



2023

# Local Government Salary & Benefit Survey

League of Arizona  
Cities AND Towns

ARIZONA  
ASSOCIATION OF  
COUNTIES



# **LOCAL GOVERNMENT SALARY AND BENEFIT SURVEY**

Prepared by

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**2023**

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## INTRODUCTION

This survey outlines the salary and benefit schedules for supervisory, administrative and selected benchmark positions in counties, cities and towns. Information from fifteen Arizona counties and eighty-one incorporated cities and towns is contained in the survey. The salaries and benefits listed in the survey were effective as of October 1, 2022.

Part I of this survey contains information collected from the cities and towns. The section begins with an overview which contains a brief statistical analysis of the survey information, a compilation of standard municipal job descriptions as well as a listing of the 2020 census populations for each city and town. Following the overview is the wage and salary information for selected city and town employee positions. The salary information includes the annual salary, the salary range listed and the number of persons employed in the job listed. If there is more than one full time employee in the position, then the salary listed is an average annual salary. Listed below is an example.

<u>City/Town</u>	<u>Account Clerk</u>
Anytown	24,000 (22000-26000) (2)
	Annual Salary (Salary range) (Total number of account clerks)

The remaining portion of Part 1 of the survey lists city and town benefit policies, including salary scale information, general salary increases and merit increases for 2022-2023. Also included is a listing of total personnel, vacation policies, sick leave policies, group insurance benefits and miscellaneous benefits.

The salary and benefit information for Arizona counties is listed in Part II of the survey. This portion contains wage and salary information on selected county employee positions, benefit information and salary scale information.

NOTE: When comparing information for similar job positions it is important to remember that the duties and responsibilities will vary from one governmental jurisdiction to the next. Salary levels and other benefits are influenced by a number of factors which include the cost of living within the area, population, the degree to which a jurisdiction competes with other jurisdictions in salaries and wages, metropolitan areas as compared with non-metropolitan areas, and, finally, the financial ability of a jurisdiction to provide certain salaries and other benefits. In a survey of this nature it is impossible to represent all of the differences between the jurisdictions with regard to a certain job position. In many jurisdictions, a person may perform the duties and assume the responsibilities of several job positions. All of this must be considered when making any comparisons.

The publication of the salary and benefit policies of counties, cities and towns in a comprehensive annual survey of this nature is one of the direct services of the County Associations and the League in providing assistance to Arizona local governments.

As in the past, the information collected in the survey depends on the cooperation of county, city and town officials throughout the State who responded to the survey questionnaire. Our appreciation is extended to each of the respondents who provided the information contained in the survey. If you have any questions concerning any of the information in this survey, please feel free to contact the offices of the County Associations or the League of Arizona Cities and Towns.

## **PART I**

### **CITIES AND TOWNS**

## Statistical Analysis

This analysis of the Salary and Benefit Survey has been prepared to provide a brief summary of the various salary and benefit policies in Arizona cities and towns. The survey includes information from eighty-one cities and towns.

It is important to note that the comparison of city personnel policies and practices is more meaningful when the comparison is based upon population size. This brief analysis is only meant as a general overview of personnel policies from around the state.

1. **VACATION:** All of the cities and towns have adopted a formal vacation policy which has an annual accrual rate that varies based on the number of years of service. The number of paid vacation days range from 5 to 30 days per year. Of the seventy-two cities and towns that responded, Ninety-four percent require 6 months or less of service before an employee can use paid vacation time. ix percent require a full twelve months of service before an employee can use paid vacation time. Of the seventy-four that responded, One hundred percent allow accumulation of paid vacation from year to year with some limit.
2. **SICK LEAVE:** A formal sick leave policy has been adopted by all of the cities and towns responding to the survey. Ninety-one percent of the cities and towns have a service requirement of three months or less. Ninety-five percent of the reporting communities allow sick leave days to accumulate from year to year with approximately thirty-six percent reporting no limit on the number of sick leave days an employee can accumulate. Sixty-six percent of all the cities and towns compensate their employees in some way for unused sick leave upon termination or retirement. Seven percent of municipalities have combined their sick leave and paid vacation policies to create a paid time off policy.
3. **INSURANCE:** All of the cities and towns responding to the survey provide health insurance for their employees. Ninety-six percent provide life insurance. Ninety-six percent of the communities indicated that they provide dental insurance and approximately seventy-nine percent provide long term disability insurance. Seventy-two percent of communities pay one hundred percent of the insurance costs for their employees. Seventy-six percent of communities pay twenty-five percent or more of the cost of dependent health care insurance packages.
4. **HOLIDAYS:** All of the cities and towns observe the following six holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas. The total number of holidays allowed ranged from a low of seven days to a high of seventeen days with twelve days as the most frequently reported number of paid holidays.
5. **FIREFIGHTERS:** Eleven communities have a combination of full-time and volunteer firefighters. Ten reported having only part-time or volunteer firefighters for fire protection. The number of hours worked per week for communities with full-time fire personnel ranges from a low of 40 hours to a high of 96 hours per week. Twenty-seven communities reported the average work week to be 56 hours.
6. **POLICE:** Sixty-nine of the cities and towns responding reported having full-time police personnel.



## Municipal Benchmark Job Descriptions

The purpose of the benchmark positions listed in this section of the survey is to aid in comparing the duties and responsibilities for similar positions in various public and private organizations. The benchmark positions also serve as a guide in establishing pay levels for positions having similar classifications.

**ACCOUNT CLERK:** This is an entry level class of work involving moderately difficult applications of bookkeeping principles and practices in maintaining financial records. Maintains accounting records by posting debit and credit transactions; prepares job cost reports; operates calculating machines, typewriter, and other office equipment; verifies completeness, and accuracy of financial documents. Education should be supplemented by courses in bookkeeping, accounting and financial clerical experience.

**ACCOUNTANT I:** Under general supervision, performs entry level professional accounting applying general accounting principles and theories. Requires a Bachelor's degree with a major in accounting.

**ADMINISTRATIVE ASSISTANT I:** This is an entry level professional position. Under direct supervision, this person analyzes and recommends solutions to administrative problems; assists in the preparation and administration of program budgets and assists in the implementation of new programs, procedures, methods and systems. Standard assignments are well defined projects and are closely supervised during initial employment. A Bachelor's degree is desirable but administrative work experience may be substituted for the education.

**AUTO MECHANIC:** This is journeyman level work requiring skilled mechanical ability. Repairs gasoline powered and related mechanical equipment; diagnoses faulty operation; may disassemble and overhaul engines, transmissions, differentials and other assemblies. Replaces broken or worn parts; inspects and tests equipment; keeps work record and orders parts. May require gas and arc welding.

**BUDGET ANALYST** - Performs journey level work in the preparation and administration of the City's annual operating budget, Capital Improvement Project (CIP) budgets, and multi-year revenues/expenditures projections.

**BUILDING INSPECTOR I:** This is an entry level position of inspector work to enforce the building codes and regulations governing building construction, improvement, repair and use. May have additional duties enforcing related codes such as electrical, plumbing and mechanical. Has both office and field assignments. May issue construction and occupancy permits and may collect fees. (Note: This is a field level inspector only.)

**BUSINESS ANALYST:** Performs business and systems analysis; identifying design and development of technical specifications and related documentation; identifying areas of efficiencies and insufficiencies; and developing and presenting business process change recommendations and technology recommendations for assigned departments.

**COMMUNITY DEVELOPMENT DIRECTOR:** May also be titled Development Services Director and/or Planning & Zoning Director.

**CREW-LEADER/FOREMAN:** Leads and directs the activities of personnel responsible in assigned area, such as solid waste, streets, construction, parks, etc. and is responsible for creating and approving crew assignments and schedules, ensuring safety and customer service standards are met and reviewing the productivity and quality of work of all assigned personnel.



**CUSTODIAN:** This is manual work in an assigned area for cleaning, sweeping, mopping, polishing, dusting, and otherwise maintaining floors, walls, furniture and rest rooms. May operate mechanical floor cleaners and polishers. May do routine repair and maintenance or act as a watchman incidental to custodian work performed.

**EQUIPMENT OPERATOR:** This involves journey-level skilled work requiring experience in the operation of small to medium equipment NOT requiring the use of a CDL., including trucks, automotive equipment and lighter construction equipment.

**EXECUTIVE ASSISTANT:** This is highly responsible administrative assistant work for an elected official, manager or department head; work may involve supervision of clerical activities and management of an office. Takes and transcribes dictation; composes or dictates correspondence in accordance with standard policies; creates forms for and maintains clerical control over all pertinent data; develops agenda, attends and takes minutes for policy groups such as city councils or administrative groups and commissions.

**FIRE CAPTAIN:** Directs the activities of a fire company in firefighting and maintaining station apparatus and equipment. Requires considerable prior experience in a supervisory capacity.

**FIREFIGHTER:** Performs skilled work in fighting fires and in the maintenance of firefighting equipment; makes fire inspections and may engage in such fire prevention activities as locating and eliminating fire hazards in commercial, industrial, residential and other structures and property.

**GIS SPECIALIST:** Performs journey-level work in creating, developing, and maintaining GIS databases, including entering data into the GIS, providing GIS support to an assigned area, creating reports, assigning addresses, and producing maps.

**HEAVY EQUIPMENT OPERATOR:** This is skilled work requiring experience in the operation of mobile, diesel and gasoline powered equipment. Operates heavy equipment such as motor patrol graders, road rollers, skip loaders and tractors with attached earth moving equipment; may service equipment and make minor emergency adjustments and repairs. May require knowledge of street surfacing materials. Requires a State Commercial Driver's License (CDL).

**HUMAN RESOURCES ANALYST:** Performs journey-level professional experience in the support of human resource programs, including recruitment, classification and compensation, benefits, employee relations, training and development.

**IT TECHNICIAN:** Provides hardware and software support to Information Technology (IT) users, and performs basic maintenance functions for the IT systems and specialized department systems.

**LIBRARIAN I:** Under general supervision, performs entry level professional library work; catalogs, classifies and acquires library materials; may supervise technical or clerical employees. Requires a degree in library science.

**METER READER:** This is entry level field clerical work in reading electric, gas or water meters. Checks meter for accurate record of consumption; may collect deposits and may collect delinquent bills.

**NETWORK ENGINEER:** Performs journey-level IT networking support work including Local Area Network (LAN), Wide Area Network (WAN), server infrastructure, wireless network infrastructure devices for the municipal network environment.

**PARKS MAINTENANCE WORKER:** Performs semi-skilled labor in construction, maintenance, and related service activities for the parks, golf courses, athletic fields, cemetery and public right-of-ways.



**ARIZONA CITIES TOWNS**  
**Population and County Information**

CITY/TOWN	POPULATION*	COUNTY
APACHE JUNCTION	38,499	MARICOPA / PINAL
AVONDALE	89,334	MARICOPA
BENSON	5,355	COCHISE
BISBEE	4,923	COCHISE
BUCKEYE	91,502	MARICOPA
BULLHEAD CITY	41,348	MOHAVE
CAMP VERDE	12,147	YAVAPAI
CAREFREE	3,690	MARICOPA
CASA GRANDE	53,658	PINAL
CAVE CREEK	4,892	MARICOPA
CHANDLER	275,987	MARICOPA
CHINO VALLEY	13,020	YAVAPAI
CLARKDALE	4,424	YAVAPAI
CLIFTON	3,933	GREENLEE
COLORADO CITY	2,478	MOHAVE
COOLIDGE	13,218	PINAL
COTTONWOOD	12,029	YAVAPAI
DEWEY-HUMBOLDT	4,326	YAVAPAI
DOUGLAS	16,534	COCHISE
DUNCAN	694	GREENLEE
EAGAR	4,395	APACHE
EL MIRAGE	35,805	MARICOPA
ELOY	15,635	PINAL
FLAGSTAFF	76,831	COCONINO
FLORENCE	26,785	PINAL
FOUNTAIN HILLS	23,820	MARICOPA
FREDONIA	1,323	COCONINO
GILA BEND	1,892	MARICOPA
GILBERT	267,918	MARICOPA
GLENDALE	248,325	MARICOPA
GLOBE	7,249	GILA
GOODYEAR	95,294	MARICOPA
GUADALUPE	5,322	MARICOPA
HAYDEN	512	GILA
HOLBROOK	4,858	NAVAJO
HUACHUCA CITY	1,626	COCHISE
JEROME	464	YAVAPAI
KEARNY	1,741	PINAL
KINGMAN	32,689	MOHAVE
LAKE HAVASU CITY	57,144	MOHAVE
LITCHFIELD PARK	6,847	MARICOPA
MAMMOTH	1,076	PINAL
MARANA	51,908	PIMA/PINAL
MARICOPA	58,125	PINAL
MESA	504,258	MARICOPA
MIAMI	1,541	GILA

\*2020 Census

CITY/TOWN	POPULATION*	COUNTY
NOGALES	19,770	SANTA CRUZ
ORO VALLEY	47,070	PIMA
PAGE	7,440	COCONINO
PARADISE VALLEY	12,658	MARICOPA
PARKER	3,417	LA PAZ
PATAGONIA	804	SANTA CRUZ
PAYSON	16,351	GILA
PEORIA	190,985	MARICOPA
PHOENIX	1,608,139	MARICOPA
PIMA	2,847	GRAHAM
PINETOP-LAKESIDE	4,030	NAVAJO
PRESCOTT	45,827	YAVAPAI
PRESCOTT VALLEY	46,785	YAVAPAI
QUARTZSITE	2,413	LA PAZ
QUEEN CREEK	59,519	MARICOPA/PINAL
SAFFORD	10,129	GRAHAM
SAHUARITA	34,134	PIMA
SAN LUIS	35,257	YUMA
SCOTTSDALE	241,361	MARICOPA
SEDONA	9,684	YAVAPAI/COCONINO
SHOW LOW	11,732	NAVAJO
SIERRA VISTA	45,308	COCHISE
SNOWFLAKE	6,104	NAVAJO
SOMERTON	14,197	YUMA
SOUTH TUCSON	4,613	PIMA
SPRINGERVILLE	1,717	APACHE
ST. JOHNS	3,417	APACHE
STAR VALLEY	2,484	GILA
SUPERIOR	2,407	PINAL
SURPRISE	143,148	MARICOPA
TAYLOR	3,995	NAVAJO
TEMPE	180,587	MARICOPA
THATCHER	5,231	GRAHAM
TOLLESON	7,216	MARICOPA
TOMBSTONE	1,308	COCHISE
TUCSON	542,629	PIMA
TUSAYAN	603	COCONINO
WELLTON	2,375	YUMA
WICKENBURG	7,474	MARICOPA/YAVAPAI
WILLCOX	3,213	COCHISE
WILLIAMS	3,202	COCONINO
WINKELMAN	296	GILA/PINAL
WINSLOW	9,005	NAVAJO
YOUNGTOWN	7,056	MARICOPA
YUMA	95,548	YUMA

## SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MAYOR	COUNCIL	MANAGER	MANAGER (Salary Range)	ASSISTANT MANAGER	ASSISTANT MANAGER (Salary Range)	CLERK	CLERK (Salary Range)
PHOENIX	1,608,139	MARICOPA	88,000	61,600	370,011	315,000-425,000	275,330	169,146-287,602	163,426	103542-176072
TUCSON	542,629	PIMA	42,000	24,000	244,275	244275-244275	197,018	121,160-240,468	157,019	150862-150862
MESA	504,258	MARICOPA	73,545	40,582	293,176	293,176	233,512	182,478-245,752	168,002	168001.60
CHANDLER	275,987	MARICOPA	56,758	33,237	294,786	294,786	241,500	171,377-244,824	158,467	158467
GILBERT	267,918	MARICOPA	43,631	21,012	293,521	222,608-356,173	204,891	144,786-231,657	137,069	122,437-195,900
GLENDALE	248,325	MARICOPA	48,000	34,000	297,734	No Range	229,437	No Range	167,037	No Range
SCOTTSDALE	241,361	MARICOPA	54,704	33,280	375,003	260,146-378,227	219,388	152,090-221,146	180,003	144,830.40-210,600
PEORIA	190,985	MARICOPA	36,277	24,185	265,000	No Range	224,874	206,400-277,963	157,306	157,306-187,100
TEMPE	180,587	MARICOPA	66,262	33,132	281,760	210,269-281,760			163,034	121,667-163,034
SURPRISE	143,148	MARICOPA	46,779	26,713	273,167	N/A (appointed official)			168,907	N/A (appointed official)
YUMA	95,548	YUMA	12,000	3,600	213,200	160,226-224,101	154,614	131,506-183,930	118,212	97,969-137,260
GOODYEAR	95,294	MARICOPA	31,500	12,115	265,523	Contract	223,205	150,800-223,205	157,989	124,859-185,355
BUCKEYE	91,502	MARICOPA	21,000	14,400	264,600	N/A	227,223	145,746-233,210	176,176	110,136-176,176
AVONDALE	89,334	MARICOPA	20,948	10,474	248,118		222,614	173,619-251,748	148,119	120,327-174,474
FLAGSTAFF	76,831	COCONINO	38,500	25,500	215,384	Appointed/Contract	Vacant	132,621-198,931	128,086	114,754-172,141
QUEEN CREEK	59,519	MARICOPA/PINAL	38,882	23,649	255,049	N/A	224,305	160,626-248,971	120,427	120,427-180,640
MARICOPA	58,125	PINAL	34,944	21,320	221,999	221,999	167,887	139,640-206,113	154,302	123,578-182,401
LAKE HAVASU CITY	57,144	MOHAVE	11,400	7,800	195,000	Contract	98,504	88,845-129,711	130,101	113,376-165,525
CASA GRANDE	53,658	PINAL	17,122	9,511	200,796	165,735-228,637	174,500	135,106-185,880	118,609	97,899-135,106
MARANA	51,908	PIMA/PINAL	21,000	16,404	200,000	Contract	178,374	128,463-199,117	117,000	114,699-177,783
ORO VALLEY	47,070	PIMA	12,740	10,058	210,621	Salary decided by council	136,298	130,742-196,113	111,994	102,440-153,660
PRESCOTT VALLEY	46,785	YAVAPAI	12,600	8,400	208,000	126339.20-208000	169,998	112,216-169,998	90,251	79414.40-111176
PRESCOTT	45,827	YAVAPAI	9,000	6,000	202,282	Open Range	137,800	Open	117,494	Open Range
SIERRA VISTA	45,308	COCHISE	12,000	9,000	193,232	Contract	155,064	Contract	121,451	86,722-130,084
BULLHEAD CITY	41,348	MOHAVE	12,000	9,000	197,387				118,210	N/A
APACHE JUNCTION	38,499	MARICOPA / PINAL	12,000	9,600	184,182	Contract	162,563	140,178-203,019	124,118	121,091-175,375
EL MIRAGE	35,805	MARICOPA	26,760	14,040	241,020	180,451-252,648	203,500	Contract	166,860	119,709-167,604
SAN LUIS	35,257	YUMA	19,392	9,965	126,173	139,304-217,886 Contract	N/A	N/A	95,701	86,497-129,746
SAHUARITA	34,134	PIMA	9,600	6,000	189,000	Contract	138,427	113,572-170,357	111,592	84,749-127,123
KINGMAN	32,689	MOHAVE	11,700	8,400	166,263	Contract	N/A	N/A	90,411	76,981-103,841
FLORENCE	26,785	PINAL	11,400	7,800	Vacant	146,991-220,487	133,084	127,850-191,775		92,745-139,117
FOUNTAIN HILLS	23,820	MARICOPA	7,200	4,800	184,500	NA	147,854	130,586-186,738	126,360	114,062-163,109
NOGALES	19,770	SANTA CRUZ	600	300	147,266	Contract	124,303	112,978-158,277	50,781	35,398-49,590
DOUGLAS	16,534	COCHISE	3,600	2,400	144,585	Contract	113,959	89,290-131,920	71,221	Contract
PAYSON	16,351	GILA	10,800	6,000	184,870		144,414	113,277-169,915	105,414	82,680-124,030
ELOY	15,635	PINAL	12,000	9,600	147,000	118,263-183,308	118,500	97,065-150,451	101,694	83,698-129,731
SOMERTON	14,197	YUMA	8,400	6,000	Vacant	Contract				
COOLIDGE	13,218	PINAL	7,200	4,800	149,370	133,619-200,429	Vacant	115,219-172,829	110,322	83,582-125,374
CHINO VALLEY	13,020	YAVAPAI	6,000	3,600	177,513	134,384-176,323 Contract	95,230	71,267-93,508	78,498	71,267-93,508
PARADISE VALLEY	12,658	MARICOPA	0	0	229,252				141,706	117,689-156,919
CAMP VERDE	12,147	YAVAPAI	4,200	3,000	136,034	136,741-198,285	NA	NA	104,478	79,590-115,934
COTTONWOOD	12,029	YAVAPAI	9,000	6,000	Vacant	136,745-205,118	177,188	118,126-177,189	119,926	79,952-119,928
SHOW LOW	11,732	NAVAJO	9,600	6,000	172,931	120,229-178,263	142,043	109,312-161,889	70,782	65,239-95,779
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	8,400	6,000	183,000	N/A-negotiable	161,850	127,566-173,763	84,218	81,869-118,082
WINSLOW	9,005	NAVAJO	4,800	2,400	Vacant	124,272-189,095	121,190	109,829-167,133	94,632	68,707-104,546

### SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MAYOR	COUNCIL	MANAGER	MANAGER (Salary Range)	ASSISTANT MANAGER	ASSISTANT MANAGER (Salary Range)	CLERK	CLERK (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	4,800	2,400	160,000	Contract	113,651	113,651-175,323	98,488	90,792-133,910
PAGE	7,440	COCONINO	9,600	8,400	143,000	109659-180938	N/A	N/A	82,673	67,729-111,753
GLOBE	7,249	GILA	6,000	3,600	146,731	120,420-186,810	N/A	N/A	84,074	70,407-109,224
TOLLESON	7,216	MARICOPA	21,000	14,400	267,992	214,394-321,591			143,321	129,996-194,994
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA			179,280	141,000-210,000	129,360	105,000-160,000	95,000	84,410-114,023
SNOWFLAKE	6,104	NAVAJO	7,200	4,800	120,000		N/A		56,648	
BENSON	5,355	COCHISE	9,600	2,400	119,588	101,300-151,951				
GUADALUPE	5,322	MARICOPA	8,400	8,400	110,011	71,762-106,751	NA	NA	NA	NA
THATCHER	5,231	GRAHAM	6,600	5,400	139,816					
BISBEE	4,923	COCHISE	4,800	2,400	100,000	80000-100000			67,392	44390-66585 (2)
CAVE CREEK	4,892	MARICOPA			183,804				126,140	103,083-153,176
HOLBROOK	4,858	NAVAJO	2,400	1,200	116,000	69585-118814			54,983	54,418-76,238
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI	4,800	2,400	140,000	120,317-192,194	N/A	98,985-158,119	63,743	63,743-101,989
EAGAR	4,395	APACHE	4,800	1,200		Contract				52,547-76,160
DEWEY-HUMBOLDT	4,326	YAVAPAI			100,000				60,000	
PINETOP-LAKESIDE	4,030	NAVAJO	5,700	3,000	120,370	99,400-149,099	118,310	85,865-128,798	70,138	61,023-91,534
TAYLOR	3,995	NAVAJO	4,800	2,400	102,440				74,318	
CLIFTON	3,933	GREENLEE	3,600	2,400	84,346	75,000-85,000			64,646	40,000-65,000
CAREFREE	3,690	MARICOPA	0	0	174,832	Contract	N/A	N/A	111,775	95,000-145,000
PARKER	3,417	LA PAZ	5,100	2,700	161,060	Contract			66,000	50,000-75,700
ST. JOHNS	3,417	APACHE	N/A	N/A	84,000	Contract	N/A	N/A	49,858	43,610-55,701
WILLCOX	3,213	COCHISE	4,800	2,400	130,000			110,000-130,000		65,000-68,000
WILLIAMS	3,202	COCONINO	900	800	119,558	none	N/A		87,942	70,137.60-90,168
PIMA	2,847	GRAHAM	3,600	1,800	84,000				49,083	
STAR VALLEY	2,484	GILA	8,400	6,000	160,000	120,000-180,000	N/A	N/A	60,800	40,000-70,000
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	10,800	7,500	157,199	Contract	105,019	71,510-108,160	60,673	50,814-72,467
SUPERIOR	2,407	PINAL	0	0	100,000				62,899	
WELLTON	2,375	YUMA	4,200	3,000	104,500					
GILA BEND	1,892	MARICOPA	4,956	3,000	105,000				94,348	
KEARNY	1,741	PINAL	0	0	80,000				55,000	
SPRINGERVILLE	1,717	APACHE	4,800	3,000	100,693	Contract	N/A	N/A	62,982	59,363-87,173
HUACHUCA CITY	1,626	COCHISE	3,600	1,800	65,000	65,000-75,000			46,404	37,000-48,000
MIAMI	1,541	GILA	1,200	1,000	75,000	Contract	N/A	N/A	61,922	Contract
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	3,000	1,800					63,710	52,333-63,710
MAMMOTH	1,076	PINAL		0						
PATAGONIA	804	SANTA CRUZ		1,200						
DUNCAN	694	GREENLEE		600						
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI			89,000					
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

## SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	FINANCE DIRECTOR / CFO	FINANCE DIRECTOR / CFO (Salary Range)	OUTSIDE AUDIT	POLICE CHIEF	POLICE CHIEF (Salary Range)	FIRE CHIEF	FIRE CHIEF (Salary Range)
PHOENIX	1,608,139	MARICOPA	204,880	132,558-225,326 (1)	184,933	232,003	222,560-289,328 (2)	207,355	134,722-229,050 (1)
TUCSON	542,629	PIMA	197,018	121,160-240,469		207,022	121160-240469	207,022	121,160-240,469
MESA	504,258	MARICOPA	212,285	165,069-222,892		222,892	165,609-222,892	212,285	157,728-212,284
CHANDLER	275,987	MARICOPA				213,839	149,687-213839	213,839	149,687-213,839
GILBERT	267,918	MARICOPA	188,223	128,768-206,029 (1)		218,213	136,383-218,213	188,000	134,129-214,606
GLENDALE	248,325	MARICOPA	Vacant	124,950-187,425	133,200	223,180	151,878-227,818	200,000	144,646-216,969
SCOTTSDALE	241,361	MARICOPA	220,002	176,072-256,006	95,500	232,190	215,322-237,390	221,146	152,090-221,146
PEORIA	190,985	MARICOPA	196,571	165,271-196-571 (1)		208,051	186,453-216,978 (1)	188,700	186,453-216,978 (1)
TEMPE	180,587	MARICOPA	183,205	153,499-205,689		220,672	168,839-226,244	220,672	168,839-226,244
SURPRISE	143,148	MARICOPA	185,464	128,586-192,879		193,689	146,306-219,459	194,780	146,306-219,459
YUMA	95,548	YUMA	157,284	131,506-183,930	N/A	165,379	131,506-183,930	145,000	131,506-183,930
GOODYEAR	95,294	MARICOPA	185,355	124,859-185,355		195,672	139,684-211,275	209,665	139,684-211,275
BUCKEYE	91,502	MARICOPA	196,726	126,734-202,758	N/A	193,086	126,734-202,758	178,526	126,734-202,758
AVONDALE	89,334	MARICOPA	182,450	135,969-197,155 (1)		196,837	135,969-197,155 (1)	189,625	146,329-212,177
FLAGSTAFF	76,831	COCONINO	154,086	114,754-172,141		167,606	132,621-198,931	164,590	123,365-185,058
QUEEN CREEK	59,519	MARICOPA/PINAL	200,000	140,466-210,698		204,722	148,728-230,529	203,094	148,728-230,529
MARICOPA	58,125	PINAL	162,738	131,611-194,257			123,578-182,401	145,958	123,578-182,401
LAKE HAVASU CITY	57,144	MOHAVE	156,770	119,053-173,814		182,509	125,009-182,509	159,046	125,009-182,509
CASA GRANDE	53,658	PINAL	126,592	115,010-158,381	95,000	177,522	126,067-177,522	143,272	126,067-173,485
MARANA	51,908	PIMA/PINAL	139,255	114699-177783 (1)		177,963	128,463-199,117 (1)		
ORO VALLEY	47,070	PIMA	148,583	124,516-186,774 (1)		173,640	137,279-205,919 (1)		
PRESCOTT VALLEY	46,785	YAVAPAI	133,182	109,470-165,006		169,998	112,216-169998		
PRESCOTT	45,827	YAVAPAI	181,411	Open (1)		162,593	Open (1)	156,880	Open (1)
SIERRA VISTA	45,308	COCHISE	164,382	111,563-167,344 (1)		153,275	118,291-177,312 (1)	134,742	118,291-177,312 (1)
BULLHEAD CITY	41,348	MOHAVE	155,680	N/A	N/A	136,782	N/A	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	127,221	121,091-175,375 (1)	unknown	158,693	133,503-193,351 (1)	N/A	N/A
EL MIRAGE	35,805	MARICOPA	137,665	137,665-192,744		180,844	147,302-206,236	154,761	147302-206236
SAN LUIS	35,257	YUMA	112,299	104,662-163,701	Contract	114,109	104,662-163,701 (Contract)	114,109	104,662-163,701
SAHUARITA	34,134	PIMA	155,286	108,163-162,235		157,859	113,572-170,357		
KINGMAN	32,689	MOHAVE	116,109	89,115-123,133 (1)	0	138,157	130,226-140,644 (1)	139,498	130,226-140,644 (1)
FLORENCE	26,785	PINAL	137,882	104,932-157,399	Contract	137,290	113,001-169,501	Vacant	113,001-169,501
FOUNTAIN HILLS	23,820	MARICOPA	137,471	130,586-186,738 (1)	38,205				
NOGALES	19,770	SANTA CRUZ	90,465	90,465-126,737	N/A	115,427	104,911-146,976	101,858	99,856-139,894
DOUGLAS	16,534	COCHISE	79,337	71,962-106,321 (1)		113,566	84,745-125,206 (1)	94,854	74,909-114,477 (1)
PAYSON	16,351	GILA	110,011	93,787-140,691		138,424	106,371-159,557	137,134	106,371-159,557
ELOY	15,635	PINAL	138,426	101,978-158,065		139,618	107,141-166,067		
SOMERTON	14,197	YUMA	105,713	89034-133551		90,203	89,034-133,551	Vacant	89,034-133,551
COOLIDGE	13,218	PINAL	131,841	101,837-152,756		131,758	106,993-160,489	111,572	101,837-152,756
CHINO VALLEY	13,020	YAVAPAI	147,953	110,558-145,062	33,500	135,403	104,251-136,787 (1)		
PARADISE VALLEY	12,658	MARICOPA	168,384	136,240-181,653		190,461	165,000-200,273(1)		
CAMP VERDE	12,147	YAVAPAI	94,203	97,179-140,917	N/A	105,228	107,141-155,362	NA	NA
COTTONWOOD	12,029	YAVAPAI	121,397	97,182-145,774	40,000	148,351	107,144-160,716	110,264	107,144-160,716
SHOW LOW	11,732	NAVAJO	N/A		52,800	141,773	101,804-150,627	N/A	N/A
SAFFORD	10,129	GRAHAM							
SEDONA	9,684	YAVAPAI/COCONINO	153,423	120,245-163,779	N/A	135,200	135,200-164,320	N/A	N/A
WINSLOW	9,005	NAVAJO	94,714	85,806-130,564	50,000	109,303	97,801-147,721	93,704	68,707-104,546

## SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	FINANCE DIRECTOR / CFO	FINANCE DIRECTOR / CFO (Salary Range)	OUTSIDE AUDIT	POLICE CHIEF	POLICE CHIEF (Salary Range)	FIRE CHIEF	FIRE CHIEF (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	122,221	105,851-162,386		124,509	113,651-175,323	130,707	113,194-158,974 (1)
PAGE	7,440	COCONINO	111,684	83,904-138,442	52,000	102,903	88,519-146,056	114,732	88,519-146,056
GLOBE	7,249	GILA	Vacant	81,505-126,441		109,224	99,070-153,689	106,385	89,859-139,401
TOLLESON	7,216	MARICOPA	199,110	136,496-204,744	30,955	150,487	150,487-225,730		
YOUNGTOWN	7,056	MARICOPA							
LITCHFIELD PARK	6,847	MARICOPA	129,360	105,000-160,000		N/A	N/A	N/A	N/A
SNOWFLAKE	6,104	NAVAJO	N/A	N/A	23,000	101,691			
BENSON	5,355	COCHISE	87,006	71,693-107,539		85,000	75,322-112,984	83,815	58,842-88,263
GUADALUPE	5,322	MARICOPA	70,065	46,734-67,332	23,250	NA	NA	80,655	53,065-79,598
THATCHER	5,231	GRAHAM			29,725	109,048			
BISBEE	4,923	COCHISE	78,062	58,244-87,366 (1)		71,000	61,192-91,789 (1)	71,000	58,244-87,366 (1)
CAVE CREEK	4,892	MARICOPA	143,099	103,083-153,176	Contract	N/A	N/A	N/A	
HOLBROOK	4,858	NAVAJO	92,893	84,491-118,369		95,099	94,314-132,130		
SOUTH TUCSON	4,613	PIMA							
CLARKDALE	4,424	YAVAPAI	110,000	85,421-136,674		111,173	94,177-150,683 (1)		Contract
EAGAR	4,395	APACHE		60,830-88,154	Contract		67,065-97,201		57,933-83,966
DEWEY-HUMBOLDT	4,326	YAVAPAI		Contract	16,000		IGA		
PINETOP-LAKESIDE	4,030	NAVAJO	118,310	85,865-128,798		107,078	97,000-130,454	NA	NA
TAYLOR	3,995	NAVAJO			22,000			101,920	
CLIFTON	3,933	GREENLEE			35,000	66,175	55,000-65,000	2,600	2,000-3,000 (volunteer)
CAREFREE	3,690	MARICOPA	N/A	N/A	28,210		Contract		Contract
PARKER	3,417	LA PAZ	49,000	48,000-68,700	50,000	101,000	80,000-121,000		
ST. JOHNS	3,417	APACHE		50,466-64,447		70,660	57,699-73,684	68,765	
WILLCOX	3,213	COCHISE	82,267	70,000-85,000	20,000	87,350	80,000-95,000		Volunteer
WILLIAMS	3,202	COCONINO	96,741	83,387-107,411	Contract	101,691	98,530-127,067		83,387-107,411
PIMA	2,847	GRAHAM				74,256		N/A	
STAR VALLEY	2,484	GILA	80,000	65,000-95,000	30,000		Contract		Gila County
COLORADO CITY	2,478	MOHAVE							
QUARTZSITE	2,413	LA PAZ			27,200	115,606	Contract		
SUPERIOR	2,407	PINAL				114,400	Contract	35,173	
WELLTON	2,375	YUMA	52,749			72,779		33,072	
GILA BEND	1,892	MARICOPA	84,947		40,000		MCSO Contract	30,900	(PT)
KEARNY	1,741	PINAL			16,500	70,000		5,200	
SPRINGERVILLE	1,717	APACHE	90,168	65,155-95,659	17,500	79,456	72,717-106,787	Vacant	65,155-95,659
HUACHUCA CITY	1,626	COCHISE	47,080	40,000-48,000		65,000	65,000-75,000		Contract
MIAMI	1,541	GILA	50,440	38,000-65,000	17,000	55,000		N/A	N/A
FREDONIA	1,323	COCONINO							
TOMBSTONE	1,308	COCHISE	67.50/hr	Contract	60,000	58,448	53,019-67,683	33,200	Contract
MAMMOTH	1,076	PINAL							
PATAGONIA	804	SANTA CRUZ							
DUNCAN	694	GREENLEE							
TUSAYAN	603	COCONINO							
HAYDEN	512	GILA							
JEROME	464	YAVAPAI				73,510		65,350	
WINKELMAN	296	GILA/PINAL							

DID NOT PARTICIPATE IN SURVEY



**SUPERVISORY AND ADMINISTRATIVE POSITIONS**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MAGISTRATE	MAGISTRATE (Salary Range)	PROSECUTOR	PROSECUTOR (Salary Range)	ATTORNEY	ATTORNEY (Salary Range)	ATTORNEY RETAINER	ATTORNEY- HOURLY RATE ABOVE RETAINER
PHOENIX	1,608,139	MARICOPA	211,224	211,224 (1)	168,958	103,542-176,072 (1)	230,131	146,120-248,414 (1)	N/A	
TUCSON	542,629	PIMA	138,050	119,467 (8)	134,056	79,643-138,611 (1)	247,021	182,083 (1)		
MESA	504,258	MARICOPA	182,101	182,101 (5)	163,093	129,750-174,636 (1)	239,491	239,491 (1)		
CHANDLER	275,987	MARICOPA	200,850	200,850 (1)	158,332	113,096-158,332 (1)	232,356	232,356 (1)	N/A	N/A
GILBERT	267,918	MARICOPA	214,840	149,348-238,957 (1)	176,358	109,314-174,902 (1)	246,303	174,061-278,498 (1)		
GLENDALE	248,325	MARICOPA	191,835	No range (1)	153,826	113,333-170,000 (1)	238,500	No range (1)		
SCOTTSDALE	241,361	MARICOPA	241,509	184,870-268,798 (1)			278,013	194,106-282,214 (1)	N/A	N/A
PEORIA	190,985	MARICOPA	199,290	No Range	173,286	129,579-191,777 (1)	225,419	No Range (1)		
TEMPE	180,587	MARICOPA	205,542	153,390-205,542 (1)	115,642	99,611-154,137 (6)	212,087	158,274-212,087		
SURPRISE	143,148	MARICOPA	220,186	N/A (appointed official)	145,806	136,323-178,464 (1)	246,102	N/A (appointed official) (1)		
YUMA	95,548	YUMA	N/A	N/A	142,830	105,503-147,563(1)	180,801	131,506-183,930 (1)	N/A	N/A
GOODYEAR	95,294	MARICOPA	192,394	Contract (1)	130,426	111,482-165,495 (1)	240,641	Contract (1)		
BUCKEYE	91,502	MARICOPA	196,014	N/A (1)	N/A		225,000			
AVONDALE	89,334	MARICOPA	N/A	N/A	N/A	N/A	220,000	173,619-251,748 (1)	N/A	
FLAGSTAFF	76,831	COCONINO	121,031	Appointed/Contract (2)	Vacant	106,746-160,118 (1)	204,630	Appointed/Contract		
QUEEN CREEK	59,519	MARICOPA/PINAL								
MARICOPA	58,125	PINAL	57,000	57,000(1)						
LAKE HAVASU CITY	57,144	MOHAVE	170,000	Contract (1)	133,497	97,951-143,005 (1)	184,000	Contract (1)	N/A	N/A
CASA GRANDE	53,658	PINAL	93,778	Contract	107,545	83,266-115,010 (1)	185,881	135,106-185,880		
MARANA	51,908	PIMA/PINAL	160,000	Contract	107,523	88,304-132,457 (1)	174,305	128,463-199,117 (1)		
ORO VALLEY	47,070	PIMA	164,800	118,587-177,880 (1)	104,989	97,618-146,427 (2)	170,872	137,279-205,919 (1)		
PRESCOTT VALLEY	46,785	YAVAPAI	142,251	101,650-150,571	130,811	101,650-150,571 (1)	171,621	119,808-180,003 (1)		
PRESCOTT	45,827	YAVAPAI	68,958	No range (0.50)			170,000	Open (1)		
SIERRA VISTA	45,308	COCHISE					104,000	Contract		
BULLHEAD CITY	41,348	MOHAVE	153,881	NA (1)	NA	NA	180,260	NA (1)	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	132,500	Contract (1)	118,489	94,878-137,411 (1)	171,107	Contract (1)		
EL MIRAGE	35,805	MARICOPA	190,000	Contract (1)					210,000	
SAN LUIS	35,257	YUMA	107,016	CONTRACT (1)	130,728	86,497-129,746 (1)	132,954	CONTRACT (1)	N/A	N/A
SAHUARITA	34,134	PIMA	122,349	Contract (1)	114,328	76,870-115,305 (1)	174,000	Contract (1)		
KINGMAN	32,689	MOHAVE	130,939	Contract (1)	86,943	69,824-94,187 (2)	154,072	Contract (1)	0	0
FLORENCE	26,785	PINAL	Contract	79,618-119,428	N/A	N/A	135,390	123,346-185,020	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA	87,880	NA (1)	126,312	Contract	234,000	Contract		Contract
NOGALES	19,770	SANTA CRUZ	109,688	Contract	98,000	Contract	121,875	Contract (1)	N/A	N/A
DOUGLAS	16,534	COCHISE	30,000	Contract						
PAYSON	16,351	GILA	28,000	Contract		Contract		Contract		
ELOY	15,635	PINAL						145,000	175	
SOMERTON	14,197	YUMA	97,631	Contract (1)			Vacant	Contract (1)		
COOLIDGE	13,218	PINAL	120,803	92,259-138,389 (1)		Contract				Contract
CHINO VALLEY	13,020	YAVAPAI	69,510	86,625-113,660 (.5)	39,000	Contract		Contract		
PARADISE VALLEY	12,658	MARICOPA					98,936			
CAMP VERDE	12,147	YAVAPAI	72,800	(1)	NA	NA	NA	NA	NA	NA
COTTONWOOD	12,029	YAVAPAI	100,892	102,042-153,062 (.8)	144,000	CONTRACT	186,048	124,032-186,048 (1)	N/A	N/A
SHOW LOW	11,732	NAVAJO	32,500	Contract	N/A	N/A	156,666	109,312-161,889	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	125,008	N/A-negotiable (1)	120,443	90,293-130,187 (1)	155,236	N/A-negotiable	N/A	N/A
WINSLOW	9,005	NAVAJO	20,000	Contract-PT	N/A	N/A		Contract	N/A	N/A

### SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MAGISTRATE	MAGISTRATE (Salary Range)	PROSECUTOR	PROSECUTOR (Salary Range)	ATTORNEY	ATTORNEY (Salary Range)	ATTORNEY RETAINER	ATTORNEY- HOURLY RATE ABOVE RETAINER
WICKENBURG	7,474	MARICOPA/YAVAPAI	34,000	Contract PT		Contract		Contract		
PAGE	7,440	COCONINO	104,387	93,388-154,089 (1)	83,200	67,729-111,752 (1)	148,500	93,388-154,089 (1)	N/A	N/A
GLOBE	7,249	GILA		Contract						
TOLLESON	7,216	MARICOPA	171,661	136,496-204,744 (1)	85,500				210,000	
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA								
SNOWFLAKE	6,104	NAVAJO	4,000					Contract		
BENSON	5,355	COCHISE	33,100	30,900-33,100	64,809	71,693-107,540		Contract		195
GUADALUPE	5,322	MARICOPA	NA	NA	NA	NA		Contract		
THATCHER	5,231	GRAHAM	76,573	63,492-89,713 (1)				Contract		
BISBEE	4,923	COCHISE								
CAVE CREEK	4,892	MARICOPA		Contract		Contract		Contract		
HOLBROOK	4,858	NAVAJO								
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI		Contract		Contract		Contract		
EAGAR	4,395	APACHE		33,872-49,093 (1)		Contract		Contract		
DEWEY-HUMBOLDT	4,326	YAVAPAI		contract		Contract		Contract		
PINETOP-LAKESIDE	4,030	NAVAJO	25,000		NA	NA		18,740 (1)	NA	NA
TAYLOR	3,995	NAVAJO						Contract		
CLIFTON	3,933	GREENLEE	29,589	20,000-30,000 (1) PT	30,000	24,000-30,000 (1)	30,000	Contract (1) PT		235
CAREFREE	3,690	MARICOPA	45,000	Contract PT (1)		Contract (1 PT)		Contract (1 PT)	N/A	None
PARKER	3,417	LA PAZ		Contract (1)	60,000	Contract (1)	180,000	Contract (1)		
ST. JOHNS	3,417	APACHE	14,400							
WILLCOX	3,213	COCHISE	31,613	Contract with County		Contract		Contract		
WILLIAMS	3,202	COCONINO		Contract		Contract		Contract		
PIMA	2,847	GRAHAM			18,000		165/hr			
STAR VALLEY	2,484	GILA	8,000	8,000-12,000(1)			160,000	Combined Town Manager		
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	50,000	Contract	54,000	Contract		Contract		
SUPERIOR	2,407	PINAL	19,884	2,000-15,560 (3)			63,000	Contract		
WELLTON	2,375	YUMA	27,955						36,000	
GILA BEND	1,892	MARICOPA	15,000		7,200		18,000			
KEARNY	1,741	PINAL	10,691				36,000			
SPRINGERVILLE	1,717	APACHE		Contract		Contract		Contract	0	N/A
HUACHUCA CITY	1,626	COCHISE				Contract		Contract		
MIAMI	1,541	GILA	21,658	Contract	N/A	N/A		Contract	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	12,000	Contract	100/hr	Contract	200/hr	Contract	0	0
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI	28,600							
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

## SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	IT DIRECTOR	IT DIRECTOR (Salary Range)	NETWORK ENGINEER	NETWORK ENGINEER (Salary Range)	SYSTEMS ENGINEER	SYSTEMS ENGINEER (Salary Range)	AVIATION DIRECTOR	AVIATION DIRECTOR (Salary Range)
PHOENIX	1,608,139	MARICOPA	204,880	132,558-225,326 (1)	91202	64,168-97,739 (51)	111520	74,630-113,589 (60)	214,403	146,120-248,414 (7)
TUCSON	542,629	PIMA	220,002	121,160-240,469	77,113	53,456-93,932(3)	89,669	48,298-84,490 (1)		
MESA	504,258	MARICOPA	180,690	150,217-202,176 (1)	93,014	72,006-107,649 (27)	135,564	91,902-137,373 (6)	155,522	117,665-158,412 (1)
CHANDLER	275,987	MARICOPA	199,849	139,894-199,849 (1)	116,379	83,129-116,379 (2)	107,668	76,971-107,759 (2)	122,198	104,719-146,604 (1)
GILBERT	267,918	MARICOPA	210,665	131,666-210,665 (1)	97,359	77,662-128,142 (2)	84,364	67,867-126,863 (1)		
GLENDALE	248,325	MARICOPA	196,797	131,198-196,797 (1)	96,057	69,576-104,364 (2)	93,407	69,576-104,364 (1)		
SCOTTSDALE	241,361	MARICOPA	188,365	137,966-200,574 (1)	129,314	88,920-129,314 (4)	125,199	88,920-129,314 (6)	200,574	137,966-200,574 (1)
PEORIA	190,985	MARICOPA	180,880	165,271-196,571 (1)	97,920	85,159-126,035 (2)	74,506	71,641-106,029 (1)		
TEMPE	180,587	MARICOPA	vacant	158,353-206,357 (0)	vacant	79,104-106,000 (0)				
SURPRISE	143,148	MARICOPA	185,464	128,586-192,879 (1)	108,634	88,353-132,530 (1)				
YUMA	95,548	YUMA	145,600	113,397-158,603(1)	93,653	76,682-107,251(1)	63,056	76,682-107,251(1)	N/A	N/A
GOODYEAR	95,294	MARICOPA	185,352	124,859-185,355	82,000	72,290-107,315. (1)				
BUCKEYE	91,502	MARICOPA	169,104	126,734-202,758 (1)	80,974	74,859-112,341 (1)	97,497	74,859-112,341 (3)		
AVONDALE	89,334	MARICOPA	183,541	135,969-197,155 (1)	111,492	80,230- 116,333 (2)	Vacant	80,230- 116,333 (0)		
FLAGSTAFF	76,831	COCONINO	135,637	114,754-172,141 (1)	80,954	64,355-96,533 (1)	69,971	64,355-96,533 (1)	121,181	99,299-148,949 (1)
QUEEN CREEK	59,519	MARICOPA/PINAL	165,000	140,466-210,698 (1)			76,554	70,743-102,576 (1)		
MARICOPA	58,125	PINAL	130,499	109,361-161,417 (1)	95,187	67,073-99,000 (2)	85,732	67,073-99,000 (2)		
LAKE HAVASU CITY	57,144	MOHAVE	129,712	88,845-129,711 (1)	94,980	80,576-117,638 (2)	99,597	73,077-106,691 (1)	109,214	88,845-129,711 (1)
CASA GRANDE	53,658	PINAL	102,569	74,285-102,569 (1)	89,206	53,289-74,285 (1)			68,646	60,403-83,266 (1)
MARANA	51,908	PIMA/PINAL	135,000	114,699-177,783 (1)						
ORO VALLEY	47,070	PIMA	148,218	137,279-205,919 (1)	81,515	72,844-109,266 (2)				
PRESCOTT VALLEY	46,785	YAVAPAI	125,778	89,856-125,777.60 (1)						
PRESCOTT	45,827	YAVAPAI	134,056	Open (1)	70,381	65,231-97,847 (3)			152,097	Open (1)
SIERRA VISTA	45,308	COCHISE	143,312	103,045-154,567 (1)	81,380	73,668-110,502 (2)	101,348	73,668-110,502 (2)		
BULLHEAD CITY	41,348	MOHAVE	NA	NA	94,529	63-660-94530 (3)	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	151,226	121,091-175,375 (1)	78,149	70,799-102,538 (1)	80,151	67,428-97,656 (2)		
EL MIRAGE	35,805	MARICOPA	144,637	137,665-192,744 (1)	70,512	68,097-95,343 (1)	70,512	68,097-95,343 (1)		
SAN LUIS	35,257	YUMA	N/A	N/A					N/A	N/A
SAHUARITA	34,134	PIMA	103,489	80,713-121,070			79,172	63,421-94,861 (1)		
KINGMAN	32,689	MOHAVE	109,308	89,115-123,133 (1)	Vacant	57,444-79,756 (1)	60,785	57,444-79,756 (1)	86,315	69,824-94,187 (1)
FLORENCE	26,785	PINAL	138,735	97,440-146,160 (1)	N/A	N/A	64,037	64,037-96056(1)	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA	108,515	108,515-155,176						
NOGALES	19,770	SANTA CRUZ	81,691	74,248-104,018 (1)	N/A	N/A	N/A	N/A	N/A	N/A
DOUGLAS	16,534	COCHISE	76,296	59,779-88,323 (1)						
PAYSON	16,351	GILA	Vacant	93,787-140,691						
ELOY	15,635	PINAL								
SOMERTON	14,197	YUMA								
COOLIDGE	13,218	PINAL	104,957	83,582-125,374	N/A	N/A	N/A	N/A		
CHINO VALLEY	13,020	YAVAPAI			82,699	61,563-80,776 (1)				
PARADISE VALLEY	12,658	MARICOPA	181,152	136,240-181,630 (1)						
CAMP VERDE	12,147	YAVAPAI	vacant	65,775-95,379	NA	NA	NA	NA	NA	NA
COTTONWOOD	12,029	YAVAPAI	115,579	92,555-138,832 (1)					94,340	79,952-119,928 (1)
SHOW LOW	11,732	NAVAJO	82,500	63,750-113,066	N/A	N/A	N/A	N/A	76,274	66,766-98,070
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	117,830	85,987-123,989	102,615	70,741-102,024 (1)	102,614	70,741-102,024 (1)	N/A	N/A
WINSLOW	9,005	NAVAJO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

### SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	IT DIRECTOR	IT DIRECTOR (Salary Range)	NETWORK ENGINEER	NETWORK ENGINEER (Salary Range)	SYSTEMS ENGINEER	SYSTEMS ENGINEER (Salary Range)	AVIATION DIRECTOR	AVIATION DIRECTOR (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI								
PAGE	7,440	COCONINO	106,952	79,530-131,225	N/A	N/A	N/A	N/A	N/A	N/A
GLOBE	7,249	GILA			74,064	70,407-109,224				
TOLLESON	7,216	MARICOPA	184,205	136,496-204,744 (1)			89,498	75,260-105,364 (2)		
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA								
SNOWFLAKE	6,104	NAVAJO								
BENSON	5,355	COCHISE								
GUADALUPE	5,322	MARICOPA	NA	NA	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM	28,800	Contract						
BISBEE	4,923	COCHISE								
CAVE CREEK	4,892	MARICOPA	n/a		n/a		n/a		n/a	
HOLBROOK	4,858	NAVAJO								
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI		Contract						
EAGAR	4,395	APACHE		Contract						
DEWEY-HUMBOLDT	4,326	YAVAPAI		contract						
PINETOP-LAKESIDE	4,030	NAVAJO	84,989	67,278-100,916 (1)	NA	NA	NA	NA	NA	NA
TAYLOR	3,995	NAVAJO							24,000	Contract
CLIFTON	3,933	GREENLEE								
CAREFREE	3,690	MARICOPA	N/A	N/A		Contract	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ	46,280	Contract (1)						
ST. JOHNS	3,417	APACHE			N/A	N/A	N/A	N/A	57,895	47,674-60,881
WILLCOX	3,213	COCHISE	N/A		N/A		N/A	N/A	N/A	N/A
WILLIAMS	3,202	COCONINO	N/A		N/A		N/A	N/A	n/a	
PIMA	2,847	GRAHAM	100/hr							
STAR VALLEY	2,484	GILA		Contract						
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ		Contract						
SUPERIOR	2,407	PINAL	12,000	contract						
WELLTON	2,375	YUMA								
GILA BEND	1,892	MARICOPA			30,000	Contract				
KEARNY	1,741	PINAL								
SPRINGERVILLE	1,717	APACHE	N/A	N/A	N/A	N/A	N/A	N/A (0)	57,658	46,883-68,848 (1)
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA		Contract	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	55/hr	Contract						
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI								
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	CHIEF BUILDING INSPECTOR / BUILDING OFFICIAL	CHIEF BUILDING INSPECTOR / BUILDING OFFICIAL (Salary Range)	PUBLIC WORKS DIRECTOR	PUBLIC WORKS DIRECTOR (Salary Range)	STREET SUPERINTENDENT	STREET SUPERINTENDENT (Salary Range)	WATER DIRECTOR	WATER DIRECTOR (Salary Range)
PHOENIX	1,608,139	MARICOPA	125,694	83845-134139 (5)	185,764	120,099-204,152 (1)	104,090	74630-113589 (3)	202,924	132,558-225,326 (1)
TUCSON	542,629	PIMA	93,288	65,042-115419 (1)	185,016	121,160-240,469 (1)	71,656	58,677-104,291 (3)	182,021	121,160-240,469 (1)
MESA	504,258	MARICOPA					192,546	143,062-192,545 (1)	192,296	150,217-202,176 (1)
CHANDLER	275,987	MARICOPA	143,050	104,719-146,604 (1)			146,604	104,719-146,604 (1)		
GILBERT	267,918	MARICOPA			195,194	123,221-197,153 (1)	109,844	77,443-116,165 (1)		
GLENDALE	248,325	MARICOPA	133,200	88,800-133,200 (1)			104,233	80,544-120,816 (1)	192,790	131,198-196,797 (1)
SCOTTSDALE	241,361	MARICOPA	157,165	108,077-157,165 (1)	210,600	144,830-210,600 (1)	154,939	119,184-173,306 (1)	210,600	144,830-210,600 (1)
PEORIA	190,985	MARICOPA	85,364	73,432-108,680 (1)	179,070	165,271-196,571 (1)	117,300	81,055-119,962 (1)	181,352	165,271-196,571 (1)
TEMPE	180,587	MARICOPA	103,728	81,423-109,107 (1)						
SURPRISE	143,148	MARICOPA			185,464	128,586-192,879 (1)	106,020	88,353-132,530 (1)	185,464	128,586-192,879 (1)
YUMA	95,548	YUMA	128,298	113,397-158,603(1)	154,451	113,397-158,603(1)	69,764	57,126-79,900(1)	130,303	113,397-158,603(1)
GOODYEAR	95,294	MARICOPA	138,027	92,979-138,027 (1)	183,430	124,859-185,355 (1)	98,317	86,091-127,803 (1)		
BUCKEYE	91,502	MARICOPA	149,427	99,653-149,510 (1)	202,758	126734-202758 (1)	112,341	74,859-112,341 (1)	185,016	126,734-202,758 (1)
AVONDALE	89,334	MARICOPA	123,776	86,990-126,135 (1)	192,340	135,969-197,155 (1)	97,679	74,000-107,302 (1)	132,458	110,939-160,862 (1)
FLAGSTAFF	76,831	COCONINO	99,112	79,934-119,912 (1)	Vacant	114,754-172,141 (1)	97,843	92,373-138,560 (1)	Vacant	114,754-172,141 (1)
QUEEN CREEK	59,519	MARICOPA/PINAL	154,443	111,506-167,259 (1)	177,990	140,466-210,698 (1)	102,358	98,461-142,769 (1)	207,315	140,466-210,698
MARICOPA	58,125	PINAL	84,656	75,793-111,870 (1)	129,308	123,578-182,401 (1)		67,073-99,000		
LAKE HAVASU CITY	57,144	MOHAVE	98,504	88,845-129,711 (1)	173,814	119,053-173,814 (1)	100,482	84,603-123,518 (1)	120,406	97,951-143,005 (1)
CASA GRANDE	53,658	PINAL	101,798	81,378-112,430	165,735	120,416-165,735 (1)	90,000	74,285-102,569 (1)		
MARANA	51,908	PIMA/PINAL	116,369	88,304-132,457 (1)	135,000	114,699-177,783 (1)	75,294	61,746-77,182 (1)	135,000	114,699-177,783 (1)
ORO VALLEY	47,070	PIMA	102,545	97,618-146,427 (1)	155,899	124,516-186,774 (1)	87,910	84,326-126,489 (1)	132,562	124,516-186,774 (1)
PRESCOTT VALLEY	46,785	YAVAPAI	107,307	77,501-108,472 (1)	154,731	109,470-165,006 (1)	90,938	66,830-93,538(1)		
PRESCOTT	45,827	YAVAPAI	91,035	73,293-109,940 (1)	161,942	Open (1)	89,107	73,293-109,940 (1)		
SIERRA VISTA	45,308	COCHISE	93,933	73,668-110,502 (1)	150,446	111,563-167,344 (1)	69,576	59,027-92,081 (1)		
BULLHEAD CITY	41,348	MOHAVE	NA	NA	132,000	NA (1)	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	Vacant	86,057-124,636 (1)	151,226	121,091-175,375 (1)	67,548	58,247-84,359 (1)	130,401	121,091-175,375 (1)
EL MIRAGE	35,805	MARICOPA	72,820	59,316-83,047 (1)	144,637	137665-192744 (1)				
SAN LUIS	35,257	YUMA	70,179	64,987-97,480 (1)	120,848	104,662-163,701 (1)				
SAHUARITA	34,134	PIMA	94,869	80,713-121,070 (1)		98,107-147,161	65,281	60,229-90,344 (1)		
KINGMAN	32,689	MOHAVE	N/A		116,109	89,115-123,133 (1)	95,541	76,981-103,841	97,561	76,981-103,841 (1)
FLORENCE	26,785	PINAL	78,579	70,685-106,028 (1)	161,182	107,556-161,334 (1)	85,714	70,685-106,028 (1)	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA	109,693	79,017-112,994 (1)	127,920	122,046-174,526 (1)	99,009	77,359-110,623 (1)		
NOGALES	19,770	SANTA CRUZ	92,278	90,465-126,737	104,571	95,044-133,153 (1)	75,974	68,946-96,592 (1)	N/A	N/A
DOUGLAS	16,534	COCHISE			103,364	89,290-131,920 (1)				
PAYSON	16,351	GILA	100,194	68,453-102,690 (1)			78,728	68,453-102,690 (1)	119,579	93,787-140,691 (1)
ELOY	15,635	PINAL	Vacant	68,695-106,476	120,000	101,978-158,065	71,091	53,665-83,179		
SOMERTON	14,197	YUMA			Vacant	89,034-133,551	43,297	41,411-62,117 (1)		
COOLIDGE	13,218	PINAL	78,211	65,294-97,942	101,838	101,837-152,756	77,111	65,294-97,942 (1)		
CHINO VALLEY	13,020	YAVAPAI	79,587	61,563-80,776 (1)	139,694	110,558-140,062 (1)	74,760	67,873-89,056 (1)		
PARADISE VALLEY	12,658	MARICOPA	80,475	75,864-101,151 (1)	164,097	136,240-181,653 (1)				
CAMP VERDE	12,147	YAVAPAI	55,040	65,775-95,379 (1)	108,472	97,179-140,917 (1)	vacant	54,113-78,468	73,237	62,643-90,837 (1)
COTTONWOOD	12,029	YAVAPAI	77,380	69,066-103,599 (1)	99,062	92,555-138,832 (1)	70,399	65,777-98,665 (1)	160,715	107,144-160,716 (1)
SHOW LOW	11,732	NAVAJO	81,557	63,750 -93,544	129,896	78,579 -,115,789	98,842	78,579-115,789 (50%)	98,842	78,579-115,789 (50%)
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	112,322	78,021-112,424 (1)	155,147	120,245-163,779 (1)	N/A	N/A	119,061	108,722-148,574 (1)
WINSLOW	9,005	NAVAJO	62,503	46,283-70,425 (1)	103,466	85,806-130,564 (1)	N/A	N/A	N/A	N/A

**SUPERVISORY AND ADMINISTRATIVE POSITIONS**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	CHIEF BUILDING INSPECTOR / BUILDING OFFICIAL	CHIEF BUILDING INSPECTOR / BUILDING OFFICIAL (Salary Range)	PUBLIC WORKS DIRECTOR	PUBLIC WORKS DIRECTOR (Salary Range)	STREET SUPERINTENDENT	STREET SUPERINTENDENT (Salary Range)	WATER DIRECTOR	WATER DIRECTOR (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	72,717	61,714-90,314 (1)	116,542	108,243-164,818				
PAGE	7,440	COCONINO	70,013	41,815-66,919 (1)	111,465	88,519-146,056 (1)	N/A	N/A	N/A	N/A
GLOBE	7,249	GILA	60,820	60,820-94,352	99,070	89,859-139,401	67,057	60,820-94,352		
TOLLESON	7,216	MARICOPA			161,157	136,496-204,744 (1)	111,433	89,735-134,602 (1)	193,849	136,496-204,744 (1)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	90,000	90,200-110,000	94,611	95,000-120,424				
SNOWFLAKE	6,104	NAVAJO	63,178		70,983					
BENSON	5,355	COCHISE	Vacant	58,542-88,263	110,029	75,322- 112,984				
GUADALUPE	5,322	MARICOPA		Contract	44,513	30,665-44,584 (1)	NA	NA	NA	NA
THATCHER	5,231	GRAHAM	78,000	63,492-89,713 (1)	103,854	73,500-103,854 (1)				
BISBEE	4,923	COCHISE			76,044	61,192-91,789 (1)				
CAVE CREEK	4,892	MARICOPA	123,256	103,083-153,176 (1)	n/a		n/a		148,919	103,083-153,176 (1)
HOLBROOK	4,858	NAVAJO	58,000	45,304-63,469			59,639	45,304-63,469		
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI	78,977	66,930-107,088 (1)	85,421	85,421-136,674 (1)	66,930	66,930-107,088	66,930	66,930-107,088 (1)
EAGAR	4,395	APACHE				60,830-88,164 (1)				52,547-76,160 (1)
DEWEY-HUMBOLDT	4,326	YAVAPAI	30.91/hr	(1)	59,486					
PINETOP-LAKESIDE	4,030	NAVAJO	62,816.00		106,642	70,641-105,962	54,413	43,368-65,052	NA	NA
TAYLOR	3,995	NAVAJO	65,021	(1)	73,466	(1)	68,328	(1)		
CLIFTON	3,933	GREENLEE	39,640	30,000-40,000 (1)	61,568	45,000-65,000				
CAREFREE	3,690	MARICOPA	100,000	85,000 to 145,000	N/A	N/A	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ			80,232	70,000-105,881 (1)			59,488	49,108-65,977 (1)
ST. JOHNS	3,417	APACHE			61,339	53,685-68,558 (2)				
WILLCOX	3,213	COCHISE	VACANT	54,000- 58,000	67,600	65,000-72,000	57,865	56,000-60,000	N/A	
WILLIAMS	3,202	COCONINO			79,563	70,138-90,168	65,000	53,331-68,325	n/a	
PIMA	2,847	GRAHAM	39,312			64,000				
STAR VALLEY	2,484	GILA								Contract
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ			116,979	75,088-120,494 (1)				Public Works Director
SUPERIOR	2,407	PINAL			53,768	53,768 (1)				
WELLTON	2,375	YUMA			64,126		52,208			
GILA BEND	1,892	MARICOPA			67,100		PWD			
KEARNY	1,741	PINAL			66,560					
SPRINGERVILLE	1,717	APACHE	Vacant	56,992-83,699 (1)	72,196	56,992-83,699 (1)	N/A	N/A		Contract
HUACHUCA CITY	1,626	COCHISE		Contract	50,544	45,000-55,000				Public Works Director
MIAMI	1,541	GILA	N/A	N/A	58,344	50,000-60,000 (1)	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	39,832	33,342-41,018	57,577	Contract				
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI			61,200					
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	ENGINEER / ENGINEER DIRECTOR	ENGINEER / ENGINEER DIRECTOR	CIVIL ENGINEER (PE)	CIVIL ENGINEER (PE) (Salary Range)	PARKS & RECREATION DIRECTOR	PARKS & RECREATION DIRECTOR (Salary Range)	HUMAN RESOURCES DIRECTOR	HUMAN RESOURCES DIRECTOR (Salary Range)
PHOENIX	1,608,139	MARICOPA	184,933	108,784-184,933 (1)	104,447	70970-107910 (36)	184,017	120,099-204,152 (1)	177,881	108,784-184,933
TUCSON	542,629	PIMA			73,911	53,206-94,682 (10)	80,720	53,206-94,682		
MESA	504,258	MARICOPA	202,176	150,217-202,176 (1)	88,656	69,254-102,516 (8)	174,616	150,217-202,176 (1)	173,181	143,062-192,545 (1)
CHANDLER	275,987	MARICOPA			99,666	76,971-107,759 (4)	194,250	139,894-199,849 (1)	176,077	139,894-199,849 (1)
GILBERT	267,918	MARICOPA	169,353	112,383-179,812 (1)	102,550	82,790-124,185 (1)	190,000	127,936-204,698 (1)	179,267	122,330-195,728 (1)
GLENDALE	248,325	MARICOPA	183,612	124,950-187,425 (1)			187,425	124,950-187,425 (1)	187,425	124,950-187,425 (1)
SCOTTSDALE	241,361	MARICOPA	149,822	125,112-181,938 (1)	95,087	76,814-111,696 (2)	110,781	108,077-157,165 (1)	Vacant	144,830-210,600 (1)
PEORIA	190,985	MARICOPA	187,774	165,271-196,571 (1)	101,648	75,268-111,396 (1)	174,037	161,240-191,777 (1)	176,472	161,240-191,777 (1)
TEMPE	180,587	MARICOPA		N/A	86,686	73,543-98,548 (3)			181,266	143,264-191,974 (1)
SURPRISE	143,148	MARICOPA	140,000	108,854-163,281 (1)	91,412	71,427-107,141 (4)	185,464	128,586-192,879 (1)	185,464	128,586-192,879 (1)
YUMA	95,548	YUMA	132,000	113,397-158,603(1)	N/A	N/A	128,000	113,397-158,603(1)	132,843	113,397-158,603(1)
GOODYEAR	95,294	MARICOPA	171,954	124,859-185,355 (1)	100,374	68,848-102,205 (2)	184,999	124,859-185,355(1)	185,355	124,859-185,355 (1)
BUCKEYE	91,502	MARICOPA	175,864	126,734-202,758 (1)	110,344	90,501-135,762 (4)	166,358	110,136-176,176 (1)	176,176	110,136-176,176 (1)
AVONDALE	89,334	MARICOPA	148,926	135,969-197,155 (1)			190,053	135,969-197,155 (1)	180,707	135,969-197,155 (1)
FLAGSTAFF	76,831	COCONINO	Vacant	114,754-172,141 (1)	77,029	59,862-103,771 (3)	136,510	114,754-172,141 (1)	Vacant	114,754-172,141 (1)
QUEEN CREEK	59,519	MARICOPA/PINAL	167,259	111,506-167,259	95,181	80,374-116,542 (1)			165,000	140,466-210,698 (1)
MARICOPA	58,125	PINAL	152,000	123,578-182,401 (1)	122,634	96,780-142,847 (1)	147,682	123,578-182,401 (1)	96,750	85,646-126,413 (1)
LAKE HAVASU CITY	57,144	MOHAVE	N/A	88,845-129,711	92,462	80,576-117,638 (1)	144,246	113,376-165,525 (1)	144,246	113,376-165,525 (1)
CASA GRANDE	53,658	PINAL			Vacant	75,943-104,919 (2)	117,105	109,849-151,353 (1)	140,641	112,430-154,827 (1)
MARANA	51,908	PIMA/PINAL	138,023	114,699-177,783 (1)	94,500	78,146-117,218 (2)	138,023	114,699-177,783 (1)	139,111	114,699-177,783 (1)
ORO VALLEY	47,070	PIMA	138,102	97,618-146,427 (1)	101,811	72,844-109,266 (1)	134,864	124,516-186,744 (1)	133,225	112,940-169,410 (1)
PRESCOTT VALLEY	46,785	YAVAPAI	108,472	77,500-108,472 (1)	90,168	71,947-100,713 (1)			145,018	109,470-165,006 (1)
PRESCOTT	45,827	YAVAPAI		Public Works Director	100,627	77,691-116,537 (1)	134,789	Open (1)	113,925	Open (1)
SIERRA VISTA	45,308	COCHISE	121,368	94,528-141,792 (1)	95,524	68,213-119,343 (2)	140,234	111,563-167,344 (1)	144,664	111,563-167,344 (1)
BULLHEAD CITY	41,348	MOHAVE	NA	NA	75,638	57,683-85,600	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	140,679	104,603-151,496 (1)	140,679	104,603-151,496	137,003	121,091-175,375 (1)	Vacant	121,091-175,375 (1)
EL MIRAGE	35,805	MARICOPA	144,637	137,665-192,744 (1)	70,144	68,097-95,343 (1)			144,637	137,665-192,744 (1)
SAN LUIS	35,257	YUMA	N/A	N/A	N/A	N/A	86,507	86,507.00		
SAHUARITA	34,134	PIMA	91,141	80,713-121,070 (1)			107,141	98,107-147,161 (1)	123,235	98,107-147,161 (1)
KINGMAN	32,689	MOHAVE	113,680	89,115-123,133 (1)	68,848	63,332-85,431 (2-1 Vacant)	111,226	89,115-123,133 (1)	112,587	89,115-123,133 (1)
FLORENCE	26,785	PINAL	N/A	N/A	96,582	76,120-114,180 (1)	Vacant	90,483-135,724 (1)	131,115	97,440-146,160 (1)
FOUNTAIN HILLS	23,820	MARICOPA	143,910	106,963-152,957 (1)	110,240	90,923-130,020				
NOGALES	19,770	SANTA CRUZ	99,533	90,465-126,737 (1)	N/A	N/A	90,465	90,465-126,737 (1)	99,533	90,465-126,737 (1)
DOUGLAS	16,534	COCHISE					60,016	54,437 (1)	80,111	59,779-88,323 (1)
PAYSON	16,351	GILA	123,011	93,787-140,691 (1)	85,509	72,904-109,366 (1)	119,579	93,787-140,691 (1)	96,990	82,680-124,030 (1)
ELOY	15,635	PINAL			120,000	101,978-158,065	127,695	97,065-150,448	101,935	92,387-143,199
SOMERTON	14,197	YUMA					Vacant	76,774-115,161		
COOLIDGE	13,218	PINAL			Vacant	66,927-100,390	110,295	83,582-125,374 (1)	Vacant	83,582-125,374
CHINO VALLEY	13,020	YAVAPAI	87,740	71,267-93,508 (1)	108,975	90,957-119,342 (1)	87,298	86,625-113,660 (1)	113,286	86,625-113,660 (1)
PARADISE VALLEY	12,658	MARICOPA	156,919	117,689-156,919 (1)						106,748-142,330 (1)
CAMP VERDE	12,147	YAVAPAI	100,090	97,179-140,917 (1)	Vacant	69,064-100,148 (1)	77,979	59,660-86,512 (1)	106,433	92,552-134,207 (1)
COTTONWOOD	12,029	YAVAPAI	103,353	79,952-119,928 (1)	90,9448	72,519-108,779 (1)	85,579	79,952-119,928 (1)	95,251	92,555-138,832 (1)
SHOW LOW	11,732	NAVAJO	108,826	84,301-124,372	N/A	N/A	82,451	68,331-100,417	90,917	76,764-113,066
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	103,000	78,021-112,424 (1)	85,874	67,558-97,448 (2)	87,810	81,869-118,082 (1)	114,354	85,987-123,989 (1)
WINSLOW	9,005	NAVAJO	300,000	Contract	N/A	N/A	N/A	N/A	N/A	N/A



### SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	ENGINEER / ENGINEER DIRECTOR	ENGINEER / ENGINEER DIRECTOR	CIVIL ENGINEER (PE)	CIVIL ENGINEER (PE) (Salary Range)	PARKS & RECREATION DIRECTOR	PARKS & RECREATION DIRECTOR (Salary Range)	HUMAN RESOURCES DIRECTOR	HUMAN RESOURCES DIRECTOR (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI							87,963	74,422-110,406 (1)
PAGE	7,440	COCONINO	N/A	N/A	N/A	N/A	94,163	79,530-131,225 (1)	88,400	79,530-131,225 (1)
GLOBE	7,249	GILA	93,362	85,580-132,763					67,054	67,054-104,023
TOLLESON	7,216	MARICOPA	150,505	129,996-194,994 (1)			204,744	136,496-204,744 (1)	184,205	136,496-204,744 (1)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA			125,000	95,000-128,704	87,880	89,000-110,000	95,893	81,000-130,035
SNOWFLAKE	6,104	NAVAJO								Clerk
BENSON	5,355	COCHISE								
GUADALUPE	5,322	MARICOPA		Contract	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM	118,560	89,340-126,235 (1)			15,000	Contract		
BISBEE	4,923	COCHISE							54,100	44,390-66,585 (1)
CAVE CREEK	4,892	MARICOPA	123,256	103,083-153,176 (1)	n/a		n/a		n/a	
HOLBROOK	4,858	NAVAJO							67,808	67,808-94,996
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI		Contract			67,992	60,707-97,132 (1)	63,743	63,743-101,989 (1)
EAGAR	4,395	APACHE								
DEWEY-HUMBOLDT	4,326	YAVAPAI								
PINETOP-LAKESIDE	4,030	NAVAJO	65,707	50,204-73,305 (1)	NA	NA	70,075	47,813-71,719	59,779	45,536-68,304
TAYLOR	3,995	NAVAJO								
CLIFTON	3,933	GREENLEE	30,150	Contract (1) PT			37,521	28,000-40,000 (1)		
CAREFREE	3,690	MARICOPA	109,200	85,000 to 145,000 (1)	N/A	N/A	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ		Contract		Contract				
ST. JOHNS	3,417	APACHE								
WILLCOX	3,213	COCHISE	N/A		N/A		19,440	18,000-21,000 (1)	60,353	58,000-65,000 (1)
WILLIAMS	3,202	COCONINO		Contract	n/a		5,331	53,331-68,328	87,942	71,138-90,168
PIMA	2,847	GRAHAM								
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ		Contract		Contract				
SUPERIOR	2,407	PINAL	72,488	72,488 (1)			2,500	contract (1)		
WELLTON	2,375	YUMA								
GILA BEND	1,892	MARICOPA	Varies	Contract			52,915			
KEARNY	1,741	PINAL								
SPRINGERVILLE	1,717	APACHE	N/A	Contract		Contract	N/A	N/A	N/A	Town Clerk
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE								
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI								
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	COMMUNITY DEVELOPMENT DIRECTOR	COMMUNITY DEVELOPMENT DIRECTOR (Salary Range)	ECONOMIC DEVELOPMENT DIRECTOR	ECONOMIC DEVELOPMENT DIRECTOR (Salary Range)	LIBRARY DIRECTOR	LIBRARY DIRECTOR (Salary Range)	COURT ADMINISTRATOR	COURT ADMINISTRATOR (Salary Range)
PHOENIX	1,608,139	MARICOPA	194,334	114,338-194,334 (1)		103,542-176,072	168,313	103,542-176,072 (1)	112,577	79,581-127,712 (6)
TUCSON	542,629	PIMA	185,016	121,160-240,469 (1)	180,502	121,160-240,469 (1)			120,474	72,405-128,378 (1)
MESA	504,258	MARICOPA	144,706	117,665-158,412 (1)	202,176	150,217-202,176 (1)	131,019	117,665-158,412 (1)	129,334	106,724-143,665 (1)
CHANDLER	275,987	MARICOPA	184,861	139,894-199,849 (1)	194,774	139,894-199,849 (1)			142,800	104,719-146,604 (1)
GILBERT	267,918	MARICOPA	186,156	116,347-186,156 (1)	197,177	123,236-197,177 (1)			140,551	95,459-143,188 (1)
GLENDALE	248,325	MARICOPA			187,425	124,950-187,425 (1)	137,129	102,797-154,195 (1)	132,188	93,240-139,860 (1)
SCOTTSDALE	241,361	MARICOPA	177,736	144,830-210,600 (1)	163,197	119,184-173,306 (1)			Vacant	102,960-149,698 (1)
PEORIA	190,985	MARICOPA	187,431	161,240-191,777 (1)	183,600	161,240-191,777 (1)	157,306	157,306-187,100 (1)	112,527	98,758-146,162 (1)
TEMPE	180,587	MARICOPA	175,173	143,546-192,351 (1)	170,492	139,039-186,312 (1)			139,221	103,896-139,221 (1)
SURPRISE	143,148	MARICOPA	185,464	128,586-192,879 (1)	185,464	128,586-192,879 (1)			135,001	100,333 -150,499 (1)
YUMA	95,548	YUMA	115,000	113,397-158,603(1)	89,134	80,563-112,680(1)	N/A	N/A	113,397	113,397-158,603(1)
GOODYEAR	95,294	MARICOPA	185,355	124,859-185,355 (1)		124,859-185,355 (1)			127,342	101,347-150,450
BUCKEYE	91,502	MARICOPA	163,176	110,136-176,176 (1)	155,002	110,136-176,176 (1)			142,854	99,653-149,510 (1)
AVONDALE	89,334	MARICOPA	164,752	120,327- 174,474 (1)	182,701	135,969-197,155 (1)			150,485	120,327-174,474 (1)
FLAGSTAFF	76,831	COCONINO	143,187	114,754-172,141 (1)	153,712	114,754-172,141 (1)	Vacant	92,373-138,570 (1)	146,557	114,754-172,141 (1)
QUEEN CREEK	59,519	MARICOPA/PINAL	186,025	140,466-210,698 (1)	197,442	140,466-210,698 (1)				
MARICOPA	58,125	PINAL	128,354	123,578-182,401 (1)	128,354	123,578-182,401 (1)	67,075	67,073-99,000 (1)	153,000	109,361-161,417 (1)
LAKE HAVASU CITY	57,144	MOHAVE	125,702	113,376-165,525 (1)		N/A N/A	N/A	N/A	74,564	69,607-101,623 (1)
CASA GRANDE	53,658	PINAL	154,827	112,430-154,827 (1)	135,106	97,899-135,106 (1)	98,086	75,943-104,919(1)	82,523	72,613-100,205 (1)
MARANA	51,908	PIMA/PINAL	136,608	114,699-177,783 (1)	131,264	114,699-177,783 (1)			92,798	78,146-117,218 (1)
ORO VALLEY	47,070	PIMA	137,222	124,516-186,774 (1)						
PRESCOTT VALLEY	46,785	YAVAPAI	119,600	109,470-165,006 (1)					58,947	42,099-58,947 (1)
PRESCOTT	45,827	YAVAPAI	140,000	Open (1)			121,985	Open (1)		
SIERRA VISTA	45,308	COCHISE	148,949	111,563-167,344 (1)	139,360	103,045-154,567 (1)				
BULLHEAD CITY	41,348	MOHAVE	NA	NA	NA	NA	NA	NA	66,877	57,683-85,600 (1)
APACHE JUNCTION	38,499	MARICOPA / PINAL	121,091	121,091-175,375 (1)	140,428	121,091-175,375 (1)	124,118	121,091-175,375 (1)	80,198	64,217-93,005 (1)
EL MIRAGE	35,805	MARICOPA							93,903	93,903-131,473 (1)
SAN LUIS	35,257	YUMA								
SAHUARITA	34,134	PIMA			122,427	98,107-147,161 (1)			54,630	54,630-81,945 (1)
KINGMAN	32,689	MOHAVE	87,418	80,830-109,034 (1)	112,164	89,115-123,133 (1)	N/A	N/A	67,433	57,444-79,756 (1)
FLORENCE	26,785	PINAL	139,227	102,373-153,560 (1)	Vacant	97,440-146,160 (1)	N/A	N/A	66,040	59,465-89,197 (1)
FOUNTAIN HILLS	23,820	MARICOPA	130,585	122,046-174,526 (1)	130,000	114,062-163,109 (1)			90,610	89,324-127,733 (1)
NOGALES	19,770	SANTA CRUZ	N/A	N/A		N/A N/A	83,733	76,105-106,619 (1)	52,813	41,050-57,510 (1)
DOUGLAS	16,534	COCHISE	83,304	71,962-106,321 (1)	79,337	71,962-106,321 (1)	63,018	54,436-80,429 (1)		
PAYSON	16,351	GILA	114,878	93,787-140,691 (1)	77,625	64,272-96,408 (1)	105,414	82,680-124,030 (1)		
ELOY	15,635	PINAL	118,021	92,387-143,199					51,226	41,923-64,979
SOMERTON	14,197	YUMA	Vacant	82,677-124,016	72,368	76,774-115,161				
COOLIDGE	13,218	PINAL	117,686	96,930-145,395 (1)			Vacant	75,722-113,582	Vacant	75,722-113,582
CHINO VALLEY	13,020	YAVAPAI	136,757	100,280-131,576 (1)	93,612	71,267-93,508 (1)	114,220	86,625-113,660 (1)	64,581	58,631-76,930 (1)
PARADISE VALLEY	12,658	MARICOPA	170,783	136,240-181,653 (1)						
CAMP VERDE	12,147	YAVAPAI	97,198	92,552-134,207 (1)	107,140	83,947-121,731 (1)	99,528	76,143-110,413 (1)	80,558	65,775-95,379 (1)
COTTONWOOD	12,029	YAVAPAI	95,251	92,555-138,832 (1)	89,284	72,519-108,779 (1)	91,012	72,519-108,779 (1)	74,328	65,777-98,665 (1)
SHOW LOW	11,732	NAVAJO	101,483	82,347-124,372	91,374	62,296-91,374	70,013	63,750-93,544	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	132,475	108,722-148,574 (1)	124,045	95,160-134,826 (2)	N/A	N/A	73,315	55,578-80,184
WINSLOW	9,005	NAVAJO	N/A	N/A	88,359	68,707-104,546 (1)	57,204	49,842-75,840 (1)	N/A	N/A

### SUPERVISORY AND ADMINISTRATIVE POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	COMMUNITY DEVELOPMENT DIRECTOR	COMMUNITY DEVELOPMENT DIRECTOR (Salary Range)	ECONOMIC DEVELOPMENT DIRECTOR	ECONOMIC DEVELOPMENT DIRECTOR (Salary Range)	LIBRARY DIRECTOR	LIBRARY DIRECTOR (Salary Range)	COURT ADMINISTRATOR	COURT ADMINISTRATOR (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	111,842	99,154-149,594 (1)					79,810	71,802-105,435 (1)
PAGE	7,440	COCONINO	97,760	83,904-138,442 (1)					N/A	N/A
GLOBE	7,249	GILA			96,840	77,624-120,420	56,700	57,924-89,859		
TOLLESON	7,216	MARICOPA			200,243	136,496-204,744 (1)	146,409	129,996-194,994 (1)	97,040	83,088-124,632 (1)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA							86,108	67,855-97,794(1)
SNOWFLAKE	6,104	NAVAJO					54,920			
BENSON	5,355	COCHISE					44,748	37,727-56,591		
GUADALUPE	5,322	MARICOPA	47,282	43,497-61,962 (1)	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM								
BISBEE	4,923	COCHISE					50,024	24,542-44,390 (1)		
CAVE CREEK	4,892	MARICOPA	123,256	103,083-153,176 (1)	n/a		n/a		n/a	
HOLBROOK	4,858	NAVAJO					59,394	48,751-68,297		
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI	95,672	85,421-136,674 (1)						Contract
EAGAR	4,395	APACHE		52,547-76,160 (1)						
DEWEY-HUMBOLDT	4,326	YAVAPAI							25.59/hr	
PINETOP-LAKESIDE	4,030	NAVAJO	95,347	67,278-100,916 (1)	88,254	67,278-100,916	60,632	55,349-83,024	NA	NA
TAYLOR	3,995	NAVAJO								
CLIFTON	3,933	GREENLEE					42,304	30,000-45,000 (1)		
CAREFREE	3,690	MARICOPA	68,000	65,000-75,000 (1)	131,443	85,000 to 145,000 (1)	N/A	N/A	78,750	83,700 to 119,800 (1)
PARKER	3,417	LA PAZ	90,708	64,250-92,068 (1)			55,965	43,332-65,554 (1)	40,593	38,900-52,000 (1)
ST. JOHNS	3,417	APACHE	79,040	68,390-87,337						
WILLCOX	3,213	COCHISE	60,000	60,000-65,000 (1)	N/A	N/A	41,490	38,000-43,000 (1)		N/A
WILLIAMS	3,202	COCONINO	n/a		n/a		56,722	53,331-68,328	n/a	
PIMA	2,847	GRAHAM					43,764			
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ		Town Manager		Town Manager			46,571	43,908-53,435 (1)
SUPERIOR	2,407	PINAL					31,200	31,200 (1)		
WELLTON	2,375	YUMA	63,294							
GILA BEND	1,892	MARICOPA	100/hr	Contract						
KEARNY	1,741	PINAL					30,659			
SPRINGERVILLE	1,717	APACHE	Vacant	56,992-83,699 (1)	N/A	Town Manager	N/A	N/A		Contract
HUACHUCA CITY	1,626	COCHISE					39,520	37,000-45,000		
MIAMI	1,541	GILA	41,600	40,000-50,000 (1)	N/A	N/A	36,753	35,000-40,000 (1)	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE								
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI	47,655							
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	DEPUTY CLERK	DEPUTY CLERK (Salary Range)	MANAGEMENT ASSISTANT	MANAGEMENT ASSISTANT (Salary Range)	ADMINISTRATIVE ASSISTANT I	ADMINISTRATIVE ASSISTANT I (Salary Range)	EXECUTIVE ASSISTANT	EXECUTIVE ASSISTANT (Salary Range)
PHOENIX	1,608,139	MARICOPA	118,857	79,581-127,712 (3)	91,042	64,168-97,739 (97)	62,807	45,344-68,869 (127)	79,674	58,032-88,379 (2)
TUCSON	542,629	PIMA	93,038	72,405-128,378 (1)	63,003	48,485-86,362 (30)	44,635	32,448-48,859(71)	49,512	36,400-57,949 (8)
MESA	504,258	MARICOPA	92,907	78,405-118,678 (2)	74,101	56,980-84,346 (11)	46,719	37,652-54,359 (27)	107,649	72,749-107,649 (2)
CHANDLER	275,987	MARICOPA	99,375	71,286-99,787 (1)	59,696	48,402-65,354 (17)	47,674	39,811-53,747 (5)	70,803	58,160-79,126 (4)
GILBERT	267,918	MARICOPA	85,807	74,478-111,717 (1)			37,648	37,648-52,707 (1)	70,096	54,038-78,354 (1)
GLENDALE	248,325	MARICOPA	111,289	76,709-115,064 (1)	61,718	44,850-67,275 (24)	52,569	38,743-58,115 (27)		
SCOTTSDALE	241,361	MARICOPA	106,309	80,662-117,250 (1)	68,182	60,195-87,526 (2)	59,342	44,907-65,312 (8)	83,845	66,352-96,512 (1)
PEORIA	190,985	MARICOPA	88,000	79,079-117,036	62,255	48,258-71,423 (7)	42,339	34,128-49,342	58,793	45,934-67,982 (7)
TEMPE	180,587	MARICOPA	95,849	88,166-118,142 (1)	67,169	63,242-84,744 (1)	vacant	33,948-45,490 (0)	69,048	59,527-79,766 (8)
SURPRISE	143,148	MARICOPA	vacant	75,786-113,680 (1)			36,754	34,195-51,293 (2)	95,782	71,427-107,141 (2)
YUMA	95,548	YUMA	74,057	61,518-86,043(1)	N/A	N/A	48,838	38,628-54,029(24)	52,557	44,712-62,538(3)
GOODYEAR	95,294	MARICOPA	91,056	75,905-112,681 (1)	82,617	65,569-97,338 (10)	56,506	45,144-58,017 (17)	63,051	50,724-75,301 (2)
BUCKEYE	91,502	MARICOPA	91,354	82,306-123,490 (1)	81,946	68,037-102,066 (11)	50,119	38,438-57,637 (12)	78,166	56,181-84,323 (1)
AVONDALE	89,334	MARICOPA	96,000	86,990- 126,135 (1)			52,899	47,133-68,307 (13)	52,042	49,504-71,718 (1)
FLAGSTAFF	76,831	COCONINO	65,104	59,862-89,794 (1)					Vacant	44,804-67,205
QUEEN CREEK	59,519	MARICOPA/PINAL	70,841	57,305-83,093 (1)	84,495	70,743-102,576 (2)		49,929-69,900	78,429	57,305-83,093 (1)
MARICOPA	58,125	PINAL	84,307	59,357- 87,611 (1)			47,767	36,405-53,733 (2)		
LAKE HAVASU CITY	57,144	MOHAVE	49,739	44,862-65,497 (1)	65,995	54,545-79,635 (4)	42,034	33,486-48,888 (5)	62,926	54,545-79,635 (2)
CASA GRANDE	53,658	PINAL	61,175	53,829-74,285 (1)	63,164	53,829-74,285 (1)	46,433	40,869-56,381 (4)	52,979	45,871-63,243 (1)
MARANA	51,908	PIMA/PINAL	Vacant	61,746-92,619	75,206	69,155-103,733 (1)	39,313	31,833-46,159 (3)	49,370	42,118-61,071 (7)
ORO VALLEY	47,070	PIMA	65,599	62,925-94,388 (1)	79,282	62,925-94,388 (2)	48,225	43,901-65,852 (10)	57,337	51,768-77,653 (1)
PRESCOTT VALLEY	46,785	YAVAPAI	52,291	46,488-65,042 (1)			40,040	31,304-43,825 (2 FT, 3 PT)	61,922	44,242-61,922 (1)
PRESCOTT	45,827	YAVAPAI	56,753	Open (1)	59,397	58,055-87,083 (2)	41,634	38,192-57,289 (9)	54,075	48,744-73,117 (1)
SIERRA VISTA	45,308	COCHISE	68,349	49,784-72,526 (1)					64,501	49,784-72,526 (1)
BULLHEAD CITY	41,348	MOHAVE	52,738	50,217-74,534 (1)	NA	NA	53,227	39,582-58,760	56,742	41,184-61,131
APACHE JUNCTION	38,499	MARICOPA / PINAL	70,926	61,159-88,577 (1)	58,975	58,247-84,359 (2)	45,647	39,436-57,116 (6)	50,315	50,315-72,883 (1)
EL MIRAGE	35,805	MARICOPA					53,901	46,779-65,495 (1)	Vacant	52,345-73,288
SAN LUIS	35,257	YUMA	70,491	64,987-97,480 (1)			27,217	35,245-50,752 (2)	48,464	44,387-66,580 (1)
SAHUARITA	34,134	PIMA	65,756	57,361-86,042 (1)	59,800	52,028-78,043 (1)	44,616	38,824-58,237 (2)	49,026	42,804-64,206 (1)
KINGMAN	32,689	MOHAVE	47,128	40,824-57,444 (1)	N/A	N/A	38,919	33,586-47,643 (9)	N/A	N/A
FLORENCE	26,785	PINAL	51,412	48,806-73,208 (2)	N/A	N/A	45,662	37,197-55,795 (6)	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA			70,000	64,648-92,447 (1)	62,483	51,771-74,027 (2)	77,479	64,813-92,683 (1)
NOGALES	19,770	SANTA CRUZ	N/A	N/A			37,671	29,778-41,719 (4)	38,609	29,778-41,719 (2)
DOUGLAS	16,534	COCHISE	53,229	39,718-58,687 (1)			38,448	30,944-49,710 (6)	33,646	33,646-49,710 (1)
PAYSON	16,351	GILA	59,820	46,925-70,387 (1)						
ELOY	15,635	PINAL					42,887	36,150-56,031 (4)		
SOMERTON	14,197	YUMA	57,429	46,853-70,279			33,176	30,791-46,187 (4)		
COOLIDGE	13,218	PINAL					47,198	38,875-58,313 (5)	Vacant	43,984-65,976
CHINO VALLEY	13,020	YAVAPAI	45,406	37,794-49,589 (1)	62,735	58,631-76,930 (1)	39,489	35,995-47,228 (2)	45,011	37,794-49,589 (3)
PARADISE VALLEY	12,658	MARICOPA			66,497	59,441-79,255 (1)	57,553	49,135-65,513 (2)	70,800	62,413-83,217 (1)
CAMP VERDE	12,147	YAVAPAI	68,765	44,519-64,556 (1)	NA	NA	39,031	31,639-45,878 (2)	NA	NA
COTTONWOOD	12,029	YAVAPAI	50,710	46,746-70,120 (1)	VACANT	49,084-73,626	44,175	33,222-49,833 (3)	55,604	51,538-77,307 (1)
SHOW LOW	11,732	NAVAJO	56,160	51,875-75,733	N/A	N/A		37,106-53,578 (2)	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	53,997	50,149-72,675	N/A	N/A	47,600	39,541-56,930 (6)	56,503	43,555-62,744 (2)
WINSLOW	9,005	NAVAJO	N/A	N/A	N/A	N/A	36,916	32,756-49,842 (3)	49,598	38,936-59,246 (1)

### BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	DEPUTY CLERK	DEPUTY CLERK (Salary Range)	MANAGEMENT ASSISTANT	MANAGEMENT ASSISTANT (Salary Range)	ADMINISTRATIVE ASSISTANT I	ADMINISTRATIVE ASSISTANT I (Salary Range)	EXECUTIVE ASSISTANT	EXECUTIVE ASSISTANT (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	40,622	36,275-49,462 (1)	52,656	46,467-66,310 (2)	40,373	39,229-59,654 (2)		
PAGE	7,440	COCONINO	55,910	37,596-60,137 (1)	N/A	N/A	43,888	33,768-52,349 (1)	53,387	41,815-66,929 (3)
GLOBE	7,249	GILA	52,539	52,539-81,505			43,224	43,224-67,054 (2)	41,165	39,205-60,820
TOLLESON	7,216	MARICOPA	89,552	75,261-105,365 (1)			63,003	53,659-75,123 (8)	74,727	61,435-86,009 (1)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	64,798	45,243-64,798					54,712	51,840-60,000
SNOWFLAKE	6,104	NAVAJO								
BENSON	5,355	COCHISE	38,274	37,727-56,591			39,111	37,727-56,591		
GUADALUPE	5,322	MARICOPA	23,350	(1)	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM	74,880	57,589-81,372 (1)			57,879	49,748-70,292 (2)		
BISBEE	4,923	COCHISE	39,000	25,785-38,677			32,835	31,200-41,200 (5)		
CAVE CREEK	4,892	MARICOPA	n/a		n/a		54,513	35,239-52,363 (2)	n/a	
HOLBROOK	4,858	NAVAJO								
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI		43,144-69,030 (0)	45,732	43,144-69,030 (1)	32,194	32,194-51,511 (1)		
EAGAR	4,395	APACHE								
DEWEY-HUMBOLDT	4,326	YAVAPAI					20.40/hr			
PINETOP-LAKESIDE	4,030	NAVAJO	49,150	52,714-79,071	NA	NA	NA	NA	NA	NA
TAYLOR	3,995	NAVAJO								
CLIFTON	3,933	GREENLEE	39,727	38,000-50,000						
CAREFREE	3,690	MARICOPA	44,100	42,000-48,000 (1)	N/A	N/A	43,680	35,500-45,750 (1)	N/A	N/A
PARKER	3,417	LA PAZ					48,244	30,795-46,580 (2)		
ST. JOHNS	3,417	APACHE					39,250	35,360-45,156		
WILLCOX	3,213	COCHISE	N/A	N/A	51,521	48,000-55,000 (1)	40,893	38,500-42,000 (4)	N/A	N/A
WILLIAMS	3,202	COCONINO	56,014	48,484-62,026 (1)	n/a		n/a		56,014	48,485-62,026
PIMA	2,847	GRAHAM					26,520			
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ					53,330	43,908-62,587 (4)		
SUPERIOR	2,407	PINAL					31,200	(1)		
WELLTON	2,375	YUMA	55,036							
GILA BEND	1,892	MARICOPA	40,788							
KEARNY	1,741	PINAL								
SPRINGERVILLE	1,717	APACHE	N/A	N/A	N/A	N/A	46,218	30,888-45,364.80 (2)	N/A	N/A
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE								
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI	44,100							
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

									ASSISTANT /	
	POPULATION			ACCOUNTANT I	BUDGET	BUDGET ANALYST	ACCOUNT	ACCOUNT CLERK	DEPUTY	ASSISTANT / DEPUTY
CITY/TOWN	(2020 Census)	COUNTY	ACCOUNTANT I	(Salary Range)	ANALYST	(Salary Range)	CLERK	(Salary Range)	POLICE CHIEF	POLICE CHIEF (Salary Range)
PHOENIX	1,608,139	MARICOPA	57,897	45344-68869 (50)	83,834	58032-88379 (25)	40,572	31595-43493 (5)		207022-238077
TUCSON	542,629	PIMA	79,986	53,206-94,682 (4)	59,959	47,486-79,206 (1)	42,565	31,304-45,323 (18)	122,928	144,154-165,381
MESA	504,258	MARICOPA	57,264	49,227-72,858 (2)		59,819-88,561 (0)		33,284-46,956 (0)	185,576	175,337-202,176 (4)
CHANDLER	275,987	MARICOPA			83,079	66,590-92,262 (1)	54,288	41,808-56,451 (3)	183,136	183,136 (2)
GILBERT	267,918	MARICOPA	57,000	54,922-79,636 (1)	98,448	58,674-117,864 (4)	0	38,059-53,283 (0)	170,370	116,394-186,231 (2)
GLENDALE	248,325	MARICOPA	69,893	51,919-77,879 (5)	80,981	66,264-99,396 (2)	55,436	38,743-48,429 (10)	182,752	124,950-187,425 (2)
SCOTTSDALE	241,361	MARICOPA	71,833	54,600-79,373 (2)	91,972	73,174-106,392 (4)	58,503	42,786-62,192 (3)	191,027	185,994-205,067 (2)
PEORIA	190,985	MARICOPA	58,344	55,966-82,829	61,474	60,269-89,198	52,794	40,568-58,651	180,583	173,638-187,100(2)
TEMPE	180,587	MARICOPA		59,448-79,660 (0)	vacant	66,246-88,769 (0)			183,329	136,813-183,329 (2)
SURPRISE	143,148	MARICOPA	91,752	62,920-94,390 (2)	83,269	71,427-107,141 (3)	51,300	41,558-62,358 (3)	182,296	128,586-192,879 (1)
YUMA	95,548	YUMA	63,380	57,126-79,900(3)	65,520	58,554-81,898(1)	39,549	34,996-48,948(1)	135,008	110,844-155,033(1)
GOODYEAR	95,294	MARICOPA	83,306	65,569-97,338 (2)	91,812	72,290-107,315 (3)	56,246	42,994-63,826 (3)	155,155	137,175-175,580 (2)
BUCKEYE	91,502	MARICOPA	66,352	61,859-92,830 (1)	85,613	68,037-102,066 (2)	54,007	42,224-63,315 (2)	172,111	110,136-176,176 (1)
AVONDALE	89,334	MARICOPA	74,575	58,116-84255 (2)	63,000	58,116- 84,255 (1)	60,830	42,120-61,110 (2)	170,000	120,327- 174,474 (1)
FLAGSTAFF	76,831	COCONINO	66,297	51,792-83,533 (3) (1 vacancy)	vacant	59,862-89,794	53,581	38,064-57,096 (1)	142,646	112,320-162,843 (2)
QUEEN CREEK	59,519	MARICOPA/PINAL	85,437	70,743-102,576 (3)	87,631	70,743-102,576 (3)	46,916	45,760-64,063 (1)		
MARICOPA	58,125	PINAL	61,536	52,528-77,532 (1)	69,875	59,357-87,611 (1)				
LAKE HAVASU CITY	57,144	MOHAVE	70,437	57,266-83,607 (2)	64,783	54,545-79,635 (1)	46,548	44,862-65,497 (2)	N/A	N/A
CASA GRANDE	53,658	PINAL	60,105	56,381-77,716 (2)	62,058	56,381-77,716 (1)	38,058	37,251-51,393 (3)	130,533	97,899-135,106 (2)
MARANA	51,908	PIMA/PINAL	47,858	34,062-49,391 (1)	78,030	61,746-92,619 (1)				
ORO VALLEY	47,070	PIMA	70,310	59,929-89,893 (2)	78,385	66,071-99,107 (1)	57,077	43,901-65,852 (1)	164,983	113,005-169,507 (1)
PRESCOTT VALLEY	46,785	YAVAPAI					42,796	37,211-52,104 (2)		
PRESCOTT	45,827	YAVAPAI	53,350	54,769-82,154 (1)	84,485	61,539-92,308 (1)	34,634	32,992-49,488 (4.5)	131,609	Open (1)
SIERRA VISTA	45,308	COCHISE	64,473	59,027-92,081 (3)	70,970	65,722-102,317 (1)	Vacant	32,091-46,751	134,909	109,221-156,376 (1)
BULLHEAD CITY	41,348	MOHAVE	NA	NA	NA	NA	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	58,247	58,247-84,364 (2)			44,667	39,436-57,116 (2)		
EL MIRAGE	35,805	MARICOPA	76,974	68,097-95,343 (2)	76,793	74,553-104,381 (1)	49,545	41,213-57,702 (1) PT	151,431	113,253-158,566 (1)
SAN LUIS	35,257	YUMA	52,000	48,825-73,238 (1)			38,846	37,712-54,305 (5)		
SAHUARITA	34,134	PIMA	56,493	44,944-67,416 (1)			44,512	36,682-51,355 (1)		
KINGMAN	32,689	MOHAVE	47,260	47,259-66,499 (2-1 Vacant)	56,967	52,104-73,315 (1)	38,311	33,586-47,643 (2)	114,786	108,197-127,672 (2)
FLORENCE	26,785	PINAL	44,362	37,197-55,795 (4)	N/A	N/A	N/A	N/A	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA	59,826	59,826-85,551 (1)			47,091	39,728-56,805 (2)		
NOGALES	19,770	SANTA CRUZ	42,284	41,050-57,510 (1)	N/A	N/A	N/A	N/A	99,533	90,465-126,737 (1)
DOUGLAS	16,534	COCHISE	45,088	33,646-49,710 (1)			42,444	30,944-47,665 (2)		
PAYSON	16,351	GILA			67,746	53,206-79,810 (1)				
ELOY	15,635	PINAL					36,500	34,408-53,332 (2)		
SOMERTON	14,197	YUMA								
COOLIDGE	13,218	PINAL					34,360	34,360-51,540 (1)		
CHINO VALLEY	13,020	YAVAPAI	59,675	48,236-63,290 (1)	67,544	58,631-76,930 (1)	47,986	37,794-49,589 (1)		
PARADISE VALLEY	12,658	MARICOPA								
CAMP VERDE	12,147	YAVAPAI	52,790	49,083-71,173 (2)	NA	NA	37,689	36,626-53,111 (1)	Na	NA
COTTONWOOD	12,029	YAVAPAI			73,625	49,084-73,626 (1)	40,123	33,222-49,833 (4)		
SHOW LOW	11,732	NAVAJO	N/A	N/A	N/A	N/A	35,360	34,007-48,931	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	61,838	50,419-72,675 (1)	76,000	61,256-88,379 (1)	50,204	39,541-59,862 (3)	116,600	115,128-129,480 (1)
WINSLOW	9,005	NAVAJO	N/A	N/A	59,246	59,246-90,150 (1)	38,758	37,060-56,391 (2)	N/A	N/A

