

ADDENDUM MATERIAL

DATE 1-5-21 ITEM NO. 5

From: Melissa
To: COB_mail
Subject: Discontinue Chuck Huckleberry's contract!
Date: Monday, January 4, 2021 5:35:12 PM

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 cannot support the continued contract for Chuck Huckleberry as the administrator. He has made horrible decisions this year alone. He is way over paid, while many of us don't even have our jobs any more due in part to his incompetence. The board needs a clear message from the people that they are not administering effective governance in the interest of the citizens. Chuck Huckleberry has not earned another contract and needs to be let go this year!

Melissa Rogers
Registered voter: Pima county

Sent from my iPhone

JAN 05 21 AM 08:07 POC:KCF-HD
BR

From: [Nancy McGrath](#)
To: [COB_mail](#)
Subject: Chuck Huckleberry
Date: Monday, January 4, 2021 6:05:38 PM

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 cannot support the continued contract for Chuck Huckleberry as the administrator. He has made horrible decisions this year alone. He is GROSSLY overpaid, while many of us don't even have our jobs any more due in part to his incompetence. The board needs a clear message that they are not administering effective governance in the interest of the citizen. Chuck Huckleberry has not earned another contract and needs to be let go this year.

Nancy McGrath
PIMA COUNTY REGISTERED VOTER
Marana, AZ

JAN 05 21 AM 06:07 POC/KCF-HD

AK

From: [Nina Puente](#)
To: [COB_mail](#)
Subject: public voice at meeting for Jan 5, 2021
Date: Monday, January 4, 2021 6:38:35 PM

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.

To all attending:

It has come to my attention that this meeting will decide whether or not the contract for Chuck Huckleberry is to be extended. Furthermore, it is to agree to give Mr. Huckleberry a raise.

I have also learned through an OP Ed with Sharon Branson, this past Sunday, that there will be no funding for programs that have been on the table for quite some time; namely the Bond Initiative initiated by Mr. Huckleberry last Thanksgiving. I find this ironic and very distasteful that you would agree to giving anyone a raise and deny funding for such essential programs.

Right now, there are 168 active cases of Covid in County jail and spreading daily. Inmates are panicking and guards are growing weary of their jobs as they expose themselves and their families to this deadly virus. Proper PPE is not being provided due to funding and guards are coming in sick because they will lose their pay if they quarantine.

The Bond initiative was agreed to around Thanksgiving. This would have thinned the population of inmates dramatically by releasing bond eligible inmates. Today, there is no possible way to distance inmates or care for them as the covid numbers increase. It is time to make these funds available right now and release even Covid positive cases, if they can be released into a proper home environment to recover and be medically treated.

There should be no pay raises until such funding can be implemented. In fact, as you folks sit there and agree to shut down businesses because this is the right thing to do for others to stop the spread of Covid, causing countless citizens to lose their livelihoods, you should all agree to stop your own salaries so that you can contribute to their needs as they face devastation.

There are many other programs being discussed for implementation, such as mental health and more to reduce inmate population that will save the county tons of money in the long run. There should be no pay raises or renewal of contracts until a logical common sense approach is made with this crisis. We are not talking simply about inmates; we are talking about government employees who are putting their lives and their families' lives at risk because of lack of funding. No, Mr. Huckleberry; do the right thing. Do not take the pay raise until the funding is available for the Bond initiative, proper PPE for inmates and staff at County and

JAN 05 21 AM 06:07 PCC CLK-BB
AK

guaranteed pay for those who must quarantine. Further, take the initiative to agree that inmates who are not likely to reoffend be released as well, no matter what their plea is. Lives are at stake. It's time for you, as a public servant to do the right thing. Now. Thank you.
Nina Puente

From: Scarlett Saint John
To: Adelita Grijalva; COB mail; Matt Heinz; Rex Scott; Sharon Bronson; Steve Christy
Subject: No on Huckelberry raise
Date: Monday, January 4, 2021 6:52:36 PM

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.

Dear Honorable Board Members,

I am a county employee who has watched my fellow county workers suffer greatly through a mismanagement of the response to COVID-19. Although the Board of Supervisors tried their best to mitigate the effects of this pandemic on the workforce, the denial of key coronavirus risks out of Mr. Huckelberry's office prevented proactive measures such as mask wearing, telework and paid furlough. Many of us are aware of the disdain Mr. Huckelberry holds for the people who work for this county which became extremely evident with disparaging statements about working from home and a recent screed about lawyers with the Public Defender's office not having work.

News travels fast, and we all know that Mr. Huckelberry continues to go out to lunches with staff and not wear masks. Although his inner circle of loyalty hires are well-paid and respected, the rest of us are treated as expendable and not worth exploring pandemic mitigation efforts or even providing a worker's safety plan for positions at especially high risk of transmission. Many, many of us are simply afraid to speak out because we are worried about Mr. Huckelberry's wrath, or that of his inner circle.

Put plainly, Mr. Huckelberry has done great things for the county, but he is not reflective of the administrative needs that these times call for. Specifically, we need an Administrator who is more open to telework, is less interested in consolidating power and more interested in protecting workers, allows medical science to guide decisions and empowers workers rather than micromanages them.

I respectfully suggest a month-long extension of his contract to allow more time for public discussion and a commission formed from different levels of county workers to freely and openly speak to the Board about their concerns without a middleman or filter. A six-month long extension of his contract after this time can be used to recruit for a replacement. Ultimately, we need a new administrator, be it someone from outside the county or someone promoted within, but preferably someone who is vetted by the county worker commission and the Board of Supervisors.

