

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

Supervisory and Administrative Positions

**County Manager/Administrator**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	7	\$187,544	\$117,236	\$175,853	‡ Clerk of the Board
Cochise	3	\$165,000	\$149,128	\$223,692	-
Coconino	<1	\$220,375	-	-	-
Gila #	5	\$150,564	\$125,626	\$188,439	-
Graham	7	\$142,574	\$118,319	\$183,250	‡ Clerk of the Board
Greenlee	5	\$160,074	\$117,000	\$174,000	-
La Paz #	2	\$120,000	-	-	-
Maricopa	2	\$316,671	\$252,500	\$358,000	-
Mohave	4	\$192,192	\$134,846	\$216,320	-
Navajo	2	\$181,000	-	-	-
Pima	1	\$260,000	\$247,529	\$396,047	-
Pinal #	<1	\$193,606	\$145,606	\$247,530	-
Santa Cruz	2	\$172,231	\$162,250	\$225,314	-
Yavapai	<1	\$216,747	-	-	-
Yuma	1	\$207,438	-	-	-

**Clerk of the Board**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	‡ Manager/Administrator
Cochise	-	-	\$84,628	\$126,942	‡ Deputy County Admin.
Coconino	6	\$136,072	-	-	‡ Dir. Clerk of the Board
Gila #	-	-	\$73,264	\$109,896	Vacant
Graham	-	-	-	-	‡ Manager/Administrator
Greenlee	5	\$75,600	\$65,000	\$95,000	‡ Election Director
La Paz #	3	\$68,182	\$66,518	\$98,455	-
Maricopa	3	\$158,022	\$120,500	\$184,500	‡ Dir. Clerk of the Board
Mohave	<1	\$95,805	\$95,805	\$153,733	-
Navajo	16	\$109,132	\$86,553	\$138,367	-
Pima	1	\$133,723	\$117,545	\$176,318	-
Pinal #	3	\$116,896	\$87,718	\$140,349	-
Santa Cruz	3	\$90,700	\$78,125	\$107,417	‡ 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**  
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Supervisory and Administrative Positions

**Assistant/Deputy County Manager**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	1	\$150,000	\$126,000	\$189,000	‡ Avg. of 2 incumbents; incl. auto
Coconino	<1/<1/2	\$206,922	-	-	3 in this position
Gila #	-	-	\$98,547	\$147,821	Vacant
Graham	-	-	-	-	-
Greenlee	5	\$109,423	\$87,000	\$130,000	‡ HR Director
La Paz #	-	-	-	-	-
Maricopa	2	\$218,397-240,764	\$156,000	\$251,500	Avg. of 4 incumbents
Mohave	1	\$101,629	\$95,805	\$153,733	‡ Administrative Service Director
Navajo	-	-	\$122,297	\$195,510	Vacant
Pima	4	\$250,172	\$206,275	\$330,039	Avg. of 3 incumbents
Pinal #	<1	\$160,014	\$114,086	\$193,946	-
Santa Cruz	2	\$138,062	\$112,028	\$155,572	-
Yavapai	1	\$190,571	\$127,469	\$197,577	-
Yuma	1	\$167,710	\$130,790	\$210,828	-

**Public Works Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	<1	\$125,280	\$120,523	\$180,785	-
Coconino	2	\$167,906	-	-	-
Gila #	7	\$122,691	\$92,356	\$138,534	Includes car
Graham	17	\$111,742	\$86,566	\$134,074	‡ Highway Department Director
Greenlee	9	\$103,815	\$80,000	\$110,000	#VALUE!
La Paz #	2	\$89,960	-	-	-
Maricopa	-	-	-	-	-
Mohave	15	\$159,827	\$105,643	\$169,562	-
Navajo	2	\$138,366	\$102,884	\$164,475	-
Pima	4	\$170,342	\$135,177	\$202,765	Avg. of 4 positions
Pinal #	<1	\$129,002	\$103,479	\$175,914	-
Santa Cruz	2	\$108,854	\$100,006	\$137,503	-
Yavapai	5	\$153,251	\$121,399	\$188,168	-
Yuma	<1	\$107,348	\$103,147	\$166,358	-

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**Arizona Association of Counties**  
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Supervisory and Administrative Positions

**Planning & Zoning Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	4	\$92,200	\$78,516	\$117,774	-
Cochise	6	\$125,628	\$103,749	\$155,623	‡ Development Services Dir.
Coconino	5	\$145,685	-	-	‡ Community Development Dir.
Gila #	1	\$99,711	\$84,157	\$126,236	‡ Community Development Dir.
Graham	5	\$89,841	\$79,867	\$123,698	‡ Community Development Dir.
Greenlee	-	-	-	-	‡ County Engineer
La Paz #	<1	\$65,374	-	-	‡ Community Development Dir.
Maricopa	3	\$187,203	\$130,500	\$209,000	‡ Dir. Planning & Development
Mohave	<1	\$129,958	\$105,643	\$169,562	‡ Development Services Dir
Navajo	2	\$113,564	\$90,934	\$145,372	‡ Dir. Planning & Development
Pima	7	\$169,501	\$135,177	\$202,765	‡ Development Services Dir.
Pinal #	<1	\$112,008	\$93,858	\$150,173	‡ Community Development Dir.
Santa Cruz	2	\$144,955	\$99,016	\$137,503	‡ Community Development Dir.
Yavapai	1	\$126,852	\$121,399	\$188,168	-
Yuma	8	\$119,849	\$88,046	\$141,960	-

**Parks & Recreation Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	7	\$140,759	-	-	-
Gila #	-	-	-	-	-
Graham	3	\$61,854	\$54,988	\$82,683	-
Greenlee	9	\$103,815	\$80,000	\$110,000	-
La Paz #	2	\$73,195	-	-	-
Maricopa	19	\$204,358	\$135,000	\$206,000	-
Mohave	1	\$104,832	\$82,763	\$132,787	Parks Administrator
Navajo	-	-	-	-	-
Pima	2	\$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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	10	\$144,444	\$82,274	\$123,412	Director Probation Services
Cochise	<1	\$117,598	\$85,635	\$128,453	Chief of both Probation Divisions
Coconino	-	-	-	-	-
Gila #	6	\$117,778	\$88,157	\$132,236	Chief Probation Officer
Graham	<1	\$103,510	\$95,700	\$148,220	
Greenlee	2	\$113,006	-	-	‡ Chief Juvenile Probation Officer
La Paz #	5	\$102,796	-	-	-
Maricopa	5	\$210,460	\$130,000	\$211,500	-
Mohave	<1	\$107,827	\$95,805	\$153,733	-
Navajo	8	\$119,559	\$93,207	\$149,007	Chief Probation Officer
Pima	21	\$176,026	\$155,453	\$233,180	Chief Probation Officer
Pinal #	5	\$119,933	\$93,858	\$150,173	-
Santa Cruz	5	\$108,412	\$90,634	\$118,568	Probation Supervisor
Yavapai	<1	\$154,784	\$121,399	\$188,168	-
Yuma	4	\$110,905	\$101,566	\$172,961	-

**Chief Juvenile Probation Officer**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	‡ Chief Adult Probation Director
Cochise	1	\$104,120	\$85,635	\$128,453	Division Dir; Deputy Dir. Level
Coconino	3	\$141,759	-	-	-
Gila #	-	-	-	-	‡ Chief Adult Probation Director
Graham	-	-	-	-	‡ Chief Adult Probation Director
Greenlee	-	-	-	-	‡ Chief Adult Probation Director
La Paz #	-	-	-	-	-
Maricopa	13	\$210,460	\$130,000	\$211,500	‡ Juvenile Court Dir.
Mohave	5	\$125,008	\$95,805	\$153,733	‡ Juvenile Court Services Dir.
Navajo	-	-	-	-	‡ Chief Adult Probation Director
Pima	-	-	-	-	-
Pinal #	6	\$121,118	\$93,858	\$150,173	-
Santa Cruz	3	\$78,935	\$56,694	\$74,168	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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	7	\$99,386	\$82,274	\$123,412	-
Cochise	1	\$125,005	\$105,806	\$158,708	-
Coconino	<1	\$145,000	-	-	-
Gila #	1	\$119,843	\$92,356	\$138,534	‡ Risk Management
Graham	10	\$86,385	\$79,867	\$123,698	‡ Risk Management
Greenlee	-	-	-	-	‡ Deputy County Administrator
La Paz #	-	\$73,916	-	-	Salary when left vacant
Maricopa	1	\$208,000	\$138,000	\$218,000	-
Mohave	11	\$121,368	\$95,805	\$153,733	-
Navajo	2	\$118,817	\$97,926	\$156,550	Over risk management
Pima	6	\$163,679	\$135,177	\$202,765	‡ H.R. Director
Pinal #	1	\$105,456	\$93,858	\$150,173	‡ H.R. Director
Santa Cruz	1	\$102,544	\$96,601	\$134,149	-
Yavapai	9	\$132,257	\$110,112	\$170,674	‡ Risk Management
Yuma	<1	\$137,612	\$109,449	\$176,488	-

**Information Technology Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	3	\$112,476	\$82,274	\$123,412	-
Cochise	1	\$130,000	\$117,853	\$176,780	Chief Information Officer
Coconino	6	\$230,888	-	-	-
Gila #	1	\$109,350	\$84,157	\$126,236	-
Graham	7	\$108,934	\$84,392	\$130,704	-
Greenlee	-	-	\$87,000	\$130,000	-
La Paz #	-	-	-	-	-
Maricopa	2	\$229,321	\$158,500	\$260,500	Dir. Enterprise Technology
Mohave	16	\$149,261	\$95,805	\$153,733	Chief Information Officer
Navajo	10	\$130,607	\$102,884	\$164,475	-
Pima	1	\$185,000	\$178,771	\$268,157	-
Pinal #	2	\$108,555	\$76,616	\$122,586	Chief Information Officer
Santa Cruz	5	\$120,819	\$99,016	\$137,503	Chief Information Officer
Yavapai	3	\$148,744	\$121,399	\$188,168	-
Yuma	6	\$137,612	\$109,449	\$176,488	Chief Information Officer

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Supervisory and Administrative Positions

**Election Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	2	\$77,575	\$65,209	\$97,814	-
Cochise	<1	\$95,000	\$83,466	\$125,198	Interim
Coconino	3	\$154,949	-	-	-
Gila #	9	\$81,047	\$73,264	\$109,896	-
Graham	5	\$64,244	\$61,773	\$95,674	Deputy Clerk of the Board
Greenlee	-	-	-	-	Clerk of the Board
La Paz #	<1	\$65,374	-	\$73,170	-
Maricopa	5/10	\$180,760/\$202,800	\$135,000	\$211,000	2 positions
Mohave	2	\$121,368	\$95,805	\$153,733	-
Navajo	9	\$100,373	\$80,373	\$128,488	-
Pima	2	\$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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	3	\$90,685	\$78,516	\$117,774	-
Cochise	1	\$121,540	\$107,416	\$161,125	-
Coconino	<1	\$147,000	-	-	-
Gila #	-	-	\$92,356	\$138,534	‡ Emergency Management Dir.
Graham	9.5	\$100,783	\$86,566	\$134,074	-
Greenlee	-	-	-	-	-
La Paz #	34	\$89,939	-	-	-
Maricopa	<1	\$176,798	\$145,500	\$231,500	-
Mohave	<1	\$121,368	\$95,805	\$153,733	‡ Health & Social Services Dir.
Navajo	4	\$128,488	\$102,884	\$164,475	-
Pima	1	\$239,600	\$178,771	\$268,157	-
Pinal #	1	\$143,187	\$103,479	\$175,914	-
Santa Cruz	7	\$111,574	\$69,076	\$90,366	Health & Human Serv. Dir.
Yavapai	6	\$148,744	\$121,399	\$188,168	Community Health Services
Yuma	11	\$167,918	\$109,449	\$176,488	PH Services Chief Health Officer

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Supervisory and Administrative Positions

