

2018 Arizona County Government Salary and Benefit Survey



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County

Except where otherwise noted, minimum qualifications for all positions are any combination of education, training and experience that provides the required knowledge and abilities

OFFICE / CLERICAL

ACCOUNTING CLERK: This journey level position performs work of routine difficulty, applying bookkeeping principles and practices. Posts debit and credit transactions, codes and classifies information from source documents, prepares cash summaries and account reports; responds to requests for information. Possesses knowledge of general accounting principles and practices; general office and clerical procedures. Minimum three years' bookkeeping or general office experience.

ADMINISTRATIVE ASSISTANT: This position performs administrative work of moderate difficulty in routine or special project work. Develops and implements procedures, operations and special projects; coordinates, reports and maintains records, coordinates departmental activities, analyzes department data and makes recommendations; supervises staff as assigned. Possesses knowledge of principles and practices of office administration, management and supervision; research work, budget management, and records management. Minimum three years' administrative experience.

CLERK II: This journey level position performs tasks of routine difficulty in clerical work. Possesses knowledge of general office procedures. Ability to use word processing applications. Minimum two years clerical experience.

LEGAL ASSISTANT I (PARALEGAL I): Under immediate supervision, performs para-professional legal work of routine difficulty. Researches legal questions, prepares legal recommendations; prepares drafts of a variety of motions and pleadings; conducts interviews; participates with attorneys in pretrial preparation; may serve copies of pleadings to opposing counsel and deliver documents to various county offices. Working knowledge of state civil and criminal law, judicial procedures and methods of legal research; the rules of evidence; modern office practices and procedures. Working skill in analyzing and interpreting legal documents; interpreting statutory and regulatory requirements and preparing summaries of legal opinions from previous cases. Requires an associates degree relating to legal assistant or paralegal, plus one year of experience in a legal environment.

LEGAL ASSISTANT II (PARALEGAL II): Under immediate supervision, performs para-professional legal work of moderate difficulty. Researches legal questions, prepares legal recommendations; prepares drafts of a variety of motions and pleadings; conducts interviews; participates with attorneys in pretrial preparation; may serve copies of pleadings to opposing counsel and deliver documents to various county offices. Working knowledge of state civil and criminal law, judicial procedures and methods of legal research; the rules of evidence; modern office practices and procedures. Good skill in analyzing and interpreting legal documents; interpreting statutory and regulatory requirements and preparing summaries of legal opinions from previous cases. Requires an associates degree relating to legal assistant or paralegal, plus three years of experience as a legal assistant or paralegal.

LEGAL SECRETARY: This journey level position performs paraprofessional work of moderate difficulty in a variety of legal secretarial and office duties. Formats and types letters, memoranda and various legal documents, files documents with appropriate court; prepares confidential and sensitive documents, composes letters and routine court pleadings for attorneys, processes and logs incoming documents, interviews petitioners, provides disclosure information to attorneys, maintains calendars. Possesses considerable knowledge of legal terminology and forms. Skill in data collection through personal interviews. Minimum three years office/clerical experience, at least one of which in a legal secretarial capacity.

LIBRARIAN: Under general supervision, performs paraprofessional library work of moderate difficulty. Provides in-depth reference and reader advisory services to branch and affiliate libraries; trains personnel; evaluates local reference collections; responds to subject and reference requests; organizes and maintains files; evaluates and refines procedures; assists with selection and weeding of general library material; prepares and submits reports; may assist with grant applications, may supervise support staff. Possesses considerable knowledge of professional library principles, methods and terminology as well as standard information sources. Requires an MLS degree from an accredited graduate school of library science plus one year of professional reference experience.

OFFICE SUPERVISOR: This journey level position performs work of moderate difficulty supervising clerical and support personnel in a small office environment. Plans, coordinates and evaluates the activities of separate units or functions; supervises and trains clerical and support personnel, makes recommendations regarding personnel related activities, determines employee work schedules. Possesses knowledge of office management and supervision principles. Ability to maintain effective working relationships. Three years progressively responsible general office experience, with one year in supervisory capacity.

HUMAN RESOURCES ANALYST: This journey level position performs personnel administration work of moderate difficulty. Possesses working knowledge of the principles, practices and standards of public sector personnel management, analysis of occupation job content, state and federal labor laws and regulations, research work and report writing. Possesses considerable knowledge in one or more of the following areas: recruitment, classification-compensation, H.R. information systems, benefits, and/or loss control. Associates degree plus three years human resources or equivalent experience.

SECRETARY: This journey level position performs work of moderate difficulty. Formats, composes and types routine correspondence, maintains office records and files, answers questions from staff and the public, processes confidential and sensitive documents, may supervise other clerical staff. Possesses knowledge of business English, spelling, punctuation and grammar. Possesses skills in report preparation and typing; operation of various office equipment. Minimum three years general office / secretarial experience.

JUDICIAL

COURTROOM CLERK: This journey level position performs complex clerical work in the courtroom in the recording and processing of court proceedings; records and transcribes dictation; summarizes and prepares court proceedings in minute entry form; prepares and processes formal orders and documents at the direction of the Judge; issues court related documents; marks and maintains all submitted exhibits; administers oaths; certifies documents; reads information of indictment preceding criminal trials, polls jurors and reads verdicts. Possesses knowledge of

court procedures, legal terminology, business English, modern office practices and procedures. May require demonstrated ability in shorthand or equivalent speedwriting technique. Minimum three years clerical experience including one year in a legal or court setting.

COURT CLERK: This journey level position performs legal clerical work of routine difficulty in justice or superior court; receives and records fines, bonds and other monies; coordinates court calendar; reads and interprets minute entries; types docket entries; responds to inquiries regarding court cases; prepares reports. Possesses knowledge of court procedures, legal terminology, business English, modern office practices, procedures and equipment. Minimum three years office clerical experience including one in a legal or court setting.

PROBATION OFFICER: This journey level position performs professional duties of moderate difficulty in providing correctional casework services to assigned adult and/or juvenile probationers at the direction of the Superior Court. Supervises a caseload of assigned probationers requiring various supervision; may conduct pre-sentence investigations and write pre-sentence reports; compiles and maintains social histories and case histories; interview probationers, families, authorities, employers and victims; reviews and evaluates criminal records, police reports and psychiatric and psychological reports; evaluates criminal personalities, behaviors and rehabilitation potential; testifies in court; provides for counseling of probationers; performs searches and makes arrests. Possesses knowledge of the principles and practices of probation services, the principles of human behavior, the criminal justice system and community resources; search, transportation and restraint procedures; and counseling and interviewing techniques. Bachelors degree plus a minimum of two years experience.

ATTORNEYS

ATTORNEY I: This entry level position provides professional legal services of moderate difficulty and provides other legal services as required or assigned. Initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; renders legal advice to clients; performs factual investigations. Possesses working knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence; principles, methods, materials, practices and references utilized in legal research. Must be a graduate from an accredited law school and be admitted to the State Bar of Arizona.

ATTORNEY II: This journey level position provides professional legal services of considerable difficulty and provides other legal services as required. Initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; supervises junior staff; handles appeals; renders legal advice to clients; performs factual investigations. Possesses considerable knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence; principles, methods, materials, practice and references utilized in legal research. Must be a graduate from an accredited law school and be admitted to the State Bar of Arizona.

ATTORNEY III: This position performs professional legal services of unusual difficulty. Performs organization and administrative duties; initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; handles appeals; renders legal advice to clients; performs factual investigations. May supervise and review work of staff attorneys; possesses thorough knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence;

principles, a method, materials, practices and references utilized in legal research. Possesses considerable knowledge of principles and practices of leadership and management. Must be a graduate of an accredited law school and be admitted to the State Bar of Arizona. Minimum five years experience.

LAW ENFORCEMENT

ANIMAL CONTROL OFFICER: This journey level position performs work of moderate difficulty enforcing laws and ordinances concerning animal and rabies control. Captures and impounds diseased animals in accordance with state laws; investigates animal related complaints; patrols assigned area to ensure public compliance with ordinances; issues citations; prepares reports and files complaints; testifies in court; performs health inspections of quarantined animals; picks up and disposes of dead animals; performs euthanasia of animals; participates in setting up and conducting vaccination clinics. Possesses knowledge of the habits and characteristics of animals; the care and feeding of animals; symptoms of animal health problems and county geography.

DETENTION OFFICER: This journey level position performs security work of routine difficulty in the supervision, care and welfare of inmates. Controls and supervises the movement and activities of inmates; maintains detention records; performs routine clerical duties; works with detention statistics and computer data; supervises visitations; conducts inventories of detention supplies; maintains the safety and physical security of the facility. Possesses knowledge of report preparation and record keeping; standard housekeeping practices; human behavior, and various social, economic and cultural backgrounds; search, transportation and restraint procedures, practices and procedures as applied to a detention facility. Must have completed 240 hours of corrections officer training.

DETENTION SUPERVISOR: This position performs security work of moderate difficulty in the supervision of subordinates and the care of welfare of inmates. Supervises detention staff; controls and monitors movement and activities of inmates; maintains complex files, records and logs; maintains emergency procedures; verifies all documentation; assists detention staff with special inmate problems; works with detention statistics and computer data. Possesses knowledge of state and federal laws, rules and regulations governing correctional institutions; report preparation and record keeping; search, transportation and restraint procedures, standard housekeeping practices, human behavior and various social, economic and cultural backgrounds. Minimum three years correctional experience.

DEPUTY SHERIFF: This journey level position is responsible for technical work of moderate difficulty in law enforcement or investigative duties. Patrols assigned area for the prevention of crime, enforcement of laws and protection of life and property; arrests violators of laws; assists with crowd control; assists in the execution of various writs, subpoenas and court orders; interviews/interrogates witnesses and prepares reports; appears in court and/or hearings as a witness; administers first aid; maintains chain of evidence pertinent to investigations; and assists in surveillance work. Possesses knowledge of relevant laws, rules and regulations pertaining to law enforcement; law enforcement principles, practices, methods, techniques and equipment; the roads and routes within the county; law enforcement investigative work. Possesses skill in preparing and maintaining accurate, detailed and complete records and reports; and care and use of firearms and motor vehicles. Must have Arizona P.O.S.T. certification.

DISPATCH/COMMUNICATION: This journey level position performs technical work of moderate difficulty in public safety communications.

Operates fixed-base communications equipment including the 911 system; receives distress and emergency calls; dispatches mobile units; logs messages transmitted and received; sends and receives messages via criminal justice computer system; operates several phone lines including Civil Defense; operates and maintains telephone recording system; performs various clerical tasks;. Possesses knowledge of laws, rules and regulations governing the dispatch process, county geography; proper two-way radio and telephonic communication techniques and codes.

INVESTIGATOR: This journey level position requires P.O.S.T. certification and performs investigative work of moderate difficulty in obtaining information on criminal and civil cases. Locates and interviews witnesses in criminal, civil and juvenile matters; serves criminal and civil subpoenas; assists in the preparation of cases for trial; testifies in court; submits written reports and maintains records; assists local and out-of-state agencies on investigations; participates in the orientation and training of new employees; assigns investigators to cases. Possesses knowledge of law enforcement principles, practices, methods, techniques and equipment; the practices and principles of investigative work, and relevant laws, rules and regulations. Possesses skill in advanced investigative techniques; gathering, analyzing and evaluating facts and evidence. Ability to react quickly and calmly in emergency situations; make decisions. Minimum three years investigative experience.

