MEMORANDUM

Date: February 12, 2016

To: The Honorable Chair and Members
   Pima County Board of Supervisors
From: C.H. Huckelberry
       County Administrator

Re: Fiscal Year 2016/17 Salary Adjustment Requests and Annual Benefits Cost Increases

County departments recently submitted their budget requests for Fiscal Year (FY) 2016/17. These requested budgets are currently being reviewed by Finance Staff and additional information will be provided to the Board of Supervisors on a regular basis. The submitted working budgets of all County departments and agencies have been placed online for public review at the County Budget Home Page. These reports will be updated on a weekly basis prior to my submitting my Recommended Budget to the Board on April 29, 2016.

Department Employee Compensation Adjustment Requests

The County has been limited in its ability to provide employees with compensation adjustments over the past several years due to funding constraints resulting from the recent Great Recession and the resulting pressure placed on County financial resources. Table 1 below includes a history of County salary adjustments from FY 2005/06 through FY 2015/16. Prior to the Recession’s impacting the County’s budget, employee compensation was addressed on a fairly regular basis. Since FY 2008/09, the County has been able to provide employees with small salary adjustments in three out of eight years. This inability to afford employee pay adjustments is beginning to impact the County’s ability to recruit and retain employees in the current recovering job market.

Table 1: Salary Increase Summary.

<table>
<thead>
<tr>
<th>FY</th>
<th>Salary Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005/06</td>
<td>2.5 percent general adjustment effective July 10, 2005.</td>
</tr>
<tr>
<td></td>
<td>1.7 percent general adjustment effective July 10, 2005 to compensate for</td>
</tr>
<tr>
<td></td>
<td>increased retirement rate contribution for members of the Arizona State</td>
</tr>
<tr>
<td></td>
<td>Retirement System.</td>
</tr>
<tr>
<td></td>
<td>1 step adjustment for Sheriff’s corrections non-command staff effective</td>
</tr>
<tr>
<td></td>
<td>date in class.</td>
</tr>
<tr>
<td>2006/07</td>
<td>2.8 percent general adjustment effective July 1, 2006.</td>
</tr>
<tr>
<td></td>
<td>1.7 percent general adjustment effective July 1, 2006 to compensate for</td>
</tr>
<tr>
<td></td>
<td>increased retirement rate contribution for members of the Arizona State</td>
</tr>
<tr>
<td></td>
<td>Retirement System (ASRS).</td>
</tr>
</tbody>
</table>
The Honorable Chair and Members, Pima County Board of Supervisors
Re: FY 2016/17 Salary Adjustment Requests and Annual Benefits Cost Increases
February 12, 2016
Page 2

Table 1: Salary Increase Summary.

<table>
<thead>
<tr>
<th>FY</th>
<th>Salary Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007/08</td>
<td>1 step adjustment for Sheriff’s corrections non-command staff, deputies, and sergeants effective date in class.</td>
</tr>
<tr>
<td></td>
<td>2.1 percent general adjustment effective July 8, 2007.</td>
</tr>
<tr>
<td></td>
<td>2.5 percent market adjustment effective July 8, 2007.</td>
</tr>
<tr>
<td></td>
<td>0.5 percent general adjustment effective July 8, 2007 to compensate for increased retirement rate contribution for members of the ASRS.</td>
</tr>
<tr>
<td></td>
<td>10 percent and 5 percent step adjustment for Sheriff’s deputies, sergeants, and corrections non-command staff effective January 6, 2008.</td>
</tr>
<tr>
<td>2008/09</td>
<td>No general adjustment, anniversary increases, or step increases awarded.</td>
</tr>
<tr>
<td>2009/10</td>
<td>No general adjustment, anniversary increases, or step increases awarded.</td>
</tr>
<tr>
<td>2010/11</td>
<td>No general adjustment, anniversary increases, or step increases awarded.</td>
</tr>
<tr>
<td>2011/12</td>
<td>1.0 percent general adjustment effective July 1, 2012 for existing employees to partially offset impacts of increased retirement plan contributions.</td>
</tr>
<tr>
<td>2012/13</td>
<td>No general adjustment, anniversary increases, or step increases awarded.</td>
</tr>
<tr>
<td>2013/14</td>
<td>1.0 percent general adjustment effective pay period beginning June 30, 2013.</td>
</tr>
<tr>
<td></td>
<td>2.0 percent general adjustment effective December 29, 2013.</td>
</tr>
<tr>
<td></td>
<td>One-time lump sum adjustment of $200 to $1,000 based on the incumbent employees hire date in the County included in paycheck of July 19, 2013.</td>
</tr>
<tr>
<td>2014/15</td>
<td>50 cents per hour general adjustment effective pay period beginning September 7, 2014.</td>
</tr>
<tr>
<td>2015/16</td>
<td>No general adjustment, anniversary increases, or step increases awarded.</td>
</tr>
</tbody>
</table>

As I indicated to the Board in my January 20, 2016 memorandum entitled Employee Compensation for Fiscal Year 2016/17, I assumed we would receive a variety of employee compensation requests from various elected officials for FY 2016/17. In January 2016, the Budget Division of the Finance and Risk Management Department received seven requests from elected and appointed officials totaling $13.3 million, in addition to the as much as $18.8 million from the police unions, for a total requested salary increase of $32.1 million from agencies representing a fraction of County employment. The total request represents approximately 10 percent of the property tax levy. The individual requests cover a variety of strategies to improve employee compensation within the requesting departments only. A summary schedule, as well as the more detailed supplemental funding requests, is included in Attachment 1 to this memorandum.

Additionally, we have received three different step and salary adjustment proposals from the Pima County Deputy Sheriff Association (PCDSA) and the Fraternal Order of Police (FOP). These requests are detailed in Attachments 2 through 4. Each proposal covers a
combination of step increases based on years of service, as well as across-the-board annual increases for commissioned and corrections staff, including sergeants. The proposals also include annual across-the-board increases for Sheriff civilian employees. The major components of each proposal are summarized below:

Attachment 2 – PCDSA /FOP Pay Proposal 1

Commissioned Officers. Increase starting salary; 10 percent step increases between hire and steps 1 through 4 based on years in service; additional 5 percent across-the-board increases for three years starting in FY 2017/18; increase starting salary for sergeants; institute 10 percent step increase for sergeants after one year of service and across-the-board 5 percent increases for three years starting in FY 2017/18.

Corrections Officers. Increase starting salary; 10 percent step increases between hire and steps 1 through 4 based on years in service; additional 5 percent across-the-board increases for three years starting in FY 2017/18; 10 percent step increase for corrections sergeants after one year of service and across-the-board 5 percent increases for three years starting in FY 2017/18.

Civilian Employees. Classifications should be evaluated and adjusted based on other equivalent positions in the County; civilian employees receive 5 percent across-the-board salary increases for three years starting in FY 2016/17.

Attachment 3 – PCDSA /FOP Pay Proposal 2

Commissioned Officers. County would be relieved of paying 3.65 percent of employees’ share (both deputy and sergeant) of Public Safety Retirement Plan contributions in exchange for a 5 percent salary increase; increase starting salary; 10 percent step increases between hire and steps 1 through 4 based on years in service; additional 5 percent across-the-board increases for three years starting in FY 2017/18; increase starting salary for sergeants; institute 10 percent step increase for sergeants after one year of service; across-the-board 5 percent increases for sergeants for three years starting in FY 2017/18;

Corrections Officers. Increase starting salary; 10 percent step increases between hire and steps 1 through 4 based on years in service; additional 5 percent across-the-board increases for three years starting in FY 2017/18; 10 percent step increase for corrections sergeants after one year of service; across-the-board 5 percent increases for three years starting in FY 2017/18.

Civilian Employees. Classifications should be evaluated and adjusted based on other equivalent positions in the County; civilian employees receive 5 percent across-the-board salary increases for three years starting in FY 2016/17.
Attachment 4 – PCDSA /FOP Pay Proposal 3 – Preferred Plan

**Commissioned Officers.** Increase starting salary; 6.8 percent step increases between hire and steps 1 through 6 based on years in service; additional 5 percent across-the-board increases for three years starting in FY 2017/18; increase starting salary for sergeants; 10 percent step increase for sergeants after one year of service and across-the-board 5 percent increase for the three years starting in FY 2017/18.

**Corrections Officers.** Increase starting salary; 6.8 percent step increases between hire and steps 1 through 6 based on years in service; additional 5 percent across-the-board increases for three years starting in FY 2017/18; 10 percent step increase for corrections sergeants after one year of service and across-the-board 5 percent increases for three years starting in FY 2017/18;

**Civilian Employees.** Classifications should be evaluated and adjusted based on other equivalent positions in the County; civilian employees receive 5 percent across-the-board salary increases per year for three years starting in FY 2016/17.

Staff has completed preliminary analyses of the PCDSA/FOP’s proposals and has determined that, depending on the proposal, the impact to the overall FY 2016/17 County budget of only these salary adjustments and the associated increases in benefits costs could range from $16.4 million to as much as $18.8 million.

**Healthcare, Pensions and Other Benefit Funding**

As has been the norm for the past several years, the cost of the County’s overall employee benefits package continues to increase. Table 2 below provides a history of total County benefit costs from the FY 2011/12 adopted budget to the current FY 2016/17 requested budget:

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Total County Benefits</th>
<th>Amount of Increase</th>
<th>Percent Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2011/12 Adopted</td>
<td>$107,560,920</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FY 2012/13 Adopted</td>
<td>122,140,926</td>
<td>$14,580,006</td>
<td>13.6</td>
</tr>
<tr>
<td>FY 2013/14 Adopted</td>
<td>128,910,164</td>
<td>6,769,238</td>
<td>5.5</td>
</tr>
<tr>
<td>FY 2014/15 Adopted</td>
<td>133,983,814</td>
<td>5,073,650</td>
<td>3.9</td>
</tr>
<tr>
<td>FY 2015/16 Adopted</td>
<td>139,157,748</td>
<td>5,173,934</td>
<td>3.9</td>
</tr>
<tr>
<td>FY 2016/17 Requested</td>
<td>141,312,953</td>
<td>2,155,205</td>
<td>1.5</td>
</tr>
</tbody>
</table>
Benefits costs have risen $32.8 million – or over 30 percent – since FY 2011/12. However, as I mention in my February 16, 2016 entitled *Medical Insurance for County Employees – Fiscal Year 2016/17*, we are now beginning to see lower costs and premium increases as we enter the fourth year of being self-insured for employee healthcare costs. The FY 2016/17 requested amount in Table 2 above assumes the Board adopts my recommendations regarding employee healthcare and healthy lifestyle choices at the February 16, 2016 Board meeting.

According to information provided by the boards of the County’s various retirement plans, the FY 2016/17 increases in the County’s retirement contributions are moderating slightly (see Attachment 5). In FY 2015/16, the County’s employer contribution rates to the Public Safety Personnel Retirement System (PSPRS) increased significantly due to a combination of funding issues and the impact of the loss of a court challenge filed by plan beneficiaries. Table 3 below shows the total employer contribution rate to the PSPRS, as well as the aggregate dollars contributed by Pima County to the system over the last five years. As can be seen, the contribution by the employer, the County, has nearly doubled.

<table>
<thead>
<tr>
<th>FY</th>
<th>Total Employer Contribution Rate (Percent)</th>
<th>Total Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012/13</td>
<td>34.55</td>
<td>$8,552,218</td>
</tr>
<tr>
<td>2013/14</td>
<td>38.94</td>
<td>11,110,598</td>
</tr>
<tr>
<td>2014/15</td>
<td>41.92</td>
<td>12,615,724</td>
</tr>
<tr>
<td>2015/16</td>
<td>53.69</td>
<td>15,389,607</td>
</tr>
<tr>
<td>2016/17</td>
<td>56.45</td>
<td>16,096,511</td>
</tr>
</tbody>
</table>

While overall employer rates remain high in PSPRS, the rate of increase is much smaller in FY 2016/17. For example, the employer contribution rose 11.77 percent for deputies in FY 2015/16. The employer contribution rate for this plan will only increase 2.76 percent in FY 2016/17. Currently, there are proposals in the State Legislature that attempt to address funding and high contribution levels related to PSPRS. Staff will monitor the progress of these proposals and advise the Board of any changes to statutes that impact the County’s contributions. If changes to the plans are not made soon, we expect the County will be required to make larger contributions in the future to keep our PSPRS plans solvent.

Attachment 6 includes a table showing historical changes in the cost of the individual components of the County’s benefit package provided to employees for FY 2014/15, FY 2015/16 and FY 2016/17 (as of the end of January 2016).
While the rate of increase to provide benefits to employees will moderate slightly in FY 2016/17, these costs are ever-increasing and consume more of our base revenues. As always, staff will look for ways to continue to provide these quality benefit programs to our employees while working to moderate their associated costs.

CHH/mjk

Attachments

c:  Presiding Judge, Superior Court
    Elected Officials
    Appointing Authorities
    Tom Burke, Deputy County Administrator of Administration
    Allyn Bulzomi, Director, Human Resources
    Keith Dommer, Director, Finance and Risk Management
    Robert W. Johnson, Budget Manager, Finance and Risk Management
Attachment 1
## FY 2016/17 Salary Related Supplemental Funding Requests

<table>
<thead>
<tr>
<th>Department</th>
<th>Title</th>
<th>Requested Expenditure</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elections</td>
<td>Package B - Elections</td>
<td>$40,683</td>
<td>Compensate fulltime employees for additional demands of administering the increased volume of early ballots</td>
</tr>
<tr>
<td>Justice Court Tucson</td>
<td>Package B - Supplemental Request - 5% Salary/ERE Appropriation Increase</td>
<td>$226,453</td>
<td>Additional appropriation for a 5% increase in salaries for eligible Justice Court employees plus benefits</td>
</tr>
<tr>
<td>Juvenile Court</td>
<td>Package B - JU - Employee Compensation</td>
<td>$683,413</td>
<td>5% increase for Court-wide salary increases but make differentiated adjustments that target specific positions identified as being particularly out of market range</td>
</tr>
<tr>
<td>Pima County Attorney</td>
<td>Package B - PCA</td>
<td>$900,412</td>
<td>Support longevity pay for good performers not under formal discipline</td>
</tr>
<tr>
<td>Superior Court</td>
<td>Package B - SC Supplemental Package B</td>
<td>$846,581</td>
<td>5% increase for Court-wide salary increases but make differentiated adjustments that target specific positions identified as being particularly out of market range</td>
</tr>
<tr>
<td>Sheriff</td>
<td>Package B - Compensation Package for Commissioned and Corrections Personnel</td>
<td>$7,300,000</td>
<td>Increase the compensation of commissioned and corrections personnel based on new department step plan</td>
</tr>
<tr>
<td>Sheriff</td>
<td>Package D - Funding for cost of $0.50 pay increases, leave payouts and short term compensated absences</td>
<td>$3,300,000</td>
<td>Funding for annualized costs of $0.50 pay increases approved in FY 2015, leave payouts to retiring, resigning or termination personnel, and short term compensated absences allocated by Central Finance</td>
</tr>
</tbody>
</table>

**Total FY 2016/17 Requested Salary Related Adjustments**  $13,297,542
SUPPLEMENTAL REQUESTS

Department: Elections
Package: B - Election Department

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>46,683</td>
<td>46,683</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>46,683</td>
<td>46,683</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>46,683</td>
<td>46,683</td>
</tr>
</tbody>
</table>

Goals & Objectives
G: To adequately compensate employees for the additional demands of administering the increase volume of early ballots.