Thank you for your time and consideration,

A county worker who is terrified they could lose their job or be passed over for promotions since CHH even micromanages those.

JAN 05 21 AM 08:07 PCC CLK OF HD

From: [REDACTED]
To: COB_mail
Subject: Fwd: No Contract for C Huckleberry
Date: Monday, January 4, 2021 7:17:23 PM

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.

From: [REDACTED]
Date: January 4, 2021 at 7:11:16 PM MST
Subject: No Contract for C Huckleberry

I cannot support the continued contract for Chuck Huckleberry as the administrator. He has made horrible decisions this year alone. He is way over paid, while many of us don't even have our jobs any more due in part to his incompetence. The board needs a clear message that they are not administering effective governance in the interest of the citizen. Chuck Huckleberry has not earned another contract and needs to be let go this year.

Stop sending OUR PROPERTY TAXES to repair Maricopa county rides ! Repair Pima County ROADS, Streets !

Name:Linda Kaye Osburn _____
Registered voter Pima County
Marana Az

JAN 05 07:11:08 AM PST
W

From: [Christy Christy](#)
To: [COB_mail](#)
Subject: curfew
Date: Monday, January 4, 2021 8:03:47 PM

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 am writing the board in protest and indignation at your attempt to impose such a ridiculous curfew on the people of Pima county under the guise of trying to prevent the spread of Covid 19. I'm sure the virus does not tell time. Such a curfew does absolutely nothing to prevent it's spread, all it does is show what tyrannical methods this board will attempt in order to control the people of Pima county. There is no science stated that a curfew will prevent the spread of this virus. Most people are in their homes in the evenings, so why the curfew? "CONTROL"!!!! You are violating our Constitutional and Civil Rights. I took an oath of service for 22 years to my country and 16 years as a law enforcement officer. I took that oath seriously and will continue to up hold this oath until the day I die .I would never support a decision to restrict any Americans freedom of movement in the United States of America. We don't need to have any government agency making decisions such as this for Americans.

Sincerely
Bruce Bishop
11825 E Tanque Verde Rd.
Tucson Az. 85749
[REDACTED]

Handwritten signature and vertical stamp: 01/04/2021 08:03:47 PM

From: [robert alcaraz](#)
To: [COB_mail](#)
Subject: Huckelberry raise!!!
Date: Monday, January 4, 2021 8:29:42 PM

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.

As a resident of Pima County I strongly object to giving a raise to someone named Chuck Huckelberry Pima County Supervisor. We shall not reward incompetents or failure in this county with tax payer money no more. We should give rewards to persons who do great things such as repairing roads and infrastructure first. That's how I feel and want this forwarded to Chuck Huckleberry.

Sent from Yahoo Mail on Android

JAN 05 21 AM 08:42 COB MAIL

From: notification@pima.gov
To: COB_mail
Subject: Clerk of the Board Feedback Form 2021-01-04 08:33 PM Submission Notification
Date: Monday, January 4, 2021 8:34:49 PM

Clerk of the Board Feedback Form 2021-01-04 08:33 PM was submitted by Guest on
 1/4/2021 8:33:46 PM (GMT-07:00) US/Arizona

Name	Value
First Name	Janey
Last Name	A
Email	[REDACTED]
Address	
City	
State	AZ
Zipcode	
Phone	5555555555
Message Subject	Chuck's Raise - Addendum Agenda item 5
Comment	<p>Doug Ducey makes \$95,000 a year but somehow Chuck thinks he should get paid over \$300,000 plus fringe benefits? Not even our GOVERNOR makes that kind of money. CHH wants his car/excessive paid time off/medical contributions/extra retirement money and perks covered while he furloughed employees during covid and penalized parents that had no choice but to work from home to help with distance learning. Parents had to take paid time off when they could have worked from home but he didn't trust them. Then he wanted them to go off and spy on businesses and give them overtime or PTO to do his bidding! His own employees are fearful of retribution when they want to speak about the injustices they see. They are expected to keep their mouths closed but eyes open. His handling of COVID has disproportionately effected women and low income families, yet he should get more? Do the furloughed employees get their medical contributions paid for or a car allowance that could cover payments on a luxury vehicle? The newly elected officials are asked to make this decision on the first meeting in office. He puts his raise on an addendum agenda - an 11th hour scheme to slip this one by. He wants a 4 year contract just as the new board starts a 4 year term? How out of touch is this guy? Please board members, consider the facts. At a minimum table this item, but if you want to do right by the people of the county, fire this guy and bring someone in who represents the people of this community. Bring in someone who represents the hardworking men and women who keep our community safe/clean and our toilets flushing. We've had it hard enough this past year with COVID, but don't slap us in the face with this too.</p>
Response requested	No
Referred_Page	https://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=235182

JANUARY 21 2021 8:34:49 PM

Thank you, Pima County, Arizona

From: DEBORAH L CHILDRESS
To: COB_mail
Subject: Letter to Supervisor Elect Rex Scott for Board meeting 1-5-21
Date: Monday, January 4, 2021 8:48:03 PM

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.

