



MEMORANDUM

Date: July 19, 2023

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

From: Jan Leshner 
County Administrator

Re: **Countywide Classification and Compensation Study – CBIZ Final Report and Human Resources Recommendations**

To both advance and modernize the County's ability to recruit, hire, and retain employees, a Classification and Compensation Study was initiated under the prior County Administrator in 2021, with a final contract signed with CBIZ Talent and Compensation Solutions (CBIZ) in June 2022. Thereafter, CBIZ began a Countywide classification and compensation study ("Study") in August 2022. The only known external compensation Study conducted previously for the County was in 2007, and at that time the analysis was limited to 147 (20%) of job classifications. Salary grades for some job classifications were adjusted; however, compression was not addressed nor were our salary structures or job classifications reviewed. Given this history, the need for a comprehensive review of County jobs and compensation practices has developed over many years, during which the County's current job architecture, salary structures, and wage benchmarking has become outdated and overly complex. The County is only one of many organizations in Arizona that are currently or have recently conducted such studies, with some of the others including the City of Tucson, Towns of Oro Valley, Marana, and Sahuarita, Santa Cruz County, and the City of Phoenix.

Unlike our competitor agencies, the County has for decades hired new employees at the minimum of the salary range, regardless of their skills, qualifications, and experience. In past efforts to try to remain competitive, various special hiring rates, and piecemeal processes have been put in place to try to offer higher wages for particular positions, resulting in inconsistent and confusing practices for determining salaries. On a frequent basis, departments that are attempting to obtain a salary higher than the minimum must go through a time-consuming process where Human Resources conducts an analysis of the Department's entry salary request to review the qualifications of a new hire in contrast to all current employees in the same classification to ensure internal pay equity, before finally obtaining approval by the County Administrator.

Of additional importance are the demographics of our current employee population, evidencing the ongoing need to actively recruit, hire, and retain employees. We currently have 6,879 employees, of which the median age is 50, and 17%, or 1,170, employees are over the age of 60. 732, or 20%, of employees currently have 20 or more years of service with the County, and 906, or 13%, have one year of service or less. Turn-over, which is reflective of an organization's recruiting, culture, compensation structure, and career progression paths, and impacts our ability to achieve business objectives is:

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Fiscal Year	Percentage Turn-Over
FY 2020/2021	19.23%
FY 2021/2022	22.45%
FY 2022/2023	21.75%

While the Great Resignation began affecting the County's turnover in May 2021, the County has continued to see an increase in separations to date. Given that the County has no current pay philosophy or best practices in place (i.e., placement in the market, hiring up to the mid-point of the salary range, pay progression after initial hire), this Study was vital to create a solid foundation of pay practices from which to build upon going forward and thereby enhance our ability to successfully recruit, hire, and retain employees. Communication concerning the Study began in May of 2021, Human Resources budget hearing and has continued to date. (Attachment 1)

The scope of the Study focused on:

- Creating a new job architecture;
- Creating a new salary structure; and,
- Determining market-based pay rates.

The Study is concluded and report finalized. (Attachment 2) For the job architecture piece, CBIZ completed this in-depth study of our positions, organizational hierarchy and potential career paths, defined a series of job architecture categories, and assigned each position and employee to those categories. For the salary structure and compensation piece, CBIZ conducted an expert external review of County salaries and matched our positions to positions in the market and developed a recommended, updated salary structure. The County chose a conservative pay philosophy of placing classifications at the 50th percentile (or middle) of the market, indicative of an organization that is competitive, but not a wage leader in the region.

Summary of Findings:

- 830 (81%) of job classifications were found to be below the market-based pay rate. (Attachment 3)
- 2,323 (33.7%) of employees' current salaries are below the minimum of their new salary grade.
- 199 (2.8%) of employees' current salaries are above the maximum of their new salary grade.
- The County went from 956 job classifications to 1,021 job classifications. (Attachment 3) While the overall number of job classifications increased, this allowed the County to better define an employee's position and duties. Many of the new job classifications stemmed from the currently existing Trades Maintenance series,

Special Staff Assistant series, or Program series job classifications, which did not identify the specific job functions an employee was performing.

- The County went from over 100 salary grades to 43 total salary grades. CBIZ created two (2) unique salary structures for:
 - County and Court employees, 26 grades; (Attachment 4 – Structure A)
 - Law Enforcement, 11 grades. (Attachment 4 - Structure B)
 - Six salary grades remain in place from the prior structure for Attorneys. (Attachment 4 – Structure C)
- Both classified and unclassified employees in identical classifications will utilize the same salary grade and the same job description, with the sole exception of 3115/Attorney, which remains for 18 current attorneys who retain their merit protection. This classification will cease through attrition as no new applicants are hired into this classification.
- The current pay grades are based on the 50th percentile of the market. Future discussions will include whether there is a need to pay specific critical classifications at a higher percentile based on the County's need to fulfill required business operations and statutory obligations.
- The market study was not a gender equity study; rather, the pay for each classification was based on the value of that specific classification in the market. For current adjustments needed to get to the minimum of the new salary grades, these adjustments will be administered uniformly. Any future adjustments will be based on criteria recommended by the County Administrator and approved by the Board.

Costing

A Total of \$9.5 million is estimated to bring current employees to the minimum of their respective new salary grades. This cost reflects:

- \$8 million for salaries;
- \$1.5 million for employee related expenses;
- \$4 million of the total cost reflects law enforcement (commission and corrections positions) adjustments.
- \$560,225 of the total cost reflects Attorney adjustments.

Next Steps:

➤ ***Placement of Employees who Currently Fall within the New Salary Structure***

If implementation of the Study is approved, Human Resources will immediately provide options for placement of current employees within their respective salary grades and the various costing options. These options will be presented to the County Administrator, who will then present a recommendation to the Board. A multi-year plan will need to be created and employee pay prioritized in the budget in order to place current employees correctly in their respective salary grades.

➤ ***Movement of Employees through the New Salary Structure***

If implementation of the Study is approved, Human Resources will begin drafting policies for determining salaries for new hires, as well as provide recommendations of how employees can progress through their respective salary grade. Both are necessary to ensure the health and accuracy of the salary structure and will have effects on the County's overall budget process going forward.

➤ ***Annually Update Salary Structures***

If the implementation of the Study is approved, Human Resources will annually review the salary structures and at least 50% of the job classifications to ensure County salaries match relevant market comparators and market data for similarly aligned positions. Employee pay adjustments should be reviewed annually and determinations for adjustments made dependent upon market conditions and available funding.

Recommendations

While the CBIZ report delineated many recommended modifications to the County's Human Resources policies and practices, two are recommended for adoption at this time:

1. Bulleted item 1 of the CBIZ report (Attachment 2, page 11) can begin immediately – ***Increase the compensation of all employees to the minimum of their respective proposed salary ranges;*** and,
2. Bulleted item 4 of the CBIZ report (Attachment 2, page 11) can begin now by applying any remaining FY2023/24 funding designated for salary and benefits and contingency for personnel policy changes. – ***Adopting compression-based pay adjustments.***

The remainder of the CBIZ recommendations are policy decisions that Human Resources will bring before the Board in the form of proposed policies at a future date.

The Honorable Chair and Members, Pima County Board of Supervisors

Re: **Countywide Classification and Compensation Study – CBIZ Final Report and Human Resources Recommendations**

July 19, 2023

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I recommend the Board of Supervisors:

1. Approve the new job classifications and place employees in their respective job classifications;
2. Approve the new salary structure and place employees in their respective salary grades;
3. Approve \$9.5 million of the \$14 million authorized in the FY2023 budget for salary and benefits to move all employees currently under the minimum of their respective salary grades to the minimum of those salary grades;
4. Approve any remaining monies designated in the FY2023/24 budget for salary and benefits and contingency for personnel policy changes (\$5 million) to be immediately applied towards implementation of Phase 2; and,
5. Make approvals for items 1 through 3, effective the pay period beginning September 10, 2023.

If approved, staff will begin drafting job descriptions and provide options and costing for the correct placement of current employees within their respective salary ranges to County Administration for consideration by the Board, no later than 60 days after this initial approval. If these recommended options are approved, it is anticipated that the vast majority of employees will receive a salary adjustment by the end of Phase 2. It is primarily those employees who have already reached their correct placement in their respective salary grades, as determined by the placement options chosen by the Board that would not receive a pay adjustment during Phase 2.

JKL/je

Attachments

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer
Steve Holmes, Deputy County Administrator
Cathy Bohland, Director, Human Resources
Ellen Moulton, Director, Finance and Risk Management

ATTACHMENT 1-A



MEMORANDUM

Date: September 17, 2021

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

From: C.H. Huckelberry
County Administrator

Re: **Additional Recommendation Regarding the First Phase County Comprehensive Salary Study through a Proposed General Increase in Employee Compensation by Five Percent**

In my [memorandum](#) distributed on this subject, I made three recommendations. I would now like to propose an additional recommendation, which reads as follows:

- d) All salary adjustments for Court employees (Superior and Juvenile) are to be deferred until there is specific clarification regarding Item C above as well as how the recent salary adjustments (for the Pay Period Ending September 11, 2021) implemented by the Courts interact with this proposal.

We have been informed that as of the Pay Period Ending September 11, 2021, 319 employees out of a total of 928 Superior and Juvenile Court employees received a salary adjustment. These increases ranged from 2.5 percent to over 17 percent. To be consistent with Recommendation B, it only applies to those employees receiving less than a five percent increase, which appears to be approximately 143 employees or less than half of those who received an increase.

We will need some time to sort out this issue with Court leadership; hence, this recommendation to exclude, at this time, all Court employees from the general salary adjustment.

CHH/anc

- c: The Honorable Jeffrey Bergin, Presiding Judge, Pima County Superior Court
Ronald Overholt, Court Administrator, Pima County Superior Court
Teresa Underwood, Court Administrator, Pima County Consolidated Justice Court
Jan Leshner, Chief Deputy County Administrator
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer, Health and Community Services

ATTACHMENT 1-B



Board of Supervisors Memorandum

September 21, 2021

First Phase County Comprehensive Salary Study through a Proposed General Increase in Employee Compensation by Five Percent

Budget is Stable

While receiving funding from the federal and state governments to support the physical and economic response to the COVID-19 pandemic, Pima County has prudently remained fiscally conservative in the approach to spending these funds. Since the end of 2019 when we began to see COVID-19 impact our community and we became uncertain about its possible future economic impact we have ensured that "one-time money" or the money that was received for specific short term purposes, be used for such. The COVID-19 relief funds have been targeted for one-time investments or expenditures and Pima County has not used these funds for longer term efforts for which there is not an identified, sustainable funding source. The funds have, however, allowed Pima County to pay for critical public health and supporting infrastructure needs without raising taxes or significantly decreasing the available fund balance. Because of the uncertainty in our fiscal position going into this fiscal year, I did not recommend Countywide employee compensation increases at that time.

Comprehensive Salary Study Underway

As the Board is aware, Pima County has initiated a Compensation Study to fully evaluate the fairness and competitiveness of the County's compensation structure. This review is extensive and will not be finished until next year. As we assume that increases will be recommended following a review of competitive markets, a salary adjustment at this point is recommended as a timely first step towards implementation of the full study. The last comprehensive salary study was undertaken by the County in 2007; however, adjustments were only made to bring those individuals who fell below the minimum of the salary grade to the minimum; no other adjustments were made. A Request for Proposals (RFP) will be published September 17, 2021.

Recent History of Compensation Increases

The last County-wide employee compensation adjustments were ratified by the Board of Supervisors at the adoption of the Fiscal Year 2018/2019 budget at which time a 2.5 percent across the board salary adjustment was approved. In Fiscal Year 2019/2020, a 2.0 percent adjustment was adopted for all eligible employees earning more than \$45,000 per year effective with the pay period beginning September 1, 2019. A 4.0 percent adjustment was adopted for all eligible employees earning \$45,000 or less per year effective with the pay period beginning September 1, 2019. There was no compensation increase in fiscal year 2020/21 and none specifically recommended in the present fiscal year.

The Honorable Chair and Members, Pima County Board of Supervisors

Re: **First Phase County Comprehensive Salary Study through a Proposed General Increase in Employee Compensation by Five Percent**

September 21, 2021

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Certain Classifications Have Received Special Market Adjustments

- Deputies – I authorized the increase of starting deputy pay effective July 7, 2019 from \$23.50 to \$25.50 per hour, which resulted in our deputies having a starting pay that is the most competitive in the State of Arizona among counties. This action resulted in pay increases for existing deputies and decompression adjustments for those that were warranted based on adjustment of the bottom component of the pay raise.
- Corrections Officers – Similar to that of deputies, I also authorized the increase in the starting pay of corrections officers effective February 3, 2019 from \$19.50 to \$21.50 per hour resulting in our starting corrections officers being the highest paid in the State of Arizona among counties. In addition, appropriate decompression adjustments were also made to those employees requiring such.
- Public Health Nurse – Effective April 25, 2021, the public health nurse classifications all received market adjustments ranging from 2.75% to 26% or \$0.53 to \$8.73 per hour, affecting 36 employees in levels between Licensed Practical Nurses to Nurse Practitioner, Unclassified positions.
- Sheriff Non-commissioned Classifications – Recently, I approved market adjustments for 12 classifications for mostly non-commissioned personnel in the Sheriff's Department. These market adjustments ranged from 2 to 18 percent and affected 98 employees with adjustments ranging from \$0.54 to \$4.76 per hour.
- County Attorney/Public Defense Support Staff – I also authorized market adjustments for 11 county attorney and Public Defense Service support staff, with market adjustments ranging from 3 percent to over 30 percent, with one classification receiving a three percent increase. This adjustment affected 261 incumbents in either the County Attorney's Office or Public Defense Services Department and ranged from \$0.55 to \$5.46 per hour.
- Attorney's - Both the County Attorney and the Director of Public Defense Services have been working with our Human Resources Department to define a workable compensation structure for attorneys. I am hopeful that these efforts will result in positive market adjustments for attorneys and those incumbents in both the County Attorney's Office and Public Defense Services that hold classification of Attorney. Hopefully, this will be completed in the near future.

Probation Officer Funding and Salary Adjustment Excluded

Unfortunately, the County is now required to exempt probation officers (probation officers, surveillance officers and juvenile detention officers) from this general salary increase due to laws adopted by the Legislature through the General Appropriations Bill and Laws 2021,

The Honorable Chair and Members, Pima County Board of Supervisors

Re: **First Phase County Comprehensive Salary Study through a Proposed General Increase in Employee Compensation by Five Percent**

September 21, 2021

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Chapter 408, Section 51 (SB 1823). This legislation did allocate some additional funding for the State's share of probation officer salary increases for Fiscal Years 2018/2019 through 2021/2022, but the Bill also states that counties who approve probation officer salary increases in Fiscal Year 2021/22 or subsequent years, that the county will absorb any additional cost to the State (Section 51).

Previously, this had been a shared cost responsibility paid equally by the State and the County. This would simply require the County to pay the full burden of the salary increase; hence, the plan that I will provide to the Board of Supervisors will exclude probation officer increases until this provision is either repealed or clarified to ensure that the County will not bear the full cost of this salary increase and that it will continue to be a shared responsibility between the State and the County.

First Phase County Comprehensive Salary Study Implementation

Today, we know that the economic impact of the pandemic was not as devastating to the State and local governments as first anticipated and it is appropriate, given our financial position, to invest in our Pima County workforce. I have been considering options related employee compensation and am now recommending that the Board of Supervisors approve a 5 percent salary adjustment for all eligible County employees effective October 9, 2021.

The cost of this proposed salary adjustment including associated benefits for the current Fiscal Year is approximately \$15.8 million, of which \$11.1 million relates to the General Fund. Annualized, this represents approximately \$21 million, of which \$14.8 million relates to the General Fund.

The current General Fund budget includes a \$10 million allocation for Early Childhood Education, which can be absorbed by the American Rescue Plan Act funding. I recommend the remaining \$1.1 million be funded from General Fund Budget reserve. Non-General Fund departments will absorb these costs within their existing budgets. This adjustment should be considered a significant "down payment" on the ultimate cost of implementing the comprehensive salary study.

I believe this recommendation is appropriate and fiscally sustainable.

Recommendation

I recommend the Board of Supervisors authorize a general salary increase for all eligible County employees, effective October 9, 2021. The increase shall be five percent of the employee's existing salary with the following exceptions:

- a) Those employees in classifications that have received a general market adjustment since July 1, 2021;

The Honorable Chair and Members, Pima County Board of Supervisors

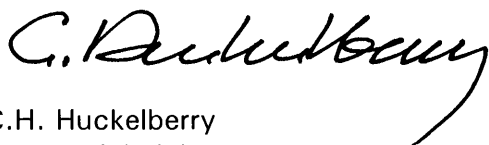
Re: **First Phase County Comprehensive Salary Study through a Proposed General Increase in Employee Compensation by Five Percent**

September 21, 2021

Page 4

- b) For those classifications who received a market adjustment of less than five percent, incumbents in those classifications will receive an increase to bring them to five percent; and
- c) All Court probation officers (probation officers, surveillance officers and juvenile detention officers) are excluded from this salary adjustment due to State Legislation transferring the entire burden of the salary adjustment to the County taxpayers.

Sincerely,



C.H. Huckelberry
County Administrator

CHH/anc – September 14, 2021

- c: Jan Leshner, Chief Deputy County Administrator
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer,
Health and Community Services
Yves Khawam, PhD, Assistant County Administrator for Public Works
Mark Napier, Assistant County Administrator
Cathy Bohland, Director, Human Resources
Michelle Campagne, Director, Finance and Risk Management


ATTACHMENT 1-C



MEMORANDUM

Date: June 21, 2022

To: The Honorable Chair and Members
Pima County Board of Supervisors
Presiding Judge, Superior Court
Elected Officials
Appointing Authorities

From: Jan Leshner 
County Administrator

Re: **Classification and Compensation Study to Begin in July 2022**

In order to meet new opportunities and challenges, ensure continuous improvement, and provide top quality service, we must ensure that our compensation accurately reflects the market. To that end, we have engaged CBIZ Talent and Compensation Solutions to assist us in a study of job classifications and associated compensation. The focus of this study will be to develop a classification and compensation system that will support our goal of retaining and recruiting the best individuals to ensure the continued growth and success of Pima County.

The results of this study will strengthen our ability to categorize our jobs and analyze what and how our competitors pay for similar skills, duties and responsibilities. It will establish processes that value jobs and employees within Pima County based on each job and employee's contribution to our organizational objectives. Our goals for the new compensation system are that it:

- Is internally fair within Pima County;
- Reflects current market conditions and competitiveness with comparable organizations;
- Allows the County to maintain and promote career paths and a performance-oriented culture; and
- Provides us with flexibility to continue to respond to economic and organizational changes.

Employees may wonder if this project will affect them personally. The mostly likely outcome is that the pay range associated with a job will change. This does not necessarily mean that individuals will receive pay changes. We will be reviewing each department and position to make those determinations, and we will be in touch with you and your department head if

The Honorable Chair and Members, Pima County Board of Supervisors
Presiding Judge, Superior Court
Elected Officials
Appointing Authorities
Re: **Classification and Compensation Study to Begin in July 2022**
June 21, 2022
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changes are recommended for your position. We can assure you that there will be no pay decreases through this exercise.

In the next few weeks, employees will be receiving an email asking them to complete an online Job Analysis Questionnaire (JAQ). The JAQ is a survey designed to gather job-specific details. Please begin planning with your staff how to complete these surveys if the employee does not have access to a computer as all JAQs must be submitted electronically. The employee will have two weeks to complete the JAQ, and supervisors will have one to two weeks to review them prior to submission. More information will follow.

With kick-off of the project starting next week with Human Resources, CBIZ expects the compensation and classification study to last approximately 8 months. Please contact the Human Resources Department if you have any questions.

JKL/anc

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator for Health & Community
Services and Chief Medical Officer
Cathy Bohland, Director, Human Resources



CLASSIFICATION AND COMPENSATION STUDY

EMPLOYEE ANNOUNCEMENT

Pima County has engaged CBIZ Compensation Consulting to assist us in a study of our current compensation and classifications of jobs. The results of the project will help us analyze what competitors pay for similar skills and responsibilities and will create an updated compensation system. Our goals for the new compensation system are that it:

- Is competitive with comparable organizations;
- Is fair within Pima County;
- Allows Pima County to maintain and promote a performance-oriented culture; and
- Provides Pima County with flexibility to continue to respond to economic and organizational changes.

We need your help to get an accurate description of your current job.

Towards the end of July, you will receive an email sent to your work address as identified in ADP, from noreply@gemailserver.com, which will contain instructions on how to participate in an online Job Analysis Questionnaire (JAQ). The JAQ is a structured process to gather job-specific details from job incumbents. This is a critical step and your opportunity to ensure that Human Resources and CBIZ have a clear understanding of the work you perform.

Please ensure that your work email is accurate in the ADP System by July 15.

It is understandable that many employees might wonder how this project will affect them. The mostly likely outcome is that the pay range associated with a job will change. This does not necessarily mean that individuals will receive pay changes. We will be reviewing each position to make those determinations, and we will be in touch with you and your Appointing Authority if changes are recommended for your position. We can assure you that **there will be no pay decreases in pay** due to the Classification and Compensation Study.

Human Resources will provide additional FAQs and instructions to assist in completion of the JAQ in the next few weeks, prior to receiving the link to complete the JAQ.

We thank you in advance for your support of this process. If you have questions, please contact your Appointing Authority or Human Resources at HRCompClass@pima.gov.



CLASSIFICATION AND COMPENSATION STUDY

SUPERVISORS

We have engaged CBIZ Compensation Consulting to assist us in a study of our current compensation and classifications of jobs. The results of the project will help us analyze what competitors pay for similar skills and responsibilities and will create an updated compensation system. Our goals for the new compensation system are that it:

- Is competitive with comparable organizations;
- Is fair within Pima County;
- Allows Pima County to maintain and promote a performance-oriented culture; and,
- Provides Pima County with flexibility to continue to respond to economic and organizational changes.

To support the process, all employees will need to complete an online Job Analysis Questionnaire (JAQ), which will be **sent to their work email address identified in ADP**, for purposes of gathering job-specific details from job incumbents. Please also see the Classification and Compensation Study Announcement for Employees posted on the Classification and Compensation intranet site for additional information.

Once a JAQ is submitted by an employee, the employee's supervisor will be notified via email, and is **required** to conduct a supervisor review. At this stage, the supervisor has the opportunity to comment on the JAQ submitted by the employee. Supervisors will receive a separate notice for each of their employees.

To complete the supervisor review, please advance through the employee responses. There will be opportunities within each section to provide a supervisor response if any employee responses are lacking, incorrect, or misleading.

It is important to note that in this process **we are looking to gain information about the job, not employee performance**. Therefore, when providing comments, please keep them related to job characteristics and avoid references to the value or experience of specific employees.

The JAQ will launch later in July and stay open for two weeks. Supervisors will then have 10 calendar days to complete their review. More on exact dates to follow.

We thank you in advance for your support of this process. If you have questions, please contact your Appointing Authority or Human Resources at HRCClassComp@pima.gov.

ATTACHMENT 1-D



MEMORANDUM

Date: June 17, 2022

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

From: Jan Leshner 
County Administrator

Re: **Classification and Compensation Study to Begin in July 2022**

In order to meet new opportunities and challenges, ensure continuous improvement, and provide top quality service, we must ensure that our compensation accurately reflects the market. To that end, we have engaged CBIZ Talent and Compensation Solutions to assist us in a study of job classifications and associated compensation. The focus of this study will be to develop a classification and compensation system that will support our goal of retaining and recruiting the best individuals to ensure the continued growth and success of Pima County.

The results of this study will strengthen our ability to categorize our jobs and analyze what and how our competitors pay for similar skills, duties and responsibilities. It will establish processes that value jobs and employees within Pima County based on each job and employee's contribution to our organizational objectives. Our goals for the new compensation system are that it:

- Is internally fair within Pima County;
- Reflects current market conditions and competitiveness with comparable organizations;
- Allows the County to maintain and promote career paths and a performance-oriented culture; and
- Provides us with flexibility to continue to respond to economic and organizational changes.

Employees may wonder if this project will affect them personally. The mostly likely outcome is that the pay range associated with a job will change. This does not necessarily mean that individuals will receive pay changes. We will be reviewing each department and position to make those determinations, and we will be in touch with you and your department head if changes are recommended for your position. We can assure you that there will be no pay decreases through this exercise.

The Honorable Chair and Members, Pima County Board of Supervisors
Re: **Classification and Compensation Study to Begin in July 2022**
June 17, 2022
Page 2

In the next few weeks, employees will be receiving an email asking them to complete an online Job Analysis Questionnaire (JAQ). The JAQ is a survey designed to gather job-specific details. Please begin planning with your staff how to complete these surveys if the employee does not have access to a computer as all JAQs must be submitted electronically. The employee will have two weeks to complete the JAQ, and supervisors will have one to two weeks to review them prior to submission. More information will follow.

With kick-off of the project starting next week with Human Resources, CBIZ expects the compensation and classification study to last approximately 8 months. Please contact the Human Resources Department if you have any questions.

JKL/dym

c: Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Francisco García, MD, MPH, Deputy County Administrator for Health & Community
Services and Chief Medical Officer
Cathy Bohland, Director, Human Resources

ATTACHMENT 1-E



MEMORANDUM

Date: September 29, 2022

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

From: Jan Leshner 
County Administrator

Re: **Countywide Compensation Study – Update**

In June 2022, the County engaged CBIZ Talent and Compensation Solutions (CBIZ) to assist us in a study of job classifications and associated compensation. On August 11, 2022, CBIZ sent all employees a Job Analysis Questionnaire (JAQ) at their work email address as listed in ADP. The JAQ was an internet-based questionnaire that asked every employee to provide their input regarding the job purpose, duties, required qualifications and requirements of their particular County position. Due to Election activity, both the Recorder's and Elections Departments, were permitted a later date to submit and complete JAQs. In total, CBIZ sent 6,367 JAQs to employees and CBIZ reports a return rate of 84% of completed JAQs. Additionally, CBIZ sent all JAQs to the employee's immediate supervisor for review. The JAQ submission and the supervisor review process concluded on Monday, September 19, 2022.

Over the next several weeks, CBIZ will be reviewing the information gathered to analyze our jobs in comparison to our competitors for similar skills and responsibilities to design Pima County's job architecture and create an updated compensation system. As they progress through identifying the appropriate job architecture, they will begin benchmarking the positions to market comparators. Projected timelines indicate that reviewing, organizing, and classifying our jobs will take until roughly mid-December, with a projected timeline of collecting relevant market data by mid-January, 2023. Human Resources will provide more information to employees regarding next steps on its website at [Classification and Compensation \(pima.gov\)](https://www.pima.gov/classification-and-compensation).

