

## Pinal County Human Resources – Compensation

### Market Study and Recommendation – Family Advocacy Center Supervisor

July 2024

**Background:** A request was made by Public Health for a new job classification of Family Advocacy Center (FAC) Supervisor. This position will provide oversight and direction in the planning, development, and management of daily operations of the Pinal County Public Health Family Advocacy Centers (FAC) under the authority of the Pinal County Public Health Services District.

**Analysis:** Preliminary actions in preparation for the market salary study were to review the new job description and functions performed to accurately understand the essential duties to match similar classifications in the market. This work was completed to match the role's functions to similar classifications in the market. The proposed job classification is as follows:

| Proposed Job Classification Title           |  |
|---|--|
| Family Advocacy Center Supervisor (At-Will) |  |

| Related Job Classification           | Grade | Minimum  | Midpoint | Maximum   |
|--------------------------------------|-------|----------|----------|-----------|
| Forensic Interviewer                 | 10    | \$49,647 | \$63,300 | \$76,953  |
| Forensic Interviewer, Lead (At-Will) | 12    | \$57,909 | \$73,834 | \$89,759  |
| FAC Division Manager (At-Will)       | 15    | \$71,604 | \$93,085 | \$114,566 |

A review of our comparator agencies found no comparable external data amongst our traditional comparator group. As a result, this market study focused on similar internal comparators in terms of scope, responsibility, level of decision-making, and minimum education and experience requirements.

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

| Job Classifications             | Department           | Grade | Education/Experience             |
|---------------------------------|----------------------|-------|----------------------------------|
| Planning Supervisor             | Development Services | 14    | Bachelor's degree and 5 yrs exp. |
| Treasurer Accounting Supervisor | Treasurer            | 14    | Bachelor's degree and 4 yrs exp. |

**Pinal County Pay Grades**

|    |          |          |           |
|----|----------|----------|-----------|
| 13 | \$62,542 | \$79,741 | \$96,940  |
| 14 | \$66,920 | \$86,996 | \$107,072 |
| 15 | \$71,604 | \$93,085 | \$114,566 |

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**Recommendation:**

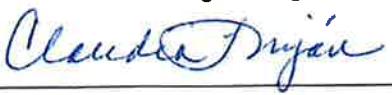
Based on a review of internal position structure and County positions similar in scope, responsibility, level of decision-making, and minimum education and experience requirements, **grade 14** is recommended.

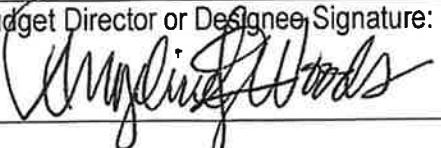
| Job Classification Title          | Grade | Minimum | Midpoint | Maximum   |
|-----------------------------------|-------|---------|----------|-----------|
| Family Advocacy Center Supervisor | 14    | 66,920  | \$86,996 | \$107,072 |

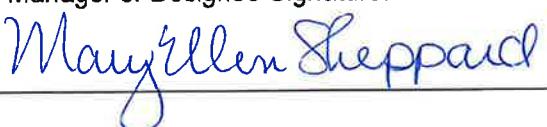
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Reviewed by Kim Verdugo 7/2/2024

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|---|----------|
| <b>Human Resources Department Review</b>  |          |
| HR Director or Designee Signature:  | Date:    |
|  | 7/3/2024 |

|   |        |
|---|--------|
| <b>Office of Management and Budget Review</b>                                     |        |
| Budget Director or Designee Signature:  | Date:  |
|  | 7/3/24 |

|   |           |
|---|-----------|
| <b>County Manager Approval</b>  |           |
| County Manager or Designee Signature:   | Date:     |
|  | 7/11/2024 |