**Risk Manager**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	5	\$96,244	\$89,165	\$133,748	Dir. Risk Manager & Safety
Coconino	11	\$121,189	\$73,984	\$103,406	-
Gila #	-	-	-	-	‡ HR Director
Graham	-	-	-	-	‡ HR Director
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	2	\$180,195	\$113,500	\$184,000	-
Mohave	1	\$76,606	\$68,076	\$112,486	-
Navajo	9	\$118,817	\$74,634	\$93,208	‡ HR Director
Pima	5	\$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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	5	\$75,494	\$62,832	\$94,248	Contacts Admin; Reports to Finance Dir.
Coconino	31	\$98,347	\$70,984	\$103,406	Purchasing Manager
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	Chief Financial Officer
La Paz #	-	-	-	-	-
Maricopa	10	\$188,155	\$128,000	\$192,500	Procurement Director
Mohave	4	\$114,400	\$68,078	\$112,486	Procurement Director
Navajo	5	\$102,884	\$90,934	\$145,372	‡ Deputy Dir. Public Works
Pima	2	\$170,898	\$135,177	\$202,765	Procurement Director
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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**Arizona Association of Counties**  
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Supervisory and Administrative Positions

**Housing Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	6	\$100,689	\$84,098	\$126,148	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	4	\$114,400	\$95,805	\$153,733	Community Development Dir.
Navajo	-	-	-	-	-
Pima	3	\$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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	4	\$135,187	\$82,274	\$123,412	Emergency Management Dir.
Cochise	2	\$86,667	\$74,824	\$112,236	Emergency Management Dir.
Coconino	4	\$135,065	-	-	Emergency Management Dir.
Gila #	-	-	-	-	‡ Health Director
Graham	3	\$69,260	\$64,035	\$99,179	Deputy Emergency Srvc. Dir.
Greenlee	-	-	-	-	-
La Paz #	<1	\$73,174	-	-	-
Maricopa	-	-	\$126,000	\$199,000	Vacant
Mohave	1	\$107,827	\$95,805	\$153,733	‡ Dir. Risk & Emergency Mgmt
Navajo	6	\$81,883	\$72,814	\$97,926	Emergency Manager
Pima	3	\$127,178	\$117,545	\$176,318	-
Pinal #	7	\$88,670	\$71,604	\$114,566	Emergency Manager
Santa Cruz	3	\$75,910	\$69,408	\$92,625	Emergency Manager
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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	1/6	131,093/131,742	\$119,158	\$178,737	2 Defense Div; Public Defender; Legal Advocate
Coconino	9	\$179,426	\$127,847	\$186,995	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	2	\$108,118	-	-	-
Maricopa	7	\$229,927	\$167,500	\$260,000	-
Mohave	5	\$146,266	\$105,643	\$169,562	-
Navajo	2	\$144,860	\$122,297	\$195,509	-
Pima	6	\$185,748	\$155,453	\$233,180	-
Pinal #	<1	\$133,037	\$98,551	\$167,537	-
Santa Cruz	-	-	-	-	Does not employ
Yavapai	6	\$157,895	\$121,399	\$188,168	-
Yuma	1	\$176,217	\$136,073	\$219,294	-

**G.I.S. Manager**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	3	\$87,984	\$74,939	\$112,408	-
Cochise	2	\$71,770	\$68,243	\$102,365	-
Coconino	2	\$91,970	\$84,901	\$123,864	I.T. Manager
Gila #	8	\$86,391	\$76,719	\$115,079	-
Graham	5	\$64,035	\$64,035	\$99,179	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	13	\$80,579	\$61,755	\$102,086	-
Navajo	9	\$93,207	\$76,634	\$119,314	-
Pima	-	-	-	-	-
Pinal #	24	\$125,049	\$103,479	\$175,914	Chief Information Officer
Santa Cruz	-	-	\$46,532	\$60,873	Vacant
Yavapai	8	\$124,832	\$99,875	\$154,807	-
Yuma	11	\$79,809	\$70,824	\$114,192	-

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

Supervisory and Administrative Positions

**Law Librarian**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	10	\$80,690	\$66,638	\$99,957	‡ Chief Interpreter
Coconino	25	\$70,020	\$52,889	\$76,807	Law Library Supervisor
Gila #	-	-	-	-	-
Graham	<1	\$68,559	\$68,559	\$106,182	Part of Court Administrator duties
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	1	\$51,958	\$39,790	\$67,787	-
Navajo	-	-	-	-	-
Pima	6	\$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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	5.5	\$106,664	\$86,222	\$129,333	-
Cochise	2	\$125,190	\$107,932	\$161,898	-
Coconino	4	\$174,515	-	-	-
Gila #	4	\$109,714	\$92,356	\$138,534	-
Graham	11	\$117,691	\$91,117	\$141,211	-
Greenlee	11	\$110,827	\$87,000	\$130,000	-
La Paz #	-	-	-	-	-
Maricopa	1	\$209,562	\$140,000	\$225,000	Chief Financial Officer
Mohave	2	\$126,173	\$105,643	\$169,562	Chief Financial Officer
Navajo	4	\$141,827	\$102,884	\$164,475	Chief Financial Officer
Pima	2	\$200,000	\$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

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

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

Supervisory and Administrative Positions

**Public Fiduciary**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	4.5	\$102,083	\$60,860	\$91,289	-
Cochise	8	\$93,998	\$82,567	\$123,851	-
Coconino	8	\$137,544	-	-	-
Gila #	22	\$90,715	\$73,264	\$109,896	-
Graham	<1	\$52,726	\$52,726	\$81,663	-
Greenlee	10	\$62,961	-	-	-
La Paz #	13	\$73,174	-	-	-
Maricopa	1	\$166,393	\$127,500	\$201,500	-
Mohave	2	\$101,629	\$95,805	\$153,733	-
Navajo	3	\$92,053	\$80,373	\$128,488	-
Pima	2	\$116,689	\$102,213	\$153,320	-
Pinal #	3	\$92,498	\$81,979	\$131,166	-
Santa Cruz	7	\$88,423	\$83,299	\$115,676	-
Yavapai	5	\$113,008	\$99,875	\$154,807	-
Yuma	2	\$103,209	\$95,305	\$153,691	-

**Bio-Defense Manager**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	‡ H.R. Director
Greenlee	-	-	-	-	-
La Paz #	19	\$70,865	-	-	PHEP Coordinator
Maricopa	-	-	-	-	-
Mohave	1	\$91,458	\$68,078	\$112,486	‡ Emergency 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	-	-	-	-	-

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

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

Supervisory and Administrative Positions

**County Librarian/Librarian District Director**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	2	\$97,908	\$78,516	\$117,774	-
Cochise	8	\$94,952	\$87,176	\$130,765	-
Coconino	-	-	-	-	-
Gila #	24	\$126,984	\$108,222	\$162,333	‡ Deputy County Manager
Graham	-	-	-	-	-
Greenlee	1	\$14,799	-	-	Part-time position
La Paz #	11	\$43,888	\$38,205	\$55,346	-
Maricopa	21	\$188,328	\$131,000	\$209,000	Dir. Library
Mohave	2	\$107,827	\$95,805	\$153,733	-
Navajo	2	\$93,207	\$72,814	\$116,404	-
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**

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	6	\$54,570	\$54,299	\$81,449	Victim Witness Prog. Dir.
Coconino	-	-	-	-	-
Gila #	7	\$58,631	\$46,198	\$69,297	Victim Witness Advocate
Graham	2	\$48,153	\$41,361	\$64,057	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	9	\$132,334	\$79,500	\$135,000	Div. Chief Victim Serv; Ops/Prog
Mohave	5	\$63,128	\$43,381	\$80,018	Victim Witness Coordinator
Navajo	11	\$75,199	\$59,762	\$74,634	Victim Services Manager
Pima	3	\$93,009	\$80,508	\$112,711	-
Pinal #	3	\$84,011	\$62,542	\$96,940	-
Santa Cruz	2	\$51,895	\$46,054	\$63,955	Victim Compensation Coord.
Yavapai	1	\$70,364	\$67,599	\$104,779	-
Yuma	4	\$86,382	\$76,673	\$118,788	-

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

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

Salaries of Chief Deputies

**Assessor**

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	5.75	\$78,814	-
Cochise	22	\$75,000	-
Coconino	4	\$85,372	-
Gila #	1	\$74,832	-
Graham	4.5	\$66,814	-
Greenlee	4	\$78,569	-
La Paz #	-	-	-
Maricopa	-	-	-
Mohave	3	\$103,376	-
Navajo	8	\$84,442	-
Pima	3	\$102,213	-
Pinal #	<1	\$93,080	-
Santa Cruz	4	\$62,579	-
Yavapai	-	-	Vacant
Yuma	12	\$95,430	-

**Attorney**

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	2.25	\$144,809	-
Cochise	6/3.5	\$132,668	Two Chief Deputies
Coconino	<1	\$160,000	-
Gila #	6	\$144,708	-
Graham	-	-	-
Greenlee	1	\$124,987	-
La Paz #	<1	\$99,403	-
Maricopa	2	\$201,094	-
Mohave	8	\$178,048	-
Navajo	20	\$151,022	-
Pima	2	\$174,771	-
Pinal #	6	\$180,315	-
Santa Cruz	5	\$142,142	-
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	19	\$81,040	-
Cochise	1	\$75,000	-
Coconino	5	\$110,071	-
Gila #	-	-	Vacant
Graham	25	\$66,814	-
Greenlee	1	\$68,796	-
La Paz #	6	\$71,094	-
Maricopa	3	\$118,169	-
Mohave	-	-	-
Navajo	2	\$82,382	-
Pima	2	\$117,545	-
Pinal #	<1	\$93,080	-
Santa Cruz	16	\$72,573	-
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	1.25	\$76,775	-
Cochise	7	\$75,465	-
Coconino	12	\$103,862	-
Gila #	5	\$75,913	-
Graham	12	\$71,919	-
Greenlee	1	\$66,150	-
La Paz #	2	\$57,699	-
Maricopa	3	\$164,218	-
Mohave	1	\$75,504	-
Navajo	4	\$80,371	-
Pima	1	\$110,240	-
Pinal #	7	\$77,126	-
Santa Cruz	2	\$58,112	-
Yavapai	11	\$103,926	-
Yuma	<1	\$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	2.25	\$77,644	-
Coconino	1	\$89,175	-
Gila #	6	\$76,004	-
Graham	7	\$69,487	-
Greenlee	4	\$78,569	-
La Paz #	3	\$60,611	-
Maricopa	6	\$125,112	-
Mohave	8	\$80,059	-
Navajo	6	\$80,373	-
Pima	6	\$115,487	-
Pinal #	19	\$96,346	-
Santa Cruz	1	\$75,269	-
Yavapai	9	\$86,099	-
Yuma	2	\$98,686	-

**Sheriff**

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	4.25	\$108,237	-
Cochise	3	\$135,188	Chief of Staff
Coconino	7	\$162,488	-
Gila #	2	\$114,592	-
Graham	15	\$98,965	-
Greenlee	5	\$97,998	-
La Paz #	-	-	-
Maricopa	<1	\$163,627	-
Mohave	7/7	\$146,474/ \$132,787	-
Navajo	4	\$138,580	-
Pima	-	-	-
Pinal #	4	\$137,342	-
Santa Cruz	2	\$111,040	-
Yavapai	2	\$170,674	-
Yuma	-	-	-

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

## Arizona Association of Counties

### Salary and Benefit Survey

#### Salaries of Chief Deputies

#### Treasurer

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	\$0	-	-
Cochise	11	\$62,000	-
Coconino	10	\$82,911	-
Gila #	15	\$84,580	-
Graham	24	\$74,436	-
Greenlee	11	\$78,569	-
La Paz #	2	\$68,577	-
Maricopa	4	\$189,301	-
Mohave	2	\$103,792	-
Navajo	5	\$82,382	-
Pima	-	-	-
Pinal #	7	\$111,862	-
Santa Cruz	-	-	Vacant
Yavapai	3	\$74,528	-
Yuma	7	\$91,686	-

#### Determination of Chief Deputy Salary

##### County

Apache	Assigned salary range.
Cochise	Chief deputies salaries are based on median of five comparable counties. Elected official then selects salary based on performance. Some are in grades, some are unclassified. Education/relevant experience taken into consideration.
Coconino	
Gila #	Years of service, education and/or experience on a salary range.
Graham	Positions are assigned to the appropriate salary on the countrywide salary schedule.
Greenlee	Determined by Elected official up to a max amount.
La Paz #	Years of service, according to a salary range.
Maricopa	Experience, education, specialized skills/experience, and wage increases are based on performance.
Mohave	Years of service, education, and/or experience.
Navajo	Default/starting is percentage of elected official's salary, and increases with years of service.
Pima	It is determined based on 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.