Description
Five percent wage increase for fulltime employees of the Elections Department.

Personal Services
No additional positions will be needed.

Impact if not funded
It is anticipated that in 2016 approximately 82% of the ballots cast will be done via the mail. This will increase the responsibility and workload of the fulltime staff. Department will not be able to retain knowledgeable, qualified election personnel at the current rate.

Mandates
None

Expended program
No

Other
Yes
SUPPLEMENTAL REQUESTS

Department: Justice Court Tucson

Package: B - Supplemental Request - 5% Salary/ERE Appropriation Increase

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>226,453</td>
<td>226,453</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>226,453</td>
<td>226,453</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>226,453</td>
<td>226,453</td>
</tr>
</tbody>
</table>

Goals & Objectives

Request an additional appropriation for a 5% increase in salaries and wages for eligible Justice Court employees in the general fund, with corresponding increases in ERE costs.

Description

The dismal economic conditions that have existed in recent years have created a lot of stress among our employees and their families. Since 2008, the cost of goods and services used in most households has increased by 10.09% as a result of inflation as measured by the United States Bureau of Labor Statistics Consumer Price Index. During this same period, salary increases provided to county employees have increased by 8.21% for an employee earning $25,000 per year. It should be noted that the most significant salary increase during this period was in an effort to offset increases in the mandatory contribution to the Arizona State Retirement system rather than address the impact of inflation. All are grateful for the salary increases they received and the efforts of the Board of Supervisors and County Administration to avoid layoffs and work furloughs experienced by other local government agencies in recent years. However, aggregate increases in the cost of living during this period have made it increasingly difficult for many employees to make ends meet. The court is highly supportive of any efforts the county may have to provide salary increases in FY 2016-2017. For PCCJC employees budgeted in the General Fund, a 5% salary increase would result in an increased cost of $226,453. The cost of this increase for court employees budgeted in enterprise funds is minimal and would be absorbed by those funds.

Impact if not funded

A lack of funding for this supplemental request will not directly impact the operation of the Court. However, the purchasing power and financial stability of Court employees will continue to stagnate in comparison to a rising cost of living. In addition, we anticipate that it will become more difficult to recruit and retain qualified Court staff in the future.

Mandates

No
SUPPLEMENTAL REQUESTS

Department: Juvenile Court
Package: B - JU - Employee Compensation

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>683,413</td>
<td>683,413</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>683,413</td>
<td>683,413</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>683,413</td>
<td>683,413</td>
</tr>
</tbody>
</table>

Goals & Objectives

For a number of years, it has been apparent that salaries for court employees have fallen well behind market rates for comparable positions. The county’s recent salary market survey shows that minimum salaries for court-benchmarked positions are 11% below the average minimum for comparable positions throughout the state. The courts must address this shortfall in employee compensation to ensure that we can recruit and retain a qualified workforce to most effectively serve the people of Pima County.

Description

The County’s salary survey supports the Court’s view that the compensation of many court positions has fallen well below appropriate, market-competitive levels. That view is buttressed by the Court’s turnover rate in certain positions, by exit interviews with employees leaving to take positions with other employers; and by difficulty in obtaining well-qualified applicants for management positions. While the County’s survey shows that county salaries also lag market rates somewhat, compensation for court positions lags behind comparable county positions and is substantially below the market, both as to salary ranges and as to actual compensation. Consequently, the courts must start bringing court salaries to more market-competitive levels and indeed to rates more comparable to county positions. In FY17, the Superior Court and Juvenile Court are requesting a 5% increase in our salary budget. We will use the 5% allocation, not for court-wide increases, but to make differentiated adjustments that target specific positions identified in the salary survey as being particularly out of market range. For the courts, the largest of these classifications are the Probation Officers, Surveillance Officers and Juvenile Detention Officers, but there are a number of other positions that also need to be addressed. As indicated, this 5% requested for FY17 is a first step in addressing the salary issues identified in the Pima County Fall Salary Survey.

Personnel Services

No new positions are requested. This is a request for 5% of salaries to make differentiated adjustments that target specific positions identified in the salary survey as being particularly out of market range.

Supplies & Services

None

Capital

None

Revenue

None
SUPPLEMENTAL REQUESTS

Department: Juvenile Court

Package: B - JU - Employee Compensation

Impact if not funded
Inadequate salaries have caused a negative impact on morale and have contributed to turnover among experienced, well-qualified staff, as they leave for better-paying positions. In most cases, new employees require a significant amount of training and "seasoning" in order to become proficient at their duties. In addition, if the courts are unable to begin bringing court salaries to market-competitive levels, we will continue to have difficulty recruiting and retaining good people for court positions.

Mandates
All mandates pertaining to Superior and Juvenile Court apply.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>900,412</td>
<td>900,412</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>900,412</td>
<td>900,412</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>900,412</td>
<td>900,412</td>
</tr>
</tbody>
</table>

Goals & Objectives

Providing the requested supplemental funding to support longevity pay for good performers not under formal discipline will: 1) move experienced personnel through their salary ranges; 2) encourage retention of good performing employees and their associated institutional knowledge; 3) provide efficiencies gained with a highly motivated and experienced staff and 4) reduce high rates of employee turnover.

Description

Similar to most service-oriented operations, the vast majority of funding the Pima County Attorneys Office is directly allocated to personnel. The nature of the work performed by a large law office requires highly trained and experienced employees. Talented and experienced men and women are crucial to the success of this Office as we work to protect and serve the community. We cannot continue to succeed in this work without adequate, appropriately compensated, and well-trained personnel. The lack of consistent funding to move well performing employees through their respective salary ranges has created an efficiency drag on the criminal justice system. Efficiency drag is created when our salary structure exhibits the following three characteristics: 1) low entry level salaries; 2) salary compression, and 3) inability to retain experienced, skilled employees. This can best be illustrated when reviewing the salaries of the Legal Processing Support staff in the Pima County Attorneys Office. The average hourly pay for that position is $14.50. The midpoint of the pay range is $19.04 per hour, but not one of the 56 employees in this classification has reached the midpoint, even though six employees have greater than 19 years of service in the classification. One would assume that those with greater than 10-15 years should be near the top of the range. By not providing funding to support compensation increases for longevity, the County has compressed (impeded progression) within the salary ranges. Examples of this situation can be found in other County Attorney employee classifications, as well:

Legal Processing Support totals 56 employees, but none of their salaries has reached the midpoint, even though six of them have been in the position for 19+ years.

There are 22 Victim Advocates, three of whom have been in their positions for 17+ years, yet none has reached the midpoint of their salary range.

Additional classifications with five or fewer employees above the midpoint with 16+ years of experience.

Criminal Investigators total 20 employees, yet only one is paid a salary barely above midpoint after 16+ years.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

There are 40 Legal Secretaries, yet only five are paid barely above mid-point. The highest paid employee has 20+ years of experience yet is closer to the midpoint than the maximum of the salary range.

In the Paralegal classification, 8 out of 57 employees average 16 years in the position, yet their salaries remain much closer to the midpoint than to the maximum within the range. Even the highest paid is in that category of being closer to the midpoint than to the maximum.

The compensation plan is to use supplemental budget funding to move good performers not under formal discipline that have been in their classification 10 years or more to the range mid-point salary and to provide an additional 2.5% for each year above 10 years. (For attorneys, the calculations are based on their respective original bar dates and an additional 1.0% for each year above 10-years and is capped at year 20. The total cost of this compensation package is $900,412 which is approximately 4% of our current general fund budget for personnel.

Personnel
Requesting supplemental funding to support longevity pay for good performers not under formal discipline. No new positions are requested.

Supplies & Services
No supplies and services requested.

Capital
No capital items requested.

Revenue
No anticipated revenues to be received.

Impact if not funded
The impacts will continue to be: 1) inability to attract and hire qualified entry level applicants, 2) inability to attract and hire experienced applicants, 3) inability to retain well performing experienced personnel, 4) diversion of existing experienced personnel resources to training new hires, and 5) continued high rates of turnover.

While providing a one-time, across-the-board increase to address the higher cost-of-living is somewhat beneficial, it does not adequately attack the systemic problem of lack of movement through a salary range that has not occurred during and since the Great Recession.

The movement of employees through their respective salary ranges is critical to the retention of skilled employees, provides an opportunity to hire employees with relevant experience and provides an incentive for applicants to accept the entry level salary, knowing they can obtain raises over time. All three benefits will resolve the issue of efficiency drag and result in a skilled and even more productive workforce benefiting the entire criminal justice system.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

Mandates
Civil Division:
Arizona Revised Statutes

1. A.R.S. 11-532 (Powers and Duties of the County Attorney): The County Attorney shall:
   - Defend actions brought against the county and prosecute actions on behalf of the county (A.R.S. 11-532(A)(4));
   - Advise county officers (A.R.S. 11-532(A)(7));
   - Act as legal advisor to the board of supervisors, attend its meetings, and oppose claims against the county (A.R.S. 11-532(A)(9));
   - Act as the attorney for school districts (A.R.S. 11-532(A)(10)) and community college districts (A.R.S. 11-532(A)(11)) except as provided in A.R.S. Â§ 15-343 and 1448; and
   - Defend all locally valued and assessed property tax appeals (A.R.S. 11-532(A)(12)).

2. A.R.S. 3-205(E) (Regarding abatement of nuisances in the form of dangerous plants, pests and diseases): If the amount of the lien is not paid within the thirty days, the county attorney shall, on written request of the director [of the department of agriculture], foreclose the lien against the property.

3. A.R.S. 3-630(D) (Adulterated products— Dairies): The director may ask the county attorney for assistance in petitioning the superior court in the county for an order condemning embargoed or adulterated products. No provision clarifies when the county attorney may be called upon for such assistance.

4. A.R.S. 3-716(H) (Regulation of eggs and egg products): Inspection fees and penalties under this title shall be collected by civil actions filed by the county attorney.

5. A.R.S. 3-730(C) (Nonconforming eggs as nuisance): Upon relation by the director, the county attorney shall maintain a civil action in the name of the state to abate nuisances (regarding eggs and egg products).

6. A.R.S. 3-734 (Agriculture, Eggs and Egg Products): The county attorney, upon request, shall advise the director or authorized agents thereof of the performance of their duties and shall institute and prosecute actions under Title 3.
   (concurrent with AG)

7. A.R.S. 3-934 (Arizona Native Plants-Enforcement-Injunctions, Violations, Civil Penalties): The department's legal counsel, on request of a private party or the director, or the county attorney of the county in which a violation of this chapter or any rule or order issued or adopted under section 3-912 or 3-914 is alleged to have occurred may bring an action in the county requesting the court to enjoin or otherwise restrain the defendant from further violations of this chapter or the rule or order.

8. A.R.S. 3-1378 (Agriculture, Seizure of Livestock): The county attorney shall represent the livestock officer and the interests of the state regarding livestock seized in the county [under procedures set forth in A.R.S. 3-1371-1377].

9. A.R.S. 5-235.01(E) (Amusements and Sports— Boxing and Sparring): A county attorney may apply to the superior court in the county in which acts or practices of any person which constitute a violation of this chapter or the rules adopted pursuant to this chapter are alleged to have occurred for an order enjoining those acts or practices.
   (concurrent with commission and AG)

10. A.R.S. 5-562.01 County attorney has authority, concurrent with attorney general, to prosecute offenses arising out of the formation, management, operation, or conduct of the state lottery.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

11. A.R.S. 8-807.01(A)(2)-(3)(e) (Incidents involving fatality or near fatality; definition) the county attorney must assess whether the release of DCS records will cause a specific, material harm to a criminal investigation or prosecution.

12. A.R.S. 9-500.14(E) [T]he county attorney...may initiate a suit in the superior court in the county in which the city or town is located if the city or town used its resources, including the use or expenditure of monies, accounts, credit, facilities, vehicles, postage, telecommunications, computer hardware and software, web pages, personnel, equipment, materials, buildings or any other thing of value of the city or town, for the purpose of influencing the outcomes of elections.

13. A.R.S. 9-232(D) (Council; qualifications of members; oath; selection of mayor; vacancy) On request, County Attorney shall investigate whether seat on city or town council has become vacant based on member ceasing to remain qualified elector or reside in city or town. 12. A.R.S. 9-471(C) (Annexation of territory; procedures; notice; petitions; access to information; restrictions): The county attorney, among other, may upon verified petition move to question the validity of the annexation for failure to comply with the provisions of this section.

14. A.R.S. 9-500.10(D) (Escort and escort agency advertising requirements; civil penalty; definitions) County Attorney may bring an action to recover civil penalties against escort or escort agency for violating advertising and record-keeping requirements.

14. A.R.S. 11-451 If the sheriff or his deputies collect money for the county but fail to turn it over to the county, the county attorney may proceed against the sheriff or deputy in the superior court, by an order to show cause why the sheriff or deputy should not pay over the money.

15. A.R.S. 11-410(E) [T]he county attorney...may initiate a suit in the superior court in the county where the county misused its resources, including the use or expenditure of monies, accounts, credit, facilities, vehicles, postage, telecommunications, computer hardware and software, web pages, personnel, equipment, materials, buildings or any other thing of value, for the purpose of influencing the outcomes of elections.