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	ACCOUNTANT I (Salary Range)	BUDGET ANALYST	BUDGET ANALYST (Salary Range)	ACCOUNT CLERK	ACCOUNT CLERK (Salary Range)	ASSISTANT / DEPUTY POLICE CHIEF	ASSISTANT / DEPUTY POLICE CHIEF (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	63,918	52,104-76,586		40,373	35,443-50,170 (2)		
PAGE	7,440	COCONINO	N/A	N/A	58,011	39,651-63,447 (1)	42,609	33,768-52,349 (3)	N/A N/A
GLOBE	7,249	GILA	50,037	50,037-77,624			33,139	30,718-47,654 (2)	
TOLLESON	7,216	MARICOPA					52,000	46,868-65,616 (1)	136,495 129,996-194,994 (1)
YOUNGTOWN	7,056	MARICOPA							
LITCHFIELD PARK	6,847	MARICOPA						N/A	N/A
SNOWFLAKE	6,104	NAVAJO				40,580			
BENSON	5,355	COCHISE				33,993	26,030-39,045		
GUADALUPE	5,322	MARICOPA	NA	NA	NA	57,656	24,151-34,535 (1)	NA	NA
THATCHER	5,231	GRAHAM				60,570	49,748-70,292 (1)		
BISBEE	4,923	COCHISE	43,680	33,832-50,748 (2)		33,800	31,200-41,200 (2)		
CAVE CREEK	4,892	MARICOPA	77,380	66,448-98,739 (1)	N/A	n/a		N/A	N/A
HOLBROOK	4,858	NAVAJO							
SOUTH TUCSON	4,613	PIMA							
CLARKDALE	4,424	YAVAPAI	63,743		63,743-101,989 (1)				
EAGAR	4,395	APACHE		33,872-49,093 (1)					
DEWEY-HUMBOLDT	4,326	YAVAPAI		Contract					
PINETOP-LAKESIDE	4,030	NAVAJO	59,779	45,536-68,304 (1)	NA	NA	NA	NA	NA
TAYLOR	3,995	NAVAJO				36,067	(2)		
CLIFTON	3,933	GREENLEE				34,403	28,000-40,000		
CAREFREE	3,690	MARICOPA	97,065	85,000-105,000	Contract	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ				47,960	35,569-53,801 (1)		
ST. JOHNS	3,417	APACHE				41,371	33,257-42,819		
WILLCOX	3,213	COCHISE	N/A	N/A	N/A	43,659	38,250-45,500 (3)	N/A	N/A
WILLIAMS	3,202	COCONINO	N/A	N/A	N/A		43,971-56,160	N/A	N/A
PIMA	2,847	GRAHAM						59,470	
STAR VALLEY	2,484	GILA							
COLORADO CITY	2,478	MOHAVE							
QUARTZSITE	2,413	LA PAZ				39,665	36,108-43,118 (3)		
SUPERIOR	2,407	PINAL				37,440	37,440 (1)		
WELLTON	2,375	YUMA							
GILA BEND	1,892	MARICOPA				44,397	38,563-50,232 (2)		
KEARNY	1,741	PINAL							
SPRINGERVILLE	1,717	APACHE	42,744	35,797-52,562 (1)	N/A	N/A	39,124	30,888-45,365 (1)	N/A N/A
HUACHUCA CITY	1,626	COCHISE							
MIAMI	1,541	GILA	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO							
TOMBSTONE	1,308	COCHISE				42,245	39,832-49,005		
MAMMOTH	1,076	PINAL							
PATAGONIA	804	SANTA CRUZ							
DUNCAN	694	GREENLEE							
TUSAYAN	603	COCONINO							
HAYDEN	512	GILA							
JEROME	464	YAVAPAI	56,000			35,240			
WINKELMAN	296	GILA/PINAL							

DID NOT PARTICIPATE IN SURVEY



# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	POLICE CAPTAIN / COMMANDER	POLICE CAPTAIN / COMMANDER (Salary Range)	POLICE LIEUTENANT	POLICE LIEUTENANT (Salary Range)	POLICE SERGEANT	POLICE SERGEANT (Salary Range)	POLICE OFFICER	POLICE OFFICER (Salary Range)
PHOENIX	1,608,139	MARICOPA	167,762	167,274-209,102 (24)	143,276	138,840-167,274 (85)	114,028	105,976-138,528 (355)	86,900	72,779-105,539 (2106)
TUCSON	542,629	PIMA	136,295	117,250-144,248 (13)	114,758	106,059-122,803 (28)	89,262	79,664-90,522 (28)	61,366	54,517-76,690 (176)
MESA	504,258	MARICOPA	155,062	144,842-166,988 (11)	135,687	124,640-137,373 (33)	106,790	97,013-113,196 (108)	78,289	63,052-88,058 (615)
CHANDLER	275,987	MARICOPA	161,151	156,612-165,691 (6)	133,702	125,050-137,883 (17)	111,550	96,491-119,122 (44)	83,616	63,440-91,915 (258)
GILBERT	267,918	MARICOPA	158,142	105,035-168,057 (4)	130,153	117,478-135,990 (14)	103,874	92,061-111,883 (40)	77,598	60,965-85,800 (261)
GLENDALE	248,325	MARICOPA	170,811	119,000-178,500 (5)	142,212	97,902-146,853 (17)	110,722	102,139-112,610 (56)	81,807	61,707-86,828 (287)
SCOTTSDALE	241,361	MARICOPA	160,680	160,680-177,154 (7)	144,260	132,205-153,026 (17)	116,013	98,654-125,902 (60)	89,235	66,768-93,954 (307)
PEORIA	190,985	MARICOPA	156,526	142,512-165,369 (2)	129,041	118,009-135,726 (11)	97,622	86,263-106,755 (27)	79,968	57,954-81,534 (165)
TEMPE	180,587	MARICOPA	188,870	150,434-163,902 (5)	146,388	128,565-131,810 (11)	126,539	102,900-117,426 (51)	88,220	66,652-90,002 (269)
SURPRISE	143,148	MARICOPA	161,580	149,105-172,853 (4)	129,537	124,903-140,580 (10)	106,269	91,125-116,334 (24)	78,164	61,007-85,855 (112)
YUMA	95,548	YUMA	117,384	97,969-137,026(3)	102,012	88,927-124,378(7)	87,185	77,805-94,662(19)	62,191	53,092-74,813(115)
GOODYEAR	95,294	MARICOPA			128,979	118,286-137,175	97,063	84,287-107,574 (22)	77,703	58,197-81,889 (91)
BUCKEYE	91,502	MARICOPA	160,659	110,136-176,176 (2)	137,952	125,986-146,058 (3)	114,723	98,384-124,114 (15)	82,542	63,419-91,998 (88)
AVONDALE	89,334	MARICOPA			140,545	102,293-148,324 (6)	104,550	92,290-115,274 (21)	72,200	63,336-91,707 (117)
FLAGSTAFF	76,831	COCONINO			115,357	92,040-119,642 (4)	98,141	76,440-99,361 (15)	68,065	52,978-85,218 (97) (5 vacancies)
QUEEN CREEK	59,519	MARICOPA/PINAL			119,781	115,917-134,189 (3)	98,774	90,824-110,397 (10)	78,380	60,816-86,499 (56)
MARICOPA	58,125	PINAL	142,847	96,780-142,847 (1)	125,365	85,646-126,413 (4)	89,301	91,052-114,951 (3)	77,176	58,698-82,594 (52)
LAKE HAVASU CITY	57,144	MOHAVE	138,251	97,951-143,005 (2)	110,282	90,452-127,592 (4)	92,832	77,341-98,399 (11)	67,442	57,159-83,451 (58)
CASA GRANDE	53,658	PINAL			109,142	91,282-126,067 (3)	92,894	74,285-102,569 (11)	67,288	56,381-77,716 (58)
MARANA	51,908	PIMA/PINAL	126,011	107,321-148,052 (2)	112,972	97,565-130,747 (4)	88,839	82,777-100,615 (16)	71,144	58,426-82,212 (67)
ORO VALLEY	47,070	PIMA	142,953	107,624-161,436 (2)	121,382	92,969-139,454 (5)	93,735	82,728-100,728 (15)	69,166	57,263-83,283 (66)
PRESCOTT VALLEY	46,785	YAVAPAI	126,693	92,102-128,939 (2)	110,318	82,430-128,939 (4)	86,891	79,726-105,061 (11)	68,704	55,120-67,059 (50)
PRESCOTT	45,827	YAVAPAI			107,931	93,413-140,119 (3)	90,938	77,691-116,537 (10)	64,524	58,055-87,083 (69)
SIERRA VISTA	45,308	COCHISE	121,337	101,527-143,872 (2)	114,761	91,374-121,663 (3)	92,622	74,669-104,554 (6)	65,437	54,013-80,420 (38)
BULLHEAD CITY	41,348	MOHAVE	120,479	87,376-129,744	95,000	76,066-112,965 (5)	95,451	71,802-94,074 (9)		54,642-78,770 (34)
APACHE JUNCTION	38,499	MARICOPA / PINAL	126,851	109,833-159,772 (3)	113,451	94,878-138,017 (3)	94,042	85,924-104,436 (10)	74,089	56,888-80,080 (43)
EL MIRAGE	35,805	MARICOPA			123,820	99,058-138,691 (3)	96,845	85,946-104,478 (8)	71,282	54,246-80,142 (43)
SAN LUIS	35,257	YUMA			82,631	78,634-117,951 (3)	67,543	64,987-97,480 (8)	52,795	48,825-73,238 (28)
SAHUARITA	34,134	PIMA	127,267	98,107-147,161 (2)	111,347	88,986-133,479 (4)	83,834	69,723-104,585 (8)	63,460	54,630-81,945 (34)
KINGMAN	32,689	MOHAVE	N/A	N/A	92,226	85,545-106,075 (3)	72,131	64,806-85,545 (8)	55,717	47,260-66,129 (33-Multiple Vacancies)
FLORENCE	26,785	PINAL	108,206	88,276-132,414 (1)	N/A	N/A	89,277	72,452-108,678 (5)	70,935	58,015-87,022 (23)
FOUNTAIN HILLS	23,820	MARICOPA								
NOGALES	19,770	SANTA CRUZ	N/A	N/A	77,754	70,670-99,006 (3)	65,411	59,452-83,290 (5)	46,168	44,207-61,931 (38)
DOUGLAS	16,534	COCHISE			91,377	66,525-98,286 (2)	68,779	53,639-79,250 (5)	52,857	44,487-65,728 (24)
PAYSON	16,351	GILA	120,224	93,787-140,691 (1)			88,196	72,407-93,504 (5)	57,808	52,619-73,813 (17)
ELOY	15,635	PINAL					77,408	62,234-96,462 (5)	62,527	48,617-75,356 (20)
SOMERTON	14,197	YUMA	83,886	74,901-112,352 (1)	78,478	63,012-94,518 (1)	54,607	51,717-77,5753 (3)	46,837	44,595-66,893 (10)
COOLIDGE	13,218	PINAL	101,789	83,582-125,374 (1)			80,102	65,294-97,942 (6)	55,971	51,008-76,512
CHINO VALLEY	13,020	YAVAPAI			94,067	55,300-70,231 (2)	78,087	70,561-92,582 (5)	64,270	55,300-70,231 (18)
PARADISE VALLEY	12,658	MARICOPA	147,316	133,127-164,765 (3)			116,513	109,058-119,170 (5)	91,267	70,000-94,074 (17)
CAMP VERDE	12,147	YAVAPAI	94,993	88,144-127,817(2)	vacant	79,590-115,934	73,752	65,775-95,379 (5)	15,893	51,536-74,732 (23)
COTTONWOOD	12,029	YAVAPAI	97,899	88,147-132,221 (2)			87,070	65,777-98,665 (8)	63,531	51,538-77,307 (24)
SHOW LOW	11,732	NAVAJO	118,040	88,358-130,458 (2)	98,446	82,347-122,440 (2)	80,600	68,331-100,417 (5)	64,792	51,875-75,733 (18)
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	N/A	N/A	99,190	98,509-113,048 (1)	88,476	81,328-95,597 (6)	67,401	58,406-80,163 (13)
WINSLOW	9,005	NAVAJO	N/A	N/A	96,151	83,713-127,379 (2)	79,829	73,990-112,585 (5)	61,052	51,088-94,714 (13)

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	POLICE CAPTAIN / COMMANDER	POLICE CAPTAIN / COMMANDER (Salary Range)	POLICE LIEUTENANT	POLICE LIEUTENANT (Salary Range)	POLICE SERGEANT	POLICE SERGEANT (Salary Range)	POLICE OFFICER	POLICE OFFICER (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI			93,018	85,342-112,819	77,230	71,802-105,435	59,904	54,704-79,997 (11)
PAGE	7,440	COCONINO	94,640	75,384-124,384	86,202	64,198-105,927	72,228	57,671-92,282	55,919	51,830-82,915 (12)
GLOBE	7,249	GILA	81,505	77,624-120,420	73,927	70,407-109,224	63,861	60,820-94,352 (4)	53,975	47,654-73,927 (14)
TOLLESON	7,216	MARICOPA			121,334	110,059-154,082 (1)	101,956	84,804-118,726 (5)	77,729	62,329-90,377 (20)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SNOWFLAKE	6,104	NAVAJO			83,699		68,390			50,835-61,339 (7)
BENSON	5,355	COCHISE					67,061	49,695-74,543 (2)	54,970	43,752-65,628
GUADALUPE	5,322	MARICOPA	NA	NA	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM					89,712	63,492-89,713 (2)	75,681	57,589-81,372 (9)
BISBEE	4,923	COCHISE					51,448	41,600-62,003 (2)	39,520	37,440-55,033
CAVE CREEK	4,892	MARICOPA	n/a		n/a		N/A	N/A	N/A	N/A
HOLBROOK	4,858	NAVAJO			70,217	58,558-82,038	59,476	58,558-70,298	47,538	45,304-63,469
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI					72,929	68,660-97,132 (2)	59,821	53,500-76,105
EAGAR	4,395	APACHE						52,547-76,160 (1)		43,230-62,657 (4)
DEWEY-HUMBOLDT	4,326	YAVAPAI								
PINETOP-LAKESIDE	4,030	NAVAJO	99,091	92,000-123,729 (1)	NA	NA		68,557-92,201		50,789-73,304 (12)
TAYLOR	3,995	NAVAJO								
CLIFTON	3,933	GREENLEE					60,715	45,000-64,000	47,840	40,000-50,000 (4)
CAREFREE	3,690	MARICOPA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ			84,905	70,000-105,881 (1)	69,097	52,670-79,668 (1)	49,922	40,973-65,745 (8)
ST. JOHNS	3,417	APACHE					54,101	41,454-52,939 (2)	44,408	42,744-54,586 (3)
WILLCOX	3,213	COCHISE	N/A	N/A	N/A	N/A	59,834	58,500-62,500 (2)	49,905	47,000-52,250 (7)
WILLIAMS	3,202	COCONINO	n/a		85,717	70,138-90,168	66,150	64,147-82,368 (2)	58,619	53,331-68,328 (6)
PIMA	2,847	GRAHAM								
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ			71,510	71,510-78,145 (1)	vacant	64,854-75,192	60,463	56,035-68,203 (9)
SUPERIOR	2,407	PINAL					52,000	52,000 (3)	41,600	416,00- 45,760 (5)
WELLTON	2,375	YUMA			53,414		46,779		44,720	
GILA BEND	1,892	MARICOPA								
KEARNY	1,741	PINAL					46,197		42,037	41,600-42,473 (4)
SPRINGERVILLE	1,717	APACHE	N/A	N/A	N/A	N/A	57,533	52,645-77,314 (1)	49,754	44,200-64,917 (5)
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA	N/A	N/A	N/A	N/A	41,600	40,000-45,000 (1)	36,600	36,000-38,000 (4)
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE					49,754	48,298-57,678	43,347	40,560-48,443
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI			60,944					50,000-57,000 (5)
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	POLICE DISPATCHER	POLICE DISPATCHER (Salary Range)	FIRE CAPTAIN	FIRE CAPTAIN (Salary Range)	FIREFIGHTER R	FIREFIGHTER (Salary Range)	VOLUNTEER FIREFIGHTER	VOLUNTEER FIREFIGHTER (Salary Range)
PHOENIX	1,608,139	MARICOPA	62,995	50149-73757 (115)	90,956	54853-92517 (62)	58,483	49693-72459 (371)		
TUCSON	542,629	PIMA	55,171	36400.00-57948.80 (46)	90,733	68161.60-76128 (85)	55,180	48,526.40-68,619.20 (154)		
MESA	504,258	MARICOPA	63,443	55014-78505 (37)	96,332	88886-97977 (108)	62,905	53311-74131 (168)		
CHANDLER	275,987	MARICOPA	60,237	54350-72322 (24)	98,810	93363-100320 (51)	66,857	54104-75673 (119)		
GILBERT	267,918	MARICOPA	66,059	43,451.20-80,849.60 (38)	101,165	91,902.72-101,328.86 (56)	62,357	53,318.72-75,033.50 (102)		
GLENDALE	248,325	MARICOPA	54,974	47091.98-70638.10 (30)	90,949	82958.98-91476.06 (66)	63,104	47292.96-69871.10 (104)		
SCOTTSDALE	241,361	MARICOPA	60,879	49,504.00-71,988.80 (40)	105,794	73,174.40-106,392.00 (71)	62,709	52,000.00-75,608.00 (133)		
PEORIA	190,985	MARICOPA	57,086	48,222-73,878 (23)	109,954	85,345-96,776 (40)	70,192	52,361-72,342 (126)		
TEMPE	180,587	MARICOPA	63,924	48,996-65,654 (2)	109,563	106,061-106,061 (12)	74,013	57,895-77,585 (79)		
SURPRISE	143,148	MARICOPA	64,786	49,299.33-69385.06 (20)	108,829	92,310.40-116,247.04 (37)	71,557	56,580.16-86,864.96 (73)		
YUMA	95,548	YUMA	45,412	41,600-58,183(35)	80,197	73,512-90,411(26)	56,023	50,029-65,277(69)	N/A	N/A
GOODYEAR	95,294	MARICOPA	56,860	47,853-71,038 (16)	93,840	85,496-94,348 (33)		52,124-70,091 (47)		
BUCKEYE	91,502	MARICOPA	61,998	51043-76554 (12)	111,166	98232-113715 (23)	74,063	60071-84525 (42)		
AVONDALE	89,334	MARICOPA	59,496	46300.80-68307.20 (15)	73,813	87127.04-98017.92 (20)	42,040	51658.88-68373.76 (46)		
FLAGSTAFF	76,831	COCONINO	51,015	48,172.80-72,259.20 (21)	86,139	70,062.72-90,417.60 (24)	56,183	50,872.64-70,907.20 (41)		
QUEEN CREEK	59,519	MARICOPA/PINAL			112,962	94,881.41-105,668.37 (18)	67,033	55,475.19-78,059.17 (36)		
MARICOPA	58,125	PINAL	58,613	48942-68612 (8)	95,437	76798-97173 (18)	68,711	50725-75086 (27)		
LAKE HAVASU CITY	57,144	MOHAVE	43,513	42,740.88-62,400.390488	96,556	73,812.68-100,599.11 (18)	61,363	51,797.05-75,622.13 (33)	N/A	N/A
CASA GRANDE	53,658	PINAL	49,904	43839-60403 (15)	70,963	74285-102569 (12)	40,904	52561-72613 (36)		
MARANA	51,908	PIMA/PINAL	47,476	42118-61071 (11)						
ORO VALLEY	47,070	PIMA	46,489	43,901-65,852 (9)						
PRESCOTT VALLEY	46,785	YAVAPAI								
PRESCOTT	45,827	YAVAPAI	53,053	46423-69635 (17)	84,853	73294-109940 (16)	52,375	48744-73117 (23)		
SIERRA VISTA	45,308	COCHISE	48,872	42,567-67,130 (8)	79,378	67,934-91,431 (9)	52,654	48,409-70,523 (27)		
BULLHEAD CITY	41,348	MOHAVE	48,942	45115.20-62462.40 (13)	NA	NA	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	50,873	43,472-62,961 (7)						
EL MIRAGE	35,805	MARICOPA			92,432	80360-93003 (7)	58,468	47177-63243 (17)		
SAN LUIS	35,257	YUMA	39,381	35,245-50,752 (9)	65,928	59,079-88,618 (6)	49,219	44,387- 66,580 (35)		
SAHUARITA	34,134	PIMA								
KINGMAN	32,689	MOHAVE	41,892	37,029-52,527-(4 -w/in Fire Dept)	61,688	(12)	43,564	57,444-76,981 (20)	N/A	N/A
FLORENCE	26,785	PINAL	41,345	58,015-87,022 (7)	83,973	65,638-98,457 (6)	53,620	46,454-69,681 (27)	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA								
NOGALES	19,770	SANTA CRUZ	35,374	34,534.30-48,380.31 (9)	64,375	56,587.32-79,276.88 (6)	44,818	40,049.25-56,107.15 (21)	N/A	N/A
DOUGLAS	16,534	COCHISE	41,871	35,094-56,599 (7)	66,397	51,171-79,403 (3)	45,881	40,758-64,016 (11)		
PAYSON	16,351	GILA	54,062	41371-74942 (10)	89,363	75359-96622 (9)	52,439	48403-69695 (8)		
ELOY	15,635	PINAL	45,496	39,903-61,848 (6)						
SOMERTON	14,197	YUMA	37,024	36601.39-54902.09 (7)	56,333	51716.81-77575.21 (2)	42,201	40401.09-60601.63 (5)		
COOLIDGE	13,218	PINAL	43,775	39,847-59,771 (9)	70,875	62,148-93,222 (2)	46,211	46,211-69,316 (4)		PER CALL (8)
CHINO VALLEY	13,020	YAVAPAI								
PARADISE VALLEY	12,658	MARICOPA	63,160	51347-68463 (5)						
CAMP VERDE	12,147	YAVAPAI	46,047	40,380-58,554 (7)	Na	NA	NA	Na	NA	NA
COTTONWOOD	12,029	YAVAPAI	48,295	42,400-53,601 (18)			54,911	46,746-70,120 (12)	1,200	100/MONTH
SHOW LOW	11,732	NAVAJO	46,093	42,367-61,470 (11)	N/A	N/A	N/A	N/A	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	55,341	47,985.60-69,264.00 (8)	N/A	N/A	N/A	N/A	N/A	N/A
WINSLOW	9,005	NAVAJO	46,137	44053-67031 (4)	N/A	N/A	51,159	39910-70425 (7)	14,250	29675-45154 (7)

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	POLICE DISPATCHER	POLICE DISPATCHER (Salary Range)	FIRE CAPTAIN	FIRE CAPTAIN (Salary Range)	FIREFIGHTER	FIREFIGHTER (Salary Range)	VOLUNTEER FIREFIGHTER	VOLUNTEER FIREFIGHTER (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	45,302	39228.80-59654.40 (6)	89,367	70619.88-99286.46 (3)	54,876	48869.69-67101.02 (7)		
PAGE	7,440	COCONINO	46,367	37596.42-28.91 (7)	78,857	54664.06-87492.79 (3)	51,927	46578.02-74470.32 (10)	64,000	13.82-21.43 p/hr (5)
GLOBE	7,249	GILA			44,505	55,1660.00-85,580.00 (3)	50,693	43,224.00-67,054.00 (11)		
TOLLESON	7,216	MARICOPA	55,105	50149-70209 (11)	95,829	81161-105510 (6)	68,241	55783-78097 (11)		
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA		N/A	N/A	N/A	N/A	N/A	N/A	N/A
SNOWFLAKE	6,104	NAVAJO	n/a							
BENSON	5,355	COCHISE	35,583	29472.- 44208.97						
GUADALUPE	5,322	MARICOPA	NA	NA	66,366	41,108-59,408 (3)	49,495	32,633-46,561 (3)	NA	NA
THATCHER	5,231	GRAHAM								
BISBEE	4,923	COCHISE	33,592	31200-44673 (1)	49,523	49530-61210 (3)	39,693	42265-45567		
CAVE CREEK	4,892	MARICOPA	n/a		n/a		n/a		n/a	
HOLBROOK	4,858	NAVAJO								
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI		Contract						
EAGAR	4,395	APACHE				52547-76160 (1)			1,400	
DEWEY-HUMBOLDT	4,326	YAVAPAI								
PINETOP-LAKESIDE	4,030	NAVAJO	NA	NA	NA	NA	NA	NA	NA	NA
TAYLOR	3,995	NAVAJO			59,516	(4)	49,139	(12)		14.75-16.00/hr (21)
CLIFTON	3,933	GREENLEE	33,306	26,000-36.000 (4)					1,248	855-1,300
CAREFREE	3,690	MARICOPA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ								
ST. JOHNS	3,417	APACHE			48,484		46,925			
WILLCOX	3,213	COCHISE	33,500	32,350-35,930.75 (4)	N/A	N/A	N/A	N/A	1,250	1000-1500 (12)
WILLIAMS	3,202	COCONINO	45,989	43971.20-56160. (5)	n/a		n/a		stipend	no range (21)
PIMA	2,847	GRAHAM								
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ								
SUPERIOR	2,407	PINAL			32,572	32572.00 (1)	29,806	27747.00-29806.00 (4)		
WELLTON	2,375	YUMA								
GILA BEND	1,892	MARICOPA							Varies	124.86-183.34 (23)
KEARNY	1,741	PINAL	28,466	25272-37232 (7)	2,520					100-3000 (10)
SPRINGERVILLE	1,717	APACHE		Contract	N/A	N/A	N/A	N/A		13.79-20.25 /hr
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA	28,704	25,000-30,000 (2)	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE								
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI				40,000-43,500 (2)				0 (5)
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	PLANNER I	PLANNER I (Salary Range)	BUILDING INSPECTOR I	BUILDING INSPECTOR I (Salary Range)	CREW-LEADER / FOREMAN	CREW-LEADER / FOREMAN (Salary Range)	AUTO MECHANIC	AUTO MECHANIC (Salary Range)
PHOENIX	1,608,139	MARICOPA	59,936	52645-80101 (11)	57,990	47902-70366 (1)	62,434	42994-65458 (38)	53,380	44658-55328 (9)
TUCSON	542,629	PIMA	55,457	47,486.40-79,206.40 (5)	39,832	39832-67246.40	52,311	36400.00-57948.80 (17)	50,036	36400.00-57948.80 (14)
MESA	504,258	MARICOPA	65,596	54,403-80,327 (4)	71,864	54,141-80,327 (4)				
CHANDLER	275,987	MARICOPA	61,105	58160-79126 (2)	75,379	62275-85613 (11)	52,998	43930-59238 (8)		
GILBERT	267,918	MARICOPA			56,742	52,062.40-75,483.20 (2)	62,275	52,291.20-76,128.00 (5)	57,889	42,108.57-68,854.29 (14)
GLENDALE	248,325	MARICOPA	76,098	60103-90155 (1)	68,888	51919.14-77878.84 (5)	63,630	47091.98-70638.10 (6)	58,887	40680.12-61019.92 (5)
SCOTTSDALE	241,361	MARICOPA	60,996	54,600.00-79,372.80 (4)	73,549	54,600.00-79,372.80 (1)	74,214	54,600.00-79,372.80 (8)	64,767	49,504.71,988.80 (10)
PEORIA	190,985	MARICOPA	75,195	61,776-91,429 (2)	61,755	51,930-75,079 (4)			56,803	49,429-74,461 (10)
TEMPE	180,587	MARICOPA	64,855	58,346-78,183 (3)	65,138	53,377-71,525 (2)	N/A	N/A	59,768	50,994-68,332 (16)
SURPRISE	143,148	MARICOPA	63,856	62,920.00-95,326.40 (2)	57,221	53,435.20-80,163.20 (4)	58,909	49,940.80-74,921.60 (18)	61,526	46,238.40-69,388.80 (3)
YUMA	95,548	YUMA	51,328	46,976-65,704(1)	54,415	46,976-65,704(4)	51,777	49,343-69,029(5)	50,650	42,639-59,638(14)
GOODYEAR	95,294	MARICOPA							70,339	50,724-75,301 (5)
BUCKEYE	91,502	MARICOPA	76,856	61859-92830 (2)	66,810	56181-84323 (2)	103,809	74859-112341 (10)	47,570	38438-57637 (1)
AVONDALE	89,334	MARICOPA	85,579	62971.74-91309.82 (4)	60,320	53601.60-77729.60 (1)			72,399	53601.60-77729.60 (5)
FLAGSTAFF	76,831	COCONINO	72,363	59,862.40-89,793.60 (2)	59,600	48,172.80-72,259.20 (5) (2 vac)	66,465	51,792-77,688 (12)	50,093	39,977.60-59,945.60 (3)
QUEEN CREEK	59,519	MARICOPA/PINAL	74,880	57,305.30-83,092.62 (1)	56,831	54,936.44-77,721.80 (2)			56,375	54,936.44-77,721.80 (3)
MARICOPA	58,125	PINAL	80,625	59357-87611 (1)	64,866	59357-87611 (2)	63,343	46485-68612 (3)	57,006	46485-68612 (3)
LAKE HAVASU CITY	57,144	MOHAVE	60,137	60,137.17-87,798.44 (1)	63,008	51,931.78-75,818.82 (3)	67,381	52,188.86 -76,194.16 (15)	55,335	47,164.94-68,859.38 (8)
CASA GRANDE	53,658	PINAL	75,851	59033-81378 (3)	57,491	49115-67755 (4)	57,994	48005-66198 (6)	55,188	44862-61830 (3)
MARANA	51,908	PIMA/PINAL	Vacant	49581-71893	52,928	49581-71893 (3)			38,548	36447-52848 (1)
ORO VALLEY	47,070	PIMA	56,667	54,357-81,536 (1)	59,133	50,821-76,232 (2)	59,925	50,821-76,232 (3)	58,822	46,096-69,144 (2)
PRESCOTT VALLEY	46,785	YAVAPAI	65,476	Contract	48,610	47,632-66,684.80 (4)	58,831	42,099.20-58,947.20 (5)		
PRESCOTT	45,827	YAVAPAI	66,786	61539-92308 (1)	49,844	48774-73117 (3)	48,353	44212-66319 (11)	49,785	44212-66319 (9)
SIERRA VISTA	45,308	COCHISE	63,877	59,027-92,081 (1)	53,310	52,274-76,153 (1)			54,615	43,005-65,783 (7)
BULLHEAD CITY	41,348	MOHAVE	50,690	48235.20-71614.40 (1)	43,742	43742.00-64875.20 (2)	53,290	53290.01-79094.86 (3)	42,868	38812.80-57616.00 (4)
APACHE JUNCTION	38,499	MARICOPA / PINAL	59,703	58,247-84,359 (1)	46,810	45,656-66,123 (2)	71,854	58,247-84,359	56,378	43,472-62,961 (2)
EL MIRAGE	35,805	MARICOPA	Vacant	68097-95343	Vacant	46779-65495	78,164	68097-95343 (2)	70,554	52345-73288 (1)
SAN LUIS	35,257	YUMA			42,474	40,352-58,106 (1)	42,449	40,352-58,106 (5)	40,352	37,712-54,305 (5)
SAHUARITA	34,134	PIMA	66,830	54630-81945 (1)	56,160	52028-78043 (1)	56,753	49551-74326 (2)		
KINGMAN	32,689	MOHAVE	59,336	54,709-75,958 (1)	54,388	47,259-66,499 (6)	52,473	45,009-63,332 (8)	46,339	37,029-52,527 (6)
FLORENCE	26,785	PINAL	59,258	53,872-80,808 (1)	44,215	59,465-89,197 (1)	47,615	47,615-71,423 (2)	46,063	42,085-63,127 (2)
FOUNTAIN HILLS	23,820	MARICOPA	90,471	77,042-110,170 (1)	78,020	66,581-95,202 (1)			68,827	50,502-72,218 (1)
NOGALES	19,770	SANTA CRUZ	N/A	N/A	48,491	45,311.90-63,479.34 (1)	N/A	N/A	43,685	38,119.45-53,403.59 (2)
DOUGLAS	16,534	COCHISE	60,478	49,754-73,513			44,569	35,094-56,599 (2)	66,679	49,754-73,513 (1)
PAYSON	16,351	GILA	62,421	53206-79810 (1)	57,886	49962-74942 (1)	65,793	46925-85030 (4)	53,553	38834-70387 (3)
ELOY	15,635	PINAL	69,134	51,079-79,171	Vacant	44,045-68,269	49,450	46,272-71,725 (3)	45,917	39,903-61,848
SOMERTON	14,197	YUMA	Vacant	42446.39-63669.59	42,619	39415.7-59123.54 (1)	38,626	32350.29-48525.43 (1)	35,831	34837.73-52256.59 (3)
COOLIDGE	13,218	PINAL			Vacant	43,984-65,976	59,439		51,573	43,984-65,976 (3)
CHINO VALLEY	13,020	YAVAPAI			62,483	48,236-63,290 (1)	64,813	50,648-66,455 (5)	46,738	37,794-49,589 (1)
PARADISE VALLEY	12,658	MARICOPA	76,000	72251-96335 (1)	80,475	75864-101151 (1)				
CAMP VERDE	12,147	YAVAPAI	49,545	46,744-67,784 (1)	51,500	44,519-64,556 (1)	65,970	51,536-74,732 (3)	NA	NA
COTTONWOOD	12,029	YAVAPAI	54,154	54,115-81,172 (1)	62,212	44,520-66,781 (1)	58,368	54,115-81,187 (2)		
SHOW LOW	11,732	NAVAJO	60,653	49,576-72,284	47,424	45,305-65,877 (2)	63,773	51,875-75,733 (4)	45,323	45,305-65,877
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	62,670	58,406.40-84,177.60(2)	73,008	55,577.60-80,184.00 (1)	80,563	67,558.40-97,448.00 (1)	N/A	N/A
WINSLOW	9,005	NAVAJO	N/A	N/A	39,326	38936-59246 (1)	60,631	38936-75840 (6)	47,655	34414-63801 (2)

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	PLANNER I PLANNER I	PLANNER I (Salary Range)	BUILDING INSPECTOR I	BUILDING INSPECTOR I (Salary Range)	CREW-LEADER / FOREMAN	CREW-LEADER / FOREMAN (Salary Range)	AUTO MECHANIC	AUTO MECHANIC (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	56,326	52104.00-76585.60 (1)			48,006	46467.20-66310.40 (4)	54,080	46467.20-66310.40 (1)
PAGE	7,440	COCONINO	N/A	N/A	N/A	N/A	N/A	N/A	55,640	39651.46-63446.66 (1)
GLOBE	7,249	GILA					42,675	35,560.00-63,861.00 (3)	48,163	32,254.00-57924.00 (2)
TOLLESON	7,216	MARICOPA			59,301	57416-80382 (2)	66,366	53659-75123 (3)	50,581	50149-70209 (5)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA								
SNOWFLAKE	6,104	NAVAJO					70,720			
BENSON	5,355	COCHISE	37,731	30,964-46,477.07 (1)	37,731	37,727-56591 (1)				
GUADALUPE	5,322	MARICOPA	NA	NA		Contract			NA	NA
THATCHER	5,231	GRAHAM			72,798	54847-77497 (1)	73,320	63492-89713	74,630	54847-77497 (1)
BISBEE	4,923	COCHISE	42,588	40560-59280 (1 PT)	53,040	41600-58240 (1)			39,624	33929-50893 (1)
CAVE CREEK	4,892	MARICOPA	62,050	52064-77366 (2)	63,630	49585-73680 (1)	79,022	60271-89559 (1)	n/a	
HOLBROOK	4,858	NAVAJO							59,394	42100-595981
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI	53,416	43,144-69,030 (1)	60,000	41,089-65,743 (1)	45,301	45,301-72,481 (1)	56,087	43,144-69,030 (1)
EAGAR	4,395	APACHE								41172-59653 (2)
DEWEY-HUMBOLDT	4,326	YAVAPAI			30.91/hr					
PINETOP-LAKESIDE	4,030	NAVAJO	NA	NA			NA	NA	66,560	37463-56,194 (2)
TAYLOR	3,995	NAVAJO							25/hr	(1)
CLIFTON	3,933	GREENLEE			39,640	30,000-42,000 (1)	43,003		37,980	
CAREFREE	3,690	MARICOPA	110,251	85,000.00-145,000.00 (1)		Contract	79,001	(1)	N/A	N/A
PARKER	3,417	LA PAZ							67,267	43,332-65,554 (1)
ST. JOHNS	3,417	APACHE			43,680		33,280	31,200-39,844 (2)		43,680-55,781
WILLCOX	3,213	COCHISE	N/A	N/A	N/A	N/A	38,938	37,500-41,000 (3)	42,940	40,000-44,000 (1)
WILLIAMS	3,202	COCONINO	n/a		52,998	48484.80-62025.60 (1)	56,947	5331.20-68328. (6)	51,501	48484.80-62025.60 (1)
PIMA	2,847	GRAHAM							41,081	
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ			68,910	56035-73112 (1)			73,216	48401-75400 (1)
SUPERIOR	2,407	PINAL								
WELLTON	2,375	YUMA							41,496	
GILA BEND	1,892	MARICOPA			Varies	Contract				
KEARNY	1,741	PINAL								
SPRINGERVILLE	1,717	APACHE	N/A	N/A	N/A	N/A	60,632	35,796.80-52,561.60 (1)	46,717	35,796.80-52,561.60 (1)
HUACHUCA CITY	1,626	COCHISE				Contract				
MIAMI	1,541	GILA	N/A	N/A	N/A	N/A	N/A	N/A	39,520	35,000-40,000 (1)
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE					52,333	52333-63710		
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI			12,000		51,000			
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	HEAVY EQUIPMENT OPERATOR (CDL)	HEAVY EQUIPMENT OPERATOR (CDL) (Salary Range)	EQUIPMENT OPERATOR	EQUIPMENT OPERATOR (Salary Range)	TREATMENT PLANT OPERATOR	TREATMENT PLANT OPERATOR (Salary Range)	PUBLIC WORKS MAINTENANCE WORKER	PUBLIC WORKS MAINTENANCE WORKER (Salary Range)
PHOENIX	1,608,139	MARICOPA	51,704	42162-54475 (21)	41,678	35464-47736 (24)	56,612	48797-59925 (63)	61,909	49504-63752 (18)
TUCSON	542,629	PIMA	46,165	34528-53040 (29)	46,433	32448-48859.20 (3)	57,595	34528-53040 (4)	43,454	31304.00-45323.20 (8)
MESA	504,258	MARICOPA	64,548	56,478-72,858 (2)			50,076	44,597-62,942 (8)		
CHANDLER	275,987	MARICOPA	55,910	45989-62171 (15)			49,171	48402-65354 (5)	61,693	50814-68578 (6)
GILBERT	267,918	MARICOPA	55,469	40,539.20-70,844.80 (12)	55,896	43,700.80-71,115.20 (58)	61,082	47,008.00-83,220.80 (16)	43,974	39,790.40-61,796.80 (9)
GLENDALE	248,325	MARICOPA	53,273	40680.12-61019.92(59)			53,550	42714.10-64071.02 (1)	46,782	36898.94-55349.06 (22)
SCOTTSDALE	241,361	MARICOPA	62,389	44,907.20-65,312.00 (13)	54,458	42,785.60-62,192.00 (6)	65,790	49,504-71,988.80 (28)	66,761	52,000.00-75,608.00 (9)
PEORIA	190,985	MARICOPA	57,442	47,046-68,018 (10)	51,669	40,568-58,651 (48)	69,344	53,228-79,956	47,000	40,645-58,651
TEMPE	180,587	MARICOPA	58,565	47,848-64,116 (9)	47,190	44,432-59,539 (2)	73,140	52,417-61,021 (8)	vacant	43,424-58,188 (0)
SURPRISE	143,148	MARICOPA	55,107	43,638.40-65,457.60 (43)			47,996	43,638.40 -65,457.60 (5)	43,597	34,195.20-51,292.80 (4)
YUMA	95,548	YUMA	45,539	40,585-56,765(19)	43,923	36,767-51,425(3)	52,195	30,234-102,083(30)	35,948	33,373-46,678(12)
GOODYEAR	95,294	MARICOPA			50,684	124,859-185,355 (1)	41,251	38,997-59,305 (10)	53,936	42,994-63,826 (3)
BUCKEYE	91,502	MARICOPA	60,778	46405-69618 (2)	50,586	42224-63315 (5)	52,809	42224-63315 (9)	42,366	34861-52291 (13)
AVONDALE	89,334	MARICOPA			57,240	42120-61110.40 (19)	58,968	45635.20-66185.60 (2)		
FLAGSTAFF	76,831	COCONINO	48,333	41,974.40-62,961.60 (16)	38,615	36,254.40-54,392.00 (2)	51,325	38,771.20-70,075.20 (14)	46,607	36,254.40-62,961.60 (34)
QUEEN CREEK	59,519	MARICOPA/PINAL							57,479	49,928.84-69,900.48
MARICOPA	58,125	PINAL			47,408	36405-53733 (3)			37,856	36405-53733 (10)
LAKE HAVASU CITY	57,144	MOHAVE	N/A	N/A	N/A	N/A	56,584	51,931.78-75,818.82 (6)	51,529	42,740.88-62,400.39 (12)
CASA GRANDE	53,658	PINAL	52,768	43839-60403 (24)	42,551	40869-56381 (6)	Vacant	43839-60403 (4)	38,089	37251-51393 (12)
MARANA	51,908	PIMA/PINAL	58,240	42118-61071 (1)	56,547	38998-56547 (1)			35,128	31833-46159 (4)
ORO VALLEY	47,070	PIMA	45,922	41,810-62,716 (6)					47,920	43,901-65,852 (3)
PRESCOTT VALLEY	46,785	YAVAPAI							32,923	31,304-43,825.60 (7)
PRESCOTT	45,827	YAVAPAI	46,440	42107-63161 (31)			58,493	48774-73117 (5)	40,340	32992-49488 (3)
SIERRA VISTA	45,308	COCHISE					37,766	33,695-49,087 (6)	37,224	32,091-49,087 (15)
BULLHEAD CITY	41,348	MOHAVE	NA	NA	NA	NA	54,018	45448.00-67496.00 (5)	36,546	36545.00-54267.20 (11)
APACHE JUNCTION	38,499	MARICOPA / PINAL	55,126	45,656-66,123 (3)			45,676	43,472-62,961 (1)	Vacant	35,776-51,812 (8)
EL MIRAGE	35,805	MARICOPA					50,627	41213-57702 (3)	43,472	35630-49885 (2)
SAN LUIS	35,257	YUMA	41,924	37,712-54,305 (5)	39,281	35,245-50,752 (2)	39,697	35,245-58,106 (15)	30,239	29,397-41,156 (5)
SAHUARITA	34,134	PIMA	46,426	40766-61148 (1)			58,053	42804-64206(1)	44,678	38516-53923 (3)
KINGMAN	32,689	MOHAVE	40,886	37,029-52,527 (12)	39,023	35,266-50,025 (23)	41,625	35,266-50,025 (5)	46,800	40,824-57,444 (2)
FLORENCE	26,785	PINAL	48,981	37,197-55,795 (2)	43,891	35,405-53,107 (2)	41,106	38,127-57,190 (4)	39,049	32,877-49,315 (5)
FOUNTAIN HILLS	23,820	MARICOPA							56,372	46,038-65,832 (5)
NOGALES	19,770	SANTA CRUZ	37,092	35,397.65-49,589.82 (20)	N/A	N/A	N/A	N/A	30,912	29,051.95-40,701.17 (6)
DOUGLAS	16,534	COCHISE	41,744	33,646-49,710 (7)	33,133	29,692-47,665 (3)	36,640	30,944-54,034 (2)	34,157	30,944-45,718 (2)
PAYSON	16,351	GILA	48,942	38834-58261 (6)						
ELOY	15,635	PINAL	49,910	39,903-61,848 (2)	40,299	36,150-56,031 (4)	Vacant	51,079-79,171	37,953	34,408-53,332
SOMERTON	14,197	YUMA	38,413	34837.73-52256.59 (5)			39,270	35708.67-53563.01 (1)	29,432	27895.55-41843.33 (3)
COOLIDGE	13,218	PINAL	47,217	41,865-62,797 (2)	37,541	36,100-54,150	60,091	43,984-65,976 (1)	40,071	36,100-54,150 (1)
CHINO VALLEY	13,020	YAVAPAI	35,186	32,648-42,837 (3)	39,520	34,281-44,979 (1)	47,916	39,684-52,069 (3)	32,656	31,093-40,797 (1)
PARADISE VALLEY	12,658	MARICOPA								58465 (7)
CAMP VERDE	12,147	YAVAPAI	49,205	38,457-55,766 (3)	47,741	34,882-50,581 (2)	44,137	38,457-55,766 (5)	36,867	34,882-50,581 (6)
COTTONWOOD	12,029	YAVAPAI			47,013	40,381-60,572 (3)	42,587	38,458-57,688 (5)		
SHOW LOW	11,732	NAVAJO	47,112	45,305-65,877 (6)			49,587	49,576-72,284 (2)	34,840	34,007-45,734 (14)
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	N/A	N/A	N/A	N/A	51,816	39,540.80-69,264.00 (6)	45,183	35,817.60-65,936.00 (7)
WINSLOW	9,005	NAVAJO	51,299	37986-57801 (2)	36,471	32756-49842 (7)	41,973	37986-57801 (4)	39,431	31177-57801 (10)



# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	HEAVY EQUIPMENT OPERATOR (CDL)	HEAVY EQUIPMENT OPERATOR (CDL) (Salary Range)	EQUIPMENT OPERATOR	EQUIPMENT OPERATOR (Salary Range)	TREATMENT PLANT OPERATOR	TREATMENT PLANT OPERATOR (Salary Range)	PUBLIC WORKS MAINTENANCE WORKER	PUBLIC WORKS MAINTENANCE WORKER (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	43,181	39228.80-59654.40 (2)			48,360	45344.00-66435.20 (3)	40,768	35443.20-50169.60 (4)
PAGE	7,440	COCONINO	N/A	N/A	N/A	N/A	N/A	N/A	37,902	32015.36-49623.81 (5)
GLOBE	7,249	GILA			39,205	39,205.00-60,820.00 (3)			31,816	29,255.00-45,385.00 (11)
TOLLESON	7,216	MARICOPA					52,495	46868-65616 (5)	52,606	46868-65616 (9)
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA							43,992	47,802.00-49,107.60(9)
SNOWFLAKE	6,104	NAVAJO		43196-59955 (4)				37440-71733 (2)		38480-42640 (4)
BENSON	5,355	COCHISE							36,417	33,345.-50018.42
GUADALUPE	5,322	MARICOPA	NA	NA	NA	NA	NA	NA	29,536	25,561-38,342 (1)
THATCHER	5,231	GRAHAM			69,264	52235-73807 (1)	71,552	54847-77497 (1)	57,160	52235-73807 (7)
BISBEE	4,923	COCHISE								
CAVE CREEK	4,892	MARICOPA	n/a		n/a		52,132	49585-73680 (3)	42,245	35,239-52,363 (4)
HOLBROOK	4,858	NAVAJO	42,110	30829-43189			67,354	45304-63469	38,167	32571-45631
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI					43,846	37,269-59,631 (2)	32,978	35,494-56,791 (4)
EAGAR	4,395	APACHE		42230-62657 (4)		37344-54125 (4)				27867-40389 (2)
DEWEY-HUMBOLDT	4,326	YAVAPAI			22.14/hr				21.42/hr	
PINETOP-LAKESIDE	4,030	NAVAJO					NA	NA		33,980-50,970 (7)
TAYLOR	3,995	NAVAJO	44,637	(1)	37,627	(2)	49,379	(1)	32,240	(2)
CLIFTON	3,933	GREENLEE					6,000	Contract (1) PT	34,944	
CAREFREE	3,690	MARICOPA	64,790	(1)	54,600	(1)	N/A	N/A	50,911	(1)
PARKER	3,417	LA PAZ							34,252	24,080-47,017 (8)
ST. JOHNS	3,417	APACHE					45,391	39,957-51,022		
WILLCOX	3,213	COCHISE	43,264	42,000-45,000 (2)	38,938	35,000-40,000 (2)	34,280	31,280.00 -36,000.00 (2)	34,818	33,500.00 -36,000.00 (4)
WILLIAMS	3,202	COCONINO	46,553	43971.20-62025.60	43,971	43971.20-56160. (2)		contract	37,927	35942.40-45697.60 (5)
PIMA	2,847	GRAHAM								
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	Vacant	41808-49920 (1)				Contract	42,556	34403-48900 (3)
SUPERIOR	2,407	PINAL					41,184	41184.00 (2)	35,152	35152.00 (1)
WELLTON	2,375	YUMA					55,307		37,128	
GILA BEND	1,892	MARICOPA			47,008		49,961	31075-62400 (2)	39,467	
KEARNY	1,741	PINAL							31,301	25272-43680 (6)
SPRINGERVILLE	1,717	APACHE	45,344	35,796.80-52,561.60 (1)	N/A	N/A	N/A	N/A	36,483	29,660.80-43,555.20 (5)
HUACHUCA CITY	1,626	COCHISE			34,320	34,000-4,000 (3)			41,200	33,000-45,000 (3)
MIAMI	1,541	GILA	29,120	25,000-30,000 (2)	N/A	N/A	31,512	30,000-35,000 (1)	28,080	30,000-35,000 (4)
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	42,245	39832-49005			37,544	33342-41018	41,018	39832-49005
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI								33,000-45,000 (4)
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	PARKS MAINTENANCE WORKER	PARKS MAINTENANCE WORKER (Salary Range)	METER READER	METER READER (Salary Range)	CUSTODIAN	CUSTODIAN (Salary Range)	BUSINESS ANALYST	BUSINESS ANALYST (Salary Range)
PHOENIX	1,608,139	MARICOPA	37,148	32594-39395 (121)	37,758	34320-42931 (7)			67,188	52645-80101 (5)
TUCSON	542,629	PIMA	25,272	25272.00-35713.60 (6)	40,688	37,666-54,371 (19)	37,143	31,200.00-39,832.00 (11)	65,183	47,486.40-79,206.40(5)
MESA	504,258	MARICOPA	49,046	38,678-57,089 (7)	41,507	39,552-57,089 (19)	42,012	33,284-46,956 (3)	65,454	59,230-88,561 (1)
CHANDLER	275,987	MARICOPA	40,768	34362-46405 (34)	47,986	39811-53747 (5)	37,045	31138-42058 (18)	94,280	76971-107759 (11)
GILBERT	267,918	MARICOPA	47,995	35,346.67-60,750.10 (41)	46,623	36,961.60-60,528.00 (13)	33,231	26,884.00-37,637.60 (15)	98,190	67,241.15-123,534.51 (11)
GLENDALE	248,325	MARICOPA	48,657	36898.94-55349.06 (12)	49,349	36898.94-55349.06 (10)			86,299	63108-94662 (3)
SCOTTSDALE	241,361	MARICOPA	41,563	33,529.60-48,734.40 (29)	42,869	35,214.40-51,168.00 (11)		Contract	93,569	69,700.80-101,316.80 (31)
PEORIA	190,985	MARICOPA	50,561	34,128-49,342	49,368	37,671-54,464	37,418	30,918-44,701	77,992	64,904-96,056
TEMPE	180,587	MARICOPA	45,195	42,553-57,021 (11)	55,163	52,362-70,165 (4)	38,650	31,635-42,391		
SURPRISE	143,148	MARICOPA	53,709	39,603.20-59,384.00 (6)	47,070	43,638.40-65,457.60 (5)	38,100	34,195.20-51,292.80 (12)	80,000	71,427.20-107,140.80 (1)
YUMA	95,548	YUMA	34,028	31,765-44,429(21)	39,664	36,767-51,425(2)	27,246	28,777-40,251(24)	N/A	N/A
GOODYEAR	95,294	MARICOPA	50,887	42,994-63,826 (7)					91,253	68,848-102,205 (8)
BUCKEYE	91,502	MARICOPA	43,316	34861-52291 (2)					80,829	74859-112341 (4)
AVONDALE	89,334	MARICOPA	45,360	38916.80-56368(9)						
FLAGSTAFF	76,831	COCONINO	41,514	36,254.40-54,392.00 (8)	37,679	36,254.40-54,392.00 (2)			Vacant	59,862.40-89,793.60 (2)
QUEEN CREEK	59,519	MARICOPA/PINAL	52,495	49,928.84-69,900.48 (6)	59,749	49,928.84-69,900.48 (4)	35,597	34729-48621 (1)		65,608.82-95,132.79
MARICOPA	58,125	PINAL	38,678	36405-53733 (3)			37,107	36405-53733 (2)	67,438	59357-87611 (2)
LAKE HAVASU CITY	57,144	MOHAVE	42,529	42,740.88-62,400.39 (17)	35,574	35,156.78-51,327.84 (6)	34,658	33,485.71-48,888.13 (2)	78,618	69,606.58-101,623.49 (4)
CASA GRANDE	53,658	PINAL	49,472	37251-51393 (5)					89,206	64728-89206 (1)
MARANA	51,908	PIMA/PINAL	33,881	31833-46159 (5)			38,298	29751-43140 (3)	Vacant	49581-71893
ORO VALLEY	47,070	PIMA	35,665	34,398-51,597 (6)	41,512	39,819-59,729 (3)	15.63/hr	31,200-46,800 (1) PT	84,442	76,486-114,729 (2)
PRESCOTT VALLEY	46,785	YAVAPAI	37,874	31,304-43,825.60 (8)						
PRESCOTT	45,827	YAVAPAI	39,686	40102-60153 (10)	44,696	40102-60153 (3)	40,626	31421-47131 (3)	86,062	65231-97847 (1)
SIERRA VISTA	45,308	COCHISE	39,884	33,695-49,087 (8)			37,116	30,564-44,525 (7)		
BULLHEAD CITY	41,348	MOHAVE	36,545	36545.00-54267.20 (13)	NA	NA	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	35,776	35,776-51,812 (1)	42,130	37,564-54,392 (2)				
EL MIRAGE	35,805	MARICOPA	37,482	35630-49885 (4)						
SAN LUIS	35,257	YUMA	31,414	29,397-41,156 (7)	30,118	28,011-38,515 (1)	27,681	26,624-35,942 (5)		
SAHUARITA	34,134	PIMA	42,933	38516-53923 (5)						
KINGMAN	32,689	MOHAVE	34,258	33,586-47,643 (1)	33,408	31,987-45,374 (4)	32,178	30,464-40,768 (5)	N/A	N/A
FLORENCE	26,785	PINAL	39,438	32,877-49,315 (4)	N/A	N/A	37,605	29,058-43,587 (3)	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA	50,302	45,852-65,574 (5)			44,220	32,989-47,174 (1)		
NOGALES	19,770	SANTA CRUZ	31,463	29,051.95-40,701.17 (13)	N/A	N/A	30,110	29,051.95-40,701.17 (8)	N/A	N/A
DOUGLAS	16,534	COCHISE	33,769	30,944-45,718 (6)	32,124	30,944-45,718 (4)				
PAYSON	16,351	GILA	48,620	36483-62067 (6)						
ELOY	15,635	PINAL	35,410	34,408-53,332 (5)	46,749	31,951-49,524	37,759	34,408-53,332 (3)		
SOMERTON	14,197	YUMA	28,166	27895.55-41843.33 (5)						
COOLIDGE	13,218	PINAL	39,141	36,100-54,150			29,125	28,201-42,302 (4)		
CHINO VALLEY	13,020	YAVAPAI	31,824	31,093-40,797 (2)			33,239	26,624-33,565 (2)		
PARADISE VALLEY	12,658	MARICOPA		48902-65203						
CAMP VERDE	12,147	YAVAPAI	NA	NA	NA	NA	39,485	28,697-41,613 (3)	NA	NA
COTTONWOOD	12,029	YAVAPAI	37,217	34,883-53,324 (5)	40,601	34,883-53,324 (3)				
SHOW LOW	11,732	NAVAJO			47,466	45,305-65,877	36,525	31,876-45,734 (2)	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	N/A	N/A	N/A	N/A	34,112	34,112.00-49,212.80 (3)	N/A	N/A
WINSLOW	9,005	NAVAJO	35,875	31177-47440 (3)	N/A	N/A	16,107	28951-44053 (1) PT	N/A	N/A

### BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	PARKS MAINTENANCE WORKER	PARKS MAINTENANCE WORKER (Salary Range)	METER READER	METER READER (Salary Range)	CUSTODIAN	CUSTODIAN (Salary Range)	BUSINESS ANALYST	BUSINESS ANALYST (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI	40,768	35443.20-50169.60 (6)						
PAGE	7,440	COCONINO	35,768	32015.36-49623.81 (5)	N/A	N/A	N/A	N/A	N/A	N/A
GLOBE	7,249	GILA			33,867	30,718.00-47,654.00				
TOLLESON	7,216	MARICOPA	49,787	35755-50058 (5)			41,302	33416-46783 (3)		
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	43,992							
SNOWFLAKE	6,104	NAVAJO		36296-41482 (5)						
BENSON	5,355	COCHISE	32,832	26,624-39,474045	39,655	30,209 -45,314				
GUADALUPE	5,322	MARICOPA	22,506	22,407-32,001 (1)	NA	NA	25,272	19,993-28,228 (2)	NA	NA
THATCHER	5,231	GRAHAM	66,002	54847-77497 (3)	17,306					
BISBEE	4,923	COCHISE	32,500	31200-43200 (1)			8,840	31200-43200 (1 PT)		
CAVE CREEK	4,892	MARICOPA	n/a			n/a	n/a		n/a	
HOLBROOK	4,858	NAVAJO	33,361	29179-40879						
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI								
EAGAR	4,395	APACHE						27867-40389 (1)		
DEWEY-HUMBOLDT	4,326	YAVAPAI								
PINETOP-LAKESIDE	4,030	NAVAJO		33,980-50,970 (6)		NA	NA			
TAYLOR	3,995	NAVAJO	33,197	(3)	Vacant		41,600	(1)		
CLIFTON	3,933	GREENLEE	34,944							
CAREFREE	3,690	MARICOPA	N/A	N/A	N/A	N/A		Contract	N/A	N/A
PARKER	3,417	LA PAZ					31,980	24,080-47,017 (2)		
ST. JOHNS	3,417	APACHE	35,464	31,200-39,844	34,290	31,200-39,844				
WILLCOX	3,213	COCHISE	34,818	33,500.00 -36,000.00 (4)	35,693	34,500.00-38,500.00 (1)	N/A	N/A	N/A	N/A
WILLIAMS	3,202	COCONINO	37,024	35942.40-45697.60	43,971	43971.20-56160.	41,985	35942.40-50731.20 (2)	n/a	
PIMA	2,847	GRAHAM								
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	35,082	34403-38708 (3)			39,124	32760-40289 (1)		
SUPERIOR	2,407	PINAL					26,624	26624.00 (2) PT		
WELLTON	2,375	YUMA	36,212							
GILA BEND	1,892	MARICOPA								
KEARNY	1,741	PINAL								
SPRINGERVILLE	1,717	APACHE	32,406	29,660.80-43,555.20 (1)	N/A	N/A	11,754	10,756-15,795 Part Time	N/A	N/A
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA	28,080	25,000-30,000 (1)	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE								
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI					14,500			
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	IT TECHNICIAN	IT TECHNICIAN (Salary Range)	GIS SPECIALIST	GIS SPECIALIST (Salary Range)	RECREATION COORDINATOR	RECREATION COORDINATOR (Salary Range)	HUMAN RESOURCES ANALYST	HUMAN RESOURCES ANALYST (Salary Range)
PHOENIX	1,608,139	MARICOPA	65,962	45635-67101 (11)	61,974	45635-67101 (18)	56,734	45344-68869 (38)	72,969	52645-80101 (41)
TUCSON	542,629	PIMA	54,277	41412-65863 (20)	46,956	36,400.00-57,948.80 (5)	47,628	34528-53040	55,842	47,486.40-79,206.40 (14)
MESA	504,258	MARICOPA	55,408	42,107-62,942 (1)	86,077	62,680-92,994 (11)	67,752	57,548-84,346 (9)	81,609	62,833-92,994 (7)
CHANDLER	275,987	MARICOPA	75,171	58157-79123 (3)	92,262	66590-92262 (2)	62,421	54350-72322 (13)	75,913	62266-85613 (2)
GILBERT	267,918	MARICOPA	71,540	49,753.60-99,278.40 (9)	84,532	61,510.98-92,266.47 (1)	62,435	45,531.02-72,621.98 (13)	80,400	55,132.28-99,108.93 (5)
GLENDALE	248,325	MARICOPA	68,860	51919.14-77878.84 (4)	79,351	57241.08-85861.88 (1)	72,486	54515-81773 (7)	81,885	57241-85862 (1)
SCOTTSDALE	241,361	MARICOPA	69,645	54,600.00-79,372.80 (5)	109,075	76,814.40-111,696.00 (3)	69,170	60,195.20-87,526.40 (5)	74,065	57,304.00-83,345.60 (5)
PEORIA	190,985	MARICOPA	56,065	59,930-75,079	71,588	53,228-79,956	64,495	55,966-82,829	63,784	61,776-91,429
TEMPE	180,587	MARICOPA			80,162	60,524-81,102 (1)	70,079	58,630-78,564 (1)	78,430	66,471-89,071 (1)
SURPRISE	143,148	MARICOPA	55,786	49,940.80 -74,921.60 (1)	68,775	62,920.00-94,390.40 (1)	63,426	57,220.80-85,862.40 (12)	89,815	71,427.20-107,140.80 (5)
YUMA	95,548	YUMA	57,338	44,712-62,538(5)	60,054	44,712-62,538(5)	50,883	36,767-51,425(7)	62,599	57,126-79,900(3)
GOODYEAR	95,294	MARICOPA	61,016	50,724-75,301 (3)		45,144-67,017 (0)	81,803	68,848-102,205 (7)		72,290-107,315 (0)
BUCKEYE	91,502	MARICOPA	63,716	51043-76544 (4)	60,975	51043-76544 (2)	73,528	56181-84323 (2)	92,934	68037-102066 (1)
AVONDALE	89,334	MARICOPA	64,979	53601.60-77729.60 (1)	88,755	68261.06-98978.95 (1)	71,240	58116.06-84255.28(3)		
FLAGSTAFF	76,831	COCONINO	49,275	44,803.20-67,204.80 (1)	64,480	48,172.80-72,259.20 (2)	47,353	39,977.60-62961.60 (7)	65,255	59,862.40-89,793.60 (4)
QUEEN CREEK	59,519	MARICOPA/PINAL		45,759.48-64,063.22	70,743	41,641.08-58,297.72	75,607	65,608.82-95,132.79 (2)	77,388	70,742.67-102,576.45 (3)
MARICOPA	58,125	PINAL	63,034	46485-68612 (2)	57,242	52528-77532 (1)	68,496	52528-77532 (5)	60,000	52528-77532 (1)
LAKE HAVASU CITY	57,144	MOHAVE	46,516	44,861.86-65,496.95 (4)	86,793	73,077.26-106,690.59 (1)	53,525	47,111.38-68,781.18 (2)	44,862	44,861.86-65,496.95 (2)
CASA GRANDE	53,658	PINAL	Vacant	46938-64728 (2)		46838-64728 (1)	59,244	52561-72613 (5)	58,318	53829-74285 (2)
MARANA	51,908	PIMA/PINAL			54,060	50569-75855 (1)				
ORO VALLEY	47,070	PIMA	48,638	43,901-65,852 (2)	84,782	57,075-85,612 (1)	63,353	59,929-89,893 (2)	65,790	51,768-77,653 (3)
PRESCOTT VALLEY	46,785	YAVAPAI	VACANT	43,139.20-60,403.20 (1)	49,192	41,080-57,491.20	47,514	45,344-63,460.80	53,733	43,139.20-60,403.20 (3)
PRESCOTT	45,827	YAVAPAI	59,845	54769-82154 (4)	66,115	54769-82154 (2)	49,008	46423-69635 (1)	69,959	61539-92308 (1)
SIERRA VISTA	45,308	COCHISE			72,259	59,027-92,081 (1)	50,110	47,411-69,068 (7)	88,463	65,722-99,610 (1)
BULLHEAD CITY	41,348	MOHAVE	NA	NA	NA	NA	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	52,832	52,832-76,523 (1)	51,584	50,315-72,883 (1)	63,681	52,831-76,516 (4)	58,281	55,473-80,342 (1)
EL MIRAGE	35,805	MARICOPA	57,096	46779-65495 (1)					76,939	59316-83047 (1)
SAN LUIS	35,257	YUMA	42,838	40,352-58,106 (2)			42,883	40,352-58,106 (3)	48,818	48,825-73,238 (1)
SAHUARITA	34,134	PIMA	56,826	47191-70787 (1)	78,333	73209-109814 (1)	58,157	44944-67416 (1)	58,052	52028-78043
KINGMAN	32,689	MOHAVE	54,918	47,259-66,499 (3)	38,480	37,029-55,527 (1)	43,680	40,824-57,444 (2)	45,285	37,029-52,527 (2)
FLORENCE	26,785	PINAL	64,037	46,454-69,681 (2)	65,047	50,026-75,039 (1)	51,896	45,321-67,981 (4)	67,024	47,615-71,423 (1)
FOUNTAIN HILLS	23,820	MARICOPA	65,083	65,083-93,059 (1)	83,533	63,523-90,834 (1)	63,989	62,679-89,631 (2)		
NOGALES	19,770	SANTA CRUZ	42,160	39,072.44-54,738.68 (2)	N/A	N/A	42,076	42,076.33-58,946.88 (1)	N/A	N/A
DOUGLAS	16,534	COCHISE	38,401	36,573-54,034 (1)			40,627	35,094-51,852 (1)	50,509	41,554-61,395 (1)
PAYSON	16,351	GILA	59,020	46925-79810 (2)			55,765	41371-70387 (2)	59,051	49962-74942 (1)
ELOY	15,635	PINAL			87,390	56,381-87,390	51,755	37,980-58,868 (2)	43,082	37,980-58,868
SOMERTON	14,197	YUMA					33,342	32350.29-48525.43 (1)		
COOLIDGE	13,218	PINAL	59,364	47,366-71,049 (1)		65,294-97,942	44,490	41,865-62,797 (3)	66,988	53,590-80,385 (1)
CHINO VALLEY	13,020	YAVAPAI	48,006	41,668-54,672 (1)			41,018	39,684-52,069 (1)	62,650	55,839-73,267 (1)
PARADISE VALLEY	12,658	MARICOPA	81,529	68810-91747 (1)						
CAMP VERDE	12,147	YAVAPAI	NA	NA	NA	NA	38,438	38,457-55,766 (1)	48,505	42,399-61,482 (1)
COTTONWOOD	12,029	YAVAPAI	VACANT	44,520-66,781 (1)	64,527	54,115-81,172 (1)	42,219	40,381-60,572 (4)	50,514	49,084-73,626 (1)
SHOW LOW	11,732	NAVAJO		44,301-64,372	75,296	60,878-89,237	40,446	36,302-52,373 (2)	N/A	N/A
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	67,018	52,936.00-76,315.20	102,014	70,740.80-102,024.00 (1)	48,734	43,555.20-62,774.70 (1)	48,901	47,985.60-69,264.00 (1)
WINSLOW	9,005	NAVAJO	N/A	N/A	N/A	N/A	44,911	37060-56391 (1)	N/A	N/A

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	IT TECHNICIAN	IT TECHNICIAN (Salary Range)	GIS SPECIALIST	GIS SPECIALIST (Salary Range)	RECREATION COORDINATOR	RECREATION COORDINATOR (Salary Range)	HUMAN RESOURCES ANALYST	HUMAN RESOURCES ANALYST (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI					52,347	46467.20-66310.40		
PAGE	7,440	COCONINO	40,206	41814.66-66929.41 (1)	N/A	N/A	38,168	32015.36-49623.81 (1)	N/A	N/A
GLOBE	7,249	GILA								
TOLLESON	7,216	MARICOPA	62,702	53659-75123 (2)			71,583	61435-86009 (4)		
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	53,424	48,000.00-60,000.00						
SNOWFLAKE	6,104	NAVAJO								
BENSON	5,355	COCHISE					33,550	32,532-48,798	38,563	37,727-56591
GUADALUPE	5,322	MARICOPA		Contract	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM								
BISBEE	4,923	COCHISE								
CAVE CREEK	4,892	MARICOPA	79,659	69771-103676 (1)	n/a		n/a		n/a	
HOLBROOK	4,858	NAVAJO								
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI					46,019	41,089-65,743 (1)		
EAGAR	4,395	APACHE								
DEWEY-HUMBOLDT	4,326	YAVAPAI								
PINETOP-LAKESIDE	4,030	NAVAJO								
TAYLOR	3,995	NAVAJO					42,598	(1)		
CLIFTON	3,933	GREENLEE								
CAREFREE	3,690	MARICOPA		Contract		Contract	N/A	N/A	N/A	N/A
PARKER	3,417	LA PAZ								
ST. JOHNS	3,417	APACHE								
WILLCOX	3,213	COCHISE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
WILLIAMS	3,202	COCONINO		contract	n/a		40,581	35942.80-45697.60 (2)	n/a	
PIMA	2,847	GRAHAM								
STAR VALLEY	2,484	GILA								
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ					40,227	37918-42681 (1)		
SUPERIOR	2,407	PINAL								
WELLTON	2,375	YUMA								
GILA BEND	1,892	MARICOPA					34,320			
KEARNY	1,741	PINAL								
SPRINGERVILLE	1,717	APACHE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HUACHUCA CITY	1,626	COCHISE								
MIAMI	1,541	GILA	N/A	Contract	N/A	N/A	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE								
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI								
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	LIBRARIAN I	LIBRARIAN I (Salary Range)	COURT CLERK I	COURT CLERK I (Salary Range)	SECURITY GUARD / OFFICER	SECURITY GUARD / OFFICER (Salary Range)
PHOENIX	1,608,139	MARICOPA	56,878	45344-68869 (15)	35,021	32906-41454 (10)	43226	38022-47902 (61)
TUCSON	542,629	PIMA			36,594	31,200.00-42,369.60 (29)		
MESA	504,258	MARICOPA	55,961	51,607-72,858 (9)	46,127	38,569-57,089 (24)	45,252	36,669-51,782 (6)
CHANDLER	275,987	MARICOPA	68,400	58160-79126 (14)	49,442	41808-56451 (13)	52,458	41808-56451 (1)
GILBERT	267,918	MARICOPA			38,800	37,876.80-53,019.20 (5)	38,724	35,630.40-49,878.40 (4)
GLENDALE	248,325	MARICOPA	60,103	51919-77879 (15)	51,432	38742.86-58114.94 (21)	49,461	35141.08-52711.88 (9)
SCOTTSDALE	241,361	MARICOPA	66,651	54,600.00-79,372.80 (21)	44,746	40,747.20-59,238.40 (27)	50,929	36,982.40-53,726.40 (2)
PEORIA	190,985	MARICOPA	70,098	55,966-82,829	41,254	38,613-55,825	48,280	35,856-51,839
TEMPE	180,587	MARICOPA	vacant	52,570-70,444 (0)	40,836	37,779-50,624 (9)		
SURPRISE	143,148	MARICOPA			42,923	41,558.40-62,358.40 (5)		
YUMA	95,548	YUMA	N/A	N/A	43,644	38,628-65,704(11)	47,342	42,639-65,704(8)
GOODYEAR	95,294	MARICOPA					48,124	40,947-60,787 (1)
BUCKEYE	91,502	MARICOPA	78,125	61859-92830 (3)	41,850	34861-52291 (3)		
AVONDALE	89,334	MARICOPA	56,008	53601.60-77729.60 (1)	42,006	38916.80-56368 (4)	49,299	42120-6110.40 (6)
FLAGSTAFF	76,831	COCONINO	51,307	48,172.80-72,259.20 (3)	35,121	34,528.00-51,792.00 (2)		
QUEEN CREEK	59,519	MARICOPA/PINAL						
MARICOPA	58,125	PINAL	41,198	36405-53733 (3)		41137-60719 (0)		
LAKE HAVASU CITY	57,144	MOHAVE	N/A	N/A	48,149	44,861.86-65,496.95 (5)	44,807	40,705.60-59,428.94 (10)
CASA GRANDE	53,658	PINAL	64,727	51393-69297 (5)	41,076	37251-51393 (4)		
MARANA	51,908	PIMA/PINAL						
ORO VALLEY	47,070	PIMA			35,372	34,398-51,597 (3)	19.96/hr	39,819-59,729 (1)
PRESCOTT VALLEY	46,785	YAVAPAI	59,849	50,044.80-70,054.40 (6)	34,902	32,905.60-46,051.20 (3)	17,711	35,422.40-49,587.20 (2 Pt)
PRESCOTT	45,827	YAVAPAI	56,750	51669-77504 (5)	37,417	38192-57289 (6)		
SIERRA VISTA	45,308	COCHISE	75,806	59,027-92,081 (2)				
BULLHEAD CITY	41,348	MOHAVE	NA	NA	34,944	32448.00-48193.60 (6)	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	54,163	52,832-76,523 (1)	34,070	34,070-49,337 (4)		
EL MIRAGE	35,805	MARICOPA			53,581	41213-57702 (3)		
SAN LUIS	35,257	YUMA			22,043	29,397- 41,156 (4)	35,235	35,245-50,752 (1)
SAHUARITA	34,134	PIMA			39,848	36682-51355 (2)	41,808	38824-58237 (1)
KINGMAN	32,689	MOHAVE	N/A	N/A	34,607	31,987-45,374 (3)	N/A	N/A
FLORENCE	26,785	PINAL	Vacant	46,454-69,681 (2)	Vacant	34,541-51,812 (1)	N/A	N/A
FOUNTAIN HILLS	23,820	MARICOPA			53,053	42,349-60,549 (2)		
NOGALES	19,770	SANTA CRUZ	31,055	29,051.95-40,701.17 (6)	32,399	30,522.58-42,761.88 (3)	N/A	N/A
DOUGLAS	16,534	COCHISE						
PAYSON	16,351	GILA	60,590	49962-74942 (2)				
ELOY	15,635	PINAL	29,529	28,946-44,866 (2)	38,932	34,408-53,332		
SOMERTON	14,197	YUMA			Vacant	30791.47-46187.21	38,314	34837.73-52256.59 (1)
COOLIDGE	13,218	PINAL		51,008-76,512	33,346	32,705-49,057 (1)		
CHINO VALLEY	13,020	YAVAPAI	54,087	50,648-66,455 (1)	43,836	35,995-47,228 (2)	23,369	37,794-49,589 (.5)
PARADISE VALLEY	12,658	MARICOPA						
CAMP VERDE	12,147	YAVAPAI	41,665	34,882-50,581(6)	39,575	34,882-50,581(3)	vacant	40,380-58,554
COTTONWOOD	12,029	YAVAPAI			44,772	33,222-49,833 (2)		
SHOW LOW	11,732	NAVAJO	N/A	N/A	N/A	N/A	N/A	N/A
SAFFORD	10,129	GRAHAM						
SEDONA	9,684	YAVAPAI/COCONINO	N/A	N/A	40,928	39,540.80-56,929.60 (3)	45,760	39,540.80-56,929.60 (1)
WINSLOW	9,005	NAVAJO	42,535	38936-59246 (1)	N/A	N/A	N/A	N/A

## BENCHMARK POSITIONS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	LIBRARIAN I	LIBRARIAN I (Salary Range)	COURT CLERK I	COURT CLERK I (Salary Range)	SECURITY GUARD / OFFICER	SECURITY GUARD / OFFICER (Salary Range)
WICKENBURG	7,474	MARICOPA/YAVAPAI					9,017	33508.80-46009.60 (1) PT
PAGE	7,440	COCONINO	70,238	51830.27-82915.46 (1)	41,330	33767.55-52349.44 (1)	N/A	N/A
GLOBE	7,249	GILA			31,200	31,200.00-47,654.00		
TOLLESON	7,216	MARICOPA	89,000	83088-124632 (1)	52,842	61435-86009 (2)		
YOUNGTOWN	7,056	MARICOPA						
LITCHFIELD PARK	6,847	MARICOPA						
SNOWFLAKE	6,104	NAVAJO		34153-37440 (2)				
BENSON	5,355	COCHISE						
GUADALUPE	5,322	MARICOPA	NA	NA	NA	NA	NA	NA
THATCHER	5,231	GRAHAM			52,797	47379-66945 (3)	15,459	
BISBEE	4,923	COCHISE	34,320	31200-43200 (1)				
CAVE CREEK	4,892	MARICOPA	n/a		n/a		n/a	
HOLBROOK	4,858	NAVAJO	35,869	26624-31961				
SOUTH TUCSON	4,613	PIMA						
CLARKDALE	4,424	YAVAPAI						
EAGAR	4,395	APACHE						
DEWEY-HUMBOLDT	4,326	YAVAPAI						
PINETOP-LAKESIDE	4,030	NAVAJO						
TAYLOR	3,995	NAVAJO						
CLIFTON	3,933	GREENLEE			36,124			
CAREFREE	3,690	MARICOPA	N/A	N/A	N/A	N/A	47,450	(1)
PARKER	3,417	LA PAZ	33,216	31,980-40,238 (3)	31,980	31,980-45,565 (1)		
ST. JOHNS	3,417	APACHE						
WILLCOX	3,213	COCHISE	31,200	28,200.00-32,000.00 (1.5)	N/A	N/A	N/A	N/A
WILLIAMS	3,202	COCONINO	32,386	32385.60-41808. (2)	n/a		n/a	
PIMA	2,847	GRAHAM						
STAR VALLEY	2,484	GILA						
COLORADO CITY	2,478	MOHAVE						
QUARTZSITE	2,413	LA PAZ	46,092	46092-53435 (1)	41,017	39811-43513 (1)		
SUPERIOR	2,407	PINAL	26,624	26624.00 (1) PT				
WELLTON	2,375	YUMA						
GILA BEND	1,892	MARICOPA						
KEARNY	1,741	PINAL	27,352		27,352			
SPRINGERVILLE	1,717	APACHE	N/A	N/A		Contract	N/A	N/A
HUACHUCA CITY	1,626	COCHISE	13,312	13,312-15,000 (4)	44,096	37,400-45,00 (1)		
MIAMI	1,541	GILA	27,040	25,000-27,000 (1)	N/A	N/A	N/A	N/A
FREDONIA	1,323	COCONINO						
TOMBSTONE	1,308	COCHISE	27,934	27934-34341	34,341	33342-41018		
MAMMOTH	1,076	PINAL						
PATAGONIA	804	SANTA CRUZ						
DUNCAN	694	GREENLEE						
TUSAYAN	603	COCONINO						
HAYDEN	512	GILA						
JEROME	464	YAVAPAI	47,000		45,000			
WINKELMAN	296	GILA/PINAL						

DID NOT PARTICIPATE IN SURVEY



**SALARY SCALE AND PAY INCREASES FOR 2021-2022**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	NUMBER OF STEPS	PERCENT BETWEEN STEPS	PERCENTAGE GENERAL INCREASE	PERCENTAGE MERIT INCREASE	PERCENT TOTAL INCREASE
PHOENIX	1,608,139	MARICOPA	Varies	Varies	Varies per union/employee association	Varies per union/employee association	Varies per union/employee association
TUCSON	542,629	PIMA	N/A	N/A	N/A	N/A	N/A
MESA	504,258	MARICOPA	0, Just a minimum and a maximum			Varies	
CHANDLER	275,987	MARICOPA	48	5	5%	3%	8%
GILBERT	267,918	MARICOPA	Salary Scale			0%-4.5%	
GLENDALE	248,325	MARICOPA	Varies for Police and Fire jobs	Varies	COLA for non-represented 1.5%	1.5% for "meets" or "exceeds" on performance review	3% max, varies depending on the amount of the EE's merit increase
SCOTTSDALE	241,361	MARICOPA	N/A	N/A	5% market adjustment in July 2022	3	Varies depending on the amount of the EE's merit increase
PEORIA	190,985	MARICOPA	Varies	Varies	Varies	Varies	Varies
TEMPE	180,587	MARICOPA			3% (cost of living)	3.5%	6.5%
SURPRISE	143,148	MARICOPA	varies	varies	6% COLA; select positions received a market adjustment	July 2022-June 2023: 1.5% general pay plan; step increases if applicable/eligible	7.5% or step increase
YUMA	95,548	YUMA	74 pay grades/7 public safety pay grades ranging 6-10 steps each	2.5% pay grades/3-4% steps	up to 3%	N/A	N/A
GOODYEAR	95,294	MARICOPA	Varies by plan	5% for sworn	5%	Varies by employee group	
BUCKEYE	91,502	MARICOPA	Varies by position-Police and Fire only	Varies	Varies	2%	7%
AVONDALE	89,334	MARICOPA	Fire Captain-4/ Fire Engineer-4/ Firefighter-8 / Police Officer-16 / Police Sergeant-10	Police-2.5%	5%	2.5	2.5-5.1
FLAGSTAFF	76,831	COCONINO	varies by plan and position	varies by plan and position	one step for step plans	3% for regular pay plan	3% or one step depending on pay plan
QUEEN CREEK	59,519	MARICOPA/PINAL	Fire Dept. Police Dept. Step 1-8	5%	4.7%	2.5%	2.5%-10%
MARICOPA	58,125	PINAL	3-8	13%	0%	0	0
LAKE HAVASU CITY	57,144	MOHAVE	12	3.5	3.5		
CASA GRANDE	53,658	PINAL	11	3.25		3.25	3.25
MARANA	51,908	PIMA/PINAL					
ORO VALLEY	47,070	PIMA	10	4.25%		4.25%	
PRESCOTT VALLEY	46,785	YAVAPAI	Police Officer 11 steps plus 2 for MPO; Sergeant 9 steps plus 2 for MSO	1.04%	2-4% COLA	1-3%	
PRESCOTT	45,827	YAVAPAI	22	5% separation between midpoints	5% COLA	0-2 staff, 0-7 director/leadership	Varies
SIERRA VISTA	45,308	COCHISE	Varies by position	2%	2%	2%	4%
BULLHEAD CITY	41,348	MOHAVE	17	2.5	2.5	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	16	2.5			2.5
EL MIRAGE	35,805	MARICOPA	0	0	2	0-3	Varies depending on the amount of the EE's merit increase
SAN LUIS	35,257	YUMA	21	2 % -7%	1.5%-12%	N/A	1.5%-12%
SAHUARITA	34,134	PIMA	30 Salary Grades	5% between salary grades	2		2
KINGMAN	32,689	MOHAVE	N/A	N/A	2.5% COLA Eff 1/1/2023	N/A	3% Annual Increase Eff 7/3/2022
FLORENCE	26,785	PINAL	N/A	N/A	N/A	1% to 5%	N/A
FOUNTAIN HILLS	23,820	MARICOPA			4%		4%
NOGALES	19,770	SANTA CRUZ	N/A	N/A	N/A	N/A	N/A
DOUGLAS	16,534	COCHISE	9	5	0	0	0
PAYSON	16,351	GILA	20 General Pay Grades/10 Public Safety Steps	Varies	2.7 ECI *non-step plan	2 (hired prior to 01/01/2022 with satisfactory performance and no disciplinary action) *non-step plan	2.7-4.7 (Some employees may also be eligible for market adjustments) *non-step plan
ELOY	15,635	PINAL	N/A			0	
SOMERTON	14,197	YUMA	75	2.5			
COOLIDGE	13,218	PINAL			7% COLA	Varies	Varies
CHINO VALLEY	13,020	YAVAPAI	N/A	Range between minimum and maximum of each grade is 27%	A 5% increase in the minimum pay, between each pay grade.		Varies-some market income, COLA, and Merit

**SALARY SCALE AND PAY INCREASES FOR 2021-2022**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	NUMBER OF STEPS	PERCENT BETWEEN STEPS	PERCENTAGE GENERAL INCREASE	PERCENTAGE MERIT INCREASE	PERCENT TOTAL INCREASE
PARADISE VALLEY	12,658	MARICOPA				3	6
CAMP VERDE	12,147	YAVAPAI	40	5	3	3	6
COTTONWOOD	12,029	YAVAPAI	50	5	6	2%-4%	8%-10%
SHOW LOW	11,732	NAVAJO	No Steps	N/A	5%-22%		\$2 per hour or 5% whichever was greater
SAFFORD	10,129	GRAHAM					
SEDONA	9,684	YAVAPAI/COCONINO	N/A	N/A	FY 22-23, ranged 2-20%	FY 22-23, ranged 2-20%	2-20%
WINSLOW	9,005	NAVAJO	18	2.5	2	2	4
WICKENBURG	7,474	MARICOPA/YAVAPAI	N/A			6%	
PAGE	7,440	COCONINO					8%
GLOBE	7,249	GILA	10	5	2	3-Feb	
TOLLESON	7,216	MARICOPA	Open ranges	50%	7.5% COLA	0-5%	3.9%
YOUNGTOWN	7,056	MARICOPA					
LITCHFIELD PARK	6,847	MARICOPA					
SNOWFLAKE	6,104	NAVAJO					
BENSON	5,355	COCHISE			3%		
GUADALUPE	5,322	MARICOPA	9	0	2% to 4%		
THATCHER	5,231	GRAHAM	N/A	N/A	2	2.5	4
BISBEE	4,923	COCHISE	N/A	N/A	N/A	N/A	N/A
CAVE CREEK	4,892	MARICOPA					
HOLBROOK	4,858	NAVAJO	26	4	6.1	0	6.1
SOUTH TUCSON	4,613	PIMA					
CLARKDALE	4,424	YAVAPAI	10	5%			
EAGAR	4,395	APACHE	20	1.5%	1.5%	1.5%	1.5%
DEWEY-HUMBOLDT	4,326	YAVAPAI				3	
PINETOP-LAKESIDE	4,030	NAVAJO			5%		
TAYLOR	3,995	NAVAJO			3%		
CLIFTON	3,933	GREENLEE					
CAREFREE	3,690	MARICOPA				0% to 8%	0%-10%
PARKER	3,417	LA PAZ	15	5	2.5	3	5.5
ST. JOHNS	3,417	APACHE	5	2.5	2		
WILLCOX	3,213	COCHISE	10	5	3	3	8
WILLIAMS	3,202	COCONINO	10	3			
PIMA	2,847	GRAHAM				2.5	5
STAR VALLEY	2,484	GILA					
COLORADO CITY	2,478	MOHAVE					
QUARTZSITE	2,413	LA PAZ	24	3%	3%	Dependent upon individual employee performance	3%-6%
SUPERIOR	2,407	PINAL					
WELLTON	2,375	YUMA					
GILA BEND	1,892	MARICOPA			3%	5% Dependent upon evaluation	8%
KEARNY	1,741	PINAL				0	
SPRINGERVILLE	1,717	APACHE	14	3%	3%	3%	3%
HUACHUCA CITY	1,626	COCHISE					
MIAMI	1,541	GILA					
FREDONIA	1,323	COCONINO					
TOMBSTONE	1,308	COCHISE	Typically 8, but varies	varies	varies	varies	varies
MAMMOTH	1,076	PINAL					
PATAGONIA	804	SANTA CRUZ					
DUNCAN	694	GREENLEE					
TUSAYAN	603	COCONINO					
HAYDEN	512	GILA					
JEROME	464	YAVAPAI					COLA 5.6%
WINKELMAN	296	GILA/PINAL					

DID NOT PARTICIPATE IN SURVEY

### SCHEDULE / NUMBER OF PERSONNEL

CITY/TOWN	POPULATION (2020 Census)	COUNTY	WORK SCHEDULE Example: 4/10's; 5/8's	CLOSED ON FRIDAYS	ALL DEPARTMENTS					
					FULL TIME	PART TIME w/BENEFITS	PART TIME w/o BENEFITS	TEMP	SEASONAL	TOTAL
PHOENIX	1,608,139	MARICOPA	9/80's; 5/8's, 4/10's	No	12,199		658	165	379	13,022
TUCSON	542,629	PIMA	4/10's; 5/8's; 9/80's	No	4051	0	21	7	643	4759
MESA	504,258	MARICOPA	4/10's, 5/8's	Yes, for most Administrative Offices	3954	46	438		321	4759
CHANDLER	275,987	MARICOPA	5/8's 4/10's, 9/80's	No	1621	26	3	614	Included in Temp	2274
GILBERT	267,918	MARICOPA	4/10's; 5/8's	Yes, most of the town is closed on Fridays	1507	18	9		261	1795
GLENDALE	248,325	MARICOPA	Varies-some are 5/8's and some are 4/10's	No	1747	40		348	Included in Temp	2135
SCOTTSDALE	241,361	MARICOPA	All	No	2173	34	400	3	0	2610
PEORIA	190,985	MARICOPA	4/10's, 5/8's, 9/80's, 48/96	Varies (City Hall is closed but some departments still run 24/7)	1257	20	3	411		1,691
TEMPE	180,587	MARICOPA	5/8's or 9/80's depending on department.	No	1,638	84		975		2,697
SURPRISE	143,148	MARICOPA	5/8's, 4/10's, 9/80's, Fire 24/48 or 48/96	no	934	0	5	5	368	1312
YUMA	95,548	YUMA	4/10, 5/8, 9/50	Yes, every other week	919	63	148	0	80	1210
GOODYEAR	95,294	MARICOPA	4/10's, 5/8's, 9/80's, 48/96 (fire)	No	844	2		394		1,240
BUCKEYE	91,502	MARICOPA	4/10's and 5/8's	No	730.45	6	1		Varies	737.45
AVONDALE	89,334	MARICOPA	4/10's	Yes	669	9	35	1	0	709
FLAGSTAFF	76,831	COCONINO	varies, 4/10's, 5/8's, 48/96,	No	855	15	0	62.75	4	936.75
QUEEN CREEK	59,519	MARICOPA/PINAL	4/10's	Yes	433	na	7		36	43
MARICOPA	58,125	PINAL	4/10's	Yes	321	22	151	10	16	520
LAKE HAVASU CITY	57,144	MOHAVE		No	455		155			610
CASA GRANDE	53,658	PINAL	5/8's; 4/10's; 9/80's	No	424	8	25		26	483
MARANA	51,908	PIMA/PINAL	4/10's; 5/8's	No	384			31	7	38
ORO VALLEY	47,070	PIMA	5/8's some 4/10's in Police Department	No	319	15	240			574
PRESCOTT VALLEY	46,785	YAVAPAI	4/10's; 5/8's	No	250	0	13	1	26	290
PRESCOTT	45,827	YAVAPAI	Most 5/8's; Some 4/10's; Fire Shift; Dispatch Shift	No	495	0	2	31	87	615
SIERRA VISTA	45,308	COCHISE	Varies 4/10's (Police), 5/8's, Fire 27 day FLSA	No	343	1	104			448
BULLHEAD CITY	41,348	MOHAVE	5/8	No	316	NA	NA	75	NA	391
APACHE JUNCTION	38,499	MARICOPA / PINAL	4/10's; 5/8's	Yes with some exceptions	262	7	44	0	0	313
EL MIRAGE	35,805	MARICOPA	4/10's; 5/8's	Yes 4/10's with some exceptions	218	0	4	3	0	225
SAN LUIS	35,257	YUMA	4/10's; 5/8's, 4-8 hr days and 1-1/2day, 24 hr.shifts (fire)	yes	280	0	14	0	13	307
SAHUARITA	34,134	PIMA	5/8; 4/10 police	No	165	5	0	2	11	183
KINGMAN	32,689	MOHAVE	4/10's (City Hall); Varied 4/10's & 5/8's; Other Areas; 48/96's (Fire)	Yes-City Hall	401 Budgeted	1 (,5 Budgeted)	93	0	56	560
FLORENCE	26,785	PINAL	5/8's; 4/10's	No	140	2	23	N/A	38	165
FOUNTAIN HILLS	23,820	MARICOPA	Mostly 4/10's, some 5/8's	Yes	57	0	30			87
NOGALES	19,770	SANTA CRUZ	5/8's	No	264	0	5	2	0	271
DOUGLAS	16,534	COCHISE	5/8's, 8/9/8, 4/9/4	No	164	1	10	28	16	223
PAYSON	16,351	GILA	4/10's; 5/8's; other	No	157		14	36		207
ELOY	15,635	PINAL	5/8's	No	129	7			30	166
SOMERTON	14,197	YUMA	5/8	No	117	0	36	0	0	153
COOLIDGE	13,218	PINAL	5/8s, 4/10s, 3/12s	No	141	0	9			150
CHINO VALLEY	13,020	YAVAPAI	4/10's	Yes	102	11 sick leave only	7	2		122
PARADISE VALLEY	12,658	MARICOPA	5/8's; 9/80s	No	101	0	10	1	0	112
CAMP VERDE	12,147	YAVAPAI	4/10'; 4/9'+4	no, half day Friday	106	0	19	0	31	156
COTTONWOOD	12,029	YAVAPAI	Varies by Department	No	230	1	~ 50	0	0	280
SHOW LOW	11,732	NAVAJO	Police Sworn and Civilian 4/10's and 9/80's All other 5/8's	No	142	0	59	N/A	N/A	201
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	4/10s for majority of City Hall, 5/8s for Wastewater, varied for PD	Yes	152	0	13	1	35	201
WINSLOW	9,005	NAVAJO	5/8'S	NO	102	0	0	10	44	156

### SCHEDULE / NUMBER OF PERSONNEL

CITY/TOWN	POPULATION (2020 Census)	COUNTY	WORK SCHEDULE Example: 4/10's; 5/8's	CLOSED ON FRIDAYS	ALL DEPARTMENTS					
					FULL TIME	PART TIME w/BENEFITS	PART TIME w/o BENEFITS	TEMP	SEASONAL	TOTAL
WICKENBURG	7,474	MARICOPA/YAVAPAI	4/10's; 5/8's; 3/12; 48	Yes	107	0	14		40	161
PAGE	7,440	COCONINO	Varies by Dept.-5/8's and 4/10's	City Hall, PW, Parks & Trails	145	0	14	11	0	170
GLOBE	7,249	GILA	5/8's	No	112	4	6	0	0	122
TOLLESON	7,216	MARICOPA	4/10's; 5/8's; 3/12's	Yes	207	7	16			230
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	5/8's	No	42 FTE		4.75 FTE		4.17 FTE	51 FTE
SNOWFLAKE	6,104	NAVAJO	varies by department	No	46	0	8		9	63
BENSON	5,355	COCHISE	5/8's	no	69		5		10	84
GUADALUPE	5,322	MARICOPA	5/8's	No	25	0	44	0	0	69
THATCHER	5,231	GRAHAM	4/10's	Yes	39		2	5	2	
BISBEE	4,923	COCHISE	Varied between-4/10's	No	68		20	0	8-10 PT Lifeguards (May-August)	88
CAVE CREEK	4,892	MARICOPA	Admin 4/10's, Utilities & Public Works 5/8	Admin -Yes	49	0	0	0	0	49
HOLBROOK	4,858	NAVAJO	4/10's, 5/8's	Yes	45		2			47
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI	4/9's and a 4	half day	40	1.5	2		1	44.5
EAGAR	4,395	APACHE	4/10's	Yes	28		2		2	32
DEWEY-HUMBOLDT	4,326	YAVAPAI	4/10	yes	8	5				13
PINETOP-LAKESIDE	4,030	NAVAJO	5/8's	No	72	2	5			
TAYLOR	3,995	NAVAJO	4/10's	Yes	32	0	22			
CLIFTON	3,933	GREENLEE	4/10's	Yes	30		12			42
CAREFREE	3,690	MARICOPA	5/8's	No	17	0	0	0	0	17
PARKER	3,417	LA PAZ	4/10	Yes	46	0	5	1		52
ST. JOHNS	3,417	APACHE	4/10's	yes	33	4	10		2	49
WILLCOX	3,213	COCHISE	4/10 City Hall, PW 5/8 Police, dispatch, library	Some Departments	53	0	12	0	0	65
WILLIAMS	3,202	COCONINO	Both 4/10's and 5/8's	No	73	0	5		13	91
PIMA	2,847	GRAHAM	5/8's	Yes	13		6			
STAR VALLEY	2,484	GILA	5/8's	No	3		1			
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	4/10'S; 5/8'S	Yes, Except Transit Services	47		5		3	55
SUPERIOR	2,407	PINAL	5/8's and 4/10's	no	27	none	20	3	15	65
WELLTON	2,375	YUMA	4/10	Yes						
GILA BEND	1,892	MARICOPA	5/8's	No	24		2		4	30
KEARNY	1,741	PINAL	Both 4/10's; 5/8's	Yes and No	24		5			29
SPRINGERVILLE	1,717	APACHE	4/10's	Yes	27	0	23	0	1	50
HUACHUCA CITY	1,626	COCHISE	4/10s and 5/8s	NO	23		7	1	7	38
MIAMI	1,541	GILA	5/8'S	NO	36	NO	3	0	4	43
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	4/10's and 5/8's	No	26		16			42
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI	4/10's;5/8's	Yes	20		15			35
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

# NUMBER OF PERSONNEL

CITY/TOWN	POPULATION (2020 Census)	COUNTY	POLICE DEPARTMENT					FIRE DEPARTMENT					
			SWORN	CIVILIAN	TOTAL	TOTAL PART TIME(C=Civilian; J=Jailer; R=Reserve; U=Uniformed)	VOLUNTEERS	UNIFORMED	CIVILIAN	TOTAL	TOTAL PART TIME(C=Civilian; U=Uniformed)	VOLUNTEERS	FULL TIME FIREFIGHTERS HOURS/WEEK
PHOENIX	1,608,139	MARICOPA	2,648	969	3,617	C=22		1711	355	2066	13		56/40
TUCSON	542,629	PIMA	810	287	1097		0	642	42	684		0	
MESA	504,258	MARICOPA	834	474	1308	15		469	190	659	16	Not tracked	12, 24 and 40 hour shifts.
CHANDLER	275,987	MARICOPA	335	172	507		23	220	24	244	C-11; U-0	57	56 hours/week
GILBERT	267,918	MARICOPA	315	156	471	1 (C)		217	59	276	11 Seasonal		56
GLENDALE	248,325	MARICOPA	408	131	539			252	39	291			40 hour or 52 hour
SCOTTSDALE	241,361	MARICOPA	397	293	690	6C	15	304	24	328	0	66	56
PEORIA	190,985	MARICOPA	209	99	308	0	20						
TEMPE	180,587	MARICOPA	261	121	382			210	15	225			56/Week
SURPRISE	143,148	MARICOPA	152	83	235	0	50	158	52	210	0	36	56
YUMA	95,548	YUMA	146	109	255	C=7	0	124	14	138	C=3	0	56
GOODYEAR	95,294	MARICOPA	148	57.5	205.5			139	22.5	161.5			56
BUCKEYE	91,502	MARICOPA	123	47	170			116	6	122			56
AVONDALE	89,334	MARICOPA	127	87	214	2C	23	87	11	98	0	0	56
FLAGSTAFF	76,831	COCONINO	119	58	177	1 C, 7 R	13	106	2	108	0	0	56
QUEEN CREEK	59,519	MARICOPA/PINAL	66	9	77			73	7	80			56
MARICOPA	58,125	PINAL	71	13	84	0	53	69	2	71	0	28	56
LAKE HAVASU CITY	57,144	MOHAVE	83	43	126	C=7		80	9	89	C=3		48/96
CASA GRANDE	53,658	PINAL	81	24	105	6-C	5	69	25	94	0	0	56
MARANA	51,908	PIMA/PINAL	96	31	127	3	35						
ORO VALLEY	47,070	PIMA	106	30	136	C = 4							
PRESCOTT VALLEY	46,785	YAVAPAI	81	24	105	1C	50						
PRESCOTT	45,827	YAVAPAI	73	17	91	1C		63	7	70			56
SIERRA VISTA	45,308	COCHISE	59	11	70	3 C	10	51	21	72			Avg 56
BULLHEAD CITY	41,348	MOHAVE	75	18	93	NA	NA	NA	NA	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	69	28	97	C=0 J=0 R=0 U=0							
EL MIRAGE	35,805	MARICOPA	60	19	79	1C	6	35	2	37	0	0	56
SAN LUIS	35,257	YUMA	43	17	60	0	0	50	4	54	6=U	2	53
SAHUARITA	34,134	PIMA	54	13	67	0							
KINGMAN	32,689	MOHAVE	56	17	73	1-PT Evidence Tech	7	53	30	83	U=20	0	48/96 (56 WKLY AVG)
FLORENCE	26,785	PINAL	19	11	30	2.5	6	27	2	29	0	34	53
FOUNTAIN HILLS	23,820	MARICOPA											
NOGALES	19,770	SANTA CRUZ	58	19	77	N/A	N/A	49	2	51	N/A	N/A	96
DOUGLAS	16,534	COCHISE	30	13	43	0	0	29	1	31	C=1; U=4	0	53
PAYSON	16,351	GILA	28	15	43	0	29	34	1	35	1C		56
ELOY	15,635	PINAL	27	11	38			N/A					
SOMERTON	14,197	YUMA	16	13	29	0	0	39	1	40	19	0	56
COOLIDGE	13,218	PINAL	35	17	52	C= 1, R=1		8		8		11	40
CHINO VALLEY	13,020	YAVAPAI	26	8	34	1U							
PARADISE VALLEY	12,658	MARICOPA	33	14	47	C=4							
CAMP VERDE	12,147	YAVAPAI	23	14	37	0	15	0	0	0	0	0	0
COTTONWOOD	12,029	YAVAPAI	34	27	61	1-R	13	27	1	28	0	0	115.44 (48 on, 96 off)
SHOW LOW	11,732	NAVAJO	35	25	60	C=2	25	N/A	N/A	N/A	N/A	N/A	N/A
SAFFORD	10,129	GRAHAM											
SEDONA	9,684	YAVAPAI/COCONINO	21	6	27	4	25	N/A	N/A	N/A	N/A	N/A	N/A
WINSLOW	9,005	NAVAJO	21	17	38	C (1)	0	8	1	9	0	7	42

