




MEMORANDUM

Date: January 15, 2021

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

From: C.H. Huckelberry
County Administrator 

Re: **Response to Request for County Leadership Information**

As requested by District 2 Supervisor, Dr. Matt Heinz, the following information is the current make-up of County leadership across all non-elected County Departments, which consists of 104 employees, to include County Administration, Directors, and Deputy Directors.

County Administration and Directors:

Attachment 1 is a list of each Department, Employee title,¹ Employee name, years of employment with Pima County, and years in their current classification.²

Deputy/Assistant Directors:

Attachment 2 is a list of each Department, Employee title,³ Employee name, years of employment with Pima County, and years in their current classification.

Demographic Information:

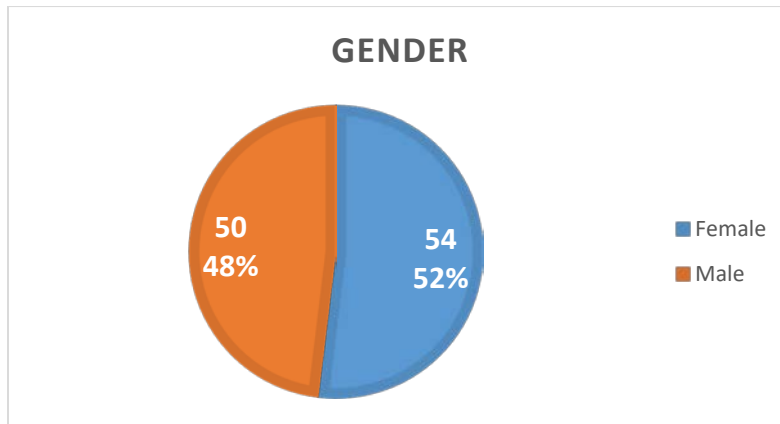
Below is the demographic breakdown of all Department leadership in its aggregate for gender, race/ethnicity, and age group.

| Gender | Count of Gender |
|--------------------|-----------------|
| Female | 54 |
| Male | 50 |
| Grand Total | 104 |

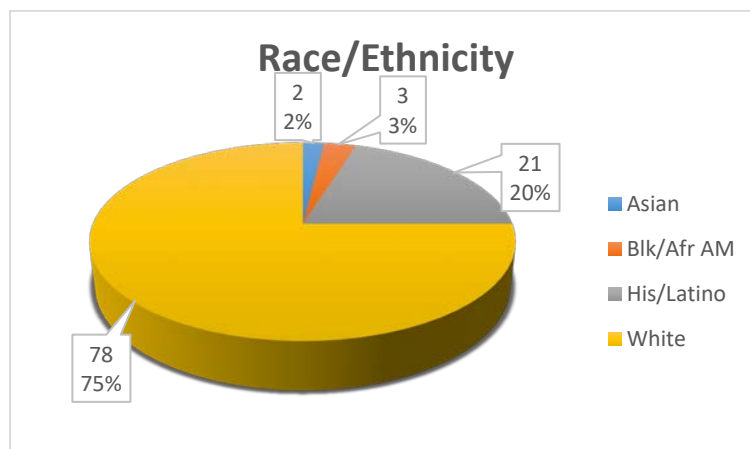
¹ Some Departments have an individual who heads the Department that may have a different title than Director; however, the individual listed acts in the role of Director for that Department.

² The ADP system does not track an employee's length of time in a specific Department.

