Date: April 20, 2022

To: The Honorable Chair and Members
   Pima County Board of Supervisors

From: Jan Lesher
       County Administrator

Re: Further Releases of Public Records Related to Former County Administrator

In my April 15, 2022 Memorandum to you, I transmitted all the records that had been compiled to date for a spate of media records requests that had come to the County since news broke April 1 of former County Administrator Chuck Huckelberry having chosen to draw down his State retirement benefits in 2021 before his accident.

I believed those were all the records associated with these requests. Since then, media have submitted other requests related to the records they received and requests for clarification on some of the records they received. Additionally, other parts of the original requests are still being processed so they can be disseminated to the requestors.

Some of these remaining records were released to the media April 18. Those additional transmitted records are attached. I’ve instructed the various County departments still working on records associated with Mr. Huckelberry and yet to be provided to the requestors to remit them to me concurrently with their release to the media so that I may provide them to you. I anticipate another set of records will be provided to you later today.

One of the records provided to the media Monday was in reference to Mr. Huckelberry’s Excess Benefit Distribution from the Arizona State Retirement System (ASRS). Included in the attached records is a copy of the memorandum from ASRS. On Mr. Huckelberry’s pay stubs, there is a line item for "Ret Excess." Mr. Huckelberry overfunded his retirement plan over the course of his employment with the County. ASRS refunds the overage to Pima County monthly, and we then pay Mr. Huckelberry with the appropriate taxes withheld. The County is simply a pass through for ASRS for purposes of taxation.

JKL/dym

Attachments

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
   Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer, Health and Community Services
November 9, 2021

Attn: Payroll
Pima County
130 W Congress 7th Flr
Tucson, AZ 85701

RE: Retirees’ Excess Benefit Distribution, Charles Huckelberry

The Arizona State Retirement System (ASRS) is contacting you regarding a retired member previously employed with Pima County. Our records indicate that your retired employee, Charles Huckelberry, is eligible for excess benefits under the Internal Revenue Code (IRC) Section 415 in the gross amount of $10,167.49 per month. This excess benefit payment is the difference between the full amount of pension provided by state law, the option selected at retirement before the IRC Section 415 limit is applied, and the maximum benefit allowed under limitations imposed by IRC Section 415. The present value of this amount is $1,139,200.15.

The ASRS has established a procedure to facilitate payment of this excess benefit portion to your retired employee. The ASRS will remit the excess benefit monies directly to you each month so that you can administer the disbursement. Essentially, this means your retired employee will receive their pension benefits in two checks, one from the ASRS and one for the excess portion from your payroll system. This method of distribution will meet your earned-income reporting and matching needs. You will be able to track FICA limits and will have end-of-year totals when you need them for tax purposes.

Enclosed you will find a form requesting your banking information and a return envelope. Please complete the form and send it to the ASRS via employer secure messaging or in the return envelope. It is mandatory that the ASRS receive this information from you in order to facilitate the above payment process. Using this information, we will establish the electronic transfer file. Typically it takes approximately four weeks to establish the electronic file and complete test transmissions. When the file is established, the ASRS will transmit an electronic payment directly to you each month from our Excess Benefit Arrangement (EBA) account for each member’s excess benefit payment. If we encounter processing delays, or if the first excess benefit amount includes a retroactive amount, it may be necessary to remit the initial disbursement to you by check.

We will notify each retired member participating in the EBA of the distribution process for this portion of their retirement benefits, and request that they inform your payroll department of any change of address or banking information to assure monthly EBA payments are sent to the correct location.

For further information, please contact Jenifer Gomez-Pabon or our Employer Relations Department at (602) 240-2022.

