

2024 Arizona County Government Salary and Benefit Survey



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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

County Manager/Administrator

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	6	\$182,092	\$117,236	\$175,853	‡ Clerk of the Board
Cochise	3	\$165,000	\$149,128	\$223,692	-
Coconino	2	\$212,874	-	-	-
Gila #	5	\$150,564	\$125,626	\$188,439	-
Graham	5	\$138,421	\$114,873	\$177,913	‡ Clerk of the Board
Greenlee	4	\$152,451	\$117,000	\$174,000	-
La Paz #	2	\$120,000	-	-	-
Maricopa	<1	\$290,000	\$247,500	\$339,500	-
Mohave	3	\$150,000	\$130,915	\$210,017	-
Navajo	1	\$165,188	-	-	-
Pima	1	\$260,000	\$247,529	\$396,047	-
Pinal #	<1	\$193,606	\$145,606	\$247,530	-
Santa Cruz	<1	\$150,292	\$129,643	\$179,304	-
Yavapai	<1	\$216,747	-	-	-
Yuma	1	\$207,438	-	-	-

Clerk of the Board

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	‡ Manager/Administrator
Cochise	-	-	\$84,628	\$126,942	‡ Deputy County Admin.
Coconino	5	\$132,753	\$94,020	\$137,268	-
Gila #	-	-	\$73,264	\$109,896	Vacant
Graham	-	-	-	-	‡ Manager/Administrator
Greenlee	4	\$72,000	\$65,000	\$95,000	‡ Election Director
La Paz #	3	\$68,182	\$66,518	\$98,455	-
Maricopa	2	\$144,705	\$107,000	\$174,000	-
Mohave	9	\$107,827	\$93,017	\$149,260	-
Navajo	15	\$101,400	\$84,442	\$134,993	-
Pima	2	\$133,723	\$117,545	\$176,318	-
Pinal #	3	\$116,896	\$87,718	\$140,349	-
Santa Cruz	2	\$80,205	\$77,870	\$107,699	‡ Election Director
Yavapai	7	\$113,008	\$90,590	\$140,414	-
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

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$123,548	\$119,553	\$179,329	‡ Clerk of the Board
Coconino	1/2/5	\$187,974	-	-	Avg. of 3 incumbents
Gila #	-	-	\$98,547	\$147,821	Vacant
Graham	-	-	-	-	-
Greenlee	4	\$104,212	\$87,000	\$130,000	‡ HR Director
La Paz #	-	-	-	-	-
Maricopa	-	\$212,030	\$143,500	\$239,000	Avg. of 3 incumbents
Mohave	<1	\$95,804	\$93,017	\$149,260	-
Navajo	-	-	\$119,314	\$190,741	Vacant
Pima	3	\$247,803	\$206,275	\$330,039	Avg. of 3 incumbents
Pinal #	<1	\$160,014	\$114,086	\$193,946	-
Santa Cruz	<1	\$129,271	-	-	-
Yavapai	1	\$190,571	\$127,469	\$197,577	-
Yuma	1	\$167,710	\$130,790	\$210,828	-

Public Works Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$135,450	\$115,957	\$173,935	-
Coconino	1	\$163,811	\$127,847	\$186,995	-
Gila #	7	\$122,691	\$92,356	\$138,534	Includes car
Graham	16	\$104,818	\$84,045	\$130,169	-
Greenlee	8	\$98,872	\$80,000	\$110,000	-
La Paz #	2	\$89,960	-	-	-
Maricopa	-	-	-	-	-
Mohave	14	\$150,654	\$102,564	\$164,632	-
Navajo	1	\$131,700	\$100,375	\$160,464	-
Pima	3	\$164,954	\$135,177	\$202,765	Avg. of 4 positions
Pinal #	<1	\$129,002	\$103,479	\$175,914	-
Santa Cruz	<1	\$102,546	\$99,559	\$137,697	-
Yavapai	5	\$153,251	\$121,399	\$188,168	-
Yuma	<1	\$107,348	\$103,147	\$166,358	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Planning & Zoning Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$89,515	\$78,516	\$117,774	-
Cochise	5	\$119,646	\$95,982	\$143,972	‡ Development Services Dir.
Coconino	9	\$142,132	\$115,378	\$168,665	‡ Community Development Dir.
Gila #	1	\$99,711	\$84,157	\$126,236	‡ Community Development Dir.
Graham	4	\$87,224	\$77,541	\$120,095	‡ Community Development Dir.
Greenlee	-	-	-	-	‡ County Engineer
La Paz #	<1	\$65,374	-	-	‡ Community Development Dir.
Maricopa	2	\$178,238	\$126,000	\$205,000	-
Mohave	6	\$110,000	\$102,564	\$164,632	-
Navajo	1	\$97,926	\$88,717	\$141,826	-
Pima	6	\$169,501	\$135,177	\$202,765	‡ Development Services Dir.
Pinal #	<1	\$112,008	\$93,858	\$150,173	‡ Community Development Dir.
Santa Cruz	<1	\$107,831	\$90,307	\$124,900	‡ Community Development Dir.
Yavapai	1	\$126,852	\$121,399	\$188,168	-
Yuma	8	\$119,849	\$88,046	\$141,960	-

Parks & Recreation Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	6	\$137,326	\$115,378	\$168,665	-
Gila #	-	-	-	-	-
Graham	2	\$57,742	\$53,386	\$82,683	-
Greenlee	-	-	-	-	‡ Public Works Manager
La Paz #	2	\$73,195	-	-	-
Maricopa	16	\$196,498	\$124,000	\$196,500	-
Mohave	<1	\$98,800	\$80,350	\$128,918	Parks Administrator
Navajo	-	-	-	-	-
Pima	1	\$170,898	\$135,177	\$202,765	-
Pinal #	8	\$91,021	\$81,879	\$131,166	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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

Supervisory and Administrative Positions

Chief Adult Probation Officer

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	\$111,111	\$89,515	\$78,516	Director Probation Services
Cochise	<1	\$99,067	\$75,412	\$113,119	Division Director, APO
Coconino	7	\$138,083	\$115,378	\$168,665	-
Gila #	6	\$117,778	\$88,157	\$132,236	Chief Probation Officer
Graham	11	\$119,934	\$92,913	\$143,903	Court Administrator
Greenlee	1	\$107,625	-	-	‡ Chief Juvenile Probation Officer
La Paz #	5	\$102,796	-	-	-
Maricopa	4	\$202,313	\$123,500	\$207,000	-
Mohave	7	\$121,368	\$93,017	\$149,260	-
Navajo	7	\$112,416	\$90,934	\$145,372	Chief Probation Officer
Pima	20	\$176,026	\$155,453	\$233,180	Chief Probation Officer
Pinal #	5	\$119,933	\$93,858	\$150,173	-
Santa Cruz	8	\$63,578	\$56,489	\$78,127	Probation Supervisor
Yavapai	<1	\$154,784	\$121,399	\$188,168	-
Yuma	4	\$110,905	\$101,566	\$172,961	-

Chief Juvenile Probation Officer

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	‡ Chief Adult Probation Director
Cochise	-	-	\$75,412	\$113,119	‡ Chief Adult Probation Director
Coconino	2	\$137,707	\$115,378	\$168,665	-
Gila #	-	-	-	-	‡ Chief Adult Probation Director
Graham	-	-	-	-	‡ Chief Adult Probation Director
Greenlee	-	-	-	-	‡ Chief Adult Probation Director
La Paz #	-	-	-	-	-
Maricopa	11	\$202,313	\$123,500	\$207,000	-
Mohave	4	\$117,832	\$93,017	\$149,260	-
Navajo	-	-	-	-	‡ Chief Adult Probation Director
Pima	-	-	-	-	-
Pinal #	6	\$121,118	\$93,858	\$150,173	-
Santa Cruz	1	\$65,485	\$56,489	\$78,127	Probation Supervisor
Yavapai	1	\$154,779	\$121,399	\$188,168	-
Yuma	1	\$159,432	\$101,566	\$172,961	-

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**Arizona Association of Counties
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Supervisory and Administrative Positions

Personnel/ Human Resources Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	6	\$96,491	\$82,274	\$123,412	-
Cochise	<1	\$115,000	\$103,083	\$154,625	-
Coconino	8	\$167,265	\$127,847	\$186,995	-
Gila #	1	\$119,843	\$92,356	\$138,534	‡ Risk Management
Graham	8	\$83,869	\$77,541	\$120,095	‡ Risk Management
Greenlee	-	-	-	-	‡ Deputy County Administrator
La Paz #	-	\$73,916	-	-	Salary when left vacant
Maricopa	1	\$204,000	\$125,500	\$205,000	-
Mohave	10	\$114,400	\$93,017	\$149,260	-
Navajo	1	\$108,092	\$95,538	\$152,731	-
Pima	5	\$163,679	\$135,177	\$202,765	-
Pinal #	1	\$105,456	\$93,858	\$150,173	‡ H.R. Director
Santa Cruz	<1	\$88,968	\$83,861	\$115,985	-
Yavapai	9	\$132,257	\$110,112	\$170,674	‡ Risk Management
Yuma	<1	\$159,432	\$101,566	\$172,961	-

Information Technology Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$109,200	\$82,274	\$123,412	-
Cochise	6	\$145,821	\$114,165	\$171,248	Chief Information Officer
Coconino	4	\$225,256	-	-	-
Gila #	1	\$109,350	\$84,157	\$126,236	-
Graham	6	\$105,761	\$77,984	\$120,779	-
Greenlee	-	-	\$87,000	\$130,000	Contractor
La Paz #	-	-	-	-	-
Maricopa	<1	\$220,497	\$147,500	\$255,000	-
Mohave	15	\$140,691	\$93,017	\$149,260	-
Navajo	9	\$119,314	\$100,375	\$160,464	-
Pima	1	\$178,771	\$178,771	\$268,157	-
Pinal #	2	\$108,555	\$76,616	\$122,586	Chief Information Officer
Santa Cruz	4	\$113,292	\$94,880	\$131,224	-
Yavapai	3	\$148,744	\$121,399	\$188,168	-
Yuma	6	\$137,612	\$109,449	\$176,488	Chief Information Officer

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Election Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	<1	\$75,316	\$65,209	\$97,814	-
Cochise	<1	\$95,000	\$82,068	\$123,102	-
Coconino	1	\$137,427	\$115,378	\$168,665	-
Gila #	9	\$81,047	\$73,264	\$109,896	-
Graham	4	\$59,974	\$59,974	\$92,887	Deputy Clerk of the Board
Greenlee	-	-	-	-	Clerk of the Board
La Paz #	<1	\$65,374	-	\$73,170	-
Maricopa	5	\$181,349	\$121,000	\$205,000	Avg. of 2 incumbents
Mohave	21	\$114,400	\$93,017	\$149,260	-
Navajo	8	\$95,537	\$78,412	\$125,354	-
Pima	1	\$173,040	\$135,177	\$202,765	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	‡ Clerk of the Board
Yavapai	<1	\$11,017	\$99,875	\$154,807	Vacant
Yuma	<1	\$104,332	\$82,971	\$133,806	-

Health Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	<1	\$88,045	\$78,516	\$117,774	-
Cochise	-	-	\$97,128	\$145,692	Vacant
Coconino	2	\$158,182	\$127,847	\$186,996	-
Gila #	-	-	\$92,356	\$138,534	‡ Emergency Management Dir.
Graham	8	\$97,848	\$84,045	\$130,169	-
Greenlee	-	-	\$87,000	\$130,000	Contractor
La Paz #	34	\$89,939	-	-	-
Maricopa	4	\$231,504	\$1,455,000	\$231,500	-
Mohave	1	\$117,832	\$93,017	\$149,260	-
Navajo	3	\$125,354	\$100,375	\$160,464	-
Pima	<1	\$239,600	\$178,771	\$268,157	-
Pinal #	1	\$143,187	\$103,479	\$175,914	-
Santa Cruz	6	\$104,650	\$77,870	\$107,699	Health & Human Srcs. Dir.
Yavapai	6	\$148,744	\$121,399	\$188,168	Community Health Services
Yuma	11	\$167,918	\$109,449	\$176,488	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Risk Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	4	\$87,116	\$82,725	\$124,087	-
Coconino	10	\$116,204	-	-	-
Gila #	-	-	-	-	‡ HR Director
Graham	-	-	-	-	‡ HR Director
Greenlee	-	-	-	-	Contractor
La Paz #	-	-	-	-	-
Maricopa	<1	\$173,264	\$109,000	\$181,500	-
Mohave	2	\$74,380	\$66,102	\$109,200	Emergency Coordinator
Navajo	8	\$108,092	\$72,813	\$90,934	‡ HR Director
Pima	4	\$116,917	\$88,881	\$133,321	-
Pinal #	-	-	\$62,542	\$96,940	‡ HR Director
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	<1	\$108,513	\$89,814	\$144,809	-

Purchasing Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	4	\$75,495	\$62,832	\$94,248	Contracts Admin.
Coconino	25	\$95,428	\$65,556	\$95,428	Purchasing Manager
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	Finance Director
La Paz #	-	-	-	-	-
Maricopa	7	\$180,923	\$111,000	\$182,500	Procurement Director
Mohave	3	\$107,827	\$93,017	\$149,260	Procurement Director
Navajo	3	\$94,159	\$85,304	\$106,533	‡ Deputy Dir. Public Works
Pima	2	\$155,595	\$135,177	\$202,765	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Housing Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$95,895	\$80,221	\$120,332	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	County Engineer
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3	\$111,072	\$93,017	\$149,260	Community Development Dir.
Navajo	-	-	-	-	-
Pima	2	\$148,079	\$135,177	\$202,765	Community Development Dir.
Pinal #	1	\$102,502	\$81,879	\$131,166	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	4	\$99,174	\$95,305	\$153,691	-

