IN THE SUPERIOR COURT OF THE STATE OF ARIZONA

IN AND FOR THE COUNTY OF MOHAVE

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BY: KM
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SUPERIOR COURT CLERK

IN THE MATTER OF:

ADOPTION OF FY 03-04 SUPERIOR COURT JUDICIAL EMPLOYEE SALARY POLICY	)	ADMINISTRATIVE ORDER 2003-34

WHEREAS, the Mohave County Superior Court system remains firmly committed to providing equitable and adequate compensation for all judicial employees;

WHEREAS, it is the desire of the Mohave County Superior Court to adopt a salary policy for FY 03-04 in accordance with the provisions of the Mohave County Judicial Employee Merit System Rules;

WHEREAS, the Mohave County Superior Court acknowledges that Mohave County has approved a 2% cost of living adjustment which will be effected through a 2% upward adjustment of the salary schedule.

IT IS ORDERED, that the attached FY 03-04 Salary Policy and salary schedule be adopted for implementation effective the first of the payperiod beginning October 4, 2003.

DATED this 29th day of September __, 2003.

Honorable Robert R. Moon, Presiding Judge
Mohave County Superior Court

Original filed with the Clerk of the Superior Court in Mohave County

SUPERIOR COURT IN MOHAVE COUNTY
FY 03-04 JUDICIAL EMPLOYEE
SALARY POLICY

1. Effective with the payperiod beginning October 4, 2003, full and part-time benefits eligible judicial employees will receive a 2% salary adjustment.

2. Temporary status employees in the judicial service may receive a 2% salary adjustment upon written request of the Division Head and approval of the Presiding Judge. Such written request shall include documentation demonstrating sufficient and available funding to cover the fiscal year cost of the temporary employee(s) salary adjustment. The effective date of the temporary employee salary adjustment shall be the first of the payperiod immediately following approval of the Presiding Judge.

3. The process of providing judicial employee merit increases and pay level adjustments upon successful completion of an employee's probationary or annual review period shall continue to be suspended until further notice.

