



Monday, April 3, 2023

To: Pima County Board of Supervisors
& Pima County Administrator

From: Marcelino C Flores, President
AFSCME Local 449

Re: March 2, 2023 Compensation Study Update
& ITEM 14. Fiscal Year 2023/24 Recommended Budget Framework

Dear Honorable Board Chair, Members, and Administrator Leshner,

Thank you for undertaking the Countywide Compensation Study and for further considering a budget allocation towards the implementation of recommended findings. Moreover, we appreciate Administrator Leshner's escoop video update on March 31, 2023. Thank you for considering a few comments below as a Pima County resident, employee, and labor leader.

On March 2 Administrator Leshner submitted a Countywide Compensation Study Update Memo (Memo) update. The Preliminary Findings within the Memo calls for the need to make higher salaries more competitive as the lower salary occupations are on par with market; having no knowledge on how this recommendation is arrived at it seems there could have been some objective to support, or evidence to go against, this 'finding.' For example, what are the comparative turnover rates for low salary versus higher salaries? How long are low salary positions on the market versus higher salary positions? What are the quit and termination rates between the juxtaposed salaries? We call for transparency in this study through active participation by labor representatives.

Organizations that proactively engage in pay equity best practices have a competitive advantage and are better positioned to attract and retain top talent. As Pima County strives to be an employer of choice, how has gender and racial pay equity been addressed in the CBIZ compensation study? What has been the role of Pima County's Diversity, Equity, & Inclusion (DEI) Program Manager in examining CBIZ's job evaluations? How does the new job architecture and new salary structure confirm the County's commitment to DEI? We call for genuine commitment to DEI as opportunities for growth and success within the County framework and salary structure are being developed.

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Internal versus external job evaluations: The Memo says CBIZ is looking at external market comparisons (i.e. comparing Library classifications to other regional library salaries), but doesn't mention that they will consider *internal* pay equity comparisons between library positions and comparable County positions in other departments. The library is just one example, but this process will affect other female-dominated positions, as well. US Census Bureau recently released Median wage comparisons between men and women across the nation and across all industry occupations. Overall, median wages of women 84% of men's median wages. When looking at women dominated industries versus men dominated industries the earnings by women are 79% of men's median wages. We call for pay equity for women.

Thank you for kindly considering these very few comments. Contact me if I may answer any questions or assist in any regard. Thank you for all that you do.

In Solidarity,

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