Sincerely,

ARIZONA STATE RETIREMENT SYSTEM
Enclosures
CD

Employer IRC Section 415

Revised: 12/04/02
### Earnings Statement

**Period Beg/End:** 03/27/2022 - 04/09/2022  
**Advice Date:** 04/15/2022  
**Advice Number:** 0001289541  
**Batch Number:** 108120000

**Huckelberry, Charles H**

#### Earnings

<table>
<thead>
<tr>
<th>Earnings</th>
<th>Rate</th>
<th>Hours</th>
<th>This Period</th>
<th>Year-to-Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sickpayout</td>
<td>140.385</td>
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<td>FANVac</td>
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<td>Regular</td>
<td>0.00</td>
<td></td>
<td>336.92</td>
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<td>35,835.76</td>
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<tr>
<td>Veh Stipen</td>
<td>0.00</td>
<td></td>
<td>2,200.00</td>
<td></td>
</tr>
</tbody>
</table>

#### Gross Pay

| Gross Pay | $17,555.49 | $105,938.77 |

#### Taxes and Deductions

<table>
<thead>
<tr>
<th>Description</th>
<th>This Period</th>
<th>Year-to-Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSVCFE</td>
<td>-10.00</td>
<td>-80.00</td>
</tr>
<tr>
<td>*457 TRAD</td>
<td>-1,038.46</td>
<td>-8,307.68</td>
</tr>
<tr>
<td>*401A</td>
<td>-576.92</td>
<td>-4,615.36</td>
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#### Other Benefits and Information

**Basis of Payment:** Hourly

**Employer Paid Benefits**

<table>
<thead>
<tr>
<th>Plan</th>
<th>Beg Bal</th>
<th>Earned</th>
<th>Token</th>
<th>End Bal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sick</td>
<td>2.87</td>
<td>1.43</td>
<td>4.30</td>
<td>0.00</td>
</tr>
<tr>
<td>Vacation</td>
<td>107.53</td>
<td>0.00</td>
<td>107.53</td>
<td>0.00</td>
</tr>
<tr>
<td>Comp Time</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

#### Important Notes

| Employee Identification Nbr: |

**Deposited to the account of**

Huckelberry, Charles H

**Account Number:**  
**Transit:**  
**ABA:**  
**Amount:** 9815.10

---

**This is not a check**
## Earnings Statement

**Period Beg/End:** 03/27/2022 - 04/09/2022  
**Advice Date:** 04/15/2022  
**Advice Number:** 0001289541  
**Batch Number:** I08120000

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<tr>
<td>Net Pay:</td>
<td>$9,815.10</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Excluded from federal taxable wages

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**Pima County**  
130 West Congress St  
Tucson, AZ 85701

---

**PCSSEB 000050970**

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**THIS IS NOT A CHECK**
New Retirement Ending Payroll Verification Form

Fill out the following information in order to complete the pending request and verify the pre-filled information. Fields marked with asterisk(*) are required.

You have 30 minutes to fill this form out, please use the SAVE button to avoid losing work.

Member Information

SSN

Full Name
Huckelberry, Charles

Termination Date *

Or

Last Day of ASRS membership *
07/03/2021

Or

Not Applicable *

Total Salary Paid

Amount paid to member during their last fiscal year

Total Salary Paid*
$13,596.49

Regular (Base) Compensation

List the member’s regular wages for the last three (3) payrolls and include any balance of contract, if applicable.

*Do not include termination payments in this section

<table>
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<tr>
<th>Pay Period Ending Date (mm/dd/yyyy)</th>
<th>Gross</th>
<th>Retirement Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/03/2021</td>
<td>$13,596.49</td>
<td>$1,661.49</td>
</tr>
<tr>
<td>06/19/2021</td>
<td>$13,046.49</td>
<td>$1,570.8</td>
</tr>
<tr>
<td>06/05/2021</td>
<td>$13,596.48</td>
<td>$1,637.02</td>
</tr>
</tbody>
</table>

Add Row

Other Compensation
List all lump sum and periodic payments paid in the last five(5) years that were not regular wages. Identify the payment type (annual, sick, early retirement incentive, termination pay).

For detailed information on the payment types click on the following link Payment Types Document (https://www.azsrs.gov/sites/default/files/pdf/ASRSCompensationTypesDefinition.pdf).

*Do not include amounts withheld for Long Term Disability*

<table>
<thead>
<tr>
<th>Pay Period Ending Date (mm/dd/yyyy)</th>
<th>Gross</th>
<th>Payment Type</th>
<th>Retirement Contributions</th>
</tr>
</thead>
</table>

Add Row

**Notes and comments to ASRS**

The member has reduced hours to comply with the 2020 rule.

