

2020 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 associate's 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 associate's 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. **Zero to one year of experience.**

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. **One to two years of experience.**

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. **Three to five years of experience.**

ATTORNEY IV: 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. **Five to seven years of experience.**

ATTORNEY V: 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 seven years of experience.**

SENIOR ATTORNEY: 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 seven years of 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.

PUBLIC 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 #					
Average	Vacant	26,208 (4)	24,208 (1)	31,574 (2)	N/A
Range	22,940-34,410	24,101-36,152	22,940-34,410	30,852-46,278	
COCHISE					
Average	26,478 (5)	35,615 (13)	26,250 (8)	N/A	N/A
Range	24,300-48,600	24,300-48,600	24,300-48,600		
COCONINO					
Average	Vacant	60,439 (7)	31,207 (6)	N/A	37,394 (13)
Range	31,144-45,781	49,407-72,628	31,144-45,781		35,958-52,858
GILA #					
Average	28,157 (2)	35,891 (7)	27,930 (6)	Vacant	N/A
Range	24,068-42,119	31,343-54,850	26,283-45,995	47,896-81,423	
GRAHAM					
Average	37,969 (3)	N/A	N/A	49,868 (1)	N/A
Range	29,666-45,084			37,778-57,434	
GREENLEE					
Average	N/A	35,776 (9)	31,762 (2)	44,221 (1)	N/A
Range		29,809-42,120	27,040-38,230	32,885-46,446	
LA PAZ					
Average	29,302 (2)	42,523 (2)	N/A	34,154 (12)	Vacant
Range	25,667-37,981	29,120-43,160		30,035-51,085	44,200-64,043
MARICOPA					
Average	41,122 (71)	39,749 (195)	31,512 (122)	49,670 (51)	N/A
Range	28,933-52,333	30,971-49,920	23,400-41,496	38,251-67,184	
MOHAVE					
Average	47,075 (5)	50,839 (11)	29,007 (31)	N/A	N/A
Range	39,582-61,360	45,988-53,300	26,790-41,558		
NAVAJO #					
Average	42,255 (3)	30,900 (4)	30,708 (4)	N/A	N/A
Range	24,678-30,848	29,335-36,669	26,576-33,220		
PIMA					
Average	34,939 (6)	35,767 (69)	31,602 (94)	42,508 (98)	N/A
Range	29,910-43,472	31,054-45,386	27,747-40,040	32,760-60,715	
PINAL					
Average	31,456 (7)	38,742 (25)	34,566 (65)	35,898 (-)	45,206 (15)
Range	30,433-45,650	33,172-49,758	30,433-45,650	33,172-49,758	39,411-59,117
SANTA CRUZ					
Average	31,872 (8)	34,954 (4)	27,693 (1)	31,138 (7)	N/A
Range	29,882-40,341	29,882-40,341	25,140-33,315	29,882-40,341	
YAVAPAI					
Average	31,751 (3)	37,231 (31)	30,832 (16)	45,523 (8)	N/A
Range	29,799-44,811	36,221-54,468	29,799-44,811	39,934-60,051	
YUMA					
Average	29,682 (2)	45,573 (10)	N/A	46,238 (6)	N/A
Range	28,829-45,552	40,352-63,773		43,680-69,035	

Notes: ‡ Indicates dual appointment/position

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

	Legal Assistant III	Legal Secretary	Office Supervisor	Human Resources Analyst	Librarian
APACHE #					
Average	N/A	25,646 (2)	37,228 (2)	30,521 (1)	Vacant
Range		25,321-37,982	30,852-46,278	29,365-44,048	30,852-46,278
COCHISE					
Average	40,817 (5)	33,917 (15)	N/A	44,606 (2)	N/A
Range	30,000-60,000	30,000-60,000		41,000-82,000	
COCONINO					
Average	N/A	45,211 (4)	50,058 (6)	56,143 (4)	N/A
Range		38,942-57,244	45,744-67,243	53,542-78,708	
GILA #					
Average	66,029 (1)	36,510 (4)	41,525 (2)	54,285 (1)	52,780 (1)
Range	52,805-89,769	34,227-59,897	35,767-62,593	45,615-77,546	50,291-85,494
GRAHAM					
Average	N/A	Court Clerk	46,000 (1)	N/A	N/A
Range			46,000-69,000		
GREENLEE					
Average	N/A	N/A	N/A	N/A	47,445 (1)
Range					41,974-59,301
LA PAZ					
Average	N/A	N/A	N/A	43,056 (1)	37,461 (1)
Range				39,978-57,907	36,546-52,936
MARICOPA					
Average	N/A	45,323 (345)	46,256 (19)	64,002 (38)	57,429 (33)
Range		33,613-57,096	35,360-55,120	52,000-89,440	47,736-68,640
MOHAVE					
Average	N/A	N/A	46,988 (4)	45,801 (1)	48,089 (5)
Range			41,558-64,438	41,558-64,438	39,5852-61,360
NAVAJO #					
Average	N/A	29,610 (9)	43,763 (4)	N/A	29,831 (2)
Range		25,928-32,410	34,019-42,524		34,870-43,588
PIMA					
Average	N/A	38,842 (52)	44,001 (3)	49,554 (12)	50,420 (62)
Range		28,267-52,541	32,281-47,486	48,464-72,821	45,801-67,870
PINAL					
Average	58,000 (3)	35,898 (2)	65,460 (17)	50,514 (5)	49,829 (3)
Range	42,564-65,974	33,172-49,758	53,619-83,109	45,969-71,252	42,564-65,974
SANTA CRUZ					
Average	N/A	N/A	42,220 (5)	36,268 (1)	N/A
Range			34,656-43,783	32,984-44,530	
YAVAPAI					
Average	N/A	39,606 (28)	51,897 (8)	40,646 (6)	87,507 (1)
Range		36,221-54,468	44,027-66,206	38,032-57,191	71,716-107,843
YUMA					
Average	N/A	33,446 (7)	40,706 (3)	N/A	49,346 (3)
Range		33,114-52,312	35,838-56,638		42,827-67,683

