

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.

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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</u> ¹	<u>Pre-employ</u> <u>Physical</u> ²	<u>Pre-employ</u> <u>Drug Test</u> ²	<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.

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Travel Policies

<u>County</u>	<u>Reimbursement for Milage</u>	<u>Per Diem Allowance (Excluding Lodging)</u>	<u>Lodging: Metro (In- State)</u>	<u>Lodging: Non- Metro (In-State)</u>	<u>Lodging (Out-of- State)</u>
Apache			DOA Guidelines		
Cochise	\$0.340	\$34.000	\$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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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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