SERGEANT: This position is responsible for technical supervisory support and administrative law enforcement work of moderate difficulty. Supervises officers in their duties, patrol areas; supports field officers; conducts briefings; recommends personnel actions; supervises interviewing of witnesses and complainants, the identification, collection and preservation of evidence, the surveillance of persons and places, and the apprehension, interrogation and arrest of suspects; testifies at court and at hearings; investigates difficult cases; responsible for the execution of various writs, subpoenas and court orders; prepares various reports and records. Possesses knowledge of law enforcement principles, practices, methods, techniques and equipment; law enforcement services and investigative activities; federal, state and local laws, rules and regulations, methods and techniques of interrogation, county geography, law enforcement organization and administration. Must have P.O.S.T. certification plus a minimum of two years law enforcement experience.

LIEUTENANT: This position is responsible for professional supervisory and administrative law enforcement duties of moderate difficulty in commanding a unit; may be assigned to administrative or staff functions. Supervises a patrol district, criminal investigation unit or detention center; assigns, trains, supervises and evaluates such personnel; communicates departmental directives; recommends personnel actions; assesses and evaluates operations and activities; prepares technical and statistical reports; provides information and responds to complaints regarding law enforcement services and programs; assumes watch command responsibilities as needed. Possesses same knowledge and skills as Sergeant. Must have P.O.S.T. certification plus a minimum of five years law enforcement experience.

TRADES & TECHNICAL

BUILDING INSPECTOR: This journey level position performs technical inspection work of moderate difficulty. Performs a wide range of industrial, commercial and residential inspections for building code compliance; reviews plans for code and zoning compliance; provides information to the public in matters relating to construction and code requirements and other applicable ordinances. Possesses knowledge of all types of building construction, materials, methods and tools of the trade; federal, state and local building laws, codes and regulations; principles and practices of subdivision, zoning, floodplain and hazard abatement regulations; federal, state and local safety and hazard requirements. Minimum three years building trades experience.

BUILDING MAINTENANCE SUPERVISOR: This non-exempt, working supervisory position performs work of considerable difficulty in the operation, maintenance and repair of buildings and facilities. Supervises and coordinates the activities of workers engaged in building, facilities, and utility systems operations, maintenance and repair. Performs hands-on work on requirements for electrical wiring, communications and control systems, heating, ventilation, water supply, steam generating and related pipe systems; inspects facilities, buildings and systems to determine work required; establishes cyclic preventative maintenance work; prepares reports and performs related administrative duties. Possesses knowledge of methods, practices, tools and materials used in a variety of building trades and utility systems maintenance; occupational hazards and required preventive measures; federal, state and local codes applicable to work performed. Minimum three years maintenance or facilities maintenance experience, including one in a lead or supervisory capacity.

C.A.D. DRAFTER: This journey level position performs work of moderate difficulty in technical drafting work in the office. Interprets field notes, legal descriptions, and prepares C.A.D. drawings; researches and interprets related documents, maps and drawings; and organizes research information. Positions that match this description may be located in GIS, civil engineering, or assessor's mapping office. Possesses knowledge of general engineering and architectural drafting techniques, terminology, methods and practices; algebra, geometry and trigonometry relative to drafting; legal documents, maps and designs; drafting and lettering. Minimum three years of related experience or equivalent education from a recognized technical training school.

CIVIL ENGINEER – E.I.T. This position must be certified as an Engineer-in-Training (E.I.T.)

CIVIL ENGINEER – P.E.: This position must be certified as a Professional Engineer (P.E.) with a minimum of four years experience as an Engineer-in-Training.

CUSTODIAN: This position performs service work of routine difficulty in custodial duties. Cleans, maintains county facilities; identifies and reports repair needs; makes minor repairs. Possesses knowledge of procedures, materials and equipment used in custodial work; occupational hazards and required preventative measures.

ENGINEERING TECHNICIAN: This journey level position performs work of moderate difficulty in technical civil engineering both in the field and office. Prepares drawings, designs, plots and plans of civil engineering projects; conducts traffic engineering research; examines plans for clearance with existing and proposed improvement following design standards; checks plans for clearance of substructures and existing or proposed improvements in connection with storm drains and sanitary sewers; prepares reports and estimates for engineering assignments; reviews plans for conformity. Possesses knowledge of the theory and practice of civil engineering planning design, construction and surveying; materials testing in field and laboratory; interpreting and utilizing engineering plans, maps and specifications; the application of engineering theory to complex field and office problems; drafting principles. minimum of three years technical, construction or engineering experience.

EQUIPMENT MECHANIC I: This position works under close supervision and performs skilled work of moderate difficulty in repairing, maintaining and servicing heavy equipment; diagnoses, repairs, and maintains various systems, such as hydraulic, electrical, refrigeration and engine repair in the equipment fleet, performs various preventive maintenance functions, maintains inventory supplies; has a working knowledge of methods,

practices, materials, instruments and tools used in mechanical equipment maintenance.

EQUIPMENT MECHANIC II: This position works under close supervision and performs skilled work of moderate difficulty in repairing, maintaining and rebuilding heavy equipment; diagnoses, repairs, and maintains various systems, such as hydraulic, electrical, refrigeration and engine repair in the equipment fleet, performs various preventive maintenance functions, maintains inventory supplies; has considerable knowledge of methods, practices, materials, instruments and tools used in mechanical equipment maintenance.

EQUIPMENT OPERATOR I: This position works under close supervision and performs skilled work of routine difficulty in the operation of a variety of vehicles and heavy equipment involved in the transportation of materials for construction, maintenance and repair of properties; operates a variety of heavy trucks and equipment; maintains and performs routine maintenance work on trucks, prepares reports, performs manual labor, and performs related work as required or assigned. Possesses a working knowledge of traffic laws, ordinances and regulations as well as of the occupational hazards and proper safety precautions involved in heavy truck and equipment operation; has the ability to operate various types of heavy trucks. Requires a currently valid commercial driver's license.

EQUIPMENT OPERATOR II: This position works under close supervision and performs skilled work of moderate difficulty in the operation of a variety of vehicles and heavy equipment involved in the transportation of materials for construction, maintenance and repair of properties; operates a variety of heavy trucks and equipment; maintains and performs routine maintenance work on trucks, prepares reports, performs manual labor, and performs related work as required or assigned. Possesses considerable knowledge of traffic laws, ordinances and regulations as well as the occupational hazards and proper safety precautions involved in heavy truck and equipment operation; has ability to operate heavy earth-moving equipment. Requires a currently valid commercial driver's license.

EQUIPMENT OPERATOR III: This position performs work of considerable difficulty in the operation of a variety of vehicles and heavy equipment involved in the transportation of materials for construction, maintenance and repair of properties. Utilizing heavy earth-moving equipment and large vehicles, clears right-of-way, cuts and reshapes roads, performs road construction, maintenance and repair operations such as mixing and laying oil, makes road mixes to preserve roads; participates in a variety of related manual work and guides the effort of small numbers of workers and laborers. Possesses knowledge of traffic laws, ordinances, regulations and occupational hazards and proper safety precautions; operation, maintenance and repair of diesel and gasoline engines, hydraulic systems and component parts of heavy equipment. Requires a currently valid commercial drivers license.

FACILITIES MAINTENANCE WORKER: This journey level position performs work of considerable difficulty in the repair and maintenance of buildings, facilities and grounds. Performs a variety of construction and maintenance work including air conditioning, carpentry, heating, electrical, plumbing, cement finishing, painting, locksmith and welding in the maintenance and repair of buildings. Possesses considerable knowledge of the methods, practices, equipment, tools and materials used in a variety of construction trades; maintenance and repair, grounds care; occupational hazards and preventive measures. Minimum two years general building maintenance experience.

AUTOMOTIVE MECHANIC: This journey level position performs skilled work of moderate difficulty in repairing, maintaining and rebuilding automotive and other light equipment. Diagnoses, repairs and maintains various systems in the equipment fleet; performs various preventive

maintenance functions. Possesses knowledge of methods, practices, materials, instruments and tools used in equipment maintenance and safety practices. Minimum three years related experience.

PLANNER: This journey level position performs work of moderate difficulty in professional county planning work. Coordinates the processing of rezoning applications, Board of Adjustment dockets and Special Use permits; reviews adjacent zoning and relevant factors and prepares reports evaluating the impact of rezoning actions and special use permits; presents oral and written reports to Boards, Commissions and citizens; explains zoning regulations and procedural requirements; researches, reviews and assists in revision of county ordinances, rules and regulations; maintains land planning records, files and maps; performs research and data gathering for population, housing, land ownership, land use and economic studies; reviews subdivision plats and master development plans; analyzes census data; conducts special studies as required. Possesses knowledge of principles, practices and techniques of community planning, industrial development and community conservation; land use regulations and zoning codes; graphic techniques and topographic mapping; basic statistical methods. Bachelors degree plus two years related experience.

REGISTERED LAND SURVEYOR: Performs professional surveying work involved in supervising and participating in technical construction and preliminary surveys, establishing rights-of-way, and reviewing subdivision submittals. Must be a certified Arizona registered land surveyor.

SIGN MAINTENANCE WORKER: This position works under close supervision and performs semi-skilled work of routine difficulty fabricating, maintaining, and installing traffic control devices. Possesses a working knowledge of the methods and materials used for the installation, maintenance, and fabrication of traffic control devices and the laws and regulation relevant to traffic control devices.

VEHICLE & EQUIPMENT SUPERVISOR: This position supervises equipment and/or vehicle maintenance and repair programs. Plans, directs, coordinates and supervises the activities of the repair shop; implements effective preventative maintenance schedules; supervises and instructs staff; prepares reports and makes recommendations. Possesses knowledge of methods, practices, materials and tools used in mechanical and automotive repair, hazards and safety practices associated with maintenance and shop operations, principles and practices of supervision. Minimum three years experience including one in a supervisory capacity.

ZONING INSPECTOR: This journey level position performs technical work of moderate difficulty in field inspections and office work pertaining to planning and housing regulations. Inspects property sites for conformance with housing, zoning and Hazard Abatement regulations; reviews deeds and legal descriptions and plats information on maps; determines land use compliance and legal accessibility; calculates and collects fees for use permits; maintains and submits records of inspections activities; assists the public in preparation of building and zoning permit applications; writes and issues permits in accordance with the zoning ordinances;. Possesses knowledge of zoning regulations and laws; methods of land descriptions; and preparation and processing of use permit applications. Minimum three years related experience.

APPRAISERS

APPRAISER I: This entry level position performs technical work of routine difficulty in gathering property appraisal information. Collects data

using prescribed procedures on real and personal property; responds to petitions for review filed by property owner; prepares data for presentation in the administrative appeal process; may communicate with the public on such matters as property values, ownership, legal description, widow and veteran exemptions and statutory classifications. Possesses knowledge of the principles, practices, techniques, guidelines and statutes used in property assessment. Possesses Level One Certificate as administered by the Arizona Department of Revenue.

APPRAISER II: This journey level position performs technical work of moderate difficulty in gathering property appraisal information. Collects data using prescribed procedures on real and personal property; responds to petitions for review filed by property owner; prepares data and represents Assessor in administrative appeal process; communicates with public on such matters as property values, ownership, legal description, widow and veteran exemptions and statutory classifications; performs special and difficult appraisals, conducts field training of entry level appraisers. Possesses knowledge of principles, practices, procedures, guidelines and statutes regarding property assessment. Possesses Level Two Certificate as administered by the Arizona Department of Revenue.

APPRAISER III: Under general supervision, performs advanced field and office appraisal work. Considerable knowledge of appraisal practices for all types of real and personal property although may be assigned to work in only one area. Performs special projects, reviews valuation appeals, reviews and may present data to County and State Boards as required or assigned; may assist the public with questions of property values, ownership, legal descriptions, exemptions, deferrals, and statutory classifications. This is a hands-on property appraiser at the lowest level of supervisory responsibility. Must possess Level Three Certification as administered by the Arizona Department of Revenue, plus five years experience in property assessment.