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

	Secretary	Courtroom Clerk	Court Clerk Assistant	Probation Officer	Animal Control Officer
APACHE #					
Average	25,807 (2)	25,115 (3)	28,809 (14)	34,224 (5)	N/A
Range	22,940-34,410	24,300-48,600	24,300-48,600	34,054-51,082	
COCHISE					
Average	32,195 (11)	33,326 (6)	28,809 (14)	42,310 (34)	34,500 (5)
Range	24,300-48,600	24,300-48,600	24,300-48,600	41,000-82,000	30,000-60,000
COCONINO					
Average	60,439 (7)	38,375 (4)	38,251 (6)	53,119 (35)	45,152 (4)
Range	49,407-72,628	35,958-52,858	38,942-57,244	49,407-72,628	38,942-57,244
GILA #					
Average	45,830 (6)	41,910 (6)	26,757 (6)	44,443 (5)	28,723 (3)
Range	41,572-70,673	39,782-67,629	29,993-52,488	43,443-73,853	27,465-48,065
GRAHAM					
Average	31,465 (5)	27,872 (2)	31,208 (10)	47,672 (11)	36,426 (2)
Range	27,326-45,084	27,326-41,548	29,666-45,084	40,092-60,944	31,954-48,568
GREENLEE					
Average	N/A	N/A	33,904 (5)	41,933 (3)	38,106 (1)
Range			25,750-36,400	No Range	28,413-40,144
LA PAZ					
Average	30,992 (2)	30,026 (4)	27,347 (14)	52,536 (4)	43,431 (2)
Range	24,752-36,608	34,382-43,534	29,806-38,958	39,915-60,986	30,576-55,536
MARICOPA					
Average	34,965 (267)	44,470 (201)	33,426 (629)	60,674 (837)	35,734 (22)
Range	27,872-46,592	32,510-58,240	27,872-46,592	49,296-72,800	31,138-55,016
MOHAVE					
Average	N/A	33,176 (13)	30,514 (8)	44,849 (25)	41,283 (5)
Range		32,572-50,502	29,556-45,801	43,638-67,662	29,556-45,801
NAVAJO #					
Average	26,215 (11)	35,742 (4)	35,742 (4)	35,742 (4)	27,019 (1)
Range	24,076-30,096	26,576-33,220	35,742-44,677	35,742-44,677	24,076-30,096
PIMA					
Average	36,965 (4)	41,078 (62)	28,998 (56)	47,670 (164)	37,435 (20)
Range	23,337-68,827	34,363-51,543	23,147-34,721	37,546-56,319	36,524-54,454
PINAL					
Average	52,641 (14)	34,189 (16)	36,593 (31)	54,098 (64)	34,593 (7)
Range	45,969-71,252	30,433-45,650	33,172-35,250	42,564-65,974	33,172-35,250
SANTA CRUZ					
Average	28,212 (6)	30,639 (4)	27,747 (8)	46,172 (13)	31,883 (5)
Range	27,072-36,547	29,882-40,341	27,072-36,547	40,189-57,003	29,882-40,341
YAVAPAI					
Average	N/A	36,750 (14)	35,074 (16)	49,505 (45)	37,941 (6)
Range		36,221-54,468	32,854-49,404	48,540-72,992	32,854-49,404
YUMA					
Average	32,094 (29)	33,571 (8)	N/A	54,267 (20)	35,069 (3)
Range	28,829-45,552	31,554-53,747		50,419-78,790	30,576-48,339

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

	Attorney I	Attorney II	Attorney III	Attorney IV	Attorney V	Senior Attorney
APACHE #						
Average	Vacant	75,116 (1)	95,654 (1)	N/A	N/A	N/A
Range	51,818-77,727	60,093-90,139	69,689-104,534			
COCHISE						
Average	71,000 (3)	75,000 (10)	81,080 (16)	N/A	N/A	N/A
Range	55,500-125,000	55,500-125,000	55,500-125,000			
COCONINO						
Average	67,644 (3)	69,255 (9)	81,500 (6)	102,343 (10)	113,463 (8)	N/A
Range	65,341-96,051	70,740-103,988	78,523-115,429	87,161-128,127	96,277-141,528	
GILA#						
Average	53,520 (5)	77,281 (4)	97,340 (2)	N/A	N/A	N/A
Range	65,396-107,903	72,099-118,964	79,489-131,157			
GRAHAM						
Average	73,920 (2)	N/A	N/A	N/A	N/A	N/A
Range	56,000-84,000					
GREENLEE						
Average	85,946 (1)	N/A	N/A	N/A	N/A	N/A
Range	No Range					
LA PAZ						
Average	66,414 (2)	70,053 (5)	86,382 (1)	N/A	N/A	N/A
Range	51,480-76,190	57,117-84,552	63,419-93,870			
MARICOPA						
Average	63,336 (74)	83,637 (91)	99,861 (71)	128,398 (75)	148,262 (22)	N/A
Range	61,485-85,384	72,467-97,986	89,128-132,080	104,104-150,696	126,256-170,456	
MOHAVE						
Average	67,577 (5)	74,340 (12)	83,179 (12)	108,158 (13)	N/A	N/A
Range	61,360-95,243	67,662-105,019	74,609-115,772	82,264-127,649		
NAVAJO #						
Average	54,386 (2)	64,647 (6)	84,102 (5)	N/A	N/A	N/A
Range	54,385-67,983	64,647-80,809	74,971-93,714			
PIMA						
Average	76,572 (215)	N/A	N/A	N/A	N/A	N/A
Range	59,883-132,246					
PINAL						
Average	74,755 (11)	94,916 (43)	123,677 (3)	N/A	N/A	N/A
Range	66,920-107,072	76,616-122,586	87,718-140,349			
SANTA CRUZ						
Average	Vacant	62,678 (1)	79,295 (3)	N/A	N/A	97,971 (2)
Range	55,399-74,788	62,678-84,617	69,186-93,402			88,457-119,677
YAVAPAI						
Average	75,984 (8)	73,949 (5)	84,389 (10)	N/A	104,522 (30)	113,813 (6)
Range	68,301-102,708	75,302-113,235	83,020-124,842		91,530-137,638	91,530-137,638
YUMA						
Average	66,414 (3)	77,085 (5)	86,362 (8)	85,259 (2)	N/A	104,083 (12)
Range	66,206-104,645	71,677-113,277	76,045-120,203	79,123-125,050		82,326-130,104

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

	Detention Officer		Detention Supervisor		Deputy Sheriff		Dispatch / Communications		Investigator	
APACHE #										
Average	27,899	(17)	37,698	(6)	35,857	(9)	27,950	(4)	Vacant	
Range	27,268-40,900		36,673-55,009		34,906-52,359		27,950-41,925		42,529-63,794	
COCHISE										
Average	34,546	(69)	45,450	(8)	51,309	(63)	N/A		N/A	
Range	30,000-60,000		30,000-60,000		41,000-82,000					
COCONINO										
Average	38,557	(24)	60,985	(15)	54,748	(34)	N/A		67,154	(5)
Range	36,010-52,935		53,403-78,503		50,809-74,689				53,795-79,078	
GILA #										
Average	36,550	(45)	48,150	(6)	50,861	(30)	36,754	(9)	54,195	(2)
Range	34,227-59,897		43,443-73,853		47,896-81,423		34,227-59,897		50,291-85,494	
GRAHAM										
Average	38,897	(44)	38,984	(5)	47,357	(12)	31,088	(10)	56,108	(2)
Range	31,954-48,568		37,778-57,434		43,602-59,150		29,666-45,084		41,262-62,712	
GREENLEE										
Average	34,861	(10)	40,997	(1)	47,299	(11)	33,904	(5)	58,989	(1)
Range	29,806-42,120		32,885-46,446		38,064-53,789		No Range		39,957-59,301	
LA PAZ										
Average	35,306	(10)	36,910	(2)	46,260	(21)	32,151	(10)	56,660	(2)
Range	32,656-45,906		36,379-53,872		43,909-60,986		29,806-42,307		45,760-63,752	
MARICOPA										
Average	47,466	(1,577)	66,706	(207)	67,974	(461)	37,856	(4)	55,078	(38)
Range	40,414-63,128		56,430-77,688		51,584-75,608		29,120-45,032		43,825-78,000	
MOHAVE										
Average	35,501	(84)	54,891	(5)	54,288	(56)	37,160	(5)	45,875	(7)
Range	32,572-50,502		43,638-67,662		41,558-64,438		32,572-50,502		41,558-64,438	
NAVAJO #										
Average	30,068	(7)	36,101	(5)	43,547	(25)	31,241	(5)	46,324	(2)
Range	29,335-36,669		35,742-44,677		40,438-50,548		31,241-44,449		42,486-53,107	
PIMA										
Average	48,242	(366)	58,319	(45)	60,182	(364)	41,485	(47)	52,941	(19)
Range	44,720-54,122		57,948-64,792		53,040-68,515		38,958-57,595		37,980-70,200	
PINAL										
Average	50,366	(124)	54,688	(18)	56,566	(155)	36,159	(1)	64,761	(1)
Range	36,157-54,236		45,969-71,252		45,969-71,252		36,157-54,236		36,157-54,236	
SANTA CRUZ										
Average	32,355	(34)	69,964	(1)	42,070	(27)	31,607	(7)	44,707	(3)
Range	31,395-42,384		56,784-76,659		39,207-57,003		31,395-42,384		41,194-55,612	
YAVAPAI										
Average	36,897	(81)	52,959	(18)	52,253	(98)	37,115	(15)	58,387	(11)
Range	36,221-54,468		48,540-72,992		48,540-72,992		36,221-54,468		53,515-80,474	
YUMA										
Average	38,958	(128)	51,605	(15)	53,997	(55)	34,923	(6)	53,851	(1)
Range	37,378-59,072		43,888-69,368		51,522-81,411		34,694-54,850		41,995-66,352	