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



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

**Benchmark Job Positions**

**Accounting Clerk I**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$29,848	\$43,995	Accounting Specialist I
Cochise	5	\$32,023	\$30,298	\$45,488	Account Clerk II
Coconino	8	\$47,950	\$42,110	\$60,961	Finance Tech.
Gila #	2	\$33,099	\$30,557	\$45,836	-
Graham	2	\$50,207	\$38,788	\$60,074	Treasurer Accounting Tech.
Greenlee	-	-	\$31,012	\$43,409	-
La Paz #	2	\$31,210	\$26,842	\$39,719	-
Maricopa	68	\$48,739	\$41,080	\$60,320	2 years exp.
Mohave	3	\$53,435	\$46,072	\$76,170	Account Specialist
Navajo	3	\$39,962	\$34,713	\$43,352	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	\$46,409	\$37,259	\$48,743	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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	- / 2	- / \$37,381	\$30,598/\$33,330	\$45,897/\$49,995	Accounting Specialist II, III
Cochise	1	\$43,304	\$36,050	\$54,076	Accounting Clerk III
Coconino	9	\$50,318	\$45,560	\$66,033	Accounting Tech. III; 4 yrs experience
Gila #	4	\$40,068	\$32,398	\$48,597	-
Graham	-	-	-	-	-
Greenlee	1	\$41,600	\$32,448	\$45,427	-
La Paz #	2	\$38,938	\$30,982	\$45,869	-
Maricopa	-	-	-	-	-
Mohave	7	\$60,391	\$48,381	\$80,018	Administrative Specialist
Navajo	1	\$46,691	\$41,263	\$51,532	Account Specialist II
Pima	5	\$40,922	\$36,118	\$48,759	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$44,750	-	-	-
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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$36,191	\$30,598	\$45,897	-
Cochise	-	-	\$31,574	\$47,362	Administrative Aide
Coconino	-	-	-	-	-
Gila # #	6	\$43,848	\$37,904	\$56,856	-
Graham	-	-	-	-	-
Greenlee	7	\$48,880	\$41,600	\$58,240	-
La Paz #	1	\$52,416	\$46,182	\$67,133	-
Maricopa	-	-	-	-	-
Mohave	10	\$59,796	-	-	Range at Director's Discretion
Navajo	3	\$38,987	\$36,470	\$45,547	-
Pima	7	\$40,450	\$32,760	\$44,221	-
Pinal #	64	\$35,490	\$30,433	\$45,650	Additional job levels combined
Santa Cruz	6	\$38,804	\$35,634	\$47,544	-
Yavapai	34	\$41,500	\$64,325	\$64,325	-
Yuma	6	\$50,838	\$45,760	\$73,777	-

"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**

**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	7/5	\$37,060/\$44,045	\$33,330/\$36,346	\$49,995/\$54,518	Administrative Asst. II/III
Cochise	9	\$44,052	\$39,004	\$58,506	Administrative Assistant; AA degree & 5 years exp.
Coconino	42	\$44,977	\$42,110	\$60,962	Public Service Specialist; 3 yrs experience
Gila #	-	-	-	-	-
Graham	1	\$59,539	\$57,249	\$88,665	Admin. Supervisor (Sheriff's Office)
Greenlee	7	\$48,880	\$41,600	\$48,880	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	76	\$38,935	\$34,398	\$46,437	-
Pinal #	64	\$35,490	\$30,433	\$45,650	Additional job levels combined
Santa Cruz	5	\$47,183	\$37,245	\$51,210	Senior Administrative Assistant
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	-	-	\$29,848	\$43,995	-
Cochise	-	-	\$29,848	\$42,819	Clerk II; Entry Level, no experience
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	3	\$41,436	\$38,788	0,740	Technical Clerk II
Greenlee	-	-	\$31,012	\$43,409	-
La Paz #	-	-	-	-	-
Maricopa	294	\$46,297	\$41,080	\$60,320	Admin./Operations Specialist
Mohave	21	\$37,462	\$31,200	\$53,082	Office Assistant
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$38,986	\$34,599	\$45,262	Office Assistant
Yavapai	8	\$36,031	\$34,442	\$52,921	Records Clerk
Yuma	5/4/2	\$30,701/\$35,334/\$40,248	\$30,201/\$32,697/\$37,544	\$48,734/\$52,748/\$60,548	Office Specialist I/II/III

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

**Benchmark Job Positions**

**Clerk II**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	5	\$34,507	\$32,165	\$48,247	Clerk III
Coconino	42	\$44,977	\$42,110	\$60,962	Public Service Specialist; 3 yrs experience
Gila #	7	\$34,722	\$30,557	\$45,836	Senior Admin. Clerk; 3 years exp.
Graham	-	-	-	-	-
Greenlee	1	\$41,600	\$32,448	\$45,427	-
La Paz #	-	-	-	-	-
Maricopa	201	\$50,362	\$42,640	\$66,560	-
Mohave	55/45	\$41,789/\$48,697	\$34,382/\$39,790	\$58,594/\$67,787	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.)

"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**

**Legal Assistant I/Paralegal I**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$39,457	\$36,346	\$54,518	-
Cochise	-	-	\$40,169	\$60,253	-
Coconino	7/2	\$50,576/\$54,524	\$45,560/\$52,889	\$66,033/\$76,807	Legal Assistant/Paralegal
Gila #	-	-	\$54,722	\$82,158	-
Graham	-	-	-	-	-
Greenlee	-	-	\$44,678	\$62,545	-
La Paz #	-	-	\$37,438	\$54,068	-
Maricopa	171	\$58,317	\$47,320	\$78,520	Entry through Journey level
Mohave	-	-	\$46,072	\$76,170	Vacant
Navajo	4	\$48,019	\$45,547	\$56,881	-
Pima	87	\$49,393	\$46,097	\$62,230	-
Pinal #	14	\$46,723	\$39,411	\$59,117	Paralegal I
Santa Cruz	9	\$42,342	\$37,259	\$48,743	-
Yavapai	6	\$57,081	\$50,444	\$78,188	-
Yuma	6	\$55,796	\$52,603	\$84,801	-

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

**Benchmark Job Positions**

**Legal Assistant II/Paralegal II**

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$43,302	\$37,969	\$56,953	Legal Assist. II
Cochise	1	-	\$42,917	\$64,375	-
Coconino	9/2	\$53,937/\$58,878	\$49,116/\$57,148	\$71,260/\$83,069	Legal Assistant II/Paralegal II
Gila #	1	\$75,329	\$59,959	\$89,939	-
Graham	1	\$67,767	\$49,247	\$76,273	Lead Legal Asst.; 5 years exp.
Greenlee	-	-	\$44,678	\$62,545	-
La Paz #	148	\$56,297	\$43,680	\$68,328	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	\$49,049	\$61,255	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**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Legal Assistant III or Paralegal III**

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	0/1	- / \$46,979	\$39,675/\$41,465	\$59,512/\$62,197	Legal Assist. III, IV
Cochise	4	\$47,388	\$45,665	\$68,497	-
Coconino					Legal Assistant Senior
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	1	\$62,400	\$44,678	\$62,545	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	\$54,141	\$67,614	Supervising Legal Assistant
Pima	-	-	-	-	-
Pinal #	5	\$56,896	\$42,564	\$65,974	Senior Paralegal
Santa Cruz	1	\$50,909	\$42,140	\$57,940	Legal Support Supervisor
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	-	-	\$31,930	\$47,895	-
Cochise	4	\$38,875	\$32,656	\$48,984	-
Coconino	7	\$50,576	\$45,650	\$66,033	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	-	-	\$31,200	\$53,082	Office Assistant
Navajo	3	\$35,802	\$35,581	\$44,436	-
Pima	43	\$43,008	\$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	-	-	\$33,330/\$34,801	\$49,995/\$52,201	Legal Secretary II/III
Cochise	3/5/13	\$38,006/\$52,656/ \$43,785	\$36,619/\$44,000/\$40,310	\$54,928/\$66,000/ \$60,464	Legal Sec. Supervisor; 5 years exp., 1 yr. supervisory exp.
Coconino	9	\$53,937	\$49,116	\$53,937	-
Gila #	5	\$45,302	\$40,536	\$60,804	Senior Legal Secretary; 5 yrs. exp.
Graham	4	\$44,349	\$38,788	\$60,074	Legal Assistant
Greenlee	-	-	\$33,945	\$47,528	-
La Paz #	-	-	-	-	-
Maricopa	218	\$52,976	\$43,680	\$70,720	2 yrs. exp.
Mohave	24/13	\$40,786/\$48,923	\$34,382/\$39,790	\$58,594/\$67,787	Office Assistant Senior
Navajo	6	\$43,455	\$38,317	\$47,852	-
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	-	-	\$29,848	\$43,995	Librarian Technical Services I
Cochise	5	\$34,474	\$33,716	\$50,574	Branch Library Manager; AA+ 1 yr exp, 1 yr office
Coconino	-	-	-	-	-
Gila #	1	\$69,133	\$57,302	\$58,953	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$43,888	\$38,205	\$55,347	-
Maricopa	35	\$65,589	\$55,000	\$86,000	Entry through Journey level
Mohave	3	\$60,833	\$53,352	\$88,213	-
Navajo	2	\$39,840	\$36,470	\$45,547	Library Tech.
Pima	70	\$54,014	\$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	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	- / 2	- / \$49,537	\$29,957/\$30,598	\$44,935/\$45,897	Librarian Technical Services II, III
Cochise	1	\$38,357	\$55,566	\$83,350	Systems Librarian; MLS + 3 yrs
Coconino	1	\$70,021	\$52,889	\$76,807	Law Library Supervisor
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	2	\$70,148	\$68,078	\$112,486	Library Services Manager; Master's degree, 5 years exp.
Navajo	-	-	-	-	-
Pima	21	\$63,129	\$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**  
**Salary and Benefit Survey**

**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$37,969	\$56,953	Office Manager
Cochise	8	\$49,351	\$46,017	\$69,025	Business Manager; 2 yrs. exp.
Coconino	23	\$67,044	\$57,148	\$83,069	Business Manager; 2 yrs. exp.
Gila #	1	\$50,495	\$41,955	\$62,933	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	3	\$45,476	\$38,397	\$56,690	-
Maricopa	50	\$69,499	\$57,250	\$90,000	Administrative Supervisor; 5 yrs. exp.
Mohave	2	\$53,664	\$48,381	\$80,018	-
Navajo	4	\$50,328	\$42,294	\$52,820	Office Manager
Pima	3	\$42,679	\$39,820	\$53,757	-
Pinal #	3	\$54,534	\$49,647	\$76,953	Administrative Supervisor
Santa Cruz	3	\$50,350	\$42,140	\$57,940	Administrative Supervisor
Yavapai	5	\$64,456	\$50,444	\$78,188	Office Manager
Yuma	-	-	-	-	-

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

**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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$36,346	\$54,518	H.R. Technician
Cochise	3	\$56,404	\$52,399	\$78,599	H.R. Generalist
Coconino	4	\$54,955	\$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	40	\$62,351	\$52,000	\$83,200	Entry Level
Mohave	-	-	\$48,381	\$80,018	H.R. Generalist; AA degree & 3 years exp.
Navajo	2	\$47,268	\$46,685	\$58,304	-
Pima	9	\$54,369	\$52,251	\$73,151	-
Pinal #	5	\$50,868	\$45,969	\$71,252	Senior H.R. Analyst; Additional job levels combined
Santa Cruz	1	\$52,976	\$44,289	\$57,940	-
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**  
**Salary and Benefit Survey**

**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	\$49,852	\$41,465	\$62,197	H.R. Specialist
Cochise	1	\$63,000	\$56,542	\$84,814	H.R. Analyst, Benefits Specialist
Coconino	4	\$69,471	\$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	1	\$60,881	\$52,977	\$74,172	-
La Paz #	-	-	-	-	-
Maricopa	39	\$73,819	\$60,000	\$102,500	2 years exp.
Mohave	3	\$66,310	\$56,014	\$92,581	-
Navajo	1	\$52,819	\$51,532	\$64,356	Senior Human Resources Analyst
Pima	9	\$60,782	\$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**  
**Salary and Benefit Survey**

