

Pinal County Sheriff's Office Sworn Officer Step Salary Matrix - CURRENT																		
													Current % Increase (annual step)	Current Midpoint	Market Comparators Midpoint	% Change of Market Comparators Midpoint	Market Competitors Midpoint	% Change of Using Competitors
	1	2	3	4	5	6	7	8	9	10	11	12						
Deputy Sheriff	51,164	52,443	53,754	55,098	56,476	57,887	59,335	60,818	62,338	63,897	65,494	67,132	2.5%	59,148	62,064	-4.7%	63,571	-7.0%
Seargent, Sworn	70,488	72,250	74,057	75,908	77,806	79,751							2.5%	75,120	79,413	-5.4%	83,165	-9.7%
Lieutenant, Sworn	86,131	88,284	90,491	92,754									2.5%	89,442	98,209	-8.9%	102,626	-12.8%
Captain, Sworn	97,391	99,826											2.5%	98,609	111,760	-11.8%	118,865	-17.0%

Pinal County Sheriff's Office Sworn Officer Step Salary Matrix - PROPOSED ORIGINAL																		
													Proposed % Increase (annual step + market adj.)	Original Proposed Midpoint	Market Comparators Midpoint	% Change of Market Comparators Midpoint	Market Competitors Midpoint	% Change of Using Competitors
-	1	2	3	4	5	6	7	8	9	10	11+							
Deputy Sheriff	52,433	53,744	55,087	56,465	57,876	59,323	60,806	62,326	63,885	65,482	67,119	68,797	5.0%	60,615	62,064	-2.3%	63,571	-4.7%
Seargent, Sworn	72,236	74,042	75,893	77,791	79,736	81,729	83,772						5.0%	78,004	79,413	-1.8%	83,165	-6.2%
Lieutenant, Sworn	90,474	92,736	95,054	97,431	99,866								7.5%	95,170	98,209	-3.1%	102,626	-7.3%
Captain, Sworn	104,860	107,481	110,168										10.2%	107,514	111,760	-3.8%	118,865	-9.5%

Pinal County Sheriff's Office Sworn Officer Step Salary Matrix - TO MARKET COMPARATORS																		
													Proposed % Increase (annual step + market adj.)	Current Comparators Midpoint	Market Comparators Midpoint	% Change of Market Comparators Midpoint	Market Competitors Midpoint	% Change of Using Competitors
-	1	2	3	4	5	6	7	8	9	10	11+							
Deputy Sheriff	53,722	55,065	56,442	57,853	59,299	60,782	62,301	63,859	65,455	67,092	68,769	70,488	7.5%	62,105	62,064	0.1%	63,571	-2.3%
Seargent, Sworn	74,013	75,863	77,760	79,704	81,696	83,739	85,832						7.5%	79,922	79,413	0.6%	83,165	-3.9%
Lieutenant, Sworn	92,699	95,016	97,391	99,826	102,322								10.1%	97,510	98,209	-0.7%	102,626	-5.0%
Captain, Sworn	107,438	110,124	112,877										12.8%	110,157	111,760	-1.4%	118,865	-7.3%

	FY 22 Salary & ERE	FY 22 Salary & ERE + Step Increase	FY 22 Salary & ERE + Step Increase + Proposed Original	FY 22 Salary & ERE + Step Increase + Market Comparators	FY 22 Salary & ERE + Step Increase + Market Comparators w/Adj Yrs of Svc
Deputy Sheriff	12,063,432	12,364,679	12,539,701	12,840,719	13,119,220
Estimated Cost of Increase		301,247	476,269	777,288	1,055,788
Seargent, Sworn	2,967,038	3,041,214	3,108,082	3,181,420	3,181,420
Estimated Cost of Increase		74,176	141,044	214,382	214,382
Lieutenant, Sworn	804,225	824,331	865,899	887,190	887,190
Estimated Cost of Increase		20,106	61,674	82,965	82,965
Captain, Sworn	376,094	385,497	415,061	425,266	425,266
Estimated Cost of Increase		9,402	38,966	49,172	49,172
Grand Total Salaries & EREs	16,210,789	16,615,720	16,928,742	17,334,595	17,613,096
Grand Total Estimated Cost of Increase		404,931	717,953	1,123,806	1,402,307
Grand Total Average % Increase		2.5%	4.4%	6.9%	8.7%

FY 21/22 Budgetary Impact

405,853

684,353