16. A.R.S. 11-543: The county attorney shall sue the assessor and his sureties for all taxes which remain unassessed due to the neglect of the assessor.

17. A.R.S. 11-641(B) (Money illegally paid): The county attorney shall institute an action in the name of the county against the board of supervisors when necessary to enjoin the payment of money or recover money paid from the county treasury by order of the board of supervisors without authority of law.

18. A.R.S. 11-664(B) (Suspension of county assessor or county treasurer): Upon the request of the board of supervisors, the county attorney shall conduct an investigation and provide a written notice and report of findings, including a statement of charges, to the assessor or treasurer and the board (regarding the suspension of the county assessor or county treasurer for defalcation or neglect of duty).

19. A.R.S. 11-681.12(B) County board may submit bonds to county attorney for opinion on validity. County attorney shall examine and pass on the validity of the bond within 15 days.

20. A.R.S. 11-723: (Certification of bonds by county attorney): The county attorney shall examine and pass on the validity of all bonds issued under this article, and certify such bonds.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

21. A.R.S. 11-802(I): The county attorney shall serve in an advisory capacity to the county planning and zoning commission and to the boards of adjustment. This statute together with A.R.S. 11-532, 11-815, 11-831-32, 11-811(A)(5), and 11-812 effectively mandate that the county attorney advise and represent the board of supervisors, the planning and zoning commission, the five boards of adjustment and all other county officers in connection with the mandatory development, implementation and enforcement of: a comprehensive plan, zoning ordinances and regulations; and subdivision platting; as well as in connection with their discretionary development, implementation and enforcement of: building codes, land division ordinances and regulations, dedications and exactions, operating requirements for businesses, and regulations for sand and gravel operations. See also Pima County Ordinances below. See also BOS Policy 6.1 below.

22. A.R.S. 11-815: The County Attorney may abate zoning and building code violations through civil or criminal prosecution.

23. A.R.S. 11-952(D) and (H) (Intergovernmental Agreements and Contracts): Every agreement or contract involving any public agency, board or commission made pursuant to this article, shall, prior to its execution, be submitted to the attorney for the public agency, board or commission who shall determine whether the said agreement is in proper form and is within the powers and authority granted under the laws of the state to such public agency, board or commission. See also A.R.S. 48-853(A)(9)(c) County attorney shall review contracts to provide firefighting services.

24. A.R.S. 11-1006(C, E) (Animal Control--Hearing officer; hearing on civil violations; additional remedies): At the hearing, the county attorney may represent and present evidence for the county enforcement agent. The county attorney, among others, may institute an appropriate proceeding to prevent or abate the violation.

25. A.R.S. 11-410(E) [The county attorney...may initiate a suit in the superior court in the county where the county misused its resources, including the use or expenditure of monies, accounts, credit, facilities, vehicles, postage, telecommunications, computer hardware and software, web pages, personnel, equipment, materials, buildings or any other thing of value, for the purpose of influencing the outcomes of elections.

26. A.R.S. 12-803 (Abatement of Bawdy Houses): The county attorney shall maintain an action to abate and prevent the nuisance (bawdy house) and to enjoin perpetually the persons conducting or maintaining the nuisance etc.

27. A.R.S. 12-813 (Obscene Movie and Obscene Pictorial Publication Abatement --Abatement of Nuisance): If a nuisance exists, the county attorney of the county in which such nuisance exists may bring an action in the name of the state to abate such nuisance and to enjoin the person maintaining the nuisance from further maintenance. (concurrent with AG and city attorney). See also A.R.S. 12-818: If the county attorney receives a petition alleging the existence of a nuisance subject to the provisions of this article and determines that there are reasonable grounds to believe that such a nuisance exists, an action to abate such nuisance shall be brought forthwith.

28. A.R.S. 12-2042 (Quo Warranto): The county attorney shall bring an action in the superior court when he has reason to believe that any county office or franchise is being usurped, intruded into or unlawfully held or exercised.

29. A.R.S. 15-213(G) (Procurement practices of school districts and charter schools): The county attorney has jurisdiction to enforce [procurement practices of schools] and may seek relief for any violation of this section through an appropriate civil or criminal action in superior court... (concurrent with AG).

30. A.R.S. 15-253: County attorney shall submit legal opinions regarding school matters to attorney general to be reviewed.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

31. A.R.S. 15-450(H) (Formation of a new joint unified school district): If one or more of the governing boards fail to provide for satisfying the liabilities and fail to approve the division of assets by September 15, the county attorney or attorneys shall determine the means to satisfy the liabilities and final division of assets by October 1 of the fiscal year in which the new school district becomes operative. See also A.R.S. 15-458(D) (Formation of new district by subdivision): If one or more of the governing boards fail to provide for satisfying the liabilities and fail to approve the division of assets by September 15, the county attorney shall determine the means to satisfy the liabilities . . .

32. A.R.S. 15-510(D)(4) (Education—Authorization of leaves of absence): If the governing board authorizes a paid sabbatical leave and the employee fails to return within one year, the governing board shall direct the county attorney to institute suit against such person to collect such amount.

33. A.R.S. 15-511(H) (Use of school district or charter school resources or employees to influence elections; prohibition; civil penalty): The county attorney for the county in which an alleged violation of this section occurred may initiate a suit in the superior court in which the school district or charter school is located for the purposes of complying with this section. See also A.R.S. 15-1408(G) (Use of community college district resources): The county attorney for the county in which an alleged violation of this section occurred may serve on the person an order requiring compliance with this section and may assess a civil penalty . . . ; see also A.R.S. 15-1633(H) (Use of university resources or employees to influence elections): county attorney may serve on the person an order requiring compliance and may assess a civil penalty . . . (each concurrent with AG).

34. A.R.S. 15-511(I) [T]he county attorney . . . may initiate a suit in the superior court in the county where a person acting on behalf of a school district or who aids another in acting on behalf of the school district misuses their resources, including the use or expenditure of monies, accounts, credit, facilities, vehicles, postage, telecommunications, computer hardware and software, web pages, personnel, equipment, materials, buildings or any other thing of value of the school district or charter school, for the purpose of influencing the outcomes of elections.

35. A.R.S. 15-511(K) A county attorney can be asked for their legal opinion of whether the use of public school resources violates A.R.S. 15-511.

36. A.R.S. 15-551(C) (Confidentiality of pupils name; disciplinary hearing; civil penalty): The county attorney may enforce a civil penalty of five hundred dollars against a person who violates this subsection by revealing confidential information.

37. A.R.S. 15-598 (Liability of treasurer for failure to keep separate account—enforcement): If the county treasurer fails to keep a separate account for each school district, he is liable to the county in the amount of five hundred dollars, and the county attorney shall, upon direction of the board of supervisors, bring an action in the name of the county against the treasurer to recover such monies.

38. A.R.S. 15-1408(H)-(I) [T]he county attorney for the county in which an alleged violation [misuse of community college resources to influence the outcome of an election] of this section occurred may serve on the person an order requiring compliance with this section and may assess a civil penalty of not more than five thousand dollars per violation, plus any amount of misused funds subtracted from the community college district budget against a person who violates or a person who aids another person in violating this section. A county attorney can be asked for their legal opinion of whether the use of community college district resources violates A.R.S. 15-1408.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

39. A.R.S. 16-192(D) [The county attorney for the county in which an alleged violation of this section [use of state, special taxing district resources to influence elections] . . . may file an action in superior court to enforce this section.

40. A.R.S. 16-905(K) (Elections-Contributions limitations; civil penalty; complaint): If a qualified elector files a sworn complaint with the county attorney alleging a violation of this section, the county attorney shall investigate the complaint for possible action. (concurrent with AG)

41. A.R.S. 16-912.01(I) (Ballot measure committees; campaign literature and advertising funding; identification; disclosure; civil penalty): County attorney may bring action to recover civil penalties for violation of this section.

42. A.R.S. 16-914.02(H) (Campaign Contributions—Reporting Independent Expenditures of Corporations, LLCs, and Labor Organizations): County attorney, among others, may bring action to recover civil penalties for violations of this section.

43. A.R.S. 16-924(B) (Election-Civil penalties—county attorney): If a person fails to take corrective action pursuant to this section, the county attorney shall issue an order assessing a civil penalty.

44. A.R.S. 16-925(B) (Elections and Electors—Deceptive mailings; civil penalty): The county attorney, among others, may assess the civil penalty for individuals or committees who have attempted to influence an election with deceptive mailings. See also A.R.S. 19-119 (Initiative, Referendum and Recall—Deceptive mailings; civil penalty); county attorney may assess civil penalties for violation of the section.

45. A.R.S. 16-1021 In any election for county, city or town office, community college district governing board, judge or a county, city or town initiative or referendum, the appropriate county, city or town attorney may enforce the provisions of this title through civil and criminal actions. In any special district election, the county attorney of any county in which the district or a portion of the district is located or the attorney general may enforce the laws governing such election.

46. A.R.S. 19-122(A) (Refusal of secretary of state to file petition or transmit facsimiles of signature sheets or affidavits of circulators; writ of mandamus; venue): Citizen may file complaint with county attorney for failure of secretary of state to file the petition or transmit the facsimile, county attorney may bring action in superior court to compel secretary of state.

47. A.R.S. 19-141(A) (Initiative and Referendum in Counties, Cities, and Towns): County attorney shall perform duties of the attorney general.

48. A.R.S. 23-212 County attorney shall investigate claims that an employer knowingly hired an illegal alien by verifying employment status pursuant to federal law. If an employer is found to have knowingly hired illegal aliens, the county attorney shall notify U.S. immigrations and customs enforcement, as well as local law enforcement, and bring an action against the employer.

49. A.R.S. 23-212.01 County attorney shall investigate claims that an employer intentionally hired an illegal alien by verifying employment status pursuant to federal law. If an employer is found to have intentionally hired illegal aliens, the county attorney shall notify U.S. immigrations and customs enforcement, as well as local law enforcement, and bring an action against the employer.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

50. A.R.S. 23-325(B) (Labor): When judicial review is sought of a commission decision, the county attorney of the county where the action is filed shall represent the Industrial Commission of Arizona. Additionally, the attorney general may direct the county attorney of the county in which an employer has a place of business or in which he resides, to conduct the prosecution of the violator to enforce the provisions of Title 23 (A.R.S. 23-666(B) (criminal actions) and 23-929 (workers compensation)

51. A.R.S. 23-787(F) (Labor-Employment Security-Benefits-Repayment of and deductions for benefits obtained by claimants not entitled to benefits): The attorney general or the appropriate county attorney may institute appropriate court proceedings to recover in the name of the department any amount for which a person is liable to the department.

52. A.R.S. 28-6704 (County Highways, Condemnation): The county attorney of the county in which a highway is to be established shall file a condemnation action in the name of the county.

53. A.R.S. 32-356 (Professions and Occupations-Barbers-Regulation-Injunctions): The county attorney, among others, may apply to the superior court in the county for an injunction against practicing without a license until a license is obtained, or against other practices prohibited by the section. Similar provisions exist for architects, assayers, engineers, geologists, home inspectors, landscape architects and surveyors (A.R.S. 32-106.01); chiropractors (A.R.S. 32-928); funeral directors and embalmers (A.R.S. 32-1369); naturopathic physicians (A.R.S. 32-1558); nursing (A.R.S. 32-1666.01); and optometry (A.R.S. 32-1751)

54. A.R.S. 32-1269(B) (Professions and Occupations, Dentistry): In addition to criminal penalties, the county attorney shall institute proceedings in equity to prevent violations of this chapter.

55. A.R.S. 32-1985 (Pharmacy): The board, through the appropriate county attorney or the office of the attorney general, may apply for injunctive relief in any court of competent jurisdiction or enjoin any person from committing any act in violation of this article. Similar provisions for physical therapy (A.R.S. 32-2048); structural pest control commission (A.R.S. 32-2304 and 2327); postsecondary education (A.R.S. 32-3057); respiratory care (A.R.S. 32-3557); acupuncture (A.R.S. 32-3953); athletic trainers (A.R.S. 32-4157); homeopathic medicine (A.R.S. 32-2940); cosmetologists (A.R.S. 32-575) and massage therapy (A.R.S. 32-4255).

56. A.R.S. 32-2934(H) (Professions and Occupations-Homeopathic Physicians-Regulation-Grounds for suspension or revocation of license; duty to report; unprofessional conduct hearing; decision by board): Actions to enforce the collection of [administrative] penalties [by homeopathic doctors violating this chapter or board rule] shall be brought in the name of this state by the attorney general or the county attorney in the justice court or the superior court in the county in which the violation occurred.

57. A.R.S. 32-4260(D) (Advertising requirements; civil penalty; definitions) County Attorney may bring an action to recover civil penalties against massage therapist or massage therapy business for violating advertising and record-keeping requirements.

58. A.R.S. 33-421(B) (Nonconsensual lien; marketability of title): If a nonconsensual lien is accepted for recording, the recording officer shall accept for recording a notice of invalid lien that is signed and submitted by the attorney general or county attorney. The attorney general or county attorney shall mail a copy of the notice of invalid lien to the person who is designated as creditor and to the person who recorded the nonconsensual lien at the address of each as stated on the recorded document.

59. A.R.S. 33-724(B) (State as party to foreclosure actions): B. When the state is made defendant, a copy of the summons and complaint shall be served . . . upon the county attorney of the county where the action is pending if in a county other than Maricopa, and it shall be the duty of such county attorney forthwith to transmit the summons and
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

complaint to the attorney general and to file pleadings in the action as directed by the attorney general.

60. A.R.S. 34-258 (Public Buildings and Improvements-Employment of Contractors-Contracts In Restraint of Trade or Commerce-Enforcement jurisdiction): The attorney general or a county attorney has jurisdiction to enforce the provisions of this article.

61. A.R.S. 36-159 (Home Health Services by State and County): The department and county departments may maintain legal action through the attorney general or county attorney for the collection of fees charged for home health services which have been rendered to any person or agency. See also A.R.S. 36-183.05 (similar provision for injunctions and civil penalties).

62. A.R.S. 36-431.01(E) (Public Health and Safety-Health Care Institutions-License Provisions-Violations; civil penalties): Actions to enforce the collection of penalties assessed pursuant to subsections A and D of this section shall be brought by the attorney general or the county attorney in the name of the state in the justice court or the superior court in the county in which the violation occurred.

