

From: Sharon Bronson
Sent: Tuesday, February 16, 2016 8:27 AM
To: Robin Brigode
Subject: FW: pima county healthcare premiums

From: District3
Sent: Tuesday, February 16, 2016 8:23 AM
To: Sharon Bronson <Sharon.Bronson@pima.gov>
Subject: FW: pima county healthcare premiums

Kiki Navarro
Supervisor Sharon Bronson's Office, Chair
Pima County Board of Supervisors
District 3
(520) 724-8051

Check out our Facebook page~ www.facebook.com/pimacountyd3

From: James Owen [REDACTED]
Sent: Monday, February 15, 2016 4:01 PM
To: District5
Cc: District1; DIST2; District3; District4
Subject: pima county healthcare premiums

Dear Supervisor Elias;

I am a Pima County worker who lives in district 5. I believe the healthcare plan that is currently before the board is a deceptive one. The County becoming self insured was supposed to be a hedge against rising healthcare cost. That rise this year using the County's own figures comes to \$3 per employee per pay period. The current proposal - an \$18 rise in premiums. At the same time we are losing the PPO option.

We have waited three years to see a benefit to being self insured, there has been none for the employee. The County has saved much. We have jumped through every hoop the County has ask us to; no HMO, shift to HDHP, a myriad of wellness plans, no PPO. Our reward; we now pay a higher percentage of our healthcare premiums.

The healthcare "no smoking" discount is being raised \$15, our \$15. The point of these discounts is to; lower claims and save money, they are designed to pay for themselves with savings to the insurer. but the employees are paying for the discount themselves and the County will reap the savings. Deception.

I urge you not to take part in these deceptive practices, please vote no.

Thank You
Jim Owen

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Subject: FW: Taking care

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From: Michael Sterner [REDACTED]
Sent: Monday, February 15, 2016 12:56 PM
To: District1; District3; District4; District5
Subject: Taking care

HERE IS A COPY OF AN EMAIL SENT TO RAMON VALADEZ. THOUGHT I'D SHARE WITH THE REST OF YOU, TOO. THANKS.

Hello, my name is Michael Sterner and I am a District 2 voter AND a county employee and I am barely able to support my family on the wages that I get for my OSL III (circ clerk) for Himmel Park Library. When I took this job (originally with the city) it was a great job with great benefits, I was happy to have it. We also received regular Cost of Living raises and yearly Merit Increases. I settled here, bought a house and am still raising a family, based on this.

Instead over the last 20 years I have watched my take home pay go down little by little, while the cost of living, presumably, continues to go up. I planned my life based on assumptions that my salary would move upwards apace with the cost of living. Then I downgraded my expectations to that it would at least remain the same. But instead it continues to go down. And benefits weaken. Mr Huckleberry's proposal to increase the percentage I pay for benefits from 15 to 23 percent, leaving me paying half again as much, is just adding salt to the wounds.

He says he wants to remain competitive for attracting new hires? What about taking care of the "old hires?"

The truth is, that he knows, the lower echelon employees will remain, due to momentum, and take another hit. And the new hires he's talking about attracting are probably all upper echelon.

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well, thanks for listening to me complain. If there's any way you can help, I'd sure appreciate it...

-mike

to \$11.65 an hour. That's not even \$100 a day. I pay a mortgage, buy food, pay utilities, put gas in my car and pay my medical bills on that take home pay, but not much else. My parents have had to help me with my medical bills and I suspect they'll have to start helping me more after July 1, since I already know that going back to an HSA is going to be more expensive for me.

I have worked in my department (Library) for over 25 years and the turnover rate these days is astounding to me. My branch hasn't had a children's librarian for close to a year now. The two that were hired last year both left shortly after starting (one after 3 weeks!) because they got better job offers elsewhere, and we have yet to find a replacement. Pima County does not offer competitive salaries anymore, and to be asked to take yet another pay cut after July 1 is distressing. When a customer asked me what my salary was and I told him, he sputtered, "What?! That's what I was making in Texas back in the early 1980's!"

I hope you all will sit for a moment and consider what it's like to try to pay bills on \$11.65 per hour...and I'm single and don't have any children to feed. I often wonder about other employees; it wouldn't surprise me at all if some employees qualify for food stamps these days. (And I have coworkers who have had to move back in with their parents.) Please vote no on Mr. Huckelberry's proposal.

Sincerely,
Amy K Barnhill