**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	-	-	\$29,848	\$43,995	-
Cochise	1/0/8	\$32,302/ - / \$37,381	\$29,848/\$31,602/\$33,355	\$42,820/\$46,426/\$50,032	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	293	\$45,993	\$39,832	\$60,320	Administrative Specialist; 2 yrs exp
Mohave	55	\$41,789	\$34,382	\$58,594	Senior Office Assistant
Navajo	6	\$34,474	\$32,234	\$40,256	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
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	1	\$34,447	\$31,256	\$46,885	-
Cochise	18	\$36,830	\$35,651	\$53,476	Clerk Level II
Coconino	3	\$46,320	\$45,560	\$66,033	Court Tech. I
Gila #	6	\$48,577	\$46,198	\$69,297	-
Graham	4	\$41,741	\$40,089	\$62,088	-
Greenlee	-	-	-	-	-
La Paz #	3	\$38,535	\$35,946	\$45,518	-
Maricopa	189	\$54,216	\$44,616	\$72,800	3 yrs. exp.
Mohave	4	\$37,898	\$37,898	\$64,501	-
Navajo	1	38,317	\$38,317	\$47,852	-
Pima	2	\$41,857	\$43,304	\$41,857	-
Pinal #	14	\$32,240	\$30,433	\$45,650	Additional Job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	16	\$43,642	\$41,500	\$64,325	-
Yuma	13/2	0/\$50,845	\$39020/\$42,931	\$66441/\$73,113	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1 / -	\$39,488/ -	\$34,056/\$37,147	\$51,084/\$55,720	Court Room Clerk II,III
Cochise	9	\$42,914	\$37,377	\$56,065	Clerk Lead/Specialist/Senior/Supervisor Level III
Coconino	4	\$51,349	\$49,116	\$71,260	Court Tech. II; Pass background check
Gila #	-	-	-	-	-
Graham	1	\$44,735	\$41,361	\$64,057	Senior Courtroom Clerk
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	13	\$61,760	\$49,920	\$75,920	5 yrs. exp.
Mohave	8	\$43,371	\$39,790	\$67,787	-
Navajo	6	\$43,618	\$41,263	\$51,532	-
Pima	14	\$45,670	\$41,811	\$56,445	-
Pinal #	14	\$32,240	\$30,433	\$45,650	Additional Job levels combined
Santa Cruz	2	\$53,165	\$42,358	\$56,527	Court Clerk; Principal
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>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	2	\$35,876	\$31,256	\$46,885	Justice Court Clerk
Cochise	-	-	-	-	Combined with Courtroom Clerk
Coconino	6	\$49,364	\$45,560	\$66,033	Justice Court Specialist II
Gila #	-	-	-	-	-
Graham	4	\$40,355	\$38,788	\$60,074	Justice Court Clerk
Greenlee	2	\$36,088	\$31,012	\$43,409	-
La Paz #	5	\$35,514	\$35,221	\$51,304	-
Maricopa	631	\$45,439	\$39,832	\$60,320	-
Mohave	11	\$34,540	\$34,382	\$58,594	Court Services Asst.; 1 year exp.
Navajo	4	\$39,419	\$38,317	\$47,852	-
Pima	58	\$46,610	\$41,811	\$56,445	-
Pinal #	-	-	-	-	-
Santa Cruz	10	\$39,551	\$36,350	\$47,554	-
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	9	\$42,914	\$37,377	\$56,065	-
Coconino	5	\$54,126	\$49,116	\$71,260	-
Gila #	2	\$42,164	\$39,186	\$58,779	4 years exp.
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	229	\$50,555	\$40,872	\$66,560	Justice System Clerk; 3 years exp.
Mohave	7/4	\$41,688/\$54,558	\$37,898/\$41,787	\$64,501/\$69,077	Senior Court Services Asst./ Asst. II; 3 years exp.
Navajo	6	\$44,844	\$41,263	\$51,532	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	4	\$43,254	\$38,744	\$53,803	Senior Court Clerk
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$50,676	\$44,324	\$66,486	-
Cochise	17	\$44,678	\$41,829	\$62,743	-
Coconino	2	\$53,200	\$49,116	\$71,260	-
Gila #	10	\$58,679	\$54,772	\$82,158	-
Graham	7	\$55,296	\$49,104	\$76,050	Adult & Juvenile Probation Officer
Greenlee	3	\$45,780	-	-	-
La Paz #	2	\$52,086	\$44,905	\$65,501	-
Maricopa	811	\$73,715	\$63,336	\$85,280	-
Mohave	16	\$53,617	\$50,794	\$83,928	-
Navajo	4	\$46,685	\$46,685	\$58,304	-
Pima	147	\$55,515	\$49,763	\$69,668	-
Pinal #	-	-	-	-	-
Santa Cruz	2	\$51,920	\$47,695	\$62,395	-
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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	4/3	\$52,682/\$55,995	\$46,352/\$48,481	\$69,528/\$72,722	Probation Officer II/ III
Cochise	7	\$56,663	\$48,240	\$72,360	Probation Regional Supervisor/Senior
Coconino	28	\$61,465	\$52,889	\$76,807	Probation Officer II
Gila #	-	-	-	-	-
Graham	3	\$68,941	\$58,437	\$90,506	Adult & Juvenile Probation Officer Supervisor
Greenlee	-	-	-	-	-
La Paz #	2	\$61,146	\$49,402	\$68,630	-
Maricopa	-	-	-	-	-
Mohave	13/11	\$58,093/\$74,080	\$53,352/\$68,078	\$88,213/\$112,486	Senior Deputy Probation Officer
Navajo	14/2	\$54,886/\$66,830	\$52,820/\$62,787	\$65,965/\$78,412	Probation Officer II/III
Pima	27	\$62,425	\$54,863	\$76,809	-
Pinal #	67	\$52,233	\$42,564	\$65,974	Additional job levels combined
Santa Cruz	8	\$62,169	\$52,646	\$68,872	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$66,733	\$100,099	Deputy County Attorney I
Cochise	2	\$82,000	\$66,242	\$99,362	-
Coconino	4	\$86,059	\$80,000	\$117,600	-
Gila #	3	\$78,483	\$73,264	\$109,896	-
Graham	-	-	\$75,343	\$116,692	Deputy County Attorney I; Vacant
Greenlee	-	-	-	-	-
La Paz #	-	-	\$53,833	\$79,652	-
Maricopa	120	\$83,859	\$77,500	\$122,000	-
Mohave	4	\$76,842	\$71,490	\$114,754	-
Navajo	2	\$87,687	\$84,441	\$90,934	-
Pima	64	\$83,997	\$78,500	\$149,150	-
Pinal #	9	\$72,719	\$66,920	\$107,072	Additional job levels combined
Santa Cruz	1	\$82,140	\$73,624	\$102,241	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$74,939	\$112,408	Deputy County Attorney II
Cochise	3	\$86,831	\$74,957	\$112,435	2 years exp.
Coconino	5	\$94,083	\$86,630	\$127,346	-
Gila #	2	\$85,601	\$80,347	\$120,521	-
Graham	-	-	\$79,867	\$123,698	Deputy County Attorney II
Greenlee	-	-	-	-	-
La Paz #	5	\$74,800	\$59,717	\$88,393	-
Maricopa	157	\$101,880	\$95,000	\$138,500	-
Mohave	6	\$93,246	\$78,811	\$126,485	-
Navajo	2	\$100,930	\$95,537	\$102,883	-
Pima	71	\$102,669	\$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	1	\$92,500	\$84,223	\$126,335	Deputy County Attorney III
Cochise	14	\$97,104	\$81,834	\$122,750	-
Coconino	14	\$105,125	\$93,824	\$137,921	-
Gila #	2	\$97,000	\$88,157	\$132,236	-
Graham	1	\$115,318	\$95,700	\$148,220	Chief Civil Deputy County Attorney
Greenlee	-	-	-	-	-
La Paz #	-	-	\$66,305	\$98,136	-
Maricopa	272	\$125,813	\$105,000	\$160,000	-
Mohave	10	\$97,359	\$86,902	\$139,443	-
Navajo	7	\$112,393	\$108,092	\$134,992	-
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	9	\$111,200	\$94,510	\$141,764	10 yrs exp.
Coconino	9	\$116,918	\$101,629	\$149,395	Supervisory position
Gila #	-	-	-	-	-
Graham	1	\$115,653	\$86,566	\$134,074	Asst. Chief Deputy County Attorney
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	162	\$152,573	\$120,000	\$180,000	-
Mohave	18	\$122,142	\$95,805	\$153,733	-
Navajo	9	\$130,075	\$113,564	\$141,826	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
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	-	-	-	-	-
Coconino	\$7	\$138,443	\$110,097	\$161,843	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	55	\$180,695	\$149,000	\$204,000	8 years exp.
Mohave	-	-	-	-	-
Navajo	1	\$123,678	\$122,296	\$152,731	-
Pima	26	\$123,146	\$106,223	\$201,824	Attorney Supervisor
Pinal #	-	-	-	-	-
Santa Cruz	4	\$109,725	\$99,016	\$137,503	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	\$132,688	\$122,047	\$183,071	Administrative Deputy Attorney
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	39	\$101,721	\$81,979	\$131,166	-
Santa Cruz	2	\$119,021	\$123,658	\$171,722	Chief Deputy County Attorney Criminal or Civil
Yavapai	-	-	-	-	-
Yuma	14	\$137,303	\$116,126	\$187,220	-

