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# MEMORANDUM

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Date: June 7, 2021

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

From: C.H. Huckelberry  
County Administrator 

Re: **May 11, 2021 Letter from the Pima County Sheriff Deputy Association Regarding Pay Increases for Sheriff Deputies**

As you may recall, at the Budget Public Hearing, the Sheriff requested a 10 percent salary increase for deputies. Some time ago, I significantly adjusted the starting salaries for deputies and also made a number of compression adjustments, the table below indicates the law enforcement compensation for all sheriff deputies in each County in Arizona as well as the City of Tucson Police Department (TPD).

Jurisdiction	Title	Minimum Annual	Mid-Point Annual	Maximum Annual	Average Annual
Pima County	Deputy Sheriff	\$53,040	\$60,596	\$68,151	\$59,454
Apache County	Deputy Sheriff	\$34,906	\$43,633	\$52,359	\$36,564
Cochise County	Deputy Sheriff	\$41,000	\$61,500	\$82,000	\$58,380
Gila County	Deputy Sheriff	\$48,806	\$65,888	\$82,970	\$51,822
Graham County	Deputy Sheriff	\$42,900	\$54,665	\$66,430	\$50,534
La Paz County	Deputy Sheriff	\$44,782	\$53,498	\$62,213	\$47,204
Maricopa County	Deputy Sheriff	\$51,584	\$64,688	\$77,792	\$66,755
Mohave County	Deputy Sheriff	\$42,598	\$54,350	\$66,102	\$53,107
Pinal County	Deputy Sheriff	\$51,164	\$59,148	\$67,132	\$62,587
Santa Cruz County	Deputy Sheriff	\$40,189	\$45,248	\$50,379	\$43,734
Tucson, City of	Police Officer	\$47,133	\$56,961	\$66,789	\$56,961
Yavapai County	Deputy Sheriff	\$48,540	\$60,766	\$72,992	\$54,271
Yuma County	Deputy Sheriff	\$52,042	\$67,143	\$82,243	\$54,870

As you can see, the County's starting salary for sheriff's deputies is the highest in the State and the average annual salary is the third highest. The minimum mid-point average also competes well with those ranges for TPD with all four salaries being substantially higher than the City of Tucson Police Officer position.

The Honorable Chair and Members, Pima County Board of Supervisors

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In addition, Sheriff's deputies receive on-call pay at rates substantially greater than any other county. We recently surveyed the on-call pay provided by those other counties and found that the average on-call pay paid by Pima County is over two times the next highest amount of on-call pay.

<b>State Sheriff Organizations On-call Pay Analysis</b>			
<b>Jurisdiction</b>	<b>FY20/21 On-call Pay Budget</b>	<b>FY20/21 Eligible Staff Count</b>	<b>FY20/21 On-call Pay Per Staff</b>
Pima County	\$911,161	247	\$3,689
Apache County	\$ 40,000	23	\$1,739
Pinal County	\$ 91,404	80	\$1,143
Yuma County	\$ 14,000	94	\$149
Cochise County	\$ 17,500	150	\$117

Finally, approximately one year ago I asked for a comparison of salary increases for all County employees in pay ranges associated with Sheriff deputies and correction officers, which is approximately \$50,000 to \$90,000 per year. Between Fiscal Year (FY) 2015/16 and FY 2019/20 the average County employee in that pay range received an average of 9.2 percent pay increase over those years. The average correction officer in that pay range received a pay increase of 19.3 percent and a deputy sheriff received a pay increase of 19.4 percent.

In addition to the considerations above, it should be remembered that the County will undertake a comprehensive salary survey in FY 2021/22 and appropriate consideration will be given regarding market compensation of both correction officers and law enforcement officers in this process. Until that time, I recommend no adjustments be made based on the previous facts.

CHH/mp

Attachment

c: Jan Leshar, Chief Deputy County Administrator  
Carmine DeBonis, Jr., Deputy County Administrator for Public Works  
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,  
Health and Community Services



PIMA COUNTY DEPUTY SHERIFF ASSOCIATION  
PO Box 1107  
Cortaro, AZ 85652

May 11, 2021

The Honorable members of the Pima County Board of Supervisors:

As you are aware by now, the City of Tucson employees along with our brothers and sisters with the Tucson Police Department (TPD) will be receiving significant raises in the very near future. The Tucson City Council acted and approved the largest compensation package in city's history for its employees. One of the motivating factors in raising salaries was the untenable position the Tucson Police Department was placed in. Perhaps not by choice but by forced staffing limitations, they are faced with limiting the call types they can respond to. The Pima County Sheriff's Department (PCSD) and its members have always taken the position that "service" is critical in the idiom of; "to Protect and Serve". The Deputy Sheriff's Association members take great pride in the fact that we, when requested, respond to every call. For high priority calls, we are there in mere minutes.

Our association members share Sheriff Nanos' concern that we may be faced with severe staffing issues if we are not compensated competitively with Tucson Valley's law enforcement professionals. The ability to recruit and retain qualified men and women for law enforcement careers is challenging enough given recent national events. By adding a large pay disparity, we may be forced to operate with extreme staff limitations which may negatively impact service. In the early 2000s we lost more than twenty deputies - deputies who, at great expense to taxpayers, were fully trained and fully certified. This, during a few short weeks because of large pay increases for Tucson Police officers.

The PCSD is already short staffed and this community cannot afford further staffing shortages. TPD will now have substantially higher pay ranges compared to ours. If our wages are not competitive and we start losing law enforcement personnel, Pima County residents will suffer with compromised response times when life and death emergencies arise.

As the largest association within the PCSD and the only association with meet and confer rights, neither our members nor the Sheriff, want to be put in a situation where we can no longer respond to certain calls. This association supports Sheriff Nanos, and we are behind his plea to you. Our support staff, the deputy sheriffs and the corrections staff must remain competitive to attract viable employees.

Our plea is to simply ask that the BOS match TPD's salary increases so we can retain the deputies that we currently have. We must continue to respond to any call that the community requests. We must continue to have the staffing to handle emergencies quickly and efficiently. This community relies on us and we hope to continue to be able to serve them any time they call on us.

Respectfully,  
PCDSA