

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Bernadette Russell

From:

[Redacted]
Sunday, May 15, 2022 3:41 PM

Sent:

To:

COB_mail; District1; DIST2; District3; District4; District5

Subject:

Board of Supervisors Meeting of Tuesday, May 17, 2022

AGENDA MATERIAL

DATE 6/7/22

ITEM NO. RA18

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 request the following comment becomes part of the Addendum to the Agenda for the Board of Supervisors Meeting of Tuesday, May 17, 2022.

Addendum Item 1/item 7 Cost of Living/Market Adjustment Salary Increases, FY23 Budget

With budget negotiations your current responsibility, and with so many increases and additions to the budget, the proposed workforce salary increases of 5% increase for employees who earn up to \$75,000 per year; 3% increase for employees who earn between \$75,001 and \$150,000 per year; and 1% for employees who earn more than \$150,000 per year are adequate. I applaud your recognizing lowest-paid employees deserve a larger percentage increase.

An increase from the above proposal shows little thought regarding the cost of living increase county constituents received - much less than 5%. The county certainly is already an employer of choice in the job market and the small (17%) attrition rate indicates salaries are in the top range countywide. Should a salary study be done and reveal this not to be a fact, next year's compensation can be adjusted.

Gail Ault
Pima County Resident
[Redacted]

1624065PC04780

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

MAY 16 22 AM 01:18 PCC CLK OF BD
CC

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 tempting 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,

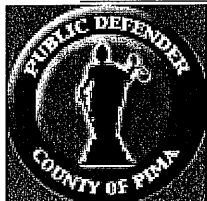
Christine M. Fleck

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

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

ADDENDUM MATERIAL

DATE 5/17/22 ITEM NO. A007

Corrie Cotugno

From: Rebecca Rountree
Sent: Monday, May 16, 2022 3:44 PM
To: COB_mail
Subject: COLA

YES, PLEASE! The cost of living continues to rise, it would greatly help if our pay did too!

Rebecca Rountree

Pima County Workforce Development Specialist
Youth Trainer
Rebecca.Rountree@pima.gov

MAY 16 22 PM 03:47 PC CLK OF BD

Corrie Cotugno

From: James Doyle
Sent: Monday, May 16, 2022 3:51 PM
To: COB_mail
Subject: Wage Increase

Good afternoon. This sounds like a terrific idea. Jim

Corrie Cotugno

From: Miguel Yanez
Sent: Monday, May 16, 2022 4:06 PM
To: COB_mail
Subject: Supervisor Heinz Recommended Salary Increase

Good afternoon,

I just wanted to say I agree with Supervisor Heinz and his Chief of Staff David Higuera and their proposal for an 8.5% increase for employees that make \$25 an hour or less. I also agree with the breakdown of 6%, 4%, and 3%, and 1%. With inflation being so high this would be a great help with the cost of living. It would also help with the morale of the current employees and in hiring qualified new employees. Please consider this proposal, it would be of great benefit to everyone it affected.

Thank you,

Miguel Yanez
Trades Maintenance Supervisor
PC Wastewater Reclamation
Conveyance Division/Pump Section
Desk: (520)724-3454
Cell: [REDACTED]

Corrie Cotugno

From: Cheryl Lopez
Sent: Monday, May 16, 2022 4:46 PM
To: COB_mail
Subject: BOS meeting, agenda item #7

Dear Pima County Board of Supervisors',

As a Pima County employee, I am in support of 05/17/22 BOS meeting, agenda item #7 which addresses higher raises for Pima County employees due to the cost of living and inflation that is currently impacting myself and my family.

Thank you for your consideration.

Respectfully,

Cheryl Lopez

HMIS Program Coordinator



Pima County, Community & Workforce Development

400 E 26th Street

Tucson Arizona 85713

(520) 724-7300

pima.revelationhelpdesk.com

hmishelp@pima.gov

Corrie Cotugno

From: Carolina Gray <[REDACTED]>
Sent: Monday, May 16, 2022 4:33 PM
To: COB_mail
Subject: Please vote Yes on 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 Evening,

As a loyal reliable county employee I ask that you the Board of Supervisors vote yes on the proposed wage increase. As a single mother of two I would definitely benefit from this increase. I am currently residing with my parents, and due to the inflation of the housing market/rent, nothing seems to be affordable. It has been very difficult for me to find a decent affordable place for my kids and I. I hope you take into consideration this wonderful proposal and that you all agree on voting YES. Thank you for your time

Carolina Gray
Paralegal for the Pima County Public Defender's Office

Corrie Cotugno

From: Tima Farhat [REDACTED]
Sent: Monday, May 16, 2022 4:34 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.

Hi there,
I agree with the wage-salary/Market adjustment increase, FY23. for the Board of Supervisors Agenda Tomorrow.

Anything we can get is better than nothing.

Thanks,

~Tima

Corrie Cotugno

From: Ramon De La Torre
Sent: Monday, May 16, 2022 4:36 PM
To: COB_mail
Cc: David Higuera
Subject: Market Pay Adjustments
Attachments: Ramon De La Torre.vcf; Wage issue.docx

Good Afternoon. Per the email put out by David Higuera, Chief of Staff for Dr. Matt Heinz, I am sending this email. Attached is an email that I sent to Ms. Leshner, Mr. Napier and Mr. Brault (Public Defense Services) (PDS) in reference to a lack of a market pay increase that Defense Investigators (3249) did not receive last year. Please read the attached so that you can better understand exactly what happened. I realize that the proposal in front of the BOS is for next year and hopefully we could do it before then, but the fact remains we were not afforded the same opportunity and given the appropriate salary adjustment that Pima County HR identified last year (12.5 percent) to bring us up to market rate, and were left out of the market salary adjustments that were received by others in PDS and the County Attorney's Office. Even if the raises that are proposed, go into effect immediately, our job class will still be behind by a large margin and the margin will continue to grow. I support any raises that can be given to employees and that market rates should be used, and there should be transparency to giving raises and it should be done in a fair and ethical manner. I am trying to keep this short. Again, if you could read the attached so that you understand our dilemma it would be appreciated. There are many more issues that are ongoing, that are not mentioned in the email for the sake of brevity, but I encourage you to do what you can to resolve these issues. I am happy to meet with any or all of you to answer any questions that you may have.

