

ADDENDUM MATERIAL

Bernadette Russell

DATE 1-18-22

ITEM NO. ADD 5

From: S. Fickes <[REDACTED]>
Sent: Saturday, January 15, 2022 7:29 PM
To: COB_mail; District1; DIST2; District3; District4; District5
Subject: Board of Supervisors Meeting 01-18-2022

[REDACTED]

I am Sharon Fickes, legal resident of Pima County contact [REDACTED]
The following is my comment on the agenda for Board meeting 01-18-2022

ADDENDUM #5 HUMAN RESOURCES REVISION TO PERSONNEL POLICY

It is understood that Pima County needs to offer a competitive salary package with benefits to attract and retain qualified employees. The proposed revisions to Personnel Policy #8-107 appears generous and enticing. But can Pima County afford this policy? Once established it is never retracted. Wasn't it just a few months ago that the Board of Supervisors were looking to shuffle funds due to a budget shortage in some areas? The supporting information for this revision indicates the change from 6 weeks to 12 weeks at 100% pay for parental leave costing the county \$900,000 annually. If that is just a direct cost of the benefit what also happens to the associated loss of work effort that is missing by the individual on parental leave? If a department can shift employees' work production around for 12 weeks then do we really need that slot at all? Board of Supervisors need to provide our county with qualified employees. In order to support this maybe it's time to stop all the progressive handouts at every turn and budget more wisely. If it's necessary to incur an additional \$900,000 annually, then cut the budget from your progressive spending and put it on this incentive plan right here with Pima County employees.

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