

ADDENDUM MATERIAL

DATE 8/14/21 ITEM NO. Add 8

Bernadette Russell

From: Joe Marchetti [REDACTED]
Sent: Saturday, August 14, 2021 11:59 PM
To: COB_mail
Subject: County Employee Vaccine Proposal

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

Good Evening,

I am writing about the proposal that I understand is being put forward by Mr Huckleberry related to County employees and vaccines. My understanding is that he is proposing a monetary incentive to employees for providing proof of covid vaccination. I am not opposed to this kind of policy.

I understand that the second portion of the proposal is to financially penalize employees for failing to get vaccinated. I believe that this is a terrible and prejudicial policy and should be patently rejected by the Supervisors. As I am sure you are aware, minority residents have a much lower vaccination rate than white residents. Approving a policy that disproportionately, negatively impacts minority employees (whether by intent or not) is institutional racism. As a community, we must stand firm in our resolve to reject racist policies regardless of how well intentioned they may seem.

While I am not a resident of Pima County, I am an employee of Pima County and feel strongly that this is an issue of great moral importance. Please consider the prejudicial and discriminatory impacts of any such policy proposal and reject policies that will clearly and unequivocally punish minority employees.

Beyond the impact on minority residents, I feel strongly that this type of policy is ill-advised and contrary to the principles of personal liberty on which this country was founded. Incentivizing desired behavior is one thing. Punishing people for the personal choices that they make about their own healthcare is an entirely different, and more insidious thing. There are many other diseases for which the County has not considered policies about vaccination status. Many of these diseases are far more deadly, if less prevalent. I believe it would be a very poor policy decision to begin down the road of determining which health decisions employees make that could lead to punitive actions.

Thank you for your consideration.

Respectfully,

Joe Marchetti
1891 W Patton St.; St David, AZ 85630
[REDACTED]

AUG 16 21 AM 09:28 PC CLK OF ED

AP3

Bernadette Russell

From: george ballesteros <[REDACTED]>
Sent: Saturday, August 14, 2021 6:17 PM
To: COB_mail
Subject: re: Aug 16th meeting: proposed incentives and disincentives

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To Mr. Huckleberry, the Chair and members of the Board.

Your unswerving determination to prevent an individual's freedom of choice by obstructing employees' rights could be commendable would it not be for the fact that the incentives offered are undressed as bribes and disincentives nothing more than a form of punishment.

COVID-19 has not only brought death and hardship, it also has brought with it opportunities to erode people's freedom through tactics such as this. What's next, penalizing people who are over-weight?

The outcome of previous and current attempts at depriving individuals' rights in the workplace will result in the lack of trust and commitment. The government's insatiable urge to control, coerce and compel people to a path of submission and conformity is frankly shameful.

Respectfully,

George Ballesteros

AUG16'21AM09:28FCCLKOFBD
AGS

Bernadette Russell

From: Buzzy Hansen <[REDACTED]>
Sent: Sunday, August 15, 2021 11:37 PM
To: COB_mail
Cc: District1; DIST2; District3; District4; District5
Subject: Addendum Item 8 August 16, 2021
Attachments: PimaBOS August 16, 2021.pdf

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Please place attached comments in the record for addendum item 8.

Thank you,
Christine Hansen
Pima County Resident

AUG 16 21 PM 03:03 PRC CLK OF BD
AP3

From: Christine Hansen, Pima County Resident & Spouse of Pima County Employee

ATTN: Pima County Board of Supervisors

Regarding Addendum #8 for the August 16, 2021 Agenda

As a resident of the county and spouse of a county employee, I was relieved, and admittedly surprised, to hear that the board did not pass a COVID-19 vaccination mandate for county employees on August 10, 2021.

I would like to note that while I took offense to Board Member Dr. Heinz referring to myself and others who remain unvaccinated as "little Typhoid Marys," I understand there are many emotions surrounding this conversation and it can be difficult to discuss differing opinions without resorting to name-calling. I do hope in the future that Dr. Heinz will be able to communicate his views without belittling or offending county residents who disagree with him.

I was informed on August 14, 2021 that the board will be voting yet again on various vaccine and mask mandates, and even proposing "disincentives" to county employees who choose to remain unvaccinated.

While the word "disincentive" itself sounds polite, it is vital that the board and Pima County residents recognize that these disincentives are in fact punishments.

Instead of letting Pima County employees decide if this vaccine is right for them, this vote is about forcing your employees to receive the EUA COVID-19 vaccine or face punishment if they choose to remain unvaccinated.

Among the suggested punishments was a clause, alarmingly proposed by the County Administrator, Chuck Huckelberry, that the county develop "a separate health insurance medical premium for unvaccinated employees due to medical expense risk related to contracting COVID-19."

While I don't make a habit of sharing my personal medical history with strangers, in order to address this unfair claim - that my spouse and I somehow cost Pima County more money than others - I feel that it's in the best interest of Pima County employees if I share some of my medical history with you.

