



# MEMORANDUM

Date: May 24, 2022

To: The Honorable Chair and Members  
Pima County Board of Supervisors

From: Jan Leshner   
County Administrator

Re: Follow-up Information from May 17, 2022, Board of Supervisors Meeting – Summary of Raises

At the Board of Supervisors meeting on May 17, 2022, the Board requested a summary of raises provided to staff over the past 5 years. Below please find the table summarizing the raises provided between Fiscal Years 2017/18 and 2021/2022.

Salary Increase Summary	
Fiscal Year	Salary Increase
2017/18	No general adjustment or anniversary increases awarded
2018/19	2.5% general adjustment for all eligible employees effective pay period beginning July 8, 2018 1.0% general adjustment for all eligible employees earning \$50,000 or less per year effective pay period beginning January 6, 2019
2019/20	2.0% general adjustment for all eligible employees earning more than \$45,000 per year effective pay period beginning September 1, 2019 4.0% general adjustment for all eligible employees earning \$45,000 or less per year effective pay period beginning September 1, 2019
2020/21	No general adjustment or anniversary increases awarded
2021/22	\$15 per hour new minimum for all eligible employees effective pay period beginning July 4, 2021 5.0% general salary increase for all eligible employees, effective October 9, 2021

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Please note that the table above includes only raises provided to all employees. It does not include the numerous adjustments made due to market studies conducted by Human Resources that resulted in roughly 30 classifications receiving market adjustments for current incumbents. Examples of these job classifications where incumbents received increases are Sheriff’s Deputies, Corrections Officers, Attorneys in both the County Attorney’s Office and Public Defense Services, Paralegals, Criminal Investigators, 9-1-1 Call Takers and Dispatchers, Forensic Technicians, Evidence Technicians, Fleet Services Automotive Trades, Nurses, and Epidemiologists.

JKL/dym

- c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
- Francisco Garcia, MD, MPH, Deputy County Administrator & Chief Medical Officer, Health and Community Services
- Ellen Moulton, Director, Analytics and Data Governance
- Michelle Campagne, Director, Finance and Risk Management
- Andy Welch, Deputy Director, Finance and Risk Management
- Xavier Rendon, Budget Division Manager, Finance and Risk Management