

# AGENDA MATERIAL

Ysaura Rodriquez

DATE 7/25/23 ITEM NO. RA 16

**From:** Terra R. <[REDACTED]>  
**Sent:** Sunday, July 23, 2023 8:49 AM  
**To:** District1; District2; District3; District4; District5; COB\_mail; Jan Leshar  
**Subject:** Countywide Classification and Compensation Study

**CAUTION:** This message and sender come from outside Pima County. If you did not expect this message, proceed with caution. Verify the sender's identity before performing any action, such as clicking on a link or opening an attachment.

Dear Supervisors,

As you struggle to stem the high turn-over rate for County employees, I would like you to consider where the true cause of the issue stems from. The answer is in your COVID vaccine requirement "policy" that you forced on the employees of Pima County.

With this "policy", that never really was a policy and stemmed from an email Steve Christy sent, you effectively **coerced** County employees to choose between their livelihoods/jobs and their bodily sovereignty. Many felt they didn't have a choice and so succumbed to your totalitarianism. The employees who stood up and said NO to your tyranny left.

This is the true cause behind the mass exodus from County employment. I urge you all to publicly acknowledge this fact and tell all of your tax base and voters that you will NEVER let this happen again!

Thank you for your time, Terra Radliff

JUL 24 23 AM 09:07 POC CLK:FB

## COB - General Contact Form

07/23/2023 11:05 AM (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** Karl

**Last Name** Wagner

**Email** karl.wagner@afscme449.org

**Address** 766 W. Emerald Key Dr.

**City** Green Valley

**State** AZ

**Phone** [REDACTED]

**Please type the topic or subject of your message:** Item 16

JUL 24 2023 09:07 PM C:\K\07-23

## Your Message

My wife and I live in district 2. We both work for Pima County and so do both of our children and we all regularly work with vulnerable populations. Two of us work for the Pima County Health Department and two of us with Community and Workforce Development. We all love our jobs and appreciate the opportunity to help this community which is so dear to our hearts. I am writing today regarding the Compensation and Classification study that was just released. While I think that this study, and the proposed changes to the salary ranges is a step in the right direction, I do not believe that it goes far enough to help out the most vulnerable employees at Pima County. Nor do I feel it addresses those who work for our libraries and are significantly underpaid given the education required for their positions. I also have grave concerns about the lack of transparency by Pima County regarding the plan once it is approved. My concern is that some (or many) employees' classifications will be downgraded as a result of this study and therefore would disqualify said employees from receiving any wage increase. I am also concerned that any downgrading of employees' classifications will negatively impact their career path and therefore lead to a more aggravated problem with retention. I work with the unhoused population and have seen the number of people experiencing homelessness and those facing it increase exponentially in the last few years. I speak to a lot of people through my job at Pima County as a Homeless Navigator as well as in my position as Pima County Chair of AFSCME local 449; people in our community making less than \$20 an hour are really struggling to make ends meet. I would ask that the board also consider a cost-of-living increase for all county employees given the amount of time this study has taken to complete, and the fact that inflation has increased in that period of time. I would urge the Board of Supervisors to approve the salary adjustment based on this study. I would also ask that you consider those positions who will not receive a salary increase as well as those who work as contractors for the County.

Respectfully,  
Karl Wagner  
Chair Pima County Division, AFSCME Local 449

Would you like a response?

Yes