Thank you for your time.

Ramon De La Torre
Pima County
Criminal Investigator Spec
PUBLIC DEFENSE SERVICES

+1 (520) 724-5265 Work
Ramon.DeLaTorre@pima.gov
33 N Stone 9th Floor
Tucson, AZ 85701

MAY 16 2 28 PM '22 P0499PC CLK OF BD

Ms. Leshner,

I am an investigator with the Pima County Legal Defenders Office. I understand that a meeting is forthcoming between Mr. Brault, Mr. Napier and yourself to discuss salary issues for members of the Public Defense Services (PDS). The Pima County Legal Defenders Office has employed me since February of 2016. Since then I have not received any merit increases or other adjustments to my salary other than when the entire County was given a raise. However, I have seen retention bonuses, merit increases and other salary adjustments given to others under PDS. As you are aware, there is a large discrepancy between job class (3249) Defense Investigator, and criminal investigators that work at the County Attorney's Office. Although they are POST certified and are able to perform law enforcement duties, we as defense investigators perform almost exactly the same tasks as our counter parts at the County Attorney's Office. Most of our contacts are with clients that are being charged with felonies. Many clients are habitual violent offenders and they associate with other persons that have criminal backgrounds. We have no added protection under Arizona Revised Statutes if we are assaulted in any way. Such added protections are provided for law enforcement officers, teachers, corrections officers, firefighters, some health care workers, prosecutors and PUBLIC DEFENDERS (attorneys). While conducting investigations, many times in unsafe areas of town by ourselves, we do not have radios that we can call for back up, we are not provided with ballistic vests, non-lethal tools etc. We no longer have assigned vehicles that we can carry our own personal safety equipment out into the field in case of emergencies. We have to check out a vehicle to do an investigation. We use the same type of vehicles that law enforcement investigators do and in many instances, we look like law enforcement to the average person. We as a group of defense investigators, have been marginalized and maligned in a toxic culture, with what I feel are personal biases by our own PDS Administration, for being former law enforcement and/or having a pension. This from people we work with and for. The decisions they have made for us without our input, have made our jobs more difficult to perform, but are no less dangerous than our counter parts at the County Attorney's Office.

There has been a lack of transparency with regards to MARKET adjustments of our salary, in which Legal Secretary's, Paralegals, Social Workers as well as many of the attorneys were all brought up to market rates between PDS and the County Attorney's Office. The criminal investigators at the County Attorney's Office received a 25 percent market adjustment raise. However when asked about our pay raises, we received an email saying that there was no compression within our group. The Defense Investigator hiring salary range was adjusted 12.5 percent upward, but no defense investigator got that adjustment in their salary. Why are we being treated differently? Why are the parameters used to determine raises for others in PDS (market rates), not being used to determine our compensation, for a job that is almost identical to the investigators at the County Attorneys office? I spoke with the Pima County Legal Defender, James Fullin, about our pay discrepancies and he advised that a request was made for additional raises. Later Mr. Fullin advised that there would be no forthcoming raises for investigators. I advised him that no one was advocating for investigators and that I was going to advocate for myself. He advised me that I should advocate for myself. We (Legal Defender Investigators) asked for a meeting with Mr. Brault on 04/01 to discuss these issues, and to date, no response has been received from Mr. Brault. To truly get a grasp on how unfair things are, may I suggest a 36 month review (directly through payroll) of ALL employees under the PDS umbrella and see how many wage adjustments, merit increases, retention raises or other increases in salaries were made during this time. None of these increases were offered to us. To maintain transparency and make sure

you are aware of the scope of these issues, I would like to have a meeting with you or all involved, prior to the May 19 meeting or shortly after, but certainly before any decisions are made. There is a lot more to say but I am trying to keep it brief.

Thank you for your consideration.

Ramon de la Torre-Defense Investigator, Pima County Legal Defender

Corrie Cotugno

From: Maria Molina
Sent: Monday, May 16, 2022 4:53 PM
To: COB_mail
Cc: Maria Molina
Subject: Item #7 - BOS meeting

Dear Pima County Board of Supervisors',

As a Pima County employee, I am in support of 05/17/22 BOS meeting, agenda item #7 which addresses higher raises for Pima County employees due to the cost of living and inflation that is currently impacting myself and my family. I have had to apartment share in order to stay housed.

Thank you for your time.

Respectfully,

Maria Molina

Bernadette Russell

From: Susanna Rodriguez
Sent: Monday, May 16, 2022 5:05 PM
To: COB_mail
Subject: BOS meeting, agenda item #7

Dear Pima County Board of Supervisors',

As a Pima County employee, I am in support of 05/17/22 BOS meeting, agenda item #7 which addresses higher raises for Pima County employees due to the cost of living and inflation that is currently impacting myself and my family.

Thank you for your consideration.

Respectfully,

Susanna Rodriguez

HMIS Program Specialist



Pima County, Community & Workforce Development
400 E 26th Street
Tucson Arizona 85713
Office (520) 724-7300
FAX +1 (520) 838-7540
hmishelp@pima.gov

Pima County's Sullivan Jackson Employment Center is open. However, due to COVID-19, the increased demand for services may create an unexpected delay in our response time. If you require immediate assistance, please call our main office 520-724-7300, Monday – Friday, 8 AM to 5 PM. Thank you for your understanding and support during this important time for our community.

