

COB - BOSAIR FORM

04/23/2026 10:02 AM (MST)

Submitted by Autumn.OConnor@pima.gov (Autumn.Oconnor@pima.gov)



BOARD OF SUPERVISORS AGENDA ITEM REPORT (BOSAIR)

All fields are required. Enter N/A if not applicable. For number fields, enter 0 if not applicable.

Award Type: Agenda Item

BOSAIR Activity: Board Meeting Request

Requested Board Meeting Date: 05/12/2026

Project Title / Description: Certification of Compliance with Arizona Revised Statutes (A.R.S) § 11-661(D) and § 41-1494

Agenda Item Report

Introduction / Background: Memorandum: Certification of Compliance with A.R.S. § 11-661(D) and § 41-1494.

Discussion: In Conjunction with Finance's presentation of fiscal year 2024/25 audit results, this item is submitted to demonstrate Pima County's Compliance with A.R.S. § 11-661(D): posting of financial statements; budget; accepting audit results. Specifically, "the Board shall demonstrate compliance with section 41-1494," which prohibits employers from requiring employees to engage in our use public monies for training, orientation and therapy, that presents any form of blame or judgment based on race, ethnicity or sex.

Conclusion: Pima County is in compliance with A.R.S. § 11-661(D) and § 41-1494.

Recommendation: That the Board of Supervisors approve the attached memorandum certifying Pima County's compliance with A.R.S. § 11-661(D) and § 41-1494.

Fiscal Impact: None

Support of Prosperity Initiative: N/A

Provide information that explains how this activity supports the selected Prosperity Initiative N/A

Board of Supervisor District:

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Department: Human Resources

Name: Autumn O'Connor

Telephone: 520-724-8672

Department Director Signature: *Manuel Lopez* Date: 4/23/2020

Deputy County Administrator Signature: *[Signature]* Date: 4/23/2020

County Administrator Signature: *[Signature]* Date: 4/23/2020



Date: April 23, 2026

To: Jan Leshner
County Administrator

From: Cathy Bohland
Human Resources, Director

Re: Compliance with Arizona Revised Statutes (A.R.S) § 11-661(D) and § 41-1494 – Information Only

Pursuant to the requirements of A.R.S. § 11-661(D) and § 41-1494, this memorandum serves to certify that Pima County neither requires nor intends to require an employee to engage in training, orientation or therapy that presents any form of blame or judgment based on race, ethnicity, or sex. Further, Pima county neither uses nor intends to use public monies for training, orientation or therapy that presents any form of blame of judgment based on race, ethnicity or sex.

cc: Art Cuaron, Director, Finance and Risk Management