

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Corrie Cotugno

From: Chris DeSoto
Sent: Monday, May 16, 2022 1:11 PM
To: COB_mail
Subject: Board of Supervisors' Agenda, #7 on the Addendum

Please pass this so I can help my family survive this historical inflation increase.
Thank you.

on tomorrow's Board of Supervisors' Agenda, #7 on the Addendum, is an item Sup Heinz placed **in order to give higher raises/cost-of-living adjustments across the workforce.**

Christina DeSoto
Investigator
Pima County Public Defender's Office
520-724-6985
chris.desoto@pima.gov

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Corrie Cotugno

From: Timothy OConnor
Sent: Monday, May 16, 2022 1:36 PM
To: COB_mail
Subject: Wage Adjustment for Pima County Employees

Good Afternoon,

Any increase to my current salary would be very appreciated.

I've been with Pima County for about 2 months and feel very fortunate be part of a dedicated staff of professions.

Thank you,

Tim O'Connor
Juvenile Public Defender's Office - Clerk
2231 E. Ajo Way, Suite 100
Tucson, AZ 85713
(520) 724-4706
timothy.oconnor@pima.gov

Corrie Cotugno

From: Amy Rusk
Sent: Monday, May 16, 2022 1:30 PM
To: COB_mail
Subject: Salary Adjustment

Good afternoon,

I am so grateful that Supervisor Heinz has proposed giving higher raises/cost-of-living adjustments across the workforce, including a market adjustment that ensures that those Pima County employees who earn \$25/hour or less – and whom we know have been greatly impacted by inflation – are held harmless in this hyper-inflationary period. Staff morale is at an all-time low, which is made worse by the prospect of having to wait 12-15 months for the results of a salary study. Please vote to raise wages at the higher rates that have been proposed by Supervisor Heinz.

Respectfully,
Amy Rusk

Amy Rusk (she/her/hers) | Library Services Manager | Administration
Pima County Public Library | 101 N Stone Ave Tucson AZ 85701
520.594.5607 | amy.rusk@pima.gov | www.library.pima.gov

PCPL acknowledges Native Nations in Pima County and honors Indigenous peoples throughout Arizona.

Corrie Cotugno

From: Diane Ward
Sent: Monday, May 16, 2022 1:29 PM
To: COB_mail
Subject: Wage Adjustment item, Board of Supervisors Agenda

I urge you to consider the wage increase the Supervisor Heinz is proposing.

We, all of Pima County, are suffering and this would help us to be able to put food on our tables and pay our bills.

We, Pima County employees, have stuck around for many years and deserve to have a substantial pay increase to help with the current economic situation.

Thank you for considering!

-Diane

Diane Ward | Technical Services Manager | Technical Services Dept.
Pima County Public Library | 101 N Stone Ave Tucson AZ 85701
520.594.5638 | diane.ward@pima.gov | www.library.pima.gov

Corrie Cotugno

From: Jen Maney
Sent: Monday, May 16, 2022 1:28 PM
To: COB_mail
Subject: Please support Wage Adjustment item on the Board of Supervisors Agenda Tomorrow

Good afternoon, Board members,

Please support the wage adjustment item outlined below at tomorrow's meeting. With the cost of living increasing rapidly and unlikely to reduce, this model provides longer-term support to all Pima County employees.

Thank you in advance for supporting this wage adjustment!

--Jen

Jen Maney (she/her) | Online Services Manager
Pima County Public Library | 101 N Stone Ave Tucson AZ 85701
520-594-5632 | jen.maney@pima.gov | library.pima.gov
PCPL acknowledges Native Nations in Pima County and honors Indigenous peoples throughout Arizona.

From: David Higuera <David.Higuera@pima.gov>
Sent: Monday, May 16, 2022 1:02 PM
To: David Higuera <David.Higuera@pima.gov>
Subject: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

Dear Fellow Employees,

On behalf of Supervisor Heinz, I wanted to alert you to the fact that on tomorrow's Board of Supervisors' Agenda, #7 on the Addendum, is an item Sup Heinz placed **in order to give higher raises/cost-of-living adjustments across the workforce**, and in particular, to ensure that those of our Pima County employees who earn \$25/hour or less – and whom we know have been greatly impacted by inflation – are held harmless in this hyper-inflationary period.

