

FILED

IN THE SUPERIOR COURT OF THE STATE OF ARIZONA

BY: _____

IN AND FOR THE COUNTY OF MOHAVE

2006 AUG 22 PM 2:03

VERLYNN TINNELL
SUPERIOR COURT CLERK

IN THE MATTER OF:

ADOPTION OF FY 06-07)	
JUDICIAL CLASSIFICATION)	ADMINISTRATIVE ORDER
AND COMPENSATION PLAN)	2006-08
)	
)	

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

WHEREAS, the Superior Court acknowledges that in early 2005, Mohave County engaged the services of The Segal Company to conduct a countywide classification and compensation study for the purpose of developing recommendations for the County's compensation program;

WHEREAS, the Superior Court further acknowledges that the above mentioned countywide study included an evaluation of the recommendations made by Public Sector Personnel Consultants (PSPC) in the Position Classification and FY 2004 Salary Plan for Superior and Justice Courts in Mohave County for the purpose of determining the validity and comparability of the results of the court study to those of the countywide Segal study;


WHEREAS, the Superior Court acknowledges that through the adoption of the FY 06-07 budget, the Mohave County Board of Supervisors has approved: 1) job title changes and reclassifications of certain select positions throughout the Superior and Justice Courts; and 2) an 8% Cost-of-Living (COLA) Salary Adjustment to be implemented through an upward adjustment of the salary schedule with an associated 8% pay adjustment to all county and Superior Court employees holding a full or part-time benefits eligible position (temporary and on-call status employees are excluded);

IT IS ORDERED, that the Superior Court Personnel Office prepare the necessary Personnel Action (PA) forms to implement the above referenced title changes, reclassifications, and COLA salary increases for eligible employees effective the first of the payperiod on August 5, 2006, as approved by the Mohave County Board of Supervisors.

IT IS FUTHER ORDERED, that the Superior Court Personnel Office collaborate with Mohave County during FY 06-07 and identify a plan to address and improve judicial employee retention through the enhancement and development of competency-based movement through identified career paths or ladders.

IT IS FURTHER ORDERED, that the attached FY 06-07 Judicial Classification Plan and Salary Schedule be adopted for implementation as of August 5, 2006.

DATED this 21st day of August ~~X~~, 2006.



