

RESOLUTION 18-__

COCHISE COUNTY COMPENSATION POLICY

WHEREAS, Cochise County adopted the County Classification Plan on January 19, 1999 (with subsequent modifications); and

WHEREAS, the Cochise County Board of Supervisors desires to provide a compensation policy which fairly and equitably compensates its employees, with pay that is competitive within the relevant labor market and which recognizes employee skills, experience and performance; and

WHEREAS, the Board of Supervisors desires to periodically review relevant labor markets for use in salary and budgetary decisions and maintain a compensation policy that attracts, retains and rewards a talented workforce; and

WHEREAS, the Cochise County Compensation Plan for County employees; excluding the Sheriff's Deputy Pay Plan, the Detention Officer Pay Plan, and the Judicial Pay Plan; has not been increased since July 2007; and

WHEREAS, on August 30, 2016 the Cochise County Board of Supervisors approved a new pay structure with broad salary bands; excluding the Sheriff's Deputy Pay Plan, the Detention Officer Pay Plan, and the Judicial Pay Plan.

NOW, BE IT THEREFORE RESOLVED, that the Cochise County Board of Supervisors hereby adopts a new County Compensation Policy (Exhibit A) which supersedes any previous resolutions regarding Cochise County Compensation Plans; excluding the Sheriff's Deputy Pay Plan, the Detention Officer Pay Plan, and the Judicial Pay Plan currently in place.

FURTHER BE IT RESOLVED, that the Cochise County Sheriff's Department and the Cochise County Courts may choose to opt into the new County Compensation Policy without Board approval, or they may continue utilizing the existing Sheriff's Deputy Pay Plan, the Detention Officer Pay Plan, or the Judicial Pay Plan. The new County Compensation Policy shall not be intermingled with any of the other existing plans. Therefore, opting into the new County Compensation Policy will require foregoing the use of the existing plan.

APPROVED AND ADOPTED this 13th of March 2018 by the Cochise County Board of Supervisors in formal session.

Ann English
Chairperson

ATTEST:

APPROVED AS TO FORM:

Arlethe G. Rios
Clerk of the Board

Elda Orduño 3.7.18

Elda Orduño
Deputy County Attorney