MAY 17 22 AM 08:03 PC CLK OF BD
BR

Bernadette Russell

From: Elizabeth Livingston
Sent: Monday, May 16, 2022 5:07 PM
To: COB_mail
Subject: RE: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

Dear Pima County Board of Supervisors',

As a Pima County employee, I am appreciative that the BOS is addressing the employees wage adjustments at tomorrow's board meeting.

With the higher inflation and cost of living, making ends meet have become a challenge especially for a family with one income, so I respectfully ask you approve item #7.

Thank you for your consideration.

Respectfully,
Elizabeth Livingston
Pima County
400 E 26th St
Tucson, Az 85713
(520)724-7321

MAY 17 22AM 08:03 PC CLK OF BD

Bernadette Russell

From: David Martinez Jr
Sent: Monday, May 16, 2022 5:11 PM
To: COB_mail
Subject: BOS meeting, agenda item #7

Dear Pima County Board of Supervisors',

As a Pima County employee, I am in support of 05/17/22 BOS meeting, agenda item #7 which addresses higher raises for Pima County employees due to the cost of living and inflation that is currently impacting myself and my family.

Thank you for your consideration.

Respectfully,

David Martinez
Program Support Specialist
HMIS Pima County
400 E 26th Street
Tucson, AZ 85713
(520) 724-7300
Pronouns: He/ Him/ His

MAY 17 22 AM 08:04 POC CLK OF ED

BR

Bernadette Russell

From: Houssam El Jerdi
Sent: Monday, May 16, 2022 5:14 PM
To: COB_mail
Subject: Supervisor Heinz's Board of Supervisors' Agenda, #7 on the Addendum for May 17th Board meeting

Honorable Board of Supervisors, Pima County

I respectfully request the Board of Supervisors consider Supervisor Heinz's Board of Supervisors' Agenda, #7 on the Addendum for May 17th Board meeting.

Have A Healthful Evening,
Houssam

PIMA COUNTY RWRD
HOUSSAM B. EL JERDI
Technical Services Manager
Chemical Engineer, M.S., P.E.

houssam.eljerdi@pima.gov

Phone: (520) 724-6077
Cell: [REDACTED]
Fax: (520) 724-6006

7101 N. CASA GRANDE HWY.
TREATMENT DIVISION
TUCSON, ARIZONA 85743

MAY 17 22 AM 08:04 PC CLK OF BD

BL

Bernadette Russell

From: Eric Nixon
Sent: Monday, May 16, 2022 5:48 PM
To: COB_mail
Subject: Wage-Salary/Market Adjustment

Importance: High

Honorable Board Members, Pima County Board of Supervisors:

I support District 2 Supervisor Dr. Matt Heinz in his effort to “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”.

It is refreshing to see a member of the Board so vigorously supporting our workforce. In my 24 years with Pima County this level of commitment has been far too rare.

Thank you, Supervisor Heinz for your efforts.

Eric M. Nixon
O&M Supervisor
RWRD/Tres Rios WWTF

MAY 17 22 AM 06:04 PM CLK OF ED

BR

Bernadette Russell

From: Brian Brown
Sent: Monday, May 16, 2022 5:51 PM
To: COB_mail
Subject: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

Good evening,

Regarding the cost of living adjustments in my opinion, it is necessary for the increase as soon as realistically possible. The aforementioned reasoning of retaining employees with this adjustment directly relates to myself. I already have a second job that I work on the weekends and that still does not make me comfortable with my personal rent increasing 36% this summer.

I would like nothing more than to continue working for Pima County, however in a competitive job market, I would not be the only person comparing my current wage to what I could be getting with other jobs outside of Pima County.

Thank You,

Brian Brown

Brian Brown | Program Specialist
Community Action Agency | 801 W. Congress St. Tucson, AZ 85745
Tel (520) 724-6477 | Fax (520) 770-4186
brian.brown@pima.gov

MAY 17 22 AM 08:04 PC CLK OF BD

BR

Bernadette Russell

From: visdomowl [REDACTED]
Sent: Monday, May 16, 2022 5:57 PM
To: COB_mail
Subject: 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.

Dear Pima County Board of Supervisors,

I'm writing in regards to Supervisor Heinz's addition of #7 on the Addendum of the Board of Supervisors' Agenda.

I have been a library employee (Library Associate), in the same position for over 11 years. There were no raises for a number of years, and in that time, have only had a total overall raise of \$4 per hour, even with increased responsibility and having "Surpasses" on my Annual Reviews. I do the same work as a Librarian, but because I do not have an MLS, I am paid less. With retirement, healthcare, HSA, FSA, etc deductions from my paycheck, my take home pay is barely \$900 a pay period. My rent is \$1,150 (not including utilities) per month. Thankfully my 11 year old car is paid off. I'm grateful I learned to be very frugal raising a family, and can continue to use these skills as a single adult.

Adding our current inflationary climate to my living conditions, I could use and qualify for public assistance on my Net Pay, but my Gross Pay is too high. I'm in a situation that is best described as "between a rock and a hard place."

I thank you for considering Mr. Heinz's proposal, and urge you to vote for a Market Adjustment Increase of at least 8.5% for those earning under \$25 per hour.

Thank you for your consideration.

An Anonymous Library Employee

MAY 17 22 AM 08:04 PC CLK OF BD

BR

Bernadette Russell

From: Allan Dew <[REDACTED]>
Sent: Monday, May 16, 2022 6:00 PM
To: COB_mail
Subject: Agenda Item 7- staff raises

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 Board of Supervisors,

I am a Pima County employee and am strongly in favor of the pay raise plan proposed by Supervisor Heinz.

Thank you,
Allan Dew

MAY 17 22 08:04 PC CLK OF RD

AK

Bernadette Russell

From: Amanda Jones [REDACTED]
Sent: Monday, May 16, 2022 6:02 PM
To: COB_mail
Subject: 8.5% Raise

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 am an employee of Pima County and would like to express my approval of an 8.5% raise. This would be an outstanding assistance to my family—especially as I contemplate getting a second job in these trying times.