Sup. Heinz understands that inflation has really hurt working families across our community, and that includes working families who work for the County. With inflation currently above 8% and likely to remain elevated for much of the next 12 months, Sup. Heinz feels that it is only appropriate to hold our workforce harmless as much as we can, and that if there was ever a time to invest a little bit extra of our annual operating reserves in employee compensation, it is now.

Rather than the administration's proposed 5%/3%/1% adjustments for folks making up to \$75K/between \$75K and \$150K/and above \$150K, **Sup Heinz is looking to garner majority support on the Board of Supervisors to increase those adjustments for every employee earning \$46/hour or less, as follows:**

Current Employee Wage-Salary/Market Adjustment Increase, FY23

- A) Earn \$25/hour or less (\$52,000/yr or less)/8.5%
- B) Earn between \$25.01 and 36.057/hour (between \$52,001 and \$75,000/yr)/6.0%
- C) Earn between \$36.058 and 46.00/hour (between \$75,001 and \$95,680/yr)/4.0%
- D) Earn between \$46.001 and \$72.1154/hour (between \$95,681 and \$150,000/yr)/3.0%
- E) Earn \$150,001 and above/1.0%

We understand that for many employee groups and classifications, the full salary studies by HR to bring our salaries to more competitive levels have not yet been completed. We expect they will all be completed in the next 12-15 months.

But we cannot wait. We must give higher cost-of-living salary adjustments now, to retain our talented workforce and be able to successfully recruit to fill the vacancies we need to fill, across all departments.

If you agree, we ask that you make your voice heard. On your break or after hours, you can email the entire Board of Supervisors by sending an email to COB_mail@pima.gov.

Respectfully,
David

David R. Higuera
Chief of Staff
Dr. Matt Heinz, Supervisor, District 2
Pima County Board of Supervisors
Cell: [REDACTED]
David.Higuera@pima.gov

Corrie Cotugno

From: Kenneth McDonald
Sent: Monday, May 16, 2022 1:23 PM
To: COB_mail
Subject: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

Good Afternoon,

I have been a Pima County employee since 2007 and on the lower wage scale. The current economic climate of our country/state/county/city is creating a financial hardship. I just put in \$40 of gas last night and received 7.69 gallons of gas. When I add in my lower purchasing power at the grocery store along with medicines my wife and I need monthly the paycheck right now just does not go very far. I urge serious consideration and an affirmative vote on the wage proposal presented by Supervisor Heinz listed below. These are troubling times and Pima County employees need some peace of mind to get us through the next year.

Thank you for your consideration.

Current Employee Wage-Salary/Market Adjustment Increase, FY23

- A) Earn \$25/hour or less (\$52,000/yr or less)/8.5%
- B) Earn between \$25.01 and 36.057/hour (between \$52,001 and \$75,000/yr)/6.0%
- C) Earn between \$36.058 and 46.00/hour (between \$75,001 and \$95,680/yr)/4.0%
- D) Earn between \$46.001 and \$72.1154/hour (between \$95,681 and \$150,000/yr)/3.0%
- E) Earn \$150,001 and above/1.0%

Ken McDonald
Pima County Public Library
520-594-5603
Kenneth.McDonald@pima.gov

Corrie Cotugno

From: Stephen Morris
Sent: Monday, May 16, 2022 1:18 PM
To: COB_mail
Subject: Wage Adjustment

Hello,

To whom it may concern, I am in favor of giving higher raises/cost of living adjustments across the workforce.

This is an important matter which effects multiple pima county employees who have felt the economic impact of inflation. I hope that the vote during tomorrows board of supervisors agenda is in favor of increasing the wages for pima county employees who are eligible.

