

2026 Arizona County Government Salary and Benefit Survey



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Arizona Association of Counties
Salary and Benefit Survey

Benchmark Job Positions

Accounting Clerk I

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$29,300	\$43,995	Accounting Specialist I
Cochise	7	\$34,473	\$34,548	\$51,823	Account Clerk II
Coconino	7	\$48,844	\$42,110	\$60,962	Finance Tech; 3 yrs experience
Gila #	2	\$42,712	\$33,904	\$50,856	-
Graham	2	\$53,054	\$40,340	\$62,477	Treasurer Accounting Tech.
Greenlee	-	-	\$31,012	\$43,409	-
La Paz #	2	\$31,210	\$26,842	\$39,719	-
Maricopa	65	\$48,638	\$41,080	\$63,440	-
Mohave	2	\$54,236	\$46,072	\$76,170	Account Specialist
Navajo	3	\$41,288	\$35,581	\$44,436	Account Specialist
Pima	4	\$38,275	\$35,630	\$48,110	-
Pinal #	-	-	\$31,176	\$45,650	Accounting Tech. I
Santa Cruz	4	\$44,199	\$37,259	\$48,743	Accounting Specialist
Yavapai	9	\$52,493	\$45,754	\$70,919	Accounting Specialist II
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 # Indicates county did not participate in this portion of the survey, data may be out of date.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

Accounting Clerk II

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	- / 2	- / \$30,006.44	\$30,598/\$33,330	\$45,897/\$49,995	Accounting Specialist III
Cochise	2	\$44,135	\$40,254	\$60,382	Accounting Clerk III
Coconino	7	\$52,141	\$45,560	\$66,033	Accounting Tech. III; 4 yrs experience
Gila #	2	\$47,708	\$35,794	\$53,692	-
Graham	-	-	-	-	-
Greenlee	1	\$41,600	\$32,448	\$45,427	-
La Paz #	2	\$38,938	\$30,982	\$45,869	-
Maricopa	-	-	-	-	-
Mohave	11	\$58,002	\$48,381	\$80,018	Administrative Specialist
Navajo	1	\$47,859	\$42,294	\$52,820	Account Specialist II
Pima	2	\$40,673	\$37,419	\$50,523	-
Pinal #	11	\$40,733	\$33,172	\$49,758	-
Santa Cruz	2	\$45,466	\$40,124	\$52,491	-
Yavapai	-	-	-	-	-
Yuma	6	\$50,369	\$42,958	\$64,436	-

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Benchmark Job Positions

Administrative Assistant I

This position performs administrative work of moderate difficulty in routine or special project work. Develops and implements procedures, operations and special projects; coordinates, reports and maintains records, coordinates departmental activities, analyzes department data and makes recommendations; supervises staff as assigned. Possesses knowledge of principles and practices of office administration, management and supervision; research work, budget management, and records management. Minimum one to three years administrative experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	4	\$36,053	\$30,598	\$45,897	-
Cochise	-	-	\$32,195	\$48,292	Administrative Aide
Coconino	47	\$47,902	\$42,110	\$60,962	Public Service Specialist
Gila # #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	7	\$48,880	\$41,600	\$58,240	-
La Paz #	1	\$52,416	\$46,182	\$67,133	-
Maricopa	-	-	-	-	-
Mohave	10	\$56,661	-	-	Range at Director's Discretion
Navajo	4	\$41,074	\$37,382	\$46,685	-
Pima	7	\$42,004	\$33,945	\$45,822	-
Pinal #	38	\$48,522	\$39,411	\$59,117	Additional job levels combined
Santa Cruz	6	\$38,804	\$35,634	\$47,544	-
Yavapai	34	\$41,500	\$64,325	\$64,325	-
Yuma	23	\$50,003	\$42,958	\$64,436	-

"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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	8/4	\$38,139.51/\$44,615.43	\$33,330/\$36,346	\$49,995/\$36,346	Administrative Asst. II/III
Cochise	10	\$46,634	\$41,608	\$62,412	Administrative Assistant; AA degree & 5 years exp.
Coconino	47	\$47,902	\$42,110	\$60,091	Public Service Specialist; 3 yrs experience
Gila # #	5	\$53,078	\$40,482	\$60,723	-
Graham	1	\$64,398	\$59,539	\$92,212	Admin. Supervisor (Sheriff's Office)
Greenlee	7	\$48,880	\$41,600	\$48,880	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	61	\$39,496	\$35,630	\$48,110	-
Pinal #	12	\$60,507	\$45,969	\$71,252	-
Santa Cruz	4	\$49,609	\$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	-	-	\$29,300	\$43,995	Account Specialist
Cochise	-	-	\$30,576	\$44,096	Clerk II; Entry Level, no experience
Coconino	47	47,902	42,110	60,091	3 yrs experience
Gila # #	3	\$42,101	\$33,904	\$50,856	-
Graham	3	\$43,653	\$40,340	\$62,477	Technical Clerk II
Greenlee	-	-	\$31,012	\$43,409	-
La Paz #	-	-	-	-	-
Maricopa	279	\$46,256	\$41,080	\$63,440	-
Mohave	20	\$37,370	\$31,200	\$53,082	Office Assistant
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	52	\$38,653	\$31,176	\$45,650	-
Santa Cruz	-	-	\$34,599	\$45,262	Office Assistant
Yavapai	8	\$36,031	\$34,442	\$52,921	Records Clerk
Yuma	2	32,056	\$32,057	\$48,085	-

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	5	\$37,060	\$33,280	\$49,920	Clerk III
Coconino	25	\$52,833	\$45,560	\$66,033	Public Service Specialist; 3 yrs experience
Gila #	3	\$46,074	\$35,794	\$53,692	Senior Admin. Clerk; 3 years exp.
Graham	-	-	-	-	-
Greenlee	1	\$41,600	\$32,448	\$45,427	-
La Paz #	-	-	-	-	-
Maricopa	192	\$50,897	\$42,640	\$68,640	-
Mohave	51/44	\$42,628/\$48,104	\$34,382/\$39,790	\$58,594/\$67,787	Office Assistant Senior/Specialist
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	27	\$46,407	\$33,172	\$49,758	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	2	38,702	\$33,659	\$50,488	Office Specialist II

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Benchmark Job Positions

Legal Assistant I/Paralegal I

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$36,346	\$36,346	\$54,518	-
Cochise	1	\$40,000	\$40,169	\$60,253	-
Coconino	4	\$59,859	\$52,889	\$83,069	Legal Assistant/Paralegal
Gila #	-	-	\$59,525	\$89,287	-
Graham	-	-	-	-	-
Greenlee	-	-	\$44,678	\$62,545	-
La Paz #	-	-	\$37,438	\$54,068	-
Maricopa	176	\$56,662	\$47,320	\$80,600	-
Mohave	-	-	\$46,072	\$76,170	Vacant
Navajo	4	\$49,814	\$46,685	\$58,304	-
Pima	90	\$50,818	\$47,756	\$64,480	-
Pinal #	16	\$52,541	\$39,411	\$59,117	Paralegal I
Santa Cruz	7	\$42,291	\$37,259	\$48,743	-
Yavapai	6	\$57,081	\$50,444	\$78,188	-
Yuma	6	\$64,394	\$54,827	\$82,239	-

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Benchmark Job Positions

Legal Assistant II/Paralegal II

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$37,969	\$56,953	Legal Assist. II
Cochise	1	\$43,527	\$43,120	\$64,680	-
Coconino	4	\$59,859	\$52,889	\$83,069	Legal Assistant II/Paralegal II
Gila #	-	-	\$65,626	\$98,439	-
Graham	1	\$53,267	\$51,217	\$79,324	Lead Legal Asst.
Greenlee	-	-	\$44,678	\$62,545	-
La Paz #	148	\$56,297	\$43,680	\$68,328	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	\$50,275	\$62,787	Senior Legal Assistant
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Benchmark Job Positions

Legal Assistant III or Paralegal III

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1/3	\$44,213.93/ \$46,944.23	\$39,675/\$41,465	\$59,512/\$62,197	Legal Assist. III, IV
Cochise	8	\$47,396	\$46,070	\$69,106	-
Coconino	4	\$59,859	\$52,889	\$83,069	Legal Assistant Senior
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	1	\$62,400	\$44,678	\$62,545	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	\$55,494	\$69,305	Supervising Legal Assistant
Pima	-	-	-	-	-
Pinal #	7	\$60,836	\$42,564	\$65,974	Senior Paralegal
Santa Cruz	1	\$48,439	\$42,140	\$57,940	Legal Support Supervisor
Yavapai	-	-	-	-	-
Yuma	1	\$73,744	\$57,568	\$86,351	-

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Arizona Association of Counties
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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$31,930	\$47,895	-
Cochise	3	\$38,438	\$33,385	\$50,077	-
Coconino	18	\$52,899	\$45,560	\$71,260	Legal Asst. I, II, III (Avg. of all positions)
Gila #	6	\$50,990	\$43,533	\$65,300	Legal Secretary Senior
Graham	-	-	-	-	-
Greenlee	1	\$33,946	\$33,946	\$47,528	-
La Paz #	6	\$33,450	\$31,404	\$46,478	-
Maricopa	-	-	-	-	-
Mohave	2	\$36,171	\$31,200	\$53,082	Office Assistant
Navajo	2	\$37,626	\$36,470	\$45,547	-
Pima	2	\$43,073	\$33,172	\$49,758	-
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	-	-	\$40,914	\$61,370	-

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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	8/4/4	\$47,954/\$56,854/\$40,702	\$41,054/\$45,487/\$36,619	\$61,580/\$68,231/ \$54,929	Legal Sec. Supervisor; 5 years exp., 1 yr. supervisory exp.
Coconino	18	\$52,899	\$45,560	\$71,260	3 yrs experience
Gila #	9	\$57,511	\$47,176	\$70,765	Associates' Degree
Graham	4	\$43,652	\$40,340	\$62,477	Legal Assistant
Greenlee	-	-	\$33,945	\$47,528	-
La Paz #	-	-	-	-	-
Maricopa	219	\$52,679	\$43,680	\$72,800	Legal Support Specialist; 2 yrs experience
Mohave	24/13	\$41,563/\$49,955	\$34,382/\$39,790	\$58,594/\$67,787	Office Assistant Senior
Navajo	5	\$44,079	\$39,275	\$49,049	-
Pima	-	-	-	-	-
Pinal #	21	\$48,420	\$36,157	\$54,236	Legal Asst.; Additional job levels combined
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	7	\$47,592	\$45,105	\$67,658	-

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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	-	-	\$37,969	\$56,953	Librarian Technical Services I
Cochise	5	\$36,795	\$36,422	\$54,633	Branch Library Manager; AA+ 1 yr exp, 1 yr office
Coconino	-	-	-	-	-
Gila #	1	\$59,067	\$62,501	\$93,752	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$43,888	\$38,205	\$55,347	-
Maricopa	32	\$59,384	\$57,000	\$90,585	-
Mohave	3	\$56,084	\$53,352	\$88,213	-
Navajo	3	\$39,683	\$37,382	\$46,685	Library Tech.
Pima	77	\$55,851	\$51,563	\$72,176	-
Pinal #	3	\$53,749	\$42,564	\$65,974	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	7	\$64,005	\$54,827	\$82,239	-

"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.

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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	0/2	- / \$60,115.13	\$37,969/\$43,324	\$56,953/\$66,486	Librarian Technical Services II, III
Cochise	1	\$71,775	\$56,118	\$84,178	Systems Librarian; MLS + 3 yrs
Coconino	1	\$71,771	\$52,889	\$76,807	Law Library Supervisor
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	3	\$71,559	\$68,078	\$112,486	Library Services Manager; Master's degree, 5 years exp.
Navajo	-	-	-	-	-
Pima	19	\$64,692	\$59,675	\$83,553	8 positions
Pinal #	-	-	-	-	-
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	0/2	- / \$60,115.13	\$37,969 / \$43,324	56953 / \$66,486	Office Manager
Cochise	7	\$53,240	\$47,248	\$70,872	Business Manager; 2 yrs. exp.
Coconino	14	\$66,314	\$57,148	\$83,069	Admin Manager; 4 yrs. exp.
Gila #	1	\$58,324	\$45,275	\$67,913	Associates' Degree in Business Admin.
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	3	\$45,476	\$38,397	\$56,690	-
Maricopa	53	\$64,566	\$61,500	\$94,000	Administrative Supervisor; 5 yrs. exp.
Mohave	4	\$54,168	\$48,381	\$80,018	-
Navajo	4	\$52,657	\$43,352	\$54,141	Office Manager
Pima	1	\$47,407	\$41,246	\$55,702	-
Pinal #	17	\$72,931	\$53,619	\$83,109	Administrative Supervisor
Santa Cruz	3	\$51,876	\$42,140	\$57,940	Administrative Supervisor
Yavapai	5	\$64,456	\$50,444	\$78,188	Office Manager
Yuma	1	\$59,756	\$47,362	\$71,041	-

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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	\$57,108	\$54,280	\$81,420	H.R. Generalist
Coconino	4	\$58,523	\$45,560	\$66,033	H.R. Specialist; AA degree & 2 years exp.
Gila #	1	\$57,186	\$53,991	\$80,987	5 yrs experience
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$45,011	\$41,787	\$60,549	-
Maricopa	43	\$61,436	\$55,016	\$85,488	Entry Level
Mohave	1	\$56,098	\$48,381	\$80,018	H.R. Generalist; AA degree & 3 years exp.
Navajo	3	\$48,649	\$47,852	\$59,761	-
Pima	12	\$62,383	\$54,142	\$75,774	-
Pinal #	3	\$62,949	\$49,647	\$76,953	Senior H.R. Analyst; Additional job levels combined
Santa Cruz	1	\$43,256	\$37,259	\$48,743	-
Yavapai	5	\$49,021	\$45,754	\$70,919	H.R. Specialist
Yuma	-	-	\$52,216	\$78,322	H.R. Specialist