Upon completion of these processes, CBIZ will provide Human Resources the initial compensation study results for a quality review. After the quality review, CBIZ will provide a final report, which is currently projected for February 2023; however, that timeline is dependent upon completion of the Human Resources quality review. Upon receipt of the final report, County Administration will provide an update to the Board of Supervisors concerning next steps.

JKL/anc

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator and Chief Medical Officer
Steve Holmes, Deputy County Administrator
Cathy Bohland, Director, Human Resources

ATTACHMENT 1-F



MEMORANDUM

Date: March 2, 2023

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

From: Jan Leshner 
County Administrator

Re: **Countywide Compensation Study – Update**

In 2021, the Board of Supervisors approved an outside consultant contract to conduct a County-wide compensation study. This need had arisen over many years, during which the County's old job architecture (i.e. hierarchy of jobs within the organization) and salary structure had become outdated and overly complex, leading to redundant classifications, outdated job requirements, a lack of transparency in career pathing, and in many cases lower than average pay rates. The information provided to County leaders and the Board through this study will support decisions on these matters going forward.

Scope of Study

The County engaged CBIZ Talent and Compensation Solutions (CBIZ) to assist us in the study which is focused on:

- Creating a new job architecture framework that will align employees into specific job classifications, within job families, and identify career pathways for employees;
- Creating a new salary structure, by taking our current 69 regular grades and combining them with our various "letter" grades (e.g. B, C, D, E, F, G, L, M, P, and R grades) to create an approximately 30 grade system; and,
- Conducting an expert external review of County salaries, with market-based benchmarked pay rates for all positions.

From the information gained from the Job Analysis Questionnaires (JAQs) submitted by a large majority of employees in August 2022, CBIZ has provided Human Resources with substantial data to include the potential job architecture, career pathways, proposed salary grades, and benchmark data for our new classifications. In determining the market rate for our classifications, CBIZ was directed by Human Resources with input from County Administration to place our classifications at the 50th percentile (or middle) of the market, which reflects that half of our comparator agencies pay less and half of our comparator agencies pay more for the benchmarked classifications. Benchmarking salaries at the 50th percentile is a conservative pay philosophy, indicative of an organization that is competitive, but not a wage leader in the region.

On January 27, 2023, CBIZ provided Human Resources the initial compensation study results for a quality review. This review is a complex process that is critical to ensure that a new job architecture and compensation structure is appropriate to the unique needs of our organization and will not cause unintended consequences for employees or the County when implemented. Upon completion of the quality review, CBIZ will provide a final report, in which County Administration will provide an update to the Board of Supervisors concerning next steps and recommendations. Timing of the final report is dependent upon completion of Human Resources quality review, which is currently being conducted and expected to take 30 days, with a follow-up review by a selected Committee and then Department Heads.

Preliminary Findings

From a high overview of the preliminary data received, it suggests that those classifications at the lower end of the salary range are in line with market rate; however, as salaries for classifications increase, those classifications begin to fall under the market rate and continue to fall as the salaries increase. This is reflective of the tiered adjustments given to employees over previous years where lower paid classifications were increased at a higher percentage than higher paying classifications. This practice enabled the Board to ensure that those individuals in lower paying salary ranges remained market competitive and was successful for that purpose.

There is an additional matter of compression of employees within the first quartile of salary ranges, which is reflective of our historical practices of primarily hiring applicants at the salary range minimum, regardless of past experience and qualifications, as well as the inability for movement through the salary range. To prevent these historical practices from negatively affecting the new salary structure, upon adoption of recommended changes, it will be necessary to implement both a new policy on determining entry salaries and a pay for performance management system for uniform use by all Departments.

The preliminary report also indicated that our current job architecture does not properly describe the range of jobs actually being performed in the County. Based on the JAQs received by CBIZ, it was evident that several current “catch-all” job classifications such as Program Coordinator or Project Manager have been used over the years to fill many distinct jobs. This has resulted in the organization not having easily obtained data on all jobs being performed and contributing added complexity to determining appropriate wages for employees in these classifications. CBIZ provided suggestions on many new job classifications that would more accurately describe these jobs and be a basis for future wage benchmarking.

Items for Determination

After Human Resources quality review and determination that the classifications, salary ranges, and market rates is accurate, the County will need to make decisions that involve the following:

1. When/How to move Employees to their new job titles;
2. When/How to move Employees to the new salary grades and the resulting costs;
3. Where to place current Employees within the salary range and the resulting costs; and
4. How Employees will move through the range in the future.

Job Titles

Currently, the County has roughly 700 job classifications. Initial data provides that CBIZ has identified roughly 1,200 job classifications. Human Resources will work with CBIZ to further refine the job classifications and reduce the overall number of classification titles for recommendation to County Administration.

Placing Employees who Fall Below the Minimum of the New Salary Structure

In order to effectively use the new salary structure, all employees must be placed into the new salary structure. A preliminary review of the data suggests that a minimum of \$6.7 million is needed to get employees onto the new salary structure, with resulting pay at the minimum of the salary grade. Roughly 30% of current classifications have been found to be below the market rate. While this is the projected minimum cost, this cost *only reflects* the classifications identified as below market; it is not reflective of how these classifications affect other classifications in the same job family of the affected classification (i.e. supervisory classifications), which may require adjustments to a higher salary grade for the other classifications, nor does it reflect the additional benefit costs associated with higher salaries. Additionally, Human Resources needs to continue its review of the 1,000+ classifications to determine that all classifications have been placed in the correct salary grade. Since titles of job classifications have changed, it must ensure that the new job classifications are in the correct hierarchical order and therefore the appropriate salary grade. Any incorrect slotting of classifications would result in a higher cost to move employees onto the new salary structure. Therefore, the \$6.7 million is a very conservative cost and a more realistic estimate may be \$9 million of salary increases only. When benefits costs are included, approximately \$2.5 million, the total needed for this activity is approximately \$11.5 million. We have currently earmarked \$11 million within our current budget estimate.

Placing Employees who Currently Fall within the New Salary Structure

Once all employees have been placed onto the new salary grades, current employees' placement within the salary range must be determined. Human Resources will provide options for placement of current employees upon the receipt of CBIZ's final analysis and report. Human Resources does not yet have a cost estimate for this step.

Moving Employees through the New Salary Structure

Upon the new job architecture and salary structure being implemented, Human Resources will present drafts/revisions to policies for approval by the Board of Supervisors. These policies will provide how new hire salary is determined and a pay for performance management proposal. Both are necessary to ensure the health and accuracy of the salary structure and will have effects on the County's overall budget process going forward.

Conclusion

To provide for the initial implementation of the plan delineated above, I am including the following in the draft budget for Fiscal Year 2023/24 for future consideration by the Board of Supervisors:

- \$11.5 million towards moving employees who fall below the new salary grade minimums into the new salary grade at the minimum salary of that grade; and
- an additional \$2.5 million in contingency to be used towards the adjustments needed to move current employees to the correct place within the salary range once the method of placement is approved by the Board of Supervisors.

JKL/dym

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, Deputy County Administrator and Chief Medical Officer
Steve Holmes, Deputy County Administrator
Cathy Bohland, Director, Human Resources
Ellen Moulton, Director, Finance and Risk Management

ATTACHMENT 2



CBIZ COMPENSATION CONSULTING
JUNE 23, 2023

Pima County Final Compensation Study Results





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EXECUTIVE SUMMARY

CBIZ Compensation Consulting (“CBIZ”) was engaged by Pima County (“The County” or “Pima”) to conduct a compensation study for its employees, including a review of current compensation practices and an update of the compensation plan.

To assist Pima in implementing a compensation system that considers both market and internal factors, CBIZ matched Pima’s positions to positions in the market, developed updated salary structures, and calculated the cost of implementing the recommendations.

The remainder of this report will explain the methodology and expand on this summary to clearly document the comprehensive approach taken to analyze Pima’s current compensation practices and develop its compensation plan.



OBJECTIVE AND SCOPE OF THE STUDY

The objective of the compensation study is to provide the County with a plan that:

- Enhances the ability to attract, retain, and motivate qualified individuals;
- Establishes structures that are flexible to meet changing needs; and
- Is well-aligned with broader goals and strategies.

The scope of the study included:

A competitive market analysis of base salary and total cash compensation;

Development of a salary structure;

Reconciliation of actual compensation with market-competitive compensation;

Calculation of plan implementation costs; and

Overall recommendations.



METHODOLOGY

Compensation Definitions

Base Salary: the annual fixed rate that an individual is paid for performing a job.

Total Cash Compensation: the sum of base salary and annual incentive compensation payments from variable pay programs.

Data Points:

- 25th percentile: the value in an array that falls at the first quarter of the sampled data (75% of the values in the sample are greater than the 25th percentile value).
- 50th percentile: the value in an array that falls in the middle or median of the sampled data (half of the values in the sample fall above this value and half fall below it). This is the data point of reference for the proposed pay grade assignments.
- 75th percentile: the value in an array that falls at the third quarter of the sampled data (25% of the values in the sample are greater than the 75th percentile value).

Compa-ratio: the employee's current salary divided by a market comparison point, which is usually the market 50th percentile. An employee whose salary equals the 50th percentile of the market has a compa-ratio of 100%. A compa-ratio of less than 100% indicates that the employee's salary is less than the 50th percentile of the market, and a compa-ratio greater than 100% indicates that the employee's salary is greater than the 50th percentile of the market.

Range Penetration: the employee's current salary minus the salary grade minimum salary divided by the difference of the salary grade maximum and minimum. An employee whose range penetration equals 50% is paid at the midpoint of the salary grade range, 0% is equal to the salary grade minimum and 100% is equal to the salary grade maximum.



Market Pricing

Competitive Market Analysis

According to a recent WorldatWork survey of market pricing practices, most organizations (approximately 85%) utilize a compensation philosophy that strives to compensate employees at the median of the competitive labor market. Median pay is the point at which half of the employers pay more and half pay less.

Based on CBIZ's discussions with Pima, it intends to be competitive with its level of pay, which generally corresponds to setting the pay structure at the market median. The labor market influences described below were considered for the jobs included in the scope of the study.

Labor Market Influences

The three most important labor market characteristics are the size of an organization, geographic scope, and industries from which Pima recruits talent. Because surveys focus on different market characteristics (e.g., some focus on size, others focus on geography or industry), CBIZ determined each characteristic as it relates to each position before conducting the market analysis, as follows:

Size of Organization

A key factor to be considered in determining the market-competitive compensation, particularly for senior management positions, is the size of an organization. While compensation for many positions is based primarily upon location, industry, job tasks, and responsibilities, compensation for upper-level positions is also significantly affected by the size of the organization. CBIZ considered size factors such as a revenue of \$1.65 billion and 6489 full-time equivalent employees.

Geographic Influence

Many jobs in an organization are recruited locally. Professional jobs may be recruited statewide or regionally. Because individuals who work in senior management positions often relocate solely to accept a new job, national searches are commonly conducted for these positions. In contrast, lower-paid salaried employees seldom relocate primarily based on a job. To accurately reflect this marketplace characteristic, the survey data must be comprised of participants who reflect the geographic scope of the position in question. Too narrow or broad a market area scope either does not consider all necessary factors or introduces irrelevant factors.

However, when considering senior management positions, it is most reasonable to geographically adjust the data to the higher of the local or national market. This is because organizations in locations that have greater comparative salaries will provide higher salaries to employees. In addition, the higher (local) rates would be required to compensate an employee moving from an area with a lower cost of living. Conversely, although executives are often recruited on a national basis, in practical application executives rarely are open to reductions in pay, even if they are moving to a lower-cost area.

CBIZ primarily utilized data specific to Arizona, which is expected to be the primary market for recruiting employees under the scope of the analysis.





Industry Influence

Industry is the final key consideration for matching jobs to the market. Some jobs only exist within a certain industry and are most accurately priced to that industry exclusively. Conversely, some jobs are found in all industries, and the true market for these jobs usually considers this broader market. For example, most clerical jobs can be found in any organization. For this reason, CBIZ focused on Public sector and Government Support Services organizations or the broader labor market, as appropriate.

Salary Surveys

The first step in ascertaining the competitiveness of compensation was to determine what competitors pay for jobs comparable to those at Pima. CBIZ used its proprietary survey database that aggregates data from hundreds of valid and reliable published salary surveys and includes specific data based on geographic area, size of organization, years of experience, and industry. CBIZ used a database that compiles multiple salary sources because:

- They provide a richer and more complete view of the market.
- Survey sources may focus on different market characteristics to define market peers.
- They allow Pima to define peers and peer relationships more closely than is possible using any single survey source.
- Multiple sources allow for statistical validation of the collected data.

Aging Data

Survey data must be adjusted to account for market pay movement between the time of publication and when the data are to be used. For example, a survey may have been conducted to report salaries effective as of September 1, 2022. To market-price the jobs at Pima as of July 1, 2023, CBIZ had to age the survey data ten months. In addition, different surveys have different publication dates, and they must be aged to a common point in time. Put simply, aging the data provides up-to-date salary data and allows for an "apples to apples" comparison of survey data.

All salary data were aged to reflect estimated market pay as of July 1, 2023. Data were aged using a factor of 5.1%, which reflects the 12-month increase in compensation as reported by the Bureau of Labor Statistic's *Employment Cost Index*.

Job Matching

CBIZ reviewed the content of job analysis questionnaires and each job description provided and searched the salary survey job descriptions to find the best possible match. When a valid match was found, the corresponding salary survey market data were recorded. CBIZ recorded the 25th, 50th, and 75th percentiles for both base salary and total cash compensation.



COMPENSATION STUDY RESULTS

Market Analysis

Exhibit 1A in the Final Compensation Study Results file depicts the trendline for actual base salaries compared to market 50th percentile base salary for Pima County and Courts (excluding Law Enforcement). Exhibit 1B in the Final Compensation Study Results file depicts the trendline for actual base salaries compared to market 50th percentile base salary for Law Enforcement.

Salary Structure Development

A critical element of the compensation plan is the salary structure. The salary structure is a compensation framework comprised of multiple grades, each of which has an associated salary range. The salary structure groups jobs with similar market values and/or internal equity into the same grade. The salary structure ensures that each employee receives a salary that is reasonable given their assigned grade and corresponding salary range.

CBIZ developed two unique salary structures, one for the County and Courts and the other for Law Enforcement, which will provide a system for slotting all jobs and allow for future growth. Exhibit 2A in the Final Compensation Study Results file shows the salary structure for Pima County and Courts (Excluding Law Enforcement). Exhibit 2B in the Final Compensation Study Results file shows the salary structure for Law Enforcement. Exhibit 2C in the Final Compensation Study Results file shows the salary structure for the Attorneys. Exhibit 3A in the Final Compensation Study Results file provides a list of Pima County and Courts (excluding Law Enforcement) positions sorted by grade. Exhibit 3B in the Final Compensation Study Results file provides a list of Law Enforcement positions sorted by grade. Exhibit 3C in the Final Compensation Study Results file provides a list of Attorney positions sorted by grade.

In the proposed salary structure, the salary grade midpoint is designed to approximate the market median for each job. CBIZ slotted each position into a grade in the structure based on the grade midpoint that most closely corresponds to the market 50th percentile. The final grade classification considered other factors based on the internal equity feedback received from Pima.

SAMPLE			
Job Title:	Job XYZ		
Market Median:	\$35,455		
Salary Grade	Minimum	Midpoint	Maximum
1	\$24,778	\$30,972	\$37,166
2	\$27,398	\$35,618	\$43,837
3	\$31,508	\$40,960	\$50,413



Salary Analysis

Exhibits 4A – 4F in the Final Compensation Study Results file provide a graphical depiction of employee range penetration at the 50th percentile. Exhibits 4A and 4B provides the graphical depiction for Structure A, Pima County and Courts (excluding Law Enforcement). Exhibits 4C and 4D are for those assigned to Structure B, Law Enforcement. Exhibits 4E and 4F are for those assigned to Structure C, Attorneys.





COMPENSATION STUDY SUMMARY OF FINDINGS

- Pima's average base salary compa-ratio is 90.8%. This indicates that on average base pay is approximately 9.2% below the salary range midpoint.
 - The average base salary compa-ratio for Pima County and Courts (Excluding Law Enforcement) is 90.7%. This indicates that on average base pay is approximately 9.3% below the salary range midpoint.
 - The average base salary compa-ratio for Law Enforcement is 91.8%. This indicates that on average base pay is approximately 8.2% below the salary range midpoints.
 - The average base salary compa-ratio for Attorneys is 88.0%. This indicates that on average base pay is approximately 12.0% below the salary range midpoints.



COMPENSATION STUDY RECOMMENDATIONS

- Increase the compensation of all employees to the minimum of their respective proposed salary ranges. The range minimum represents the level at which entry-level pay can be considered market competitive.
- Temporarily freeze pay for employees above the maximum of their respective proposed grade. The pay freeze should remain in place until the point at which the range maximum surpasses actual pay.
- Implementation of the compensation plan should occur uniformly across all positions. While different implementation scenarios may recognize budget constraints, partial or sporadic implementation can result in pay equity issues.
- Consider adopting compression-based pay adjustments. This will help to ensure that employee compensation is commensurate with experience and performance. It will also allow for enhanced flexibility to onboard new employees without creating pay inequities.
- Consider implementing a merit matrix tool (or concept) to reward performance. The merit matrix is a tool that rewards employees based on performance while accelerating pay to market-competitive levels.
- Annually update structures and evaluate annual employee pay increases based on market pay trends. In order to reduce the administrative burden associated with both, CBIZ will provide annual recommendations for structure updates and salary increase budgets for five years after the study.
- Conduct a comprehensive market review every three to five years to ensure that the ranges remain market competitive.

Exhibit 1A: Pima County
Actual Annualized Base Salary Compared to Market
50th Percentile Base Salary (Excluding Law Enforcement)

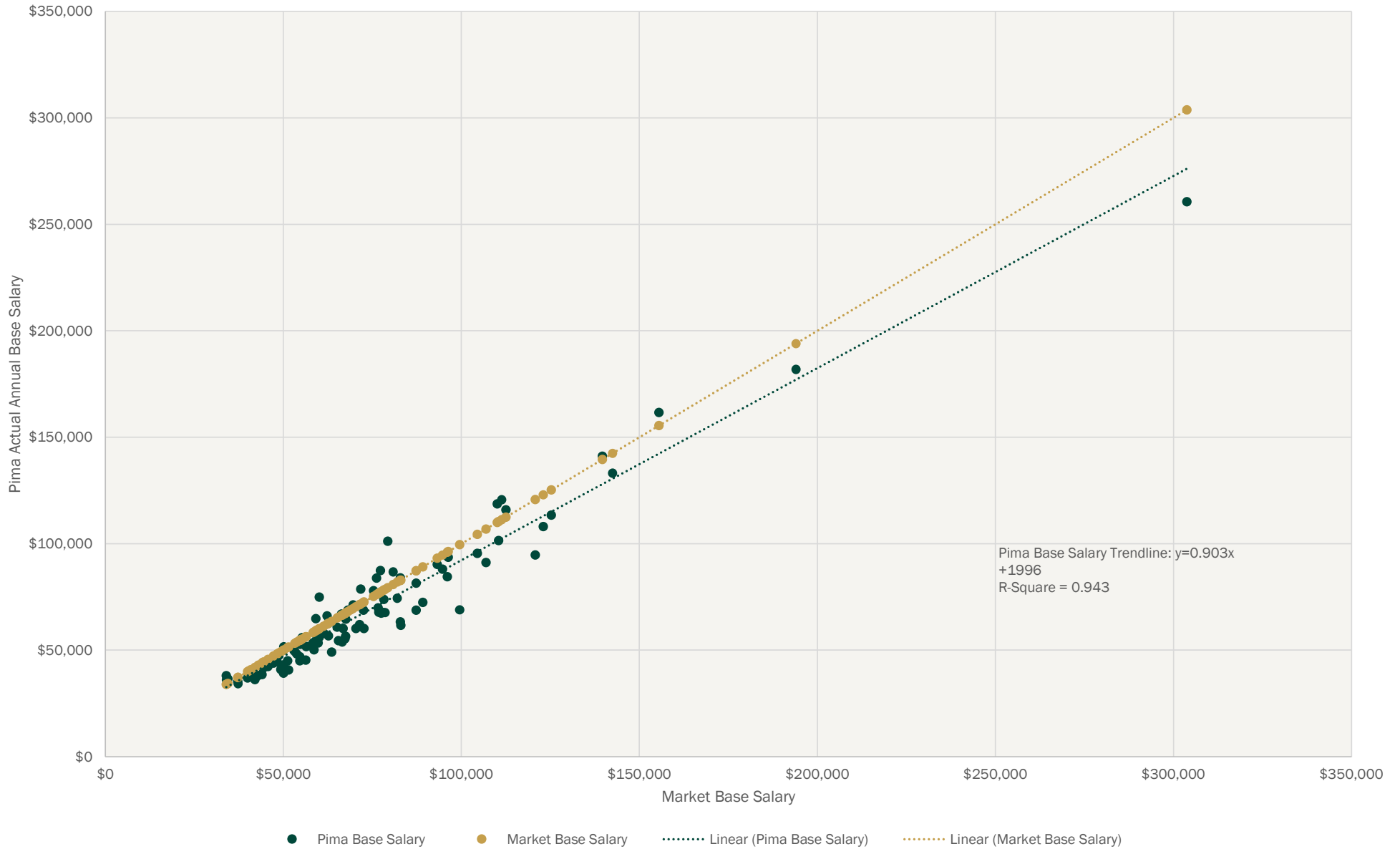
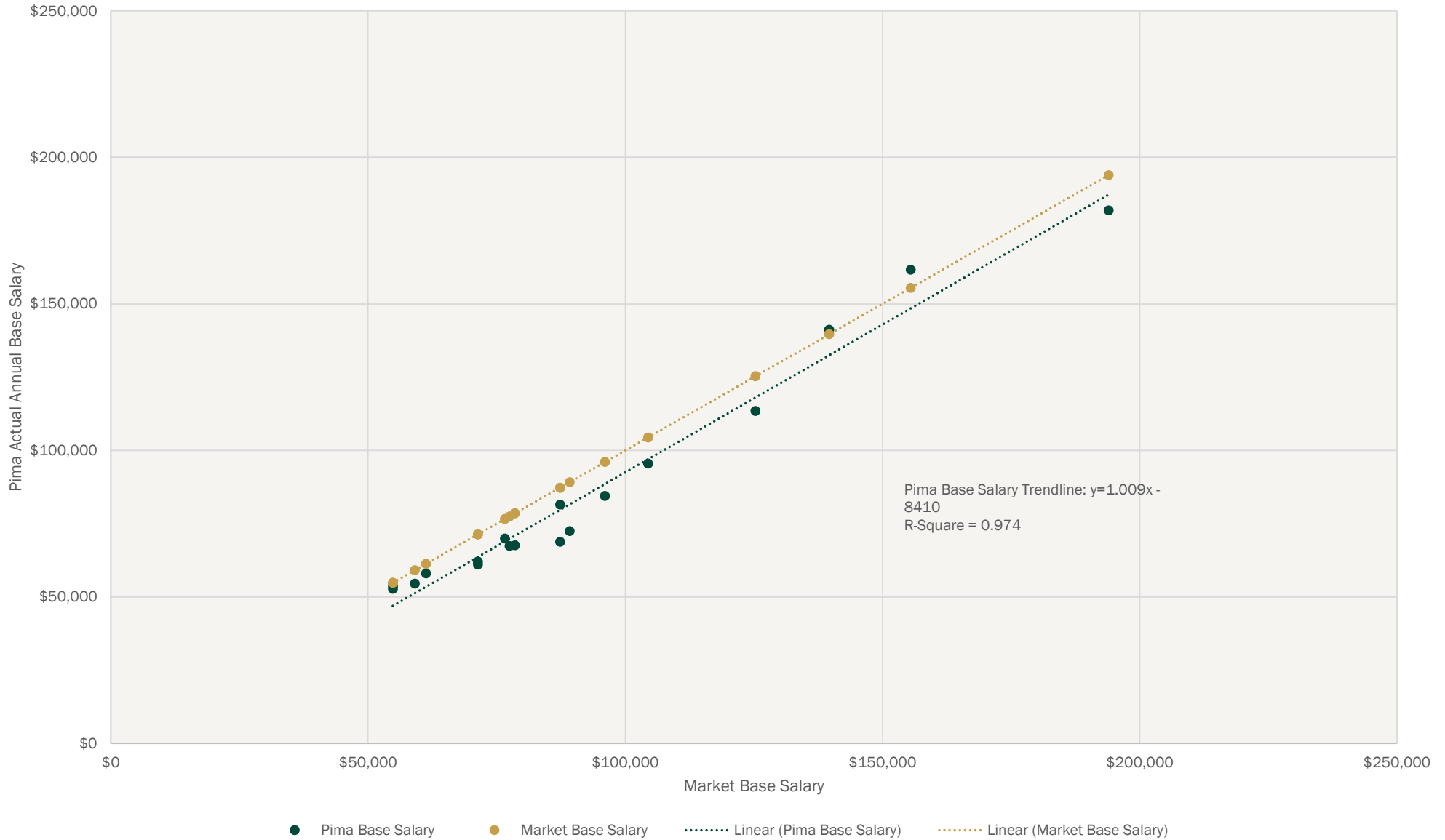


Exhibit 1B: Pima County
Actual Annualized Base Salary Compared to Market
50th Percentile Base Salary (Law Enforcement)



Pima County
Final Compensation Study Results
Exhibit 2A - Proposed Salary Ranges (Excluding Law Enforcement)
Structures Effective: TBD

Structure A - Pima County and Courts (Excluding Law Enforcement)

