

AGENDA MATERIAL  
DATE 8/21/23 ITEM NO. 2A16

Aliza Barraza

**From:** Paul Lopez [REDACTED]  
**Sent:** Wednesday, August 16, 2023 7:30 PM  
**To:** COB\_mail  
**Subject:** BOS Meeting 8/21/23 Agenda Item #16 comment - Compensation Phase II approval

**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 the Board of Supervisors:

Thank you for approving phase 1 of the new salary structure for Pima County employees. I'm writing to ask you to support the proposed phase 2 compression adjustment.

As someone who's had three different positions in the past six years, the proposed 25% / 75% model doesn't benefit me much personally, but it's reasonable. Should a doctor with one year's experience make substantially more than a doctor with 10 simply because they were previously a nursing assistant for 19 years? No, that doesn't make sense. The doctor with more experience *as a doctor* should be compensated more. This model gives more weight to experience in one's current position so there's equity amongst colleagues within the same positions. It's a sound model.

With the approval of this proposal, we can better recover from the large amount of turnover the county has experienced the past few years and develop experienced personnel who can continue to improve in serving our community.

Thank you,

Paul Lopez  
Pima County employee and District 2 resident

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2023 AUG 16 PM 7:30

## COB - General Contact Form

08/16/2023 7:47 PM (MST)

### Contact Us

Please use the form below to tell us how we can be of assistance.

**\*\*Fields marked with an asterisk (\*) are required and must be completed before submitting.\*\***

First Name

Kathy

Last Name

Konecny

Email

[REDACTED]

Please type the topic or subject  
of your message:

Phase 2 Issues

Your Message

When the Library Department was transferred from the City of Tucson to Pima County, employees were told that we would carry over our seniority. In fact, our vacation accrual is one example of how our seniority was transferred when we transitioned to being County employees. We trusted the County to treat us ethically. We believed that the County had a mechanism for moving employees through their \*advertised\* salary ranges. We never realized that the top range was misleading and virtually unattainable and that the County did not believe in cost of living adjustments. Now, with the roll out of Phase 2, we had hoped for the County to finally try to make things right. Unfortunately, we have been told that our years of dedicated service are only recognized starting in July 2006 when our department was taken over by the County. My 32 years of service suddenly equate to 17 years. The County can do better than this. Please live up to your promise to library employees and recognize ALL of our years of service to the community. Yes, it will cost more but it is past time for the County to compensate its employees fairly and competitively.

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Would you like a response?

Yes