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

Original filed with the Clerk of the Superior Court in Mohave County

	MINIMUM			MIDPOINT							
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09		
Range 10	Hourly	14,940	15,680	16,470	17,290	18,160	19,060	20,020	21,010	22,070	23,170
	Bi-Weekly	1195.2000	1254.4000	1317.6000	1383.2000	1452.8000	1524.8000	1601.6000	1680.8000	1765.6000	1853.6000
	Annually	31075.2000	32614.4000	34257.6000	35963.2000	37772.8000	39644.8000	41641.6000	43700.8000	45905.6000	48193.6000
Range 11	Hourly	15,680	16,470	17,290	18,160	19,060	20,020	21,010	22,070	23,170	24,320
	Bi-Weekly	1254.4000	1317.6000	1383.2000	1452.8000	1524.8000	1601.6000	1680.8000	1765.6000	1853.6000	1945.6000
	Annually	32614.4000	34257.6000	35963.2000	37772.8000	39644.8000	41641.6000	43700.8000	45905.6000	48193.6000	50585.6000
Range 12	Hourly	16,470	17,290	18,160	19,060	20,020	21,010	22,070	23,170	24,320	25,540
	Bi-Weekly	1317.6000	1383.2000	1452.8000	1524.8000	1601.6000	1680.8000	1765.6000	1853.6000	1945.6000	2043.2000
	Annually	34257.6000	35963.2000	37772.8000	39644.8000	41641.6000	43700.8000	45905.6000	48193.6000	50585.6000	53123.2000
Range 13	Hourly	17,290	18,160	19,060	20,020	21,010	22,070	23,170	24,320	25,540	26,820
	Bi-Weekly	1383.2000	1452.8000	1524.8000	1601.6000	1680.8000	1765.6000	1853.6000	1945.6000	2043.2000	2145.6000
	Annually	35963.2000	37772.8000	39644.8000	41641.6000	43700.8000	45905.6000	48193.6000	50585.6000	53123.2000	55785.6000
Range 14	Hourly	18,160	19,060	20,020	21,010	22,070	23,170	24,320	25,540	26,820	28,160
	Bi-Weekly	1452.8000	1524.8000	1601.6000	1680.8000	1765.6000	1853.6000	1945.6000	2043.2000	2145.6000	2252.8000
	Annually	37772.8000	39644.8000	41641.6000	43700.8000	45905.6000	48193.6000	50585.6000	53123.2000	55785.6000	58572.8000
Range 15	Hourly	19,060	20,020	21,010	22,070	23,170	24,320	25,540	26,820	28,160	29,560
	Bi-Weekly	1524.8000	1601.6000	1680.8000	1765.6000	1853.6000	1945.6000	2043.2000	2145.6000	2252.8000	2364.8000
	Annually	39644.8000	41641.6000	43700.8000	45905.6000	48193.6000	50585.6000	53123.2000	55785.6000	58572.8000	61484.8000
Range 16	Hourly	20,020	21,010	22,070	23,170	24,320	25,540	26,820	28,160	29,560	31,040
	Bi-Weekly	1601.6000	1680.8000	1765.6000	1853.6000	1945.6000	2043.2000	2145.6000	2252.8000	2364.8000	2483.2000
	Annually	41641.6000	43700.8000	45905.6000	48193.6000	50585.6000	53123.2000	55785.6000	58572.8000	61484.8000	64563.2000
Range 17	Hourly	21,010	22,070	23,170	24,320	25,540	26,820	28,160	29,560	31,040	32,590
	Bi-Weekly	1680.8000	1765.6000	1853.6000	1945.6000	2043.2000	2145.6000	2252.8000	2364.8000	2483.2000	2607.2000
	Annually	43700.8000	45905.6000	48193.6000	50585.6000	53123.2000	55785.6000	58572.8000	61484.8000	64563.2000	67787.2000
Range 18	Hourly	22,070	23,170	24,320	25,540	26,820	28,160	29,560	31,040	32,590	34,220
	Bi-Weekly	1765.6000	1853.6000	1945.6000	2043.2000	2145.6000	2252.8000	2364.8000	2483.2000	2607.2000	2737.6000
	Annually	45905.6000	48193.6000	50585.6000	53123.2000	55785.6000	58572.8000	61484.8000	64563.2000	67787.2000	71177.6000