Grade	Salary Range - Annual			Range Spread	Midpoint Differential	Salary Range - Hourly		
	Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum
1	\$32,760	\$38,493	\$44,226	35%		\$15.75	\$18.51	\$21.26
2	\$34,398	\$40,418	\$46,437	35%	5.0%	\$16.54	\$19.43	\$22.33
3	\$36,118	\$42,439	\$48,759	35%	5.0%	\$17.36	\$20.40	\$23.44
4	\$37,924	\$44,560	\$51,197	35%	5.0%	\$18.23	\$21.42	\$24.61
5	\$39,820	\$46,788	\$53,757	35%	5.0%	\$19.14	\$22.49	\$25.84
6	\$41,811	\$49,128	\$56,445	35%	5.0%	\$20.10	\$23.62	\$27.14
7	\$43,902	\$51,584	\$59,267	35%	5.0%	\$21.11	\$24.80	\$28.49
8	\$46,097	\$54,164	\$62,230	35%	5.0%	\$22.16	\$26.04	\$29.92
9	\$47,393	\$56,872	\$66,350	40%	5.0%	\$22.79	\$27.34	\$31.90
10	\$49,763	\$59,715	\$69,668	40%	5.0%	\$23.92	\$28.71	\$33.49
11	\$52,251	\$62,701	\$73,151	40%	5.0%	\$25.12	\$30.14	\$35.17
12	\$54,863	\$65,836	\$76,809	40%	5.0%	\$26.38	\$31.65	\$36.93
13	\$57,607	\$69,128	\$80,649	40%	5.0%	\$27.70	\$33.23	\$38.77
14	\$60,487	\$72,584	\$84,682	40%	5.0%	\$29.08	\$34.90	\$40.71
15	\$66,536	\$79,843	\$93,150	40%	10.0%	\$31.99	\$38.39	\$44.78
16	\$73,189	\$87,827	\$102,465	40%	10.0%	\$35.19	\$42.22	\$49.26
17	\$80,508	\$96,610	\$112,711	40%	10.0%	\$38.71	\$46.45	\$54.19
18	\$88,881	\$111,101	\$133,321	50%	15.0%	\$42.73	\$53.41	\$64.10
19	\$102,213	\$127,766	\$153,320	50%	15.0%	\$49.14	\$61.43	\$73.71
20	\$117,545	\$146,931	\$176,318	50%	15.0%	\$56.51	\$70.64	\$84.77
21	\$135,177	\$168,971	\$202,765	50%	15.0%	\$64.99	\$81.24	\$97.48
22	\$155,453	\$194,317	\$233,180	50%	15.0%	\$74.74	\$93.42	\$112.11
23	\$178,771	\$223,464	\$268,157	50%	15.0%	\$85.95	\$107.43	\$128.92
24	\$206,275	\$268,157	\$330,039	60%	20.0%	\$99.17	\$128.92	\$158.67
25	\$247,529	\$321,788	\$396,047	60%	20.0%	\$119.00	\$154.71	\$190.41
26	\$309,412	\$402,235	\$495,059	60%	25.0%	\$148.76	\$193.38	\$238.01

Pima County
Final Compensation Study Results
Exhibit 2B - Proposed Salary Ranges (Law Enforcement)
Structures Effective: TBD

Structure B - Law Enforcement

Grade	Salary Range - Annual			Progression /		Salary Range - Hourly		
	Minimum	Midpoint	Maximum	Minimum Range Spread	Midpoint Differential	Minimum	Midpoint	Maximum
L1	\$51,814	\$53,764	\$55,714	7.5%		\$24.91	\$25.85	\$26.79
L2	\$58,500	\$60,548	\$62,595	7.0%	12.6%	\$28.13	\$29.11	\$30.09
L3	\$65,725	\$68,025	\$70,325	7.0%	12.4%	\$31.60	\$32.70	\$33.81
L4	\$73,842	\$76,426	\$79,011	7.0%	12.4%	\$35.50	\$36.74	\$37.99
L5	\$82,961	\$85,035	\$87,109	5.0%	11.3%	\$39.89	\$40.88	\$41.88
L6	\$91,465	\$93,751	\$96,038	5.0%	10.3%	\$43.97	\$45.07	\$46.17
L7	\$105,642	\$116,206	\$126,770	20.0%	24.0%	\$50.79	\$55.87	\$60.95
L8	\$116,206	\$127,827	\$139,447	20.0%	10.0%	\$55.87	\$61.46	\$67.04
L9	\$127,827	\$140,609	\$153,392	20.0%	10.0%	\$61.46	\$67.60	\$73.75
L10	\$131,634	\$154,670	\$177,706	35.0%	10.0%	\$63.29	\$74.36	\$85.44
L11	\$144,798	\$170,137	\$195,477	35.0%	10.0%	\$69.61	\$81.80	\$93.98

Pima County
Final Compensation Study Results
Exhibit 2C - Proposed Salary Ranges (Attorneys)
Structures Effective: TBD

Structure C - Attorneys

<i>Grade</i>	<i>Salary Range - Annual</i>			<i>Salary Range - Hourly</i>		
	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
A1	\$62,878	\$100,870	\$138,860	\$30.23	\$48.50	\$66.76
A2	\$77,297	\$111,929	\$146,560	\$37.16	\$53.81	\$70.46
A3	\$89,809	\$130,048	\$170,287	\$43.17	\$62.52	\$81.87
A4	\$104,602	\$151,469	\$198,336	\$50.29	\$72.82	\$95.35
A5	\$125,049	\$181,087	\$237,124	\$60.12	\$87.06	\$114.00

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
25	County Administrator Chief Medical Examiner	\$247,529	\$321,788	\$396,047
24	Deputy Chief Medical Examiner Deputy County Administrator Forensic Pathologist	\$206,275	\$268,157	\$330,039
23	Director Finance and Risk Management Director Information Technology Director Public Health Superior Court Administrator	\$178,771	\$223,464	\$268,157
22	Chief Deputy Court Administrator Chief Probation Officer Deputy Court Administrator Deputy Court Administrator, Juvenile Court Director Public Defense Services Director, Courts Information Technology Physician Dentist	\$155,453	\$194,317	\$233,180
21	Chief Deputy Court Clerk Chief Financial Advisor Sheriff's Department Deputy Director Finance and Risk Management Deputy Director Information Technology Deputy Director Public Health Director Analytics and Data Governance Director Behavioral Health Director Communications Director Community and Workforce Development Director Development Services Director Economic Development Director Elections Director Environmental Quality Director Facilities Management Director Flood Control District Director Grants Management and Innovation Director Human Resources Director Natural Resources Parks and Recreation Director Procurement Director Project Design & Construction Director Real Property Services Director Regional Wastewater Reclamation Director Transportation	\$135,177	\$168,971	\$202,765
20	Business Systems Manager II Chief Deputy County Attorney Chief Psychiatrist Chief of Veterinary Services Deputy Director Analytics and Data Governance Deputy Director Development Services Deputy Director Facilities Management Deputy Director Flood Control District Deputy Director Grants Management and Innovation Deputy Director Natural Resources Parks and Recreation	\$117,545	\$146,931	\$176,318

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

Proposed Grade	Proposed Job Title	Minimum	Midpoint	Maximum
	Deputy Director Regional Wastewater Reclamation			
	Deputy Director Transportation			
	Director Fleet Services			
	Director Justice Services			
	Director Library			
	Director Office of Emergency Management			
	Director Office of Sustainability and Conservation			
	Director Pima County Animal Care			
	Director, Courts Finance			
	Director, Courts Human Resources			
	Director, Courts Security			
	Enterprise Infrastructure Manager II			
	Information Security Officer			
	ITSD - Assistant Director, Courts Information Technology			
	ITSD - Assistant Director, Information Technology Courts			
	Legal Defender			
	Public Defender			
	Wireless Integrated Network Executive Director			
19		\$102,213	\$127,766	\$153,320
	Assistant Director Human Resources			
	Assistant Director Public Health			
	Chief Building Official			
	Chief Deputy Assessor			
	Chief Deputy Recorder			
	Chief Deputy Superintendent Schools - Educational Services			
	Chief Deputy Superintendent Schools - Financial Operations			
	Chief Deputy Treasurer			
	Deputy Director Communications			
	Deputy Director Community and Workforce Development			
	Deputy Director Economic Development			
	Deputy Director Elections			
	Deputy Director Environmental Quality			
	Deputy Director Library			
	Deputy Director Office of Sustainability and Conservation			
	Deputy Director, Courts Finance			
	Deputy Director, Courts Human Resources			
	Director Attractions and Tourism			
	Director Stadium District / Kino Sports Complex			
	Director, Clerk Finance Unit			
	Director, Clerk Human Resources/Training			
	Director, Courtroom Services			
	Director, Courts Training and Education			
	Director, Pretrial Services			
	Enterprise Infrastructure Manager I			
	Information Technology Engineering Supervisor			
	Information Technology Services Manager			
	Information Technology Support Manager			
	ITSD - Manager Customer Service & Court Audio Visual Technology			
	ITSD - Manager, Application Development Courts			
	ITSD - Manager, Business Systems Analysis, & Rptg Courts			
	ITSD - Manager, Business Systems Analysis, Dev & Rptg Courts			
	ITSD - Manager, System Infrastructure and Networking Courts			
	Legal Administrator			
	Public Fiduciary			
	Veterinarian			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
18	Wastewater Engineering Manager	\$88,881	\$111,101	\$133,321
	Architectural Manager			
	Business Systems Manager I			
	Capital Improvement Projects Manager II			
	Chief Investigator County Attorney			
	Chief of Staff to County Administrator			
	Clerk of the Board			
	Data Engineer II			
	Deputy Director Attractions and Tourism			
	Deputy Director Fleet Services			
	Deputy Director Office of Emergency Management			
	Deputy Director Pima County Animal Care			
	Deputy Director Stadium District / Kino Sports Complex			
	Deputy Planning Official			
	Director , Records Retention Courts			
	Director of Therapeutic Services			
	Director, Case Management Services			
	Director, Child Family Services			
	Director, Conciliation Court			
	Director, Juvenile Detention			
	Director, Juvenile Probation			
	Director, Law Library			
	Director, Plan Research Evaluation			
	Division Director, Adult Probation			
	Division Manager Community and Workforce Development			
	Division Manager Development Services			
	Division Manager Finance and Risk Management			
	Division Manager Flood Control District			
	Division Manager Grants Management and Innovation			
	Division Manager Human Resources			
	Division Manager Natural Resources Parks and Recreation			
	Division Manager Procurement			
	Division Manager Public Health			
	Division Manager Transportation			
	Engineer III			
	Facility Safety and Security Manager			
	Finance Administrator Sheriff's Department			
	Forensic Psychologist			
	Information Technology Engineer			
	Instrumentation Process Control Manager II			
	ITSD - Database Administrator III			
	ITSD - Software Architect			
	ITSD - Software Engineer III			
	ITSD- Database Administrator III			
	Nurse Practitioner			
	Probate Director and Registrar			
	Psychologist			
	Risk Manager			
	Senior Advisor to the County Administrator			
	Systems and Programming Manager			
	Wastewater Treatment Plant Manager			
17	88 Crime Program Manager	\$80,508	\$96,610	\$112,711
	Accounting Manager - Courts			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

Proposed Grade	Proposed Job Title	Minimum	Midpoint	Maximum
	Accounting Supervisor - Central Services			
	Accounting Supervisor - Elected Officials			
	Architect II			
	Assessor Services Manager			
	Assistant Director, Child Family Services			
	Assistant Director, Detention			
	Assistant Director, Juvenile Probation			
	Assistant Director, Pretrial Services			
	Board of Supervisors Executive Assistant			
	Business Intelligence Analyst III			
	Chief Building Inspector			
	Clinical Operations Manager			
	Compensation Manager			
	Contract Services Manager II			
	Contracts/Procurement Manager - Courts			
	Control Systems Engineer			
	Deputy Clerk of the Board			
	Director, CITS			
	Director, Jury Services			
	Diversity, Equity, and Inclusion Manager			
	Employee Relations Manager			
	Engineer II			
	Enterprise Infrastructure Engineer			
	Environmental Quality Manager			
	Field Operations Manager			
	Financial Analyst Supervisor - Central Services			
	Financial Systems Analyst Supervisor - Finance			
	Financial Analyst Supervisor - Elected Officials			
	Forensic Anthropologist			
	Geographic Information Systems Manager			
	Information Technology Communications Engineer			
	Instrumentation Process Control Manager I			
	Internal Audit Supervisor - Finance			
	ITSD - Business Intelligence Analyst III			
	Justice Courts Administrator			
	Permit and Regulatory Compliance Manager			
	Public Health Nursing Manager			
	Public Works Manager II			
	Purchasing Manager			
	Site Review Project Manager II			
Survey Manager				
Talent Acquisition Manager				
Treasurer's Investment Manager				
Wastewater Infrastructure Manager				
Wireless Services Manager				
16		\$73,189	\$87,827	\$102,465
	Aircraft Maintenance Technician Supervisor			
	Business Systems Analyst III			
	Capital Improvement Projects Manager I			
	Chief Hydrologist			
	Communications Manager			
	Community & Workforce Manager II			
	Criminal Investigator Supervisor AZPC			
	Cultural Resources Program Manager II			
	Division Manager Records Management			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

Proposed Grade	Proposed Job Title	Minimum	Midpoint	Maximum
14	Engineer I			
	Environmental Planning Manager			
	Environmental Services Officer			
	Evidence Control Manager			
	Facilities Manager - Courts			
	Facility Operations Manager			
	Financial Operations Manager - Elected Official			
	Fleet Maintenance Manager			
	Grants Manager II			
	Human Resources Nurse Liaison			
	Human Resources Training and Education Manager			
	Information and Records Manager Sheriff's Department			
	Inspection Services Manager			
	ITSD - Infrastructure Systems & Network Engineer			
	ITSD - Software Engineer II			
	Juvenile Justice System Improvement Manager			
	Landscape Architecture Project Manager			
	Library Services Manager			
	Maintenance Operations Manager			
	Manager, Court Operations			
	Natural Resources Superintendent			
	Parks Superintendent			
	Planner III			
	Project Manager II			
	Property Rights Manager			
	Public Health Nursing Supervisor			
	Public Property Manager II			
	Public Works Manager I			
	Recreation Superintendent			
	School Principal			
	Superintendent of Schools Program Director			
	Sustainability Program Manager II			
15		\$66,536	\$79,843	\$93,150
16	911 Dispatch Manager			
	Accountant III - Central Services			
	Accountant III - Schools			
	Accountant III - Elected Officials			
	Accounting Supervisor - Courts			
	Administrative Services Manager II			
	Adult Division Courtroom Services Manager			
	Architect I			
	Assessor Services Coordinator			
	Assistant Director, Jury Services			
	Business Intelligence Analyst II			
	Central Plant Supervisor			
	Construction Project Manager I			
	Contract Services Manager I			
	Conveyance Systems Manager			
	Correctional Facility Manager			
	Court Reporting Manager			
	Courts Security Manager			
	Data Engineer I			
	Dispute Resolution Supervisor			
	Electrical Supervisor			
	Electronics Specialist Supervisor			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

Proposed Grade	Proposed Job Title	Minimum	Midpoint	Maximum
14	Emergency Response and Planning Manager			
	Executive Administrative Assistant III			
	Financial Analyst III - Central Services			
	Financial Analyst III - Elected Officials			
	Financial Policies, Procedures, and Training Supervisor			
	Financial Systems Analyst III - Finance			
	Fleet Services Support Manager			
	Geographic Information Systems Analyst II			
	Grounds Manager - Kino Sports Complex			
	Helicopter Pilot			
	Human Resources Manager - Courts			
	Human Resources Occupational Health Manager			
	Human Resources Records Manager			
	HVAC Supervisor			
	Information Technology Applications Analyst			
	Information Technology Applications Engineer			
	Information Technology Service Supervisor			
	Information Technology Support Engineer			
	ITSD - Business Intelligence Analyst II			
	ITSD - Help Desk Specialist Lead			
	ITSD - Security Analyst			
	Laboratory Manager			
	Librarian III			
	Library Technical Services Manager			
	Motor Pool Manager			
	Permit Regulatory Compliance Officer			
	Pilot			
	Plumbing Supervisor			
	Probation Officer III			
	Property Appraisal Manager			
	Public Health Program Manager II			
	Public Health Registered Nurse			
	Public Works Supervisor II			
	Rehabilitation Services Manager			
	Site Review Project Manager I			
	Social Worker Supervisor			
	Specialty Courts Manager			
	Tactical Medical Coordinator			
	Warranty Program Manager			
	Wastewater Operations Manager			
	Wastewater Technical Services Manager			
	Wastewater Treatment Plant Maintenance Manager			
			\$60,487	\$72,584
14	Adult Diversion Manager			
	Aircraft Maintenance Technician			
	Asset Control Manager			
	Assistant School Principal			
	Brand Manager			
	Business Systems Analyst II			
	Capital Improvement Specialist			
	Communications Supervisor			
	Community & Workforce Manager I			
	Community Engagement Manager			
	Community Services Manager			
	Competency Manager			

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Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Conservation Science Program Manager I			
	Consumer Health and Food Safety Manager			
	Contract Supervisor			
	Correctional Health Manager			
	Corrections Food Service Manager			
	Counselor/Mediator II			
	Courts Security Supervisor			
	Crime Victim Compensation Program Manager			
	Criminal Investigator AZPC			
	Cultural Resources Program Manager I			
	Defense Investigation Supervisor			
	Donor Engagement Manager			
	Emergency Management Communications Manager			
	Emergency Management Operations Manager			
	Energy Management Specialist			
	Engineering Assistant II			
	Environmental Education Program Manager			
	Environmental Quality Program Manager			
	Events Manager			
	Executive Administrative Assistant II			
	Financial Projects Coordinator			
	Fleet Services Automotive Supervisor			
	Forensic Supervisor			
	Grants Manager I			
	Grounds Supervisor - KSC			
	Human Resources Supervisor			
	Hydrologist III			
	Industrial Electrician Supervisor			
	Information Technology Applications Developer II			
	Information Technology Support Analyst II			
	Instrumentation Process Control Supervisor			
	Interior Design Manager			
	Internal Auditor II - Finance			
	ITSD - Business Systems Analyst II			
	ITSD - Software Engineer I			
	ITSD - Systems Administrator			
	Land Mobile Radio System Analyst II			
	Legal Office Support Manager			
	Maintenance Contract Services Manager			
	Manager, Case Management Services			
	Manager, CITS			
	Manager, Juvenile Court Services			
	Manager, Research and Evaluation			
	Medical Claims Manager			
	Natural Resources Program Manager			
	Parking Services Manager			
	Parks Manager II			
	Parks Supervisor			
	Planner II			
	Procurement Officer			
	Project Manager I			
	Public Art Program Manager			
	Public Health Nurse			
	Public Health Policy Manager			
	Public Health Program Manager I			

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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Public Property Manager I			
	Public Works Supervisor I			
	Real Property Appraisal Supervisor			
	Real Property Services Supervisor			
	Regression Modeler II			
	Research Analysis Manager			
	Shooting Sports Operations Manager			
	Specialty Courts Clinical Coordinator			
	Survey Coordinator			
	Sustainability Program Manager I			
	Trades Maintenance Supervisor			
	Traffic Signal and Lighting Maintenance Supervisor			
	Transportation Maintenance Supervisor			
	Utilization and Claims Manager			
	Warehouse Manager			
	Wastewater Maintenance Supervisor			
	Wastewater Planning Manager			
13		\$57,607	\$69,128	\$80,649
	Accountant II - Central Services			
	Accountant II - Schools			
	Accountant II - Elected Officials			
	Administrative Services Manager I			
	Animal Placement Manager			
	Applications Systems Administrator - Department			
	Architectural Designer			
	Building Inspections Supervisor			
	Business Intelligence Analyst I			
	Case Management Services Supervisor			
	Chaplain			
	Clinical Dietician II			
	Clinical Mental Health Therapist			
	Contract Coordinator II			
	Counselor/Mediator I			
	Court Reporter			
	Criminal Intelligence Analyst			
	Criminal Investigations Data Analyst			
	Data Analyst II			
	Employee Relations Compliance Officer			
	Epidemiologist			
	Executive Administrative Assistant I			
	Financial Analyst II - Central Services			
	Financial Analyst II - Elected Officials			
	Financial Systems Analyst II - Finance			
	Fleet Services Support Supervisor			
	Human Resources Coordinator II			
	Hydrologist II			
	Industrial Electrician			
	Information Technology Applications Developer I			
	Information Technology Service Analyst II			
	Information Technology Support Analyst I			
	Instructional Design Specialist			
	Instrumentation Process Control Coordinator II			
	ITSD - Business Systems Analyst III			
	ITSD - Help Desk Specialist III			
	Laboratory Supervisor			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Land Mobile Radio System Analyst I			
	Latent Print Examiner II			
	Mediator			
	Medicolegal Death Investigation Supervisor			
	Planner I			
	Printing and Reproduction Services Supervisor			
	Probation Education Program Coordinator			
	Public Health Data/Informatics Analyst II			
	Real Property Appraiser II			
	Recreation Program Manager			
	Regulatory Compliance Data Coordinator			
	Risk Management Claims Adjuster			
	Safety Loss Prevention Manager			
	Social Media Engagement Coordinator			
	Special Staff Assistant II-Elected Official			
	Training and Development Officer			
	Trial Support Service Supervisor			
	Volunteer Manager			
	Wastewater Technical Training Supervisor			
12		\$54,863	\$65,836	\$76,809
	911 Dispatch Supervisor			
	Administrative Specialist Supervisor			
	Animal Care Field Operations Manager			
	Aquatics Program Manager			
	Assessments and Receivables Supervisor			
	Business Systems Analyst I			
	Central Plant System Technician II			
	Clerk Financial Analyst			
	Clerk Human Resources/Training Coordinator			
	Communications Coordinator			
	Data Analyst I			
	Data Management Coordinator			
	Defense Investigator			
	Digital Asset Coordinator			
	Educational Programming Supervisor			
	Employee Relations Coordinator - Courts			
	Engineering Assistant I			
	Environmental Health Supervisor			
	Environmental Planning Compliance Officer			
	Financial Policies, Procedures, and Training Coordinator			
	Financial Systems Analyst I - Finance			
	Flood Control Services Coordinator			
	Flood Warning System Technician			
	Geographic Information Systems Analyst I			
	Grants Coordinator II			
	Guardian and Estate Administration Supervisor			
	Home Detention Service Coordinator			
	Human Resources Analyst II - Courts			
	Hydrologist I			
	Instrumentation Process Control Coordinator I			
	Interior Designer II			
	ITSD - Business Systems Analyst I			
	Juvenile Justice System Improvement Program Supervisor			
	Laboratory Coordinator			
	Legal Office Supervisor			

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Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Librarian II			
	Licensed Clinical Social Worker			
	Morgue Supervisor			
	Parks Manager I			
	Permit Regulatory Compliance Coordinator			
	Plans Examiner II			
	Pretrial Services Supervisor			
	Probation Officer II			
	Property Appraisal Supervisor			
	Property Rights Coordinator			
	Property Tax Litigation Coordinator			
	Public Works Construction Inspector II			
	Real Property Appraiser I			
	Research Analyst II			
	Shooting Sports Supervisor			
	Specialty Courts Supervisor, Family Treatment Court			
	Survey Party Chief			
	Therapist II			
	Traffic Signal Technician II			
	Training and Education Coordinator II - Department			
11	Wastewater Operations and Maintenance Supervisor II			
	Wastewater Planner Scheduler			
		\$52,251	\$62,701	\$73,151
	Accountant I - Central Services			
	Accountant I - Elected Officials			
	Accountant I - Schools			
	Animal Behavioral Assessment Coordinator			
	Animal Placement Coordinator			
	Asset Control Supervisor			
	Body Camera Systems Coordinator			
	Building Inspector II			
	Clinical Dietician I			
	Cognitive Skills Instructor			
	Communications Specialist			
	Community & Workforce Coordinator			
	Community Engagement Coordinator			
	Competency Coordinator			
	Conservation Science Program Coordinator			
	Construction Project Coordinator			
	Contract Coordinator I			
	Correctional Health Coordinator			
	Court Appointed Special Advocates Supervisor			
	Court Interpreter Credentialed			
	Court Room Operations Supervisor			
	Database Specialist			
	Department Personnel Coordinator			
	Development Services Operation Analyst			
	EEO Coordinator - Sheriff's Department			
	Elections Operations Supervisor			
	Electronics Specialist II			
	Emergency Management Coordinator			
	Employee Recognition Coordinator			
	Environmental Education Program Coordinator			
	Environmental Specialist			
	Financial Analyst I - Central Services			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
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Proposed Grade	Proposed Job Title	Minimum	Midpoint	Maximum
	Financial Analyst I - Elected Officials			
	Financial Investigator			
	Fleet Services Automotive Specialist IV (Heavy-Duty)			
	Forensic Technician II			
	Grants Coordinator I			
	Guardian and Estate Administrator			
	Human Resources Coordinator I			
	Human Resources Information Systems Technician			
	Indigent Interment Manager			
	Information Technology Service Analyst I			
	Instrumentation Process Control Specialist			
	Internal Auditor I - Finance			
	ITSD - Help Desk Specialist II			
	Laboratory Chemist			
	Latent Print Examiner I			
	Natural Resources Program Coordinator			
	Paralegal Supervisor			
	Parks Coordinator II			
	Plans Examiner I			
	Pretrial Services Case Editor			
	Procurement Services Coordinator			
	Project Coordinator			
	Public Health Data/Informatics Analyst I			
	Public Health Program Coordinator			
	Public Works Crew Supervisor			
	Purchasing and Warehouse Supervisor			
	Range and Agricultural Property Coordinator			
	Real Property Acquisition Agent II			
	Recreation Program Coordinator			
	Redaction Specialist			
	Regression Modeler I			
	Rehabilitation Services Coordinator			
	Research and Evaluation Specialist III			
	Risk Management Coordinator			
	Safety Loss Prevention Officer			
	Shooting Sports Coordinator			
	Special Staff Assistant I-Elected Official			
	Sustainability Program Coordinator			
	Therapist, Trainee			
	Traffic Investigator			
	Training and Education Coordinator I - Department			
	Training Specialist - Sheriff's Department			
	Utilization and Claims Coordinator			
	Victim Advocate Supervisor			
	Volunteer Coordinator			
	Warehouse Supply Supervisor			
	Wastewater Heavy Duty Maintenance Mechanic			
	Wastewater Operations and Maintenance Supervisor I			
	Wastewater Technical Trainer			
	Water Conservation Coordinator			
	Wellness Program Coordinator			
	Zoning and Building Code Enforcement Inspector			
10		\$49,763	\$59,715	\$69,668
	911 Dispatcher II			
	Academic Partnership Coordinator			

