

ADDENDUM MATERIAL

DATE 1-5-21 ITEM NO. 5

From: Amanda Ofstedahl
To: COB mail
Subject: Release Huckleberry
Date: Monday, January 4, 2021 9:07:04 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.

As a Pima County resident, I demand you release Huckleberry. Do not retain! Do not give a raise. Release!!!

Overwhelmingly disappointed in Huckleberry's performance and do not believe Huckleberry represents the community in a manner worth retaining.

Amanda Ofstedahl
Philippians 4:13

JAN 04 21 AM 09:10 FC CLK CF HD / 12

From: [Beth McGwire](#)
To: [COB_mail](#)
Subject: End Chuck Huckleberry's contract now
Date: Monday, January 4, 2021 9:26:12 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 time has come for Chuck Huckleberry to find a different job. He is not a suitable administrator for Pima County as his actions this past year have effectively destroyed the liveability of our county. He makes rash decisions not based on evidence or facts and he lords his power and authority over the citizen, purely for power's sake. We are tired of his tyranny and we want him gone. He certainly does not warrant this outrageous salary while many of us have completely lost our incomes due in part to his heartless incompetence. Enough! End his contract now.

Thank you for your time.

Beth McGwire
Oro Valley

JAN 04 21 AM 09:28 PCD KCF-HD JK

From: Kenneth W. Gareau
To: COB_mail
Subject: Pima County Administrator
Date: Monday, January 4, 2021 9:32:30 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.

No more of Chuck! It is time to "up Chuck" him!

Mr. & Mrs. Kenneth W Gareau

45 W Oro Place Oro Valley, AZ 85737

JAN 04 2021 09:32:30 AM
PC CLK DE-HU
7/1

From: Courtney
To: COB mail
Subject: Renewing Chuck Huckelberry's \$315K new contract
Date: Monday, January 4, 2021 9:50:40 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 county vehicle or a \$550 monthly vehicle allowance, to include liability insurance, maintenance and repairs.**
- **Paid health insurance.**
- **Three weeks of sick and vacation time in addition to what county employees with 20-plus years already receive.**
- **\$26,000 annually toward the state retirement plan and \$15,000 toward a supplemental retirement plan.**
- **\$8,200 contribution to the Health Savings Account, or the maximum allowed each year.**

This is absolutely absurd and disgusting.

The time has come for Chuck Huckleberry needs to retire. He is very clearly quite greedy. He is not a suitable administrator for Pima County as his actions this past year have effectively destroyed small business and the livelihood of our county. We have all witnessed him make rash, bias decisions not based on evidence or facts whatsoever and he lords his power and authority over the citizen purely for power's sake. We are tired of his tyranny and we want him gone. He certainly does not warrant this outrageous salary while many of us have completely lost our incomes due in part to his heartless incompetence. Enough! End his contract now.

JAN 04 21 AM 009PC CLK (F-H)

From: Jennifer Rawson
To: COB mail
Subject: Retention of County manager.
Date: Monday, January 4, 2021 10:05:52 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.

We live in one of the poorest counties in this state. Yet the county manager receives more in salary and benefits than in any other county. Are our roads the best? Are we spending efficiently on our wastewater facilities? Have the results of his management increased our attraction of more business? HELLO the results of his management have not produced a better outcome for the citizens who are paying his already outrageous compensation. Not only does he not deserve additional compensation, the results of his tenure show he should be fired!!!!

JAN 04 21 AM 10:09 PST KLF-H1 //

From: Robert Noto
To: COB_mail
Subject: Huckleberry
Date: Monday, January 4, 2021 10:06:10 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.

This man's lack of empathy for the hardships created by the pandemic and the County's overbearing response to it, demonstrates his unfitness for the position of County Supervisor and his disdain for its citizens. His request for a raise in the present circumstances is an insult to those who have lost their jobs and businesses. Not only should you deny the request, you should begin a search for his replacement.

