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# MEMORANDUM

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Date: March 10, 2016

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

From: C.H. Huckelberry  
County Administrator 

Re: **Meeting with Pima County Deputy Sheriff's Association (PCDSA) and Fraternal Order of Police (FOP) to Review Cost Impacts to the County of Various Proposals Made by Sheriff Organizations Regarding Compensation Increases**

Attached is a memorandum I received from Deputy County Administrator Tom Burke summarizing the March 7, 2016 meeting held to review the calculation of impacts of the various pay proposals offered by the PCDSA or the FOP.

The results indicate that the County's best estimate has been accurately portrayed. Nearly \$5 million to \$6 million of additional benefit costs were excluded in the calculations of PCDSA. For example, beginning in Fiscal Year (FY) 2016/17, for every \$1 increase in the pay of a deputy sheriff, the County must contribute 56.45 cents to the Public Safety Personnel Retirement System on behalf of deputies hired before January 1, 2015 and 52.8 cents on behalf of deputies hired after January 1, 2015. For every \$1 increase, the County must also pay 11.35 cents in payroll-related taxes, workers compensation and unemployment. Therefore for every \$1 pay increase the County incurs an additional 0.68 cents in cost.

It was suggested the County calculate the changes in pay implemented since 2008. I have indicated a better analysis and comparator of salary changes since FY 2007/08 would be to compare actual pay increases received by sheriff deputies and correction officers to those of all other County employees, as well as the increase in retirement benefits paid by the County for these employees by year. We will also use other comparators with regard to cost increases, such as the Consumer Price Index, as well as the average wage increases for the Tucson area and nationally. These salary or wage increases are generally indexed by region and state and can be an accurate comparator of wage increases for an employee within the region versus an employee in County employment versus law enforcement officers or sheriff deputies.

CHH/lab

Attachment

c: Tom Burke, Deputy County Administrator for Administration  
Keith Dommer, Director, Finance and Risk Management  
Allyn Bulzomi, Director, Human Resources



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# MEMORANDUM

## Administration Services

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Date: March 8, 2016

To: C. H. Huckelberry  
County Administrator

From: Tom Burke  
Deputy County Administrator

A handwritten signature in black ink, appearing to read "Tom Burke", is written over the printed name and title of the sender.

Re: **Meeting with Union Representatives Regarding Pay Increases for Sheriff's Department**

At the March 1, 2016 Board of Supervisors meeting, Sergeant Kevin Kubitskey, a spokesperson for the Pima County Sheriff Deputies Association (PCSDA), spoke at the Call to the Audience about the various pay proposals relating to employees in the Pima County Sheriff's Department. At the suggestion of the Chair of the Board, Finance and Human Resources staff met on March 7, 2016 with Sgt. Kubitskey and Therese Deschenes, representing the Pima County Sheriff Deputies Association, and with Sgt. Costaki Manoleas, representing the Fraternal Order of Police. Supervisor Bronson was in attendance as well as Shirl Lamonna, on behalf of Supervisor Miller.

At the meeting, Keith Dommer reviewed the detailed schedules showing the calculation of the impact of the various pay plans that have been in discussion. One of the issues previously raised by the PCSDA at the Call to the Audience was that it believed the County's calculations were too high. We were able to show that the calculation by Pima County Finance were much higher because that calculation included the cost of providing benefits relating to pay increases. The County's estimate includes the additional amounts paid by the County for employer's share of payroll taxes (FICA, Medicare, Unemployment Tax) as well as the amount the County pays to PSPRS, (for the deputies, to CORP for the correction officers, and to ASRS for the civilian staff. Those additional benefit costs total between \$5.4 million and \$6.3 million as shown on the attached summary. The PCSDA analysis did not include the additional cost of benefits paid by the County.

During the meeting, Sgt. Kubitskey asked why Pima County does not negotiate with the union for a contract similar to places such as the City of Tempe. We explained that, although chartered cities have authority to enter into labor contracts, Arizona law prohibits counties from negotiating for or entering into any labor contracts. Any decision to increase wages must be made annually by the Board of Supervisors.

At the end of the meeting, Sgt. Kubitskey requested that Finance calculate the amount the County would have spent if it had implemented pay increases using the step plan for each year since 2008. When Finance has made those calculations, Keith Dommer will provide that information to you.

Attachment

c: Allyn Bulzomi, Director – Human Resources Department  
Keith Dommer, Director – Finance & Risk Management Department

Wage Proposals For PCSD

<b>PROPOSAL 1</b>			
<b>Classification</b>	<b>Wages FY 16/17</b>	<b>Cost of Payroll Taxes and Retirement Contributions</b>	<b>Additional Benefits and Wage-based Costs</b>
3211/Deputy Sheriff	\$ 4,823,347	\$ 3,141,337	\$ 7,964,684
3212/Sergeant	544,007	353,048	897,055
3291/Corrections Officer	4,375,220	1,528,702	5,903,922
3294/Corrections Sergeant	560,638	195,887	756,525
<b>Total additional cost:</b>	<b>\$ 10,303,212</b>	<b>\$ 5,218,975</b>	<b>\$ 15,522,187</b>
Civilians (5% Increase)	914,239	177,820	1,092,059
<b>Grand Total:</b>	<b>\$ 11,217,451</b>	<b>\$ 5,396,794</b>	<b>\$ 16,614,245</b>

<b>Proposal 2</b>			
<b>Classification</b>	<b>Wages FY 16/17</b>	<b>Cost of Payroll Taxes and Retirement Contributions</b>	<b>Burdened less 3.65%</b>
3211/Deputy Sheriff	\$ 6,067,790	\$ 3,730,319	\$ 9,798,109
3212/Sergeant	796,124	487,773	1,283,897
3291/Corrections Officer	4,375,220	1,528,702	5,903,922
3294/Corrections Sergeant	560,638	195,887	756,525
<b>Total additional cost:</b>	<b>\$ 11,799,772</b>	<b>\$ 5,942,681</b>	<b>\$ 17,742,453</b>
Civilians (5% Increase)	914,205	177,812	1,092,017
<b>Grand Total:</b>	<b>\$ 12,713,977</b>	<b>\$ 6,120,493</b>	<b>\$ 18,834,470</b>

<b>PROPOSAL 3</b>			
<b>Classification</b>	<b>Wages FY 16/17</b>	<b>Cost of Payroll Taxes and Retirement Contributions</b>	<b>Additional Benefits and Wage-based Costs</b>
3211/Deputy Sheriff	\$ 4,833,956	\$ 3,149,992	\$ 7,983,947
3212/Sergeant	629,183	408,459	1,037,642
3291/Corrections Officers	4,064,198	1,420,031	5,484,229
3294/Corrections Sergeant	601,998	210,338	812,337
<b>Total additional cost:</b>	<b>\$ 10,129,336</b>	<b>\$ 5,188,820</b>	<b>\$ 15,318,155</b>
Civilians (5% increase)	914,239	177,820	1,092,059
<b>Total Proposed:</b>	<b>\$ 11,043,575</b>	<b>\$ 5,366,639</b>	<b>\$ 16,410,214</b>