Pima County
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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Administrative Specialist III			
	Adult Diversion Specialist			
	Air Quality Analyst			
	Civil Traffic Hearing Officer			
	Communicable Disease Investigator II			
	Community Development Housing Planner II			
	Court Case Management Supervisor			
	Court Operations Analyst			
	Deputy Court Clerk Supervisor			
	Diversion Specialist-STEPS Program			
	Electrician			
	Electronics Specialist I			
	Environmental Analyst			
	Environmental Health Specialist II			
	Helicopter Crew Chief			
	Horticulture Manager			
	Human Resources Analyst I - Courts			
	Human Resources Benefits Specialist II			
	HVAC Specialist			
	Information and Records Supervisor Sheriff's Department			
	Interior Designer I			
	Juvenile Detention Officer III			
	Medical Case Manager			
	Medicolegal Death Investigator			
	Nutrition Education Program Coordinator			
	Parks Coordinator I			
	Payroll Specialist - Courts			
	Permit Regulatory Compliance Specialist			
	Plumber			
	Probation Officer I			
	Pretrial Services Enhanced Supervision Specialist			
	Public Health Policy Analyst II			
	Public Works Construction Inspector I			
	Records Management Coordinator			
	Research Analyst I			
	Social Worker			
	Tactical Flight Observer			
	Traffic Signal Technician I			
	Trial Support Service Specialist			
	Utility Maintenance Worker III			
	Wastewater Conveyance System Monitor II			
	Wastewater Operations and Maintenance Technician III			
	Well Operator			
9		\$47,393	\$56,872	\$66,350
	Administrative Supervisor II - Courts			
	Animal Care Coordinator			
	Applications Systems Technician - Department			
	Building Inspector I			
	Buyer III			
	Central Plant System Technician I			
	Community Development Housing Planner I			
	Contract Specialist			
	Court Appointed Special Advocates, Lead			
	Court Services Data Analyst			
	Design Specialist			

Pima County
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Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
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Proposed Grade	Proposed Job Title	Minimum	Midpoint	Maximum
	Detention Kitchen Supervisor			
	Field Trainer, Case Management Systems			
	Fleet Services Automotive Specialist III (Light-Duty)			
	Geographic Information Systems Technician			
	Graphic Design Specialist			
	Industrial Wastewater Inspector			
	Information Technology Service Technician			
	Intake Coordinator, Family Treatment Court			
	Justice and Workforce Navigator			
	Justice Navigator			
	Justice Peer Support Coordinator			
	Librarian I			
	Paralegal Trainer			
	Parks Specialist II			
	Pretrial Services Officer			
	Probation Education Instructor			
	Property Appraiser II			
	Property Technician II			
	Recording Unit Supervisor			
	Services Translator			
	Trades Maintenance Specialist II			
	Training and Education Specialist - Courts			
	Transportation Maintenance Specialist II			
	Victim Liaison - Courts			
	Voter Registration Unit Supervisor			
	Wastewater Maintenance Specialist II			
	Youth & Family Program Coordinator			
8		\$46,097	\$54,164	\$62,230
	Accounts Payable Specialist - Finance			
	Administrative Specialist II			
	Animal Care Field Supervisor			
	Animal Care Placement Supervisor			
	Animal Care Shelter Supervisor			
	Asset Control Coordinator			
	Building Trades Plans Technician			
	Case Manager, Family Treatment Court			
	Community Engagement Specialist			
	Court Appointed Special Advocates Coordinator			
	Court Case Management Lead			
	Criminal Justice Data Analyst			
	Dispute Resolution Lead			
	Employment Specialist and Resources Coordinator			
	Environmental Education Program Specialist			
	Equipment Operator III			
	Evidence Technician II			
	Fleet Services Automotive Specialist II (Heavy-Duty)			
	Forensic Autopsy Technician			
	Forensic Technician I			
	Human Resources Specialist - Courts			
	Instructor			
	Intake Supervisor Sheriff's Department			
	Investigative Support Specialist			
	Juvenile Court Services Lead			
	Juvenile Detention Officer II			
	Laboratory Technician			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Librarian			
	Natural Resources Specialist			
	Natural Resources Program Specialist			
	Paralegal			
	Payroll Specialist - Finance			
	Printing Production Technician II			
	Program Trainer, CASA			
	Project Specialist			
	Public Fiduciary Entitlements Specialist			
	Public Health Licensed Practical Nurse			
	Research and Evaluation Specialist II			
	Surveillance Officer			
	Tax Collection Supervisor – Treasurer’s Office			
	Utility Coordinator			
	Utility Maintenance Worker II			
	Wastewater Operations and Maintenance Technician II			
	Welder			
7		\$43,902	\$51,584	\$59,267
	911 Dispatcher I			
	Accounting Specialist - Courts			
	Aquatics Supervisor			
	Buyer II			
	Case Management Specialist			
	Communicable Disease Investigator I			
	Contracts/Grants Coordinator - Courts			
	Court Services Specialist II			
	Custodial Supervisor			
	Driver Coordinator			
	Educational Advocacy Specialist			
	Engineering Plans Technician			
	Environmental Health Specialist I			
	Equipment Operator II			
	Events Coordinator - KSC			
	Fingerprint Technician II			
	Fleet Services Service Advisor/Writer II			
	Geographic Information Systems Cartographer			
	Horticulturist II			
	Housing Rehabilitation Specialist			
	Juvenile Detention Officer I			
	Juvenile Justice System Improvement Data Analyst			
	Juvenile Justice System Improvement Specialist			
	Law Clerk			
	Legal Competency Specialist			
	Library Technical Services Supervisor			
	Medical Claims Examiner			
	Motor Pool Coordinator			
	Pool Specialist II			
	Property Appraiser I			
	Property Technician I			
	Public Health Educator II			
	Public Health Policy Analyst I			
	Public Works Engineering Technician			
	Recreation Center Supervisor II			
	Tactical Medic			
	Traffic Engineering Technician II			

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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Victim Advocate			
	Warehouse Supply Technician III			
	Wastewater Conveyance System Monitor I			
6		\$41,811	\$49,128	\$56,445
	Administrative Specialist I			
	Administrative Supervisor I - Courts			
	Animal Care Dispatch Supervisor			
	Animal Care Field Investigation Officer			
	Armory Specialist			
	Asset Control Specialist			
	Community & Workforce Specialist II			
	Community Health Worker III			
	Court Interpreter Trainee			
	Court Security Officer, Armed			
	Court Services Specialist I			
	Courtroom Clerk II			
	Database Technician			
	Dispute Resolution Specialist			
	Drug Court Screener			
	Facilities Technician II - Courts			
	Financial Services Representative II			
	Fleet Services Automotive Specialist I (Light-Duty)			
	Fleet Services Automotive Technician II (Heavy-Duty)			
	Fleet Services Support Specialist II			
	Grounds Specialist - KSC			
	Human Resources Benefits Specialist I			
	Human Resources Specialist			
	Information Technology Specialist - Courts			
	Intake Specialist Sheriff's Department			
	Judicial Administrative Assistant			
	Judicial Law Clerk			
	Justice Court Security Officer			
	Law Library Associate			
	Librarian Substitute Intermittent			
	Locksmith			
	Nutrition Education Program Supervisor			
	Painter			
	Parks Specialist I			
	Printing Production Technician I			
	Public Health Navigator			
	Range and Agricultural Maintenance Specialist			
	Real Property Acquisition Agent I			
	Recreation Center Supervisor I			
	Research and Evaluation Specialist I			
	Residential Treatment Liaison			
	Resources Center Specialist			
	Substance Abuse Screener			
	Superior Courtroom Clerk			
	Trades Maintenance Specialist I			
	Transportation Maintenance Specialist I			
	Utility Maintenance Worker I			
	Utility Locator			
	Voter Outreach Coordinator			
	Wastewater Maintenance Specialist I			
	Wastewater Operations and Maintenance Technician I			

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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
5		\$39,820	\$46,788	\$53,757
	Administrative Assistant Supervisor			
	Animal Care Field Officer			
	Assessments and Receivables Specialist			
	Buyer I			
	Case Management Specialist - Courts			
	Clerk Assistant Unit Supervisor			
	Community & Workforce Specialist I			
	Court Interpreter Services Coordinator			
	Court Security Officer, Unarmed			
	Courtroom Clerk I			
	Data Specialist, Juvenile Court			
	Department Personnel Specialist			
	Elections Technician II			
	Electronic Surveillance Specialist			
	Equipment Operator I			
	Evidence Technician I			
	Facilities Technician I - Courts			
	Fingerprint Technician I			
	Fleet Services Service Advisor/Writer I			
	Library Associate			
	Parks Technician II			
	Pool Specialist I			
	Public Health Educator I			
	Recording Specialist			
	Recovery Specialist II, Family Treatment Court			
	Recreation Coordinator II			
	Survey Technician			
	Traffic Engineering Technician I			
	Voter Registration Specialist			
	Wastewater Maintenance Technician II			
	Zoning Inspection Technician			
4		\$37,924	\$44,560	\$51,197
	911 Call Intake Specialist			
	Accounts Payable Technician - Finance			
	Administrative Assistant III			
	Archive Management Specialist			
	Community & Workforce Intake Specialist II			
	Community Restitution Supervisor			
	Corrections Cook II			
	Document Imaging Specialist			
	Environmental Health Technician			
	Financial Services Representative I			
	Fleet Services Support Specialist I			
	Horticulturist I			
	Jury Clerk			
	Lifeguard III			
	Nutrition Education Specialist II			
	Payroll Technician - Finance			
	Public Health Program Specialist			
	Public Safety Data Technician			
	Records Management Specialist			
	Records Technician Sheriff's Department			
	Recovery Specialist I, Family Treatment Court			
	Recreation Coordinator I			

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Final Compensation Study Results
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<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
	Tax Collection Specialist II - Treasurer's Office			
	Transportation Maintenance Technician II			
	Warehouse Supply Technician II			
	Youth Crew Leader			
3		\$36,118	\$42,439	\$48,759
	Accounting Support Specialist II			
	Animal Care Assistant II			
	Animal Care Technician II			
	Appraisal Support Specialist			
	Background Investigator - Courts			
	Bailiff			
	Community & Workforce Intake Specialist I			
	Community & Workforce Technician II			
	Community Health Worker II			
	Court Case Management Generalist			
	Court Temporary Staff			
	Courtroom Clerk Specialist			
	Custodian III			
	Deputy Court Clerk III			
	Driver II			
	Events Specialist - KSC			
	Fleet Services Automotive Technician I (Light-Duty)			
	Groundskeeper - KSC			
	Indigent Interment Coordinator			
	Legal Secretary			
	Lifeguard II			
	Morgue Assistant			
	Parks Technician I			
	Probation Dispatcher I			
	Public Safety Specialist			
	Public Safety Transcription Technician			
	Recording Technician			
	Rehabilitation Services Specialist			
	Tax Collection Specialist I - Treasurer's Office			
	Trades Maintenance Technician			
	Transportation Maintenance Technician I			
	Voter Registration Clerk			
	Wastewater Maintenance Technician I			
2		\$34,398	\$40,418	\$46,437
	Accounting Support Specialist I			
	Administrative Assistant II			
	Administrative Support Training Specialist			
	Animal Care Assistant I			
	Animal Care Dispatcher			
	Cashier			
	Community Health Specialist			
	Community Health Worker I			
	Community Restitution Program Specialist			
	Corrections Cook I			
	Court Case Management Specialist			
	Court Services Support Specialist I			
	Custodian II			
	Deputy Court Clerk II			
	Education Services Support Specialist - Courts			
	Elections Technician I			

Pima County
Final Compensation Study Results
Exhibit 3A - Jobs by Grade (Excluding Law Enforcement)
Data Effective: TBD

<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
1	Law Library Specialist			
	Legal Processing Support			
	Library Program Instructor			
	Library Technical Assistant			
	Lifeguard I			
	Medical Assistant			
	Nutrition Education Specialist I			
	Process Server			
	Rangemaster			
	Recreation Specialist			
	Support Specialist II, CASA			
	Support Specialist II, Family Treatment Court			
	Support Specialist II, Juvenile Court			
	Support Specialist II, Probation			
	Support Specialist, Pretrial Services			
	Warehouse Supply Technician I			
1		\$32,760	\$38,493	\$44,226
1	Administrative Assistant I			
	Adult Work Experience Program			
	AmeriCorps			
	Animal Care Response Technician			
	Animal Care Technician I			
	Architect Intern			
	Community & Workforce Technician I			
	Cook			
	Courier			
	Court Records Specialist			
	Custodian I			
	Deputy Court Clerk I			
	Driver I			
	Elections Aide			
	Engineering Intern			
	Events Worker			
	Information Technology Customer Service Assistant - Courts			
	Intern			
	Laborer			
	Laundry Attendant			
	Library Page			
	Mail Services Worker			
	Parks Visitor Center Clerk			
	Public Health Aide			
	Receptionist, Adult Probation			
	Receptionist, Pretrial Services			
	Receptionist/Office Support			
	Receptionist/Office Support, Juvenile Court			
	Recreation Aide			
	Support Specialist I, Detention			
	Trades Maintenance Helper			
	Visitor Center Clerk			
	Warehouse Operations Helper			
	Elections Worker			
	Youth Worker			

Pima County
Final Compensation Study Results
Exhibit 3B - Jobs by Grade (Law Enforcement)
Data Effective: TBD

<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
L11	Chief Deputy Sheriff	\$144,798	\$170,137	\$195,477
L10	Bureau Chief	\$131,634	\$154,670	\$177,706
L9	Deputy Sheriff Captain	\$127,827	\$140,609	\$153,392
L8	Deputy Sheriff Lieutenant	\$116,206	\$127,827	\$139,447
L7	Corrections Captain	\$105,642	\$116,206	\$126,770
L6	Corrections Lieutenant Deputy Sheriff Sergeant II	\$91,465	\$93,751	\$96,038
L5	Corrections Sergeant II Deputy Sheriff Sergeant I Detective III	\$82,961	\$85,035	\$87,109
L4	Corrections Sergeant I Deputy Sheriff III Detective II	\$73,842	\$76,426	\$79,011
L3	Corrections Officer III Deputy Sheriff II Detective I	\$65,725	\$68,025	\$70,325
L2	Corrections Officer II Deputy Sheriff I	\$58,500	\$60,548	\$62,595
L1	Corrections Officer I Corrections Officer Substitute	\$51,814	\$53,764	\$55,714

Pima County
Final Compensation Study Results
Exhibit 3C - Jobs by Grade (Attorneys)
Data Effective: TBD

<i>Proposed Grade</i>	<i>Proposed Job Title</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
A5		\$125,049	\$181,087	\$237,124
	Administrative Attorney			
	Attorney Bureau Chief			
A4		\$104,602	\$151,469	\$198,336
	Attorney Supervisor			
A3		\$89,809	\$130,048	\$170,287
	Attorney II			
A2		\$77,297	\$111,929	\$146,560
	Attorney I			
A1		\$62,878	\$100,870	\$138,860
	Attorney			

Exhibit 4A: Pima County
Employee Placement within the Proposed Salary Range (Excluding Law Enforcement)

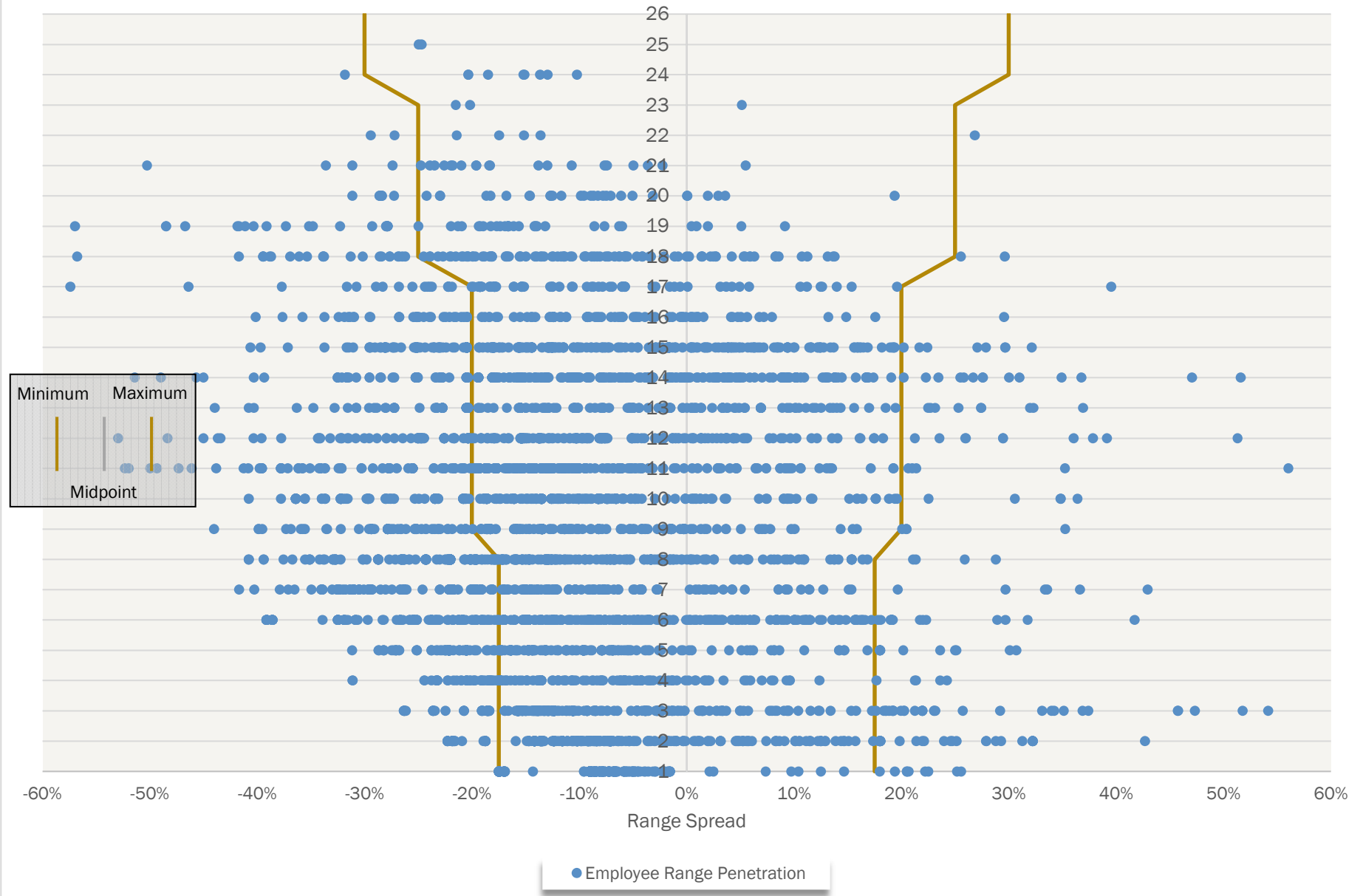


Exhibit 4B: Pima County
Employee Placement within the Proposed Salary Range (Excluding Law Enforcement)

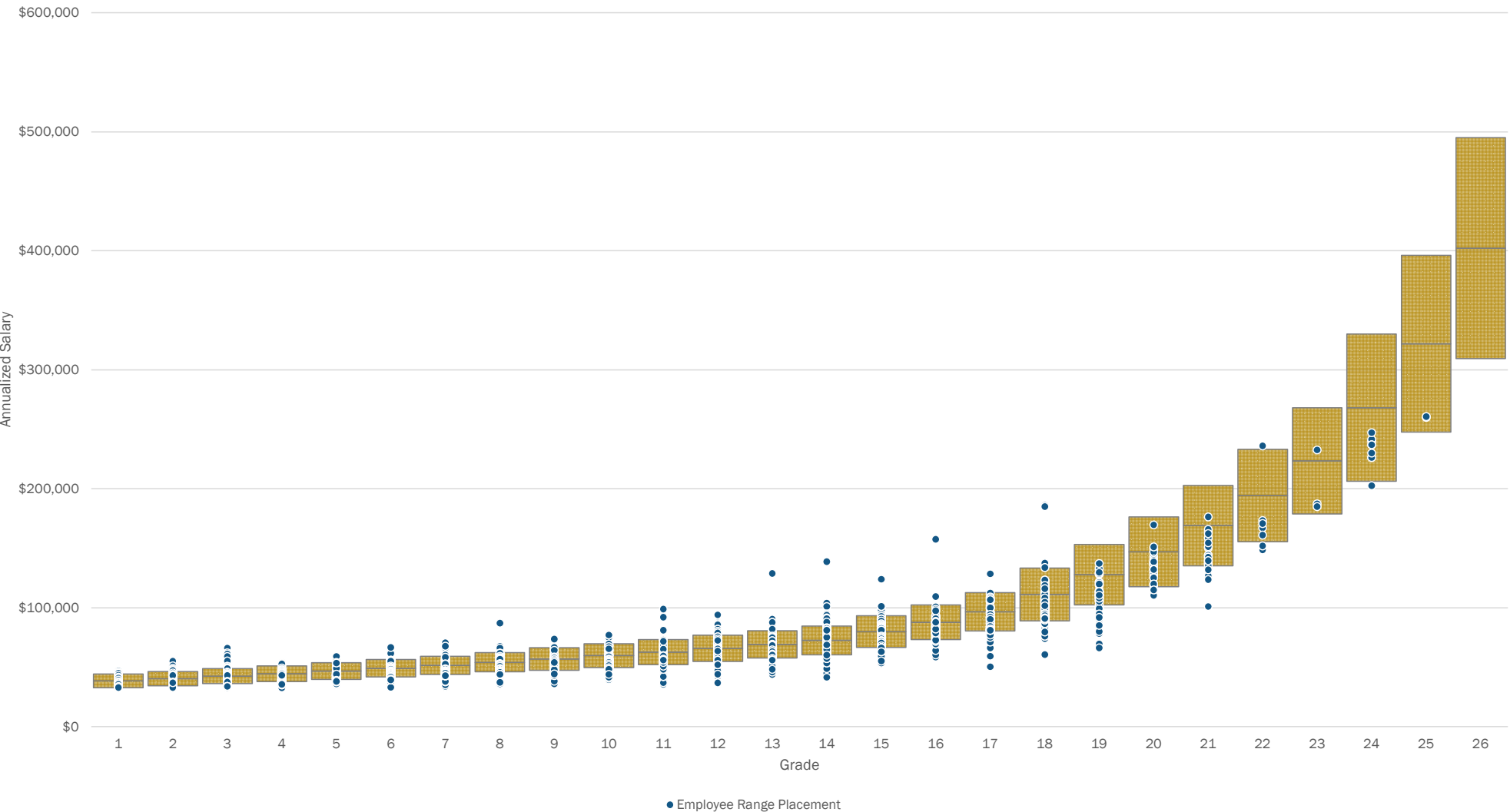


Exhibit 4C: Pima County
Employee Placement within the Proposed Salary Range (Law Enforcement)

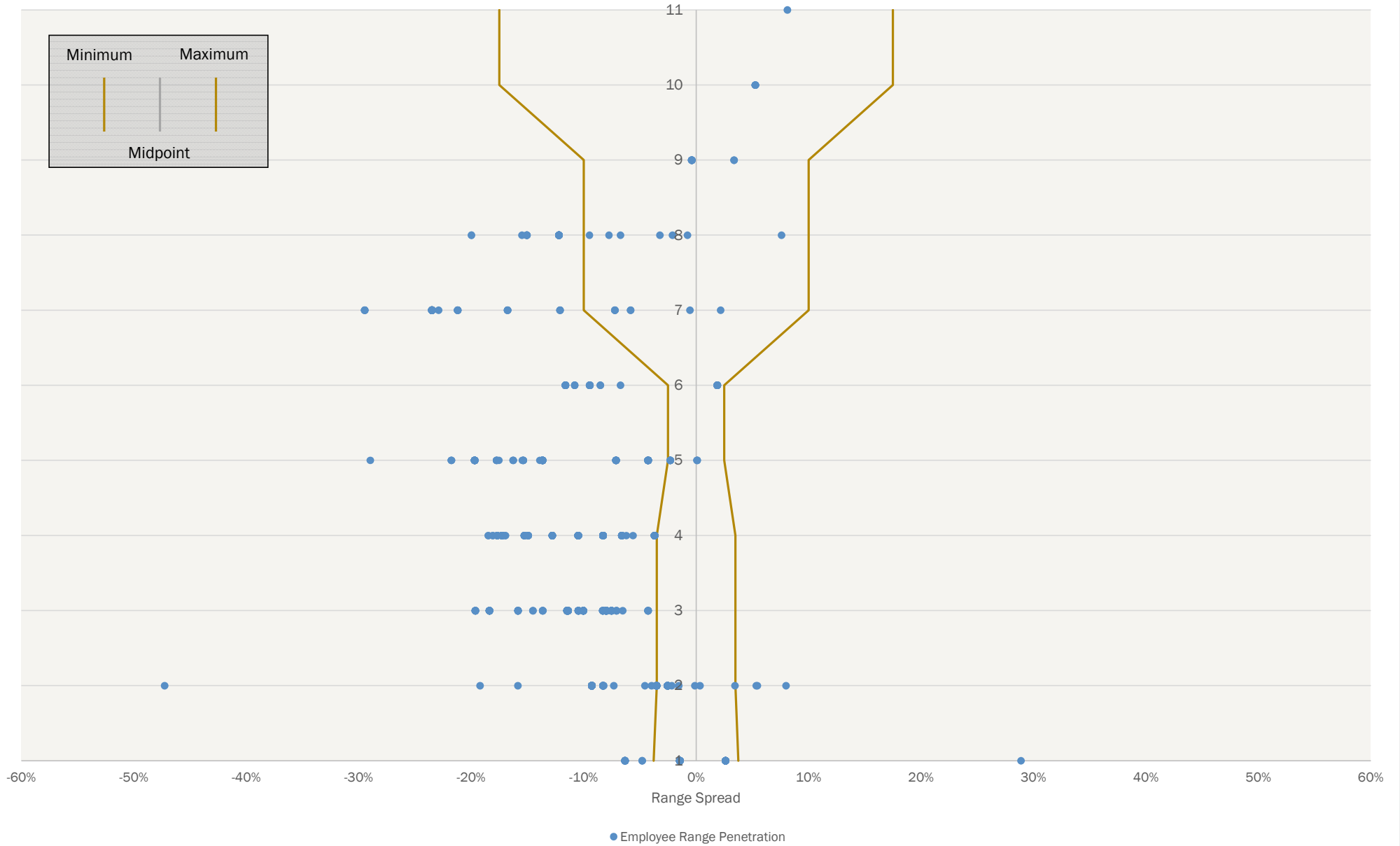


Exhibit 4D: Pima County
Employee Placement within the Proposed Salary Range (Law Enforcement)

