



PIMA COUNTY  
HUMAN RESOURCES  
150 West Congress, 4<sup>th</sup> Floor  
Tucson, Arizona 85701  
(520) 724-8028

Cathy Bohland, Director

**AMENDED HEARING NOTICE**

September 2, 2021

**APPELLANT-EMPLOYEE**

Michael Flaminio  
C/O Javier Alatorre  
7400 N. Oracle Road, Suite 143  
Tucson, Arizona 85704

**RESPONDENT-DEPARTMENT**

Pima County Sheriff's Department  
1750 E Benson Highway  
Tucson, Arizona 85714

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Pursuant to A.R.S. § 38-431.02, and in accordance with the Rules of the Pima County Merit System Commission, notice is hereby given to the Members of the Commission and to the public that a Hearing has been scheduled before a Quorum in the Appeal of **Michael Flaminio v. Pima County Sheriff's Department**. The date and time set is:

**DATES OF HEARING:** Tuesday, September 14, Wednesday, September 15, and Thursday, September 16, 2021

**TIME OF HEARING:** 9:00 a.m. on all dates

**PLACE OF HEARING:** Human Resources' Training Room  
150 West Congress, 4th Floor  
Tucson, AZ 85701

The Hearing shall be held pursuant to Merit System Rule 14. A copy of the Appeal Hearing Guidelines has been provided to the Appellant for information and guidance of the Appellant and Respondent. Parties may represent themselves, or be represented by legal counsel, or by a third party representative, except as prohibited by law.

Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by contacting the ADA Coordinator at Pima County Human Resources at 724-8028. Requests should be made as soon as possible in order to permit time in which to make arrangements for the requested accommodation.

**Participation During COVID-19**

1. All persons entering a Pima County building are required to wear a mask.
2. Anyone exhibiting flu like symptoms will not be admitted to the hearing.
3. Masks are required indoors when unable to maintain at least a six-foot distance between individuals.
4. Access will be limited to accommodate recommended physical distancing.

Questions regarding this meeting can be directed to Cathy Bohland, Pima County Human Resources Director, by calling (520) 724-2732. Copies of the agenda may be obtained by contacting Trina Bergen at (520) 724-2719 or at [www.pima.gov/hr/commissions.html](http://www.pima.gov/hr/commissions.html).

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Witnesses and documents should be presented by both sides at the time of the hearing. It is the responsibility of both the Appellant and Respondent to notify their witness(es) of the hearing and to make the necessary arrangements for their attendance. Copies of any and all correspondence submitted to the Commission/Council must also be provided to the opposing party.

**REQUIREMENT:** Completed subpoena(s) for witness(es) to appear at this hearing and/or the production of any books, papers, or any other evidence relating to any hearing or investigation to be available for this hearing, must be received by Human Resources in accordance with the established subpoena procedure as set forth in the Appeal Hearing Guidelines.

**IMPORTANT TO NOTE: A pre-hearing conference shall occur after the parties have exchanged discovery, but not less than two (2) business days before the hearing. Failure by either party to appear for this conference, in the absence of good cause, may result in the exclusion of evidence, the cancellation of the hearing by the hearing officer or commission/council, and/or granting of other relief by the commission/council, including the dismissal or granting of the appeal.**

At the conclusion of the Appeal Hearing, a decision will be made in Open Session.

**THE EVIDENTIARY PROCEEDINGS WILL BE DIGITALLY RECORDED AND AVAILABLE FOR REVIEW UPON REQUEST.**

Sincerely,



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Cathy Bohland, Director  
Human Resources Department

Notification of Appeal Hearing

*Via Regular U.S. Mail and  
Certified Mail/Return Receipt Requested*

c: All Commission Members  
Paul Loucks, Counsel for the Commission/Council  
Jason Parrish, Deputy Director, Human Resources Department  
Jaclyn Foltz-Bralj, Legal Secretary, Pima County Attorney's Office,  
Chief Harold Janes, Pima County Sheriff's Department,

Appeal File