



---

# MEMORANDUM

---

Date: August 24, 2017

To: The Honorable Chair and Members  
Pima County Board of Supervisors

From: C.H. Huckelberry  
County Administrator 

Re: **Request for Information Regarding Disciplinary Action Related to an Employee Statement Directed to a Board of Supervisor**

At the August 21, 2017 Board of Supervisors meeting, the Board requested a report regarding what disciplinary action occurred regarding a Facebook posting by employee Jason Ground to District 1 Supervisor Ally Miller.

Mr. Ground is a Classified employee and is subject to the disciplinary process outlined in Pima County's Merit System Rules and Personnel Policies. The disciplinary action was taken immediately following notification of Mr. Ground's action. Mr. Ground was asked to apologize to Supervisor Miller, and he received disciplinary counseling with the indication that additional, repetitive behavior could result his termination of employment with Pima County. No further action on this matter is planned.

I informed District 4 Supervisor Steve Christy of this action in the attached August 4, 2017 memorandum.

CHH/anc

Attachment

c: Andrew Flagg, Chief Civil Deputy County Attorney



---

# MEMORANDUM

---

Date: August 4, 2017

To: The Honorable Steve Christy, Member  
Pima County Board of Supervisors

From: C.H. Huckelberry  
County Administrator 

Re: **Your August 3, 2017 Memorandum Regarding Employee Conduct on Social Media**

I appreciate your August 3, 2017 memorandum regarding this matter.

As you know, the circumstances surrounding this unfortunate communication have been highly charged, with inappropriate conversations occurring in many forums. These conversations in no way excuse the clearly inappropriate comments made by a County employee in response to Supervisor Miller's Facebook posting about the subject matter.

The employee, Mr. Jason Ground, has been disciplined for his comments. This discipline is in accordance with the disciplinary standards outlined in Pima County's Merit System Rules and Personnel Policies. Mr. Ground has been advised that any repeat of such inappropriate comments will result in termination of his employment with the County.

CHH/mjk

Attachment

c: The Honorable Chair and Members, Pima County Board of Supervisors  
Jan Leshar, Chief Deputy County Administrator  
Mark Evans, Public Communications Manager