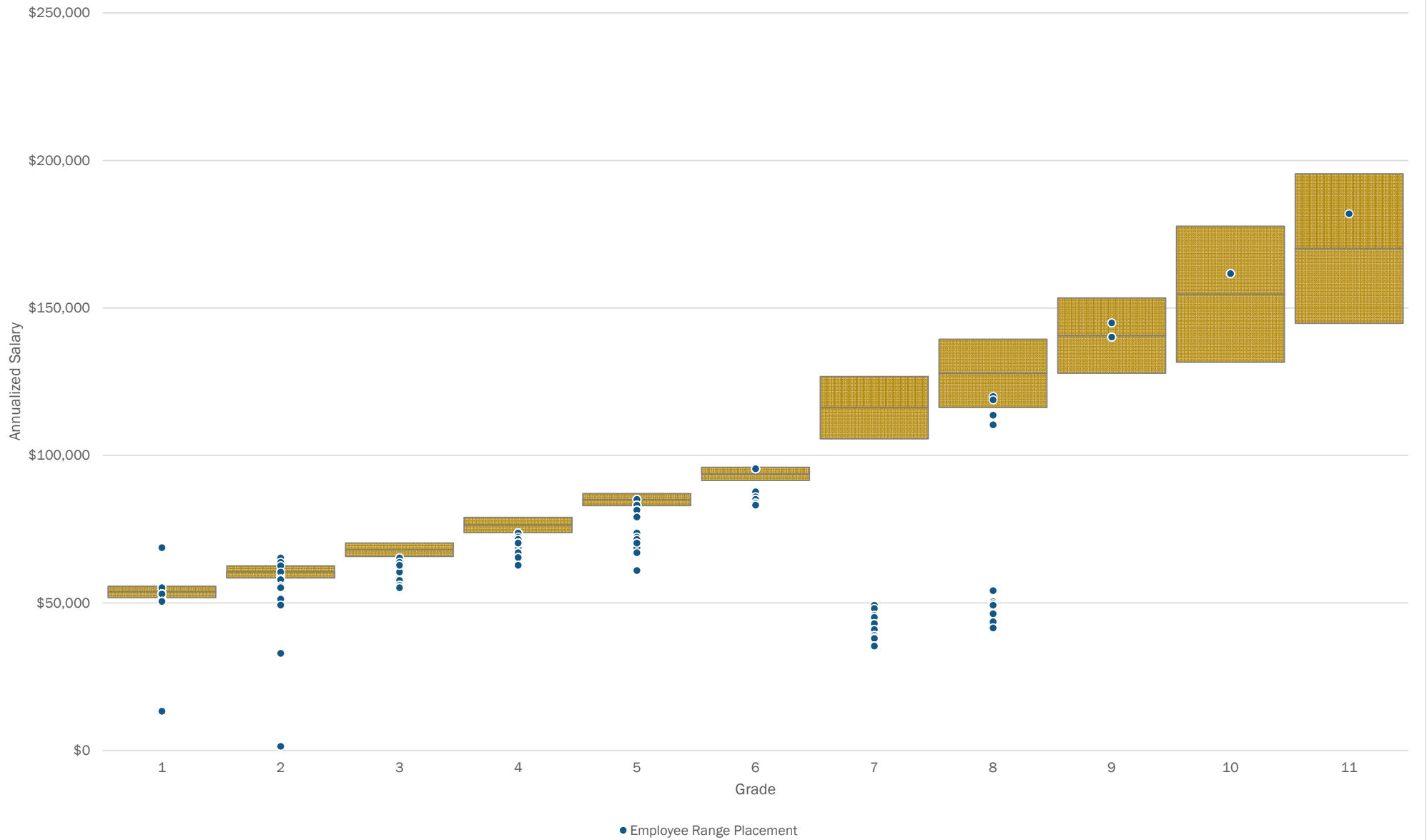


Exhibit 4E: Pima County
Employee Placement within the Proposed Salary Range (Attorneys)

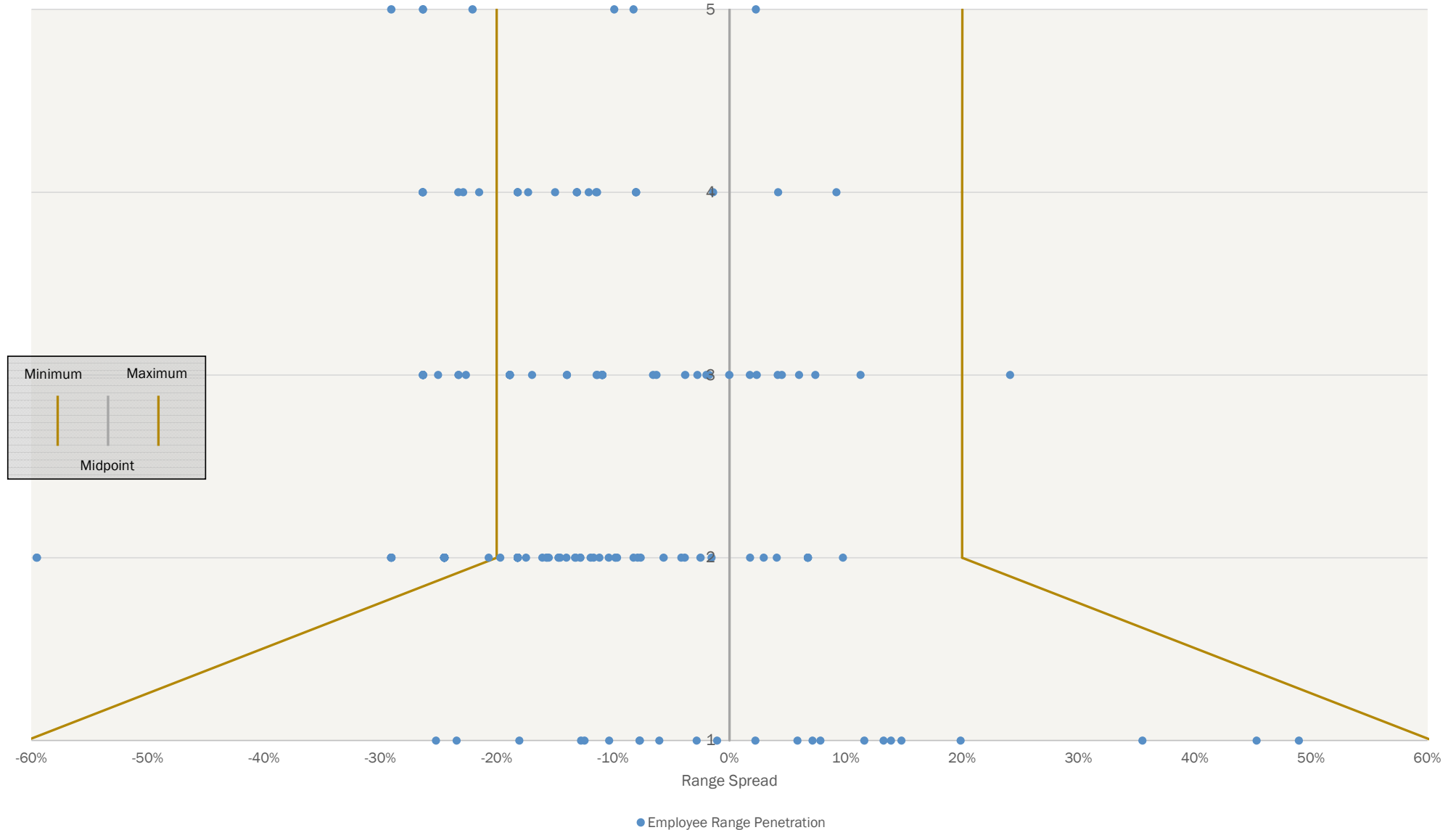
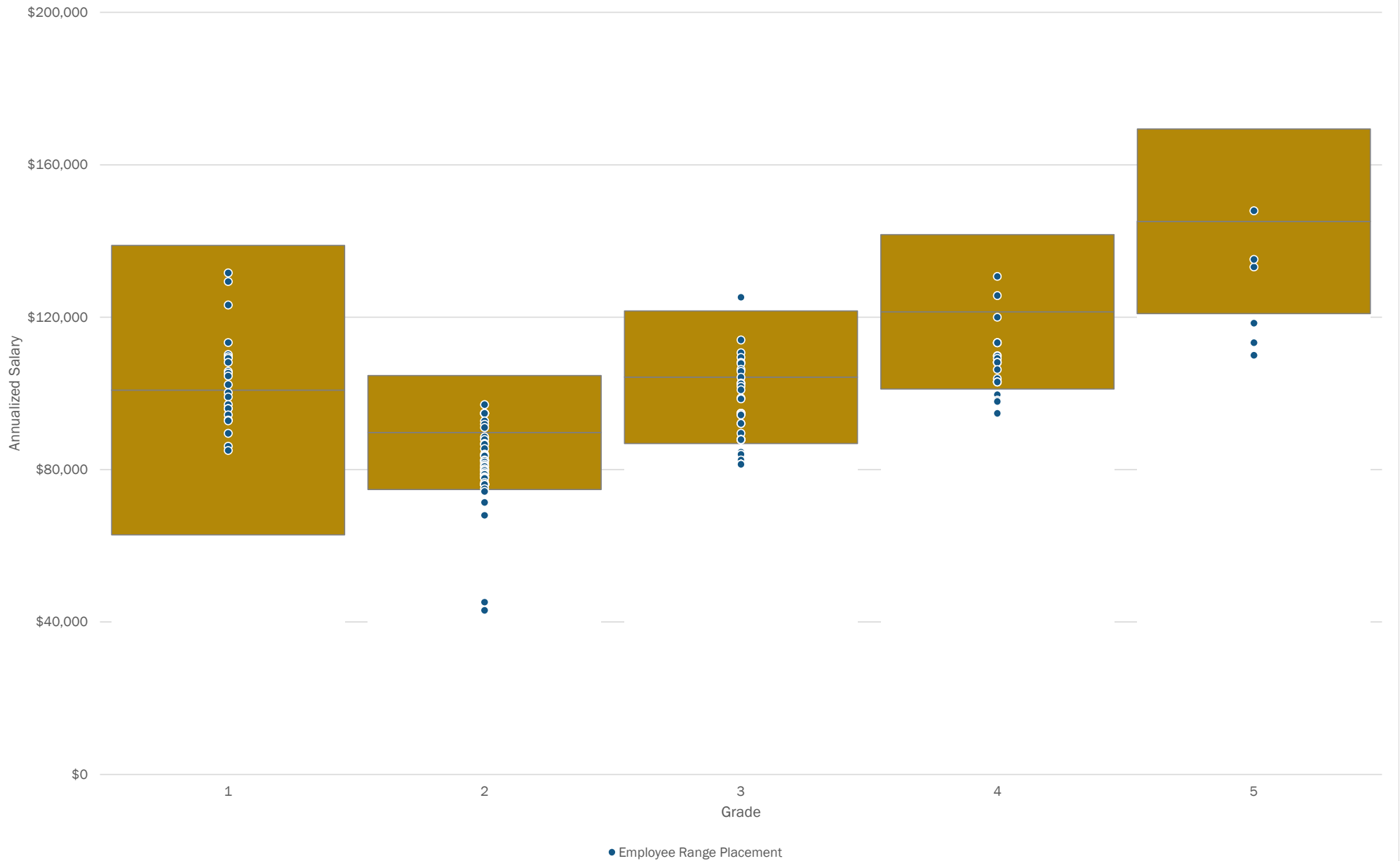


Exhibit 4F: Pima County
Employee Placement within the Proposed Salary Range (Attorneys)



ATTACHMENT 3

Attachment 3: List of Classifications and Salary Grades

Pima County

Final Compensation Study Results

Data Effective TBD

Green Dot = New salary grade minimum is higher than the prior salary grade minimum

Yellow Dot = New salary grade minimum remains the same as prior salary grade minimum

Red Dot = New salary grade minimum is below the prior salary grade minimum (no decrease to current employee salaries)