Emergency Services Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$131,250	\$82,274	\$1,234,412	Emergency Management Dir.
Cochise	1	\$81,761	\$71,008	\$106,512	-
Coconino	2	\$131,770	\$94,020	\$137,268	-
Gila #	-	-	-	-	‡ Health Director
Graham	2	\$67,243	\$62,170	\$96,290	Deputy Emergency Srvc. Dir.
Greenlee	-	-	-	-	Contractor
La Paz #	<1	\$73,174	-	-	-
Maricopa	6	\$187,584	\$108,500	\$188,500	-
Mohave	<1	\$101,628	\$93,017	\$149,260	‡ Risk Manager
Navajo	5	\$74,886	\$71,037	\$88,716	Emergency Manager
Pima	2	\$127,178	\$117,545	\$176,318	-
Pinal #	7	\$88,670	\$71,604	\$114,566	Emergency Manager
Santa Cruz	1	\$70,890	\$68,827	\$95,191	-
Yavapai	1	\$85,090	\$78,255	\$121,295	Emergency Manager
Yuma	10	\$98,300	\$79,747	\$128,606	-

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Arizona Association of Counties
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Supervisory and Administrative Positions

Public Defender

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	<1	\$110,000	\$112,026	\$168,040	-
Coconino	8	\$175,049	\$127,847	\$186,995	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	Contractor
La Paz #	2	\$108,118	-	-	-
Maricopa	1	\$221,086	\$162,000	\$249,500	-
Mohave	4	\$137,862	\$102,564	\$164,632	-
Navajo	1	\$140,000	\$100,375	\$160,464	-
Pima	6	\$185,748	\$155,453	\$233,180	-
Pinal #	<1	\$133,037	\$98,551	\$167,537	-
Santa Cruz	4	\$133,768	\$118,852	\$164,378	Chief Deputy County Attorney
Yavapai	6	\$157,895	\$121,399	\$188,168	-
Yuma	1	\$176,217	\$136,073	\$219,294	-

G.I.S. Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$85,422	\$74,939	\$112,408	-
Cochise	1	\$69,680	\$68,243	\$102,365	-
Coconino	<1	\$89,727	\$84,900	\$123,864	-
Gila #	8	\$86,391	\$76,719	\$115,079	-
Graham	3	\$62,170	\$62,170	\$96,290	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	12	\$75,940	\$59,966	\$99,112	-
Navajo	8	\$90,934	\$72,814	\$116,404	-
Pima	-	-	-	-	-
Pinal #	24	\$125,049	\$103,479	\$175,914	Chief Information Officer
Santa Cruz	-	-	\$48,747	\$67,042	Vacant
Yavapai	8	\$124,832	\$99,875	\$154,807	-
Yuma	11	\$79,809	\$70,824	\$114,192	-

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

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	9	\$79,116	\$64,553	\$96,829	‡ Chief Interpreter
Coconino	1	\$68,312	\$52,889	\$76,800	Law Library Coordinator
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	<1	\$48,963	\$38,625	\$65,811	-
Navajo	-	-	-	-	-
Pima	5	\$104,327	\$88,881	\$133,321	Law Library Director
Pinal #	26	\$76,960	\$49,647	\$76,953	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$65,608	\$50,444	\$78,188	-
Yuma	4	\$63,710	\$54,537	\$92,869	-

Finance Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	4	\$103,557	\$86,222	\$129,333	-
Cochise	1	\$117,000	\$105,897	\$158,845	-
Coconino	3	\$161,383	\$115,378	\$168,665	-
Gila #	4	\$109,714	\$92,356	\$138,534	-
Graham	10	\$114,263	\$88,521	\$137,098	-
Greenlee	10	\$105,550	\$87,000	\$130,000	-
La Paz #	-	-	-	-	-
Maricopa	2	\$220,497	\$134,500	\$220,500	Chief Financial Officer
Mohave	1	\$118,913	\$102,564	\$164,632	Chief Financial Officer
Navajo	3	\$119,313	\$100,375	\$160,464	-
Pima	1	\$20,000	\$178,771	\$268,157	Finance & Risk Mang. Director
Pinal #	<1	\$107,931	\$93,858	\$150,173	-
Santa Cruz	-	-	-	-	Vacant
Yavapai	2	\$134,915	\$110,112	\$170,674	-
Yuma	6	\$162,988	\$109,449	\$176,488	Chief Financial Officer

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Public Fiduciary

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$84,110	\$60,860	\$91,289	-
Cochise	7	\$90,365	\$77,193	\$115,789	-
Coconino	6	\$134,189	\$94,020	\$137,268	-
Gila #	22	\$90,715	\$73,264	\$109,896	-
Graham	3	\$66,078	\$51,190	\$79,284	-
Greenlee	9	\$59,966	-	-	-
La Paz #	13	\$73,174	-	-	-
Maricopa	<1	\$160,000	\$127,500	\$201,500	-
Mohave	1	\$95,804	\$93,017	\$149,260	-
Navajo	2	\$86,552	\$78,412	\$97,926	-
Pima	1	\$116,689	\$102,213	\$153,320	-
Pinal #	3	\$92,498	\$81,979	\$131,166	-
Santa Cruz	6	\$77,841	\$67,147	\$92,868	-
Yavapai	5	\$113,008	\$99,875	\$154,807	-
Yuma	2	\$103,209	\$95,305	\$153,691	-

Bio-Defense Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	‡ H.R. Director
Greenlee	-	-	-	-	Contractor
La Paz #	19	\$70,865	-	-	PHEP Coordinator
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	‡ Risk Manager
Navajo	-	-	-	-	-
Pima	1	\$93,348	\$88,881	\$133,321	Admin. Supt. Svc. Manager
Pinal #	4	\$92,706	\$66,920	\$107,072	‡ Health Director
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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

Supervisory and Administrative Positions

County Librarian/Librarian District Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	\$1	\$95,056	\$78,516	\$117,774	-
Cochise	7	\$88,740	\$82,958	\$124,438	-
Coconino	-	-	-	-	-
Gila #	24	\$126,984	\$108,222	\$162,333	‡ Deputy County Manager
Graham	-	-	-	-	-
Greenlee	1	\$14,092	-	-	Part-time position
La Paz #	11	\$43,888	\$38,205	\$55,346	-
Maricopa	3	\$181,075	\$119,500	\$194,500	-
Mohave	1	\$101,628	\$93,017	\$149,260	Library Director
Navajo	1	\$86,552	\$71,038	\$113,565	-
Pima	7	\$156,790	\$117,545	\$176,318	-
Pinal #	2	\$49,129	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	6	\$121,160	\$99,875	\$154,807	-
Yuma	4	\$116,313	\$95,305	\$153,691	-

Victim Assistance Program Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5	\$51,972	\$53,286	\$79,930	Victim Witness Prog. Dir.
Coconino	-	-	-	-	-
Gila #	7	\$58,631	\$46,198	\$69,297	Victim Witness Advocate
Graham	1	\$45,169	\$40,156	\$62,191	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	8	\$127,005	\$78,500	\$127,000	-
Mohave	4	\$59,508	\$46,966	\$77,688	Victim Witness Coordinator
Navajo	10	\$73,365	\$50,275	\$62,787	Victim Services Manager
Pima	2	\$93,009	\$80,508	\$112,711	-
Pinal #	3	\$84,011	\$62,542	\$96,940	-
Santa Cruz	<1	\$39,384	\$37,127	\$51,345	Victim Compensation Coord.
Yavapai	1	\$70,364	\$67,599	\$104,779	-
Yuma	4	\$86,382	\$76,673	\$118,788	-

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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	4	\$76,519	-
Cochise	21	\$65,500	-
Coconino	3	\$83,289	-
Gila #	1	\$74,832	-
Graham	3	\$64,868	-
Greenlee	3	\$74,827	-
La Paz #	-	-	-
Maricopa	3	\$185,640	-
Mohave	2	\$97,427	-
Navajo	7	\$80,373	-
Pima	2	\$102,213	-
Pinal #	<1	\$93,080	-
Santa Cruz	3	\$57,042	-
Yavapai	-	-	Vacant
Yuma	12	\$95,430	-

Attorney

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	1	\$140,591	-
Cochise	5/2	-	Two Chief Deputies
Coconino	1	\$160,410	-
Gila #	6	\$144,708	-
Graham	2	\$119,934	-
Greenlee	1	\$119,035	-
La Paz #	<1	\$99,403	-
Maricopa	1	\$186,368	-
Mohave	7	\$167,835	-
Navajo	20	\$142,770	-
Pima	1	\$174,771	-
Pinal #	6	\$180,315	-
Santa Cruz	4	\$133,768	-
Yavapai	<1	\$188,168	-
Yuma	7	\$171,121	-

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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	17	\$78,680	-
Cochise	<1	\$75,000	-
Coconino	6	\$76,285	-
Gila #	-	-	Vacant
Graham	24	\$62,373	-
Greenlee	1	\$63,000	-
La Paz #	6	\$71,094	-
Maricopa	1	\$107,666	-
Mohave	-	-	-
Navajo	1	\$78,412	-
Pima	1	\$117,545	-
Pinal #	<1	\$93,080	-
Santa Cruz	15	\$64,201	-
Yavapai	9	\$90,412	-
Yuma	5	\$93,371	-

Recorder

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	<1	\$72,721	-
Cochise	6	\$70,200	-
Coconino	10	\$99,299	-
Gila #	5	\$75,913	-
Graham	11	\$69,824	-
Greenlee	1	\$63,000	-
La Paz #	2	\$57,699	-
Maricopa	1	\$143,770	-
Mohave	<1	\$71,156	-
Navajo	3	\$76,498	-
Pima	<1	\$110,240	-
Pinal #	7	\$77,126	-
Santa Cruz	<1	\$53,767	-
Yavapai	11	\$103,926	-
Yuma	5	\$93,371	-

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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	\$75,383	-
Cochise	5	\$59,644	-
Coconino	<1	\$87,000	-
Gila #	6	\$76,004	-
Graham	6	\$59,974	-
Greenlee	2	\$74,827	-
La Paz #	3	\$60,611	-
Maricopa	4	\$125,112	-
Mohave	7	\$77,729	-
Navajo	5	\$76,500	-
Pima	5	\$115,487	-
Pinal #	19	\$96,346	-
Santa Cruz	7	\$71,086	-
Yavapai	9	\$86,099	-
Yuma	<1	\$73,673	-

Sheriff

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	3	\$105,085	-
Cochise	2	\$128,750	Chief of Staff
Coconino	5	\$158,525	-
Gila #	2	\$114,592	-
Graham	14	\$96,083	-
Greenlee	5	\$199,160	-
La Paz #	-	-	-
Maricopa	4	\$199,160	-
Mohave	6/6	\$142,209/ \$128,918	-
Navajo	3	\$135,200	-
Pima	-	-	-
Pinal #	4	\$137,342	-
Santa Cruz	1	\$98,681	-
Yavapai	2	\$170,674	-
Yuma	-	-	-

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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	-	-	-
Cochise	10	\$59,800	-
Coconino	-	\$80,888	-
Gila #	15	\$84,580	-
Graham	23	\$72,268	-
Greenlee	11	\$74,827	-
La Paz #	2	\$68,577	-
Maricopa	2	\$173,347	-
Mohave	1	\$97,843	-
Navajo	4	\$80,373	-
Pima	1	\$105,930	-
Pinal #	7	\$111,862	-
Santa Cruz	9	\$62,330	-
Yavapai	3	\$74,528	-
Yuma	7	\$91,686	-

Determination of Chief Deputy Salary

<u>County</u>	
Apache	Years of service, according to a salary range.
Cochise	Chief deputies salaries are based on median of five comparable counties.
Coconino	Years of service, education and/or experience on a salary range.
Gila #	Years of service, education and/or experience on a salary range.
Graham	-
Greenlee	Pay is determined by Elected Official based on education and/or experience and availability of funds.
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	Years of service, education and/or experience on a salary range.
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.

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	Accounting Specialist I
Cochise	6	\$31,356	\$33,889	\$50,833	Account Clerk II
Coconino	9	\$44,882	\$40,597	\$58,004	Accounting Tech. II
Gila #	2	\$33,099	\$30,557	\$45,836	-
Graham	2	\$47,991	\$37,658	\$58,324	Treasurer Accounting Tech.
Greenlee	-	-	-	-	-
La Paz #	2	\$31,210	\$26,842	\$39,719	-
Maricopa	67	\$37,963	\$39,832	\$57,200	2 years exp.
Mohave	3	\$50,842	\$44,720	\$73,944	Account Specialist
Navajo	4	\$37,873	\$33,867	\$42,295	Account Specialist
Pima	4	\$36,587	\$34,403	\$46,446	-
Pinal #	6	\$32,972	\$30,433	\$45,650	Accounting Tech. I, II; Additional job levels combined
Santa Cruz	3	\$41,939	\$37,124	\$51,302	Accounting Specialist
Yavapai	9	\$52,493	\$45,754	\$70,919	Accounting Specialist II
Yuma	-	-	-	-	-

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	Accounting Specialist II, III
Cochise	1	\$39,367	\$35,822	\$53,734	Accounting Clerk III
Coconino	6	\$48,903	\$42,110	\$60,962	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	\$61,287	\$46,966	\$77,688	Administrative Specialist
Navajo	1	\$45,574	\$40,256	\$50,275	Account Specialist II
Pima	11	\$41,243	\$36,118	\$48,759	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$44,552	\$42,001	\$58,041	Bookkeeper
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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.

