

## Bernadette Russell

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**From:** Melissa Manriquez  
**Sent:** Monday, June 13, 2022 8:27 AM  
**To:** COB\_mail  
**Cc:** Katrina Martinez  
**Subject:** FW: COVID Leave Banks

-----Original Message-----

From: Jeremy Kreibich <[REDACTED]>  
Sent: Sunday, June 12, 2022 10:20 PM  
To: Rex Scott <Rex.Scott@pima.gov>; Steve Christy <Steve.Christy@pima.gov>; Melissa Manriquez <Melissa.Manriquez@pima.gov>; katrina.martinez@pima.gov  
Subject: COVID Leave Banks

CAUTION: This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

Good Evening Pima County BOS Members,

It's been a while since we last touched base. I hope all is good. I appreciate each of your submittals in regards to cost of living pay adjustments for Pima County Employees. I recognize that our lower pay band employees (>\$65,000/year) suffer the greatest in regard to the new "Cost of living"/inflation and should be compensated as such.

Recently, I have, again, been sent out on quarantine due to an alleged close contact. This is, for me, the fifth time I have been mandated out of work due to a "close contact" that was from the workplace.

Due to me, (along with several other employees) feeling the hardship from being mandated to isolate from work, and exhausting our own personal benefits in terms of leave accruals, it has cost me, (along with several other employees), the depletion of my accrued benefits.

It does not seem "right" that I have been ordered to stay at home due to a "close contact" and be mandated to utilize my earned leave accruals when I/we have complied with all vaccine mandate requirements from Pima County.

In some cases (along with my own), Pima County employees have had to go "Without pay" due to current mandates of Pima County. As we enter the third year of the Pandemic, there are numerous employees that have been mandated to go without pay due to the required isolations imparted by the Board of Supervisors and Pima County guidance.

These very same "Essential Employees" are being required to "Go without pay" and are currently being subject to discipline for "Going without pay." I ask, how is this "right?" Why are these "Essential employees" being disciplined for their service to our community? It is possible that you are unaware of the repercussions to the employee of the policies that have been made by the Pima County B.O.S., as such, I am asking that it be fixed.

It is unfortunate that the very employees that are deemed "essential" and cannot telecommute are being punished due to their job classifications, longevity of career, and their dedication to their community.

**CLERK'S NOTE:**  
**COPY TO SUPERVISORS**  
**COUNTY ADMINISTRATOR**

DATE 6-13-22 *BR*

JUN 13 12:22 PM '22 POC CLK OF BD *BR*

Employees are being punished for "going without pay". Many of which, have been forced by their employer (Pima County), to quarantine/isolate due to close contact or developing symptoms which are that/of/or COVID-19.

I, myself (along with countless others), are of consequence of our (Pima County) poor planning and poor employee benefits in accordance with Covid-19 best practices.

It is a shame that our very employees we deem as "essential", "heroic", and have dedicated their, along with their family's, truly livelihood to our community, be need suffer from our own policy.

I am recommending the Pima County Board of Supervisors act now. Act now, at the next meeting on 06/21/2022, to show the "essential employees" that their dedication to the community be worthy.

If they have been mandated to be "quarantine/isolate" from the onset of the "Pandemic", and going forward, for the betterment/employee benefit (due to required isolation), provide the employee with such sanctioned leave.

Do not punish such employee with the utilization of their own leave/Benefit acquired in such acts that are required due to County requirements. I, this recommend, the Pima County Board of Supervisors approve the reimbursement of any leave banks that were utilized (Since the onset of the Pandemic (01/01/2022), and due to "Close contact", or "Symptoms", or "likely", or , "Positive" or any other event that was required isolation/quarantine by Pima County be reimbursed to said employees leave bank. Going to the future, it is recommended that the county provide leave for such events as not to punish its employees for complying with said requirements.

It is realized that the "Pandemic" as it relates to "COVID-19" is a new phenomenon, and as such, punishments to employees may not have been realized by County Administrators, this is an attempt to right the wrong of past and to be righteous going forward.

Thank you for your time, and commitment to our great County.

Sincerely,

Jeremy Kreibich

Pima County Employee

[REDACTED]

Sent from my iPhone