HEALTH

ENVIRONMENTAL HEALTH SPECIALIST (Sanitarian): This journey level position performs work of moderate difficulty in the environmental health field. Inspects a variety of entities for compliance with various legal codes governing sanitary conditions; recommends enforcement measures to supervisor; secures compliance with pertinent regulations by promotion, education and enforcement; inspects and designs individual sewage systems; collects water, air and food samples for laboratory analysis and interprets results; reviews plans and specifications submitted for all eating and drinking establishments; prepares and presents reports on investigations, inspections and makes recommendations; maintains records as required. Possesses knowledge of relevant federal, state and county codes, laws and regulations; the principles, practices and techniques of environmental health inspections, education, compliance and enforcement; biological and physical science applicable to environmental health. Must possess a current Arizona certificate as a registered sanitarian.

DETENTION NURSE: This position performs the duties of a registered nurse and works in a detention facility. Possesses working knowledge of general nursing theories and practices; nursing services regulations and procedures. Must possess a current Arizona license as a registered nurse.

PUBLIC HEALTH NURSE: This position performs professional nursing care of considerable difficulty in public health programs. Administers specialty programs, conducts clinics; administers immunization and prescribed treatment according to standing orders; participates in prevention and control of communicable diseases; assesses clients and develops and implements care plans, participates in orientation and supervision of

staff nurses. Possesses considerable knowledge of community health nursing principles and practices; techniques and methods of nursing; community resources for appropriate referrals; principles and practices of management and supervision. Must possess a current Arizona license as a registered nurse.

NUTRITION WORKER II: Under general supervision, assists the Nutritionist in implementing the WIC and Nutrition Programs; prepares enrollment forms, growth grids and charts on clients in the WIC or Nutrition Programs; issues drafts to clients and maintains related records; provides nutrition education to clients; prepares reports concerning nutrition program expenses and activities; performs nutrition screening in accordance with clinic procedures; maintains client records; performs routine laboratory and screening procedures; conducts follow-up on referrals received from community sources; develops, implements and evaluates nutritional care plans. Requires knowledge of basic health care practices and techniques, knowledge of public health activities and clinic routine; some knowledge of the problems, needs and behavior patterns of the disadvantaged; ability to learn routine laboratory and screening procedures. Requires HSD or GED and two years' experience as a community nutrition worker or other health related field.

NUTRITIONIST SUPERVISOR: This position performs professional work of moderate difficulty in the administration of public health nutrition programs. Plans, develops, supervises, conducts and evaluates nutrition services and in-service educational programs; supervises staff and evaluates progress; administers grant programs; writes proposals and budgets; provides nutrition consultation to group feeding programs; provides or arranges for diet counseling to patients; provides technical and administrative direction to the nutrition staff; reports and summarizes progress and activities. Possesses knowledge of human nutrition and its relationship to health and disease; public health nutrition; analysis and evaluation of nutritional data. Possesses B.S. degree in nutrition plus minimum three years experience including one in a supervisory capacity.

PUBIC HEALTH PROGRAM (OR PROJECT) MANAGER: Under general supervision, performs work of moderate difficulty in planning, developing, implementing and evaluating public health programs; performs other duties as required or assigned. Possesses considerable knowledge of the principles and practices of office administration, management and supervision; staff research work, business English, and report writing. Requires an Associates Degree in health or social services of a related field and two years experience in public health programs.

MIS/DATA PROCESSING

COMPUTER TECHNICIAN: This journey level position performs work of moderate difficulty setting up personal computers and peripheral equipment, installing software, correcting problems and training operators. Troubleshoots problems and takes corrective measures; communicates with vendors and repair companies to correct complex problems; coordinates training to implement new and revised systems; evaluates software systems and makes recommendation for possible applications. Possesses knowledge of the operation and maintenance of personal computers and peripheral equipment; techniques for setting up and testing personal computer systems; general capabilities, operating principles and applications of common personal computer operating systems. Minimum of three years related experience.

PROGRAMMER/ANALYST: Performs technical work of moderate difficulty in systems and application design, programming and database, performs other work as required or assigned. This is a Working/Journey position which works under general supervision and may be assigned a broad range of duties in the occupation. Possesses considerable knowledge of diversified subject matter, requiring some judgment in applying established procedures and guidelines. Minimum three years of progressively responsible work experience in programming, application and system management, including one year of analysis and one year of database development and management; or equivalent combination of education, training and experience.

BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Accounting Clerk	Administrative Assistant	Clerk II	Legal Assistant I	Legal Assistant II
APACHE					
Actual	Vacant	24,897 (3)	22,172 (1)	30,616 (3)	N/A
Range	20,782-31,174	21,835-32,752	17,057-25,586	28,649-42,973	
COCHISE					
Actual	23,466 (2)	34,810 (15)	26,698 (2)	Vacant	Vacant
Range	24,300-48,600	24,300-48,600	24,300-48,600	30,000-60,000	30,000-60,000
COCONINO					
Actual	34,988 (17)	39,996 (26)	27,658 (9)	N/A	46,101 (6)
Range	32,170-47,289	36,885-54,221	27,665-40,668		43,328-63,693
GILA #					
Actual	25,833 (3)	41,053 (2)	24,634 (10)	Vacant	N/A
Range	22,369-36,910	28,887-50,553	23,765-41,589	43,886-78,995	
GRAHAM					
Actual	36,790 (2)	39,806 (1)	N/A	48,360 (1)	N/A
Range	29,666-45,084	34,320-52,156		37,778-57,434	
GREENLEE					
Actual	N/A	35,063 (10)	29,120 (4)	39,520 (1)	N/A
Range		29,806-42,120	25,812-33,966	39,291-39,291	
LA PAZ					
Actual	27,955 (1)	38,210 (3)	23,566 (8)	27,823 (11)	N/A
Range	24,674-36,513	28,005-41,477	23,571-34,921	23,570-34,921	
MARICOPA					
Actual	38,896 (92)	37,606 (223)	28,413 (134)	48,314 (126)	N/A
Range	28,933-40,633	30,971-49,462	22,298-41,434	38,251-62,670	
MOHAVE					
Actual	44,674 (5)	30,499 (39)	29,600 (5)	N/A	N/A
Range	38,605-59,862	28,829-44,678	27,456-42,557		
NAVAJO					
Actual	29,151 (1)	36,890 (3)	31,761 (1)	N/A	N/A
Range	24,678-30,848	29,335-36,669	26,576-33,220		
PIMA					
Actual	33,585 (8)	34,665 (83)	28,496 (10)	40,499 (80)	N/A
Range	29,328-42,620	30,451-44,492	24,419-34,924	32,136-59,530	
PINAL #					
Actual	31,021 (8)	29,486 (71)	26,010 (13)	41,467 (3)	43,578 (12)
Range	29,507-40,870	28,057-38,866	25,371-35,157	30,978-42,917	41,467-57,308
SANTA CRUZ					
Actual	29,604 (8)	32,302 (8)	25,069 (4)	30,194 (8)	N/A
Range	27,072-36,810	29,152-39,537	25,140-33,315	28,442-38,396	
YAVAPAI					
Actual	30,268 (4)	38,375 (13)	30,001 (32)	41,995 (6)	N/A
Range	29,530-40,200	35,731-48,643	29,530-40,200	39,305-53,507	
YUMA					
Actual	30,671 (2)	46,869 (14)	29,234 (1)	43,505 (4)	N/A
Range	28,027-43,713	38,759-60,451	22,281-34,751	38,759-60,451	

Notes: ‡ = dual appointment (-) = county did not provide data

Indicates county did not participate in this portion of the survey. Data is more than one year old.

BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Legal Secretary	Office Supervisor	Human Resources Analyst	Librarian	Secretary
APACHE	Actual 24,523 (2) Range 22,940-34,410	Actual 36,219 (1) Range 27,950-41,925	Actual 30,521 (1) Range 27,950-41,925	Vacant 29,365-44,048	Actual 23,189 (2) Range 20,782-31,174
COCHISE	Actual 30,000 (2) Range 30,000-60,000	N/A	Actual 44,609 (3) Range 41,000-82,000	N/A	Actual 29,690 (2) Range 24,300-48,600
COCONINO	Actual 37,956 (10) Range 34,059-50,067	Actual 44,415 (5) Range 40,058-58,885	Actual 54,224 (4) Range 50,715-74,551	N/A	Actual 34,032 (20) Range 34,059-50,067
GILA #	Actual 32,252 (4) Range 31,756-55,573	Actual 36,705 (2) Range 33,344-58,352	Actual 34,344 (1) Range 31,756-55,573	Actual 44,583 (1) Range 39,807-71,651	Actual 44,798 (6) Range 38,600-67,549
GRAHAM	Actual Court Clerk Range	Actual 41,002 (1) Range 36,608-55,640	N/A	N/A	Actual 33,228 (6) Range 23,868-45,084
GREENLEE	Actual 34,278 (1) Range 28,412-40,144	N/A	N/A	Actual 29,120 (1) Range 28,600-28,600	Actual 16,744 (1) Range 16,744-16,744
LA PAZ	Actual N/A Range	N/A	N/A	Actual 50,897 (1) Range 35,134-50,897	Actual 28,272 (3) Range 23,804-35,197
MARICOPA	Actual 41,163 (210) Range 33,613-56,347	Actual 42,723 (22) Range 35,339-53,206	Actual 58,261 (31) Range 48,048-80,226	Actual 53,685 (35) Range 47,611-68,120	Actual 32,344 (294) Range 27,872-46,072
MOHAVE	Actual 26,601 (1) Range 28,829-44,678	Actual 45,706 (6) Range 40,539-62,858	N/A	Actual 41,642 (2) Range 38,605-59,862	N/A
NAVAJO	Actual 28,384 (4) Range 25,928-32,410	Actual 39,931 (3) Range 34,019-42,524	N/A	Actual 34,860 (1) Range 34,870-43,588	Actual 29,145 (16) Range 24,076-30,096
PIMA	Actual 35,885 (61) Range 27,726-51,501	Actual 43,984 (4) Range 31,033-45,511	Actual 48,416 (8) Range 47,528-71,386	Actual 48,891 (59) Range 44,907-66,540	Actual 45,018 (2) Range 34,340-51,002
PINAL #	Actual 34,262 (19) Range 32,577-45,113	Actual 49,377 (11) Range 39,442-54,537	Actual 55,858 (3) Range 53,151-73,405	Actual 55,858 (1) Range 48,119-66,497	Actual 33,409 (14) Range 30,978-42,917
SANTA CRUZ	Actual N/A Range	Actual 51,534 (5) Range 34,656-46,783	Actual 36,268 (1) Range 30,630-41,351	N/A	Actual 27,733 (3) Range 27,072-36,547
YAVAPAI	Actual 35,724 (49) Range 32,483-44,220	Actual 49,792 (12) Range 43,235-58,858	Actual 37,969 (4) Range 35,731-48,643	Actual 73,491 (1) Range 63,301-86,175	Actual 27,480 (3) Range 26,845-36,546
YUMA	Actual 31,011 (6) Range 28,027-43,713	Actual 34,558 (1) Range 34,558-53,899	N/A	Actual 42,572 (8) Range 41,149-64,179	Actual 30,522 (40) Range 28,027-43,713