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$45,282	\$41,465	\$62,197	H.R. Specialist
Cochise	1	\$63,000	\$56,542	\$84,814	H.R. Analyst, Benefits Specialist
Coconino	2	\$61,887	\$57,148	\$83,069	H.R. Analyst
Gila #	1	\$72,646	\$56,690	\$85,035	H.R. Analyst II; 5 years related exp.
Graham	-	-	-	-	-
Greenlee	1	\$60,881	\$52,977	\$74,172	-
La Paz #	-	-	-	-	-
Maricopa	39	\$63,732	\$62,000	\$103,750	2 years exp.
Mohave	3	\$67,649	\$56,014	\$92,581	-
Navajo	1	\$54,140	\$52,820	\$65,965	Senior Human Resources Analyst
Pima	10	\$64,222	\$59,675	\$83,553	-
Pinal #	6	\$77,786	\$62,542	\$96,940	-
Santa Cruz	1	\$54,581	\$44,289	\$57,940	-
Yavapai	5	\$49,021	\$45,754	\$70,919	2 years of H.R. exp.
Yuma	1	\$81,450	\$60,445	\$90,669	-

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$30,576	\$43,995	-
Cochise	1/8	\$33,917/\$40,547	\$30,576/\$34,884	\$44,096/\$52,326	Sec. I; Sec. II
Coconino	-	-	-	-	-
Gila #	6	\$68,795	\$51,518	\$77,277	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	279	\$46,256	\$41,080	\$63,440	Administrative Specialist; 2 yrs exp
Mohave	51	\$42,628	\$34,382	\$58,594	Senior Office Assistant
Navajo	6	\$35,937	\$33,040	\$41,263	-
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	\$36,368	\$31,256	\$46,885	-
Cochise	11	\$41,006	\$36,930	\$55,396	Clerk Level II
Coconino	2	\$47,910	\$45,560	\$66,033	Court Tech. I
Gila #	7	\$56,221	\$49,252	\$73,878	-
Graham	3	\$43,382	\$41,693	\$64,572	Courtroom Clerk
Greenlee	-	-	-	-	-
La Paz #	3	\$38,535	\$35,946	\$45,518	-
Maricopa	195	\$53,327	\$46,280	\$74,880	3 yrs. exp.
Mohave	2	\$37,898	\$37,898	\$64,501	-
Navajo	2	39,275	\$39,275	\$49,049	-
Pima	53	\$47,883	\$43,326	\$58,468	-
Pinal #	36	\$47,393	\$41,874	\$59,117	Additional Job levels combined
Santa Cruz	4	\$50,569	\$43,433	\$55,148	-
Yavapai	16	\$43,642	\$41,500	\$64,325	-
Yuma	13	46,221	\$42,958	\$64,436	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 / -	\$40,673	\$34,056/\$37,147	\$51,084/\$55,720	Court Room Clerk II,III
Cochise	1	\$44,142	\$38,719	\$58,078	Clerk Lead/Specialist/Senior/Supervisor Level III
Coconino	6	\$53,190	\$49,116	\$71,260	Court Tech. II; Pass background check
Gila #	-	-	-	-	-
Graham	1	\$48,385	\$43,015	\$66,619	Senior Courtroom Clerk
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	13	\$61,858	\$52,000	\$76,960	5 yrs. exp.
Mohave	9	\$44,498	\$39,790	\$67,787	-
Navajo	7	\$44,523	\$42,294	\$52,820	-
Pima	-	-	-	-	-
Pinal #	14	\$51,757	\$49,129	\$71,252	Additional Job levels combined
Santa Cruz	2	\$55,500	\$42,358	\$56,527	Court Clerk; Principal
Yavapai	-	-	-	-	-
Yuma	2	\$61,002	\$49,729	\$74,593	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$36,952	\$31,256	\$46,885	Justice Court Clerk
Cochise	15	\$38,451	\$36,930	\$55,396	Combined with Courtroom Clerk
Coconino	8	\$45,649	\$42,110	\$60,962	Justice Court Specialist II
Gila #	2	\$53,023	\$41,940	\$62,911	-
Graham	4	\$42,389	\$40,340	\$62,477	Justice Court Clerk
Greenlee	2	\$36,088	\$31,012	\$43,409	-
La Paz #	5	\$35,514	\$35,221	\$51,304	-
Maricopa	634	\$45,375	\$41,080	\$63,440	-
Mohave	10	\$34,986	\$34,382	\$58,594	Court Services Asst.; 1 year exp.
Navajo	-	-	\$39,275	\$49,049	-
Pima	1	\$41,253	\$41,246	\$55,702	-
Pinal #	25	\$43,780	\$36,157	\$54,236	-
Santa Cruz	12	\$39,033	\$36,350	\$47,554	-
Yavapai	2	\$36,655	\$35,849	\$55,567	-
Yuma	3	\$35,341	\$33,341	\$53,013	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	6	\$43,981	\$38,718	\$58,078	-
Coconino	7	\$50,257	\$45,560	\$66,033	Justice Court Specialist II; 3 years exp.
Gila #	2	\$62,324	\$45,275	\$67,913	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	195	\$53,327	\$42,640	\$68,640	3 years exp.
Mohave	7/4	\$41,503/\$54,558	\$37,898/\$41,787	\$64,501/\$69,077	Senior Court Services Asst./ Asst. II; 3 years exp.
Navajo	7	\$45,636	\$42,294	\$52,820	-
Pima	16	\$48,259	\$43,326	\$58,468	-
Pinal #	7	\$54,567	\$39,411	\$59,117	-
Santa Cruz	7	\$44,514	\$38,744	\$53,803	Senior Court Clerk
Yavapai	17	\$41,857	\$37,642	\$58,345	-
Yuma	9	\$40,083	\$38,965	\$58,446	Justice Clerk II

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Arizona Association of Counties
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Benchmark Job Positions

Probation Officer I

This journey level position performs professional duties of moderate difficulty in providing correctional casework services to assigned adult and/or juvenile probationers at the direction of the Superior Court. Supervises a caseload of assigned probationers requiring various supervision; may conduct pre-sentence investigations and write pre-sentence reports; compiles and maintains social histories and case histories; interview probationers, families, authorities, employers and victims; reviews and evaluates criminal records, police reports and psychiatric and psychological reports; evaluates criminal personalities, behaviors and rehabilitation potential; testifies in court; provides for counseling of probationers; performs searches and makes arrests. Possesses knowledge of the principles and practices of probation services, the principles of human behavior, the criminal justice system and community resources; search, transportation and restraint procedures; and counseling and interviewing techniques. Bachelors degree plus a minimum of two to three years experience; some counties require a minimum age of 21 years, background check, defensive tactical training, and certification with COJET.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$52,197	\$44,324	\$66,486	-
Cochise	14	\$45,225	\$46,392	\$69,588	-
Coconino	4	\$51,076	\$49,116	\$71,260	Bachelor's Degree
Gila #	6	\$67,651	\$59,525	\$89,287	-
Graham	11	\$58,116	\$52,600	\$81,465	Adult & Juvenile Probation Officer
Greenlee	3	\$45,780	-	-	-
La Paz #	2	\$52,086	\$44,905	\$65,501	-
Maricopa	825	\$73,027	\$65,520	\$87,360	-
Mohave	14	\$53,028	\$50,794	\$83,928	-
Navajo	2	\$47,852	\$47,852	\$59,761	-
Pima	142	\$56,870	\$51,563	\$72,176	-
Pinal #	66	\$62,843	\$53,060	\$76,953	-
Santa Cruz	3	\$49,140	\$47,695	\$62,395	-
Yavapai	31	\$61,614	\$55,614	\$86,202	Adult Probation & Juvenile Probation
Yuma	24	\$54,100	\$52,216	\$78,322	-

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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	\$54,262.88/\$57,675.40	\$46,352/\$48,481	\$69,528/\$72,722	Probation Officer II/ III
Cochise	9	\$58,086	\$51,031	\$76,547	Probation Regional Supervisor/Senior
Coconino	26	\$63,313	\$52,889	\$76,807	Probation Officer II
Gila #	-	-	-	-	-
Graham	1	\$83,631	\$60,774	\$94,126	Adult & Juvenile Probation Officer Supervisor
Greenlee	-	-	-	-	-
La Paz #	2	\$61,146	\$49,402	\$68,630	-
Maricopa	-	-	-	-	-
Mohave	14/3	\$56,759/\$68,755	\$54,141/\$64,356	\$67,614/\$80,372	Senior Deputy Probation Officer
Navajo	14/2	\$54,886/\$66,830	\$52,820/\$62,787	\$65,965/\$78,412	Probation Officer II/III
Pima	21	\$65,234	\$68,931	\$96,512	-
Pinal #	14	\$73,940	\$53,619	\$83,109	Additional job levels combined
Santa Cruz	8	\$62,894	\$52,646	\$68,872	Intermediate/Senior Probation Officer
Yavapai	19	\$75,750	\$61,315	\$95,038	Senior Adult Probation and Juvenile Probation
Yuma	18	\$70,836	\$60,445	\$90,669	-

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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	1	\$90,000	\$68,847	\$103,271	-
Coconino	4	\$86,805	\$80,000	\$117,600	Attorney I-V; Chief Deputy County Attorney Comprehensive
Gila #	3	\$85,234	\$79,769	\$119,654	-
Graham	1	\$111,061	\$78,357	\$121,360	Deputy County Attorney I
Greenlee	-	-	-	-	-
La Paz #	-	-	\$53,833	\$79,652	-
Maricopa	109	\$83,639	\$82,250	\$130,500	-
Mohave	2	\$86,642	\$71,490	\$114,754	-
Navajo	2	\$89,880	\$86,552	\$93,207	-
Pima	71	\$84,995	\$81,328	\$154,523	-
Pinal #	6	\$82,345	\$71,604	\$114,566	-
Santa Cruz	-	-	\$73,624	\$102,241	Deputy County Attorney I
Yavapai	3	\$82,241	\$78,255	\$121,295	-
Yuma	3	\$94,068	\$89,307	\$133,958	-

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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	\$84,767	\$75,521	\$113,281	-
Coconino	4	\$93,541	\$86,630	\$127,346	-
Gila #	4	\$105,993	\$87,945	\$131,918	-
Graham	2	\$112,426	\$83,062	\$128,646	Deputy County Attorney II
Greenlee	-	-	-	-	-
La Paz #	5	\$74,800	\$59,717	\$88,393	-
Maricopa	166	\$100,380	\$102,000	\$144,500	-
Mohave	10	\$93,321	\$78,811	\$126,485	-
Navajo	2	\$105,537	\$97,926	\$105,456	-
Pima	76	\$107,957	\$94,494	\$179,524	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$68,158	\$94,347	Deputy County Attorney II
Yavapai	5	\$94,401	\$86,276	\$133,728	-
Yuma	1	\$103,382	\$103,382	\$155,074	-

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Arizona Association of Counties
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Benchmark Job Positions

Attorney III

This position performs professional legal services of unusual difficulty. Performs organization and administrative duties; initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; handles appeals; renders legal advice to clients; performs factual investigations. May supervise and review work of staff attorneys; possesses thorough knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence; principles, a method, materials, practices and references utilized in legal research. Possesses considerable knowledge of principles and practices of leadership and management. Must be a graduate of an accredited law school and be admitted to the State Bar of Arizona. Three to five years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$107,305	\$84,223	\$126,335	Deputy County Attorney III
Cochise	14	\$94,108	\$88,757	\$133,135	-
Coconino	13	\$108,179	\$93,824	\$137,921	-
Gila #	1	\$110,734	\$96,960	\$145,440	-
Graham	-	-	\$99,528	\$154,149	Chief Civil Deputy County Attorney; Vacant
Greenlee	-	-	-	-	-
La Paz #	-	-	\$66,305	\$98,136	-
Maricopa	273	\$124,723	\$110,000	\$165,000	-
Mohave	14	\$100,633	\$86,902	\$139,443	-
Navajo	8	\$115,894	\$110,794	\$138,367	-
Pima	-	-	-	-	-
Pinal #	3	\$95,747	\$88,128	\$131,166	-
Santa Cruz	-	-	\$81,267	\$112,855	-
Yavapai	7	\$106,474	\$95,119	\$147,434	-
Yuma	1	\$124,833	\$108,551	\$162,829	-

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Arizona Association of Counties
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Benchmark Job Positions

Attorney IV

This position performs professional legal services of unusual difficulty. Performs organization and administrative duties; initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; handles appeals; renders legal advice to clients; performs factual investigations. May supervise and review work of staff attorneys; possesses thorough knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence; principles, a method, materials, practices and references utilized in legal research. Possesses considerable knowledge of principles and practices of leadership and management. Must be a graduate of an accredited law school and be admitted to the State Bar of Arizona. Five to seven years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	9	\$116,417	\$97,714	\$146,570	-
Coconino	11	\$121,069	\$101,629	\$149,395	Supervisory position
Gila #	-	-	-	-	-
Graham	-	-	\$90,029	\$139,435	Asst. Chief Deputy County Attorney
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	174	\$150,664	\$131,000	\$188,000	-
Mohave	15	\$123,409	\$95,805	\$153,733	-
Navajo	6	\$132,321	\$116,403	\$145,372	-
Pima	-	-	-	-	-
Pinal #	55	\$139,383	\$107,174	167,537	-
Santa Cruz	-	-	-	-	-
Yavapai	41	\$129,070	\$110,112	\$170,674	IV & Supervisory position
Yuma	4	\$124,055	\$113,980	\$170,970	-

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Arizona Association of Counties
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Benchmark Job Positions

Attorney V

This position performs professional legal services of unusual difficulty. Performs organization and administrative duties; initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; handles appeals; renders legal advice to clients; performs factual investigations. May supervise and review work of staff attorneys; possesses thorough knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence; principles, a method, materials, practices and references utilized in legal research. Possesses considerable knowledge of principles and practices of leadership and management. Must be a graduate of an accredited law school and be admitted to the State Bar of Arizona. Minimum seven to eight years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	2	\$128,274	\$106,549	\$159,824	-
Coconino	5	\$137,124	\$110,097	\$161,843	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	60	\$179,357	\$150,000	\$213,500	8 years exp.
Mohave	-	-	-	-	-
Navajo	2	\$155,430	\$125,354	\$156,550	-
Pima	26	\$123,146	\$106,223	\$201,824	Attorney Supervisor
Pinal #	-	-	-	-	-
Santa Cruz	5	\$133,873	\$99,016	\$137,503	Deputy County Attorney V
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Senior Attorney