(Please limit the comments to a maximum of 10,000 characters)

9940 characters left

**Employer Information and Certification of Authorized Employer Representative**

Employer Name: Pima County
ASRS Employer Number: 210200
ASRS Phone Number: 520-740-8738
Title: Principal Accountant
Email Address: Liz.Mesa@pima.gov
Employer User Name: Mesa. Elizabeth
Last Submitted by: Mesa. Elizabeth

✓ Employer Certification

- Any person who knowingly makes any false statement, or who falsifies or permits to be falsified any record of the retirement plan with an intent to defraud the plan, is guilty of a Class 6 felony pursuant to Arizona Revised Statutes § 38-793.
- I certify that I am the employer user named above and my title and contact information is current and correct.

Save    Submit    Cancel
April 18, 2022

Nicole Ludden
AZ Daily Star

RE: Public Records R001799-040622 (Department of Finance & Risk Management Response)

Describe the Record(s) Requested:
The total amount of money paid out to Chuck Huckelberry at the termination of his contract with Pima County with sources and type of funds defined (sick, vacation, time off leave). Any and all documents and contracts related to the retirement of Chuck Huckelberry, including those sent to the Arizona State Retirement System. Any and all documents related to a change in work status of Chuck Huckelberry, including from a direct employee to contractor.

Responsive documents to this request from the Department of Finance & Risk Management:

1. The total amount of money paid out to Chuck Huckelberry at the termination of his contract with Pima County with sources and type of funds defined (sick, vacation, time off leave).

We have provided the redacted final pay stub that includes the final payout of accrued leave balances as our response for this item. Explanations of the earnings and deduction codes visible on the final pay stub are provided below.

<table>
<thead>
<tr>
<th>Earnings/Deduction Code</th>
<th>Description of Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract</td>
<td>Contractual Earnings noted in employee’s contract see item 4.</td>
</tr>
<tr>
<td>RET EXCESS</td>
<td>Employee overfunded his retirement plan over the course of his employment with the County. ASRS refunds the overage to Pima County on monthly basis. Reimbursement payments are processed with the appropriate taxes withheld. Employee will receive W2 with excess retirement included.</td>
</tr>
<tr>
<td>Hol Ben Py</td>
<td>Holiday Benefit Payment per Personnel Policy 8-102.</td>
</tr>
<tr>
<td>PanVac</td>
<td>Pandemic Vacation Leave – hours converted if employee did not use their pandemic leave during the timeframe of 03/15/20 - 07/06/21.</td>
</tr>
<tr>
<td>Veh Stipen</td>
<td>Vehicle Stipend per contract - 4b.</td>
</tr>
<tr>
<td>Chavez Day</td>
<td>Day of Observation per Personnel Policy 8-107.</td>
</tr>
<tr>
<td>Sickpayout</td>
<td>Per contract - 4e.</td>
</tr>
<tr>
<td>Vac Payout</td>
<td>Per contract - 4e.</td>
</tr>
<tr>
<td>PK AL 1</td>
<td>Fee for reserved garage parking.</td>
</tr>
<tr>
<td>GSVCDFE</td>
<td>Garage service fee charged for employees who have electric car.</td>
</tr>
<tr>
<td>ASRS</td>
<td>Arizona State Retirement</td>
</tr>
<tr>
<td>ASRLTD</td>
<td>Arizona State Retirement Long Term Disability</td>
</tr>
<tr>
<td>457 TRAD</td>
<td>Employee’s contribution to a traditional 457 retirement plan</td>
</tr>
<tr>
<td>401A</td>
<td>Employee’s contribution to a 401A retirement plan</td>
</tr>
</tbody>
</table>
2. Any and all documents and contracts related to the retirement of Chuck Huckelberry, including those sent to the Arizona State Retirement System.

Attached is the New Retirement Ending Employee Verification Form returned to ASRS by Finance & Risk Management Central Payroll staff. We have also included a copy of the ASRS Retire IRC 415 Letter. These are the only documents Finance & Risk Management has related to this part of the request.

3. Any and all documents related to a change in work status of Chuck Huckelberry, including from a direct employee to contractor.

Finance & Risk Management has no responsive documents to this part of the request.

It is the practice of the Department of Finance and Risk Management to redact confidentially and protected information contained within the documents provided to include, but not limited to, employee identification number, address, bank information, voluntary employee deductions, etc.