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - =
1000	County Administrator	25	\$247,529	\$321,788	\$396,047	●
1001	Chief Medical Examiner	25	\$247,529	\$321,788	\$396,047	●
1002	Deputy Chief Medical Examiner	24	\$206,275	\$268,157	\$330,039	●
1003	Deputy County Administrator	24	\$206,275	\$268,157	\$330,039	●
1004	Forensic Pathologist	24	\$206,275	\$268,157	\$330,039	●
1005	Director Finance and Risk Management	23	\$178,771	\$223,464	\$268,157	●
1006	Director Information Technology	23	\$178,771	\$223,464	\$268,157	●
1007	Director Public Health	23	\$178,771	\$223,464	\$268,157	●
1008	Superior Court Administrator	23	\$178,771	\$223,464	\$268,157	●
1009	Chief Deputy Court Administrator	22	\$155,453	\$194,317	\$233,180	●
1010	Chief Probation Officer	22	\$155,453	\$194,317	\$233,180	●
1011	Deputy Court Administrator	22	\$155,453	\$194,317	\$233,180	●
1012	Deputy Court Administrator, Juvenile Court	22	\$155,453	\$194,317	\$233,180	●
1013	Director Public Defense Services	22	\$155,453	\$194,317	\$233,180	●
1014	Director, Courts Information Technology	22	\$155,453	\$194,317	\$233,180	●
1015	Physician Dentist	22	\$155,453	\$194,317	\$233,180	●
1016	Chief Deputy Court Clerk	21	\$135,177	\$168,971	\$202,765	●
1017	Chief Financial Advisor Sheriff's Department	21	\$135,177	\$168,971	\$202,765	●
1018	Deputy Director Finance and Risk Management	21	\$135,177	\$168,971	\$202,765	●
1019	Deputy Director Information Technology	21	\$135,177	\$168,971	\$202,765	●
1020	Deputy Director Public Health	21	\$135,177	\$168,971	\$202,765	●
1021	Director Analytics and Data Governance	21	\$135,177	\$168,971	\$202,765	●
1022	Director Behavioral Health	21	\$135,177	\$168,971	\$202,765	●
1023	Director Communications	21	\$135,177	\$168,971	\$202,765	●
1024	Director Community and Workforce Development	21	\$135,177	\$168,971	\$202,765	●
1025	Director Development Services	21	\$135,177	\$168,971	\$202,765	●
1026	Director Economic Development	21	\$135,177	\$168,971	\$202,765	●
1027	Director Elections	21	\$135,177	\$168,971	\$202,765	●
1028	Director Environmental Quality	21	\$135,177	\$168,971	\$202,765	●
1029	Director Facilities Management	21	\$135,177	\$168,971	\$202,765	●
1030	Director Flood Control District	21	\$135,177	\$168,971	\$202,765	●
1031	Director Grants Management and Innovation	21	\$135,177	\$168,971	\$202,765	●
1032	Director Human Resources	21	\$135,177	\$168,971	\$202,765	●
1033	Director Natural Resources Parks and Recreation	21	\$135,177	\$168,971	\$202,765	●
1034	Director Procurement	21	\$135,177	\$168,971	\$202,765	●
1035	Director Project Design & Construction	21	\$135,177	\$168,971	\$202,765	●
1036	Director Real Property Services	21	\$135,177	\$168,971	\$202,765	●
1037	Director Regional Wastewater Reclamation	21	\$135,177	\$168,971	\$202,765	●
1038	Director Transportation	21	\$135,177	\$168,971	\$202,765	●
1039	Business Systems Manager II	20	\$117,545	\$146,931	\$176,318	●
1040	Chief Deputy County Attorney	20	\$117,545	\$146,931	\$176,318	●
1041	Chief of Veterinary Services	20	\$117,545	\$146,931	\$176,318	●
1042	Chief Psychiatrist	20	\$117,545	\$146,931	\$176,318	●
1043	Deputy Director Analytics and Data Governance	20	\$117,545	\$146,931	\$176,318	●
1044	Deputy Director Development Services	20	\$117,545	\$146,931	\$176,318	●
1045	Deputy Director Facilities Management	20	\$117,545	\$146,931	\$176,318	●
1046	Deputy Director Flood Control District	20	\$117,545	\$146,931	\$176,318	●
1047	Deputy Director Grants Management and Innovation	20	\$117,545	\$146,931	\$176,318	●
1048	Deputy Director Natural Resources Parks and Recreation	20	\$117,545	\$146,931	\$176,318	●
1049	Deputy Director Regional Wastewater Reclamation	20	\$117,545	\$146,931	\$176,318	●
1050	Deputy Director Transportation	20	\$117,545	\$146,931	\$176,318	●
1051	Director Fleet Services	20	\$117,545	\$146,931	\$176,318	●
1052	Director Justice Services	20	\$117,545	\$146,931	\$176,318	●
1053	Director Library	20	\$117,545	\$146,931	\$176,318	●
1054	Director Office of Emergency Management	20	\$117,545	\$146,931	\$176,318	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
1055	Director Office of Sustainability and Conservation	20	\$117,545	\$146,931	\$176,318	●
1056	Director Pima County Animal Care	20	\$117,545	\$146,931	\$176,318	●
1057	Director, Courts Finance	20	\$117,545	\$146,931	\$176,318	●
1058	Director, Courts Human Resources	20	\$117,545	\$146,931	\$176,318	●
1059	Director, Courts Security	20	\$117,545	\$146,931	\$176,318	●
1060	Enterprise Infrastructure Manager II	20	\$117,545	\$146,931	\$176,318	●
1061	Information Security Officer	20	\$117,545	\$146,931	\$176,318	●
1062	ITSD - Assistant Director, Courts Information Technology	20	\$117,545	\$146,931	\$176,318	●
1063	ITSD - Assistant Director, Information Technology Courts	20	\$117,545	\$146,931	\$176,318	●
1064	Legal Defender	20	\$117,545	\$146,931	\$176,318	●
1065	Public Defender	20	\$117,545	\$146,931	\$176,318	●
1066	Wireless Integrated Network Executive Director	20	\$117,545	\$146,931	\$176,318	●
1067	Assistant Director Human Resources	19	\$102,213	\$127,766	\$153,320	●
1068	Assistant Director Public Health	19	\$102,213	\$127,766	\$153,320	●
1069	Chief Building Official	19	\$102,213	\$127,766	\$153,320	●
1070	Chief Deputy Assessor	19	\$102,213	\$127,766	\$153,320	●
1071	Chief Deputy Recorder	19	\$102,213	\$127,766	\$153,320	●
1072	Chief Deputy Superintendent Schools - Educational Services	19	\$102,213	\$127,766	\$153,320	●
1073	Chief Deputy Superintendent Schools - Financial Operations	19	\$102,213	\$127,766	\$153,320	●
1074	Chief Deputy Treasurer	19	\$102,213	\$127,766	\$153,320	●
1075	Deputy Director Communications	19	\$102,213	\$127,766	\$153,320	●
1076	Deputy Director Community and Workforce Development	19	\$102,213	\$127,766	\$153,320	●
1077	Deputy Director Economic Development	19	\$102,213	\$127,766	\$153,320	●
1078	Deputy Director Elections	19	\$102,213	\$127,766	\$153,320	●
1079	Deputy Director Environmental Quality	19	\$102,213	\$127,766	\$153,320	●
1080	Deputy Director Library	19	\$102,213	\$127,766	\$153,320	●
1081	Deputy Director Office of Sustainability and Conservation	19	\$102,213	\$127,766	\$153,320	●
1082	Deputy Director, Courts Finance	19	\$102,213	\$127,766	\$153,320	●
1083	Deputy Director, Courts Human Resources	19	\$102,213	\$127,766	\$153,320	●
1084	Director Attractions and Tourism	19	\$102,213	\$127,766	\$153,320	●
1085	Director Stadium District / Kino Sports Complex	19	\$102,213	\$127,766	\$153,320	●
1100	Legal Administrator	19	\$102,213	\$127,766	\$153,320	●
1101	Public Fiduciary	19	\$102,213	\$127,766	\$153,320	●
1102	Veterinarian	19	\$102,213	\$127,766	\$153,320	●
1103	Wastewater Engineering Manager	19	\$102,213	\$127,766	\$153,320	●
1104	Architectural Manager	18	\$88,881	\$111,101	\$133,321	●
1105	Business Systems Manager I	18	\$88,881	\$111,101	\$133,321	●
1106	Capital Improvement Projects Manager II	18	\$88,881	\$111,101	\$133,321	●
1107	Chief Investigator County Attorney	18	\$88,881	\$111,101	\$133,321	●
1108	Chief of Staff to County Administrator	18	\$88,881	\$111,101	\$133,321	●
1109	Clerk of the Board	18	\$88,881	\$111,101	\$133,321	●
1110	Data Engineer II	18	\$88,881	\$111,101	\$133,321	●
1111	Deputy Director Attractions and Tourism	18	\$88,881	\$111,101	\$133,321	●
1112	Deputy Director Fleet Services	18	\$88,881	\$111,101	\$133,321	●
1113	Deputy Director Office of Emergency Management	18	\$88,881	\$111,101	\$133,321	●
1114	Deputy Director Pima County Animal Care	18	\$88,881	\$111,101	\$133,321	●
1115	Deputy Director Stadium District / Kino Sports Complex	18	\$88,881	\$111,101	\$133,321	●
1116	Deputy Planning Official	18	\$88,881	\$111,101	\$133,321	●
1117	Director , Records Retention Courts	18	\$88,881	\$111,101	\$133,321	●
1127	Division Manager Community and Workforce Development	18	\$88,881	\$111,101	\$133,321	●
1128	Division Manager Development Services	18	\$88,881	\$111,101	\$133,321	●
1129	Division Manager Finance and Risk Management	18	\$88,881	\$111,101	\$133,321	●
1130	Division Manager Flood Control District	18	\$88,881	\$111,101	\$133,321	●
1131	Division Manager Grants Management and Innovation	18	\$88,881	\$111,101	\$133,321	●
1132	Division Manager Human Resources	18	\$88,881	\$111,101	\$133,321	●
1133	Division Manager Natural Resources Parks and Recreation	18	\$88,881	\$111,101	\$133,321	●
1134	Division Manager Procurement	18	\$88,881	\$111,101	\$133,321	●
1135	Division Manager Public Health	18	\$88,881	\$111,101	\$133,321	●
1136	Division Manager Transportation	18	\$88,881	\$111,101	\$133,321	●
1137	Engineer III	18	\$88,881	\$111,101	\$133,321	●
1138	Facility Safety and Security Manager	18	\$88,881	\$111,101	\$133,321	●
1139	Finance Administrator Sheriff's Department	18	\$88,881	\$111,101	\$133,321	●
1140	Forensic Psychologist	18	\$88,881	\$111,101	\$133,321	●
1147	Nurse Practitioner	18	\$88,881	\$111,101	\$133,321	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
1148	Probate Director and Registrar	18	\$88,881	\$111,101	\$133,321	●
1149	Psychologist	18	\$88,881	\$111,101	\$133,321	●
1150	Risk Manager	18	\$88,881	\$111,101	\$133,321	●
1151	Senior Advisor to the County Administrator	18	\$88,881	\$111,101	\$133,321	●
1154	88 Crime Program Manager	17	\$80,508	\$96,610	\$112,711	●
1159	Assessor Services Manager	17	\$80,508	\$96,610	\$112,711	●
1164	Board of Supervisors Executive Assistant	17	\$80,508	\$96,610	\$112,711	●
1167	Clinical Operations Manager	17	\$80,508	\$96,610	\$112,711	●
1168	Compensation Manager	17	\$80,508	\$96,610	\$112,711	●
1171	Control Systems Engineer	17	\$80,508	\$96,610	\$112,711	●
1172	Deputy Clerk of the Board	17	\$80,508	\$96,610	\$112,711	●
1175	Diversity, Equity, and Inclusion Manager	17	\$80,508	\$96,610	\$112,711	●
1176	Employee Relations Manager	17	\$80,508	\$96,610	\$112,711	●
1184	Forensic Anthropologist	17	\$80,508	\$96,610	\$112,711	●
1190	Justice Courts Administrator	17	\$80,508	\$96,610	\$112,711	●
1191	Permit and Regulatory Compliance Manager	17	\$80,508	\$96,610	\$112,711	●
1194	Purchasing Manager	17	\$80,508	\$96,610	\$112,711	●
1197	Talent Acquisition Manager	17	\$80,508	\$96,610	\$112,711	●
1198	Treasurer's Investment Manager	17	\$80,508	\$96,610	\$112,711	●
1199	Wastewater Infrastructure Manager	17	\$80,508	\$96,610	\$112,711	●
1201	Aircraft Maintenance Technician Supervisor	16	\$73,189	\$87,827	\$102,465	●
1203	Capital Improvement Projects Manager I	16	\$73,189	\$87,827	\$102,465	●
1205	Communications Manager	16	\$73,189	\$87,827	\$102,465	●
1209	Division Manager Records Management	16	\$73,189	\$87,827	\$102,465	●
1221	Information and Records Manager Sheriff's Department	16	\$73,189	\$87,827	\$102,465	●
1234	Project Manager II	16	\$73,189	\$87,827	\$102,465	●
1235	Property Rights Manager	16	\$73,189	\$87,827	\$102,465	●
1241	Superintendent of Schools Program Director	16	\$73,189	\$87,827	\$102,465	●
1242	Sustainability Program Manager II	16	\$73,189	\$87,827	\$102,465	●
1258	Correctional Facility Manager	15	\$66,536	\$79,843	\$93,150	●
1277	Human Resources Records Manager	15	\$66,536	\$79,843	\$93,150	●
1289	Motor Pool Manager	15	\$66,536	\$79,843	\$93,150	●
1291	Pilot	15	\$66,536	\$79,843	\$93,150	●
1302	Tactical Medical Coordinator	15	\$66,536	\$79,843	\$93,150	●
1307	Adult Diversion Manager	14	\$60,487	\$72,584	\$84,682	●
1308	Aircraft Maintenance Technician	14	\$60,487	\$72,584	\$84,682	●
1317	Community Services Manager	14	\$60,487	\$72,584	\$84,682	●
1318	Competency Manager	14	\$60,487	\$72,584	\$84,682	●
1322	Correctional Health Manager	14	\$60,487	\$72,584	\$84,682	●
1326	Crime Victim Compensation Program Manager	14	\$60,487	\$72,584	\$84,682	●
1328	Cultural Resources Program Manager I	14	\$60,487	\$72,584	\$84,682	●
1387	Utilization and Claims Manager	14	\$60,487	\$72,584	\$84,682	●
1395	Animal Placement Manager	13	\$57,607	\$69,128	\$80,649	●
1401	Chaplain	13	\$57,607	\$69,128	\$80,649	●
1406	Court Reporter	13	\$57,607	\$69,128	\$80,649	●
1441	Special Staff Assistant II-Elected Official	13	\$57,607	\$69,128	\$80,649	●
1444	Volunteer Manager	13	\$57,607	\$69,128	\$80,649	●
1448	Animal Care Field Operations Manager	12	\$54,863	\$65,836	\$76,809	●
1455	Communications Coordinator	12	\$54,863	\$65,836	\$76,809	●
1471	Guardian and Estate Administration Supervisor	12	\$54,863	\$65,836	\$76,809	●
1513	Communications Specialist	11	\$52,251	\$62,701	\$73,151	●
1540	Guardian and Estate Administrator	11	\$52,251	\$62,701	\$73,151	●
1571	Special Staff Assistant I-Elected Official	11	\$52,251	\$62,701	\$73,151	●
1691	Instructor	8	\$46,097	\$54,164	\$62,230	●
1779	Judicial Administrative Assistant	6	\$41,811	\$49,128	\$56,445	●
1780	Judicial Law Clerk	6	\$41,811	\$49,128	\$56,445	●
3000	Attorney	A1	\$62,878	\$100,870	\$138,860	●
3001	Attorney I	A2	\$77,297	\$111,929	\$146,560	●
3002	Attorney II	A3	\$89,809	\$130,048	\$170,287	●
3003	Attorney Supervisor	A4	\$104,602	\$151,469	\$198,336	●
3004	Attorney Bureau Chief	A5	\$125,049	\$181,087	\$237,124	●
3005	Administrative Attorney	A5	\$125,049	\$181,087	\$237,124	●
4000	Corrections Officer I	L1	\$51,814	\$53,764	\$55,714	●
4001	Corrections Officer Substitute	L1	\$51,814	\$53,764	\$55,714	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
4002	Corrections Officer II	L2	\$58,500	\$60,548	\$62,595	●
4003	Deputy Sheriff I	L2	\$58,500	\$60,548	\$62,595	●
4004	Corrections Officer III	L3	\$65,725	\$68,025	\$70,325	●
4005	Deputy Sheriff II	L3	\$65,725	\$68,025	\$70,325	●
4006	Detective I	L3	\$65,725	\$68,025	\$70,325	●
4007	Corrections Sergeant I	L4	\$73,842	\$76,426	\$79,011	●
4008	Deputy Sheriff III	L4	\$73,842	\$76,426	\$79,011	●
4009	Detective II	L4	\$73,842	\$76,426	\$79,011	●
4010	Corrections Sergeant II	L5	\$82,961	\$85,035	\$87,109	●
4011	Deputy Sheriff Sergeant I	L5	\$82,961	\$85,035	\$87,109	●
4012	Detective III	L5	\$82,961	\$85,035	\$87,109	●
4013	Corrections Lieutenant	L6	\$91,465	\$93,751	\$96,038	●
4014	Deputy Sheriff Sergeant II	L6	\$91,465	\$93,751	\$96,038	●
4015	Corrections Captain	L7	\$105,642	\$116,206	\$126,770	●
4016	Deputy Sheriff Lieutenant	L8	\$116,206	\$127,827	\$139,447	●
4017	Deputy Sheriff Captain	L9	\$127,827	\$140,609	\$153,392	●
4018	Bureau Chief	L10	\$131,634	\$154,670	\$177,706	●
4019	Chief Deputy Sheriff	L11	\$144,798	\$170,137	\$195,477	●
5086	Director, Clerk Finance Unit	19	\$102,213	\$127,766	\$153,320	●
5087	Director, Clerk Human Resources/Training	19	\$102,213	\$127,766	\$153,320	●
5088	Director, Courtroom Services	19	\$102,213	\$127,766	\$153,320	●
5089	Director, Courts Training and Education	19	\$102,213	\$127,766	\$153,320	●
5090	Director, Pretrial Services	19	\$102,213	\$127,766	\$153,320	●
5091	Enterprise Infrastructure Manager I	19	\$102,213	\$127,766	\$153,320	●
5092	Information Technology Engineering Supervisor	19	\$102,213	\$127,766	\$153,320	●
5093	Information Technology Service Manager	19	\$102,213	\$127,766	\$153,320	●
5094	Information Technology Support Manager	19	\$102,213	\$127,766	\$153,320	●
5095	ITSD - Manager Customer Service & Court Audio Visual Technology	19	\$102,213	\$127,766	\$153,320	●
5096	ITSD - Manager, Application Development Courts	19	\$102,213	\$127,766	\$153,320	●
5097	ITSD - Manager, Business Systems Analysis, & Rptg Courts	19	\$102,213	\$127,766	\$153,320	●
5098	ITSD - Manager, Business Systems Analysis, Dev & Rptg Courts	19	\$102,213	\$127,766	\$153,320	●
5099	ITSD - Manager, System Infrastructure and Networking Courts	19	\$102,213	\$127,766	\$153,320	●
5118	Director of Therapeutic Services	18	\$88,881	\$111,101	\$133,321	●
5119	Director, Case Management Services	18	\$88,881	\$111,101	\$133,321	●
5120	Director, Child Family Services	18	\$88,881	\$111,101	\$133,321	●
5121	Director, Conciliation Court	18	\$88,881	\$111,101	\$133,321	●
5122	Director, Juvenile Detention	18	\$88,881	\$111,101	\$133,321	●
5123	Director, Juvenile Probation	18	\$88,881	\$111,101	\$133,321	●
5124	Director, Law Library	18	\$88,881	\$111,101	\$133,321	●
5125	Director, Plan Research Evaluation	18	\$88,881	\$111,101	\$133,321	●
5126	Division Director, Adult Probation	18	\$88,881	\$111,101	\$133,321	●
5141	Information Technology Engineer	18	\$88,881	\$111,101	\$133,321	●
5142	Instrumentation Process Control Manager II	18	\$88,881	\$111,101	\$133,321	●
5143	ITSD - Database Administrator III	18	\$88,881	\$111,101	\$133,321	●
5144	ITSD - Software Architect	18	\$88,881	\$111,101	\$133,321	●
5145	ITSD - Software Engineer III	18	\$88,881	\$111,101	\$133,321	●
5146	ITSD- Database Administrator III	18	\$88,881	\$111,101	\$133,321	●
5152	Systems and Programming Manager	18	\$88,881	\$111,101	\$133,321	●
5153	Wastewater Treatment Plant Manager	18	\$88,881	\$111,101	\$133,321	●
5155	Accounting Manager - Courts	17	\$80,508	\$96,610	\$112,711	●
5156	Accounting Supervisor - Central Services	17	\$80,508	\$96,610	\$112,711	●
5157	Accounting Supervisor - Elected Officials	17	\$80,508	\$96,610	\$112,711	●
5158	Architect II	17	\$80,508	\$96,610	\$112,711	●
5160	Assistant Director, Child Family Services	17	\$80,508	\$96,610	\$112,711	●
5161	Assistant Director, Detention	17	\$80,508	\$96,610	\$112,711	●
5162	Assistant Director, Juvenile Probation	17	\$80,508	\$96,610	\$112,711	●
5163	Assistant Director, Pretrial Services	17	\$80,508	\$96,610	\$112,711	●
5165	Business Intelligence Analyst III	17	\$80,508	\$96,610	\$112,711	●
5166	Chief Building Inspector	17	\$80,508	\$96,610	\$112,711	●
5169	Contract Services Manager II	17	\$80,508	\$96,610	\$112,711	●
5170	Contracts/Procurement Manager - Courts	17	\$80,508	\$96,610	\$112,711	●
5173	Director, CITS	17	\$80,508	\$96,610	\$112,711	●
5174	Director, Jury Services	17	\$80,508	\$96,610	\$112,711	●
5177	Engineer II	17	\$80,508	\$96,610	\$112,711	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5178	Enterprise Infrastructure Engineer	17	\$80,508	\$96,610	\$112,711	●
5179	Environmental Quality Manager	17	\$80,508	\$96,610	\$112,711	●
5180	Field Operations Manager	17	\$80,508	\$96,610	\$112,711	●
5181	Financial Analyst Supervisor - Central Services	17	\$80,508	\$96,610	\$112,711	●
5182	Financial Analyst Supervisor - Elected Officials	17	\$80,508	\$96,610	\$112,711	●
5183	Financial Systems Analyst Supervisor - Finance	17	\$80,508	\$96,610	\$112,711	●
5185	Geographic Information Systems Manager	17	\$80,508	\$96,610	\$112,711	●
5186	Information Technology Communications Engineer	17	\$80,508	\$96,610	\$112,711	●
5187	Instrumentation Process Control Manager I	17	\$80,508	\$96,610	\$112,711	●
5188	Internal Audit Supervisor - Finance	17	\$80,508	\$96,610	\$112,711	●
5189	ITSD - Business Intelligence Analyst III	17	\$80,508	\$96,610	\$112,711	●
5192	Public Health Nursing Manager	17	\$80,508	\$96,610	\$112,711	●
5193	Public Works Manager II	17	\$80,508	\$96,610	\$112,711	●
5195	Site Review Project Manager II	17	\$80,508	\$96,610	\$112,711	●
5196	Survey Manager	17	\$80,508	\$96,610	\$112,711	●
5200	Wireless Services Manager	17	\$80,508	\$96,610	\$112,711	●
5202	Business Systems Analyst III	16	\$73,189	\$87,827	\$102,465	●
5204	Chief Hydrologist	16	\$73,189	\$87,827	\$102,465	●
5206	Community & Workforce Manager II	16	\$73,189	\$87,827	\$102,465	●
5207	Criminal Investigator Supervisor AZPC	16	\$73,189	\$87,827	\$102,465	●
5208	Cultural Resources Program Manager II	16	\$73,189	\$87,827	\$102,465	●
5210	Engineer I	16	\$73,189	\$87,827	\$102,465	●
5211	Environmental Planning Manager	16	\$73,189	\$87,827	\$102,465	●
5212	Environmental Services Officer	16	\$73,189	\$87,827	\$102,465	●
5213	Evidence Control Manager	16	\$73,189	\$87,827	\$102,465	●
5214	Facilities Manager - Courts	16	\$73,189	\$87,827	\$102,465	●
5215	Facility Operations Manager	16	\$73,189	\$87,827	\$102,465	●
5216	Financial Operations Manager - Elected Official	16	\$73,189	\$87,827	\$102,465	●
5217	Fleet Maintenance Manager	16	\$73,189	\$87,827	\$102,465	●
5218	Grants Manager II	16	\$73,189	\$87,827	\$102,465	●
5219	Human Resources Nurse Liaison	16	\$73,189	\$87,827	\$102,465	●
5220	Human Resources Training and Education Manager	16	\$73,189	\$87,827	\$102,465	●
5222	Inspection Services Manager	16	\$73,189	\$87,827	\$102,465	●
5223	ITSD - Business Systems Analyst III	16	\$73,189	\$87,827	\$102,465	●
5224	ITSD - Infrastructure Systems & Network Engineer	16	\$73,189	\$87,827	\$102,465	●
5225	ITSD - Software Engineer II	16	\$73,189	\$87,827	\$102,465	●
5226	Juvenile Justice System Improvement Manager	16	\$73,189	\$87,827	\$102,465	●
5227	Landscape Architecture Project Manager	16	\$73,189	\$87,827	\$102,465	●
5228	Library Services Manager	16	\$73,189	\$87,827	\$102,465	●
5229	Maintenance Operations Manager	16	\$73,189	\$87,827	\$102,465	●
5230	Manager, Court Operations	16	\$73,189	\$87,827	\$102,465	●
5231	Natural Resources Superintendent	16	\$73,189	\$87,827	\$102,465	●
5232	Parks Superintendent	16	\$73,189	\$87,827	\$102,465	●
5233	Planner III	16	\$73,189	\$87,827	\$102,465	●
5236	Public Health Nursing Supervisor	16	\$73,189	\$87,827	\$102,465	●
5237	Public Property Manager II	16	\$73,189	\$87,827	\$102,465	●
5238	Public Works Manager I	16	\$73,189	\$87,827	\$102,465	●
5239	Recreation Superintendent	16	\$73,189	\$87,827	\$102,465	●
5240	School Principal	16	\$73,189	\$87,827	\$102,465	●
5243	911 Dispatch Manager	15	\$66,536	\$79,843	\$93,150	●
5244	Accountant III - Central Services	15	\$66,536	\$79,843	\$93,150	●
5245	Accountant III - Elected Officials	15	\$66,536	\$79,843	\$93,150	●
5246	Accountant III - Schools	15	\$66,536	\$79,843	\$93,150	●
5247	Accounting Supervisor - Courts	15	\$66,536	\$79,843	\$93,150	●
5248	Administrative Services Manager II	15	\$66,536	\$79,843	\$93,150	●
5249	Adult Division Courtroom Services Manager	15	\$66,536	\$79,843	\$93,150	●
5250	Architect I	15	\$66,536	\$79,843	\$93,150	●
5251	Assessor Services Coordinator	15	\$66,536	\$79,843	\$93,150	●
5252	Assistant Director, Jury Services	15	\$66,536	\$79,843	\$93,150	●
5253	Business Intelligence Analyst II	15	\$66,536	\$79,843	\$93,150	●
5254	Central Plant Supervisor	15	\$66,536	\$79,843	\$93,150	●
5255	Construction Project Manager I	15	\$66,536	\$79,843	\$93,150	●
5256	Contract Services Manager I	15	\$66,536	\$79,843	\$93,150	●
5257	Conveyance Systems Manager	15	\$66,536	\$79,843	\$93,150	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5259	Court Reporting Manager	15	\$66,536	\$79,843	\$93,150	●
5260	Courts Security Manager	15	\$66,536	\$79,843	\$93,150	●
5261	Data Engineer I	15	\$66,536	\$79,843	\$93,150	●
5262	Dispute Resolution Supervisor	15	\$66,536	\$79,843	\$93,150	●
5263	Electrical Supervisor	15	\$66,536	\$79,843	\$93,150	●
5264	Electronics Specialist Supervisor	15	\$66,536	\$79,843	\$93,150	●
5265	Emergency Response and Planning Manager	15	\$66,536	\$79,843	\$93,150	●
5266	Executive Administrative Assistant III	15	\$66,536	\$79,843	\$93,150	●
5267	Financial Analyst III - Central Services	15	\$66,536	\$79,843	\$93,150	●
5268	Financial Analyst III - Elected Officials	15	\$66,536	\$79,843	\$93,150	●
5269	Financial Policies, Procedures, and Training Supervisor	15	\$66,536	\$79,843	\$93,150	●
5270	Financial Systems Analyst III - Finance	15	\$66,536	\$79,843	\$93,150	●
5271	Fleet Services Support Manager	15	\$66,536	\$79,843	\$93,150	●
5272	Geographic Information Systems Analyst II	15	\$66,536	\$79,843	\$93,150	●
5273	Grounds Manager - Kino Sports Complex	15	\$66,536	\$79,843	\$93,150	●
5274	Helicopter Pilot	15	\$66,536	\$79,843	\$93,150	●
5275	Human Resources Manager - Courts	15	\$66,536	\$79,843	\$93,150	●
5276	Human Resources Occupational Health Manager	15	\$66,536	\$79,843	\$93,150	●
5278	HVAC Supervisor	15	\$66,536	\$79,843	\$93,150	●
5279	Information Technology Applications Analyst	15	\$66,536	\$79,843	\$93,150	●
5280	Information Technology Applications Engineer	15	\$66,536	\$79,843	\$93,150	●
5281	Information Technology Service Supervisor	15	\$66,536	\$79,843	\$93,150	●
5282	Information Technology Support Engineer	15	\$66,536	\$79,843	\$93,150	●
5283	ITSD - Business Intelligence Analyst II	15	\$66,536	\$79,843	\$93,150	●
5284	ITSD - Help Desk Specialist Lead	15	\$66,536	\$79,843	\$93,150	●
5285	ITSD - Security Analyst	15	\$66,536	\$79,843	\$93,150	●
5286	Laboratory Manager	15	\$66,536	\$79,843	\$93,150	●
5287	Librarian III	15	\$66,536	\$79,843	\$93,150	●
5288	Library Technical Services Manager	15	\$66,536	\$79,843	\$93,150	●
5290	Permit Regulatory Compliance Officer	15	\$66,536	\$79,843	\$93,150	●
5292	Plumbing Supervisor	15	\$66,536	\$79,843	\$93,150	●
5293	Probation Officer III	15	\$66,536	\$79,843	\$93,150	●
5294	Property Appraisal Manager	15	\$66,536	\$79,843	\$93,150	●
5295	Public Health Program Manager II	15	\$66,536	\$79,843	\$93,150	●
5296	Public Health Registered Nurse	15	\$66,536	\$79,843	\$93,150	●
5297	Public Works Supervisor II	15	\$66,536	\$79,843	\$93,150	●
5298	Rehabilitation Services Manager	15	\$66,536	\$79,843	\$93,150	●
5299	Site Review Project Manager I	15	\$66,536	\$79,843	\$93,150	●
5300	Social Worker Supervisor	15	\$66,536	\$79,843	\$93,150	●
5301	Specialty Courts Manager	15	\$66,536	\$79,843	\$93,150	●
5303	Warranty Program Manager	15	\$66,536	\$79,843	\$93,150	●
5304	Wastewater Operations Manager	15	\$66,536	\$79,843	\$93,150	●
5305	Wastewater Technical Services Manager	15	\$66,536	\$79,843	\$93,150	●
5306	Wastewater Treatment Plant Maintenance Manager	15	\$66,536	\$79,843	\$93,150	●
5309	Asset Control Manager	14	\$60,487	\$72,584	\$84,682	●
5310	Assistant School Principal	14	\$60,487	\$72,584	\$84,682	●
5311	Brand Manager	14	\$60,487	\$72,584	\$84,682	●
5312	Business Systems Analyst II	14	\$60,487	\$72,584	\$84,682	●
5313	Capital Improvement Specialist	14	\$60,487	\$72,584	\$84,682	●
5314	Communications Supervisor	14	\$60,487	\$72,584	\$84,682	●
5315	Community & Workforce Manager I	14	\$60,487	\$72,584	\$84,682	●
5316	Community Engagement Manager	14	\$60,487	\$72,584	\$84,682	●
5319	Conservation Science Program Manager I	14	\$60,487	\$72,584	\$84,682	●
5320	Consumer Health and Food Safety Manager	14	\$60,487	\$72,584	\$84,682	●
5321	Contract Supervisor	14	\$60,487	\$72,584	\$84,682	●
5323	Corrections Food Service Manager	14	\$60,487	\$72,584	\$84,682	●
5324	Counselor/Mediator II	14	\$60,487	\$72,584	\$84,682	●
5325	Courts Security Supervisor	14	\$60,487	\$72,584	\$84,682	●
5327	Criminal Investigator AZPC	14	\$60,487	\$72,584	\$84,682	●
5329	Defense Investigation Supervisor	14	\$60,487	\$72,584	\$84,682	●
5330	Donor Engagement Manager	14	\$60,487	\$72,584	\$84,682	●
5331	Emergency Management Communications Manager	14	\$60,487	\$72,584	\$84,682	●
5332	Emergency Management Operations Manager	14	\$60,487	\$72,584	\$84,682	●
5333	Energy Management Specialist	14	\$60,487	\$72,584	\$84,682	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5334	Engineering Assistant II	14	\$60,487	\$72,584	\$84,682	●
5335	Environmental Education Program Manager	14	\$60,487	\$72,584	\$84,682	●
5336	Environmental Quality Program Manager	14	\$60,487	\$72,584	\$84,682	●
5337	Events Manager	14	\$60,487	\$72,584	\$84,682	●
5338	Executive Administrative Assistant II	14	\$60,487	\$72,584	\$84,682	●
5339	Financial Projects Coordinator	14	\$60,487	\$72,584	\$84,682	●
5340	Fleet Services Automotive Supervisor	14	\$60,487	\$72,584	\$84,682	●
5341	Forensic Supervisor	14	\$60,487	\$72,584	\$84,682	●
5342	Grants Manager I	14	\$60,487	\$72,584	\$84,682	●
5343	Grounds Supervisor - KSC	14	\$60,487	\$72,584	\$84,682	●
5344	Human Resources Supervisor	14	\$60,487	\$72,584	\$84,682	●
5345	Hydrologist III	14	\$60,487	\$72,584	\$84,682	●
5346	Industrial Electrician Supervisor	14	\$60,487	\$72,584	\$84,682	●
5347	Information Technology Applications Developer II	14	\$60,487	\$72,584	\$84,682	●
5348	Information Technology Support Analyst II	14	\$60,487	\$72,584	\$84,682	●
5349	Instrumentation Process Control Supervisor	14	\$60,487	\$72,584	\$84,682	●
5350	Interior Design Manager	14	\$60,487	\$72,584	\$84,682	●
5351	Internal Auditor II - Finance	14	\$60,487	\$72,584	\$84,682	●
5352	ITSD - Business Systems Analyst II	14	\$60,487	\$72,584	\$84,682	●
5353	ITSD - Software Engineer I	14	\$60,487	\$72,584	\$84,682	●
5354	ITSD - Systems Administrator	14	\$60,487	\$72,584	\$84,682	●
5355	Land Mobile Radio System Analyst II	14	\$60,487	\$72,584	\$84,682	●
5356	Legal Office Support Manager	14	\$60,487	\$72,584	\$84,682	●
5357	Maintenance Contract Services Manager	14	\$60,487	\$72,584	\$84,682	●
5358	Manager, Case Management Services	14	\$60,487	\$72,584	\$84,682	●
5359	Manager, CITS	14	\$60,487	\$72,584	\$84,682	●
5360	Manager, Juvenile Court Services	14	\$60,487	\$72,584	\$84,682	●
5361	Manager, Research and Evaluation	14	\$60,487	\$72,584	\$84,682	●
5362	Medical Claims Manager	14	\$60,487	\$72,584	\$84,682	●
5363	Natural Resources Program Manager	14	\$60,487	\$72,584	\$84,682	●
5364	Parking Services Manager	14	\$60,487	\$72,584	\$84,682	●
5365	Parks Manager II	14	\$60,487	\$72,584	\$84,682	●
5366	Parks Supervisor	14	\$60,487	\$72,584	\$84,682	●
5367	Planner II	14	\$60,487	\$72,584	\$84,682	●
5368	Procurement Officer	14	\$60,487	\$72,584	\$84,682	●
5369	Project Manager I	14	\$60,487	\$72,584	\$84,682	●
5370	Public Art Program Manager	14	\$60,487	\$72,584	\$84,682	●
5371	Public Health Nurse	14	\$60,487	\$72,584	\$84,682	●
5372	Public Health Policy Manager	14	\$60,487	\$72,584	\$84,682	●
5373	Public Health Program Manager I	14	\$60,487	\$72,584	\$84,682	●
5374	Public Property Manager I	14	\$60,487	\$72,584	\$84,682	●
5375	Public Works Supervisor I	14	\$60,487	\$72,584	\$84,682	●
5376	Real Property Appraisal Supervisor	14	\$60,487	\$72,584	\$84,682	●
5377	Real Property Services Supervisor	14	\$60,487	\$72,584	\$84,682	●
5378	Regression Modeler II	14	\$60,487	\$72,584	\$84,682	●
5379	Research Analysis Manager	14	\$60,487	\$72,584	\$84,682	●
5380	Shooting Sports Operations Manager	14	\$60,487	\$72,584	\$84,682	●
5381	Specialty Courts Clinical Coordinator	14	\$60,487	\$72,584	\$84,682	●
5382	Survey Coordinator	14	\$60,487	\$72,584	\$84,682	●
5383	Sustainability Program Manager I	14	\$60,487	\$72,584	\$84,682	●
5384	Trades Maintenance Supervisor	14	\$60,487	\$72,584	\$84,682	●
5385	Traffic Signal and Lighting Maintenance Supervisor	14	\$60,487	\$72,584	\$84,682	●
5386	Transportation Maintenance Supervisor	14	\$60,487	\$72,584	\$84,682	●
5388	Warehouse Manager	14	\$60,487	\$72,584	\$84,682	●
5389	Wastewater Maintenance Supervisor	14	\$60,487	\$72,584	\$84,682	●
5390	Wastewater Planning Manager	14	\$60,487	\$72,584	\$84,682	●
5391	Accountant II - Central Services	13	\$57,607	\$69,128	\$80,649	●
5392	Accountant II - Elected Officials	13	\$57,607	\$69,128	\$80,649	●
5393	Accountant II - Schools	13	\$57,607	\$69,128	\$80,649	●
5394	Administrative Services Manager I	13	\$57,607	\$69,128	\$80,649	●
5396	Applications Systems Administrator - Department	13	\$57,607	\$69,128	\$80,649	●
5397	Architectural Designer	13	\$57,607	\$69,128	\$80,649	●
5398	Building Inspections Supervisor	13	\$57,607	\$69,128	\$80,649	●
5399	Business Intelligence Analyst I	13	\$57,607	\$69,128	\$80,649	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5400	Case Management Services Supervisor	13	\$57,607	\$69,128	\$80,649	●
5402	Clinical Dietician II	13	\$57,607	\$69,128	\$80,649	●
5403	Clinical Mental Health Therapist	13	\$57,607	\$69,128	\$80,649	●
5404	Contract Coordinator II	13	\$57,607	\$69,128	\$80,649	●
5405	Counselor/Mediator I	13	\$57,607	\$69,128	\$80,649	●
5407	Criminal Intelligence Analyst	13	\$57,607	\$69,128	\$80,649	●
5408	Criminal Investigations Data Analyst	13	\$57,607	\$69,128	\$80,649	●
5409	Data Analyst II	13	\$57,607	\$69,128	\$80,649	●
5410	Employee Relations Compliance Officer	13	\$57,607	\$69,128	\$80,649	●
5411	Epidemiologist	13	\$57,607	\$69,128	\$80,649	●
5412	Executive Administrative Assistant I	13	\$57,607	\$69,128	\$80,649	●
5413	Financial Analyst II - Central Services	13	\$57,607	\$69,128	\$80,649	●
5414	Financial Analyst II - Elected Officials	13	\$57,607	\$69,128	\$80,649	●
5415	Financial Systems Analyst II - Finance	13	\$57,607	\$69,128	\$80,649	●
5416	Fleet Services Support Supervisor	13	\$57,607	\$69,128	\$80,649	●
5417	Human Resources Coordinator II	13	\$57,607	\$69,128	\$80,649	●
5418	Hydrologist II	13	\$57,607	\$69,128	\$80,649	●
5419	Industrial Electrician	13	\$57,607	\$69,128	\$80,649	●
5420	Information Technology Applications Developer I	13	\$57,607	\$69,128	\$80,649	●
5421	Information Technology Service Analyst II	13	\$57,607	\$69,128	\$80,649	●
5422	Information Technology Support Analyst I	13	\$57,607	\$69,128	\$80,649	●
5423	Instructional Design Specialist	13	\$57,607	\$69,128	\$80,649	●
5424	Instrumentation Process Control Coordinator II	13	\$57,607	\$69,128	\$80,649	●
5425	ITSD - Help Desk Specialist III	13	\$57,607	\$69,128	\$80,649	●
5426	Laboratory Supervisor	13	\$57,607	\$69,128	\$80,649	●
5427	Land Mobile Radio System Analyst I	13	\$57,607	\$69,128	\$80,649	●
5428	Latent Print Examiner II	13	\$57,607	\$69,128	\$80,649	●
5429	Mediator	13	\$57,607	\$69,128	\$80,649	●
5430	Medicolegal Death Investigation Supervisor	13	\$57,607	\$69,128	\$80,649	●
5431	Planner I	13	\$57,607	\$69,128	\$80,649	●
5432	Printing and Reproduction Services Supervisor	13	\$57,607	\$69,128	\$80,649	●
5433	Probation Education Program Coordinator	13	\$57,607	\$69,128	\$80,649	●
5434	Public Health Data/Informatics Analyst II	13	\$57,607	\$69,128	\$80,649	●
5435	Real Property Appraiser II	13	\$57,607	\$69,128	\$80,649	●
5436	Recreation Program Manager	13	\$57,607	\$69,128	\$80,649	●
5437	Regulatory Compliance Data Coordinator	13	\$57,607	\$69,128	\$80,649	●
5438	Risk Management Claims Adjuster	13	\$57,607	\$69,128	\$80,649	●
5439	Safety Loss Prevention Manager	13	\$57,607	\$69,128	\$80,649	●
5440	Social Media Engagement Coordinator	13	\$57,607	\$69,128	\$80,649	●
5442	Training and Development Officer	13	\$57,607	\$69,128	\$80,649	●
5443	Trial Support Service Supervisor	13	\$57,607	\$69,128	\$80,649	●
5445	Wastewater Technical Training Supervisor	13	\$57,607	\$69,128	\$80,649	●
5446	911 Dispatch Supervisor	12	\$54,863	\$65,836	\$76,809	●
5447	Administrative Specialist Supervisor	12	\$54,863	\$65,836	\$76,809	●
5449	Aquatics Program Manager	12	\$54,863	\$65,836	\$76,809	●
5450	Assessments and Receivables Supervisor	12	\$54,863	\$65,836	\$76,809	●
5451	Business Systems Analyst I	12	\$54,863	\$65,836	\$76,809	●
5452	Central Plant System Technician II	12	\$54,863	\$65,836	\$76,809	●
5453	Clerk Financial Analyst	12	\$54,863	\$65,836	\$76,809	●
5454	Clerk Human Resources/Training Coordinator	12	\$54,863	\$65,836	\$76,809	●
5456	Data Analyst I	12	\$54,863	\$65,836	\$76,809	●
5457	Data Management Coordinator	12	\$54,863	\$65,836	\$76,809	●
5458	Defense Investigator	12	\$54,863	\$65,836	\$76,809	●
5459	Digital Asset Coordinator	12	\$54,863	\$65,836	\$76,809	●
