

DR. MATT HEINZ

Supervisor
District 2



33 N Stone Ave., 11th Floor
Tucson, AZ 85701
(520) 724-2702
district2@pima.gov

Pima County Board of Supervisors

To: Melissa Manriquez, Clerk of the Board

A handwritten signature in blue ink, appearing to read "M. Heinz", written over the "To:" line.

From: Dr. Matt Heinz, Supervisor, District 2

Date: May 31, 2023

RE: BOS Agenda 06/06/23: Personnel Policy Updates, Alignment with Merit System Rules

Please add this item to the Addendum Agenda for 6/6/23:

Board of Supervisors:

Discussion/Direction/Action: Motion to direct the County Administrator to update Personnel Policies 8-108 (A) and (D) and 8-119 (Z)(9), BOS Policies D 23.3 (6) and D 23.9, and any other relevant County personnel policies to ensure alignment with Merit System Rule 2.2, which states that, "The purpose of these Rules is to establish a system of personnel administration in compliance with federal and state laws," and specifically, with Merit System Rule 2.2 (F), which states that, "Employees have the right to participate in partisan political activities, but such activities shall not influence or interfere with the conduct of official County business or activities." ([Merit System Rule 2.2 \(F\)](#)). This Merit System Rule is in place, in part, to protect all employees' First Amendment rights.

In making the necessary updates to these policies, County Administrator shall:

- (a) Strike any references to the following: "County employees shall not: a) make a political contribution, and/or b) solicit or collect political contributions for any candidates for any elected County office."; and
- (b) Eliminate any prohibition on a county employee being able to continue serving in their employee role while running for elected office, so long as their campaign for office does not "influence or interfere with the conduct of official County business or activities," as per Merit System Rule 2.2 (F).

cc: Jan Leshar, County Administrator
Francisco García, MD, MPH, Deputy County Administrator and Chief Medical Officer
Carmine DeBonis, Jr., Deputy County Administrator
Steve Holmes, Deputy County Administrator