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

	Sergeant		Lieutenant		Building Inspector		C. A. D. Drafter		Civil Engineer E. I. T.	
APACHE #										
Average	54,385	(6)	Vacant		Vacant		N/A		N/A	
Range	44,682-67,241		50,554-75,831		27,950-41,925					
COCHISE										
Average	66,133	(11)	88,585	(4)	43,318	(2)	N/A		N/A	
Range	41,000-82,000		55,500-125,000		30,000-60,000					
COCONINO										
Average	72,081	(9)	91,657	(5)	40,889	(1)	N/A		N/A	
Range	59,533-87,513		72,821-107,047		38,942-57,244					
GILA #										
Average	61,909	(7)	78,766	(2)	46,110	(3)	Vacant		N/A	
Range	56,492-96,036		68,666-113,299		38,069-64,717		38,069-64,717			
GRAHAM										
Average	55,971	(4)	62,114	(1)	49,816	(1)	34,320	(1)	N/A	
Range	42,406-64,454		47,060-71,526		38,922-59,150		34,320-52,156			
GREENLEE										
Average	49,067	(2)	75,192	(1)	N/A		N/A		N/A	
Range	41,974-59,301		No Range							
LA PAZ										
Average	56,593	(5)	81,276	(4)	34,029	(2)	N/A		N/A	
Range	52,582-76,294		57,013-80,371		35,651-52,790					
MARICOPA										
Average	86,798	(124)	107,578	(40)	57,387	(45)	49,254	(24)	64,626	(43)
Range	77,771-97,240		98,030-121,578		42,432-75,504		41,392-69,680		54,496-83,512	
MOHAVE										
Average	72,987	(16)	84,921	(4)	45,843	(3)	N/A		62,246	(4)
Range	50,502-78,332		58,448-90,708		39,582-61,360				53,019-82,264	
NAVAJO #										
Average	48,305	(10)	N/A		36,324	(2)	N/A		N/A	
Range	48,069-60,086				30,820-38,525					
PIMA										
Average	78,092	(66)	108,377	(17)	48,213	(6)	44,875	(2)	N/A	
Range	75,358-90,418		88,275-98,717		37,377-71,157		35,027-52,021			
PINAL										
Average	69,245	(31)	81,126	(8)	52,749	(7)	49,421	(3)	N/A	
Range	57,909-89,759		71,604-114,556		42,564-65,974		39,411-59,117			
SANTA CRUZ										
Average	52,394	(6)	69,964	(1)	Vacant		41,539	(2)	N/A	
Range	48,967-66,105		56,784-76,659		32,317-50,379		34,565-46,783			
YAVAPAI										
Average	68,982	(21)	92,380	(7)	43,712	(9)	38,467	(2)	N/A	
Range	59,001-88,723		71,716-107,843		39,934-60,051		36,221-54,468			
YUMA										
Average	70,034	(17)	79,830	(8)	N/A		53,331	(1)	N/A	
Range	66,373-104,894		72,613-114,754				39,562-62,525			

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

	Civil Engineer P. E.	Custodian	Computer Technician	Engineering Technician	Equipment Mechanic I
APACHE #	Average 107,117 (1) Range 82,839-124,258	22,940 (8) 22,940-34,410	Vacant 34,054-51,082	Vacant 34,906-52,359	30,099 (1) 29,365-44,048
COCHISE	Average 74,000 (1) Range 55,500-125,000	24,307 (15) 18,000-36,000	40,800 (5) 30,000-60,000	37,311 (11) 30,000-60,000	Automotive Mechanic
COCONINO	Average 110,075 (1) Range 99,166-145,773	32,729 (5) 31,144-45,781	45,272 (5) 42,292-62,168	52,258 (2) 45,744-67,243	36,956 (3) 35,958-52,858
GILA #	Average 88,281 (1) Range 72,099-118,964	23,383 (2) 22,040-38,569	49,712 (3) 45,615-77,546	59,023 (2) 52,805-89,769	37,310 (1) 34,227-59,897
GRAHAM	Average 94,972 (1) Range 72,000-108,000	28,964 (2) 27,326-41,548	62,400 (1) 52,000-78,000	Vacant 40,092-60,944	N/A
GREENLEE	Average N/A Range	N/A	N/A	N/A	N/A
LA PAZ	Average N/A Range	N/A	34,923 (1) 32,406-47,986	N/A	25,274 (2) 29,141-43,160
MARICOPA	Average 88,733 (53) Range 66,560-96,200	33,654 (28) 27,040-39,728	40,997 (24) 31,408-57,824	49,046 (8) 38,480-62,400	N/A
MOHAVE	Average 91,863 (2) Range 58,448-90,708	28,369 (16) 26,790-41,558	46,373 (4) 45,801-71,052	55,269 (12) 43,638-61,360	43,508 (3) 39,582-61,360
NAVAJO #	Average N/A Range	22,935 (4) 21,840-23,510	37,489 (3) 36,635-45,794	N/A	34,679 (7) 30,068-37,585
PIMA	Average 80,217 (10) Range 58,926-90,022	33,522 (3) 26,270-37,710	60,271 (11) 49,628-74,547	41,942 (1) 35,027-52,021	42,205 (4) 38,958-57,595
PINAL	Average 87,296 (1) Range 71,604-114,566	32,548 (32) 23,500-35,250	48,440 (6) 42,564-65,974	50,880 (6) 45,969-71,252	38,084 (12) 33,172-49,758
SANTA CRUZ	Average N/A Range	23,608 (10) No Range	42,224 (2) 42,224-57,003	N/A	Vacant 38,251-51,639
YAVAPAI	Average 69,446 (4) Range 59,001-88,723	26,020 (24) 24,516-36,866	47,852 (7) 41,931-63,053	55,243 (1) 48,540-72,992	36,548 (2) 32,854-49,404
YUMA	Average N/A Range	26,770 (32) 22,963-35,922	Vacant 33,758-53,373	63,170 (4) 37,003-65,062	39,250 (4) 37,003-58,926