Robert Noto
Resident

JAN 04 2021 10:06:10 AM
PC CLK OF PD 17

From: [Lynn McCracken](#)
To: [COB_mail](#)
Subject: Contract
Date: Monday, January 4, 2021 10:19:54 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 Pima County Board,

I cannot in good conscience support a continued contract for Chuck Huckleberry as administrator. He has made terrible decisions and is way over paid, while many of us are without jobs due to his incompetence.

Chuck Huckleberry has not earned another contract and need to be let go this year.

Respectfully
Lynn McCracken

Get [Outlook for Android](#)

JAN 04 21 PM 10:20 PST CCK-HD 

From: Ari Joy
To: COB mail
Subject: No to Huckelberry Contract and Raise - 1/5/21 Call to Public
Date: Monday, January 4, 2021 10:44:53 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 Pima County Board of Supervisors,

I am writing to ask that you do NOT give Chuck Huckelberry a raise, and that you also consider NOT renewing his employment contract. Mr. Huckelberry is currently among the highest paid county administrators in the country and we do not need his services at his current rate or any rate. He has harmed Pima County in numerous ways before and during COVID. We need new blood in Pima County.

Thank you.

Ari Joy

JAN 04 21 AM 11:20 PC CLKC-HJ JK

From: [Rianne Christman](#)
To: [COB_mail](#)
Subject: Chuck Huckleberry
Date: Monday, January 4, 2021 10:48:59 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 this email to let the Board know that we cannot support the continued contract for Chuck Huckleberry. He has made terrible decisions that are not in the best interest of us, as citizens. He is over-paid, while many of us are out of work and suffering. Offering Chuck Huckleberry another contract is NOT in the best interest of us citizens. He has not earned another contract and needs to be let go this year.

Thank you,
Rianne Maldonado

JAN0421PM1150PCCKEHD JK

From: Christine Leach
To: COB mail
Subject: Fire Huckleberry
Date: Monday, January 4, 2021 10:53:45 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.

Stories are coming to light regarding this man and real estate deals and developments that were prejudicial to the community and invited money into his pocket's and others'. It is time to hold him accountable and fire him. Let us hire an honest person who truly cares about Pima County and it's people. Let us clean out all corruption whether through redemption or justice.
The time is NOW.

Christine Leach
9310 E Sycamore Crossing Pl
Corona de Tucson



JAN 04 2021 10:53:45 AM

From: [ERIK MORRIS](#)
To: [COB mail](#)
Subject: Raises
Date: Monday, January 4, 2021 10:54:56 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.

I oppose any raises going to any government official at this time. We all need to do our part to keep the high costs down for the Arizona tax payer. We will see increased taxes at a time when people are out of work and struggling to pay their bills. Not to mention the huge inflation prices coming our way. Giving raises right now is irresponsible and will not be accepted.

Thank you,
Kristen Morris

Sent from my iPhone

JAN 04 21 AM 11:21 PST KCF-HD JK

From: Robert Navarro
To: COB_mail
Subject: Chuck
Date: Monday, January 4, 2021 11:00:56 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.

Chuck Huckleberry needs to go

JAN 04 21 AM 11:03 PCD KLF-HD JK

From: Tracy Derton
To: COB mail
Subject: Huckleberry
Date: Monday, January 4, 2021 11:15:26 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 strongly oppose renewing Mr Huckleberrys contract. He is corrupt to the core. He has cost Pima county taxpayers millions while raking in not only a disgustingly high salary, but kickbacks from every "friend" of the county. He is NOT an elected official, yet wields an incredible amount of power.

But, if he is renewed, giving him a raise is a spit in the face to every person the county had forced out of a job and every small business you have shut down in the name of a "pandemic" that is only being exploited for the gain of Huckleberry and his Dem cronies on the board. People are suffering. He should NOT get renewed or a raise

Tracy Derton

JAN04 21 JAN 11 21 PM 01 KDF-BD

From: [Elizabeth Potter](#)
To: [COB_mail](#)
Subject: Huckelberry Salary Increase
Date: Monday, January 4, 2021 11:39:49 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 Whom It May Concern,

As a resident of Pima County, I am opposed to the increase in salary request made by C. H. Huckelberry.