First, I would like to thank Pima County for ensuring residents, including my spouse and myself, had quick & easy access to free COVID-19 testing. My spouse and I were both infected with COVID-19 while insured under a Pima County health insurance plan. During the length of our infection, each of us cost Pima County exactly \$0 in healthcare related expenses. We didn't require any treatment from a physician, we didn't need any prescription or over-the-counter medication, and we quarantined as directed to avoid spreading the virus to others.

While I understand that is not the case for everyone who contracts COVID-19, it would have been extremely unfair of the County to have charged us approximately \$1500 extra dollars per year in health insurance premiums for a virus that cost the County nothing when we contracted it.

When you consider the fact that we already contracted and survived COVID-19, and are still testing positive for antibodies to COVID-19, there is an additional degree of absurdity in the administrator proposing the County charge us approximately \$1500 more per year in health

care premiums over concerns about our unvaccinated status costing the county more money in healthcare costs than vaccinated persons.

The CDC has made it clear that people with certain medical conditions have an increased risk of severity of symptoms when infected with COVID-19. It's generally well established that certain dietary choices, lifestyle habits, or preexisting conditions often lead to greater healthcare costs.

Is Pima County also going to discriminate against its employees who have conditions that increase their risk of severe COVID-19 symptoms?¹ After all, these persons are far more likely to need medical intervention, hospitalization, etc., and would cost the county far more money in healthcare costs over the entire course of their employment with the county.

I hope the board is able to recognize the backwardness of creating segregated premiums for Pima County employees.

Finally, I take issue with Pima County removing health care discounts for employees who remain unvaccinated, as Administrator Huckelberry suggested. The current premium discounts encourage overall wellness in Pima County employees - things like regular exercise and living a tobacco-free lifestyle.

In disincentivizing its unvaccinated employees, Pima County will also be removing incentives for these employees to do the things that keep them healthy! Regular exercise and living tobacco-free are essential tools to achieving optimal health at any age, and prevent a myriad of health complications, thus reducing healthcare costs in the short and long term for both the employee and Pima County.

As a District 1 resident, I encourage Supervisor Scott and the rest of the board to please vote against penalizing, disincentivizing, or punishing Pima County employees who opt out of receiving the COVID-19 vaccine.

Sincerely,
Christine Hansen

¹ <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html>

Bernadette Russell

From: Shirl LAMONNA <[REDACTED]>
Sent: Saturday, August 14, 2021 1:23 PM
To: COB_mail
Subject: Vote No on Item 8- Incentives/Disincentives

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August 14, 2021

Dear Supervisors,

I am opposed to COVID-19 Vaccination Incentives/Bribes and Disincentives for County employees.

You have NO right to impose these costs on Pima County Taxpayers (incentives) or County employees (disincentives) simply because they refuse to get an experimental drug.

There were no long-term trials for the injections. Those who got them are the trial. And now we have breakthrough cases suggesting that the experimental injections are no better than a flu shot & have caused pericarditis & myocarditis – particularly among those under 30 who received a vaccine.

Why should employees be forced to risk the numerous adverse effects without monetary compensation from the drug companies or the County if they are negatively affected?

Please vote NO.

Sincerely,

Shirley Lamonna

Oro Valley

BD 10/10/21 10:08 AM 12/31/21
223

Bernadette Russell

From: Shawn Ricksecker <[REDACTED]>
Sent: Sunday, August 15, 2021 11:14 PM
To: COB_mail; District1; DIST2; District3; District4; District5
Subject: Covid-19 Vaccination Mandate

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

To the Pima County BOS,

It has been brought to my attention that you plan on yet ANOTHER vote to mandate the Covid-19 Vaccination onto your employees, as a freedom loving taxpaying citizen of Pima County, I am compelled to express my extreme disgust and objection to this overreaching and unconstitutional attempt to violate the personal liberty of literally thousands of Pima County employees by mandating an experimental unapproved so called "vaccination" onto them. This is an atrocity being perpetrated on people without any true scientific evidence, the mere fact that not one person is even mentioning the natural immunity of those who have contracted and recovered from Covid-19 are virtually not affected by "Covid" and the "delta" variant should be cause for concern for anyone with common sense and logic. This clearly appears to be a power play by tyrants trying to be big fish in a little pond. I sincerely hope you remember your oath to the Arizona and subsequently the United States Constitution before voting to restrict and violate the God given rights of the Pima County constituents you supposedly serve. I pray your conscience is not blinded by personal bias or political motivation.

Shawn L. Ricksecker
Pima County Resident

"There is no difference between communism and socialism, except in the means of achieving the same ultimate end: communism proposes to enslave men by force, socialism--by vote. It is merely the difference between murder and suicide."