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

	Equipment Mechanic II	Equipment Operator I	Equipment Operator II	Equipment Operator III	Facilities Maintenance Worker
APACHE #					
Average	35,080 (4)	22,172 (1)	27,780 (25)	34,116 (17)	24,700 (1)
Range	30,852-46,278	22,940-34,410	26,603-39,905	30,852-46,278	24,404-36,152
COCHISE					
Average	Automotive Mechanic	29,920 (11)	33,580 (10)	39,321 (15)	34,022 (10)
Range		24,300-48,600	24,300-48,600	30,000-60,000	24,300-48,600
COCONINO					
Average	Vacant	36,706 (23)	47,406 (23)	N/A	42,758 (2)
Range	38,942-57,244	35,958-52,858	38,942-57,244		35,958-52,858
GILA #					
Average	39,593 (2)	32,539 (13)	39,539 (8)	N/A	38,113 (8)
Range	35,767-62,593	29,993-52,488	35,767-62,593		34,227-59,897
GRAHAM					
Average	37,778 (1)	N/A	40,547 (12)	45,149 (2)	37,076 (1)
Range	37,778-57,434		37,778-57,434	38,922-59,150	34,320-52,156
GREENLEE					
Average	N/A	N/A	N/A	N/A	39,894 (27)
Range					27,040-59,301
LA PAZ					
Average	30,096 (1)	N/A	N/A	N/A	23,171 (2)
Range	30,576-45,282				22,069-32,656
MARICOPA					
Average	57,117 (17)	48,859 (38)	49,504 (33)	56,971 (6)	54,558 (8)
Range	46,592-65,624	34,840-49,400	36,920-53,144	39,104-56,888	41,600-60,528
MOHAVE					
Average	45,801 (2)	34,480 (17)	37,983 (12)	45,969 (24)	33,477 (4)
Range	43,638-67,662	32,572-50,502	35,921-55,660	39,582-61,360	32,572-50,502
NAVAJO #					
Average	N/A	28,611 (8)	N/A	N/A	30,201 (7)
Range		27,921-34,411			29,335-36,669
PIMA					
Average	46,787 (3)	35,601 (42)	39,664 (12)	44,728 (7)	43,054 (48)
Range	44,761-66,269	32,281-47,486	35,027-52,021	38,105-56,285	38,958-57,595
PINAL					
Average	42,630 (7)	34,657 (19)	N/A	43,351 (74)	40,300 (14)
Range	39,411-59,117	33,172-49,758		36,157-54,236	36,157-54,236
SANTA CRUZ					
Average	N/A	30,813 (4)	N/A	N/A	27,941 (13)
Range		28,442-38,396			25,766-34,785
YAVAPAI					
Average	42,474 (2)	32,141 (13)	37,086 (11)	45,603 (26)	32,830 (11)
Range	36,221-54,468	31,289-47,051	36,221-54,468	39,934-60,051	29,799-44,811
YUMA					
Average	43,306 (4)	N/A	36,483 (11)	61,755 (6)	34,237 (7)
Range	41,163-65,062		35,131-55,536	40,352-66,773	31,200-49,296

Notes: ‡ Indicates dual appointment/position

(-) Indicates county did not provide data

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

	Automotive Mechanic	Planner	Vehicle & Equipment Supervisor	Registered Land Surveyor	Sign Maintenance Worker
APACHE #					
Average	Vacant	Vacant	41,686 (2)	N/A	Vacant
Range	26,603-39,905	37,590-56,385	32,414-48,620		26,603-39,905
COCHISE					
Average	44,183 (14)	54,914 (3)	N/A	69,992 (1)	33,557 (3)
Range	30,000-60,000	41,000-82,000		41,000-82,000	24,300-48,600
COCONINO					
Average	Vacant	47,170 (1)	73,308 (1)	72,677 (1)	N/A
Range	38,941-57,244	45,744-67,243	53,542-78,708	61,705-90,707	
GILA #					
Average	36,415 (5)	Vacant	50,781 (2)	Vacant	38,818 (3)
Range	34,227-59,897	47,896-81,423	45,615-77,546	43,443-73,853	34,227-59,897
GRAHAM					
Average	Equipment Mechanic	N/A	58,000 (1)	N/A	40,794 (1)
Range			50,000-75,000		34,320-52,156
GREENLEE					
Average	N/A	N/A	N/A	N/A	N/A
Range					
LA PAZ					
Average	38,720 (2)	N/A	64,750 (1)	N/A	30,923 (1)
Range	29,141-43,160		57,678-85,384		26,562-39,291
MARICOPA					
Average	49,733 (20)	64,730 (6)	69,888 (4)	66,102 (3)	42,702 (40)
Range	40,664-56,472	52,000-84,448	54,080-78,208	61,152-83,616	34,840-49,400
MOHAVE					
Average	38,656 (2)	50,502 (3)	55,681 (1)	56,513 (3)	35,921 (1)
Range	37,710-58,448	43,638-67,672	50,502-78,332	43,638-67,672	34,216-53,019
NAVAJO #					
Average	33,833 (4)	Vacant	52,988 (2)	56,375 (1)	35,074 (2)
Range	30,068-37,585	36,635-45,794	61,532-76,915	49,270-61,588	25,928-32,410
PIMA					
Average	41,959 (9)	50,849 (2)	55,918 (2)	55,997 (1)	N/A
Range	38,958-57,595	48,464-72,821	55,910-83,158	53,310-80,018	
PINAL					
Average	44,708 (6)	69,118 (3)	50,889 (1)	N/A	40,860 (4)
Range	36,157-54,236	53,629-83,109	42,564-65,974		33,172-49,758
SANTA CRUZ					
Average	Vacant	Vacant	Vacant	N/A	N/A
Range	32,984-44,530	43,279-58,426	40,189-54,255		
YAVAPAI					
Average	Vacant	50,967 (3)	61,140 (2)	39,513 (5)	30,709 (3)
Range	36,222-54,468	50,967-76,642	48,540-72,992	39,394-60,051	29,799-44,811
YUMA					
Average	Vacant	N/A	39,582 (1)	N/A	36,566 (3)
Range	29,390-46,467		38,022-60,112		34,445-54,434

