

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

From: Matt Heinz, Supervisor, District 2

Date: November 26, 2025

RE: December 2nd Addendum Agenda – Addendum #2:

Pima County signing on to Wellbeing Collaborative of Arizona's proposed proclamation to declare March 18th as Health Workforce Wellbeing Day of Awareness In Arizona

Please circulate this proposed Addendum Agenda item to my colleagues on the Board of Supervisors to see if at least two colleagues will agree to join me to place it on the 12/2/25 Addendum Agenda (Addendum #2). Thank you.

Board of Supervisors

Discussion/Direction/Action: Adding Pima County to the list of organizational signatories being compiled by *Wellbeing Collaborative of Arizona*, to urge Governor Hobbs to declare March 18, 2026, as **Health Workforce Day of Awareness in Arizona**. Sign-on deadline is December 12th.

See the proclamation drafted by the *Wellbeing Collaborative of Arizona* below:

PROCLAMATION

Recognizing March 18, 2026, as Health Workforce Wellbeing Day of Awareness In Arizona

WHEREAS a healthy and well workforce is critically necessary to ensure access to high-quality care and to sustain Arizona's health systems; and

WHEREAS, up to 54 percent of physicians, 68 percent of nurses, 60 percent of medical students and residents, and 61 to 75 percent of pharmacists have symptoms of burnout—high emotional exhaustion, depersonalization, and a low sense of personal accomplishment at work; and

WHEREAS, Arizona is experiencing severe workforce shortages of physicians, nurses, advanced practice providers, behavioral health, public health, and other health workers; and

WHEREAS, according to an Arizona Board of Regents analysis, the state needs an additional 14,291 registered nurses, 3,644 physicians, and 2,419 behavioral health workers, among others, by 2030 to fill its health worker shortage; and

Supervisor Heinz

RE: Pima County signing on to Wellbeing Collaborative of Arizona's proposed proclamation

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WHEREAS, In Arizona, the population of adults over 65 has increased from 13% in 2000 to 19% in 2022 and is expected to continue growing. This growth will lead to an increased demand for health services; and

WHEREAS, The CDC reported that 44.2% of health workers reported being likely to look for a new job in 2022 due to their negative working conditions; and

WHEREAS, the National Academy of Medicine has proclaimed March 18 as national Health Workforce Well-Being Day of Awareness; and

WHEREAS, the Wellbeing Collaborative of Arizona is an inaugural member of the National Academy of Medicine Changemaker Program committed to institutionalizing wellbeing as an organizational value and a key strategy for building and maintaining a vibrant health workforce. Together, we have the opportunity to transform healthcare workplaces and systems.

NOW, THEREFORE, I ask you to join me in recognizing **March 18, 2026**, as **HEALTH WORKFORCE WELLBEING DAY OF AWARENESS** in Arizona and urge all Arizona officials and health organizations to commit to the wellbeing of all of Arizona's health professionals.

cc: Jan Leshner, Pima County Administrator
Steve Holmes, Deputy County Administrator
Carmine DeBonis, Jr., Deputy County Administrator
Theresa Cullen, MD, MS, Director, Pima County Health Department
Britt Nigon, MPH, Public Health Advisor, Pima County Health Department

Melissa Manriquez

From: Rex Scott
Sent: Wednesday, November 26, 2025 12:35 PM
To: David Higuera
Cc: Matt Heinz; Melissa Manriquez; COB_mail
Subject: Re: Proposed item, 12/2 ADDENDUM #2: Pima Co Signing onto Wellbeing Collaborative of AZ's proclamation

I will agree to be one of the other two signers needed to add this item to an addendum.

RS

Get Outlook for iOS

From: David Higuera <David.Higuera@pima.gov>
Sent: Wednesday, November 26, 2025 12:30 PM
To: Melissa Manriquez <Melissa.Manriquez@pima.gov>; COB_mail <COB_mail@pima.gov>
Cc: Matt Heinz <Matt.Heinz@pima.gov>; Rex Scott <Rex.Scott@pima.gov>; Jan Leshner <Jan.Leshner@pima.gov>; Monica Perez <Monica.Perez@pima.gov>; Steve Holmes <Steve.Holmes@pima.gov>; Carmine DeBonis <Carmine.DeBonis@pima.gov>; Theresa Cullen <Theresa.Cullen@pima.gov>; Britt Nigon <Brittany.Nigon@pima.gov>; Shaq McCoy <Shaliqua.McCoy@pima.gov>; Kylie Walzak <Kylie.Walzak@pima.gov>
Subject: Proposed item, 12/2 ADDENDUM #2: Pima Co Signing onto Wellbeing Collaborative of AZ's proclamation

Melissa,

On behalf of Sup. Heinz, please circulate this proposed Addendum #2 Agenda item to his colleagues on the Board of Supervisors to see if at least two colleagues will agree to join him to place it on the 12/2/25 Addendum Agenda (Addendum #2).

I can help follow up as necessary or appropriate with staff from other offices. Just let me know. I have also included Chair Scott here as a courtesy, but our office has not discussed this item with any other office.

Thank you,
David

David R. Higuera
Chief of Staff
Supervisor Matt Heinz, District 2
Pima County Board of Supervisors
(520) 269-9180 (m)
David.Higuera@pima.gov

Melissa Manriquez

From: Andres Cano
Sent: Wednesday, November 26, 2025 2:26 PM
To: Melissa Manriquez
Cc: Montserrat Caballero
Subject: Re: Request for 12/2/25 Addendum 2

Yes

Thanks,

Andrés Cano

Sent from iPhone

On Nov 26, 2025, at 1:28 PM, Melissa Manriquez <Melissa.Manriquez@pima.gov> wrote:

Good afternoon,

Supervisor Heinz is requesting an Addendum 2 for the proposed attached item, which requires the approval of three Board members. Please let me if you consent to this item being placed on an Addendum 2.

This has been forwarded to each Supervisor and Chief of Staff.

Thank you,
Melissa Manriquez
Pima County Clerk of the Board
130 W. Congress Street, 1st Floor
Tucson, AZ 85701
520-724-8413

<HealthWorkforceDayofAwarenessinAZ_District2Submission.pdf>

06-27-2025 10:23 AM
M

Melissa Manriquez

From: Jennifer Allen
Sent: Wednesday, November 26, 2025 2:31 PM
To: Melissa Manriquez
Subject: Re: Request for 12/2/25 Addendum 2

I'm good with it if you haven't heard back from enough of us yet.

Sent from my iPhone

On Nov 26, 2025, at 1:27 PM, Melissa Manriquez <Melissa.Manriquez@pima.gov> wrote:

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05-20-2025 10:29:58 AM
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