The current salary of (near) \$302,000 is already too high, and an increase to \$315,000 (an increase of \$13,000) is ridiculous, especially at this time. Huckelberry himself stated the county is "simply out of funding to respond to the pandemic," yet he wants a pay raise?

For reference, in Los Angeles County, CA, the average County Supervisor salary is \$214,601. It is 47.1% cheaper to live in Tucson, AZ vs Los Angeles, CA, and yet again, he wants a pay increase and to make slightly over \$100,000 more?

I recommend you vote 'No' to this pay increase request and begin the search for a replacement, at less pay than \$302,000 and start thinking about this county and the taxpayers.

Elizabeth

JAN0421AM1154PCCLKF RD JK

From: [Julez Buell](#)
To: [COB mail](#)
Subject: Chuck Huckelberry contract
Date: Monday, January 4, 2021 11:40:57 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.

Chuck Huckelberry has lead the way destroying our towns small businesses and has the audacity to not only want to be retained for his position but to ask for a raise? He makes more than %98 of other people in the same position and it's a disgrace how our high taxes are mismanaged. Chuck needs to find a new job. He is a danger to our county and to the people that pay his salary. We demand he not be re-hired.

Julie Buell
Pima County resident, small business owner and tax payer.

JAN 04 21 AM 11:46 PC CLKCFH JK

From: No Firstname No Lastname
To: COB_mail
Subject: No more Chuckle Huckleberry
Date: Monday, January 4, 2021 11:52:07 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.

I am writing to express my concerns about Chuck Huckleberry as Pima County Administrator and the upcoming vote to renew his contract and approve his raise. While I wish to remain anonymous, for fear of retribution, I have been an employee of Pima County for the last 4 years.

Please seriously consider voting no to renew Chuck Huckleberrys contract with Pima County. Mr. Huckleberrys most recent action, without Board of Supervisor approval, to shut down many county facilities for 3 weeks to address Covid outbreak has had unforgivable consequences for Pima County Employees. I do believe action was required to address Covid outbreak at county facilities, yet two of the highest cases in departments (Health Department and Sherriff) were not investigated and stayed open. Additionally, the financial consequences for many staff without leave during this shut down has been nothing short of disaster. I know personally, of at least a dozen county employees that by no fault of their own, have little to no leave left (being forced a two-week quarantine for having a cold symptoms and testing negative for Covid, having children at home that require their care, or are new employees that haven't had the chance to build up their leave time). Chuck Huckleberry forced these employees, **over the holidays**, and **on short notice** to take leave without pay. The audacity of Mr. Huckleberry to make this decision without Board of Supervisor approval is unacceptable.

Chuck Huckleberry isn't leading Pima County by example, he is sacrificing his lowest paid and least privileged employees to pretend that he has addressed Covid outbreak in our working environments. Chuck Huckleberry should not have a raised added to his already astronomical salary, and his contract should not be renewed. Chuck Huckleberry is out of touch with the reality of his employees day to day and the long-term consequences of morale in the county might never recover if he is allowed to hold his power in Pima County.

Thank you for your consideration,
A Pima County Employee

JAN 04 21 AM 11:55 PCD KCF HD

From: [REDACTED]
To: COB mail
Subject: Huckleberry Retention and Raise
Date: Monday, January 4, 2021 11:52:09 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 whom it may concern,

I don't believe Chuck Huckleberry's service to our county has been in the best interests of our community. His catering to businesses and services that he has personal relationships with are suspect and reveal his intentions are motivated out of self interest and profit. I not only believe he is not deserving of a raise, but deserves to be terminated immediately and have his position be made open for applicants who could be trusted by this community.

Sincerely,
Raul Almazan

JAN 04 21 AM 11:55 PM CCK (F-H) //

From: Janet Zampieri
To: COB mail
Subject: Huckelberry should NOT have his contract extended!!!
Date: Monday, January 4, 2021 11:54:07 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.

On the same day that I saw that Pima County is facing a huge budget shortfall, I saw that County Administrator Chuck Huckelberry is asking for a contract extension with a huge raise to his already outrageous salary!