"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**

**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	\$43,100	\$37,191	\$61,635	-
Coconino	3	\$61,038	\$45,560	\$76,807	Animal Management Officer/ AA degree and 2 yrs. exp.
Gila #	4	\$44,392	\$41,955	\$62,933	-
Graham	2	\$49,751	\$42,689	\$66,116	-
Greenlee	1	\$47,444	\$38,916	\$55,972	-
La Paz #	1	\$38,168	\$31,959	\$47,351	-
Maricopa	21	\$51,420	\$43,160	\$63,440	1 year exp.
Mohave	5	\$50,794	\$34,382	\$58,594	-
Navajo	2	\$39,790	\$37,382	\$46,685	-
Pima	19	\$46,620	\$39,820	\$53,757	-
Pinal #	7	\$37,128	\$36,157	\$54,236	Additional job levels
Santa Cruz	4	\$44,362	\$37,438	\$49,961	Animal Care & Control Officer
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	10	\$39,537	\$37,969	\$56,953	-
Cochise	45	\$47,428	\$45,000	\$57,789	D.O. II
Coconino	26	\$44,804	\$41,671	\$62,318	-
Gila #	29	\$49,446	\$40,536	\$60,804	-
Graham	27	\$45,517	\$44,046	\$68,219	-
Greenlee	3	\$41,745	\$40,497	\$56,700	-
La Paz #	15	\$36,379	\$34,133	\$47,991	-
Maricopa	1,336	\$61,664	\$52,416	\$69,680	Only one level
Mohave	82	\$59,988	\$37,898	\$64,501	-
Navajo	14	\$42,447	\$42,294	\$52,820	-
Pima	297	\$52,078	\$51,814	\$55,714	-
Pinal #	123	\$50,898	\$41,800	\$54,845	-
Santa Cruz	27	\$44,193	\$42,766	\$59,388	-
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 / -	\$41,063/ -	\$39,675/\$41,465	\$56,512/\$62,197	Detention Officer II/III
Cochise	6	\$60,733	\$59,233	\$66,388	Detention Officer III, Corporal
Coconino	37	\$61,049	\$52,757	\$72,202	Detention Officer II
Gila #	9	\$60,429	\$50,066	\$75,099	2 years exp.
Graham	6	\$51,586	\$49,247	\$76,273	Detention Sergeant
Greenlee	10	\$49,940	\$42,681	\$59,758	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	6	\$68,404	\$41,787	\$69,077	-
Navajo	8/18	\$46,002/\$50,502	\$44,436/\$47,852	\$55,494/\$59,761	II/III
Pima	52	\$59,616	\$58,500	\$62,595	-
Pinal #	123	\$50,898	\$41,800	\$54,845	-
Santa Cruz	1	\$48,887	\$46,054	\$63,955	-
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 governing 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	2	\$51,220	\$48,481	\$72,722	Detention Sergeant
Cochise	5 / 2	\$69,053/ \$95,504	65383/\$81,449	73,010/\$98,104	Sergeant/ Lieutenant
Coconino	12	\$86,710	\$59,427	\$81,330	Detention Sergeant
Gila #	3	\$72,490	\$66,840	\$100,260	5 years exp. + 2 years supervisory exp.
Graham	2	\$55,835	\$52,726	\$81,663	Detention Lieutenant
Greenlee	2	\$52,790	\$44,678	\$62,545	-
La Paz #	-	-	\$62,126	\$87,817	-
Maricopa	183	\$79,587	\$67,600	\$90,480	-
Mohave	5	\$77,730	\$50,794	\$83,928	-
Navajo	5	\$59,470	\$58,304	\$72,813	Detention Sergeant
Pima	29	\$74,600	\$73,842	\$79,011	-
Pinal #	2	\$68,952	\$53,619	\$83,109	-
Santa Cruz	8	\$53,495	\$49,595	\$79,871	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	\$58,285	\$48,481	\$72,722	Deputy Sheriff
Cochise	45	\$55,225	\$55,000	\$59,046	-
Coconino	2	\$58,760	\$58,760	\$58,760	Deputy Recruit
Gila #	26	\$62,279	\$54,772	\$82,158	-
Graham	12	\$61,438	\$51,878	\$80,347	-
Greenlee	8	\$64,563	\$52,977	\$74,172	-
La Paz #	13	\$50,000	\$45,902	\$63,768	-
Maricopa	376	\$80,670	\$66,560	\$94,640	Only one level
Mohave	65	\$71,644	\$48,381	\$80,018	-
Navajo	2	\$54,141	\$54,141	\$54,141	-
Pima	184	\$59,007	\$58,500	\$59,007	-
Pinal #	185	\$59,241	\$58,500	\$62,595	-
Santa Cruz	11	\$52,464	\$49,595	\$68,872	-
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>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	9	\$61,870	\$60,127	\$66,648	Additional position levels
Coconino	-	-	-	-	Deputy Rrcruit
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	21	\$64,523	\$61,255	\$74,456	-
Pima	38	\$67,120	\$65,725	\$70,325	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	9	\$58,402	\$53,408	\$74,168	-
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>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	11	\$70,652	\$68,225	\$75,275	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	8	\$73,181	\$65,965	\$92,820	Master Deputy
Pima	70	\$77,264	\$73,842	\$79,011	-
Pinal #	152	\$63,336	\$53,722	\$70,488	-
Santa Cruz	6	\$61,053	\$57,515	\$79,871	Deputy Corporal
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$39,899	\$37,969	\$56,953	Dispatcher/Matron
Cochise	-	-	-	-	Contracted Position
Coconino	-	-	-	-	-
Gila #	10	\$46,920	\$40,536	\$60,804	-
Graham	11	\$44,589	\$41,361	\$64,057	-
Greenlee	5	\$44,241	\$40,497	\$56,700	-
La Paz #	11	\$40,182	\$34,816	\$50,052	-
Maricopa	17	\$52,493	\$56,160	\$79,040	1 yr exp.
Mohave	7	\$47,751	\$41,787	\$69,077	18 week telecommunications course
Navajo	4	\$46,685	\$46,685	\$46,685	-
Pima	41	\$44,921	\$43,902	\$59,267	-
Pinal #	152	\$63,336	\$53,722	\$70,488	Emergency Dispatch, Senior
Santa Cruz	7	\$45,397	\$42,766	\$59,388	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$45,726	\$39,675	\$59,512	Lead Dispatcher/Matron
Cochise	-	-	-	-	Contracted Position
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	2	\$47,641	\$44,046	\$68,219	Lead Dispatcher
Greenlee	1	\$59,342	\$44,678	\$62,545	-
La Paz #	1	\$54,246	\$50,848	\$72,147	911 Dispatch Manager
Maricopa	-	-	-	-	-
Mohave	3/3	\$64,785/\$79,165	\$46,072/\$50,794	\$76,170/\$83,928	Public Safety Dispatcher Senior/Lead
Navajo	4/2	\$50,597/\$59,761	\$49,049/\$52,820	\$61,255/\$65,965	Dispatch, Communication Lead
Pima	9	\$57,238	\$49,763	\$69,668	-
Pinal #	152	\$63,336	\$53,722	\$70,488	Emergency Dispatch, Senior
Santa Cruz	2	\$55,379	\$49,595	\$76,022	Public Safety Telecommunicator Supervisor
Yavapai	-	-	-	-	-
Yuma	1	\$60,216	\$51,875	\$83,595	-

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

**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$56,820	\$85,230	Detective
Cochise	3	\$54,566	\$49,937	\$74,905	Defense Investigator (non-POST position); 5 years exp.
Coconino	6	\$84,686	\$68,829	\$94,198	Detective; Background check & polygraph
Gila #	-	-	-	-	-
Graham	2	\$74,275	\$53,178	\$82,361	Detective
Greenlee	1	\$76,710	\$55,619	\$77,875	-
La Paz #	1	\$54,246	\$47,842	\$66,646	-
Maricopa	46	\$90,490	\$64,480	\$99,840	5 yrs exp.
Mohave	6	\$55,560	\$48,381	\$80,018	-
Navajo	1	\$71,750	\$64,356	\$80,372	-
Pima	16	\$71,648	\$60,487	\$84,487	Criminal Investigator
Pinal #	8	\$65,624	\$49,647	\$76,953	-
Santa Cruz	5	\$60,183	\$54,744	\$76,022	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	\$72,312	\$52,889	\$76,807	Chief Investigator; 4 years exp.
Gila #	5	\$71,772	\$54,772	\$82,158	5 years exp.
Graham	1	\$81,472	\$55,807	\$86,433	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	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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

**Benchmark Job Positions**

**Sergeant**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	3	\$67,370	\$56,820	\$85,230	-
Cochise	15/6	\$84,647/\$74,863	\$82,291/\$74,552	\$89,057/\$82,884	Sergeant/Deputy Sheriff Corporal
Coconino	10	\$94,273	\$79,746	\$109,138	3 yrs. exp. as Peace Officer; Polygraph & POST cert.
Gila #	8	\$79,336	\$63,855	\$95,783	-
Graham	3	\$79,099	\$55,807	\$86,433	Patrol Sergeant
Greenlee	2	\$80,912	\$56,472	\$79,060	-
La Paz #	5	\$57,304	\$5,484	\$79,758	-
Maricopa	115	\$103,421	\$93,600	\$118,560	4 years exp.
Mohave	17	\$89,907	\$58,822	\$97,178	-
Navajo	10	\$86,079	\$78,412	\$121,643	-
Pima	45	\$84,570	\$82,961	\$87,109	-
Pinal #	34	\$78,624	\$57,909	\$89,759	-
Santa Cruz	5	\$68,435	\$61,937	\$86,012	-
Yavapai	21	\$92,380	\$74,528	\$115,519	-
Yuma	18	\$85,892	\$80,392	\$129,625	Public Safety Sergeant

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

Benchmark Job Positions

**Lieutenant**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	-	-	\$59,479	\$85,230	-
Cochise	4/1/2002	\$104,000/\$114,698/\$110,250	\$97,532/\$114,698/\$110,250	\$106,600/\$129,060/\$115,581	Lieutenant, Commander, Captain; 7 yrs. exp.
Coconino	5	\$127,942	\$92,395	\$126,449	5 yrs. exp. as Peace Officer; Polygraph & POST cert.
Gila #	2	\$93,290	\$76,719	\$115,079	-
Graham	1	\$85,311	\$58,437	\$90,506	Patrol Lieutenant
Greenlee	1	\$92,268	\$65,000	\$95,000	-
La Paz #	4	\$84,032	\$59,611	\$84,032	-
Maricopa	41	\$125,571	\$108,264	\$150,000	1 yr exp as Sergeant
Mohave	4	\$107,635	\$68,078	\$112,486	7 years exp.
Navajo	-	-	\$88,716	\$137,628	-
Pima	23	\$123,418	\$116,206	\$139,447	-
Pinal #	7	\$91,478	\$92,699	\$102,322	-
Santa Cruz	3	\$86,060	\$75,465	\$104,797	Commander
Yavapai	6	\$116,656	\$86,276	\$133,728	-
Yuma	6/3	\$102,200/\$124,390	\$89,544/\$99,652	\$144,331/\$160,617	Lieutenant/ Captain

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

**Benchmark Job Positions**

**Building Inspector I**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$34,801	\$52,201	-
Cochise	3	\$50,897	\$43,158	\$64,738	-
Coconino	6	\$49,868	\$45,560	\$71,260	Building Inspector I, II (Avg. all positions)
Gila #	2	\$47,931	\$44,387	\$66,581	-
Graham	2	\$58,668	\$53,178	\$82,361	Building & Zoning Inspector
Greenlee	-	-	-	-	-
La Paz #	2	\$39,399	\$39,399	\$58,127	-
Maricopa	47	\$67,530	\$54,080	\$91,520	2 years exp.
Mohave	4	\$57,564	\$53,352	\$88,213	-
Navajo	3	\$46,287	\$43,352	\$54,141	-
Pima	6	\$48,593	\$47,393	\$66,350	-
Pinal #	9	\$51,189	\$42,564	\$65,974	-
Santa Cruz	1	\$48,421	\$44,273	\$60,873	-
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**  
**Salary and Benefit Survey**

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	-	-	\$37,969/\$41,465	\$56,953/\$62,197	Building Inspector II/III
Cochise	-	-	-	-	-
Coconino	-	-	\$52,889	\$76,807	Lead Building Inspector; B5, R5 certifications
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$46,435	\$64,706	-
Maricopa	12	\$85,571	\$66,040	\$97,420	5 years exp.
Mohave	1 / 1 / 1	\$78,000/\$70000	\$57,117	\$104,021	Building Inspector II/Senior
Navajo	-	-	\$45,547	\$56,881	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$51,343	\$70,594	-
Yavapai	9	\$59,795	\$50,444	\$78,188	-
Yuma	-	-	-	-	-

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

**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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$89,018	\$78,516	\$117,774	Director Building & Maintenance
Cochise	1	\$54,308	\$49,920	\$74,880	Facilities Maintenance Supervisor; 7 yrs.
Coconino	10	\$66,704	\$61,568	\$89,565	Trades Supervisor
Gila #	1	\$56,172	\$50,066	\$75,099	-
Graham	1	\$64,368	\$59,511	\$92,170	-
Greenlee	-	-	-	-	-
La Paz #	1	\$41,496	\$40,444	\$59,832	-
Maricopa	9	\$90,917	\$72,000	\$110,000	Trades Supervisor; 5 years exp.
Mohave	1	\$66,206	\$58,822	\$97,178	Administrator-Facilities; 3 years exp.
Navajo	-	-	\$49,049	\$61,255	Senior Bldg. & Zoning Inspector
Pima	6	\$64,945	\$60,487	\$84,682	-
Pinal #	1	\$52,894	\$45,969	\$71,252	-
Santa Cruz	1	\$70,490	\$64,452	\$86,012	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$46,352	\$69,528	GIS Analyst
Cochise	-	-	\$54,595	\$81,892	GIS Analyst (CAD Drafting falls under Engineering Tech.)
Coconino	3	\$58,374	\$61,568	\$89,565	GIS Analyst I
Gila #	-	-	-	-	-
Graham	-	-	\$44,046	\$68,219	Title Examiner; Vacant
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	18	\$59,535	\$50,480	\$81,120	GIS Tech.
Mohave	1	\$66,352	\$43,867	\$72,530	GIS Tech.
Navajo	-	-	-	-	-
Pima	16	\$64,554	\$60,487	\$84,682	-
Pinal #	3	\$46,911	\$42,564	\$65,974	GIS Cartography Specialist
Santa Cruz	1	\$56,547	\$42,373	\$53,803	GIS Tech.
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**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