5460	Educational Programming Supervisor	12	\$54,863	\$65,836	\$76,809	●
5461	Employee Relations Coordinator - Courts	12	\$54,863	\$65,836	\$76,809	●
5462	Engineering Assistant I	12	\$54,863	\$65,836	\$76,809	●
5463	Environmental Health Supervisor	12	\$54,863	\$65,836	\$76,809	●
5464	Environmental Planning Compliance Officer	12	\$54,863	\$65,836	\$76,809	●
5465	Financial Policies, Procedures, and Training Coordinator	12	\$54,863	\$65,836	\$76,809	●
5466	Financial Systems Analyst I - Finance	12	\$54,863	\$65,836	\$76,809	●
5467	Flood Control Services Coordinator	12	\$54,863	\$65,836	\$76,809	●
5468	Flood Warning System Technician	12	\$54,863	\$65,836	\$76,809	●
5469	Geographic Information Systems Analyst I	12	\$54,863	\$65,836	\$76,809	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - =
5470	Grants Coordinator II	12	\$54,863	\$65,836	\$76,809	●
5472	Home Detention Service Coordinator	12	\$54,863	\$65,836	\$76,809	●
5473	Human Resources Analyst II - Courts	12	\$54,863	\$65,836	\$76,809	●
5474	Hydrologist I	12	\$54,863	\$65,836	\$76,809	●
5475	Instrumentation Process Control Coordinator I	12	\$54,863	\$65,836	\$76,809	●
5476	Interior Designer II	12	\$54,863	\$65,836	\$76,809	●
5477	ITSD - Business Systems Analyst I	12	\$54,863	\$65,836	\$76,809	●
5478	Juvenile Justice System Improvement Program Supervisor	12	\$54,863	\$65,836	\$76,809	●
5479	Laboratory Coordinator	12	\$54,863	\$65,836	\$76,809	●
5480	Legal Office Supervisor	12	\$54,863	\$65,836	\$76,809	●
5481	Librarian II	12	\$54,863	\$65,836	\$76,809	●
5482	Licensed Clinical Social Worker	12	\$54,863	\$65,836	\$76,809	●
5483	Morgue Supervisor	12	\$54,863	\$65,836	\$76,809	●
5484	Parks Manager I	12	\$54,863	\$65,836	\$76,809	●
5485	Permit Regulatory Compliance Coordinator	12	\$54,863	\$65,836	\$76,809	●
5486	Plans Examiner II	12	\$54,863	\$65,836	\$76,809	●
5487	Pretrial Services Supervisor	12	\$54,863	\$65,836	\$76,809	●
5488	Probation Officer II	12	\$54,863	\$65,836	\$76,809	●
5489	Property Appraisal Supervisor	12	\$54,863	\$65,836	\$76,809	●
5490	Property Rights Coordinator	12	\$54,863	\$65,836	\$76,809	●
5491	Property Tax Litigation Coordinator	12	\$54,863	\$65,836	\$76,809	●
5492	Public Works Construction Inspector II	12	\$54,863	\$65,836	\$76,809	●
5493	Real Property Appraiser I	12	\$54,863	\$65,836	\$76,809	●
5494	Research Analyst II	12	\$54,863	\$65,836	\$76,809	●
5495	Shooting Sports Supervisor	12	\$54,863	\$65,836	\$76,809	●
5496	Specialty Courts Supervisor, Family Treatment Court	12	\$54,863	\$65,836	\$76,809	●
5497	Survey Party Chief	12	\$54,863	\$65,836	\$76,809	●
5498	Therapist II	12	\$54,863	\$65,836	\$76,809	●
5499	Traffic Signal Technician II	12	\$54,863	\$65,836	\$76,809	●
5500	Training and Education Coordinator II - Department	12	\$54,863	\$65,836	\$76,809	●
5501	Wastewater Operations and Maintenance Supervisor II	12	\$54,863	\$65,836	\$76,809	●
5502	Wastewater Planner Scheduler	12	\$54,863	\$65,836	\$76,809	●
5503	Accountant I - Central Services	11	\$52,251	\$62,701	\$73,151	●
5504	Accountant I - Elected Officials	11	\$52,251	\$62,701	\$73,151	●
5505	Accountant I - Schools	11	\$52,251	\$62,701	\$73,151	●
5506	Animal Behavioral Assessment Coordinator	11	\$52,251	\$62,701	\$73,151	●
5507	Animal Placement Coordinator	11	\$52,251	\$62,701	\$73,151	●
5508	Asset Control Supervisor	11	\$52,251	\$62,701	\$73,151	●
5509	Body Camera Systems Coordinator	11	\$52,251	\$62,701	\$73,151	●
5510	Building Inspector II	11	\$52,251	\$62,701	\$73,151	●
5511	Clinical Dietician I	11	\$52,251	\$62,701	\$73,151	●
5512	Cognitive Skills Instructor	11	\$52,251	\$62,701	\$73,151	●
5514	Community & Workforce Coordinator	11	\$52,251	\$62,701	\$73,151	●
5515	Community Engagement Coordinator	11	\$52,251	\$62,701	\$73,151	●
5516	Competency Coordinator	11	\$52,251	\$62,701	\$73,151	●
5517	Conservation Science Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5518	Construction Project Coordinator	11	\$52,251	\$62,701	\$73,151	●
5519	Contract Coordinator I	11	\$52,251	\$62,701	\$73,151	●
5520	Correctional Health Coordinator	11	\$52,251	\$62,701	\$73,151	●
5521	Court Appointed Special Advocates Supervisor	11	\$52,251	\$62,701	\$73,151	●
5522	Court Interpreter Credentialed	11	\$52,251	\$62,701	\$73,151	●
5523	Court Room Operations Supervisor	11	\$52,251	\$62,701	\$73,151	●
5524	Database Specialist	11	\$52,251	\$62,701	\$73,151	●
5525	Department Personnel Coordinator	11	\$52,251	\$62,701	\$73,151	●
5526	Development Services Operation Analyst	11	\$52,251	\$62,701	\$73,151	●
5527	EEO Coordinator - Sheriff's Department	11	\$52,251	\$62,701	\$73,151	●
5528	Elections Operations Supervisor	11	\$52,251	\$62,701	\$73,151	●
5529	Electronics Specialist II	11	\$52,251	\$62,701	\$73,151	●
5530	Emergency Management Coordinator	11	\$52,251	\$62,701	\$73,151	●
5531	Employee Recognition Coordinator	11	\$52,251	\$62,701	\$73,151	●
5532	Environmental Education Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5533	Environmental Specialist	11	\$52,251	\$62,701	\$73,151	●
5534	Financial Analyst I - Central Services	11	\$52,251	\$62,701	\$73,151	●
5535	Financial Analyst I - Elected Officials	11	\$52,251	\$62,701	\$73,151	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - =
5536	Financial Investigator	11	\$52,251	\$62,701	\$73,151	●
5537	Fleet Services Automotive Specialist IV (Heavy-Duty)	11	\$52,251	\$62,701	\$73,151	●
5538	Forensic Technician II	11	\$52,251	\$62,701	\$73,151	●
5539	Grants Coordinator I	11	\$52,251	\$62,701	\$73,151	●
5541	Human Resources Coordinator I	11	\$52,251	\$62,701	\$73,151	●
5542	Human Resources Information Systems Technician	11	\$52,251	\$62,701	\$73,151	●
5543	Indigent Interment Manager	11	\$52,251	\$62,701	\$73,151	●
5544	Information Technology Service Analyst I	11	\$52,251	\$62,701	\$73,151	●
5545	Instrumentation Process Control Specialist	11	\$52,251	\$62,701	\$73,151	●
5546	Internal Auditor I - Finance	11	\$52,251	\$62,701	\$73,151	●
5547	ITSD - Help Desk Specialist II	11	\$52,251	\$62,701	\$73,151	●
5548	Laboratory Chemist	11	\$52,251	\$62,701	\$73,151	●
5549	Latent Print Examiner I	11	\$52,251	\$62,701	\$73,151	●
5550	Natural Resources Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5551	Paralegal Supervisor	11	\$52,251	\$62,701	\$73,151	●
5552	Parks Coordinator II	11	\$52,251	\$62,701	\$73,151	●
5553	Plans Examiner I	11	\$52,251	\$62,701	\$73,151	●
5554	Pretrial Services Case Editor	11	\$52,251	\$62,701	\$73,151	●
5555	Procurement Services Coordinator	11	\$52,251	\$62,701	\$73,151	●
5556	Project Coordinator	11	\$52,251	\$62,701	\$73,151	●
5557	Public Health Data/Informatics Analyst I	11	\$52,251	\$62,701	\$73,151	●
5558	Public Health Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5559	Public Works Crew Supervisor	11	\$52,251	\$62,701	\$73,151	●
5560	Purchasing and Warehouse Supervisor	11	\$52,251	\$62,701	\$73,151	●
5561	Range and Agricultural Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5562	Real Property Acquisition Agent II	11	\$52,251	\$62,701	\$73,151	●
5563	Recreation Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5564	Redaction Specialist	11	\$52,251	\$62,701	\$73,151	●
5565	Regression Modeler I	11	\$52,251	\$62,701	\$73,151	●
5566	Rehabilitation Services Coordinator	11	\$52,251	\$62,701	\$73,151	●
5567	Research and Evaluation Specialist III	11	\$52,251	\$62,701	\$73,151	●
5568	Risk Management Coordinator	11	\$52,251	\$62,701	\$73,151	●
5569	Safety Loss Prevention Officer	11	\$52,251	\$62,701	\$73,151	●
5570	Shooting Sports Coordinator	11	\$52,251	\$62,701	\$73,151	●
5572	Sustainability Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5573	Therapist, Trainee	11	\$52,251	\$62,701	\$73,151	●
5574	Traffic Investigator	11	\$52,251	\$62,701	\$73,151	●
5575	Training and Education Coordinator I - Department	11	\$52,251	\$62,701	\$73,151	●
5576	Training Specialist - Sheriff's Department	11	\$52,251	\$62,701	\$73,151	●
5577	Utilization and Claims Coordinator	11	\$52,251	\$62,701	\$73,151	●
5578	Victim Advocate Supervisor	11	\$52,251	\$62,701	\$73,151	●
5579	Volunteer Coordinator	11	\$52,251	\$62,701	\$73,151	●
5580	Warehouse Supply Supervisor	11	\$52,251	\$62,701	\$73,151	●
5581	Wastewater Heavy Duty Maintenance Mechanic	11	\$52,251	\$62,701	\$73,151	●
5582	Wastewater Operations and Maintenance Supervisor I	11	\$52,251	\$62,701	\$73,151	●
5583	Wastewater Technical Trainer	11	\$52,251	\$62,701	\$73,151	●
5584	Water Conservation Coordinator	11	\$52,251	\$62,701	\$73,151	●
5585	Wellness Program Coordinator	11	\$52,251	\$62,701	\$73,151	●
5586	Zoning and Building Code Enforcement Inspector	11	\$52,251	\$62,701	\$73,151	●
5587	911 Dispatcher II	10	\$49,763	\$59,715	\$69,668	●
5588	Academic Partnership Coordinator	10	\$49,763	\$59,715	\$69,668	●
5589	Administrative Specialist III	10	\$49,763	\$59,715	\$69,668	●
5590	Adult Diversion Specialist	10	\$49,763	\$59,715	\$69,668	●
5591	Air Quality Analyst	10	\$49,763	\$59,715	\$69,668	●
5592	Civil Traffic Hearing Officer	10	\$49,763	\$59,715	\$69,668	●
5593	Communicable Disease Investigator II	10	\$49,763	\$59,715	\$69,668	●
5594	Community Development Housing Planner II	10	\$49,763	\$59,715	\$69,668	●
5595	Court Case Management Supervisor	10	\$49,763	\$59,715	\$69,668	●
5596	Court Operations Analyst	10	\$49,763	\$59,715	\$69,668	●
5597	Deputy Court Clerk Supervisor	10	\$49,763	\$59,715	\$69,668	●
5598	Diversion Specialist-STEPS Program	10	\$49,763	\$59,715	\$69,668	●
5599	Electrician	10	\$49,763	\$59,715	\$69,668	●
5600	Electronics Specialist I	10	\$49,763	\$59,715	\$69,668	●
5601	Environmental Analyst	10	\$49,763	\$59,715	\$69,668	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5602	Environmental Health Specialist II	10	\$49,763	\$59,715	\$69,668	●
5603	Helicopter Crew Chief	10	\$49,763	\$59,715	\$69,668	●
5604	Horticulture Manager	10	\$49,763	\$59,715	\$69,668	●
5605	Human Resources Analyst I - Courts	10	\$49,763	\$59,715	\$69,668	●
5606	Human Resources Benefits Specialist II	10	\$49,763	\$59,715	\$69,668	●
5607	HVAC Specialist	10	\$49,763	\$59,715	\$69,668	●
5608	Information and Records Supervisor Sheriff's Department	10	\$49,763	\$59,715	\$69,668	●
5609	Interior Designer I	10	\$49,763	\$59,715	\$69,668	●
5610	Juvenile Detention Officer III	10	\$49,763	\$59,715	\$69,668	●
5611	Medical Case Manager	10	\$49,763	\$59,715	\$69,668	●
5612	Medicolegal Death Investigator	10	\$49,763	\$59,715	\$69,668	●
5613	Nutrition Education Program Coordinator	10	\$49,763	\$59,715	\$69,668	●
5614	Parks Coordinator I	10	\$49,763	\$59,715	\$69,668	●
5615	Payroll Specialist - Courts	10	\$49,763	\$59,715	\$69,668	●
5616	Permit Regulatory Compliance Specialist	10	\$49,763	\$59,715	\$69,668	●
5617	Plumber	10	\$49,763	\$59,715	\$69,668	●
5618	Pretrial Services Enhanced Supervision Specialist	10	\$49,763	\$59,715	\$69,668	●
5619	Probation Officer I	10	\$49,763	\$59,715	\$69,668	●
5620	Public Health Policy Analyst II	10	\$49,763	\$59,715	\$69,668	●
5621	Public Works Construction Inspector I	10	\$49,763	\$59,715	\$69,668	●
5622	Records Management Coordinator	10	\$49,763	\$59,715	\$69,668	●
5623	Research Analyst I	10	\$49,763	\$59,715	\$69,668	●
5624	Social Worker	10	\$49,763	\$59,715	\$69,668	●
5625	Tactical Flight Observer	10	\$49,763	\$59,715	\$69,668	●
5626	Traffic Signal Technician I	10	\$49,763	\$59,715	\$69,668	●
5627	Trial Support Service Specialist	10	\$49,763	\$59,715	\$69,668	●
5628	Utility Maintenance Worker III	10	\$49,763	\$59,715	\$69,668	●
5629	Wastewater Conveyance System Monitor II	10	\$49,763	\$59,715	\$69,668	●
5630	Wastewater Operations and Maintenance Technician III	10	\$49,763	\$59,715	\$69,668	●
5631	Well Operator	10	\$49,763	\$59,715	\$69,668	●
5632	Administrative Supervisor II - Courts	9	\$47,393	\$56,872	\$66,350	●
5633	Animal Care Coordinator	9	\$47,393	\$56,872	\$66,350	●
5634	Applications Systems Technician - Department	9	\$47,393	\$56,872	\$66,350	●
5635	Building Inspector I	9	\$47,393	\$56,872	\$66,350	●
5636	Buyer III	9	\$47,393	\$56,872	\$66,350	●
5637	Central Plant System Technician I	9	\$47,393	\$56,872	\$66,350	●
5638	Community Development Housing Planner I	9	\$47,393	\$56,872	\$66,350	●
5639	Contract Specialist	9	\$47,393	\$56,872	\$66,350	●
5640	Court Appointed Special Advocates, Lead	9	\$47,393	\$56,872	\$66,350	●
5641	Court Services Data Analyst	9	\$47,393	\$56,872	\$66,350	●
5642	Design Specialist	9	\$47,393	\$56,872	\$66,350	●
5643	Detention Kitchen Supervisor	9	\$47,393	\$56,872	\$66,350	●
5644	Field Trainer, Case Management Systems	9	\$47,393	\$56,872	\$66,350	●
5645	Fleet Services Automotive Specialist III (Light-Duty)	9	\$47,393	\$56,872	\$66,350	●
5646	Geographic Information Systems Technician	9	\$47,393	\$56,872	\$66,350	●
5647	Graphic Design Specialist	9	\$47,393	\$56,872	\$66,350	●
5648	Industrial Wastewater Inspector	9	\$47,393	\$56,872	\$66,350	●
5649	Information Technology Service Technician	9	\$47,393	\$56,872	\$66,350	●
5650	Intake Coordinator, Family Treatment Court	9	\$47,393	\$56,872	\$66,350	●
5651	Justice and Workforce Navigator	9	\$47,393	\$56,872	\$66,350	●
5652	Justice Navigator	9	\$47,393	\$56,872	\$66,350	●
5653	Justice Peer Support Coordinator	9	\$47,393	\$56,872	\$66,350	●
5654	Librarian I	9	\$47,393	\$56,872	\$66,350	●
5655	Paralegal Trainer	9	\$47,393	\$56,872	\$66,350	●
5656	Parks Specialist II	9	\$47,393	\$56,872	\$66,350	●
5657	Pretrial Services Officer	9	\$47,393	\$56,872	\$66,350	●
5658	Probation Education Instructor	9	\$47,393	\$56,872	\$66,350	●
5659	Property Appraiser II	9	\$47,393	\$56,872	\$66,350	●
5660	Property Technician II	9	\$47,393	\$56,872	\$66,350	●
5661	Recording Unit Supervisor	9	\$47,393	\$56,872	\$66,350	●
5662	Services Translator	9	\$47,393	\$56,872	\$66,350	●
5663	Trades Maintenance Specialist II	9	\$47,393	\$56,872	\$66,350	●
5664	Training and Education Specialist - Courts	9	\$47,393	\$56,872	\$66,350	●
5665	Transportation Maintenance Specialist II	9	\$47,393	\$56,872	\$66,350	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5666	Victim Liaison - Courts	9	\$47,393	\$56,872	\$66,350	●
5667	Voter Registration Unit Supervisor	9	\$47,393	\$56,872	\$66,350	●
5668	Wastewater Maintenance Specialist II	9	\$47,393	\$56,872	\$66,350	●
5669	Youth & Family Program Coordinator	9	\$47,393	\$56,872	\$66,350	●
5670	Accounts Payable Specialist - Finance	8	\$46,097	\$54,164	\$62,230	●
5671	Administrative Specialist II	8	\$46,097	\$54,164	\$62,230	●
5672	Animal Care Field Supervisor	8	\$46,097	\$54,164	\$62,230	●
5673	Animal Care Placement Supervisor	8	\$46,097	\$54,164	\$62,230	●
5674	Animal Care Shelter Supervisor	8	\$46,097	\$54,164	\$62,230	●
5675	Asset Control Coordinator	8	\$46,097	\$54,164	\$62,230	●
5676	Building Trades Plans Technician	8	\$46,097	\$54,164	\$62,230	●
5677	Case Manager, Family Treatment Court	8	\$46,097	\$54,164	\$62,230	●
5678	Community Engagement Specialist	8	\$46,097	\$54,164	\$62,230	●
5679	Court Appointed Special Advocates Coordinator	8	\$46,097	\$54,164	\$62,230	●
5680	Court Case Management Lead	8	\$46,097	\$54,164	\$62,230	●
5681	Criminal Justice Data Analyst	8	\$46,097	\$54,164	\$62,230	●
5682	Dispute Resolution Lead	8	\$46,097	\$54,164	\$62,230	●
5683	Employment Specialist and Resources Coordinator	8	\$46,097	\$54,164	\$62,230	●
5684	Environmental Education Program Specialist	8	\$46,097	\$54,164	\$62,230	●
5685	Equipment Operator III	8	\$46,097	\$54,164	\$62,230	●
5686	Evidence Technician II	8	\$46,097	\$54,164	\$62,230	●
5687	Fleet Services Automotive Specialist II (Heavy-Duty)	8	\$46,097	\$54,164	\$62,230	●
5688	Forensic Autopsy Technician	8	\$46,097	\$54,164	\$62,230	●
5689	Forensic Technician I	8	\$46,097	\$54,164	\$62,230	●
5690	Human Resources Specialist - Courts	8	\$46,097	\$54,164	\$62,230	●
5692	Intake Supervisor Sheriff's Department	8	\$46,097	\$54,164	\$62,230	●
5693	Investigative Support Specialist	8	\$46,097	\$54,164	\$62,230	●
5694	Juvenile Court Services Lead	8	\$46,097	\$54,164	\$62,230	●
5695	Juvenile Detention Officer II	8	\$46,097	\$54,164	\$62,230	●
5696	Laboratory Technician	8	\$46,097	\$54,164	\$62,230	●
5697	Librarian	8	\$46,097	\$54,164	\$62,230	●
5698	Natural Resources Program Specialist	8	\$46,097	\$54,164	\$62,230	●
5699	Natural Resources Specialist	8	\$46,097	\$54,164	\$62,230	●
5700	Paralegal	8	\$46,097	\$54,164	\$62,230	●
5701	Payroll Specialist - Finance	8	\$46,097	\$54,164	\$62,230	●
5702	Printing Production Technician II	8	\$46,097	\$54,164	\$62,230	●
5703	Program Trainer, CASA	8	\$46,097	\$54,164	\$62,230	●
5704	Project Specialist	8	\$46,097	\$54,164	\$62,230	●
5705	Public Fiduciary Entitlements Specialist	8	\$46,097	\$54,164	\$62,230	●
5706	Public Health Licensed Practical Nurse	8	\$46,097	\$54,164	\$62,230	●
5707	Research and Evaluation Specialist II	8	\$46,097	\$54,164	\$62,230	●
5708	Surveillance Officer	8	\$46,097	\$54,164	\$62,230	●
5709	Tax Collection Supervisor – Treasurer's Office	8	\$46,097	\$54,164	\$62,230	●
5710	Utility Coordinator	8	\$46,097	\$54,164	\$62,230	●
5711	Utility Maintenance Worker II	8	\$46,097	\$54,164	\$62,230	●
5712	Wastewater Operations and Maintenance Technician II	8	\$46,097	\$54,164	\$62,230	●
5713	Welder	8	\$46,097	\$54,164	\$62,230	●
5714	911 Dispatcher I	7	\$43,902	\$51,584	\$59,267	●
5715	Accounting Specialist - Courts	7	\$43,902	\$51,584	\$59,267	●
5716	Aquatics Supervisor	7	\$43,902	\$51,584	\$59,267	●
5717	Buyer II	7	\$43,902	\$51,584	\$59,267	●
5718	Case Management Specialist	7	\$43,902	\$51,584	\$59,267	●
5719	Communicable Disease Investigator I	7	\$43,902	\$51,584	\$59,267	●
5720	Contracts/Grants Coordinator - Courts	7	\$43,902	\$51,584	\$59,267	●
5721	Court Services Specialist II	7	\$43,902	\$51,584	\$59,267	●
5722	Custodial Supervisor	7	\$43,902	\$51,584	\$59,267	●
5723	Driver Coordinator	7	\$43,902	\$51,584	\$59,267	●
5724	Educational Advocacy Specialist	7	\$43,902	\$51,584	\$59,267	●
5725	Engineering Plans Technician	7	\$43,902	\$51,584	\$59,267	●
5726	Environmental Health Specialist I	7	\$43,902	\$51,584	\$59,267	●
5727	Equipment Operator II	7	\$43,902	\$51,584	\$59,267	●
5728	Events Coordinator - KSC	7	\$43,902	\$51,584	\$59,267	●
5729	Fingerprint Technician II	7	\$43,902	\$51,584	\$59,267	●
5730	Fleet Services Service Advisor/Writer II	7	\$43,902	\$51,584	\$59,267	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5731	Geographic Information Systems Cartographer	7	\$43,902	\$51,584	\$59,267	●
5732	Horticulturist II	7	\$43,902	\$51,584	\$59,267	●
5733	Housing Rehabilitation Specialist	7	\$43,902	\$51,584	\$59,267	●
5734	Juvenile Detention Officer I	7	\$43,902	\$51,584	\$59,267	●
5735	Juvenile Justice System Improvement Data Analyst	7	\$43,902	\$51,584	\$59,267	●
5736	Juvenile Justice System Improvement Specialist	7	\$43,902	\$51,584	\$59,267	●
5737	Law Clerk	7	\$43,902	\$51,584	\$59,267	●
5738	Legal Competency Specialist	7	\$43,902	\$51,584	\$59,267	●
5739	Library Technical Services Supervisor	7	\$43,902	\$51,584	\$59,267	●
5740	Medical Claims Examiner	7	\$43,902	\$51,584	\$59,267	●
5741	Motor Pool Coordinator	7	\$43,902	\$51,584	\$59,267	●
5742	Pool Specialist II	7	\$43,902	\$51,584	\$59,267	●
5743	Property Appraiser I	7	\$43,902	\$51,584	\$59,267	●
5744	Property Technician I	7	\$43,902	\$51,584	\$59,267	●
5745	Public Health Educator II	7	\$43,902	\$51,584	\$59,267	●
5746	Public Health Policy Analyst I	7	\$43,902	\$51,584	\$59,267	●
5747	Public Works Engineering Technician	7	\$43,902	\$51,584	\$59,267	●
5748	Recreation Center Supervisor II	7	\$43,902	\$51,584	\$59,267	●
5749	Tactical Medic	7	\$43,902	\$51,584	\$59,267	●
5750	Traffic Engineering Technician II	7	\$43,902	\$51,584	\$59,267	●
5751	Victim Advocate	7	\$43,902	\$51,584	\$59,267	●
5752	Warehouse Supply Technician III	7	\$43,902	\$51,584	\$59,267	●
5753	Wastewater Conveyance System Monitor I	7	\$43,902	\$51,584	\$59,267	●
5754	Administrative Specialist I	6	\$41,811	\$49,128	\$56,445	●
5755	Administrative Supervisor I - Courts	6	\$41,811	\$49,128	\$56,445	●
5756	Animal Care Dispatch Supervisor	6	\$41,811	\$49,128	\$56,445	●
5757	Animal Care Field Investigation Officer	6	\$41,811	\$49,128	\$56,445	●
5758	Armory Specialist	6	\$41,811	\$49,128	\$56,445	●
5759	Asset Control Specialist	6	\$41,811	\$49,128	\$56,445	●
5760	Community & Workforce Specialist II	6	\$41,811	\$49,128	\$56,445	●
5761	Community Health Worker III	6	\$41,811	\$49,128	\$56,445	●
5762	Court Interpreter Trainee	6	\$41,811	\$49,128	\$56,445	●
5763	Court Security Officer, Armed	6	\$41,811	\$49,128	\$56,445	●
5764	Court Services Specialist I	6	\$41,811	\$49,128	\$56,445	●
5765	Courtroom Clerk II	6	\$41,811	\$49,128	\$56,445	●
5766	Database Technician	6	\$41,811	\$49,128	\$56,445	●
5767	Dispute Resolution Specialist	6	\$41,811	\$49,128	\$56,445	●
5768	Drug Court Screener	6	\$41,811	\$49,128	\$56,445	●
5769	Facilities Technician II - Courts	6	\$41,811	\$49,128	\$56,445	●
5770	Financial Services Representative II	6	\$41,811	\$49,128	\$56,445	●
5771	Fleet Services Automotive Specialist I (Light-Duty)	6	\$41,811	\$49,128	\$56,445	●
5772	Fleet Services Automotive Technician II (Heavy-Duty)	6	\$41,811	\$49,128	\$56,445	●
5773	Fleet Services Support Specialist II	6	\$41,811	\$49,128	\$56,445	●
5774	Grounds Specialist - KSC	6	\$41,811	\$49,128	\$56,445	●
5775	Human Resources Benefits Specialist I	6	\$41,811	\$49,128	\$56,445	●
5776	Human Resources Specialist	6	\$41,811	\$49,128	\$56,445	●
5777	Information Technology Specialist - Courts	6	\$41,811	\$49,128	\$56,445	●
5778	Intake Specialist Sheriff's Department	6	\$41,811	\$49,128	\$56,445	●
5781	Justice Court Security Officer	6	\$41,811	\$49,128	\$56,445	●
5782	Law Library Associate	6	\$41,811	\$49,128	\$56,445	●
5783	Librarian Substitute Intermittent	6	\$41,811	\$49,128	\$56,445	●
5784	Locksmith	6	\$41,811	\$49,128	\$56,445	●
5785	Nutrition Education Program Supervisor	6	\$41,811	\$49,128	\$56,445	●
5786	Painter	6	\$41,811	\$49,128	\$56,445	●
5787	Parks Specialist I	6	\$41,811	\$49,128	\$56,445	●
5788	Printing Production Technician I	6	\$41,811	\$49,128	\$56,445	●
5789	Public Health Navigator	6	\$41,811	\$49,128	\$56,445	●
5790	Range and Agricultural Specialist	6	\$41,811	\$49,128	\$56,445	●
5791	Real Property Acquisition Agent I	6	\$41,811	\$49,128	\$56,445	●
5792	Recreation Center Supervisor I	6	\$41,811	\$49,128	\$56,445	●
5793	Research and Evaluation Specialist I	6	\$41,811	\$49,128	\$56,445	●
5794	Residential Treatment Liaison	6	\$41,811	\$49,128	\$56,445	●
5795	Resources Center Specialist	6	\$41,811	\$49,128	\$56,445	●
5796	Substance Abuse Screener	6	\$41,811	\$49,128	\$56,445	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5797	Superior Courtroom Clerk	6	\$41,811	\$49,128	\$56,445	●
5798	Trades Maintenance Specialist I	6	\$41,811	\$49,128	\$56,445	●
5799	Transportation Maintenance Specialist I	6	\$41,811	\$49,128	\$56,445	●
5800	Utility Locator	6	\$41,811	\$49,128	\$56,445	●
5801	Utility Maintenance Worker I	6	\$41,811	\$49,128	\$56,445	●
5802	Voter Outreach Coordinator	6	\$41,811	\$49,128	\$56,445	●
5803	Wastewater Maintenance Specialist I	6	\$41,811	\$49,128	\$56,445	●
5804	Wastewater Operations and Maintenance Technician I	6	\$41,811	\$49,128	\$56,445	●
5805	Administrative Assistant Supervisor	5	\$39,820	\$46,788	\$53,757	●
5806	Animal Care Field Officer	5	\$39,820	\$46,788	\$53,757	●
5807	Assessments and Receivables Specialist	5	\$39,820	\$46,788	\$53,757	●
5808	Buyer I	5	\$39,820	\$46,788	\$53,757	●
5809	Case Management Specialist - Courts	5	\$39,820	\$46,788	\$53,757	●
5810	Clerk Assistant Unit Supervisor	5	\$39,820	\$46,788	\$53,757	●
5811	Community & Workforce Specialist I	5	\$39,820	\$46,788	\$53,757	●
5812	Court Interpreter Services Coordinator	5	\$39,820	\$46,788	\$53,757	●
5813	Court Security Officer, Unarmed	5	\$39,820	\$46,788	\$53,757	●
5814	Courtroom Clerk I	5	\$39,820	\$46,788	\$53,757	●
5815	Data Specialist, Juvenile Court	5	\$39,820	\$46,788	\$53,757	●
5816	Department Personnel Specialist	5	\$39,820	\$46,788	\$53,757	●
5817	Elections Technician II	5	\$39,820	\$46,788	\$53,757	●
5818	Electronic Surveillance Specialist	5	\$39,820	\$46,788	\$53,757	●
5819	Equipment Operator I	5	\$39,820	\$46,788	\$53,757	●
5820	Evidence Technician I	5	\$39,820	\$46,788	\$53,757	●
5821	Facilities Technician I - Courts	5	\$39,820	\$46,788	\$53,757	●
5822	Fingerprint Technician I	5	\$39,820	\$46,788	\$53,757	●
5823	Fleet Services Service Advisor/Writer I	5	\$39,820	\$46,788	\$53,757	●
5824	Library Associate	5	\$39,820	\$46,788	\$53,757	●
5825	Parks Technician II	5	\$39,820	\$46,788	\$53,757	●
5826	Pool Specialist I	5	\$39,820	\$46,788	\$53,757	●
5827	Public Health Educator I	5	\$39,820	\$46,788	\$53,757	●
5828	Recording Specialist	5	\$39,820	\$46,788	\$53,757	●
5829	Recovery Specialist II, Family Treatment Court	5	\$39,820	\$46,788	\$53,757	●
5830	Recreation Coordinator II	5	\$39,820	\$46,788	\$53,757	●
5831	Survey Technician	5	\$39,820	\$46,788	\$53,757	●
5832	Traffic Engineering Technician I	5	\$39,820	\$46,788	\$53,757	●
5833	Voter Registration Specialist	5	\$39,820	\$46,788	\$53,757	●
5834	Wastewater Maintenance Technician II	5	\$39,820	\$46,788	\$53,757	●
5835	Zoning Inspection Technician	5	\$39,820	\$46,788	\$53,757	●
5836	911 Call Intake Specialist	4	\$37,924	\$44,560	\$51,197	●
5837	Accounts Payable Technician - Finance	4	\$37,924	\$44,560	\$51,197	●
5838	Administrative Assistant III	4	\$37,924	\$44,560	\$51,197	●
5839	Archive Management Specialist	4	\$37,924	\$44,560	\$51,197	●
5840	Community & Workforce Intake Specialist II	4	\$37,924	\$44,560	\$51,197	●
5841	Community Restitution Supervisor	4	\$37,924	\$44,560	\$51,197	●
5842	Corrections Cook II	4	\$37,924	\$44,560	\$51,197	●
5843	Document Imaging Specialist	4	\$37,924	\$44,560	\$51,197	●
5844	Environmental Health Technician	4	\$37,924	\$44,560	\$51,197	●
5845	Financial Services Representative I	4	\$37,924	\$44,560	\$51,197	●
5846	Fleet Services Support Specialist I	4	\$37,924	\$44,560	\$51,197	●
5847	Horticulturist I	4	\$37,924	\$44,560	\$51,197	●
5848	Jury Clerk	4	\$37,924	\$44,560	\$51,197	●
5849	Lifeguard III	4	\$37,924	\$44,560	\$51,197	●
5850	Nutrition Education Specialist II	4	\$37,924	\$44,560	\$51,197	●
5851	Payroll Technician - Finance	4	\$37,924	\$44,560	\$51,197	●
5852	Public Health Program Specialist	4	\$37,924	\$44,560	\$51,197	●
5853	Public Safety Data Technician	4	\$37,924	\$44,560	\$51,197	●
5854	Records Management Specialist	4	\$37,924	\$44,560	\$51,197	●
5855	Records Technician Sheriff's Department	4	\$37,924	\$44,560	\$51,197	●
5856	Recovery Specialist I, Family Treatment Court	4	\$37,924	\$44,560	\$51,197	●
5857	Recreation Coordinator I	4	\$37,924	\$44,560	\$51,197	●
5858	Tax Collection Specialist II- Treasurer's Office	4	\$37,924	\$44,560	\$51,197	●
5859	Transportation Maintenance Technician II	4	\$37,924	\$44,560	\$51,197	●
5860	Warehouse Supply Technician II	4	\$37,924	\$44,560	\$51,197	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - =
5861	Youth Crew Leader	4	\$37,924	\$44,560	\$51,197	●
5862	Accounting Support Specialist II	3	\$36,118	\$42,439	\$48,759	●
5863	Animal Care Assistant II	3	\$36,118	\$42,439	\$48,759	●
5864	Animal Care Technician II	3	\$36,118	\$42,439	\$48,759	●
5865	Appraisal Support Specialist	3	\$36,118	\$42,439	\$48,759	●
5866	Background Investigator - Courts	3	\$36,118	\$42,439	\$48,759	●
5867	Bailiff	3	\$36,118	\$42,439	\$48,759	●
5868	Community & Workforce Intake Specialist I	3	\$36,118	\$42,439	\$48,759	●
5869	Community & Workforce Technician II	3	\$36,118	\$42,439	\$48,759	●
5870	Community Health Worker II	3	\$36,118	\$42,439	\$48,759	●
5871	Court Case Management Generalist	3	\$36,118	\$42,439	\$48,759	●
5872	Court Temporary Staff	3	\$36,118	\$42,439	\$48,759	●
5873	Courtroom Clerk Specialist	3	\$36,118	\$42,439	\$48,759	●
5874	Custodian III	3	\$36,118	\$42,439	\$48,759	●
5875	Deputy Court Clerk III	3	\$36,118	\$42,439	\$48,759	●
5876	Driver II	3	\$36,118	\$42,439	\$48,759	●
5877	Events Specialist - KSC	3	\$36,118	\$42,439	\$48,759	●
5878	Fleet Services Automotive Technician I (Light-Duty)	3	\$36,118	\$42,439	\$48,759	●
5879	Groundskeeper - KSC	3	\$36,118	\$42,439	\$48,759	●
5880	Indigent Interment Coordinator	3	\$36,118	\$42,439	\$48,759	●
5881	Legal Secretary	3	\$36,118	\$42,439	\$48,759	●
5882	Lifeguard II	3	\$36,118	\$42,439	\$48,759	●
5883	Morgue Assistant	3	\$36,118	\$42,439	\$48,759	●
5884	Parks Technician I	3	\$36,118	\$42,439	\$48,759	●
5885	Probation Dispatcher I	3	\$36,118	\$42,439	\$48,759	●
5886	Public Safety Specialist	3	\$36,118	\$42,439	\$48,759	●
5887	Public Safety Transcription Technician	3	\$36,118	\$42,439	\$48,759	●
5888	Recording Technician	3	\$36,118	\$42,439	\$48,759	●
5889	Rehabilitation Services Specialist	3	\$36,118	\$42,439	\$48,759	●
5890	Tax Collection Specialist I- Treasurer's Office	3	\$36,118	\$42,439	\$48,759	●
5891	Trades Maintenance Technician	3	\$36,118	\$42,439	\$48,759	●
5892	Transportation Maintenance Technician I	3	\$36,118	\$42,439	\$48,759	●
5893	Voter Registration Clerk	3	\$36,118	\$42,439	\$48,759	●
5894	Wastewater Maintenance Technician I	3	\$36,118	\$42,439	\$48,759	●
5895	Accounting Support Specialist I	2	\$34,398	\$40,418	\$46,437	●
5896	Administrative Assistant II	2	\$34,398	\$40,418	\$46,437	●
5897	Administrative Support Training Specialist	2	\$34,398	\$40,418	\$46,437	●
5898	Animal Care Assistant I	2	\$34,398	\$40,418	\$46,437	●
5899	Animal Care Dispatcher	2	\$34,398	\$40,418	\$46,437	●
5900	Cashier	2	\$34,398	\$40,418	\$46,437	●
5901	Community Health Specialist	2	\$34,398	\$40,418	\$46,437	●
5902	Community Health Worker I	2	\$34,398	\$40,418	\$46,437	●
5903	Community Restitution Program Specialist	2	\$34,398	\$40,418	\$46,437	●
5904	Corrections Cook I	2	\$34,398	\$40,418	\$46,437	●
5905	Court Case Management Specialist	2	\$34,398	\$40,418	\$46,437	●
5906	Court Services Support Specialist I	2	\$34,398	\$40,418	\$46,437	●
5907	Custodian II	2	\$34,398	\$40,418	\$46,437	●
5908	Deputy Court Clerk II	2	\$34,398	\$40,418	\$46,437	●
5909	Education Services Support Specialist - Courts	2	\$34,398	\$40,418	\$46,437	●
5910	Elections Technician I	2	\$34,398	\$40,418	\$46,437	●
5911	Law Library Specialist	2	\$34,398	\$40,418	\$46,437	●
5912	Legal Processing Support	2	\$34,398	\$40,418	\$46,437	●
5913	Library Program Instructor	2	\$34,398	\$40,418	\$46,437	●
5914	Library Technical Assistant	2	\$34,398	\$40,418	\$46,437	●
5915	Lifeguard I	2	\$34,398	\$40,418	\$46,437	●
5916	Medical Assistant	2	\$34,398	\$40,418	\$46,437	●
5917	Nutrition Education Specialist I	2	\$34,398	\$40,418	\$46,437	●
5918	Process Server	2	\$34,398	\$40,418	\$46,437	●
5919	Rangemaster	2	\$34,398	\$40,418	\$46,437	●
5920	Recreation Specialist	2	\$34,398	\$40,418	\$46,437	●
5921	Support Specialist II, CASA	2	\$34,398	\$40,418	\$46,437	●
5922	Support Specialist II, Family Treatment Court	2	\$34,398	\$40,418	\$46,437	●
5923	Support Specialist II, Juvenile Court	2	\$34,398	\$40,418	\$46,437	●
5924	Support Specialist II, Probation	2	\$34,398	\$40,418	\$46,437	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - / =
5925	Support Specialist, Pretrial Services	2	\$34,398	\$40,418	\$46,437	●
5926	Warehouse Supply Technician I	2	\$34,398	\$40,418	\$46,437	●
5927	Administrative Assistant I	1	\$32,760	\$38,493	\$44,226	●
5928	Adult Work Experience Program	1	\$32,760	\$38,493	\$44,226	●
5929	AmeriCorps	1	\$32,760	\$38,493	\$44,226	●
5930	Animal Care Response Technician	1	\$32,760	\$38,493	\$44,226	●
5931	Animal Care Technician I	1	\$32,760	\$38,493	\$44,226	●
5932	Architect Intern	1	\$32,760	\$38,493	\$44,226	●
5933	Community & Workforce Technician I	1	\$32,760	\$38,493	\$44,226	●
5935	Cook	1	\$32,760	\$38,493	\$44,226	●
5936	Courier	1	\$32,760	\$38,493	\$44,226	●
5937	Court Records Specialist	1	\$32,760	\$38,493	\$44,226	●
5938	Custodian I	1	\$32,760	\$38,493	\$44,226	●
5939	Deputy Court Clerk I	1	\$32,760	\$38,493	\$44,226	●
5940	Driver I	1	\$32,760	\$38,493	\$44,226	●
5941	Elections Aide	1	\$32,760	\$38,493	\$44,226	●
5942	Elections Worker	1	\$32,760	\$38,493	\$44,226	●
5943	Engineering Intern	1	\$32,760	\$38,493	\$44,226	●
5944	Events Worker	1	\$32,760	\$38,493	\$44,226	●
5945	Information Technology Customer Service Assistant - Courts	1	\$32,760	\$38,493	\$44,226	●
5946	Intern	1	\$32,760	\$38,493	\$44,226	●
5947	Laborer	1	\$32,760	\$38,493	\$44,226	●
5948	Laundry Attendant	1	\$32,760	\$38,493	\$44,226	●
5949	Library Page	1	\$32,760	\$38,493	\$44,226	●
5950	Mail Services Worker	1	\$32,760	\$38,493	\$44,226	●
5951	Parks Visitor Center Clerk	1	\$32,760	\$38,493	\$44,226	●
5952	Public Health Aide	1	\$32,760	\$38,493	\$44,226	●
5953	Receptionist, Adult Probation	1	\$32,760	\$38,493	\$44,226	●
5954	Receptionist, Pretrial Services	1	\$32,760	\$38,493	\$44,226	●
5955	Receptionist/Office Support	1	\$32,760	\$38,493	\$44,226	●
5956	Receptionist/Office Support, Juvenile Court	1	\$32,760	\$38,493	\$44,226	●
5957	Recreation Aide	1	\$32,760	\$38,493	\$44,226	●
5958	Support Specialist I, Detention	1	\$32,760	\$38,493	\$44,226	●
5959	Trades Maintenance Helper	1	\$32,760	\$38,493	\$44,226	●
5960	Visitor Center Clerk	1	\$32,760	\$38,493	\$44,226	●
5961	Warehouse Operations Helper	1	\$32,760	\$38,493	\$44,226	●
5962	Youth Worker	1	\$32,760	\$38,493	\$44,226	●
9094	Part Time Judge	SB	\$15,288	\$72,894	\$130,500	●
9975	Constable Precinct 5	SB	\$15,288	\$72,894	\$130,500	●
9982	Justice of the Peace Prec 5	SB	\$15,288	\$72,894	\$130,500	●
0167	Court Commissioner	SB	\$15,288	\$72,894	\$130,500	●
0301	Clerk of the Superior Court	SB	\$15,288	\$72,894	\$130,500	●
0302	Superior Court Judge	SB	\$15,288	\$72,894	\$130,500	●
0305	Judge Pro Tempore	SB	\$15,288	\$72,894	\$130,500	●
8067	Hearing Officer	SB	\$15,288	\$72,894	\$130,500	●
9967	Justice of the Peace Prec 10	SB	\$15,288	\$72,894	\$130,500	●
9968	Justice of the Peace Prec 9	SB	\$15,288	\$72,894	\$130,500	●
9969	Constable Precinct 9	SB	\$15,288	\$72,894	\$130,500	●
9970	Assessor	SB	\$15,288	\$72,894	\$130,500	●
9971	Constable Precinct 1	SB	\$15,288	\$72,894	\$130,500	●
9972	Constable Precinct 2	SB	\$15,288	\$72,894	\$130,500	●
9973	Constable Precinct 3	SB	\$15,288	\$72,894	\$130,500	●
9974	Constable Precinct 4	SB	\$15,288	\$72,894	\$130,500	●
9976	County Attorney	SB	\$15,288	\$72,894	\$130,500	●
9977	County Supervisor	SB	\$15,288	\$72,894	\$130,500	●
9978	Justice of the Peace Prec 1	SB	\$15,288	\$72,894	\$130,500	●
9979	Justice of the Peace Prec 2	SB	\$15,288	\$72,894	\$130,500	●
9980	Justice of the Peace Prec 3	SB	\$15,288	\$72,894	\$130,500	●
9981	Justice of the Peace Prec 4	SB	\$15,288	\$72,894	\$130,500	●
9983	Recorder	SB	\$15,288	\$72,894	\$130,500	●
9984	Sheriff	SB	\$15,288	\$72,894	\$130,500	●
9985	Superintendent of Schools	SB	\$15,288	\$72,894	\$130,500	●
9986	Treasurer	SB	\$15,288	\$72,894	\$130,500	●
9987	Constable Precinct 6	SB	\$15,288	\$72,894	\$130,500	●