Submitted on Behalf of the Department of Finance and Risk Management.

Sam Correa
Deputy Director
Department of Finance & Risk Management
(520) 724-4001
New Retirement Ending Payroll Verification Form

Fill out the following information in order to complete the pending request and verify the pre-filled information. Fields marked with asterisk(*) are required.

You have 30 minutes to fill this form out, please use the SAVE button to avoid losing work.

Member Information

SSN

Full Name
Huckelberry, Charles

Termination Date *

Or

Last Day of ASRS membership *
07/03/2021

Or

Not Applicable *

Total Salary Paid

Amount paid to member during their last fiscal year

Total Salary Paid*
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Regular (Base) Compensation

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<tbody>
<tr>
<td>Add Row</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes and comments to ASRS

The member has reduced hours to comply with the 20/20 rule.

(Please limit the comments to a maximum of 10,000 characters)

9940 characters left

Employer Information and Certification of Authorized Employer Representative

Employer Name
ASRS Employer Number
ASRS Phone Number
Title
Email Address
Employer User Name
Last Submitted by

✔ Employer Certification
- Any person who knowingly makes any false statement, or who falsifies or permits to be falsified any record of the retirement plan with an intent to defraud the plan, is guilty of a Class 6 felony pursuant to Arizona Revised Statutes § 38-793.
- I certify that I am the employer user named above and my title and contact information is current and correct.
April 18, 2022

Dr. JoAnn di Filippo

RE: Public Records R001797-040522 (Department of Finance & Risk Management Response)

Describe the Record(s) Requested:
Please provide copies of any and all "Return to Work" (RTW) forms verified and approved by the authorized Pima County representative for and/or on behalf of retired employee Chuck Huckelberry and submitted to the Arizona State Retirement System during the period May 1, 2021, through the day of this request (April 5, 2022). If no form is available, please identify the authorized Pima County representative who verified and approved the RTW form(s) and/or information request submitted by the retired employee Chuck Huckelberry, the date of each approval, and date information was submitted to the Arizona State Retirement System during the period May 1, 2021 through the day of this request (April 5, 2022).

Your response indicated that “that no records were found.” Please identify to which of the above issues (No. 1 and/or No. 2) you are responding to with your answer. Please be aware that ASRS requirements stipulate specific conditions and requirements for employees desirous of returning to work after completing retirement. ASRS Return to Work requirements specifically state: “Retired members are required to use the Working After Retirement tool (found on the ASRS website, available through the employee’s online ASRS account). The electronic form is required for new retirees accepting employment at an ASRS employer and for current retirees who have a change in their work status.” Further ASRS retirement requirements stipulate that “it is the member’s responsibility to ensure compliance with the ASRS Return to Work rules and statutes. Failure to do so can result in suspension of benefits and repayment of unlawfully paid benefits. The ASRS has a new Working After Retirement tool in your myASRS secure pages that can assist members and retirees in this process.” Inasmuch as Mr. Huckelberry is collecting a monthly pension from the ASRS (as noted by multiple media outlets and not disputed by the Board of Supervisors at the April 5, 2022 Supervisors’ meeting), and Mr. Huckelberry was required to comply with the Return to Work requirements, it is reasonable to assume Mr. Huckelberry complied with and submitted a Return to Work form through the ASRS which was subsequently sent to Pima County for verification and approval. This electronic form request was required to be verified and approved by an authorized member of Pima County (either staff or board), and said verification and approval was thereafter required to be submitted to ASRS granting Mr. Huckelberry approval to work full-time (40 hours per week) for up to 19 weeks. A subsequent Return to Work request was required to be filed again from Mr. Huckelberry to Pima County to ASRS within thirty days of expiration of the 19 weeks requesting a reduction in work hours not to exceed 19 hours per week for 33 weeks. Therefore, at a minimum
Dr. JoAnn di Filippo
RE: Public Records R001797-040522 (Department of Finance & Risk Management Response)
April 18, 2022