	MINIMUM			MIDPOINT							
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09		
Range 19	Hourly	23.1700	24.3200	25.5400	26.8200	28.1600	29.5600	31.0400	32.5900	34.2200	35.9400
	Bi-Weekly	1853.6000	1945.6000	2043.2000	2145.6000	2252.8000	2364.8000	2483.2000	2607.2000	2737.6000	2875.2000
	Annually	48193.6000	50585.6000	53123.2000	55785.6000	58572.8000	61484.8000	64563.2000	67787.2000	71177.6000	74755.2000
Range 20	Hourly	24.3200	25.5400	26.8200	28.1600	29.5600	31.0400	32.5900	34.2200	35.9400	37.7300
	Bi-Weekly	1945.6000	2043.2000	2145.6000	2252.8000	2364.8000	2483.2000	2607.2000	2737.6000	2875.2000	3018.4000
	Annually	50585.6000	53123.2000	55785.6000	58572.8000	61484.8000	64563.2000	67787.2000	71177.6000	74755.2000	78478.4000
Range 21	Hourly	25.5400	26.8200	28.1600	29.5600	31.0400	32.5900	34.2200	35.9400	37.7300	39.6100
	Bi-Weekly	2043.2000	2145.6000	2252.8000	2364.8000	2483.2000	2607.2000	2737.6000	2875.2000	3018.4000	3168.8000
	Annually	53123.2000	55785.6000	58572.8000	61484.8000	64563.2000	67787.2000	71177.6000	74755.2000	78478.4000	82388.8000
Range 22	Hourly	26.8200	28.1600	29.5600	31.0400	32.5900	34.2200	35.9400	37.7300	39.6100	41.6000
	Bi-Weekly	2145.6000	2252.8000	2364.8000	2483.2000	2607.2000	2737.6000	2875.2000	3018.4000	3168.8000	3328.0000
	Annually	55785.6000	58572.8000	61484.8000	64563.2000	67787.2000	71177.6000	74755.2000	78478.4000	82388.8000	86528.0000
Range 23	Hourly	28.1600	29.5600	31.0400	32.5900	34.2200	35.9400	37.7300	39.6100	41.6000	43.6700
	Bi-Weekly	2252.8000	2364.8000	2483.2000	2607.2000	2737.6000	2875.2000	3018.4000	3168.8000	3328.0000	3493.6000
	Annually	58572.8000	61484.8000	64563.2000	67787.2000	71177.6000	74755.2000	78478.4000	82388.8000	86528.0000	90833.6000
Range 24	Hourly	29.5600	31.0400	32.5900	34.2200	35.9400	37.7300	39.6100	41.6000	43.6700	45.8600
	Bi-Weekly	2364.8000	2483.2000	2607.2000	2737.6000	2875.2000	3018.4000	3168.8000	3328.0000	3493.6000	3668.8000
	Annually	61484.8000	64563.2000	67787.2000	71177.6000	74755.2000	78478.4000	82388.8000	86528.0000	90833.6000	95388.8000
Range 25	Hourly	31.0400	32.5900	34.2200	35.9400	37.7300	39.6100	41.6000	43.6700	45.8600	48.1500
	Bi-Weekly	2483.2000	2607.2000	2737.6000	2875.2000	3018.4000	3168.8000	3328.0000	3493.6000	3668.8000	3852.0000
	Annually	64563.2000	67787.2000	71177.6000	74755.2000	78478.4000	82388.8000	86528.0000	90833.6000	95388.8000	100152.0000
Range 26	Hourly	32.5900	34.2200	35.9400	37.7300	39.6100	41.6000	43.6700	45.8600	48.1500	50.5500
	Bi-Weekly	2607.2000	2737.6000	2875.2000	3018.4000	3168.8000	3328.0000	3493.6000	3668.8000	3852.0000	4044.0000
	Annually	67787.2000	71177.6000	74755.2000	78478.4000	82388.8000	86528.0000	90833.6000	95388.8000	100152.0000	105144.0000
Range 27	Hourly	34.2200	35.9400	37.7300	39.6100	41.6000	43.6700	45.8600	48.1500	50.5500	53.0800
	Bi-Weekly	2737.6000	2875.2000	3018.4000	3168.8000	3328.0000	3493.6000	3668.8000	3852.0000	4044.0000	4246.4000
	Annually	71177.6000	74755.2000	78478.4000	82388.8000	86528.0000	90833.6000	95388.8000	100152.0000	105144.0000	110406.4000

