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From: Tina El <[REDACTED]>  
Sent: Friday, August 18, 2023 4:59 PM  
To: COB\_mail  
Subject: Salary & compensation study - unfair and RIGGED

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## 25/75 should be flipped

I'm writing to you because i do not agree with the current pay study. we were not informed properly, were not told when filling out the questionnaire and job duties that it would be used to determine our current positions and risk loosing hard earned titles, seniority and opportunity to have a raise with this next phase.

first, the **25/75 should be flipped. why should i only get 25% of my 20+ years with PC? that is KNOWLEDGE you can not hire, train, or fake. it is institutionalized knowledge.** now someone new that comes in can make more than me? i also took a LONG OVER DUE promotion recently. not only did i have to wait years to finally get the position i deserved since i had been doing the work for YEARS while management gave the position to less qualified staff since they RIG the interview process, now i will not get anything for the YEARS i had been doing this work under a different position. 75% of that is nothing compared to the 7+years i did the SAME work under different title. not including the 10 years i put in prior to that. the **75 % should be applied to YEARS WITH COUNTY. do you not value the people that have dedicated their life to being loyal to PC? now anyone coming in will make the same.**

management has favorites in the staff, it is very obvious and clear that their "favorites" reap the rewards have been bumped up to ridiculous new grades, with HIGH pay raises, and even more gap to go higher in pay. it is not fair especially in a department where RWRD MANAGEMENT has favorites and literally make plans and rig interviews to help their favorites promote. they have closer relationships with their favorites and discussed how to word their answers on this survey so they would be able to get moved up.

## it is also RIGGED

for example, **director's assistant main duties/assignments are bi weekly nacho sale and to cut index cards for the director appointments ...was bumped to a grade 15!!** like all her promotions. in all her years, her work load has not changed, more so diminished with this current director, and her pay has increased drastically. probably more inline with an OSL 1 title. she is gone to the gym majority of the day, she can work from home to not use sick or vac time, she does NOT supervise or lead anyone; the director has to write his own memos because she cant, he literally has lower staff, with less pay, doing the work his assistant should be doing. and this is worthy of a grade 15 where as **admin that do 1000 times more work than she has ever done...are a level 6. make it make sense!**

RWRD deputy directors all have admin managers. the 1 with the LEAST amount of duties was moved up to a 14, an executive title. **NONE OF THE OTHER DEPUTY DIRECTORS ADMIN MANAGERS WERE PLACED AT THIS SAME LEVEL AND THEY HAVE 1000 TIMES MORE WORK & RESPONSIBILITY THAN THIS ONE.** she has no knowledge in the area she is managing. This person can NOT help staff do their job. doing OSL 1 level work, making more than the staff that actually works. she has received a promotion back to back the past couple years, not once have her duties changed. but others have to pick up the work because she doesn't have to. and he protects her so she is safe. and now she is executive level, with OSL duties, and she gets a extreme pay increase.

this is why so many are upset, because it is NOT based on our actual duties and responsibilities, it is based on what we were allowed to put on the survey( **management told us to only put the basics, "try not to be too descriptive, we will have a chance to get in to detail later on " that was a LIE.,** when the **favorites were told to ADD to theirs "use the job description for positions above than yours"** is what 2 admin were directly advised. these issue in the county will continue as long as management still has control. and their bosses have no idea what actually happens.

we can predict exactly when one of the favorites will get a promotion because they start setting it up early...management told certain employees it would be **smarter to stay in their current position and be able to be reclassified for the study at a higher position and pay (with their help)** as compared to applying for a promotion, meanwhile the ones that have been long over due for promotion ..they were suddenly wanting us to promote. wanting us to advance and they finally made it possible.. and now we see that we get screwed over because the miniscual time in my new title x 75% is nothing., so they save \$ there.

but **had i stayed in my last LOWER position i would be making almost 5k MORE due to my invested time @ 75%. they need to consider previous positions to those LONG TERM county employees that promoted within the last 3years or their newest position is LESS than their previous.**

when myself and other staff recently took promotions, **were given a FEW CENTS more than the base pay...to "off set" the pay increase that would be coming for the study...**we are now told that we would not qualify for any increase with this actual study because we are only in the position for +/- year, **they have ALREADY GIVEN US THE DIFFERENCE with the promotion therefore putting us few cents over the BASE, and per management they will not consider any other increases because they "gave us the difference" long before the study. how was this pay determined if the study was not out yet? why am i at the same base pay as a new hire that knows NOTHING and I HAVE TO TRAIN THEM?**

**why would the position lower than mine have pay higher than me simply because of their years in that position ? which is still LESS than my years in that previous position.**

there are people that have manager titles, **their jobs are UNIQUE, management uses them in any which way they can get away with without actually having to pay them properly for the type of work they do...** now suddenly theyre back to coordinators? **" NO MORE PROJECT MANAGERS" .... report says there ARE project manager positions.** it is also not fair that the **department heads get to determine where someone lands on the pay/title scale,** and then still gets to determine if their experience validates higher pay. this is again, set up for the managements FAVORITES. why isnt RWRD having project manager titles but other departments do. this would be the most suitable "catch all" that i actually do. my NEW title has no relevance to my actual duties.

the study is dependent on management to be honest, and that is far from what they do. staff should have shared input since we do the actual work. out of all my years of employment, management has not been able to find anyone to fill my shoes to do the job with the accuracy and level of expertise as i do, not even themselves. yet the people that actually WORK are getting screwed over. **staff should be able to verify the validity of what management is proposing or considering for positions and pay.** the non- favorites have long lists of duties, tasks and assignments that would blow everyone away because management is really good at underplaying staff..

i would hope and believe that my actual WORK, my loyalty to the department, my SELF TAUGHT KNOWLEDGE would suffice. I've created management level process and trained so many people...management comes to me for help...i have to train staff that is higher than me or got promoted higher than because again, these things are RIGGED in the COUNTY. .yet i dont get the help to move up or the pay worthy of my actual responsibilities, and since i recently took that promotion ..i might get cents. " but your pay is where it should be" IS IT? HOW? it does not compensate me for the work i put in.

ALSO, **why is ANY EMPLOYEE OVER THE PAY LIMITS?!!!!** some managers do NOT know a thing bout their job, make 2-3x more than the actual knowledgeable people that do the work.

***STAFF SHOULD BE ALLOWED TO ASSIT WITH DETERMINING THE PAY OF DIRECTORS and MANAGEMENT and what their duties and responsibilities are.***

this new positions and pay benefit NEW incoming employees. **WHY ARE YOU NOT DOING EVEN MORE FOR THE FOLKS THAT HAVE BEEN HERE DECADES!!** and responsible for training these new people that come in with NO knowledge, some don't even have HS diplomas but like the county saying goes...

**ITS NOT WHAT YOU KNOW ITS WHO YOU  
KNOW....THATS WHAT GETS YOU GOOD PAY AND  
TITLES IN PIMA COUNTY.**