### NUMBER OF PERSONNEL

CITY/TOWN	POPULATION (2020 Census)	COUNTY	POLICE DEPARTMENT					FIRE DEPARTMENT					
			SWORN	CIVILIAN	TOTAL	TOTAL PART TIME(C=Civilian; J=Jailer; R=Reserve; U=Uniformed)	VOLUNTEERS	UNIFORMED	CIVILIAN	TOTAL	TOTAL PART TIME(C=Civilian; U=Uniformed)	VOLUNTEERS	FULL TIME FIREFIGHTERS HOURS/WEEK
WICKENBURG	7,474	MARICOPA/YAVAPAI	24	10	34	3R	14	22		22	2U		56
PAGE	7,440	COCONINO	19	15	34	3-C	N/A	18	1	19	N/A	5	56
GLOBE	7,249	GILA	27	4	31	0	0	17		17	3 U	0	56
TOLLESON	7,216	MARICOPA	29	24	53	1		28	2	30			56
YOUNGTOWN	7,056	MARICOPA											
LITCHFIELD PARK	6,847	MARICOPA											
SNOWFLAKE	6,104	NAVAJO											
BENSON	5,355	COCHISE	13	8	21			1	1	2		17	1
GUADALUPE	5,322	MARICOPA	NA	NA	0	0	0	7	0	7	42-U		56
THATCHER	5,231	GRAHAM	12		12							32	
BISBEE	4,923	COCHISE	9	4	13	8 = U, 1 = R, 4 = C		16		16	3 = U		56
CAVE CREEK	4,892	MARICOPA											
HOLBROOK	4,858	NAVAJO	8	3	12		1					17	
SOUTH TUCSON	4,613	PIMA											
CLARKDALE	4,424	YAVAPAI	12	1.5	13.5	2C, 2R, 12U	2						
EAGAR	4,395	APACHE	6		6							19	
DEWEY-HUMBOLDT	4,326	YAVAPAI											
PINETOP-LAKESIDE	4,030	NAVAJO	14	4	18		10	NA	NA				
TAYLOR	3,995	NAVAJO						13	0	13	21U		56
CLIFTON	3,933	GREENLEE	7	1	8	2						20	20
CAREFREE	3,690	MARICOPA	N/A	N/A	N/A		N/A	N/A	N/A	N/A		N/A	N/A
PARKER	3,417	LA PAZ	11	2	13								
ST. JOHNS	3,417	APACHE	6	3	9		5	16		16			40
WILLCOX	3,213	COCHISE	10	7	17	C=2		N/A	N/A	N/A	N/A	15	n/a
WILLIAMS	3,202	COCONINO	13	8	21	0						21	
PIMA	2,847	GRAHAM	5			1U		33				33	
STAR VALLEY	2,484	GILA											
COLORADO CITY	2,478	MOHAVE											
QUARTZSITE	2,413	LA PAZ	13	3	16								
SUPERIOR	2,407	PINAL	9		9	2	0	6		6	8		53
WELLTON	2,375	YUMA											
GILA BEND	1,892	MARICOPA										24	
KEARNY	1,741	PINAL	7	7	14	C=2 R-1						14	
SPRINGERVILLE	1,717	APACHE	7	0	7	0	0	14	2	16	All part time	14	(2) 40 hours a week
HUACHUCA CITY	1,626	COCHISE	5	2	7								
MIAMI	1,541	GILA	5	2	7	4	0	0	0	0	0	0	0
FREDONIA	1,323	COCONINO											
TOMBSTONE	1,308	COCHISE	5	3				1				15	
MAMMOTH	1,076	PINAL											
PATAGONIA	804	SANTA CRUZ											
DUNCAN	694	GREENLEE											
TUSAYAN	603	COCONINO											
HAYDEN	512	GILA											
JEROME	464	YAVAPAI	8	1	9	4 U;1 C		3		3	3 U	10	
WINKELMAN	296	GILA/PINAL											

DID NOT PARTICIPATE IN SURVEY

**PAID VACATION POLICIES**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MONTHS OF SERVICE REQUIRED	ACCRUAL RATE (Total hours Accrued for year): 1 YEAR	ACCRUAL RATE (Total hours Accrued for year): 5 YEARS	ACCRUAL RATE (Total hours Accrued for year): 10 YEARS	ACCRUAL RATE (Total hours Accrued for year): 15 YEARS	ACCRUAL RATE (Total hours Accrued for year): 20 YEARS	MAXIMUM NUMBER OF HOURS ALLOWED CARRYOVER FROM YEAR TO YEAR	PAY FOR UNUSED
PHOENIX	1,608,139	MARICOPA	6	Varies	Varies	Varies	Varies	Varies	Varies	Vary by unit and can be up to 80 hrs
TUCSON	542,629	PIMA	0	104	130	169	182	192	288	
MESA	504,258	MARICOPA	Begin accruing immediately	FT= 3.5 hrs per pay period (96 hrs per yr), Fire on 24-hr shift: 4.9 hrs per pay period (134.4 hrs per yr). For Benefited Part-Time employees: 1.75 hrs per pay period (48 hrs per yr).	Beginning yr two, 5.5 hrs per pay period (144 hrs per yr), Fire on a 24 hr shift: 201.6 per yr. For Benefited Part-time employees, 2.75 hrs per pay period (72 hrs per yr)	Beginning yr two, 5.5 hrs per pay period (144 hrs per yr), Fire on a 24 hr shift: 201.6 per yr. For Benefited Part-time employees, 2.75 hrs per pay period (72 hrs per yr)	Beginning yr two, 5.5 hrs per pay period (144 hrs per yr), Fire on a 24 hr shift: 201.6 per yr. For Benefited Part-time employees, 2.75 hrs per pay period (72 hrs per yr)	Beginning yr two, 5.5 hrs per pay period (144 hrs per yr), Fire on a 24 hr shift: 201.6 per yr. For Benefited Part-time employees, 2.75 hrs per pay period (72 hrs per yr)	240 hrs for regular FT employees, 336 hrs for Fire working 24-hr shifts, and forty (40) hrs for benefited part-time employees.	Employees who exceed the amounts listed in #162 are paid out for the excess amount of time after December 31st, provided the regular fulltime employee has taken eighty (80) hrs vacation time, one hundred twelve (112) hrs for Fire personnel working a twenty-four (24) hr shift.
CHANDLER	275,987	MARICOPA	0.5	122.2; F 56-hr: 171.6	145.6; F 56-hr: 204.36	169; F 56-hr: 237.12	192.4; F 56-hr: 270.14	215.8; F 56-hr: 302.9	240	P: 50 hrs; F:40: 40 hrs; F-56: 56 hrs; G: 35 hrs
GILBERT	267,918	MARICOPA	0	G= 100 hrs.; PT (60hrsPP) = 75 hrs; PT (40hrsPP)= 50 hrs; F= 140 hrs	G= 125 hrs; PT (60hrsPP) = 93.75 hrs; PT (40hrsPP)= 62.5 hrs; F= 175 hrs	G= 144 hrs; PT (60hrsPP)= 108 hrs; PT (40hrsPP)= 72 hrs; F= 201.6 hrs	G= 163 hrs; PT (60hrsPP)= 122.25 hrs; PT (40hrsPP)= 81.5 hrs; F= 228.2 hrs	G= 177 hrs; PT (60hrsPP)= 132.75 hrs; PT (40hrsPP)= 88.5 hrs; F= 247.8 hrs	G= 350 hrs; PT (60hrsPP) = 262.5 hrs; PT (40hrsPP)= 175 hrs; F= 490 hrs	Vacation hours in excess of the applicable max carry-forward becomes void. Eligible employees who separate from service shall be compensated for unused vacation accruals up to the max fiscal year carry-forward amount through the date of separation.
GLENDALE	248,325	MARICOPA	30 days	0-59 months 138.58 hrs	60-119 months 159.12 hrs	120+ months 197.6 hrs	120+ months 197.6 hrs	120+ months 197.6 hrs	Vacation Leave accrual limits are as follows: • 400 hrs for 40 hr Per Week Employees • 520 hrs for 52 hr Per Week Employees • 300 hrs for 30 hr Per Week Employees • 200 hrs for 20 hr Per Week Employees	Upon separation
SCOTTSDALE	241,361	MARICOPA	6	123.6	152.4	180	180	180	2x accrual rate	At Termination
PEORIA	190,985	MARICOPA	6 NE, 0	96, P=100	128, P=130	144, P=150	170	200	270, F=544, P=360	P, F,E, GE = Over max paid up to 40 hours/forfeit over max after paid 40 NE= Forfeit-EE can to request a pay out after 5 years up to 12-14 days
TEMPE	180,587	MARICOPA	1 month.	Vacation: 111.96.	Vacation: 135.96.	Vacation: 159.96.	Vacation: 200.04.	Vacation: 216.	Max vacation: 450.	Over 450 can be paid out based on employee's salary. Employee must have used 120 hours before payout can be elected.
SURPRISE	143,148	MARICOPA	0	E, NE, G, P= 176.02; F (select MOU covered positions)= 276.12	E, NE, G, P= 208; F (select MOU covered positions)= 323.96	E, NE, G, P= 248.04; F (select MOU covered positions)= 384.02	10 years is the highest accrual rate; see above	10 years is the highest accrual rate; see above	E, NE, G, P= 560; F (select MOU covered positions)= 1008	PTO is paid out in full for RET, RES, & T; select mou covered positions may request a payout each FY: P=up to 80hrs, F=up to 96hrs
YUMA	95,548	YUMA	3	G,E,NE,P=153.5, F=214.40, Part-time=115.13	G,E,NE,P=193.5, F=270.40, Part-time=145.13	G,E,NE,P=201.50, F=281.60, Part-time=151.13	G,E,NE,P=217.5, F=304, Part-time=163.13	G,E,NE,P=233.50, F=326.40, Part-time=175.13	No max carry over	Yes
GOODYEAR	95,294	MARICOPA	1	G/P=114.14, F=172.9	G/P=137.8, F=205.92	G/P=159.9, F=237.12	G/P=183.3, F=269.88	G/P=183.3, F=269.88	G/P=320, F=448	Yes, upon separation of service
BUCKEYE	91,502	MARICOPA	6 E, NE, P, F	3.692 E, NE, P; 5.167 F	4.923 E, NE, P; 6.030 F	5.538 E, NE, P; 6.892 F	7.077 E, NE, P; 9.909 F	7.077 E, NE, P; 9.909 F	400 E, NE, P; 560 F	Yes E, NE, P, F
AVONDALE	89,334	MARICOPA	0	E =120.12; NE=96.2; F=9.92 (SWORN)	E = 164.04; NE=140.12; F= 12.28 (SWORN)	E = 180.16; NE=164.04; F= 13.57 (SWORN)	E = 180.16; NE=180.16; F=14.44 (SWORN)	E = 180.16; NE=180.16; F=14.44 (SWORN)	max accrual 320 per calendar yearFire Battalion Chiefs on 24-hr shift max accrual 448; all accruals over max must be used by end of Calendar yr.	Hours over max forfeited if not used by end of calendar year / 100% of accrued vacation paid out upon termination/Vacation sell back may be applicable.
FLAGSTAFF	76,831	COCONINO								
QUEEN CREEK	59,519	MARICOPA/PINAL	6	96.2	144.04	168.22	192.14	192.14	240	Employees must have taken 80 hours of vacation leave (112 for Fire sworn on 24 hour shifts) by December 31st, in order to be paid for excess leave. Any vacation leave in excess of 240 will be forfeited beginning January 1st if the minimum of 80 hours vacation has not been taken in the prior calendar year.
MARICOPA	58,125	PINAL	0	0-3 years, 3.39	3-5 years, 4.31	5-10 years, 5.54	10-15 years, 6.46	15 + years, 7.38	Based on years of service 120-280	Yes, if used at least 80 hours during yr.
LAKE HAVASU CITY	57,144	MOHAVE	3 (90 Days)	General: 5.32; Fire Shift: 7.55	General: 6.86; Fire Shift: 9.71	General: 7.48; Fire Shift: 10.57	General: 8.40; Fire Shift: 11.86	General: 9.94; Fire Shift: 14.01	General: 478; Fire Shift: 672	At Termination
CASA GRANDE	53,658	PINAL	0	Vac-E, NE, G, P-96, F-134.4; PTO E, NE, G, P-160, F-224	Vac-E, NE, G, P-144; F-216; PTO-E, NE, G, P-205, F-287	Vac-E, NE, G, P-192, F-268.8; PTO-E, NE, G, P-260, F-350	Vac-E, NE, G, P-240, F-336; PTO-E, NE, G, P-268, F-375	Vac-E, NE, G, P-240, F-336; PTO-E, NE, G, P-268, F-375	Vac-E, NE, G, P 1-5 yrs=144, 5-10 yrs=216, 11-15 yrs=288, 15+=360, Vac.F 1-5 yrs=202, 5-10 yrs=303, 10-15 yrs=403, 15+=504; PTO-E, NE, G, P= 600, F=840	Yes @ resignation and retirement
MARANA	51,908	PIMA/PINAL	0	3	5	6	6	6	0-5 yrs 180 / 5-10 yrs 200 / 10+ yrs 240	yes
ORO VALLEY	47,070	PIMA	3	non-exempt = 96; exempt = 136; Dept head = 176	non-exempt = 136; exempt = 176	non-exempt = 176; exempt = 176	176	176	100% of accrual rate	upon separation
PRESCOTT VALLEY	46,785	YAVAPAI	0	120	160	200	200	200	no limit	NEX=400; EX=480
PRESCOTT	45,827	YAVAPAI	0	160	200	240	240	240	480	200 (less than 10 yrs); 240 (10+ yrs)
SIERRA VISTA	45,308	COCHISE	6	96 FT/144 Executive Management	120 FT/192 Executive Management	144 FT/192 Executive Management	168 FT/192 Executive Management	192 FT/192 Executive Management	336	100%
BULLHEAD CITY	41,348	MOHAVE	6	3.08	4.62	5.54	6.46	6.46	120	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	6	96	120	144	192	320	320	upon termination up to 320
EL MIRAGE	35,805	MARICOPA	0	G=80	G=130	G=180	G=180	G=180	G=320; F=576; P=320	Yes
SAN LUIS	35,257	YUMA	varies	G=3.08 hours; F=4.08 hrs	G=3.08 hours; F=4.08 hrs	G=4.62 hours; F=6.12 hrs	G=6.16 hours; F=8.15 hrs	G=6.16 hours; F=8.15 hrs	There are accrual caps depending on tier	regular hourly rate
SAHUARITA	34,134	PIMA	G=6; P=12	G=88	G=120	G=200	G=200	G=200	Total hrs capped at 240	Current rate of pay at separation
KINGMAN	32,689	MOHAVE	1	E/NE/G: 6.15   F: 8.20	E/NE/G: 7.69   F: 10.26	E/NE/G: 9.23   F: 12.30	E/NE/G: 10.77   F: 14.36	E/NE/G: 10.77   F: 14.36	0-5: 16-   5-10: 200   10-15: 240   15+: 280	Upon separation; some emergency/maxed options
FLORENCE	26,785	PINAL	6 months	Civilian/Police: 96hrs; FD: 127.2hrs	FT Civilian/Police: 120hrs; FD: 159hrs	FT Civilian/Police: 160.08hrs; FD: 212.04hrs	FT Civilian/Police: 200.04hrs; FD: 264.96hrs	FT Civilian/Police: 200.04hrs; FD: 264.96hrs	Years 1-4: 192, FD=254; Years 5-9: 240, FD=318; Years 10-14: 320, FD=424; 15+years: 400, FD=530	Full Amt (no more than 400 hours) if probationary period passed. If not passed, \$0.



**PAID VACATION POLICIES**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MONTHS OF SERVICE REQUIRED	ACCRUAL RATE (Total hours Accrued for year): 1 YEAR	ACCRUAL RATE (Total hours Accrued for year): 5 YEARS	ACCRUAL RATE (Total hours Accrued for year): 10 YEARS	ACCRUAL RATE (Total hours Accrued for year): 15 YEARS	ACCRUAL RATE (Total hours Accrued for year): 20 YEARS	MAXIMUM NUMBER OF HOURS ALLOWED CARRYOVER FROM YEAR TO YEAR	PAY FOR UNUSED
FOUNTAIN HILLS	23,820	MARICOPA	6	104	130	156	182	208	416	Upon Separation
NOGALES	19,770	SANTA CRUZ	G=6; F=12; P=12	96	120	160	200	240	240	N/A
DOUGLAS	16,534	COCHISE	6	3.08, 4.07, 4.61	4.61, 6.11, 6.15	6.15, 8.15, 7.69	7.69, 9.23, 10.19	7.69, 9.23, 10.19	240	No
PAYSON	16,351	GILA	0	G=156 F=234	G=182 F=286	G=208 F=338	G=234-256 F=364-374	G=234-256 F=364-374	Hired before 7/1/12=720. Hired after 7/1/12=480	Up to 240 @ FULL (ALL), 240.01-816 @ 1/2 ONLY HIRED BEFORE 7/1/12
ELOY	15,635	PINAL	3 months-PTO	6.92-{1st yr	7.31-1+yr; 7.69-2yr; 8.08-3 yr; 8.46-4 yr; 8.85-5 yr	9.23-6 yr; 9.62-7 yr; 10-8 yr; 10.38-9 yr; 10.77-10 yr	11.15-11 yr; 11.54-12+yr	12	600	No
SOMERTON	14,197	YUMA	6	G=120.12, F=164.84	G=159.90, F=219.70	G=199.94, F=274.56	G=199.94, F=274.56	G=199.94, F=274.56	G=400, F=550	Yes
COOLIDGE	13,218	PINAL	1 month	3.08 (80)	4.62 (120)	4.62 (120) + 1 day additional per yr not to exceed 20 days	4.62 (120) + 1 day additional per yr not to exceed 20 days	4.62 (120) + 1 day additional per yr not to exceed 20 days	320	Yes, upon separation
CHINO VALLEY	13,020	YAVAPAI	6	3.08	4.62	6.15			320	
PARADISE VALLEY	12,658	MARICOPA	0	NE-80; E-120	NE-120; E-160	NE-160; E-160	NE-160; E-160	NE-160; E-160	carry over = to accrual rate	at termination
CAMP VERDE	12,147	YAVAPAI	6	3.08(NE); 4.62(E)	4.0(NE); 5.54(E)	4.62(NE); 6.15(E)	6.15(NE); 6.15(E)	6.15(NE-E)	160(NE);320(E)	NA
COTTONWOOD	12,029	YAVAPAI	0	NE- 96; E-136; NE F-134.4	NE- 136; E-176; NE F-190.4	NE- 136; E-176; NE F-190.4	NE- 176; E-216; NE F-246.4	NE- 176; E-216; NE F-246.4	Years 1-4: NE-140; E-180; NE F- 196 Years 5-14: NE-200; E-240; NE F- 280; Years 15+: NE/E- 240; NE F- 336	Full Amount if probationary period passed. If not passed, \$0.
SHOW LOW	11,732	NAVAJO	0	152	182	212	240	240	640	Up to 80 hrs per fiscal yr with qualifiers. Upon Termination 100% with proper notice
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	12	74	111	148	185	185	120 to 300	100%
WINSLOW	9,005	NAVAJO	6	40	80	120	160	160	80	NO
WICKENBURG	7,474	MARICOPA/YAVAPAI	6G; 12P,F	40G; 60F	120G; 180F	160G; 240F	176G; 264F	200G; 300F	240G; 336F	Yes
PAGE	7,440	COCONINO	6	80	120	160	160	160	240	At separation
GLOBE	7,249	GILA	6	80	88	120	160	200	240	No
TOLLESON	7,216	MARICOPA		E,NE,G,P=3.38 F=4.48 Director=4.92	E,NE,G,P=4.92 F=6.52 Director=4.92	E,NE,G,P=6.48 F=8.56 Director=6.48	E,NE,G,P=6.48 F=8.56 Director=6.48	E,NE,G,P=6.48 F=8.56 Director=6.48	E,NE,G,P,Director=320 F=448	
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA		3.08	5	6	6.5		240	
SNOWFLAKE	6,104	NAVAJO	0	80	120	160	160	200	2x annual accrual	upon termination (after probationary period)
BENSON	5,355	COCHISE	12	104	136	156	208	208	156	
GUADALUPE	5,322	MARICOPA	6	164 PTO	172 PTO	212 PTO	252 PTO	292 PTO	480 PTO	YES
THATCHER	5,231	GRAHAM		120	159.96	180	200.04	200.04	760	40
BISBEE	4,923	COCHISE	0	E = 6.5, G = 5, F = 7.5	E = 8, G = 6.5, F = 9.5	E = 9.5, G = 8, F = 12	E = 9.5, G = 8, F = 12	E = 9.5, G = 8, F = 12	Less than 5: E = 169, G = 130, F = 195. 5+ years: E = 208, G = 169, F = 247. 10+ years: E = 247, G = 208, F = 312.	Yes-Ret., Res. & T.
CAVE CREEK	4,892	MARICOPA		180	264	300	336	336	320	At separation
HOLBROOK	4,858	NAVAJO	6	06/80; 7-12/120; 13+/160	80	120	160	160	up to 2 times accrual rate	upon termination
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI								
EAGAR	4,395	APACHE	12	3.08	4.62	6.15	7.69		280	na
DEWEY-HUMBOLDT	4,326	YAVAPAI	3						40	yes
PINETOP-LAKESIDE	4,030	NAVAJO	6	80	120	140	160	180		Yes
TAYLOR	3,995	NAVAJO	0	80	120	120	160	160	2 years at current leave rate	Yes
CLIFTON	3,933	GREENLEE								
CAREFREE	3,690	MARICOPA	6	80	120	136	160	160	200	yes
PARKER	3,417	LA PAZ	12	80	120	160	200	200	40	Upon Termination
ST. JOHNS	3,417	APACHE	E, NE, G, = 6 mo / F, P = 1 yr	E, NE, G = 120/F, P = 95	E, NE, G = 160 / F, P = 120	E, NE, G = 200 / F, P = 144	E, NE, G = 200 / F, P = 168	E, NE, G = 200 / F, P = 168	300	No
WILLCOX	3,213	COCHISE	3	80	120	144	160	160	240	Upon Retirement or Voluntary Quit
WILLIAMS	3,202	COCONINO	NE/6 months E/6months	NE/3.08 E/4.62	NE/3.08.120hrs E/5.24.180hrs	NE/3.70.144hrs E/6.16.204hrs	NE/4.62.204hrs E/7.08.240	NE/6.16.240hrs E/7.08.240hrs	*Depends on the number of years	yes
PIMA	2,847	GRAHAM	1	96	120	168	192	192	192	
STAR VALLEY	2,484	GILA	6	96	96	120	120	144	288	Yes
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	6	96	136	176	176	216	0-4 yrs 240 hrs; 5-9 yrs 280 hrs; 10-19 yrs 320 hrs; 20+ yrs 360 hrs	Yes upon Term., Resignation & Retirement - accrued hours available
SUPERIOR	2,407	PINAL	Accrue immediately; use after 6 months	79.82 hours	120.12	159.9			max accrue balance is 360 hours	yes
WELLTON	2,375	YUMA								
GILA BEND	1,892	MARICOPA	1	80	120	160				Yes
KEARNY	1,741	PINAL	6	3	4	5	5	6	120	Yes
SPRINGERVILLE	1,717	APACHE	3	150 E 100 NE	170 E 120 NE	200 E 150 NE	200 E 200 NE	200 E 200 NE	480	Yes
HUACHUCA CITY	1,626	COCHISE	6	80	120	160	160	160	240	no
MIAMI	1,541	GILA	6	80	120	160	160	160	240	TERMINATION OF EMPLOYMENT
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	1	80	80	120	160	160	240	Yes
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI	0	3.38	7.38	8.46	9.62	9.62	480	Yes, 60%
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

KEY: E=Exempt; F=Fire Department; G=General Employee; NE=Non-Exempt; P=Police Department; PTO=Paid Time Off; Ret=Retirement; Res=Resignation

# SICK LEAVE POLICIES

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MONTHS OF SERVICE REQUIRED	NUMBER OF HOURS ALLOWED PER YEAR	NUMBER OF HOURS CARRYOVER ALLOWED	PAY FOR UNUSED	NUMBER OF HOURS FOR WHICH PAID UPON RESIGNATION OR RETIREMENT
PHOENIX	1,608,139	MARICOPA	1	120 hrs earned/yr	Varies	only pay for unused at retirement	at retirement must have 750; can be paid for 500 of those at 25% for most labor units; some variation between labor units.
TUCSON	542,629	PIMA	0	104	No Max	0, only upon retirement	See attachments 241+
MESA	504,258	MARICOPA	0	FT: 96 hrs; Fire: 134.4 hrs; Benefited Part-time: 40 hrs	Carried over yr to yr with no cap. However, full-time employees with a balance of 1040 unused sick time hrs can convert sick time hrs accrued above 1040 unused sick time hrs to vacation time. Part-time benefited employees with a balance of 520 unused sick hrs can convert sick time hrs accrued over 520 unused sick time hrs to vacation time. Fire personnel working a 24 hr shift with a balance of 1456 unused sick time hrs can convert sick time hrs accrued above 1456 unused sick time hrs to vacation time.	N/A	For retirement or death, sick is paid 50% of the accumulated sick time hrs, up to a maximum of 520 for FT employees, 260 for benefited part-time employees, and 728 hrs for Fire Personnel working a 24 hr shift. Termination other than retirement or death forfeits payment of accumulated sick time.
CHANDLER	275,987	MARICOPA	0.5	96.2	Unlimited	F: 17 years of service & 336 hrs may opt to cash out in lieu of accrual for 3 consecutive years; P: 17 years of service & 240 hrs may opt to cash out in lieu of accrual for 3 consecutive years; G = n/a	Retirees only: 50% of banked hours/forfeited upon retirement
GILBERT	267,918	MARICOPA	0	G= 96 hrs; PT (60hrsPP)= 72 hrs; PT (40hrsPP)= 48 hrs; F= 134.8 hrs; Temp/Seas= 40 hrs	G= 520 hrs; PT (60hrsPP)= 390 hrs; PT (40hrsPP)= 260 hrs; F= none; F Civil= 728 hrs; Temp/Seas= 40 hrs	Yes-portion of hrs over maximum (annually); upon separation; upon retirement	RESIGN: 50% of unused sick leave after 10 yrs of service; F&P (56-hr shift) = 863 max; F&P (40-hr) = 616 max. RETIRE: 100% of unused sick leave after 10 yrs of service; F&P (56-hr shift) = 863 max; F&P (40-hr) = 616 max
GLENDALE	248,325	MARICOPA	30 days	Unlimited	Unlimited	N/A	Sick Leave Payout at Resignation: A regular status employee who resigns, not dismissed for cause, with five or more yrs of continuous City service shall be paid for accrued Sick Leave based on one-third (1/3) of the employee's hrly wage (average for last 36 months) for each hr of accrued Sick Leave. • Sick Leave Payout at Retirement: Upon retirement, the accrued Sick Leave of a regular status employee with ten or more yrs of continuous City service shall be paid into a Retiree Health Savings (RHS) account in accordance with the provisions outlined in this policy.
SCOTTSDALE	241,361	MARICOPA	0	96	No limit on carryover	N/A	N/A
PEORIA	190,985	MARICOPA	0			Maximum payout is 25% of 96 hours.	50% of Accrued Sick
TEMPE	180,587	MARICOPA	1	96	Unlimited.		50% if employed for 10 years. 60% if employed for minimum of 20 yrs.
SURPRISE	143,148	MARICOPA	3	40	0 (new 40 hours allotted each FY)	P,F= select MOU covered positions up to 40hrs at end of FY if not used; no pay out for others	0
YUMA	95,548	YUMA	3	40	All	After 5 yrs., varies by yrs. of service	After 5 yrs., varies by yrs. of service
GOODYEAR	95,294	MARICOPA	1	G/P=96, F=134.4	Unlimited	Varies by sick balance	Varies by group and years of service
BUCKEYE	91,502	MARICOPA	0 E, NE, P, F	480 E, NE P; 672 F	480 E, NE, P; 672 F	No E, NE, P, F	0 E, NE, P, F
AVONDALE	89,334	MARICOPA	E: 0; NE: 0 ; ;G: 0 F:: 0; P: 0 ; Res: 33.3% of Payout; T: Not eligible; (90 Days for Part-time EEs)	maximum accrual of 96.2 per year/accrued hours are unlimited; Hours accrue without limit for regular full-time employees; Regular part-time temp & seasonal part-time working less than 30 hours per week receive a bank of forty hours per fiscal year.	Hours accrue without limit for regular full-time employees; Regular part-time temp & seasonal part-time working less than 30 hours per week receive a bank of forty hours per fiscal year.	Yes	Compensation for Unused Sick Leave upon Resignation or Retirement: (1) Resignation: 33.3% of accrued sick leave at the employee's current hourly rate; (2) Retirement: employees with 10 years of continuous service with the City will receive 100% of accrued sick leave up to 250 hours at the employee's current hourly rate, or 33.3% of the total balance of accrued sick leave, whichever is greater. b. Employees with 15 years of continuous service with the City will receive 100% of accrued sick leave up to 375 hours at the employee's current hourly rate, or 33.3% of the total balance of accrued sick leave, whichever is greater. c. Employees with 20 years of continuous service with the City will receive 100% of accrued sick leave up to 500 hours at the employee's current hourly rate, or 33.3% of the total balance of accrued sick leave, whichever is greater. (3) Employees who resign from their employment with the City but return to employment with the City within a nine (9) month period shall have any unused or unreimbursed sick leave reinstated upon rehire. (4) Employees who are involuntarily terminated from their employment are not eligible for compensation of accrued sick leave. (5) An employee may not use sick leave after their last day worked. (6) Employees who have not completed original probation will not be compensation upon separation for sick leave provided at time of hire. Involuntary Terminations: 1. The City may dismiss any regular status employee for cause. a. A written statement of reasons for the dismissal will be provided to the employee. 2. The City may dismiss any original probationary employee at its sole discretion. a. No written statement of reasons for dismissal is required. 3. An employee who is involuntarily terminated will not be compensated for any unused sick leave and/or holiday leave.
FLAGSTAFF	76,831	COCONINO					
QUEEN CREEK	59,519	MARICOPA/PINAL	Sick time accruals begin on the employees first day of employment.	96.2	Unlimited	No	
MARICOPA	58,125	PINAL	0	120	480	25% of balance above cap	0
LAKE HAVASU CITY	57,144	MOHAVE					
CASA GRANDE	53,658	PINAL	1	E, NE, G, P = 96; F=134.4	E, NE, G, P=1280; F=1792	Percentage @ resignation and retirement	E, NE, G, P, 10-14 yrs=30% up to 128 hrs; 15-19 yrs=40% up to 288.2; 20+ yrs=50% up to 640; F=10-14 yrs=30% up to 180, 15-19 yrs=40% up to 404.2; 20+ yrs=50% up to 896
MARANA	51,908	PIMA/PINAL	0		112	No	
ORO VALLEY	47,070	PIMA	1	FT = 96; all others capped at 40	FT = unlimited	No	50% of balance over 480 hours
PRESCOTT VALLEY	46,785	YAVAPAI	0	See vacation	See vacation	See vacation	See vacation
PRESCOTT	45,827	YAVAPAI	N/A	N/A	N/A	N/A	N/A
SIERRA VISTA	45,308	COCHISE	1	Accrue 96/Use as approved by Supervisor	Unlimited	50%of480/25%rest5yrs/60%&25%10yrs/70%&25%15+yrs	50%of480/25%rest5yrs/60%&25%10yrs/70%&25%15+yrs
BULLHEAD CITY	41,348	MOHAVE	6	NA	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	1	96	1040	No	0-320 @ 0%; 321-639 @ 50%; 640-1040 @ 25%
EL MIRAGE	35,805	MARICOPA	0	96	No limit	MOU F & P only	F=depends on hire date-20/40%; P=accumulated 1000 hrs-40%, or 1400 hrs-60%
SAN LUIS	35,257	YUMA	n/a	40 hours for PT EE's	360 for FT EE's and 40 for PT EE's	no	0
SAHUARITA	34,134	PIMA	G=0	G=80	G=Unlimited	G=Paid at rate of pay upon separation only after 10 yrs of consecutive service.	1/3 accrued/unused after 10 yrs of consecutive service
KINGMAN	32,689	MOHAVE	1	96	Unlimited-No Cap	yes*	*120 hrs w/ PSPRS/ASRS retirement or grandfathered

# SICK LEAVE POLICIES

CITY/TOWN	POPULATION (2020 Census)	COUNTY	MONTHS OF SERVICE REQUIRED	NUMBER OF HOURS ALLOWED PER YEAR	NUMBER OF HOURS CARRYOVER ALLOWED	PAY FOR UNUSED	NUMBER OF HOURS FOR WHICH PAID UPON RESIGNATION OR RETIREMENT
FLORENCE	26,785	PINAL	1 month	96	Up to 960 hours	10-14 years of service: 20% of unused sick leave up to a maximum of 240 hours; 15-19 years: 35% of unused sick leave up to 360 hours; 20 or more years: 50% of unused sick leave up to 480 hours.	0-240 @20%; 15-19 @35%; 20+ years@ 50%
FOUNTAIN HILLS	23,820	MARICOPA	0	104	1040	Partial at retirement	1/2 of unused only at retirement
NOGALES	19,770	SANTA CRUZ	0	96		N/A	
DOUGLAS	16,534	COCHISE	1	96	480	Yes	25% for resignation- 100% for retirement
PAYSON	16,351	GILA	per AZ sick law	per AZ sick law	per AZ sick law	No	0
ELOY	15,635	PINAL					
SOMERTON	14,197	YUMA	6	1st year G=120.12, F=164.84 5th year G=159.90 F=219.70 10+ years G=199.94 F=274.56	400	Yes	7 months-2 years=80%, 3-5 years=85%, 6-8 years=90%, 9-10 years=95%, 11 or more years=100%
COOLIDGE	13,218	PINAL	1 month	96	480	Yes, upon retirement only	50% of unused
CHINO VALLEY	13,020	YAVAPAI			No Limit	25% over the 192 hrs of sick	25% over 192 sick hrs unless employee terminated for cause
PARADISE VALLEY	12,658	MARICOPA	0	all available	all unused to a max of 480	NO	10+ year tenure 1/2; 15+ year tenure 100% up to 480 and 1/2 for hours greater than 480
CAMP VERDE	12,147	YAVAPAI	6	96	480	50%	10%, 25%, 50% depending on years of service
COTTONWOOD	12,029	YAVAPAI	0	No utilization max; Accrue 12 days /year for FT	All hours roll over	0	Pay for hours between 480-1040 (max of 560 hours paid out)
SHOW LOW	11,732	NAVAJO	3 for part-time only	40	40	No	100% with proper notice
SAFFORD	10,129	GRAHAM					
SEDONA	9,684	YAVAPAI/COCONINO	1	96	40	0	0
WINSLOW	9,005	NAVAJO	1	88	ALL	YES	YR OF SERV % UP TO 1040 HOURS
WICKENBURG	7,474	MARICOPA/YAVAPAI	3	96G; 134.4F	960G,F	No	N/A
PAGE	7,440	COCONINO	0	96	960	No	As of 7-1-17, hrs over 560 can be paid out up to 400 hrs yrs of service and application for retirement. with 10
GLOBE	7,249	GILA	1	96	960	No	25% of total accrued hours upon retirement only
TOLLESON	7,216	MARICOPA	1	E,NE,G,P=96 F=127.2	E,NE,G,P=560 F=742	Up to 80 hours	100% if 10+ years of service
YOUNGTOWN	7,056	MARICOPA					
LITCHFIELD PARK	6,847	MARICOPA			400		
SNOWFLAKE	6,104	NAVAJO	1	96	unlimited	up to 96 at half hourly rate each calendar year	0
BENSON	5,355	COCHISE	1	104	960	25%	25%
GUADALUPE	5,322	MARICOPA					
THATCHER	5,231	GRAHAM					
BISBEE	4,923	COCHISE	0	112	0	No	0
CAVE CREEK	4,892	MARICOPA	0	Included in PTO			All PTO includes sick and vacation.
HOLBROOK	4,858	NAVAJO	1	96	unlimited	no	none
SOUTH TUCSON	4,613	PIMA					
CLARKDALE	4,424	YAVAPAI					
EAGAR	4,395	APACHE	0	96.2	720	Sell back 40 hours	NA
DEWEY-HUMBOLDT	4,326	YAVAPAI	3	72	240	no	
PINETOP-LAKESIDE	4,030	NAVAJO	6	96		no	30%
TAYLOR	3,995	NAVAJO	0	96	720	No	0
CLIFTON	3,933	GREENLEE					
CAREFREE	3,690	MARICOPA	1	56	0	Yes	Total balance of accrued
PARKER	3,417	LA PAZ	1	96	500		5-9 Years 10%, 10-14 20%, 15-19 30%, 20 40%, 20+ 50%
ST. JOHNS	3,417	APACHE	1 YEAR	96	1000	0	0
WILLCOX	3,213	COCHISE	3	96	500	ONLY ON RETIREMENT THRU ASRS OR PSPRS	% BASED ON YEARS OF SERVICE
WILLIAMS	3,202	COCONINO	Immediate use	96	960	After 10 years of service at a rate of 1 hr of pay for each three hours of unused time.	After 10 years resignation or retirement
PIMA	2,847	GRAHAM	1	96	960	no	
STAR VALLEY	2,484	GILA	6	96	960	No	
COLORADO CITY	2,478	MOHAVE					
QUARTZSITE	2,413	LA PAZ	3	96	unused carried over	No	None
SUPERIOR	2,407	PINAL	start accruing immediatley	95.94	max balance allowed of accrued leave 360	no	none
WELLTON	2,375	YUMA					
GILA BEND	1,892	MARICOPA	1		unlimited	Yes	\$1 for every hour accrued after 10 yrs of service
KEARNY	1,741	PINAL	0	240	240	No	0
SPRINGERVILLE	1,717	APACHE	0	100	400	0	0
HUACHUCA CITY	1,626	COCHISE	1	96	240	no	0
MIAMI	1,541	GILA	FIRST DAY	40	UNLIMITED	NO	0
FREDONIA	1,323	COCONINO					
TOMBSTONE	1,308	COCHISE	1	240	240	No	0
MAMMOTH	1,076	PINAL					
PATAGONIA	804	SANTA CRUZ					
DUNCAN	694	GREENLEE					
TUSAYAN	603	COCONINO					
HAYDEN	512	GILA					
JEROME	464	YAVAPAI	0	40	40	No	0
WINKELMAN	296	GILA/PINAL					

DID NOT PARTICIPATE IN SURVEY

KEY: E=Exempt; F=Fire Department; G=General Employee; NE=Non-Exempt; P=Police Department; PTO=Paid Time Off; Ret=Retirement; Res=Resignation

# GROUP INSURANCE

CITY/TOWN	POPULATION (2020 Census)	COUNTY	BENEFITS FOR ELECTED	TYPE OF INSURANCE				PERCENTAGE PAID BY CITY/TOWN			
				HEALTH	LIFE	DENTAL	LONG TERM DISABILITY	EMPLOYEE HEALTH BENEFIT PACKAGE	DEPENDENTS BENEFIT PACKAGE	RETIREE BENEFIT PACKAGE	AVERAGE MONTHLY COST PER EMPLOYEE
PHOENIX	1,608,139	MARICOPA	Yes	Yes	Yes	Yes		Varies by plan	Varies by plan	Yes varies	
TUCSON	542,629	PIMA	Yes	Yes	Yes	Yes	Yes	80/20 Medical Varies	80/20 Medical Varies	Retiree pays 100% premiums	
MESA	504,258	MARICOPA	Yes	Yes	Yes	Yes	Yes	Basic Medic Plan: 100% of premium equivalent. Choice Medical Plan: 80% of premium equivalent. CoPay Medical Plan: 73% of premium equivalent.	Basic Medical Plan: 100% of premium equivalent. Choice medical plan: 80% of the premium equivalent. CoPay Medical Plan: 66% of the premium equivalent.	Too many variables. Based on time of service.	Average cost for employee only plans: 599. Average cost for family 1332.
CHANDLER	275,987	MARICOPA	Yes	Yes	Yes	Yes	Yes	White Plan: 100%; Red & Blue Plans: 80%	White Plan: 100%; Red & Blue Plans: 80%	0	Employee: 113; Employer: 985
GILBERT	267,918	MARICOPA	Yes	Yes	Yes	Yes	Yes (Sworn); ASRS (Non-Sworn)	Preferred Plan- 80%; Select Plan- 91% (data based on FT employees)	Preferred Plan- 80%; Select Plan- 91% (data based on FT employees)	0	Employee Cost Average= 166.26 Employer Cost Average= 942.10 (data based on FT employees)
GLENDALE	248,325	MARICOPA	Yes	Yes	Yes	Yes	Yes	13	19	No	1255
SCOTTSDALE	241,361	MARICOPA	Yes	Yes	Yes	Yes	No	80%	75%	0	671
PEORIA	190,985	MARICOPA	Yes	Yes	Yes	Yes	Yes-PSPRS Disability Retirement	94	82	None	193
TEMPE	180,587	MARICOPA	Yes	Yes	Yes	Yes	Yes	100%	70%	Varies	864
SURPRISE	143,148	MARICOPA	yes	yes	yes	yes	yes	varies based on plan selected	varies based on plan selected	EORP/PSPRS EODCRS/ ASRS: Rates vary; 457.1%	1274
YUMA	95,548	YUMA	Yes	Yes	Yes	Yes	Yes	varies 100% HDHP	48-80% depending on plan	0%, Retiree pays premium	1307
GOODYEAR	95,294	MARICOPA	yes	Yes	Yes	Yes	Yes	93%	87%	No	1,399
BUCKEYE	91,502	MARICOPA	Yes	Yes	Yes	Yes	No	92%	40%	No	208
AVONDALE	89,334	MARICOPA	Yes	Yes	Yes	Yes	Yes	**The City will provide a 25 per pay period HSA contribution for "Employee-Single" HDHP coverage and a 50 per pay period HSA contribution for "Employee + Family" HDHP coverage"	**The City will provide a 25 per pay period HSA contribution for "Employee-Single" HDHP coverage and a 50 per pay period HSA contribution for "Employee + Family" HDHP coverage"	N/A	345 across all plans for family and 61 for single
FLAGSTAFF	76,831	COCONINO	Yes	Yes	Yes	Yes	Yes	Varies by plan	Varies by plan type	0%	Avg total cost for plans 1,365.62
QUEEN CREEK	59,519	MARICOPA/PINAL	Yes	Yes	Yes	Yes	No	93%	71%	NA	PPO Employee 63.86, Employer 844.51, HDHP Buy-Up Employee 40.78, Employer 500.67, HDHP Base Employee 19.49 Employer 493.68
MARICOPA	58,125	PINAL	Yes	Yes	Yes	Yes	Yes-ASRS	HDHP-100%, PPO 80%	1	N/A	551.31 EE; 1354.99 FAM
LAKE HAVASU CITY	57,144	MOHAVE	Yes	Yes	Yes	Yes	ASRS/PSPRS	100%	EPO: 75%; HDHP: 80%	Varies; based on years of service	
CASA GRANDE	53,658	PINAL	Yes	Yes	Yes	Yes	Yes/ASRS&PSPRS	100%	52%-60% depending on plan choice	N/A	469-529 based on plan choice
MARANA	51,908	PIMA/PINAL	YES	YES	YES	YES	YES	85%	80%	10%	585
ORO VALLEY	47,070	PIMA	No	Yes	Yes	Yes	Yes (police only). All others through ASRS	PPO 80%, HDHP 93%	PPO 75%, HDHP 77%	0 on both PPO and HDHP	991
PRESCOTT VALLEY	46,785	YAVAPAI	Yes	Yes	Yes	Yes	Yes	100% Health/Dental/Vision	60% Health; 50% Dental/Vision	0	690
PRESCOTT	45,827	YAVAPAI	No	Yes	Yes	Yes	Yes	100	73	0	1154
SIERRA VISTA	45,308	COCHISE	No	Yes	Yes	Yes	Yes for ASRS employees only	100%	Varies	Only those grandfathered/Varies	EE 430.27 ER 595.01
BULLHEAD CITY	41,348	MOHAVE	Yes	Yes	Yes	Yes	Yes	80	80	NA	75
APACHE JUNCTION	38,499	MARICOPA / PINAL	Yes	Yes	Yes	Yes	ASRS	92%	50%	NA	575
EL MIRAGE	35,805	MARICOPA	Yes	Yes	Yes	Yes	No	94.5-100	Varies	0	987
SAN LUIS	35,257	YUMA	Yes	Yes	No	Yes	No	77.3	77.3	depends on tier and track	Employer-684.29; Employee-85.23
SAHUARITA	34,134	PIMA	NO	YES	YES	YES	YES	97	75	0	685.95 (EE only); 1502.23 (EE+Spouse); 1,296.45 (EE+Children); 2126.45
KINGMAN	32,689	MOHAVE	Yes	Yes	Yes	Yes	Yes	EPO 87%/HDHP 94% (Medical); Dental/Vision: 100%	EPO 77%/HDHP 85% (Medical); Dental/Vision: 83%	EPO: 37%/HDHP: 47.5%	EPO: EE: 715.43 Dep: 1631.62   HDHP: EE: 667.18 Dep: 1489.70
FLORENCE	26,785	PINAL	No	Yes	Yes	Yes	No	100%	78%	N/A	211042
FOUNTAIN HILLS	23,820	MARICOPA	No	Yes	Yes	Yes	Yes	100%	Varies, approximately 70%	No	792
NOGALES	19,770	SANTA CRUZ	YES	YES	YES	YES	YES	YES	YES	YES	86%
DOUGLAS	16,534	COCHISE	No	Yes	Yes	Yes	Yes	100%	65%	0%	Opt. #1 Single- 0; Family-488.10- Opt. #2 Single-115.24, Family-762.18
PAYSON	16,351	GILA	Yes	Yes	Yes	Yes	ASRS/PSPRS	63% CO-PAY, 71% 1500 DED, 75% 2500 & 5000 DED	63% CO-PAY, 71% 1500 DED, 75% 2500 & 5000 DED	77% CO-PAY, 81% 1500 DED, 84% 2500 & 5000 DED	795
ELOY	15,635	PINAL	No	Yes	Yes	Yes	Yes	Tier 1 = (ER 826/100%emp); Tier 2 (ER 826/92%); Tier 3 (HSA; ER 826/100%)	Tier 1 = (ER 1099/80%); Tier 2 (ER 1244/80%); Tier 3 (HSA- ER1095/80%)	N/A	
SOMERTON	14,197	YUMA	No	Yes	Yes	Yes	Yes	100	60/40	0	1323
COOLIDGE	13,218	PINAL	Yes	Yes	Yes	Yes	Yes	100%	70%	ASRS/PSPRS	

**GROUP INSURANCE**

CITY/TOWN	POPULATION (2020 Census)	COUNTY	BENEFITS FOR ELECTED	TYPE OF INSURANCE				PERCENTAGE PAID BY CITY/TOWN			
				HEALTH	LIFE	DENTAL	LONG TERM DISABILITY	EMPLOYEE HEALTH BENEFIT PACKAGE	DEPENDENTS BENEFIT PACKAGE	RETIREE BENEFIT PACKAGE	AVERAGE MONTHLY COST PER EMPLOYEE
CHINO VALLEY	13,020	YAVAPAI	NO	Yes	Yes	Yes	Yes	100% Employee only		ASRS / PSPRS	Employer pays Medical Only for employee 779.00
PARADISE VALLEY	12,658	MARICOPA		Yes	Yes	Yes	Yes	100%-EE	87.7%-E+S; 88.8-EE+C; 84.3%-EE+F		586
CAMP VERDE	12,147	YAVAPAI	no	yes	yes	yes	yes	100	40	0a	1070
COTTONWOOD	12,029	YAVAPAI	Yes	Yes	Yes	Yes	Through ASRS	100	92-EE/Children; 85-EE/Spouse; 76-EE Family	0	924
SHOW LOW	11,732	NAVAJO	No	Yes	Yes	Yes	Yes	100%	80%	0%	661
SAFFORD	10,129	GRAHAM									
SEDONA	9,684	YAVAPAI/COCONINO	No	Yes	Yes	Yes	Yes	70-100%	70-100%	N/A	1,200.00 average employer & employee monthly cost
WINSLOW	9,005	NAVAJO	YES	YES	YES	YES	NO	90%	50%	NO	1313
WICKENBURG	7,474	MARICOPA/YAVAPAI	No	Yes	Yes	Yes	ASRS	100%	70%	N/A	1101
PAGE	7,440	COCONINO	No	Yes	Yes	Yes	Yes	90	80	ASRS/PSPRS	
GLOBE	7,249	GILA	Yes	Yes	Yes	Yes	No	100	80	No	852
TOLLESON	7,216	MARICOPA	Yes	Yes	Yes	Yes	No	Alliance=100% PPO=100%	Alliance=86% PPO=86%	0	Alliance=EE Only 0 Alliance=E+Family 244.90 PPO=EE Only 0 PPO=E+Family 293.74
YOUNGTOWN	7,056	MARICOPA									
LITCHFIELD PARK	6,847	MARICOPA		Yes	Yes	Yes	Yes				
SNOWFLAKE	6,104	NAVAJO	No	Yes	Yes	Yes	ASRS and PSPRS			0	
BENSON	5,355	COCHISE	No	YES	YES	YES	YES	100% Health	85%		BC/BS-581.40 for employee only HSA 512.17 employee only 0.00 cost for employee
GUADALUPE	5,322	MARICOPA	NO	YES	YES	YES	YES	100%	0	0	1172
THATCHER	5,231	GRAHAM	No	Yes	No	Yes	No	100%	100%	12.03%	0
BISBEE	4,923	COCHISE	No	Yes	Yes	Yes	Yes	100% EE Only Core or Buy Up Plan	25% Dep. Health Ins. Supplement	ASRS & PSPRS	1104
CAVE CREEK	4,892	MARICOPA	No	Yes	Yes	Yes	Yes	No fixed %	Varies	ASRS/PSPRS	Varies
HOLBROOK	4,858	NAVAJO	NO	Yes	Yes	Yes	Yes	90%	90%	0%	981
SOUTH TUCSON	4,613	PIMA									
CLARKDALE	4,424	YAVAPAI									
EAGAR	4,395	APACHE	No	Yes	Yes	Yes	NA	90%	70%	12.17%	
DEWEY-HUMBOLDT	4,326	YAVAPAI	no	yes	yes	yes	yes	yes	no	yes	1100
PINETOP-LAKESIDE	4,030	NAVAJO	No	Yes	Yes	Yes	No	100%			
TAYLOR	3,995	NAVAJO	No	Yes	Yes	Yes	Yes	90	80	No	1,154
CLIFTON	3,933	GREENLEE	No	Yes	Yes	Yes	Yes	100	100		
CAREFREE	3,690	MARICOPA	No	Yes	Yes	Yes	Yes	100%	300 per month	ASRS	1040
PARKER	3,417	LA PAZ	Yes	Yes	Yes	No	No	100	50		700
ST. JOHNS	3,417	APACHE	No	Yes	Yes	Yes	Yes				1390
WILLCOX	3,213	COCHISE	NO	YES	YES	YES	YES	100%	90/10 SPLIT	N/A	900
WILLIAMS	3,202	COCONINO	No	Yes	Yes	Yes	Yes	100	61	ASRS and 457	782
PIMA	2,847	GRAHAM	No	Yes	Yes	Yes	No	100	100		3278
STAR VALLEY	2,484	GILA	No	Yes	No	Yes	Yes	100%	No	No	1160
COLORADO CITY	2,478	MOHAVE									
QUARTZSITE	2,413	LA PAZ	Yes	Yes	Yes	Yes	No	100%	50%	none	Varies depending on plan & coverage; example employee+child(ren), employee+spouse or employee+family
SUPERIOR	2,407	PINAL	no	YES	YES	YES	YES	medical, dental, vision,	medical, dental, vision	ASRS AND PSPRS	ee-5 per month er-674.24
WELLTON	2,375	YUMA	No								
GILA BEND	1,892	MARICOPA	No	Yes	Yes	Yes	Yes	100%	Health 50% Dental 100% Vision 0%	COBRA	1000
KEARNY	1,741	PINAL	NO	Yes	Yes	Yes	Yes	771468%	49586.64 Only Employee is covered	0	643
SPRINGERVILLE	1,717	APACHE	No	Yes	Yes	Yes	ASRS	100%	75%	ASRS /PSPRS	722
HUACHUCA CITY	1,626	COCHISE	No	Yes	Yes	No	No	95%	0	100%	800
MIAMI	1,541	GILA	NO	YES	YES	YES	YES	EMPLOYEE ONLY 100%	0	ASRS/PSPRS	647
FREDONIA	1,323	COCONINO									
TOMBSTONE	1,308	COCHISE	No	Yes	Yes	No	No	90%	0%	0%	695
MAMMOTH	1,076	PINAL									
PATAGONIA	804	SANTA CRUZ									
DUNCAN	694	GREENLEE									
TUSAYAN	603	COCONINO									
HAYDEN	512	GILA									
JEROME	464	YAVAPAI	No	Yes	Yes	Yes	Yes	100%	50%	0%	1,220
WINKELMAN	296	GILA/PINAL									