County	Incumbents	Pay Range			Notes
		Average	Minimum	Maximum	
Apache	2	\$37,841	\$30,598	\$45,897	Administrative Assistant II
Cochise	-	-	\$30,240	\$45,360	Administrative Aide
Coconino	-	-	-	-	See Clerk
Gila #	6	\$43,848	\$37,904	\$56,856	-
Graham					
Greenlee	8	\$48,942	\$41,600	\$58,240	-
La Paz #	1	\$52,416	\$46,182	\$67,133	-
Maricopa	-	-	-	-	-
Mohave	10	\$57,745	-	-	Range at Director's Discretion
Navajo	3	\$37,436	\$35,581	\$44,436	-
Pima	8	\$39,978	\$32,760	\$44,221	-
Pinal #	64	\$35,490	\$30,433	\$45,650	Additional job levels combined
Santa Cruz	6	\$40,814	\$37,124	\$51,302	Senior Secretary
Yavapai	34	\$41,500	\$64,325	\$64,325	-
Yuma	6	\$50,838	\$45,760	\$73,777	-

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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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	5	\$37,521	\$33,330	\$49,995	Administrative Asst. III
Cochise	11	\$40,895	\$36,207	\$54,311	AA degree & 5 years exp.
Coconino	-	-	-	-	-
Gila # #	-	-	-	-	-
Graham	1	\$57,805	\$55,582	\$86,083	Admin. Supervisor (Sheriff's Office)
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	83	\$38,970	\$34,398	\$46,437	-
Pinal #	64	\$35,490	\$30,433	\$45,650	Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	18	\$53,182	\$45,754	\$70,919	-
Yuma	-	-	-	-	-

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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	-	-	\$29,330	\$43,995	-
Cochise	0	-	\$28,808	\$41,338	Entry Level, no experience
Coconino	33	\$43,843	\$39,520	\$54,984	Admin. Specialist I
Gila # #	-	-	-	-	-
Graham	4	\$39,972	\$37,658	\$58,324	Technical Clerk II
Greenlee	-	-	\$31,013	\$43,410	-
La Paz #	-	-	-	-	-
Maricopa	273	\$45,282	\$39,832	\$57,200	Admin./Operations Specialist
Mohave	29	\$35,273	\$30,285	\$51,542	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$34,474	\$34,474	\$47,640	Office Specialist
Yavapai	8	\$36,031	\$34,442	\$52,921	Records Clerk
Yuma	5	\$30,701	\$30,201	\$48,734	Office Specialist I

"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, data may be out of date. 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 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	5	\$33,642	\$28,808	\$41,887	Clerk III
Coconino	27	\$46,273	\$40,597	\$58,004	Admin. Specialist II, III
Gila #	7	\$34,722	\$30,557	\$45,836	Senior Admin. Clerk; 3 years exp.
Graham	-	-	-	-	-
Greenlee	2	\$33,259	\$32,448	\$45,427	-
La Paz #	-	-	-	-	-
Maricopa	156	\$49,400	\$40,872	\$63,960	-
Mohave	50/45	\$40,206/\$46,672	\$33,384	\$65,811	Office Assistant Senior/ Specialist
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	4/2	\$35,334/\$40,248	\$32,697	\$60,548	Office Specialist II (3 years exp.)/ III (4 years exp.)

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Arizona Association of Counties
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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$32,034	\$36,436	\$54,514	-
Cochise	-	-	\$40,169	\$60,253	-
Coconino	4	\$61,625	\$49,116	\$71,260	Paralegal I, II, III (Avg. all positions)
Gila #	-	-	\$54,722	\$82,158	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$37,438	\$54,068	-
Maricopa	167	\$56,659	\$45,760	\$72,800	Entry through Journey level
Mohave	-	-	\$44,720	\$73,994	Vacant
Navajo	-	-	\$44,436	\$55,495	-
Pima	87	\$49,691	\$46,097	\$62,230	-
Pinal #	14	\$46,723	\$39,411	\$59,117	Paralegal I
Santa Cruz	9	\$40,335	\$37,240	\$51,302	-
Yavapai	6	\$57,081	\$50,444	\$78,188	-
Yuma	6	\$55,796	\$52,603	\$84,801	-

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Arizona Association of Counties
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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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$41,449	\$37,969	\$56,953	Legal Assist. II
Cochise	1	\$45,401	\$45,998	\$68,996	AA + 3 years
Coconino	-	-	-	-	-
Gila #	1	\$75,329	\$59,959	\$89,939	-
Graham	1	\$65,793	\$47,813	\$74,051	Lead Legal Asst.; 5 years exp.
Greenlee	-	-	-	-	-
La Paz #	148	\$56,297	\$43,680	\$68,328	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$47,853	\$59,762	Senior Legal Assistant
Navajo	-	-	\$46,012	\$57,463	Senior Legal Assistant
Pima	-	-	-	-	-
Pinal #	5	\$56,896	\$42,564	\$65,974	Senior Paralegal
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, data may be out of date. 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

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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	0	-	\$39,675	\$59,512	Legal Assist. III, IV (vacant)
Cochise	5	\$44,697	\$49,203	\$73,805	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$52,820	\$65,966	Supervising Legal Assistant
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	5	\$56,896	\$42,564	\$65,974	Senior Paralegal
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	2	\$65,302	\$55,848	\$90,022	-

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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	0	-	\$31,930	\$47,895	Vacant
Cochise	4	\$35,139	\$33,238	\$49,856	-
Coconino	17	\$46,432	\$40,597	\$58,004	Legal Asst. I, II, III (Avg. of all positions)
Gila #	-	-	-	-	-
Graham	4	\$38,388	\$34,788	\$53,880	Legal Asst.
Greenlee	1	\$33,946	\$33,946	\$47,528	-
La Paz #	6	\$33,450	\$31,404	\$46,478	-
Maricopa	-	-	-	-	-
Mohave	5	\$35,435	\$30,285	\$51,542	-
Navajo	8	\$39,909	\$34,713	\$43,352	-
Pima	44	\$43,222	\$36,118	\$48,759	-
Pinal #	2	\$37,856	\$33,172	\$49,758	Legal Asst.; Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	22	\$46,038	\$41,500	\$64,325	2 years exp.
Yuma	3	\$41,731	\$41,454	\$66,872	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	0	-	\$33,330	\$49,995	-
		\$38,339/\$41,125/	\$36,579/\$40,000/		
Cochise	4/10/5	\$48,243	\$42,066	\$54,869/\$63,009	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	4	\$42,301	\$37,658	\$58,324	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	208	\$51,771	\$41,912	\$66,560	2 yrs. exp.
Mohave	21	\$39,043	\$33,384	\$56,888	Office Specialist
Navajo	6	\$46,071	\$37,382	\$46,686	Senior Legal Secretary
Pima	-	-	-	-	-
Pinal #	2	\$37,856	\$33,172	\$49,758	Legal Asst.; Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	6	\$41,043	\$43,139	\$69,576	-

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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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	0	-	\$37,969	\$56,953	Librarian Technical Services I; Vacant
Cochise	5	\$33,363	\$32,531	\$48,797	Branch Library Manager; AA+ 1 yr.
Coconino	-	-	-	-	-
Gila #	1	\$69,133	\$57,302	\$58,953	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$43,888	\$38,205	\$55,347	-
Maricopa	33	\$61,464	\$55,000	\$83,000	-
Mohave	3	\$53,886	\$51,792	\$85,634	-
Navajo	2	\$37,430	\$35,581	\$44,436	Library Tech.
Pima	67	\$54,993	\$49,763	\$69,668	-
Pinal #	1	\$49,130	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	7	\$58,953	\$50,544	\$81,494	-

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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

County	Incumbents	Pay Range			Notes
		Average	Minimum	Maximum	
Apache	3	\$41,465	\$33,486	\$62,197	Librarian Technical Services II, III
Cochise	1	\$65,728	\$53,921	\$80,881	Systems Librarian
Coconino	1	\$68,312	\$52,889	\$76,807	Law Library Supervisor
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3	\$69,458	\$66,102	\$109,200	Library Services Manager; Master's degree, 5 years exp.
Navajo	-	-	-	-	-
Pima	22	\$63,648	\$57,607	\$80,649	-
Pinal #	1	\$49,130	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	1	\$87,922	\$67,599	\$104,779	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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	Office Manager
Cochise	6	\$45,967	\$44,451	\$66,677	Business Manager; 2 yrs. exp.
Coconino	23	\$66,569	\$57,148	\$83,069	Administrative Supervisor
Gila #	1	\$50,495	\$41,955	\$62,933	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	3	\$45,476	\$38,397	\$56,690	-
Maricopa	51	\$67,475	\$57,250	\$85,500	Administrative Supervisor; 5 yrs. exp.
Mohave	2	\$50,586	\$49,966	\$77,688	-
Navajo	5	\$47,014	\$41,263	\$51,532	Office Manager
Pima	4	\$43,930	\$39,820	\$53,757	-
Pinal #	3	\$54,534	\$49,647	\$76,953	Administrative Supervisor
Santa Cruz	4	\$46,499	\$42,001	\$58,041	Office Manager
Yavapai	5	\$64,456	\$50,444	\$78,188	Office Manager
Yuma	-	-	-	-	-

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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	0	-	\$36,346	\$54,518	H.R. Technician
Cochise	2	\$50,716	\$49,304	\$73,956	H.R. Generalist/ H.R. Specialist / H.R. Analyst
Coconino	4	\$54,086	\$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	36	\$60,798	\$52,000	\$76,000	Entry Level
Mohave	1	\$52,874	\$49,966	\$77,688	H.R. Generalist; AA degree & 3 years exp.
Navajo	-	-	-	-	-
Pima	13	\$54,954	\$52,251	\$73,151	-
Pinal #	5	\$50,868	\$45,969	\$71,252	Senior H.R. Analyst; Additional job levels combined
Santa Cruz	1	\$49,666	\$44,128	\$60,979	-
Yavapai	5	\$49,021	\$45,754	\$70,919	H.R. Specialist
Yuma	-	-	\$51,563	\$83,137	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	1	\$48,400	-	-	-
Cochise	1	\$52,500	\$53,408	\$80,112	H.R. Analyst, Benefits Specialist
Coconino	4	\$66,556	\$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	40	\$71,531	\$60,000	\$96,000	2 years exp.
Mohave	3	\$65,811	\$54,692	\$89,877	-
Navajo	-	-	-	-	-
Pima	6	\$61,559	\$57,607	\$76,814	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	5	\$49,021	\$45,754	\$70,919	2 years of H.R. exp.
Yuma	1	\$65,499	\$54,745	\$88,254	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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$29,330	\$43,995	-
Cochise	1/0/9	\$28,808/ - / \$35,579	\$32,311	\$48,467	Sec. I (1 yr.); Sec. II (3 yrs.); Sec. III (5 yrs. + Sup. exp.)
Coconino	-	-	-	-	-
Gila #	7	\$58,597	\$48,089	\$72,134	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	325	\$39,416	\$39,832	\$57,200	Office Assistant Specialized
Mohave	50	\$40,206	\$33,384	\$56,888	Senior Office Assistant
Navajo	5	\$33,436	\$31,448	\$39,275	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	8	\$35,877	\$35,336	\$48,830	-
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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	30/12	\$33,251 / \$36,735	\$29,479	\$51,803	Trainee/ Clerk
Cochise	8	\$34,554	\$29,270	\$43,906	-
Coconino	4	\$43,005	\$40,597	\$58,004	Court Tech. I
Gila #	6	\$48,577	\$46,198	\$69,297	-
Graham	4	\$40,525	\$38,921	\$60,280	-
Greenlee	-	-	-	-	-
La Paz #	3	\$38,535	\$35,946	\$45,518	-
Maricopa	223	\$44,740	\$44,616	\$69,680	3 yrs. exp.
Mohave	4	\$36,795	\$36,795	\$62,629	-
Navajo	5	\$38,143	\$37,382	\$46,685	-
Pima	-	-	\$39,820	\$48,755	-
Pinal #	14	\$32,240	\$30,433	\$45,650	Additional Job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	16	\$43,642	\$41,500	\$64,325	-
Yuma	13	-	\$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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	-	\$34,056	\$51,084	Court Room Clerk II,III
Cochise	12/3/3	\$42,659/\$49,379	\$39,828	\$65,173	Clerk Lead; Senior/ Supervisor
Coconino	4	\$47,926	\$42,110	\$60,961	Court Tech. II; Pass background check
Gila #	-	-	-	-	-
Graham	1	\$46,750	\$40,156	\$62,191	Senior Courtroom Clerk
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	14	\$54,635	\$47,840	\$73,840	5 yrs. exp.
Mohave	7	\$43,362	\$38,626	\$65,811	Senior Courtroom Clerk; 1 year exp.
Navajo	4	\$43,451	\$40,256	\$50,275	-
Pima	16	\$45,302	\$37,924	\$51,197	-
Pinal #	14	\$32,240	\$30,433	\$45,650	Additional Job levels combined
Santa Cruz	5	\$40,391	\$38,053	\$52,586	-
Yavapai	-	-	-	-	-
Yuma	2	\$50,845	\$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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	Justice Court Clerk
Cochise	-	-	-	-	Combined with Courtroom Clerk
Coconino	4	\$45,625	\$40,597	\$58,004	Justice Court Specialist II
Gila #	-	-	-	-	-
Graham	4	\$38,035	\$37,658	\$58,324	Justice Court Clerk
Greenlee	-	-	-	-	-
La Paz #	5	\$35,514	\$35,221	\$51,304	-
Maricopa	617	\$44,138	\$39,832	\$57,200	-
Mohave	10	\$33,794	\$33,384	\$56,888	Court Services Asst.; 1 year exp.
Navajo	4	\$37,382	\$37,382	\$46,685	-
Pima	59	\$46,560	\$41,811	\$56,445	-
Pinal #	-	-	-	-	-
Santa Cruz	9	\$38,635	\$36,220	\$50,051	-
Yavapai	2	\$36,655	\$35,849	\$55,567	-
Yuma	2	\$35,838	\$33,342	\$53,768	Justice 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	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	228	\$49,449	\$40,872	\$63,960	Justice System Clerk; 3 years exp.
Mohave	4	\$51,428	\$40,560	\$67,059	Senior Court Services Asst.; 3 years exp.
Navajo	4	\$44,482	\$40,256	\$50,275	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	5	\$40,391	\$38,053	\$52,586	-
Yavapai	17	\$41,857	\$37,642	\$58,345	-
Yuma	8	\$36,597	\$36,088	\$58,198	Justice Clerk II

