



---

# MEMORANDUM

---

Date: April 29, 2011

To: The Honorable Chairman and  
Pima County Board of Supervisors

From: C.H. Huckelberry  
County Administrator

A handwritten signature in black ink, appearing to be "CHH", is written over the printed name "C.H. Huckelberry".

Re: **Disposition of Age Discrimination Complaints Related to Discontinuance of the Early Retiree Medical Insurance Option**

Attached please find a list of early retirees who filed age discrimination complaints against the County, either with the Civil Rights Division of the State Attorney General's Office or the US Equal Employment Opportunity Commission. These agencies reviewed these matters and have issued their findings.

Regarding the allegations in the cases before the US Equal Opportunity Commission, those employees listed in the attachment have been notified that, "Based on its investigation, the EEOC is unable to conclude that the information contained establishes violation of statutes."

In the cases of the early retirees who filed discrimination complaints with the State, the determination has been made that, "Based upon its investigation the Civil Rights Division has concluded that the information obtained is not sufficient to establish violations of the statutes and has determined that further investigation is unlikely to produce such evidence."

If the Board has any questions regarding these findings or their implications, please feel free to contact me.

CHH/mjk

Attachment

c: Gwyn Hatcher, Human Resources Director  
Leslie Lynch, Deputy County Attorney

2010 RETIREES – AGE CHARGES FILED BASED ON MEDICAL INSURANCE

Case Number	Name	Status	Basis	Date Filed
T10-0762	Bushman, Suzanne Dismissed 4/21/2011	Superior Court Retiree	Age	06/17/10
T10-0766 35A-2010-00558C	Humphrey, James M. Dismissed 4/21/2011	Retiree	Age	06/23/10
T-10-0861	Terpstra, Carol Dismissed 4/21/2011	Retiree	Age	07/19/10
T10-0891	Wise, David Dismissed 4/21/2011	Retiree	Age	07/26/10
T10-0892	Wise, Virginia Dismissed 4/21/2011	Retiree	Age	07/26/10
T10-0897	Dyer, Linda Dismissed 4/21/2011	Retiree	Age	08/04/10
T10-0906	Trozzi, Linda Dismissed 4/21/2011	Retiree	Age	08/05/10
T10-0907	Wittels, Carol Dismissed 4/21/2011	Retiree	Age	08/05/10
T10-0908	Trozzi, Alfred Dismissed 4/21/2011	Retiree	Age	08/05/10
T10-0910	D'Alesio, Nancy Dismissed 4/21/2011	Retiree	Age	08/05/10
T10-0912	Formby, Carl Dismissed 4/21/2011	Retiree	Age	08/05/10
T10-0922	Cannon, Anne M. Dismissed 4/21/2011	Retiree	Age	08/06/10
T10-0923	Hulette, Elizabeth Dismissed 4/21/2011	Retiree	Age	08/06/10
T10-0924	Micena, Anne Dismissed 4/21/2011	Retiree	Age	08/06/10
T10-0925	Micena, John Dismissed 4/21/2011	Retiree	Age	08/06/10
35A-2011-00001	Trapp, Martha Dismissed 1/21/11 EEOC	Retiree	Age	11/10/10 (10/5/10 filed with ACRD referred by ACRD to EEOC)
T10-137 35A-2011-00139C	Villabrille, Sue Ellen Dismissed 2/14/2011 EEOC	Retiree	Age	12/13/10 (12/1/2010 filed with ACRD referred by ACRD to EEOC)