

August 16, 2023

# AGENDA MATERIAL

DATE 8/21/23

ITEM NO. RA 16

Pima County Board of Supervisors  
c/o Clerk of the Board

## **Re: Classification and Compensation Study – Phase II Recommendation Concerns**

Dear Honorable Chair and Members:

I am a current Pima County (County) employee and have been with the County since 1998. During my long tenure with the County, I have had the opportunity to work for various departments and have worked hard to work up the ladder.

In reading the recent memorandum from County Administrator Leshar dated August 14, 2023, regarding the Phase II recommendations on the Compensation Study, I am very disappointed in what is being proposed and feel it is unfair to those employees who have been dedicated to the County for several years. In the memorandum, it states the criteria for overall length of service is being weighed at 25 percent, and the length of time in current position is being weighed at 75 percent. It is discouraging that more emphasis is being placed on length of time in your current position and not total years of service. It seems the percentages being proposed should be flipped.

I accepted a promotion in January of this year; therefore, I have only been in my current position for eight months. So, despite my overall years of service to the County, and because I recently accepted a promotion, I feel as though I am being penalized because I accepted a promotion and am new to my current position. The County encourages employees to promote, yet now it feels more like a punishment. I am regretting accepting the promotion and feel I would have been better off remaining in my previous position as I would receive more "credit" for length of time in position. How is this fair and equitable? I have been with the County for 23 years, (I had a brief break in service for approximately two years), yet that does not seem to matter much. It appears that any employee who recently promoted are being penalized in a sense, while employees that have remained in their current position longer will receive more credit than someone who has longer overall service.

The County communicates the importance of retaining their dedicated, qualified and highly motivated employees, yet those of us that recently accepted promotions, it feels like we are not valued, and our length of service does not account for much. It really does affect morale and I am aware of several other employees who feel frustrated and disappointed, as do I. I am hopeful that further discussions can be had, and a more fair and equitable solution can be implemented.

Also, because I am currently a Program Manager, and the Program series is being done away with, my title will completely change. Job descriptions have not been made available as of yet, so I have no idea what my new title/position consists of. I hope they will be made available prior to September 10<sup>th</sup>, so employees have sufficient time to review their new job descriptions and determine if an appeal is necessary.

I truly appreciate your time and consideration and hope that you can be a voice for us employees who feel frustrated and disappointed with what is being proposed. Many of us have been long-term, dedicated employees who have served the County and its constituents for several years. We just want fairness and equity.

Sincerely,  
*A Concerned County Employee*