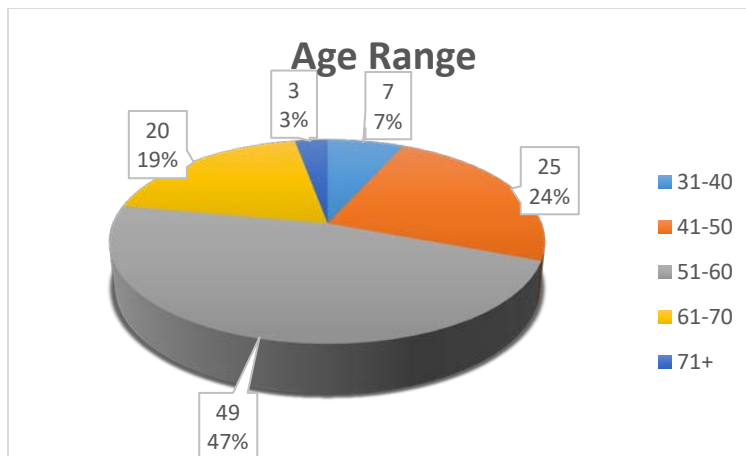
³ Some Departments have individuals who act as the Deputy Director/Assistant Director that may have a different title; however, the individual listed acts in the role of Deputy/Assistant Director for that Department



| Race/Ethnicity | Count of Race/Ethnicity |
|--------------------|-------------------------|
| Asian | 2 |
| Blk/Afr AM | 3 |
| His/Latino | 21 |
| White | 78 |
| Grand Total | 104 |



| Age Range | Count - Age Range |
|--------------------|-------------------|
| 31-40 | 7 |
| 41-50 | 25 |
| 51-60 | 49 |
| 61-70 | 20 |
| 71+ | 3 |
| Grand Total | 104 |



Leadership Retirement Eligibility:

The percentage of leadership that is currently eligible for retirement is difficult to ascertain. Several factors determine whether an employee is eligible for a normal retirement under the Arizona State Retirement System (ASRS) and some of this information is not known to Human Resources. For example, employees joining ASRS prior to July 1, 2011, can retire:

- Where the individual earns 80 points (age + years of service = 80)
- Age 62 + 10 years of service; or
- Age 65.

For employees joining ASRS after July 1, 2011, it is no longer a points system that makes one eligible to retire, but the employee's age and years of service:

- Age 55 + 30 years of service;
- Age 60 + 25 years of service;
- Age 62 + 10 years of service;
- Age 65.

Years of service are the years of service an employee has worked with any Arizona public sector agency that contributes to ASRS. Human Resources only has the ability to track the years of service an employee has with Pima County; it does not have the ability to track an employee's years of service with another Arizona public sector agency. Therefore, an employee could be 53 years of age, have five years of service with Pima County, and 22 years of service with the State of Arizona, and be eligible for ASRS retirement.

Given this backdrop, the County currently has 22 leadership employees who were hired prior to July 1, 2011, and have 80 points or more in ASRS, and therefore are eligible to retire, though I am unaware whether they anticipate retiring. Depending on whether any of the remaining leadership employees worked at other ASRS agencies previously, there could be more leadership employees who are eligible to retire now or within the upcoming twelve months.

