



MEMORANDUM

Date: January 17, 2023

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

From: Jan Leisher 
County Administrator

Re: **Corrections Officer and Corrections Sergeants Separations – Informational Only**

At the December 20, 2022 Board of Supervisors meeting, Corrections Officer and Corrections Sergeants received a 7.5% increase in their pay; the salary grade minimums for both of these classifications was also increased by 7.5%. An inquiry was made concerning at what point in their careers Corrections Officers and Corrections Sergeants separate from Pima County and an inquiry concerning Exit Interviews. Human Resources pulled data from 2018 through 2022, which evidenced the following annual separations.

Calendar Year	Total Separations	Corrections Officers	Corrections Sergeants
2018	76	76	0
2019	41	41	0
2020	61	59	2
2021	84	82*	2
2022	92	91	1

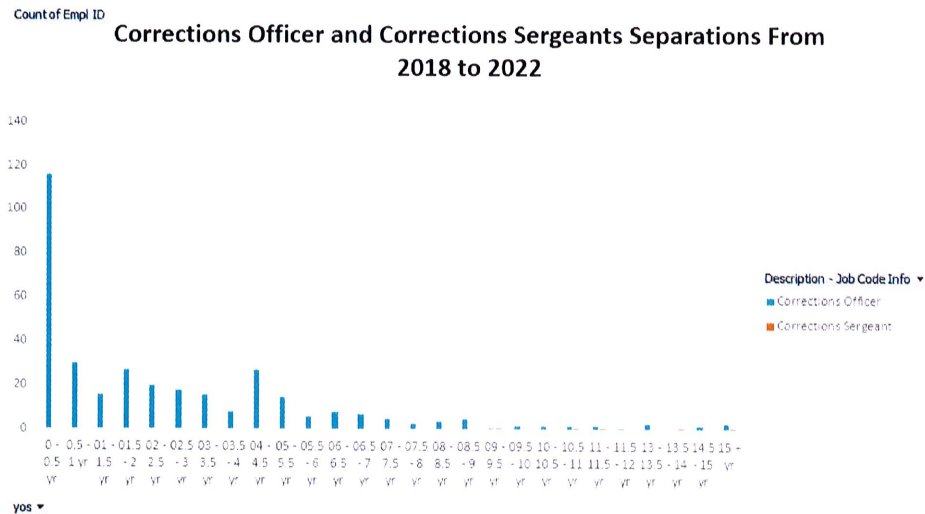
(* Nine (9) Corrections Officers were re-hired in 2021, and left within the same year. HR will need to further review this data.)

The data provides that over the last five (5) years, the overwhelming majority (299 or 86%) of Corrections Officers left employment within six (6) years of hire. Of those 299 separating Corrections Officers, 116 (or 33%), left employment within 6 (six) months of hire. A breakdown of those leaving in the last five years with either less than one (1) year in the position or with over one (1) year but less than six (6) years in the position has remained steady over time:

Calendar Year	Total and % Separating With Less than 1 Year in the Position	Total and % Separating With Over 1 Year but Less than 6 Years in the Position	Total % Who Separated Within 6 Years of Hire
2018	34 (45%)	36 (47%)	92%
2019	17 (41%)	16 (39%)	80%
2020	30 (49%)	21 (34%)	83%
2021	33 (39%)	39 (46%)	85%
2022	30 (33%)	43 (47%)	80%

During this same five-year time period, an additional five (5) Corrections Sergeants separated from the County, with those separations taking place between nine (9) and fifteen (15) years of service.

Below illustrates the number of Corrections Officers and Corrections Sergeants who have separated in the last five (5) years and their corresponding years of service.



Additionally, completion of Exit Interviews is voluntary and there were very few Exit Interviews completed and submitted to Human Resources, with only seven (7) in receipt for 2021, and one (1) received in 2022.

JKL/anc

- c: The Honorable Chris Nanos, Pima County Sheriff
- Carmine DeBonis, Jr., Deputy County Administrator
- Francisco García, MD, MPH, Deputy County Administrator and Chief Medical Officer
- Steve Holmes, Deputy County Administrator
- Cathy Bohland, Director, Human Resources
- Ellen Moulton, Director, Finance and Risk Management