This position performs professional legal services of unusual difficulty. Performs organization and administrative duties; initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; handles appeals; renders legal advice to clients; performs factual investigations. May supervise and review work of staff attorneys; possesses thorough knowledge of principles and practices of law; legal procedures and administrative proceedings; methods and practices of pleadings; judicial procedures and the rules of evidence; principles, a method, materials, practices and references utilized in legal research. Possesses considerable knowledge of principles and practices of leadership and management. Must be a graduate of an accredited law school and be admitted to the State Bar of Arizona. Minimum seven years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	2	\$140,000	\$136,897	\$205,345	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	3	\$130,136	\$104,029	\$171,722	Chief Deputy County Attorney Criminal or Civil
Yavapai	-	-	-	-	-
Yuma	14	\$145,976	\$119,679	\$179,519	-

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Arizona Association of Counties
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Benchmark Job Positions

Animal Control Officer

This journey level position performs work of moderate difficulty enforcing laws and ordinances concerning animal and rabies control. Captures and impounds diseased animals in accordance with state laws; investigates animal related complaints; patrols assigned area to ensure public compliance with ordinances; issues citations; prepares reports and files complaints; testifies in court; performs health inspections of quarantined animals; picks up and disposes of dead animals; performs euthanasia of animals; participates in setting up and conducting vaccination clinics. Possesses knowledge of the habits and characteristics of animals; the care and feeding of animals; symptoms of animal health problems and county geography.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	5	\$47,122	\$37,808	\$56,712	-
Coconino	3	\$57,576	\$45,560	\$76,807	Animal Management Officer/ AA degree and 2 yrs. exp.
Gila #	4	\$54,056	\$45,275	\$69,913	-
Graham	2	\$52,664	\$44,397	\$68,761	-
Greenlee	1	\$47,444	\$38,916	\$55,972	-
La Paz #	1	\$38,168	\$31,959	\$47,351	-
Maricopa	23	\$49,651	\$45,240	\$67,080	1 year exp.
Mohave	5	\$51,459	\$34,382	\$58,594	-
Navajo	1	\$39,274	\$38,317	\$47,852	-
Pima	17	\$42,923	\$41,246	\$55,702	-
Pinal #	5	\$42,413	\$39,411	\$59,117	-
Santa Cruz	6	\$43,878	\$37,438	\$49,961	Animal Care & Control Officer
Yavapai	4	\$42,535	\$39,524	\$61,262	-
Yuma	3	\$52,584	\$40,914	\$61,370	-

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Arizona Association of Counties
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Benchmark Job Positions

Detention Officer I

This journey level position performs security work of routine difficulty in the supervision, care and welfare of inmates. Controls and supervises the movement and activities of inmates; maintains detention records; performs routine clerical duties; works with detention statistics and computer data; supervises visitations; conducts inventories of detention supplies; maintains the safety and physical security of the facility. Possesses knowledge of report preparation and record keeping; standard housekeeping practices; human behavior, and various social, economic and cultural backgrounds; search, transportation and restraint procedures, practices and procedures as applied to a detention facility. Must have completed 240 hours of corrections officer training. Some counties require High School Diploma or G.E.D. equivalent, valid Arizona State Drivers License, and criminal background check.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	7	\$39,880	\$37,969	\$56,953	-
Cochise	49	\$49,400	\$41,076	\$61,614	D.O. II
Coconino	70	\$57,451	\$49,920	\$68,976	-
Gila #	31	\$56,454	\$43,533	\$65,300	-
Graham	22	\$48,202	\$45,808	\$70,948	-
Greenlee	3	\$41,745	\$40,497	\$56,700	-
La Paz #	15	\$36,379	\$34,133	\$47,991	-
Maricopa	-	-	-	-	-
Mohave	94	\$60,455	\$37,898	\$64,501	-
Navajo	9	\$43,352	\$43,352	\$54,141	-
Pima	268	\$53,834	\$53,684	\$57,720	-
Pinal #	158	\$54,072	\$44,500	\$65,974	-
Santa Cruz	23	\$44,553	\$42,766	\$59,388	-
Yavapai	44	\$52,226	\$50,444	\$78,188	-
Yuma	117	\$57,083	\$50,196	\$69,483	-

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Arizona Association of Counties
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Benchmark Job Positions

Detention Officer II/III

This journey level position performs security work of routine difficulty in the supervision, care and welfare of inmates. Controls and supervises the movement and activities of inmates; maintains detention records; performs routine clerical duties; works with detention statistics and computer data; supervises visitations; conducts inventories of detention supplies; maintains the safety and physical security of the facility. Possesses knowledge of report preparation and record keeping; standard housekeeping practices; human behavior, and various social, economic and cultural backgrounds; search, transportation and restraint procedures, practices and procedures as applied to a detention facility. Must have completed 240 hours of corrections officer training. Some counties require High School Diploma or G.E.D. equivalent, valid Arizona State Drivers License, and criminal background check. Minimum three years correctional experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1 / -	\$44,410	\$39,675/\$41,465	\$56,512/\$62,197	Detention Officer II/III
Cochise	5	\$64,232	\$53,066	\$79,598	Detention Officer III, Corporal
Coconino	-	-	\$57,408	\$78,567	Detention Officer II
Gila #	8	\$72,605	\$53,991	\$80,987	2 years exp.
Graham	4	\$51,935	\$48,484	\$75,090	-
Greenlee	10	\$49,940	\$42,681	\$59,758	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	9	\$69,077	\$41,787	\$69,077	-
Navajo	11/17	\$46,826/\$51,931	\$45,547/\$49,049	\$56,881/\$61,255	II/III
Pima	68	\$61,267	\$60,611	\$64,854	-
Pinal #	8	\$62,560	\$45,969	\$71,252	-
Santa Cruz	2	\$49,872	\$46,054	\$63,955	-
Yavapai	71	\$63,906	\$55,614	\$86,202	Detention Officer II
Yuma	15	\$80,608	\$61,016	\$84,460	Detention Corporal

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Arizona Association of Counties
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Benchmark Job Positions

Detention Supervisor

This position performs security work of moderate difficulty in the supervision of subordinates and the care of welfare of inmates. Supervises detention staff; controls and monitors movement and activities of inmates; maintains complex files, records and logs; maintains emergency procedures; verifies all documentation; assists detention staff with special inmate problems; works with detention statistics and computer data. Possesses knowledge of state and federal laws, rules and regulations governing correctional institutions; report preparation and record keeping; search, transportation and restraint procedures, standard housekeeping practices, human behavior and various social, economic and cultural backgrounds. Minimum three years correctional experience. Some counties may require passing a written and oral examination.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$52,757	\$48,481	\$72,722	Detention Sergeant
Cochise	3 / 4	\$93,417/ \$70,905	\$80,223/\$61,890	120,335/\$92,836	Sergeant/ Lieutenant
Coconino	13	\$85,306	\$70,093	\$95,927	Detention Sergeant
Gila #	3	\$97,968	\$72,353	\$108,530	5 years exp. + 2 years supervisory exp.
Graham	5	\$55,840	\$51,217	\$79,324	Detention Sergeant
Greenlee	2	\$52,790	\$44,678	\$62,545	-
La Paz #	-	-	\$62,126	\$87,817	-
Maricopa	183	\$78,674	\$72,800	\$93,600	-
Mohave	5	\$78,641	\$50,794	\$83,928	-
Navajo	3	\$61,766	\$59,761	\$74,634	Detention Sergeant
Pima	28	\$77,125	\$76,502	\$81,848	-
Pinal #	3	\$70,938	\$53,619	\$83,109	-
Santa Cruz	1	\$65,457	\$57,515	\$79,871	Detention Corporal
Yavapai	20	\$73,374	\$64,380	\$99,790	Detention Sergeant
Yuma	14	\$90,519	\$74,441	\$97,129	Detention Sergeant

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Arizona Association of Counties
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Benchmark Job Positions

Deputy Sheriff I

This journey level position is responsible for technical work of moderate difficulty in law enforcement or investigative duties. Patrols assigned area for the prevention of crime, enforcement of laws and protection of life and property; arrests violators of laws; assists with crowd control; assists in the execution of various writs, subpoenas and court orders; interviews/interrogates witnesses and prepares reports; appears in court and/or hearings as a witness; administers first aid; maintains chain of evidence pertinent to investigations; and assists in surveillance work. Possesses knowledge of relevant laws, rules and regulations pertaining to law enforcement; law enforcement principles, practices, methods, techniques and equipment; the roads and routes within the county; law enforcement investigative work. Possesses skill in preparing and maintaining accurate, detailed and complete records and reports; and care and use of firearms and motor vehicles. Must have Arizona P.O.S.T. certification.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	14	\$57,813	\$48,481	\$72,722	Deputy Sheriff
Cochise	-	-	-	-	-
Coconino	41	\$71,065	\$58,760	\$89,432	Deputy Recruit
Gila #	29	\$71,586	\$59,525	\$89,287	-
Graham	10	\$63,781	\$53,953	\$83,561	Deputy Sheriff
Greenlee	8	\$64,563	\$52,977	\$74,172	-
La Paz #	13	\$50,000	\$45,902	\$63,768	-
Maricopa	352	\$80,375	\$73,008	\$102,960	-
Mohave	66	\$72,041	\$48,381	\$80,018	-
Navajo	2	\$50,275	5-.275	\$50,275	Deputy Sheriff Cadet
Pima	224	\$60,885	\$60,611	\$64,854	-
Pinal #	170	\$82,873	\$65,699	\$86,203	-
Santa Cruz	12	\$52,931	\$49,595	\$68,872	-
Yavapai	91	\$69,303	\$61,315	\$95,038	-
Yuma	47	\$71,637	\$62,851	\$89,610	-

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Arizona Association of Counties
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Benchmark Job Positions

Deputy Sheriff II

This journey level position is responsible for technical work of moderate difficulty in law enforcement or investigative duties. Patrols assigned area for the prevention of crime, enforcement of laws and protection of life and property; arrests violators of laws; assists with crowd control; assists in the execution of various writs, subpoenas and court orders; interviews/interrogates witnesses and prepares reports; appears in court and/or hearings as a witness; administers first aid; maintains chain of evidence pertinent to investigations; and assists in surveillance work. Possesses knowledge of relevant laws, rules and regulations pertaining to law enforcement; law enforcement principles, practices, methods, techniques and equipment; the roads and routes within the county; law enforcement investigative work. Possesses skill in preparing and maintaining accurate, detailed and complete records and reports; and care and use of firearms and motor vehicles. Must have Arizona P.O.S.T. certification.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	4	\$84,542	\$68,829	\$94,198	2 yrs experience
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	4	\$62,787	\$62,787	\$76,318	-
Pima	38	\$69,261	\$68,099	\$72,862	-
Pinal #	-	-	-	-	-
Santa Cruz	12	\$59,868	\$53,408	\$74,168	-
Yavapai	-	-	-	-	-
Yuma	12	\$89,695	\$71,685	\$99,229	Public Safety Corporal

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Arizona Association of Counties
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Benchmark Job Positions

Deputy Sheriff III

This journey level position is responsible for technical work of moderate difficulty in law enforcement or investigative duties. Patrols assigned area for the prevention of crime, enforcement of laws and protection of life and property; arrests violators of laws; assists with crowd control; assists in the execution of various writs, subpoenas and court orders; interviews/interrogates witnesses and prepares reports; appears in court and/or hearings as a witness; administers first aid; maintains chain of evidence pertinent to investigations; and assists in surveillance work. Possesses knowledge of relevant laws, rules and regulations pertaining to law enforcement; law enforcement principles, practices, methods, techniques and equipment; the roads and routes within the county; law enforcement investigative work. Possesses skill in preparing and maintaining accurate, detailed and complete records and reports; and care and use of firearms and motor vehicles. Must have Arizona P.O.S.T. certification.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	7	\$76,442	\$67,614	\$95,140	Master Deputy
Pima	68	\$79,735	\$76,502	\$81,848	-
Pinal #	-	-	-	-	-
Santa Cruz	6	\$64,090	\$57,515	\$79,871	Deputy Corporal
Yavapai	-	-	-	-	-
Yuma	17	\$104,696	\$88,414	\$115,360	-

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Benchmark Job Positions

Dispatch/Communication I

This journey level position performs technical work of moderate difficulty in public safety communications. Operates fixed-base communications equipment including the 911 system; receives distress and emergency calls; dispatches mobile units; logs messages transmitted and received; sends and receives messages via criminal justice computer system; operates several phone lines including Civil Defense; operates and maintains telephone recording system; performs various clerical tasks; possesses knowledge of laws, rules and regulations governing the dispatch process, county geography; proper two-way radio and telephonic communication techniques and codes.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	4	\$38,254	\$37,969	\$56,953	Dispatcher/Matron
Cochise	5/9	\$44,973/\$50,243	\$38,216/\$41,808	\$57,324/\$62,712	Dispatch Trainee/Dispatch
Coconino	-	-	-	-	-
Gila #	14	\$59,011	\$43,533	\$65,300	-
Graham	8	\$45,423	\$43,015	\$66,619	Dispatcher
Greenlee	5	\$44,241	\$40,497	\$56,700	-
La Paz #	11	\$40,182	\$34,816	\$50,052	-
Maricopa	18	\$59,092	\$62,400	\$91,520	1 yr exp.
Mohave	9	\$46,576	\$41,787	\$69,077	18 week telecommunications course
Navajo	2	\$47,852	\$47,852	\$47,852	-
Pima	38	\$46,086	\$45,489	\$61,401	-
Pinal #	12	\$52,029	\$42,564	\$65,974	Emergency Dispatch, Senior
Santa Cruz	5	\$45,688	\$42,766	\$59,388	Public Safety Telecommunicator
Yavapai	11	\$53,470	\$45,754	\$70,919	Public Safety Telecommunicator
Yuma	10	\$47,821	\$45,590	\$66,950	Emergency Comms. Dispatcher

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Arizona Association of Counties
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Benchmark Job Positions

