



MEMORANDUM

Date: December 2, 2022

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

From: Jan Leshner
County Administrator

Re: **Pima County Adult Detention Complex - Recruitment and Retention of Correction Officers and Correction Sergeants**

On November 9, 2022, I met with Sheriff Nanos to discuss his concerns regarding recruitment and retention of correction officers and sergeants within his department. During the meeting, Sheriff Nanos verbally requested a 7.5 percent salary increase for these two classifications effective January 1, 2023. This request also included an increase to the minimum hiring salaries for these classifications, which would result in a higher correction officer trainee rate.

The Sheriff's Department has estimated this request to cost approximately \$1.7 million. I have asked Finance & Risk Management to review the amount requested and have also asked Human Resources to update their last market study that was completed back in May 2021.

I agree that the County needs to address the recruitment and retention issues raised by the Sheriff. I will provide the Board with additional information as it is received.

JKL/dym

c: The Honorable Chris Nanos, Pima County Sheriff
Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer
Steve Holmes, Deputy County Administrator
Ellen Moulton, Director, Finance & Risk Management
Cathy Bohland, Director, Human Resources
Michelle Campagne, Senior Advisor, Pima County Administrator's Office