Of course, anything at all is appreciated!

Thank you,
Amanda Jones

Sent from my iPhone

MAY 17 22 08:04 PM CLK OF RI

Bernadette Russell

From: [REDACTED]
Sent: Monday, May 16, 2022 6:08 PM
To: COB_mail
Subject: BOS meeting item #7 on the addendum

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 ask that all members of the Board of Supervisors please support the proposal listed as item #7 on the addendum for the agenda at tomorrow's meeting.

I'm a Pima County employee and member of the AFSCME Local 449. My co-workers and their families have been greatly impacted by rising costs of living and inflation. The Board of Supervisors have the power to provide them some relief by bringing wages in line with current conditions. Please show your support for wage increase that benefit the employees who have been negatively impacted the most.

Thank you,

Paul Lopez

MAY 17 22:08:05 POC CLK OF BD

BL

Bernadette Russell

From: Christine Hoekenga [REDACTED]
Sent: Monday, May 16, 2022 6:39 PM
To: COB_mail
Subject: Support for Alternate Wage Adjustment Proposal

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,

I am writing to express my strong support for Addendum 7 on the agenda for tomorrow's BOS meeting (Supervisor Heinz's alternative wage adjustment proposal).

In addition to the high inflation, generally noncompetitive county salaries, and lack of merit raises offered to county employees, I am also experiencing pay disparity within my department, which this proposal will help address. Two new hires in my department -- with identical titles and job descriptions and similar qualifications to mine, but three years less seniority -- were brought on board above the base salary for the position. Since I am still making the base salary, despite having requested similar consideration when I was hired and having had positive performance reviews since I started, I am in the lowest paid tier under Supervisor Heinz's proposal. The new hires are not, and thus this proposal will help address the inequity in our pay, while the one proposed by the county administration will not.

As both a county employee and resident who cares about retaining qualified workers, I urge all of you, and especially Supervisor Grijalva whose district I reside in, to vote for Addendum 7.

I love living and working in Pima County, but the low salaries and disparities in pay need to be addressed. This proposal is in line with the Accountability, Respect, and Ethical behavior highlighted in our "We A.R.E. Pima County" slogan. Thank you for your consideration.

Sincerely,

Christine Hoekenga
District 5 Resident
Pima County Employee

MAY 17 22 AM 08:05 PC CLK OF BD BK

Bernadette Russell

From: chris b [REDACTED]
Sent: Monday, May 16, 2022 6:57 PM
To: COB_mail
Subject: BOS agenda 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.

Dear Board of Supervisors,

I am reaching out in support of supervisor Heinz's recommendation for the employee wage adjustment increase. I am a professional, and have worked with Pima County since 2013. I previously worked in the private sector for 17+ years. As I am sure you are aware Pima County public sector salaries are not competitive with private salaries, bonuses and fringe benefits. It seems now they are not as competitive as other municipalities, offering higher salaries, alternate work schedules and telecommuting benefits.

Myself and several coworkers, were happy to see Jen Leshner's memo promoting alternate work schedules to help the County become a more competitive employer of choice. I believe they will help with retention, and thank you for approving them. I have been able to take advantage of this benefit, and it has allowed me more time to help my aging parent.

In my humble opinion, with inflation rates as high as 8 percent today, and a salary survey timeline of over 12 months. I think Supervisor Heinz's alternate recommendation is a step in the right direction, to bridge the salary gap, until the Board has more definitive data.

City of Tucson did a salary survey a couple of years ago, and put in place salary adjustments, retention bonuses, and even later additional COLA increases, which I believe are an excess of Supervisor Heinz's proposal.

I hope you find this information helpful and any increase would be greatly appreciated.

Thank you for your consideration.

Chrisinda Ballew

Sent from my iPhone

MAY 17 22 08 05 POC CLK OF ED
BK

Bernadette Russell

From: Emily Arnold <[REDACTED]>
Sent: Monday, May 16, 2022 8:21 PM
To: COB_mail
Subject: Wage adjustment for county employees

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.

Thank you for voting on the wage adjustment for county employees. As an employee with two kids in full-time preschool/daycare, currently 1/4 of my salary goes toward childcare. Recently with all the cost increases, we have been having to dip into savings to cover our expenses most months. The wage adjustment would be so helpful right now! Thanks for considering it.

-Emily

MAY 17 22:08:05 PC CLK OF BD

BR

Bernadette Russell

From: Deborah Mullins
Sent: Monday, May 16, 2022 8:26 PM
To: COB_mail
Subject: Raise

I need a raise.

MAY 17 22:08:05 PC CLK OF BD

BR

Bernadette Russell

From: Margot Natividad
Sent: Monday, May 16, 2022 9:24 PM
To: COB_mail
Subject: Fwd: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

To the Pima County Board of Supervisors.

I support Dr Heinz's proposal for wage adjustment.

Respectfully,

Margot Natividad
Program Manager
Pima County Public Library

Begin forwarded message:

From: David Higuera <David.Higuera@pima.gov>
Date: May 16, 2022 at 1:01:39 PM MST
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:**

MAY 17 22 AM 08:05 POC CLK OF BD

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

Bernadette Russell

From: rachel soltis [REDACTED] >
Sent: Monday, May 16, 2022 9:28 PM
To: COB_mail
Subject: Support for Wage Adjustment proposal

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.

Esteemed Supervisors Scott, Bronson, Christy, Grijalva, and Heinz:

I write to you as a proud Pima County employee with nearly four years working in the Department of Natural Resources, Parks, and Recreation. I would like to voice my support for Supervisor Heinz's wage adjustment proposal.

These last few months, I have become more aware than ever how insufficient my salary is for the current cost of living. I have been dipping into savings and getting increasingly nervous about how much the landlord will increase rent when the lease is up. While something is better than nothing, the truth is that a 5% increase is hardly noticeable once taxes are taken out. I love my job and want to continue to serve the people and plants of Pima County in my role. An 8.5% increase would help make that possible.

