

AGENDA MATERIAL

DATE 8/21/23 ITEM NO. RA 16

August 17, 2023

Dear Ms. Lesher and the Board –

I am writing to comment on the Classification/Compensation process that I know is entering Phase 2 and have been following the meetings, agendas, and summaries since the beginning.

I have 2 other family members working for Pima County in different divisions. One of those family members is a young adult and I can tell you that the younger employees who don't have a lot of experience find it almost impossible to survive working for the County because of the ARS mandatory deduction they aren't prepared to realize when they start their employment. Then once they are working, they realize that they can't afford to live on a that lesser income and end up looking for new jobs.

In addition to that, the high deductible insurance plan that the County provides keeps anyone with health issues as broke as they can be. Unfortunately for me, I've had 2 years in a row having surgery for 2 different medical issues, and I now owe \$6,000.00 for my out of pocket maximum - 2 years in a row, for a total of over \$12,000.00 in medical bills that the providers are not going to be happy accepting \$25.00-\$50.00 month payments against. I don't know if I can afford to keep incurring out of pocket medical expenses like that because I don't know my future health problems.

Many people in the community think that working for the County is a "cushy" government job. None of us find that to be true. The best benefits that we tell everyone that we have is that the County provides a lot of paid time off between vacation, personal/sick days/ and holidays and in that regard, it's wonderful to have free time to recharge.

I had an idea during the times of Covid – and that was wondering if the County could offer employees the option of taking pay in lieu of some of the floating holidays. Almost every employee that I spoke with all agreed that the Cesar Chavez Day, Juneteenth, and any other floating holidays really only cause backlog in almost every department because so many employees are off specifically, during the month of March and June, and everyone could really use the money instead of a floating holiday. I saw the backlog myself in my division which is the Clerk of Court. My husband works for Parks & Rec, and he saw a backlog caused by everyone having to take their floating holidays between March and June. My son works in Imaging at the Clerk of Court, and likewise, so many employees were off during those 2 months, they too suffered backlog in their departments.

My wish was that we could have the pay in lieu of taking the day off on floating holidays, because we all desperately need the extra money. Especially since we already have so much time off.

Thank you for your time and consideration.

Lori Wiktorek

Courtroom Clerk

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