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Courtroom Clerk	Court Clerk	Probation Officer	Attorney I	Attorney II
APACHE					
Actual	22,280 (2)	27,217 (3)	33,224 (2)	61,216 (1)	Vacant
Range	21,302-31,953	21,302-31,593	33,224-49,836	48,118-72,117	55,802-83,703
COCHISE					
Actual	32,591 (10)	26,789 (35)	42,260 (16)	56,000 (1)	73,908 (6)
Range	24,300-48,600	24,300-48,600	41,000-82,000	55,500-125,000	55,500-125,000
COCONINO					
Actual	39,008 (4)	35,486 (7)	52,035 (27)	65,024 (2)	69,093 (5)
Range	36,885-54,221	34,059-50,067	46,798-68,793	63,438-93,254	68,680-100,960
GILA #					
Actual	38,076 (7)	30,963 (6)	40,802 (1)	60,009 (4)	65,810 (3)
Range	36,762-64,334	27,511-48,145	39,807-71,651	58,812-105,861	64,840-116,712
GRAHAM					
Actual	31,148 (4)	33,374 (8)	49,566 (11)	76,406 (2)	N/A
Range	27,326-41,548	29,666-45,084	40,092-60,944	56,000-84,000	
GREENLEE					
Actual	31,075 (2)	37,793 (5)	45,760 (6)	68,925 (1)	N/A
Range	25,750-36,400	31,324-44,262	38,521-54,412	No Range	
LA PAZ					
Actual	28,960 (1)	24,473 (17)	49,725 (4)	N/A	59,661 (3)
Range	28,960-42,835	23,571-34,922	42,199-58,620		54,907-81,272
MARICOPA					
Actual	39,354 (195)	31,533 (520)	58,094 (846)	85,426 (749)	N/A
Range	32,510-55,640	27,872-46,072	49,296-70,907	61,485-126,339	
MOHAVE					
Actual	32,467 (12)	22,121 (8)	39,957 (6)	56,384 (13)	63,091 (14)
Range	31,782-49,254	23,712-36,744	35,207-54,288	54,288-84,261	59,862-92,914
NAVAJO					
Actual	30,443 (4)	26,577 (3)	43,366 (21)	54,386 (2)	73,711 (9)
Range	26,576-33,220	26,576-33,220	35,742-44,677	54,385-67,982	64,647-80,809
PIMA					
Actual	39,156 (59)	28,203 (61)	44,394 (170)	74,752 (216)	N/A
Range	33,356-50,033	20,356-30,534	36,102-54,153	54,100-129,647	
PINAL #					
Actual	36,585 (6)	N/A	46,733 (9)	65,474 (5)	75,878 (4)
Range	35,690-49,356		45,582-63,022	62,297-86,005	75,878-104,724
SANTA CRUZ					
Actual	33,014 (5)	28,091 (11)	42,195 (1)	Vacant	67,376 (1)
Range	29,882-40,354	27,072-36,547	40,189-54,255	55,399-74,788	62,678-84,617
YAVAPAI					
Actual	34,094 (26)	34,094 (26)	50,412 (36)	72,243 (9)	75,063 (15)
Range	32,483-44,220	32,483-44,220	47,559-64,744	63,301-86,175	69,631-94,791
YUMA					
Actual	32,614 (8)	N/A	51,580 (22)	60,136 (3)	69,317 (7)
Range	30,331-51,655		44,474-75,740	52,280-81,539	58,343-90,995

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Attorney III	Animal Control Officer	Detention Officer	Detention Supervisor	Deputy Sheriff
APACHE					
Actual	97,072 (2)	N/A	27,783 (11)	32,865 (6)	37,714 (6)
Range	64,713-97,070		26,603-39,905	30,852-46,278	33,224-49,836
COCHISE					
Actual	79,661 (18)	33,953 (4)	34,929 (60)	44,800 (5)	48,170 (65)
Range	55,500-125,000	30,000-60,000	32,000-36,000	44,000-48,000	40,000-52,000
COCONINO					
Actual	79,258 (7)	43,161 (4)	35,815 (30)	55,280 (14)	53,074 (31)
Range	76,236-112,067	36,885-54,221	33,779-49,654	49,138-72,233	47,661-70,062
GILA #					
Actual	78,837 (2)	25,878 (4)	33,251 (45)	42,189 (9)	46,626 (28)
Range	70,232-126,417	24,954-43,669	31,756-55,573	39,807-71,651	43,886-78,995
GRAHAM					
Actual	N/A	34,502 (1)	32,844 (21)	41,444 (7)	47,950 (14)
Range		31,954-48,568	31,954-48,568	37,778-57,434	43,602-59,150
GREENLEE					
Actual	N/A	34,278 (1)	35,965 (15)	37,793 (2)	46,612 (7)
Range		28,412-40,144	29,806-42,120	31,324-44,262	40,892-52,332
LA PAZ					
Actual	90,231 (1)	32,609 (2)	33,936 (8)	38,522 (6)	46,031 (20)
Range	60,975-90,231	29,384-43,514	31,378-44,108	34,731-73,344	42,199-58,620
MARICOPA					
Actual	135,200 (15)	36,525 (25)	44,845 (1,640)	76,128 (192)	61,942 (508)
Range	103,542-146,245	31,138-51,480	40,414-58,480	64,272-56,430	51,584-75,254
MOHAVE					
Actual	83,664 (10)	30,272 (5)	32,525 (68)	42,822 (4)	46,809 (55)
Range	69,306-107,557	28,829-44,678	31,782-49,254	42,557-65,998	40,539-62,858
NAVAJO					
Actual	83,902 (7)	35,095 (2)	28,789 (36)	35,741 (7)	43,549 (33)
Range	74,971-93,714	24,076-30,096	29,335-36,669	35,742-44,677	40,438-50,548
PIMA					
Actual	N/A	34,766 (16)	41,314 (407)	54,479 (46)	54,899 (413)
Range		31,033-45,511	36,441-54,122	49,920-63,524	43,368-62,068
PINAL #					
Actual	90,120 (43)	28,057 (8)	50,507 (152)	N/A	52,297 (117)
Range	87,902-121,332	28,057-38,866	44,601-61,636		46,179-63,811
SANTA CRUZ					
Actual	80,207 (4)	32,170 (5)	33,372 (40)	52,700 (1)	41,195 (14)
Range	69,186-93,402	29,882-40,341	30,630-41,351	38,251-51,639	39,207-52,930
YAVAPAI					
Actual	86,590 (18)	37,284 (7)	36,467 (84)	51,375 (18)	52,183 (97)
Range	76,594-104,270	32,483-44,220	35,731-48,643	47,559-64,744	47,559-64,744
YUMA					
Actual	82,920 (8)	33,359 (3)	37,921 (119)	50,159 (6)	50,293 (54)
Range	65,435-102,056	29,460-45,948	35,925-56,030	42,189-65,800	47,291-73,758

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Dispatch / Communications		Investigator	Sergeant	Lieutenant	Building Inspector
APACHE	Actual Range	27,041 (4) 26,603-39,905	Vacant 39,493-59,239	47,115 (6) 43,529-63,794	Vacant 48,118-72,177	34,090 (1) 29,365-44,048
COCHISE	Actual Range	32,352 (9) 30,000-60,000	45,143 (7) 40,000-52,000	61,545 (11) 55,000-TBD	84,367 (4) 65,000-TBD	Vacant 30,000-60,000
COCONINO	Actual Range	N/A	66,907 (1) 46,798-68,793	69,636 (10) 54,778-80,524	88,636 (4) 67,005-98,497	43,666 (4) 36,885-54,221
GILA #	Actual Range	33,344 (13) 31,756-55,573	48,345 (2) 46,080-82,945	57,065 (7) 50,804-91,447	56,771 (3) 53,344-96,019	41,213 (3) 35,011-61,269
GRAHAM	Actual Range	31,327 (10) 29,666-45,084	53,638 (2) 41,262-62,712	56,400 (4) 42,406-64,454	69,654 (1) 47,060-71,526	48,256 (1) 38,922-59,150
GREENLEE	Actual Range	35,963 (5) 29,806-42,120	54,080 (2) 54,912-54,912	52,270 (2) 50,980-53,560	70,000 (1) No Range	N/A
LA PAZ	Actual Range	30,533 (12) 28,663-40,671	49,115 (3) 44,002-61,293	55,862 (7) 50,537-73,344	72,946 (3) 54,801-77,269	32,726 (2) 31,166-46,102
MARICOPA	Actual Range	43,368 (31) 40,206-59,592	71,302 (46) 55,224-83,408	81,972 (125) 77,771-96,990	100,734 (38) 93,496-120,390	59,093 (14) 41,600-73,466
MOHAVE	Actual Range	39,829 (7) 31782-49,254	42,633 (6) 40,539-62,858	62,365 (16) 49,254-76,419	79,823 (3) 57,013-88,483	41,567 (6) 35,027-54,288
NAVAJO	Actual Range	33,787 (9) 31,241-44,449	34,388 (2) 42,486-53,107	48,781 (9) 48,069-60,086	Vacant 51,765-64,706	31,570 (2) 30,820-38,525
PIMA	Actual Range	39,401 (50) 35,817-53,394	50,237 (17) 37,252-68,828	75,132 (63) 70,636-81,952	107,380 (20) 103,022-114,650	45,026 (5) 36,649-69,764
PINAL #	Actual Range	35,732 (4) 31,660-43,877	52,021 (35) 50,742-70,121	69,397 (30) 56,882-78,564	75,899 (9) 72,232-99,714	46,968 (5) 43,578-60,229
SANTA CRUZ	Actual Range	32,248 (10) 31,395-42,384	N/A	53,774 (6) 48,967-66,105	69,965 (2) 56,784-76,659	43,636 (1) 37,317-50,379
YAVAPAI	Actual Range	37,164 (17) 35,731-48,643	53,115 (6) 47,559-64,744	70,015 (18) 57,546-78,340	90,066 (5) 69,631-94,791	42,251 (8) 39,305-53,507
YUMA	Actual Range	34,101 (8) 33,355-52,023	51,377 (1) 40,136-62,598	68,269 (15) 60,115-93,759	76,023 (8) 60,115-93,759	N/A

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	C. A. D. Drafter	Civil Engineer E. I. T.	Civil Engineer P. E.	Custodian	Computer Technician
APACHE	N/A	N/A	N/A	22,429 (6) 16,235-24,353	Vacant 30,852-46,278
COCHISE	36,563 (1) 30,000-60,000	Vacant 41,000-82,000	55,500 (1) 55,500-125,000	21,437 (17) 20,800-36,000	33,000 (4) 30,000-60,000
COCONINO	N/A	N/A	Vacant 84,622-127,394	28,679 (5) 27,665-40,668	42,579 (3) 40,058-58,885
GILA #	38,610 (1) 35,011-61,269	78,728 (1) 61,752-111,154	91,186 (1) 61,752-111,154	18,525 (1) 15,897-26,231	44,812 (3) 41,796-75,233
GRAHAM	37,076 (1) 34,320-52,156	N/A	92,092 (1) 72,000-108,000	29,601 (2) 23,868-36,270	60,320 (1) 52,000-78,000
GREENLEE	N/A	N/A	N/A	29,120 (2) 27,040-38,230	N/A
LA PAZ	N/A	N/A	N/A	Vacant 19,264-28,514	N/A
MARICOPA	47,258 (3) 35,360-57,200	64,168 (36) 54,496-81,162	84,822 (58) 64,480-93,891	31,720 (24) 24,960-37,586	50,006 (44) 39,958-58,427
MOHAVE	N/A	64,168 (3) 41,709-80,246	79,699 (3) 57,013-88,483	26,021 (15) 26,146-40,539	44,959 (4) 44,678-69,306
NAVAJO	N/A	N/A	N/A	20,565 (4) 18,808-23,510	39,154 (3) 36,635-45,794
PIMA	41,786 (2) 34,340-51,002	N/A	74,335 (16) 57,782-88,255	29,623 (4) 23,171-33,052	59,993 (15) 53,539-80,330
PINAL #	42,513 (4) 39,442-54,537	45,818 (5) 45,817-63,299	69,908 (5) 68,203-94,149	24,113 (10) 21,810-30,210	43,578 (1) 43,578-60,229
SANTA CRUZ	41,540 (2) 34,656-46,783	N/A	N/A	(14) \$11.27/HR	43,280 (2) 40,189-54,255
YAVAPAI	36,450 (1) 35,731-48,643	N/A	66,797 (5) 57,546-78,340	25,259 (24) 24,405-33,223	40,496 (2) 39,305-53,507
YUMA	45,727 (2) 37,993-59,257	N/A	73,617 (3) 57,191-89,198	24,592 (35) 21,841-34,065	36,109 (1) 32,713-51,022