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

	Zoning Inspector	Appraiser I	Appraiser II	Appraiser III	Environmental Health Specialist	Detention Nurse
APACHE #	Average Vacant Range 36,673-55,009	27,950 (4) 28,649-42,973	33,224 (1) 28,649-42,973	Vacant 30,009-45,149	Vacant 32,414-48,620	56,267 (3) 55,802-83,703
COCHISE	41,239 (2) 30,000-60,000	34,250 (10) 30,000-60,000	35,750 (4) 30,000-60,000	49,500 (5) 30,000-60,000	35,640 (5) 30,000-60,000	52,847 (12) 41,000-82,000
COCONINO	52,299 (1) 45,744-67,243	50,142 (5) 42,292-62,168	52,112 (4) 45,744-67,243	68,512 (2) 57,833-85,015	50,550 (3) 45,744-67,243	66,826 (6) 61,316-90,135
GILA #	54,808 (1) 45,615-77,546	Vacant 28,701-50,227	32,608 (2) 31,343-54,850	37,802 (3) 34,227-59,897	47,571 (1) 38,069-64,717	60,914 (2) 50,291-85,494
GRAHAM	52,930 (1) 44,000-66,000	39,624 (1) 31,954-48,568	44,577 (2) 37,778-57,434	N/A	52,832 (2) 38,922-71,526	49,755 (3) 42,406-64,454
GREENLEE	N/A	N/A	N/A	36,254 (1) 36,254-51,210	56,389 (1) 32,768-51,210	N/A
LA PAZ	36,670 (1) 32,406-47,944	31,634 (3) 29,515-43,701	Vacant 30,410-44,990	N/A	60,840 (1) 47,154-69,805	N/A
MARICOPA	N/A	42,910 (43) 34,445-51,792	55,203 (22) 43,992-65,520	65,520 (7) 53,040-74,464	52,291 (105) 45,240-74,360	78,998 (119) 60,320-100,048
MOHAVE	42,619 (4) 34,216-53,019	39,265 (4) 35,921-55,560	42,400 (8) 41,558-64,438	N/A	41,064 (4) 37,710-58,448	N/A
NAVAJO #	Vacant 30,820-38,525	28,600 (2) 28,619-35,774	33,817 (4) 38,490-48,112	38,490 (1) 38,490-48,112	47,199 (2) 37,551-46,939	44,585 (3) 33,190-41,487
PIMA	52,856 (4) 48,464-72,821	33,370 (3) 28,808-41,683	36,950 (21) 34,299-50,835	47,448 (14) 41,724-61,776	44,793 (15) 41,724-61,776	N/A
PINAL	N/A	37,453 (12) 33,172-49,758	43,217 (9) 36,157-54,236	44,075 (1) 39,411-59,117	57,002 (8) 45,969-71,252	N/A
SANTA CRUZ	N/A	38,809 (1) 29,882-40,341	36,984 (3) 32,984-44,530	N/A	45,467 (2) 42,224-57,003	66,560 (2) 54,049-72,964
YAVAPAI	39,513 (5) 39,934-60,051	35,498 (13) 32,854-49,404	41,994 (7) 36,221-54,468	48,727 (1) 39,934-60,051	48,497 (4) 44,027-66,206	N/A
YUMA	49,192 (1) 49,192-77,750	33,322 (3) 33,114-52,312	49,754 (1) 37,274-58,926	Vacant 41,163-65,062	64,958 (1) 57,637-91,104	72,322 (8) 49,192-77,750

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

	Public Health Nurse		Community Nutrition Worker		Nutritionist Supervisor		Public Health Program Manager		Programmer / Analyst	
APACHE #	Average	40,443 (2)	23,226 (6)	26,721 (2)	48,648 (2)	N/A				
	Range	50,554-75,831	22,940-34,410	25,954-38,932	39,493-59,239					
COCHISE	Average	55,688 (8)	32,900 (17)	40,775 (-)	46,035 (4)	60,000 (1)				
	Range	41,000-82,000	24,300-48,600	24,300-48,600	41,000-82,000	41,000-82,000				
COCONINO	Average	56,375 (2)	29,924 (5)	85,013 (1)	39,696 (1)	66,720 (4)				
	Range	53,542-78,708	35,942-57,244	57,832-85,015	53,542-78,708	57,833-85,015				
GILA #	Average	52,457 (2)	45,291 (1)	53,181 (1)	50,997 (1)	N/A				
	Range	47,896-81,423	41,572-70,673	47,896-81,423	45,615-77,546					
GRAHAM	Average	50,037 (2)	30,901 (2)	Vacant	41,528 (4)	66,560 (1)				
	Range	42,406-64,454	26,182-39,806	42,406-64,454	34,320-52,156	64,000-96,000				
GREENLEE	Average	53,706 (1)	31,242 (1)	63,690 (1)	89,523 (1)	N/A				
	Range	39,957-56,451	29,806-42,120	41,974-59,321	61,984-87,589					
LA PAZ	Average	47,278 (1)	N/A	N/A	Vacant	N/A				
	Range	47,278-69,909			37,960-56,181					
MARICOPA	Average	71,594 (37)	35,859 (23)	50,648 (20)	55,952 (48)	75,858 (22)				
	Range	55,016-86,008	25,584-44,928	43,680-65,624	38,771-72,800	56,680-90,688				
MOHAVE	Average	52,275 (4)	28,849 (2)	55,660 (1)	48,069 (1)	Vacant				
	Range	48,089-74,609	28,142-43,638	53,019-82,264	41,558-64,438	50,502-78,332				
NAVAJO #	Average	(-) (2)	25,700 (3)	N/A	49,513 (6)	66,590 (2)				
	Range	(-)	24,678-30,848		49,270-61,588	44,637-55,796				
PIMA	Average	59,084 (16)	34,127 (11)	43,275 (4)	64,020 (16)	78,628 (7)				
	Range	52,228-77,688	29,910-43,472	39,832-58,968	39,832-58,968	64,521-95,971				
PINAL	Average	60,878 (7)	37,648 (4)	56,021 (3)	53,261 (3)	69,792 (1)				
	Range	49,647-76,953	33,172-49,758	53,629-83,109	49,647-76,953	57,909-89,759				
SANTA CRUZ	Average	N/A	N/A	N/A	N/A	59,448 (1)				
	Range					50,189-67,756				
YAVAPAI	Average	48,256 (1)	41,302 (1)	51,225 (1)	71,762 (5)	64,918 (4)				
	Range	48,540-72,992	32,854-49,404	48,540-72,992	65,048-97,817	59,001-88,723				
YUMA	Average	58,906 (9)	31,970 (13)	91,998 (1)	60,590 (1)	N/A				
	Range	51,189-80,891	28,829-45,552	59,966-94,786	56,514-89,315					