Dispatch/Communication II

This journey level position performs technical work of moderate difficulty in public safety communications. Operates fixed-base communications equipment including the 911 system; receives distress and emergency calls; dispatches mobile units; logs messages transmitted and received; sends and receives messages via criminal justice computer system; operates several phone lines including Civil Defense; operates and maintains telephone recording system; performs various clerical tasks; possesses knowledge of laws, rules and regulations governing the dispatch process, county geography; proper two-way radio and telephonic communication techniques and codes. Three years' experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$45,370	\$39,675	\$59,512	Lead Dispatcher/Matron
Cochise	0	-	\$56,054/\$61,660/\$50,000	\$84,082/\$92,490/\$75,000	Dispatch Senior; Supervisor; Dispatcher II
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	2	\$52,430	\$45,808	\$70,948	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	\$68,487/\$79,914	\$46,072/\$50,794	\$76,170/\$83,928	Public Safety Dispatcher Senior/Lead
Navajo	7/2	\$51,361/\$62,021	\$50,275/\$54,141	\$62,787/\$67,614	Dispatch, Communication Lead
Pima	9	\$57,412	\$51,563	\$72,176	-
Pinal #	-	-	-	-	-
Santa Cruz	3	\$53,449	\$46,054	\$63,955	Public Safety Telecommunicator Supervisor
Yavapai	-	-	-	-	-
Yuma	3	\$54,695	\$50,149	\$73,645	-

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Arizona Association of Counties
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Benchmark Job Positions

Investigator I

This journey level position requires P.O.S.T. certification and performs investigative work of moderate difficulty in obtaining information on criminal and civil cases. Locates and interviews witnesses in criminal, civil and juvenile matters; serves criminal and civil subpoenas; assists in the preparation of cases for trial; testifies in court; submits written reports and maintains records; assists local and out-of-state agencies on investigations; participates in the orientation and training of new employees; assigns investigators to cases. Possesses knowledge of law enforcement principles, practices, methods, techniques and equipment; the practices and principles of investigative work, and relevant laws, rules and regulations. Possesses skill in advanced investigative techniques; gathering, analyzing and evaluating facts and evidence. Ability to react quickly and calmly in emergency situations; make decisions. Zero to three years investigative experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$56,820	\$85,230	Detective
Cochise	2	\$59,100	\$51,968	\$77,952	Defense Investigator (non-POST position); 5 years exp.
Coconino	6	\$91,287	\$75,712	\$103,617	Detective; Background check & polygraph
Gila #	1	\$81,177	\$59,525	\$89,287	5 yrs exp.
Graham	1	\$68,975	\$55,305	\$85,655	Detective
Greenlee	1	\$76,710	\$55,619	\$77,875	-
La Paz #	1	\$54,246	\$47,842	\$66,646	-
Maricopa	51	\$90,431	\$70,720	\$101,920	5 yrs exp.
Mohave	6	\$57,228	\$48,381	\$80,018	-
Navajo	-	-	\$54,141	\$67,614	-
Pima	12	\$68,657	\$62,670	\$87,734	Criminal Investigator
Pinal #	8	\$78,229	\$49,647	\$76,953	-
Santa Cruz	3	\$60,683	\$54,744	\$76,022	Criminal Investigator
Yavapai	14	\$83,232	\$67,599	\$104,779	Investigator Deputy Detective
Yuma	1	\$77,995	\$73,472	\$110,209	-

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Arizona Association of Counties
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Benchmark Job Positions

Investigator II or Senior Investigator

This journey level position requires P.O.S.T. certification and performs investigative work of moderate difficulty in obtaining information on criminal and civil cases. Locates and interviews witnesses in criminal, civil and juvenile matters; serves criminal and civil subpoenas; assists in the preparation of cases for trial; testifies in court; submits written reports and maintains records; assists local and out-of-state agencies on investigations; participates in the orientation and training of new employees; assigns investigators to cases. Possesses knowledge of law enforcement principles, practices, methods, techniques and equipment; the practices and principles of investigative work, and relevant laws, rules and regulations. Possesses skill in advanced investigative techniques; gathering, analyzing and evaluating facts and evidence. Ability to react quickly and calmly in emergency situations; make decisions. Minimum three years investigative experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	1	\$76,169	\$52,889	\$76,807	Chief Investigator; 4 years exp.
Gila #	-	-	-	-	-
Graham	1	\$89,890	\$58,039	\$89,890	Sergeant Investigator
Greenlee	-	-	\$55,619	\$66,747	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	\$1	\$70,128	\$64,121	\$88,162	-
Yavapai	-	-	-	-	-
Yuma	1	\$72,789	\$69,973	\$104,961	-

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Arizona Association of Counties
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Benchmark Job Positions

Sergeant

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$69,391	\$56,820	\$85,230	-
Cochise	7 / 13 / 13	\$78,224/\$88,457/\$88,457	\$65,235/\$71,926/\$71,926	\$97,853/\$107,888/\$107,888	Deputy Sheriff Corporal/Corporal/Sergeant
Coconino	10	\$112,995	\$87,721	\$120,052	3 yrs. exp. as Peace Officer; Polygraph & POST cert.
Gila #	9	\$92,347	\$68,908	\$103,362	-
Graham	4	\$86,021	\$58,039	\$89,890	Patrol Sergeant
Greenlee	2	\$80,912	\$56,472	\$79,060	-
La Paz #	5	\$57,304	\$5,484	\$79,758	-
Maricopa	118	\$102,552	\$112,320	\$134,680	4 years exp.
Mohave	17	\$89,532	\$58,822	\$97,178	-
Navajo	11	\$89,838	\$80,372	\$124,684	-
Pima	45	\$87,435	\$85,945	\$90,251	-
Pinal #	52	\$101,259	\$90,513	\$107,591	-
Santa Cruz	4	\$68,594	\$61,937	\$86,012	-
Yavapai	21	\$92,380	\$74,528	\$115,519	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Lieutenant

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$59,479	\$85,230	-
Cochise	2/2/4	\$112,850/\$123,033/\$106,600	\$98,689/\$104,282/\$89,716	\$148,033/\$156,422/\$134,575	Captain, Deputy Sheriff, Lieutenant
Coconino	5	\$132,511	\$104,141	\$152,147	5 yrs. exp. as Peace Officer; Polygraph & POST cert.
Gila #	3	\$104,070	\$83,758	\$125,636	-
Graham	1	\$91,385	\$60,774	\$94,126	Patrol Lieutenant
Greenlee	1	\$92,268	\$65,000	\$95,000	-
La Paz #	4	\$84,032	\$59,611	\$84,032	-
Maricopa	41	\$124,290	\$146,000	\$163,500	1 yr exp as Sergeant
Mohave	4	\$108,404	\$68,078	\$112,486	7 years exp.
Navajo	6	\$94,503	\$90,934	\$141,069	-
Pima	23	\$127,300	\$120,390	\$144,476	-
Pinal #	14	\$116,981	\$112,971	\$127,816	-
Santa Cruz	3	\$89,549	\$66,700	\$104,797	Commander
Yavapai	6	\$116,656	\$86,276	\$133,728	-
Yuma	5	\$122,541	\$103,413	\$134,930	-

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Arizona Association of Counties
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Benchmark Job Positions

Building Inspector I

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$34,801	\$52,201	-
Cochise	3	\$56,135	\$46,752	\$70,128	-
Coconino	4	\$52,861	\$45,560	\$71,260	Building Inspector I, II (Avg. all positions)
Gila #	2	\$56,412	\$47,176	\$70,765	-
Graham	2	\$59,864	\$55,305	\$85,655	Building & Zoning Inspector
Greenlee	-	-	-	-	-
La Paz #	2	\$39,399	\$39,399	\$58,127	-
Maricopa	17	\$65,978	\$56,056	\$91,520	2 years exp.
Mohave	5	\$59,796	\$53,352	\$88,213	-
Navajo	2	\$46,116	\$44,436	\$55,494	-
Pima	7	\$58,152	\$54,142	\$75,774	-
Pinal #	7	\$53,318	\$42,564	\$65,974	-
Santa Cruz	-	-	\$44,273	\$60,873	-
Yavapai	2	\$53,948	\$43,575	\$67,542	-
Yuma	3	\$57,880	\$54,827	\$82,239	-

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Arizona Association of Counties
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Benchmark Job Positions

Building Inspector II or Senior Building Inspector

This journey level position performs technical inspection work of moderate difficulty. Performs a wide range of industrial, commercial and residential inspections for building code compliance; reviews plans for code and zoning compliance; provides information to the public in matters relating to construction and code requirements and other applicable ordinances. Possesses knowledge of all types of building construction, materials, methods and tools of the trade; federal, state and local building laws, codes and regulations; principles and practices of subdivision, zoning, floodplain and hazard abatement regulations; federal, state and local safety and hazard requirements. Minimum three years building trades experience, one year in inspection experience. Some counties require International Code Council (ICC) Building Inspection (B5) Certification and Residential Combination Inspector (R5) Certification.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$37,969/\$41,465	\$56,953/\$62,197	Building Inspector II/III
Cochise	-	-	\$52,985	\$79,477	-
Coconino	1	\$61,506	\$57,148	\$83,069	Lead Building Inspector; B5, R5 certifications
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$46,435	\$64,706	-
Maricopa	8	\$85,379	\$68,640	\$100,360	5 years exp.
Mohave	1 / 1 / 1	\$76,710/\$71,401 /\$101,962	\$58,822/\$64,854 /\$71,490	\$97,178/\$107,141 /\$114,754	Building Inspector II/Senior
Navajo	1	50,275	\$46,685	\$58,304	-
Pima	-	-	-	-	-
Pinal #	2	\$63,217	\$45,969	\$71,252	-
Santa Cruz	1	54,502	\$51,343	\$70,594	-
Yavapai	9	\$59,795	\$50,444	\$78,188	-
Yuma	1	\$73,374	\$60,445	\$90,669	-

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Arizona Association of Counties
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Benchmark Job Positions

Building Maintenance Supervisor

This non-exempt, working supervisory position performs work of considerable difficulty in the operation, maintenance and repair of buildings and facilities. Supervises and coordinates the activities of workers engaged in building, facilities, and utility systems operations, maintenance and repair. Performs hands-on work on requirements for electrical wiring, communications and control systems, heating, ventilation, water supply, steam generating and related pipe systems; inspects facilities, buildings and systems to determine work required; establishes cyclic preventative maintenance work; prepares reports and performs related administrative duties. Possesses knowledge of methods, practices, tools and materials used in a variety of building trades and utility systems maintenance; occupational hazards and required preventive measures; federal, state and local codes applicable to work performed. Minimum three years maintenance or facilities maintenance experience, including one in a lead or supervisory capacity

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$91,689	\$78,516	\$117,774	Director Building & Maintenance
Cochise	1	\$59,121	\$53,363	\$80,045	Facilities Maintenance Supervisor; 7 yrs.
Coconino	9	\$66,679	\$61,568	\$89,565	Trades Supervisor
Gila #	2	\$66,814	\$53,991	\$80,987	-
Graham	1	\$69,621	\$61,891	\$95,857	-
Greenlee	-	-	-	-	-
La Paz #	1	\$41,496	\$40,444	\$59,832	-
Maricopa	8	\$89,940	\$79,000	\$115,500	Trades Supervisor; 5 years exp.
Mohave	1	\$68,182	\$58,822	\$97,178	Administrator-Facilities; 3 years exp.
Navajo	1	\$64,959	\$50,275	\$62,787	Senior Bldg. & Zoning Inspector
Pima	6	\$67,283	\$62,670	\$87,734	-
Pinal #	4	\$62,820	\$53,619	\$83,109	-
Santa Cruz	1	\$74,827	\$64,452	\$86,012	Superintendent of Buildings, Grounds & Parks
Yavapai	-	-	-	-	-
Yuma	1	\$66,560	\$60,445	\$75,558	Facilities Maintenance Supervisor

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Benchmark Job Positions

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

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$46,352	\$69,528	GIS Analyst
Cochise	1/3	\$51,922/\$72,157	\$45,560/\$61,568	\$66,033/\$89,565	GIA Analyst (CAD Drafting falls under Engineering Tech.)
Coconino	3	\$58,374	\$61,568	\$89,565	GIS Analyst I
Gila #	1	\$51,867	\$45,275	\$67,913	-
Graham	1	51,528	\$45,808	\$70,948	Title Examiner; Vacant
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	17	\$60,412	\$52,000	\$81,120	GIS Tech.
Mohave	1	\$70,408	\$43,867	\$72,530	GIS Tech.
Navajo	-	-	-	-	-
Pima	14	\$66,652	\$62,670	\$87,734	-
Pinal #	5	\$51,416	\$49,647	\$76,953	GIS Cartography Specialist
Santa Cruz	1	\$58,261	\$42,373	\$53,803	GIS Tech.
Yavapai	1	\$52,288	\$45,754	\$70,919	CAD Specialist
Yuma	1	\$51,871	\$45,105	\$67,658	-

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Arizona Association of Counties
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Benchmark Job Positions

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

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

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	1	\$75,000	\$70,387	\$105,581	GIS Manager
Coconino	1	\$77,074	\$65,556	\$95,429	GIS Analyst II
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	9	\$64,438	\$59,280	\$88,920	GIS Tech. Senior, Lead
Mohave	1	\$82,992	\$61,755	\$102,086	GIS Coordinator
Navajo	-	-	-	-	-
Pima	21	\$80,901	\$75,816	\$106,163	-
Pinal #	3	\$70,984	\$53,619	\$83,109	-
Santa Cruz	1	\$62,097	\$46,532	\$60,873	GIS Tech. Senior
Yavapai	2	\$89,956	\$70,979	\$110,018	GIS Programmer, Analyst II
Yuma	1/1/1	\$65,354/\$91,840/\$104,809	\$63,467/\$73,472/\$81,004	\$95,202/\$110,209/\$121,505	GIS Senior Analyst; GIS Manager

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Arizona Association of Counties
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Benchmark Job Positions

Civil Engineer - Engineer in Training

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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$33,330	\$49,995	Civil Engineering Aide I
Cochise	-	-	\$69,626	\$104,438	-
Coconino	-	-	\$57,148/\$61,568	\$83,069/\$89,565	Civil Engineer in Training/Civil Engineer
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$56,014	\$92,581	Civil Engineer Intern; Vacant
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	7	\$86,690	\$71,604	\$114,566	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$73,319	\$67,599	\$104,414	3 years exp.
Yuma	2/0	\$73,012/-	\$63,467/\$69,973	\$95,202/\$104,961	Project Manager I/II

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Arizona Association of Counties
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Benchmark Job Positions

Civil Engineer - Professional Engineer (P.E.)