This man is already paid way more than most county administrators in the country. And at 71 years old he should be retiring, not asking for another 4-year employment contract.

Huckelberry has led the county down the wrong path during the Covid outbreak, resulting in a devastating loss of jobs and businesses. He also pushed the Monsanto contract against the strong opposition of residents.

He is out of touch with the people who pay his salary and his contract should be terminated, not extended, and especially not with this ridiculous salary increase.

Sincerely,

Janet Zampieri
3125 W Mockingbird Ln
Tucson AZ 85713
[REDACTED]

JAN 04 21 PM 11:55 POC/KC-BH JK

From: [Paula Lange](#)
To: [COB_mail](#)
Subject: Chuck Huckelberry
Date: Monday, January 4, 2021 12:05:31 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 politicians

I've been a Pima county resident for most of my life and have never felt more ashamed of how we as citizens are being treated by our representatives. I strongly oppose renewing Chuck Huckelberrys contract! He has not been serving our needs, only his own! I stand with small business and so should you!!

#VivaFreedom

--

Apolonia Lange



JAN 04 21 PM 2:07 PM CLK-H
6X

From: Stephanie GROSECLOSE
To: COB mail
Subject: Huckleberry
Date: Monday, January 4, 2021 12:26:17 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 whom it may concern,

As a citizen of Pima county, I respectfully request that you not only NOT give Chuck Huckleberry a raise but also relieve him of his duties as Pima County Administrator! How does he consciously ask for a raise when he instituted pay cuts and so many in our community are struggling?! And now he's trying to stop a virus spread by furloughing people after they've already had pay cuts?!

This is not what as leader does! Fear is not an option over people's lives and livelihoods! He and those that back him are destroying this county over a virus with a 99% survival rate. Leaders should have courage and common sense!

Sincerely,
Stephanie Groseclose

Sent from my Verizon, Samsung Galaxy smartphone
Get Outlook for Android

JAN 04 21 PM 12:27 PC CLK CF-H

DL

From: D.M. Burke
To: COB mail
Subject: Mr. Huckleberry
Date: Monday, January 4, 2021 12:28:34 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.

People in Pima County are suffering from the pandemic and its economic fallout and Mr. Huckleberry wants more money? Oh what a poor, poor man. Are you KIDDING ME??? If the Board gives him even one more penny, you are completely tone deaf. He needs to GO.

--

Donna M. Burke
Vail

JAN 04 21 PM 12:30 PM CCK (F-H) BL

From: Charles DeWitt
To: COB mail
Subject: Chuck Huckleberry
Date: Monday, January 4, 2021 12:31:16 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.

I am absolutely against the money paid to Chuck Huckleberry. He earns too much as it is, and I'm opposed to giving him a raise. He has wasted and squandered money every year. Pima County should have a nationwide search for a replacement and give him his pink slip.

Charles W DeWitt
15248 N. Appleton Avenue
Tucson AZ 85739

JAN 04 21 PM 12:31:16 CDT
b/c

From: Kelly Walker
To: District1; DIST2; District3; District4; District5
Cc: COB_mail
Subject: For Immediate Review
Date: Monday, January 4, 2021 12:40:23 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.

Dear Pima County Board of Supervisors,

On September 15, 2020, you had me wrongfully arrested for seeking relief from the targeted harassment and threats you sanctioned against my business, family, and staff based on a fraudulent listing on your "wall of shame."

The whole country saw what you did.

Since that time, I have been busy with a large team of people and legal counsel conducting thorough research. Moles and whistleblowers work among you and have come forward (bet you didn't know that). We have cultivated powerful relationships and allies around the nation, all the way to the top. The People are with us.

We know everything.

Many, if not most, in our local law enforcement agencies have expressed to me personally that they stand with us, and they will honor their Sacred Oath to protect and serve People like us against corrupt tyrants like some in your administration. Our honest Public Servants know abuse of power when they see it, and they know they work for the People, not you.