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Engineering Technician	Equipment Mechanic I	Equipment Mechanic II	Equipment Operator I	Equipment Operator II
APACHE					
Actual	Vacant	26,334 (1)	32,477 (3)	22,172 (1)	26,136 (22)
Range	32,414-48,620	24,704-37,056	25,954-38,932	19,781-29,672	24,101-36,152
COCHISE					
Actual	38,156 (4)	Vacant	Vacant	25,657 (4)	29,260 (15)
Range	30,000-60,000	24,300-48,600	30,000-60,000	20,800-36,000	24,300-48,600
COCONINO					
Actual	48,291 (2)	34,059 (2)	48,706 (6)	34,304 (12)	42,198 (24)
Range	43,328-63,693	34,059-50,067	40,058-58,885	32,170-47,289	34,059-50,067
GILA #					
Actual	54,781 (1)	32,916 (2)	36,784 (2)	29,652 (12)	35,989 (6)
Range	48,384-87,092	31,756-55,573	33,344-58,352	27,511-48,145	33,344-58,352
GRAHAM					
Actual	Vacant	Vacant	35,438 (1)	N/A	38,613 (8)
Range	34,320-52,156	34,320-52,156	35,438-53,872		34,320-52,156
GREENLEE					
Actual	N/A	N/A	N/A	29,120 (1)	38,729 (15)
Range				27,040-38,230	32,094-45,344
LA PAZ					
Actual	N/A	31,782 (1)	37,066 (1)	Vacant	26,520 (3)
Range		28,026-41,477	29,511-43,684	24,080-35,622	26,520-39,520
MARICOPA					
Actual	48,672 (2)	N/A	53,477 (13)	41,246 (45)	44,574 (29)
Range	35,360-57,200		42,536-65,520	33,010-44,845	34,070-50,253
MOHAVE					
Actual	N/A	36,400 (3)	41,642 (2)	33,155 (17)	37,098 (11)
Range		33,363-51,709	36,774-57,013	31,782-49,254	35,027-54,288
NAVAJO					
Actual	52,759 (1)	35,691 (8)	N/A	30,130 (24)	N/A
Range	43,637-54,435	30,068-37,585		27,921-34,411	
PIMA					
Actual	58,517 (12)	37,805 (4)	47,311 (3)	N/A	34,769 (52)
Range	48,297-75,816	35,817-53,394	40,913-60,570		31,657-46,551
PINAL #					
Actual	46,500 (4)	N/A	48,227 (5)	28,080 (16)	33,409 (22)
Range	45,817-63,299		37,566-51,957	26,693-36,990	32,576-45,113
SANTA CRUZ					
Actual	N/A	Vacant	N/A	32,298 (3)	38,298 (3)
Range		35,825-51,639		28,442-38,396	32,984-44,530
YAVAPAI					
Actual	52,014 (1)	35,210 (4)	40,064 (2)	30,282 (13)	37,999 (11)
Range	47,559-64,744	32,483-44,220	35,731-48,643	29,530-40,200	35,731-48,643
YUMA					
Actual	55,783 (5)	35,965 (4)	40,553 (3)	N/A	35,847 (28)
Range	39,343-61,362	35,965-56,093	39,540-61,669		32,215-53,364

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Equipment Operator III	Facilities Maintenance Worker	Automotive Mechanic	Planner	Registered Land Surveyor	
APACHE	Actual Range	33,497 (16) 29,365-44,048	35,695 (3) 24,704-37,056	Vacant 23,513-35,270	Vacant 34,054-51,082	Vacant 35,778-53,668
COCHISE	Actual Range	36,421 (17) 30,000-60,000	26,856 (1) 24,300-48,600	Equipment Mechanic	38,000 (1) 41,000-82,000	51,354 (2) 41,000-82,000
COCONINO	Actual Range	N/A	34,264 (6) 32,170-47,289	43,666 (6) 36,885-54,221	43,589 (1) 43,328-63,693	67,160 (1) 58,447-85,918
GILA #	Actual Range	N/A	37,172 (7) 31,756-55,573	34,065 (3) 31,756-55,573	Vacant 43,886-78,995	59,023 (1) 39,807-71,651
GRAHAM	Actual Range	45,396 (2) 36,608-55,640	37,076 (1) 34,320-52,156	Equipment Mechanic	N/A	N/A
GREENLEE	Actual Range	43,742 (5) 36,254-51,209	38,729 (1) 32,094-45,344	42,993 (2) 32,094-53,892	41,600 (1) 41,017-41,017	N/A
LA PAZ	Actual Range	32,489 (4) 30,170-44,681	25,927 (2) 21,195-31,378	32,449 (2) 28,026-41,477	N/A	N/A
MARICOPA	Actual Range	53,144 (8) 41,454-56,534	40,289 (52) 31,990-52,000	46,405 (18) 37,544-55,640	54,392 (12) 50,024-80,080	N/A
MOHAVE	Actual Range	41,443 (20) 36,605-59,862	31,267 (5) 28,829-44,678	33,363 (1) 31,782-49,254	43,618 (2) 38,605-59,862	57,013 (1) 42,557-65,998
NAVAJO	Actual Range	N/A	31,362 (6) 29,335-36,669	31,954 (4) 30,068-37,585	45,020 (2) 36,635-45,794	55,000 (1) 49,270-61,588
PIMA	Actual Range	37,291 (11) 34,340-51,002	39,927 (49) 35,817-60,570	39,591 (8) 32,302-60,570	48,172 (2) 44,907-66,540	49,381 (1) 47,528-71,386
PINAL #	Actual Range	37,567 (38) 37,566-51,957	36,629 (17) 34,005-46,989	37,566 (6) 37,566-51,957	50,571 (1) 48,119-66,497	45,816 (1) 43,578-60,229
SANTA CRUZ	Actual Range	N/A	29,964 (13) 25,766-34,785	N/A	Vacant 43,279-58,426	69,186 (1) 69,186-93,402
YAVAPAI	Actual Range	47,263 (19) 39,305-53,507	31,595 (11) 29,530-40,200	40,064 (2) 35,731-48,643	49,879 (3) 47,559-64,744	40,011 (5) 39,305-53,507
YUMA	Actual Range	44,164 (5) 38,759-60,451	30,620 (10) 28,450-44,372	39,410 (2) 28,450-44,372	Vacant 45,015-70,207	N/A

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Sign Maintenance Worker	Vehicle & Equipment Supervisor	Zoning Inspector	Appraiser I	Appraiser II
APACHE	Vacant 25,954-38,932	N/A	N/A	25,119 (2) 24,101-36,152	Vacant 25,321-37,982
COCHISE	31,857 (3) 30,000-60,000	43,455 (4) 30,000-60,000	Vacant 24,300-48,600	31,292 (8) 30,000-60,000	34,839 (5) 30,000-60,000
COCONINO	N/A	57,570 (6) 46,798-68,793	48,329 (1) 43,328-63,693	40,725 (3) 40,058-58,885	51,210 (8) 43,328-63,693
GILA #	34,548 (3) 31,756-55,573	48,942 (2) 41,796-75,233	Vacant 41,796-75,233	Vacant 26,201-45,852	30,202 (2) 28,887-50,553
GRAHAM	34,076 (1) 34,320-52,156	54,000 (1) 50,000-75,000	51,170 (1) 44,000-66,000	39,624 (1) 31,954-48,568	42,302 (2) 37,778-57,434
GREENLEE	N/A	N/A	N/A	39,665 (1) 32,884-46,446	N/A
LA PAZ	30,181 (1) 30,181-44,723	62,858 (1) 55,459-82,085	N/A	29,066 (1) 28,366-41,986	Vacant 29,236-43,259
MARICOPA	39,790 (13) 33,155-48,693	64,147 (4) 53,040-76,960	N/A	34,362 (5) 32,739-47,050	41,309 (55) 34,445-49,525
MOHAVE	35,027 (1) 33,363-51,709	61,360 (1) 51,709-80,246	38,605 (2) 33,363-51,709	35,497 (5) 31,782-49,254	38,712 (7) 36,774-57,013
NAVAJO	29,723 (2) 25,928-32,410	N/A	31,570 (2) 30,820-38,525	28,619 (1) 28,619-35,774	33,605 (6) 38,490-48,112
PIMA	40,735 (2) 32,302-47,632	55,546 (2) 51,043-76,628	47,528 (2) 47,528-71,386	32,303 (11) 28,246-40,872	37,155 (26) 33,633-49,837
PINAL #	38,526 (5) 37,566-51,957	58,716 (1) 48,119-66,497	48,162 (5) 39,442-54,537	35,135 (6) 32,577-45,113	37,885 (10) 35,690-49,356
SANTA CRUZ	N/A	44,074 (2) 40,189-54,255	N/A	34,261 (3) 29,882-40,341	42,173 (1) 32,984-44,530
YAVAPAI	24,651 (3) 24,405-33,223	59,554 (2) 47,559-64,744	40,011 (5) 39,305-53,507	34,897 (12) 32,483-44,220	41,612 (7) 35,731-48,643
YUMA	34,214 (3) 33,373-52,050	42,266 (2) 36,873-57,510	35,786 (1) 35,786-55,814	33,228 (1) 32,228-50,264	Vacant 35,786-55,814

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Appraiser III	Environmental Health Specialist	Detention Nurse	Public Health Nurse	Community Nutrition Worker	
APACHE	Actual Range	Vacant 30,852-46,278	53,885 (2) 50,554-75,831	50,044 (1) 46,944-70,417	Vacant 20,276-30,413	
COCHISE	Actual Range	45,207 (1) 30,000-60,000	Vacant 30,000-60,000	51,028 (3) 41,000-82,000	47,528 (3) 41,000-82,000	32,811 (4) 30,000-60,000
COCONINO	Actual Range	68,053 (3) 54,779-80,524	43,351 (5) 43,328-63,693	69,172 (3) 57,517-54,551	46,101 (3) 50,715-74,551	35,853 (4) 36,885-54,221
GILA #	Actual Range	35,964 (4) 31,756-55,573	41,832 (2) 35,011-61,269	53,891 (2) 46,080-82,945	49,089 (3) 43,886-78,995	Vacant 38,600-67,549
GRAHAM	Actual Range	N/A	51,051 (2) 38,922-71,526	51,454 (3) 42,406-64,454	47,489 (2) 42,406-64,454	29,328 (2) 26,182-39,806
GREENLEE	Actual Range	Vacant 36-2564-51,209	52,000 (1) 52,499-52,499	N/A	48,214 (1) 39,956-56,451	33,280 (1) 32,988-32,988
LA PAZ	Actual Range	N/A	54,460 (2) 37,022-67,106	69,970 (1) 45,339-69,970	51,782 (2) 45,423-73,980	N/A
MARICOPA	Actual Range	52,458 (34) 43,410-61,131	48,152 (123) 41,142-72,883	85,155 (1) 55,723-96,512	72,717 (51) 53,685-84,960	N/A
MOHAVE	Actual Range	N/A	37,918 (8) 36,774-57,013	N/A	51,232 (6) 46,904-72,779	N/A
NAVAJO	Actual Range	48,113 (1) 38,490-48,112	46,053 (2) 37,551-46,939	67,167 (5) 33,190-41,487	54,408 (3) (-)	25,383 (3) 24,678-30,848
PIMA	Actual Range	45,778 (17) 40,913-60,570	44,100 (15) 40,913-66,540	N/A	57,555 (25) 37,190-76,045	32,018 (14) 29,328-42,620
PINAL #	Actual Range	41,469 (1) 39,442-54,537	45,818 (6) 43,578-60,229	61,722 (10) 58,737-81,101	61,722 (7) 58,737-81,101	23,560 (6) 22,983-31,831
SANTA CRUZ	Actual Range	46,126 (1) 36,409-49,153	44,335 (2) 42,224-57,003	Vacant 54,049-72,964	N/A	N/A
YAVAPAI	Actual Range	49,838 (2) 39,305-53,507	44,398 (3) 43,235-58,858	N/A	47,782 (5) 47,559-64,744	36,894 (4) 32,483-44,220
YUMA	Actual Range	40,717 (3) 39,343-61,362	N/A	71,150 (4) 55,228-86,137	60,653 (9) 49,998-76,420	31,570 (13) 28,027-43,713