Thank you for your leadership and support for Pima County's employees.

Sincerely,
Rachel Soltis

"In wildness is the preservation of the world." - Henry David Thoreau

MAY 17 22:08:06 PCC CLK OF ED
BF

Bernadette Russell

From: Kelsey Dawn McMonagle <kelseydm@email.arizona.edu>
Sent: Monday, May 16, 2022 9:41 PM
To: COB_mail
Subject: Hourly Wage 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.

Dear Pima County Board Members,

Respectfully, I support the wage increase for Pima County employees.

Sincerely,
Kelsey McMonagle

MAY 17 22 AM 09:06 PC CLK OF ED

Bernadette Russell

From: Cathleen Ward <[REDACTED]>
Sent: Monday, May 16, 2022 11:51 PM
To: COB_mail
Subject: Vote for #7 on the Addendum

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.

Please vote yes tomorrow on Supervisor Heinz's proposal for wage adjustments. The ongoing inflation is hurting county employees and shows no signs of slowing soon.

The pain is most felt by our employees making less than \$25 an hour. These individuals were already living close to the edge of their means in order to provide for their families. Those making more still feel the pinch but have more space to tighten their belts on non-essential expenses.

This proposal should be passed without delay. If Pima County wishes to be an employer of choice swift action and less quibbling is necessary. We aren't just talking about dollars, we are talking about the well-being of employees.

Thank you.

County employee and resident of District 3

MAY 17 22 AM 06:06 PC CLK OF BD

Bernadette Russell

From: Priscilla Velador [REDACTED] >
Sent: Tuesday, May 17, 2022 4:06 AM
To: COB_mail
Subject: Cost of living 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.

Dear Board members,

Please consider the proposed wage increase of 8.5%, 6%, 4%, 3% and 1%. It is urgent that this be considered effective immediately, because some of us are having to go to food banks to help to offset the high cost of everything and try to make our \$\$ stretch! Thank you for your consideration.

Respectfully,
Priscilla Velador

MAY 17 22 08:06 PC CLK OF HD

Bernadette Russell

From: Shelli Toms
Sent: Tuesday, May 17, 2022 4:16 AM
To: COB_mail
Subject: Wage Adjustment item, Board of Supervisors Agenda Tomorrow

I agree with this wage adjustment. See below. Please count me as a yes.

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.

Thank you for your consideration,

Shelli Toms
O & M Tech Supervisor
520-724-6195

MAY 17 22 08:07 PM CLK OF BD

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. ADD 7

Corrie Cotugno

From: Matthew Cotsonas
Sent: Tuesday, May 17, 2022 6:26 AM
To: COB_mail
Subject: Wage Adjustment

I agree the county needs to adjust the wages we receive. I am currently paid \$12 under the national average for my job title. That being said I don't expect a \$12 raise but when people are being brought in to different county spots that do not require the education or certificates that mine does it is very dishearten. I am a second generation county worker and the pride I saw growing up from my Dad and his coworkers just is not here anymore. I do think recognizing the pay problem is a huge step in the right direction to fixing some of the moral issues with in the county. There are also things that could be done to help counter the inflation. Discounts on services the county provide. Like sewer bills for one, to help offsite the lack of pay we get help us in that way. Thank you taken the time to ask us and for reading my email.

Matthew Cotsonas
Industrial Electrician
Pima County WasteWater
Conveyance Division
Cell [REDACTED]

MAY 17 22 AM 08:41 PC CLK OF BD

u

Corrie Cotugno

From: Andrew Hatch
Sent: Tuesday, May 17, 2022 6:33 AM
To: COB_mail
Subject: Pima County Wage Adjustments

Hello Board of Supervisors,

As grateful as I am to hear about the proposed wage adjustments to combat inflation pressures for Pima County employees there was a piece of the 5%/3%/1% plan that I found to be rather glaring. I have been a county employee for almost 5 years making under \$20 an hour. I like my job and am grateful to Pima County for hiring me, but to group those of us under \$20 an hour with the group making \$75,000 a year is frustrating. Those are people making double what I, and most of my coworkers do. We are the group who needs this help the most, we feel this inflation more than others. As for the 3% and 1% groups that seems like so much money to us it boggles our minds they need financial support at all. I can't even comment on their wages because they seem like another stratosphere.

For these reasons I feel the 8.5% adjustment proposed by Supervisor Dr. Matt Heinz for employees making <\$25 is more equitable. If we want to help the most Pima County employees lets raise the floor more than the ceiling. Let's be more precise and aim this assistance where it is most needed and do the most good. Thank you for work and attention to this.

Andrew Hatch
Pima County Natural Resources, Parks and Recreation
Tucson, AZ 85741
Cell: [REDACTED]

MAY 17 22 08:41 PC CLK OF BD

Corrie Cotugno

From: Adrian Ahumada
Sent: Tuesday, May 17, 2022 6:38 AM
To: COB_mail
Subject: AGREE

Hello good morning my name is Adrian Ahumada I work at fleet services dept. I agree with 8.5 percent due to inflation rises. My family and I are working check to check just to pay for essential needs. I have worked here for 7 years and agree with wage increase. The rise on product needs have impacted our daily lifes. Thank you for taking the time to here me out. Have a good day

MAY 17 22 AM 08:41 PC CLK OF BD
CC

Corrie Cotugno

From: Steven Valencia
Sent: Tuesday, May 17, 2022 6:48 AM
To: COB_mail
Subject: Wage Adjustment Supervisor Heinz

Morning Board-

I wanted to reach out and let you know that I absolutely support Supervisor Heinz and his wage proposal. We can no longer wait for the employee classification/salary study when the price of everything we need daily continues to rise. I also think that Heinz' tiered scale is an improvement over the 5/3/1 plan since it will put more money into employees hands that need it. The majority of workers I know are making under \$25/hour, so this would help them the most. Over the last 15+ years I have seen good employees leave to the private sector and the most common reason is money. This increase could give us a chance to retain some of these employees and their knowledge. Thanks and please support this proposal.

