

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 22 PM 04:39 PC 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 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 22 AM 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#08:04PCCCLKDF BD

BL

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. ELJERDI

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 PM 03:04 PM 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 08:04 PC 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

BL

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 22:08:04 PC CLK OF BD

BC

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 22PM 08:04 PC CLK OF RD

OK

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 22PM 08:04 PC CLK OF RD

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

MPY 17-22#0805PCCLK 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 PM 05:05 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 PCD CLK OF BD

BR

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

BK

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

bf

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 PM CCLKDF BD

BR

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 08:06 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

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