



## CLIENT

Administrative Office of Pennsylvania Courts  
1515 Market Street, Suite 1414  
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Econsult experts have advised the Administrative Office of the Pennsylvania Courts over several years on human resource management issues arising out of the transition of the Unified Judicial System to state funding.

There were four distinct projects.

- Human resource issues related to the transition, specifically the management and compensation of the court employees who were to move into the AOPC.
  - A more detailed examination of initial salaries and the permanent salary program for Phase I personnel.
  - Preparation of report that discussed the principles that should guide employee evaluations, participated in three regional meetings designed to collect the input of president judges and district court administrators, and, worked with AOPC personnel to design and refine forms and procedures to be used in the evaluation process.
  - Visits to the 60 judicial district courts to collect information about the organization of the courts and the duties of the Phase I employees.
- In general, our work included the design of a broad-band salary system, development of a system for merit-based salary adjustments, adjustment of fringe benefit programs, and staff organization.

