

**Pinal County Human Resources – Compensation
Market Study and Recommendation – Principal (Detention)
April 2024**

Background: A request was made to create a new job classification of Principal. The Principal is responsible for directing and coordinating the educational and administrative activities of the adult and juvenile detention education program. These duties are performed in a detention setting.

Analysis: Preliminary actions in preparation for the market salary study were to develop a job classification description that accurately reflects the essential duties of the position and compare it to similar classifications in the market. Additionally, a review of the county/internal department structure for other related positions was conducted. The proposed new job classification is as follows:

Proposed Job Classification Title
Principal (Detention)

Related Job Classifications	Grade	Minimum	Midpoint	Maximum
School Superintendent, Assistant	14	\$66,920	\$86,996	\$107,072

After a review of the proposed job classification, 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
Maricopa County	Education Manager (Detention)	\$80,000	\$93,246	\$106,500
Pima County	Probation Education Program Coordinator	\$57,616	\$69,129	\$80,642
Yavapai County	School Principal – Juvenile Detention	\$67,599	\$86,189	\$104,779
Average:		\$68,405	\$82,855	\$97,307
Equivalent Pinal County Grade		13	\$62,542	\$79,741
			\$96,940	


Pinal County Pay Grades			
Grade 12	\$57,909	\$73,834	\$89,759
Grade 13	\$62,542	\$79,741	\$96,940
Grade 14	\$66,920	\$86,996	\$107,072

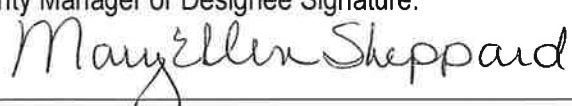
Recommendation:

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 and with consideration given to the related job classifications in Pinal County, the recommended pay grade for this classification is **Grade 13:**

Job Classification Title	Grade	Minimum	Midpoint	Maximum
Principal (Detention)	13	\$62,542	\$79,741	\$96,940

Human Resources Department Review	
HR Director or Designee Signature: 	Date: 4/22/2024

Office of Management and Budget Review	
Budget Director or Designee Signature: 	Date: 4/24/24

County Manager Approval	
County Manager or Designee Signature: 	Date: 5/9/2024