the information requested in issue No. 2 above must be available as Mr. Huckelberry would otherwise be in violation if he did not comply with the Return to Work requirements while collecting a pension and working full-time/part-time at the county post his retirement date of July 4, 2022 without filing a Return to Work form. Someone from the county approved Mr. Huckelberry’s Return to Work forms at least twice: first, for the full-time request within 30 days of retirement; and secondly, within 30 days of the reduction of work hours to 19 hours per week. Again, I specifically requested in my initial public records request that: If no form is available, please identify the authorized Pima County representative who verified and approved the RTW form(s) and/or information request submitted by the retired employee Chuck Huckelberry, the date of each approval, and date information was submitted to the Arizona State Retirement System during the period May 1, 2021 through the day of this request (April 5, 2022). Please comply with producing the information requested in this public records request. Thank you for your attention to this matter. JoAnn di Filippo, PhD

Department of Finance & Risk Management respose to this request:

In response to “issues” No. 1 and No. 2 as noted in your request shown above, the Department of Finance and Risk Management does not have a “Return to Work” form for the requested former employee. Finance & Risk Management does not submit this form to ASRS, as submitting this form is the responsibility of the retiring employee.

We have attached the New Retirement Ending Payroll Verification Form as this is the document that Finance was required to submit to ASRS once the employee initiated his retirement from ASRS.

Submitted on Behalf of the Department of Finance and Risk Management.

Sam Correa
Deputy Director
Department of Finance & Risk Management
(520) 724-4001
November 9, 2021

Attn: Payroll
Pima County
130 W Congress 7th Flr
Tucson, AZ 85701

RE: Retirees’ Excess Benefit Distribution, Charles Huckelberry

The Arizona State Retirement System (ASRS) is contacting you regarding a retired member previously employed with Pima County. Our records indicate that your retired employee, Charles Huckelberry, is eligible for excess benefits under the Internal Revenue Code (IRC) Section 415 in the gross amount of $10,167.49 per month. This excess benefit payment is the difference between the full amount of pension provided by state law, the option selected at retirement before the IRC Section 415 limit is applied, and the maximum benefit allowed under limitations imposed by IRC Section 415. The present value of this amount is $1,139,200.15.

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Enclosed you will find a form requesting your banking information and a return envelope. Please complete the form and send it to the ASRS via employer secure messaging or in the return envelope. It is mandatory that the ASRS receive this information from you in order to facilitate the above payment process. Using this information, we will establish the electronic transfer file. Typically it takes approximately four weeks to establish the electronic file and complete test transmissions. When the file is established, the ASRS will transmit an electronic payment directly to you each month from our Excess Benefit Arrangement (EBA) account for each member’s excess benefit payment. If we encounter processing delays, or if the first excess benefit amount includes a retroactive amount, it may be necessary to remit the initial disbursement to you by check.

We will notify each retired member participating in the EBA of the distribution process for this portion of their retirement benefits, and request that they inform your payroll department of any change of address or banking information to assure monthly EBA payments are sent to the correct location.

For further information, please contact Jenifer Gomez-Pabon or our Employer Relations Department at (602) 240-2022.

Sincerely,

ARIZONA STATE RETIREMENT SYSTEM
Enclosures
CD

Employer IRC Section 415

Revised: 12/04/02
**Earnings Statement**

**Pima County**
130 West Congress St
Tucson, AZ 85701

**Huckelberry, Charles H**

**Period Beg/End:** 03/27/2022 - 04/15/2022  
**Advice Date:** 04/15/2022  
**Advice Number:** 0001289541  
**Batch Number:** I08120000

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<td></td>
<td>1,624.24</td>
<td></td>
</tr>
<tr>
<td>Veh Stipen</td>
<td>0.00</td>
<td></td>
<td>2,200.00</td>
<td></td>
</tr>
</tbody>
</table>

---

**Gross Pay:** $17,555.49  
**$105,938.77**

---

### Taxes and Deductions

<table>
<thead>
<tr>
<th>Plan</th>
<th>Beg Bal</th>
<th>Earned</th>
<th>Taken</th>
<th>End Bal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sick</td>
<td>2.87</td>
<td>1.43</td>
<td>4.30</td>
<td>0.00</td>
</tr>
<tr>
<td>Vacation</td>
<td>107.53</td>
<td>0.00</td>
<td>107.53</td>
<td>0.00</td>
</tr>
<tr>
<td>Comp Time</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

