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# MEMORANDUM

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Date: April 14, 2015

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

From: C.H. Huckelberry  
County Administrator

A handwritten signature in black ink, appearing to read "CH Huckelberry", is written over the typed name "C.H. Huckelberry".

Re: **Sheriff's Budget Presentation**

A number of issues were raised during the Sheriff's Department April 7, 2015 budget presentation to the Board of Supervisors.

I will review the Department's information technology (IT) request. However, the County has, for a number of years, provided additional funds to the Sheriff for IT. I will also review past budgets, allocations made and appropriations approved by the Board for this purpose to determine how these funds were used to meet the Sheriff's IT needs.

Regarding increased employee benefit costs, the Public Safety Retirement System required an additional lump sum payment this year due to past legislative action and litigation. This \$5.1 million payment is being made by the County, not from the Sheriff's budget. Hence, the additional cost of employee benefits, including retirement, should not influence or impact the Sheriff's budget this year. It will only impact the County's overall budget.

Regarding attrition, employee turnover is a normal circumstance in the operation of any enterprise with a large number of employees, and the County is no different. Our overall attrition rate is approximately 12 percent per year. The attrition rates of detention officers and Sheriff's deputies cited is relatively normal. The correction officer rate is higher, since this position is a usual entry point into other, more desirable law enforcement positions. Meeting the staffing requirements for corrections officers is important, and I intend to allow continued correction officers academies to backfill vacancies. Otherwise, the cost of overtime or special pay increases substantially.

Regarding compensation competition for trained law enforcement officers, the competition is not as great as stated. It is likely most of our larger competitors will not be providing any significant salary increases any time in the future. The City of Tucson cannot afford to do so, and the City of Phoenix is under significant fiscal stress due a number of factors. In fact, in their sales tax proposition to improve street maintenance that totals more than \$30 billion over 34 years, the Phoenix City Council has highlighted a \$16 million annual allocation to law enforcement to entice voters to vote for their proposition.

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I will also be reviewing revenue within the Sheriff's budget. Prisoner housing revenues are typically understated. In fact, the State of Arizona owes the County nearly \$1 million in delinquent prisoner housing bills. We intend to collect this debt through demand actions and litigation, if necessary.

Finally, we will explore alternative uses of Special Revenue Funds within the Sheriff's Department to meet ongoing needs and obligations; for example, use of the Inmate Welfare Fund to pay a portion of food costs for those confined in our Adult Detention Center.

CHH/anc

c: The Honorable Clarence Dupnik, Pima County Sheriff  
Christopher Nanos, Chief Deputy, Pima County Sheriff's Department  
Christopher Radtke, Commander, Pima County Sheriff's Department  
Tom Burke, Deputy County Administrator for Administration  
Robert Johnson, Budget Manager, Finance and Risk Management