January 4, 2021

5267 North Pontatoc Road
Tucson, AZ 85718

Pima County Board of Supervisors
Attention: Supervisor-Elect Rex Scott

Dear Mr. Scott:

I am writing to you to express my displeasure regarding the Pima County Administrator's request for his raise package for 2021 for a new term. The timing of his request could NOT be worse. The Pima County Administrator outlined in his 2020 budget memorandum to County Staff that there was the distinct possibility that the county would find itself in a less than fluid position due to the lack of revenue's of the bed tax among others due to Covid. He went on to say that he was asking each department in the county to submit furlough or staff that could be identified as non-essential if, God forbid, it came to layoffs. This is the same individual who has for years promised the County residents he would hear the multitude of complaints and fix our roads, which to date many are in deplorable condition.

I have worked for several years in the Government sector, both at a federal level and after that a local level. I cannot believe he would submit this request to the Board since three of you have yet to be sworn into office. I can only surmise that he hopes that the Board will approve it without public comment (or in this case outcry) and hope that he will get a quorum of supervisors to approve his salary package.

I have friends who have tested positive for the COVID virus, several of which have had to be hospitalized or have had long term severe health concerns that they are still fighting as a result of this virus. I am very fortunate that I have been able to stay gainfully employed and continued to receive a paycheck throughout this time frame. I do know some current county employees who are currently under the quarantine protocol and who I am sure are wondering "what if" should they run out of sick leave, annual leave or the covid leave banks set forth by their employer.

I can truly sympathize with the anonymous employees of the county who were reportedly interviewed for the KGUN-9 news story that appeared on-line today.

Given the terrible optics, the fact that the County Administrator reportedly the DAY BEFORE asked for additional CARES funding stating that "we are simply out of funding to respond to the pandemic" it is abhorrent to me to even consider his request for a raise. Residents of the county are wondering where their next meal is coming from, straining tight budgets to stay home with school-age children who have gone back to distant learning, or have been let go from their job as many small businesses in our community have been forced to close as a result of the virus.

In closing, I sincerely hope that you will have the courage to say "NO" to Mr. Huckelberry's raise request and perhaps direct his salary increase package to help the small businesses, those facing eviction or one of the many community service agencies who are truly struggling to stay open to assist those less fortunate.

Thank you in advance for your consideration,

Debbie Childress
Sent via email

JAN 05 21 AM 09:07 POC:KCP:HD
BK

From: Steve Diamond
To: COB mail; Rex Scott; Matt Heinz; Sharon Bronson; Steve Christy; Adelita Grijalva
Subject: Chuck Huckelberry's contract
Date: Monday, January 4, 2021 9:32:36 PM

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.

To the Pima County Board of Supervisors:

I'm writing to urge the Board not to renew Administrator Huckelberry's contract for the four-year term he requested. Instead, ask him to remain in his position with no fixed contract while the Board conducts a thorough review of his work over the last several years, especially 2020.

I believe this review will lead the Board to initiate a search for a new County Administrator.

I believe you will find many areas where Mr. Huckelberry has failed to meet the challenges of the Covid-19 pandemic. Specifically, his policies for allowing County employees to telecommute have failed to put employee safety at the forefront and have been confusing and contradictory. He has failed to provide adequate protective equipment for employees who had to work in County offices. His policies on granting pandemic leave have been overly restrictive, changeable, and confusing. His communications with the Board on these and other important issues have often been obfuscatory and misleading.

If your findings agree, you will have ample reason to look for a new Administrator.

Respectfully,
Steve Diamond

JAN 05 21 AM 08:08 PC CLK OF HD

From: JAMES & R GILL
To: COB_mail; mail@pima.gov
Subject: Board Meeting 1/5/2021 - Attn. Rex Scott
Date: Monday, January 4, 2021 9:34:38 PM

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.

To Rex Scott, Pima County District 1 Supervisor
As Pima County Administrator, Chuck Huckleberry has done nothing for the constituents of Pima County. He has provided poor economic management, ignored the state of our roads, misplaced priorities with respect to property purchases, and now he cannot even control the distribution of the COVID-19 vaccine that President Trump provided at "Warp Speed."
Mr. Huckleberry is the highest paid county administrator in the country in one of the poorest counties. He definitely does not deserve a raise of any kind because of his poor performance and should be ousted from his position.
Thank you for your thoughtful consideration.
Rebecca Gill
5265 N Pontatoc Road
Tucson, AZ 85718

JAN 05 21 09:00:12.50 AM

AK

From: John Backer
To: COB_mail
Subject: Reject an increase in pay for Huckelberry and replace him
Date: Monday, January 4, 2021 10:22:06 PM
Attachments: Screen Shot 2021-01-04 at 9.50.26 PM.png

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.

Pima County Board of Supervisors,

First congratulations, on winning your elections - I'm anxious to see how things will change with some new people serving on the BOS.

One of the first matters you will consider is if you should approve the contract of the County Administrator, Chuck Huckelberry including a raise in compensation during a time when so many people are struggling to survive - both physically and financially.

I conducted a poll on Facebook with 485 people responding and wanted to let you know that over 97% of those who responded do not feel the Huckelberry deserves a raise - in fact, over 73% feel he should be replaced. A meager 2.7% of people say he deserves a raise in pay.

Here is the link to a piece I wrote about this situation

- <https://arizonadailyindependent.com/2021/01/01/shameless-huckelberrys-latest-money-grab/>

Here is Tim Stellar's piece - https://tucson.com/news/local/tim-stellers-opinion-board-shouldnt-give-huckelberry-raise-new-contract-now/article_6f964668-8054-5fc7-a888-eb56b3490094.html

Here is Black Morelock's piece

- http://www.tucsonsentinel.com/opinion/report/010421_huckelberry_raise_op/huckelberry-trading-his-finest-hour-tone-deaf-request/

When you vote on this contract, will you side with the people who are struggling, hurting and tired of business as usual, or will you side with a county administrator who is the 2nd highest paid county administrator in the country overseeing the 5th poorest metropolitan area in the country?