Tuesday you decide whether to renew the contract of Chuck Huckleberry, and he's had the audacity to ask for a raise.

This is the man who orchestrated the illegal targeting and shutdown of our business, threats of violence and death toward my family and staff. His policies have decimated Tucson's economy and social fabric and severely violated the Constitutional Rights of millions.

We demand this corrupt man be retired immediately. He will be held accountable for what he has done, both personally and professionally. If you vote to let him go and give the People of Pima County a fresh start with someone honest, we will go easier on those of you who abetted this autocratic bully, giving you a chance to reform.

We demand you sit down with my family immediately, redress our grievances, settle this

JAN0421PM1243PCDK(FH) *AK*

matter to compensate us for the damage you have done, and issue a public apology. We will use some of these funds to help restore local businesses you have hurt in our community.

You will be held responsible, but if you do the right thing now, we may let you keep your political careers. We would like to see you uphold justice, reform failed policies and pursue solutions that mitigate the virus without the tragic collateral damage the present policies have affected.

If you do not, we will not stop until justice is done. Many thousands stand in solidarity with us to firmly demand reform as peacefully and democratically as possible.

Make this right.

Sincerely,

Kelly Walker, M.S., and Family

P.S. I demand to be on the interviewing panel for the new County Administrator and put in charge of a Citizens' Board of Accountability. Reform starts NOW. We'll talk about this Board's powers and responsibilities later.

"Learn to do right; seek justice. Defend the oppressed. Take up the cause of the fatherless; plead the case of the widow." Isaiah 1:17

From: Nicole Palese
To: COB_mail
Subject: Huckleberry Raise
Date: Monday, January 4, 2021 12:55:17 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 Whom it May Concern,

The board of supervisors should not grant Huckleberry a raise increase. He receives a substantially large paycheck already, and during these unprecedented times if anything should be getting a pay decrease. Huckleberry receives a county car, or a \$550 allowance, covered car insurance, health insurance, HSA contribution of \$8,200, plus \$15,000 into his retirement savings plan account. The fact that he already makes \$302,000 for the meager job he does is appalling. The money he's asking for should be given to people truly in need, small business that are suffering due to the counties rules, first responders, the sheriff's department who can't even show up at your home if your robbed, or if you get into a car accident. That's where this money should be going. How is he making more money than the Governor of AZ, whose salary is \$95,000? Who in their right mind approved this large of a salary for this job title? Then you wonder why Arizona's school system is one of the worst in the country, because money is lining the pockets of crooked politicians, and not being allocated to vital education. The sad thing in all of this, is Pima County residents can say all they want, but Huckleberry will most likely get this pay raise. If he can't live off of what he's making now, shame on him, shame on Pima County supervisors for allowing such greed. I've never written anything like this before, and really don't know if this will help, but at least I feel as if I tried.

Frustrated Pima County Resident,
Nicole Palese

JAN 04 2021 PM 02:05:17 CDT KUL HP
BKL

From: [REDACTED]
To: COB_mail
Subject: FW: Add Pay for Performance to new County Administrator Contract
Date: Monday, January 4, 2021 1:25:13 PM
Attachments: SupervisorChristy_PayForPerformance_050619.pdf

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 add the following email messages and attached Christy response to 1/5/21 Agenda Addendum 1, item 5.

Terry Finefrock

Pima County Taxpayer

From: [REDACTED] <[REDACTED]>
Sent: Monday, January 4, 2021 1:13 PM
To: Julie.Castaneda@pima.gov; ally.miller@pima.gov; steve.christy@pima.gov; district1@pima.gov; district2@pima.gov; district3@pima.gov; district4@pima.gov; district5@pima.gov
Cc: 'Alex Dely' <[REDACTED]> 'David Wichner' <dwichner@tucson.com>; John Hughes <[REDACTED]> Mary Darling <marydarling@darlingltd.com>
Subject: Add Pay for Performance to new County Administrator Contract

Clerk of the Board; Pima County Supervisors:

Please consider including *Pay for Performance* requirements in this requested contract; make a significant portion (50%) of the personal compensation directly dependent on achieving quantitative Performance Metrics/Completion Dates defined by the Board AND Monthly publication of actual performance to goals with corrective actions. Simply managing Fiscal Budgets is not optimal. The County Administrator should also be motivated to flow-down those metrics and Pay for Performance culture to the County Executive Management Team and promote a continuous improvement culture.

