



PIMA COUNTY SHERIFF'S DEPARTMENT ADDENDUM MATERIAL

Chris Nanos, Sheriff

DATE 5/17/22

ITEM NO. Add 7

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May 16, 2022

Honorable Chair Sharon Bronson and
Members of the Pima County Board of Supervisors
33 N. Stone Avenue, 11th Floor
Tucson, AZ 85701

Dear Honorable Chair and Members Pima County Board of Supervisors:

Per your request, I have provided you some clarification on items you addressed at the Budget Hearing on May 10, 2022.

Similar to the employee compensation in the recommended budget, the proposed five-level pay increase plan proposed by Supervisor Heinz would present the following concerns:

1. This could exasperate the already existing compression issue within the largest job classifications in the department. As of today, 68 deputy trainees will receive 8.5% increases while all others will receive 5.0%. Upon successful completion of probation, and if the county raises the minimum pay, the trainees could end up with higher salaries than those tenured employees. In regards to Corrections Officers (CO), 63 trainees and 199 non-probationary employees will receive 8.5%; 61 CO will get 5%. Regarding 911 dispatchers, 47 will earn 8.5% but three will receive 5%.
2. It could create employees' perception of pay inequity. Individuals within the same job classifications expect pay increase percentages to be the same because they are all trained and working in similar functions or environments. Giving varying pay percentages based on income level is illogical since it does not consider years of experience, county loyalty, loss of buying power due to inflation, and other factors. The proposed pay increase package penalizes long-term employees.
3. Pay increase percentages based on current income devalues the roles, functions, expertise, and the risk assumed by employees. In addition, it fails to recognize the impact of high inflation across all demographics. Rising consumer prices affects everyone.

An example of a more equitable employee pay increase plan would be to give every county employee a \$2.00/hour increase. This would ensure that each employee would receive the same pay amount but the percentages would differ depending on the current pay rates.

The suggestion that each department should absorb the FY2023 recommended salary increase poses a significant burden to an already limited and stretched base budget. This recommendation comes at the expense of needlessly sacrificing valuable positions that are absolutely necessary for this organization. This sends the wrong message to overworked and overburdened staff who are

Sheriff Nanos' Letter to the Pima County Board of Supervisors

RE: FY 2022/23 Budget Employee Salary Recommendations

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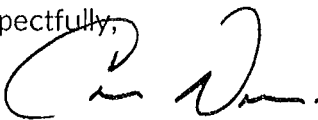
working tirelessly to fulfil the most basic of functions. The proposed pay increase should have a positive impact on retention. The fact that the Pima County Sheriff's Department (PCSD) has been able to operate while heavily leaning on personnel does not mean that situation is sustainable or desirable.

Staffing levels are inadequate at its current level. A supplemental package was requested to restore much needed staffing relief but it was not recommended. At present, this personnel shortage is unsuitable and compromises the safety of our employees and community. The county is asking for the department to surrender all vacancies to fund a raise that truly is the sole responsibility of the county.

As of May 16, 2022, there are 207 vacant Position Control Numbers (PCN). This number changes daily based on the hiring and terminations throughout our department. The concept that each vacant PCN equates to an un-recruited vacant position portrays a false narrative that limits proper perspective. Currently, the Sheriff's Department is actively recruiting over 200 positions, however, the county reported only 64 positions were being recruited. Pima County Human Resources (HR) established that multiple positions can be recruited by posting one vacant PCN by classification in order to create a requisition. The report does not reflect reality. As previously stated, the department is actively recruiting all vacancies through multiple internal and external resources. The vacancies are not left idle. The demand to fill these positions are being addressed, however, the availability of qualified applicants is limited. To solely rely on a manufactured report to understand the situation and make meaningful decisions is unwise and inappropriate. The generated budget/HR document does not properly assign or designate all vacant PCN since they are grouped by classifications into NEOGOV and a single PCN requisition could fill dozens of vacancies.

County Administrator Jan Leshar and I have spoken and I am confident we will continue to collaborate on staffing issues. I hope this may answer some of the questions posed and addresses the issues it will create by allocating employee increases as recommended. If you have any questions regarding this matter, please do not hesitate to contact me. Thank you.

Respectfully,



Chris Nanos
Sheriff of Pima County

CN:cgv

c: Jan Leshar, Pima County Administrator
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Carmine DeBonis, Jr., Deputy County Administrator for Public Works