MOHAVE COUNTY SALARY SCHEDULE | 5% X 5% | 55% RANGE SPREAD

EFFECTIVE: 06/29/02 | REVISED: 10/04/03 - 2% COLA ADJUSTMENT

		MINIMUM Step 01	Step 02	Step 03	Step 04	Step 05	MIDPOINT Step 06	Step 07	Step 08	Step 09	MAXIMUM Step 10
Range 01	Hourly	$7.78	$8.17	$8.58	$9.01	$9.46	$9.94	$10.44	$10.96	$11.51	$12.08
	Bi-Weekly	$622.40	$653.60	$686.40	$720.80	$756.80	$795.20	$835.20	$876.80	$920.80	$966.40
	Annually	$16,182.40	$16,993.60	$17,846.40	$18,740.80	$19,676.80	$20,675.20	$21,715.20	$22,796.80	$23,940.80	$25,126.40
Range 02	Hourly	$8.17	$8.58	$9.01	$9.46	$9.94	$10.44	$10.96	$11.51	$12.08	$12.68
	Bi-Weekly	$653.60	$686.40	$720.80	$756.80	$795.20	$835.20	$876.80	$920.80	$966.40	$1,014.40
	Annually	$16,993.60	$17,846.40	$18,740.80	$19,676.80	$20,675.20	$21,715.20	$22,796.80	$23,940.80	$25,126.40	$26,374.40
Range 03	Hourly	$8.58	$9.01	$9.46	$9.94	$10.44	$10.96	$11.51	$12.08	$12.68	$13.31
	Bi-Weekly	$686.40	$720.80	$756.80	$795.20	$835.20	$876.80	$920.80	$966.40	$1,014.40	$1,064.80
	Annually	$17,846.40	$18,740.80	$19,676.80	$20,675.20	$21,715.20	$22,796.80	$23,940.80	$25,126.40	$26,374.40	$27,684.80
Range 04	Hourly	$9.01	$9.46	$9.94	$10.44	$10.96	$11.51	$12.08	$12.68	$13.31	$13.98
	Bi-Weekly	$720.80	$756.80	$795.20	$835.20	$876.80	$920.80	$966.40	$1,014.40	$1,064.80	$1,118.40
	Annually	$18,740.80	$19,676.80	$20,675.20	$21,715.20	$22,796.80	$23,940.80	$25,126.40	$26,374.40	$27,684.80	$29,078.40
Range 05	Hourly	$9.46	$9.94	$10.44	$10.96	$11.51	$12.08	$12.68	$13.31	$13.98	$14.68
	Bi-Weekly	$756.80	$795.20	$835.20	$876.80	$920.80	$966.40	$1,014.40	$1,064.80	$1,118.40	$1,174.40
	Annually	$19,676.80	$20,675.20	$21,715.20	$22,796.80	$23,940.80	$25,126.40	$26,374.40	$27,684.80	$29,078.40	$30,534.40
Range 06	Hourly	$9.94	$10.44	$10.96	$11.51	$12.08	$12.68	$13.31	$13.98	$14.68	$15.41
	Bi-Weekly	$795.20	$835.20	$876.80	$920.80	$966.40	$1,014.40	$1,064.80	$1,118.40	$1,174.40	$1,232.80
	Annually	$20,675.20	$21,715.20	$22,796.80	$23,940.80	$25,126.40	$26,374.40	$27,684.80	$29,078.40	$30,534.40	$32,052.80
Range 07	Hourly	$10.44	$10.96	$11.51	$12.08	$12.68	$13.31	$13.98	$14.68	$15.41	$16.18
	Bi-Weekly	$835.20	$876.80	$920.80	$966.40	$1,014.40	$1,064.80	$1,118.40	$1,174.40	$1,232.80	$1,294.40
	Annually	$21,715.20	$22,796.80	$23,940.80	$25,126.40	$26,374.40	$27,684.80	$29,078.40	$30,534.40	$32,052.80	$33,654.40
Range 08	Hourly	$10.96	$11.51	$12.08	$12.68	$13.31	$13.98	$14.68	$15.41	$16.18	$16.99
	Bi-Weekly	$876.80	$920.80	$966.40	$1,014.40	$1,064.80	$1,118.40	$1,174.40	$1,232.80	$1,294.40	$1,359.20
	Annually	$22,796.80	$23,940.80	$25,126.40	$26,374.40	$27,684.80	$29,078.40	$30,534.40	$32,052.80	$33,654.40	$35,339.20
Range 09	Hourly	$11.51	$12.08	$12.68	$13.31	$13.98	$14.68	$15.41	$16.18	$16.99	$17.84
	Bi-Weekly	$920.80	$966.40	$1,014.40	$1,064.80	$1,118.40	$1,174.40	$1,232.80	$1,294.40	$1,359.20	$1,427.20
	Annually	$23,940.80	$25,126.40	$26,374.40	$27,684.80	$29,078.40	$30,534.40	$32,052.80	$33,654.40	$35,339.20	$37,107.20