63. A.R.S. 36-446.07(C) ( Licensing of Nursing care institution administrators and certification of adult care home managers-Disciplinary actions; etc.): Actions to enforce the collection of [board imposed] penalties for violations by any nursing care institution administrator or assisted living facility manager shall be brought in the name of this state by the attorney general or the county attorney in the justice court or the superior court in the county in which the violation occurred.

64. A.R.S. 36-469(B) (Public Health and Safety-Clinical Labs-Licensure and regulation-civil penalties): The county attorney shall bring an action in the name of the state to enforce the collection of penalties assessed pursuant to this section. (concurrent with AG)

65. A.R.S. 36-495.12 (Public Health-Environmental Labs-Violations; civil penalties): The county attorney shall bring actions to enforce the collection of penalties assessed pursuant to this section in the name of the state. (concurrent with AG)

66. A.R.S. 36-501 et seq. (Mental Health Services): the county attorney has various mandated duties under this chapter, including duties under 36-503.01 (the county attorney or attorney general, depending on whether a state or county screening evaluation or mental health treatment agency is involved, shall represent the individual or mental health screening agency in any judicial proceeding for involuntary detention or commitment and shall defend all challenges to such detention or commitment); 36-521(G) (where a petition for court-ordered evaluation alleges danger to others, the county attorney shall examine the petition and make a written recommendation), and 36-545.01(G) (The county attorney of each county shall, upon an order of a judge of the superior court, enforce the lien and collect the charges from the person ordered to pay if the charges become delinquent.).

67. A.R.S. 36-521(E)-(G) The county attorney may be contacted by the relevant agency to prepare a petition for a court-ordered evaluation, and may prepare, sign, or file the petition if a court has ordered the county attorney prepare the petition.

68. A.R.S. 36-531(C) The county attorney may be contacted in order to obtain his/her services in preparing the petition for court-ordered treatment of a person who is being evaluated on an inpatient basis.

69. A.R.S. 36-601.01(G)(7) (Arizona Smoke Free Act) If a civil penalty under this act is not paid, the county attorney shall bring an action in superior or justice court to collect the penalty.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

70. A.R.S. 36-756(D) (Licensing and regulation of midwifery-Civil penalties): The attorney general or the county attorney may bring an action in the name of this state to enforce a civil penalty [imposed by the hearing officer for violations of this article].

71. A.R.S. 36-866.01 (Child Care Programs-Day Care Centers-Injunctions): The county attorney shall immediately seek a restraining order and injunction if it is contacted by the department because the department believes that a child care facility is operating under conditions that present possibilities of serious harm to children.

72. A.R.S. 36-891(C) (Child Care Programs, Civil Penalty): If a civil penalty imposed pursuant to subsection A is not paid, a county attorney shall file an action to collect the civil penalty. (No instructions are given regarding discretion by the county attorney.) See also A.R.S. 36-897.06(C): The county attorney may also have to collect penalties against child group homes. (Each is concurrent with AG); See also A.R.S. 36-897.09(B): If the department believes a child care group home is operating without a certificate, and fails to cease operation after notification, the department may request that the county attorney enforce the article; and 36-897.11: If the department believes that a child care group home is operating under conditions that may cause serious harm to children, the department shall notify the attorney general or the county attorney of the county in which the child care group home is located who shall immediately seek a restraining order and injunction against the home.

73. A.R.S. 36-913 (Pure Food Control Adulteration and Misbranding): Among other remedies, county attorney may bring application for injunctive relief from violations of this title. See also A.R.S. 36-910: County attorney shall assist director to petition superior court for immediate condemnation of contaminated food.

74. A.R.S. 36-1939(B) (Regulation of hearing aid dispensers, audiologists and speech-language pathologists—civil penalties): The attorney general and the county attorney may bring an action in the name of this state to enforce civil penalties imposed pursuant to this section.

75. A.R.S. 36-1978 (Commission for the Deaf and Hard of Hearing Licensure) if the commission has any reason to believe that a person has violated this article or a commission rule, the commission through the attorney general or the county attorney of the county in which the violation is alleged to have occurred may apply to the superior court in that county for an injunction restraining that person from engaging in the violation.

76. A.R.S. 37-102(C) (Public Lands—State land department; powers and duties): Actions to protect the interest of the state in lands within the state shall be commenced and prosecuted at the request of the department by the attorney general, a county attorney or a special counsel under the direction of the attorney general.

77. A.R.S. 38-431.07 (Public meetings and proceedings, violations; enforcement): The County Attorney may commence suit to enforce open meeting law. See also A.R.S. 38-431.06(B) (The county attorney may investigate alleged violations of the public meeting laws.)

78. A.R.S. 38-507: The county attorneys shall file opinions with the county recorder.

79. A.R.S. 38-847(A) County attorneys office is required to have a local board of the public safety personnel retirement system.

80. A.R.S. 38-1004(D): A department head shall have the right to have all council [Law Enforcement council] policies reviewed upon writ of certiorari in the superior court of the county in which the law enforcement officer resides and legal counsel for the department head shall be provided by the county or city attorney in whose jurisdiction the department lies.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

81. A.R.S. 48-3615.01(E) At hearing regarding alleged development in a floodplain, county attorney may present evidence on behalf of the flood control district.

82. A.R.S. 40-846(C) (Railroads-Violations and penalties-Electric headlights; violation; penalty): Action shall be brought to recover such penalty in a court of competent jurisdiction in the name of the state by the attorney general or by the county attorney of any county in or through which the railroad is operated. See also A.R.S. 40-882(C) (violations for operating a train without a full crew shall be brought and prosecuted by the attorney general or under his direction, or by the county attorney of any such county.)

83. A.R.S. 40-1207 (Public Utilities and Carriers-Gas appliances-General provisions-Failure to comply with chapter; penalty): Any person who violates any provision of this chapter shall be liable for a civil penalty not to exceed three hundred dollars for each violation, which shall be assessed and recovered in a civil action brought in the name of the people of the state by the attorney general or by any county attorney, or city attorney in any court of competent jurisdiction. See also 40-1206 (actions for injunctions may be prosecuted by attorney general or county attorney).

84. A.R.S. 41-101(A)(6) (Powers and duties of the governor): The governor may require a county attorney to inquire into the affairs or management of any corporation doing business in this state.

85. A.R.S. 41-1279.22(C) (School and community college district records): When so required by the auditor general, the county attorneys shall aid in any investigation or matter in which legal services are necessary (concurrent with AG).

86. A.R.S. 42-1124(D) (Taxation Failure to Affix Stamps or to Pay or Account for Tax): County attorney may bring action to enjoin cigarette distributor from engaging or continuing in any business for which a tax is imposed by the chapter until the tax is paid and such person has complied with the title.

87. A.R.S. 42-3153(B) (Luxury tax): At the request of the department of revenue, the county attorney shall bring an action in the name of the state to enjoin any person against whom a tax is levied under this chapter from engaging or continuing in any business for which a tax is imposed by this chapter until the taxes have been paid. (concurrent with AG).

88. A.R.S. 42-5027 (Transaction Privilege and Affiliated Excise Taxes): Any person against whom a tax is levied under this article may be enjoined by an action commenced by the attorney general or a county attorney in the name of the state, at the request of the department, from engaging or continuing in any business for which a tax is imposed by this article until the taxes have been paid, and until such person has complied with this article.

89. A.R.S. 42-11052(A)(2) (Property Tax): The department of revenue may request that the county attorney commence and prosecute actions or to represent the department in litigation to enforce the laws relating to property taxation. (No guidance is provided re: the county attorneys discretion in this type of case.) A.R.S. 42-11052(B) A complaint by the director charging official misconduct or neglect of duty of a public officer shall be delivered to the county attorney who shall file the original with the superior court. (concurrent with AG). See also A.R.S. 42-16208 (Property Tax Appeals and Reviews: In an appeal by the taxpayer involving property that is valued and assessed by a county, the county shall be named as a defendant. The county is responsible for defending all defendants named in the appeal unless, in the department’s opinion, the appeal involves an issue of statewide importance, in which case the department and the attorney general’s office are responsible for defending on the issue of statewide importance.)

90. A.R.S. 42-18002(C): On request of the board of supervisors, the county attorney shall bring an action for the full amount of taxes due on the tax roll.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

91. A.R.S. 42-18207: if the state brings an action to foreclose (re: unpaid taxes), it shall be prosecuted by the county attorney.

92. A.R.S. 42-18304(A): if real property that is held by the state by tax deed is improved and occupied adversely to the title of the state, the board of supervisors may direct the county attorney to bring an action in the name of the state for possession of the property, and the county attorney shall commence and prosecute the action.

93. A.R.S. 42-19117(B): At the request of the county treasurer, the county attorney shall bring an action against the owner to recover all or part of a tax debt.

94. A.R.S. 44-1280 (Trade Practices--Telephone Solicitations): County attorney may subpoena telephone records of person suspected of violating the article.

95. A.R.S. 44-1373(H) Trade Practices Confidentiality of Personal identifying Information: County attorney and AG have authority to collect civil penalties for violation of the section.

96. A.R.S. 44-1407 (Trade and Commerce-Competitive Practices-Uniform State Antitrust Act): The attorney general or a county attorney with the permission or at the request of the attorney general may bring an action for appropriate injunctive or other equitable relief and civil penalties ... for a violation of this article.

97. A.R.S. 44-1531.01(B),(E) (Consumer Protection-Consumer Fraud Revolving Fund, Use of Fund): Costs, penalties, or fees recovered by a county attorney under this section shall remain in the county and utilized to investigate consumer fraud within the county. A county attorney who retains funds under this provision must submit a report on disbursement and receipt of such funds on or before January 15, April 15, July 15, and October 15.

98. A.R.S. 44-1748(B) (Dance Studio Contracts-Violation of provisions of article): The duty to institute actions for violation of the provisions of this article, including equity proceedings to restrain and enjoin such violations, is hereby vested in the county attorneys, among others. Any county attorney may institute equity proceedings. See also A.R.S. 44-1796(D) (Health Spa Contracts: The county attorney, among others, may institute proceedings to restrain and enjoin violations of this article.)

99. A.R.S. 44-7601(B)(1) County attorney may bring action against entity failing to properly dispose of records containing personal information (concurrent with attorney general).

100. A.R.S. 44-7701(D)(1) County attorney may bring action to recover civil penalties against retailer who unlawfully uses or transmits customer information.

101. A.R.S. 45-556(F) (Withdrawals of groundwater for transportation to active management area-transportation fee; annual adjustment; credits; enforcement): The board of supervisors of a county to which fees are due and payable under this section may request the county attorney to commence and prosecute any action or proceeding to enforce the collection of the fees.

102. A.R.S. 46-133(D) (Welfare-Administrative agencies and officers-State department of public welfare, duties of attorney general): The appropriate county attorney shall have jurisdiction to prosecute and enforce all actions arising under the child support enforcement programs as authorized by title IV of the social security act, except that the attorney general shall have concurrent jurisdiction in any county where the county attorney refuses to prosecute and enforce the actions referred to in this subsection.

103. A.R.S. 46-295(C): Upon request of the department of economic security the county attorney shall commence
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

action to recover assistance granted to persons who are presently able to reimburse the department for public assistance (concurrent with AG).

104. A.R.S. 47-9528(B) (Uniform Commercial Code-Secured transactions-Filing, Nonconsensual lien): The attorney general or county attorney shall mail a copy of the notice of invalid lien to the person who is designated as creditor and to the person who filed the nonconsensual lien at the address of each as stated on the filed document.

105. A.R.S. 48-253(D) (District audits and financial reviews) On complaint, County Attorney may investigate claim that special-taxing district (except noncontiguous county island fire district) has failed to have annual report audited, report publicly on the investigations findings and take any enforcement action deemed appropriate.

106. A.R.S. 48-262(A)(14) (Special Taxing Districts District Creation and Boundary Changes): On filing a verified complaint with the superior court, the attorney general, the county attorney or any other interested party may question the validity of the annexation for failure to comply with this section.

107. A.R.S. 48-803(J) (District administered by district board; report) On complaint referred by County Board of Supervisors, County Attorney may take appropriate action against fire district governing board member or fire chief who fails to timely complete professional-development training, including filing an action in superior court against a fire district governing board member or a fire chief for failure to comply . . .

108. A.R.S. 48-805(B)(5): The county attorney shall enforce the uniform fire code (if so adopted by a fire district pursuant to this chapter) in the same manner as any other law or ordinance of the county.

109. A.R.S. 48-928(J) (County Improvement Districts): If the board of directors finds that a contractor refuses to complete or is incapable of completing contracted work, it shall order and the county attorney shall bring an action against the contractor and its surety to collect such amounts or cause such performance as is necessary to complete the work.

110. A.R.S. 48-4002(F): If a county creates a jail district, the county attorney shall serve as the attorney for the district.

111. A.R.S. 48-6408(D-E) County attorney may advise and represent San Pedro Water District, if it is appropriate and does not conflict with other duties. County may require the District to reimburse for the county attorneys services. See also A.R.S. 48-6416 (F), county attorney may advise and represent San Pedro Water District board, if it is appropriate and does not conflict with other duties.

112. A.R.S. 49-262(B) (The Environment-Water Quality Control-Enforcement, Injunctive relief): Notwithstanding any other provision of this chapter, if the county attorney has reason to believe that a person is creating an imminent and substantial endangerment to the public health or environment because of acts performed in violation of article 2, 3 or 3.1 of this chapter or a rule adopted or a condition of a permit issued pursuant to section 49-203, subsection A, paragraph 2, 6 or 7, the county attorney or attorney general may request a temporary restraining order or an injunction (concurrent with AG and Director).

113. A.R.S. 49-372(C) (Environment-Water Quality Control-Local Stormwater Programs): The county attorney shall have the authority prescribed for the attorney general and the director of environmental quality, respectively, pursuant to 49-261, 49-262 and 49-263.

SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

enforceable. A.R.S. 49-391 authorizes the county to enforce its pretreatment program by imposing and recovering civil penalties for violations of the program. Compliance may be obtained either through an action in Superior Court or a negotiated settlement agreement or through a consent decree. Pursuant to A.R.S. 11-532, the County Attorney shall advise county officers and SHALL prosecute actions on behalf of the county. Therefore, the County Attorneys Office has a mandate to enforce the County’s pretreatment program by imposing and collecting civil penalties for pretreatment violations.

