

# ADDENDUM MATERIAL

DATE 5-3-22

ITEM NO. ADD 10

**Bernadette Russell**

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**From:** [REDACTED]  
**Sent:** Sunday, May 1, 2022 11:27 AM  
**To:** COB\_mail; District1; DIST2; District3; District4; District5  
**Subject:** Addendum to the Agenda for the Board of Supervisors Meeting of Tuesday May 3, 2022.

**CAUTION:** This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

I request the following comments become part of the Addendum to the Agenda for the Board of Supervisors Meeting of Tuesday, May 3, 2022.

HUMAN RESOURCES Agenda Addendum Item 10 Board of Supervisors Policy C 2.1  
Regarding the development of "whistleblower protection" language by the Human Resources Department The proposed language is shorter, more inclusive, clearer, and should be adopted.

Agenda Addendum Item 13 Revisions to Personnel Policy

Thank you for at least trying to insure a "Huckleberry" doesn't occur again.

Section D/Return to work - Why limit this requirement to those who return to work within 365 days?

You should also use language that is not ambiguous - specifically, a county employee cannot retire without informing his direct supervisor of same.

Gail Ault

[REDACTED]  
Pima County resident

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## **Bernadette Russell**

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**From:** S. Fickes [REDACTED]  
**Sent:** Monday, May 2, 2022 9:02 AM  
**To:** COB\_mail; District1; DIST2; District3; District4; District5  
**Subject:** BOS Meeting 05-03-22 Agenda/Addendum Comments

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I am Sharon Fickes, legal resident of Green Valley, AZ. Contact [REDACTED]  
Following are my comments for the Board of Supervisors' meeting May 5, 2022

### **Addendum #10 Whistleblower Protection**

Yes Whistleblower Protection on Policy C 2.1 should clearly provide protection. In this section or others involving employees, a statement should include the responsibility to inform the Board of Supervisors of any actions involving employees change in employment status. It is suspicious that so many employees, including Jan Leshner, knew of C. Huckleberry status changes but not the Board of Supervisors' who hired him. No more Secrets. Hopefully the Board of Supervisors continue to look into those who were part of the "Huckleberry Secret" and explain to them their responsibilities to Pima County and the Board of Supervisors.

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**Bernadette Russell**

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**From:** JoAnn diFilippo [REDACTED]  
**Sent:** Monday, May 2, 2022 10:16 AM  
**To:** COB\_mail; District1; DIST2; District3; District4; District5  
**Cc:** Jan Leshar; Carmine DeBonis; Francisco Garcia  
**Subject:** BOS Meeting 5/3/22: Comment Letter to Addendum Item No. 10

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COB: Please include this email as a comment letter to BOS Meeting 5/3/22 Addendum Item No. 10: Board of Supervisors Policy C 2.1 – Whistleblower Protection Language

Supervisors:

I respectfully urge you to support Supervisor Christy's proposed language regarding the development of "whistleblower" protection language to be made a part of the Board of Supervisors Policy C 2.1 – Workplace Ethics, Conduct and Compliance.

As a former Pima County employee who retired in May 2021, I can attest to the need for this protective language. I not only observed but experienced first-hand the impact and effect of bullying, harassment, and a hostile work environment while employed at Pima County. I was fortunate in that I could retire from Pima County; however, there are many employees who simply are not at that stage in their career where they can exercise an option to retire.

I documented my experiences in a letter sent to Jan Leshar, then-Chief Deputy County Administrator, and Cathy Bohland, Director – Human Resources, in May 2021 following my retirement. Perhaps Jan Leshar will share this file with you (48 pages). Again, I recommend you support Supervisor Christy's proposed text changes/revisions/additions to any Pima County "whistleblower" protection policy—**employees not only need this protection, it is required.**

Thank you.

JoAnn di Filippo, PhD

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