

Response to Memorandum

Issue 1 – Holiday Pay:

- It is not the intention, nor has been the intention of the Pima County Deputy Sheriff's Association or the Fraternal Order of Police wanting holiday pay for BOTH the observed and actual holidays in a year. We are asking for EQUALITY in the pay given to patrol deputies. As Mr. Burke describes on page 2, paragraph one of his memorandum, it states that *"most county employees do not work on a holiday and are paid the 8 hour holiday benefit."* This means they get Friday or Monday off and it's paid at 8 hours. In situations where an employee does have to work on an observed holiday, the employee is paid 8 hours of holiday benefit plus 8 hours of time and a half. This means an employee who works an observed holiday will be paid the equivalent of 20 hours. What this does not cover is the employee that has Friday or Monday (the observed holiday) off as a regular day off, but has to work the actual holiday at straight time on Saturday. This employee would be paid the 8 hours of holiday benefit for Friday and 8 hours straight time for Saturday totaling 16 hours. This is short four hours of premium pay and becomes unequal among the deputies. This discriminates between what deputies work assignments are, benefiting some and not all. This scenario is described in Mr. Burke's memorandum on page 2, paragraph three and clearly shows the inequality.
- A jurisdiction chart was provided by Mr. Burke comparing 12 jurisdictions, of which 11 responded. Out of the 11, Mr. Burke states that only 8 recognize the observed holiday while 3 recognize the actual holiday. The graph DOES NOT accurately depict all conditions of work and I was able to contact 7 of the 8 jurisdictions that recognize the observed holiday and 1 of the 3 that recognize actual holidays.

Of the 7 out of 8 that recognize observed holidays, all 7 indicated that the observed holiday ONLY applied to civilian staff and that Officers received one or the other based on what they worked OR they provided some other level of compensation for the holiday such as 8 vacation added to their bank.

Of the 1 out of 3 that recognized the actual holiday, that agency found a similar issue with unfairness in reverse of how Pima County does it and they are in negotiations to fix the situation.

Issue 2 – Complaints relating to altering time punches:

- **Mr. Burke refers in his memorandum on page 3, under issue 2, paragraph one that time keeping records must be complete and accurate, and the county is subject to both civil and criminal penalties for failing to maintain such records. The Pima county sheriff's Department has never had an issue with time keeping that resulted in civil and or criminal penalties. This is due to the integrity of the employees and the employee signing off on hours submitted and then verified by a supervisor, prior to handing over to finance. This was done using a paper system (TAF's) that produced a lot more errors than ADP.**

The ADP system is a great and needed system. It would benefit all that use it if it is understood that certain restrictions hinder certain operations. On page 5, paragraph one under Accountability, Transparency and Role of Management, Mr. Burke advises that Pima County trusts its employee's and RELIES upon all of its employee's to accurately report hours. However in the next sentence says that only a manager should make changes to a time card when an employee requests the changes that aren't reflected. When an employee submits changes to a supervisor those changes are entered in by the supervisor based on recollection and trust of the employee's hours. The TRUE checks and balances come at the end of a pay period when the employee APPROVES their own time card. This is the employee saying everything is correct. It is then the supervisors' responsibility to look over the hours and then APPROVE the employee's approval. If questions arise, then the supervisor can verify hours by checking with staff, looking at recorded radio history, or checking GPS function on cell sites. So, the current approval process GIVES the accountability through ADP, just as the signature did on paper over the last three decades.

Under page 4, problem one, Mr. Burke suggests that the problems associated with the phone application could be lessened if non field units relied on desktop computers or timeclocks to punch in. Again, this would create just as many issues because there are many times during a week of work that detectives stop out with the public or respond straight to a scene for a call out or have other duties that require investigations away from a centralized position.

Perspective:

- **If you have a supervisor who has a squad of 12 deputies under them, and the average deputy spends 2.0 hours a week addressing punch issues with their supervisor, this equates to a total of 24 hours or a whole day lost in productivity. Add in the 3 hours spent by a supervisor and its more. Same squad over a month is 4.5 days of productivity lost.**

- **The way that ADP stands in Pima County now and based on the perspective being given, a deputy who is not clocked in that comes across an accident and stops to assist that is not clocked in and is injured or killed presents an argument for the county as to whether or not the deputy was in fact working when the accident occurs. This is based on the rigidity of the clock in and out practice. With Autonomy, this suggest a less rigid base and allows for the deputy to make split second decisions with the assumption that the individual can make a later correction.**

This is a County Wide issue, I am asking that Mr. Huckelberry, MR. Burke, and the Board of Supervisors address these issues by October 6th, 2015, to come to a resolution, rather than prolong these outcomes, so that the normal operations of the Pima County Sheriff's Deputies can resume. I will be happy to return and address any added issues to help resolve this by that date.

Thank you for your time.