

Dear State Employee:

My name is Tom Scheppers and I'm running for State Representative in Callaway County. I am sending you this letter because I believe I can identify with the needs and concerns of State employees, and I want to do something about them. I was employed by the State of Missouri for 11 years before starting my own business. My wife, Karen, is also a former Missouri State employee with nearly 10 years of service. As a parent of four children, I know the difficulties in trying to provide a good life for our children and still provide essential necessities for the family. The price of gasoline, combined with the increasing cost of food and utilities, makes it more difficult to maintain a comfortable lifestyle based on the fixed pay from State employment.

I Believe State Employees Deserve Better Pay.

Merit raises should be functional. A deserving employee should be compensated for a job well done. Exceptional employees reaching the top of their pay scale should be evaluated for continued advancement. Too many hard working employees are over-burdened without fair compensation. Employees deserve an annual cost of living increase to keep pace with rising costs. Cost of living increases should not only be a percentage increase but should also contain a fixed, across-the-board amount as well. The lowest paid employees have a harder time keeping pace with rising costs when cost of living increases are based on percentage of pay. Escalating gas and utility costs are not based on a percentage of your pay.

I Believe State Employees Deserve Better Benefits.

In previous years, more benefit options were offered. Today, employees should have more choices among their health insurance providers. Increased retirement savings can be encouraged by increasing matching benefits with Deferred Compensation. For over 2 decades, only \$25 per month was matched by the State for Deferred Compensation. This amount was recently increased to \$35 but it should be increased further. Additionally, many employees have a need for childcare. With rising costs exceeding pay increases, other benefits, like childcare should be evaluated.

I Believe State Employees Should Not be Victims of Political Gain.

History shows that State Employees have never benefited well under either political party in power. State Employees' pay, benefits, and job security should not be a means to reduce spending by politicians. Reduced spending in government can be achieved by cutting excessive government waste and senseless spending -- not jobs or benefits.

While working for the State, I've seen wasteful spending within our department and management styles that promote favoritism. Agencies have a senseless goal to spend any and all remaining money in a budget before the end of the fiscal year so that they may get the same or more money next year. Meanwhile, employees could benefit from money remaining in a budget. Excess money could be used for a job well done or an increase in pay to keep pace with the non-government pay sector. There are countless opportunities to make government more efficient without jeopardizing State employees.

Management needs accountability. I've seen the wrong person put in a management position resulting in fellow employees coping with a poor decision for a very long time. Bad managers and incompetence can decrease morale, productivity and distort the State employee image.

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I Want Your Input.

State Employees, and all employees in general, need good representation at the Capitol. Frankly, you may be like a lot of people that just don't care about politics. Like I mentioned earlier, State Employees have not fared well under either political party. I did not notice any significant benefit under either party while I worked for the State. Even under previous administrations that excessively spent our tax dollars and created huge debts, State Employees did not get significant increases. Due to the publicized greed and corruption of some government officials, I know many people that do not vote in all elections and I know a few people that are not even registered to vote. Many people agree with my feelings that we vote by choosing the lesser of two evils. I am not like any other candidate running for office. I am not choosing to run for office for personal gain. With my work experience and education, I want to put common sense back into our government and build a stronger foundation for future generations.

I've enclosed a short questionnaire in order to get your input as a State Employee. I believe State employees deserve an equal voice at the Capitol just like any other working taxpayer. Please fill this out or complete it on my website. If you know a fellow state employee in our district that did not receive this letter, please pass this information on to them. I value each person's input.

My Pitch to You.

I've always worked for a living and consider myself blessed to be where I am today, especially as a parent with four children. I think many politicians and many regulations do not have the working taxpayer's best interest in mind. I have worked hard for a living and will continue to work hard as your representative.

Unlike any other candidate, I am a former Missouri State employee, vested in the Missouri State Employee's Retirement System (MOSERS), and maintain an active account in the State Deferred Compensation Program. I've personally shared some of the same experiences that other State employees have had while employed with the State. You may call me on issues and I will most likely understand your concerns better than other candidates.

Conclusion

Because of my family values, my Christian beliefs, my resistance to the ongoing abuse of the government to force social changing agendas on working taxpayers, and the radical ideas in the new Democratic Party, I chose to run on the Republican Ticket. In order for me to be an option for you to vote in the general election in November, I need your vote in the Republican Primary Election on August 5th. Your vote will not elect anyone to office, but it will place my name on the ballot in November. As a hard-working, common citizen trying to represent common people that work for a living, I would appreciate your effort to vote for me. I hope to address the needs of State Employees and achieve the acknowledgement and respect they deserve from other lawmakers at the Capitol in Jefferson City.

Results of the attached survey will be posted and updated on my website, as well as how I stand on other important issues. Please visit my website at www.tom4rep.com. If you have any questions, please call my cell phone at (573) 291-9355 or email at mail@tom4rep.com.

Sincerely,



Tom Scheppers
Candidate, District 20 Callaway County

Questionnaire For State Employees

Your response is important and each response is an indication that this is an important topic for State employees. Your identity is not required. Please feel free to contact me if you like. Your identity will remain confidential.

1. Do you work with an incompetent employee that does not deserve a job in your section?
YES _____ NO _____
2. Have you encountered a manager that is unsuitable for the management position?
YES _____ NO _____
3. Would you favor a Sales Tax amnesty day for State employees? Any State Employee with a valid ID would be able to purchase items without paying sales tax for one day every year.
YES _____ NO _____
4. Would you favor daycare and other benefits for employee's children?
YES _____ NO _____
5. Would you favor daycare and other benefits for employees' children for below average income employees only?
YES _____ NO _____
6. In addition to health insurance, would you favor State-paid regional health nurses or funding to county health departments for easy access to minor health concerns?
YES _____ NO _____
7. Do you think the state politicians have neglected State Employee salary and insurance issues?
YES _____ NO _____
8. Do you think you have job security with no threat of layoff?
YES _____ NO _____
9. Do you see a benefit in your State Representative being a former State employee?
YES _____ NO _____
10. Should State employees be awarded a step increase at least every three years if the employee maintained satisfactory ratings?
YES _____ NO _____
11. As a state employee, do you believe that you should have more choices for state sponsored health plans each year?
YES _____ NO _____

12. Would you like to see the \$25 monthly matching deferred compensation retirement fund increased more than the \$35 amount appropriated this year?

YES _____

NO _____

13. Do you think each State Employee should receive a fixed dollar amount for raises in the future in combination with the percentage increase that was approved this year?

YES _____

NO _____

14. Do you believe State Employees should automatically receive a cost of living increase each year based on the same data that is used to increase state retirees' benefits?

YES _____

NO _____

15. What issues or concerns effecting State Employees or their families need attention?

16. What ideas do you have to make Missouri government more efficient or less costly?

Please mail completed forms to:
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Or Email to mail@tom4rep.com