115. A.R.S. 49-406(I) (Air Quality-Nonattainment area plan): After adoption of a nonattainment or maintenance area plan, if the control officer determines that any person has failed to implement an emission limitation or other control measure, means or technique, and the failure is not corrected, the county attorney, at the request of the control officer, shall file an action in superior court for an injunction or any other relief provided by law.

116. A.R.S. 49-502(B) (The Environment-Air Quality-County Air Pollution Control, violation; classification): The county attorney, at the request of the control officer, may commence an action in superior court to recover civil penalties provided by this section.

117. A.R.S. 49-512: The county attorney, at the request of the control officer, shall file an action for an injunction or other relief provided by law, if the control officer has reasonable cause to believe that a person has violated any provision of this article, is in violation of an order of abatement, or is creating an imminent and substantial endangerment to the public health or the environment.

118. A.R.S. 49-513(A): (Air Quality County Air Pollution Control): The county attorney at the request of the control officer shall file an action in superior court to recover penalties provided for in this section.

119. A.R.S. 49-593(A) (Air Quality-Travel Reduction Program): On determining a violation of this article the board shall request the county attorney to take appropriate legal action.

Pima County Code

1. P.C.C. Ch. 3.04.120: Administration of claims within self-insurance retention: the responsibility for administering and adjusting these claims shall be with the county risk management and the county counsel unit of the civil division of the county attorneys office. Then settlement of any claim between fifteen thousand dollars and thirty thousand dollars shall require the additional approval of the county counsel unit of the civil division of the county attorneys office.

2. P.C.C. Ch. 3.04.140: The county will defend county officers and employees for their actions done in the course and scope of their employment.

3. P.C.C. Ch. 5.04.200 (Cable Communications—System Operation Requirements): The bond shall be issued by a surety company authorized to do business in the state and shall be in a form approved by the county attorney.

4. P.C.C. Ch. 6.04.160(H): Excessive noise caused by animals or birds: The county attorney may institute an injunction, mandamus, abatement or other appropriate action or proceeding to prevent or abate the violation.

5. P.C.C. Ch. 6.08.110: Questioning of Witnesses at hearings for violation of a county animal control ordinance: No person may be examined at a hearing except by the hearing officer, the defendant, the defendants attorney or designated representative, the animal care officer, the county attorney, or the complainant.

6. P.C.C. Ch. 7.31.050(C) Management of Used Oil: At the request of the director, the county attorney may apply to the superior court for a temporary restraining order, preliminary injunction or permanent injunction. Such action has
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

precedence over all other matters pending in the court. See also 7.31.040: At the request of the director, the county attorney shall bring an action to recover civil penalties for violations of this section.

7. P.C.C. Ch. 7.33.050(J): Removal of Rubbish, Trash, Weeds, Filth & Debris Lien Enforcement: If the county manager or his designee determines that the value of the assessment and interest, together with the value of all other liens having priority over the assessment does not exceed the value of the property, the county attorney may commence legal action to foreclose the lien and request the superior court to order the property sold and the proceeds used to pay off all liens having priority and the assessment and interest.

8. P.C.C. Ch. 11.32.130(C): Rules for Debarment & Suspension of Contractors: If a suspended party requests a hearing, the hearing officer shall arrange for a prompt hearing unless the county attorney determines that a hearing at such time is likely to jeopardize an investigation.


10. P.C.C. Ch. 13.36.220(A): Industrial Wastewater Enforcement & Judicial Proceedings: Whenever the director finds that a user has violated any of the provision of the wastewater ordinances, the director may ask the county attorney to take appropriate legal action including: injunctions, civil penalties, and criminal penalties.

11. P.C.C. Ch. 17.12.170(B)(2): Public records-Confidentiality: Information shall be considered confidential if the county attorney determines that disclosure of the information or a particular part of the information would be detrimental to an ongoing criminal investigation or to an ongoing or contemplated civil enforcement action under this chapter in superior court. See also P.C.C. Ch. 17.24.010: Confidentiality of trade secrets, sales data, and proprietary information.

12. P.C.C. Ch. 17.28.030: Air Quality Control: The county attorney, at the request of the control officer, shall file an action for relief provided by law, if the control officer has reasonable cause to believe a person has violated the air quality provisions. See also P.C.C. Ch. 17.28.070: The county attorney at the request of the control office shall file an action in superior court to recover penalties provided for in this section.

13. P.C.C. Ch. 17.28.070: Civil Penalties - The county attorney at the request of the control officer shall file an action in superior court to recover penalties provided for in this section [chapter 17].

14. P.C.C. Ch. 17.40.090: Travel Reduction Ordinance Violations: The lead agency, upon determining a substantial violation of this chapter, shall request the county attorney to take appropriate legal action in superior court.

15. P.C.C. Ch. 18.79.090(A)(3): Zoning Enforcement: The cost of removal of a temporary sign by the county shall be borne by the party responsible for the erection and maintenance of the prohibited sign. An action for recovery of costs may be brought by the county attorney upon certification of costs by the zoning inspector.

16. P.C.C. Ch. 18.95.040(B)(3) (Penalties and remedies): If any structure is erected, constructed, reconstructed, altered, maintained or used, or any land is used, in violation of this code, the county attorney, among others, may institute injunction, mandamus, abatement or any other appropriate action or proceedings to prevent, abate or remove the violation. References are made within the rules of procedure for the County Attorneys involvement in these enforcement actions and appeals: Ordinance No. 2006-63, Rule 207 provides that the County may be represented by counsel at the administrative hearing; Rule 304 provides that the County Attorney may question witnesses at the hearing; Rule 307 provides that counsel may present argument at the hearing; Rule 406 provides that the Hearing Officer or Board of Supervisors may request a legal opinion of the County Attorney on a substantive legal issue arising out of a pending zoning enforcement matter. These code provisions work together with A.R.S. 11-815.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

Board of Supervisors Policies

1. BOS Policy C 2.1 (Code of Ethics): Should the Board of Supervisors create a Pima County Ethics Advisory Board for the purpose of enforcing a code of ethics, the process developed by the advisory board would need to be scrutinized by the County Attorneys Office.

2. BOS Policy C 6.1 (Utilization of Attorneys): The Pima County Attorney is the legal advisor for Pima County. The County is defined as Pima County, the Pima County Flood Control District, Pima County Officers and their respective Boards, Commissions, and Committees.

3. BOS Policy C 6.2 Finance and Risk Management Director may compromise, with concurrence of the County Attorney, any property tax appeal in which the settlement does not reduce the County primary property taxes due from the taxpayer for any tax year by more than thirty thousand dollars ($30,000.00), excluding interest. BOS Policy D 29.2 (Pima County Procurement Policy): All contracts which include terms different than, or in addition to, the County standard contract terms, will be approved as to form by the County Attorney before being submitted. Departments are required to consult with a Deputy County Attorney on contract negotiations when legal advice is necessary to protect the interest of the County.

4. BOS Policy D 29.4 (Pima County Contracts Policy): All contracts must be submitted to the Procurement Department for financial, administrative and legal (assistance of the Pima County Attorneys Office) review before signatures are obtained... County Attorney approval is required on contracts only when the contract includes terms different than, or in addition to, the County standard contract terms. Departments are required to consult with a Deputy County Attorney on contract negotiations when legal advice is necessary to protect the interest of the County.

5. BOS Policy D 29.7 (Selection and Contracting Medical and Health-Related Professional Services): Obtain County Attorney review and approval as to form, on any agreement when the contract includes terms different than, or in addition to, the County standard contract terms and when legal advice is necessary to protect the interest of the County.

Pima County Administrative Procedures

1. Admin. Proc. 3-5: The County Attorneys Office will respond to approved requests for legal advice with an original written response to the County Administrator and a copy to the requesting department.

2. Admin. Proc. 3-18: Before terminating the employee, the department must notify the County Attorneys Office to ensure that proper procedures are followed.

3. Admin. Proc. 23-20: The Appointing Authority must submit the signed request to hire a foreign national to the Human Resources Director with a copy to the Employment Unit of the Civil Division, County Attorneys Office (CAO). The CAO will work with the Appointing Authority to complete the process and will notify Human Resources of the status of the request.

4. Admin. Proc. 4-4: Departments shall bring all questions or concerns related to a request for inspection of records to the Civil Division of the County Attorneys Office.

5. Admin. Proc. 4-3: A copy of all summons and complaints naming Pima County, County officials and/or County employees as defendants in relation to County business or their position with regards to County employment will be forwarded to the Chief Civil County Attorney for review, advice and action.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

6. Admin. Proc. 23-29(B)(12) County Attorneys office must review determination to lay off an employee who has requested a reasonable accommodation.

7. Admin. Proc. 51-1: Lease of Real Estate: The Facilities Management Department, with the assistance of the requesting department, and/or the County Attorneys Office and the Purchasing Department, as appropriate, shall evaluate proposals received.

8. Admin. Proc. 54-2: Acquisition of Real Property
   a. Section II-E (Approval of Acquisition Contracts) Contracts for $5,000 or more shall be approved as to form by a Civil Deputy County Attorney.
   b. Section II-N (Condemnation Actions) When an interest in real property is necessary for a program or project undertaken by the County and when: a) The owner is unwilling to enter into an agreement for acquisition of the property acceptable to the Board after negotiation with staff, or b) Acquisition cannot be negotiated with the owner:

Condemnation proceedings shall be instituted pursuant to the resolution authorizing such action for the particular program or project. Staff shall assist the County Attorney with the proceedings, including arranging for appropriate title reports and appraisal information, as requested by the County Attorney. The County Attorney and staff shall coordinate efforts to reach reasonable settlements of condemnation actions. The County Attorney shall be responsible for recommending action by the Board on any such litigation matter.

CRIMINAL DIVISION (including Juvenile Division):
Arizona Revised Statutes

1. A.R.S. 11-532 (Powers and Duties of the County Attorney): The County Attorney shall:
   Attend the superior and other courts within the county and conduct all prosecutions for public offenses (Title 13 and A.R.S. 25-511(A); failure to provide support for a child is a class 6 felony) (A.R.S. 11-532(A)(1) - (2));
   Attend upon the magistrates and advise the grand jury (A.R.S. 11-532(A)(3));
   Draw indictments and information (A.R.S. 11-532(A)(4)); and
   Furnish the attorney general with facts, authorities and citations regarding criminal appeals (A.R.S. 11-532(B)).

2. A.R.S. 3-240 (Agriculture--Seeds): The county attorney of the county in which the violation occurred shall institute proceedings at once against any person charged with a violation of this article if, in his judgment, the information submitted warrants such action. A violation may be either a petty offense (A.R.S. 3-240(A) or a class 6 felony, if committed with the intent to commit fraud A.R.S. 3-240(B)).

3. A.R.S. 3-283(A)(2) (Agriculture--Fertilizer Materials): The director of agriculture may request the county attorney to initiate criminal prosecution under this paragraph. Any person who knowingly violates any provision of this article or the rules adopted under this article is guilty of a class 2 misdemeanor.

4. A.R.S. 3-633 (Agriculture--Dairies): The department's legal counsel, the attorney general and the county attorney of each county, upon request, shall advise the director in the performance of his duties, and shall institute and prosecute all actions arising under this article.

5. A.R.S. 3-1721(F) (Seizure of Equines in Poor Physical Condition) County attorney may take custody of seized equine if believed to be evidence in a criminal case relating to the condition of the equine. See also A.R.S. 3-1372(C): County attorney may take custody of any livestock seized if the livestock is of evidentiary value in a criminal
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

prosecution regarding the seizure.

6. A.R.S. 3-2097 (Slaughter of Animals and Sale of Meat-Prosecutions of violations): The county attorney of the county in which the violation occurs may prosecute any violation reported pursuant to this chapter. See also A.R.S. 3-2092: A violation of any provision of this chapter for which a specific criminal classification is not prescribed is guilty of a class 2 misdemeanor. (concurent with AG)

7. A.R.S. 3-2616(A)(2) (Agriculture, Animal and Bird Seed): For violations of this article, the director may request the county attorney to initiate criminal prosecution. Each county attorney shall cause appropriate proceedings to be institute and prosecuted in a court of competent jurisdiction without delay.

8. A.R.S. 5-562.01 (Amusements and Sports--State Lottery): The county attorneys have prosecution authority for offenses regarding the formation, management, operation, and conduct of the state lottery. (Concurrent with AG)

9. A.R.S. 8-127(A) (Adoption): The county attorney shall, upon the application of the person or persons seeking adoption, prepare the adoption petition and act as attorney (except when a petitioner seeks adoption pursuant to Title 14, Ch. 8 adoption of an adult) without expense to the petitioner.

10. A.R.S. 8-232 (Juvenile Hearings): If a child in a juvenile court hearing who is the subject of the petition that does not allege a delinquent act or incorrigibility is represented by counsel in a contested matter, the county attorney, when requested by the juvenile court judge, shall appear and participate in the hearing to assist in ascertaining and presenting evidence.

11. A.R.S. 8-236 (Juvenile Hearings--Cooperation): The juvenile court or the county attorney in each county may establish, or assist in the establishment of, any other public council or committee having as its object the prevention of juvenile delinquency, including community based alternative programs. The juvenile court or county attorney may cooperate with, or participate in, the work of any council or committee for the purpose of preventing or decreasing juvenile delinquency, including improving recreational, health and other conditions in the community affecting juvenile welfare.

12. A.R.S. 8-301 Juvenile delinquency and incorrigibility proceedings may be commenced by petition of the county attorney.

13. A.R.S. 8-321 (Juvenile Offenders--referrals, diversions, conditions, and community based alternative programs): The county attorney may divert the prosecution of juveniles and may establish community based alternative programs. Except as provided in subsection B, the county attorney has sole discretion to decide whether to divert or defer prosecution of a juvenile offender. On the county attorneys certification to the Supreme Court of the number of juveniles diverted to a county attorney community based alternative program, the county can be reimbursed for these programs. See also A.R.S. 8-326(B): The county attorney may establish and administer community based alternative programs.