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$48,635	\$44,324	\$67,486	Probation Officer I
Cochise	15	\$44,066	\$41,926	\$62,890	-
Coconino	4	\$53,413	\$49,116	\$71,260	-
Gila #	10	\$58,679	\$54,772	\$82,158	-
Graham	7	\$56,714	\$49,104	\$76,050	Adult & Juvenile Probation Officer
Greenlee	3	\$43,264	\$42,016	\$58,656	-
La Paz #	2	\$52,086	\$44,905	\$65,501	-
Maricopa	763	\$72,355	\$6,336	\$83,200	-
Mohave	18	\$51,159	\$49,317	\$81,474	-
Navajo	7	\$45,547	\$45,547	\$56,881	-
Pima	149	\$56,306	\$49,763	\$69,668	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$47,524	\$47,524	\$65,672	-
Yavapai	31	\$61,614	\$55,614	\$86,202	Adult Probation & Juvenile Probation
Yuma	21	-	\$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	\$48,055	\$46,352	\$69,528	Probation Officer III/ IV
Cochise	4	\$51,811	\$49,408	\$74,112	-
Coconino	26	\$60,300	\$52,889	\$76,807	Probation Officer II
Gila #	-	-	-	-	-
Graham	3	\$67,722	\$56,735	\$87,870	Adult & Juvenile Probation Officer Supervisor
Greenlee	-	-	-	-	-
La Paz #	2	\$61,146	\$49,402	\$68,630	-
Maricopa	-	-	-	-	-
Mohave	14/10	\$55,584/\$71,205	\$51,792	\$109,200	-
Navajo	10/3	\$53,769/\$63,846	\$51,532	\$76,500	Probation Officer II/III
Pima	28	\$66,787	\$54,863	\$76,809	-
Pinal #	67	\$52,233	\$42,564	\$65,974	Additional job levels combined
Santa Cruz	10	\$56,434	\$49,929	\$72,486	Intermediate/Senior Probation Officer
Yavapai	19	\$75,750	\$61,315	\$95,038	Senior Adult Probation and Juvenile Probation
Yuma	24	-	\$49,566	\$84,396	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	2	\$69,182	\$62,786	\$94,180	-
Coconino	7	\$88,176	\$80,000	\$117,600	-
Gila #	3	\$78,483	\$73,264	\$109,896	-
Graham	-	-	\$73,149	\$113,293	Deputy County Attorney; Vacant
Greenlee	-	-	-	-	-
La Paz #	-	-	\$53,833	\$79,652	-
Maricopa	121	\$81,951	\$77,500	\$114,000	-
Mohave	7	\$80,119	\$69,410	\$111,405	-
Navajo	2	\$82,802	\$82,382	\$86,716	-
Pima	68	\$83,720	\$78,500	\$149,150	-
Pinal #	9	\$72,719	\$66,920	\$107,072	Additional job levels combined
Santa Cruz	1	\$68,827	\$68,827	\$95,111	Deputy County Attorney I
Yavapai	3	\$82,241	\$78,255	\$121,295	-
Yuma	1	\$86,320	\$86,320	\$139,214	-

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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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$100,587	\$74,939	\$112,408	-
Cochise	1	\$76,960	\$72,733	\$109,099	2 years exp.
Coconino	4	\$93,696	\$86,630	\$127,346	-
Gila #	2	\$85,601	\$80,347	\$120,521	-
Graham	-	-	\$77,541	\$120,095	Deputy County Attorney II
Greenlee	-	-	-	-	-
La Paz #	5	\$74,800	\$59,717	\$88,393	-
Maricopa	168	\$102,895	\$90,500	\$130,500	-
Mohave	7	\$88,400	\$76,523	\$122,803	-
Navajo	1	\$93,208	\$93,208	\$100,375	-
Pima	67	\$102,648	\$91,201	\$173,282	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$68,158	\$94,347	Deputy County Attorney II
Yavapai	5	\$94,401	\$86,276	\$133,728	-
Yuma	4	\$95,097	\$91,603	\$147,700	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	\$106,612	\$159,918	-
Cochise	15	\$90,862	\$81,313	\$121,969	-
Coconino	11	\$102,292	\$93,824	\$137,921	-
Gila #	2	\$97,000	\$88,157	\$132,236	-
Graham	1	\$108,173	\$92,913	\$143,903	Chief Civil Deputy County Attorney
Greenlee	-	-	-	-	-
La Paz #	-	-	\$66,305	\$98,136	-
Maricopa	269	\$122,404	\$100,500	\$148,500	-
Mohave	15	\$96,728	\$84,365	\$135,387	-
Navajo	7	\$107,888	\$105,456	\$131,700	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	7	\$106,474	\$95,119	\$147,434	-
Yuma	2	\$117,489	\$101,233	\$163,113	-

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Arizona Association of Counties
Salary and Benefit Survey

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	8	\$106,483	\$93,350	\$140,026	-
Coconino	11	\$111,685	\$101,629	\$149,395	Supervisory position
Gila #	-	-	-	-	-
Graham	1	\$97,848	\$84,045	\$130,169	Asst. Chief Deputy County Attorney
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	158	\$147,202	\$117,500	\$171,500	-
Mohave	12	\$118,137	\$93,018	\$149,261	-
Navajo	8	\$126,587	\$11,795	\$138,367	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$88,104	\$88,104	\$121,750	Deputy County Attorney IV
Yavapai	41	\$129,070	\$110,112	\$170,674	IV & Supervisory position
Yuma	5	\$97,431	\$109,449	\$176,488	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	\$104,492	\$156,378	-
Coconino	-	-	-	-	See Senior Attorney
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	54	\$174,375	\$134,000	\$190,000	8 years exp.
Mohave	-	-	-	-	-
Navajo	-	-	\$119,313	\$149,007	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	6	\$102,052	\$97,130	\$134,223	Deputy County Attorney V
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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	\$125,396	\$119,352	\$179,028	Chief Deputy County Attorney
Coconino	7	\$127,512	\$110,097	\$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	\$133,768	\$113,191	\$156,417	Chief Deputy County Attorney
Yavapai	-	-	-	-	-
Yuma	14	\$137,303	\$116,126	\$187,220	-

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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	\$40,771	\$36,027	\$54,041	-
Coconino	4	\$54,287	\$42,110	\$60,691	Animal Management Officer/ AA degree and 2 yrs. exp.
Gila #	4	\$44,392	\$41,955	\$62,933	-
Graham	2	\$46,568	\$41,446	\$64,190	-
Greenlee	1	\$45,178	\$38,175	\$54,475	-
La Paz #	1	\$38,168	\$31,959	\$47,351	-
Maricopa	26	\$49,244	\$43,160	\$63,440	1 year exp.
Mohave	5	\$48,385	\$33,384	\$56,888	1 year exp.
Navajo	1	\$36,470	\$36,470	\$45,547	-
Pima	21	\$41,808	\$39,820	\$53,757	-
Pinal #	7	\$37,128	\$36,157	\$54,236	Additional job levels
Santa Cruz	6	\$41,080	\$37,124	\$51,302	-
Yavapai	4	\$42,535	\$39,524	\$61,262	-
Yuma	3	\$41,967	\$34,694	\$55,952	-

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Arizona Association of Counties
Salary and Benefit Survey

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	6	\$38,760	\$37,969	\$56,953	-
Cochise	46	\$42,419	\$36,918	\$55,378	D.O. II
Coconino	15	\$46,300	\$41,671	\$62,318	-
Gila #	29	\$49,446	\$40,536	\$60,804	-
Graham	20	\$44,595	\$42,763	\$66,232	-
Greenlee	3	\$40,498	\$40,498	\$56,701	-
La Paz #	15	\$36,379	\$34,133	\$47,991	-
Maricopa	1,336	\$61,664	\$52,416	\$69,680	Only one level
Mohave	86	\$57,626	\$36,795	\$62,629	-
Navajo	-	-	\$41,263	\$51,532	-
Pima	257	\$52,395	\$51,814	\$55,714	-
Pinal #	123	\$50,898	\$41,800	\$54,845	-
Santa Cruz	25	\$38,477	\$38,053	\$52,586	-
Yavapai	44	\$52,226	\$50,444	\$78,188	-
Yuma	115	\$51,345	\$48,734	\$78,582	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$43,528	\$41,465	\$62,197	-
Cochise	6	\$53,193	\$43,630	\$65,446	Detention Officer III, Corporal
Coconino	40	\$58,221	\$52,757	\$72,202	Detention Officer II
Gila #	9	\$60,429	\$50,066	\$75,099	2 years exp.
Graham	5	\$49,374	\$47,813	\$74,051	Detention Sergeant
Greenlee	11	\$45,739	\$42,682	\$59,788	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	6	\$66,407	\$40,560	\$67,059	-
Navajo	12/21	\$43,998/\$49,161	\$43,352	\$58,304	II/III
Pima	60	\$60,020	\$58,500	\$62,595	-
Pinal #	123	\$50,898	\$41,800	\$54,845	-
Santa Cruz	2	\$41,049	\$40,978	\$56,627	-
Yavapai	71	\$63,906	\$55,614	\$86,202	Detention Officer II
Yuma	13	\$68,758	\$66,456	\$107,203	Senior Detention Officer

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	5 / 2	\$59,660 / \$90,956	\$51,683	\$96,899	Sergeant/ Lieutenant
Coconino	14	\$85,917	\$70,093	\$95,927	Detention Sergeant
Gila #	3	\$72,490	\$66,840	\$100,260	5 years exp. + 2 years supervisory esp.
Graham	2	\$51,190	\$51,190	\$79,284	Detention Lieutenant
Greenlee	2	\$56,014	\$44,678	\$62,546	-
La Paz #	-	-	\$62,126	\$87,817	-
Maricopa	211	\$77,237	\$59,800	\$84,760	-
Mohave	5	\$75,462	\$49,317	\$81,744	-
Navajo	4	\$57,593	\$56,881	\$71,037	Detention Sergeant
Pima	28	\$74,788	\$73,842	\$79,011	-
Pinal #	2	\$68,952	\$53,619	\$83,109	-
Santa Cruz	7	\$52,301	\$44,127	\$65,673	Detention Corporal
Yavapai	20	\$73,374	\$64,380	\$99,790	Detention Sergeant
Yuma	13	\$77,363	\$73,777	\$118,851	Detention Sergeant

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Arizona Association of Counties
Salary and Benefit Survey

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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	14	\$57,563	\$48,481	\$72,722	-
Cochise	38	\$51,653	\$51,000	\$56,446	-
Coconino	38	\$62,901	\$55,997	\$81,302	-
Gila #	26	\$62,279	\$54,772	\$82,158	-
Graham	12	\$59,500	\$50,367	\$78,007	-
Greenlee	10	\$61,152	\$52,978	\$74,173	-
La Paz #	13	\$50,000	\$45,902	\$63,768	-
Maricopa	393	\$78,919	\$66,560	\$91,000	Only one level
Mohave	60	\$69,658	\$49,966	\$77,688	-
Navajo	2	\$52,820	\$52,820	\$52,820	-
Pima	402	\$61,548	\$55,702	\$71,947	-
Pinal #	185	\$59,241	\$58,500	\$62,595	-
Santa Cruz	14	\$47,937	\$47,524	\$65,673	-
Yavapai	91	\$69,303	\$61,315	\$95,038	-
Yuma	48	\$62,042	\$58,531	\$94,286	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	-	-	-
Cochise	19	\$59,833	\$57,264	\$64,048	Additional position levels
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	23	\$62,360	\$59,762	\$72,640	-
Pima	39	\$67,552	\$65,725	\$70,325	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	7	\$54,240	\$51,175	\$70,718	-
Yavapai	-	-	-	-	-
Yuma	13	\$71,094	\$69,596	\$112,112	Senior Deputy