Steven Valencia
Permit and Regulatory Compliance Specialist
Pima County Industrial Wastewater Control
Phone: (520)724-6200

MAY 17 22 08:41 PC CLK OF BD CC

Corrie Cotugno

From: Ann [REDACTED]
Sent: Tuesday, May 17, 2022 7:13 AM
To: COB_mail
Subject: Wage 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.

As a Pima County employee, I take great pride in my job and believe what we do is not only worthwhile but that we play a vital role in our community by protecting the environment and the people within it. That said, I am the sole financial provider for a family of 3, with 1 enrolled in college. As prices continue to soar, each year I find that my salary covers less and less. With more than half of my take-home pay going to the mortgage of a modest 2 bedroom home built in the 1980's, I am left with less than \$250.00 a week to cover all other expenses... electric, water, car insurance, gas...it adds up faster than I can manage. With nothing leftover, we live paycheck to paycheck. And I know I'm not alone in this fight. With inflation booming, I have begun to look for employment outside of the County listings due to higher wage potential. It saddens me to know that my contributions to the county as an employee are viewed as expendable despite putting my heart and soul to the work I produce everyday. Please do the right thing and take care of the people who take care of this community. I believe anyone making under \$25.00/hour should see an even higher wage increase than the proposed 8.5%. Do the math and see how little it really is.

Sincerely,
A Current (and hopefully future) Pima County Employee

MAY 17 22 AM 08:40 PCC CLK OF BD ←

Corrie Cotugno

From: Ashley Contreras <ashley.contreras@tucsonyouth.org>
Sent: Tuesday, May 17, 2022 7:31 AM
To: COB_mail
Subject: Board Meeting 5-17-22

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,
I writing on the board meeting 5-17-22 on the inflation wage increase that will take place FY23 and how it is important to do these increase ASAP staff are already suffering with high gas prices and higher prices on everything that has gone up making it in effect now will help the pima county staff and those who are single moms barely making it we can not wait for this to affect us in two years this is needed now!

MAY 17 22 AM 08:40 PC CLK OF BD CC

Corrie Cotugno

From: Caitlin [REDACTED]
Sent: Tuesday, May 17, 2022 8:52 AM
To: COB_mail
Subject: Raises

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 morning,

Please approve the raise schedule put forth by supervisor Heinz. While I appreciate the upcoming salary studies for County departments, our current staff are struggling to maintain their standard of living and we are struggling with retention due to low wages and a lack of opportunity to earn more throughout our careers.

The County has thousands of dedicated employees invested in providing critical services to our community members. It is imperative for us to be compensated fairly and competitively.

Following this discussion, I hope the Board of Supervisors, in conjunction with County Administration and HR, establish a regular raise structure for employees meeting performance expectations. Without ongoing increases to account for inflation and the radical cost of living changes in our everyday lives, County employees are essentially making less and less as Tucson's economy grows and changes all around us.

Thank you for your consideration of this vital matter. Your advocacy is deeply appreciated.

Sincerely,
Caitlin Burns
Managing Librarian, Nanini Library

MAY 17 22 08 57 PC CLK OF BD

Corrie Cotugno

From: Jurdina Nolin-Brown [REDACTED]
Sent: Tuesday, May 17, 2022 9:01 AM
To: COB_mail
Subject: County Employee Raises

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 Board of Supervisors,
I think it is imperative for those of us that this cost of living raise could affect, to reach out as individuals to tell a little bit about what this decision could mean for our families. I am a professional with a Masters degree who has dedicated my working career to the public service of Pima County yet my hourly wage is not enough to sustain my family. Over the past year we have seen such a tremendous hike in cost of living in Tucson, as I know you are aware of, which has made decisions such as what to buy at the grocery store very difficult especially as we continue to deal with availability in stores. The supply chain issues leave us with little options to choose from and increased costs as a result. As a mother of three I am continually making a choice of what foods I can buy, if I have money for summer clothes and shoes, and can we afford swim lessons this year. Please take families like mine into consideration when voting on the cost of living raise. Supervisor Heinz's recommendation of 8.5% for employees like me would make a huge difference to my family.
Thank you for listening,
Jurdina

--
Jurdina Nolin-Brown
[REDACTED]
[REDACTED]

MAY 17 22 AM 10:11 PC CLK OF BD *ce*

Corrie Cotugno

From: Miguel Aguirre
Sent: Tuesday, May 17, 2022 12:27 PM
To: COB_mail
Subject: COST OF LIVING INCREASE

yes, I agree on the cost of living increase due to the struggles of daily life with how high of cost of living is going up and it would be a blessing if we receive this raise.

THANKS,
MIGUEL AGUIRRE
FLEET SERVICES SUPPORT SPECIALIST
PARTS DEPT.
(520)724-2645

MAY 17 22 AM 01:46 PM CCLK OF BD

Corrie Cotugno

From: Kathleen Knappenberger
Sent: Tuesday, May 17, 2022 2:03 PM
To: COB_mail
Subject: Salary Adjustment/Increase

Dear Board of Supervisors,

I would appreciate you supporting the proposed salary adjustment/increase for FY23 to combat the hyper-inflation we are experiencing. Thank you for your kind consideration on the matter.

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%

Respectfully,

Kathleen Knappenberger

Kathleen Knappenberger | Library Associate
Murphy-Wilmot Library | 530 N Wilmot Rd
520.594.5420 | Kathleen.Knappenberger@pima.gov | www.library.pima.gov

MAY 17 2 22 PM '22 PFC CLK OF BD

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A00 7

Corrie Cotugno

From: Jesse Furrow
Sent: Tuesday, May 17, 2022 2:59 PM
To: COB_mail
Subject: Wage adjustment

Dear Board of Supervisors,

Thank you for considering a wage increase. I am a trades maintenance technician at Agua Caliente Park and I truly enjoy my work. I am in support of - and would be grateful for - a wage increase to help offset the increased cost of living we are all experiencing.

