

COCHISE COUNTY

Court Compensation Plan April 11, 2017

Honorable James Conlogue, Presiding Judge
Eric Silverberg, Court Administrator
Tracey Romero, Director, Judicial Human Resources



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Current Compensation Structure

43 positions across 26 pay grades

Salaries are based upon tenure

- Step plan adopted in April 1999; modified in 2004
- 15 steps over 30 years; first increase at 3 years
- Salary growth averages 1.5% per year after 8 years
- Minimum salaries last adjusted in 2008
- Current market salary for most positions is reached between years 8 and 20



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Professional Position Market Example

Probation Officer

- Current entry = \$34,500
- State average entry = \$40,878
- State average salary = \$50,427
- Salary plan at 20 years = \$50,068

Justice Court Manager

- Current entry = \$33,125
- Salary at 20 years = \$48,073
- Market range = \$45,000 - \$54,000



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Proposal

Adopt County's broad-banded pay structure and share one compensation plan and philosophy

- Establish and maintain court/county pay equity
- Recruit and hire at competitive salary levels
- Pay for performance
- Retain and develop talented employees



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Transition Plan

- Classify employees in appropriate salary bands based on market salaries and county position comps – Completed
- Ensure availability of funding for structural adjustments (FY 17) and market pay (FY 18-20)
- Meet with department directors and employees to discuss broad-banding and offer choice
- Partner with County to develop compensation plan and enhance performance review process



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Discussion



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