This action to provide PERSONAL rewards/consequences, essentially "Skin in the Game", would help focus, prioritize, align and improve the effective deployment of finite resources, minimize wasteful debates and sub-optimal political decision making, and would accelerate and optimize the delivery of value, Return on Investment, to Pima County residents.

Attached is a similar message I sent to Supervisors Miller & Christy last year suggesting particular Metrics, and Supervisor Christy's response supporting Pay for Performance policy and culture.

JAN 04 21 PM 01:49 PC CLK-FD JK

Happy New Year!

Terry Finefrock, CPIM
Pima County Taxpayer

From: [REDACTED] <[REDACTED]>
Sent: Sunday, April 28, 2019 11:29 AM
To: '1Vc@pimagop.org' <1Vc@pimagop.org>; 'ally.miller@pima.gov' <ally.miller@pima.gov>; 'steve.christy@pima.gov' <steve.christy@pima.gov>
Cc: 'Ally Miller' <district1@pima.gov>; 'district4@pima.gov' <district4@pima.gov>; Alex Dely <[REDACTED]>
Subject: Fix The Roads: Accountability & Transparency

Mr. King, Supervisors Miller & Christy,

I am writing to provide a suggestion on how you may be able to incite BOS & County Administration to re-allocate current revenues to fund needed transportation infrastructure repairs, improve government transparency-accountability, better communicate to taxpayers how and for what benefit their funds will be used.

Today's ADS included the following article-issue:

https://tucson.com/news/local/despite-dissatisfaction-with-tucson-county-roads-support-for-new-taxes/article_c3d7590a-e0e4-5a1e-8517-4c3369695da2.html#tracking-source=home-the-latest

Annually set top 5 quantifiable performance metrics, schedules, publish monthly actual performance to goals/corrective actions, and require County Administrator, Deputy County Administrators to achieve those goals to earn **50% of current compensation. This is a proven method to drive continuous improvement, to create an agile, efficient, customer centric continuous improvement culture** (Six Sigma, DMAIC, Balanced Scorecards).

- Quantitative published measures communicate to taxpayers County priorities, how and for what value taxpayers funds will be used, minimizing 'politics', optimizing organizational alignment and efficiencies; Senior Management would flow down their metrics to operational management.
- Quantifiable measures tied to compensation, personal "skin in the game", minimize "explanation", accelerate and optimize "delivery of tangible value".

In addition to need transportation infrastructure improvements, **metrics could/should include enabling metrics to generate the following values:**

- Increase resident disposable income (Increase average Income; Reduce Cost of Living)
- Increase Productivity & reduce Costs (Leverage IT & Finance "Cost Accounting" budgets/Burke; Reduce Staff, improve Services cycle times; Conserve Water; Self-Generate Electricity)
- Increase taxpayers, reduce social subsidy costs (Improve Job Training, entrepreneurial integration w/local Employer needs/skills)
- Increase local higher wage employers (Economic Development/Moffat)

Suggest that you consider implementing these concepts via Amendment of the County Administrators contract, +\$300k cost, dubious equivalent ROI(attached DRAFT; Executed Current contract not available from Procurement OnBase Application). He can flow down to Direct Reports. Would set expectations for future County Administrators.

Terry Finefrock, CPIM

Former Pima County Chief Contracts/Procurement Manager

Pima County District 1 Taxpayer

Chair, RLC AZ Water, Energy & Natural Resources Committee

Member of RLC AZ Economic Development Committee

Tucson Area Resident Since 1956; Retired Corporate Director

Cell: [REDACTED]

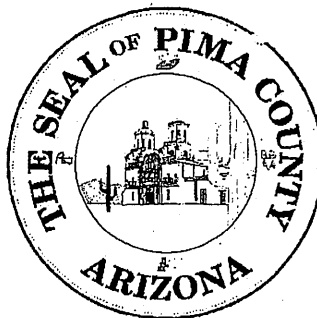
Dear Mr. Finetree, May 6, 2019

Thank you for your very detailed analysis and suggestions regarding infrastructure repairs.