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SUPERVISORY & ADMINISTRATIVE POSITIONS (numbers in parentheses indicate 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 (4)	Chief Adult Probation Officer	Vacant	76,788 (5)
Range		71,432-107,147 ‡		71,432-107,147	71,432-107,147
COCHISE					
Actual	N/A	101,000 (4)	Chief Adult Probation Officer	97,637 (1)	126,000 (4)
Range		84,000-189,000 ‡		55,500-125,000	84,000-189,000
COCONINO					
Actual	116,132 (2)	121,430 (3)	133,986 (13)	144,070 (4)	141,565 (1)
Range	110,076-161,812	110,076-161,812	110,076-161,812	122,182-150,895	110,076-161,812
GILA #					
Actual	N/A	104,899 (2)	Chief Adult Probation Officer	101,268 (4)	90,911 (5)
Range		79,489-131,157 ‡		83,464-137,715 ‡	75,704-124,912
GRAHAM					
Actual	49,279 (4)	60,242 (13)	60,242 (20)	62,640 (4)	82,640 (2)
Range	44,000-66,000	47,060-71,526	47,060-71,526	54,000-81,000	66,000-99,000
GREENLEE					
Actual	N/A	104,451 (20)	Chief Adult Probation Officer	Assistant County Manager	N/A
Range		No Range ‡			
LA PAZ					
Actual	69,992 (3)	93,642 (3)	N/A	69,992 (3)	N/A
Range	No Range	No Range		No Range ‡	
MARICOPA					
Actual	169,540 (12)	159,993 (<1)	167,752 (7)	164,694 (2)	N/A
Range	111,072-177,424	114,400-190,840	114,400-190,840	109,720-178,880	
MOHAVE					
Actual	86,382 (5)	99,548 (19)	95,035 (3)	100,006 (6)	115,772 (11)
Range	71,052-110,260	82,264-127,649	82,264-127,649	82,264-127,649	82,264-127,649
NAVAJO #					
Actual	N/A	89,016 (-)	Chief Adult Probation Officer	Assistant County Manager	Vacant
Range		66,263-82,829 ‡			76,845-96,057
PIMA					
Actual	152,728 (6)	137,725 (16)	N/A	142,711 (1)	156,825 (1)
Range	89,668-177,923	93,616-140,425		89,668-177,923	103,459-202,696
PINAL					
Actual	85,179 (6)	109,266 (3)	109,853 (4)	117,875 (<1)	115,410 (22)
Range	76,616-122,586	81,979,131,166	81,979-131,166	87,718-140,349	87,718-140,349
SANTA CRUZ					
Actual	N/A	Vacant	65,644 (4)	61,151 (2)	88,515 (<1)
Range		80,237-108,320	59,659-80,539	61,151-82,553	84,300-113,805
YAVAPAI					
Actual	N/A	111,362 (5)	121,795 (<1)	108,295 (5)	125,486 (10)
Range		105,957-159,334	105,957-159,334	96,106-144,520	105,957-159,334
YUMA					
Actual	N/A	N/A	N/A	97,552 (10)	109,845 (2)
Range				96,450-152,443	83,970-132,704

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 Δ More than one person holds the job title, i.e. more than one assistant county manager/administrator.
 Numbers in parentheses indicate average years in position and salary is averaged.

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

	Emergency Services Director	Public Fiduciary	Public Defender	GIS Coordinator	Victim Assistance Pgm. Director
APACHE #	N/A	45,760 (4) 37,590-56,385	N/A	67,948 (<1) 64,713-97,070	N/A
COCHISE	75,000 (2) 55,500-125,000	70,000 (3) 41,000-82,000	100,000 (1) 84,000-189,000	55,000 (1) 41,000-82,000	42,000 (-) 30,000-60,000
COCONINO	100,937 (2) 89,340-131,329	106,483 (2) 89,340-131,329	155,584 (25) 122,182-179,608	42,292 (1) 42,292-62,168	N/A
GILA #	Health Director	80,304 (18) 65,396-107,903	N/A	76,292 (4) 68,666-113,299	43,418 (3) 39,782-67,629
GRAHAM	Health Director	49,942 (12) 42,000-63,000	N/A	54,080 (3) 52,000-78,000	34,502 (2) 31,954-48,568
GREENLEE	Health Director	50,606 (5) 50,606-75,920	N/A	N/A	N/A
LA PAZ	70,013 (9) No Range	69,992 (11) No Range	106,000 (<1) No Range	36,670 (<1) 36,670-54,309	N/A
MARICOPA	154,315 (2) 95,056-155,792	145,953 (<1) 110,344-182,000	201,427 (3) 146,536-226,408	N/A	112,632 (4) 72,093-111,426
MOHAVE	Risk Manager	90,708 (2) 82,264-127,649	117,998 (3) 90,708-140,712	64,126 (8) 48,089-74,609	48,089 (2) 41,558-64,438
NAVAJO #	58,933 (<1) 55,745-69,681	57,137 (2) 54,385-67,982	100,400 (<1) 84,823-106,029	76,875 (3) 48,305-60,381	49,999 (5) 40,438-50,548
PIMA	117,305 (4) 68,972-152,984	98,557 (3) 89,668-177,923	139,052 (2) 89,668-177,923	117,611 (6) 68,972-152,984	93,967 (2) 55,182-125,590
PINAL	84,389 (4) 71,604-114,566	85,589 (1) 76,616-122,586	131,00 (1) 98,551-167,537	54,454 (1) 49,647-76,953	79,951 (1) 62,542-96,940
SANTA CRUZ	81,616 (6) 61,151-82,553	62,642 (2) 59,659-80,539	92,879 (<1) 88,459-119,677	57,155 (28) 44,361-59,887	32,126 (1) 30,630-41,351
YAVAPAI	69,741 (1) 65,048-97,817	89,813 (1) 87,171-131,084	125,486 (2) 105,957-159,334	N/A	59,001 (1) 59,001-88,723
YUMA	82,389 (5) 57,637-91,104	87,381 (10) 83,970-132,704	138,008 (12) 96,450-152,443	N/A	72,426 (<1) 64,917-102,586

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

	Assistant County Manager	Bio-Defense Manager	County Librarian	Law Librarian
APACHE #				
Actual	N/A	N/A	72,066 (2)	N/A
Range			67,990-101,984	
COCHISE				
Actual	95,000 (1)	N/A	70,000 (4)	61,100 (-)
Range	55,500-125,000		55,500-125,000	41,000-82,000
COCONINO				
Actual	Public Works Director, Finance Director, Purchasing Director Δ	N/A	N/A	55,142 (14)
Range				45,744-67,243
GILA #				
Actual	108,527 (20)	N/A	Assistant County Manager	N/A
Range	93,788-150,061 ‡			
GRAHAM				
Actual	N/A	Health Director	N/A	N/A
Range				
GREENLEE				
Actual	89,582 (1)	N/A	11,861 (7)	N/A
Range	59,051-83,429 ‡		41,974-59,301	
LA PAZ				
Actual	N/A	57,358 (17)	N/A	N/A
Range		48,422-71,677		
MARICOPA				
Actual	213,428 (3)	N/A	160,201 (7)	N/A
Range	147,680-247,312		108,264-179,816	
MOHAVE				
Actual	103,833 (13)	55,660 (3)	110,260 (6)	34,800 (3)
Range	78,332-121,576	50,502-78,332	82,264-127,649	34,216-53,019
NAVAJO #				
Actual	131,249 (1)	N/A	82,188 (21)	N/A
Range	93,629-117,036 ‡		64,647-80,809	
PIMA				
Actual	211,333 (3)	83,440 (6)	135,915 (3)	72,763 (1)
Range	103,459-202,696 Δ	68,972-152,984	89,668-177,923	71,763-107,024
PINAL				
Actual	144,088 (6)	N/A	115,479 (18)	75,466 (24)
Range	108,653-184,710		76,616-122,586	49,647-76,953
SANTA CRUZ				
Actual	111,798 (11)	N/A	N/A	N/A
Range	88,459-119,677 ‡			
YAVAPAI				
Actual	144,243 (5)	N/A	96,291 (2)	43,201 (2)
Range	105,957-159,334		87,171-131,084	41,931-63,053
YUMA				
Actual	N/A	N/A	Vacant	53,456 (<1)
Range			83,970-132,704	50,918-86,715

Notes: ‡ Indicates dual appointment/position
 (-) Indicates county did not provide data
 # Indicates county did not participate in this portion of the survey. Data is more than one year old.
 Δ More than one person holds the job title, i.e. more than one assistant county manager/administrator.
 Numbers in parentheses indicate average years in position and salary is averaged.