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

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	1	\$71,612	\$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	8	\$72,826	\$55,120	\$88,400	GIS Tech. Senior, Lead
Mohave	1	\$80,579	\$61,755	\$102,086	GIS Coordinator
Navajo	-	-	-	-	-
Pima	20	\$74,653	\$66,536	\$93,150	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$60,270	\$46,532	\$60,873	GIS Tech. Senior
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	-	-	\$33,330	\$49,995	Civil Engineering Aide I
Cochise	1	\$82,504	\$67,795	\$101,692	-
Coconino	2	\$75,715	\$57,148	\$95,428	Civil Engineer Comprehensive
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$56,014	\$92,581	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	- / 3	- /\$50,102	\$36,346/\$39,675	\$54,518/\$59,512	Civil Engineering Aide II,III
Cochise	- / - / 2	- /-\$107,016	\$71,979/\$71,979/\$90,392	\$107,969/\$107,969/\$135,589	P.E., C.E. Level II; Level III
Coconino	-	-	-	-	See Engineering in Training Position
Gila #	1	\$115,332	\$84,157	\$126,236	-
Graham	1	\$93,630	\$86,566	\$134,074	Deputy County Engineer
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	33	\$102,695	\$83,000	\$124,000	2 years exp.
Mohave	3 / -	\$77,140/ N/A	\$61,755/\$68,078	\$102,086/\$112,486	Civil Engineer Registered / Civil Engineer-Unregistered
Navajo	1	\$113,564	\$97,926	\$122,296	County Engineer
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**  
**Salary and Benefit Survey**

**Benchmark Job Positions**

**Custodian**

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	7	\$22,703	\$29,848	\$43,995	Includes part-time positions
Cochise	17	\$34,536	\$30,746	\$46,120	Custodians/Grounds/ Mail Clerk
Coconino	5	\$42,774	\$40,597	\$58,004	1 year exp.
Gila #	2	\$30,784	\$28,704	\$43,056	-
Graham	2	\$42,792	\$38,788	\$60,074	Maintenance Custodial Worker
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	32	\$43,762	\$34,840	\$50,440	-
Mohave	16	\$34,954	\$31,200	\$53,082	-
Navajo	3	\$31,429	\$29,933	\$37,382	-
Pima	3	37,-861	\$32,760	\$44,226	-
Pinal #	36	\$29,889	\$27,920	\$41,880	-
Santa Cruz	15	16.01 p/hr.	14.85 p/hr.	20.71 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**  
**Salary and Benefit Survey**

**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$42,395	\$63,592	Civil Engineering Technician I
Cochise	9	44,974	\$41,618	\$62,427	Engineering Tech I/ CAD Engineering Tech.
Coconino	1	\$64,047	\$49,116	\$71,260	Bachelor's degree, 2 years exp.
Gila #	-	-	-	-	-
Graham	1	\$56,892	\$50,577	\$78,332	Engineering Tech. II
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	5	\$62,063	\$45,240	\$78,520	2 yrs exp.
Mohave	1	\$53,934	\$43,867	\$72,530	-
Navajo	-	-	-	-	-
Pima	8	\$62,282	\$54,863	\$76,809	-
Pinal #	4	\$51,646	\$45,969	\$71,252	Civil Engineering Tech. & Senior combined
Santa Cruz	-	-	-	-	-
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**  
**Salary and Benefit Survey**

**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$46,352	\$69,528	Civil Engineering Technician II
Cochise	1	\$59,035	\$49,942	\$74,913	AA+5 yrs. exp.
Coconino	1	\$88,336	\$70,984	\$103,403	Engineering Supervisor
Gila #	2	\$65,548	\$59,959	\$89,939	7 years exp.
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3/10	\$52,874/\$64,678	\$46,072/\$50,794	\$76,170/\$83,928	Senior Engineering Tech.(5 yrs. exp.)/Specialist (5 yrs. exp.)
Navajo	-	-	-	-	-
Pima	12	\$75,912	\$60,487	\$84,682	-
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$42,645	\$37,147	\$55,720	-
Cochise	4	\$41,600	\$35,344	\$53,015	1 yr experience
Coconino	-	-	\$45,560	\$58,008	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	2	\$51,126	\$46,072	\$76,170	-
Navajo	1	\$45,603	\$42,294	\$52,820	-
Pima	2	\$48,112	\$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**  
**Salary and Benefit Survey**

**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$46,332	\$39,675	\$59,512	-
Cochise	2/3/2003	\$45,240/\$53,040/\$56,853	\$41,376/\$45,800/\$51,256	\$62,064/\$68,700/\$76,884	Mechanic II (3 yrs. exp.); III (5 yrs. exp.) IV (7 yrs. exp.)
Coconino	2	\$55,320	\$49,116	\$71,260	Heavy Equipment Mechanic II-Apprentice
Gila #	1	\$46,874	\$64,955	\$62,933	-
Graham	1	\$53,936	\$47,949	\$74,262	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$33,556	\$49,719	-
Maricopa	18	\$70,117	\$56,160	\$81,120	2-3 yrs exp.
Mohave	2	\$58,011	\$50,794	\$83,928	5 yrs exp.
Navajo	2	\$48,056	\$46,685	\$58,304	-
Pima	5	\$60,517	\$52,251	\$73,151	Fleet Svc. Auto Spec. IV
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$53,659	\$45,754	\$70,919	Mechanic II; 2 yrs 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**  
**Salary and Benefit Survey**

**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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$48,404	\$41,465	\$62,197	-
Cochise	1	\$59,280	\$55,896	\$83,844	Operations Supervisors Fleet, Heavy; 3 yrs. super. exp.
Coconino	2	\$59,582	\$61,568	\$89,565	Heavy Equipment Mechanic Lead
Gila #	2	\$60,499	\$52,362	\$78,543	-
Graham	1	\$67,767	\$49,247	\$76,273	Equipment Mechanic III
Greenlee	-	-	-	-	-
La Paz #	1	\$56,409	\$36,287	\$56,409	-
Maricopa	4	\$82,511	\$65,000	\$96,000	5 years exp.
Mohave	1	\$56,597	\$53,352	\$88,213	-
Navajo	-	-	\$47,852	\$59,761	Equipment Mechanic Senior
Pima	3	\$66,138	\$60,487	\$84,682	Fleet Svc. 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	-	-	\$36,346	\$54,518	-
Cochise	10	\$35,776	\$31,328	\$46,993	1 yr experience
Coconino	4	\$41,247	\$40,596	\$58,008	Operator I; AZ CDL & Class B commercial license
Gila #	9	\$44,512	\$39,186	\$58,779	-
Graham	-	-	-	-	-
Greenlee	4	\$36,857	\$35,526	\$49,732	-
La Paz #	-	-	-	-	-
Maricopa	53	\$56,890	\$43,680	\$66,650	1 yr experience
Mohave	22	\$38,810	\$37,898	\$64,501	Road Maintenance Worker
Navajo	11	\$39,997	\$38,317	\$47,852	-
Pima	27	\$45,617	\$39,820	\$53,757	-
Pinal #	18	\$34,445	\$33,172	\$49,758	-
Santa Cruz	2	\$43,468	\$37,799	\$52,491	-
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	2	\$44,959	\$38,810	\$58,216	-
Cochise	14	\$43,417	\$35,199	\$52,799	3 yrs experience
Coconino	4	\$49,358	\$45,560	\$66,033	Operator II; AZ CDL & Class B commercial license
Gila #	10	\$50,106	\$44,387	\$66,581	-
Graham	11	\$52,728	\$47,949	\$74,262	Highway Operations Tech. II
Greenlee	16	\$50,772	\$41,600	\$58,240	-
La Paz #	-	-	-	-	-
Maricopa	32	\$59,791	\$47,320	\$72,800	3 yrs experience
Mohave	14	\$44,931	\$41,787	\$69,077	Senior Road Maintenance Worker
Navajo	9	\$43,123	\$41,263	\$51,532	-
Pima	15	\$49,331	\$43,902	\$59,267	-
Pinal #	78	\$40,893	\$36,157	\$54,236	Senior Operator
Santa Cruz	2	\$44,311	\$40,705	\$56,527	Heavy Equipment Operator
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$48,154	\$41,465	\$62,197	-
Cochise	11	\$47,651	\$40,417	\$60,221	5 yrs experience
Coconino	13	\$54,326	\$49,116	\$71,260	AZ CDL class A license
Gila #	-	-	-	-	-
Graham	2	\$64,681	\$49,247	\$76,273	Highway Operations Tech. III
Greenlee	5	\$59,945	\$42,681	\$59,758	-
La Paz #	-	-	-	-	-
Maricopa	10	\$66,341	\$52,000	\$76,960	5 years exp.
Mohave	27	\$52,045	\$46,072	\$76,170	Road Maintenance Work Specialist; 5 years exp.
Navajo	2	\$50,290	\$46,685	\$58,304	-
Pima	6	\$51,721	\$46,097	\$62,230	-
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.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$34,498	\$30,598	\$45,897	Facilities and Construction Worker I
Cochise	0	-	\$32,686	\$49,030	1 yr experience
Coconino	1	\$47,862	\$45,560	\$66,033	Trade Worker I; 3 yrs. exp, class A license
Gila #	8	\$44,735	\$40,536	\$60,804	-
Graham	1	\$49,546	\$44,046	\$68,219	Utilities Maintenance Specialist
Greenlee	-	-	-	-	-
La Paz #	2	\$31,574	\$27,131	\$40,317	-
Maricopa	55	\$51,767	\$43,680	\$66,560	-
Mohave	6	\$43,313	\$37,898	\$64,501	-
Navajo	1	\$38,317	\$38,317	\$47,852	-
Pima	28	\$47,166	\$41,811	\$56,445	Trades Maint. Specialist I
Pinal #	15	\$37,419	\$33,172	\$49,758	Combined Facilities Maintenance Tech & Lead
Santa Cruz	16	\$40,479	\$35,977	\$49,961	-
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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1/7	\$39,326/\$47,310	\$34,801/\$39,675	\$52,201/\$59,512	Facilities and Construction Worker II,III
Cochise	- / 9	- /\$46,308	\$35,726/\$44,864	\$53,588/\$67,296	Facilities Maint. Worker II (3 yrs. exp.)/ III (5 yrs. exp.)
Coconino	4	\$49,246	\$45,560	\$66,033	Trades Worker II; 3 years exp.
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	4 / 7 / -	\$48,818/\$55,465	\$40,560	\$73,944	Senior(5 years exp.)/ Specialist (5 years exp.)/Lead (3 years exp.)
Navajo	4/2	\$42,250/\$46,115	\$41,263/\$42,294	\$51,532/\$52,820	II/III
Pima	2	\$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	-	-	\$39,712	\$55,148	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	-	-	\$36,346	\$54,518	-
Cochise	-	-	-	-	Mechanic I; 1 yr experience
Coconino	-	-	\$42,110	\$60,961	Mechanic Trainee-level I
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3	\$49,851	\$43,867	\$72,530	3 years exp.
Navajo	-	-	\$42,294	\$52,820	-
Pima	4	\$47,019	\$41,811	\$56,445	-
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	-	-	\$38,810/\$41,465	\$58,216/\$62,197	Automotive Mechanic II,III
Cochise	2	\$45,240	\$41,376	\$62,064	Mechanic II
Coconino	-	-	\$45,560	\$66,033	Mechanic Apprentice-level II
Gila #	5	\$41,813	\$40,536	\$60,804	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	21	\$57,472	\$48,360	\$71,240	3 years exp.
Mohave	1	\$52,874	\$48,381	\$80,018	-
Navajo	3/1	\$48,650/\$54,141	\$46,685/\$47,852	\$58,304/\$59,761	II/Senior Automotive Mechanic
Pima	5	\$54,762	\$47,393	\$66,350	-
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$45,325	\$67,988	Planner
Cochise	-	-	\$51,651	\$77,476	-
Coconino	-	-	\$49,116	\$71,260	Planner
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	13	\$69,971	\$62,000	\$98,000	2 yrs experience
Mohave	1	\$60,050	\$53,352	\$88,213	-
Navajo	-	-	\$46,685	\$58,304	-
Pima	2	\$60,492	\$57,607	\$80,649	-
Pinal #	2	\$51,584	\$49,647	\$76,953	Combined Planner & Senior
Santa Cruz	2	\$46,362	\$42,155	\$55,148	Planning & Development Tech.
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**  
**Salary and Benefit Survey**

