



Board of Supervisors Memorandum

June 21, 2022

Pima County Employee Cost of Living Adjustments

Background

On June 7, 2022, District 1 and District 5 requested additional cost of living scenarios. With the addition of these two scenarios, we have calculated a total of eight scenarios. The eight scenarios are as follows:

- Recommended Budget – 5.0% (\$75,000/year or less), 3.0% (between \$75,001 and \$150,000) and 1.0% (\$150,001/year and above) for all eligible employees.
- Flat 5.0% for all eligible employees
- District 1 (D1) - 10% (\$40,000/year or less), 8.5% (between \$40,001 and \$60,000/year), 6% (between \$60,001 and \$80,000/year), 4.0% (between \$80,001 and \$100,000/year), 3.0% (between \$100,001 and \$150,000/year) and 1.0% (\$150,001/year and above) for all eligible employees.
- District 2 (D2A) – 8.5% (\$52,000/year or less), 6.0% (between \$52,001 and \$75,000/year), 4.0% (between \$75,001 and \$95,680/year), 3.0% (between \$95,681 and \$150,000/year) and 1.0% (\$150,001/year and above) for all eligible employees
- District 2 (D2B) – 7.5% (\$52,000/year or less), 6.0% (between \$52,001 and \$75,000/year), 4.0% (between \$75,001 and \$95,680/year), 3.0% (between \$95,681 and \$150,000/year) and 1.0% (\$150,001/year and above) for all eligible employees
- District 5 (D5A) - 10% (\$35,000/year or less), 5.0% (between \$35,001 and \$75,000/year), 3.0% (between \$75,001 and \$150,000/year), and 1.0% (\$150,001/year and above) for all eligible employees.
- District 5 (D5B) - 10% (\$40,000/year or less), 5.0% (between \$40,001 and \$75,000/year), 3.0% (between \$75,001 and \$150,000/year), and 1.0% (\$150,001/year and above) for all eligible employees.
- District 5 (D5C) – 8.5% (\$35,000/year or less), 5.0% (between \$35,001 and \$75,000/year), 3.0% (between \$75,001 and \$150,000/year), and 1.0% (\$150,001/year and above) for all eligible employees.

The Honorable Chair and Members, Pima County Board of Supervisors
Re: **Pima County Employee Cost of Living Adjustments**
June 21, 2022
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The attached table reflects the total cost of these proposed scenarios for the County. All scenarios would apply to all eligible County employees hired prior to July 1, 2022 and be implemented with the first full pay period in July 2022, pay period ending July 16, 2022.

The assumption is that all of the Departments in a Special Revenue Fund, Enterprise Fund or in Internal Service Fund will identify enough cuts to their budgets to absorb the entire increase.

For the General Fund, the Recommended Budget has already identified a portion of the funding, \$7.5 Million. The General Fund Departments will also need to identify additional cuts to absorb the increase of the selected scenario. As you can see in the attached table, the additional cost to the General Fund for the various scenarios ranges between approximately \$5.0 and \$12.1 million before subtracting the two months of vacancy savings.

Recommendation

Should the Board of Supervisors wish to implement salary adjustments other than those included in the budget proposal as tentatively adopted by the Board on April 19, I recommend the District 5 (D5C) scenario, as this is the closest to the original Recommended Budget proposal and will only have an increased impact of \$690,000.

Sincerely,



Jan Lesher
County Administrator

JKL/anc – June 9, 2022

Attachment

- c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
- Francisco García, MD, MPH, Deputy County Administrator for Health & Community Services and Chief Medical Officer
- Ellen Moulton, Director, Analytics and Data Governance
- Michelle Campagne, Director, Finance and Risk Management
- Andy Welch, Deputy Director, Finance and Risk Management
- Xavier Rendon, Budget Division Manager, Finance and Risk Management

Table - Additional Pay Increase Scenarios

	Recommended Budget	5% Scenario	D1 Scenario	D2A Scenario	D2B Scenario	D5A Scenario	D5B Scenario	D5C Scenario
General Fund	12,584,716	14,252,404	19,634,604	17,755,285	16,682,508	13,525,517	14,672,471	13,274,941
Special Revenue Fund	4,151,981	4,691,528	7,254,836	6,502,453	6,006,898	4,839,287	5,263,845	4,710,573
Enterprise Fund	1,289,887	1,392,881	2,023,264	1,835,853	1,712,070	1,300,315	1,376,714	1,297,189
Internal Service Fund	435,154	488,617	659,091	590,315	560,664	450,548	472,731	445,932
Total	18,461,738	20,825,430	29,571,795	26,683,906	24,962,140	20,115,667	21,785,761	19,728,635
General Fund	12,584,716	14,252,404	19,634,604	17,755,285	16,682,508	13,525,517	14,672,471	13,274,941
Less: Recommended Budget	(7,529,960)	(7,529,960)	(7,529,959)	(7,529,960)	(7,529,960)	(7,529,960)	(7,529,960)	(7,529,960)
Amount Remaining	5,054,756	6,722,444	12,104,645	10,225,325	9,152,548	5,995,557	7,142,511	5,744,981
Vacancy Savings - 2 Months	(5,054,756)	(5,054,756)	(5,054,755)	(5,054,756)	(5,054,756)	(5,054,756)	(5,054,756)	(5,054,756)
Amount Remaining	-	1,667,688	7,049,890	5,170,569	4,097,792	940,801	2,087,755	690,225

* This analysis includes only filled positions.