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Arizona Association of Counties
Salary and Benefit Survey

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	7	\$67,323	\$62,457	\$72,675	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	7	\$69,988	\$64,356	\$90,556	Master Deputy
Pima	76	\$77,549	\$73,842	\$79,011	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	5	\$39,909	\$37,969	\$56,953	-
Cochise	-	-	-	-	Contracted Position
Coconino	-	-	-	-	-
Gila #	10	\$46,920	\$40,536	\$60,804	-
Graham	11	\$41,791	\$40,156	\$62,191	-
Greenlee	6	\$42,224	\$40,498	\$56,701	-
La Paz #	11	\$40,182	\$34,816	\$50,052	-
Maricopa	15	\$59,683	\$49,400	\$74,360	-
Mohave	7	\$39,544	\$36,795	\$62,629	18 week telecommunications course
Navajo	4	\$45,547	\$45,547	\$45,547	-
Pima	39	\$45,588	\$43,902	\$59,267	-
Pinal #	152	\$63,336	\$53,722	\$70,488	Emergency Dispatch, Senior
Santa Cruz	9	\$38,554	\$38,053	\$52,586	Public Safety Telecommunicator
Yavapai	11	\$53,470	\$45,754	\$70,919	Public Safety Telecommunicator
Yuma	8	\$42,447	\$41,808	\$67,412	Emergency Comms. Dispatcher

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Arizona Association of Counties
Salary and Benefit Survey

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	\$44,067	\$48,142	\$70,132	-
Cochise	-	-	-	-	Contracted Position
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	2	\$47,131	\$42,763	\$66,232	Lead Dispatcher
Greenlee	-	-	-	-	-
La Paz #	1	\$54,246	\$50,848	\$72,147	911 Dispatch Manager
Maricopa	-	-	-	-	-
Mohave	3/3	\$59,627/\$64,473	\$40,560	\$70,408	Public Safety Dispatcher Senior/Lead
Navajo	4/2	\$48,758/\$57,593	\$47,852	\$64,357	Dispatch, Communication Lead
Pima	12	\$59,473	\$49,763	\$69,668	-
Pinal #	152	\$63,336	\$53,722	\$70,488	Emergency Dispatch, Senior
Santa Cruz	2	\$44,993	\$42,001	\$62,507	Public Safety Telecommunicator Supervisor
Yavapai	-	-	-	-	-
Yuma	1	\$60,216	\$51,875	\$83,595	-

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Arizona Association of Counties
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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	-	-	\$38,810	\$58,216	-
Cochise	3	\$49,531	\$45,800	\$68,700	Defense Investigator (non-POST position); 5 years exp.
Coconino	6	\$82,637	\$68,829	\$94,198	Detective; Background check & polygraph
Gila #	-	-	-	-	-
Graham	2	\$71,077	\$51,629	\$79,962	Detective
Greenlee	-	-	\$52,978	\$63,565	-
La Paz #	1	\$54,246	\$47,842	\$66,646	-
Maricopa	-	-	-	-	-
Mohave	6	\$53,480	\$46,966	\$77,688	5 years exp.
Navajo	1	\$70,000	\$62,787	\$78,413	Criminal Analyst
Pima	17	\$72,612	\$73,189	\$102,465	-
Pinal #	8	\$65,624	\$49,647	\$76,953	-
Santa Cruz	3	\$56,870	\$55,113	\$76,159	Criminal Investigator
Yavapai	14	\$83,232	\$67,599	\$104,779	Investigator Deputy Detective
Yuma	2	\$59,306	\$62,899	\$101,379	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	1	\$72,499	\$52,889	\$76,801	Chief Investigator; 4 years exp.
Gila #	5	\$71,772	\$54,772	\$82,158	5 years exp.
Graham	1	\$76,795	\$54,182	\$83,916	Sergeant Investigator
Greenlee	-	-	\$55,619	\$66,747	-
La Paz #	-	-	-	-	-
Maricopa	46	\$87,298	\$64,480	\$91,520	5 years exp.
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	8	\$65,624	\$49,647	\$76,953	-
Santa Cruz	1	-	-	\$71,136	Detective
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, data may be out of date. 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

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$68,581	\$48,481	\$72,722	-
Cochise	12	\$80,679	\$68,122	\$102,182	-
Coconino	10	\$91,067	\$79,746	\$109,138	3 yrs. exp. as Peace Officer; Polygraph & POST cert.
Gila #	8	\$79,336	\$63,855	\$95,783	-
Graham	3	\$71,506	\$54,182	\$83,916	Patrol Sergeant
Greenlee	2	\$77,064	\$56,472	\$79,061	-
La Paz #	5	\$57,304	\$5,484	\$79,758	-
Maricopa	119	\$100,326	\$91,104	\$118,040	4 years exp.
Mohave	17	\$87,006	\$57,117	\$94,349	-
Navajo	10	\$81,549	\$76,500	\$118,677	-
Pima	45	\$84,344	\$82,961	\$87,109	-
Pinal #	34	\$78,624	\$57,909	\$89,759	-
Santa Cruz	5	\$65,516	\$59,347	\$82,010	-
Yavapai	21	\$92,380	\$74,528	\$115,519	-
Yuma	18	\$85,892	\$80,392	\$129,625	-

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Arizona Association of Counties
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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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	4	\$102,409	\$80,927	\$121,391	Captain, Commander; 7 yrs. exp.
Coconino	5	\$123,021	\$92,395	\$126,449	5 yrs. exp. as Peace Officer; Polygraph & POST cert.
Gila #	2	\$93,290	\$76,719	\$115,079	-
Graham	1	\$82,826	\$56,735	\$87,870	Patrol Lieutenant
Greenlee	1	\$87,875	\$65,000	\$95,000	-
La Paz #	4	\$84,032	\$59,611	\$84,032	-
Maricopa	41	\$120,854	\$108,264	\$143,500	4 years exp.
Mohave	4	\$103,771	\$66,102	\$109,200	7 years exp.
Navajo	-	-	\$86,522	\$134,271	-
Pima	22	\$124,841	\$116,206	\$139,447	-
Pinal #	7	\$91,478	\$92,699	\$102,322	-
Santa Cruz	2	\$70,198	\$67,146	\$92,789	Commander
Yavapai	6	\$116,656	\$86,276	\$133,728	-
Yuma	6/3	\$102,200/\$124,390	\$89,544	\$160,617	Lieutenant/ Captain

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Arizona Association of Counties
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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	2	\$47,470	\$40,818	\$61,226	-
Coconino	5	\$49,852	\$42,110	\$66,030	Building Inspector I, II (Avg. all positions)
Gila #	2	\$47,931	\$44,387	\$66,581	-
Graham	2	\$56,956	\$51,629	\$79,962	Building & Zoning Inspector
Greenlee	-	-	-	-	-
La Paz #	2	\$39,399	\$39,399	\$58,127	-
Maricopa	47	\$66,648	\$49,920	\$85,280	2 years exp.
Mohave	5	\$55,340	\$51,792	\$85,634	-
Navajo	3	\$43,352	\$42,295	\$52,820	-
Pima	8	\$48,490	\$47,393	\$66,350	-
Pinal #	9	\$51,189	\$42,564	\$65,974	-
Santa Cruz	1	\$45,452	\$44,128	\$60,979	-
Yavapai	2	\$53,948	\$43,575	\$67,542	-
Yuma	4	\$54,231	\$49,545	\$79,892	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 Code Council (ICC) Building Inspection (B5) Certification and Residential Combination Inspector (R5) Certification.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	\$49,116	\$71,260	Lead Building Inspector; B5, R5 certifications
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$46,435	\$64,706	-
Maricopa	12	\$78,499	\$62,400	\$92,040	5 years exp.
Mohave	1 / 1	\$68,182 / \$67,314	\$57,117	\$104,021	Building Inspector II/Senior
Navajo	-	\$47,853	\$44,436	\$55,495	-
Pima	-	-	\$43,659	\$105,498	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$58,264	\$50,175	\$70,717	-
Yavapai	9	\$59,795	\$50,444	\$78,188	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
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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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$86,426	\$78,516	\$117,774	Directors Facilities and Constructions
Cochise	1	\$52,500	\$49,033	\$73,549	Facilities Maintenance Supervisor; 7 yrs.
Coconino	8	\$61,541	\$52,889	\$76,807	Trades Supervisor
Gila #	1	\$56,172	\$50,066	\$75,099	-
Graham	1	\$6,089	\$57,778	\$89,485	-
Greenlee	-	-	-	-	-
La Paz #	1	\$41,496	\$40,444	\$59,832	-
Maricopa	13	\$77,126	\$63,000	\$92,500	5 years exp.
Mohave	1	\$62,400	\$57,117	\$94,349	Manager-Facilities; 3 years exp.
Navajo	-	-	\$47,853	\$59,762	Senior Bldg. & Zoning Inspector
Pima	6	\$66,186	\$60,487	\$84,682	-
Pinal #	1	\$52,894	\$45,969	\$71,252	-
Santa Cruz	1	\$65,827	\$63,911	\$88,318	Superintendent of Buildings, Grounds & Parks
Yavapai	-	-	-	-	-
Yuma	1	\$71,573	\$62,899	\$101,379	4 years exp., 2 years supervisory exp.

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	-	-	-
Cochise	-	-	\$39,778	\$59,668	GIA Analyst (CAD Drafting falls under Engineering Tech.)
Coconino	2	\$68,858	\$61,568	\$89,565	GIS Analyst I
Gila #	-	-	-	-	-
Graham	1	\$42,763	\$42,763	\$66,232	Title Clerk
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	18	\$58,727	\$50,024	\$73,320	GIS Tech.
Mohave	1	\$62,546	\$42,598	\$70,408	GIS Tech.
Navajo	-	-	-	-	-
Pima	17	\$58,808	\$54,863	\$76,809	-
Pinal #	3	\$46,911	\$42,564	\$65,974	GIS Cartography Specialist
Santa Cruz	-	-	\$48,474	\$66,986	-
Yavapai	1	\$52,288	\$45,754	\$70,919	CAD Specialist
Yuma	2	\$52,603	\$48,568	\$78,312	-

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Arizona Association of Counties
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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	1	\$59,000	\$53,076	\$79,614	GIS Manager; Bachelor's degree, 5 years exp.
Coconino	-	-	\$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	10	\$70,475	\$55,120	\$80,600	GIS Tech. Senior, Lead
Mohave	1	\$75,941	\$59,966	\$99,112	GIS Coordinator
Navajo	-	-	-	-	-
Pima	18	\$76,242	\$66,536	\$93,150	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$89,956	\$70,979	\$110,018	GIS Programmer, Analyst II
Yuma	1	\$71,614	\$58,115	\$93,683	-

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Arizona Association of Counties
Salary and Benefit Survey

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	\$75,005	\$61,876	\$92,813	-
Coconino	1	\$61,736	\$57,148	\$83,069	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$54,392	\$89,877	Civil Engineer Intern
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$73,319	\$67,599	\$104,414	3 years exp.
Yuma	3	\$66,082	\$46,675	\$75,254	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	0	-	\$94,728	\$142,092	-
Cochise	2	\$101,920	\$82,501	\$123,751	P.E. / Engineering Manager; 6 years exp., Master's degree
Coconino	1	\$77,877	\$65,556	\$95,429	-
Gila #	1	\$115,332	\$84,157	\$126,236	-
Graham	1	\$90,903	\$84,045	\$130,169	Deputy County Engineer
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	37	\$104,291	\$76,500	\$113,500	3 years exp.
Mohave	3 / 1	\$74,256 / \$97,032	\$59,966	\$109,200	Civil Engineer P.E. / Civil Engineer-Unregistered
Navajo	1	\$114,647	\$67,615	\$84,412	-
Pima	6	\$89,844	\$73,189	\$102,465	-
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	1	\$89,045	\$69,430	\$111,945	-

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Arizona Association of Counties
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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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	6	\$20,494	\$29,330	\$43,995	Includes part-time positions
Cochise	17	\$33,270	\$30,076	\$45,113	Custodians/Grounds/ Mail Clerk
Coconino	4	\$44,465	\$39,520	\$54,985	1 year exp.
Gila #	2	\$30,784	\$28,704	\$43,056	-
Graham	2	\$39,195	\$37,658	\$58,324	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	33	\$42,322	\$32,240	\$44,720	-
Mohave	17	\$33,135	\$30,285	\$51,542	-
Navajo	6	\$31,927	\$29,203	\$36,471	-
Pima	5	\$32,989	\$32,760	\$44,226	-
Pinal #	36	\$29,889	\$27,920	\$41,880	-
Santa Cruz	15	15.70 p/hr.	-	-	Part-time positions
Yavapai	35	\$35,919	\$34,142	\$52,921	3 years exp.
Yuma	27	\$23,764	\$31,428	\$50,689	-

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Arizona Association of Counties
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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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	Civil Engineering Aide I
Cochise	10 / -	\$40,738 / -	\$33,203	\$56,609	Engineering Tech I/ CAD Engineering Tech.
Coconino	1	\$62,485	\$49,116	\$71,260	Bachelor's degree, 2 years exp.
Gila #	-	-	-	-	-
Graham	1	\$53,111	\$49,104	\$76,050	Engineering Tech. II
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	6	\$62,708	\$41,600	\$70,720	-
Mohave	1	\$43,867	\$42,598	\$70,408	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	4	\$51,646	\$45,969	\$71,252	Civil Engineering Tech. & Senior combined
Santa Cruz	-	-	\$49,929	\$68,996	Civil Engineering Assist.
Yavapai	-	-	-	-	-
Yuma	3	\$72,287	\$56,971	\$91,832	Civil Engineer I; Bachelor's degree, 3 yrs. 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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	4	\$50,797	\$39,675	\$59,512	Civil Engineering Aide III
Cochise	1	\$54,662	\$49,606	\$74,414	5 yrs. exp.
Coconino	1	\$86,181	\$70,984	\$103,406	Bachelor's degree
Gila #	2	\$65,548	\$59,959	\$89,939	7 years exp.
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3/11	\$51,327/\$61,126	\$44,720	\$81,474	Senior Engineering Tech.(5 yrs. exp.)/Specialist (7 yrs. exp.)
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	\$62,899	\$101,379	Civil Engineer II; Bachelor's degree, 3 years exp.

