

Contact Us

Please use the form below to tell us how we can be of assistance.

****Fields marked with an asterisk (*) are required and must be completed before submitting.****

First Name	Gretl
Last Name	Krooksmer
Email	gretlk@pimavocational.org
Address	4751 W Condor Dr
City	Tucson
State	AZ
ZIP Code	85742
Phone	5207249400
Please type the topic or subject of your message:	Countywide Classification and Compensation Study
Your Message	<p>I urge the Board of Supervisors to Approve the proposed salary plan, but also to include a cost of living adjustment. This study was completed by employees before the Fed raised interest rates.</p> <p>Looking at the study, which says that 81% of employees are paid below market rate, it is no wonder Pima County attrition rates are so high. If we want to attract, retain and motivate qualified individuals, you cannot expect to pay them over 9% less than the salary range.</p>
Would you like a response?	Yes

JUL 24 2023 PM 03:55 POC CLK OF PM

mm

Contact Us

Please use the form below to tell us how we can be of assistance.

****Fields marked with an asterisk (*) are required and must be completed before submitting.****

First Name Sydni

Last Name Stout

Email sydni.stout@pima.gov

Please type the topic or subject of your message: BoS Meeting 7/25 Classification and Compensation

Your Message

As a county employee, I urge the Board to consider the results of the study completed by CBIZ and make changes as soon as possible. Many county employees are struggling to survive with the current cost of living and pay raises are imperative to retain the work force. So many of us fall at an income level that doesn't qualify for assistance with food/housing/medical but still are unable to afford our basic needs. While I believe an updated classification system and compensation plan are beneficial to employees and will definitely make Pima County a more desirable employer, the need for a living wage must be addresses immediately. The memorandum dated July 19 states that 81% of job classifications were below the market rate. I have looked into and have found that positions similar to mine that are paying thousands more yearly and include incentive pay and sign on bonuses. While this plan is being implemented, the county will likely continue to lose employees if discrepancies are not corrected quickly. How many employees will have to leave to higher paying jobs to make ends meet while new classifications are being implemented? Pima County needs to act quickly if they want a decrease in turn over percentages.

Would you like a response? Yes

COB - General Contact Form

07/24/2023 4:16 PM (MST)

Contact Us

Please use the form below to tell us how we can be of assistance.

****Fields marked with an asterisk (*) are required and must be completed before submitting.****

First Name Maritza

Last Name Bautista

Email maritza.bautista@pima.gov

Please type the topic or subject of your message: BoS Meeting 7/25

Your Message To the Board of Supervisors,

I thank you for creating a space to consider the need for an increase of wages. I, as an employee, ask that you recognize the fact; plain and simple, the County has faithful employees who do not make enough to thrive (81% of job classifications were found to be below market rate).

Pima County claims to have the best interest in its community, and offers resources to aide those in hardships to get out of the streets and back on their feet. That's wonderful, but why are we focusing only on those outside of the organization when the problem starts from within, with their employees. We are spending more money to fix the problem instead of offering solutions from the start.

This is not to say that if you do not approve an increase of wages that all employees will end up on the streets. But I am suggesting that it is extremely difficult to manage our bills and those of us with high anxiety do have that fear. Place yourself in the shoes of an employee, household of three, dual-income, who will bi-weekly/monthly always ends up in the negative when they budget. That is not including food or gas for transportation. Also consider that because of the dual income, this employee does not qualify for the assistance or grants for food, childcare, affordable healthcare, or home assistance. Because of solely bills, this employee is growing their debt, more and more just to ensure they maintain a place to live and eat. Is that fair? It seems like a stalemate, no assistance and no way to come out ahead, just waiting until the last credit card maxes out.

This is only one case. Now multiply it by that 81% of employees that are under paid. Does Pima County care enough to retain its employees and ensure livable wages? Will Pima County take accountability for their underpaid employees, will they pay their employees a respectable wage, and will they make the ethical decision to pay their employees enough to thrive? Or does Pima County want only their employees to demonstrate A.R.E. with no support in return. September seems too far for the first phase when many employees have already been struggling for so long, but it is the least you can do.

Thank you for voting in favor of those who need it.

Sincerely,
Concerned Employee

08-07-2023 04:16 PM (MST)

Would you like a response? Yes