Thank you,

Stephen Morris, Program Specialist
Community Action Agency

Pima County Community & Workforce Development
801 W. Congress St. Tucson AZ 85745
Tel. 520.724.6536 Fax 520.770.4310

Corrie Cotugno

From: Denice Elie
Sent: Monday, May 16, 2022 1:22 PM
To: COB_mail
Subject: Wage adjustment

I agree to give employees increase for YV23. This will help many employees while we wait for the salary study to be completed

Thank you,
Denice Elie
Civil Engineer Assistant
PCRWRD
520-724-6369

Corrie Cotugno

From: Abigail Okrent
Sent: Monday, May 16, 2022 1:42 PM
To: COB_mail
Subject: Wage adjustment item #7 - please vote yes

Dear Clerk of the Board,

Please consider my email in support of Supervisor Heinz's proposed progressive wage increases. These increases are necessary to keep Pima County employees in these critical jobs in a competitive market, during times of skyrocketing prices and insecurity.

In the Public Defenders Office, this will most seriously impact our paralegals. Our paralegals are the unsung heroes of our office, providing constant and knowledgeable support behind the scenes. We couldn't do the work we do without them. Yet many of them make under \$25/hour, even after years of working in this office. They are disproportionately women of color and parents. Many of them are the sole providers for their children. Even though they are committed to our mission of public service, it's hard for them to turn down an offer from an outside private firm when it provides better pay (and usually more flexible hours, work from home, and vacation).

Please help us keep our invaluable support staff by paying them a fair and competitive wage. Progressive wage adjustments are the right thing to do, and they are overdue. Please vote yes.

Abigail Okrent
Assistant Public Defender

Pima County Public Defender
33 N. Stone, 21st Floor
Tucson, Arizona 85701
(520) 724-6800
Abigail.Okrent@pima.gov

"One might have hoped that, by this hour, the very sight of chains on Black flesh, or the very sight of chains, would be so intolerable a sight for the American people, and so unbearable a memory, that they would themselves spontaneously rise up and strike off the manacles." James Baldwin, 1970

Corrie Cotugno

From: Meighan LaFata <meighantaylor@email.arizona.edu>
Sent: Monday, May 16, 2022 1:38 PM
To: COB_mail
Subject: Wage Adjustment Item 7

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.

Good afternoon,

I understand that Dr Matt Heinz has an item on the agenda tomorrow regarding cost of living adjustments for Pima County employees.

As a Pima County employee, I could not support Dr. Heinz more in this position. Adjusting the cost of living up for those folks earning \$46 an hour or less will be a huge boon to both the morale, and the financial abilities of the county employees.

I personally know some of my colleagues who have struggled, particularly as rents have increased exponentially over the last couple of years. Some of their rents have doubled, and they are having a really hard time making their paychecks last. Hard decisions are being made between whether to keep food on the table, or keep their rent current.

Please please consider giving these valuable employees a cost-of-living salary adjustment now. Doing so will reduce costly turnovers, and help provide some desperately needed relief to Pima County employees.

Meighan N. LaFata
meighantaylor@email.arizona.edu

Corrie Cotugno

From: John Repovsch
Sent: Monday, May 16, 2022 1:44 PM
To: COB_mail
Subject: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

Hello,

This should not be hard decision to make. Do you care about retaining top talent in Pima County? Do you care about the hard-working employees of Pima County who are struggling? It will end up costing a lot more money to hire new talent when you factor in the training costs and the loss of productivity.

Our salaries are still well below Pinal County. I have been with the county since 2016, but fear that I will be unable to save for retirement or help my parents as they age. People should be able to save money, take vacation and be a public servant.

As the BOS, you must do better.

Thanks,

John

Corrie Cotugno

From: Ryder Wilson
Sent: Monday, May 16, 2022 2:41 PM
To: COB_mail
Subject: Cost of living adjustment URGENT

Hello Board Members,

Thank you for considering the proposed cost of living increase proposed by Supervisor Heinz. I have worked for Pima County Library as a Permanent employee for the past 7 years, and as an intermittent employee for the 5 years prior to that. In 2010, when I was in high school, I was making \$9.59/hr working 19 hours per week. In the 12 years since, and after two promotions, my wage has increased to \$18.42/hr as a Library Associate working full time.

