



---

# MEMORANDUM

---

Date: September 30, 2016

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

From: C.H. Huckelberry  
County Administrator 

Re: **Salary Comparison of Pima County Deputy Sheriffs and Correction Officers with Competing Regional Employers**

As you know, the salary adjustment advocated by Sheriff Nanos, recommended by myself and approved by the Board of Supervisors, contained a very substantial adjustment for both law enforcement and correction officers employed in Pima County. Seventy-four percent of eligible County employees received salary adjustments of five percent to six percent. Adjustment percentages ranged from six percent for employees earning \$35,000 or less per year to two percent for employees earning more than \$90,001 per year. The average wage increase for Sheriff's deputies (excluding those deputies at the top of the salary range and Sergeants) was 11.9 percent, or nearly twice that of County employees. The average increase for County correction officers (excluding those officers at the top of the salary range and Sergeants) was 8.5 percent, similarly higher than County employees.

We have heard previously that Sheriff's deputies were underpaid as compared to other law enforcement entities, which was either based on inaccurate information or intentional misinformation. I requested the Sheriff's Department compare the average wages of Sheriff's deputies by years of service with those of the Tucson Police Department (TPD). This hourly wage comparison is shown in the table attached to this memorandum. As can be seen, in almost all cases, the actual hourly compensation of a Sheriff's deputy now exceeds that of our largest regional competitor, TPD. The salary of Pima County Sheriff deputies is also equivalent to or more than law enforcement officers in the region.

The current pay plan structured by the Sheriff and supported by me rewards experience and longevity, as the pay differential increases with length of service. Hence, it becomes significantly more attractive to fill law enforcement positions with trained officers who transfer from other agencies, avoiding costly initial training. We will continue to recruit new deputies, but we will also now have the luxury of being able to attract more experienced officers to fill vacant positions that are deemed critical to law enforcement operations within Pima County.

I very much appreciate the cooperation I have received in constructing this year's budget from Sheriff Nanos and his Command staff. They have made a difficult budget year much easier through their cooperation, as well as their understanding of fiscal reality.

**The Honorable Chair and Members, Pima County Board of Supervisors**  
**Re: Salary Comparison of Pima County Deputy Sheriffs and Correction Officers**  
**with Competing Regional Employers**  
September 30, 2016  
Page 2

CHH/mjk

Attachment

c:     **The Honorable Chris Nanos, Pima County Sheriff**  
          **Christopher Radtke, Chief Deputy, Sheriff's Department**  
          **Tom Burke, Deputy County Administrator for Administration**  
          **Keith Dommer, Director, Finance and Risk Management**  
          **Allyn Bulzomi, Director, Human Resources**  
          **Robert Johnson, Budget Manager, Finance and Risk Management**

## PCSD-TPD Salary Comparison

### Hourly

Years of service		New Hire	1 +	2 +	3 +	4 +	5 +	6 +	7 +	8 +	9 +	10 +
PCSD	base hourly	\$20.85	\$21.89	\$22.42	\$22.98	\$22.98	\$24.13	\$25.34	\$25.34	\$25.34	\$26.61	\$27.93
PCSD with 3.65 Public Safety Personnel Retirement System		n/a	n/a	\$23.24	\$23.82	\$23.82	\$25.01	\$26.26	\$26.26	\$26.26	\$27.58	\$28.95
PCSD with 3.65 and uniform allowance		\$21.35	\$22.39	\$23.74	\$24.32	\$24.32	\$25.51	\$26.76	\$26.76	\$26.76	\$28.08	\$29.45
PCSD with 3.65, uniform allowance and take home car		\$21.96	\$23.00	\$24.35	\$24.93	\$24.93	\$26.12	\$27.37	\$27.37	\$27.37	\$28.69	\$30.06
TPD		\$22.85	\$22.85	\$22.85	\$23.40	\$23.40	\$23.40	\$23.40	\$23.96	\$23.96	\$23.96	\$25.13
	difference	-\$0.89	\$0.15	\$1.50	\$1.53	\$1.53	\$2.72	\$3.97	\$3.41	\$3.41	\$4.73	\$4.93

Pima County pays 3.65% of deputy PSPRS contribution if hired before Jan 1, 2015; TPD no co

TPD pay rate includes uniform allowance; PCSD uniform allowance is \$0.5048 per hour

PCSD take home car is \$1269 per year or \$0.61per hour; TPD has no take home car program

### Annual

Years of service		New Hire	1 +	2 +	3 +	4 +	5 +	6 +	7 +	8 +	9 +	10 +
PCSD	base annual	\$43,368.00	\$45,531.20	\$46,633.60	\$47,798.40	\$47,798.40	\$50,190.40	\$52,707.20	\$52,707.20	\$52,707.20	\$55,348.80	\$58,094.40
PCSD with 3.65 Public Safety Personnel Retirement System		n/a	n/a	\$48,335.73	\$49,543.04	\$49,543.04	\$52,022.35	\$54,631.01	\$54,631.01	\$54,631.01	\$57,369.03	\$60,214.85
PCSD with 3.65 and uniform allowance		\$44,418.00	\$46,581.20	\$49,385.73	\$50,593.04	\$50,593.04	\$53,072.35	\$55,681.01	\$55,681.01	\$55,681.01	\$58,419.03	\$61,264.85
PCSD with 3.65, uniform allowance and take home car		\$45,687.00	\$47,850.20	\$50,654.73	\$51,862.04	\$51,862.04	\$54,341.35	\$56,950.01	\$56,950.01	\$56,950.01	\$59,688.03	\$62,533.85
TPD		\$47,528.00	\$47,528.00	\$47,528.00	\$48,672.00	\$48,672.00	\$48,672.00	\$48,672.00	\$49,836.80	\$49,836.80	\$49,836.80	\$52,270.40
	difference	-\$1,841.00	\$322.20	\$3,126.73	\$3,190.04	\$3,190.04	\$5,669.35	\$8,278.01	\$7,113.21	\$7,113.21	\$9,851.23	\$10,263.45

As of September 15,2016