



MEMORANDUM

Date: September 17, 2020

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

From: C.H. Huckelberry
County Administrator

A handwritten signature in black ink, appearing to read "CHH", is written over the printed name "C.H. Huckelberry".

Re: Retirement of Community Workforce & Development Director and Appointment of Interim Director

Community Workforce & Development (CWD) Director Arnold Palacios has informed me of his plans to retire effective September 30, 2020. In 2018, Mr. Palacios stepped into the leadership role as Director of the Community Services, Employment, and Training (CSET) department and led the successful merger with Community Development and Neighborhood Conservation (CDNC) department into the newly formed Community Workforce & Development department. For more than 45 years, Mr. Palacios has been a part of Pima County with fifteen of those in leadership positions in workforce development, and the other 30 years involved with youth education and employment through our community-based partners TUSD, SER Jobs for Progress, and Tucson Youth Development (TYD).

Mr. Palacios leaves behind exceptional service within a department that administers critical programs to improve both the lives of the people of Pima County and the economic sustainability of local businesses.

I have appointed Nils Urman to serve as the Interim Director upon the retirement of Mr. Palacios. Mr. Urman has been with Pima County since 2014 and currently serves as the Program Manager for the Businesses Services Team of the CWD. He has had many significant leadership roles including as workforce services administrator for Santa Cruz County.

CHH/dym

c: Jan Leshner, Chief Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer
Health and Community Services
Arnold Palacios, Director, Community Workforce & Development
Nils Urman, Program Manager, Community Workforce & Development