The position I have now requires a bachelor's degree and I have been in this position for the past 4 years, having experienced a single % wage increase in the time since. During the past few years of the pandemic I have not been able to afford to pay rent and have been forced to move back in with my parents. After adjusting for this year's 8%+ inflation, I will now have less purchasing power than when I started in this position in 2018, and effectively be making less than the minimum wage for the position paid at the end of last year. A new effective pay rate of ~\$17.05/hr for a position that starts at \$17.31/hr. Those starting in my position after me are no doubt making even less and will have even less purchasing power.

At the same time, rent prices have increased from \$450/month per person for a shared apartment, to closer to \$700/month per person. Food is more expensive, gas is more expensive, the dollar simply buys less, and at the current rate, I am beginning to fear that my wages with the County will never allow me to rent an apartment and live comfortably or buy a house. Myself and many others working in my department, and likely elsewhere in the County, are considering the move into other fields and finding outside employment as County wages are simply not keeping up and we are being forced to stretch our money ever thinner.

I ask that you please vote to pass the proposed tiered wage increase as it may be the only way to prevent experienced employees from all across the County leaving their positions, not because they want to stop working for the County, but because they are being forced to in order to pay their bills.

Respectfully,

-Ryder

Ryder Wilson | Library Associate
Joel D. Valdez Main Library | 101 N. Stone Ave. Tucson AZ 85701
520.594-5528 | ryder.wilson@pima.gov | www.library.pima.gov

Corrie Cotugno

From: Jesus Hughes
Sent: Monday, May 16, 2022 2:48 PM
To: COB_mail
Subject: Wage adjustment, Board of supervisors' Agenda item #7

Hello,

My name is Jesus Hughes Jr. I wanted to inform you that I, along with the support of my coworkers, support Sup. Hienz motion to grant employees a raise to offset this inflation period. It is tough to make ends meet, between having to pay rent, bills, groceries and still have enough money left over to pump fuel so I can still come to work. Living alone in Tucson has never been easy, but I do enjoy working for Pima County and very proud to be here. I would like the honor to continue working here, but with rising inflation, other jobs in my field are temping due to increased wages. All I ask is that you consider us. The folks that don't make as much money as some of you. We, who work in the trades. We, the hands on. We, the tough and determined. We, keep the county moving. Your job is to point us in the right direction. But we, get it done.

Thank you for your time,

JESSE HUGHES

HEAVY EQUIPMENT

TRADES MAINTENANCE SPECIALIST

Corrie Cotugno

From: Leslie Vega <[REDACTED]>
Sent: Monday, May 16, 2022 1:55 PM
To: COB_mail
Subject: Agenda Item #7

To Whom It May Concern,

I am currently an employee of Pima County and received notice of this agenda item.

Please consider my email in support of Supervisor Heinz's proposed progressive wage increases. As a commuting employee of Pima County, I am beginning to suffer from the inflation and the rising cost of living. I commute about 30 miles to and from work, three-five days a week. Gas is now at an all time high and I am starting to barely be able to afford filling my tank to drive to work.

I would not like to leave the current position I hold within Pima County due to not being able to afford to drive to my place of employment.

I implore the members of the Board of Supervisors to vote yes and help us.

Corrie Cotugno

From: Angie <[REDACTED]>
Sent: Monday, May 16, 2022 2:13 PM
To: COB_mail
Subject: APPROVE County Employee Wage Market Adjustment

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.

I'm writing today to urge all our Pima County Supervisors to please approve the Wage-Salary Adjustment Increase for FY23 as proposed by Supervisor Heinz.

Working families are hurting across Pima County. Since the County is a large employer and is in a position to help struggling employees, help retain current talent, and help fill vacancies through successful recruiting, I urge you to do so.

Thank you,
Angela Grischkowsky

Sent from my iPhone

Corrie Cotugno

From: Brandon Milligan <[REDACTED]>
Sent: Monday, May 16, 2022 3:12 PM
To: COB_mail
Subject: Wage adjustment

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.

Good afternoon,

I would like to ask all of you to strongly consider the wage increase recommendations suggested by Supervisor Heinz. Even at the higher percentage we will fall short of the increases we are seeing in our cost of living but it will get us much closer and give those of us at the bottom a fighting chance at keeping our head above water.

Since this is a much needed cost of living increase I hope it will be for ALL employees regardless of vaccination status.