Show that you are ready to change Pima county for the better - reject his request for an increase in compensation and replace County Administrator Huckelberry!

Sincerely,
John Backer

JAN0521AM0808FC1K0F-BD
A

483 answers have been received.

Add filter

**Does Pima County Administrator Chuck Huckelberry
deserve a raise in pay?**

483 answers
View chart

Yes, he has done a great job	13 votes	2.7%
No, he has done a horrible job	116 votes	24.0%
No, the board of supervisors need to replace Huckelberry	354 votes	73.3%

From: [K Smith](#)
To: [COB_mail](#)
Subject: Huckelberry
Date: Monday, January 4, 2021 10:56:18 PM

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.

Dear Pima County Board of Supervisors,

I have been a resident of Pima County for fifty years and have never before been so enraged regarding the request by Mr. Huckelberry for a raise. This is a most insensitive and selfish request. It is shocking that he would request a raise in the current environment. I am aware that non-essential county employees are threatened with or have had to take unpaid furlough due to budget issues during the pandemic. Nobody should be considered non-essential. Not only is Mr. Huckelberry one of the highest paid county managers in the Nation, he is also the beneficiary of additional financial benefits and perks as part of his contract. Our community is suffering as a result of lost jobs, small businesses closing, and financial hardships. He should take a lesson from other respected members of the community, such as those at the University of Arizona, that voluntarily took pay cuts. He should not be requesting a raise.

Moreover, the County has been the victim of much controversy in recent years, and money is poorly managed. Not only do I think he does not deserve a raise, I think it would be prudent to not renew his contract. We need someone running our County who is looking out for the best interest of its residents - not his own self-interests. Mr. Huckelberry is not that person.

-Concerned Citizen

JAN 05 21 AM 08:08 PCL/KCF

From: KEN GALLARDO
To: COB_mail
Subject: Huckleberry
Date: Monday, January 4, 2021 11:29:49 PM

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.

Time for him to go. Way over paid and incredibly incompetent. We can do better.

Sent from my iPhone

JAN 05 21 AM 08:08 PM CLKDF-H

From: [Rammarket](#)
To: [COB_mail](#); [Rex Scott](#); [Matt Heinz](#); [Sharon Bronson](#); [Adelita Grijalva](#)
Subject: BOS 1/5/2021 - Addendum # 5 County Administrator Chuck Huckleberry's Contract
Date: Tuesday, January 5, 2021 2:28:15 AM
Attachments: [image001.png](#)

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.

Dear Board of Supervisors,

Concerning Addendum # 5, the Contract for Pima County Administrator Chuck Huckleberry, how can you give someone a contract with a raise when there is a hiring freeze and many employees are forced to take their pandemic leave and use their sick and vacation time, or to take leave and collect unemployment?

He makes up his own contract and then you approve it without discussion or questions.

Why does a contracted employee get a raise (salary adjustment) when other non-contracted employees do? He's already received a raise with every contract, every four years. Last contract was \$288,000 and he got an additional \$14,000 to \$302,000, now he wants an additional \$13,000 to \$315,000 base salary. At 2080 annual hours, his rate is \$151.44 per hour.

Why does he get an additional 240 hours (6 weeks) of sick and vacation time - \$36,345.60, on top of the eligible 5 to 6 weeks? And if he doesn't use it, he gets it paid out. (He doesn't use it). Also, additional paid leave to serve on public, professional, advisory and fiduciary boards and organizations.

Why does he get an additional payment of \$26,000 for Deferred Compensation and max to 401a plan \$15,000, per year. Also, Health Savings Plan \$ 8,200 per year, other employees get \$500 or \$1000 per year, depending on if they cover their families too.

JAN05202108091001001001

BR

Contract for County Administrator 2021 - one of the highest in the U.S.			
Contract	Hour	Monthly	Annual
(2080 hrs-annual)			
base pay	\$ 151.44	\$26,250	\$ 315,000
sick pay- 96.	151.44	1,211.52	14,538
vacation pay-168 hrs	151.44	2,120.16	25,442
120 hrs.-add. Sick pay /4	151.44	\$ 379	4,543
/4	151.44	\$ 379	4,543
Health savings account		\$ 683.33	\$ 8,200
deferred compensation		\$ 2,167	\$ 26,000
401(a) plan		\$ 1,250	\$ 15,000
County car		\$550	\$6,600
		\$34,989	\$ 419,867
Also extra paid Leave to serve on boards ??			
Average RE estate tax in Pima County			
2nd highest in the state		\$ 1,614	
Number of households needed just to pay County Administrator's salary and benefits		260.14	

Disgruntled Taxpayers

From: Rachael Epperson
To: COB_mail
Subject: LOCAL BUSINESSES
Date: Tuesday, January 5, 2021 3:46:04 AM

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.

A message to the Board,

Please stop attacking local businesses here in Pima County. You are driving family livelihoods into the ground. You are causing revenue loss, you are preventing our local economy from recouping the loses they've endured. They is no reason to put such stringent rules and violations on businesses this community needs to thrive. Most importantly you owe Viva Coffee House a solid apology and settlement for your wrong doings including the unlawful arrest of their Business owner.

That was shameful and certainly overreaching.

Huckleberry doesn't even deserve a wage at all let alone to ask for a raise? You've got to be kidding me. He has ruined everyone else's paycheck yet wants more for himself. Shameful. Truly embarrassing.

