Pinal County Human Resources – Compensation
Market Study and Recommendation – IT Systems Manager – Sheriff – September 2024

Background: A request was made to create a new job classification of IT Systems Manager - Sheriff. Currently, this position is assigned to the classification of Sheriff Manager. The Sheriff Manager job classification is a general job classification that has been used in the Pinal County Sheriff's Office (PCSO) for multiple positions with different functions. The creation of a new job classification specific to the IT operations of PCSO will more accurately reflect the duties of the position.

The IT Systems Manager - Sheriff is a critical role that will be responsible for the maintenance of overall data security and safety mechanisms of all door access, radio, emergency dispatch, deputy sheriff/jail technology, and communications. These duties and responsibilities are a 24-hour, 7-day-a-week operation. This position collaborates with the County IT Department in delivering essential services. This position will be an At-Will position and is a direct report to the elected official or designee.

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
IT Systems Manager - Sheriff

Related Job Classification	Grade	Minimum	Midpoint	Maximum
IT Infrastructure Manager*	16	$76,616	$99,601	$122,586
IT Operations Manager*	16	$76,616	$99,601	$122,586
ERP Manager	16	$76,616	$99,601	$122,586

*The above job classifications serve the entire County by overseeing specific functional areas and/or a division within the County IT Department. The IT Systems Manager for the Sheriff's Office oversees all IT functions within this large and complex Office. Although not exact matches, when considered as a whole in terms of size and complexity, these classifications warranted review in relation to one another.

After a review of the job classifications, 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. Comparators with the closest matched job classifications are noted below:

Comparator Agency Review:

IT Systems Manager - Sheriff				
Agency	**Job Classification Title**	**Minimum**	**Midpoint**	**Maximum**
Coconino County	Technical Services Manager – Sheriff	$82,901	$103,383	$123,864
Pima County	IT Systems Engineer – Sheriff	$57,948	$94,910	$131,872
Yavapai County	Technology Project Manager – Sheriff	$76,943	$98,103	$119,262
Yuma County	Sheriff's IT Manager	$76,648	$96,387	$123,614
City of Mesa	Information Systems Coordinator	$77,143	$95,088	$113,033
	Average:	**$74,317**	**$97,574**	**$122,329**
Equivalent Pinal County Grade	**16**	**$76,616**	**$99,601**	**$122,586**

Recommendation: Based on a review of market salary data gathered from other local agencies and with consideration given to comparable positions in Pinal County, the recommended pay grade for this classification is:

Job Classification Title	Grade	Minimum	Midpoint	Maximum
IT Systems Manager – Sheriff	16	$76,616	$99,601	$122,586

Pinal County Pay Grades

14	$66,920.00	$86,996.00	$107,072.00
15	$71,604.00	$93,085.00	$114,566.00
16	$76,616.00	$99,601.00	$122,586.00
17	$81,979.00	$106,573.00	$131,166.00

Human Resources Department Review	
HR Director or Designee Signature: MaryEllen Sheppard	Date: 10/24/2024

Office of Management and Budget Review	
Budget Director or Designee Signature:	Date: 10/9/24

County Manager Approval	
County Manager or Designee Signature: MaryEllen Sheppard	Date: 10/24/2024