		MINIMUM					MIDPOINT				MAXIMUM
		Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10
Range 10	Hourly	$12.08	$12.68	$13.31	$13.98	$14.68	$15.41	$16.18	$16.99	$17.84	$18.73
	Bi-Weekly	$966.40	$1,014.40	$1,064.80	$1,118.40	$1,174.40	$1,232.80	$1,294.40	$1,359.20	$1,427.20	$1,498.40
	Annually	$25,126.40	$26,374.40	$27,684.80	$29,078.40	$30,534.40	$32,052.80	$33,654.40	$35,339.20	$37,107.20	$38,958.40
Range 11	Hourly	$12.68	$13.31	$13.98	$14.68	$15.41	$16.18	$16.99	$17.84	$18.73	$19.67
	Bi-Weekly	$1,014.40	$1,064.80	$1,118.40	$1,174.40	$1,232.80	$1,294.40	$1,359.20	$1,427.20	$1,498.40	$1,573.60
	Annually	$26,374.40	$27,684.80	$29,078.40	$30,534.40	$32,052.80	$33,654.40	$35,339.20	$37,107.20	$38,958.40	$40,913.60
Range 12	Hourly	$13.31	$13.98	$14.68	$15.41	$16.18	$16.99	$17.84	$18.73	$19.67	$20.65
	Bi-Weekly	$1,064.80	$1,118.40	$1,174.40	$1,232.80	$1,294.40	$1,359.20	$1,427.20	$1,498.40	$1,573.60	$1,652.00
	Annually	$27,684.80	$29,078.40	$30,534.40	$32,052.80	$33,654.40	$35,339.20	$37,107.20	$38,958.40	$40,913.60	$42,952.00
Range 13	Hourly	$13.98	$14.68	$15.41	$16.18	$16.99	$17.84	$18.73	$19.67	$20.65	$21.69
	Bi-Weekly	$1,118.40	$1,174.40	$1,232.80	$1,294.40	$1,359.20	$1,427.20	$1,498.40	$1,573.60	$1,652.00	$1,735.20
	Annually	$29,078.40	$30,534.40	$32,052.80	$33,654.40	$35,339.20	$37,107.20	$38,958.40	$40,913.60	$42,952.00	$45,115.20
Range 14	Hourly	$14.68	$15.41	$16.18	$16.99	$17.84	$18.73	$19.67	$20.65	$21.69	$22.78
	Bi-Weekly	$1,174.40	$1,232.80	$1,294.40	$1,359.20	$1,427.20	$1,498.40	$1,573.60	$1,652.00	$1,735.20	$1,822.40
	Annually	$30,534.40	$32,052.80	$33,654.40	$35,339.20	$37,107.20	$38,958.40	$40,913.60	$42,952.00	$45,115.20	$47,382.40
Range 15	Hourly	$15.41	$16.18	$16.99	$17.84	$18.73	$19.67	$20.65	$21.68	$22.78	$23.92
	Bi-Weekly	$1,232.80	$1,294.40	$1,359.20	$1,427.20	$1,498.40	$1,573.60	$1,652.00	$1,735.20	$1,822.40	$1,913.60
	Annually	$32,052.80	$33,654.40	$35,339.20	$37,107.20	$38,958.40	$40,913.60	$42,952.00	$45,115.20	$47,382.40	$49,753.60
Range 16	Hourly	$16.18	$16.99	$17.84	$18.73	$19.67	$20.65	$21.68	$22.78	$23.92	$25.12
	Bi-Weekly	$1,294.40	$1,359.20	$1,427.20	$1,498.40	$1,573.60	$1,652.00	$1,735.20	$1,822.40	$1,913.60	$2,009.60
	Annually	$33,654.40	$35,339.20	$37,107.20	$38,958.40	$40,913.60	$42,952.00	$45,115.20	$47,382.40	$49,753.60	$52,249.60
Range 17	Hourly	$16.99	$17.84	$18.73	$19.67	$20.65	$21.68	$22.78	$23.92	$25.12	$26.38
	Bi-Weekly	$1,359.20	$1,427.20	$1,498.40	$1,573.60	$1,652.00	$1,735.20	$1,822.40	$1,913.60	$2,009.60	$2,110.40
	Annually	$35,339.20	$37,107.20	$38,958.40	$40,913.60	$42,952.00	$45,115.20	$47,382.40	$49,753.60	$52,249.60	$54,870.40
Range 18	Hourly	$17.84	$18.73	$19.67	$20.65	$21.68	$22.78	$23.92	$25.12	$26.38	$27.70
	Bi-Weekly	$1,427.20	$1,498.40	$1,573.60	$1,652.00	$1,735.20	$1,822.40	$1,913.60	$2,009.60	$2,110.40	$2,216.00
	Annually	$37,107.20	$38,958.40	$40,913.60	$42,952.00	$45,115.20	$47,382.40	$49,753.60	$52,249.60	$54,870.40	$57,616.00