14. A.R.S. 8-326(A) (Juvenile Offenders): The county attorney shall investigate acts of alleged delinquent behavior and attend the juvenile court and conduct all contested hearings involving allegation of delinquent acts or incorrigibility.

15. A.R.S. 8-328(A) Juvenile diversion program may not be established without permission of the county attorney and notice to the presiding judge of the juvenile court.

16. A.R.S. 8-341(O) (Juvenile Offenders--Disposition and Commitment): On the request of a victim of an act that may have involved significant exposure as defined in section 13-1415 or that if committed by an adult would be a sexual
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

offense, the prosecuting attorney shall petition the adjudicating court to require that the juvenile be tested for the presence of the human immunodeficiency virus. If the victim is a minor the prosecuting attorney shall file this petition at the request of the victim's parent or guardian.

17. A.R.S. 8-346(F) (Restitution Contracts): The county attorney or the juvenile court may enter into contracts with this state, any political subdivision of this state or private entities to provide appropriate services by juveniles who are ordered to pay restitution by the juvenile court or who have agreed to pay restitution.

18. A.R.S. 8-353 (Juvenile Intensive Probation): The juvenile intensive probation team shall request the county attorney to bring a noncompliant probationer before the court, and monitor the payment of restitution and probation fees and request the county attorney to bring before the court any probationer who fails to pay restitution or probation fees.

19. A.R.S. 8-535(G) (Termination of Parent-Child Relationship): The county attorney, on the request of the court or a governmental agency or on the county attorney's own motion, may intervene in any proceedings under this article to represent the interest of the child. See also A.R.S. 25-509(A) (Family support duties—Order for assignment; foreign support order. The attorney general or county attorney on behalf of this state may initiate an action or intervene in an action to establish, modify or enforce a duty of child support, including medical support, regardless of the welfare or non-welfare status of the person to whom the duty of support is owed. The attorney general or county attorney may establish, modify or enforce such a duty of support by all means available, including all civil and criminal remedies provided by law.)

20. A.R.S. 8-817(B) (Dependent Children Protective Services—Initial screening and safety assessment and investigations): The county attorney, the sheriff, the chief law enforcement officer for each municipality in the county and the department shall develop and implement protocols for cooperation in investigations of allegations involving extremely serious conduct.

21. A.R.S. 11-361-363: If the County has a deferred prosecution program, the county attorney shall administer the program and maintain statistical records pertaining to the program. (It is unclear from the statute whether the County or the County Attorney makes the decision whether to have a deferred prosecution program.)

22. A.R.S. 11-365 County attorney has discretion whether to divert or defer prosecution of an offender. See also A.R.S. 11-361: County attorney may not divert of defer prosecution of certain offenders.

23. A.R.S. 11-459(H): If the sheriff establishes a community restitution work program for sentenced prisoners, a representative of the county attorney's office selected by the county attorney would be part of the community restitution work committee.

24. A.R.S. 11-533 (Statements in connection with sentencing): When a defendant is sentenced, the county attorney shall attach to a certified copy of the sentence a statement of the facts and circumstances of the crime upon which the defendant was convicted, together with all other relevant information.

25. A.R.S. 11-536 (Witness Protection): A county attorney may provide for the security of government witnesses, potential government witnesses and their immediate families in pending official criminal or civil proceedings or investigations, if testimony by such witnesses may subject the witnesses or members of their immediate families to danger or bodily injury.

26. A.R.S. 11-538 (County Attorney Victim Compensation Fund): If the board of supervisors establishes a county attorney victim compensation fund, the county attorney shall, in cooperation with the board of supervisors, administer the victim compensation fund.
SUPPLEMENTAL REQUESTS

Department: County Attorney

Package: B - PCA

27. A.R.S. 11-597(C) At the request of the county attorney, the county medical examiner shall perform an autopsy.

28. A.R.S. 11-598 (Exhumation; court order): If in any case of sudden, violent or suspicious death a body is buried without any inquiries by the county medical examiner, the county attorney of the county wherein the body is buried may petition the superior court for an order directing that the body be exhumed and an autopsy performed thereon.

29. A.R.S. 12-102.01 (Criminal case processing and enforcement improvement fund): While the Supreme Court administers the fund, at a minimum, each project shall involve the county attorney... The county attorney, among others, shall assist the Supreme Court in preparing the report to the governor, legislature and others by providing information relevant to the report.

30. A.R.S. 12-2101(A)(11)(b) County attorney may appeal from granted habitus corpus motion on behalf of the state.

31. A.R.S. 12-996 (Abatement of Crime Property): The county attorney may bring an action to abate and prevent criminal activity in commercial property. See also A.R.S. 12-991(B) (Re: Residential property: the county attorney may bring an action in superior court against the owner, the owner's managing agent or any other party responsible for the property to abate and prevent the criminal activity.)

32. Title 13: Pursuant to A.R.S. 11-532, the county attorney shall conduct all prosecutions for public offenses. The criminal code of Arizona is enumerated in Title 13.
### SUPPLEMENTAL REQUESTS

**Department:** Superior Court  
**Package:** B - SC Supplemental Package B

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>846,581</td>
<td>846,581</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>846,581</td>
<td>846,581</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>846,581</td>
<td>846,581</td>
</tr>
</tbody>
</table>

**Goals/Objectives**
For a number of years, it has been apparent that salaries for court employees have fallen well behind market rates for comparable positions. The county’s recent salary market survey shows that minimum salaries for court-benchmarked positions are 11% below the average minimum for comparable positions throughout the state. The courts must address this shortfall in employee compensation to ensure that we can recruit and retain a qualified workforce to most effectively serve the people of Pima County.

**Description**
The Court’s salary survey supports the Court’s view that the compensation of many court positions has fallen well below appropriate, market-competitive levels. That view is buttressed by the Court’s turnover rate in certain positions; by exit interviews with employees leaving to take positions with other employers; and by difficulty in obtaining well-qualified applicants for management positions. While the County’s survey shows that county salaries also lag market rates somewhat, compensation for court positions lags behind comparable county positions and is substantially below the market, both as to salary ranges and as to actual compensation. Consequently, the courts must start bringing court salaries to more market-competitive levels and indeed to rates more comparable to county positions. In FY17, the Superior Court and Juvenile Court are requesting a 5% increase in our salary budget. We will use the 5% allocation, not for court-wide increases, but to make differentiated adjustments that target specific positions identified in the salary survey as being particularly out of market range. For the courts, the largest of these classifications are the Probation Officers, Surveillance Officers and Juvenile Detention Officers, but there are a number of other positions that also need to be addressed. As indicated, this 5% requested for FY17 is a first step in addressing the salary issues identified in the Pima County Fall Salary Survey.

**Personnel Services**
None

**Supplies & Services**
None

**Capital**
None

**Revenue**
None

**Impact if not funded**
Inadequate salaries have caused a negative impact on morale and have contributed to turnover among experienced,
SUPPLEMENTAL REQUESTS

Department: Superior Court

Package: B - SC Supplemental Package B

well-qualified staff, as they leave for better-paying positions. In most cases, new employees require a significant amount of training and "seasoning" in order to become proficient at their duties. In addition, if the courts are unable to begin bringing court salaries to market-competitive levels, we will continue to have difficulty recruiting and retaining good people for court positions.

Mandates
All mandates pertaining to the Superior Court apply.
### SUPPLEMENTAL REQUESTS

**Department:** Sheriff  
**Package:** B - Compensation Package for Commissioned and Corrections Personnel

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>7,300,000</td>
<td>8,100,000</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>7,300,000</td>
<td>8,100,000</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>7,300,000</td>
<td>8,100,000</td>
</tr>
</tbody>
</table>

### Goals & Objectives
Request funding to increase the compensation of commissioned and corrections personnel based upon new department step plan.

### Description
Salary and benefit increases for commissioned and corrections personnel.

### Personnel
Salary and benefit increases for commissioned and corrections personnel.

### Supplies & Services
None

### Capital
None

### Revenue
None

### Impact if not funded
Without additional funding, the Sheriff's Department will not be able to implement the compensation package for commissioned and corrections personnel.

### Mandates
Arizona Revised Statutes
SUPPLEMENTAL REQUESTS

Department: Sheriff

Package: D - Funding for cost of $0.50 pay increase, leave payouts and short term compensated absences

<table>
<thead>
<tr>
<th>TYPE OF REQUEST</th>
<th>FY 2016 / 2017 Amount</th>
<th>Annualized Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Services</td>
<td>3,300,000</td>
<td>3,300,000</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>3,300,000</td>
<td>3,300,000</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>3,300,000</td>
<td>3,300,000</td>
</tr>
</tbody>
</table>

Goals & Objectives
Funding for annualized cost of $0.50/hour pay increase approved by the Board of Supervisors in FY 2015, leave payouts for employees who retire, resign or terminate, and short-term compensated absences allocated by Central Finance.

Description
In FY 14/15, the Board of Supervisors approved a $0.50/hour pay increase for eligible county employees. However, funding for the pay raise was not allocated to department. The impact in FY 16/17 is estimated at $1,700,000. Funding for leave payouts to retiring, resigning or terminating personnel are not allocated to the department. Leave payouts include sick, vacation and compensatory time leave accruals. At the end of FY 14/15, Central Finance allocated $850,000 to the Sheriff's Department for short-term compensated absences. This cost allocation was disclosed in the County’s Comprehensive Annual Financial Report but the Department's budget was not increased to account for this charge.

Personnel
Salaries and Benefits for Sheriff's Department employees.

Supplies & Services
None

Capital
None

Revenue
None

Impact if not funded
Without additional funding, the Sheriff's Department will experience a significant budget deficit due to unfunded personnel cost.

Mandates
Sheriff Nanos,

I write this letter with the utmost respect. As the PCDSA President, I am bound to represent the members in an ethical and moral manner. I have a duty to do all that I can to promote their wellbeing and to ensure that they are being treated fairly compared to the other employee’s in Pima County while keeping the best interests of the community as our driving force. How we serve the community and the level of service is the core value of our jobs. If attrition keeps up at this pace, then we will not be able to provide the level of service the community has come to know and expect. Attrition will continue to rise, even with this new proposed pay package.

To recap an order of events, as I have documented them:

- In August of 2015, as the Vice Chairman for the PCDSA, I went in front of the Board of Supervisors asking for the 5.6 million dollars to bring Deputies to the proper level in the step plan. This was to help attrition rates to lower and to maintain retention so that we could continue to provide the level of service for the community that we pride ourselves on.
- This step plan was established and approved by the Board of Supervisors in 2007 for January of 2008 and was started but then stopped in 2009. Deputies, sergeants and corrections agreed to “tighten their belts” to best serve the County and the Community they serve.
- Under your direction to the FOP and the PCDSA, we were informed that it was our responsibility to attempt to get any type of raise (such as cost of living and medical increase). At that time we were only concerned with salary decompression. We understood the hardship it placed on the Community and the County.
- We were told by the Board of Supervisors that there was no money and therefore could not help us.
- The FOP and the PCDSA communicated on several occasions that they wanted to be part of the pay package process, however we were not included. This contradicted previous statements made but we understood because of the new approach by a change in command and we accepted that.
On October 20th, 2015 the FOP and the PCDSA had a joint meeting that resulted in 140+ votes asking for the FOP and the PCDSA to proceed to looking into a lawsuit. This information was shared with you, Sheriff Nanos, and the immediate acknowledgement was negative as it applied to our actions and the vote.

On October 23, 2015 I spoke with you in the cafeteria and you made it very apparent that you were not in favor of the potential lawsuit and that it may affect what was being worked on with Mr. Huckleberry. I addressed at that time that we (FOP and PCDSA) would like to be a part of the pay package process. I was ensured that I would be contacted that following Monday, and was asked and provided electronic documents of potential pay packages the FOP and PCDSA had worked on up to that moment to the Chief of Staff, Brad Gagnepain.

No contact was made to meet, following that encounter.

On October 30th, 2015 Costaki Manoleas, Eric Johnson, and I spoke with Chief Deputy Radtke about recent events and provided initial versions of what we considered to be a fair pay package and received a response that did not support what we were providing. The FOP and the PCDSA expressed our concern to be a part of the pay package process, once again. We took the advice and revamped the pay packages we had created to meet similar criteria that the Chief Deputy had expressed to us.

The FOP and the PCDSA were not contacted to participate, however on the date of January 1, 2016 a memorandum was sent out to all deputies, detectives and sergeants in the department advising that a ballot would be collected and that a hundred percent participation would be required. It asked that we absorb the Pima County contribution to the Public Safety Police Retirement System of 3.65%. It offered a 3.65% raise to individuals to offset this transfer. This occurred following an emergency meeting with the Unions the day before the release.

Within 24 hours, the FOP and PCDSA were able to show numerous issues with this offer to include a loss of money per pay check for all deputies and sergeants. It appeared to only benefit those that do not pay into the retirement system for Public Safety. Following the FOP and PCDSA response, we enquired what was going to happen with the ballots as they were scheduled to go out on January 4, 2015. It was half way through that day when we received the response from you, Sheriff Nanos, that it was “Done”.

On January 8, 2015, the PCDSA was called to the Sheriff’s Office for a meeting. The FOP was electronic, present by phone. Upon arrival a new package was offered giving 4.15% raise to the deputies to offset the 3.65% that would be given back to the deputies and sergeants raising the contributions from 8% to 11.65% into the PSPRS. Additionally there was a restructuring of the step plan.

At first, the plan looked good and both you, Sheriff Nanos, and the Chief of Staff advised that we could respond and counter offer.

Additional information revealed that years ago the County decided to take on 3.65% of the contribution into the Public Safety Personnel Retirement System in lieu of a 5.0% raise for Sheriff’s Department commissioned members.

After dissecting and including attorneys and accountants, the FOP and the PCDSA identified numerous issues that did not benefit the deputies.

The major issues identified were translated to the command staff through a joint letter from the FOP and the PCDSA.
• Nothing was discussed or brought up.
• After this, the FOP and PCDSA reached to the command staff and were told in an email that you were moving forward with no explanation.
• On January 15, 2015 the entire department was carbon copied on a memorandum sent to Mr. Chuck Huckelberry as it applied to the same pay package that was provided to the FOP and the PCDSA for review. In the memorandum, it did not change in any way from the original version provided. This was despite several issues identified by the FOP and the PCDSA that were not in favor of the deputies or sergeants.
• Numerous complaints from the deputies and sergeants were received immediately following the release of this memorandum, identifying the same issues discussed.