Proposed Job Code	Proposed Job Title	Pay Grade	Annual Minimum	Annual Midpoint	Annual Maximum	New Salary Range: + / - =
9988	Justice of the Peace Prec 6	SB	\$15,288	\$72,894	\$130,500	●
9989	Justice of the Peace Prec 7	SB	\$15,288	\$72,894	\$130,500	●
9992	Constable Precinct 8	SB	\$15,288	\$72,894	\$130,500	●
9995	Justice of the Peace Prec 8	SB	\$15,288	\$72,894	\$130,500	●
9996	Constable Precinct 7	SB	\$15,288	\$72,894	\$130,500	●
9998	Constable Precinct 10	SB	\$15,288	\$72,894	\$130,500	●

ATTACHMENT 4

Attachment 4: Salary Structures
Pima County
Final Compensation Study Results
Date Effective: TBD

Structure A - Pima County and Courts (Excluding Law Enforcement)

Grade	Salary Range - Annual			Salary Range - Hourly		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
1	\$32,760	\$38,493	\$44,226	\$15.75	\$18.51	\$21.26
2	\$34,398	\$40,418	\$46,437	\$16.54	\$19.43	\$22.33
3	\$36,118	\$42,439	\$48,759	\$17.36	\$20.40	\$23.44
4	\$37,924	\$44,560	\$51,197	\$18.23	\$21.42	\$24.61
5	\$39,820	\$46,788	\$53,757	\$19.14	\$22.49	\$25.84
6	\$41,811	\$49,128	\$56,445	\$20.10	\$23.62	\$27.14
7	\$43,902	\$51,584	\$59,267	\$21.11	\$24.80	\$28.49
8	\$46,097	\$54,164	\$62,230	\$22.16	\$26.04	\$29.92
9	\$47,393	\$56,872	\$66,350	\$22.79	\$27.34	\$31.90
10	\$49,763	\$59,715	\$69,668	\$23.92	\$28.71	\$33.49
11	\$52,251	\$62,701	\$73,151	\$25.12	\$30.14	\$35.17
12	\$54,863	\$65,836	\$76,809	\$26.38	\$31.65	\$36.93
13	\$57,607	\$69,128	\$80,649	\$27.70	\$33.23	\$38.77
14	\$60,487	\$72,584	\$84,682	\$29.08	\$34.90	\$40.71
15	\$66,536	\$79,843	\$93,150	\$31.99	\$38.39	\$44.78
16	\$73,189	\$87,827	\$102,465	\$35.19	\$42.22	\$49.26
17	\$80,508	\$96,610	\$112,711	\$38.71	\$46.45	\$54.19
18	\$88,881	\$111,101	\$133,321	\$42.73	\$53.41	\$64.10
19	\$102,213	\$127,766	\$153,320	\$49.14	\$61.43	\$73.71
20	\$117,545	\$146,931	\$176,318	\$56.51	\$70.64	\$84.77
21	\$135,177	\$168,971	\$202,765	\$64.99	\$81.24	\$97.48
22	\$155,453	\$194,317	\$233,180	\$74.74	\$93.42	\$112.11
23	\$178,771	\$223,464	\$268,157	\$85.95	\$107.43	\$128.92
24	\$206,275	\$268,157	\$330,039	\$99.17	\$128.92	\$158.67
25	\$247,529	\$321,788	\$396,047	\$119.00	\$154.71	\$190.41
26	\$309,412	\$402,235	\$495,059	\$148.76	\$193.38	\$238.01

Structure B - Law Enforcement

Grade	Salary Range - Annual			Salary Range - Hourly		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
L1	\$51,814	\$53,764	\$55,714	\$24.91	\$25.85	\$26.79
L2	\$58,500	\$60,548	\$62,595	\$28.13	\$29.11	\$30.09
L3	\$65,725	\$68,025	\$70,325	\$31.60	\$32.70	\$33.81
L4	\$73,842	\$76,426	\$79,011	\$35.50	\$36.74	\$37.99
L5	\$82,961	\$85,035	\$87,109	\$39.89	\$40.88	\$41.88
L6	\$91,465	\$93,751	\$96,038	\$43.97	\$45.07	\$46.17
L7	\$105,642	\$116,206	\$126,770	\$50.79	\$55.87	\$60.95
L8	\$116,206	\$127,827	\$139,447	\$55.87	\$61.46	\$67.04
L9	\$127,827	\$140,609	\$153,392	\$61.46	\$67.60	\$73.75
L10	\$131,634	\$154,670	\$177,706	\$63.29	\$74.36	\$85.44
L11	\$144,798	\$170,137	\$195,477	\$69.61	\$81.80	\$93.98

Structure C - Attorneys

Grade	Salary Range - Annual			Salary Range - Hourly		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A1	\$62,878	\$100,870	\$138,860	\$30.22	\$48.50	\$66.76
A2	\$77,297	\$111,929	\$146,560	\$37.16	\$53.81	\$70.46
A3	\$89,809	\$130,048	\$170,287	\$43.17	\$62.52	\$81.87
A4	\$104,602	\$151,469	\$198,336	\$50.29	\$72.82	\$95.35
A5	\$125,049	\$181,087	\$237,124	\$60.12	\$87.06	\$114.00