This position must be certified as a Professional Engineer (P.E.) with a minimum of four years experience as an Engineer-in-Training. Some counties require supervisory experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	- / 3	\$51,606	\$36,346/\$39,675	\$54,518/\$59,512	Civil Engineering Aide II,III
Cochise	1 / 0	\$90,004/0	\$77,089/\$96361	\$115,633/\$144,541	Level II; Level III
Coconino	-	-	\$65,556	\$95,429	See Engineering in Training Position
Gila #	-	-	-	-	-
Graham	1	\$93,630	\$90,029	\$139,437	Deputy County Engineer
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	32	\$102,030	\$90,000	\$126,500	2 years exp.
Mohave	\$45,748	\$76,097/\$75,363	\$61,755/\$68,078	\$102,086/\$112,486	Civil Engineer Registered / Civil Engineer-Unregistered
Navajo	-	-	\$71,037	\$88,716	-
Pima	6	\$92,717	\$75,816	\$106,163	-
Pinal #	-	-	\$76,616	\$33,586	Senior Engineer
Santa Cruz	-	-	-	-	-
Yavapai	4	\$77,039	\$67,133	\$104,056	3 years exp.
Yuma	4	92,566	\$81,004	\$121,505	-

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	7	\$21,797	\$30,576	\$43,995	Includes part-time positions
Cochise	17	\$36,009	\$31,850	\$47,775	Custodians/Grounds/ Mail Clerk
Coconino	15	\$45,676	\$40,597	\$58,004	1 year exp.
Gila #	2	\$36,454	\$32,240	\$48,360	-
Graham	2	\$42,858	\$40,340	\$62,477	Maintenance Custodial Worker
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	31	\$44,214	\$36,400	\$52,000	1 year exp.
Mohave	17	\$35,464	\$31,200	\$53,082	-
Navajo	5	\$33,320	\$31,340	\$39,139	-
Pima	2	\$40,536	\$33,945	\$45,822	-
Pinal #	43	\$33,538	\$29,848	\$41,880	-
Santa Cruz	15	\$16.35	\$14.35	-	-
Yavapai	35	\$35,919	\$34,142	\$52,921	3 years exp.
Yuma	6	\$37,298	\$33,659	\$50,488	5 positions

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Arizona Association of Counties
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Benchmark Job Positions

Engineering Technician I

This journey level position performs work of moderate difficulty in technical civil engineering both in the field and office. Prepares drawings, designs, plots and plans of civil engineering projects; conducts traffic engineering research; examines plans for clearance with existing and proposed improvement following design standards; checks plans for clearance of substructures and existing or proposed improvements in connection with storm drains and sanitary sewers; prepares reports and estimates for engineering assignments; reviews plans for conformity. Possesses knowledge of the theory and practice of civil engineering planning design, construction and surveying; materials testing in field and laboratory; interpreting and utilizing engineering plans, maps and specifications; the application of engineering theory to complex field and office problems; drafting principles. minimum of three years technical, construction or engineering experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$42,395	\$63,592	Civil Engineering Technician I
Cochise	9	48,228	\$47,192	\$70,789	-
Coconino	2	\$63,670	\$49,116	\$71,260	Bachelor's degree, 2 years exp.
Gila #	-	-	-	-	-
Graham	1	\$59,168	\$52,600	\$81,465	Engineering Tech. II
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	8	\$74,157	\$49,400	\$81,120	2 yrs exp.
Mohave	1	\$47,923	\$43,867	\$72,530	-
Navajo	-	-	-	-	-
Pima	1	\$58,569	\$45,489	\$61,401	-
Pinal #	6	\$52,447	\$45,969	\$71,252	Civil Engineering Tech.
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$50,608	\$47,362	\$71,041	-

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Arizona Association of Counties
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Benchmark Job Positions

Engineering Technician II

This journey level position performs work of moderate difficulty in technical civil engineering both in the field and office. Prepares drawings, designs, plots and plans of civil engineering projects; conducts traffic engineering research; examines plans for clearance with existing and proposed improvement following design standards; checks plans for clearance of substructures and existing or proposed improvements in connection with storm drains and sanitary sewers; prepares reports and estimates for engineering assignments; reviews plans for conformity. Possesses knowledge of the theory and practice of civil engineering planning design, construction and surveying; materials testing in field and laboratory; interpreting and utilizing engineering plans, maps and specifications; the application of engineering theory to complex field and office problems; drafting principles. Minimum of four years technical, construction or engineering experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$46,352	\$69,528	Civil Engineering Technician II
Cochise	1	\$62,430	\$51,742	\$77,614	-
Coconino	1	\$90,544	\$70,984	\$103,406	Engineering Supervisor
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	5/9	\$55,020/\$65,515	\$46,072/\$50,794	\$76,170/\$83,928	Senior Engineering Tech.(5 yrs. exp.)/Specialist (5 yrs. exp.)
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	10	\$70,221	\$53,619	\$83,109	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$43,924	\$37,147	\$55,720	-
Cochise	4	\$43,420	\$36,334	\$54,502	Mechanic I
Coconino	6	58,207	\$49,116	\$83,069	Heavy Equipment Mechanic Trainee
Gila #	9	\$51,613	\$43,533	\$65,300	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$33,633	\$31,990	\$47,391	-
Maricopa	-	-	-	-	-
Mohave	1	\$53,394	\$46,072	\$76,170	-
Navajo	1	\$50,307	\$43,352	\$54,141	-
Pima	3	\$44,997	\$43,326	\$58,468	-
Pinal #	8	\$57,520	\$45,969	\$71,252	Heavy Equipment Mechanic I
Santa Cruz	-	-	-	-	-
Yavapai	2	\$45,418	\$41,500	\$64,325	Mechanic I; 1 year exp.
Yuma	4	\$48,122	\$45,105	\$67,658	Public Works Equip. Tech. I; 2 years exp.

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Arizona Association of Counties
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Benchmark Job Positions

Equipment Mechanic II

This position works under close supervision and performs skilled work of moderate difficulty in repairing, maintaining and rebuilding heavy equipment; diagnoses, repairs, and maintains various systems, such as hydraulic, electrical, refrigeration and engine repair in the equipment fleet, performs various preventive maintenance functions, maintains inventory supplies; has considerable knowledge of methods, practices, materials, instruments and tools used in mechanical equipment maintenance. Minimum three years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$47,699	\$39,675	\$59,512	-
Cochise	1/4/4	\$47,840/\$51,480/\$52,520	\$42,927/\$46,492/\$53,392	\$64,391/\$69,738/\$80,088	Mechanic II (3 yrs. exp.); III (5 yrs. exp.) IV (7 yrs. exp.)
Coconino	6	\$58,207	\$49,116	\$83,069	Heavy Equipment Mechanic II-Apprentice
Gila #	1	\$56,521	\$42,275	\$67,913	-
Graham	1	\$56,093	\$49,867	\$77,232	-
Greenlee	-	-	-	-	-
La Paz #	-	-	\$33,556	\$49,719	-
Maricopa	17	\$70,941	\$56,160	\$81,120	2-3 yrs exp.
Mohave	3	\$57,200	\$50,794	\$83,928	5 yrs exp.
Navajo	3	\$53,221	\$47,852	\$59,761	-
Pima	2	\$49,843	\$47,756	\$64,480	-
Pinal #	3	\$68,318	\$53,619	\$83,109	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$53,659	\$45,754	\$70,919	Mechanic II; 2 yrs exp.
Yuma	4	\$53,139	\$49,729	\$74,593	-

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Arizona Association of Counties
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Benchmark Job Positions

Equipment Mechanic III or Supervisor

: This position works under close supervision and performs skilled work of moderate difficulty in repairing, maintaining and rebuilding heavy equipment; diagnoses, repairs, and maintains various systems, such as hydraulic, electrical, refrigeration and engine repair in the equipment fleet, performs various preventive maintenance functions, maintains inventory supplies; has considerable knowledge of methods, practices, materials, instruments and tools used in mechanical equipment maintenance. Minimum five years of experience. Minimum two years of supervisory experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$49,856	\$41,465	\$62,197	-
Cochise	1	\$63,440	\$55,896	\$83,844	Operations Supervisors Fleet, Heavy; 3 yrs. super. exp.
Coconino	3/1	\$62,504/\$74,231	\$52,889/\$61,568	\$83,069/\$89,565	Heavy Equipment Mechanic Lead; Heavy Equipment Mechanic III
Gila #	2	\$70,532	\$56,690	\$85,035	-
Graham	1	\$70,478	\$51,217	\$79,324	Equipment Mechanic III
Greenlee	-	-	-	-	-
La Paz #	1	\$56,409	\$36,287	\$56,409	-
Maricopa	4	\$82,512	\$70,500	\$102,500	5 years exp.
Mohave	1	\$58,302	\$53,352	\$88,213	-
Navajo	-	-	\$49,049	\$61,255	Equipment Mechanic Senior
Pima	5	\$62,695	\$54,142	\$75,774	Fleet Srvc. Auto Supervisor
Pinal #	1	\$97,741	\$71,604	\$114,566	-
Santa Cruz	-	-	-	-	-
Yavapai	4	\$61,150	\$50,444	\$78,188	-
Yuma	1	\$68,640	\$66,641	\$99,963	Fleet Superintendent; 5 years exp.

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Arizona Association of Counties
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Benchmark Job Positions

Equipment Operator I

This position works under close supervision and performs skilled work of routine difficulty in the operation of a variety of vehicles and heavy equipment involved in the transportation of materials for construction, maintenance and repair of properties; operates a variety of heavy trucks and equipment; maintains and performs routine maintenance work on trucks, prepares reports, performs manual labor, and performs related work as required or assigned. Possesses a working knowledge of traffic laws, ordinances and regulations as well as of the occupational hazards and proper safety precautions involved in heavy truck and equipment operation; has the ability to operate various types of heavy trucks. Requires a currently valid commercial driver's license and High School Diploma or G.E.D. equivalent.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$36,346	\$54,518	-
Cochise	26	\$42,560	\$32,498	\$48,746	1 yr experience
Coconino	9	\$45,796	\$42,110	\$66,033	Operator I; AZ CDL & Class B commercial license
Gila #	18	\$48,664	\$41,940	\$62,911	-
Graham	-	-	-	-	-
Greenlee	4	\$36,857	\$35,526	\$49,732	-
La Paz #	-	-	-	-	-
Maricopa	54	\$55,765	\$43,680	\$68,640	1 yr experience
Mohave	18	\$39,126	\$37,898	\$64,501	Road Maintenance Worker
Navajo	12	\$41,554	\$39,275	\$49,049	-
Pima	36	\$46,336	\$41,246	\$55,702	-
Pinal #	62	\$43,493	\$39,411	\$59,117	-
Santa Cruz	3	\$44,076	\$37,799	\$52,491	-
Yavapai	12	\$43,633	\$41,500	\$64,325	1 year exp., AZ Class A CDL
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Equipment Operator II

This position works under close supervision and performs skilled work of moderate difficulty in the operation of a variety of vehicles and heavy equipment involved in the transportation of materials for construction, maintenance and repair of properties; operates a variety of heavy trucks and equipment; maintains and performs routine maintenance work on trucks, prepares reports, performs manual labor, and performs related work as required or assigned. Possesses considerable knowledge of traffic laws, ordinances and regulations as well as the occupational hazards and proper safety precautions involved in heavy truck and equipment operation; has ability to operate heavy earth-moving equipment. Requires a currently valid commercial driver's license class A, High School Diploma or G.E.D. equivalent and three to four years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$46,874	\$38,810	\$58,216	-
Cochise	3	\$43,056	\$35,945	\$53,917	3 yrs experience
Coconino	13	\$52,608	\$49,116	\$71,260	Operator II; AZ CDL & Class B commercial license
Gila #	6	\$58,194	\$47,176	\$70,765	-
Graham	11	\$53,974	\$49,867	\$77,232	Highway Operations Tech. II
Greenlee	16	\$50,772	\$41,600	\$58,240	-
La Paz #	-	-	-	-	-
Maricopa	34	\$59,494	\$48,880	\$74,880	3 yrs experience
Mohave	14	\$46,120	\$41,787	\$69,077	Senior Road Maintenance Worker
Navajo	5	\$45,552	\$42,294	\$52,820	-
Pima	14	\$50,606	\$45,489	\$61,401	-
Pinal #	34	\$53,154	\$42,564	\$65,974	Senior Operator
Santa Cruz	2	\$45,654	\$40,705	\$56,527	Heavy Equipment Operator
Yavapai	13	\$50,865	\$45,754	\$70,919	3 years exp., AZ Class A CDL
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Equipment Operator III

This position performs work of considerable difficulty in the operation of a variety of vehicles and heavy equipment involved in the transportation of materials for construction, maintenance and repair of properties. Utilizing heavy earth-moving equipment and large vehicles, clears right-of-way, cuts and reshapes roads, performs road construction, maintenance and repair operations such as mixing and laying oil, makes road mixes to preserve roads; participates in a variety of related manual work and guides the effort of small numbers of workers and laborers. Possesses knowledge of traffic laws, ordinances, regulations and occupational hazards and proper safety precautions; operation, maintenance and repair of diesel and gasoline engines, hydraulic systems and component parts of heavy equipment. Requires a currently valid commercial driver's license class A, High School Diploma or G.E.D. equivalent, and minimum five years of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$49,598	\$41,465	\$62,197	-
Cochise	8	\$47,866	\$41,636	\$62,454	-
Coconino	9	\$59,923	\$52,889	\$71,260	Operator Level III
Gila #	-	-	-	-	-
Graham	2	\$67,269	\$51,217	\$79,324	Highway Operations Tech. III
Greenlee	5	\$59,945	\$42,681	\$59,758	-
La Paz #	-	-	-	-	-
Maricopa	9	\$67,293	\$54,808	\$79,040	5 years exp.
Mohave	27	\$52,985	\$46,072	\$76,170	Road Maintenance Work Specialist; 5 years exp.
Navajo	6	\$50,295	\$47,852	\$59,761	-
Pima	-	\$53,581	\$47,756	\$64,480	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	26	\$59,614	\$50,444	\$78,188	5 years exp, AZ Class A CDL
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Facilities Maintenance Worker I