Thank you,
Rachael Epperson

PHOTOGRAPHY

From: [Hunter B](#)
To: [COB_mail](#)
Subject: Call to the Public
Date: Tuesday, January 5, 2021 6:30:01 AM

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.

Hello my name is Hunter Brogna and I'm a local citizen in Tucson, Arizona. I would like to strongly object to Chuck Hucklebee's request for a raise while county employees continue to suffer under his watch.

JAN 05 21 AM 08:05 PC CLK OF H

From: Stephanie
To: COB_mail
Subject: January 5th Meeting
Date: Tuesday, January 5, 2021 6:30:01 AM

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.

It is my understanding that Pima County Administrator Chuck Huckleberry is asking for a raise. I strongly encourage you all to seriously consider NOT approving. We are in a current health crisis where hundreds are out of work, sick and dying. Pima county employees have been treated with distrust and some of them have been furloughed due to mishandling the pandemic and its effect on the workforce. Mr. Huckleberry is not deserving of a raise nor an extension, not now or honestly, not ever.

Stephanie Castillo-León
Educational Consultant & Parent Educator
Pronouns: She/Her/Hera/Ella (eh-yah)

JAN 07 21 08:06 PM CACTI OF HD

BL

From: BRAD COWAN
To: COB mail
Subject: Do not renew Huckelberry contract
Date: Tuesday, January 5, 2021 8:10:28 AM

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.

Since this man has been the County Administrator the quality of the county has declined. Now he is wanting to renew his contract for another four years with a raise? With the county residents hurting from problems of the last year this already overpaid person has some gall asking for more money. Most people I know have taken a reduction in pay or lost their job. It is time for this county to get new ideas from someone other than Chuck Huckelberry.

Do not renew this person's contract. Do not give him a pay raise. It is past time that the Pima County board of Supervisors to search for and hire a person that can help the county move forward in a positive way. Someone with new and different ideas.

William Cowan

CHUCK HUCKELBERRY

From: Angela White
To: COB mail
Subject: Letter for BOS meeting 1/5/21
Date: Tuesday, January 5, 2021 8:25:42 AM

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 am requesting that the BOS deny Mr Huckelberry's request for a 4 year contract extension and raise.

In my 19 years as a county employee I have never felt as insulted or disrespected as I have these past 10 months. Mr Huckelberry's baseless and disparaging comments about County workers not being trustworthy enough to telecommute, followed by demanding as many people return to County buildings as possible (seemingly disregarding the risks of COVID-19 transmission in enclosed spaces) made it very clear to County employees that he was not taking our safety or that of our families into consideration.

Most recently, Mr Huckelberry's decision to enforce a "stay at home" effort proved to be confusing for County residents in need of County resources who visited various departments' buildings only to find them closed. It also forced scores of employees to take personal leave accruals if they had it while they worked part time, or receive half (or less than half) of their expected pay during the holiday season. To claim we are "mitigating risk" for employees while not even acknowledging that so many of us would be greatly impacted by this unplanned financial loss was not only inconsiderate but extremely dismissive and out of touch. His justification for this stay at home order (and no plan to provide compensation) only further proves his level of disconnect: His claim that this order wouldn't have much of an impact on staff because so many would be taking vacation during the holidays assumed that anyone had any time left after many personal leave banks were depleted during the first stay at home order (when he refused to consider the vast majority of viable telecommute requests.) Time and time again, we as employees have had to choose between our health and our financial stability, regardless of how high-risk we or our household members may be when it comes to a potential covid exposure.

Lastly, Pima County residents are very aware of Mr Huckleberry's annual salary in comparison to people in similar positions throughout the country, regardless of the vast differences in costs of living. Giving him yet another raise at a time like this could prove

JAN0521082542AM POC:KCF:HD

disastrous to new board members hoping to earn the trust of their constituents. Please rethink this request. Thank you for considering.

From: [Juanita Castro](#)
To: [COB_mail](#)
Subject: Pay raise and retention of Chuck Huckelberry as County Administrator
Date: Tuesday, January 5, 2021 8:26:50 AM

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.

Members of the Board of Supervisors, and Clerk of the Board,

As a citizen of Arizona, living in Pima County, I wish to voice my opinion that Mr. Huckelberry not be afforded a pay raise. He already makes more than a decent living. During this time of unexpected costs to the nation as a whole and the county it is not a time one should be asking for special compensation when county funds are being pushed to the limits and beyond during this pandemic not to mention the slashed funding from the state and federal government in past years. I feel the money could be spent in areas that would help the citizens of Pima County as a whole rather than one person. And isn't this a time when we are all being asked to do our part? I find this offensive and arrogant to Pima County residents.

Please vote no to Mr. Huckelberry's request. There are others in his department that take over for him during vacations, illness, and travel for the county. He is not the only one in the county administrator's department that is able to do the job just like any other department functions during the absence of their head.

Thank you for your time.

Most sincerely,

Juanita Castro
3621 S. Western Way
Tucson, AZ 85735

JAN 05 10:29:53 AM '21

From: Marilyn's YAHOO
To: COB_mail
Cc: [REDACTED] John; Vinten Dean Cell
Subject: Mr. Huckleberry's proposed salary increase
Date: Tuesday, January 5, 2021 8:28:57 AM

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.

