Pinal County Human Resources – Compensation
Market Study and Recommendation – Locksmith – October 2024

Background: A request was made to create a new job classification of Locksmith. The Locksmith will service all departments in Pinal County. The Locksmith performs journey/advanced level installation, maintenance, and repair of new and existing lock systems for Pinal County Buildings. This is a skilled trade position that requires certification and journey level experience. Currently these duties are being performed on a full time basis by a Facilities Maintenance Technician (Grade 5), however, the department has indicated this role requires certification, which does not exist in the current classification structure, and therefore requires a new job classification.

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
Locksmith

The related job classifications are as follows:

Related Job Classification	Grade	Minimum	Midpoint	Maximum
Facilities Maintenance Technician	05	$33,172	$41,465	$49,758
Facilities Maintenance Technician, Lead	07	$39,411	$49,264	$59,117
Electrician	09	$45,969	$58,611	$71,252
Facilities Supervisor	11	$53,619	$68,364	$83,109

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 most similar job classifications are noted below:

Comparator Agency Review

Agency	Job Classification Title	Minimum	Midpoint	Maximum
Coconino County	Trades Worker II	$42,110	$51,536	$60,962
Maricopa County	Locksmith	$54,080	$62,920	$71,760
Mohave County	Facility Grounds Worker Senior	$41,787	$55,432	$69,077
Yavapai County	Trade Specialist	$44,987	$57,359	$69,730
City of Mesa	Trades Worker II	$51,673	$64,073	$76,473
	Average:	**$46,927**	**$58,264**	**$69,600**
	Equivalent to Pinal County Pay Grade 09	**$45,969**	**$58,611**	**$71,252**

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