DID NOT PARTICIPATE IN SURVEY

# GROUP INSURANCE

CITY/TOWN	POPULATION (2020 Census)	COUNTY	COMPANIES PROVIDING COVERAGE	ARE YOU A MEMBER OF AN INSURANCE POOL?	ARE YOU SELF-INSURED?	DO YOU OFFER AN HSA PLAN?	AVERAGE ANNUAL HAS CONTRIBUTION	DO YOU OFFER AN RHPA PLAN?	DO YOU OFFER AN HRA PLAN?	DO YOU OFFER WELLNESS INCENTIVES?	DO YOU HAVE AN ON- SITE CLINIC?
PHOENIX	1,608,139	MARICOPA	BCBS PPO&HSA, Aetna HMO, Cigna Dental, Davis Vision, Aetna Vision	No	Yes	Yes	See attachment	YES	YES	YES	YES
TUCSON	542,629	PIMA	Cigna	No	Yes	Yes		No	No	Yes	
MESA	504,258	MARICOPA	Medical: CIGNA is TPA for our self funded plan. Dental: Delta for our self funded dental plan. Vision: VSP	No	Yes	No	N/A	No	No	Yes	Yes
CHANDLER	275,987	MARICOPA	Medical: Blue Cross Blue Shield of Arizona; Dental: Delta Dental; Vision: VSP; Life Insurance: VOYA	No	Yes	Yes	350	Yes	No	Yes	No
GILBERT	267,918	MARICOPA	Aetna (Medical); Delta Dental of AZ (Dental); EyeMed (Vision); ASI (FSA); Ochs (Life/Disability)	No	Yes	No	N/A	No	No	Yes	No
GLENDALE	248,325	MARICOPA	BCBSAZ, UHC, Delta Dental	No	Yes	Yes	1000	No	Yes	Yes	No
SCOTTSDALE	241,361	MARICOPA	Cigna-medical/dental, STD & LTD for PSPRS & ASRS; VSP-vision; NY Life for Vol Life	No	Yes	Yes	3,101.83	No	No	Yes	No
PEORIA	190,985	MARICOPA	BCBS of AZ, Delta Dental, Cigna, VSP, ASI Flex, Sun Life	No	Yes	No				Yes	No
TEMPE	180,587	MARICOPA	Allegiance	No	Yes	No		No	Yes	Yes	No
SURPRISE	143,148	MARICOPA	MED=BCBSAZ, DENT=DELTA DENTAL OF AZ, VIS=AVESIS, LIFE=THE STANDARD, LTD= VARIES ON RET PLAN	no	yes	no		no	no	yes	no
YUMA	95,548	YUMA	Ameriben(Medical/Dental),SunLife(Life), VSP(Vision)	Yes	Yes	Yes	\$1,920.00	No	No	Yes	No
GOODYEAR	95,294	MARICOPA	Cigna	No	Yes	Yes	\$833	Yes	No	Yes	Yes
BUCKEYE	91,502	MARICOPA	Cigna	No	No	Yes	\$720	No	No	Yes	No
AVONDALE	89,334	MARICOPA	BCBSAZ (Medical); Delta (Dental); AVESIS (Vision); HSA/FSA-Health Equity; EAP -Uprise Health; COBRA-ASI / Retirement: ASRS, PSPRS/EORP/CORP, Nationwide, Mission Square, PEHP (Fire); Life Insurance: Minnesota Life (Securian/Ochs)	No	Yes	Yes	\$1,300 family / \$650 single city provided	No	No	No	No
FLAGSTAFF	76,831	COCONINO	BCBS-medical, Delta-dental, VSP-vision, CVS-prescription, Minnesota Life/Securian-vol. life, Reliance Standard-STD and LTD, Health Equity-HSAs and FSAs	Yes-NAPEBT	Yes	Yes	894.96	No	No	Yes	No
QUEEN CREEK	59,519	MARICOPA/PINAL	UHC, Delta Dental	Yes, Valley Schools	Yes	Yes	Single: \$3,650, Family: \$7,300, 55 or older (Catch-up): \$1,000	No	No	Yes	No
MARICOPA	58,125	PINAL	Medical-AETNA; Dental-AETNA; Vision-VSP; Voluntary-Prudential; FSA/HSA-PayFlex	No	No	Yes	1200	NO	NO	Yes	No
LAKE HAVASU CITY	57,144	MOHAVE	NAEBT-NORTHWEST EMPLOYEE BENEFIT TRUST	Yes	Partially	Yes	1,400	No	No	Yes	No
CASA GRANDE	53,658	PINAL	UHC	No	No	Yes	1350	No	No	Yes	No
MARANA	51,908	PIMA/PINAL	BCBS OF AZ	NO	YES	YES	1050	NO	NO	YES	NO
ORO VALLEY	47,070	PIMA	UHC, Delta, Eyemed, Mutual of Omaha, Colonial	No	Yes	Yes	\$1375	No	No	Yes	Yes
PRESCOTT VALLEY	46,785	YAVAPAI	Blue Cross Blue Shield for Health; Ameritas for Dental; and Eyemed/VSP under Ameritas for Vision	No	No	No		No	No	Yes	No
PRESCOTT	45,827	YAVAPAI	Yavapai Combined Trust	Yes	Yes	Yes	1824	No	No	No	No
SIERRA VISTA	45,308	COCHISE	Self Insured Health Plan	No	Yes	Yes	9,600	No	No	Yes	No
BULLHEAD CITY	41,348	MOHAVE	BCBS	YES	YES	YES	1800	NO	NO	YES	NO
APACHE JUNCTION	38,499	MARICOPA / PINAL	Med-BCBSAZ; Dental-Delta Dental Az; Vision-VSP	Yes-AZ Metropolitan Trust	partially	Yes-HDHP medical plan only		No	No	No	No
EL MIRAGE	35,805	MARICOPA	Arizona Metropolitan Trust	Yes	Pool	Yes	518	No	No	Yes	No
SAN LUIS	35,257	YUMA	Blue Cross Blue Shield- Medical, SIARMED-medical and dental, Standard-STD, LTD, Life insurance, Transwestern-Medical, Healthiest You-Teledoc services, Uprise Health- Employee Assistance, VSP- vision, American Fidelity- supplemental insurance, Southern Scripts- prescription services, ESurgeries-medical ambulatory services, Exclusive Behavioral Health-Mental health services, Manhattan-supplemental insurance, LegalShield-legal services (supplemental), MassMutual Life-Supplemental Life Coverage, NY Life-Supplemental life insurance	For Risk Management only	yes	no	N/A	N/A	N/A	No	no
SAHUARITA	34,134	PIMA	BCBSAZ-Medical; Delta Dental-Dental; EDS- Dental; VSP-Vision; Mutual of Omaha-Life	NO	NO	NO	NA	NO	NO	NO	NO
KINGMAN	32,689	MOHAVE	BCBSAZ-Medical; Navitus-RX; Ameritas-Dental; VSP-Vision; Standard Life	Yes-NAEBT	Yes	Yes	1,050-\$700 EE \$1400 Dep	No	No	Yes	No
FLORENCE	26,785	PINAL	Blue Cross and Blue Shield of Arizona provides Health, Dental, ad Life	No	No	Yes	\$2,073,780	No	No	No	No
FOUNTAIN HILLS	23,820	MARICOPA	Arizona Metropolitan Trust (AzMT)	Yes	Pool	Yes	602	No	No	Yes	No
NOGALES	19,770	SANTA CRUZ	ONE	NO	YES	NO	N/A	NO	NO	YES	NO
DOUGLAS	16,534	COCHISE	City of Douglas Marpai Benefits	No	Yes	No	0	No	No	No	No
PAYSON	16,351	GILA	UMR, DELTA DENTAL, VSP	Yes	No	Yes	0	No	Yes	No	Annual Flu Shot/Screening Clinics
ELOY	15,635	PINAL	BCBS, Principal, Avesis	No	No	Yes	\$3600	No	No	No	No
SOMERTON	14,197	YUMA	BCBS (Medical), MetLife (Dental, Vision, Life), Transwestern (Mexico Medical & Dental, HealthiestYou (Telemedicine)	Yes	Transwestern (Mexico Medical & Dental Plan)	Yes	1400	No	No	No	No

# GROUP INSURANCE

CITY/TOWN	POPULATION (2020 Census)	COUNTY	COMPANIES PROVIDING COVERAGE	ARE YOU A MEMBER OF AN INSURANCE POOL?	ARE YOU SELF-INSURED?	DO YOU OFFER AN HSA PLAN?	AVERAGE ANNUAL HAS CONTRIBUTION	DO YOU OFFER AN RHS A PLAN?	DO YOU OFFER AN HRA PLAN?	DO YOU OFFER WELLNESS INCENTIVES?	DO YOU HAVE AN ON- SITE CLINIC?
COOLIDGE	13,218	PINAL	Med/Den-BCBSAZ, Vision-VSP Principal, Life-Equitable, FSA- iSolved, HSA-Further by HealthEquity, Jorgensen Brooks-EAP, Teledoc, AFLAC-Supplemental, Deferred Comp-Mission Square Retirement (ICMA RC)	Yes		No	\$960 EE Only; \$1800 EE+Sp/Ch; \$2400 EE+Fam	No	No	No	No
CHINO VALLEY	13,020	YAVAPAI	AMRRP	Yes	Yes	Yes	2,160 annually employee only, emp/spouse, emp/child, emp/fam	No	No	Yes	No
PARADISE VALLEY	12,658	MARICOPA	Blue Cross Blue Shield / HDHP / PPO / PPO-Buy-Up /EPO	No	Yes	Yes	EE- \$1,450 / EE+Dep-\$2,900	No	No	No	No
CAMP VERDE	12,147	YAVAPAI	Kairos	yes	no	yes	5,800	no	no	yes	no
COTTONWOOD	12,029	YAVAPAI	Kairos (UMR, Delta Dental, VSP, MetLife)	Yes	Through Pool	Yes	3319	No	No	No	No
SHOW LOW	11,732	NAVAJO	BCBS AZ-Medical Ameritas-Dental	No	Yes	Yes	1,000	No	No	Yes	No
SAFFORD	10,129	GRAHAM									
SEDONA	9,684	YAVAPAI/COCONINO	United	Yes	No	Yes	\$2,600.00	No	No	No	No
WINSLOW	9,005	NAVAJO	RAGHT	YES	YES	YES	2500	NO	NO	YES	NO
WICKENBURG	7,474	MARICOPA/YAVAPAI	Arizona Metropolitan Trust	Yes	Yes	Yes	1,146.22	No	No	Yes	No
PAGE	7,440	COCONINO	RAGHT	YES	YES	YES	980	NO	NO	RAFFLES FOR PARTICIPANTS	NO
GLOBE	7,249	GILA	BC/BS of AZ	No	No	Yes	1,500.00	No	No	Yes	No
TOLLESON	7,216	MARICOPA	BCBS of AZ= Medical; MetLife= Dental and Life Plans; Superior Vision= Vision; Aflac= Voluntary	No	No	No				Yes	No
YOUNGTOWN	7,056	MARICOPA									
LITCHFIELD PARK	6,847	MARICOPA				Yes				Yes	
SNOWFLAKE	6,104	NAVAJO	Rural Arizona Group Health Trust	Yes	No	Yes	2000	No	No	No	No
BENSON	5,355	COCHISE	BC/BS, Principal, VSP			Yes	200.00 annual and 10.00 a month		Yes	NO	NO
GUADALUPE	5,322	MARICOPA	Metlife-dental, Blue Cross Blue Shield-Health, Avesis-Vision, Axia-Life	NO	YES	NO				NO	NO
THATCHER	5,231	GRAHAM	Blue Cross Blue Shield of AZ, Delta Dental, VSP	No	No	Yes	0	No	No	No	No
BISBEE	4,923	COCHISE	BCBS, Delta Dental, VSP, Mutual of Omaha, Nationwide, AFLAC, Legal Shield	No	Yes	No	0	No	No	Yes	No
CAVE CREEK	4,892	MARICOPA	Karios-United Healthcare (UMR), TDA, VSP Vision	Yes	No	Yes	5,775	No	Yes	No	No
HOLBROOK	4,858	NAVAJO	RAGHT	Yes	Yes	No		No	No	No	No
SOUTH TUCSON	4,613	PIMA									
CLARKDALE	4,424	YAVAPAI									
EAGAR	4,395	APACHE		yes		yes		no	no	no	no
DEWEY-HUMBOLDT	4,326	YAVAPAI	BCBS, Delta, Vision, Fortdearborn	no	no	yes	1200	no	no	no	no
PINETOP-LAKESIDE	4,030	NAVAJO	Kairos- UMR	Yes		Yes	1500				
TAYLOR	3,995	NAVAJO	RAGHT	Yes	No	Yes	1,335	No	No	Yes	No
CLIFTON	3,933	GREENLEE		Yes							No
CAREFREE	3,690	MARICOPA	RAGHT	Yes	No	No					
PARKER	3,417	LA PAZ	RAGHT	Yes	No	No		No	No	Yes	No
ST. JOHNS	3,417	APACHE	RAGHT-MERITAIN	Yes	Yes	Yes	2412	No	No	Yes	No
WILLCOX	3,213	COCHISE	BLUE CROSS BLUE SHIELD OF AZ	NO	NO	NO	1500	N/A	YES	YES	NO
WILLIAMS	3,202	COCONINO	RAGHT/BCBS, AMERITAS, EYEMED	No	No	Yes	2907.42	No	No	Simply encourage engagement	No
PIMA	2,847	GRAHAM	Kairos, Sunlife, Vector,	No	Yes	YES	5000	No	No	No	No
STAR VALLEY	2,484	GILA	BlueCrossBlueShield	No	No	No		No	No	No	No
COLORADO CITY	2,478	MOHAVE									
QUARTZSITE	2,413	LA PAZ	Medical-United Healthcare UMR; Dental-Delta; Vision-VSP	Yes	Yes	Yes	\$500 annual per employee	No	NO	No	No
SUPERIOR	2,407	PINAL	EMI-BLUE CROSS/BLUE SHIELD, PRINCIPAL	yes	no	no					
WELLTON	2,375	YUMA									
GILA BEND	1,892	MARICOPA	United Healthcare/UCCI/VSP/Colonial	Yes		No		No	No	No	No
KEARNY	1,741	PINAL	EMI Health	Yes	Yes	No			Yes	No	No
SPRINGERVILLE	1,717	APACHE	RAGHT Meritain	Yes	No	No	n/a	No	No	RAGHT	No
HUACHUCA CITY	1,626	COCHISE	Cigna/Crest Insurance	AMRRP		No	none	no	no	no	no
MIAMI	1,541	GILA	RAGHT-MERITAIN	YES	NO	YES	15,120	NO	NO	YES	NO
FREDONIA	1,323	COCONINO									
TOMBSTONE	1,308	COCHISE	United Health Care and Lincoln Life	No	No	No			Yes	No	No
MAMMOTH	1,076	PINAL									
PATAGONIA	804	SANTA CRUZ									
DUNCAN	694	GREENLEE									
TUSAYAN	603	COCONINO									
HAYDEN	512	GILA									
JEROME	464	YAVAPAI	United Healthcare	Yes	No	Yes	3,000	No	No	No	No
WINKELMAN	296	GILA/PINAL									

DID NOT PARTICIPATE IN SURVEY



### PAID HOLIDAYS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	TOTAL NUMBER	PRESIDENTS DAY	MARTIN LUTHER KING, JR DAY	COLUMBUS DAY	FRIDAY AFTER THANKSGIVING	VETERANS DAY	FLOATING	OTHERS
PHOENIX	1,608,139	MARICOPA	12.5	Yes	Yes	No	Yes	Yes	No	CC; 1/2 CE
TUCSON	542,629	PIMA	11	Yes	Yes	No	No	Yes	Yes	CC
MESA	504,258	MARICOPA	11	Yes	Yes	No	Yes	Yes	If the holiday falls on an employee's regular scheduled day off, the employee can observe the holiday on a regularly scheduled work day.	FT employees receive 20 personal hours to use per year. Executives receive 30 personal hours.
CHANDLER	275,987	MARICOPA	11	Yes	Yes	No	Yes	Yes	No	PD/Juneteenth
GILBERT	267,918	MARICOPA	9	Yes	Yes	No	Yes	No	G (4-10hr sched) = 20 hrs; G = 24 hrs; PT 60 = 18 hrs; F (40-hr sched) = 10 hrs; F (56- hr sched) = 11.2 hrs	
GLENDALE	248,325	MARICOPA	Yes	Yes	Yes	No	Yes	Yes		NY, Memorial, Independence, Labor, Thanksgiving, Christmas, CE
SCOTTSDALE	241,361	MARICOPA	11	Yes	Yes	No	Yes	Yes	Yes (1)	
PEORIA	190,985	MARICOPA	11	Yes	Yes	No	Yes	Yes	Yes-if Holiday falls on a Friday	CE-Non- Represented Only
TEMPE	180,587	MARICOPA	12	Yes	Yes	No	Yes	Yes	No	Juneteenth, CC, PD, Christmas Day, New Years Day, Presidents Day, Independence Day, Labor Day, Veterans Day, MLK Birthday, Memorial Day,
SURPRISE	143,148	MARICOPA	12	yes	yes	no	yes	yes	yes	
YUMA	95,548	YUMA	12	Yes	Yes	No	Yes	Yes	No	CE, JT(Juneteenth)
GOODYEAR	95,294	MARICOPA	11	Yes	Yes	No	Yes	Yes	Yes	Juneteenth Day
BUCKEYE	91,502	MARICOPA	11	Yes	Yes	No	Yes	Yes	Yes	
AVONDALE	89,334	MARICOPA	11	Yes	Yes	No	Yes	Yes	Yes	Independence Day; Juneteenth.; NYD; Memorial Day; Christmas Day; Labor Day
FLAGSTAFF	76,831	COCONINO	11	Yes	Yes	No	Yes	Yes	Yes-1	
QUEEN CREEK	59,519	MARICOPA/PINAL	10	Yes	Yes	No	No	Yes	Yes	
MARICOPA	58,125	PINAL	7	Yes	Yes	No	No	Yes	No	Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Winter Break: December 24th, 12:00 PM through January 1st
LAKE HAVASU CITY	57,144	MOHAVE	11	Yes	Yes	No	Yes	Yes	No	GF
CASA GRANDE	53,658	PINAL	10	Yes	Yes	No	Yes	No	Yes-BD	
MARANA	51,908	PIMA/PINAL	12	YES	YES	NO	YES	YES	NO	CE, NY
ORO VALLEY	47,070	PIMA	13	Yes	Yes	No	Yes	Yes	No	BD, CE, NY
PRESCOTT VALLEY	46,785	YAVAPAI	11	Yes	Yes	No	Yes	Yes	CE	
PRESCOTT	45,827	YAVAPAI	11	Yes	Yes	No	Yes	Yes	Yes	
SIERRA VISTA	45,308	COCHISE	13	Yes	Yes	Yes	Yes	Yes	Yes	
BULLHEAD CITY	41,348	MOHAVE	12	Yes	NO	YES	YES	YES	NO	OTHER
APACHE JUNCTION	38,499	MARICOPA / PINAL	9	Yes	Yes	No	No	Yes	No	
EL MIRAGE	35,805	MARICOPA	10	Yes	Yes	No	Yes	Yes	No	PD
SAN LUIS	35,257	YUMA	12	yes	yes	yes	no	yes	no	CC; Other: Miguel Gonzalez Day
SAHUARITA	34,134	PIMA	10	YES	YES	NO	YES	YES	NO	NA
KINGMAN	32,689	MOHAVE	12	Yes	Yes	No	Yes	Yes	Yes	BD, CE
FLORENCE	26,785	PINAL	11	Yes	Yes	Yes	Yes	Yes	No	N/A
FOUNTAIN HILLS	23,820	MARICOPA	10	Yes	Yes	No	Yes	Yes	Only under specific circumstances	NY, Memorial, Independence, Labor, Thanksgiving, Christmas
NOGALES	19,770	SANTA CRUZ	11	YES	YES	NO	YES	YES	YES	THANKSGIVING, 4TH OF JULY, CHRISTMAS, NEW YEARS, LABOR DAY, MEMORIAL DAY
DOUGLAS	16,534	COCHISE	11	Yes	Yes	No	Yes	Yes	Yes	BD, Christmas Day, New Year's Day, Memorial Day, Independence Day
PAYSON	16,351	GILA	10	Yes	Yes	No	Yes	Yes	No	No
ELOY	15,635	PINAL	13	Yes	Yes	No	Yes	Yes	No	Juneteenth; 1/2 Day CE; 1/2 Day NY;
SOMERTON	14,197	YUMA	13	Yes	Yes	No	Yes	Yes	No	New Year's Day, CC, CE, Memorial Day, Independence Day, Labor Day, Thanksgiving, 1/2 day Christmas Eve if Christmas lands on a weekday, Christmas Day
COOLIDGE	13,218	PINAL	10	Yes	Yes	No	Yes	Yes	No	PD
CHINO VALLEY	13,020	YAVAPAI	10	Yes	Yes	No	Yes	Yes		

# PAID HOLIDAYS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	TOTAL NUMBER	PRESIDENTS DAY	MARTIN LUTHER KING, JR DAY	COLUMBUS DAY	FRIDAY AFTER THANKSGIVING	VETERANS DAY	FLOATING	OTHERS
PARADISE VALLEY	12,658	MARICOPA	10	Yes	Yes	No	Yes	Yes	No	PD-2;
CAMP VERDE	12,147	YAVAPAI	11	yes	yes	no	yes	yes	no	CE
COTTONWOOD	12,029	YAVAPAI	13	Yes	Yes	No	Yes	Yes	Yes	Added Juneteenth
SHOW LOW	11,732	NAVAJO	11	Yes	Yes	No	Yes	Yes	NO	1/2 day (4 hours) Christman Eve and New Years Eve
SAFFORD	10,129	GRAHAM								
SEDONA	9,684	YAVAPAI/COCONINO	11	Yes	Yes	No	Yes	Yes	Yes	
WINSLOW	9,005	NAVAJO	14	YES	YES	NO	YES	YES	YES (2)	JUNETEENTH, PRESIDENT ELECTION DAY
WICKENBURG	7,474	MARICOPA/YAVAPAI	9 Full, 2 Half	Yes	Yes	No	No	Yes	No	Winter Break
PAGE	7,440	COCONINO	10	YES	YES	NO	YES	YES	NO	
GLOBE	7,249	GILA	11	Yes	Yes	No	Yes	Yes	Yes	
TOLLESON	7,216	MARICOPA	12	Yes	Yes	No	Yes	Yes	No	CC, PD, Discretionary days
YOUNGTOWN	7,056	MARICOPA								
LITCHFIELD PARK	6,847	MARICOPA	13	Yes	Yes		Yes	Yes		
SNOWFLAKE	6,104	NAVAJO	12	Yes	Yes	Yes	Yes	Yes	Yes	BD
BENSON	5,355	COCHISE	11	Yes	Yes	No	Yes	Yes	Yes-Juneteenth	PD
GUADALUPE	5,322	MARICOPA	17	yes	yes	no	yes	yes	no	NY, BD, CC, GF, ME, CE, Juneteenth
THATCHER	5,231	GRAHAM	10	Yes	Yes	Yes	No	Yes	N/A	1/2 day Christmas Eve
BISBEE	4,923	COCHISE	11	Yes	Yes	Yes	Yes	Yes	No	n/a
CAVE CREEK	4,892	MARICOPA	12	Yes	Yes	Yes	Yes	Yes	No	BD
HOLBROOK	4,858	NAVAJO	12	Yes	Yes	Yes	Yes	Yes	No	PD
SOUTH TUCSON	4,613	PIMA								
CLARKDALE	4,424	YAVAPAI								
EAGAR	4,395	APACHE	10	YES	YES	NO	NO	YES	NO	CE, NY
DEWEY-HUMBOLDT	4,326	YAVAPAI	10							
PINETOP-LAKESIDE	4,030	NAVAJO	11	YEs	Yes	Yes	Yes	Yes	YesME	ME, NY,
TAYLOR	3,995	NAVAJO	12	Yes	Yes	Yes	Yes	Yes	No	CE
CLIFTON	3,933	GREENLEE	12	Yes	Yes	No	No	Yes		BD, CE
CAREFREE	3,690	MARICOPA	11	Yes	Yes	No	Yes	Yes	Yes (1)	CE
PARKER	3,417	LA PAZ	12	Yes	Yes	Yes	Yes	Yes	No	
ST. JOHNS	3,417	APACHE	12	yes	yes	yes	no	yes	yes	CE
WILLCOX	3,213	COCHISE	11	Y	Y	Y	N	Y	PD=3 DAYS	JUNETEENTH
WILLIAMS	3,202	COCONINO	11	yes	yes	yes	yes	yes	no	Memorial, Independence, Labor, Thanksgiving, Christmas, New Year's Days
PIMA	2,847	GRAHAM	13	Yes	Yes	No	Yes	No	4	
STAR VALLEY	2,484	GILA	10	Yes	Yes	Yes	No	Yes	Yes	
COLORADO CITY	2,478	MOHAVE								
QUARTZSITE	2,413	LA PAZ	11	yes	Yes	Yes	Yes	Yes	Yes	BD
SUPERIOR	2,407	PINAL	11	YES	YES	YES	YES	YES		
WELLTON	2,375	YUMA								
GILA BEND	1,892	MARICOPA	11	Yes	Yes	No	Yes	Yes	No	CE
KEARNY	1,741	PINAL	12	Ys	Yes	No	Yes	Yes		2 PD, CE, Christmas Day, NY, New Years Day
SPRINGERVILLE	1,717	APACHE	11	Yes	Yes	No	n/a	Yes	No	CE, Christmas Day, NY, New Years Day
HUACHUCA CITY	1,626	COCHISE	13	yes	yes	yes	yes	yes		CE, Juneteenth
MIAMI	1,541	GILA	10	YES	YES	YES	YES	YES	NO	PD, GOOD FRIDAY, NY
FREDONIA	1,323	COCONINO								
TOMBSTONE	1,308	COCHISE	9	Yes	Yes	No	Yes	Yes	No	None
MAMMOTH	1,076	PINAL								
PATAGONIA	804	SANTA CRUZ								
DUNCAN	694	GREENLEE								
TUSAYAN	603	COCONINO								
HAYDEN	512	GILA								
JEROME	464	YAVAPAI	10	Yes	Yes	No	Yes	Yes	Yes, if falling on a Friday for the M-Th 4/10's	
WINKELMAN	296	GILA/PINAL								

DID NOT PARTICIPATE IN SURVEY

KEY: AD=Admissions Day; CC=Cesar Chavez; GF=Good Friday; ME=Monday after Easter; PD = Personal Day; WB=Washington's Birthday; CE=Christmas Eve; FH=Floating Holiday; I=Indian Day; NY=New Year's Eve

# MISCELLANEOUS FRINGE BENEFITS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	ANNUAL UNIFORM POLICY			MILEAGE ALLOWANCE	MAXIMUM TUITION REIMBURSEMENT OFFERED PER PERSON
			POLICE DEPARTMENT	FIRE DEPARTMENT	OTHERS		
PHOENIX	1,608,139	MARICOPA	\$1,150 annual allowance; one-time allowance and annual maintenance for designated assignments.	\$129.75 annual allowance.	I;L;M;PM;PW;TP	62.5 cents per mile	\$6,500
TUCSON	542,629	PIMA	Varies	Varies		1	5,250 per calendar year
MESA	504,258	MARICOPA	1200	850 Uniform Voucher for sworn	\$150 for Solid Waste Drivers	62.5	8124 annual for full-time employees. 4069 for part-time employees.
CHANDLER	275,987	MARICOPA	200 for all, 1300 for those required to wear civilian clothes	675, 75 to be used for safety equipment		.56/mile	5000
GILBERT	267,918	MARICOPA	\$750 (Only for non-uniformed officers needing to purchase civilian clothes for their role (detectives, narcotics officers, etc). Quartermaster program provides all PD uniforms.)□	\$700 (\$550 for uniform and \$150 for footwear and watch.)		Current IRS mileage rate	Max of \$5,000 per fiscal year
GLENDAL	248,325	MARICOPA	1200	1050		Current IRS Standards	3600
SCOTTSDALE	241,361	MARICOPA	0	700	L;M;MR;PM;PW;TP	0.625	2,500
PEORIA	190,985	MARICOPA	1200	1000	900-Other Police, 550-PW, Footwear-250 varies	1	2,500
TEMPE	180,587	MARICOPA	\$1,550	\$630			\$6,000
SURPRISE	143,148	MARICOPA	\$1,600 (select positions receive an additional \$320)	\$1,200	C,I, M, MR, PM, PW, TP	Pool vehicles preferred; IRS rate	\$5,000
YUMA	95,548	YUMA	Yes	Yes	AI,C,D,L,M,MR,PM,PW,TP	\$ .51/mile	Full-Time=\$2,500/fiscal year, Part-Time=\$1,250/fiscal year
GOODYEAR	95,294	MARICOPA	\$2,024	\$1,000	D=\$1,012	IRS Rate	\$5250
BUCKEYE	91,502	MARICOPA	1800	900			5250
AVONDALE	89,334	MARICOPA	up to \$1500 per Employee, plus up to \$1200 every 4 years for vest allotment	up to \$1000 per Employee	PW: "Boots \$225 per year (2 pairs for the year) Jacket \$40 T shirts \$60 Uniforms from Cintas \$600 (\$60 monthly) Hats for the year \$50"	The City uses a Mileage Rate – the standard allowance per mile, as published by the Internal Revenue Service (IRS) for the most current year, payable to a traveler for the use of their privately-owned vehicle when used for business-related travel.	5000
FLAGSTAFF	76,831	COCONINO	1600/year upon hire; 1200/year after	1000/year	Records, Animal Control, Evidence Tech, Property Control and D=900/year, PW, TP and PM are reimbursement for safety equipment	.625 per mile or city issued vehicle; some positions have a Vehicle Stipend if using their own vehicle	\$5,250 annually
QUEEN CREEK	59,519	MARICOPA/PINAL				Mileage for business use of a personal auto will be reimbursed using the current IRS mileage rate.	4000 annually
MARICOPA	58,125	PINAL	1400	1000	D; I; L; M; PM; PW;TC	IRS Rate	1500 per semester
LAKE HAVASU CITY	57,144	MOHAVE	Furnished & Cleaning	Furnished & Cleaning		N/A	Contingent on availability of funding
CASA GRANDE	53,658	PINAL	530	600	L, M, PM, PW, TP	IRS rate	5250 per year
MARANA	51,908	PIMA/PINAL	1200		PW, PM, MR, L, I, TP, M	NO	5000
ORO VALLEY	47,070	PIMA	\$1200 allowance per year		L, MR, PM, PW	Current IRS rates	\$3,000/year
PRESCOTT VALLEY	46,785	YAVAPAI	1200		ACO \$600	0	0
PRESCOTT	45,827	YAVAPAI	Supplied and cleaned	Supplied	AI, D, I, M, MR, PM, PW, TP	IRS Rate	2000
SIERRA VISTA	45,308	COCHISE	1,200	900			\$400 Tuition (Assc & Bach) \$475 (Mast) 1/2 Books & Fees
BULLHEAD CITY	41,348	MOHAVE	REIMBURSEMENT	REIMBURSEMENT	NA	NA	NA
APACHE JUNCTION	38,499	MARICOPA / PINAL	1250 and 450 for SWAT		L; M; MR; PM; PW; TP	.625/mile	3500 FT EEs; 1750 PT EEs
EL MIRAGE	35,805	MARICOPA	1,350	1,100	PM; PW; TP	IRS standard mileage rate	4,000
SAN LUIS	35,257	YUMA	yes	yes	D;L;M;MR;PM;PW;TP;TC;C	\$0- Employees use city vehicle	\$2,400.00
SAHUARITA	34,134	PIMA	1,200 per year for certified officers; 600 per year for Crime Scene Specialists		PM; PW; TP	WITHIN 10 MILES TAKE HOME VEHICLE; OR \$500 FUEL ALLOWANCE	2400
KINGMAN	32,689	MOHAVE	Supplied & Cleaning Included	Supplied	D, L, M, MR, PM, PW, TP	IRS Standard Mileage Rate	4,500 Annually
FLORENCE	26,785	PINAL	900/year	825/year	Maintenance (750/year); Field (750/year); Recreation (150/year)		N/A
FOUNTAIN HILLS	23,820	MARICOPA				IRS rate	5250
NOGALES	19,770	SANTA CRUZ	1,800	1,800	D; I; L; M; PM; PW	.50/MILE	\$4,000
DOUGLAS	16,534	COCHISE	760	700	D, L, M, PM, PW, TC, TP	0.44	10,000
PAYSON	16,351	GILA	2000	1100	PW=200-400 WATER & STREETS, PM=200-400	IRS standard mileage rate	1500 PER FISCAL YEAR, SUBJECT TO BUDGET
ELOY	15,635	PINAL	600	N/A	L, M, MR, PM, PW, TP	IRS rate	\$2,000
SOMERTON	14,197	YUMA	Yes	Yes	M, PM, PW, TP	Yes	2500/year
COOLIDGE	13,218	PINAL	N/A	N/A	N/A	0.565	N/A

# MISCELLANEOUS FRINGE BENEFITS

CITY/TOWN	POPULATION (2020 Census)	COUNTY	ANNUAL UNIFORM POLICY			MILEAGE ALLOWANCE	MAXIMUM TUITION REIMBURSEMENT OFFERED PER PERSON
			POLICE DEPARTMENT	FIRE DEPARTMENT	OTHERS		
CHINO VALLEY	13,020	YAVAPAI	1500		AI, C, L, M, PM, PW, TP	58.5	600
PARADISE VALLEY	12,658	MARICOPA	No	N/A	N/A	IRS approved rate	No limit / conditions apply
CAMP VERDE	12,147	YAVAPAI	1,500	NA	NA	0.625	depending on budget
COTTONWOOD	12,029	YAVAPAI	0	780		0	2500
SHOW LOW	11,732	NAVAJO	1,600	N/A	PW- Boot Allowance \$175	Federal Rate if a car is not available 50% if a city car is available	GSA Standards
SAFFORD	10,129	GRAHAM					
SEDONA	9,684	YAVAPAI/COCONINO	\$1,200.00	N/A		N/A	N/A
WINSLOW	9,005	NAVAJO	900 STIPEND	500 STIPEND	PW-LAUNDRY SERVICE	IRS RATE REIMBURSEMENT	3500
WICKENBURG	7,474	MARICOPA/YAVAPAI	1200	400	L; MR; PM; PW; TP	IRS	5000
PAGE	7,440	COCONINO	900	600	PM, PW	Federal rate if city vehicle is not available.	N/A
GLOBE	7,249	GILA	Yes-as needed	Yes-\$600 current employee and \$1,000 new hire	L, M, MR, PW, TP, Code Enforcement		
TOLLESON	7,216	MARICOPA	Officer=\$1,500 Detective=\$1,200	\$1,200	I=\$840/year Admin Fire=\$600/year	Director= \$500/month	\$5,250
YOUNGTOWN	7,056	MARICOPA					
LITCHFIELD PARK	6,847	MARICOPA					
SNOWFLAKE	6,104	NAVAJO	1500		PW, PM, TP	federal rate	0
BENSON	5,355	COCHISE	yes	yes			
GUADALUPE	5,322	MARICOPA	0	150	PW		
THATCHER	5,231	GRAHAM	1600			0.585	
BISBEE	4,923	COCHISE	1000	750	PW Streets-300, All other PW-100	Federal Rate	N/A
CAVE CREEK	4,892	MARICOPA			PW, TC, TP, Utilities	Yes	Varies
HOLBROOK	4,858	NAVAJO					
SOUTH TUCSON	4,613	PIMA					
CLARKDALE	4,424	YAVAPAI					
EAGAR	4,395	APACHE	5000	2000	PW, M		3000
DEWEY-HUMBOLDT	4,326	YAVAPAI					
PINETOP-LAKESIDE	4,030	NAVAJO	2400	NA			
TAYLOR	3,995	NAVAJO			PW	N/A	N/A
CLIFTON	3,933	GREENLEE	1,500			.58/mile	
CAREFREE	3,690	MARICOPA			I, PW	IRS Rate	None
PARKER	3,417	LA PAZ	900		C, L, M, PW	IRS Rate	
ST. JOHNS	3,417	APACHE	No	No	No	Federal Rate	12 credit
WILLCOX	3,213	COCHISE	AS NEEDED	AS NEEDED	D,L,M, MR, PM, PW, TC, &TP	FEDERAL	N/A
WILLIAMS	3,202	COCONINO				going rate	books not to exceed 250. per semester
PIMA	2,847	GRAHAM	1000				
STAR VALLEY	2,484	GILA					
COLORADO CITY	2,478	MOHAVE					
QUARTZSITE	2,413	LA PAZ	Yes			per IRS	None
SUPERIOR	2,407	PINAL	yes	yes			
WELLTON	2,375	YUMA					
GILA BEND	1,892	MARICOPA				IRS	
KEARNY	1,741	PINAL	Town Purchase Uniforms	Town Purchase Uniforms	PW	yes	0
SPRINGERVILLE	1,717	APACHE	1200	1000	PW 100 Airport 400	State	n/a
HUACHUCA CITY	1,626	COCHISE	5		PW and Landfill		
MIAMI	1,541	GILA	500	N/A	CODE ENFORCEMENT	N/A	N/A
FREDONIA	1,323	COCONINO					
TOMBSTONE	1,308	COCHISE					
MAMMOTH	1,076	PINAL					
PATAGONIA	804	SANTA CRUZ					
DUNCAN	694	GREENLEE					
TUSAYAN	603	COCONINO					
HAYDEN	512	GILA					
JEROME	464	YAVAPAI	1,500	0	PW 1,500	Yes	0
WINKELMAN	296	GILA/PINAL					

DID NOT PARTICIPATE IN SURVEY

KEY: AI=Accident Investigator; C=Cleaning; D=Dispatcher; F=Furnished; I=Inspector=MR=Meter Reader; PM=Park Maintenance; PW=Public Works; TP=Treatment Plant; TC=Town Crew

## **PART II**

## **COUNTIES**

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### County Manager/Administrator

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	5	\$148,421	\$113,821	\$168,652	‡ Clerk of the Board
Cochise	2	\$160,000	\$149,128	\$223,692	-
Coconino	1	\$204,099	-	-	-
Gila	5	\$150,564	\$125,626	\$188,439	-
Graham	4.5	\$123,870	\$110,120	\$170,550	‡ Clerk of the Board
Greenlee #	2.5	\$140,000	-	-	‡ Clerk of the Board
La Paz	2	\$120,000	-	-	-
Maricopa	6.25	\$310,274	\$245,544	\$328,016	-
Mohave	2	\$150,000	\$130,915	\$188,385	-
Navajo	5	\$160,833	-	-	-
Pima	<1	\$260,000	\$193,148	\$303,326	-
Pinal #	<1	\$193,606	\$145,606	\$247,530	-
Santa Cruz	5.5	\$154,801	\$122,201	\$169,155	-
Yavapai	10	\$203,654	-	-	-
Yuma	<1	\$183,747	-	-	-

#### Clerk of the Board

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	‡ Manager/Administrator
Cochise	<1	\$72,792	\$71,772	\$107,658	-
Coconino	4	\$127,089	\$94,020	\$137,269	-
Gila	-	-	\$73,264	\$109,896	Vacant
Graham	-	-	-	-	‡ Manager/Administrator
Greenlee #	-	-	-	-	‡ Manager/Administrator
La Paz	3	\$68,182	\$66,518	\$98,455	-
Maricopa	1	\$144,706	\$103,480	\$168,888	-
Mohave	8	\$104,686	\$93,017	\$135,075	-
Navajo	14	\$87,436	\$81,183	\$129,800	-
Pima	1	\$118,723	\$724,225	\$160,638	-
Pinal #	3	\$116,896	\$87,718	\$140,349	-
Santa Cruz	1.5	\$75,600	\$73,400	\$101,603	‡ Election Director
Yavapai	6	\$106,884	\$94,463	\$146,417	-
Yuma	-	-	-	-	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Assistant/Deputy County Manager

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	4	\$121,125	\$110,605	\$165,907	-
Coconino	1	\$174,417	-	-	-
Gila	-	-	\$98,547	\$147,821	Vacant
Graham	-	-	-	-	-
Greenlee #	2	\$89,978	\$68,877	\$97,496	‡ HR Director
La Paz	-	-	-	-	-
Maricopa	2.64	\$208,659	\$139,568	\$231,400	Avg. of 3 incumbents
Mohave	1	\$104,686	\$93,017	\$135,075	-
Navajo	7	\$142,030	\$111,926	\$178,931	-
Pima	<1	\$237,000	\$108,638	\$212,825	Avg. of 3 incumbents
Pinal #	<1	\$160,014	\$114,086	\$193,946	-
Santa Cruz	-	-	-	-	‡ Public Works Director
Yavapai	8	\$180,243	\$120,561	\$186,869	-
Yuma	<1	\$156,852	\$123,531	\$199,139	-

#### Public Works Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	4	\$132,750	\$104,444	\$156,666	-
Coconino	<1	\$156,941	\$127,848	\$186,996	-
Gila	7	\$122,691	\$92,356	\$138,534	Includes car
Graham	15	\$99,828	\$80,044	\$123,971	-
Greenlee #	5	\$73,267	\$65,592	\$92,844	-
La Paz	2	\$89,960	-	-	-
Maricopa	-	-	-	-	-
Mohave	17	\$146,265	\$102,564	\$148,491	-
Navajo	1	\$126,633	\$96,514	\$154,292	-
Pima	4	\$155,189	\$94,161	\$186,825	Avg. of 4 positions
Pinal #	<1	\$129,002	\$103,479	\$175,914	-
Santa Cruz	13	\$125,506	\$93,844	\$129,119	‡ Deputy County Manager
Yavapai	4	\$144,946	\$114,820	\$177,971	-
Yuma	-	-	\$97,427	\$157,060	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.



## Arizona Association of Counties

### Salary and Benefit Survey

#### Supervisory and Administrative Positions

##### Planning & Zoning Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	1	\$85,252	\$76,229	\$112,263	-
Cochise	4	\$119,646	\$87,801	\$131,702	‡ Development Services Dir.
Coconino	8	\$136,104	\$115,378	\$168,666	‡ Community Development Dir.
Gila	1	\$99,711	\$84,157	\$126,236	‡ Community Development Dir.
Graham	3	\$82,902	\$73,699	\$114,145	‡ Community Development Dir.
Greenlee #	2	\$137,800	-	-	‡ County Engineer
La Paz	<1	\$65,374	-	-	‡ Community Development Dir.
Maricopa	1	\$170,123	\$118,144	\$194,584	-
Mohave	5	\$129,958	\$102,564	\$148,491	-
Navajo	1	\$94,159	\$85,304	\$136,371	-
Pima	5	\$154,501	\$94,161	\$186,825	‡ Development Services Dir.
Pinal #	<1	\$112,008	\$93,858	\$150,173	‡ Community Development Dir.
Santa Cruz	3	\$101,642	\$85,123	\$117,831	‡ Community Development Dir.
Yavapai	<1	\$119,977	\$114,820	\$177,971	-
Yuma	7	\$112,028	\$83,137	\$133,993	-

##### Parks & Recreation Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	5	\$131,484	\$115,378	\$168,666	-
Gila	-	-	-	-	-
Graham	<1	\$52,138	\$50,133	\$77,646	-
Greenlee #	-	-	-	-	‡ Public Works Manager
La Paz	2	\$73,195	-	-	-
Maricopa	15	\$189,488	\$115,024	\$189,488	-
Mohave	2	\$98,800	\$80,350	\$117,249	Parks Administrator
Navajo	-	-	-	-	-
Pima	<1	\$165,921	\$94,161	\$186,825	-
Pinal #	8	\$91,021	\$81,879	\$131,166	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Chief Adult Probation Officer

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	7	\$105,820	\$79,878	\$117,736	Director Probation Services
Cochise	-	-	\$86,549	\$129,824	Vacant
Coconino	6	\$132,212	\$115,378	\$168,666	-
Gila	6	\$117,778	\$88,157	\$132,236	Chief Probation Officer
Graham	10	\$106,357	-	-	Court Administrator
Greenlee #	21	\$110,718	-	-	‡ Chief Juvenile Probation Officer
La Paz	5	\$102,796	-	-	-
Maricopa	2	\$192,608	\$116,064	\$206,544	-
Mohave	6	\$117,832	\$93,017	\$135,075	-
Navajo	6	\$103,349	\$87,436	\$139,781	Chief Probation Officer
Pima	19	\$161,026	\$96,387	\$144,497	Chief Probation Officer
Pinal #	5	\$119,933	\$93,858	\$150,173	-
Santa Cruz	7	\$58,183	\$53,246	\$73,705	Probation Supervisor
Yavapai	8	\$133,855	\$114,820	\$177,971	-
Yuma	3	\$103,584	\$101,566	\$172,952	-

#### Chief Juvenile Probation Officer

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	‡ Chief Adult Probation Director
Cochise	-	-	\$86,549	\$129,824	Vacant
Coconino	1	\$131,851	\$115,378	\$168,666	-
Gila	-	-	-	-	‡ Chief Adult Probation Director
Graham	-	-	-	-	‡ Chief Adult Probation Director
Greenlee #	-	-	-	-	‡ Chief Adult Probation Director
La Paz	-	-	-	-	-
Maricopa	10	\$192,608	\$116,064	\$206,544	-
Mohave	3	\$114,400	\$93,017	\$135,075	-
Navajo	<1	\$148,928	\$101,566	\$172,952	‡ Chief Adult Probation Director
Pima	-	-	-	-	-
Pinal #	6	\$121,118	\$93,858	\$150,173	-
Santa Cruz	<1	\$61,726	\$53,246	\$73,705	Probation Supervisor
Yavapai	<1	\$146,391	\$114,820	\$177,971	-
Yuma	<1	\$148,928	\$101,566	\$172,952	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Personnel/ Human Resources Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	2	\$91,896	\$79,878	\$117,736	-
Cochise	3	\$115,456	\$103,083	\$154,625	-
Coconino	7	\$160,260	\$127,848	\$186,996	-
Gila	1	\$119,843	\$92,356	\$138,534	‡ Risk Management
Graham	8.5	\$76,647	\$73,699	\$114,145	‡ Risk Management
Greenlee #	2	-	-	-	‡ Deputy County Administrator
La Paz	-	\$73,916	-	-	Salary when left vacant
Maricopa	<1	\$168,064	\$120,952	\$193,440	-
Mohave	9	\$111,072	\$93,017	\$135,075	-
Navajo	1	\$91,863	\$91,983	\$146,847	‡ Risk Management
Pima	4	\$158,912	\$94,161	\$186,825	-
Pinal #	1	\$105,456	\$93,858	\$150,173	‡ H.R. Director
Santa Cruz	5	\$83,862	\$79,047	\$109,420	-
Yavapai	8	\$125,089	\$104,145	\$161,425	‡ Risk Management
Yuma	13	\$152,401	\$103,396	\$166,670	-

#### Information Technology Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	1	\$104,000	\$79,878	\$117,736	-
Cochise	5	\$141,574	\$108,000	\$162,000	Chief Information Officer
Coconino	3	\$164,343	-	-	-
Gila	1	\$109,350	\$84,157	\$126,236	-
Graham	5	\$97,258	\$77,984	\$120,779	-
Greenlee #	3.5	\$102,481	\$64,979	\$91,977	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	14	\$135,075	\$93,017	\$135,075	-
Navajo	8	\$114,724	\$96,514	\$154,292	-
Pima	<1	\$175,000	\$116,985	\$160,638	-
Pinal #	2	\$108,555	\$76,616	\$122,586	Chief Information Officer
Santa Cruz	3	\$106,789	\$89,434	\$123,797	-
Yavapai	2	\$140,683	\$114,820	\$177,971	-
Yuma	5	\$128,689	\$103,396	\$166,670	Chief Information Officer

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Election Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	13	\$73,887	\$60,460	\$88,610	-
Cochise	5	\$95,004	\$76,760	\$115,140	-
Coconino	<1	\$131,581	\$115,378	\$168,666	-
Gila	9	\$81,047	\$73,264	\$109,896	-
Graham	3	\$56,560	\$56,560	\$87,598	Deputy Clerk of the Board
Greenlee #	2	\$46,633	\$43,992	\$65,967	-
La Paz	<1	\$65,374	-	\$73,170	-
Maricopa	4	\$172,848	\$105,768	\$190,320	Avg. of 2 incumbents
Mohave	20	\$104,686	\$93,017	\$135,075	-
Navajo	7	\$68,305	\$68,305	\$85,304	-
Pima	<1	\$151,410	\$72,425	\$160,638	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	‡ Clerk of the Board
Yavapai	-	-	-	-	Vacant
Yuma	2	\$100,484	\$78,353	\$126,318	-

#### Health Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	\$76,229	\$112,263	-
Cochise	2	\$121,275	\$88,209	\$132,313	-
Coconino	1	\$151,530	\$127,848	\$186,996	-
Gila	-	-	\$92,356	\$138,534	‡ Emergency Management Dir.
Graham	7.5	\$90,039	\$80,044	\$123,971	-
Greenlee #	11	\$100,700	\$64,979	\$91,977	‡ Bio-Defense Manager
La Paz	34	\$89,939	-	-	-
Maricopa	3	\$227,032	\$145,288	\$227,032	-
Mohave	<1	\$114,400	\$93,017	\$135,075	-
Navajo	2	\$117,592	\$96,514	\$120,532	-
Pima	2	\$232,622	\$108,638	\$212,825	-
Pinal #	1	\$143,187	\$103,479	\$175,914	-
Santa Cruz	5	\$98,642	\$73,400	\$101,603	Health & Human Srcs. Dir.
Yavapai	5	\$121,410	\$104,145	\$161,425	Community Health Services
Yuma	10	\$157,019	\$103,396	\$166,670	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Risk Manager

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	\$46,209	\$69,312	-
Cochise	3	\$85,408	\$78,691	\$118,037	-
Coconino	9	\$103,406	\$70,984	\$103,405	-
Gila	-	-	-	-	‡ HR Director
Graham	-	-	-	-	‡ HR Director
Greenlee #	-	-	-	-	‡ HR Director
La Paz	-	-	-	-	-
Maricopa	-	-	\$104,312	\$174,096	Vacant
Mohave	6	\$114,400	\$93,017	\$135,075	‡ Emergency Manager
Navajo	7	\$91,863	\$70,013	\$87,436	‡ HR Director
Pima	3	\$113,512	\$72,425	\$160,638	-
Pinal #	-	-	\$62,542	\$96,940	‡ HR Director
Santa Cruz	-	-	-	-	-
Yavapai	1	\$83,827	\$70,489	\$109,259	-
Yuma	-	-	-	-	-

#### Purchasing Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	3	\$70,490	\$59,224	\$88,836	Contracts Admin.
Coconino	28	\$95,429	\$65,556	\$95,429	Purchasing Manager
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	6	\$172,307	\$104,312	\$171,184	Procurement Director
Mohave	2	\$104,686	\$93,017	\$135,075	Procurement Director
Navajo	3	\$94,159	\$85,304	\$106,533	‡ Deputy Dir. Public Works
Pima	1	\$140,595	\$94,161	\$186,825	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Housing Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	4	\$88,382	\$78,142	\$117,212	-
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	2	\$107,827	\$93,017	\$135,075	Community Development Dir.
Navajo	-	-	-	-	-
Pima	1	\$138,432	\$72,425	\$186,825	Community Development Dir.
Pinal #	1	\$102,502	\$81,879	\$131,166	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	3	\$92,726	\$90,001	\$145,059	-

#### Emergency Services Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	2	\$107,325	\$79,878	\$117,736	Emergency Management Dir.
Cochise	-	-	\$66,400	\$99,600	Vacant
Coconino	1	\$126,144	\$94,020	\$137,269	-
Gila	-	-	-	-	‡ Health Director
Graham	1	\$61,050	\$58,702	\$90,916	Deputy Emergency Srvc. Dir.
Greenlee #	-	-	-	-	‡ Health Director
La Paz	<1	\$73,174	-	-	-
Maricopa	5	\$178,651	\$105,352	\$182,104	-
Mohave	-	-	-	-	‡ Risk Manager
Navajo	4	\$70,249	\$68,305	\$85,304	Emergency Manager
Pima	1	\$113,558	\$72,425	\$160,638	-
Pinal #	7	\$88,670	\$71,604	\$114,566	Emergency Manager
Santa Cruz	<1	\$66,821	\$64,876	\$89,803	-
Yavapai	<1	\$80,479	\$74,014	\$114,721	Emergency Manager
Yuma	9	\$91,894	\$75,316	\$121,409	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Public Defender

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	1	\$110,000	\$101,596	\$152,393	Avg. of 3 division Directors
Coconino	7	\$167,742	\$127,848	\$186,996	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	2	\$108,118	-	-	-
Maricopa	<1	\$210,558	\$154,440	\$238,160	-
Mohave	3	\$133,848	\$102,564	\$148,491	-
Navajo	4	\$113,593	\$96,514	\$154,292	-
Pima	<1	\$150,384	\$94,161	\$186,825	-
Pinal #	<1	\$133,037	\$98,551	\$167,537	-
Santa Cruz	3	\$122,416	\$112,029	\$155,074	Chief Deputy County Attorney
Yavapai	5	\$149,338	\$114,820	\$177,971	-
Yuma	<1	\$164,819	\$128,523	\$207,230	-

#### G.I.S. Manager

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	1	\$81,354	\$72,756	\$107,054	-
Cochise	<1	\$67,000	\$57,425	\$86,138	-
Coconino	1	\$91,886	\$84,901	\$123,864	-
Gila	8	\$86,391	\$76,719	\$115,079	-
Graham	2.5	\$58,702	\$58,702	\$90,916	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	11	\$73,736	\$59,966	\$88,524	-
Navajo	7	\$85,304	\$70,013	\$111,926	-
Pima	9	\$87,589	\$77,500	\$116,355	Avg. of 5 division managers
Pinal #	24	\$125,049	\$103,479	\$175,914	Chief Information Officer
Santa Cruz	-	-	\$45,692	\$63,248	Vacant
Yavapai	7	\$118,066	\$94,463	\$146,417	-
Yuma	10	\$74,588	\$66,872	\$107,764	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.



# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Law Librarian

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	8	\$76,376	\$61,101	\$91,651	‡ Chief Interpreter
Coconino	22	\$63,253	\$49,116	\$71,260	Law Library Coordinator
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	<1	\$39,124	\$38,625	\$58,552	-
Navajo	-	-	-	-	-
Pima	4	\$89,327	\$74,547	\$110,926	Law Library Director
Pinal #	26	\$76,960	\$49,647	\$76,953	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$62,053	\$47,710	\$73,950	-
Yuma	3	\$59,508	\$54,537	\$92,869	-

#### Finance Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	2.5	\$98,626	\$83,711	\$123,486	-
Cochise	-	-	\$105,897	\$158,845	Vacant
Coconino	2	\$154,607	\$115,378	\$168,666	-
Gila	4	\$109,714	\$92,356	\$138,534	-
Graham	9	\$108,958	\$84,411	\$130,734	-
Greenlee #	8	\$80,000	\$56,663	\$80,210	-
La Paz	-	-	-	-	-
Maricopa	1	\$208,000	\$128,544	\$208,000	Chief Financial Officer
Mohave	<1	\$115,440	\$102,564	\$148,491	Chief Financial Officer
Navajo	2	\$114,724	\$96,514	\$154,292	-
Pima	<1	\$185,000	\$108,638	\$212,825	Finance & Risk Mang. Director
Pinal #	<1	\$107,931	\$93,858	\$150,173	-
Santa Cruz	28	\$108,261	\$96,190	\$133,149	Admin. Services Director
Yavapai	1	\$127,603	\$104,145	\$161,425	-
Yuma	5	\$152,401	\$103,396	\$166,670	Chief Financial Officer

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Supervisory and Administrative Positions

#### Public Fiduciary

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	2.5	\$80,105	\$59,087	\$86,551	-
Cochise	6	\$82,150	\$76,760	\$115,140	-
Coconino	5	\$128,469	\$94,020	\$137,269	-
Gila	22	\$90,715	\$73,264	\$109,896	-
Graham	2	\$61,945	\$47,990	\$74,325	-
Greenlee #	6.5	\$53,643	\$40,281	\$57,016	-
La Paz	13	\$73,174	-	-	-
Maricopa	2	\$183,747	\$112,528	\$187,720	-
Mohave	<1	\$95,804	\$93,017	\$135,075	-
Navajo	1	\$68,305	\$68,305	\$85,304	-
Pima	<1	\$113,290	\$94,161	\$186,825	-
Pinal #	3	\$92,498	\$81,979	\$131,166	-
Santa Cruz	5	\$71,236	\$63,292	\$87,612	-
Yavapai	4	\$106,884	\$94,463	\$146,417	-
Yuma	1	\$96,491	\$90,001	\$145,059	-

#### Bio-Defense Manager

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	‡ H.R. Director
Greenlee #	-	-	-	-	‡ Health Director
La Paz	19	\$70,865	-	-	PHEP Coordinator
Maricopa	-	-	-	-	-
Mohave	<1	\$64,272	\$57,116	\$84,510	-
Navajo	-	-	-	-	-
Pima	<1	\$83,289	\$72,425	\$160,638	Admin. Supt. Svc. Manager
Pinal #	4	\$92,706	\$66,920	\$107,072	‡ Health Director
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

## Arizona Association of Counties

### Salary and Benefit Survey

#### Supervisory and Administrative Positions

##### County Librarian/Librarian District Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	<1	\$90,530	\$76,229	\$112,263	-
Cochise	6	\$87,000	\$82,679	\$124,018	-
Coconino	-	-	-	-	-
Gila	24	\$126,984	\$108,222	\$162,333	‡ Deputy County Manager
Graham	-	-	-	-	-
Greenlee #	8	\$12,573	\$43,992	\$62,233	Part-time position
La Paz	11	\$43,888	\$38,205	\$55,346	-
Maricopa	2	\$172,453	\$115,648	\$187,096	-
Mohave	<1	\$98,675	\$93,017	\$135,075	Library Director
Navajo	-	\$60,313	\$68,305	\$109,196	Interim
Pima	6	\$146,992	\$94,161	\$186,825	-
Pinal #	2	\$49,129	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	5	\$114,594	\$94,463	\$146,417	-
Yuma	3	\$108,721	\$90,001	\$145,059	-

##### Victim Assistance Program Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	4	\$49,334	\$46,802	\$70,204	Victim Witness Prog. Dir.
Coconino	-	-	-	-	-
Gila	7	\$58,631	\$46,198	\$69,297	Victim Witness Advocate
Graham	<1	\$40,263	\$37,225	\$57,655	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	7	\$122,400	\$75,088	\$122,408	-
Mohave	3	\$57,782	\$46,966	\$70,262	Victim Witness Coordinator
Navajo	9	\$63,000	\$48,341	\$60,372	Victim Services Manager
Pima	-	-	-	-	-
Pinal #	3	\$84,011	\$62,542	\$96,940	-
Santa Cruz	<1	\$38,237	\$34,993	\$48,439	Victim Compensation Coord.
Yavapai	<1	\$70,216	\$63,936	\$99,101	-
Yuma	3	\$80,766	\$69,576	\$112,132	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Salaries of Chief Deputies

#### Assessor

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	3.5	\$72,876	-
Cochise	20	\$64,000	-
Coconino	2	\$79,545	-
Gila	1	\$74,832	-
Graham	2.5	\$61,175	-
Greenlee #	1	\$67,522	-
La Paz	-	-	-
Maricopa	2.5	\$185,640	-
Mohave	1	\$94,598	-
Navajo	6	\$66,094	-
Pima	1	\$85,168	-
Pinal #	<1	\$93,080	-
Santa Cruz	2	\$52,202	-
Yavapai	-	-	Vacant
Yuma	11	\$89,211	-

#### Attorney

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	<1	\$119,551	-
		116,488/	
Cochise	4/2	116,488	Two Chief Deputies
Coconino	<1	\$153,672	-
Gila	6	\$144,708	-
Graham	1	\$110,618	-
Greenlee #	4	\$108,798	-
La Paz	<1	\$99,403	-
Maricopa	<1	\$180,003	-
Mohave	6	\$162,947	-
Navajo	20	\$126,634	-
Pima	<1	\$169,680	-
Pinal #	6	\$180,315	-
Santa Cruz	3	\$122,416	-
Yavapai	21	\$177,971	-
Yuma	6	\$160,014	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Salaries of Chief Deputies

#### Clerk of the Superior Court

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	16	\$74,934	-
Cochise	-	\$65,811	Position vacated 2/6/2022
Coconino	5	\$72,814	-
Gila	-	-	Vacant
Graham	23	\$58,822	-
Greenlee #	3	\$67,522	-
La Paz	6	\$71,094	-
Maricopa	<1	\$172,266	-
Mohave	4	\$65,395	-
Navajo	8	\$70,373	-
Pima	<1	\$101,026	-
Pinal #	<1	\$93,080	-
Santa Cruz	14	\$58,754	-
Yavapai	8	\$85,512	-
Yuma	4	\$87,214	-

#### Recorder

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	1.5	\$69,258	-
Cochise	5	\$67,080	-
Coconino	9	\$94,934	-
Gila	5	\$75,913	-
Graham	10	\$65,849	-
Greenlee #	3	\$67,522	-
La Paz	2	\$57,699	-
Maricopa	<1	\$143,770	-
Mohave	2	\$67,059	-
Navajo	2	\$62,427	-
Pima	<1	\$129,780	-
Pinal #	7	\$77,126	-
Santa Cruz	1	\$52,202	-
Yavapai	10	\$98,294	-
Yuma	6	\$70,969	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

## Arizona Association of Counties

### Salary and Benefit Survey

#### Salaries of Chief Deputies

#### School Superintendent

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	<1	\$66,476	-
Cochise	4	\$59,644	-
Coconino	1	\$77,507	-
Gila	6	\$76,004	-
Graham	5	\$63,622	-
Greenlee #	1	\$67,522	-
La Paz	3	\$60,611	-
Maricopa	3.5	\$125,112	-
Mohave	6	\$75,462	-
Navajo	4	\$60,264	-
Pima	4	\$108,107	-
Pinal #	19	\$96,346	-
Santa Cruz	6	\$87,677	-
Yavapai	1	\$161,425	-
Yuma	1	\$92,435	-

#### Sheriff

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	1.5	\$100,081	-
Cochise	1	\$125,000	-
Coconino	4	\$152,428	-
Gila	2	\$114,592	-
Graham	13	\$88,298	-
Greenlee #	3	\$84,799	-
La Paz	-	-	-
Maricopa	4	\$199,160	-
Mohave	5/5	135,636/ 120,307	-
Navajo	2	\$130,000	-
Pima	1	\$181,887	-
Pinal #	4	\$137,342	-
Santa Cruz	1	\$87,677	-
Yavapai	2	\$70,489	-
Yuma	-	-	-

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.

# Arizona Association of Counties

## Salary and Benefit Survey

### Salaries of Chief Deputies

#### Treasurer

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	<1	\$68,250	-
Cochise	9	\$57,200	-
Coconino	7	\$77,238	-
Gila	15	\$84,580	-
Graham	22	\$68,154	-
Greenlee #	8	\$67,522	-
La Paz	2	\$68,577	-
Maricopa	1.6	\$173,347	-
Mohave	<1	\$95,000	-
Navajo	3	\$63,711	-
Pima	1	\$94,760	-
Pinal #	7	\$111,862	-
Santa Cruz	8	\$57,042	-
Yavapai	1	\$63,877	-
Yuma	6	\$81,577	-

#### Determination of Chief Deputy Salary

<u>County</u>	
Apache	-
Cochise	Chief deputies salaries are based on median of five comparable counties.
Coconino	-
Gila	Years of service, education and/or experience on a salary range.
Graham	-
Greenlee #	-
La Paz	Years of service, according to a salary range.
Maricopa	-
Mohave	Pay is determined by Elected Official based on education and/or experience and availability of funds.
Navajo	Default/starting is percentage of elected official's salary, and increases with years of service.
Pima	-
Pinal #	-
Santa Cruz	-
Yavapai	Years of service, education and/or experience on a salary range.
Yuma	Years of service, education and/or experience on a salary range.

Note: "Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey.



**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Accounting Clerk I**

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 one to two years in accounting, auditing, bookkeeping, or finance.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$28,476	\$40,635	Accounting Specialist I
Cochise	5	\$31,410	\$33,504	\$50,256	Accounting Clerk II
Coconino	9	\$42,361	\$40,597	\$58,004	Accounting Tech. II
Gila	2	\$33,099	\$30,557	\$45,836	-
Graham	2	\$47,191	\$34,788	\$53,880	Treasurer Accounting Tech.
Greenlee #	1	-	\$28,621	\$40,518	-
La Paz	2	\$31,210	\$26,842	\$39,719	-
Maricopa	68	\$46,212	\$38,480	\$54,080	2 years exp.
Mohave	3	\$49,830	\$44,720	\$67,122	Accounts Specialists
Navajo	6	\$36,127	\$32,564	\$40,668	Account Specialist
Pima	1	\$37,617	\$33,217	\$48,755	-
Pinal #	6	\$32,972	\$30,433	\$45,650	Accounting Tech. I, II; Additional job levels combined
Santa Cruz	4	\$39,445	\$34,993	\$48,439	Accounting Specialist
Yavapai	8	\$50,152	\$43,274	\$67,075	Accounting Specialist II
Yuma	1	\$33,092	\$32,760	\$52,811	-

"Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (–) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. The "Notes" section contains information if a position has similar job title to benchmark position, additional job requirements or other information.

**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Accounting Clerk II**

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 to five years in accounting, auditing, bookkeeping, or finance.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$34,700	\$29,707	\$39,409	Accounting Specialist II, III
Cochise	1	\$35,809	\$33,504	\$50,256	Accounting Clerk III
Coconino	4	\$46,829	\$40,597	\$58,004	Accounting Tech. III
Gila	4	\$40,068	\$32,398	\$48,597	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	2	\$38,938	\$30,982	\$45,869	-
Maricopa	-	-	-	-	-
Mohave	8	\$59,883	\$49,966	\$70,262	Administrative Specialist
Navajo	1	\$42,727	\$38,709	\$48,342	Account Specialist II
Pima	1	\$68,816	\$50,898	\$76,461	-
Pinal #	-	-	-	-	-
Santa Cruz	2	\$42,001	\$39,590	\$54,802	Bookkeeper
Yavapai	-	-	-	-	-
Yuma	3	\$36,171	\$36,171	\$58,302	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Administrative Assistant I**

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 one to three years administrative experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$35,300	\$29,707	\$42,481	
Cochise	-	-	-	-	-
Coconino	28	\$44,471	\$40,597	\$58,004	Administrative Specialist II
Gila	6	\$43,848	\$37,904	\$56,856	-
Graham					
Greenlee #	7	-	\$33,134	\$46,925	-
La Paz	1	\$52,416	\$46,182	\$67,133	-
Maricopa	-	-	-	-	-
Mohave	10	\$57,104	-	-	Range at Director's Discretion
Navajo	2	\$39,192	\$34,213	\$42,727	-
Pima	61	\$38,496	\$35,298	\$52,166	-
Pinal #	64	\$35,490	\$30,433	\$45,650	Additional job levels combined
Santa Cruz	4	\$41,552	\$34,993	\$48,439	Senior Secretary
Yavapai	28	\$45,259	\$39,251	\$60,075	Admin. Assistant II
Yuma	6	\$47,035	\$43,222	\$69,700	-

"Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (–) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. The "Notes" section contains information if a position has similar job title to benchmark position, additional job requirements or other information.

**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Administrative Assistant II**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	7/8	\$35,900 / \$39,700	\$32,359	\$50,851	Administrative Asst. II, III
Cochise	12	\$40,070	\$34,768	\$52,151	AA degree & 5 years exp.
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	1	\$54,366	\$52,275	\$80,963	Admin. Supervisor (Sheriff's Office)
Greenlee #	7	-	\$33,134	\$46,925	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	64	\$35,490	\$30,433	\$45,650	Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

"Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. The "Notes" section contains information if a position has similar job title to benchmark position, additional job requirements or other information.

**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Clerk I**

This journey level position performs tasks of routine difficulty in clerical work. Possesses knowledge of general office procedures. Ability to use word processing applications. High School Diploma or G.E.D. equivalent and minimum one to three years clerical experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$31,051	\$25,932	\$38,898	Entry Level, no experience
Coconino	37	\$39,277	\$38,542	\$54,985	Admin. Specialist I
Gila	-	-	-	-	-
Graham	4	\$32,613	\$31,634	-	Technical Clerk II
Greenlee #	-	-	\$26,790	\$33,342	-
La Paz	-	-	-	-	-
Maricopa	97	\$39,031	\$34,320	\$45,760	Admin./Operations Specialist
Mohave	33/7	\$34,670/\$35,832	\$30,285	\$48,880	Office Assistant I, II
Navajo	-	-	-	-	-
Pima	2	\$38,798	\$32,760	\$47,653	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$32,495	\$44,981	Office Specialist
Yavapai	8	\$34,227	\$32,292	\$50,053	Records Clerk
Yuma	4	\$28,516	\$28,516	\$45,968	Office Specialist I

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**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. High School Diploma or G.E.D. equivalent and minimum three years clerical experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	7	\$34,722	\$30,557	\$45,836	Senior Admin. Clerk; 3 years exp.
Graham	-	-	-	-	-
Greenlee #	-	-	\$26,790	\$33,342	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	49/39	\$40,389/\$45,854	\$33,384	\$58,552	Office Assistant Senior/ Specialist
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	3/2	\$33,980/\$37,648	\$30,867	\$57,158	Office Specialist II (3 years exp.)/ III (4 years exp.)

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**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 to two years of experience in a legal environment.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	4	\$37,500	\$35,287	\$50,851	-
Cochise	-	-	\$38,233	\$57,349	-
Coconino	5	\$60,686	\$49,116	\$71,260	Paralegal I, II, III (Avg. all positions)
Gila	-	-	\$54,722	\$82,158	-
Graham	-	-	-	-	-
Greenlee #	1	-	\$36,525	\$51,709	-
La Paz	-	-	\$37,438	\$54,068	-
Maricopa	148	\$56,297	\$43,680	\$68,328	-
Mohave	-	-	\$44,720	\$67,122	-
Navajo	-	-	\$42,727	\$53,360	-
Pima	91	\$47,362	\$39,874	\$73,715	-
Pinal #	14	\$46,723	\$39,411	\$59,117	Paralegal I
Santa Cruz	8	\$38,262	\$34,993	\$48,439	-
Yavapai	6	\$52,415	\$47,710	\$73,950	-
Yuma	1	\$50,211	\$42,369	\$68,328	-

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**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 two to five years of experience as a legal assistant or paralegal.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$38,700	\$36,863	\$52,215	Legal Assist. II
Cochise	9	\$45,559	\$38,233	\$57,349	-
Coconino	-	-	-	-	-
Gila	1	\$75,329	\$59,959	\$89,939	-
Graham	1	\$61,504	\$44,696	\$69,222	Lead Legal Asst.; 5 years exp.
Greenlee #	-	-	-	-	-
La Paz	148	\$56,297	\$43,680	\$68,328	-
Maricopa	152	\$51,644	\$39,520	\$67,184	-
Mohave	-	-	-	-	-
Navajo	-	-	\$46,012	\$57,463	Senior Legal Assistant
Pima	-	-	-	-	-
Pinal #	5	\$56,896	\$42,564	\$65,974	Senior Paralegal
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$54,308	\$50,648	\$81,702	-

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Legal Assistant III or Paralegal III**

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 five years of experience as a legal assistant or paralegal.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$46,500	\$38,519	\$58,307	Legal Assist. III, IV (vacant)
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	5	\$56,896	\$42,564	\$65,974	Senior Paralegal
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Legal Secretary I**

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 one to three years office/clerical experience, at least one of which in a legal secretarial capacity. High School Diploma or G.E.D. equivalent.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$31,000	\$44,421	
Cochise	18	\$37,995	\$33,238	\$49,856	-
Coconino	18	\$45,724	\$40,596	\$58,004	Legal Asst. I, II, III (Avg. of all positions)
Gila	-	-	-	-	-
Graham	4	\$38,388	\$34,788	\$53,880	Legal Asst.
Greenlee #	1	-	\$31,554	\$44,658	-
La Paz	6	\$33,450	\$31,404	\$46,478	-
Maricopa	200	\$49,676	\$40,560	\$61,360	2 yrs. exp.
Mohave	20	\$39,934	\$33,384	\$51,126	Senior Office Asst.
Navajo	-	-	\$33,378	\$41,685	-
Pima	45	\$42,168	\$32,760	\$55,162	-
Pinal #	2	\$37,856	\$33,172	\$49,758	Legal Asst.; Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	25	\$45,773	\$39,251	\$60,839	2 years exp.
Yuma	3 / 5	\$30,867 / \$36,840	\$30,867	\$57,158	Legal Secretary I (1 year exp.)/ II ( 2 years exp.)

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Legal Secretary II**

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. High School Diploma or G.E.D. equivalent.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$32,359	\$48,601	II, III
Cochise	5	\$42,218	\$38,223	\$57,335	Legal Sec. Supervisor; 5 years exp., 1 yr supervisory exp.
Coconino	-	-	-	-	See Legal Sec. I
Gila	5	\$45,302	\$40,536	\$60,804	Senior Legal Secretary; 5 yrs. exp.
Graham	-	-	-	-	-
Greenlee #	1	-	\$31,554	\$44,658	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	10	\$47,418	\$38,626	\$58,552	Office Specialist
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	2	\$37,856	\$33,172	\$49,758	Legal Asst.; Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	17 / 2 / 7	\$40,971 / \$45,479 / \$54,163	\$39,145	\$54,163	Legal Secretary III (3 yrs. exp.)/ Lead (4 yrs. exp.)/ Supervisor (4 yrs. exp., 2 yrs. supervisory)

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Librarian I**

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 to three years of professional reference experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$36,863	\$53,215	Librarian Technical Services I
Cochise	1	\$57,489	\$51,218	\$76,827	Systems Librarian
Coconino	1	\$62,253	\$49,116	\$71,260	Law Library Coordinator
Gila	1	\$69,133	\$57,302	\$58,953	-
Graham	-	-	-	-	-
Greenlee #	1	\$50,294	-	-	-
La Paz	1	\$43,888	\$38,205	\$55,347	-
Maricopa	37	\$60,040	\$4,736	\$72,904	-
Mohave	3	\$52,312	\$51,792	\$77,043	-
Navajo	2	\$35,990	\$34,213	\$42,727	Library Tech.
Pima	52	\$52,665	\$48,090	\$71,260	-
Pinal #	1	\$49,130	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	8	\$54,345	\$47,715	\$76,960	-

"Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. The "Notes" section contains information if a position has similar job title to benchmark position, additional job requirements or other information.

**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Librarian II**

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 three to five years of professional reference experience

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$51,500	\$40,257	\$58,307	Librarian Technical Services II (vacant), III
Cochise	1	\$57,489	\$51,218	\$76,827	Systems Librarian
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	1	\$50,294	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3	\$67,401	\$66,102	\$97,178	Library Services Manager; Master's degree, 5 years exp.
Navajo	-	-	-	-	-
Pima	20	\$61,447	\$54,662	\$82,077	-
Pinal #	1	\$49,130	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	1	\$83,157	\$63,936	\$99,101	Librarian - County Schools
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$36,863	\$53,215	Office Manager
Cochise	5	\$41,109	\$36,982	\$55,474	Business Manager
Coconino	5	\$62,949	\$49,116	\$71,243	Administrative Supervisor
Gila	1	\$50,495	\$41,955	\$62,933	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	3	\$45,476	\$38,397	\$56,690	-
Maricopa	27	\$54,271	\$42,640	\$63,440	-
Mohave	6	\$55,654	\$49,966	\$70,262	-
Navajo	5	\$46,878	\$39,676	\$49,550	Office Manager
Pima	3	\$46,862	\$36,774	\$54,621	-
Pinal #	6	\$54,534	\$49,647	\$76,953	Administrative Supervisor
Santa Cruz	3	\$49,453	\$39,590	\$54,802	Office Manager
Yavapai	6	\$62,448	\$47,710	\$73,950	Office Manager
Yuma	1	\$40,726	\$38,376	\$61,859	-

"Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (–) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. The "Notes" section contains information if a position has similar job title to benchmark position, additional job requirements or other information.

**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Human Resources Analyst I/Associate I**

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 (Bachelors preferred) plus one to two years human resources or equivalent experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$46,000	\$35,287	\$50,851	H.R. Technician
		\$48,087 / \$50,000 /			
Cochise	2 / 1 / 1	\$56,279	\$38,479	\$74,455	H.R. Generalist/ H.R. Specialist / H.R. Analyst
Coconino	2	\$48,409	\$45,560	\$66,033	H.R. Specialist; AA degree & 2 years exp.
Gila					
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	1	\$45,011	\$41,787	\$60,549	-
Maricopa	39	\$58,165	\$50,024	\$74,880	Entry Level
Mohave	1	\$52,874	\$49,966	\$70,262	H.R. Generalist; AA degree & 3 years exp.
Navajo	-	-	-	-	-
Pima	10	\$53,123	\$50,898	\$76,461	-
Pinal #	5	\$50,868	\$45,969	\$71,252	Senior H.R. Analyst; Additional job levels combined
Santa Cruz	1	\$45,451	\$41,594	\$57,577	-
Yavapai	5	\$47,577	\$43,274	\$67,075	H.R. Specialist
Yuma	-	-	\$48,672	\$78,499	H.R. Specialist I

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Human Resources Analyst II/Associate II**

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. Bachelors degree and a minimum of three to five years in human resources or equivalent experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	1	\$89,000	\$82,467	\$123,700	Associate Director-H.R.
Coconino	3	\$66,760	\$57,148	\$83,069	H.R. Analyst
Gila	1	\$54,572	\$50,066	\$75,099	H.R. Analyst II; 5 years related exp.
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	39	\$68,755	\$55,016	\$93,080	2 years exp.
Mohave	2	\$66,997	\$54,392	\$80,683	-
Navajo	-	-	-	-	-
Pima	4	\$62,181	\$57,325	\$86,029	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	5	\$47,577	\$43,274	\$67,075	2 years of H.R. exp.
Yuma	1	\$61,193	\$51,667	\$83,345	4 years & Master's degree

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$28,476	\$40,635	-
Cochise	9	\$33,221	\$30,286	\$45,430	All positions in Sheriff's Office
Coconino	-	-	-	-	-
Gila	7	\$58,597	\$48,089	\$72,134	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	273	\$43,839	\$38,480	\$54,080	Office Assistant Specialized
Mohave	49	\$40,389	\$33,384	\$51,126	Senior Office Assistant
Navajo	5	\$32,662	\$30,239	\$37,765	-
Pima	1	\$43,787	\$32,760	\$72,259	-
Pinal #	-	-	-	-	-
Santa Cruz	7	\$35,976	\$33,307	\$46,105	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Courtroom Clerk I**

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 two to four years clerical experience including one to two years in a legal or court setting.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	1	\$34,800	\$30,346	\$43,439	-
Cochise	8	\$34,554	\$29,270	\$43,906	-
Coconino	5	\$47,031	\$42,110	\$60,962	Court Tech. II; Pass background check
Gila	6	\$48,577	\$46,198	\$69,297	-
Graham	3	\$37,000	\$36,020	\$55,787	-
Greenlee #	-	-	-	-	-
La Paz	3	\$38,535	\$35,946	\$45,518	-
Maricopa	205	\$51,786	\$42,640	\$63,440	Senior Courtroom Clerk
Mohave	4	\$36,346	\$36,795	\$55,952	-
Navajo	6	\$35,506	\$35,068	\$43,795	-
Pima	2	\$51,162	\$33,218	\$48,755	-
Pinal #	14	\$32,240	\$30,433	\$45,650	Additional Job levels combined
Santa Cruz	4	\$38,061	\$35,869	\$49,651	Senior Court Clerk
Yavapai	16	\$42,491	\$39,251	\$60,839	-
Yuma	15	\$40,192	\$39,020	\$66,441	Court Clerk Specialist

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Courtroom Clerk II**

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 four years clerical experience including one to two years in a legal or court setting.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$36,500	\$33,064	\$52,018	Court Room Clerk II,III (vacant)
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	7	\$43,169	\$38,626	\$58,552	Senior Courtroom Clerk; 1 year exp.
Navajo	3	\$41,143	\$38,709	\$48,342	-
Pima	-	-	-	-	-
Pinal #	14	\$32,240	\$30,433	\$45,650	Additional Job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$46,092	\$42,931	\$73,113	Court Clerk Specialist Senior, Lead

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Court Clerk I**

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 two to three years office clerical experience including one in a legal or court setting.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$32,651	\$30,346	\$43,439	-
Cochise	-	-	-	-	Combined with Courtroom Clerk
Coconino	6	\$45,406	\$40,597	\$58,004	Justice Court Specialist II
Gila	-	-	-	-	-
Graham	4	\$34,788	\$34,788	\$53,880	Justice Court Clerk
Greenlee #	1	-	\$28,621	\$40,518	-
La Paz	5	\$35,514	\$35,221	\$51,304	-
Maricopa	-	-	-	-	-
Mohave	15	\$36,908	\$33,384	\$51,126	Court Services Asst.; 1 years exp.
Navajo	-	-	\$35,068	\$43,795	-
Pima	30	\$40,859	\$38,480	\$57,179	-
Pinal #	-	-	-	-	-
Santa Cruz	10	\$36,187	\$34,140	\$47,258	-
Yavapai	14	\$41,153	\$35,602	\$55,183	-
Yuma	2	\$33,664	\$31,491	\$50,336	Justic Clerk I

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Court Clerk II**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	2	\$42,164	\$39,186	\$58,779	4 years exp.
Graham	-	-	-	-	-
Greenlee #	1	-	\$28,621	\$40,518	-
La Paz	-	-	-	-	-
Maricopa	582	\$42,698	\$38,480	\$54,080	Justice System Clerk; 3 years exp.
Mohave	5	\$44,125	\$36,795	\$55,952	Senior Court Services Asst.; 3 years exp.
Navajo	6	\$41,732	\$38,709	\$48,342	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	8	\$34,483	\$34,091	\$54,953	Justice Clerk II

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Probation Officer I**

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 to three years experience; some counties require a minimum age of 21 years, background check, defensive tactical training, and certification with COJET.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$43,033	\$62,470	Probation Officer I
Cochise	18	\$43,914	\$41,926	\$62,890	-
Coconino	5	\$53,878	\$49,116	\$71,260	-
Gila	10	\$58,679	\$54,772	\$82,158	-
Graham	9	\$50,379	\$42,747	-	Adult & Juvenile Probation Officer
Greenlee #	3	-	-	-	-
La Paz	2	\$52,086	\$44,905	\$65,501	-
Maricopa	777	\$70,411	\$60,320	\$82,826	-
Mohave	19	\$49,628	\$49,317	\$73,570	-
Navajo	6	\$43,795	\$43,795	\$54,694	-
Pima	138	\$51,737	\$41,600	\$57,720	-
Pinal #	-	-	-	-	-
Santa Cruz	2	\$44,796	\$44,796	\$62,008	-
Yavapai	37	\$59,882	\$52,600	\$81,530	Adult Probation & Juvenile Probation
Yuma	24	\$46,894	\$45,032	\$76,695	-

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Probation Officer II or Senior 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 four years experience; some counties require a minimum age of 21 years, background check, defensive tactical training, and certification with COJET.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	4 / 3	\$45,535 / \$49,800	\$45,002	\$68,523	Probation Officer III/ IV
Cochise	5	\$51,191	\$49,408	\$74,112	-
Coconino	23	\$59,659	\$52,889	\$76,807	Probation Officer II
Gila	-	-	-	-	-
Graham	2	\$63,693	-	-	Adult & Juvenile Probation Officer Supervisor
Greenlee #	-	-	-	-	-
La Paz	2	\$61,146	\$49,402	\$68,630	-
Maricopa	-	-	-	-	-
Mohave	15	\$55,216	\$51,792	\$77,043	-
Navajo	8/3	\$51,650/\$60,900	\$49,550	\$61,881	Probation Officer II/III
Pima	1	\$161,026	\$96,387	\$144,497	-
Pinal #	67	\$52,233	\$42,564	\$65,974	Additional job levels combined
Santa Cruz	10	\$55,316	\$47,063	\$68,441	Intermediate/Senior Probation Officer
Yavapai	20	\$70,762	\$57,992	\$89,887	Senior Adult Probation and Juvenile Probation
Yuma	18	\$56,029	\$49,566	\$84,396	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Attorney I**

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. Entry level, zero to one year of experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$76,250	\$64,789	\$95,104	-
Cochise	2	\$68,500	\$57,891	\$86,837	-
Coconino	3	\$85,544	\$80,000	\$117,600	-
Gila	3	\$78,483	\$73,264	\$109,896	-
Graham	1	\$86,572	\$69,414	\$107,509	Deputy County Attorney
Greenlee #	-	-	-	-	-
La Paz	-	-	\$53,833	\$79,652	-
Maricopa	109	\$79,369	\$72,072	\$108,014	-
Mohave	3	\$75,123	\$69,410	\$101,837	-
Navajo	1	\$81,194	\$79,214	\$85,304	-
Pima	23	\$101,677	\$62,878	\$138,861	-
Pinal #	9	\$72,719	\$66,920	\$107,072	Additional job levels combined
Santa Cruz	-	-	\$64,876	\$89,804	Deputy County Attorney I
Yavapai	4	\$77,284	\$74,014	\$114,721	-
Yuma	2	\$81,920	\$81,515	\$131,435	-

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**Arizona Association of Counties**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$84,000	\$72,756	\$107,054	-
Cochise	2	\$79,404	\$60,590	\$90,885	2 years exp.
Coconino	4	\$92,844	\$86,630	\$127,346	-
Gila	2	\$85,601	\$80,347	\$120,521	-
Graham	1	\$82,902	\$73,699	\$114,145	Deputy County Attorney II
Greenlee #	-	-	-	-	-
La Paz	5	\$74,800	\$59,717	\$88,393	-
Maricopa	156	\$98,589	\$86,008	\$118,040	-
Mohave	3	\$83,616	\$76,523	\$111,862	-
Navajo	1	\$91,864	\$89,623	\$96,514	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$68,158	\$94,347	Deputy County Attorney II
Yavapai	2	\$88,297	\$81,600	\$126,480	-
Yuma	2	\$90,916	\$86,507	\$139,422	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$81,770	\$120,576	-
Cochise	17	\$84,455	\$73,996	\$110,994	-
Coconino	13	\$98,910	\$93,824	\$137,921	-
Gila	2	\$97,000	\$88,157	\$132,236	-
Graham	1	\$96,452	\$80,044	\$123,971	Chief Civil Deputy County Attorney
Greenlee #	-	-	-	-	-
La Paz	-	-	\$66,305	\$98,136	-
Maricopa	262	\$117,877	\$92,144	\$140,005	-
Mohave	19	\$94,918	\$84,365	\$122,907	-
Navajo	5	\$102,720	\$101,400	\$126,635	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$75,233	\$73,042	\$101,108	Deputy County Attorney III
Yavapai	9	\$101,641	\$89,964	\$139,445	-
Yuma	6	\$102,055	\$95,513	\$153,961	-

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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$98,621	\$84,180	\$126,271	-
Coconino	11	\$111,953	\$101,097	\$149,395	Supervisory position
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	151	\$140,708	\$110,240	\$160,014	-
Mohave	13	\$114,630	\$93,018	\$135,075	-
Navajo	7	\$119,995	\$106,533	\$133,046	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$83,047	\$114,956	Deputy County Attorney IV
Yavapai	37	\$132,530	\$104,145	\$161,425	IV & Supervisory position
Yuma	2	\$116,688	\$103,396	\$166,670	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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 to eight years of experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	See Senior Attorney
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	52	\$165,789	\$134,014	\$178,256	8 years exp.
Mohave	-	-	-	-	-
Navajo	-	-	\$114,725	\$143,275	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	5	\$95,441	\$91,555	\$126,733	Deputy County Attorney V
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	2	\$116,488	\$407,329	\$160,993	Administrative Deputy Attorney
Coconino	5	\$125,855	\$11,097	\$161,843	Attorney V & Supervisory position
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	Attorney IV
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	39	\$101,721	\$81,979	\$131,166	-
Santa Cruz	1	\$122,416	\$112,029	\$155,074	Chief Deputy County Attorney
Yavapai	-	-	-	-	-
Yuma	14	\$131,283	\$109,699	\$176,862	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$37,309	\$34,100	\$51,151	-
Coconino	4	\$52,388	\$42,110	\$60,961	Animal Management Officer/ AA degree and 2 yrs. exp.
Gila	4	\$44,392	\$41,955	\$62,933	-
Graham	2	\$45,642	\$38,484	\$59,602	-
Greenlee #	-	-	\$31,554	\$44,658	-
La Paz	1	\$38,168	\$31,959	\$47,351	-
Maricopa	25	\$48,146	\$41,600	\$59,592	-
Mohave	5	\$49,724	\$33,384	\$51,126	1 year exp.
Navajo	1	\$35,068	\$35,068	\$43,795	-
Pima	19	\$38,342	\$38,355	\$57,179	-
Pinal #	7	\$37,128	\$36,157	\$54,236	Additional job levels
Santa Cruz	6	\$38,119	\$34,993	\$48,439	-
Yavapai	7	\$42,324	\$37,382	\$57,942	-
Yuma	3	\$39,221	\$32,760	\$52,811	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Detention Officer I**

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. Some counties require High School Diploma or G.E.D. equivalent, valid Arizona State Drivers License, and criminal background check.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	10	\$39,627	\$36,863	\$53,215	-
Cochise	48	\$40,839	\$34,944	\$52,416	-
Coconino	13	\$44,416	\$41,671	\$62,618	-
Gila	29	\$49,446	\$40,536	\$60,804	-
Graham	19	\$39,720	\$38,484	\$59,602	-
Greenlee #	13	-	\$31,134	\$46,925	-
La Paz	15	\$36,379	\$34,133	\$47,991	-
Maricopa	1,485	\$57,443	\$45,760	\$64,896	-
Mohave	73	\$46,772	\$36,795	\$55,952	-
Navajo	1	\$40,668	\$39,676	\$49,550	-
Pima	268	\$50,093	\$46,966	\$56,826	-
Pinal #	123	\$50,898	\$41,800	\$54,845	-
Santa Cruz	30	\$35,409	\$35,869	\$49,651	-
Yavapai	64	\$50,885	\$47,710	\$73,950	-
Yuma	101	\$43,187	\$41,204	\$66,393	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Detention Officer II/III**

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. Some counties require High School Diploma or G.E.D. equivalent, valid Arizona State Drivers License, and criminal background check. Minimum three years correctional experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1/1	\$41,456/ \$42,269	\$38,519	\$42,269	Detention Officer I/ II
Cochise	4	\$46,894	\$35,476	\$53,215	Detention Officer III, Corporal
Coconino	37	\$58,939	\$52,757	\$72,202	Detention Officer II
Gila	9	\$60,429	\$50,066	\$75,099	2 years exp.
Graham	5	\$45,951	\$43,465	\$67,317	Detention Sergeant
Greenlee #	13	-	\$31,134	\$46,925	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	6	\$54,538	\$40,560	\$61,277	-
Navajo	6/6	\$42,382/\$47,217	\$41,685	\$56,062	II/III
Pima	40	\$64,089	\$60,840	\$68,037	-
Pinal #	123	\$50,898	\$41,800	\$54,845	-
Santa Cruz	2	\$41,629	\$38,626	\$53,467	-
Yavapai	46	\$63,218	\$52,600	\$81,530	Detention Officer II
Yuma	15	\$57,678	\$56,180	\$90,584	Senior Detention Officer

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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. Some counties may require passing a written and oral examination.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	5 / 2	\$53,573 / \$86,625	\$48,706	\$91,717	Detention Officer V/ Lieutenant
Coconino	16	\$86,327	\$70,093	\$95,927	Detention Sergeant
Gila	3	\$72,490	\$66,840	\$100,260	5 years exp. + 2 years supervisory exp.
Graham	1	\$55,871	\$47,990	\$74,325	Detention Lieutenant
Greenlee #	3	-	\$36,525	\$51,709	-
La Paz	-	-	\$62,126	\$87,817	-
Maricopa	214	\$74,657	\$58,656	\$81,848	-
Mohave	5	\$63,694	\$49,317	\$73,570	2 years exp.
Navajo	-	\$60,372	\$54,694	\$68,306	Detention Sergeant
Pima	10	\$95,472	\$92,685	\$103,646	-
Pinal #	2	\$68,952	\$53,619	\$83,109	-
Santa Cruz	3	\$52,201	\$41,594	\$57,576	Detention Corporal
Yavapai	20	\$72,312	\$60,891	\$94,382	Detention Sergeant
Yuma	14	\$64,604	\$62,379	\$100,505	Detention Sergeant

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**Benchmark Job Positions**

**Deputy Sheriff I**

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.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	12	\$50,470	\$47,069	\$68,523	-
Cochise	66	\$53,502	\$45,017	\$67,525	-
Coconino	39	\$62,309	\$55,997	\$81,302	-
Gila	26	\$62,279	\$54,772	\$82,158	-
Graham	13	\$56,171	\$47,187	\$73,082	-
Greenlee #	11	-	\$42,286	\$59,842	-
La Paz	13	\$50,000	\$45,902	\$63,768	-
Maricopa	410	\$77,141	\$63,648	\$90,480	-
Mohave	67	\$60,027	\$46,966	\$70,262	-
Navajo	-	\$50,790	\$50,790	\$50,790	-
Pima	402	\$61,548	\$55,702	\$71,947	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	7	\$45,574	\$44,796	\$62,008	-
Yavapai	87	\$66,686	\$57,992	\$89,887	-
Yuma	47	\$58,926	\$55,182	\$88,940	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Deputy Sheriff II**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
		\$69,595 / \$76,845 /			
Cochise	7 / 12 / 4	\$99,426	\$67,621	\$99,426	Additional position levels
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	11	-	\$42,286	\$59,842	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	\$63,353	\$57,463	\$68,847	-
Pima	-	-	-	-	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	11	\$49,805	\$48,237	\$66,771	-
Yavapai	-	-	-	-	-
Yuma	13	\$67,350	\$65,624	\$105,788	Senior Deputy

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**Benchmark Job Positions**

**Deputy Sheriff III**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	11	-	\$42,286	\$59,842	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Dispatch/Communication I**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$38,378	\$36,863	\$53,215	-
Cochise	-	-	-	-	Contracted Position
Coconino	-	-	-	-	-
Gila	10	\$46,920	\$40,536	\$60,804	-
Graham	8	\$38,752	\$37,225	\$57,655	-
Greenlee #	5	-	\$33,134	\$46,925	-
La Paz	11	\$40,182	\$34,816	\$50,052	-
Maricopa	20	\$54,598	\$46,800	\$69,472	-
Mohave	6	\$41,850	\$36,795	\$55,952	18 week telecommunications course
Navajo	-	\$46,012	\$43,795	\$54,694	-
Pima	45	\$45,502	\$42,186	\$62,443	-
Pinal #	152	\$63,336	\$53,722	\$70,488	Emergency Dispatch, Senior
Santa Cruz	6	\$36,602	\$35,869	\$49,951	Public Safety Telecommunicator
Yavapai	9	\$47,007	\$43,274	\$67,075	Public Safety Telecommunicator
Yuma	8	\$40,040	\$39,436	\$63,585	-

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**Benchmark Job Positions**

**Dispatch/Communication II**

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. Three years' experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$41,700	\$38,519	\$55,697	-
Cochise	-	-	-	-	Contracted Position
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	2	\$43,035	\$39,769	\$61,595	Lead Dispatcher
Greenlee #	5	-	\$33,134	\$46,925	-
La Paz	1	\$54,246	\$50,848	\$72,147	911 Dispatch Manager
Maricopa	-	-	-	-	-
Mohave	3/3	\$57,866/\$64,126	\$40,560	\$64,126	Public Safety Dispatcher Senior/Lead
Navajo	-	\$52,059	\$47,163	\$58,900	Dispatch, Communication Lead
Pima	-	-	-	-	-
Pinal #	152	\$63,336	\$53,722	\$70,488	Emergency Dispatch, Senior
Santa Cruz	1	\$42,001	\$39,590	\$54,802	Public Safety Telecommunicator Supervisor
Yavapai	-	-	-	-	-
Yuma	3	\$48,089	\$43,388	\$69,867	-

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**Benchmark Job Positions**

**Investigator I**

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. Zero to three years investigative experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	2	\$48,750	\$40,568	\$60,852	Defense Investigator (non-POST position); 5 years exp.
Coconino	7	\$82,559	\$68,829	\$94,198	Detective; Background check & polygraph
Gila	-	-	-	-	-
Graham	2	\$65,564	\$48,419	\$74,992	Detective
Greenlee #	1	-	\$46,634	\$65,978	-
La Paz	1	\$54,246	\$47,842	\$66,646	-
Maricopa	-	-	-	-	See level II
Mohave	6	\$51,106	\$49,966	\$70,262	5 years exp.
Navajo	-	\$54,694	\$49,550	\$61,881	Criminal Analyst
Pima	-	-	-	-	-
Pinal #	8	\$65,624	\$49,647	\$76,953	-
Santa Cruz	3	\$50,951	\$44,796	\$62,008	Criminal Investigator
Yavapai	12	\$80,039	\$63,936	\$99,101	Investigator Deputy Detective
Yuma	1	\$56,555	\$44,969	\$72,550	-

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**Benchmark Job Positions**

**Investigator II or Senior 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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	1	\$69,174	\$52,889	\$76,807	Chief Investigator; 4 years exp.
Gila	5	\$71,772	\$54,772	\$82,158	5 years exp.
Graham	1	\$72,155	\$50,909	\$78,847	Sergeant Investigator
Greenlee #	1	-	\$46,634	\$65,978	-
La Paz	-	-	-	-	-
Maricopa	47	\$85,813	\$64,376	\$91,520	Investigator I; 5 years exp.
Mohave	-	-	-	-	-
Navajo	-	\$56,062	\$50,789	\$63,429	Criminal Justice Coordinator
Pima	-	-	-	-	-
Pinal #	8	\$65,624	\$49,647	\$76,953	-
Santa Cruz	5	\$58,141	\$51,949	\$71,910	Detective
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Benchmark Job Positions**

**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 to five years law enforcement experience. High School Diploma or G.E.D. equivalent; some counties require a criminal background check and a polygraph test.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	3	\$62,265	\$55,165	\$80,668	-
Cochise	12	\$76,845	\$74,641	\$78,419	-
Coconino	10	\$90,604	\$79,746	\$109,138	-
Gila	8	\$79,336	\$63,855	\$95,783	-
Graham	4	\$68,428	\$50,909	\$78,847	Patrol Sergeant
Greenlee #	-	-	-	-	-
La Paz	5	\$57,304	\$5,484	\$79,758	-
Maricopa	115	\$91,104	\$107,328	\$96,296	4 years exp.
Mohave	17	\$82,964	\$57,117	\$84,510	-
Navajo	-	\$85,152	\$73,558	\$114,112	-
Pima	57	\$82,889	\$79,123	\$94,931	-
Pinal #	34	\$78,624	\$57,909	\$89,759	-
Santa Cruz	4	\$58,062	\$55,940	\$77,434	-
Yavapai	20	\$91,183	\$70,489	\$109,259	-
Yuma	19	\$81,577	\$75,816	\$122,137	-

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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$57,747	\$84,541	-
Cochise	4	\$99,426	\$90,182	\$99,422	-
Coconino	4	\$109,679	\$92,395	\$126,449	-
Gila	2	\$93,290	\$76,719	\$115,079	-
Graham	1	\$75,684	\$53,400	\$82,703	Patrol Lieutenant
Greenlee #	4	-	\$56,659	\$80,205	-
La Paz	4	\$84,032	\$59,611	\$84,032	-
Maricopa	39	\$116,094	\$108,264	\$131,976	4 years exp.
Mohave	3	\$97,178	\$66,102	\$97,178	7 years exp.
Navajo	-	\$101,159	\$83,224	\$129,107	-
Pima	22	\$113,426	\$110,344	\$122,782	-
Pinal #	7	\$91,478	\$92,699	\$102,322	-
Santa Cruz	1	\$82,582	\$63,292	\$87,611	Commander
Yavapai	6	\$11,182	\$81,600	\$126,480	-
Yuma	7	\$94,224	\$84,427	\$136,156	-

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**Benchmark Job Positions**

**Building Inspector I**

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. Up to two years building trades experience, up to one year in inspection experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$33,787	\$48,601	-
Cochise	1	\$45,400	\$49,296	\$73,944	-
Coconino	4	\$49,807	\$42,110	\$66,030	Building Inspector I, II (Avg. all positions)
Gila	2	\$47,931	\$44,387	\$66,581	-
Graham	2	\$53,418	\$48,419	\$74,992	Building & Zoning Inspector
Greenlee #	-	-	-	-	-
La Paz	2	\$39,399	\$39,399	\$58,127	-
Maricopa	48	\$64,201	\$49,920	\$82,888	-
Mohave	4	\$53,362	\$51,792	\$77,043	-
Navajo	-	\$44,890	\$40,668	\$50,789	-
Pima	7	\$48,617	\$39,250	\$74,714	-
Pinal #	9	\$51,189	\$42,564	\$65,974	-
Santa Cruz	1	\$42,843	\$41,594	\$57,577	-
Yavapai	2	\$51,025	\$41,214	\$63,881	-
Yuma	3	\$51,022	\$46,779	\$75,441	Combination Inspector I; 5 years construction exp.