---

### Important Notes

**Employee Identification Nbr:**

---

**Deposited to the account of:**

Huckelberry, Charles H

**Account Number:**

**Transit:**

**ABA:**

**Amount:** 9815.10

---

© 2023 A victory in Data Processing (Victory)
## Earnings Statement

Earnings | Rate | Hours This Period | Year-to-Date
--- | --- | --- | ---
Net Pay: | | $9,815.10 |

* Excluded from federal taxable wages

### Other Benefits and Information

- **Period Beg/End:** 03/27/2022 - 04/09/2022
- **Advice Date:** 04/15/2022
- **Advice Number:** 0001289541
- **Batch Number:** I08120000

---

**Pima County**

130 West Congress St

Tucson, AZ 85701

---

THIS IS NOT A CHECK
New Retirement Ending Payroll Verification Form

Fill out the following information in order to complete the pending request and verify the pre-filled information. Fields marked with asterisk (*) are required.

You have 30 minutes to fill this form out, please use the SAVE button to avoid losing work.

Member Information

SSN

Full Name
Huckelberry, Charles

Termination Date *

Or

Last Day of ASRS membership *
07/03/2021

Or

Not Applicable *

Total Salary Paid

Amount paid to member during their last fiscal year

Total Salary Paid*  
$13,596.49

Regular (Base) Compensation

List the member's regular wages for the last three (3) payrolls and include any balance of contract, if applicable.

*Do not include termination payments in this section

<table>
<thead>
<tr>
<th>Pay Period Ending Date</th>
<th>Gross</th>
<th>Retirement Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>07/03/2021</td>
<td>$13,596.49</td>
<td>$1,661.49</td>
</tr>
<tr>
<td>06/19/2021</td>
<td>$13,046.49</td>
<td>$1,570.8</td>
</tr>
<tr>
<td>06/05/2021</td>
<td>$13,596.48</td>
<td>$1,637.02</td>
</tr>
</tbody>
</table>

Add Row

Other Compensation
List all lump sum and periodic payments paid in the last five(5) years that were not regular wages. Identify the payment type (annual, sick, early retirement incentive, termination pay).
For detailed information on the payment types click on the following link Payment Types Document (https://www.azarsrs.gov/sites/default/files/pdf/ASRSCompensationTypesDefinition.pdf).

*Do not include amounts withheld for Long Term Disability

<table>
<thead>
<tr>
<th>Pay Period Ending Date (mm/dd/yyyy)</th>
<th>Gross</th>
<th>Payment Type</th>
<th>Retirement Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Add Row</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes and comments to ASRS

The member has reduced hours to comply with the 20/20 rule.

(Please limit the comments to a maximum of 10,000 characters)
9940 characters left

Employer Information and Certification of Authorized Employer Representative

<table>
<thead>
<tr>
<th>Employer Name</th>
<th>Pima County</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASRS Employer Number</td>
<td>210200</td>
</tr>
<tr>
<td>ASRS Phone Number</td>
<td>520-740-8738</td>
</tr>
<tr>
<td>Title</td>
<td>Principal Accountant</td>
</tr>
<tr>
<td>Email Address</td>
<td><a href="mailto:Liz.Mesa@pima.gov">Liz.Mesa@pima.gov</a></td>
</tr>
<tr>
<td>Employer User Name</td>
<td>Mesa, Elizabeth</td>
</tr>
<tr>
<td>Last Submitted by</td>
<td>Mesa, Elizabeth</td>
</tr>
</tbody>
</table>

√ Employer Certification
- Any person who knowingly makes any false statement, or who falsifies or permits to be falsified any record of the retirement plan with an intent to defraud the plan, is guilty of a Class 6 felony pursuant to Arizona Revised Statutes § 38-793.
- I certify that I am the employer user named above and my title and contact information is current and correct.

