




MEMORANDUM

Date: September 17, 2021

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

From: C.H. Huckelberry 
County Administrator

Re: **Additional Recommendation Regarding the First Phase County Comprehensive Salary Study through a Proposed General Increase in Employee Compensation by Five Percent**

In my [memorandum](#) distributed on this subject, I made three recommendations. I would now like to propose an additional recommendation, which reads as follows:

- d) All salary adjustments for Court employees (Superior and Juvenile) are to be deferred until there is specific clarification regarding Item C above as well as how the recent salary adjustments (for the Pay Period Ending September 11, 2021) implemented by the Courts interact with this proposal.

We have been informed that as of the Pay Period Ending September 11, 2021, 319 employees out of a total of 928 Superior and Juvenile Court employees received a salary adjustment. These increases ranged from 2.5 percent to over 17 percent. To be consistent with Recommendation B, it only applies to those employees receiving less than a five percent increase, which appears to be approximately 143 employees or less than half of those who received an increase.

We will need some time to sort out this issue with Court leadership; hence, this recommendation to exclude, at this time, all Court employees from the general salary adjustment.

CHH/anc

- c: The Honorable Jeffrey Bergin, Presiding Judge, Pima County Superior Court
Ronald Overholt, Court Administrator, Pima County Superior Court
Teresa Underwood, Court Administrator, Pima County Consolidated Justice Court
Jan Leshar, Chief Deputy County Administrator
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services