To the members of the Pima County Board of Supervisors: Mr Huckleberry's request for a 4.3% salary increase to \$315,000 and a 4 year contract extension is entirely inappropriate. Not only is he currently handsomely compensated for his position, but in this time of County financial needs, the monies could more aptly be utilized to offset the \$55 million needed to fight the Covid epidemic through June 2021. Needless to say, this amount will otherwise be pulled from the General Fund.

Please reject this request and demonstrate to your constituents that you understand the plight of many in Pima County who are not only NOT receiving raises, but do not even have jobs!

Thank you for your consideration.

Marilyn Law Tyreman and Joel Tyreman
Sun City, Oro Valley

Sent from my iPhone

JAN 05 2021 08:29 AM JK

ADDENDUM MATERIAL

DATE 1-5-21 ITEM NO. Add 5

From: James Racina
To: COB mail
Subject: County Administrator Request for Raise
Date: Tuesday, January 5, 2021 8:55:02 AM

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 know this is coming just before the meeting but I just found that this was on the agenda.

I can't believe that I live in a county where the County Administrator, with all his various benefits, makes almost \$450K a year. Pima County is NOT that large of a county with just over 1 million residents. In a time when a large portion of our county are unemployed and we have a budget shortfall, this salary is ridiculous and a raise is even more insulting. To hold the county hostage for MORE money during this time is horrible and uncontainable. I strongly oppose a raise for Mr. Huckleberry and while I'm at it, I would like to oppose his salary as it stands currently as well. This is far too much for someone in local county government to make in a county of our size. This salary is in line with counties like LA county or San Diego County (which has over 3 million residents). So again, I want to say that I strongly oppose more money for Mr. Huckleberry

James Racina
[REDACTED]
[REDACTED]

JAN 05 21 09:52 PC CLK RB

From: [Amanda Joseph](#)
To: [COB mail](#)
Subject: Chuck Huckleberry
Date: Tuesday, January 5, 2021 9:10:11 AM

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 am writing you to say that the last thing Chuck Huckleberry needs is a pay increase. It is time for the pay increases to start going to your first responders. Hazard pay for Covid lasted one paycheck and these guys are out there putting themselves and their families at risk daily.. Meantime Chuck Huckleberry is safe in his office with an over \$300k salary. This is ridiculous!

Amanda Joseph

ADDENDUM MATERIAL
DATE 1-5-21 ITEM NO. Add 5

From: Howard Druan
To: COB_mail
Subject: New County Administrator Contract
Date: Tuesday, January 5, 2021 9:20:03 AM

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.

To the Board of Supervisors:

I am sending this comment in opposition to the proposed raise and 4 year extension of County Administrator Huckleberry's contract.

It sends the wrong message in this time of economic hardship to give a raise to the County Administrator. The contract should be written on a year to year basis, at a time when job security for everyone is tenuous, because of the pandemic, with no raise given this new year. Thank you.

Howard Druan
5276 West Fireopal Way,
Tucson, AZ 85742
[REDACTED]
[REDACTED]

Sent from my Sprint Samsung Galaxy S10.
Get [Outlook for Android](#)

JAN 05 21 09:21 PM C1KCF 10 1/2

From: [Karenmichelle Love](#)
To: [COB_mail](#)
Subject: Do NOT give Huckleberry a raise!
Date: Tuesday, January 5, 2021 9:23:57 AM

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.

To my County Supervisors:

I was absolutely disgusted to hear that Chuck Huckleberry, the 2nd highest paid County Administrator in the COUNTRY, is demanding a raise. Absolutely not!!! He should be replaced, not rewarded. Closing down businesses and chasing others away means less tax revenue, we can't afford his salary as it is. Our roads are terrible, there are ridiculous regulations, COVID is being handled horribly, there is no way he gets a raise. Asking for a raise at this time is unconscionable and just plain mean.

As your constituent, I am demanding that you refuse this raise request and get rid of this charlatan that has been in his position entirely too long. Let's get some new business friendly leadership here and try to grow instead of wither away.

Thank you,

Karenmichelle Love
8580 E Flory Dr
Tucson, 85710

From: [REDACTED]
To: COB mail
Subject: Call to the public- pay raise for County Administrator
Date: Tuesday, January 5, 2021 9:36:58 AM

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 have just learned that today you will be holding a meeting where Mr. Huckleberry's pay increase is to be looked at???

What the heck?

Businesses are closing and have closed. People are still out of work(me,too) and many are struggling...

And we would have the arrogance of requesting something like this?? It's actually disgusting. It's time for people to tighten their belts to survive and help your neighbors. That's what we are doing. Never would I think to request a pay raise!!

Such arrogance!!

PLEASE VOTE NO

Sent from Yahoo Mail on Android

From: [REDACTED]
To: [COB mail](#)
Subject: Chuck Huckleberry's contract should not be renewed
Date: Tuesday, January 5, 2021 9:58:24 AM

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 am writing to implore the Pima County Board of Supervisors to NOT RENEW Chuck Huckleberry's contract and DENY his request for a pay raise.

His requested raise of over \$6000 PER WEEK is more than DOUBLE what most Tucson residents bring home every MONTH! It displays a blatant disregard for the men, women, and children whose lives he has ruined through his illegal, unconstitutional shutdowns and lockdowns.

Mr. Huckleberry's salary, higher than almost any other public servant across the nation, in what is notorious for being an \$8 per hour town, is both appalling and shameful.