Thank you for your time and consideration,
Brandon Milligan

Sent from Yahoo Mail on Android

Corrie Cotugno

From: Sarah Batchelder [REDACTED]
Sent: Monday, May 16, 2022 3:18 PM
To: COB_mail
Subject: Cost of living adjustments

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.

Hello,

I am a Pima County employee that is fully in favor of a cost of living adjustment. While I am not sure if Pima County can actually afford to retain all of it's talent, it would really be awesome if it decided it wanted to try.

I know that as a single parent that works for the county 40 hours a week (not remote), this has been the most challenging time in my entire working career. I also know that I am planning an early retirement, because the last two years have been grinding me into the ground. However, maybe I won't retire as early as I have been planning if the county actually looks like it wants to retain workers.....

Just some hurried thoughts sent during a break period.

Sarah

Sent from my iPad

Corrie Cotugno

From: Terri Stahl <[REDACTED]>
Sent: Monday, May 16, 2022 2:08 PM
To: COB_mail
Subject: Wage-Salary/Market Adjustment Increase

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.

To whom it may concern,

Although the 5% wage increase would be beneficial and appreciated, having the 8.5% increase would allow my family to not live paycheck to paycheck. It would give me a little bit of a buffer for emergency necessities like purchasing new tires for my vehicle. Please consider the 8.5% increase over the 5% increase.

Thank you,
Terri S

Corrie Cotugno

From: Christine Fleck
Sent: Monday, May 16, 2022 2:11 PM
To: COB_mail
Subject: Wage Adjustment consideration at next Board of Supervisors Agenda - Tomorrow

Importance: High

I have been an employee for over 18 years and decided a couple weeks ago that I will make more staying at home so turned in my paperwork to retire and my last day is this Thursday, May 19, 2022.

If I would of known that it actually might happen, getting paid more, I would of waited. I thoroughly enjoy my job at the Public Defender's Office and have been here 12 years. I am a paralegal and my salary is way below the \$25.00 hour mark. I came here with 16 years of experience from Seattle at The Boeing Company and yet could not get the starting pay that comes with experience.

I truly hope that this goes through as we have lost many employees due to cost of living increases. It's sad to say that I can make more staying at home with SS benefits and ASRS. I do not need health benefits as my husband is retired military so that wasn't part of the equation.

Thanks for your time,

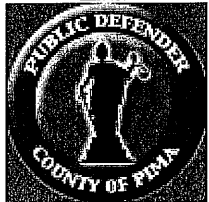
Christine M. Fleck

Paralegal for Leo Masursky and Justin Cluck

Pima County Public Defender's Office/33 N. Stone Ave., 21st Floor Tucson, AZ 85701

Phone: 520-724-6963 Fax: 520-770-4168

EMAIL: Christine.fleck@pima.gov



Corrie Cotugno

From: Todd Mailloux
Sent: Monday, May 16, 2022 2:19 PM
To: COB_mail
Subject: Cost Of Living Adjustment

I agree with this cost of living increase. Myself, and two other guys, on what would normally be a 5 person crew including myself, have been working 6 days a week for about a year now because nobody wants to do what we do for the pay we get. Under staffing has long been an issue in my department, and every time I have a worker that leaves, they tell me they can make more money somewhere else.

Todd Mailloux
SRF O&M Supervisor
Pima County RWRD
(520) 724-6196

Corrie Cotugno

From: m diaz <[REDACTED]>
Sent: Monday, May 16, 2022 3:21 PM
To: COB_mail
Subject: Cost of Living Increase

[REDACTED]

Please consider the cost of living increase pay raise. Pima County has not had a substantial raise for a number of years, yet the cost of living has gone up considerably in the last few years. Pandemic issues have only added to an already difficult situation. If we were fortunate enough to work during that time, costs were higher because of the fact that we now had kids full time at home. It's been difficult to "catch up" financially. Not to mention that many of us added the cost of mental health care cost because of increased stress. Having a pay raise would help us get on the road to alleviating some of these issues. Thank you for considering.

--*Martha*

Martha Diaz | Library Associate
Valencia Library | 202 W Valencia Rd Tucson AZ 85706
520.594.5390 | martha.diaz@pima.gov | www.library.pima.gov