I have always been a proponent of merit based systems. I used them in my own business and believe that they should be implemented in government procedures. I will refer to your submittal in future related activities. Thank you, again. Sincerely,

—Steve Christy

PIMA COUNTY BOARD OF SUPERVISORS



Stephen W. "Steve" Christy
Supervisor, District 4

[REDACTED]

From: [REDACTED]
Sent: Sunday, April 28, 2019 11:29 AM
To: '1Vc@pimagop.org'; 'ally.miller@pima.gov'; 'steve.christy@pima.gov'
Cc: 'Ally Miller'; 'district4@pima.gov'; Alex Dely
Subject: Fix The Roads: Accountability & Transparency
Attachments: CHH_ProposedEmploymentContract_2017thru2021_010317.pdf

Mr. King, Supervisors Miller & Christy,

I am writing to provide a suggestion on how you may be able to incite BOS & County Administration to re-allocate current revenues to fund needed transportation infrastructure repairs, improve government transparency-accountability, better communicate to taxpayers how and for what benefit their funds will be used.

Today's ADS included the following article-issue:

https://tucson.com/news/local/despite-dissatisfaction-with-tucson-county-roads-support-for-new-taxes/article_c3d7590a-e0e4-5a1e-8517-4c3369695da2.html#tracking-source=home-the-latest

Annually set top 5 quantifiable performance metrics, schedules, publish monthly actual performance to goals/corrective actions, and require County Administrator, Deputy County Administrators to achieve those goals to earn 50% of current compensation. This is a proven method to drive continuous improvement, to create an agile, efficient, customer centric continuous improvement culture (Six Sigma, DMAIC, Balanced Scorecards).

- Quantitative published measures communicate to taxpayers County priorities, how and for what value taxpayers funds will be used, minimizing 'politics', optimizing organizational alignment and efficiencies; Senior Management would flow down their metrics to operational management.
- Quantifiable measures tied to compensation, personal "skin in the game", minimize "explanation", accelerate and optimize "delivery of tangible value".

In addition to need transportation infrastructure improvements, metrics could/should include enabling metrics to generate the following values:

- Increase resident disposable income (Increase average Income; Reduce Cost of Living)
- Increase Productivity & reduce Costs (Leverage IT & Finance "Cost Accounting" budgets/Burke; Reduce Staff, improve Services cycle times; Conserve Water; Self-Generate Electricity)
- Increase taxpayers, reduce social subsidy costs (Improve Job Training, entrepreneurial integration w/local Employer needs/skills)
- Increase local higher wage employers (Economic Development/Moffat)

Suggest that you consider implementing these concepts via Amendment of the County Administrators contract, +\$300k cost, dubious equivalent ROI(attached DRAFT; Executed Current contract not available from Procurement OnBase Application). He can flow down to Direct Reports. Would set expectations for future County Administrators.

Terry Finefrock, CPIM

Former Pima County Chief Contracts/Procurement Manager
Pima County District 1 Taxpayer
Chair, RLC AZ Water, Energy & Natural Resources Committee
Member of RLC AZ Economic Development Committee
Tucson Area Resident Since 1956; Retired Corporate Director
Cell: [REDACTED]

From: [Mitch Limmer](#)
To: [COB mail](#)
Subject: Continued contract for Chuck Huckleberry
Date: Monday, January 4, 2021 2:10:45 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.

We 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.

Mitch Limmer
LD11 PC

JAN 04 21 PM 02:13 PC CLK(H) JK

From: MELISSA KEIPER
To: COB mail
Subject: January 5th Meeting Comments
Date: Monday, January 4, 2021 2:23:15 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 Board of Supervisors,

I am writing to make sure that my voice is heard about Chuck Huchelberry requesting an extension on his contract and a raise. DO NOT approve!

