



Date: December 22, 2020

To: Leo Lew, Interim County Manager  
Angie Woods, Budget Director  
Mary Ellen Sheppard, Human Resources Director

From: Douglas Wolf, Pinal County Assessor

Subject: Mid-point authorization

Pinal County Wage and Salary Administration policy 4.20 allows elected officials to hire above the salary mid-point with Board approval. The Assessor Database Administrator position is vacant and we have a very highly qualified candidate whose experience easily justifies the change.

Ray Nixon has worked at Pinal County for 13 years. He has worked closely with the Assessor's CAMA database system over the past 10 years. His knowledge and experience with our database makes him an exceptional candidate. He also understands and has years of experience troubleshooting the integration of our CAMA system with several other databases within the county. The integration of these systems is crucial to the smooth and efficient operation of many parts of the county. Most of the other staff who are familiar with this integration are no longer with the county. That makes it even more important that we have someone with this knowledge and experience in our database position.

We are requesting approval to hire Ray Nixon for our Database Administrator position at the annual rate of \$82,000. This is \$2,259 over the mid-point salary range.

Thank you for your attention to this matter.

ASSESSOR