Save        Submit        Cancel
April 18, 2022

Dylan Smith
Tucson Sentinel

RE: Public Records R001823-041222 (Department of Finance & Risk Management Response)

Describe the Record(s) Requested:

Hi Jan and Mark, Despite our receipt this afternoon of an email from county officials described as a "full response" to our records requisition regarding Charles "Chuck" Huckelberry, it's readily apparent that all of the documents that should have been provided have not actually been released to us. Please consider this email to be an extension of our March 31 email regarding records, incorporated below. In particular, I find it hard to fathom that repeated changes to Huckelberry's status and pay were made without any "Personnel Action/Change Form" being filled out and signed. The most recent such form that was released to us is dated 1/19/2021. Surely there are such forms related to his retirement and change of hours to conform to the 20/20 Rule. All such forms are, under Pima County policies, required to be contained within the "official personnel file" maintained by Human Resources. Were these forms contained in that file? If not, why? If they were, why were they not promptly released? Please provide them, along with any other such forms, as well as any and all other documents that directed and substantiated those changes to Huckelberry's status and pay. If there is a "personnel file" pertaining to Huckelberry held by any other Pima County office, including but not limited to the County Administrator's Office, please provide those records. Additionally, no "Accrual Disbursement/Payout Request Form" was released to us. Please provide that, along with all documentation related to Chuck Huckelberry's retirement, including all letters, emails, memos, forms and other records related to his "overpayment" of funds to the Arizona State Retirement System, and the county's arrangement to repay those funds to him, for the period Oct. 1, 2020 through April 11, 2022. Provide any and all correspondence and documents related to Huckelberry sent to or received from the Arizona State Retirement System, for the period Oct. 1, 2020 through April 11, 2022. Further, our original records requisition, sent to you on March 31, 2022, applied to records through that date. Please consider that requisition to now apply to any and all responsive records through April 11, 2022. Additionally, please provide future responsive records, on an ongoing basis, promptly as they are generated, including but not limited to payroll records. I seek clarification regarding what the "contract" line of Huckelberry's recent earnings statements refers to. For reference, the statement for 10/24/21-11/06/21 indicates $1,815.72 was paid for "contract." The statement for pay periods from this year each indicate $1,857.69 was paid for "contract." Which specific parts of the former county administrator's contract are connected to those amounts? Additionally, which Human Resources and other personnel records/files which are normally updated when an employee changes their status, such as a retirement/return to work change, and 20/20 Rule hours adjustment, were not promptly updated when these changes were made regarding Huckelberry? Was any direction given to Pima County staffers to not make such changes? By whom? If such direction was made in written form, please provide those documents (including but not limited to emails, memos, and all other records). Thanks very much for your prompt action regarding these documents and questions. I look forward to discussing your plans for future actions on several other county initiatives very soon.
The Department of Finance & Risk Management is responding to the items included in this request as noted below:

Finance & Risk Management has no responsive documents to this part of the request.

1. Additionally, no "Accrual Disbursement/Payout Request Form" was released to us.

Finance & Risk Management has no responsive documents to this part of the request. As Mr. Huckelberry's contract includes the payout parameters of his leave banks, no form is required.

2. Please provide that, along with all documentation related to Chuck Huckelberry's retirement, including all letters, emails, memos, forms and other records related to his "overpayment" of funds to the Arizona State Retirement System, and the county's arrangement to repay those funds to him, for the period Oct. 1, 2020 through April 11, 2022.

Attached is the New Retirement Ending Employee Verification Form returned to ASRS by Finance & Risk Management Central Payroll staff. We have also included a copy of the ASRS Retire IRC 415 Letter. These are the only documents Finance & Risk Management has related to this part of the request.

3. Provide any and all correspondence and documents related to Huckelberry sent to or received from the Arizona State Retirement System, for the period Oct. 1, 2020 through April 11, 2022.

See item #2 above. These are the only documents Finance & Risk Management has related to this part of the request.

4. Additionally, please provide future responsive records, on an ongoing basis, promptly as they are generated, including but not limited to payroll records.

We have provided the redacted final pay stub that includes the payout of accrued leave balances as our response for this item. Explanations of the earnings and deduction codes visible on the final pay stub are provided below.

<table>
<thead>
<tr>
<th>Earnings/Deduction Code</th>
<th>Description of Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract</td>
<td>Contractual Earnings noted in employee's contract see item 4.</td>
</tr>
<tr>
<td>RET EXCESS</td>
<td>Employee overfunded his retirement plan over the course of his employment with the County. ASRS</td>
</tr>
</tbody>
</table>
refunds the overage to Pima County on monthly basis. Reimbursement payments are processed with the appropriate taxes withheld. Employee will receive W2 with excess retirement included.