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Arizona Association of Counties
Salary and Benefit Survey

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	\$41,403	\$37,147	\$55,720	-
Cochise	2	\$39,000	\$33,367	\$50,050	For entry level position
Coconino	1	\$429,941	\$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	\$49,407	\$44,720	\$73,944	-
Navajo	-	-	\$41,263	\$51,532	-
Pima	3	\$43,434	\$46,097	\$62,230	-
Pinal #	9	\$45,386	\$42,564	\$65,974	Heavy Equipment Mechanic I
Santa Cruz	-	-	-	-	-
Yavapai	2	\$45,418	\$41,500	\$64,325	Mechanic I; 1 year exp.
Yuma	3	\$42,772	\$42,486	\$68,203	Public Works Equip. Tech. I; 2 years exp.

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Arizona Association of Counties
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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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$42,265	\$39,675	\$59,512	-
Cochise	9	\$50,764	\$39,736	\$67,518	II (3 yrs. exp.); III (5 yrs. exp.)
Coconino	1	\$49,701	\$42,110	\$60,962	Heavy Equipment Mechanic II-Apprentice
Gila #	1	\$46,874	\$64,955	\$62,933	-
Graham	1	\$50,351	\$46,552	\$72,099	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$33,556	\$49,719	-
Maricopa	16	\$69,930	\$53,560	\$75,920	-
Mohave	2	\$53,903	\$49,317	\$81,474	5 years exp.
Navajo	2	\$47,450	\$45,547	\$56,882	-
Pima	5	\$60,517	\$52,251	\$73,151	Fleet Srvc. Auto Spec. IV
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$53,659	\$45,754	\$70,919	Mechanic II; 2 years exp.
Yuma	4	\$47,975	\$34,008	\$54,849	Public Works Equip. Tech. I; 5 years exp.

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Arizona Association of Counties
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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	\$46,424	\$41,465	\$62,197	-
Cochise	2	\$57,460	\$49,404	\$74,106	Operations Supervisors Fleet, Heavy; 3 yrs. super. exp.
Coconino	1	\$68,576	\$52,889	\$76,807	Heavy Equipment Mechanic Lead
Gila #	2	\$60,499	\$52,362	\$78,543	-
Graham	1	\$65,793	\$47,813	\$74,051	Equipment Mechanic III
Greenlee	-	-	-	-	-
La Paz #	1	\$56,409	\$36,287	\$56,409	-
Maricopa	4	\$8,218	\$59,500	\$88,500	5 years exp.
Mohave	1	\$60,050	\$51,792	\$85,634	-
Navajo	-	-	\$46,686	\$58,304	-
Pima	1	\$65,460	\$60,487	\$84,682	Fleet Srvc. Auto Supervisor
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	4	\$61,150	\$50,444	\$78,188	-
Yuma	1	\$58,115	\$56,971	\$91,832	Fleet Superintendent; 5 years exp.

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	-	-	-
Cochise	-	-	\$36,475	\$54,713	See Equip. Operator II
Coconino	6	\$40,347	\$39,520	\$54,985	Operator I; AZ CDL & Class B commercial license
Gila #	9	\$44,512	\$39,186	\$58,779	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	48	\$55,099	\$41,600	\$61,360	-
Mohave	18	\$37,681	\$36,795	\$62,629	Road Maintenance Worker
Navajo	8	\$37,974	\$37,383	\$46,686	Road Maintenance Equip. Operator
Pima	31	\$43,825	\$39,820	\$53,757	-
Pinal #	18	\$34,445	\$33,172	\$49,758	-
Santa Cruz	2	\$40,171	\$36,220	\$50,051	-
Yavapai	12	\$43,633	\$41,500	\$64,325	1 year exp., AZ Class A CDL
Yuma	-	-	\$29,619	\$47,819	Highway Maintenance Worker I

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$44,608	\$38,810	\$58,216	-
Cochise	36	\$41,245	\$36,475	\$54,713	All position levels combined
Coconino	11	\$46,612	\$40,597	\$58,004	Operator II; AZ CDL & Class B commercial license
Gila #	10	\$50,106	\$44,387	\$66,581	-
Graham	11	\$46,310	\$46,552	\$72,099	Highway Operations Tech. II
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	35	\$59,080	\$44,720	\$66,560	3 years exp.
Mohave	11	\$43,999	\$40,560	\$67,059	Senior Road Maintenance Worker
Navajo	9	\$42,071	\$40,257	\$50,276	Road Maintenance Equip. Operator II
Pima	12	\$47,956	\$43,902	\$59,267	-
Pinal #	78	\$40,893	\$36,157	\$54,236	Senior Operator
Santa Cruz	2	\$41,195	\$39,978	\$55,245	-
Yavapai	13	\$50,865	\$45,754	\$70,919	3 years exp., AZ Class A CDL
Yuma	27	\$43,211	\$39,852	\$64,272	Highway Maint. Worker II, 2 years exp., AZ Class A CDL

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Arizona Association of Counties
Salary and Benefit Survey

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	1	\$45,611	\$41,465	\$62,197	-
Cochise	-	-	-	-	See Equip. Operator II
Coconino	10	\$52,038	\$42,110	\$60,962	AZ CDL class A license
Gila #	-	-	-	-	-
Graham	2	\$61,754	\$47,813	\$74,051	Highway Operations Tech. III
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	10	\$57,980	\$47,320	\$71,240	5 years exp.
Mohave	27	\$49,606	\$44,720	\$73,944	Road Maintenance Work Specialist; 5 years exp.
Navajo	4	\$48,166	\$45,547	\$56,882	Road Maintenance Equip. Operator III
Pima	7	\$52,823	\$46,097	\$73,151	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	26	\$59,614	\$50,444	\$78,188	5 years exp, AZ Class A CDL
Yuma	7	\$50,184	\$45,760	\$73,777	Senior Highway Maint. Worker; 5 years exp., AZ Class A CDL

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Arizona Association of Counties
Salary and Benefit Survey

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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$32,676	\$30,598	\$45,897	-
Cochise	0	-	\$32,256	\$48,384	-
Coconino	4	\$43,086	\$39,520	\$54,984	Trade Worker I; 3 yrs. exp, class A license
Gila #	8	\$44,735	\$40,536	\$60,804	-
Graham	1	\$46,253	\$42,763	\$66,232	Utilities Maintenance Supervisor
Greenlee	-	-	-	-	-
La Paz #	2	\$31,574	\$27,131	\$40,317	-
Maricopa	50	\$50,648	\$41,600	\$61,360	-
Mohave	5/1	\$40,947/\$57,782	\$36,795	\$77,688	Facilities Ground Worker (3 years exp.)/ Lead (3 years exp.)
Navajo	1	\$37,383	\$37,383	\$46,686	Facilities Maintenance & Construction Tech. I
Pima	27	\$48,487	\$41,811	\$56,445	Trades Maint. Specialist I
Pinal #	15	\$37,419	\$33,172	\$49,758	Combined Facilities Maintenance Tech & Lead
Santa Cruz	14	\$36,582	\$34,474	\$47,640	Combines several positions
Yavapai	7	\$41,309	\$37,642	\$58,315	Maintenance Worker Journey
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$38,181	\$34,801	\$52,201	Facilities Maintenance Worker III
Cochise	2 / 9	\$38,378/ \$44,503	\$34,257	\$59,555	Facilities Maint. Worker II (3 yrs. exp.)/ III (5 yrs. exp.)
Coconino	3	\$48,180	\$42,110	\$60,962	Trades Worker II; 3 years exp.
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	6/6	\$47,278/\$52,353	\$40,560	\$73,944	Senior(5 years exp.)/ Specialist (5 years exp.)
Navajo	2/2	\$40,759/\$44,435	\$40,257	\$51,532	II/ III
Pima	3	\$50,889	\$47,393	\$66,350	Trades Maint. Specialist II
Pinal #	15	\$37,419	\$33,172	\$49,758	Combined Facilities Maintenance Tech & Lead
Santa Cruz	-	-	\$44,128	\$60,979	Maint. Supervisor
Yavapai	-	-	-	-	-
Yuma	4	\$38,407	\$35,380	\$57,054	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	-	-	-
Cochise	-	-	-	-	See Equipment Mechanic
Coconino	-	-	\$39,520	\$54,985	Mechanic Trainee-level I
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3	\$46,994	\$42,598	\$70,408	3 years exp.
Navajo	-	-	\$41,263	\$51,532	-
Pima	9	\$47,019	\$36,118	\$48,759	-
Pinal #	3	\$44,179	\$39,411	\$59,117	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	\$41,500	\$64,325	Automotive Tech. I
Yuma	-	-	\$29,994	\$48,339	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	-	-	-
Cochise	-	-	-	-	See Equipment Mechanic
Coconino	-	-	\$40,597	\$58,004	Mechanic Apprentice-level II
Gila #	5	\$41,813	\$40,536	\$60,804	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	19	\$56,353	\$441,512	\$65,520	3 years exp.
Mohave	1	\$56,098	\$46,966	\$77,688	-
Navajo	3/1	\$46,686/\$52,820	\$45,547	\$58,304	II/ Senior Automotive Mechanic
Pima	3	\$43,434	\$41,811	\$56,445	-
Pinal #	3	\$44,179	\$39,411	\$59,117	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$52,291	\$45,754	\$70,919	Automotive Tech. II
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$57,970	\$49,586	\$74,379	-
Cochise	1	\$55,000	\$49,960	\$74,940	-
Coconino	1	\$55,753	\$49,116	\$71,260	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	18	\$68,768	\$54,350	\$93,000	-
Mohave	1	\$58,302	\$51,792	\$85,634	-
Navajo	2	\$45,547	\$45,547	\$56,882	-
Pima	2	\$60,031	\$57,607	\$80,649	-
Pinal #	2	\$51,584	\$49,647	\$76,953	Combined Planner & Senior
Santa Cruz	3	\$42,562	\$42,001	\$58,041	Planning & Development Tech. & Lead combined
Yavapai	2	\$54,712	\$52,966	\$82,097	-
Yuma	1	\$57,533	\$55,848	\$90,022	Associate Planner, Deputy Zoning Inspector

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Arizona Association of Counties
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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	-	-	\$78,516	\$117,774	-
Cochise	1	\$76,000	\$62,933	\$94,399	4 years exp.
Coconino	1	\$72,657	\$57,148	\$83,069	Senior Planner
Gila #	-	-	\$54,772	\$82,158	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	7	\$78,803	\$63,440	\$102,000	-
Mohave	1	\$69,264	\$57,117	\$104,021	Planner II; Senior Planner
Navajo	-	-	\$47,853	\$59,762	-
Pima	5	\$68,166	\$60,487	\$84,682	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$48,710	\$48,710	\$67,312	-
Yavapai	1	\$63,496	\$58,395	\$90,512	-
Yuma	1	\$64,147	\$64,147	\$103,396	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	See Engineering Tech.
Coconino	-	-	-	-	-
Gila #	2	\$45,949	\$40,536	\$60,804	-
Graham	1	\$52,365	\$46,552	\$72,099	Sign Tech.
Greenlee	-	-	-	-	-
La Paz #	1	\$40,123	\$34,474	\$51,085	-
Maricopa	66	\$49,705	\$41,600	\$61,360	-
Mohave	1/4	\$42,203/\$48,084	\$38,626	\$70,408	Sign Tech./Senior
Navajo	1/1	\$37,382/\$56,882	\$31,448	\$56,882	Sign Maintenance Worker/ Sign Maintenance Foreman
Pima	-	-	-	-	-
Pinal #	5	\$41,808	\$33,172	\$49,758	Sign Specialist
Santa Cruz	-	-	-	-	-
Yavapai	2	\$42,972	\$39,524	\$61,262	1 year exp.
Yuma	3	\$41,649	\$39,062	\$63,003	-

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Arizona Association of Counties
Salary and Benefit Survey

