Pinal County Court Human Resources

Market Study and Recommendation – Licensed Behavioral Health Counselor/Clinical Services Manager

Background: A request was made by the Judicial Branch to create a new job classification of Licensed Behavioral Health Counselor/Clinical Services Manager. This position will supervise, consult, and manage professional mental health staff and oversee the development, implementation, and daily clinical services and/or behavioral health programs within Juvenile Court Services.

Analysis: Preliminary actions in preparation for the market salary study were to review job descriptions and functions performed to accurately understand the essential duties to match similar classifications in the market. This work was completed to match the functions of each role to similar classifications in the market. The current classification is as follows:

Proposed Job Classification Title
Licensed Behavioral Health Counselor/Clinical Services Manager (At-Will)

Related Job Classifications	Grade	Minimum	Midpoint	Maximum
Counselor, Juvenile Detention	12	$57,909	$73,834	$89,759
Probation Division Manager	15	$71,604	$93,085	$114,566

Per the Judicial Branch, this position will serve under the direction of a Probation Division Manager (Grade 15). Mental and behavioral services in a detention setting vary significantly so equivalent comparators could not be found. The following are the closest matches:

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Coconino County	Licensed Behavior Health Counselor/Clinical Director	$76,684	$94,235	$111,785
Maricopa County	Counseling Supervisor	$76,750	$86,632	$96,500

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

Job Classifications	Department	Grade
Family Advocacy Center Supervisor (Clinical)	Public Health	14

Pinal County Pay Grades

13	$ 62,542.00	$ 79,741.00	$ 96,940.00
14	$ 66,920.00	$ 86,996.00	$ 107,072.00
15	$ 71,604.00	$ 93,085.00	$ 114,566.00

Recommendation: Given the limited data, our internal comparator and Maricopa County were used to base our recommendation of **grade 14.**

Job Classification Title	Grade	Minimum	Midpoint	Maximum
Licensed Behavior Health Counselor/Clinical Services Manager (At-Will)	14	$66,920	$86,996	$107,072

Pinal County Pay Grades

10	$ 49,647.00	$ 63,300.00	$ 76,953.00
11	$ 53,619.00	$ 68,364.00	$ 83,109.00
12	$ 57,909.00	$ 73,834.00	$ 89,759.00

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

Office of Management and Budget Review	
Budget Director or Designee Signature:	Date: 10/23/24

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