**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	-	-	\$49,586	\$74,379	Senior Planner
Cochise	2	\$74,400	\$64,563	\$96,845	4 years exp.
Coconino	1	\$74,473	\$57,148	\$83,069	Senior Planner
Gila #	-	-	\$54,772	\$82,158	-
Graham	-	-	-	-	-
Greenlee	1	\$72,082	\$52,977	\$74,168	-
La Paz #	-	-	-	-	-
Maricopa	5	\$86,096	\$68,750	\$110,000	3 yrs experience
Mohave	-	-	\$58,822/\$64,854	\$97,178/\$107,141	Planner II (3 years exp.); Senior Planner (5 years exp.)
Navajo	2	\$56,222	\$49,049	\$61,255	-
Pima	3	\$71,532	\$66,536	\$93,150	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$51,875	\$48,869	\$67,192	Planning & Development Lead
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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	\$41,618	\$62,427	See Engineering Tech.
Coconino	-	-	-	-	-
Gila #	2	\$45,949	\$40,536	\$60,804	-
Graham	1	\$53,936	\$47,949	\$74,262	Sign Tech.
Greenlee	-	-	-	-	-
La Paz #	1	\$40,123	\$34,474	\$51,085	-
Maricopa	72	\$50,951	\$43,680	\$66,560	1 yr experience
Mohave	2/4	\$43,472/\$48,875	\$39,790/\$43,867	\$67,787/\$72,530	Sign Tech./Senior
Navajo	1/1	\$39,274/\$58,304	\$32,234/\$46,685	\$40,256/\$58,304	Sign Maintenance Tech./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	-	-	\$40,558	\$60,837	Land & Drafting Supervisor
Cochise	1	\$82,282	\$66,261	\$99,391	-
Coconino	1	\$85,423	\$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	\$84,702	\$69,160	\$99,320	-
Mohave	-	-	\$58,822	\$97,178	-
Navajo	-	-	\$62,787	\$78,412	-
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	\$54,944	\$45,325	\$67,988	Shop Foreman
Cochise	1	\$59,280	\$55,896	\$83,844	Operations Supervisor Fleet
Coconino	1	\$77,900	\$65,556	\$95,428	Fleet Srvc. Supervisor; 5 yrs. exp.+ 2 yrs. supervisory exp.
Gila #	2	\$60,499	\$52,362	\$78,543	-
Graham	1	\$66,814	\$61,773	\$95,674	Highway Dept. Deputy Dir.; 5 years exp.
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	1	\$97,474	\$75,500	\$115,000	4 years exp., supervisory exp.
Mohave	1	\$87,922	\$71,490	\$114,754	Equip. Fleet Manager.; 4 years exp.
Navajo	1	\$84,546	\$67,614	\$84,441	Fleet Operations Manager
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	1	\$53,962	\$50,835	\$70,594	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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$44,324	\$66,486	Enforcement Officer
Cochise	1	\$50,407	\$42,358	\$63,538	Code Compliance Officer
Coconino	2	\$49,699	\$45,560	\$66,033	Code Enforcement Officer; 2 years exp.
Gila #	-	-	\$52,362	\$78,543	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	47	\$67,529	\$54,080	\$91,520	2 yrs experience
Mohave	2/2	\$48,246/\$58,240	\$39,790/\$43,867	\$67,787/\$72,530	Zoning Inspector/Senior
Navajo	3 / -	\$46,287/ -	\$43,352/\$45,547	\$54,141/\$56,881	Building/Zoning Inspector I/II
Pima	4	\$55,958	\$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	4	\$38,743	\$34,056	\$51,084	Property Appraiser I
Cochise	11	\$42,773	\$36,530	\$54,796	-
Coconino	-	-	\$49,116	\$71,260	-
Gila #	1	\$40,261	\$37,904	\$56,856	-
Graham	1	\$44,735	\$41,361	\$64,057	Property Appraiser I
Greenlee	-	-	\$41,600	\$58,240	-
La Paz #	3	\$34,944	\$30,805	\$45,688	-
Maricopa	13	\$49,304	\$41,600	\$59,280	6 months experience
Mohave	2 / -	\$42,879 / -	\$39,790/\$41,787	\$67,787/\$69,077	Appraiser I/Appraiser I Underfill
Navajo	3	\$42,638	\$41,263	\$51,532	-
Pima	28	\$48,786	\$47,393	\$66,350	-
Pinal #	12	\$38,584	\$36,157	\$54,236	-
Santa Cruz	2	\$42,438	\$37,259	\$48,743	-
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	Property Appraiser II
Cochise	2	\$46,750	\$37,790	\$56,684	-
Coconino	5	\$54,905	\$52,889	\$76,807	-
Gila #	3	\$44,399	\$40,536	\$60,804	-
Graham	2	\$58,789	\$47,949	\$74,262	Property Appraiser II
Greenlee	1	\$47,174	\$42,681	\$59,758	-
La Paz #	-	-	\$31,788	\$47,032	-
Maricopa	34	\$62,801	\$52,520	\$76,440	-
Mohave	12	\$50,735	\$48,381	\$80,018	-
Navajo	2	\$45,560	\$43,352	\$54,141	-
Pima	15	\$56,120	\$52,251	\$73,151	-
Pinal #	9	\$45,906	\$42,564	\$65,974	Senior Appraiser
Santa Cruz	2	\$48,245	\$40,317	\$58,803	-
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	\$43,260	\$37,147	\$55,720	Property Appraiser III
Cochise	1	\$50,700	\$49,554	\$74,332	-
Coconino	5	\$67,535	\$57,148	\$83,069	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	1	\$54,080	\$44,678	\$62,545	-
La Paz #	-	-	-	-	-
Maricopa	10	\$71,965	\$62,920	\$86,840	2 yrs experience
Mohave	-	-	-	-	-
Navajo	2/1	\$53,085/\$62,787	\$47,852/\$54,141	\$59,761/\$67,614	Appraiser III/Chief
Pima	4	\$59,266	\$54,863	\$76,809	-
Pinal #	1	\$48,942	\$45,969	\$71,252	Lead Appraiser
Santa Cruz	1	\$58,455	\$48,385	\$67,192	Lead Appraiser
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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$46,740	\$39,675	\$59,512	-
Cochise	2	\$47,050	\$40,422	\$60,632	-
Coconino	2	\$58,577	\$57,148	\$83,068	II
Gila #	3	\$55,454	\$48,089	\$72,134	-
Graham	-	-	-	-	-
Greenlee	1	\$69,846	\$42,681	\$59,758	-
La Paz #	1	\$48,318	\$39,463	\$58,438	-
Maricopa	111	\$59,702	\$52,208	\$84,240	-
Mohave	1	\$51,334	\$48,381	\$80,018	-
Navajo	4	\$37,616	\$37,382	\$46,685	-
Pima	17	\$49,132	\$43,902	\$59,257	-
Pinal #	5	\$52,358	\$47,710	\$73,950	Senior Environmental Health Specialist
Santa Cruz	1	\$50,872	\$47,924	\$63,955	Environmental Health Specialist
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.

County	Incumbents	Pay Range			Notes
		Average	Minimum	Maximum	
Apache	1	\$51,018	\$47,404	\$71,106	Environmental Health Coordinator
Cochise	2/1	\$50,550/\$59,405	\$45,587/\$50,753	\$68,381/\$59,405	II/III
Coconino	1	\$70,225	\$61,567	\$89,565	III; B.A.
Gila #	-	-	-	-	-
Graham	1	\$57,517	\$53,178	\$82,361	Environmental Health Specialist II, III
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	5	\$70,557	\$55,120	\$88,400	-
Mohave	3	\$58,323	\$53,352	\$88,213	-
Navajo	-	-	-	-	-
Pima	7	\$59,839	\$49,763	\$69,668	-
Pinal #	6	\$54,558	\$45,969	\$71,252	Senior Environmental Health Specialist
Santa Cruz	1	\$62,349	\$51,609	\$68,872	Environmental Health Specialist Lead
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	-	-	\$65,209	\$97,814	Detention Nurse RN
Cochise	1/4	\$57,096/\$72,159	\$53,658/\$50,753	\$80,487/\$72,159	Detention Nurse I/II; 2 yrs experience
Coconino	-	-	-	-	-
Gila #	3	\$73,945	\$57,302	\$85,953	-
Graham	3	\$65,783	\$57,136	\$88,490	Registered Detention Nurse
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	119	\$94,300	\$77,584	\$124,800	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	Position contracted out
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
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. Administrates 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	\$69,674	\$59,479	\$89,219	Public Health Nurse RN
Cochise	5	\$71,374	\$65,968	\$98,952	-
Coconino	-	-	-	-	-
Gila #	1	\$62,389	\$54,772	\$82,158	-
Graham	3	\$61,929	\$55,807	\$86,433	-
Greenlee	2	\$63,232	\$52,977	\$74,172	-
La Paz #	2	\$66,310	\$50,272	\$73,937	-
Maricopa	49	\$88,415	\$72,280	\$105,040	-
Mohave	2	\$67,943	\$56,014	\$92,581	-
Navajo	1	\$70,074	\$64,356	\$80,372	-
Pima	18	\$80,903	\$66,536	\$93,150	-
Pinal #	9	\$59,051	\$49,647	\$76,953	-
Santa Cruz	-	-	\$68,367	\$94,941	-
Yavapai	4	\$58,074	\$55,614	\$86,202	-
Yuma	7	\$67,419	\$58,115	\$93,683	-

"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**

**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	-	-	\$69,266	\$103,900	Public Health Nurse Lead
Coconino	-	-	\$61,568	\$89,565	Community Health Nurse III
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$83,387	\$57,265	\$83,382	-
Maricopa	13	\$101,237	\$76,000	\$110,250	Nurse Public Health Lead
Mohave	3	\$83,020	\$61,755	\$102,086	-
Navajo	1-Jan	\$76,634/\$95,538	\$72,813/\$86,552	\$90,934/\$108,092	II,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	-	-	\$30,598	\$45,897	Community Nutrition Worker
Cochise	- / 10 / 2	- / \$38,435 / \$40,560	\$31,402 / \$37,014 / \$41,845	\$47,102 / \$55,521 / \$62,768	Health Educator I / II / III
Coconino	3	\$38,267	\$45,560	\$66,033	Nutritional Counselor
Gila #	3	\$35,092	\$34,431	\$51,647	-
Graham	1	\$37,487	\$37,487	\$58,060	Nutritional Education Specialist
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	43	\$45,244	\$41,600	\$60,320	-
Mohave	7/1/3	\$45,068 / \$57,782 / \$56,049	\$42,598	\$85,634	Health Educator I / II / Senior Specialist
Navajo	2	\$36,026	\$35,581	\$44,436	WIC Community Nutrition Educator
Pima	11	\$39,501	\$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	-