We do not want him to continue in this position, nor for him to get a raise. He is already making an exuberant amount of money for the position he holds, more so than any other County Administrator. That in itself is reasons to expire his contract. How out of touch with the people that live in this county for you to even consider a RAISE or extending his contract... But even more is how out of touch HE is himself for even asking for it during these times. People are furloughed from their jobs, they have been laid off, they have had to close their businesses down... it will not shine a good light on anyone on the board nor Pima County as a whole if you vote to extend his contract or vote to give him a raise. People are mad that this was even asked of you.

VOTE NO- get him OUT.

We have people, in our county, who are having to file unemployment, most for the first time ever in their lives, trying to survive on \$240.00 per week while Huckelberry is enforcing shut downs keeping them out of work. And yet he is collecting about \$11,700 per week... and thinks that he deserves a raise. How about we humble ourselves down to the reality of what is happening all around us.

Lets make some positive changes in Pima County and VOTE NO on extending his contract and NO on creating a pay raise for a position that is making a salary far exceeding what it should be set at.

Thank you for your time and consideration.

Melissa Keiper

Thank you,
Melissa Keiper

Sent from Mail for Windows 10

JAN 04 23 PM 02:04 PC CLKF H 012

From: Hilda Gomez
To: COB mail
Subject: January 5th netting
Date: Monday, January 4, 2021 2:32:00 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,

Please do not renew Mr. Huckleberry's contract and most definitely don't give him a raise that he's requesting.

This request on his part is a gross insensitivity to the community in Pima county. So many people are out of jobs and facing eviction and he is asking for a raise?? Not to mention all of the tax paying businesses that are permanently due to Covid impact.

Please remove him and make this position's salary such as to reflect the going pay in our region. There no reason this position should be highly overpaid. We can't afford this!

Hilda Gomez

JAN 04 '21 PM 02:34 PC C KCF-HD 

From: Cox
To: COB mail
Subject: Vote No on Huckleberry Contract
Date: Monday, January 4, 2021 3:01:45 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 vote NO on the contract extension and raise for Huckleberry.
Why should he have anything more than our other county employees.

Sent from my iPhone
Dawn Olson
5735 S. Ladyslipper Place
Tucson, AZ 85747

JAN 04 23 PM 03:01 PC CLK OF HI

From: Keith Hagen
To: COB mail
Subject: County Administrator Employment Contract
Date: Monday, January 4, 2021 3:11:00 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.

Pima County Board of Supervisors,

This public comment may come too late for the January 5 meeting, however, the information concerning the County Administrator's Employment Contract was not widely communicated.

I am writing to ask that you not approve a full four-year extension to Pima County Administrator Chuck Huckelberry's contract. The largest responsibility of the Board of Supervisors is the hiring and management of the County Administrator. Mr. Huckelberry is attempting to ensure that the Board is powerless to exercise this most basic of responsibilities. He is showing the new Board a complete lack of respect by asking you to increase his compensation and provide him a four year extension before you have even gotten to know him. As new Board members, you will quickly find that almost all of the county power lies with the County Administrator, not the Board. Once you sign that contract it will be very hard to control Mr. Huckelberry and it will be nearly impossible to make any changes in how Pima County is run. I encourage you to extend his contract for, at most, six months and at his current compensation. Then you can have him prove himself to you, the NEW Board. The NEW Board that the people of Pima County voted in to drive change. There is no hope for change in Pima County if your first order of business is to rubber stamp Mr. Huckelberry for another four-year term on top of the 27 years he has already served. I ask you to provide a short-term renewal and then determine, based on your own experience, if he is the man to lead Pima County forward.

Separately, I would suggest that the Board create a policy that the County Administrator's contract expiration date never coincides with the start of an election cycle. Even if you do renew his contract it should be for time period that ensures this unfortunate timing never happens again.

I appreciate your consideration on this matter.

Congratulations to the three new members on your election success.

Best regards,

Keith Hagen

JAN 04 21 PM 03:11:00 PST
PC CLKU-HP
OK