



MEMORANDUM

Date: September 11, 2018

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

From: C.H. Huckelberry
County Administrator

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

Re: **Correction Officers/Correction Sergeants Compensation**

In adoption of this year's budget, there were significant adjustments in the starting annual pay for Corrections Officers from \$36,441 to \$40,560. In addition, I have authorized the Sheriff to increase the minimum pay for Corrections Sergeants to exceed the top end of the pay range for Corrections Officers. This brings the starting salary of Corrections Sergeants to a minimum of \$56,825 per year, which is the highest for any County in Arizona. Similarly, the adjusted starting salary for Corrections Officers to a minimum of \$40,560 per year, makes Pima County the second highest for any County in Arizona (Pinal County exceeds this amount).

Given the responsibilities associated with Corrections Officer's duties, the Board approved salary adjustments in this year's budget that appropriately and fairly compensated these tasks, making our Corrections Officers and Corrections Sergeants the highest paid Corrections Sergeants and only lower than Pinal County for starting Correction Officers. The minimum salary for Corrections Officer and Corrections Sergeant classifications is shown in the attached table, as well as the current number of incumbents that occupy the positions within those classifications.

CHH/mp

Attachment

c: The Honorable Mark Napier, Pima County Sheriff
Tom Burke, Deputy County Administrator for Administration
Cathy Bohland, Director, Human Resources

County	Detention/Correction Officer			Detention Supervisor/ Correction Sergeant			
	Range Minimum	Range Maximum	# Incumbents	Range Minimum	Range Maximum	# Incumbents	Comments
Apache	26,603	39,905	11	30,852	46,278	6	
Greenlee	29,806	42,120	15	31,324	44,262	2	
La Paz	31,378	44,108	8	34,731	73,344	6	
Navajo	29,335	36,669	36	35,742	44,677	7	
Graham	31,954	48,568	21	37,778	57,434	7	
Santa Cruz	30,630	41,351	40	38,251	51,639	1	
Gila	31,756	55,573	45	39,807	71,651	9	
Yuma	35,925	56,030	119	42,189	65,800	6	
Mohave	31,782	49,254	68	42,557	65,998	4	
Cochise	32,000	36,000	60	44,000	48,000	5	
Pinal	44,601	61,636	152	45,969	71,252	Data was not reported	No salary data provided for the Sergeant level, took range min/max from Pinal County website
Yavapai	35,731	48,643	84	47,559	64,744	18	
Coconino	33,799	49,654	30	49,138	72,333	14	
Maricopa	40,414	58,480	1,640	56,430	76,128	192	
Pima	40,560	54,122	407	56,825*	63,524	46	*Range minimum is reflective of the \$27.32 starting salary, range minimum before the change was \$49,920.

Notes: Unless otherwise identified, salary data and # incumbents were obtained from 2018 AZ Association of Counties and League of Cities and Towns Salary/Benefit Survey.