Because of the amount of concern generated, the facts presented by the FOP and the PCDSA being overlooked as to their response, and the obvious problems with both offers given to the associations over the last four weeks by the Sheriff’s Command Staff. With no intent on following the investigative concerns developed by the individual unions, the following is what we have no choice but to do:

1. We are addressing the legality of forcing members of the Pima County Sheriff’s Department to conform to accepting the 3.65% currently payed by Pima County after a contract was established years ago where deputies forwent a 5% raise for Pima County to pick up the 3.65% contribution to the Public Safety Personnel Retirement System. A discrepancy of .85% from the original contract. The Arizona Constitution states that no employer can make a change to an employee benefit without it benefiting the employee 100% or with 100% approval from the employee group. This pay proposal clearly does not.
2. The FOP and PCDSA have previously advised you, Sheriff Nanos, that we were holding off with our potential litigation pending the outcome of decompression (movement in a plan that was previously approved by the Board of Supervisors and the Sheriff’s Department [documents from 2007] and was stalled, not a raise). Due to the recent release of the proposed pay package without the input of the unions after asking for our involvement, leaves us with little choice.
3. The FOP and the PCDSA are asking the Sheriff, Board of Supervisors and Mr. Chuck Huckelberry for a reasonable and compromised position as it applies to the pay package developed by the FOP and the PCDSA on or before the date of February 29, 2016.
The following are concerns and facts that will assist in showing the community the current state of affairs as it applies to the public safety of their community and the unfair treatment of employees that serve Pima County and its people for the betterment of the community.

1. The deputies, sergeants, correction officers, correction sergeants, and civilian staff of the Sheriff’s Department and all the Pima County employees have been seriously neglected and are far behind where they should be.

2. Comparisons show that the deputies and sergeants of the Pima County Sheriff’s Department are the lowest paid in Pima County despite the fact that they serve the greatest populous and geographic area. Even with the proposed pay package offered by you, Sheriff Nanos, we will remain the lowest paid in the county. Meanwhile, the command staff comprised of Chiefs and excluding the Sheriff, make the most of all agencies in Pima County with the exception of a couple. The discrepancy between command staff and deputies as it applies to pay is the greatest in Pima County.

3. Additionally, all other agencies consider detective as a promotion and includes a pay increase. All other agencies are current on their perspective pay plans with the exception of Tucson Police Department. All other agencies have incentive pay for language and specialized training where the Pima County Sheriff’s Department does not. The comparisons from a police comparison report generated by the Oro Valley City Counsel in October of 2014 clarifies these statistics.

4. It was conveyed by the command staff that the Sheriff’s Department’s biggest concern was the Tucson Police Department. This has discrepancy. The Sahuarita Police Department is the biggest threat to the Pima County Sheriff’s Department followed by the Oro Valley Police Department. We have not lost any deputies to the Tucson Police Department in years. We have lost 2 deputies to Oro Valley and 4 deputies to Sahuarita Police Department in the last few weeks. Several remain to be picked up by Oro Valley and up to 12 deputies are looking at other agencies.

5. Since January 1, 2013 to January 1, 2016 the Pima County Sheriff’s Department has lost 52 deputies, several sergeants, and 178 correction officers. This equates to over $4,488,347.69 of tax payer investment that is simply lost to other agencies. Of those numbers, 22 deputies, 1 sergeant, and 43 corrections (half) have left in the last 6 MONTHS. That equates to over $1,148,210.96. That means 26% of the tax payer’s total loss in investment is in the last six months compared to the last three years.

6. I asked for 5.6 million in August for decompression of the deputies, sergeants and corrections. This number combined with the loss of investment by the citizens of Pima County, equates to $10,088,347.96. Yet we are being asked to sacrifice once again, Sheriff Nanos, to stay under 7.3 million as it applies to decompression.

7. Unfortunately, the 7.3 million fails to cover the 6.8% cost of living that was not given from 2008 to 2015 and the average of 3% -5% increase in medical that has occurred each year since 2010.

8. The pay package that the FOP and PCDSA has come up with is fair, yet still puts us at the bottom of the pay scale, and deputies are fine with this.
The FOP and the PCDSA want to work hand in hand with the command staff and you, Sheriff Nanos, if only given the opportunity. Both Unions strive for what is best for the Sheriff’s Department employees and our Community. Thank you for your time and attention to the concerns of your employees. I look forward to your response and meeting with you.

Kevin E. Kubitskey  
Pima County Deputy Sheriff’s Association  
President

Attachments:
Deputy Sheriff and Correction Officer Pay Proposal (1)  
Sergeant and Corrections Sergeant Pay Proposal (1)  
Deputy Sheriff and Correction Officer Pay Proposal (2) (PSPRS Shift)  
Sergeant and Corrections Sergeant Pay Proposal (2) (PSPRS Shift)

“Professional Representation for Professionals”
Deputy Sheriff and Correction Officer Pay Proposal (1)

<table>
<thead>
<tr>
<th>Class</th>
<th>Commissioned Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3211</td>
<td>Recruit Deputy Hire</td>
<td>$21.89</td>
<td>0</td>
<td>0 - 9 months</td>
</tr>
<tr>
<td>3211</td>
<td>Probationary Deputy Step 1</td>
<td>$24.08</td>
<td>10.0%</td>
<td>9 months-18 months</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff Step 2</td>
<td>$26.49</td>
<td>10.0%</td>
<td>18 months – 3 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff Step 3</td>
<td>$29.14</td>
<td>10.0%</td>
<td>3 yrs. – 5 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff Step 4</td>
<td>$32.05</td>
<td>10.0%</td>
<td>5 yrs.</td>
</tr>
</tbody>
</table>

PREFERRED PLAN (5.0%)

- This plan would include **5.0% increase** for Deputy Sheriff’s for **the next three years**.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%). Each additional step adds 10% until the fifth year condensing steps from the original seven year plan. This takes the topped out Deputy Sheriff from Current Salary of **$62,670.40** to **$66,664.00**.

<table>
<thead>
<tr>
<th>Class</th>
<th>Corrections Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3291</td>
<td>Recruit CO Hire</td>
<td>$18.40</td>
<td>0</td>
<td>0 - 3 months</td>
</tr>
<tr>
<td>3291</td>
<td>Probationary CO Step 1</td>
<td>$20.24</td>
<td>10.0%</td>
<td>3 months - 1 year</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer Step 2</td>
<td>$22.26</td>
<td>10.0%</td>
<td>1 yrs. – 3 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer Step 3</td>
<td>$24.49</td>
<td>10.0%</td>
<td>3 yrs. – 5 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer Step 4</td>
<td>$26.94</td>
<td>10.0%</td>
<td>5 yrs.</td>
</tr>
</tbody>
</table>

- This plan would include **5.0% increase** for Correction Officer’s for **the next three years**.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%). Each additional step adds 10.0% until the fifth year condensing steps from the original seven year plan. This takes the topped out Corrections Officer from Current Salary of **$46,520.45** to **$56,035.20**.

* 3% of base pay for court tested and certified Spanish or other language speakers.

* Special Duty Pay for Deputy and Corrections Officers filling in as Supervisors.

* $1.00 per hour shift differential from 6pm-6am.
Deputy Sheriff and Correction Officer Pay Proposal (1)

CIVILIANS

The FOP and the PCDSA are asking for all of the civilian classifications to be evaluated and compared to the same positions in other areas of Pima County. We found the same classifications offering different salary ranges for performing the same responsibilities and duties.

Additionally we have found that critical areas such as evidence technician, custodian, corrections cook, administrative positions and financial positions all remain closer to their $12.81 to $14.64 an hour starting pay.

We would ask that after this is done and civilians are moved to the appropriate position that all civilians receive the following:

- (5.0%) across the board. This is based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%).
- This plan would include (5.0%) increase for civilians for the next three years.

The vast majority of the Pima County Sheriff’s Department personnel as well as Pima County employees, that they are closer to their starting salary than they are to the middle of their salary range. Some have not seen a substantial movement in over ten years even though their responsibilities have grown due to changes in operations.

The FOP and the PCDSA believe this Pay Package to be fair based on previous practices that were stopped and the lack of increase as it applies to cost of living.

This Pay Package when compared to ALL other agencies, (TPD, Oro Valley, Marana, and Sahuarita) still puts us as the lowest payed law enforcement in Pima County.
Sergeant and Correction Sergeant Pay Proposal (1)

<table>
<thead>
<tr>
<th>Class</th>
<th>Commissioned Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3212</td>
<td>Sergeant</td>
<td>$35.66</td>
<td></td>
<td>0-1 year</td>
</tr>
<tr>
<td>3212</td>
<td>Sergeant Step 1</td>
<td>$39.23</td>
<td>10.0%</td>
<td>1 year</td>
</tr>
</tbody>
</table>

PREFERRED PLAN (5.0%)

- This plan would include **5.0% increase** for Deputy Sheriff’s for **the next three years**.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises/quotas received during this time frame (6.8%) and cut almost in half (5.0%). This takes the topped out Sergeant from current salary of **$70,636.80** to **$81,598.40**.

<table>
<thead>
<tr>
<th>Class</th>
<th>Corrections Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3294</td>
<td>Corrections Sergeant</td>
<td>$28.35</td>
<td></td>
<td>0-1 years</td>
</tr>
<tr>
<td>3294</td>
<td>Corrections Sergeant Step 1</td>
<td>$31.19</td>
<td>10.0%</td>
<td>1 year</td>
</tr>
</tbody>
</table>

- This plan would include **5.0% increase** for Deputy Sheriff’s for **the next three years**.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on a starting salary of $27.00 ($ .06 over a topped out Corrections Officer from “Plan 2 with” and $2.41 over a topped out Corrections Officer from “Plan 2 without”) cost of living increases from national consensus from 2008 to 2015 less the raises/quotas received during this time frame (6.8%) and cut to (5.0%) putting Corrections Sergeants back into a step plan. This takes the topped out Corrections Sergeant from current salary of **$51,179.20** to **$64,875.20**.

* 3% of base pay for court tested and certified Spanish or other language speakers.
* $1.00 per hour shift differential from 6pm-6am.
CIVILIANS

The FOP and the PCDSA are asking for all of the civilian classifications to be evaluated and compared to the same positions in other areas of Pima County. We found the same classifications offering different salary ranges for performing the same responsibilities and duties.

Additionally we have found that critical areas such as evidence technician, custodian, corrections cook, administrative positions and financial positions all remain closer to their $12.81 to $14.64 an hour starting pay.

We would ask that after this is done and civilians are moved to the appropriate position that all civilians receive the following:

- (5.0%) across the board. This is based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%).
- This plan would include (5.0%) increase for civilians for the next three years.

The vast majority of the Pima County Sheriff’s Department personnel as well as Pima County employees, that they are closer to their starting salary than they are to the middle of their salary range. Some have not seen a substantial movement in over ten years even though their responsibilities have grown due to changes in operations.

The FOP and the PCDSA believe this Pay Package to be fair based on previous practices that were stopped and the lack of increase as it applies to cost of living.

This Pay Package when compared to ALL other agencies, (TPD, Oro Valley, Marana, and Sahuarita) still puts us as the lowest payed law enforcement in Pima County.
Deputy Sheriff and Correction Officer Pay Proposal (2)
With Shift in Pay

<table>
<thead>
<tr>
<th>Class</th>
<th>Commissioned Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3211</td>
<td>Recruit Deputy</td>
<td>$22.94</td>
<td></td>
<td>0 - 9 months</td>
</tr>
<tr>
<td>3211</td>
<td>Probationary Deputy</td>
<td>$25.23</td>
<td>10.0%</td>
<td>9 months-18 months</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$27.75</td>
<td>10.0%</td>
<td>18 months – 3 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$30.53</td>
<td>10.0%</td>
<td>3 yrs. – 5 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$33.58</td>
<td>10.0%</td>
<td>5 yrs.</td>
</tr>
</tbody>
</table>

PLAN 2 with shift in pay (5.0% + 5.0%)

- The plan would include **5.0% increase** for Deputy Sheriff’s for the next three years.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the cost of living received during this time frame (6.8%) and cut to (5.0%). Additionally, we would take on (5.0%) to relieve the County of the (3.65%) that it currently pays into the PSPRS. Each additional step adds 10% until the fifth year condensing steps from the original seven year plan. This takes the topped out Deputy Sheriff from current salary of $62,670.40 to $69,846.40.

<table>
<thead>
<tr>
<th>Class</th>
<th>Corrections Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3291</td>
<td>Recruit CO</td>
<td>$18.40</td>
<td></td>
<td>0 - 3 months</td>
</tr>
<tr>
<td>3291</td>
<td>Probationary CO</td>
<td>$20.24</td>
<td>10.0%</td>
<td>3 months - 1 year</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$22.26</td>
<td>10.0%</td>
<td>1 yrs. – 3 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$24.49</td>
<td>10.0%</td>
<td>3 yrs. – 5 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$26.94</td>
<td>10.0%</td>
<td>5 yrs.</td>
</tr>
</tbody>
</table>

- This plan would include **5.0% increase** for Correction Officer’s for the next three years.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%). Each additional step adds 10.0% until the fifth year condensing steps from the original seven year plan. This takes the topped out Corrections Officer from current salary of $46,520.45 to $56,035.20.

* 3% of base pay for court tested and certified Spanish or other language speakers.

* Special Duty Pay for Deputy and Corrections Officers filling in as Supervisors.

* $1.00 per hour shift differential from 6pm-6am.
Deputy Sheriff and Correction Officer Pay Proposal (2)  
With Shift in Pay

CIVILIANS

The FOP and the PCDSA are asking for all of the civilian classifications to be evaluated and compared to the same positions in other areas of Pima County. We found the same classifications offering different salary ranges for performing the same responsibilities and duties.

Additionally we have found that critical areas such as evidence technician, custodian, corrections cook, administrative positions and financial positions all remain closer to their $12.81 to $14.64 an hour starting pay.

We would ask that after this is done and civilians are moved to the appropriate position that all civilians receive the following:

- **(5.0%)** across the board. This is based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame **(6.8%)** and cut to **(5.0%)**.
- This plan would include **(5.0%) increase** for civilians for the next three years.