		MINIMUM					MIDPOINT				MAXIMUM
		Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10
Range 19	Hourly	$18.73	$19.67	$20.65	$21.68	$22.78	$23.92	$25.12	$26.38	$27.70	$29.09
	Bi-Weekly	$1,498.40	$1,573.60	$1,652.00	$1,735.20	$1,822.40	$1,913.60	$2,009.60	$2,110.40	$2,216.00	$2,327.20
	Annually	$38,958.40	$40,913.60	$42,952.00	$45,115.20	$47,382.40	$49,753.60	$52,249.60	$54,870.40	$57,616.00	$60,507.20
Range 20	Hourly	$19.67	$20.65	$21.68	$22.78	$23.92	$25.12	$26.38	$27.70	$29.09	$30.54
	Bi-Weekly	$1,573.60	$1,652.00	$1,735.20	$1,822.40	$1,913.60	$2,009.60	$2,110.40	$2,216.00	$2,327.20	$2,443.20
	Annually	$40,913.60	$42,952.00	$45,115.20	$47,382.40	$49,753.60	$52,249.60	$54,870.40	$57,616.00	$60,507.20	$63,523.20
Range 21	Hourly	$20.65	$21.68	$22.78	$23.92	$25.12	$26.38	$27.70	$29.09	$30.54	$32.07
	Bi-Weekly	$1,652.00	$1,735.20	$1,822.40	$1,913.60	$2,009.60	$2,110.40	$2,216.00	$2,327.20	$2,443.20	$2,565.60
	Annually	$42,952.00	$45,115.20	$47,382.40	$49,753.60	$52,249.60	$54,870.40	$57,616.00	$60,507.20	$63,523.20	$66,705.60
Range 22	Hourly	$21.68	$22.78	$23.92	$25.12	$26.38	$27.70	$29.09	$30.54	$32.07	$33.67
	Bi-Weekly	$1,735.20	$1,822.40	$1,913.60	$2,009.60	$2,110.40	$2,216.00	$2,327.20	$2,443.20	$2,565.60	$2,693.60
	Annually	$45,115.20	$47,382.40	$49,753.60	$52,249.60	$54,870.40	$57,616.00	$60,507.20	$63,523.20	$66,705.60	$70,033.60
Range 23	Hourly	$22.78	$23.92	$25.12	$26.38	$27.70	$29.09	$30.54	$32.07	$33.67	$35.35
	Bi-Weekly	$1,822.40	$1,913.60	$2,009.60	$2,110.40	$2,216.00	$2,327.20	$2,443.20	$2,565.60	$2,693.60	$2,828.00
	Annually	$47,382.40	$49,753.60	$52,249.60	$54,870.40	$57,616.00	$60,507.20	$63,523.20	$66,705.60	$70,033.60	$73,528.00
Range 24	Hourly	$23.92	$25.12	$26.38	$27.70	$29.09	$30.54	$32.07	$33.67	$35.35	$37.12
	Bi-Weekly	$1,913.60	$2,009.60	$2,110.40	$2,216.00	$2,327.20	$2,443.20	$2,565.60	$2,693.60	$2,828.00	$2,969.60
	Annually	$49,753.60	$52,249.60	$54,870.40	$57,616.00	$60,507.20	$63,523.20	$66,705.60	$70,033.60	$73,528.00	$77,209.60
Range 25	Hourly	$25.12	$26.38	$27.70	$29.09	$30.54	$32.07	$33.67	$35.35	$37.12	$38.98
	Bi-Weekly	$2,009.60	$2,110.40	$2,216.00	$2,327.20	$2,443.20	$2,565.60	$2,693.60	$2,828.00	$2,969.60	$3,118.40
	Annually	$52,249.60	$54,870.40	$57,616.00	$60,507.20	$63,523.20	$66,705.60	$70,033.60	$73,528.00	$77,209.60	$81,078.40
Range 26	Hourly	$26.38	$27.70	$29.09	$30.54	$32.07	$33.67	$35.35	$37.12	$38.98	$40.93
	Bi-Weekly	$2,110.40	$2,216.00	$2,327.20	$2,443.20	$2,565.60	$2,693.60	$2,828.00	$2,969.60	$3,118.40	$3,274.40
	Annually	$54,870.40	$57,616.00	$60,507.20	$63,523.20	$66,705.60	$70,033.60	$73,528.00	$77,209.60	$81,078.40	$85,134.40
Range 27	Hourly	$27.70	$29.09	$30.54	$32.07	$33.67	$35.35	$37.12	$38.98	$40.93	$42.97
	Bi-Weekly	$2,216.00	$2,327.20	$2,443.20	$2,565.60	$2,693.60	$2,828.00	$2,969.60	$3,118.40	$3,274.40	$3,437.60
	Annually	$57,616.00	$60,507.20	$63,523.20	$66,705.60	$70,033.60	$73,528.00	$77,209.60	$81,078.40	$85,134.40	$89,377.60

