

DR. MATT HEINZ

Supervisor
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Pima County Board of Supervisors

To: Melissa Manriquez, Clerk of the Board

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

From: Matt Heinz, Supervisor, District 2

Date: March 14, 2024

RE: BOS Addendum Agenda 3/19/24: Returning to Employment, Seniority

Please add this item to the 3/19/24 Addendum Agenda. Thank you.

Board of Supervisors:

Discussion/Direction/Action: Directing the County Administrator to come back to the Board with any revisions needed to any Merit System Rules and/or Personnel Policies to ensure that Pima County Personnel Policy 8-121 Section (B)(3) related to Seniority is fully implemented across all Merit System Rules and Personnel Policies. Specifically, this section of the Personnel Policies states that: *"A reinstated or reemployed employee regains the seniority held at the time of termination."* We must ensure that employees who leave County employment on good terms and later return are credited for their applicable years of service to the County and are not penalized in terms of pay grade or in any other way.

CC:

Jan Leshar, County Administrator