This journey level position performs work of considerable difficulty in the repair and maintenance of buildings, facilities and grounds. Performs a variety of construction and maintenance work including air conditioning, carpentry, heating, electrical, plumbing, cement finishing, painting, locksmith and welding in the maintenance and repair of buildings. Possesses considerable knowledge of the methods, practices, equipment, tools and materials used in a variety of construction trades; maintenance and repair, grounds care; occupational hazards and preventive measures. Zero to two years general building maintenance experience. Some counties require class A CDL license.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	0	-	\$30,598	\$45,897	Facilities and Construction Worker I
Cochise	0	-	\$33,849	\$50,773	1 yr experience
Coconino	4	\$47,631	\$42,110	\$60,962	Trade Worker I; 3 yrs. exp, class A license
Gila #	8	\$52,548	\$43,533	\$65,300	-
Graham	1	\$56,792	\$47,131	\$72,996	Utilities Maintenance Specialist
Greenlee	-	-	-	-	-
La Paz #	2	\$31,574	\$27,131	\$40,317	-
Maricopa	55	\$51,349	\$43,680	\$68,640	-
Mohave	5	42,698	\$37,898	\$64,501	-
Navajo	2	\$39,270	\$39,275	\$49,049	-
Pima	-	\$47,721	\$43,326	\$58,468	-
Pinal #	20	\$39,015	\$33,172	\$49,758	Combined Facilities Maintenance Tech.
Santa Cruz	16	\$41,663	\$35,977	\$49,961	-
Yavapai	7	\$41,309	\$37,642	\$58,315	Maintenance Worker Journey
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Facilities Maintenance Worker II

This journey level position performs work of considerable difficulty in the repair and maintenance of buildings, facilities and grounds. Performs a variety of construction and maintenance work including air conditioning, carpentry, heating, electrical, plumbing, cement finishing, painting, locksmith and welding in the maintenance and repair of buildings. Possesses considerable knowledge of the methods, practices, equipment, tools and materials used in a variety of construction trades; maintenance and repair, grounds care; occupational hazards and preventive measures. Minimum three years general building maintenance experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2/7	\$39,393/\$47,642	\$34,801/\$39,675	\$52,201/\$59,512	Facilities and Construction Worker II,III
Cochise	0/10	0/49,027	\$35,726/\$47,944	\$53,588/\$71,916	Facilities Maint. Worker II/III
Coconino	4	\$51,049	\$45,560	\$66,033	Trades Worker II; 3 years exp.
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	5 / 7 / 1	\$48,194/\$55,699/\$59,509	\$41,787/\$46,072/\$48,381	\$69,077/\$76,170/\$80,018	Senior(5 years exp.)/ Specialist (5 years exp.)/Lead (3 years exp.)
Navajo	3/2	\$43,291/\$47,852	\$42,294/\$43,352	\$52,820/\$54,141	II/III
Pima	2	\$52,364	\$49,108	\$68,744	Trades Maint. Specialist II
Pinal #	2	\$54,683	\$39,411	\$59,117	Combined Facilities Maintenance Tech & Lead
Santa Cruz	-	-	\$39,712	\$55,148	Maint. Supervisor
Yavapai	-	-	-	-	-
Yuma	4	\$40,483	\$37,109	\$55,663	-

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Arizona Association of Counties
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Benchmark Job Positions

Automotive Mechanic I

This journey level position performs skilled work of moderate difficulty in repairing, maintaining and rebuilding automotive and other light equipment. Diagnoses, repairs and maintains various systems in the equipment fleet; performs various preventive maintenance functions. Possesses knowledge of methods, practices, materials, instruments and tools used in equipment maintenance and safety practices. Zero to one year related experience.

<u>County</u>	<u>Incumbents</u>	<u>Average</u>	<u>Pay Range</u>		<u>Notes</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$36,346	\$54,518	-
Cochise	4	\$43,420	\$36,334	\$54,502	-
Coconino	-	-	\$42,110	\$60,962	Mechanic Trainee-level I
Gila #	9	\$51,613	\$43,533	\$65,300	2 yrs experience
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	1	\$52,354	\$43,867	\$72,530	3 years exp.
Navajo	-	-	\$43,352	\$54,141	-
Pima	3	\$52,572	\$43,326	\$58,468	-
Pinal #	2	\$59,802	\$45,969	\$71,252	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	\$41,500	\$64,325	Automotive Tech. I
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Automotive Mechanic II

This journey level position performs skilled work of moderate difficulty in repairing, maintaining and rebuilding automotive and other light equipment. Diagnoses, repairs and maintains various systems in the equipment fleet; performs various preventive maintenance functions. Possesses knowledge of methods, practices, materials, instruments and tools used in equipment maintenance and safety practices. Minimum two to four years related experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$38,810/\$41,465	\$58,216/\$62,197	Automotive Mechanic II,III
Cochise	1	\$47,840	\$42,927	\$64,391	Mechanic II
Coconino	-	-	\$45,560	\$66,033	Level II Mechanic Apprentice
Gila #	1	\$56,521	\$47,176	\$70,765	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	23	\$55,904	\$48,360	\$78,520	3 years exp.
Mohave	3	\$53,248	\$48,381	\$80,018	-
Navajo	3/1	\$50,275/\$56,881	\$47,852/\$49,049	\$59,761/\$61,255	II/Senior Automotive Mechanic
Pima	5	\$56,735	\$49,108	\$68,744	-
Pinal #	4	\$66,023	\$53,619	\$83,109	-
Santa Cruz	-	-	-	-	-
Yavapai	2	\$52,291	\$45,754	\$70,919	Automotive Tech. II
Yuma	-	-	-	-	-

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Arizona Association of Counties
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Benchmark Job Positions

Planner I

This journey level position performs work of moderate difficulty in professional county planning work. Coordinates the processing of rezoning applications, Board of Adjustment dockets and Special Use permits; reviews adjacent zoning and relevant factors and prepares reports evaluating the impact of rezoning actions and special use permits; presents oral and written reports to Boards, Commissions and citizens; explains zoning regulations and procedural requirements; researches, reviews and assists in revision of county ordinances, rules and regulations; maintains land planning records, files and maps; performs research and data gathering for population, housing, land ownership, land use and economic studies; reviews subdivision plats and master development plans; analyzes census data; conducts special studies as required. Possesses knowledge of principles, practices and techniques of community planning, industrial development and community conservation; land use regulations and zoning codes; graphic techniques and topographic mapping; basic statistical methods. Some counties require AA/Bachelors degree plus up to two years related experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$45,325	\$67,988	Planner
Cochise	-	-	\$53,505	\$80,257	-
Coconino	1	52861	\$49,116	\$71,260	Planner
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	14	\$69,352	\$62,000	\$103,500	2 yrs experience
Mohave	4	\$58,323	\$53,352	\$88,213	-
Navajo	-	-	\$47,852	\$59,761	-
Pima	2	\$62,344	\$59,675	\$83,553	-
Pinal #	2	\$60,397	\$53,619	\$83,109	-
Santa Cruz	3	\$46,788	\$42,155	\$55,148	Planning & Development Tech.
Yavapai	2	\$54,712	\$52,966	\$82,097	-
Yuma	2	\$60,057	\$57,568	\$86,351	Associate Planner, Deputy Zoning Inspector

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Arizona Association of Counties
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Benchmark Job Positions

Planner II or Senior Planner

This journey level position performs work of moderate difficulty in professional county planning work. Coordinates the processing of rezoning applications, Board of Adjustment dockets and Special Use permits; reviews adjacent zoning and relevant factors and prepares reports evaluating the impact of rezoning actions and special use permits; presents oral and written reports to Boards, Commissions and citizens; explains zoning regulations and procedural requirements; researches, reviews and assists in revision of county ordinances, rules and regulations; maintains land planning records, files and maps; performs research and data gathering for population, housing, land ownership, land use and economic studies; reviews subdivision plats and master development plans; analyzes census data; conducts special studies as required. Possesses knowledge of principles, practices and techniques of community planning, industrial development and community conservation; land use regulations and zoning codes; graphic techniques and topographic mapping; basic statistical methods. AA/Bachelors degree plus at least three years related experience, some counties require a masters degree.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$49,586	\$74,379	Senior Planner
Cochise	1	\$80,560	\$65,312	\$97,968	-
Coconino	1	\$76,335	\$57,148	\$83,069	Senior Planner
Gila #	-	-	\$54,772	\$82,158	-
Graham	-	-	-	-	-
Greenlee	1	\$72,082	\$52,977	\$74,168	-
La Paz #	-	-	-	-	-
Maricopa	6	\$88,414	\$68,750	\$116,500	3 yrs experience
Mohave	-	-	\$58,822/\$64,854	\$97,178/\$107,141	Planner II (3 years exp.); Senior Planner (5 years exp.)
Navajo	2/0	\$57,628 / N/A	\$50,275 / \$52,820	\$62,787 / \$65,965	-
Pima	6	\$77,222	\$68,931	\$96,512	-
Pinal #	5	\$76,095	\$62,542	\$96,940	-
Santa Cruz	1	\$53,447	\$48,869	\$67,192	Planning & Development Lead
Yavapai	1	\$63,496	\$58,395	\$90,512	-
Yuma	3	\$77,571	\$66,641	\$99,963	-

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Arizona Association of Counties
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Benchmark Job Positions

Sign Maintenance Technician

This position works under close supervision and performs semi-skilled work of routine difficulty fabricating, maintaining, and installing traffic control devices. Possesses a working knowledge of the methods and materials used for the installation, maintenance, and fabrication of traffic control devices and the laws and regulation relevant to traffic control devices.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	9	\$48,228	\$47,192	\$70,789	See Engineering Tech.
Coconino	-	-	-	-	-
Gila #	2	\$48,949	\$43,533	\$65,300	-
Graham	1	\$58,057	\$49,867	\$77,232	Sign Tech.
Greenlee	-	-	-	-	-
La Paz #	1	\$40,123	\$34,474	\$51,085	-
Maricopa	61	\$50,483	\$43,680	\$68,640	1 yr experience
Mohave	2/4	\$43,493/\$49,088	\$39,790/\$43,867	\$67,787/\$72,530	Sign Tech./Senior
Navajo	1/1	\$36,244/\$59,761	\$33,040/\$47,852	\$41,263/\$59,761	Sign Maintenance Tech./Foreman
Pima	-	-	-	-	-
Pinal #	-	-	\$33,172	\$49,758	Sign Specialist
Santa Cruz	-	-	-	-	-
Yavapai	2	\$42,972	\$39,524	\$61,262	1 year exp.
Yuma	4	\$45,793	\$40,914	\$61,370	-

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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

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$40,558	\$60,837	Land & Drafting Supervisor
Cochise	1	\$85,318	\$68,639	\$102,959	-
Coconino	1	\$87,558	\$65,556	\$95,429	County Surveyor; Bachelor's degree & 2 years exp.
Gila #	1	\$88,303	\$62,501	\$93,752	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	3	\$85,204	\$70,720	\$100,360	2 yrs experience
Mohave	-	-	\$58,822	\$97,178	-
Navajo	-	-	\$64,356	\$80,372	-
Pima	1	\$72,002	\$62,670	\$87,734	3 positions
Pinal #	-	-	\$53,619	\$83,109	-
Santa Cruz	-	-	\$59,347	\$82,011	County Surveyor
Yavapai	1	\$82,826	\$67,599	\$104,779	Survey Manager; 5 years exp.
Yuma	1	\$62,743	\$49,729	\$74,593	-

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	2	\$56,592	\$45,325	\$67,988	Shop Foreman
Cochise	1	\$63,440	\$55,896	\$83,844	Operations Supervisor Fleet
Coconino	1	\$79,848	\$65,556	\$95,429	Fleet Svcs. Supervisor; 5 yrs. exp.+ 2 yrs. supervisory exp.
Gila #	2	\$70,532	\$56,690	\$85,035	-
Graham	1	\$72,266	\$64,244	\$99,501	Highway Dept. Deputy Dir.; 5 years exp.
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	1	\$69,140	\$68,000	\$100,000	4 years exp., supervisory exp.
Mohave	1	\$87,922	\$71,490	\$114,754	Equip. Fleet Manager.; 4 years exp.
Navajo	1	\$88,827	\$69,305	\$93,207	Fleet Operations Manager
Pima	3	68,519	62,670	87,734	-
Pinal #	2	\$67,583	\$62,542	\$96,940	-
Santa Cruz	1	\$55,597	\$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
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Benchmark Job Positions

Zoning Inspector

This journey level position performs technical work of moderate difficulty in field inspections and office work pertaining to planning and housing regulations. Inspects property sites for conformance with housing, zoning and Hazard Abatement regulations; reviews deeds and legal descriptions and plats information on maps; determines land use compliance and legal accessibility; calculates and collects fees for use permits; maintains and submits records of inspections activities; assists the public in preparation of building and zoning permit applications; writes and issues permits in accordance with the zoning ordinances. Possesses knowledge of zoning regulations and laws; methods of land descriptions; and preparation and processing of use permit applications. Minimum three years related experience

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$44,324	\$66,486	Enforcement Officer
Cochise	1	\$52,927	\$43,224	\$64,836	Code Compliance Officer
Coconino	2	\$51,065	\$45,560	\$66,033	Code Enforcement Officer; 2 years exp.
Gila #	-	-	\$52,362	\$78,543	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	47	\$67,669	\$56,056	\$91,520	2 yrs experience
Mohave	2/2	\$49,702/\$56,441	\$39,790/\$43,867	\$67,787/\$72,530	Zoning Inspector/Senior
Navajo	Feb-00	\$46,116 / -	\$44,436 / \$46,685	\$55,494 / \$58,304	Building/Zoning Inspector I/II
Pima	4	\$55,283	\$54,142	\$75,774	-
Pinal #	7	\$56,603	\$49,647	\$76,953	See Building Inspector
Santa Cruz	-	-	-	-	-
Yavapai	4	\$47,837	\$45,754	\$70,919	Land Use Specialist II
Yuma	1	\$49,370	\$47,362	\$71,041	Deputy Zoning Inspector/Planning Tech.

