

Aileen Padilla

**From:** [REDACTED]  
**Sent:** Thursday, January 14, 2021 10:06 PM  
**To:** COB\_mail  
**Subject:** Call to Public - BOS 1/19 Meeting

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Honorable Supervisors,

I write to you as a native Tucsonan, concerned citizen, employee and dedicated public servant. I wish to remain anonymous to avoid reprisal for my comments:

There is no sound reason to approve a raise for the County Administrator position, especially during this time of fiscal uncertainty. The fact that Mr. Huckleberry thought it was a good idea to propose a raise shows how disconnected he is from the current reality and makes one question his judgement. I find it irresponsible, but not surprising, that no evaluation of his performance has ever been conducted during his multi-decade tenure. Cronyism has been rampant and blatant, and employees have suffered as a result of his decision making and leadership failures. His response to telework is only the most recent fumble.

I know I am not the only one who is voicing concerns as an employee. And I know I'm not alone in making my concerns known by anonymous comment out of fear of retaliation. That itself should be a huge red flag. I strongly encourage you to conduct a thorough evaluation/study of current operations, department organizational structures, and County culture. I can nearly guarantee you will be shocked at the lack of measurable performance metrics, the disparity of workloads and compensation, the number of unnecessary administrative positions, the high levels of turnover and the low levels of job satisfaction; all of which are results of mismanagement from the top.

I do not envy the position you all are in as elected leaders. In addition to the new issues facing Pima County as a result of Arizona having the worst COVID spread in the WORLD and the economic fallout of the pandemic on our tourism/hospitality based economy, you're going to have to address the environmental impacts of climate change and severe drought in a highly populated desert area that insisted on expanded development projects despite dwindling groundwater levels. There's also a growing alt-right movement in Arizona, who either supported or directly took part in the violent act of insurrection in Washington DC recently, and who unfortunately will not be magically disappearing after the inauguration. And a housing crisis is right around the corner after the eviction moratorium expires on January 31st.

In comparison, the issue of renewing the County Administrator employment contract may seem relatively trivial. However, this decision will ultimately impact the lives of thousands of County employees as well as all of your constituents who rely on County services. Innovative solutions, effective leadership, and high morale from frontline staff are critically necessary now more than ever. None of which will come from approving the proposed raise and contract renewal with the current Administrator.

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