ATTACHMENT 1

County Administration and Directors

| Dept Name | Job Title | Last Name | First Name | Hire/Rehire Date | Job Entry Date |
|--------------------------------------|---|-------------|-------------|------------------|----------------|
| Analytics and Data Governance | Admin Suppt Svs Mgr Unclas | Moulton | Ellen | 02/10/2000 | 01/21/2018 |
| Behavioral Health | Medical Director | Martz | William | 12/30/2010 | 12/30/2010 |
| Behavioral Health | Behavioral Health Director | Perrera | Paula | 04/24/2000 | 08/04/2019 |
| Clerk of the Board | Clerk of the Board | Castaneda | Julie | 04/03/2000 | 01/08/2017 |
| Clerk of the Superior Court | Director IT CC | Abrigo | Sean | 12/16/1991 | 04/29/2018 |
| Clerk of the Superior Court | Director HR and Training Courts | Beitel | Louise | 07/20/1981 | 05/13/2018 |
| Clerk of the Superior Court | Director | Dent | Dana | 11/30/1987 | 06/02/2013 |
| Clerk of the Superior Court | Director, Finance - COC | Hernandez | Casimiro | 03/07/2011 | 09/13/2020 |
| Clerk of the Superior Court | Director | Murray | Roger | 03/16/1997 | 06/02/2013 |
| Clerk of the Superior Court | Director | Rivas | Ray | 08/27/2008 | 06/02/2013 |
| Communications Office | Communications & Graph Svs Director | Evans | Mark | 06/02/2014 | 01/08/2019 |
| Community & Economic Development (C | Deputy County Administrator | Garcia | Francisco | 01/02/2013 | 10/13/2019 |
| Community & Economic Development (C | Deputy County Administrator | Leshner | Janet | 05/11/2010 | 05/08/2011 |
| Community & Workforce Development | Community Services Director | Sullivan | Daniel | 08/01/2016 | 12/20/2020 |
| County Administrator | County Administrator | Huckelberry | Charles | 12/21/1993 | 12/21/1993 |
| County Administrator | Admin Suppt Svs Mgr Unclas | Moffatt | John | 11/07/2001 | 11/07/2001 |
| County Administrator | Assistant County Administrator | Petersen | Wendy | 03/11/2013 | 12/04/2017 |
| County Free Library | Library Director | Mathewson | Amber | 07/01/2006 | 10/02/2016 |
| Development Services | Development Services Director | Blackwell | Carla | 10/22/2001 | 12/18/2016 |
| Economic Dev and Tourism | Community Services Director | Frisch | Diane | 05/15/2017 | 05/15/2017 |
| Elections | Elections Director | Nelson | Brad | 04/01/2002 | 04/01/2002 |
| Emergency Mgmt Homeland Sec | Program Manager Unclas | Clark | Shane | 08/20/2018 | 08/20/2018 |
| Environmental Quality | Environmental Quality Director | Nelson | Ursula | 08/20/2000 | 08/20/2000 |
| Facilities Management | Facilities Management Director | Josker | Lisa | 03/27/2001 | 01/24/2016 |
| Finance and Risk Management | Finance Risk Mgmt Director | Campagne | Michelle | 12/18/2000 | 06/24/2018 |
| Fleet Services | Fleet Services Dept Director | Ochotorena | Ray | 06/28/2010 | 05/12/2019 |
| Forensic Science Center | Chief Medical Examiner | Hess | Gregory | 07/01/2007 | 05/08/2011 |
| Grants Management & Innovation | Community Services Director | Kelly | Regina | 11/17/2014 | 05/13/2018 |
| Health | Health Department Director | Cullen | Theresa | 05/04/2020 | 05/04/2020 |
| Human Resources | Human Resources Director | Bohland | Catherine | 04/02/2018 | 04/02/2018 |