Shame on all of you for not standing up FOR THE PEOPLE of Pima county, instead being COMPLICIT in the ruination of Tucson and surrounding areas. Businesses are failing or closed for good, our children's education will take years to remedy, the housing industry is ruined with thousands unable to meet their rent or mortgages because of lost income, our churches aren't fully open, our savings are wiped out, and our human morale is disappearing while homelessness and suicides are skyrocketing.

Shame on the BOS for claiming to do these things to to the very people who provide your salaries, in the name of HEALTH and SAFETY! How is shuttered businesses, homelessness, and suicides healthy OR safe??

How can any of you look at yourselves in the mirror and sleep at night?

Again, I implore you to STOP being complicit in these devastating, illegal, and harmful decisions and not renew Chuck Huckleberry's contract. Do the right thing.

Respectfully,

Sue Zepeda

Sent via the Samsung Galaxy S9+, an AT&T 5G Evolution capable smartphone

ADDENDUM MATERIAL
DATE 1-5-21 ITEM NO. Add 5

From: Amber Norris
To: COB mail
Subject: Do not RAISE huckleberry
Date: Tuesday, January 5, 2021 10:13:39 AM

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.

As a concerned citizen I'm trying to understand how you could consider giving him a contract extension or raise. This man is the biggest waste of tax payer dollars. During a pandemic there is no reason to give him more money let alone a contract extension. Our county is being run into the ground. Do not approve an extension or a raise. He needs to let go!

Amber Norris MSN, APRN, FNP-C

Evolve Tactical Occupational Health

3830 W River Rd Suite 106, Tucson, AZ 85741

P: 520-795-1098

F: 520-326-0417

C: XXXXXXXXXX

JAN 05 2021 10:13:39 AM

From: [Amber Norris](#)
To: [Jessica Kopfmann](#)
Subject: Re: Do not RAISE huckleberry
Date: Tuesday, January 5, 2021 10:30:07 AM

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.

The same man who refuses to raise our deputies pay, pay any county employee what they are worth. Wont allow overtime, training, hazard pay etc.

Amber Norris MSN, APRN, FNP-C

Evolve Tactical Occupational Health

3830 W River Rd Suite 106, Tucson, AZ 85741

P: 520-795-1098

F: 520-326-0417

C: [REDACTED]

On Jan 5, 2021, at 10:24 AM, Jessica Kopfmann <Jessica.Kopfmann@pima.gov> wrote:

Amber,

Your comments have been received and distributed to the Board of Supervisors.

Thank you,
Jessica

Jessica Kopfmann
Administrative Support Specialist Senior
Pima County Clerk of the Board's Office

130 W. Congress, 1st Floor
Tucson, AZ 85701
(520) 724-8422

From: Amber Norris <a.norris83@icloud.com>
Sent: Tuesday, January 5, 2021 10:14 AM
To: COB_mail <COB_mail@pima.gov>
Subject: Do not RAISE huckleberry

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.

As a concerned citizen I'm trying to understand how you could consider giving him a contract extension or raise. This man is the biggest waste of tax payer dollars. During a pandemic there is no reason to give him more money let alone a contract extension. Our county is being run into the ground. Do not approve an extension or a raise. He needs to let go!

Amber Norris MSN, APRN, FNP-C

Evolve Tactical Occupational Health

3830 W River Rd Suite 106, Tucson, AZ 85741

P: 520-795-1098

F: 520-326-0417

C: [REDACTED]

From: [Joan Santos](#)
To: [COB mail](#)
Subject: Remove Chuck
Date: Tuesday, January 5, 2021 10:27:43 AM

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 cannot support the continued contract for Chuck Huckleberry as the administrator. He has made horrible decisions this year alone. He is way over paid, while many of us don't even have our jobs any more due in part to his incompetence. The board needs a clear message that they are not administering effective governance in the interest of the citizen Chuck Huckleberry has not earned another contract and needs to be let go this year.

Name: Joan Santos Registered voter Pima County

Sent from [Mail](#) for Windows 10

From: [Julie Conti](#)
To: [COB_mail](#)
Subject: Chuck Huckleberry needs to Go!
Date: Tuesday, January 5, 2021 10:29:03 AM

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.

Dear Pima County Board of Supervisors,

I am a registered voter of Pima County for 20 years. Mr. Huckleberry is not an administrator working on productive, growth or progressive policies or making good decisions for the residents of Pima County. He is over paid, has not delivered on growth policies, raised our property taxes to the highest rate in Arizona, and fails to deliver on a better quality of life for the citizens. He should not be granted another contract let alone a raise. It is time for change. Let him go!

Sincerely,

Julie Conti
Registered Voter, Pima County

From: [Gene O](#)
To: [COB_mail](#)
Subject: Pay raise for supervisor C. Huckleberry
Date: Tuesday, January 5, 2021 10:37:56 AM

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.

Dear Pima County Board

I do not support the continued contract with Mr. Huckleberry. Mr Huckleberry has not earned another contract and needs to be let go.

Thank you for your help in creating a better Pima County.

C. Oglesby

From: Mary DeCamp
To: COB mail; Matt Heinz
Subject: Pima County Finances
Date: Tuesday, January 5, 2021 11:41:32 AM

ADDENDUM MATERIAL
DATE 1-5-21 **ITEM NO.** 5

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.

Hello,

I am a constituent in District 2 writing to register my opinion.

I read in this morning's paper (AZ Daily Star) that the Pima County Board of Supervisors is considering a raise for Mr. Huckleberry. I am opposed to an increase to his salary. He already earns over \$301,000 a year (with an enviable pension plan) when research on human happiness indicates that anything over \$75,000/yr has a negligible effect on a person's well-being.