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Building Inspector II or Senior 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, one year in inspection experience. Some counties require International Coude Council (ICC) Building Inspection (B5) Certification and Residential Combination Inspector (R5) Certification.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
Apache	-	-	\$36,863	\$53,215	-
Cochise	1	\$81,120	\$59,155	\$88,733	Building Official; 5 years exp.
Coconino	-	-	\$49,116	\$71,260	Lead Building Inspector; B5, R5 certifications
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	\$46,435	\$64,706	-
Maricopa	12	\$80,964	\$59,176	\$90,272	-
Mohave	2/-	\$61,870/-	\$57,117	\$92,747	Building Inspector II/Senior
Navajo	-	\$47,163	\$42,727	\$53,360	-
Pima	-	-	\$43,659	\$105,498	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$54,919	\$48,237	\$66,771	-
Yavapai	8	\$56,928	\$47,710	\$73,950	-
Yuma	-	-	-	-	-

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**Benchmark Job Positions**

**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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$82,300	\$76,229	\$112,263	-
Cochise	1	\$51,000	\$42,315	\$63,473	Facilities Maintenance Supervisor
Coconino	3	\$61,302	\$52,889	\$76,807	Trades Supervisor
Gila	1	\$56,172	\$50,066	\$75,099	-
Graham	1	\$56,595	\$54,418	\$84,279	-
Greenlee #	-	-	-	-	-
La Paz	1	\$41,496	\$40,444	\$59,832	-
Maricopa	13	\$75,493	\$58,032	\$85,592	-
Mohave	1	\$95,930	\$80,350	\$117,250	Engineering Manager-Facilities; 3 years exp.
Navajo	-	\$50,789	\$46,012	\$57,463	Facilities Construction Foreman
Pima	1	\$56,630	\$52,104	\$78,270	-
Pinal #	1	\$52,894	\$45,969	\$71,252	-
Santa Cruz	1	\$62,049	\$62,243	\$83,390	Superintendent of Buildings, Grounds & Parks
Yavapai	-	-	-	-	-
Yuma	1	\$66,934	\$59,384	\$95,804	4 years exp., 2 years supervisory exp.

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**Benchmark Job Positions**

**C.A.D. Drafter I/G.I.S. Analyst I**

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 one to three years of related experience or equivalent education from a recognized technical training school.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$45,002	\$65,422	-
Cochise	-	-	\$47,854	\$71,782	GIA Analyst (CAD Drafting falls under Engineering Tech.)
Coconino	1	\$68,539	\$61,568	\$89,565	GIS Analyst I
Gila	-	-	-	-	-
Graham	-	-	\$39,769	\$61,595	Title Clerk
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	17	\$55,529	\$50,024	\$72,904	GIS Tech.
Mohave	1	\$58,947	\$42,598	\$64,126	GIS Tech.
Navajo	-	-	-	-	-
Pima	2	\$51,165	\$42,806	\$63,357	-
Pinal #	3	\$46,911	\$42,564	\$65,974	GIS Cartography Specialist
Santa Cruz	-	-	\$45,692	\$63,248	-
Yavapai	1	\$49,454	\$43,274	\$67,075	CAD Specialist
Yuma	2	\$49,150	\$45,867	\$73,944	-

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**Benchmark Job Positions**

**C.A.D. Drafter II/G.I.S. Analyst II**

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 four years of related experience or equivalent education from a recognized technical training school.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	1	\$67,000	\$66,735	\$100,103	GIS Manager; Bachelor's degree, 5 years exp.
Coconino	1	\$78,017	\$65,556	\$95,429	GIS Analyst II
Gila	1	\$45,393	\$44,387	\$66,581	AA degree, 5 years exp.
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	11	\$67,606	\$52,520	\$80,600	GIS Tech. Senior, Lead
Mohave	1	\$73,736	\$59,966	\$88,525	GIS Coordinator
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$83,243	\$67,133	\$104,056	GIS Programmer, Analyst II
Yuma	1	\$66,934	\$54,849	\$88,462	-

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**Benchmark Job Positions**

**Civil Engineer - Engineer in Training**

This position must be certified as an Engineer-in-Training (E.I.T.). Must have passed the Fundamentals of Engineering (FE) exam.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	1	\$65,000	\$55,118	\$82,677	-
Coconino	-	-	\$57,148	\$83,069	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$54,392	\$80,683	Civil Engineer Intern
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	2	\$68,723	\$44,096	\$71,115	-

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**Benchmark Job Positions**

**Civil Engineer - Professional 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. Some counties require supervisory experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	1	\$144,690	\$91,969	\$135,879	-
Cochise	- / 1	- / \$95,014	\$73,490	\$145,991	P.E. / Engineering Manager; 6 years exp., Master's degree
Coconino	-	-	\$65,556	\$95,429	-
Gila	1	\$115,332	\$84,157	\$126,236	-
Graham	1	\$80,044	\$80,044	\$123,971	Deputy County Engineer
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	38	\$99,707	\$72,800	\$104,520	3 years exp.
Mohave	1/3	\$91,178/\$77,529	\$59,966	\$97,178	Civil Engineer P.E. / Civil Engineer-Unregistered
Navajo	-	\$68,306	\$65,014	\$81,194	-
Pima	6	\$84,567	\$69,222	\$115,898	-
Pinal #	4	\$74,370	\$62,542	\$96,940	Combined Engineer & Senior Engineer
Santa Cruz	-	-	-	-	-
Yavapai	4	\$77,039	\$67,133	\$104,056	3 years exp.
Yuma	2 / 1	\$89,460 / \$86,590	\$65,561	\$115,544	-

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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	8	\$33,828	\$28,476	\$40,635	-
Cochise	16	\$27,468	\$27,689	\$42,701	-
Coconino	5	\$41,842	\$38,452	\$51,424	1 year exp.
Gila	2	\$30,784	\$28,704	\$43,056	-
Graham	2	\$36,208	\$34,788	\$53,880	-
Greenlee #	3	-	\$26,790	\$33,342	-
La Paz	-	-	-	-	-
Maricopa	31	\$40,554	\$31,200	\$42,640	-
Mohave	16	\$32,062	\$30,285	\$46,758	-
Navajo	-	\$30,995	\$28,080	\$35,068	-
Pima	3	\$25,429	\$32,802	\$47,715	-
Pinal #	36	\$29,889	\$27,920	\$41,880	-
Santa Cruz	14	15.35 p/hr.	-	-	Part-time positions
Yavapai	21	\$34,352	\$32,292	\$50,053	-
Yuma	9	\$30,763	\$29,660	\$47,819	-

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**Benchmark Job Positions**

**Engineering Technician I**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$32,359	\$46,459	Civil Engineering Aide I
Cochise	10 / -	\$40,738 / -	\$33,203	\$56,609	Engineering Tech I/ CAD Engineering Tech.
Coconino	2	\$60,178	\$49,116	\$71,260	Bachelor's degree, 2 years exp.
Gila	-	-	-	-	-
Graham	1	\$4,970	\$45,955	\$71,174	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	7	\$59,497	\$40,768	\$67,288	-
Mohave	-	-	\$42,598	\$64,126	-
Navajo	-	-	-	-	-
Pima	1	\$45,627	\$36,774	\$54,621	-
Pinal #	4	\$51,646	\$45,969	\$71,252	Civil Engineering Tech. & Senior combined
Santa Cruz	-	-	\$44,361	\$59,887	Civil Engineering Assist.
Yavapai	-	-	-	-	-
Yuma	3	\$67,766	\$53,768	\$86,715	Unregistered Civil Engineer I; Bachelor's degree, 3 years exp.

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Engineering Technician II**

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 four years technical, construction or engineering experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	4	\$48,378	\$32,287	\$55,697	Civil Engineering Aide II (vacant), III
Cochise	1	\$52,000	\$45,553	\$68,329	-
Coconino	1	\$82,325	\$70,984	\$103,406	Bachelor's degree
Gila	2	\$65,548	\$59,959	\$89,939	7 years exp.
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	2/10	\$52,655/\$61,389	\$44,720	\$73,570	Senior Engineering Tech.(5 years exp.)/Specialist (7 years exp.)
Navajo	-	-	-	-	-
Pima	1	\$40,914	\$40,914	\$60,466	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	\$59,384	\$95,804	Unregistered Civil Engineer II; Bachelor's degree, 3 years exp.

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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$46,500	\$36,065	\$52,018	-
Cochise	-	-	-	-	For entry level position, see Automotive Mechanic
Coconino	-	-	\$40,597	\$58,004	Heavy Equipment Mechanic Trainee
Gila	4	\$43,130	\$40,536	\$60,804	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	1	\$33,633	\$31,990	\$47,391	-
Maricopa	-	-	-	-	-
Mohave	3	\$48,873	\$44,720	\$67,122	3 years exp.
Navajo	-	\$42,727	\$39,676	\$49,550	-
Pima	6	\$45,666	\$40,914	\$60,466	-
Pinal #	9	\$45,386	\$42,564	\$65,974	Heavy Equipment Mechanic I
Santa Cruz	-	-	-	-	-
Yavapai	2	\$42,906	\$39,251	\$60,839	Mechanic I; 1 year exp.
Yuma	3	\$41,038	\$39,936	\$64,376	Public Works Equip. Tech. I; 2 years exp.

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**Benchmark Job Positions**

**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. Minimum three years of experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$41,700	\$38,519	\$55,697	-
Cochise	11	\$49,956	\$39,692	\$59,538	-
Coconino	-	-	\$42,110	\$60,962	Heavy Equipment Mechanic II-Apprentice
Gila	1	\$46,874	\$64,955	\$62,933	-
Graham	1	\$47,012	\$43,465	\$67,317	-
Greenlee #	-	-	-	-	-
La Paz	-	-	\$33,556	\$49,719	-
Maricopa	16	\$65,677	\$49,712	\$71,656	-
Mohave	2	\$51,594	\$49,317	\$73,570	5 years exp.
Navajo	-	\$47,163	\$43,795	\$54,694	-
Pima	5	\$51,197	\$47,008	\$69,576	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$50,751	\$43,274	\$67,075	Mechanic II; 2 years exp.
Yuma	3	\$44,844	\$44,096	\$71,115	Public Works Equip. Tech. I; 5 years exp.

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**Benchmark Job Positions**

**Equipment Mechanic III or Supervisor**

: 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. Minimum five years of experience. Minimum two years of supervisory experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$43,100	\$40,257	\$58,307	-
Cochise	-	-	-	-	See Automotive Mechanic
Coconino	1	\$65,403	\$52,889	\$76,807	Heavy Equipment Mechanic Lead
Gila	2	\$60,499	\$52,362	\$78,543	-
Graham	1	\$59,713	\$44,696	\$69,222	Equipment Mechanic III
Greenlee #	-	-	-	-	-
La Paz	1	\$56,409	\$36,287	\$56,409	-
Maricopa	-	-	-	-	-
Mohave	1	\$58,302	\$51,792	\$77,043	-
Navajo	-	\$48,342	\$43,795	\$54,694	-
Pima	1	\$64,107	\$58,698	\$87,318	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$47,715	\$47,715	\$76,960	Shop Superintendent; 5 years exp.

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**Benchmark Job Positions**

**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 and High School Diploma or G.E.D. equivalent.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$35,287	\$50,851	-
Cochise	-	-	-	-	See Equip. Operator II
Coconino	13	\$43,827	\$40,597	\$58,004	Operator I, II; AZ CDL & Class B commercial license
Gila	9	\$44,512	\$39,186	\$58,779	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	46	\$52,615	\$37,128	\$59,280	-
Mohave	19	\$38,402	\$36,795	\$55,952	Road Maintenance Worker
Navajo	-	\$39,676	\$35,945	\$44,890	Road Maintenance Equip. Operator
Pima	34	\$39,920	\$36,774	\$54,621	-
Pinal #	18	\$34,445	\$33,172	\$49,758	-
Santa Cruz	3	\$39,824	\$31,140	\$47,258	-
Yavapai	7	\$41,833	\$39,251	\$41,833	1 year exp., AZ Class A CDL
Yuma	-	-	\$27,955	\$45,115	Highway Maintenance Worker I

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**Benchmark Job Positions**

**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 class A, High School Diploma or G.E.D. equivalent and three to four years of experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$37,680	\$54,440	-
Cochise	37	\$37,021	\$32,069	\$48,103	All position levels combined
Coconino	-	-	-	-	-
Gila	10	\$50,106	\$44,387	\$66,581	-
Graham	12	\$46,590	\$43,465	\$67,317	Highway Operations Tech. II
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	34	\$57,431	\$41,184	\$62,296	-
Mohave	13	\$43,768	\$40,560	\$61,277	Senior Road Maintenance Worker
Navajo	-	\$41,685	\$38,709	\$48,342	Road Maintenance Equip. Operator II
Pima	11	\$42,840	\$40,019	\$59,093	-
Pinal #	78	\$40,893	\$36,157	\$54,236	Senior Operator
Santa Cruz	-	-	-	-	-
Yavapai	13	\$48,096	\$43,274	\$67,075	3 years exp., AZ Class A CDL
Yuma	28	\$41,225	\$37,627	\$60,652	Highway Maint. Worker II, 2 years exp., AZ Class A CDL

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**Benchmark Job Positions**

**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 driver's license class A, High School Diploma or G.E.D. equivalent, and minimum five years of experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$40,257	\$58,307	-
Cochise	-	-	-	-	See Equip. Operator II
Coconino	17	\$50,270	\$42,110	\$60,962	AZ CDL class A license
Gila	-	-	-	-	-
Graham	2	\$56,719	\$44,696	\$69,222	Highway Operations Tech. III
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	8	\$61,602	\$45,240	\$65,208	-
Mohave	26	\$48,186	\$44,720	\$67,122	Road Maintenance Work Specialist; 5 years exp.
Navajo	-	\$48,341	\$43,795	\$54,694	Road Maintenance Equip. Operator III
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	26	\$56,616	\$47,710	\$73,950	5 years exp, AZ Class A CDL
Yuma	5	\$48,942	\$43,222	\$69,700	Senior Highway Maint. Worker; 5 years exp., AZ Class A CDL

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**Benchmark Job Positions**

**Facilities Maintenance Worker I**

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. Zero to two years general building maintenance experience. Some counties require class A CDL license.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	2	\$35,400	\$29,707	\$42,481	-
Cochise	1	\$30,160	\$29,568	\$44,351	-
Coconino	-	-	-	-	-
Gila	8	\$44,735	\$40,536	\$60,804	-
Graham	1	\$43,014	\$39,769	\$61,595	Utilities Maintenance Supervisor
Greenlee #	-	-	-	-	-
La Paz	2	\$31,574	\$27,131	\$40,317	-
Maricopa	52	\$48,030	\$35,672	\$60,216	-
Mohave	6/2	\$40,407/\$54,454	\$36,795	\$70,262	Facilities Ground Worker (3 years exp.)/ Lead (3 years exp.)
Navajo	-	\$39,676	\$35,945	\$44,890	Facilities Maintenance & Construction Tech. I
Pima	20	\$53,913	\$49,254	\$72,966	-
Pinal #	15	\$37,419	\$33,172	\$49,758	Combined Facilities Maintenance Tech & Lead
Santa Cruz	10	\$35,569	\$32,495	\$44,981	Combines several positions
Yavapai	8	\$41,434	\$35,602	\$55,183	Maintenance Worker Journey
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Facilities Maintenance Worker II**

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 three years general building maintenance experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	2/1	\$36,363/\$45,831	\$33,787	\$55,697	Facilities Maintenance Worker II/III
Cochise	1 / 8	\$35,478 / \$42,479	\$32,664	\$56,285	Facilities Maintenance Worker II (3 yrs. exp.)/ III (5 yrs. exp.)
Coconino	3	\$42,821	\$38,542	\$54,984	Trades Worker I; 3 years exp.
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	6/6	\$46,121/\$50,821	\$40,560	\$67,122	Senior(5 years exp.)/ Specialist (5 years exp.)
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	15	\$37,419	\$33,172	\$49,758	Combined Facilities Maintenance Tech & Lead
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	3	\$42,036	\$33,425	\$53,782	-

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**Benchmark Job Positions**

**Automotive Mechanic I**

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. Zero to one year related experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$35,287	\$50,851	Automotive Mechanic I, II
Cochise	1	\$33,280	\$43,582	\$47,374	-
Coconino	-	-	\$38,542	\$54,985	Mechanic Trainee-level I
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	2	\$45,198	\$42,598	\$64,126	3 years exp.
Navajo	-	-	\$39,676	\$49,550	Automotive Mechanic II
Pima	-	-	-	-	-
Pinal #	3	\$44,179	\$39,411	\$59,117	-
Santa Cruz	-	-	-	-	-
Yavapai	1	\$46,678	\$39,251	\$60,839	Automotive Tech. I
Yuma	-	-	\$29,994	\$48,339	-

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**Benchmark Job Positions**

**Automotive Mechanic II**

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 two to four years related experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$37,680	\$58,307	Automotive Mechanic III
Cochise	-	-	-	-	-
Coconino	-	-	\$40,597	\$58,004	Mechanic Apprentice-level II
Gila	5	\$41,813	\$40,536	\$60,804	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	18	\$56,317	\$42,744	\$60,320	-
Mohave	2	\$49,920	\$46,966	\$70,262	5 years exp.
Navajo		\$49,550	\$44,890	\$56,061	Senior Automotive Mechanic
Pima	-	-	-	-	-
Pinal #	3	\$44,179	\$39,411	\$59,117	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$49,457	\$43,274	\$67,075	Automotive Tech. II
Yuma	-	-	\$29,994	\$48,339	-

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**Benchmark Job Positions**

**Planner I**

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. Some counties require AA/Bachelors degree plus up to two years related experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$44,005	\$63,928	-
Cochise	-	-	\$43,380	\$65,070	-
Coconino	1	\$53,078	\$49,116	\$71,260	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	1	-	\$40,000	\$55,000	-
La Paz	-	-	-	-	-
Maricopa	14	\$64,406	\$54,288	\$90,064	-
Mohave	3	\$59,537	\$51,792	\$77,043	-
Navajo	-	-	\$43,795	\$54,694	-
Pima	3	\$54,072	\$50,898	\$76,461	-
Pinal #	2	\$51,584	\$49,647	\$76,953	Combined Planner & Senior
Santa Cruz	1	\$47,291	\$45,914	\$63,556	Planning & Development Tech. & Lead combined
Yavapai	2	\$51,747	\$50,095	\$77,648	-
Yuma	2	\$53,788	\$52,707	\$85,009	Associate Planner, Deputy Zoning Inspector

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**Benchmark Job Positions**

**Planner II or Senior 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. AA/Bachelors degree plus at least three years related experience, some counties require a masters degree.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$48,142	\$70,132	-
Cochise	2	\$71,400	\$61,735	\$92,603	4 years exp.
Coconino	2	\$68,353	\$57,148	\$83,069	-
Gila	-	-	\$54,772	\$82,158	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	6	\$82,715	\$63,440	\$98,280	-
Mohave	1	\$70,221	\$57,117	\$84,510	Planner II
Navajo	-	-	\$46,012	\$57,463	-
Pima	5	\$64,339	\$57,325	\$104,497	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$77,434	\$55,940	\$77,434	-
Yavapai	1	\$60,054	\$55,230	\$85,607	-
Yuma	3	\$72,612	\$60,569	\$97,614	-

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**Benchmark Job Positions**

**Sign Maintenance Technician**

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.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	\$40,532	\$32,273	\$48,410	See Engineering Tech.
Coconino	-	-	-	-	-
Gila	2	\$45,949	\$40,536	\$60,804	-
Graham	1	\$48,992	\$43,465	\$67,317	Sign Tech.
Greenlee #	-	-	-	-	-
La Paz	1	\$40,123	\$34,474	\$51,085	-
Maricopa	38	\$49,661	\$37,128	\$59,280	-
Mohave	2/4	\$40,976/\$47,320	\$38,626	\$64,126	Sign Tech./Senior
Navajo	1/1	\$30,239/\$54,694	\$30,239	\$54,694	Sign Maintenance Worker/ Sign Maintenance Foreman
Pima	1	\$50,825	\$47,008	\$69,576	-
Pinal #	5	\$41,808	\$33,172	\$49,758	Sign Specialist
Santa Cruz	-	-	-	-	-
Yavapai	3	\$40,939	\$37,382	\$57,942	1 year exp.
Yuma	2	\$3,900	\$36,899	\$59,467	-

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**Benchmark Job Positions**

**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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	1	\$77,002	\$60,000	\$90,000	-
Coconino	1	\$81,185	\$65,556	\$95,429	County Surveyor; Bachelor's degree & 2 years exp.
Gila	1	\$85,153	\$63,855	\$95,783	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	4	\$76,752	\$66,456	\$95,992	-
Mohave	1	\$71,490	\$44,720	\$69,410	Land Surveyor/ County Surveyor
Navajo	-	-	\$50,789	\$64,428	County Surveyor
Pima	-	-	\$50,898	\$76,461	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$77,434	\$55,940	\$77,434	County Surveyor
Yavapai	1	\$78,337	\$63,936	\$99,101	Survey Manager; 5 years exp.
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$50,100	\$44,005	\$63,928	Shop Foreman
Cochise	1	\$62,400	\$47,358	\$71,036	Fleet Supervisor
Coconino	1	\$90,515	\$63,556	\$93,429	Fleet Srvcs. Supervisor; 5 yrs. exp.+ 2 yrs. supervisory exp.
Gila	2	\$60,499	\$52,362	\$78,543	-
Graham	1	\$61,175	\$56,560	\$87,598	Highway Dept. Deputy Dir.; 5 years exp.
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	3	\$71,958	\$57,616	\$83,512	5 years exp., supervisory exp.
Mohave	1/-	\$61,755/-	\$59,966	\$88,525	Equip. Shop Supervisor/Auto. Shop Supervisor
Navajo	1	\$77,377	\$64,428	\$79,213	Fleet Operations Manager
Pima	1	\$71,400	\$57,325	\$89,440	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$43,915	\$42,637	\$59,019	Roads Foreman
Yavapai	2	\$61,663	\$52,600	\$81,530	Shop Supervisor; 5 yrs. related exp., 2 yrs. supervisory exp.
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	1	\$47,946	\$40,110	\$58,961	Code Enforcement Officer; 2 years exp.
Gila	-	-	\$52,362	\$78,543	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	48	\$64,201	\$49,920	\$82,888	-
Mohave	2/1	\$47,549/\$53,934	\$38,626	\$53,934	Zoning Inspector/Senior
Navajo	3/-	\$41,345/-	\$40,668	\$53,360	Building/Zoning Inspector I/II
Pima	-	-	\$48,090	\$71,261	-
Pinal #	-	-	-	-	See Building Inspector
Santa Cruz	-	-	-	-	-
Yavapai	4	\$46,589	\$43,274	\$67,075	Land Use Specialist II
Yuma	3	\$51,022	\$46,779	\$75,441	Combination Inspector I; 5 years construction exp.

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$36,260	\$33,064	\$47,517	-
Cochise	8	\$38,050	\$29,474	\$44,212	-
Coconino	2	\$46,684	\$45,560	\$66,033	-
Gila	1	\$40,261	\$37,904	\$56,856	-
Graham	2	\$37,225	\$37,225	\$57,655	Property Appraiser I
Greenlee #	-	-	\$38,355	\$54,288	-
La Paz	3	\$34,944	\$30,805	\$45,688	-
Maricopa	-	-	-	-	-
Mohave	4	\$43,368	\$40,560	\$61,277	-
Navajo	4	\$37,303	\$35,944	\$44,890	-
Pima	24	\$41,352	\$40,019	\$59,093	-
Pinal #	12	\$38,584	\$36,157	\$54,236	-
Santa Cruz	3	\$36,403	\$34,993	\$48,439	-
Yavapai	11	\$42,308	\$37,382	\$57,942	3 years office exp.
Yuma	4	\$50,128	\$39,936	\$64,376	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$37,850	\$34,528	\$49,711	-
Cochise	3	\$40,867	\$34,989	\$52,484	-
Coconino	4	\$57,170	\$49,116	\$2,260	-
Gila	3	\$44,399	\$40,536	\$60,804	-
Graham	2	\$53,291	\$43,465	\$57,317	Property Appraiser II
Greenlee #	-	-	\$40,290	\$57,013	-
La Paz	-	-	\$31,788	\$47,032	-
Maricopa	33	\$57,632	\$49,400	\$70,096	-
Mohave	6	\$48,152	\$46,966	\$70,262	-
Navajo	-	-	\$38,708	\$48,341	-
Pima	14	\$49,358	\$45,906	\$67,995	-
Pinal #	9	\$45,906	\$42,564	\$65,974	Senior Appraiser
Santa Cruz	1	\$42,413	\$37,683	\$52,162	-
Yavapai	7	\$47,160	\$41,214	\$63,881	3 years related exp.
Yuma	1	\$43,222	\$43,222	\$69,700	-

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**Benchmark Job Positions**

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$36,065	\$52,018	-
Cochise	1	\$50,700	\$50,879	\$76,318	-
Coconino	2	\$62,475	\$57,148	\$83,069	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	13	\$70,030	\$57,824	\$79,352	-
Mohave	6	\$60,036	\$57,117	\$84,510	-
Navajo	2	\$49,286	\$43,795	\$54,694	-
Pima	6	\$59,934	\$54,662	\$82,077	-
Pinal #	1	\$48,942	\$45,969	\$71,252	Lead Appraiser
Santa Cruz	-	-	-	-	-
Yavapai	2	\$60,892	\$45,438	\$70,429	-
Yuma	1	\$59,987	\$48,672	\$78,499	-

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Benchmark Job Positions

**Environmental Health Specialist (Sanitarian) I**

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 and some counties require a bachelors degree and 1 year of experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$43,218	\$38,519	\$55,697	-
Cochise	5	\$45,511	\$38,418	\$57,627	-
Coconino	-	-	-	-	-
Gila	3	\$55,454	\$48,089	\$72,134	-
Graham	-	-	-	-	-
Greenlee #	-	-	\$30,056	\$42,557	-
La Paz	1	\$48,318	\$39,463	\$58,438	-
Maricopa	109	\$58,093	\$50,440	\$78,832	Bachelor's degree & registered sanitarian
Mohave	3	\$49,878	\$46,966	\$70,262	-
Navajo	1	\$17,050	\$43,795	\$54,694	Enviornmental Health Inspector; Part-time
Pima	18	\$53,191	\$45,906	\$67,955	-
Pinal #	5	\$52,358	\$47,710	\$73,950	Senior Envir. Health Specialist
Santa Cruz	-	-	-	-	-
Yavapai	7	\$46,999	\$45,806	\$68,881	-
Yuma	-	-	\$49,649	\$80,080	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Environmental Health Specialist (Sanitarian) II**

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 and some counties require a bachelors degree and over 2 year of experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	1	\$59,411	\$52,889	\$76,807	3 years exp.
Gila	-	-	-	-	-
Graham	1	\$54,465	\$48,419	\$74,992	Environmental Health Specialist II, III
Greenlee #	-	-	\$30,056	\$42,557	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$51,792	\$77,043	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	6	\$54,558	\$45,969	\$71,252	Senior Environmental Health Specialist
Santa Cruz	1	\$51,175	\$48,237	\$66,771	Environmental Health Specialist II
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Benchmark Job Positions**

**Correctional 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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	6	\$66,723	\$59,658	\$89,488	1 year exp.
Coconino	-	-	-	-	-
Gila	3	\$73,945	\$57,302	\$85,953	-
Graham	3	\$59,340	\$52,168	\$80,797	Registered Detention Nurse
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	104	\$99,197	\$77,584	\$115,856	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	Position contracted out
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$57,340	\$79,372	Correctional Health Nurse
Yavapai	-	-	-	-	-
Yuma	5	\$80,059	\$61,776	\$99,569	Detention Registered Nurse

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**Benchmark Job Positions**

**Public Health Nurse I**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$66,490	\$57,747	\$84,541	-
Cochise	7	\$64,095	\$58,936	\$88,404	Position levels combined
Coconino	-	-	-	-	-
Gila	1	\$62,389	\$54,772	\$82,158	-
Graham	3	\$53,707	\$50,909	\$78,847	-
Greenlee #	-	-	-	-	-
La Paz	2	\$66,310	\$50,272	\$73,937	-
Maricopa	49	\$86,757	\$70,720	\$98,384	-
Mohave	2	\$65,915	\$54,392	\$80,683	-
Navajo	7	\$47,534	\$60,372	\$73,396	-
Pima	16	\$81,446	\$52,978	\$117,936	-
Pinal #	9	\$59,051	\$49,647	\$76,953	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	8	\$63,980	\$54,849	\$88,462	-

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Public Health Nurse II**

: 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. Minimum three to five years experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	-	-	-	-	Position levels combined
Coconino	2	\$77,520	\$61,658	\$89,565	Community Health Nurse
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	1	\$83,387	\$57,265	\$83,382	-
Maricopa	10	\$92,077	\$76,336	\$104,832	Nurse Public Health Lead
Mohave	3	\$69,007	\$59,966	\$88,525	-
Navajo	-	-	\$68,305	\$85,304	-
Pima	-	-	-	-	-
Pinal #	9	\$59,051	\$49,647	\$76,953	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

"Pay Range" reflects either the minimum and maximum salaries of a position's pay grade or the lowest and highest actual salary paid for a position. "Average" is a county's reported arithmetic average of all actual salaries paid for a specific position. ‡ Indicates dual appointment/position. (–) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. The "Notes" section contains information if a position has similar job title to benchmark position, additional job requirements or other information.

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**Benchmark Job Positions**

**Nutrition Worker**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$29,707	\$42,481	-
Cochise	- / 4 / 5	- / \$33,887 / \$37,696	\$29,752	\$58,152	Health Educator I / II / III
Coconino	-	-	\$42,110	\$60,962	Nutritional Counselor
Gila	3	\$35,092	\$34,431	\$51,647	-
Graham	1	\$44,830	\$33,556	\$51,974	Nutritional Education Specialist
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	19	\$41,636	\$33,280	\$45,760	-
Mohave	5	\$38,746	\$33,384	\$51,126	Eligibility Tech.; 1 year exp.
Navajo	3	\$33,378	\$33,378	\$41,684	WIC Community Nutrition Educator
Pima	6	\$36,834	\$32,947	\$47,923	-
Pinal #	9	\$30,943	\$27,920	\$41,880	Nutrition Specialist & Sr.
Santa Cruz	-	-	-	-	-
Yavapai	2	\$34,593	\$32,292	\$50,053	Nutrition Education Specialist I
Yuma	11	\$35,235	\$30,867	\$49,753	-

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**Benchmark Job Positions**

**Nutrition 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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$36,863	\$53,215	-
Cochise	2	\$57,500	\$48,456	\$72,684	Public Health Dietitian
Coconino	-	-	-	-	-
Gila	1	\$57,075	\$50,612	\$86,040	-
Graham	1	\$48,419	\$48,419	\$74,992	WIC Nutrition Manager
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	3	\$72,668	\$57,720	\$81,224	-
Mohave	1	\$86,216	\$66,102	\$97,178	Nutrition and Health Promotion Manager
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	3	\$58,011	\$53,619	\$83,109	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$64,916	\$63,003	\$101,545	WIC Program Supervisor

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**Benchmark Job Positions**

**Public Health Program (or Project) Manager I**

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 or Bachelors Degree in health or social services of a related field and a minimum of one to three years experience in public health programs.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$31,671	\$45,428	Program Coordinator I
Cochise	3/ 2	\$39,421 / \$46,134	\$34,768	\$56,905	Admin. Coordinator, Program Coordinator
Coconino	2	\$70,497	\$57,148	\$83,069	Program Manager I
Gila	-	-	-	-	See level II
Graham	2	\$43,875	\$39,769	\$61,595	Health Educator
Greenlee #	-	-	\$42,286	\$50,336	-
La Paz	1	\$63,856	\$48,214	\$71,302	-
Maricopa	68	\$59,631	\$50,024	\$85,280	Program Coordinator I
Mohave	1	\$65,624	\$51,792	\$77,043	Special Programs Analyst; 5 years exp.
Navajo	2	\$52,074	\$44,890	\$56,061	Health Program Manager
Pima	8	\$64,361	\$57,325	\$86,029	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	1	\$62,049	\$60,243	\$83,390	Public Health Emergency Response Coordinator
Yavapai	5	\$88,712	\$74,014	\$114,721	CHS- Section Manager, 3 years exp. & 2 years supervisory exp.
Yuma	1	\$67,579	\$60,569	\$97,614	-

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**Benchmark Job Positions**

**Public Health Program (or Project) Manager II**

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 or Bachelors Degree in health or social services of a related field and a minimum of three to five years experience in public health programs.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$39,715	\$35,287	\$50,851	Program Coordinator II
Cochise	-	-	\$47,421	\$71,131	-
Coconino	10	\$71,083	\$61,568	\$89,565	Program Manager II
Gila	1	\$59,126	\$54,772	\$82,158	5 years exp.
Graham	-	-	-	-	-
Greenlee #	-	-	\$42,286	\$50,336	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	2	\$72,132	\$64,604	\$96,075	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Benchmark Job Positions**

**Public Health Program (or Project) Manager III**

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 or Bachelors Degree in health or social services of a related field and a minimum of five years experience in public health programs.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$46,000	\$39,377	\$56,986	Program Coordinator III
Cochise	1 / 2	\$67,015 / \$75,843	\$59,128	\$107,385	Division Directors
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	\$42,286	\$50,336	-
La Paz	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Benchmark Job Positions**

**Information Technology Technician I**

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. Zero to three years related experience.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$58,200	\$40,257	\$58,307	Network Admin. I
Cochise	3	\$43,517	\$43,911	\$65,887	IT Technicians, position levels combined
Coconino	-	-	\$49,116	\$71,260	Service Delivery Specialist I
Gila	-	-	-	-	-
Graham	1	\$36,020	\$36,020	\$55,787	Help Desk Clerk I
Greenlee #	-	-	-	-	-
La Paz	1	\$36,524	\$33,877	\$50,165	-
Maricopa	48	\$59,072	\$41,600	\$73,528	-
Mohave	2/-	\$35,277/-	\$31,803	\$55,952	I (entry level) / II (2 years exp.)
Navajo	5	\$49,322	\$43,795	\$54,694	-
Pima	3	\$62,949	\$54,330	\$86,029	-
Pinal #	7	\$51,002	\$42,564	\$65,974	PC Tech.
Santa Cruz	-	-	-	-	-
Yavapai	7	\$54,717	\$47,710	\$73,950	Systems Engineer I
Yuma	2	\$47,590	\$42,369	\$68,328	Computer Support Specialist I

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**Arizona Association of Counties**  
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**Benchmark Job Positions**

**Information Technology Technician II**

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.

<u>County</u>	<u>Incumbents</u>	<u>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$74,560	\$66,305	\$97,377	Network Admin III
Cochise	-	-	-	-	-
Coconino	5	\$55,940	\$52,889	\$76,807	Service Delievery Specalist II
Gila	4	\$57,108	\$52,362	\$78,543	-
Graham	1	\$73,211	\$58,702	\$90,916	Systems Administrator
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	22	\$73,635	\$58,240	\$84,136	PC & LAN Tech. Senior/Lead
Mohave	3/1	\$47,923/\$55,494	\$42,598	\$73,570	III (4 years exp.)/ IV (5 years exp.)
Navajo	-	-	-	-	-
Pima	11	\$69,433	\$60,112	\$89,440	-
Pinal #	7	\$51,002	\$42,564	\$65,974	PC Tech.
Santa Cruz	-	-	-	-	-
Yavapai	4	\$61,322	\$55,230	\$85,607	Systems Engineer II; 4 years exp.
Yuma	2	\$47,590	\$48,672	\$78,499	Computer Support Specialist II

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**Benchmark Job Positions**

**Programmer/Analyst I**

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. Up to 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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$59,836	\$52,718	\$79,078	Systems Administrator
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	17	\$82,589	\$57,408	\$98,904	-
Mohave	3	\$57,685	\$57,117	\$84,510	Systems Analyst; 4 years exp.
Navajo	1	\$61,881	\$60,372	\$77,281	I.T. Data Analyst
Pima	4	\$85,286	\$67,746	\$100,776	-
Pinal #	7	\$63,648	\$49,647	\$76,953	PC Analyst
Santa Cruz	2	\$47,523	\$44,796	\$62,008	I.T. Computer Analyst
Yavapai	-	-	-	-	-
Yuma	1	\$53,227	\$50,648	\$81,702	Systems Administrator

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**Benchmark Job Positions**

**Programmer/Analyst II**

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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila	-	-	-	-	-
Graham	1	\$77,396	\$71,557	\$110,827	Network Engineer
Greenlee #	-	-	-	-	-
La Paz	-	-	-	-	-
Maricopa	51	\$113,896	\$77,480	\$103,168	3 years exp.
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	7	\$63,648	\$49,647	\$76,953	PC Analyst
Santa Cruz	1	\$62,331	\$50,681	\$70,155	Senior I.T. Analyst
Yavapai	-	-	-	-	-
Yuma	1	\$59,987	\$55,952	\$90,251	Systems Administrator II/Analyst

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**Additional Benefits Information**

**Sheriffs Information**

<u>County</u>	<u>Total FTE Employees</u>	<u>Total FTE Employees in Jail</u>	<u>Total AZ POST Certified Officers</u>	<u>Tuition Reimbursement</u>	<u>County Furnishes Program</u>
Apache	51	25	18	Yes	Weapon; Uniform
Cochise	173	63	87	Yes	\$1,000 annual cash allowance for weapon/uniform
Coconino	207	68	64	Yes	\$1,000 annual cash allowance for weapon/uniform
Gila	115	42	45	No	\$600 annual cash allowance for weapon/uniform
Graham	77	32	23	No	\$900 annual cash allowance for weapon/uniform
Greenlee #	51	29	12	No	\$1,200 annual cash allowance for weapon/uniform
La Paz	71	27	27	No	Weapon; Uniform
Maricopa	2,967	1,542	594	Yes	\$800 annual cash allowance for weapon/uniform
Mohave	249	107	90	Yes	\$650 annual cash allowance for weapon/uniform
Navajo	83	74	59	No	\$1,200 annual cash allowance for weapon/uniform
Pima	1,304	385	538	No	\$900-1,050 annual cash allowance for weapon/uniform
Pinal #	481	189	219	Yes	Weapon; Uniform
Santa Cruz	80	35	32	Yes	Weapon; Uniform
Yavapai	361	137	130	Yes	\$960 annual cash allowance for weapon/uniform
Yuma	320	201	86	Yes	Weapon; Uniform

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

**Arizona Association of Counties**  
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**Personnel Information**

<u>County</u>	<u>Federally Approved Merit System</u>	<u>Written Position Classifications</u>	<u>Formal Supervisory Training</u>	<u>Flex Time</u>	<u>Tuition Reimbursement<sup>1</sup></u>	<u>Pre-employ Physical<sup>2</sup></u>	<u>Pre-employ Drug Test<sup>2</sup></u>	<u>Drug Test for Current Employees</u>	<u>Physical or Drug Test for Promotion</u>
Apache	No	Yes	No	No	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	Yes
Greenlee #	No	Yes	No	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	Yes	Yes	No	No	No	No
Pinal #	Yes	Yes	Yes	Yes	Yes	No	No	Yes	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

Note: (–) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. Data is more than one year old. (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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**Travel Policies**

<u>County</u>	<u>Reimbursement for Milage</u>	<u>Per Diem Allowance (Excluding Lodging)</u>	<u>Lodging: Metro (In- State)</u>	<u>Lodging: Non- Metro (In-State)</u>	<u>Lodging (Out-of- State)</u>
Apache			DOA Guidelines		
Cochise	\$0.340	\$34.000	\$178.000	\$94.000	\$299.000
Coconino			Per Diem GSA		
Gila	-	-	\$96.000	\$96.000	GOA Rate
Graham	\$0.440	\$0.440	\$110.000	\$110.000	Actual Cost
Greenlee #	\$0.445	\$0.440	DOA Guidelines		
La Paz	\$0.550	\$0.550	-	-	-
Maricopa			GSA Rate		
Mohave	\$0.550	\$0.550	-	-	-
Navajo	\$44.500	\$44.500	GSA Rate		
Pima	\$0.445	\$45.000	GSA Rate		
Pinal #	\$0.575	\$0.058	-	-	-
Santa Cruz	\$0.460	\$0.460	\$83.000	-	-
Yavapai	\$0.445	\$0.445	DOA Guidelines		
Yuma	\$0.560	\$0.560	Varies		

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**Job Classification & Compensation Policies**

<u>County</u>	<u>Positions Covered by Compensation Policy</u>	<u>Number of Job Classifications Covered</u>	<u>Number of Positions Covered</u>	<u>Number of Exempt Employees</u>	<u>Automatic Salary Increase after Probation</u>	<u>Automatic Salary Increase at Anniversary Date</u>	<u>Last Year's Salary Adjustment</u>	<u>Last Year's Merit Adjustment</u>
Apache	-	-	-	-	Yes	No	-	-
Cochise	100.00%	290	944	171	No	No	0.0%	0.0%
Coconino	-	350	-	255	No	No	3.0%	-
Gila	96.00%	259	450	112	No	No	4.16%	0.0%
Graham	100.00%	108	108	51	Yes	Yes	4.0%	-
Greenlee #	100.00%	50	166	38	No	No	0.0%	0.0%
La Paz	100.00%	63	87	11	No	No	2.5%	0.0%
Maricopa	100.00%	588	16,197	4,122	No	No	0.0%	10.0%
Mohave	100.00%	390	1,357	235	No	No	0.0%	3.0%
Navajo	95.00%	-	-	-	No	Yes	Varies	Varies
Pima	100.00%	604	6,760	1,927	No	No	8.5%	6.0-12.0%
Pinal #	75.00%	-	1,505	499	No	No	-	2.5%
Santa Cruz	99.00%	161	186	44	No	No	6.0%	0.0%
Yavapai	100.00%	482	-	381	No	No	3.5%	0.0%
Yuma	100.00%	695	1,511	270	No	No	5.0%	0.0%

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**Vacation and Sick Leave Policies**

County	<u>Eligibility for annual leave after</u>	<u>Number of hours of annual leave accrued after</u>						<u>Max hours annual leave</u>	<u>Annual medical</u>	<u>Max hours medical leave accruable</u>	<u>Average number of medical leave hours taken per employee</u>	<u>Incentive plan for unused medical leave</u>
		<u>1 yr</u>	<u>3 yr</u>	<u>5 yr</u>	<u>10 yr</u>	<u>15 yr</u>	<u>20 yr</u>					
Apache	6 mo	130	130	208	234	234	234	360	130	1,500	-	No
Cochise	0 mo	169	169	169	169	169	169	2080	40	40	18.61	No
Coconino	6 mo	104	120	144	160	200	240	240	96	1,000	-	Yes
Gila	6 mo	96.2	96.2	120	168	168	168	240	96.2	Unlimited	77.1	Yes
Graham	6 mo	96	96	120	144	168	168	370	96	1,500	-	Yes
Greenlee #	-	104	104	130	130	156	156	160	104	1,920	41.0	No
La Paz	6 mo	80	80	120	160	160	160	240	80	Unlimited	-	Yes
Maricopa	0 mo	121	144	144	205	221	229	240-320	40-119	Unlimited	-	Yes
Mohave	0 mo	120	160	185	210	240	240	300	0	0	-	No
Navajo	6 mo	96	120	120	144	168	168	280	96	96	-	No
Pima	6 mo	96	120	120	144	168	168	240	96	240	-	Yes
Pinal #	6-12 mo	80	80	80	120	144	200	360	104	40	-	No
Santa Cruz	6	104	104	128	152	152	152	320	0	-	-	No
Yavapai	3 mo	120	128	136	152	176	192	400	40	Unlimited	33.88	No
Yuma	-	192	200	224	248	256	265	-	-	-	-	Yes

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**County Workforce**

County	<u>Full-time Positions</u>		<u>Part-time Positions</u>		<u>New Hires</u> <u>8/31/2021 -</u> <u>9/1/2022</u>	<u>Turnover</u> <u>Rate in F/T</u> <u>Positions</u>	<u>Voluntary</u> <u>Turnover Rate</u> <u>(Regular</u> <u>Employees)</u>	<u>Total Turnover Rate</u> <u>(Regular Employees)</u>
	<u>Authorized</u>	<u>Filled</u>	<u>Authorized</u>	<u>Filled</u>				
Apache	-	323	-	15	87	-	-	-
Cochise	866	758	54	35	159	20.80%	14.00%	21.00%
Coconino	1,185	939	71	44	251	-	21.87%	24.75%
Gila	582	487	17	26	132	9.10%	6.01%	10.40%
Graham	239	203	27.5	21	67	28.80%	22.40%	28.80%
Greenlee #	196	164	11	11	23	11.69%	9.09%	11.69%
La Paz	280	234	19	16	-	-	-	-
Maricopa	15,570	12,924	623	350	2,425	-	13.73%	18.34%
Mohave	1,357	1,133	41	26	321	28.00%	18.00%	23.00%
Navajo	606	581	46	38	231	24.73%	19.25%	26.50%
Pima	6,821	5,852	465	398	2,152	23.36%	182.13	20.83%
Pinal #	2,229	1,968	30	26	380	14.03%	9.98%	14.03%
Santa Cruz	333	310	15	14	121	15.40%	10.80%	23.30%
Yavapai	1,834	1,519	61	61	417	-	-	16.90%
Yuma	1,465	1,256	46	26	259	22.28%	-	-

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Additional Benefits Information

**Health Insurance**

County	Self Insured	Program Administrator	Stop Loss		Provider	Premium for	Employee	Premium for	County Share for
			Limit (\$000's)	Excess (\$000's)		Employee Only	Share	Family Coverage	Family Coverage
Apache	Yes	AZLGEBT	-	-	BCBS-AZ TP Ameriben	\$621.24	\$38.00	\$1,478.76	\$1,272.76
Cochise	Yes	Gallagher Insurance	Unlimited	200	Cochise Combined	\$615.00 EPO	\$51.00 EPO	\$1,313.00 EPO	\$941.00 EPO
					Trust-Ameriben	\$562.00 HSA	\$1.20 HSA	\$1,197.00 HSA	\$1,009.00 HSA
Coconino	Yes	NAPEBT/BCBS AZ	150	-	BCBS AZ- Buy up plan	\$815.84	\$112.12	\$2,028.70	\$1,293.46
					BCBS-AZ Base Plan	\$690.58	\$20.00	\$1,713.72	\$1,233.32
					BCBS-AZ HDHP	\$609.86	\$0.00	\$1,509.08	\$1,233.32
Gila	Yes	Gallagher Insurance	275	100	Ameriben	\$630.00	\$63.00	\$1,495.00	\$1,136.00
Graham	Yes	AZLGEBT	125	2,000	AZLGEBT PPO	\$630.00	\$50.00	\$1,495.00	\$1,245.00
					AZLGEBT HDHP	\$630.00	\$50.00	\$1,495.00	\$1,245.00
Greenlee #	Yes	AZLGEBT	Unlimited	275	Ameriben	\$583.40	\$35.12	\$1,372.05	\$1,127.03
La Paz	Yes	AZLGEBT	5.5	Unlimited	Ameriben	\$594.84	\$58.35	\$1,437.30	\$1,021.32
					Cigna HMO	\$371.53	\$40.07	\$949.62	\$835.36
Maricopa	Yes	Cigna, United Healthcare	-	-	Cigna HDHP	\$725.96	\$63.72	\$1,853.40	\$1,733.32
					United Healthcare PPO	\$778.02	\$104.98	\$1,993.06	\$1,654.04
					Meritain EPO	\$708.41	\$57.66	\$2,057.66	\$1,730.72
Mohave	Yes	Meritain	137	145	Meritain HDHP	\$611.46	\$49.34	\$1,806.50	\$1,521.54
					Marpai HDHP	\$745.47	\$55.98	\$2,128.38	\$1,848.16
Navajo	Yes	Marpai	175	-	Marpai PPO	\$756.99	\$135.00	\$2,353.98	\$1,848.16
Pima	Yes	Aetna	1,000	-	Aetna	\$487.20	\$102.38	\$1,586.67	\$1,404.54
Pinal #	Yes	CBIZ, Berkshire Hathaway Specialty Insurance	240	200	Atena	\$440.69	\$10.00	\$1,171.48	\$1,098.98
Santa Cruz	Yes	Ameriben	200	-	AZLGEBT	\$676.40	\$64.02	\$1,599.42	\$1,304.78
					YCT PPO A	\$779.00	\$0.00	\$1,776.00	\$1,089.25
Yavapai	Yes	Summit, Inc.	250	Unlimited	YCT PPO B	\$485.00	\$0.00	\$1,104.00	\$994.75
					YCT HDHP	\$602.00	\$0.00	\$1,371.00	\$1,032.25
					PPO A	\$735.14	\$73.32	\$1,810.68	\$1,455.48
Yuma	Yes	Blue Cross Blue Shield AZ	150	125%	PPO B	\$704.60	\$42.78	\$1,810.68	\$1,413.10
					HDHP	\$661.82	\$0.00	\$1,740.24	\$1,455.48

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**Extra Medical Benefits**

<u>County</u>	<u>Life Insurance (\$000's)<sup>1</sup></u>	<u>Supplemental Accident Expenses</u>	<u>Short Term Disability Plan</u>	<u>Eye Care</u>	<u>Dental Care</u>	<u>Employee Assistance Program</u>	<u>Wellness Program</u>	<u>Notes</u>
Apache	50/10/10	-	Included	Optional	Optional	Included	Included	-
Cochise	50/2.5/2.5	Yes	Included	Optional	Optional	Included	Included	-
Coconino	40/-/-	Yes	Included	Optional	Optional	Included	Included	-
Gila	20/5/5	Yes	Included	Included	Included	Optional	Optional	-
Graham	-/5/5	Yes	Included	Included	Included	Included	Included	-
Greenlee #	40/5/5	No	Included	Included	Included	Included	Included	-
La Paz	10/5/5	No	Included	Included	Included	Included	Included	-
Maricopa	1-2x annual salary/- /-	Yes	Optional	Optional	Optional	Included	Optional	-
Mohave	50/-/-	No	Included	Optional	Optional	Optional	Included	-
Navajo	50/2/2	Yes	Included	Included	Included	Optional	Optional	-
Pima	50/-/-	Yes	Included	Included	Included	Included	Included	-
Pinal #	50/30/1	Yes	Option	Included	Included	Optional	Optional	-
Santa Cruz	Annual salary up to 50/5/5	No	Included	Optional	Optional	Included	Included	-
Yavapai	1x annual salary/2/1	Yes	Included	Included	Included	Included	Included	-
Yuma	Annual salary up to 50/-/-	Yes	Option	Included	Included	Included	Included	-

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