| Information Technology | Chief Information Officer | Hunt | Daniel | 01/24/2011 | 03/18/2018 |
| Juvenile Court | Director Children Family Svs | Brady | Stacey | 01/22/2013 | 06/11/2017 |
| Juvenile Court | Director Plan Research Evaluat | Cheung | Terrance | 04/25/2016 | 03/29/2020 |
| Juvenile Court | Director Children Family Svs | Manoleas | Rebecca | 08/01/2011 | 04/30/2017 |
| Juvenile Court | Director Juvenile Court Svcs | Torchia | Jennifer | 07/27/1998 | 09/03/2017 |
| Juvenile Court | Director Juvenile Probation | Vogler | Christopher | 08/02/1998 | 12/13/2015 |
| Juvenile Court | Director Detention | Williams | Suzette | 04/17/1994 | 12/24/2017 |
| Natural Resources Park Rec | Natural Res Prks Rec Director | Cawein | Christopher | 04/11/1994 | 09/22/2013 |
| Pima Animal Care | PACC Deputy Director | Dangler | Monica | 04/27/2020 | 11/01/2020 |
| Procurement | Procurement Director | Furphy | Mary | 08/30/2004 | 10/04/2015 |
| Public Defense Services | Public Defense Svs Director | Brault | Dean | 01/06/1997 | 03/04/2018 |
| Public Defense Services | Office of Court Appointedd Counsel Director | Hill | Verne | 05/22/2017 | 05/22/2017 |
| Public Works Administration | Deputy County Administrator | Debonis | Carmine | 01/12/1993 | 12/11/2016 |
| Public Works Administration | Assisstant County Administrator | Khawam | Yves | 07/06/1998 | 03/17/2019 |
| Reg Flood Control District | Flood Cntrl District Director | Shields | Suzanne | 10/18/1993 | 01/09/2005 |
| Regional Wastewater Reclamation | Regional WW Reclamation Director | Jenkins | Jackson | 06/01/2004 | 12/19/2010 |
| Stadium District-Kino Sports Complex | Community Services Director | Ochoa | Maureen | 10/18/2015 | 01/10/2016 |
| Superior Court | Director CITS | Alviar | Ramiro | 01/21/2020 | 01/21/2020 |
| Superior Court | Information Tech Director | Bergan | Laura | 06/06/2011 | 01/19/2014 |
| Superior Court | Adult Probation Div Director | Castaneda | William | 08/18/1985 | 07/21/2019 |
| Superior Court | Director Pretrial Services | Corona | Domingo | 08/16/1998 | 05/19/2014 |
| Superior Court | Train and Education Director | Deloera | Rafaella | 08/22/1983 | 12/24/2006 |
| Superior Court | Adult Probation Div Director | Duhon | Cynthia | 01/29/2007 | 03/01/2020 |
| Superior Court | Conciliation Court Director | Hollis | Joi | 07/30/2001 | 08/23/2015 |
| Superior Court | Case Management Svs Director | Madrid | Michelle | 04/03/2006 | 08/04/2019 |
| Superior Court | Finance Director | Miller | Patricia | 01/25/2004 | 12/15/2013 |
| Superior Court | Human Resources Director | Olivier | Anthony | 08/26/2008 | 02/26/2012 |
| Superior Court | Adult Probation Div Director | Singer | Cara | 01/22/2018 | 02/02/2020 |
| Superior Court | Director Law Library | Yoder | Leanne | 06/20/2006 | 09/02/2018 |
| Sustainability and Conserv | Conservation Sust Director | Mayro | Linda | 10/17/1988 | 05/06/2012 |
| Transportation | Transportation Director | Olivares | Ana | 07/17/2006 | 09/03/2017 |
| Wireless Integrated Network | PCWIN Executive Director | Meredith | Robert | 07/05/2011 | 12/06/2020 |