<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hol Ben Py</td>
<td>Holiday Benefit Payment per Personnel Policy 8-102.</td>
</tr>
<tr>
<td>PanVac</td>
<td>Pandemic Vacation Leave – hours converted if employee did not use their pandemic leave during the timeframe of 03/15/20 - 07/06/21.</td>
</tr>
<tr>
<td>Veh Stipen</td>
<td>Vehicle Stipend per contract - 4b.</td>
</tr>
<tr>
<td>Chavez Day</td>
<td>Day of Observation per Personnel Policy 8-107.</td>
</tr>
<tr>
<td>Sickpayout</td>
<td>Per contract - 4e.</td>
</tr>
<tr>
<td>Vac Payout</td>
<td>Per contract - 4e.</td>
</tr>
<tr>
<td>PK AL 1</td>
<td>Fee for reserved garage parking.</td>
</tr>
<tr>
<td>GSVCFE</td>
<td>Garage service fee charged for employees who have electric car.</td>
</tr>
<tr>
<td>ASRS</td>
<td>Arizona State Retirement</td>
</tr>
<tr>
<td>ASRLTD</td>
<td>Arizona State Retirement Long Term Disability</td>
</tr>
<tr>
<td>457 TRAD</td>
<td>Employee’s contribution to a traditional 457 retirement plan</td>
</tr>
<tr>
<td>401A</td>
<td>Employee’s contribution to a 401A retirement plan</td>
</tr>
</tbody>
</table>

5. I seek clarification regarding what the "contract" line of Huckelberry’s recent earnings statements refers to. For reference, the statement for 10/24/21-11/06/21 indicates $1,815.72 was paid for "contract." The statement for pay periods from this year each indicate $1,857.69 was paid for "contract." Which specific parts of the former county administrator's contract are connected to those amounts?

"Contract" includes the base salary listed in the contract in addition to the maximum contributions included in sections 4(f) and 4(g). Please note that these contributions are subject to change, which accounts for the year-to-year variation in Mr. Huckelberry’s contract pay, as you’ve stated above.

(f) In addition to the salary paid to Employee pursuant to Paragraph 3 of this Agreement, the County shall annually pay to Employee an amount equal to the maximum net deferred compensation contribution allowed by the Internal Revenue Code each tax year this Agreement is in effect for the 457(b) Deferred Compensation Plan ($26,000 for 2021) that is offered to employees of the County who are members of the Arizona State Retirement System and shall annually pay to Employee an amount equal to a $15,000.00 contribution to Employee’s 401(a) Supplemental Retirement Savings Plan account.

(g) The County shall provide Employee with such other benefits as are available to other employees and staff of the County, as well as those benefits customarily provided to the Pima County Administrator; and shall annually pay to Employee the maximum amount of Health Savings Account contribution allowable under federal tax law ($8,200 for 2021).
6. Additionally, which Human Resources and other personnel records/files which are normally updated when an employee changes their status, such as a retirement/return to work change, and 20/20 Rule hours adjustment, were not promptly updated when these changes were made regarding Huckelberry? Was any direction given to Pima County staffers to not make such changes? By whom? If such direction was made in written form, please provide those documents (including but not limited to emails, memos, and all other records).

Finance & Risk Management has no responsive documents to this part of the request.

It is the practice of the Department of Finance and Risk Management to redact confidentially and protected information contained within the documents provided to include, but not limited to, employee identification number, address, bank information, voluntary employee deductions, etc.

Submitted on Behalf of the Department of Finance and Risk Management.

Sam Correa
Deputy Director
Department of Finance & Risk Management
(520) 724-4001
Good morning,

In regards to Public Records Request No. R001833-041522, where you requested:

*I am requesting all payments made to Chuck Huckelberry from March 1, 2022, to April 15, 2022, with the source and type of each payment listed.*

The following response has been provided by the Finance and Risk Department:

*All responsive records from Finance & Risk for the dates requested are available via R001792-040522 and R001799-040622.*

Thank you,
Clerk of the Board
520-724-8449