

IN THE SUPERIOR COURT OF THE STATE OF ARIZONA
IN AND FOR THE COUNTY OF MOHAVE

FILED
05 MAR 24 PM 2:58
SUPERIOR COURT CLERK
KS

IN THE MATTER OF:

ADOPTION OF JUDICIAL EMPLOYEE)
4% COMPRESSION-BASED) ADMINISTRATIVE ORDER
SALARY ADJUSTMENT) 2005 - 03
_____)

WHEREAS, it is the desire of the Superior Court to recruit and retain a professional, well-trained, customer service oriented workforce to better serve the public;

WHEREAS, the Superior Court remains firmly committed to providing equitable and adequate compensation for all judicial employees;

WHEREAS, the Superior Court recognizes that since FY 01-02 the pay system has not provided a mechanism through which judicial employees may progress within their assigned pay ranges and this has resulted in serious compression with approximately 73% of all current judicial employee salaries falling within the first quartile of their associated pay range;

WHEREAS, after considering the pay compression problem, the ongoing investment made in developing and retaining high performing judicial employees and available fiscal resources, the Superior Court desires to implement a compression-based salary adjustment to provide a measure of separation between more newly hired staff and longer-term judicial employees.

IT IS ORDERED, that a compression-based pay adjustment of 4% be processed for regular status judicial employees who have been continuously employed in a regular position by the Superior Court/Mohave County since December 31, 2002, providing such adjustment does not cause the employee's salary to exceed the maximum salary of their assigned pay range; such pay adjustment to be effective retroactive to February 5, 2005.

IT IS FURTHER ORDERED, that the Superior Court work in a spirit of cooperation with the Mohave County Board of Supervisors in establishing an independent judicial classification and compensation system that provides up-to-date job descriptions, improves competitiveness with the external market, and one that establishes a performance-based pay system in which judicial employees have the opportunity to progress throughout their assigned pay ranges.

DATED this 24th day of March, 2005.



Honorable Randolph A. Bartlett, Presiding Judge
Mohave County Superior Court