The vast majority of the Pima County Sheriff’s Department personnel as well as Pima County employees, that they are closer to their starting salary than they are to the middle of their salary range. Some have not seen a substantial movement in over ten years even though their responsibilities have grown due to changes in operations.

The FOP and the PCDSA believe this Pay Package to be fair based on previous practices that were stopped and the lack of increase as it applies to cost of living.

This Pay Package when compared to ALL other agencies, (TPD, Oro Valley, Marana, and Sahuarita) still puts us as the lowest payed law enforcement in Pima County.
Sergeant and Correction Sergeant Pay Proposal (2) With Shift in Pay

<table>
<thead>
<tr>
<th>Class</th>
<th>Commissioned Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3212</td>
<td>Sergeant</td>
<td>$37.36</td>
<td></td>
<td>0-1 year</td>
</tr>
<tr>
<td>3212</td>
<td>Sergeant Step 1</td>
<td>$41.10</td>
<td>10.0%</td>
<td>1 year</td>
</tr>
</tbody>
</table>

**PLAN 2 with shift in pay (5.0% + 5.0%)**

- This plan would include **5.0% increase** for Deputy Sheriff’s for the next three years.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises/quotas received during this time frame (6.8%) and cut to (5.0%). Additionally, we would take on (5.0%) to relieve the County of the (3.65%) that it currently pays into the PSPRS. This takes the topped out Sergeant from current salary of **$70,636.80** to **$84,822.40**.

<table>
<thead>
<tr>
<th>Class</th>
<th>Corrections Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3294</td>
<td>Corrections Sergeant</td>
<td>$28.35</td>
<td></td>
<td>0-1 years</td>
</tr>
<tr>
<td>3294</td>
<td>Corrections Sergeant Step 1</td>
<td>$31.19</td>
<td>10.0%</td>
<td>1 year</td>
</tr>
</tbody>
</table>

- This plan would include **5.0% increase** for Deputy Sheriff’s for the next three years.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on a starting salary of $27.00 ($ .06 over a topped out Corrections Officer from “Plan 2 with” and $2.41 over a topped out Corrections Officer from “Plan 2 without”) cost of living increases from national consensus from 2008 to 2015 less the raises/quotas received during this time frame (6.8%) and cut to (5.0%) putting Corrections Sergeants back into a step plan. This takes the topped out Corrections Sergeant from current salary of **$51,179.20** to **$64,875.20**.

* 3% of base pay for court tested and certified Spanish or other language speakers.

* $1.00 per hour shift differential from 6pm-6am.
Sergeant and Correction Sergeant Pay Proposal (2) With Shift in Pay

CIVILIANS

The FOP and the PCDSA are asking for all of the civilian classifications to be evaluated and compared to the same positions in other areas of Pima County. We found the same classifications offering different salary ranges for performing the same responsibilities and duties.

Additionally we have found that critical areas such as evidence technician, custodian, corrections cook, administrative positions and financial positions all remain closer to their $12.81 to $14.64 an hour starting pay.

We would ask that after this is done and civilians are moved to the appropriate position that all civilians receive the following:

- (5.0%) across the board. This is based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%).
- This plan would include (5.0%) increase for civilians for the next three years.

The vast majority of the Pima County Sheriff’s Department personnel as well as Pima County employees, that they are closer to their starting salary than they are to the middle of their salary range. Some have not seen a substantial movement in over ten years even though their responsibilities have grown due to changes in operations.

The FOP and the PCDSA believe this Pay Package to be fair based on previous practices that were stopped and the lack of increase as it applies to cost of living.

This Pay Package when compared to ALL other agencies, (TPD, Oro Valley, Marana, and Sahuarita) still puts us as the lowest payed law enforcement in Pima County.
Attachment 4
Deputy Sheriff and Correction Officer Pay Proposal (1)

<table>
<thead>
<tr>
<th>Class</th>
<th>Commissioned Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3211</td>
<td>Recruit Deputy</td>
<td>$22.27</td>
<td>6.8%</td>
<td>0</td>
</tr>
<tr>
<td>3211</td>
<td>Probationary Deputy</td>
<td>$23.78</td>
<td>6.8%</td>
<td>9 months</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$25.40</td>
<td>6.8%</td>
<td>18 months</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$27.13</td>
<td>6.8%</td>
<td>3 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$28.97</td>
<td>6.8%</td>
<td>5 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$30.94</td>
<td>6.8%</td>
<td>6 yrs.</td>
</tr>
<tr>
<td>3211</td>
<td>Deputy Sheriff</td>
<td>$33.04</td>
<td>6.8%</td>
<td>7 yrs.</td>
</tr>
</tbody>
</table>

PREFERRED PLAN (6.8%)

- This plan would include 5.0% increase for Deputy Sheriff's for the next three years on top of the normal step.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%). Each additional step adds 6.8% until the seventh year. The starting range for Deputy Sheriff would move the current salary from $43,368.00 to $46,321.60. This takes the topped out Deputy Sheriff from current salary of $62,670.40 to $68,731.39.

<table>
<thead>
<tr>
<th>Class</th>
<th>Corrections Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3291</td>
<td>Recruit CO</td>
<td>$18.67</td>
<td>6.8%</td>
<td>0</td>
</tr>
<tr>
<td>3291</td>
<td>Probationary CO</td>
<td>$19.94</td>
<td>6.8%</td>
<td>3 months</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$21.30</td>
<td>6.8%</td>
<td>1 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$22.75</td>
<td>6.8%</td>
<td>3 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$24.30</td>
<td>6.8%</td>
<td>5 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$25.95</td>
<td>6.8%</td>
<td>6 yrs.</td>
</tr>
<tr>
<td>3291</td>
<td>Corrections Officer</td>
<td>$27.71</td>
<td>6.8%</td>
<td>7 yrs.</td>
</tr>
</tbody>
</table>

- This plan would include 5.0% increase for Correction Officer’s for the next three years on top of the normal step.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%). Each additional step adds 6.8% until the fifth year condensing steps from the original seven year plan. This takes the starting Corrections Officer from a current salary of $36,356.40 to $38,833.60. This takes the topped out Corrections Officer from current salary of $46,520.45 to $57,636.80.

* 3% of base pay for court tested and certified Spanish or other language speakers.
* Special Duty Pay for Deputy and Corrections Officers filling in as Supervisors.
* $1.00 per hour shift differential from 6pm-6am.
CIVILIANS

The FOP and the PCDSA are asking for all of the civilian classifications to be evaluated and compared to the same positions in other areas of Pima County. We found the same classifications offering different salary ranges for performing the same responsibilities and duties.

Additionally we have found that critical areas such as evidence technician, custodian, corrections cook, administrative positions and financial positions all remain closer to their $12.81 to $14.64 an hour starting pay.

We would ask that after this is done and civilians are moved to the appropriate position that all civilians receive the following:

- (5.0%) across the board. This is based on cost of living increases from national consensus from 2008 to 2015 less the raises received during this time frame (6.8%) and cut to (5.0%).
- This plan would include (5.0%) increase for civilians for the next three years.

The vast majority of the Pima County Sheriff’s Department personnel as well as Pima County employees, that they are closer to their starting salary than they are to the middle of their salary range. Some have not seen a substantial movement in over ten years even though their responsibilities have grown due to changes in operations.

The FOP and the PCDSA believe this Pay Package to be fair based on previous practices that were stopped and the lack of increase as it applies to cost of living.

This Pay Package when compared to ALL other agencies, (TPD, Oro Valley, Marana, and Sahuarita) still puts us as the lowest payed law enforcement in Pima County.
Sergeant and Correction Sergeant Pay Proposal (1)

<table>
<thead>
<tr>
<th>Class</th>
<th>Commissioned Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3212</td>
<td>Sergeant</td>
<td>$36.25</td>
<td></td>
<td>0-1 year</td>
</tr>
<tr>
<td>3212</td>
<td>Sergeant Step 1</td>
<td>$39.88</td>
<td>10.0%</td>
<td>1 year</td>
</tr>
</tbody>
</table>

PREFERRED PLAN (6.8%)

- This plan would include 5.0% increase for Deputy Sheriff's for the next three years.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on cost of living increases from national consensus from 2008 to 2015 less the raises/quotas received during this time frame (6.8%) and cut almost in half (5.0%). This takes the topped out Sergeant from current salary of $70,636.80 to $82,950.40.

<table>
<thead>
<tr>
<th>Class</th>
<th>Corrections Title</th>
<th>Rate</th>
<th>% Increase</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>3294</td>
<td>Corrections Sergeant</td>
<td>$28.84</td>
<td></td>
<td>0-1 years</td>
</tr>
<tr>
<td>3294</td>
<td>Corrections Sergeant Step 1</td>
<td>$31.72</td>
<td>10.0%</td>
<td>1 year</td>
</tr>
</tbody>
</table>

- This plan would include 5.0% increase for Deputy Sheriff's for the next three years.
- The average cost of living combined with medical increases since 2010 is between 3%-5% per year.

Starting pay was based on a starting salary of $27.00 ($ .06 over a topped out Corrections Officer from "Plan 2 with" and $2.41 over a topped out Corrections Officer from "Plan 2 without") cost of living increases from national consensus from 2008 to 2015 less the raises/quotas received during this time frame (6.8%) and cut to (5.0%) putting Corrections Sergeants back into a step plan. This takes the topped out Corrections Sergeant from current salary of $51,179.20 to $65,968.28.

* 3% of base pay for court tested and certified Spanish or other language speakers.

* $1.00 per hour shift differential from 6pm-6am.
Attachment 5
<table>
<thead>
<tr>
<th>Category</th>
<th>FY 2015/16 Employer</th>
<th>FY 2016/17 Employer</th>
<th>Increase/Decrease</th>
<th>FY 2015/16 Employee</th>
<th>FY 2016/17 Employee</th>
<th>Increase/Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona State Retirement</td>
<td>11.47%</td>
<td>11.48%</td>
<td>0.01%</td>
<td>11.47%</td>
<td>11.48%</td>
<td>0.01%</td>
</tr>
<tr>
<td>Public Safety - Sheriff - Hired Prior to 1/1/2015</td>
<td>53.69%</td>
<td>56.45%</td>
<td>2.76%</td>
<td>8.00%</td>
<td>8.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Public Safety - Sheriff - Hired After 1/1/2015</td>
<td>50.04%</td>
<td>52.80%</td>
<td>2.76%</td>
<td>11.65%</td>
<td>11.65%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Corrections Officers</td>
<td>22.97%</td>
<td>22.70%</td>
<td>-0.27%</td>
<td>8.41%</td>
<td>8.41%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Admin Office of Courts - Probation Officers</td>
<td>19.95%</td>
<td>20.88%</td>
<td>0.93%</td>
<td>8.41%</td>
<td>8.41%</td>
<td>0.00%</td>
</tr>
<tr>
<td>County Attorney Investigators - Hired Prior to 1/1/2015</td>
<td>69.61%</td>
<td>71.76%</td>
<td>2.15%</td>
<td>8.00%</td>
<td>8.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>County Attorney Investigators - Hired After 1/1/2015</td>
<td>65.96%</td>
<td>68.11%</td>
<td>2.15%</td>
<td>11.65%</td>
<td>11.65%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Elected Officials</td>
<td>23.50%</td>
<td>23.50%</td>
<td>0.00%</td>
<td>13.00%</td>
<td>13.00%</td>
<td>0.00%</td>
</tr>
</tbody>
</table>
Attachment 6
Pima County Benefit Changes  
FY 2014/15 Adopted to FY 2016/17 Requested  
(as of January 26, 2016)

<table>
<thead>
<tr>
<th>Benefit Description</th>
<th>FY 2014/15 Adopted Benefits</th>
<th>FY 2015/16 Adopted Benefits</th>
<th>FY 2016/17 Requested Benefits</th>
<th>Increase/ (Decrease)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Insurance Premiums</td>
<td>$50,011,142</td>
<td>$52,522,273</td>
<td>$54,526,155</td>
<td>$2,003,882</td>
</tr>
<tr>
<td>Arizona State Retirement</td>
<td>$29,646,646</td>
<td>$28,570,531</td>
<td>$28,318,200</td>
<td>($252,331)</td>
</tr>
<tr>
<td>Social Security and Medicare</td>
<td>$25,958,906</td>
<td>$25,338,537</td>
<td>$25,489,548</td>
<td>$151,011</td>
</tr>
<tr>
<td>Public Safety Retirement</td>
<td>$12,615,724</td>
<td>$15,389,607</td>
<td>$16,096,511</td>
<td>$706,904</td>
</tr>
<tr>
<td>Workers Compensation</td>
<td>$6,125,833</td>
<td>$6,040,582</td>
<td>$5,598,341</td>
<td>($442,241)</td>
</tr>
<tr>
<td>Corrections Officer Retirement</td>
<td>$3,838,020</td>
<td>$4,963,105</td>
<td>$4,946,199</td>
<td>($16,906)</td>
</tr>
<tr>
<td>Corrections Officer Retirement, Judicial Employees</td>
<td>$2,286,641</td>
<td>$2,933,711</td>
<td>$3,349,372</td>
<td>$415,661</td>
</tr>
<tr>
<td>Elected Official Retirement</td>
<td>$1,684,667</td>
<td>$1,599,006</td>
<td>$1,564,225</td>
<td>($34,781)</td>
</tr>
<tr>
<td>Elected Official Retirement - New</td>
<td>$0</td>
<td>$15,662</td>
<td>$15,662</td>
<td>$0</td>
</tr>
<tr>
<td>Dental Insurance Premiums</td>
<td>$798,885</td>
<td>$842,456</td>
<td>$763,174</td>
<td>($79,282)</td>
</tr>
<tr>
<td>Unemployment Insurance</td>
<td>$480,767</td>
<td>$430,085</td>
<td>$260,947</td>
<td>($169,138)</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>$410,023</td>
<td>$339,968</td>
<td>$229,591</td>
<td>($110,377)</td>
</tr>
<tr>
<td>Arizona Public Safety Retirement, County Attorney's Office</td>
<td>$126,560</td>
<td>$172,225</td>
<td>$155,028</td>
<td>($17,197)</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>$133,983,814</strong></td>
<td><strong>$139,157,748</strong></td>
<td><strong>$141,312,953</strong></td>
<td><strong>$2,155,205</strong></td>
</tr>
</tbody>
</table>