		MINIMUM					MIDPOINT				MAXIMUM
		Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10
Range 28	Hourly	$29.09	$30.54	$32.07	$33.67	$35.35	$37.12	$38.98	$40.93	$42.97	$45.12
	Bi-Weekly	$2,327.20	$2,443.20	$2,565.60	$2,693.60	$2,828.00	$2,969.60	$3,118.40	$3,274.40	$3,437.60	$3,609.60
	Annually	$60,507.20	$63,523.20	$66,705.60	$70,033.60	$73,528.00	$77,209.60	$81,078.40	$85,134.40	$89,377.60	$93,849.60
Range 29	Hourly	$30.54	$32.07	$33.67	$35.35	$37.12	$38.98	$40.93	$42.97	$45.12	$47.38
	Bi-Weekly	$2,443.20	$2,565.60	$2,693.60	$2,828.00	$2,969.60	$3,118.40	$3,274.40	$3,437.60	$3,609.60	$3,790.40
	Annually	$63,523.20	$66,705.60	$70,033.60	$73,528.00	$77,209.60	$81,078.40	$85,134.40	$89,377.60	$93,849.60	$98,550.40
Range 30	Hourly	$32.07	$33.67	$35.35	$37.12	$38.98	$40.93	$42.97	$45.12	$47.38	$49.75
	Bi-Weekly	$2,565.60	$2,693.60	$2,828.00	$2,969.60	$3,118.40	$3,274.40	$3,437.60	$3,609.60	$3,790.40	$3,980.00
	Annually	$66,705.60	$70,033.60	$73,528.00	$77,209.60	$81,078.40	$85,134.40	$89,377.60	$93,849.60	$98,550.40	$103,480.00
Range 31	Hourly	$33.67	$35.35	$37.12	$38.98	$40.93	$42.97	$45.12	$47.38	$49.75	$52.23
	Bi-Weekly	$2,693.60	$2,828.00	$2,969.60	$3,118.40	$3,274.40	$3,437.60	$3,609.60	$3,790.40	$3,980.00	$4,178.40
	Annually	$70,033.60	$73,528.00	$77,209.60	$81,078.40	$85,134.40	$89,377.60	$93,849.60	$98,550.40	$103,480.00	$108,638.40
Range 32	Hourly	$35.35	$37.12	$38.98	$40.93	$42.97	$45.12	$47.38	$49.75	$52.23	$54.84
	Bi-Weekly	$2,828.00	$2,969.60	$3,118.40	$3,274.40	$3,437.60	$3,609.60	$3,790.40	$3,980.00	$4,178.40	$4,387.20
	Annually	$73,528.00	$77,209.60	$81,078.40	$85,134.40	$89,377.60	$93,849.60	$98,550.40	$103,480.00	$108,638.40	$114,067.20
Range 33	Hourly	$37.12	$38.98	$40.93	$42.97	$45.12	$47.38	$49.75	$52.23	$54.84	$57.58
	Bi-Weekly	$2,969.60	$3,118.40	$3,274.40	$3,437.60	$3,609.60	$3,790.40	$3,980.00	$4,178.40	$4,387.20	$4,606.40
	Annually	$77,209.60	$81,078.40	$85,134.40	$89,377.60	$93,849.60	$98,550.40	$103,480.00	$108,638.40	$114,067.20	$119,766.40
Range 34	Hourly	$38.98	$40.93	$42.97	$45.12	$47.38	$49.75	$52.23	$54.84	$57.58	$60.46
	Bi-Weekly	$3,118.40	$3,274.40	$3,437.60	$3,609.60	$3,790.40	$3,980.00	$4,178.40	$4,387.20	$4,606.40	$4,836.80
	Annually	$81,078.40	$85,134.40	$89,377.60	$93,849.60	$98,550.40	$103,480.00	$108,638.40	$114,067.20	$119,766.40	$125,756.80
Range 35	Hourly	$40.93	$42.97	$45.12	$47.38	$49.75	$52.23	$54.84	$57.58	$60.46	$63.48
	Bi-Weekly	$3,274.40	$3,437.60	$3,609.60	$3,790.40	$3,980.00	$4,178.40	$4,387.20	$4,606.40	$4,836.80	$5,078.40
	Annually	$85,134.40	$89,377.60	$93,849.60	$98,550.40	$103,480.00	$108,638.40	$114,067.20	$119,766.40	$125,756.80	$132,038.40
Range 36	Hourly	$42.97	$45.12	$47.38	$49.75	$52.23	$54.84	$57.58	$60.46	$63.48	$66.65
	Bi-Weekly	$3,437.60	$3,609.60	$3,790.40	$3,980.00	$4,178.40	$4,387.20	$4,606.40	$4,836.80	$5,078.40	$5,332.00
	Annually	$89,377.60	$93,849.60	$98,550.40	$103,480.00	$108,638.40	$114,067.20	$119,766.40	$125,756.80	$132,038.40	$138,632.00