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	0	-	\$40,558	\$60,837	Land & Drafting Supervisor
Cochise	1	\$80,080	\$62,670	\$94,004	-
Coconino	1	\$83,339	\$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	\$80,686	\$66,560	\$96,200	-
Mohave	1	\$76,710	\$57,117	\$94,349	Land Surveyor/ County Surveyor
Navajo	-	-	\$61,256	\$76,500	County Surveyor
Pima	1	\$69,501	\$60,487	\$84,682	Survey Coordinator
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$59,347	\$82,011	County Surveyor
Yavapai	1	\$82,826	\$67,599	\$104,779	Survey Manager; 5 years exp.
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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	\$53,344	\$45,325	\$67,988	Shop Foreman
Cochise	2	\$57,460	\$49,404	\$74,106	Fleet Supervisor
Coconino	1	\$94,703	\$65,556	\$95,429	Fleet Srvc. Supervisor; 5 yrs. exp.+ 2 yrs. supervisory exp.
Gila #	2	\$60,499	\$52,362	\$78,543	-
Graham	1	\$64,868	\$59,974	\$92,887	Highway Dept. Deputy Dir.; 5 years exp.
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	1	\$93,784	\$72,000	\$107,000	4 years exp., supervisory exp.
Mohave	1	\$82,867	\$69,410	\$111,405	Equip. Shop Supervisor/Auto. Shop Supervisor
Navajo	1	\$82,485	\$65,966	\$88,716	Fleet Operations Manager
Pima	2	\$66,477	\$60,487	\$84,682	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$47,987	\$45,233	\$62,507	Roads Foreman
Yavapai	1	\$62,927	\$55,614	\$86,202	Shop Supervisor; 5 yrs. related exp., 2 yrs. supervisory exp.
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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	1	\$46,245	\$40,552	\$60,828	Code Compliance Officer
Coconino	1	\$51,649	\$42,110	\$60,962	Code Enforcement Officer; 2 years exp.
Gila #	-	-	\$52,362	\$78,543	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	46	\$66,685	\$49,920	\$85,280	-
Mohave	3/1	\$46,148/\$55,557	\$38,626	\$70,408	Zoning Inspector/Senior
Navajo	3/1	\$43,713/\$47,853	\$42,295	\$55,495	Building/Zoning Inspector I/II
Pima	4	\$55,957	\$52,251	\$73,151	-
Pinal #	-	-	-	-	See Building Inspector
Santa Cruz	-	-	-	-	-
Yavapai	4	\$47,837	\$45,754	\$70,919	Land Use Specialist II
Yuma	3	\$51,743	\$49,545	\$79,892	Combination Inspector I; 5 years construction exp.

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Arizona Association of Counties
Salary and Benefit Survey

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	\$37,942	\$34,056	\$51,084	-
Cochise	9	\$36,533	\$34,694	\$52,042	Appraiser Aide (entry level, pre-cert.)
Coconino	-	-	\$45,560	\$66,033	-
Gila #	1	\$40,261	\$37,904	\$56,856	-
Graham	2	\$41,762	\$40,156	\$62,191	Property Appraiser I
Greenlee	-	-	-	-	-
La Paz #	3	\$34,944	\$30,805	\$45,688	-
Maricopa	13	\$45,034	\$40,040	\$56,680	-
Mohave	1/6	\$39,790/\$43,680	\$38,626	\$67,059	Appraiser I underfill/ Appraiser I
Navajo	4	\$42,000	\$40,257	\$50,275	-
Pima	29	\$48,825	\$47,393	\$66,350	-
Pinal #	12	\$38,584	\$36,157	\$54,236	-
Santa Cruz	1	\$38,238	\$37,124	\$51,302	-
Yavapai	9	\$45,663	\$39,524	\$61,262	3 years office exp.
Yuma	2	\$42,702	\$42,286	\$68,203	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	\$35,564	\$53,346	-
Cochise	2	\$40,300	\$37,728	\$56,592	-
Coconino	3	\$55,645	\$49,116	\$71,260	-
Gila #	3	\$44,399	\$40,536	\$60,804	-
Graham	2	\$57,077	\$46,552	\$72,099	Property Appraiser II
Greenlee	-	-	-	-	-
La Paz #	-	-	\$31,788	\$47,032	-
Maricopa	34	\$61,271	\$49,400	\$72,280	-
Mohave	8	\$49,296	\$46,966	\$77,688	-
Navajo	1	\$45,440	\$42,295	\$52,820	-
Pima	19	\$56,389	\$52,251	\$73,151	-
Pinal #	9	\$45,906	\$42,564	\$65,974	Senior Appraiser
Santa Cruz	3	\$43,736	\$39,978	\$55,245	-
Yavapai	6	\$47,237	\$43,575	\$67,542	3 years related exp.
Yuma	2	\$45,760	\$45,760	\$73,777	-

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Arizona Association of Counties
Salary and Benefit Survey

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	1	\$42,000	\$37,147	\$55,720	-
Cochise	1	\$50,700	\$50,847	\$76,271	-
Coconino	5	\$65,888	\$57,148	\$83,069	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	13	\$70,153	\$60,320	\$82,160	-
Mohave	-	-	-	-	-
Navajo	2	\$53,073	\$46,868	\$65,966	-
Pima	-	-	-	-	-
Pinal #	1	\$48,942	\$45,969	\$71,252	Lead Appraiser
Santa Cruz	-	-	-	-	-
Yavapai	4	\$61,943	\$48,042	\$74,464	-
Yuma	1	\$64,210	\$51,563	\$83,137	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$45,378	\$39,675	\$59,512	-
Cochise	2	\$46,620	\$40,421	\$60,632	-
Coconino	-	-	\$57,148	\$83,069	II
Gila #	3	\$55,454	\$48,089	\$72,134	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$48,318	\$39,463	\$58,438	-
Maricopa	111	\$60,187	\$50,440	\$80,080	Bachelor's degree & registered sanitarian
Mohave	2	\$52,874	\$46,966	\$77,688	-
Navajo	3	\$36,470	\$36,470	\$45,547	Environmental Health Inspector
Pima	18	\$49,650	\$43,909	\$59,259	-
Pinal #	5	\$52,358	\$47,710	\$73,950	Senior Environmental Health Specialist
Santa Cruz	-	-	\$47,527	\$65,672	-
Yavapai	3	\$53,435	\$50,444	\$78,188	-
Yuma	1	\$43,139	\$43,139	\$69,576	-

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Arizona Association of Counties
Salary and Benefit Survey

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	1	\$50,550	\$40,421	\$60,632	III
Coconino	1	\$69,609	\$61,568	\$89,565	III; B.A.
Gila #	-	-	-	-	-
Graham	1	\$53,694	\$51,629	\$79,962	Environmental Health Specialist II, III
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	4	\$72,836	\$54,600	\$83,720	-
Mohave	-	-	\$51,792	\$85,634	-
Navajo	-	-	-	-	-
Pima	8	\$61,119	\$49,763	\$69,668	-
Pinal #	6	\$54,558	\$45,969	\$71,252	Senior Environmental Health Specialist
Santa Cruz	1	\$58,469	\$51,175	\$70,717	Environmental Health Specialist II
Yavapai	-	-	-	-	-
Yuma	2	\$57,273	\$55,848	\$90,022	-

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Arizona Association of Counties
Salary and Benefit Survey

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	5	\$71,662	\$64,047	\$96,071	2 year exp.
Coconino	-	-	-	-	-
Gila #	3	\$73,945	\$57,302	\$85,953	-
Graham	3	\$63,867	\$55,472	\$85,913	Registered Detention Nurse
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	103	\$102,950	\$77,584	\$124,800	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	Position contracted out
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$60,832	\$84,063	Correctional Health Nurse
Yavapai	-	-	-	-	-
Yuma	5	\$83,841	\$65,436	\$105,476	Detention Registered Nurse

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Arizona Association of Counties
Salary and Benefit Survey

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	2	\$67,645	\$59,479	\$89,219	-
Cochise	7	\$69,484	\$62,048	\$93,072	-
Coconino	-	-	-	-	-
Gila #	1	\$62,389	\$54,772	\$82,158	-
Graham	3	\$58,622	\$54,182	\$83,916	-
Greenlee	-	-	-	-	-
La Paz #	2	\$66,310	\$50,272	\$73,937	-
Maricopa	87	\$87,671	\$70,720	\$104,000	-
Mohave	2	\$64,969	\$54,392	\$89,877	-
Navajo	5	\$72,360	\$62,787	\$78,412	-
Pima	18	\$83,612	\$66,536	\$93,150	-
Pinal #	9	\$59,051	\$49,647	\$76,953	-
Santa Cruz	-	-	-	-	-
Yavapai	4	\$58,074	\$55,614	\$86,202	-
Yuma	7	\$67,419	\$58,115	\$93,683	-

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	1	\$74,797	\$68,253	\$102,379	Public Health Nurse Lead
Coconino	1	\$73,647	\$61,658	\$89,565	Community Health Nurse
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$83,387	\$57,265	\$83,382	-
Maricopa	11	\$95,083	\$79,500	\$109,250	Nurse Public Health Lead
Mohave	3	\$78,250	\$59,966	\$99,112	-
Navajo	1	\$71,037	\$71,037	\$134,992	III
Pima	-	-	-	-	-
Pinal #	9	\$59,051	\$49,647	\$76,953	-
Santa Cruz	-	-	-	-	-
Yavapai	1	\$74,381	\$61,315	\$95,035	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$29,707	\$42,481	-
Cochise	- / 4 / 4	- / \$37,007 / \$40,609	\$31,402	\$60,804	Health Educator I / II / III
Coconino	2	\$43,912	\$42,110	\$60,962	Nutritional Counselor
Gila #	3	\$35,092	\$34,431	\$51,647	-
Graham	1	\$48,624	\$36,395	\$56,369	Nutritional Education Specialist
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	22	\$43,370	\$34,320	\$47,840	-
		\$45,068/\$57,782/			
Mohave	7/1/3	\$56,049	\$42,598	\$85,634	Health Educator I / II / Senior Specialist
Navajo	3	\$34,713	\$34,713	\$43,352	WIC Community Nutrition Educator
Pima	9	\$40,100	\$34,398	\$46,437	-
Pinal #	9	\$30,943	\$27,920	\$41,880	Nutrition Specialist & Sr.
Santa Cruz	-	-	-	-	-
Yavapai	2	\$36,568	\$34,142	\$52,921	Nutrition Education Specialist I
Yuma	14	\$33,177	\$32,697	\$52,748	-

"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, data may be out of date. 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

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	-	-	-	-	-
Cochise	1	\$63,120	\$51,933	\$77,899	Public Health Dietitian
Coconino	-	-	-	-	-
Gila #	1	\$57,075	\$50,612	\$86,040	-
Graham	1	\$53,694	\$51,629	\$79,962	WIC Nutrition Manager
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	3	\$77,702	\$57,720	\$81,224	-
Mohave	1	\$88,795	\$66,102	\$109,200	Nutrition and Health Promotion Manager
Navajo	-	-	-	-	-
Pima	3	\$48,918	\$41,811	\$56,445	-
Pinal #	3	\$58,011	\$53,619	\$83,109	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$69,451	\$66,747	\$107,598	WIC Program Supervisor

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Arizona Association of Counties
Salary and Benefit Survey

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>Pay Range</u>			<u>Notes</u>
		<u>Average</u>	<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	Program Coordinator I
Cochise	4	\$51,460	\$39,536	\$59,304	Program Coordinator
Coconino	2	\$65,117	\$57,148	\$83,069	Program Manager I
Gila #	-	-	-	-	See level II
Graham	2	\$47,718	\$42,763	\$66,232	Health Educator
Greenlee	-	-	-	-	-
La Paz #	1	\$63,856	\$48,214	\$71,302	-
Maricopa	-	-	-	-	-
Mohave	1	\$63,710	\$51,792	\$85,634	Special Programs Analyst; 5 years exp.
Navajo	1	\$55,495	\$46,686	\$58,304	Health Program Manager
Pima	22	\$69,503	\$60,486	\$84,682	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	1	\$65,827	\$63,991	\$88,318	Public Health Emergency Response Coordinator
Yavapai	4	\$93,978	\$78,255	\$121,295	CHS- Section Manager, 3 years exp. & 2 years supervisory exp.
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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	4	\$41,951	\$36,346	\$54,518	Program Coordinator II
Cochise	4	\$53,477	\$52,600	\$78,900	Administrative Manager; B.A. + 5 yrs. exp. & 2 yrs. sup. exp.
Coconino	9	\$75,166	\$61,568	\$89,565	Program Manager II
Gila #	1	\$59,126	\$54,772	\$82,158	5 years exp.
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	8	\$73,505	\$66,536	\$93,150	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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	-	-	-	-	Program Coordinator III
Cochise	4	\$80,767	\$64,688	\$115,285	Division Directors
Coconino	4	\$77,470	\$65,556	\$95,429	Program Manager III
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

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	\$60,855	\$56,820	\$85,230	Network Admin. I
Cochise	3	\$47,445	\$44,395	\$66,593	4 yrs. Edu. + 2 yrs. exp.
Coconino	1	\$50,629	\$49,116	\$71,260	Service Delivery Specialist I
Gila #	-	-	-	-	-
Graham	1	\$40,478	\$38,921	\$60,280	Help Desk Clerk I
Greenlee	-	-	-	-	-
La Paz #	1	\$36,524	\$33,877	\$50,165	-
Maricopa	48	\$59,072	\$41,600	\$73,528	-
Mohave	2/-	-/-	\$31,803	\$62,629	I (entry level) / II (2 years exp.)
Navajo	5	\$48,426	\$45,547	\$56,882	Network Tech.
Pima	15	\$51,069	\$47,393	\$66,350	-
Pinal #	7	\$51,002	\$42,564	\$65,974	PC Tech.
Santa Cruz	-	-	-	-	-
Yavapai	7	\$56,773	\$50,444	\$78,188	Systems Engineer I
Yuma	2	\$50,897	\$44,865	\$72,363	Computer Support Specialist I

