

AGENDA MATERIAL

DATE 8/21/23 ITEM NO. RA16

Dear Pima County Board of Supervisors,

I am currently a Pima County employee and I have been for the last 15 years. I have real concerns about both Phase 1 and Phase 2 of the job classification and compensation study.

First and foremost, the way Phase 1 was released to employees and then immediately passed a week later is extremely concerning. This is because the document that was released explaining Phase 1 was extremely detailed and complex. I, myself, did not fully understand exactly what the document was proposing, and I know I am not the only employee who felt this way. Still, I asked around and with the help of my work colleagues, I was able to make sense of it. However, before I could speak to my objection, it was passed. I feel like the document should have been explained better to employees in simpler terms since it directly impacts us. We should have been able to easily understand what was going to happen to us in Phase 1.

But yet, here we are. Phase 1 has already been passed and now that the details of Phase 2 have just been released I am yet again confused and concerned.

For one, how does this formula proposed for Phase 2 not penalize employees for earning promotions? If an employee has been with Pima County for 15 years, then that 15 years of service should positively impact the amount of a raise they would get in a much larger way than just 25%. People work hard and spend many years to advance within Pima County, whether that be within their current department or a different department of Pima County. If they are staying with Pima County, then that should count for more than 25%. They are still loyal employees to Pima County, and we shouldn't put a negative spin on people taking steps to advance in their career. We should encourage it.

I am currently an employee with the Pima County Public Library, so I am going to use one of their positions as an example. According to Phase 1, the OSL III classification will no longer exist. Meaning, employees who were OSL III's will now be reclassified. What they will be reclassified to is still unknown as Library Administration has still not provided employees with their new classifications from Phase 1, which to me is problematic. I feel like

employees are being left in the dark. By now employees should have been told what their new classifications will be and whether or not they will receive a raise from Phase 1.

OSL III is an old title in the library system. The system does not hire OSL III's anymore, instead they hire LTA's (at least an LTA is the most similar job title within the library system). So, let's say OSL III's are going to be reclassified as LTA's in Phase 1. For one, their new maximum pay is now lower than what it was when they were OSL III's. Additionally, in Phase 2, all of their years of service are only being factored into the raise they will be receiving by 25%. Now, since they are technically getting a new classification, will they then try to claim that since they have only been in their new classifications starting on September 10th that they will not be receiving a raise in Phase 2? How are these types of situations going to be addressed for people who have just been reclassified? None of this even addresses the fact that OSL III's had to take a test in order to obtain their position. Yet, if we reclassify them as LTA's we are saying they are equal to LTA's. But all OSL III's in the library system have a lot more years of experience so it is unfair to say they are equal to an LTA that has just been hired to the library system and has no experience. All of that experience within the library system and within Pima County needs to count for something. Something more than 25%.

The library system puts a huge emphasis on promoting from within and really encourages their employees to go for promotions and move up the library ladder. We even have a whole team dedicated to "Growing Librarians" which helps library employees prepare for promotions. Which is why, to us library employees this formula proposed in Phase 2 is a huge disappointment. Just because some of us have only been in our current position for a year or 2 does not mean we haven't spent the last 15 years working in Pima County to get there. All of those years of service within Pima County need to be factored in. I would even argue by 100%. Why is there even a need to factor in years within our current position? All that seems to do is lower the amount of a raise we will receive in Phase 2.

Another issue with Phase 2 is that it does not even address the education requirements required to earn a lot of positions within the library system and within Pima County. For example, Library Associates need to obtain a Bachelor's degree before they can even interview to be a Library Associate. Similarly, Librarian's need to earn a Master's degree before they can even apply to be a Librarian 1 and a Librarian 1 cannot become a Librarian 2 until they have held the position of a Librarian 1 for a year and so on and so on. Similarly, a lot of positions within Pima County require advanced degrees or certifications yet the education required to obtain those positions have not been addressed in Phase 1 or Phase 2 of this classification and compensation study.

I ask the board to please vote no on Phase 2. At least until they create a better formula that factors in **all** of the years of service an employee has worked in Pima County. Cutting that down to only a factor of 25% directly penalizes employees that have just received new classifications and promotions. And we should never discourage people from getting promotions and advancing in their career. Also, the education and years of service required in order to obtain those advanced positions should be addressed as well.

Also, it would be helpful, if you made these documents pertaining to the classification and compensation study less confusing and a bit easier to understand. I know I am not the only Pima County employee that finds the format and content of these documents confusing. All employees should be able to easily understand what is happening to them in this classification and compensation transition.

Thank you,

A loyal Pima County Library employee