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Arizona Association of Counties
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Benchmark Job Positions

Appraiser I

This entry level position performs technical work of routine difficulty in gathering property appraisal information. Collects data using prescribed procedures on real and personal property; responds to petitions for review filed by property owner; prepares data for presentation in the administrative appeal process; may communicate with the public on such matters as property values, ownership, legal description, widow and veteran exemptions and statutory classifications. Possesses knowledge of the principles, practices, techniques, guidelines and statutes used in property assessment. Possesses Level One Certificate as administered by the Arizona Department of Revenue.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	4	\$38,162	\$34,056	\$51,084	Property Appraiser I
Cochise	10	\$46,250	\$37,842	\$56,763	-
Coconino	1	\$50,343	\$49,116	\$71,260	-
Gila #	2	\$48,602	\$40,482	\$60,723	-
Graham	1	\$46,524	\$43,015	\$66,619	Property Appraiser I
Greenlee	-	-	\$41,600	\$58,240	-
La Paz #	3	\$34,944	\$30,805	\$45,688	-
Maricopa	12	\$48,880	\$41,600	\$61,360	6 months experience
Mohave	5 / -	\$40,298 / -	\$39,790/\$41,787	\$67,787/\$69,077	Appraiser I/Appraiser I Underfill
Navajo	3	\$42,647	\$42,294	\$52,820	-
Pima	-	\$51,040	\$49,108	\$68,744	-
Pinal #	11	\$48,355	\$42,564	\$65,974	-
Santa Cruz	3	\$40,530	\$37,259	\$48,743	-
Yavapai	9	\$45,663	\$39,524	\$61,262	3 years office exp.
Yuma	-/10	-\$42,473	\$45,105/\$40,914	\$67,658/\$61,370	-

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Arizona Association of Counties
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Benchmark Job Positions

Appraiser II

This journey level position performs technical work of moderate difficulty in gathering property appraisal information. Collects data using prescribed procedures on real and personal property; responds to petitions for review filed by property owner; prepares data and represents Assessor in administrative appeal process; communicates with public on such matters as property values, ownership, legal description, widow and veteran exemptions and statutory classifications; performs special and difficult appraisals, conducts field training of entry level appraisers. Possesses knowledge of principles, practices, procedures, guidelines and statutes regarding property assessment. Possesses Level Two Certificate as administered by the Arizona Department of Revenue.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$35,564	\$53,346	Property Appraiser II
Cochise	3	\$51,000	\$43,774	\$65,662	-
Coconino	7	\$57,029	\$52,889	\$76,807	-
Gila #	3	\$53,574	\$43,533	\$65,300	-
Graham	1	\$62,192	\$49,867	\$77,232	Property Appraiser II
Greenlee	1	\$47,174	\$42,681	\$59,758	-
La Paz #	-	-	\$31,788	\$47,032	-
Maricopa	41	\$53,447	\$47,840	\$64,480	-
Mohave	10	\$51,364	\$43,381	\$80,018	-
Navajo	2	\$47,269	\$45,547	\$56,881	-
Pima	24	\$57,982	\$54,142	\$75,774	-
Pinal #	8	\$63,648	\$49,647	\$76,953	Senior Appraiser
Santa Cruz	2	\$49,087	\$40,317	\$58,803	-
Yavapai	6	\$47,237	\$43,575	\$67,542	3 years related exp.
Yuma	5	\$52,276	\$49,729	\$74,593	-

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Arizona Association of Counties
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Benchmark Job Positions

Appraiser III

Under general supervision, performs advanced field and office appraisal work. Considerable knowledge of appraisal practices for all types of real and personal property although may be assigned to work in only one area. Performs special projects, reviews valuation appeals, reviews and may present data to County and State Boards as required or assigned; may assist the public with questions of property values, ownership, legal descriptions, exemptions, deferrals, and statutory classifications. This is a hands-on property appraiser at the lowest level of supervisory responsibility. Must possess Level Three Certification as administered by the Arizona Department of Revenue, plus five years experience in property assessment.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$44,557	\$37,147	\$55,720	Property Appraiser III
Cochise	-	-	\$50,230	\$75,344	-
Coconino	3	\$72,342	\$57,148	\$83,069	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	1	\$54,080	\$44,678	\$62,545	-
La Paz #	-	-	-	-	-
Maricopa	13	\$85,297	\$78,500	\$107,500	2 yrs experience
Mohave	-	-	-	-	-
Navajo	2/1	\$54,141/\$65,965	\$49,049/\$55,494	\$61,255/\$69,305	Appraiser III/Chief
Pima	6	\$60,054	\$56,846	\$79,580	-
Pinal #	4	\$65,849	\$53,619	\$83,109	Lead Appraiser
Santa Cruz	1	\$50,854	\$48,385	\$67,192	Lead Appraiser
Yavapai	4	\$61,943	\$48,042	\$74,464	-
Yuma	1	\$72,885	\$54,827	\$82,239	-

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Arizona Association of Counties
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Benchmark Job Positions

Environmental Health Specialist (Sanitarian) I

This journey level position performs work of moderate difficulty in the environmental health field. Inspects a variety of entities for compliance with various legal codes governing sanitary conditions; recommends enforcement measures to supervisor; secures compliance with pertinent regulations by promotion, education and enforcement; inspects and designs individual sewage systems; collects water, air and food samples for laboratory analysis and interprets results; reviews plans and specifications submitted for all eating and drinking establishments; prepares and presents reports on investigations, inspections and makes recommendations; maintains records as required. Possesses knowledge of relevant federal, state and county codes, laws and regulations; the principles, practices and techniques of environmental health inspections, education, compliance and enforcement; biological and physical science applicable to environmental health. Must possess a current Arizona certificate as a registered sanitarian and some counties require a bachelors degree and 1 year of experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$48,142	\$39,675	\$59,512	-
Cochise	2	\$48,250	\$41,477	\$62,215	-
Coconino	2	\$57,863	\$57,148	\$83,069	Environmental Health Specialist II
Gila #	2	\$59,721	\$51,518	\$77,277	-
Graham	-	-	-	-	-
Greenlee	1	\$69,846	\$42,681	\$59,758	-
La Paz #	1	\$48,318	\$39,463	\$58,438	-
Maricopa	108	\$59,597	\$54,080	\$86,840	-
Mohave	2	\$52,874	\$48,381	\$80,018	-
Navajo	4	\$38,317	\$38,317	\$47,852	-
Pima	-	\$50,666	\$47,756	\$64,480	-
Pinal #	9	\$54,282	\$45,969	\$71,252	Senior Environmental Health Specialist
Santa Cruz	2	\$50,195	\$47,924	\$63,955	Environmental Health Specialist
Yavapai	3	\$53,435	\$50,444	\$78,188	-
Yuma	4	\$51,710	\$49,729	\$74,593	-

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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	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$52,548	\$47,404	\$71,106	Environmental Health Coordinator
Cochise	2/1	\$51,855/\$60,595	\$46,658/\$50,753	\$69,988/\$76,129	II/III
Coconino	-	-	\$61,568	\$89,565	III; B.A.
Gila #	-	-	-	-	-
Graham	1	\$52,211	\$55,305	\$85,655	Environmental Health Specialist II, III
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	4	\$68,115	\$66,560	\$94,120	-
Mohave	3	\$58,351	\$53,352	\$88,213	-
Navajo	-	-	-	-	-
Pima	7	\$62,139	\$51,563	\$72,176	-
Pinal #	2	\$59,249	\$49,647	\$76,953	Senior Environmental Health Specialist
Santa Cruz	1	\$64,239	\$51,609	\$68,872	Environmental Health Specialist Lead
Yavapai	-	-	-	-	-
Yuma	2/2/1	59581/\$68,095/\$78,399	\$57,568/\$60,445/\$69,973	\$86,351/\$90,669/\$104,961	I/II/III

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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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	\$65,209	\$97,814	Detention Nurse RN
Cochise	4/2	\$76,191/\$67,295	\$59,062/\$69,485	\$88,594/\$104,227	Detention Nurse I/II; 2 yrs experience
Coconino	-	-	-	-	-
Gila #	3	\$84,198	\$62,501	\$93,752	-
Graham	3	\$70,166	\$59,421	\$92,030	Registered Detention Nurse
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	116	\$91,155	\$77,584	\$126,360	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	Position contracted out
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	5/3/1	\$99,357/\$69,128/\$102,211	\$69,973/\$54,827/\$77,145	\$104,961/\$82,239/\$115,719	Detention Registered Nurse/Practical Nurse/Supervisor

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Arizona Association of Counties
Salary and Benefit Survey

Benchmark Job Positions

Public Health Nurse I

This position performs professional nursing care of considerable difficulty in public health programs. Administers specialty programs, conducts clinics; administers immunization and prescribed treatment according to standing orders; participates in prevention and control of communicable diseases; assesses clients and develops and implements care plans, participates in orientation and supervision of staff nurses. Possesses considerable knowledge of community health nursing principles and practices; techniques and methods of nursing; community resources for appropriate referrals; principles and practices of management and supervision. Must possess a current Arizona license as a registered nurse.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	\$44,889	\$59,479	\$89,219	Public Health Nurse RN
Cochise	4	\$74,833	\$66,176	\$99,264	-
Coconino	-	-	-	-	-
Gila #	1	\$69,606	\$59,525	\$89,287	-
Graham	3	\$66,000	\$58,039	\$89,890	-
Greenlee	2	\$63,232	\$52,977	\$74,172	-
La Paz #	2	\$66,310	\$50,272	\$73,937	-
Maricopa	40	\$87,634	\$74,360	\$105,040	-
Mohave	2	\$68,921	\$56,014	\$92,581	-
Navajo	3	\$69,592	\$65,965	\$82,382	-
Pima	22	\$67,713	\$68,931	\$96,512	-
Pinal #	9	\$75,454	\$62,542	\$96,940	-
Santa Cruz	1	\$74,772	\$68,367	\$94,941	-
Yavapai	4	\$58,074	\$55,614	\$86,202	-
Yuma	5	\$71,015	\$63,467	\$95,202	-

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Arizona Association of Counties
Salary and Benefit Survey

Benchmark Job Positions

Public Health Nurse II

: This position performs professional nursing care of considerable difficulty in public health programs. Administers specialty programs, conducts clinics; administers immunization and prescribed treatment according to standing orders; participates in prevention and control of communicable diseases; assesses clients and develops and implements care plans, participates in orientation and supervision of staff nurses. Possesses considerable knowledge of community health nursing principles and practices; techniques and methods of nursing; community resources for appropriate referrals; principles and practices of management and supervision. Must possess a current Arizona license as a registered nurse. Minimum three to five years experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	1	\$77,290	\$69,485	\$104,227	Public Health Nurse Lead
Coconino	-	-	\$61,567	\$89,565	Community Health Nurse III
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	1	\$83,387	\$57,265	\$83,382	-
Maricopa	12	\$102,558	\$88,000	\$112,000	-
Mohave	3	\$83,020	\$61,755	\$102,086	-
Navajo	0/1	0/\$90,934	\$74,634/\$88,716	\$93,207/\$141,826	II,III
Pima	-	-	-	-	4 positions
Pinal #	-	-	-	-	-
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	-	-	\$34,228	\$51,342	Health Educator I / II / III
Coconino	3	\$48,049	\$45,560	\$66,033	Nutritional Counselor
Gila #	4	\$44,155	\$36,833	\$55,249	-
Graham	1	\$40,546	\$38,986	\$60,382	Nutritional Education Specialist
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	45	\$45,545	\$43,160	\$60,320	-
Mohave	6/1/3	\$48,488/\$61,298/\$59,467	\$43,867/\$48,381/\$53,352	\$72,530/\$80,018/\$88,213	Health Educator I / II / Senior Specialist
Navajo	4	\$47,399	\$36,470	\$45,547	WIC Community Nutrition Educator
Pima	13	\$40,546	\$35,630	\$48,110	2 positions
Pinal #	4	\$43,014	\$33,172	\$49,758	Nutrition Specialist & Sr.
Santa Cruz	-	-	-	-	-
Yavapai	2	\$36,568	\$34,142	\$52,921	Nutrition Education Specialist I
Yuma	12	\$38,962	\$37,109	\$55,663	-

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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	-	-	\$54,299	\$81,499	Public Health Dietitian
Coconino	-	-	-	-	-
Gila #	1	\$76,412	\$59,525	\$89,287	1 yr experience
Graham	1	\$71,707	\$68,949	\$106,789	WIC Nutrition Manager
Greenlee	1	\$78,540	\$52,977	\$74,172	-
La Paz #	-	-	-	-	-
Maricopa	3	\$78,094	\$64,000	\$90,500	1 yr experience
Mohave	1	\$94,203	\$68,078	\$112,486	Nutrition and Health Promotion Manager
Navajo	-	-	-	-	-
Pima	4	\$50,678	\$43,326	\$58,468	-
Pinal #	5	\$64,214	\$53,619	\$83,109	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	1	\$73,677	\$66,641	\$99,963	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$38,430	\$32,621	\$48,932	Program Coordinator I
Cochise	1	\$47,351	\$41,939	\$62,909	Program Coordinator
Coconino	1	\$75,628	\$57,148	\$83,069	Program Manager I
Gila #	-	-	\$59,525	\$89,287	See level II
Graham	3	\$49,572	\$45,808	\$70,948	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	5	\$55,357	\$49,049	\$61,255	-
Pima	-	\$71,175	\$62,670	\$87,734	-
Pinal #	4	\$88,645	\$71,604	\$114,566	-
Santa Cruz	1	\$74,469	\$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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	3	44,542	\$36,346	\$54,518	Program Coordinator II
Cochise	4	\$62,469	\$56,564	\$84,846	Administrative Manager; B.A. + 5 yrs. exp. & 2 yrs. sup. exp.
Coconino	7	\$79,352	\$61,568	\$89,565	Program Manager II
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	9	\$80,481	\$68,931	\$96,512	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

Benchmark Job Positions

Public Health Program (or Project) Manager III

Under general supervision, performs work of moderate difficulty in planning, developing, implementing and evaluating public health programs; performs other duties as required or assigned. Possesses considerable knowledge of the principles and practices of office administration, management and supervision; staff research work, business English, and report writing. Requires an Associates Degree or Bachelors Degree in health or social services of a related field and a minimum of five years experience in public health programs.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$50,122	\$40,558	\$60,837	Program Coordinator III
Cochise	4	\$84,157	\$67,877	\$125,072	Division Directors combined
Coconino	2	80,172	65,556	95,429	Program Manager III
Gila #	2	\$67,896	\$59,525	\$89,287	-
Graham	-	-	-	-	-
Greenlee	1	\$49,857	\$44,678	\$62,545	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	-	-	-	-	-
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