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BENCHMARK POSITIONS: Office and Clerical (numbers in parentheses indicate number of incumbents)

	Nutritionist Supervisor	Public Health Program Manager	Programmer / Analyst
APACHE			
Actual	Vacant	31,796 (3)	N/A
Range	24,704-37,056	24,101-36,152	
COCHISE			
Actual	Vacant	36,613 (3)	55,739 (3)
Range	41,000-82,000	30,000-60,000	41,000-82,000
COCONINO			
Actual	57,491 (2)	58,012 (3)	51,327 (1)
Range	50,715-74,551	50,715-74,551	46,798-68,793
GILA #			
Actual	47,767 (1)	45,447 (1)	N/A
Range	43,886-78,995	41,796-75,233	
GRAHAM			
Actual	45,786 (1)	41,522 (4)	Vacant
Range	42,406-64,454	34,320-52,156	64,000-96,000
GREENLEE			
Actual	60,320 (1)	N/A	71,400 (1)
Range	59,300-59,300		71,400-71,400
LA PAZ			
Actual	N/A	53,995 (1)	N/A
Range		36,492-53,995	
MARICOPA			
Actual	N/A	44,949 (23)	69,160 (28)
Range		38,771-70,741	55,727-83,591
MOHAVE			
Actual	N/A	40,539 (1)	58,760 (3)
Range		40,539-62,858	49,254-76,419
NAVAJO			
Actual	N/A	50,052 (1)	65,699 (2)
Range		49,270-61,588	44,637-55,796
PIMA			
Actual	42,113 (4)	61,740 (11)	57,053 (8)
Range	39,062-57,804	53,539-123,136	53,539-80,330
PINAL #			
Actual	41,469 (6)	81,742 (3)	60,143 (4)
Range	41,467-57,308	75,878-104,724	55,816-77,072
SANTA CRUZ			
Actual	N/A	N/A	56,618 (1)
Range			50,189-67,756
YAVAPAI			
Actual	48,714 (1)	67,572 (4)	65,239 (7)
Range	47,559-64,744	63,301-86,175	57,546-78,340
YUMA			
Actual	87,022 (1)	58,010 (1)	N/A
Range	57,191-89,198	53,868-84,016	

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SUPERVISORY & ADMINISTRATIVE POSITIONS (numbers in parentheses indicates years in position)

	Manager / Administrator	Clerk of the Board	Finance Director	Public Works Director	Planning & Zoning Director
APACHE					
Actual	120,101 (23)	N/A	88,367 (10)	56,241 (4)	67,600 (1)
Range	98,469-147,704		67,990-101,984	43,593-65,389	61,595-92,393
COCHISE					
Actual	145,000 (<1)	66,039 (4)	104,000 (1)	Vacant	75,000 (<1)
Range	84,000-189,000	55,000-125,000	84,000-189,000	84,000-189,000	41,000-82,000
COCONINO					
Actual	177,200 (4)	91,704 (11)	118,797.74 (3)	138,375 (<1)	115,969 (4)
Range	No Range	84,622-127,394	104,263-153,266	115,730-170,124	104,263-153,266
GILA #					
Actual	122,019 (6)	74,994 (3)	Vacant	98,230 (1)	Vacant
Range	91,237-164,226	58,812-105,861	70,232-126,417	73,743-132,739	64,840-116,712
GRAHAM					
Actual	150,000 (21)	County Manager	88,161 (4)	84,960 (10)	73,920 (4)
Range	100,000-150,000 ‡		68,000-102,000	72,000-108,000	66,000-99,000
GREENLEE					
Actual	143,983 (16)	73,500 (8)	65,264 (4)	69,615 (2)	96,652 (26)
Range	No Range ‡	No Range ‡	50,984-73,840	No Range	No Range
LA PAZ					
Actual	124,800 (<1)	Vacant	75,000 (<1)	78,769 (16)	47,653 (3)
Range	96,000-144,000	28,005-41,477	65,000-85,000	No Range	34,985-51,767
MARICOPA					
Actual	232,856 (1)	133,910 (26)	154,523 (<1)	N/A	158,018 (<1)
Range	215,280-296,400	94,598-151,590	106,142-175,531		105-664-178,339
MOHAVE					
Actual	147,500 (3)	61,360 (4)	120,000 (2)	120,432 (16)	119,413 (16)
Range	112,944-175,219	51,709-80,246	80,246-124,530	88,483-137,280	76,419-118,602
NAVAJO					
Actual	144,999 (<1)	64,425 (8)	85,000 (<1)	113,999 (1)	N/A
Range	No Range	51,765-64,706	78,767-98,458	91,200-114,000	
PIMA					
Actual	288,000 (23)	104,998 (<1)	153,000 (2)	139,915 (13)	139,030 (<1)
Range	180,356-283,234	67,620-149,989	101,441-198,724	87,921-174,428	87,921-174,428
PINAL #					
Actual	179,566 (-)	68,118 (-)	113,187 (-)	130,948 (-)	133,786 (1)
Range	166,701-229,979	61,679-85,131	99,969-137,983	127,749-176,252	113,252-133,786
SANTA CRUZ					
Actual	136,500 (1)	83,313 (20)	90,399 (1)	111,799 (9)	(-) (1)
Range	115,186-156,749	69,186-93,402 ‡	84,300-113,805	90,668-122,669 ‡	76,371-103,098
YAVAPAI					
Actual	171,571 (5)	64,573 (1)	94,542 (2)	124,395 (7)	108,219 (7)
Range	149,261-203,193	63,301-86,175	92,679-126,166	101,947-138,783	101,947-138,783
YUMA					
Actual	172,220 (1)	N/A	Vacant	114,601 (<1)	92,988 (2)
Range	No Range		83,134-129,661	83,134-129,661	70,870-110,534

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SUPERVISORY & ADMINISTRATIVE POSITIONS (numbers in parentheses indicated years in position)

	Parks & Recreation Director	Chief Adult Probation Officer	Chief Juvenile Probation Officer	Personnel/H.R. Director	MIS / Data Processing Director
APACHE					
Actual	N/A	75,882 (3)	Chief Adult Probation Officer	Vacant	71,829 (4)
Range		64,713-97,070		67,990-101,984	64,713-97,070
COCHISE					
Actual	N/A	101,000 (2)	Chief Adult Probation Officer	77,890 (9)	115,000 (<1)
Range		No Range		55,500-125,000	84,000-189,000
COCONINO					
Actual	110,000 (2)	112,213 (1)	126,911 (11)	126,794 (2)	120,794 (6)
Range	104,263-153,266	104,263-153,266	104,263-153,266	104,263-153,266	104,263-153,266
GILA #					
Actual	N/A	98,342 (1)	Chief Adult Probation Officer	93,820 (2)	81,809 (3)
Range		70,232-126,417		70,232-126,417	66,888-120,398
GRAHAM					
Actual	47,520 (2)	54,600 (11)	58,344 (18)	58,320 (2)	94,050 (21)
Range	44,000-66,000	47,060-71,526	47,060-71,526	54,000-81,000	66,000-99,000
GREENLEE					
Actual	Public Works Director	97,236 (18)	Chief Adult Probation Officer	County Administrator	93,658 (19)
Range		No Range ‡			No Range
LA PAZ					
Actual	40,685 (2)	90,002 (2)	N/A	66,300 (2)	Vacant
Range	40,685-40,685	90,002-90,002		66,300-66,300 ‡	63,053-63,053
MARICOPA					
Actual	156,395 (10)	173,867 (16)	155,064 (5)	150,030 (<1)	N/A
Range	108,867-173,035	111,821-179,421	111,821-179,421	106,142-175,531	
MOHAVE					
Actual	80,246 (3)	92,500 (17)	90,500 (<1)	90,000 (3)	112,944 (8)
Range	69,306-107,557	80,246-124,530	80,246-124,530	80,246-124,530	80,246-124,530
NAVAJO					
Actual	N/A	76,845 (<1)	Chief Adult Probation Officer	Assistant County Manager	88,372 (3)
Range		66,263-82,829 ‡			76,845-96,057
PIMA					
Actual	146,081 (3)	118,928 (14)	N/A	132,411 (5)	159,161 (3)
Range	87,921-174,428	83,589-125,383		87,921-174,428	101,441-198,724
PINAL #					
Actual	80,117 (2)	80,654 (3)	84,748 (8)	105,044 (<1)	109,841 (3)
Range	78,159-107,879	74,876-103,359	74,876-103,359	105,044-144,933	109,841-151,543
SANTA CRUZ					
Actual	N/A	89,719 (10)	Chief Adult Probation Officer	61,151 (<1)	92,730 (<1)
Range		80,237-108,320 ‡		61,151-82,553	84,300-113,805
YAVAPAI					
Actual	N/A	105,036 (3)	124,395 (13)	97,407 (3)	118,357 (2)
Range		101,947-138,783	101,947-138,783	92,679-126,166	101,947-138,783
YUMA					
Actual	N/A	110,145 (4)	N/A	130,437 (8)	Vacant
Range		91,114-155,221		92,314-143,604	83,134-129,661

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SUPERVISORY & ADMINISTRATIVE POSITIONS (numbers in parentheses indicated years in position)

