MEMORANDUM

Date: March 1, 2021

To: The Honorable Chris Nanos
   Pima County Sheriff

From: C.H. Huckelberry
       County Administrator

Re: Analysis on On-call Pay

I asked that there be a review of other Sheriff organizations in Arizona that have on-call pay. Please see the attached memorandum from our Budget Manager in response to my request.

We received information from three counties that provide on-call pay as most other counties do not. As you can see from the analysis, it appears that our on-call pay significantly outpaces the closest competitor by a factor of nearly 2 to 1. This indicates we provide much more on-call pay than may actually be necessary.

I would appreciate your review of this matter and adjustment to on-call pay policies and procedures used by your department.

CHH/anc

Attachment

c: The Honorable Chair and Members, Pima County Board of Supervisors
   Richard Kastigar, Jr., Chief Deputy, Pima County Sheriff’s Department
   Jan Lesher, Chief Deputy County Administrator
   Michelle Campagne, Director, Finance and Risk Management
Date: February 23, 2021

To: C. H. Huckelberry
   County Administrator

From: Patrick McGee, Budget Manager
       Finance and Risk Management

Re: Analysis of On-call Pay with Other Sheriff Organizations in the State

In response to your attached Analysis of On-Call Pay with Other Sheriff Organizations in the State memo, dated January 21, 2021, we have received three responses from Arizona counties to our request for on-call pay information. Apache, Cochise and Yuma counties provided the requested information. Graham, Greenlee, La Paz, Mohave, Navajo and Yavapai counties do not pay law enforcement officers on-call pay. The other five counties did not respond to our request.

The table below compares Pima County budgeted on-call pay and on-call pay per staff member for fiscal years 2018/19, 2019/20 and 2020/21 to those of Apache, Cochise and Yuma counties. As you can see, the budget for Pima County is much larger than the other three counties. The Pima County FY2020/21 budgeted on-call pay of $911,161 far exceeds the Apache County budget of $40,000. In addition, the Pima County FY 2020/21 on-call pay per staff member of $3,689 is more than double the $1,739 of Apache County.

State Sheriff Organizations On-call Pay Analysis

<table>
<thead>
<tr>
<th>County</th>
<th>FY18/19 On-call Pay Budget</th>
<th>FY18/19 Eligible Staff Count</th>
<th>FY18/19 On-call Pay Per Staff</th>
<th>FY19/20 On-call Pay Budget</th>
<th>FY19/20 Eligible Staff Count</th>
<th>FY19/20 On-call Pay Per Staff</th>
<th>FY20/21 On-call Pay Budget</th>
<th>FY20/21 Eligible Staff Count</th>
<th>FY20/21 On-call Pay Per Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pima</td>
<td>$1,012,401</td>
<td>263</td>
<td>$3,849</td>
<td>$1,012,401</td>
<td>253</td>
<td>$4,002</td>
<td>$911,161</td>
<td>247</td>
<td>$3,689</td>
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<tr>
<td>Apache</td>
<td>40,000</td>
<td>25</td>
<td>1,600</td>
<td>40,000</td>
<td>25</td>
<td>1,600</td>
<td>40,000</td>
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<tr>
<td>Cochise</td>
<td>12,888</td>
<td>150</td>
<td>86</td>
<td>12,337</td>
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<td>82</td>
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<td>117</td>
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<tr>
<td>Yuma</td>
<td>14,000</td>
<td>91</td>
<td>154</td>
<td>14,000</td>
<td>92</td>
<td>152</td>
<td>14,000</td>
<td>94</td>
<td>149</td>
</tr>
</tbody>
</table>

Attachment

c: Jan Lesher, Chief Deputy County Administrator
   Michelle Campagne, Director, Finance and Risk Management
Date: January 21, 2021

To: Patrick McGee, Budget Manager
    Finance and Risk Management

From: C.H. Huckelberry
      County Administrator

Re: Analysis of On-call Pay with Other Sheriff Organizations in the State

Of those counties who responded that they pay on-call pay, please determine the amount budgeted in each of their respective sheriff agencies for on-call pay versus how many employees are eligible for on-call pay, such as in our Sheriff’s Department, deputies and other commissioned officers. It would be interesting to determine the budgeted amount of on-call pay per law enforcement officer in the other jurisdictions that pay on-call pay and compare that amount with the on-call pay per law enforcement officer of the Pima County Sheriff’s Department.

CHH/anc

c: Jan Lesher, Chief Deputy County Administrator
   Michelle Campagne, Director, Finance and Risk Management