021, memo:

- a. Leshner identified 19 county employees she recommended to receive said bonuses and included information pertaining to: County employee (by name); Home Department; amount of premium pay per week for 10 weeks; and calculated total Premium Pay amount to be paid per employee; and
- b. Requested Huckelberry signify his concurrence or objection by checking the appropriate action noting his approval or disapproval; provide confirmation by signing his name on the designated signatory line; and include the date of the approved action (4/7/21) (refer to attached memo).

Please note: the April 7, 2021, Leshner memorandum clearly provides the justification and criteria for awarding the Premium Pay to subject individuals and Huckelberry's signatory confirmation of this approval designates his concurrence with the justification and criteria established for awarding the Premium COVID INCENTIVE BONUS payments to select county workers.

MPY 16-22-0804 PC CLK OF 30

The April 7, 2021, memorandum was issued during the time of performance of the current Board of Supervisors; not the former Supervisors as incorrectly stated by Supervisor Scott on May 12, 2022, during a recent radio broadcast (refer to attached auditory recording of Scott's interview). Unless Supervisor Scott is in possession of a memorandum issued by County Administration to the Board of Supervisors prior to his taking office in January 2021, the April 7, 2021, appears to be the controlling document outlining the justification and criteria for recommendation of the subject Premium Pay COVID Incentive Bonus Awards.

If, in fact, Supervisor Scott is in possession of such memorandum/a, I respectfully request Supervisor Scott release this information publicly to better inform taxpayers of alleged communication disseminated to the "prior board" of Supervisors (as indicated by Scott on the auditory recording attached to this email). To the best of my knowledge, Scott was serving on the Board of Supervisors at the time the April 7, 2021, Leshner memo was distributed to the former County Administrator Huckelberry. If Supervisor Scotts holds information contrary to this assumption, please inform me and the public who was serving as the District 1 Supervisor during the performance period of April 7, 2021.

In conjunction with Supervisor Christy's request to add this item to the May 17, 2022, Board of Supervisor agenda, the following updates are provided to my original April 21, 2022, Public Records Request, and subsequent County responses to said request:

Public Records Request Issue 1: *Identify each salaried, unclassified county employee earning \$90,000 or more per annum who received a COVID INCENTIVE PAY/BONUS from the following departments: Administration, Human Resources, Finance, Grants Management & Innovation, and Communications. Please report information by individual job title (exclude any personally identifiable information), and also include the staff member's home department, and the total amount of COVID INCENTIVE PAY/BONUS paid to each individual job title for the pay periods ending: a. April 24, 2021 b. May 8, 2021 c. May 22, 2021 d. June 5, 2021 e. June 19, 2021 f. July 3, 2021 (if applicable).*

Update to County Response – Issue 1: on or about April 26, 2022, the County provided a detailed chart identifying eleven (11) county employees who were awarded COVID Incentive Bonuses. On or about May 10, 2022, Leshner distributed a memo to the current Board of Supervisors providing further information about said bonuses. Also, attached to the May 10, 2022, memo was a copy of Leshner's April 7, 2021, memo to Huckelberry providing criteria and justification for COVID incentive bonuses to be awarded to 19 county employees; this represents 8 more county employees than originally indicated in the county's response to my Public Records Request.

I believe the distinction between the 19 originally approved workers and the 11 workers identified in the county's public records response is due to the nature of my original public records request in that:

- a. 3 of the employees were assigned to ITD (Tech Dept.) and 1 employee assigned to Analytics, Data & Governance Dept. I did not request information pertaining to employees in these departments as I was unaware COVID Incentive Bonus payments were awarded to employees outside of County Administration, Human Resources, Finance, Grants Management & Innovation, and Communications; and
 - b. 3 employees were assigned to County Administration and 1 employee assigned to Human Resources. Inasmuch as my original Public Records Request established a baseline earning of \$90,000
-

or more it may be reasonable to assume these four individuals earn less than \$90,000 per year and, therefore, they were not included on the original response provided by the county to my Public Records Request.

Public Records Request Issue 2: *Provide the criteria under which a determination was made to award COVID INCENTIVE PAY/BONUS to these identified staff.*

Update to County Response – Issue 2: on or about April 26, 2022, the County provided a response indicating, “Finance & Risk Management has no responsive documents to this part of the request.”

The problem with this response is that I did not exclusively address my public records request to Finance & Risk Management Department—I inquired as to Pima County, a governmental entity inclusive of County Administration. As we now know with the release of Leshner’s April 7, 2021, memorandum to Huckelberry, subject memo originated in the County Administration Department and includes details for the justification, criteria, and approval/disapproval from Huckelberry for said action to occur.

Furthermore, inasmuch as Leshner sat in the boardroom over the course of the past nine (9) months and heard me question the supervisors multiple times as to why and how these bonuses were awarded, Leshner never mentioned the April 7, 2021 memo to Huckelberry nor its contents providing the justification and criteria for the bonuses.

To the best of my knowledge, this information was only released to the current board of supervisors on or about May 10, 2022. I reiterate, the information contained in Leshner’s April 7, 2021, memo was never provided as a response to my April 21, 2022, Public Records Request and, therefore, the justification and criteria for subject COVID INCENTIVE BONUSES was never submitted by the County as a response to my Public Records Request.

Public Records Request Issue 3: *Provide the name of the county representative who authorized the awarding of any COVID INCENTIVE PAY/BONUS to these identified staff.*

Update to County Response – Issue 3: on or about April 26, 2022, the County provided a response indicating “Chuck Huckelberry” was the county representative who authorized the awarding of the COVID INCENTIVE PAY/BONUSES. This response was confirmed with the release of Leshner’s April 7, 2021 memo wherein Huckelberry noted his approval, signed, and dated the recommendation to award subject bonuses.