A related ADS story from a few days ago had Supervisor Bronson pointing to a \$15 million deficit in the Pima County budget.

We should reverse the flow of money. Those at the top are doing better than ever while those in the bottom 80% of the population suffer. It is not humane. Somehow human worth and monetary compensation have gotten way, way, way out of whack. Do your part to reinstate some sanity.

Thank you for your consideration. Happy New Year.

--

Love & Peace,
Mary DeCamp

JAN 05 2021 11:41:32 AM

From: Nicole Crowder
To: COB_mail
Subject: Mr. Huckleberry's raise
Date: Tuesday, January 5, 2021 11:52:34 AM

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.

Dear council,

Mr. Huckleberry's request for a raise should be denied. We are in the middle of unprecedented times. His constituents are loosing their jobs, homes and more. It is definitely NOT an appropriate time to be requesting a raise. As a law enforcement family, I know he has also not allowed raises for our officers OR worse paid overtime. He thinks he deserves a raise but they don't? Does he even know what they go through daily? We vote no, and we hope you hear our voices and vote no as well.

JAN 05 2021 11:54:00 AM PST

From: [REDACTED]
To: COB mail
Subject: Letter to Supervisors
Date: Tuesday, January 5, 2021 12:54:22 PM

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.

Hello, Clerk of the Supervisors. Would you please confirm that you received this and sent it on to the Supervisors. Thank you.

Supervisors,

Just saw on ADS that you decided to postpone the vote on Huckleberry's contract and potential pay raise.

Thank you.

A good review is necessary given the circumstances surrounding not only the county but Huckleberry's more recent actions over the last several years as considering himself the leader of the county rather than the elected Supervisors.

At minimum he should not receive a pay raise.

And if he is using this time of pandemic as blackmail to get his way then someone else should be put in his place. No person is irreplaceable, not even Huckleberry.

If you decide to replace him, please find someone that understands not only economics but drought, climate change and the importance of a healthy eco-system to the well being of the regions people and their livelihood and yes, even survival in this desert region.

Thank you for postponing this vote and giving this issue due thoughtfulness.

Beryl Baker, long time Tucson, Pima County resident

JAN 05 21 PM 01:22:54 HUCK

From: [April Moss](#)
To: [COB_mail](#)
Subject: Huckleberry contract
Date: Tuesday, January 5, 2021 3:14:36 PM

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.

Dear Supervisors,

My hope is that you all will take the interest and concerns of the Pima County residents when deciding on renewing Mr Huckleberry's contract, plus the amount of money paid.

Mr Huckleberry is the 2nd highest paid county manager in the country...NOT the state...the entire UNITED STATES, surpassed by only 1 other in I believe in California. Our county is definitely not the richest in the UNITED STATES. WHY do our county supervisors continue to spend money that needs to go to other areas? Road improvements are always put on the back burner...except for the last 4 months..I ask why...it must be because Mr Huckleberry wants to prove his worth of his weight in gold. I am sorry, but with the financial aspect of our county, plus us who are tax paying citizens of said county, I would hope the county supervisors would take into account the wishes of their constituents. I am not for taxes being raised to fulfill this demand of higher wages...sorry, it just doesn't work. If this was your business and I came to you for a raise, but you could not justify raising prices on your product to fulfill my request, you would simply say no. Its time the Pima County Board of Supervisors stood up and said not this time.

Thank you for your time

JAN 05 2021 PM 03:14:36 PM

From: [REDACTED]
To: COB mail
Subject: Raises for huckleberry
Date: Tuesday, January 5, 2021 1:10:28 PM

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.

To the Board of Supervisor,

In a time of COVID when people have lost jobs, been on unemployment, and stimulus checks cannot get passed to support those in need while things like HOA fees are being raised with false pretenses, another blow to the people shouldn't be to support a raise for Huckelberry this year. Perhaps we look at next year after this pandemic passes for someone making over 300k, this is a bit beyond ridiculous to provide more to the upper class when everyone under them doesn't have the financial capabilities that he does. If he cannot manage to live on 305 then he has another problem.

We do not support this raise and this type of thing should have the people's approval before being approved.

Thanks,

Robert J McCorkle
[REDACTED]

JAN05PM01:10:28 1/5

From: James Tuthill
To: COB_mail
Cc: [REDACTED]
Subject: Attention Supervisor Scott. Re: Huckelberry request for raise
Date: Tuesday, January 5, 2021 3:28:16 PM

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.

Please deliver this message to Supervisor Scott:

Supervisor Scott,

I have been trying to send a message to you about Mr. Huckelberry's request for a pay increase. I have dialed the telephone numbers given for you on the county web site and have not been able to reach you.

I would appreciate confirmation that you will have received this message and a response.

I live in your district: 14627 N Granite Peak Pl, Oro Valley. My telephone number is [REDACTED].

It is unconscionable and insensitive that Mr. Huckelberry is requesting a raise during these difficult and tragic times. Many business owners and employees and workers are suffering. They have lost business, wages and their jobs. Further, as you know, many people here and throughout the country have contracted the virus. Tragically, many of died.

That Mr. Huckelberry would ask for a raise when his total annual consideration exceeds \$300,000 is unconscionable. Frankly, his request is extremely selfish given the pressures on the county's budget and the suffering of our citizens.

I am asking you to vote "no" on his request. If he has any decency, he will withdraw it. I and my neighbors will be watching the board's vote closely.

Thank you,

James P. Tuthill

JAN0520210521PC0K0F-HJ