

Pinal County Human Resources – Compensation

Market Study and Recommendation – Deputy Constable - April 2024

Background: A request was made to create a new job classification of Deputy Constable. The Deputy Constable will assist the Constables and assume the full responsibility of a Constable in his or her absence. The Deputy Constable possesses the power to perform the duties allowed by law for the Constable's Office. The Deputy Constable is required to be an AZPOST certified law enforcement officer.

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

Proposed Job Classification Title
Deputy Constable

After reviewing the job classification, market salary data for similar functioning classifications was gathered from local comparator agencies. As job classification titles can vary among agencies, the compensation analysis focused on positions with comparable essential duties and responsibilities. Data from only one of our comparators was identified.

Comparator Agency Review:

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Maricopa County	Deputy Constable	\$55,500	\$66,123	\$76,750

In addition to the local market, county law enforcement/justice services positions that are similar in terms of scope, responsibility, and level of decision-making were assessed.

Positions in the County structure considered similar in terms of scope, responsibility, and level of decision-making:

Job Classifications	Department	Grade	Education/Experience
Investigator	County Attorney's Office	10	HS/GED and 3 yrs law enforcement investigation exp. Must be AZPOST certified
Investigator	Public Defender's Office	10	Associate's degree and 3 yrs investigation, legal or law enforcement exp. AZPOST certification or AZ Private Investigator's license preferred.
Probation Officer	Adult Probation & Juvenile Detention	10	Bachelor's degree and 1 yr exp. AZ Probation Officer Academy certification required within 1 yr.

Note: While only the Investigator at the County Attorney's Office requires AZPOST certification, the Investigator at the Public Defender's Office and the Probation Officer have higher educational requirements.

Pinal County Pay Grades			
Grade 09	\$45,969	\$58,611	\$71,252
Grade 10	\$49,647	\$63,300	\$76,953
Grade 11	\$53,619	\$68,364	\$83,109

Recommendation:

Based upon a review of the market data collected from other comparator agencies and consideration given to comparable positions in Pinal County, the recommended pay grade for this classification is **Grade 10**:

Job Classification Title	Grade	Minimum	Midpoint	Maximum
Deputy Constable	10	\$49,647	\$63,300	\$76,953

Human Resources Department Review

HR Director or Designee Signature:

Claudia Luján

Date:

7/16/2024

Office of Management and Budget Review

Budget Director or Designee Signature:

Angela Woods

Date:

7/14/2024

County Manager Approval

County Manager or Designee Signature:

MaryEllen Sheppard

Date:

7/31/2024