

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

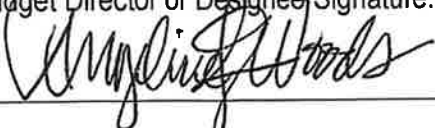
Recommendation:

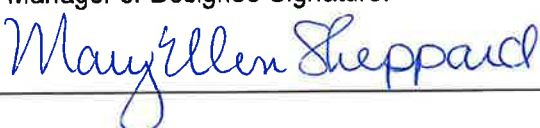
Based on a review of internal position structure and County positions similar in scope, responsibility, level of decision-making, and minimum education and experience requirements, **grade 14** is recommended.

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

Reviewed by Kim Verdugo 7/2/2024

Human Resources Department Review	
HR Director or Designee Signature: 	Date: 7/3/2024

Office of Management and Budget Review	
Budget Director or Designee Signature: 	Date: 7/3/24

County Manager Approval	
County Manager or Designee Signature: 	Date: 7/11/2024