



MEMORANDUM

Date: July 11, 2019

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

From: C.H. Huckelberry
County Administrator 

Re: **Salary Adjustments for Sheriff's Deputies by Classification, Effective July 7, 2019**

In addition to the regularly scheduled salary adjustments on September 1, 2019 for all County employees, where employees earning \$45,000 or less will see a four percent increase and those earning more than \$45,000 will receive a two percent increase, the County through budget adoption has significantly increased minimum salary grades for those in the Sheriff deputy classification. These salary grade adjustments will cause a number of law enforcement employees, including trainees, deputies and sergeants to receive pay increases effective July 7, 2019.

The attached July 10, 2019 memorandum from Human Resources indicates the amounts of the pay adjustments by trainee, deputy and sergeant, the number of employees affected and the total cost of these salary adjustments that were effective July 7, 2019.

CHH/anc

Attachment

c: The Honorable Mark Napier, Pima County Sheriff

Date: July 10, 2019

To: C.H. Huckelberry
County Administrator

From: Cathy Bohland, Director
Human Resources

Via: Tom Burke
Deputy County Administrator

Re: Response to July 8, 2019 Salary Increase for Sheriff's Deputies Effective July 1, 2019

Effective July 7, 2019, the compensation salary grades S1, assigned to the Deputy Sheriff job classification, and S2, assigned to the Sergeant classification, were increased. Those employees who need to be brought to the minimum of the salary grade will see increases reflected in their July 26, 2019, pay checks.¹ The adjustments are as follows:

Classification	Date	# Affected Employees	Salary Grade Minimum
Trainee	July 1, 2019		\$20.85
	July 7, 2019	19	\$22.62
Deputy S1	July 1, 2019		\$23.50
	July 7, 2019	129	\$25.50
Sergeant S2	July 1, 2019		\$33.96
	July 7, 2019	26	\$36.23

The following number of employees will receive increases in order to meet the minimum compensation of the salary grade:²

Classification	Current Pay	Proposed Adjustment	Number of Employees	Pay	Total Adjustment
Trainee	\$20.85	\$1.77	19	\$3,689.08	\$70,093
Deputy	\$23.50	\$2.00	103	\$4,160.00	\$428,480
	\$24.73	0.77	26	\$1,597.02	\$41,522
Sergeant	\$33.96	\$2.27	11	\$4,721.60	\$51,938
	\$34.81	\$1.42	15	\$2,955.68	\$44,335
				Subtotal	\$636,368
				Variable Benefit Costs	\$505,213
				Total Cost	\$1,141,581

Please advise if you have any questions or require any additional information.

c: Michelle Campagne, Director, Finance and Risk Management

¹ Only those employees who were below the minimum of the grade will receive the salary adjustments.

² Estimated average variable costs (i.e. PSRS, workman's comp, unemployment insurance, FICA, etc.), of 79.39% obtained from Finance/Budget Unit.



MEMORANDUM

Date: July 8, 2019

To: Tom Burke
Deputy County Administrator
for Administration

From: C.H. Huckelberry
County Administrator 

Re: **Salary Increases for Sheriff's Deputies Effective July 1, 2019**

I would appreciate an analysis of the salary increases that were provided to a number of Sheriff's deputies as of adoption of the County budget.

As you recall, the pay ranges were substantially adjusted effective July 1, 2019, which would have caused a substantial number of lower paid deputies to receive salary increases.

The analysis should include the number of increases that were received by these lower paid Sheriff's deputies, effective July 1, 2019.

CHH/anc

c: Jan Leshar, Chief Deputy County Administrator
Cathy Bohland, Director, Human Resources