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 #	64,930	(1)	117,423	(3)	63,347	(19)	63,347	(2)	61,300	(<1)	90,596	(19)	63,347	(4)
COCHISE	62,000	(17)	106,122	(14)	69,174	(1)	57,580	(3)	55,500	(1)	120,157	(7)	56,253	(7)
COCONINO	77,595	(2)	138,919	(3)	64,333	(2)	85,596	(6)	92,791	(9)	133,709	(2)	68,770	(5)
GILA #	65,832	(3)	129,731	(2)	67,469	(1)	65,925	(1)	66,657	(2)	112,931	(5)	74,612	(11)
GRAHAM	52,000	(<1)	111,000	(7)	48,334	(20)	56,000	(8)	54,000	(2)	70,240	(10)	58,000	(19)
GREENLEE	63,700	(5)	102,640	(2)	63,700	(1)	63,700	(1)	63,700	(27)	80,000	(1)	63,700	(6)
LA PAZ	55,182	(1)	102,336	(<1)	58,011	(4)	55,182	(7)	55,182	(1)	87,277	(2)	55,182	(<1)
MARICOPA	162,136	(13)	167,211	(<1)	Vacant		160,742	(2)	125,112	(<1)	Vacant		156,998	(2)
MOHAVE	86,091	(27)	154,918	(3)	63,793	(3)	Vacant		66,144	(4)	124,529	(5)	64,438	(5)
NAVAJO #	58,855	(2)	(-)		58,568	(4)	58,854	(1)	55,000	(1)	84,999	(1)	57,419	(2)
PIMA	110,894	(6)	162,021	(15)	(-)		122,173	(15)	99,960	(1)	171,510	(1)	128,739	(1)
PINAL	75,585	(4)	174,753	(4)	83,816	(3)	73,395	(5)	90,222	(17)	127,550	(2)	105,040	(5)
SANTA CRUZ	56,011	(21)	103,062	(10)	47,771	(11)	(-)		52,549	(3)	(-)		48,578	(5)
YAVAPAI	78,737	(2)	151,600	(18)	63,257	(5)	74,174	(7)	82,754	(5)	132,141	(3)	82,754	(13)
YUMA	68,289	(7)	133,952	(8)	78,312	(1)	60,590	(3)	81,682	(2)	106,642	(2)	71,053	(4)

Notes: # Indicates county did not participate or provide information 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	102	32	30
COCHISE	\$720 annual cash allowance for weapon/uniform	Yes	177	66	86
COCONINO	\$38.46 annual cash allowance for weapon/uniform	Yes	237	139	62
GILA #	\$600 annual cash allowance for weapon/uniform	No	126	56	47
GRAHAM	\$900 annual cash allowance for weapon/uniform	No	87	43	25
GREENLEE	\$1,200 annual cash allowance for weapon/uniform	No	43	19	(-)
LA PAZ	\$1,200 annual cash allowance for weapon/uniform	No	93	40	36
MARICOPA	\$800 annual cash allowance for weapon/uniform	Yes	3,470	1,997	671
MOHAVE	\$650 annual cash allowance for weapon/uniform	Yes	(-)	(-)	(-)
NAVAJO #	\$1,800 annual cash allowance for weapon/uniform	Yes	76	80	55
PIMA	\$600-1,050 annual cash allowance for weapon/uniform	No	1,414	487	489
PINAL	\$700 annual cash allowance for weapons/uniform	Yes	482	188	202
SANTA CRUZ	Weapon; Uniform	Yes	81	37	35
YAVAPAI	\$960 annual cash allowance for weapon/uniform	Yes	404	158	122
YUMA	Weapon; Uniform	Yes	332	220	85

Notes: (1) AZ POST is the Arizona Peace Officers Standards and Training Board.
 # Indicates county did not participate in this portion of the survey. Data is more than one year old.
 (-) Indicates county did not provide information

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	Yes	No	No	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	Yes	No	No	No	No	No	No
LA PAZ	No	Yes	Yes	No	No	No	No	No	No
MARICOPA	No	Yes	Yes	Yes	Yes	No	No	No	No
MOHAVE	No	Yes	Yes	No	Yes	No	No	No	No
NAVAJO #	No	Yes	No	Yes	Yes	No	No	No	No
PIMA	No	Yes	Yes	No	No	No	No	No	No
PINAL	(-)	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	Yes	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.