I provide context to this issue as I encourage the County to act in a more responsive and transparent manner with the taxpayers. It is essential that government act responsibly and respectfully with their public otherwise the public will lose trust in their elected officials and County Administration.

In conclusion, the question I now respectfully ask is: why was the April 7, 2021 Leshner memo withheld as a county response to my April 21, 2022 Public Records Request issue #2?

Thank you.

JoAnn di Filippo, PhD



MEMORANDUM

Date: May 10, 2022

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

From: Jan Lesher 
County Administrator

Re: Premium Pay

The Board has been asked questions about the COVID premium pay provided to some employees in Central Administration. Attached please find the Memorandum recommending such pay for 19 employees, which was approved in April 2021.

JKL/anc

Attachment

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Cathy Bohland, Director, Human Resources
Michelle Campagne, Director, Finance and Risk Management
Regina Kelly, Director, Grants Management and Innovation Office

MAY 16 22 08:04 PC CLK OF ED
CC



MEMORANDUM

Date: April 7, 2021

To: C.H. Huckelberry
County Administrator

From: Jan Leshner 
Chief Deputy County Administrator

Re: Request for Premium Pay for County Personnel

Subtitle M, Section 9901 of the American Rescue Plan Act of 2021 – Coronavirus State and Local Fiscal Recovery Funds notes that Premium Pay may be designated to pay eligible workers who are performing essential work during the COVID-19 public health emergency. The Act allows for the payment of such for the period of from March 3, 2021 through June 30, 2021.

Currently, premium pay has been approved for some Health Department employees who have a significant role in the distribution of vaccine. It is difficult to overestimate the amount of time and energy committed to the pandemic response by Health Department employees. Clearly, these individuals are part of the operations of critical infrastructure defined in as eligible works in the American Rescue Plan.

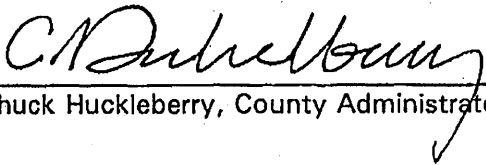
It is important to note, however, that 'eligible workers' includes workers who are "needed to maintain continuity of operations of essential critical infrastructure". The County's response to the pandemic would not be possible if the Health Department were not supported by individuals within Central Administrative Services and the County Administrator's Office.

To ensure the necessary continuity of operations, I am recommending that the following individuals be provided premium pay in according with the table provided for a period of 10 weeks, effective with the Pay Period beginning April 11, 2021 and ending with the Pay Period ending June 19, 2021.

Mr. Chuck Huckelberry
 Re: Request for Premium Pay for County Personnel
 April 7, 2021
 Page 2

			Per Wk	10 Wks
Bohland	Cathy	Human Resources	520	\$ 5,200
Campagne	Michelle	Finance	520	\$ 5,200
Colon-Sisco	Amanda	County Administration	250	\$ 2,500
Correa	Sam	Finance	250	\$ 2,500
Evans	Mark	Communications	520	\$ 5,200
Fish	Amy	GMI	520	\$ 5,200
Gola	William	ITD	520	\$ 5,200
Hayes	Mark	ITD	520	\$ 5,200
Hunt	Dan	ITD	520	\$ 5,200
Kelly	Regina	GMI	520	\$ 5,200
Komadina	Mary	Finance	520	\$ 5,200
Kruspig	Emily	Human Resources	520	\$ 5,200
Litton	Meredith	Finance	250	\$ 2,500
Morales	Dana	County Administration	520	\$ 5,200
Moulton	Ellen	ADG	520	\$ 5,200
Padilla	Stella	County Administration	250	\$ 2,500
Parrish	Jason	Human Resources	250	\$ 2,500
Perez	Monica	County Administration	520	\$ 5,200
Weich	Andy	Finance	250	\$ 2,500

Approved Disapproved



 Chuck Huckelberry, County Administrator

4/7/21
 Date

- C: Cathy Bohland, Director Human Resources Director
 Michelle Campagne, Director Finance & Risk Management
 Regina Kelly, Director Grants Management & Innovation

Bernadette Russell

From: S. Fickes [REDACTED]
Sent: Sunday, May 15, 2022 4:24 PM
To: COB_mail; District1; DIST2; District3; District4; District5
Subject: BOS Meeting 05-17-22

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

I am Sharon Fickes, legal resident of Green Valley, AZ. Contact # [REDACTED]
Following are my comments for the Board of Supervisors' meeting May 17, 2022

Addendum 1 Item 12. Premium Payments as premium pay "bonus" to selected individuals smells rotten. These directors already receive pay higher than the regular - real workers implementing anything and everything. Notice the cc: on 5/10/22 from Jan Leshar regarding Premium Pay, many are also the Directors of various departments. Where are bonus payments for the workers?

MAY 16 22 AM 08:06 PC CLK OF BD ^{cc}

Bernadette Russell

From: [REDACTED]
Sent: Sunday, May 15, 2022 3:20 PM
To: COB_mail; District1; DIST2; District3; District4; District5
Subject: Tuesday, May 17, 2022 Board of Supervisors' Meeting

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

I request the following comment becomes part of the Addendum to the Agenda for the Board of Supervisors Meeting of Tuesday, May 17, 2022.

Addendum Item 1/item 12 Premium Covid Premium Payments

I trust not one premium payment will be given to the department directors that kept the Board of Supervisors in the dark about the retirement of the employee that was responsible Board of Supervisor.

You are technically the boss - let them know what is acceptable behavior.

Gail Ault
Pima County Resident
[REDACTED]

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