

Pinal County Human Resources – Compensation Market Study and Recommendation – Education Specialist April 2024

Background: A request was made to create a new job classification of Education Specialist. Education Specialists are responsible for facilitating the provision of the professional development needs of school and district personnel in instruction and content of assigned subject area in correlation with the Arizona College and Career Readiness Standards in order to improve and enrich the performance of students in Pinal County.

Analysis: Preliminary actions in preparation for the market salary study were to develop a job classification description that accurately reflect the essential duties of the position and compare it to similar classifications in the market. The proposed new job classification title is as follows:

Proposed Job Classification Title
Education Specialist

After a review of the proposed job classification and comparator agency positions, market salary data for similar functioning classifications was gathered from local comparator agencies. As job classification titles can vary among different agencies, the compensation analysis reviewed positions with comparable essential duties and responsibilities. Comparators with similar job classifications are noted below:

Comparator Agencies

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Coconino County	ESA Program Coordinator	\$57,148	\$70,109	\$83,069
Maricopa County	Education Service Program Coordinator	\$62,400	\$79,955	\$97,500
Average:		\$59,774	\$75,032	\$90,285
Equivalent Pinal County Grade		12	\$57,909	\$73,834
			\$73,834	\$89,759

Positions at comparator agencies considered similar in terms of scope and responsibilities:

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Maricopa County	Training Officer (Department)	\$62,400	\$76,960	\$91,499

Pinal County Pay Grades				
Grade 11	\$53,619	\$68,364	\$83,109	
Grade 12	\$57,909	\$73,834	\$89,759	
Grade 13	\$62,542	\$79,741	\$96,940	

Recommendation:

The standard practice that has been applied in Pinal County is to base market pay grades on the midpoint average of our market comparators. Generally, the grade closest to the midpoint average is used. Based on a review of market salary data gathered from our local comparator agencies, the recommended pay grade for this classification is **Grade 12:**

Job Classification Title	Grade	Minimum	Midpoint	Maximum
Education Specialist	12	\$57,909	\$73,834	\$89,759

Human Resources Department Review	
HR Director or Designee Signature: <i>Claudia Inyán</i>	Date: <i>4/22/2024</i>

Office of Management and Budget Review	
Budget Director or Designee Signature: <i>Christine Woods</i>	Date: <i>4/24/24</i>

County Manager Approval	
County Manager or Designee Signature: <i>MayEllen Sheppard</i>	Date: <i>5/9/2024</i>