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

(-) 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	(-)	No
COCHISE	Immediately	169.0	169.0	169.0	169.0	169.0	169.0	2080	40.0	40.0	21.42	No
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	69.7	Yes
GRAHAM	6 months	96.0	96.0	120.0	144.0	168.0	168.0	320.0	96.0	1,500.0	(-)	Yes
GREENLEE	6 months	104.0	104.0	130.0	130.0	156.0	156.0	160.0	104.0	1,920.0	54.0	No
LA PAZ	6 months	80.0	80.0	120.0	160.0	160.0	160.0	240.0	80.0	Unlimited	(-)	Yes
MARICOPA	Immediately	120.0	144.0	144.0	205.0	221.0	228.0	240.0	40-119	Unlimited	58.52	Yes
MOHAVE	Immediately	120.0	160.0	185.0	210.0	240.0	240.0	300.0	(-)	(-)	(-)	No
NAVAJO #	6 months	96.0	120.0	120.0	168.0	168.0	168.0	240.0	96.0	(-)	(-)	No
PIMA	6 months	96.0	120.0	120.0	144.0	168.0	168.0	240.0	96.0	1,920.0	(-)	Yes
PINAL	6 months	80.0	80.0	120.0	144.0	160.0	160.0	360.0	104.0	Unlimited	(-)	No
SANTA CRUZ	6 months	104.0	104.0	128.0	152.0	152.0	152.0	320.0	(-)	(-)	(-)	No
YAVAPAI	3 months	120.0	128.0	136.0	152.0	176.0	192.0	400.0	69.5	Unlimited	41.8	No
YUMA	(-)	192.0	200.0	224.0	248.0	256.0	264.0	(-)	(-)	(-)	(-)	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 #	(-)	(-)	(-)	(-)	Yes	No	2.5%	4.0%	0.540		Per DOA Guidelines		
COCHISE	99%	331	815	142	No	No	0.0%	0.0%	N/A	\$34	\$178	\$94	\$299
COCONINO	81%	285	303	216	No	No	2.5%	0.0%	0.545	\$55-76	\$94-171	\$94-171	\$94-394
GILA #	98%	233	576	93	No	No	2.1%	1.0-3.0%	0.510	\$25	GSA rate	\$91	GSA rate
GRAHAM	100%	115	253	82	Yes	No	(-)	(-)	0.440	\$44	\$80/90	\$75	Actual cost
GREENLEE	(-)	(-)	(-)	34	No	No	(-)	4.8%	0.500	\$50		(-)	
LA PAZ	100%	211	257	51	No	No	3.0%	0.0%	0.375	\$55	(-)	(-)	(-)
MARICOPA	100%	641	15,789	3,945	No	No	0.0%	5.0%	0.580		Follow GSA Guidelines		
MOHAVE	100%	309	1221	215	No	No	5.0%	0.0%	0.575	(-)	(-)	(-)	(-)
NAVAJO #	100%	600	600	(-)	No	No	0.0%	2.5%	0.445	\$50	(-)	(-)	(-)
PIMA	100%	590	6,963	1,974	No	No	2.0-4.0%	0.0%	(-)	(-)	Single government rate		
PINAL	100%	(-)	1,733	(-)	No	No	2.5%	(-)	(-)	\$55-76	(-)	(-)	(-)
SANTA CRUZ	99%	122	330	33	No	No	0.0%	0.0%	0.460	\$46	\$83	(-)	(-)
YAVAPAI	98%	475	1,819	313	No	No	0.0%	1.0-3.0%	0.445	\$44	\$128	\$94	\$94
YUMA	100%	(-)	(-)	(-)	No	No	2.0%	0.0%	0.545	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 8/31/18 to 9/01/19	Turn over rate in F/T positions
	Authorized	Filled	Authorized	Filled		
APACHE #	508	357	50	20	110	31.00%
COCHISE	1,012	797	72	41	190	17.00%
COCONINO	1,072	955	68	49	169	17.61%
GILA #	619	531	34	15	122	14.26%
GRAHAM	252	233	53.75	26.75	89	17.1%
GREENLEE	176	156	19	11	35	14.0%
LA PAZ	227	217	46	44	83	28.0%
MARICOPA	15,200	13,419	589	416	3,196	15.90%
MOHAVE	1,260	1,221	(-)	9	314	21.0%
NAVAJO #	(-)	(-)	(-)	(-)	187	25.0%
PIMA	6,728	6,008	383.52	152	1,920	12.00%
PINAL	2,041	1,890	41	24	300	12.40%
SANTA CRUZ	324	306	15	17	92	16.0%
YAVAPAI	1,657	1,573	67	59	414	21.4%
YUMA	1,411	1,316	32	27	(-)	14.20%

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	(-)	(-)	Blue Cross Blue Shield AZ - TPA Gilsbar	608.75	20.00	1,406.75	1,176.75
COCHISE	Yes	Cochise Combined Trust c/o Erin P. Collins	No Limit	200	Cochise Combined Trust/Ameriben	588.97	50.00	1,258.07	888.07
COCONINO	Yes	Blue Cross Blue Shield AZ	150	(-)	Northern Arizona Public Entities Benefit Trust	633.78	20.00	1,572.78	1130.23
GILA #	Yes	Erin P. Collins	200	100	Gilsbar	548.25	68.75	1,293.55	963.05
GRAHAM	Yes	AZLGEBT	125	2,000	AZLGEBT PPO/AZLGEBT HDHP	583.40/580.40	50/50	1,477.30/1,377.30	1,227.30/1,127.30
GREENLEE	Yes	(-)	(-)	(-)	Blue Cross Blue Shield AZ	583.40	35.12	1,372.05	1,127.03
LA PAZ	Yes	AZLGEBT	5.5	Unlimited	AmeriBen	583.40	58.34	1,372.05	977.73
MARICOPA	Yes	Cigna, United Healthcare	0	0	CIGNA-HMO/UHC PPO/ UHC HDHP/ Cigna HCHP	684.60/716.60/ 673.48/673.48	82.80/105.68/ 67.72/67.72	1,734.76/1,820.58/ 1,704.96/1,704.96	1,516.62/1,501.48/ 1,585.46/1,585.46
MOHAVE	Yes	Meritain	137	145	Meritain EPO/ Meritain HDHP	585.51/502.32	57.66/49.34	1,729.19/1,447.90	1,478.03/1,238.72
NAVAJO #	Yes	Maestro Health	250	(-)	BAS Health	559.72	55.98	783.96	503.84
PIMA	Yes	Aetna	1,000	(-)	Aetna	360.95	75.83	1,175.48	1,040.56
PINAL	Yes	Erin P. Collins	(-)	(-)	Blue Cross Blue Shield AZ - HDHP/ BCBS - PPO / BCBS - EPO	441.06/492.69/ 504.75	0.00/21.99/ 34.05	1,175.85/1,334.52/ 1370.92	1,033.91/1,033.91 /1,033.91
SANTA CRUZ	Yes	AmeriBen	200	(-)	Arizona Local Government Employee Benefit Trust (tiers based on annual salary)	639.25/639.25/ 639.25	41.84/51.84/ 61.84	1,486.92/1,486.92/ 1,486.92	1,239.28/1,209.28/ 1,179.28
YAVAPAI	Yes	Summit, Inc.	250	Unlimited	Yavapai Combined Trust	746.05	0.00	1,724.05	990.55
YUMA	Yes	Blue Cross Blue Shield AZ	150	(-)	Blue Cross Blue Shield AZ/ BCBS - Option B/ BCBS - HDHP	713.72/684.08/ 592.52	71.18/41.54/ 0.0	1,976.92/1,757.54/ 1,639.54	1,432.04/1,435.04/ 1,393.50

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	No	Included	Included	Included	(-)	Included
COCHISE	1 x annual salary not to exceed 50/(-)/2.5	Yes	Included	Optional	Optional	Included	Included
COCONINO	40/(-)/(-)	No	Optional	Included	Included	Included	Included
GILA #	20/5/5	Yes	Included	Included	Included	Included	Included
GRAHAM	40/5/5	Yes	Included	Included	Included	Included	Included
GREENLEE	40/5/2	No	Included	Included	Included	(-)	(-)
LA PAZ	10/5/5	No	Included	Included	Included	Included	Included
MARICOPA	1 x annual salary/(-)/(-)	Yes	Optional	Optional	Optional	Included	Optional
MOHAVE	50/(-)/(-)	No	Included	Included	Included	Included	Included
NAVAJO #	50/(-)/(-)	Yes	Optional	Optional	Optional	Optional	(-)
PIMA	50/10/10	Yes	Included	Included	Included	Included	Included
PINAL	10/(-)/(-)	Yes	Included	Optional	Optional	Included	Included
SANTA CRUZ	Additional plan can be purchased/5/5	No	Included	Included	Included	Included	Included
YAVAPAI	1 x annual salary/2/1	Yes	Included	Included	Included	Included	Included
YUMA	.075 per 1 /(-)/(-)	No	Optional	Optional	Optional	(-)	Optional

Notes: (1) Figures are for employee / spouse / children [over 6 months]. Amount is for basic plan only; some counties allow higher amounts at employee op
 # Indicates county did not participate in this portion of the survey. Data is more than one year old.
 (-) Indicates county did not provide information