ATTACHMENT 2

Deputy /Assistant Directors

| Dept Name | Job Title | Last Name | First Name | Hire/Rehire Date | Job Entry Date |
|-----------------------------------|--|-----------------|-------------|------------------|----------------|
| Analytics and Data Governance | Admin Suppt Svs Mgr Unclas | Zufelt | Scott | 01/03/2011 | 01/21/2018 |
| Clerk of the Board | Deputy Clerk of the Board | Manriquez | Melissa | 09/04/1995 | 01/08/2017 |
| Community & Workforce Development | Admin Suppt Svs Mgr Unclas | Tylutki | Daniel | 04/04/2005 | 08/16/2020 |
| County Administrator | Admin Suppt Svs Mgr Unclas | Vesely | Kate | 07/27/2015 | 03/03/2020 |
| County Free Library | Library Deputy Director | Prechtel-Altman | Karyn | 07/01/2006 | 10/21/2012 |
| County Free Library | Library Deputy Director | Simon | Michelle | 11/09/2011 | 08/07/2016 |
| Development Services | Dev Svs Deputy Director | Poirier | Christopher | 01/04/1999 | 04/30/2017 |
| Development Services | Dev Svs Deputy Director | Ortega | Lauren | 10/05/2015 | 03/18/2018 |
| Environmental Quality | Environmental Quality Deputy Director | Grimaldi | Richard | 04/01/1991 | 08/21/2000 |
| Facilities Management | Fac Mgmt Deputy Director | Cisneros | Anthony | 07/23/1986 | 08/10/2014 |
| Facilities Management | Facilities Management Deputy Director | Holben | Sheila | 02/23/2015 | 10/29/2017 |
| Finance and Risk Management | Finance Risk Mgmt Deputy Director | Correa | Samuel | 02/04/2002 | 02/04/2018 |
| Finance and Risk Management | Finance Risk Mgmt Deputy Director | Litton | Meridith | 05/29/2002 | 07/22/2018 |
| Finance and Risk Management | Finance Risk Mgmt Deputy Director | Welch | Andrew | 07/27/2015 | 12/08/2019 |
| Fleet Services | Admin Suppt Svs Mgr Unclas | Mehrens | Patricia | 08/28/2000 | 07/07/2019 |
| Forensic Science Center | Forensic Pathologist UC | Peters | Eric | 11/16/1998 | 07/01/2001 |
| Grants Management & Innovation | Admin Suppt Svs Mgr Unclas | Fish | Amy | 09/17/2008 | 05/13/2018 |
| Health | Public Health Deputy Director | Mandel | Paula | 07/18/2011 | 05/28/2017 |
| Human Resources | Human Resources Deputy Director | Parrish | Jason | 08/26/2019 | 04/12/2020 |
| Information Technology | ITD Deputy Director | Hayes | Mark | 11/02/2014 | 07/12/2015 |
| Information Technology | ITD Deputy Director | Irby | Kristen | 03/22/2010 | 05/26/2019 |
| Juvenile Court | Assistant Director Detention | Haymore | Yvonne | 03/08/1998 | 06/11/2017 |
| Juvenile Court | Asst Director Juvenile Probati | Jackson | John | 10/21/1997 | 02/19/2012 |
| Natural Resources Park Rec | Parks and Rec Deputy Director | Padilla | Robert | 01/06/2003 | 10/20/2013 |
| Pima Animal Care | Admin Suppt Svs Mgr Unclas | Johnson | Shari | 01/03/2006 | 11/01/2020 |
| Public Defense Services | Public Defender | Feinman | Joel | 05/02/2017 | 05/02/2017 |
| Public Defense Services | Legal Defender | Fullin | James | 09/03/2013 | 03/04/2018 |
| Public Defense Services | Administrative Attorney Unclas | Page | Megan | 08/16/2010 | 03/04/2018 |
| Public Defense Services | Public Fiduciary | Santini | Peter | 02/01/1993 | 07/10/2016 |
| Public Works Administration | Real Property Svs Mgr Unclas | Teplitsky | Jeffrey | 10/19/2015 | 07/05/2020 |
| Reg Flood Control District | Trans and Fld Cnt Dist Deputy Director | Dinauer | Andrew | 01/30/2012 | 04/15/2018 |
| Reg Flood Control District | Trans and Fld Cnt Dist Deputy Director | Shepp | Eric | 12/04/1995 | 01/25/2015 |
| Reg Wastewater Reclamation | Reg WW Recl Dept Deputy Director | Prevatt | Frank | 03/29/1993 | 03/04/2018 |
| Reg Wastewater Reclamation | Reg WW Recl Dept Deputy Director | Rivera-Ortiz | Jaime | 05/15/2000 | 10/15/2017 |
| Reg Wastewater Reclamation | Reg WW Recl Dept Deputy Director | Wieduwilt | Eric | 08/04/1997 | 03/02/2009 |
| Superior Court | Adm Asst to the Div Director | Gonzalez | Melissa | 03/14/1988 | 06/27/1989 |
| Superior Court | Asst Director Pretrial Svcs | Johnson | Deanna | 10/28/2019 | 10/28/2019 |
| Superior Court | Adm Asst to the Div Director | Leon | Juanita | 09/17/1989 | 11/22/1998 |
| Superior Court | Asst Director Pretrial Svcs | Moore | Michelle | 09/28/2009 | 07/27/2014 |
| Superior Court | Deputy Director Finance | Rieger | Sally | 12/29/2014 | 11/11/2018 |
| Transportation | Trans and Fld Cnt Dist Dep Dir | Cunningham | James | 05/05/2014 | 10/01/2017 |
| Transportation | Trans and Fld Cnt Dist Deputy Director | Skinner | Kathryn | 01/08/2007 | 04/14/2019 |