

**DR. MATT HEINZ**


Supervisor  
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## Pima County Board of Supervisors

To: Melissa Manriquez, Clerk of the Board  
From: Dr. Matt Heinz, Supervisor, District 2  
Date: December 8, 2021  
RE: BOS Agenda 12/21/21: Personnel policies and the new workplace



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Please add this item to the Regular Agenda for 12/21/21. Thank you.

### **Board of Supervisors:**

**Discussion/Direction/Action:** Directing the Acting County Administrator and county staff to revise the county's personnel policies as needed to ensure that we remain an "Employer of Choice" in the post-pandemic world.

Many county jobs can be accomplished successfully through telecommuting, flexible work schedules, and/or job-sharing. Furthermore, research shows that the pandemic has fundamentally changed attitudes among workers and employers alike, with workers demanding more flexibility, employers seeing greater returns than they had anticipated by providing it, and economists predicting we will see an increase across diverse industries and sectors in the percentage of workers who permanently telecommute at least part of the week.

It is imperative that our personnel policies align with these new expectations in the labor market, so we can continue to hire and retain the best workforce across all departments. Please bring back recommended adjustments to our Personnel policies by Feb/March, 2022 for BOS approval, so that the new policies can be in place as the administration works with department directors and the Board to revise and finalize the FY23 budget.

cc: Jan Leshar, Acting County Administrator  
Cathy Bohland, Director, Human Resources  
Carmine DeBonis, Deputy County Administrator for Public Works  
Francisco García, MD, MPH, Chief Medical Officer and Deputy County Administrator for Health and Community Services  
Michelle Campagne, Director, Finance & Risk Management