

# ADDENDUM MATERIAL

Corrie Cotugno

DATE 5/17/22

ITEM NO. ADD 7

**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]

PGY 17-22#0841 PC CLK OF BD

## Corrie Cotugno

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**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**

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**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 08:41 PC CLK OF BD  
CC

## Corrie Cotugno

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**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

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**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

PRY 1722W0840PCCLKDF BD

## Corrie Cotugno

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**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

## Corrie Cotugno

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**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 PM 08:57 PC CLK OF ED

## Corrie Cotugno

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**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

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Jurdina Nolin-Brown  
[REDACTED]  
[REDACTED]

MAY 17 22 AM 10:11 PCC CLK OF BD



**Corrie Cotugno**

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**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 PM 01:46 PC CLK OF BD

## Corrie Cotugno

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**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](mailto:Kathleen.Knappenberger@pima.gov) | [www.library.pima.gov](http://www.library.pima.gov)

MAY 17 22 PM 02:06 PC 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

# 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](mailto:Bailey.Inman@pima.gov)

MAY 17 22 PM 03:58 PC CLK OF BD

DATE 5/17/22ITEM NO. A007

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](mailto:louis.thorne@pima.gov) | [www.library.pima.gov](http://www.library.pima.gov)

PCPL acknowledges Native Nations in Pima County and honors Indigenous peoples throughout Arizona.

MAY 17 2022 PM 04:43 PC CLK OF BD  
cc