	Elections Director	Health Director	Risk Manager	Purchasing Director	Housing Director
APACHE					
Actual	57,094 (8)	69,652 (8)	Emergency Service Director	N/A	N/A
Range	48,118-72,177	61,595-92,393			
COCHISE					
Actual	65,000 (<1)	102,000 (<1)	Personnel/H.R. Director	Vacant	55,500 (8)
Range	55,500-125,000	84,000-189,000		41,000-82,000	55,500-125,000
COCONINO					
Actual	64,292 (<1)	138,607 (4)	90,457 (4)	83,023 (17)	N/A
Range	58,447-85,918	115,730-170,124	63,438-93,254	58,447-85,918	
GILA #					
Actual	63,642 (3)	93,215 (5)	HR Director	N/A	N/A
Range	58,812-105,861	73,743-132,739			
GRAHAM					
Actual	61,360 (10)	76,440 (2)	N/A	N/A	N/A
Range	46,000-69,000	68,000-102,000			
GREENLEE					
Actual	Clerk of the Board	83,346 (8)	County Administrator	N/A	N/A
Range		61,972-89,754			
LA PAZ					
Actual	53,581 (2)	82,701 (31)	Personnel/H.R. Director	Finance Director	N/A
Range	53,581-53,581	82,701-82,701			
MARICOPA					
Actual	127,005 (<1)	217,006 (10)	150,000 (<1)	143,790 (1)	N/A
Range	97,282-157,123	143,333-219,232	98,051-169,686	95,680-155,126	
MOHAVE					
Actual	84,885 (15)	103,626 (21)	92,914 (14)	102,440 (1)	90,000 (16)
Range	80,246-124,530	80,246-124,530	80,246-124,530 ‡	80,246-124,530	80,246-124,530
NAVAJO					
Actual	53,058 (3)	79,999 (<1)	58,533 (2)	N/A	N/A
Range	51,765-64,107	73,143-91,428	63,071-78,839		
PIMA					
Actual	119,518 (15)	202,815 (3)	112,148 (9)	117,300 (2)	122,400 (13)
Range	67,620-149,989	135,262-237,204	67,620-149,989	87,921-174,428	67,620-149,989
PINAL #					
Actual	82,125 (1)	118,966 (11)	70,782 (9)	82,145 (2)	95,301 (16)
Range	75,159-107,879	95,151-131,353	70,782-97,731	70,782-97,731	78,159-107,879
SANTA CRUZ					
Actual	Clerk of the Board	72,596 (1)	N/A	N/A	N/A
Range		69,186-93,402			
YAVAPAI					
Actual	88,552 (13)	98,381 (<1)	57,789 (2)	N/A	N/A
Range	84,253-114,698	92,679-126,166	52,315-71,218		
YUMA					
Actual	65,323 (<1)	110,724 (4)	100,590 (6)	N/A	84,560 (5)
Range	54,323-85,709	84,387-131,615	67,760-105,682		62,875-98,604

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SUPERVISORY & ADMINISTRATIVE POSITIONS (numbers in parentheses indicated years in position)

	Emergency Services Director	Public Fiduciary	Public Defender	GIS Coordinator	Victim Assistance Pgm. Director
APACHE					
Actual	Vacant	45,760 (3)	N/A	N/A	N/A
Range	55,802-83,703	34,054-51,082			
COCHISE					
Actual	75,045 (4)	57,066 (1)	100,500 (20)	N/A	45,219 (1)
Range	55,500-125,000	41,000-82,000	84,000-189,000		30,000-60,000
COCONINO					
Actual	93,275 (<1)	98,400 (<1)	143,774 (2)	85,833 (5)	N/A
Range	84,622-127,394	84,622-127,394	115,730-170,124	76,236-112,067	
GILA #					
Actual	Health Director	70,385 (16)	N/A	67,416 (2)	37,642 (1)
Range		58,812-105,861		61,752-111,154	36,762-64,334
GRAHAM					
Actual	County Manager	48,262 (10)	N/A	52,000 (1)	33,228 (<1)
Range		42,000-63,000		52,000-78,000	31,954-48,568
GREENLEE					
Actual	County Administrator	47,112 (3)	N/A	N/A	N/A
Range		No Range			
LA PAZ					
Actual	70,013 (8)	62,375 (8)	90,231 (<1)	35,260 (<1)	N/A
Range	70,013-70,013	62,375-62,375	60,974-103,958	35,260-52,212	
MARICOPA					
Actual	138,882 (<1)	129,834 (4)	N/A	107,744 (3)	105,560 (2)
Range	91,395-153,192	90,085-155,979		87,048-130,562	72,092-111,426
MOHAVE					
Actual	Risk Manager	84,261 (<1)	92,914 (1)	55,640 (6)	46,904 (5)
Range		80,246-124,530	84,261-130,749	46,904-72,779	40,539-62,858
NAVAJO					
Actual	76,395 (1)	55,744 (1)	90,903 (2)	N/A	45,000 (4)
Range	55,745-69,681	54,385-67,982	84,823-106,029		40,438-50,548
PIMA					
Actual	102,000 (2)	90,442 (1)	133,000 (<1)	N/A	58,341 (10)
Range	67,620-149,989	87,921-174,428	87,921-174,428		51,000-93,372
PINAL #					
Actual	77,775 (1)	100,142 (1)	134,231 (1)	60,143 (9)	67,456 (1)
Range	75,878-104,724	78,159-107,879	127,749-176,252	55,816-77,072	64,173-88,670
SANTA CRUZ					
Actual	81,616 (4)	62,642 (<1)	N/A	57,155 (26)	N/A
Range	61,151-82,553	59,659-80,539		43,361-59,887	
YAVAPAI					
Actual	69,231 (6)	85,947 (1)	109,301 (<1)	N/A	68,153 (3)
Range	63,301-86,175	84,253-114,698	101,947-138,783		57,546-78,340
YUMA					
Actual	(-) (3)	74,739 (8)	131,615 (10)	N/A	77,356 (10)
Range	(-)	62,875-98,064	84,387-131,615		61,941-96,608

Notes: ‡ = dual appointment (-) = county did not provide data
 # Indicates county did not participate in this portion of the survey. Data is more than one year old.

SUPERVISORY & ADMINISTRATIVE POSITIONS (numbers in parentheses indicated years in position)

	Assistant County Manager	Bio-Defense Manager	County Librarian	Law Librarian
APACHE				
Actual	N/A	N/A	72,066 (1)	N/A
Range			61,595-92,393	
COCHISE				
Actual	120,000 (-)	65,000 (<1)	70,000 (<1)	55,500 (2)
Range	No Range	55,500-125,000	55,500-125,000	No Range
COCONINO				
Actual	156,558 (2)	N/A	N/A	50,957 (18)
Range	No Range			43,328-63,693
GILA #				
Actual	96,035 (13)	N/A	Assistant County Manager	N/A
Range	77,431-139,375			
GRAHAM				
Actual	N/A	Health Director	N/A	N/A
Range				
GREENLEE				
Actual	Clerk of the Board	Health Director	11,043 (5)	N/A
Range			No Range	
LA PAZ				
Actual	N/A	55,536 (9)	N/A	N/A
Range		46,548-68,910		
MARICOPA				
Actual	196,851 (1)	N/A	147,763 (6)	N/A
Range	147-597-244,691		106,766-171,933	
MOHAVE				
Actual	101,296 (11)	43,430 (1)	102,440 (4)	33,939 (1)
Range	76,419-118,602	49,254-76,419	80,246-124,530	33,363-51,709
NAVAJO				
Actual	131,249 (1)	N/A	80,183 (20)	N/A
Range	93,629-117,036 ‡		64,647-80,809	
PIMA				
Actual	190,000 (3)	79,809 (4)	130,000 (<1)	65,404 (4)
Range	101,441-198,724	67,620-149,989	87,921-174,428	62,153-93,230
PINAL #				
Actual	137,130 (-)	71,635 (9)	84,215 (15)	58,716 (20)
Range	137,130-189,151	64,877-89,565	70,782-97,731	48,119-66,497
SANTA CRUZ				
Actual	Public Works Director	(-) (8)	N/A	N/A
Range		(-) (PT)		
YAVAPAI				
Actual	138,783 (3)	N/A	92,679 (<1)	39,305 (<1)
Range	101,947-138,783		92,679-126,166	39,305-53,507
YUMA				
Actual	124,152 (3)	N/A	107,300 (11)	48,939 (<1)
Range	92,314-143,978		70,518-109,984	48,939-83,344

Notes: ‡ = dual appointment (-) = county did not provide data

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SALARIES OF CHIEF DEPUTIES

(Number in parentheses indicates years in position)

County	Assessor		Attorney		Clerk of the Superior Court		Recorder		School Superintendent		Sheriff		Treasurer	
APACHE	60,910	(2)	117,423	(2)	60,911	(18)	60,911	(1)	60,911	(1)	82,454	(18)	60,910	(3)
			105,119	(8)										
COCHISE	58,034	(15)	104,421	(9)	55,500	(<1)	55,500	(<1)	55,500	(1)	109,674	(4)	56,253	(4)
COCONINO	71,705	(<1)	131,584	(1)	59,450	(<1)	79,099	(3)	85,747	(7)	Vacant		63,550	(3)
GILA #	58,273	(1)	(-)		65,373	(11)	64,726	(3)	60,195	(3)	103,388	(3)	65,180	(9)
GRAHAM	51,040	(8)	109,520	(6)	46,852	(18)	51,040	(6)	51,040	(11)	70,240	(8)	51,040	(17)
GREENLEE	60,030	(3)	95,550	(<1)	60,030	(6)	60,030	(15)	60,030	(24)	80,000	(<1)	60,030	(4)
LA PAZ	53,040	(<1)	94,827	(4)	53,040	(2)	53,040	(5)	53,040	(<1)	Vacant		53,040	(7)
MARICOPA	162,136	(11)	192,774	(1)	157,040	(12)	155,002	(<1)	Vacant		170,019	(<1)	156,998	(<1)
MOHAVE	80,000	(24)	130,749	(<1)	Vacant		59,717	(<1)	63,000	(<1)	112,944	(<1)	60,000	(<1)
NAVAJO	57,419	(<1)	N/A		63,800	(6)	(57419)	(<1)	55,000	(<1)	90,000	(4)	57,419	(<1)
PIMA	106,068	(4)	126,964	(4)	92,570	(1)	116,856	(13)	96,900	(2)	Vacant		125,599	(1)
PINAL #	72,297	(1)	144,082	(3)	78,287	(15)	58,140	(2)	75,964	(13)	124,979	(7)	99,969	(2)
			103,063	(7)										
SANTA CRUZ	56,012	(19)	103,063	(11)	27,772	(9)	(-)		47,772	(<1)	(-)		(-)	
YAVAPAI	78,340	(<1)	145,862	(16)	59,290	(3)	70,217	(5)	79,914	(3)	126,166	(1)	79,914	(11)
YUMA	59,446	(5)	125,274	(6)	81,589	(4)	57,996	(4)	77,610	(<1)	102,231	(<1)	67,256	(1)

Notes: # Indicates county did not participate in this portion of the survey. Data is more than one year old.

(-) Indicates county did not provide information

SHERIFFS INFORMATION

County	County furnishes	Tuition Reimbursement Program	Total FTE Employees	Total FTE Employees in Jails	Total AZ POST ¹ Certified Officers
APACHE	Weapon; Uniform	Yes	75	33	27
COCHISE	Weapon; Annual cash allowance for weapon/uniforr	Yes	182	67	85
COCONINO	\$1000 annual cash allowance for weapon/uniform	Yes	236	88	60
GILA #	\$600 annual cash allowance for weapon/uniform	No	135	63	47
GRAHAM	\$900 annual cash allowance for weapon/uniform	No	75	33	22
GREENLEE	\$1200 annual cash allowance for weapon/uniform	No	40	20	13
LA PAZ	\$300 annual cash allowance for weapon/uniform	No	29	29	29
MARICOPA	\$800 annual cash allowance for weapon/uniform	Yes	3,334	1,452	707
MOHAVE	\$650 annual cash allowance for weapon/uniform	Yes	243	131	86
NAVAJO	\$1800 annual cash allowance for weapon/uniform	No	143	75	54
PIMA	\$1050 annual cash allowance for weapon/uniform	No	1,429	407	565
PINAL #	Weapon; Uniform	Yes	472	223	192
SANTA CRUZ	Weapon; Uniform	Yes	87	42	33
YAVAPAI	\$960 annual cash allowance for weapon/uniform	Yes	389	182	127
YUMA	Weapon; Uniform	Yes	307	197	82

Notes: (1) AZ POST is the Arizona Peace Officers Standards and Training Board.
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PERSONNEL INFORMATION

County	Federally Approved Merit System	Written Position Classifications	Formal Supervisory Training	Flex Time	Tuition Reimbursement ¹	Pre-employ Physical ²	Pre-employ Drug Test ²	Drug Test for Current Employees	Physical or Drug Test for Promotion
APACHE	No	Yes	No	Yes	Yes	No	No	No	No
COCHISE	Yes	Yes	Yes	Yes	Yes	No	No	No	No
COCONINO	No	Yes	Yes	Yes	Yes	No	No	No	No
GILA #	No	Yes	No	No	No	No	No	No	No
GRAHAM	Yes	Yes	Yes	No	No	No	No	No	No
GREENLEE	No	Yes	No	No	No	No	No	No	No
LA PAZ	No	Yes	No	No	No	No	No	No	No
MARICOPA	Yes	Yes	Yes	Yes	Yes	No	No	No	No
MOHAVE	No	Yes	Yes	No	Yes	No	No	No	No
NAVAJO	No	Yes	No	Yes	No	No	No	No	No
PIMA	No	Yes	Yes	No	No	No	No	No	No
PINAL #	No	Yes	Yes	Yes	Yes	No	No	No	No
SANTA CRUZ	No	Yes	No	No	Yes	No	No	No	No
YAVAPAI	No	Yes	Yes	Yes	Yes	No	No	No	No
YUMA	No	Yes	Yes	No	Yes	No	No	No	No

Notes: (1) Reimbursement is contingent upon successful completion of course/class.