-Ayn Rand

AG 15 21 11:09:28 PCKDF BD
AGB

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Table 1

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554

Thank you for your consideration.
Sincerely,
Rebekah Palmer, ATC/L

Sent from Mail for Windows

Katrina Martinez

From: Anissa Ramirez
Sent: Monday, August 16, 2021 8:22 AM
To: COB_mail
Cc: Maria Klucarova; Jennifer Cabrera
Subject: FW: Mondays meeting

-----Original Message-----

From: Lynn Schmidt <[REDACTED]>
Sent: Saturday, August 14, 2021 4:35 PM
To: District1 <District1@pima.gov>; disttict2@pima.gov; District3 <District.3@pima.gov>; District4 <District4@pima.gov>; District5 <District5@pima.gov>
Subject: Mondays meeting

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I see you have added masks and experimental vaccines for Pima County employees and Tucson school district back to the agenda for Monday. I don't understand why this is on the agenda again since it was already an item, discussed and voted on last week.

But I would certainly hope that you use the intelligence of following what your constituents want for their county as you did last week. Why are you wasting your time going over the same things again and again. You have so much to cover, this seems a waste.

I am hoping that the board will stand together on these issues again as you did last week.
Thank you for all your time and work for our County .

08-16-2021 11:12 AM
K

Katrina Martinez

From: Anissa Ramirez
Sent: Monday, August 16, 2021 8:14 AM
To: Jennifer Wagner
Cc: Maria Klucarova; Jennifer Cabrera; COB_mail
Subject: RE: Mask mandate and vaccine incentives

Good Morning Ms. Wagner,

Thank you for taking the time to contact our office, we always appreciate hearing from constituents. I will give your message to Supervisor Bronson.

Thank you,

Anissa Ramirez

Special Staff Assistant
Pima County Supervisor Sharon Bronson, Chair
District 3
520-724-8051

Check out our [Facebook Page](#)

From: Jennifer Wagner <[REDACTED]>
Sent: Saturday, August 14, 2021 9:28 AM
To: COB_mail <COB_mail@pima.gov>; District1 <District1@pima.gov>; DIST2 <DIST.2@pima.gov>; District3 <District.3@pima.gov>; District4 <District4@pima.gov>; District5 <District5@pima.gov>
Subject: Mask mandate and vaccine incentives

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Good morning Board of Supervisors -

I am writing to you to ask that you vote to institute a mask mandate in K-12 schools. As of 9am yesterday, the county had already recorded almost 500 cases of confirmed COVID-19 in the schools and most had only been in session less than 2 weeks. Considering exponential growth, we can expect much higher numbers in the weeks to come, especially since only one district has had the courage to issue a mask mandate. I do understand there is an unconstitutional law currently on the books, but I would expect our judicial system to rectify that soon and we could have our mandate already in place when that happens.

06/16/2021 11:47:00 AM
JW

I am also encouraging you to vote on the incentive/disincentive program proposed for Pima County employees. While I don't know that a lot of employees will choose to get vaccinated if they haven't already been convinced by the overwhelming science, those who get sick going forward are going to cost the county a large sum and they should have to contribute to that due to their unwillingness to do the right thing for the sake of the health of our community and their coworkers.

Thank you,

Jen Wagner, concerned Pima County resident

Bernadette Russell

From: [REDACTED]
Sent: Sunday, August 15, 2021 7:48 PM
To: COB_mail
Subject: God complex huckleberry

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

Chuck Huckleberry has no right or cause to punish our dedicated law enforcement for not getting "the shot" as he is not a medical provider and does not know nor have a right to know the medical background of each current employee.

Huckleberry, you have no right to reward the "good" employees nor should you use tax payer money to incentivize (BRIBE) employees to participate in a medical procedure.

Huckleberry, you are not authorized to financially punish employees who make a considered decision about their own health care, in most cases with the consultation of their physician.

Huckleberry, you seem to have a warped view of who you are and who WE are. We are not children, unable to read and comprehend information and data affecting our own health care. We do NOT need your interference. We do NOT want your "help".

Huckleberry, your threat--and it IS a threat--will penalize law enforcement families financially or rob them of their freedom to choose their own health care choices.

We don't need you, Chuck Huckleberry. We don't need you at all for anything in Pima County.

Peggy Gibson

REC-15714117PCCKE DD

Katrina Martinez

From: Gogirl Susan [REDACTED]
Sent: Monday, August 16, 2021 8:45 AM
To: COB_mail
Subject: Disincentive v incentive

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

Dear Board Of Supervisors,

I hope you will consider this note. I am not directly affected by your decision today. However, I want to weigh in.

The federal government has not mandated the vaccine. Our armed forces are not required to take the vaccine. Life Insurance companies deny claims from the families whose deceased loved one has had the vaccine as it is not FDA approved. Your current employees were not told the vaccine was a requirement yet they were told how they could lower their cost of healthcare. The disincentives are not fair. Incentives for those with the vaccine are fine. However 77% of the department I work in, is already vaccinated.

The Centers for Disease Control and Prevention show people with at least some college have better health than those whom do not. Why isn't a college education required for employment or at least inclusion in the healthcare plan? If you can change the requirements for employment after hire, you could also require a college education which could in no way harm them.

In Gratitude for your consideration,
Susan Shaw

REC-210817PCCAKFID