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# MEMORANDUM

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Date: May 31, 2013

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

From: C.H. Huckelberry  
County Administrator 

Re: **Law Enforcement Salary Comparisons and Hiring Incentives**

At the Board of Supervisors May 21, 2013 meeting regarding tentative budget approval, there were a number of statements made regarding law enforcement compensation, particularly as it relates to recruitment and retention of law enforcement officers.

Our Human Resources Department performed a salary comparison with the City of Tucson, City of Phoenix, and Pinal, Maricopa and Yuma Counties. The results of the survey are contained in the attached May 24, 2013 memorandum from Human Resources Division Manager Colin Smith. The findings include:

1. No agency is paying sign-on bonuses or providing cash hiring incentives.
2. The City of Tucson is not hiring experienced deputies, but is hiring new officers beginning at the bottom of the pay range.
3. The minimum salary range for a Pima County deputy sheriff compares favorably with Maricopa and Yuma Counties, but is slightly below Pinal County and the City of Tucson. When the Fiscal Year 2013/14 salary adjustment as proposed is factored into the salary range, salaries for Pinal County and the City of Tucson will be comparable for starting law enforcement officers.
4. The average sheriff's deputy annual pay, excluding overtime, shift differential, special assignment pay or uniform allowance is comparable to the City of Tucson and Maricopa County. With the proposed salary increase for Fiscal Year 2013/14, the average Sheriff's deputy pay will be the same as Maricopa County and the City of Tucson.

CHH/dph

Attachment

c: Martin Willett, Chief Deputy County Administrator  
Tom Burke, Director, Finance and Risk Management  
Allyn Bulzomi, Director, Human Resources  
Robert Johnson, Budget Manager, Finance and Risk Management



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# MEMORANDUM

## Human Resources Department

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Date: May 24, 2013

To: Allyn Bulzoni  
Human Resources Director

From: Colln Smith  
HR Division Manager Class/Comp

A handwritten signature in black ink, appearing to read "Colln Smith", is written over the printed name.

Re: **Law Enforcement Salary Comparisons and Hiring Incentives**

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As requested, the Compensation Team surveyed City of Tucson, City of Phoenix, Pinal County, Maricopa County and Yuma County this past week to determine if any of these government entities were offering hiring/sign-on bonuses to applicants for their law enforcement positions. In addition, we also queried these entities in order to compare our current salary ranges and average actual salaries to their compensation systems. Detailed results of our survey are contained in the attachment. A summary of our findings include:

- None of the surveyed agencies are offering hiring incentives or sign-on bonuses for any of their law enforcement positions. Our contacts within the HR Departments of each of the entities could not confirm any such programs ongoing now or in the recent past for their law enforcement agencies.
- City of Tucson has not hired a lateral transfer police officer from another agency for over three years. Current hiring practices for that agency is to hire any new hired police officer at the minimum step with no additional incentives provided regardless of the amount of prior experience.
- City of Phoenix has been on a hiring freeze for Police Recruits/Officers since 2008. This explains the relatively high average actual salary identified in the attachment. Their Budget Office indicates this hiring freeze is likely to remain in effect through 2015 or 2016.
- Our current Deputy Sheriff salary range minimum of \$42,099 compares favorably to Maricopa County (\$41,725) and Yuma County (\$37,245) and is slightly below (7%) Pinal County (\$45,052) and City of Tucson (\$45,968).
- Our current Deputy Sheriff average actuals (\$51,114) is within 5% of City of Tucson (\$53,739) and Maricopa County (53,185).
- Our average actual salaries for Lieutenants (\$110,909) are significantly more (greater than 20%) than City of Tucson (\$90,354) and Maricopa County (\$82,180).

As can be seen in the attachment, our salary ranges and average actuals compare favorable at most levels to most of the surveyed agencies with the exception of City of Phoenix. This can probably be attributed to the hiring freeze that City of Phoenix has been under since 2008 which limits the infusion of lower paid law enforcement officers.

Please advise if you require additional information or have questions relating to any of the data that we were able to gather for this brief survey.

**Law Enforcement Hiring Incentive Survey**  
**May 24, 2013**

Agency	Classification	Grade	Hiring Incentives	Minimum Annual	Midpoint Annual	Maximum Annual	# of Ees	Actual Ave Annual	Actual Ave Hourly
Pima	3211/Deputy Sheriff	S1		\$42,099.00	\$50,868.50	\$59,238.00	448	\$51,114.34	\$24.5742
	3212/Sergeant	S2		\$68,578.00	\$70,293.50	\$72,009.00	44	\$72,962.24	\$35.0780
	3221/Lieutenant	S3		\$100,006.00	\$105,133.00	\$110,260.00	21	\$110,909.76	\$53.3220
City of Phoenix	Police Officer		*None	\$46,238.00	\$59,332.00	\$72,426.00	2,467	\$71,700.10	\$34.4712
	Police Sergeant		*None	\$72,288.00	\$85,727.00	\$99,216.00	361	\$98,387.95	\$47.3019
	Police Lieutenant		*None	\$86,445.00	\$102,752.00	\$119,059.00	80	\$118,200.16	\$58.8270
*City of Phoenix has been in a hiring freeze for Police Recruit/Officer since 2008. Their budget dept says they are likely to remain in a hiring freeze for new Recruits/Officers until approx. 2015 or 2016.									
City of Tucson	Police Officer		*None	\$45,968.00	\$55,338.50	\$64,709.00	605	\$53,739.92	\$25.8365
	Police Sergeant		*None	\$74,890.00	\$80,777.00	\$86,674.00	136	\$79,445.81	\$38.1951
	Police Lieutenant		*None	\$86,902.00	\$98,366.00	\$105,830.00	30	\$90,354.99	\$43.4399
*For hiring purposes, the City has not lateraled a Police Officer from another agency for over 3 years, and current practice is to continue to bring new trainees in at the minimum step for police officers with no additional incentives.									
Maricopa County	Law Enforcement Officer		None	\$41,725.00	\$52,384.00	\$63,003.00	516	\$53,185.81	\$25.5701
	Law Enforcement Sergeant		None	\$61,547.00	\$70,127.00	\$78,707.00	83	\$69,409.81	\$33.3701
	Law Enforcement Lieutenant		None	\$72,946.00	\$85,457.00	\$97,968.00	30	\$82,180.80	\$39.5100
Pinal County	Deputy Sheriff		None	\$45,052.80	\$53,653.60	\$62,254.40	Actuals not received at this time		
	Sergeant		None	\$55,494.40	\$66,071.20	\$76,648.00			
	Lieutenant		None	\$70,470.40	\$83,876.00	\$97,281.60			
Yuma County	Deputy Sheriff		*None	\$37,245.00	\$46,959.00	\$56,673.00	56	\$44,323.00	\$21.3091
	Sergeant		*None	\$43,267.00	\$51,538.50	\$60,820.00	14	\$58,728.00	\$28.2348
	Lieutenant		*None	\$48,273.00	\$60,863.00	\$73,453.00	3	\$68,791.00	\$33.0726
*No hiring incentives, however, deputies are hired at \$41,112, which is higher than the entry level.									