Thank you,

Jesse Furrow

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

MAY 17 22 PM 03:21 PC CLK OF ED *u*

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Corrie Cotugno

From: Bailey Inman
Sent: Tuesday, May 17, 2022 3:58 PM
To: COB_mail
Subject: Inflation adjustment for county employees

Hello,

My name is Bailey—I am an employee at the Pima County Health Department. As a county employee who makes less than \$25/hour, an 8.5% inflation adjustment would be tremendously beneficial to me. Cost of living has jumped significantly, student loan repayments are coming closer, gas prices are out of control, rent keeps going up and I fear that all of it will only become worse. The proposed 5% adjustment for under \$75K would be helpful, obviously, and would amount to an increase of \$2250/year for me. An 8.5% adjustment would amount to an increase of \$3826/year which is merely a \$1576 difference but would make a huge difference to me. That additional \$1.5K/year would (almost) cover the increase in my rent for the year. The other \$2.2K would help with other areas being slammed with inflation. This would help retain employees and make salaries more competitive, a win-win for all.

It's my hope that the increases proposed by Dr. Heinz will truly be considered now that this agenda point has been continued to the next meeting.

Respectfully,

Bailey Inman

Pronouns: he/him/his

Communicable Disease Investigator

Pima County Health Department

3950 S Country Club Rd

Tucson, AZ 85714

Phone: (520) 724-7872

Fax: (520) 838-7474

Bailey.Inman@pima.gov

MAY 17 22 PM 03:58 PC CLK OF BD *ce*

Corrie Cotugno

From: Louis Thorne
Sent: Tuesday, May 17, 2022 4:33 PM
To: COB_mail
Subject: Give us better raises!

Dear Board of Supervisors,
Please give County employees better raises than what is currently proposed. I agree with Sup Heinz’s proposal of better raises:

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%

Please give us employees a break!

Louis Thorne | Pronouns: he/him/his | Adult Services Librarian
Joel D. Valdez Library | 101 N Stone Ave, Tucson, AZ 85701
520-594-5542 | louis.thorne@pima.gov | www.library.pima.gov
PCPL acknowledges Native Nations in Pima County and honors Indigenous peoples throughout Arizona.

MAY 17 22PM 04:43 PC CLK OF BD CC

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Melissa Whitney

From: Edward Jandali
Sent: Wednesday, May 18, 2022 6:21 AM
To: COB_mail
Subject: Wage Adjustment item, Board of Supervisors Agenda.

Hello,

I support Sup Heinz's proposal for cost-of-living adjustments.

Edward Jandali, P.E.

PCRWRD Capacity Section
Public Works Building
Mail Stop: PW-PWB3-311
201 Stone Avenue
Tucson, Arizona 85701-1207
520-724-6155 (office)



PIMA COUNTY
WASTEWATER RECLAMATION

MAY 18 22 08:10 PC CLK OF BD

AW

Melissa Whitney

From: Monica DeLaCruz
Sent: Wednesday, May 18, 2022 6:38 AM
To: COB_mail
Subject: Wage Adjustment item

Good morning,

I support the below statement and hope this will pass. It will greatly impact my home economic needs.

“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.”

Thank you for your hard work

Monica De La Cruz
Engineering Plans Technician
Pima County - RWRD
Conveyance Division
(520) 724-3431

My new work schedule is the following: Monday to Thursday 6:00 AM to 4:30 PM and off on Fridays

MAY 18 2022 08:10:00 PCC CLK OF ED

MW

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. ADD 7

Corrie Cotugno

From: Carmella Harmon
Sent: Wednesday, May 18, 2022 1:11 PM
To: COB_mail
Subject: SUPPORT FOR HIGHER COST OF LIVING SALARY ADJUSTMENT NOW

Dear Board Members:

Please note that I am in support of providing the above now rather than in 2023. Your most prompt attention to this matter will be greatly appreciated.

Sincerely,

Carmella Harmon | Library Program Instructor |
Job Help Services
520.594.5422 | carmella.harmon@pima.gov | library.pima.gov

MAY 18 22 PM 01:20 PC CLK OF BD

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Melissa Whitney

From: Nicholas Richey [REDACTED]
Sent: Friday, May 20, 2022 8:56 AM
To: COB_mail
Attachments: o&m pay.pdf



Good day,

My name is Nicholas, I am a wastewater operator, or O&M Technician if you prefer, at Tres Rios WRF and a registered voter in district 3 under Sharon Bronson. I take pride in my service to the county and more importantly the environmental stewardship that I provide, and I think I speak for us all when I say that I greatly appreciate the 5%/3%/1% pay increase that got approved, however this still doesn't make up for our continually declining wages. The last I checked we are paid 10k / yr below the median for the industry. I have found, and attached an excerpt of a wage survey from the year 1991 for the counties of Cochise, Graham, Pima, and Santa Cruz. This is right around the time some of my colleagues starting working here for RWRD. It lists a Sewage Plant Operator (item 62) at \$12.71 / hr, I then took this information to google in search of an inflation calculator, and after checking several of them I gathered that the equivalent today would be roughly \$26-\$27 / hr. To my knowledge the starting pay for my position is currently only \$20.55 with a ***potential*** of reaching \$27.04, however the way our program is set up this is not currently possible within my position. The training classes only get up as far as \$22.09 / hr.