	MINIMUM			MIDPOINT								
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09			
Range 28	Hourly	35.9400	37.7300	39.6100	41.6000	43.6700	45.8600	48.1500	50.5500	53.0800	55.7400	58.5300
	Bi-Weekly	2875.2000	3018.4000	3168.8000	3328.0000	3493.6000	3668.8000	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000
	Annually	74755.2000	78478.4000	82388.8000	86528.0000	90833.6000	95388.8000	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000
Range 29	Hourly	37.7300	39.6100	41.6000	43.6700	45.8600	48.1500	50.5500	53.0800	55.7400	58.5300	61.4500
	Bi-Weekly	3018.4000	3168.8000	3328.0000	3493.6000	3668.8000	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000
	Annually	78478.4000	82388.8000	86528.0000	90833.6000	95388.8000	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000
Range 30	Hourly	39.6100	41.6000	43.6700	45.8600	48.1500	50.5500	53.0800	55.7400	58.5300	61.4500	64.5200
	Bi-Weekly	3168.8000	3328.0000	3493.6000	3668.8000	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000
	Annually	82388.8000	86528.0000	90833.6000	95388.8000	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000
Range 31	Hourly	41.6000	43.6700	45.8600	48.1500	50.5500	53.0800	55.7400	58.5300	61.4500	64.5200	67.7600
	Bi-Weekly	3328.0000	3493.6000	3668.8000	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000	5420.8000
	Annually	86528.0000	90833.6000	95388.8000	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000	140940.8000
Range 32	Hourly	43.6700	45.8600	48.1500	50.5500	53.0800	55.7400	58.5300	61.4500	64.5200	67.7600	71.1600
	Bi-Weekly	3493.6000	3668.8000	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000	5420.8000	5692.8000
	Annually	90833.6000	95388.8000	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000	140940.8000	148012.8000
Range 33	Hourly	45.8600	48.1500	50.5500	53.0800	55.7400	58.5300	61.4500	64.5200	67.7600	71.1600	74.7200
	Bi-Weekly	3668.8000	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000	5420.8000	5692.8000	5977.6000
	Annually	95388.8000	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000	140940.8000	148012.8000	155417.6000
Range 34	Hourly	48.1500	50.5500	53.0800	55.7400	58.5300	61.4500	64.5200	67.7600	71.1600	74.7200	78.4500
	Bi-Weekly	3852.0000	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000	5420.8000	5692.8000	5977.6000	6276.0000
	Annually	100152.0000	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000	140940.8000	148012.8000	155417.6000	163176.0000
Range 35	Hourly	50.5500	53.0800	55.7400	58.5300	61.4500	64.5200	67.7600	71.1600	74.7200	78.4500	82.3700
	Bi-Weekly	4044.0000	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000	5420.8000	5692.8000	5977.6000	6276.0000	6589.6000
	Annually	105144.0000	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000	140940.8000	148012.8000	155417.6000	163176.0000	171329.6000
Range 36	Hourly	53.0800	55.7400	58.5300	61.4500	64.5200	67.7600	71.1600	74.7200	78.4500	82.3700	86.5000
	Bi-Weekly	4246.4000	4459.2000	4682.4000	4916.0000	5161.6000	5420.8000	5692.8000	5977.6000	6276.0000	6589.6000	6916.0000
	Annually	110406.4000	115939.2000	121742.4000	127816.0000	134201.6000	140940.8000	148012.8000	155417.6000	163176.0000	171329.6000	180000.0000

