I. PURPOSE:

To establish a compensation plan that is externally competitive and internally equitable and that will enable the County to attract and retain qualified employees.

II. APPLICABILITY:

All Gila County full-time and part-time regular status employees

III. POLICY:

A. The Compensation Plan shall provide for grades and salary ranges, and/or other compensation schedules, for the various job classes consistent with functions outlined in the Classification Plan to insure equal pay for equal work. The Compensation Plan is established controlled, and maintained by authority of the Board of Supervisors.

B. Pursuant to its jurisdiction under ARS §11-251, compensation of County employees shall be solely within the jurisdiction of the Board of Supervisors. No other commission, department or Appointing Authority shall be entitled to make any decisions as to the compensation of County employees without the express consent of the Board of Supervisors.

C. The Board of Supervisors shall adopt as official County policy a compensation plan. A copy of such compensation plan shall be made available to any County employee by the Director upon the employee's request, together with any amendments thereto by the Board of Supervisors.

SIGNATURE:

CHAIRMAN, BOARD OF SUPERVISORS

4-29-2014

DATE

IV. PROCEDURES

A. Current Compensation Plan

GILA COUNTY COMPENSATION PLAN
Effective June 30, 2014

Grade	Salary Range		
	Minimum	Midpoint	Maximum
110	$ 14,545	$ 19,272	$ 23,999
120	$ 15,310	$ 20,286	$ 25,262
130	$ 16,076	$ 21,300	$ 26,525
140	$ 16,879	$ 22,365	$ 27,851
150	$ 17,723	$ 23,484	$ 29,244
160	$ 18,610	$ 24,658	$ 30,706
170	$ 19,540	$ 25,891	$ 32,241
180	$ 20,517	$ 27,185	$ 33,853
190	$ 21,543	$ 28,544	$ 35,546
200	$ 21,798	$ 29,972	$ 38,146
210	$ 22,887	$ 31,470	$ 40,053
220	$ 24,032	$ 33,044	$ 42,056
230	$ 25,233	$ 34,696	$ 44,158
240	$ 26,495	$ 36,431	$ 46,366
250	$ 27,820	$ 38,252	$ 48,685
260	$ 29,211	$ 40,165	$ 51,119
270	$ 30,583	$ 42,052	$ 53,520
280	$ 32,112	$ 44,154	$ 56,196
290	$ 33,718	$ 46,362	$ 59,006
300	$ 35,404	$ 48,680	$ 61,957
310	$ 37,174	$ 51,114	$ 65,054
320	$ 38,336	$ 53,670	$ 69,004
330	$ 40,252	$ 56,353	$ 72,454
340	$ 42,265	$ 59,171	$ 76,077
350	$ 44,378	$ 62,130	$ 79,881
360	$ 46,597	$ 65,236	$ 83,875
370	$ 48,927	$ 68,498	$ 88,069
380	$ 51,373	$ 71,923	$ 92,472

390	$ 53,942	$ 75,519	$ 97,096
400	$ 56,639	$ 79,295	$ 101,950
410	$ 59,471	$ 83,260	$ 107,048
420	$ 62,445	$ 87,423	$ 112,400
430	$ 64,417	$ 91,794	$ 115,950
440	$ 67,637	$ 96,383	$ 121,747
450	$ 71,019	$ 101,203	$ 127,835
460	$ 74,570	$ 106,263	$ 134,226
470	$ 78,299	$ 111,576	$ 140,938
480	$ 82,214	$ 117,155	$ 147,985
490	$ 87,866	$ 123,012	$ 158,159
500	$ 92,259	$ 129,163	$ 166,067