(2) Drug test & physical exam questions do **not** apply to law enforcement, criminal justice or positions which require a CDL.

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(-) Indicates county did not provide information

VACATION & SICK LEAVE POLICIES

County	Eligibility for annual leave after	Number of hours of annual leave accrued after						Max hours annual leave accruable	Annual medical leave hours	Max hours medical leave accruable	Average # of medical leave hours taken per employee	Incentive plan for unused medical leave
		1 yr	3 yr	5 yr	10 yr	15 yr	20 yr					
APACHE	6 months	130.0	130.0	208.0	234.0	234.0	234.0	360.0	130.0	1,500.0	N/A	No
COCHISE	Immediately	104.0	104.0	130.0	161.2	208.0	208.0	240.0	96.2	640.0	53.38	Yes
COCONINO	6 months	104.0	120.0	144.0	160.0	200.0	240.0	240.0	96.0	1,000.0	(-)	Yes
GILA #	6 months	80.0	80.0	120.0	160.0	160.0	160.0	240.0	80.0	Unlimited	72.0	Yes
GRAHAM	6 months	96.0	96.0	120.0	144.0	168.0	168.0	320.0	96.0	1,500.0	N/A	Yes
GREENLEE	Immediately	104.0	104.0	130.0	130.0	156.0	156.0	160.0	104.0	1,920.0	75.9	No
LA PAZ	6 months	80.0	80.0	120.0	160.0	160.0	160.0	160.0	80.0	(-)	(-)	Yes
MARICOPA	Immediately	120.0	144.0	144.0	205.0	221.0	228.0	240.0	(-)	Unlimited	(-)	Yes
MOHAVE	Immediately	120.0	160.0	185.0	210.0	240.0	240.0	300.0	N/A	N/A	N/A	N/A
NAVAJO	6 months	96.0	120.0	120.0	144.0	168.0	168.0	240.0	96.0	N/A	(-)	No
PIMA	6 months	96.0	120.0	120.0	144.0	168.0	168.0	240.0	96.0	1,920.0	N/A	Yes
PINAL #	6 months	80.0	80.0	120.0	144.0	160.0	160.0	360.0	96.0	N/A	(-)	No
SANTA CRUZ	6 months	104.0	104.0	128.0	152.0	152.0	152.0	320.0	0	N/A	(-)	No
YAVAPAI	3 months	120.0	128.0	136.0	152.0	176.0	192.0	400.0	40.0	Unlimited	25.6	No
YUMA	(-)	192.0	200.0	224.0	248.0	256.0	264.0	0.0	96.0	(-)	(-)	Yes

Notes: # Indicates county did not participate in this portion of the survey. Data is more than one year old.

(-) Indicates county did not provide information

JOB CLASSIFICATION & COMPENSATION POLICIES

TRAVEL POLICIES

County	Positions Covered by Compensation Policy	Number of Job Classifications Covered	Number of Positions Covered	Number of Exempt Employees	Automatic Salary Increase After Probation	Automatic Salary Increase at Anniversary Date	Last Year's Salary Adjustment	Last Year's Merit Adjustment	Reimbursement for Mileage	Per diem Allowance (excluding Lodging)	Lodging (in-state): Metro	Lodging (in-state): Non-metro	Lodging (out-of state)
APACHE	N/A	N/A	(-)	(-)	Yes	No	2.5%	4.0%	0.540	Per DOA Guidelines			
COCHISE	99%	342	827	135	No	No	0.0%	0.0%	0.540	\$34	\$193	\$91	(-)
COCONINO	(-)	301	(-)	205	No	No	2.5%	2.5%	0.540	State Per Diem Schedule			
GILA #	98%	233	576	86	No	No	1.8%	1.0-3.0%	0.510	\$25	GSA rate	\$91	GSA rate
GRAHAM	100%	115	252	80	Yes	No	0.0%	0.0%	0.440	\$36	\$80/90	\$75	Actual cost
GREENLEE	100%	50	182	28	No	No	2.0%	0.0%	0.445	\$50	Per DOA Guidelines		
LA PAZ	100%	220	240	60	No	No	0.0%	0.0%	0.375	\$36	(-)	(-)	(-)
MARICOPA	100%	642	15,471	4,222	No	No	0.0%	2.5%	0.535	Follows GSA Guidelines			
MOHAVE	100%	309	1152	215	No	No	0.0%	0.0%	0.535	\$55	N/A	N/A	N/A
NAVAJO #	94%	212	601	144	No	No	0.0%	0.0%	0.445	\$50	State Per Diem Schedule		
PIMA	100%	504	5,882	1,787	No	No	2.0%	0.0%	0.440	\$39	Single government rate		
PINAL #	100%	(-)	(-)	(-)	No	No	0.0%	0.0%	0.540	Follows GSA Guidelines			
SANTA CRUZ	99%	(-)	(-)	(-)	No	No	5.0%	0.0%	0.445	\$46	(-)	\$83.00	(-)
YAVAPAI	98%	494	1,682	274	No	No	0.0%	3.0%	0.445	\$44	\$118	\$91	\$91
YUMA	100%	(-)	(-)	179	No	No	2.0%	0.0%	0.535	Varies Depending on Destination and Date			

Notes: # Indicates county did not participate in this portion of the survey. Data is more than one year old.

(-) Indicates county did not provide information

COUNTY WORK FORCE

County	Full-time Positions		Part-time Positions		New Hires 8/31/16 to 9/01/17	Turn over rate in F/T positions
	Authorized	Filled	Authorized	Filled		
APACHE	457	366	51	31	116	19.00%
COCHISE	1,004	784	71	43	174	21.00%
COCONINO	1,040	924	75	54	212	17.80%
GILA #	619	528	23	13	114	22.37%
GRAHAM	239	231	28	24	45	17.6%
GREENLEE	161	147	14	10	19	10.7%
LA PAZ	241	237	15	10	41	25.0%
MARICOPA	15,507	13,516	569	427	1,816	14.70%
MOHAVE	1,276	1,035	N/A	23	205	24.0%
NAVAJO #	(-)	599	(-)	36	187	23.7%
PIMA	6,767	6,045	558	387	1,092	15.4%
PINAL #	1,839	1,790	(-)	145	318	11.46%
SANTA CRUZ	360	(-)	18	18	110	(-)
YAVAPAI	1,553	1,499	72	67	385	20.8%
YUMA	1,392	1,327	35	32	170	14.16%

Notes: # Indicates county did not participate in this portion of the survey. Data is more than one year old.

(-) Indicates county did not provide information

HEALTH INSURANCE

County	Self Insured	Program Administrator	Limit (\$ 000's)	Excess (\$ 000's)	Provider	Premium for Employee only	Employee Share	Premium for Family Coverage	County Share for Family Coverage
APACHE	Yes	Erin P. Collins	(-)	(-)	BC/BS - TPA Gilsbar	550.00	20.00	1,268.00	1,038.00
COCHISE	Yes	Cochise Combined Trust c/o Erin P. Collins	No Limit	200	Cochise Combined Trust	574.19	50.00	1,222.17	852.17
COCONINO	Yes	Northern Arizona Public Employer Benefit Trust	150	(-)	BlueCross BlueShield of Arizona	567.44	20.00	1,408.16	1009.84
GILA #	Yes	Erin P. Collins	200	100	Gilsbar	501.86	62.50	1,176.43	876.93
GRAHAM	Yes	AZLGEBT	125	2,000	AZLGEBT PPO/AZLGEBT HDHP	548.20	50.00	1,267.40	1,017.40
GREENLEE	Yes	AZLGEBT	2,000	1,800	Gilsbar	502.23	28.88	1,177.90	971.77
LA PAZ	Yes	AZLGEBT	200	100	Gilsbar	502.23	0.00	1,177.90	840.06
MARICOPA	Yes	Cigna, United Healthcare, EyeMed, Optum, Delta Dental	0	0	CIGNA-HMO	637.34	20.78	1,608.06	1,455.24
MOHAVE	Yes	Meritain	137	145	Meritain Health	585.51	57.66	1,729.19	1,478.03
NAVAJO #	Yes	Meritain Health	250	(-)	Meritain Health	528.02	52.80	1,321.80	1057.44
PIMA	Yes	Aetna	375	200	Aetna	382.66	75.83	1,246.29	1,103.23
PINAL #	Yes	Erin P. Collins	240	1,000	Ameriben/BCBS of AZ	474.84	22.46	1,259.00	952.72
SANTA CRUZ	Yes	Gilsbar	200	(-)	Arizona Local Government Employee Benefit Trust	550.38	41.84<28,000	1,273.66	1,025.02
YAVAPAI	Yes	Summit, Inc.	250	Unlimited	Yavapai Combined Trust	677.05	0.00	1,564.05	884.48
YUMA	Yes	Blue Cross/Blue Shield AZ	150	150	Blue Cross/Blue Shield AZ	699.73	69.78	1,938.15	1,422.53

Notes: # Indicates county did not participate in this portion of the survey. Data is more than one year old.

(-) Indicates county did not provide information

EXTRA MEDICAL BENEFITS

County	Life Insurance (000's) ¹	Supplemental Accident Expenses	Short term Disability Plan	Eye Care	Dental Care	Employee Assistance Program	Wellness Program
APACHE	50/10/10 1 x annual salary not to exceed 50	No	Included	Included	Included	N/A	Included
COCHISE	40/ N/A / N/A	No	Included	Optional	Optional	Included	Included
COCONINO	20/5/5	No	Included	Included	Included	N/A	Included
GILA #	40/5/5	Yes	Included	Included	Included	Included	Included
GRAHAM	40/5/5	No	Included	Included	Included	Included	Included
GREENLEE	10/5/5	No	Included	Included	Included	Included	Included
LA PAZ	1 x annual salary	Yes	Optional	Optional	Optional	Optional	Optional
MARICOPA	1 x annual salary up to 50	No	Included	Optional	Optional	Included	Included
MOHAVE	50/2/(-)	No	Optional	Optional	Optional	Included	N/A
NAVAJO #	50/10/10	Yes	Optional	Optional	Optional	Optional	Optional
PIMA	50/5/2.5	Yes	Included	Included	Included	Included	Optional
PINAL #	1 x annual salary/5/5	No	Included	Included	Included	Included	Included
SANTA CRUZ	1 x annual salary/2/1	Yes	Included	Included	Included	Included	Included
YAVAPAI	1 x annual salary up to 50	No	Optional	Optional	Optional	Included	Optional
YUMA							

Notes: (1) Figures are for employee / spouse / children [over 6 months]. Amount is for basic plan only; some counties allow higher amounts at employee option.

Indicates county did not participate in this portion of the survey. Data is more than one year old.

(-) Indicates county did not provide information