

Aliza Barraza

From: Melissa Manriquez
Sent: Tuesday, August 15, 2023 10:22 AM
To: COB_mail
Subject: FW: Correction: compression pay

From: Priscilla Vera [REDACTED]
Sent: Tuesday, August 15, 2023 10:20 AM
To: Melissa Manriquez <Melissa.Manriquez@pima.gov>
Subject: Correction: compression pay

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 Pima County Supervisors

I am a county employee with over 16 years of service, 20 years if HR counts my years that rolled over from the 2006 library transfer. I have longevity in Pima County and this is why I make more than the starting pay. In the past I have been in positions where my position is reclassified to a higher grade but the only people that got a raise due to this were the new employees that were below the minimum. Nothing was ever increased for those employees above the minimum for compression pay. I hope more than 25 % credit are given to longevity/loyalty. I have been promoted for only 1 year to where I should have been anyways. A colleague retired I applied & got position, (but i was already doing the job). Prior to being in my current department I was in one position for 18 years ! Now I will be penalized for only being in my current position 1 year! This 25% seems to penalize my promotion. I hope more consideration is given to those employees that have longevity/loyalty to Pima County and we are placed accordingly in the scale. This CBIZ phase 2 system seems to discourage promotion from within. Even though our Merit systems rules 8.1.A and 4.1.A.2 encourages departments to fill vacancies promotion from within. I hope more than a 25% value is placed on longevity. Seems to me it should be 75% for longevity and 25% in current position. Based on the proposed methods of raises my 2 colleagues will receive WOW raises! I will receive mediocre 3%. I have more longevity to Pima County. I hope a more fair compensation system is put in place for the loyal/long-term employees. Thank you for reading this. Feel free to contact me should you have any questions.

Respectfully,
Priscilla Velador
[REDACTED]

The CBIZ did Not match my unit to the correct title initially. Seems the job descriptions should have been included with the new titles but they are not. Those come later.

CLERK'S NOTE:
COPY TO SUPERVISORS
COUNTY ADMINISTRATOR

DATE 8/10/23 aw