Superior Court in Mohave County

Judicial Classification Plan

FY 06-07

Classification	Job Code	Job Family	Rate	Annual Range Minimum	Annual Range Maximum
Administrative Program Specialist	J215	OE	15	\$39,644.80	\$61,484.80
Administrative Services Assistant	J036	OE	11	\$32,614.40	\$50,585.60
Alternative Dispute Resolution Administrator	J004	OX	25	\$64,563.20	\$100,152.00
Assistant Chief Probation Officer	J109	OX	25	\$64,563.20	\$100,152.00
Automation Field Trainer	J340	OE	13	\$35,963.20	\$55,785.60
Automation Systems Manager	J129	OX	25	\$64,563.20	\$100,152.00
Automation Systems Specialist	J309	OE	17	\$43,700.80	\$67,787.20
Budget Manager	J253	OX	17	\$43,700.80	\$67,787.20
CASA Program Assistant	J645	OE	6	\$25,542.40	\$39,644.80
CASA Program Manager	J278	OE	14	\$37,772.80	\$58,572.80
CASA Program Specialist	J279	OE	8	\$28,163.20	\$43,700.80
Caseflow Manager	J120	OE	18	\$45,905.60	\$71,177.60
Chief Deputy Clerk of Court	J010	OX	20	\$50,585.60	\$78,478.40
Chief Probation Officer	J125	OX	28	\$74,755.20	\$115,939.20
Clerical Temporary	J610	OE	A	-	-
Conciliation Court Assistant	J693	OE	10	\$31,075.20	\$48,193.60
Court Security Manager	J238	OX	15	\$39,644.80	\$61,484.80
Court Services Assistant	J696	OE	8	\$28,163.20	\$43,700.80
Court Services Assistant Senior	J697	OE	10	\$31,075.20	\$48,193.60
Court Services Clerk	J695	OE	4	\$23,150.40	\$35,963.20
Court Services Supervisor	J698	OE	15	\$39,644.80	\$61,484.80
Courtroom Clerk	J699	OE	10	\$31,075.20	\$48,193.60
Courtroom Clerk Senior	J700	OE	11	\$32,614.40	\$50,585.60
Deputy Court Administrator	TBD *	OX	26	\$67,787.20	\$105,144.00
Deputy Probation Officer I	J242	OE	14	\$37,772.80	\$58,572.80
Deputy Probation Officer II	J243	OE	15	\$39,644.80	\$61,484.80
Drug Court Coordinator	J130	OE	16	\$41,641.60	\$64,563.20
Family Counselor-Mediator	J250	OX	15	\$39,644.80	\$61,484.80
Human Resource Manager	J275	OX	22	\$55,785.60	\$86,528.00
Human Resource Specialist	J521	OE	10	\$31,075.20	\$48,193.60
Inactive - Court Collections Officer	J233	OX	15	\$39,644.80	\$61,484.80
Judicial Assisant to JP	J603	OR	10	\$31,075.20	\$48,193.60
Judicial Assistant	J604	OX	11	\$32,614.40	\$50,585.60
Judicial Assistant to Court Commissioner	J605	OE	11	\$32,614.40	\$50,585.60
Justice Court Services Assistant	6543	OE	8	\$28,163.20	\$43,700.80
Justice Court Services Assistant Senior	6544	OE	10	\$31,075.20	\$48,193.60
Justice Court Services Clerk	6542	OE	4	\$23,150.40	\$35,963.20
Justice Court Services Supervisor	6551	OE	15	\$39,644.80	\$61,484.80
Juvenile Detention Administrator	J135	OX	21	\$53,123.20	\$82,388.80
Juvenile Detention Officer I	J421	OE	10	\$31,075.20	\$48,193.60
Juvenile Detention Officer II	J422	OE	12	\$34,257.60	\$53,123.20
Juvenile Detention Officer Recruit	J420	OE	9	\$29,577.60	\$45,905.60
Juvenile Detention Officer Supervisor	J423	OE	16	\$41,641.60	\$64,563.20
Juvenile Detention Teacher	J290	OX	15	\$39,644.80	\$61,484.80
Law Librarian	J590	OE	11	\$32,614.40	\$50,585.60
Law Library Assistant	J589	OE	4	\$23,150.40	\$35,963.20
Limited Jurisdiction Court Administrator	J005	OX	27	\$71,177.60	\$110,406.40
Mediation Services Assistant	J249	OE	4	\$23,150.40	\$35,963.20
Office Supervisor	J103	OX	18	\$45,905.60	\$71,177.60
Official Court Reporter	J045	OX	18	\$45,905.60	\$71,177.60
Parenting Coordinator	TBD *	OE	19	\$48,193.60	\$74,755.20
Probation Operations Supervisor	J248	OX	18	\$45,905.60	\$71,177.60
Probation Services Assistant	J246	OE	8	\$28,163.20	\$43,700.80
Probation Services Assistant Senior	J247	OE	10	\$31,075.20	\$48,193.60
Probation Services Clerk	J245	OE	4	\$23,150.40	\$35,963.20

Probation Surveillance Officer I	J470	OE	11	\$32,614.40	\$50,585.60
Probation Surveillance Officer II	J471	OE	12	\$34,257.60	\$53,123.20
Professional Temp - Exempt	J277	OX	A	-	-
Professional Temp - Non-Exempt	J276	OE	A	-	-
Program Specialist	J480	OE	16	\$41,641.60	\$64,563.20
Protective Services Temp	J476	OE	A	-	-
Superior Court Administrator	J127	OX	28	\$74,755.20	\$115,939.20
Teachers Assistant	J580	OE	7	\$26,832.00	\$41,641.60
Youth Care Worker I - Juvenile	J496	OE	10	\$31,075.20	\$48,193.60
Youth Care Worker Recruit - Juvenile	J495	OE	9	\$29,577.60	\$45,905.60
OE = FLSA Non-exempt position (overtime eligible); OX = FLSA Exempt position (salaried)					
Effective August 5, 2006					
*TBD = To Be Determined					