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**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$37,969	\$56,953	Community Nutrition Worker Supervisor
Cochise	1	\$65,000	\$51,933	\$77,899	Public Health Dietitian
Coconino	-	-	-	-	-
Gila #	1	\$57,075	\$50,612	\$86,040	-
Graham	1	\$66,297	\$66,297	\$102,682	WIC Nutrition Manager
Greenlee	1	\$78,540	\$52,977	\$74,172	-
La Paz #	-	-	-	-	-
Maricopa	3	\$78,094	\$62,500	\$89,250	1 yr experience
Mohave	1	\$94,203	\$68,078	\$112,486	Nutrition and Health Promotion Manager
Navajo	-	-	-	-	-
Pima	4	\$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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	1	\$37,310	\$32,621	\$48,932	Program Coordinator I
Cochise	2	\$52,390	\$41,627	\$62,440	-
Coconino	2	\$66,745	\$57,148	\$83,069	Program Manager I
Gila #	-	-	-	-	See level II
Graham	3	\$46,467	\$44,046	\$68,219	Health Educator
Greenlee	-	-	-	-	-
La Paz #	1	\$63,856	\$48,214	\$71,302	-
Maricopa	-	-	-	-	-
Mohave	1	\$67,600	\$53,352	\$88,213	Special Programs Analyst; 5 years exp.
Navajo	2	\$56,899	\$47,852	\$59,761	-
Pima	28	\$68,164	\$60,487	\$84,682	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
Santa Cruz	1	\$70,153	\$64,144	\$83,914	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	3	43,928	\$36,346	\$54,518	Program Coordinator II
Cochise	4	\$60,072	\$54,299	\$81,448	Administrative Manager; B.A. + 5 yrs. exp. & 2 yrs. sup. exp.
Coconino	8	\$78,179	\$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	\$75,085	\$66,536	\$93,150	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
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**  
**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	1	\$50,604	\$40,558	\$60,837	Program Coordinator III
Cochise	4	\$82,308	\$65,159	\$110,670	Division Directors cpmbined
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	1	\$49,857	\$44,678	\$62,545	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	4	\$51,085	\$45,969	\$71,252	-
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**  
**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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$64,317	\$56,820	\$85,230	Network Admin. I
Cochise	3	\$48,747	\$40,503	\$60,755	4 yrs. Edu. + 2 yrs. exp.
Coconino	-	-	\$49,116	\$71,260	Service Delivery Specialist I
Gila #	-	-	-	-	-
Graham	1	\$43,360	\$40,089	\$62,088	Help Desk Clerk I
Greenlee	-	-	-	-	-
La Paz #	1	\$36,524	\$33,877	\$50,165	-
Maricopa	48	\$59,072	\$41,600	\$73,528	-
Mohave	-	-	\$32,760	\$55,765	I (entry level) / II (2 years exp.)
Navajo	4	\$48,219	\$46,685	\$58,304	Network Tech.
Pima	13	\$51,416	\$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>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	- / 4	- /\$80,369	\$62,274/\$68,294	\$93,411/\$102,441	Network Administrator II,III
Cochise	-	-	\$42,280	\$63,419	5 yrs experience + Associates + 3 yrs
Coconino	4	\$58,214	\$52,889	\$76,807	Service Delivery Specialist II
Gila #	4	\$57,108	\$52,362	\$78,543	-
Graham	1	\$82,658	\$64,035	\$99,179	Systems Administrator
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	56	\$62,232	\$49,400	\$86,840	3 yrs experience
Mohave	3/1	\$49,851/-	\$42,598	\$81,474	III (4 years exp.)/ IV (5 years exp.)
Navajo	-	-	-	-	-
Pima	18	\$61,671	\$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	18	\$82,165	\$60,000	\$114,500	1 yr experience
Mohave	3	\$70,380	\$58,822	\$97,178	Systems Analyst; 4 years exp.
Navajo	1	\$74,634	\$65,965	\$82,382	I.T. Program Analyst
Pima	-	-	\$66,536	\$93,150	-
Pinal #	7	\$63,648	\$49,647	\$76,953	PC Analyst
Santa Cruz	1	\$55,617	\$48,385	\$67,192	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>Minimum</u>	<u>Pay Range</u> <u>Maximum</u>	<u>Notes</u>
Apache	-	-	-	-	-
Cochise	1	\$72,000	\$66,679	\$100,019	Network Engineer; Software Engineer; 3 yrs experience
Coconino	1	\$87,763	\$65,556	\$95,429	Database Administrator
Gila #	-	-	-	-	-
Graham	1	\$87,297	\$77,606	\$120,195	Network Engineer
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	61	\$121,435	\$81,000	\$145,000	3 years exp.
Mohave	-	-	-	-	-
Navajo	1	\$100,374	\$74,634	\$93,207	Senior Programmer Analyst
Pima	24	\$87,167	\$66,536	\$93,150	-
Pinal #	7	\$63,648	\$49,647	\$76,953	PC Analyst
Santa Cruz	2	\$66,122	\$56,112	\$77,922	Senior I.T. Analyst, Senior
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	59	21	23	Yes	Weapon; Uniform
Cochise	206	72	93	Yes	\$1,000 annual cash allowance for weapon/uniform
Coconino	217	169	83	Yes	\$1,000 annual cash allowance for weapon/uniform
Gila #	115	42	45	No	\$600 annual cash allowance for weapon/uniform
Graham	79	39	22	No	\$900 annual cash allowance for weapon/uniform
Greenlee	47	26	13	No	\$1,200 annual cash allowance for weapon/uniform
La Paz #	71	27	27	No	Weapon; Uniform
Maricopa	2,855	1,311	564	Yes	\$1,200 annual cash allowance for weapon/uniform
Mohave	258	121	85	Yes	\$1,200 annual cash allowance for weapon/uniform
Navajo	80	75	58	Yes	\$1,200 annual cash allowance for weapon/uniform
Pima	1,460	495	548	Yes	1,050 annual cash allowance for weapon/uniform
Pinal #	481	189	219	Yes	Weapon; Uniform
Santa Cruz	92	40	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</u> <u>Merit System</u>	<u>Written Position</u> <u>Classifications</u>	<u>Formal Supervisory</u> <u>Training</u>	<u>Flex Time</u>	<u>Tuition</u> <u>Reimbursement<sup>1</sup></u>	<u>Pre-employ Physical<sup>2</sup></u>	<u>Pre-employ</u> <u>Drug Test<sup>2</sup></u>	<u>Drug Test for Current</u> <u>Employees</u>	<u>Physical or Drug Test for</u> <u>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	No
Greenlee	Yes	Yes	Yes	Yes	No	No	No	Yes	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	\$0.340	\$34.000	\$98.00-\$247.00	\$98.000	\$98.000
Coconino	\$0.655	\$0.655		GSA Rate	
Gila #	-	-	\$96.000	\$96.000	GOA Rate
Graham	\$0.440	\$0.440	\$125.000	\$125.000	Actual Cost
Greenlee	\$0.625	\$60.000		State Rate	
La Paz #	\$0.550	\$0.550	-	-	-
Maricopa			GSA Rate		
Mohave	\$0.670	\$0.670	-	-	-
Navajo	\$44.500	\$44.500		Follow AZ State	
Pima	\$0.590	\$59.000		GOV 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	

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**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%	298	932	216	No	No	0.0%	0.0%
Coconino	100.00%	291	1,009	252	No	No	2.5%	0.0%
Gila #	96.00%	259	450	112	No	No	4.16%	0.0%
Graham	100.00%	112	112	52	Yes	Yes	4.0%	3.0%
Greenlee	-	-	-	-	No	No	0.0%	5.0%
La Paz #	100.00%	63	87	11	No	No	2.5%	0.0%
Maricopa	100.00%	627	15,796	4,322	No	No	0.0%	4.0%
Mohave	100.00%	396	1,198	191	No	No	3.0%	3.0%
Navajo	95.00%	-	-	-	No	Yes	Varies	Varies
Pima	100.00%	1,022	6,937	3,034	No	No	-	-
Pinal #	75.00%	-	1,505	499	No	No	-	2.5%
Santa Cruz	99.00%	180	180	44	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%

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**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	86	No
Cochise	0 mo	169	169	169	169	169	169	2080	40	40	-	No
Coconino	6 mo	104	120	144	160	200	240	240	40	1,000	-	No
Gila #	6 mo	96.2	96.2	120	168	168	168	240	96.2	Unlimited	77.1	Yes
Graham	0 mo	96	96	120	144	168	168	370	96	1,500	-	Yes
Greenlee	6 mo	104	104	130	130	156	156	160	104	1,940	-	Yes
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	192	-	Yes
Pinal #	6-12 mo	80	80	80	120	144	200	360	104	40	-	No
Santa Cruz	0 mo	104	104	130	156	182	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**

County	<u>Full-time Positions</u>		<u>Part-time Positions</u>		<u>New Hires</u> <u>8/31/2023 -</u> <u>9/1/2024</u>	<u>Turnover</u> <u>Rate in F/T</u> <u>Positions</u>	<u>Voluntary</u> <u>Turnover Rate</u> <u>(Regular</u> <u>Employees)</u>	<u>Total Turnover Rate</u> <u>(Regular Employees)</u>
	<u>Authorized</u>	<u>Filled</u>	<u>Authorized</u>	<u>Filled</u>				
Apache	-	346	-	12	76	-	-	-
Cochise	930	809	52	19	202	21.31%	16.70%	22.12%
Coconino	1,042	998	-	-	258	15.08	-	15.08%
Gila #	582	487	17	26	132	9.10%	6.01%	10.40%
Graham	253	231	25.0	20	74	22.30%	15.70%	22.30%
Greenlee	1	132	13	13	34	-	-	-
La Paz #	280	234	19	16	-	-	-	-
Maricopa	15,741	13,235	703	539	2,572	-	11.50%	16.20%
Mohave	1,352	1,189	8	5	304	22.00%	16.00%	21.00%
Navajo	640	612	29	28	183	-	-	26.60%
Pima	-	6,928	-	596	1,931	19.39%	9.48	19.39%
Pinal #	2,229	1,968	30	26	380	14.03%	9.98%	14.03%
Santa Cruz	344	321	11	11	444	25.50%	15.50%	26.80%
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 Only	Employee Share	Premium for Family Coverage	County Share for Family Coverage
			Limit (\$000's)	Excess (\$000's)					
Apache	Yes	AZLGEBT	275	100	BCBS-AZ TP Ameriben	\$750.16	\$38.00	\$1,708.60	\$1,492.60
Cochise	Yes	Gallagher Insurance	Unlimited	200	Cochise Combined Trust-Ameriben	\$695.81 EPO \$607.25 HDHP	\$80.38 EPO \$0.66 HDHP	\$1505.33 EPO \$1,307.27 HDHP	\$11064.38 EPO \$1,119.27 HDHP
Coconino	Yes	NAPEBT/BCBS AZ	150	300	BCBS AZ- Base Plan	774.98	\$20.00	\$1,148.20	
					BCBS-AZ Buy Up Plan BCBS-AZ HDHP	\$877.78 \$631.16	\$122.80 \$0.00	\$1,304.90 \$1,004.34	\$631.50 \$631.50
Gila #	Yes	Gallagher Insurance	275	100	Ameriben	\$630.00	\$63.00	\$1,495.00	\$1,136.00
Graham	Yes	AZLGEBT	275	1,000	AZLGEBT PPO	\$720.16	\$50.00	\$1,708.60	\$1,458.60
					AZLGEBT HDHP	\$717.96	\$50.00	\$1,704.32	\$1,454.32
Greenlee	Yes	AZLGEBT	-	-	BCBS-AZ	\$720.16	\$43.36	\$1,708.60	\$1,289.63
La Paz #	Yes	AZLGEBT	5.5	Unlimited	Ameriben	\$594.84	\$58.35	\$1,437.30	\$1,021.32
Maricopa	Yes	Cigna, United Healthcare	-	-	Cigna Network Plan	\$804.98	\$86.79	\$2,057.51	\$1,809.95
					United Healthcare HDHP	\$842.86	\$113.73	\$2,159.15	\$1,791.88
					United Healthcare PPO	\$786.46	\$69.03	\$2007.85	\$1877.76
Mohave	Yes	Mohave County Employee Benefit Trust	137	145	Meritain Health Traditional EPO Plan	\$708.41 \$710.52	\$57.66 \$71.05	\$2,057.66 \$2,007.81	\$1,730.72 \$1,706.64
					Marpai HDHP Marpai PPO	\$748.25 \$829.25	\$57.38 \$138.38	\$2,259.73 \$2490.97	\$1972.50 \$1972.50
Pima	Yes	Aetna	1,000	-	Aetna	\$650.54	\$124.39	\$2,118.60	\$1,897.40
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	\$767.06	\$71.29	\$1,813.52	\$1,501.70
Yavapai	Yes	Summit, Inc.	250	Unlimited	YCT PPO A	\$779.00	\$0.00	\$1,776.00	\$1,199.00
					YCT PPO B	\$485.00	\$0.00	\$1,104.00	\$994.75
					YCT HDHP	\$602.00	\$0.00	\$1,371.00	\$1,032.25
Yuma	Yes	Blue Cross Blue Shield AZ	150	125%	PPO A	\$764.54	\$76.26	\$2,117.66	\$1,513.68
					PPO B	\$732.78	\$44.50	\$1,883.10	\$1,513.68
					HDHP	\$732.78	\$0.00	\$1,883.10	\$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> ( <u>\$000's</u> ) <sup>1</sup>	<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	Included	Included	Included	Included	-
Cochise	50/2.5/2.5	No	Included	Optional	Optional	Included	Included	Basic Life Insurance is based on Employee's Yearly Wage up to 50k
Coconino	40/-/-	Yes	Optional	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	40/5/5	Yes	Optional	Included	Included	Optional	Optional	-
La Paz #	10/5/5	No	Included	Included	Included	Included	Included	-
Maricopa	2/3/4/5	Yes	Optional	Optional	Optional	Included	Optional	-
Mohave	50/-/-	No	Included	Optional	Optional	Included	Optional	-
Navajo	50/2/2	Yes	Included	Included	Included	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/-/-	No	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.