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Arizona Association of Counties
Salary and Benefit Survey

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	4	\$78,028	\$68,294	\$102,441	-
Cochise	-	-	-	-	-
Coconino	5	\$56,010	\$52,889	\$76,807	Service Delivery Specialist II
Gila #	4	\$57,108	\$52,362	\$78,543	-
Graham	1	\$77,536	\$62,170	\$96,290	Systems Administrator
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	56	\$60,836	\$46,800	\$80,080	-
Mohave	3/1	\$49,851/-	\$42,598	\$81,474	III (4 years exp.)/ IV (5 years exp.)
Navajo	-	-	-	-	-
Pima	17	\$63,028	\$57,607	\$80,649	-
Pinal #	7	\$51,002	\$42,564	\$65,974	PC Tech.
Santa Cruz	-	-	-	-	-
Yavapai	3	\$64,731	\$58,945	\$104,779	Systems Engineer II; 4 years exp.
Yuma	1	\$55,848	\$51,563	\$83,137	Computer Support Specialist II

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Arizona Association of Counties
Salary and Benefit Survey

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	4	\$63,689	\$55,697	\$83,545	Systems Administrator
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	16	\$81,474	\$60,000	\$105,500	-
Mohave	4	\$65,515	\$57,117	\$94,349	Systems Analyst; 4 years exp.
Navajo	1	\$72,814	\$64,357	\$80,373	I.T. Data Analyst
Pima	1	\$85,059	\$66,536	\$93,150	-
Pinal #	7	\$63,648	\$49,647	\$76,953	PC Analyst
Santa Cruz	1	\$50,417	\$47,524	\$65,672	I.T. Computer Analyst
Yavapai	-	-	-	-	-
Yuma	2	\$56,690	\$53,664	\$86,507	Systems Administrator

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Arizona Association of Counties
Salary and Benefit Survey

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	2	\$73,264	\$66,232	\$99,348	Network Engineer; Software Engineer
Coconino	1	\$84,358	\$63,556	\$93,429	Data Administrator
Gila #	-	-	-	-	-
Graham	1	\$84,754	\$75,346	\$116,694	Network Engineer
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	59	\$118,244	\$77,480	\$136,000	3 years exp.
Mohave	-	-	-	-	-
Navajo	1	\$95,538	\$72,814	\$116,403	Senior
Pima	22	\$86,801	\$66,536	\$93,150	-
Pinal #	7	\$63,648	\$49,647	\$76,953	PC Analyst
Santa Cruz	2	\$59,947	\$53,768	\$74,703	Senior I.T. Analyst
Yavapai	-	-	-	-	-
Yuma	1	\$64,209	\$59,280	\$95,555	Systems Administrator II/Analyst

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Arizona Association of Counties
Salary and Benefit Survey

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	56	21	21	Yes	Weapon; Uniform
Cochise	197	70	90	Yes	\$1,000 annual cash allowance for weapon/uniform
Coconino	207	101	63	Yes	\$1,000 annual cash allowance for weapon/uniform
Gila #	115	42	45	No	\$600 annual cash allowance for weapon/uniform
Graham	77	46	23	No	\$900 annual cash allowance for weapon/uniform
Greenlee	77	32	23	No	\$1,200 annual cash allowance for weapon/uniform
La Paz #	71	27	27	No	Weapon; Uniform
Maricopa	2,910	1,488	593	Yes	\$800 annual cash allowance for weapon/uniform
Mohave	258	100	84	Yes	\$650 annual cash allowance for weapon/uniform
Navajo	73	77	51	No	\$1,200 annual cash allowance for weapon/uniform
Pima	1,404	473	517	No	1,050 annual cash allowance for weapon/uniform
Pinal #	481	189	219	Yes	Weapon; Uniform
Santa Cruz	90	32	35	Yes	Weapon; Uniform
Yavapai	383	134	140	Yes	\$960 annual cash allowance for weapon/uniform
Yuma	340	221	83	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
Salary and Benefit Survey

Additional Benefits Information

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 Reimbursement¹</u>	<u>Pre-employ Physical²</u>	<u>Pre-employ Drug Test²</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	No	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	Yes	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	Yes	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.

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

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	\$0.328	\$34.000	\$98.00-\$247.00	\$98.000	\$98.000
Coconino	\$0.655	\$0.655	\$69.000	\$64.00-\$79.00	\$59.00-\$79.00
Gila #	-	-	\$96.000	\$96.000	GOA Rate
Graham	\$0.440	\$0.440	\$110.000	\$110.000	Actual Cost
Greenlee	\$0.500	\$0.500	DOA Guidelines		
La Paz #	\$0.550	\$0.550	-	-	-
Maricopa			GSA Rate		
Mohave	\$0.650	\$0.650	-	-	-
Navajo	\$44.500	\$44.500	GSA Rate		
Pima	\$0.625	\$59.000	GSA Rate		
Pinal #	\$0.575	\$0.058	-	-	-
Santa Cruz	\$0.625	\$0.625	\$83.000	-	-
Yavapai	\$0.625	\$0.625	DOA Guidelines		
Yuma	\$0.620	\$0.620	Varies		

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.

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

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	939	186	No	No	0.0%	0.0%
Coconino	100.00%	300	-	305	No	No	2.5%	-
Gila #	96.00%	259	450	112	No	No	4.16%	0.0%
Graham	100.00%	110	110	52	Yes	Yes	4.0%	-
Greenlee	100.00%	50	87	13	No	No	0.0%	5.0%
La Paz #	100.00%	63	87	11	No	No	2.5%	0.0%
Maricopa	100.00%	620	16,775	4,977	No	No	0.0%	5.0%
Mohave	100.00%	405	1,276	244	No	No	0.0%	3.0%
Navajo	95.00%	-	-	-	No	Yes	Varies	Varies
Pima	100.00%	1,022	6,937	3,034	No	No	8.5%	1.0-8.5%
Pinal #	75.00%	-	1,505	499	No	No	-	2.5%
Santa Cruz	99.00%	151	190	45	No	No	6.0%	0.0%
Yavapai	98.00%	461	1,460	395	No	No	5.7%	3.0%
Yuma	100.00%	538	1,547	269	No	No	6.0%	0.0%

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

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

Vacation and Sick Leave Policies

County	Eligibility for annual leave after	Number of hours of annual leave accrued after						Max hours annual leave	Annual medical	Max hours medical leave accruable	Average number of medical leave hours taken per employee	Incentive plan for unused medical leave
		1 yr	3 yr	5 yr	10 yr	15 yr	20 yr					
Apache	6 mo	130	130	208	234	234	234	360	130	1,500	78	No
Cochise	0 mo	169	169	169	169	169	169	2080	40	40	18.59	No
Coconino	6 mo	104	120	144	160	200	240	240	40	1,000	96	No
Gila #	6 mo	96.2	96.2	120	168	168	168	240	96.2	Unlimited	77.1	Yes
Graham	-	96	96	120	144	168	168	370	96	1,500	-	Yes
Greenlee	6 mo	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	169	169	195	221	247	247	300	0	0	-	No
Navajo	6 mo	96	120	120	144	168	168	280	96	96	-	No
Pima	0 mo	120	144	144	168	192	216	320	120	1,920	-	Yes
Pinal #	6-12 mo	80	80	80	120	144	200	360	104	40	-	No
Santa Cruz	0 mo	104	104	13	156	182	-	320	0	-	-	No
Yavapai	3 mo	120	128	136	152	176	192	400	40	Unlimited	-	No
Yuma	-	192	200	224	248	256	265	-	-	-	-	Yes

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Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

County Workforce

<u>County</u>	<u>Full-time Positions</u>		<u>Part-time Positions</u>		<u>New Hires</u>	<u>Turnover</u>	<u>Voluntary</u>	<u>Total Turnover Rate</u>
	<u>Authorized</u>	<u>Filled</u>	<u>Authorized</u>	<u>Filled</u>	<u>8/31/2022 -</u> <u>9/1/2023</u>	<u>Rate in F/T</u> <u>Positions</u>	<u>Turnover Rate</u> <u>(Regular</u> <u>Employees)</u>	<u>(Regular Employees)</u>
Apache	-	337	-	12	90	-	-	-
Cochise	895	799	38	37	205	17.40%	17.40%	17.80%
Coconino	1,164	923	66	52	251	14.38	-	-
Gila #	582	487	17	26	132	9.10%	6.01%	10.40%
Graham	242	206	28.5	25	82	25.40%	21.20%	25.40%
Greenlee	162	137	18	15	33	19.86%	16.44%	29.00%
La Paz #	280	234	19	16	-	-	-	-
Maricopa	15,741	13,235	703	539	2,572	-	11.50%	16.20%
Mohave	1,354	1,145	26	18	347	23.00%	17.00%	23.00%
Navajo	636	614	36	34	194	-	-	24.22%
Pima	6,965	6,063	652	516	1,602	22.58%	16.20	17.55%
Pinal #	2,229	1,968	30	26	380	14.03%	9.98%	14.03%
Santa Cruz	-	-	-	-	444	-	-	-
Yavapai	1,834	1,519	61	61	417	-	-	16.90%
Yuma	1,496	1,254	51	47	306	-	-	-

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

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	270	100	BCBS-AZ TP Ameriben	\$702.68	\$38.00	\$1,666.92	\$1,430.92
Cochise	Yes	Gallagher Insurance	Unlimited	200	Cochise Combined Trust-Ameriben	\$660.65 EPO \$607.25 HDHP	\$28.88 EPO \$0.66 HDHP	\$1,424.90 EPO \$1,307.27 HDHP	\$1,024.17 EPO \$1,119.27 HDHP
Coconino	Yes	NAPEBT/BCBS AZ	150	300	BCBS AZ- Buy up plan BCBS-AZ Base Plan BCBS-AZ HDHP	\$864.80 \$763.52 \$671.10	\$121.28 \$20.00 \$0.00	\$1,285.62 \$1,131.24 \$989.50	\$622.18 \$622.18 \$622.18
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 AZLGEBT HDHP	\$750.86 \$695.08	\$50.00 \$50.00	\$1,774.12 \$1,762.64	\$1,524.12 \$1,512.64
Greenlee	Yes	AZLGEBT	125	2,000	BCBS-AZ	\$630.00	\$38.00	\$1,495.00	\$1,228.00
La Paz #	Yes	AZLGEBT	5.5	Unlimited	Ameriben	\$594.84	\$58.35	\$1,437.30	\$1,021.32
Maricopa	Yes	Cigna, United Healthcare	-	-	Cigna HMO Cigna HDHP United Healthcare PPO	\$743.04 \$725.96 \$778.02	\$80.12 \$63.72 \$104.98	\$1,899.24 \$1,853.40 \$1,993.06	\$1,670.72 \$1,733.32 \$1,654.04
Mohave	Yes	Meritain Health	137	145	Meritain EPO Meritain HDHP	\$708.41 \$710.52	\$57.66 \$71.05	\$2,057.66 \$2,007.81	\$1,730.72 \$1,706.64
Navajo	Yes	Marpai	175	-	Marpai HDHP Marpai PPO	\$745.47 \$756.99	\$55.98 \$135.00	\$2,128.38 \$2,353.98	\$1,848.16 \$1,848.16
Pima	Yes	Aetna	1,000	-	Aetna	\$533.23	\$112.06	\$1,736.61	\$1,537.29
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	\$705.68	\$67.27	\$1,669.92	\$1,389.13
Yavapai	Yes	Summit, Inc.	250	Unlimited	YCT PPO A YCT PPO B YCT HDHP	\$779.00 \$485.00 \$602.00	\$0.00 \$0.00 \$0.00	\$1,776.00 \$1,104.00 \$1,371.00	\$1,199.00 \$994.75 \$1,032.25
Yuma	Yes	Blue Cross Blue Shield AZ	150	125%	PPO A PPO B HDHP	\$764.54 \$732.78 \$732.78	\$76.26 \$44.50 \$0.00	\$2,117.66 \$1,883.10 \$1,883.10	\$1,513.68 \$1,513.68 \$1,513.58

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

Additional Benefits Information

Extra Medical Benefits

<u>County</u>	<u>Life Insurance</u> (\$000's) ¹	<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	No	Included	Optional	Optional	Included	Included	-
Coconino	40/-/-	Yes	Included	Optional	Optional	Included	Included	-
Gila #	20/5/5	Yes	Included	Included	Included	Optional	Optional	-
Graham	40/5/5	Yes	Included	Included	Included	Included	Included	-
Greenlee	10/5/5	No	Included	Optional	Optional	Included	Included	-
La Paz #	10/5/5	No	Included	Included	Included	Included	Included	-
Maricopa	1-3x annual salary/- /-	Yes	Optional	Optional	Optional	Included	Optional	-
Mohave	50/-/-	No	Included	Optional	Optional	Included	Included	-
Navajo	50/2/2	Yes	Included	Optional	Optional	Included	Included	-
Pima	50/-/-	Yes	Included	Optional	Optional	Included	Optional	-
Pinal #	50/30/1	Yes	Option	Included	Included	Optional	Optional	-
Santa Cruz	Annual salary up to 50/5/5	No	Optional	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 # Indicates county did not participate in this portion of the survey. Data is more than one year old. (-) Indicates not applicable or county did not provide data.