Personally I am alarmed that Pima County has allowed this to happen. Our wages have only gone down over the last three decades for the simple fact that we have NOT been properly compensated for inflation, nor is there ample opportunity for any significant raises, as even with the raises I have accrued I am still below the \$27 / hr that my job was worth 30 years ago yet our job has gotten more challenging as that time has passed with major upgrades to our plant. If we were to be appropriately adjusted, not only would it greatly benefit ourselves and workplace morale but would very likely increase retention in the workforce and incentive to progress.

Nicholas Richey,

Nicholas.Richey@pima.gov



MAY 20 22 09:24 PC CLK OF BD

NW

O&M Technician Matrix (2780)

O&M Technician Level	Skill Block	Description	Time Line	Pay Step	Rate	Range
Level 1	O1 & M1	Complete both O1 and M1 Skill Blocks Including ADEQ WW Operator 1 exam and Pass RWRD Mechanical Maintenance M1 exam	12 months	1	\$19.57	\$19.57 - \$27.04 starting pay
Level 2	O2 or M2	Complete either M2 Skill Block and M2 exam or O2 Skill Block and Pass ADEQ WW Treatment Grade 2	Voluntary	2	\$21.04	
	O2 & M2	Complete both O2 and M2 Skill Blocks Including M2 exam and ADEQ WW Treatment Grade 2 exam	Voluntary	3	\$22.09	

VI. O&M SUPERVISOR TRAINING PROGRAM (2784)

Advancement to the O&M Supervisor Program (S Level) requires one of the following prerequisites:

A current ADEQ WW Treatment Grade 3 and five years of wastewater plant operating and maintenance experience in an advanced tertiary-level facility or other comparable industrial/process equipment operation and maintenance; successful completion of RWRD Level 2 Skill Blocks (O2/M2). If an individual is hired as Supervisor without the RWRD O2/M2 (hired under other qualifications), the individual will receive an O2 and M2 Field Assessment within 12 months. The Treatment Manager may assign additional classes as deemed necessary to help insure the new supervisor possesses all appropriate skillsets.

O&M Supervisors are expected to exhibit leadership attributes and will direct and assign work to O&M Technicians. The O&M Supervisor Training Program is designed to help employees develop the skills necessary to become effective supervisors.

All O&M Supervisors (appointed, promoted, or hired) must complete the S1 Skill Block within 12 months from their appointment or promotion to the O&M Supervisor classification. O&M Supervisors who fail to complete the S1 Skill Block within the 12-month period may be demoted to job class 2780, re-evaluated by the Plant Manager for consideration of an extension, or terminated. Upon completion of the S1 Skill Block, an O&M Supervisor may voluntarily pursue the S2 Skill Block and S3 Skill Blocks.

The O&M Supervisor Training Program includes three Skill Blocks consisting of O&M Supervisor (S1), Supervisor Level 2 (S2) and Supervisor Level 3 (S3) Skill Blocks. Advancement to S2 additionally requires ADEQ Grade 1 Wastewater Collections and completion of O2 and M2. O2 and/or M2 requirements for S2 may be waived through an assessment process. S3 requires completion of an ADEQ Grade 4 wastewater treatment certification. Sequential completion of each will receive a minimum of a 5% increase in pay if current wage is less than the pay step minimum. A 2.5% increase will apply if the current wage is already at or above the pay step minimum. Adjusted salary will not exceed the maximum for the pay range.

U.S. DEPARTMENT OF LABOR
 EMPLOYMENT STANDARDS ADMINISTRATION
 WAGE AND HOUR DIVISION
 WASHINGTON, D.C. 20210

REGISTER OF WAGE DETERMINATIONS UNDER
 THE SERVICE CONTRACT ACT
 By direction of the Secretary of Labor

Alan L. Moss Division of
 Director Wage Determinations

LOCALITY	State: Arizona
	Area: AZ COUNTIES: COCHISE, GRAHAM, PIMA SANTA CRUZ

Wage Determination No.: 86-0307 (Rev. 8) Date: 01/31/1991

Class of Service Employees	Minimum Hourly Wage	Fringe Benefit Payments			
		Health & Welfare	Vacation	Holiday	Other

58. Welder, Combination, Maintenance	\$ 13.41
59. Woodcraft Worker	\$ 12.71
60. Woodworker	\$ 12.19
61. Boiler Tender	\$ 12.71
62. Sewage Plant Operator	\$ 12.71
63. Stationary Engineer	\$ 13.41
64. Water Treatment Plant Operator	\$ 12.71
65. Bus Driver	\$ 8.84
66. Heavy Equipment Operator	\$ 13.41
67. Truckdriver, light	\$ 8.01
68. Truckdriver, medium	\$ 9.65
69. Truckdriver, heavy	\$ 10.10
70. Truckdriver, Tractor-Trailer	\$ 10.44
71. Telephone Mechanic	\$ 13.41
72. Cable Splicer	\$ 13.41
73. Lineman	\$ 13.41
74. Inspector	\$ 14.04

(9) = 11.1783

Fringe benefits applicable to all classes of service employees engaged in contract performance:

1/

2/

3/

ADDENDUM MATERIAL

DATE 5/17/22

ITEM NO. A007

Corrie Cotugno

From: Jese Aguilar
Sent: Friday, May 20, 2022 10:20 AM
To: COB_mail
Subject: Wage adjustment

Hello lovely Board of Supervisors!

It's no secret that the cost of living in Arizona has skyrocketed since the pandemic started. However, wages have not.

In Tucson, a single person's estimated monthly costs are 896.87\$ without rent. On average, for a one bedroom apartment, rent is about \$919. That's essentially my entire month's earnings. I think a lot of folks would agree that living comfortably is unattainable at the wage the County employees are making. I personally don't think we can keep waiting for these wage increases. Please take into consideration what we are asking of you.

Thank you

Jese Aguilar (He/His) | Library Technical Assistant
Frank De La Cruz-El Pueblo Library | 101 W Irvington Rd.
(520) 594-5250 | jese.aguilar@pima.gov
¡Hablo español!

MAY 20 22 AM 10:51 PC CLK OF BD