



# Cochise County Human Resources Department

*Public Programs...Personal Service*  
www.cochise.az.gov

ELDA E. ORDUÑO  
Director

## INTEROFFICE MEMO

Date: June 11, 2020  
To: Board of Supervisors  
From: Elda E. Orduño, Director of Human Resources  
Subject: Merit Commission Comments to Board of Supervisors Regarding Merit Rule 6

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On June 11, 2020, the Merit Commission met to discuss revisions to Merit Rule 6 – Separation of Service. The Merit Commission voted unanimously to recommend approval of the proposed revisions to Merit Rule 6 with one amendment. The amendment was to increase the notice of intent to retire by an employee from 10 days to 30 days.

In addition, regarding the 60-day notice requirement to employees undergoing a reduction in force or furlough, the Commission requested that the Board of Supervisors be advised as follows:

Commissioner Jennifer “Ginger” Ryan would like to change the 60-day requirement to read “... up to 60 days...”. Commissioner Ryan is concerned that requiring a 60-day notice places an undue burden on the County.

Commissioner Mary Gomez recommended a shorter notice requirement if there is a state of emergency or disaster that would require the County to act faster than 60 days.

Commissioners Donna Hilton, Jim Vlahovich, and Liz York were in favor of the 60-day notice requirement to employees.