



MEMORANDUM

Date: April 15, 2019

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

From: C.H. Huckelberry
County Administrator 

Re: **Overtime Savings within the Sheriff's Budget**

As has been previously communicated, a significant component of the Sheriff's overtime budget is dedicated to paying Corrections staff overtime to adequately staff the Pima County Adult Detention Complex. Historically, Corrections Officer turnover has been high, as much as 20.10 percent in the last two years, as compared to Sheriff Deputy turnover at its highest at 8.33 percent, during this same time period. Given the average County employee turnover rate for the last two year period is 15.11 percent, it is apparent the turnover rate for Corrections Officers is higher than normal.

For this reason, I have increased the pay range for Corrections Officers. Two years ago, the starting salary for a Corrections Officer was \$17.52, with no Trainee program. Today, the starting salary is \$19.32 for Corrections Officer Trainee and \$21.50 for Corrections Officer. This increase in starting salary has raised the applications being received for Corrections Officer recruitment and training. The number of applicants per Corrections Officer training class has more than doubled.

Increasing the number of Corrections Officers and reducing the turnover rate should lead to significant overtime savings within the Sheriff's budget.

CHH/anc

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