



MEMORANDUM

Date: December 7, 2022

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

From: Jan Leshner 
County Administrator

Re: Request for 7.5 Percent Increase for Corrections Officer and Corrections Sergeants Positions

In my [December 2, 2022](#) memorandum, I stated that I would share the results of Finance and Risk Management and Human Resources' review of the Sheriff's request for a 7.5 percent salary increase for all Corrections Officer, including Corrections Officer Substitute, and Corrections Sergeant positions within the Sheriff's Department.

The Sheriff's Department estimated this salary increase to cost approximately \$1.7 million. Finance and Risk Management reviewed the request and verified the amount. In addition, Human Resources benchmarked other regional agencies for Corrections Officer and Corrections Sergeant positions.

Corrections Officer

Current Corrections Officer pay for Pima County is \$22.58 an hour and a 7.5 percent salary increase would bring the hourly amount to \$24.27. A comparison of current and proposed Pima County pay for Corrections Officers to those surveyed are shown below.

Summary: Correction Officer (14 comparator positions)								
Jurisdiction	Rates	Title	Minimum Hourly	Maximum Hourly	Average Actual Hourly	Minimum Annual	Maximum Annual	Average Annual
Pima	Current	Correction Officer	\$22.58	\$27.32	\$24.29	\$46,966	\$56,825	\$50,529
	Proposed 7.5% Increase	Correction Officer	\$24.27	\$29.37	\$26.11	\$50,489	\$61,088	\$54,318
Apache		Detention Officer	17.72			36,858		
Cochise		Detention Officer	18.09			37,627		
Graham		Detention Officer or CO	18.50	28.65	19.68	38,484	59,602	40,927
La Paz		Detention Officer	16.01		22.51	33,301		46,821
Maricopa		Detention Officer or CO	24.05	32.00	28.03	50,024	66,560	58,292
Mohave		Detention Officer or CO I	17.69	26.90	22.45	36,795	55,952	46,704
Mohave		Detention Officer or CO II	19.50	29.46	26.22	40,560	61,277	54,538
Navajo		Detention Deputy I	19.08	23.82	21.45	39,676	49,550	44,613
Navajo		Detention Deputy II	20.04	25.03	22.53	41,685	52,059	46,872
City of Phoenix		Detention Officer	19.93	29.25	23.41	41,454	60,840	48,694
Pinal		Detention Officer	22.18	27.03	24.60	46,139	56,216	51,178
Santa Cruz		Detention Officer	15.94			33,146		
Yavapai		Detention Officer or CO	22.94	35.55	24.11	47,710	73,950	50,149
Yuma		Detention Officer	19.81	24.90	22.36	41,205	51,792	46,498
		Comparator Average:	\$19.39	\$28.26	\$23.40	\$40,333	\$58,780	\$48,662
	Current	Percentage Pima/Market Avg:	16.45%	-3.33%	3.84%	16.45%	-3.33%	3.84%
	Proposed 7.5% Increase	Percentage Pima/Market Avg:	25.18%	3.93%	11.62%	25.18%	3.93%	11.62%

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Current Pay

For Corrections Officer positions, the current Pima County salary range minimum is 16.45 percent above the average for comparator positions in other regional agencies. Our range maximum is 3.33 percent below the average for comparator positions. The average of actual salaries for Pima County Corrections Officers is 3.84 percent above the average of employees in similar positions in other agencies.

Of the other agencies surveyed, two were recently increased, i.e. Maricopa County has significantly higher salary ranges and Yavapai County has nominally higher ranges, when compared to our current Corrections Officer salary range. For actual Corrections Officer pay, Maricopa, Mohave and Pinal Counties have higher average salaries. Additionally, Maricopa County is offering a hiring incentive of \$1,500, which is in addition to the requirements of House Bill 2862.

Proposed Pay

A 7.5 percent increase would result in the Pima County salary range minimum for Corrections Officers of 25.18 percent above the average for comparator positions in other regional agencies. Our range maximum would be 3.93 percent above the average for comparator positions.

Corrections Sergeant

Current Corrections Sergeant pay for Pima County is \$29.25 an hour and a 7.5 percent salary increase would bring the hourly amount to \$31.44. A comparison of current and proposed Pima County pay for Corrections Sergeant to those surveyed are shown below.

Summary: Correction Sergeant (6 comparator positions)								
Jurisdiction	Rates	Title	Minimum Hourly	Maximum Hourly	Average Hourly	Minimum Annual	Maximum Annual	Average Annual
Pima	Current	Correction Sergeant	\$29.25	\$32.71	\$30.75	\$60,840	\$68,037	\$63,965
	Proposed 7.5% Increase	Correction Sergeant	\$31.44	\$35.16	\$33.06	\$65,403	\$73,140	\$68,762
City of Phoenix		Detention Sergeant	22.92	34.78	26.73	47,674	72,342	55,593
Graham		Detention Sergeant	20.90	32.36		43,465	67,317	
Maricopa		Detention Sergeant	28.20	39.35	35.68	58,656	81,848	74,214
Mohave		Detention Sergeant	23.71	35.37	30.62	49,317	73,570	63,694
Pinal		Detention Sergeant	28.38	32.91	30.83	59,027	68,453	64,126
Yavapai		Detention Sergeant	29.27	45.38	34.76	60,891	94,382	72,301
		Comparator Average:	\$25.56	\$36.69	\$31.72	\$53,172	\$76,319	\$65,986
	Current	Percentage Pima/Market Avg:	14.42%	-10.85%	-3.06%	14.42%	-10.85%	-3.06%
	Proposed 7.5% Increase	Percentage Pima/Market Avg:	23.00%	-4.17%	4.21%	23.00%	-4.17%	4.21%

Current Pay

For Corrections Sergeant positions, the current Pima County salary range minimum is 14.42 percent above the average for comparator positions in other regional agencies. Our range maximum is 10.85 percent below the average for comparator positions. The average of actual

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salaries for Pima County Correction Sergeants is 3.06 percent below the average of those for employees in similar positions in other agencies.

Of the other agencies surveyed, Yavapai County, which recently increased its ranges, has a nominally higher salary range minimum. Five out of six agencies have higher maximum salary ranges. For actual Corrections Sergeant pay, Maricopa and Yavapai Counties have significantly higher average salaries, and Pinal County has nominally higher average salaries.

Proposed Pay

A 7.5 percent increase would result in the Pima County salary range minimum for Corrections Sergeants of 23 percent above the average for comparator positions in other regional agencies. Our range maximum would be 4.17 percent below the average for comparator positions. The average of actual salaries would be 4.21 percent above the average for employees in similar positions in other agencies.

Recommendation

In order to address the recruitment and retention issues experienced by the Sheriff's Department, I recommend that the Board of Supervisors approve the Sheriff's request for a 7.5 percent increase for all Corrections Officer, Corrections Officer Substitute, and Corrections Sergeant positions, as well as, an increase to the minimum hiring salaries for these classifications. I also recommend that this increase be effective on January 1, 2023.

JKL/dym

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