



MEMORANDUM

DATE: May 6, 2020

TO: All City Employees

FROM: Mayor Regina Romero

SUBJECT: PUBLIC HEARING REGARDING FY2020/21 COMPENSATION PLAN

On May 5, 2020, the Human Resources Director submitted her recommendations regarding the FY 2020/21 Compensation Plan to the Mayor and Council. The Director's recommendations to the Mayor and Council are attached.

In accordance with Tucson Charter, Chapter VII, Section 2, the Mayor is required to hold a public hearing within 10 days of the compensation plan recommendation to afford all interested parties the opportunity to raise any salary disputes in connection with the Compensation Plan recommendations.

The City Code allows for disputes to be raised with regard to the recommended adjustment to the Compensation Plan and not the classification of positions or the assignment of classifications to a salary range.

Due to the impacts of the COVID-19 pandemic, which have prompted declarations of a public health emergency at the local, state and federal levels, this meeting will be conducted using measures to protect public health. This year's public hearing is scheduled for **Friday, May 8, 2020**, at **4:00 p.m.** and will be held remotely through technological means, as permitted under Arizona law.

To ensure that any dispute raised is fully understood, all disputes must be submitted in writing on the attached form and sent to the City Clerk's Office by email at cityclerk@tucsonaz.gov by **5:00 p.m.** on **Friday, May 8, 2020**. Each employee who wishes to present a dispute must sign the dispute and any representative selected by an employee to represent him or her in the dispute process must also sign.

Individuals wishing to speak during the public hearing (subject to technological availability) will join the meeting via teleconference. You **MUST** submit an email to cityclerk@tucsonaz.gov requesting to speak that includes your name, and the phone number you will use for the teleconference. The phone number will be used to identify the individual when/if being called upon to speak. Once your request to speak has been received by the City Clerk, you will be provided instructions on how to connect to the teleconference. Requests **MUST** be received no later than **NOON** on **Friday, May 8, 2020**.

Thank you.

Attachment: HR Director's FY2021 Compensation Plan Recommendation
Dispute Form