Benchmark Job Positions

Information Technology Technician I

This journey level position performs work of moderate difficulty setting up personal computers and peripheral equipment, installing software, correcting problems and training operators. Troubleshoots problems and takes corrective measures; communicates with vendors and repair companies to correct complex problems; coordinates training to implement new and revised systems; evaluates software systems and makes recommendation for possible applications. Possesses knowledge of the operation and maintenance of personal computers and peripheral equipment; techniques for setting up and testing personal computer systems; general capabilities, operating principles and applications of common personal computer operating systems. Zero to three years related experience.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1	\$58,524	\$56,820	\$85,230	Network Admin. I
Cochise	4	\$47,625	\$41,608	\$62,412	4 yrs. Edu. + 2 yrs. exp.
Coconino	1	53,192	\$49,116	\$71,260	Service Delivery Specialist I
Gila #	-	-	-	-	-
Graham	1	\$46,524	\$43,015	\$66,619	Help Desk Clerk I
Greenlee	-	-	-	-	-
La Paz #	1	\$36,524	\$33,877	\$50,165	-
Maricopa	-	-	-	-	-
Mohave	-	-	\$32,760	\$55,765	I (entry level) / II (2 years exp.)
Navajo	4	\$49,424	\$47,852	\$59,761	Network Tech.
Pima	2	\$62,586	\$54,142	\$75,774	-
Pinal #	9	\$50,434	\$42,564	\$65,974	PC Tech.
Santa Cruz	1	\$45,163	\$43,835	\$60,873	-
Yavapai	7	\$56,773	\$50,444	\$78,188	Systems Engineer I
Yuma	2	\$60,669	\$47,362	\$71,041	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	1 / 3	\$71,178/\$82,136	\$62,274/\$68,294	\$93,411/\$102,441	Network Administrator II,III
Cochise	-	-	\$45,625	\$68,437	5 yrs experience + Associates + 3 yrs
Coconino	4	\$57,181	\$52,889	\$76,807	Service Delivery Specialist II
Gila #	5	\$63,774	\$56,690	\$85,035	-
Graham	1	\$85,964	\$66,596	\$103,146	Systems Administrator
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	54	\$61,908	\$50,960	\$87,360	3 yrs experience
Mohave	- / 4 / -	- / \$50,929 / -	\$37,898/\$43,867/\$50,794	\$64,501/\$72,530/\$83,928	III (4 years exp.)/ IV (5 years exp.)
Navajo	-	-	-	-	-
Pima	4	\$70,630	\$59,675	\$83,553	-
Pinal #	13	\$57,369	\$45,969	\$71,252	PC Tech.
Santa Cruz	1	\$63,814	\$61,937	\$86,012	-
Yavapai	3	\$64,731	\$58,945	\$104,779	Systems Engineer II; 4 years exp.
Yuma	1	\$59,837	\$52,216	\$78,322	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	3	\$66,428	\$61,176	\$91,764	Systems Administrator
Coconino	1	\$71,893	\$57,148	\$83,069	Business Application Specialist I
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	21	\$82,666	\$60,000	\$119,000	1 yr experience
Mohave	5	\$69,239	\$58,822	\$97,178	Systems Analyst; 4 years exp.
Navajo	1	\$78,412	\$67,614	\$84,441	I.T. Program Analyst
Pima	2	59,678	\$59,675	\$83,553	-
Pinal #	15	\$70,836	\$57,909	\$89,759	Server Applicaion Specialist
Santa Cruz	1	\$55,617	\$48,385	\$67,192	I.T. Computer Analyst
Yavapai	-	-	-	-	-
Yuma	1	\$69,349	\$60,445	\$90,669	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.

County	Incumbents	Average	Pay Range		Notes
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	2	\$76,000	\$66,678	\$100,019	Network Engineer; Software Engineer; 3 yrs experience
Coconino	1/1	\$89,709/\$89,957	\$61,568/\$65,556	\$89,565/\$95,428	Database Administrator; Business Application Analyst
Gila #	-	-	-	-	-
Graham	1	\$90,789	\$80,710	\$125,003	Network Engineer
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	64	\$120,488	\$84,500	\$148,500	3 years exp.
Mohave	-	-	-	-	-
Navajo	1	\$102,883	\$76,499	\$122,296	Senior Programmer Analyst
Pima	3	\$71,375	\$62,670	\$87,734	-
Pinal #	7	\$91,643	\$62,542	\$96,940	PC Analyst
Santa Cruz	2	\$68,126	\$56,112	\$77,922	Senior I.T. Analyst, Senior
Yavapai	-	-	-	-	-
Yuma	3	\$86,458	\$69,973	\$104,961	Network Systems Admin

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

County Manager/Administrator

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	7.75	\$193,171	\$117,236	\$175,853	‡ Dual Position
Cochise	2	\$175,000	\$165,950	\$248,926	County Administrator
Coconino	1	\$225,884	-	-	-
Gila #	7	\$165,444	\$134,320	\$201,480	-
Graham	7.5	\$164,397	\$123,052	\$190,580	-
Greenlee	6	\$164,876	-	-	-
La Paz #	2	\$120,000	-	-	-
Maricopa	2	\$316,671	\$256,000	\$359,000	-
Mohave	5	\$201,802	\$134,846	\$216,320	-
Navajo	3	\$181,000	-	-	-
Pima	3	\$330,000	\$256,443	\$410,300	-
Pinal #	4	\$231,923	\$145,606	\$247,530	-
Santa Cruz	3	\$177,450	\$162,250	\$225,314	-
Yavapai	3	\$257,324	-	-	-
Yuma	3	\$259,022	\$194,944	\$292,415	-

Clerk of the Board

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	‡ Manager/Administrator
Cochise	1	\$105,000	\$88,856	\$133,284	‡ Deputy County Admin.
Coconino	7	\$139,473	-	-	‡ Dir. Clerk of the Board
Gila #	-	-	\$79,769	\$119,654	Vacant
Graham	-	-	-	-	‡ Manager/Administrator
Greenlee	2	\$81,528	-	-	-
La Paz #	3	\$68,182	\$66,518	\$98,455	-
Maricopa	4	\$158,022	\$122,000	\$194,000	‡ Dir. Clerk of the Board
Mohave	1	\$98,675	\$95,805	\$153,733	-
Navajo	17	\$145,372	\$125,354	\$200,397	-
Pima	4	\$138,536	\$121,784	\$182,665	-
Pinal #	8	\$140,026	\$103,479	\$175,914	-
Santa Cruz	4	\$93,448	\$78,125	\$107,417	‡ Election Director
Yavapai	2	\$116,160	\$93,525	\$144,964	-
Yuma	1	\$96,582	\$89,307	\$133,958	-

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

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

Supervisory and Administrative Positions

Assistant/Deputy County Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	2	\$160,767	\$134,168	\$201,252	‡ Avg. of 2 incumbents; incl. auto
Coconino	1/<1	\$216,428/\$193,600	-	-	2 in this position
Gila #	-	-	\$112,243	\$168,364	Vacant
Graham	-	-	-	-	-
Greenlee	5	\$125,971	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	\$227,369	\$164,000	\$265,000	Avg. of 4 incumbents
Mohave	-	-	-	-	-
Navajo	-	\$145,372	\$125,354	\$200,397	Vacant
Pima	9/3	\$261,072/\$252,791	\$213,699	\$341,910	Two incumbents
Pinal #	4	\$206,396	\$138,672	\$235,743	-
Santa Cruz	3	\$157,126/\$122,523	\$112,028	\$155,572	-
Yavapai	1	\$214,120	\$138,179	\$214,178	-
Yuma	3	\$177,921	\$152,743	\$229,114	Deputy County Admin.

Public Works Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	2	\$137,000	\$122,601	\$183,901	-
Coconino	3	\$172,104	-	-	-
Gila #	2	\$142,849	\$101,808	\$152,712	-
Graham	18	\$116,212	\$90,029	\$139,437	‡ Highway Department Director
Greenlee	11	\$106,930	-	-	-
La Paz #	2	\$89,960	-	-	-
Maricopa	-	-	-	-	-
Mohave	16	\$164,632	\$105,643	\$169,562	-
Navajo	3	\$141,825	\$105,456	\$168,587	-
		\$167,931/\$175,088/\$1			
Pima	3/3/15	90,331	\$140,046	\$210,059	Three departments
Pinal #	2	\$178,293	\$114,086	\$193,946	-
Santa Cruz	2	\$112,153	\$100,006	\$137,503	-
Yavapai	1	\$161,365	\$125,333	\$194,266	-
Yuma	2	\$113,884	\$108,551	\$162,829	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Planning & Zoning Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	4.25	\$94,966	\$78,516	\$117,774	-
Cochise	0	\$120,000	\$103,749	\$155,623	‡ Development Services Dir.
Coconino	12	\$149,327	-	-	‡ Community Development Dir.
Gila #	3	\$109,459	\$92,342	\$138,513	‡ Community Development Dir.
Graham	6	\$96,704	\$83,062	\$128,646	‡ Community Development Dir.
Greenlee	5	\$162,328	-	-	‡ Public Work Facilities
La Paz #	<1	\$65,374	-	-	‡ Community Development Dir.
Maricopa	4	\$187,203	\$141,000	\$217,000	‡ Dir. Planning & Development
Mohave	1	\$133,848	\$105,643	\$169,562	‡ Development Services Dir
Navajo	3	\$116,402	\$93,207	\$149,006	‡ Dir. Planning & Development
Pima	<1	\$171,552	\$140,046	\$210,059	‡ Development Services Dir.
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$99,016	\$137,503	Vacant
Yavapai	4	\$144,282	\$125,333	\$194,266	-
Yuma	-	-	\$98,459	\$147,690	-

Parks & Recreation Director

County	Years in Position	Actual Salary	Pay Range		Additional Information
			Minimum	Maximum	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	8	\$144,278	-	-	-
Gila #	-	-	-	-	-
Graham	4	\$64,328	\$57,188	\$88,570	-
Greenlee	11	\$106,930	-	-	-
La Paz #	2	\$73,195	-	-	-
Maricopa	<1	\$165,000	\$137,000	\$209,000	-
Mohave	2	\$107,973	\$82,763	\$132,787	Parks Administrator
Navajo	-	-	-	-	-
Pima	12	\$160,098	\$140,046	\$210,059	-
Pinal #	-	-	\$93,858	\$150,173	Open Spaces & Trails
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Chief Adult Probation Officer

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	\$147,000	\$104,117	\$156,175	Director Probation Services
Cochise	0	\$122,397	\$113,407	\$170,111	Chief of both Probation Divisions
Coconino	<1	\$155,800	-	-	-
Gila #	1	\$116,463	\$96,960	\$145,440	Chief Probation Officer
Graham	1.5	\$111,956	\$99,528	\$154,149	
Greenlee	3	\$116,396	-	-	‡ Chief Juvenile Probation Officer
La Paz #	5	\$102,796	-	-	-
Maricopa	6	\$210,460	\$135,000	\$220,000	-
Mohave	1	\$111,072	\$95,805	\$153,733	-
Navajo	9	\$122,548	\$95,537	\$152,731	Chief Probation Officer
Pima	23	\$185,363	\$161,054	\$241,571	Chief Probation Officer
Pinal #	1	\$146,684	\$103,479	\$175,904	-
Santa Cruz	10	\$71,986	\$56,694	\$74,168	Probation Supervisor
Yavapai	3	\$169,530	\$125,333	\$194,266	-
Yuma	21	\$137,136	\$119,679	\$179,519	-

Chief Juvenile Probation Officer

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	‡ Chief Adult Probation Director
Cochise	-	-	-	-	-
Coconino	4	\$158,875	-	-	-
Gila #	-	-	-	-	‡ Chief Adult Probation Director
Graham	-	-	-	-	‡ Chief Adult Probation Director
Greenlee	3	\$116,396	-	-	‡ Chief Adult Probation Director
La Paz #	-	-	-	-	-
Maricopa	14	\$210,460	\$135,000	\$220,000	‡ Director Prohibition
Mohave	6	\$125,008	\$95,805	\$153,733	‡ Juvenile Court Services Dir.
Navajo	-	-	-	-	‡ Chief Adult Probation Director
Pima	-	-	-	-	-
Pinal #	1	\$146,684	\$103,479	\$175,904	-
Santa Cruz	2	\$67,815	\$56,694	\$74,168	Probation Supervisor
Yavapai	3	\$169,525	\$125,333	\$194,266	-
Yuma	3	\$177,594	\$119,679	\$179,519	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Personnel/ Human Resources Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$82,274	\$123,412	-
Cochise	2	\$140,000	\$111,862	\$167,793	‡ HR Director
Coconino	1	\$156,056	-	-	‡ Chief Human Resources Officer
Gila #	3	\$142,436	\$101,808	\$152,712	‡ Risk Management
Graham	10.5	\$92,385	\$85,415	\$132,290	-
Greenlee	5	\$125,971	-	-	‡ Deputy County Administrator
La Paz #	-	\$73,916	-	-	Salary when left vacant
Maricopa	2	\$208,000	\$144,000	\$227,000	-
Mohave	<1	\$117,832	\$95,805	\$153,733	-
Navajo	3	\$121,787	\$100,374	\$160,463	Over risk management
Pima	7	\$169,571	\$140,046	\$210,059	‡ H.R. Director
Pinal #	-	-	\$114,086	\$193,946	‡ H.R. Director
Santa Cruz	2	\$105,651	\$96,601	\$134,149	-
Yavapai	12	\$176,204	\$113,681	\$176,205	‡ Risk Management
Yuma	2	\$147,449	\$119,679	\$179,519	-

Information Technology Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	4	\$115,850	\$82,274	\$123,412	-
Cochise	0	\$136,000	\$118,995	\$178,493	Chief Information Officer
Coconino	7	\$236,660	-	-	Chief Information Officer
Gila #	1	\$112,212	\$92,342	\$138,513	-
Graham	8	\$113,291	\$87,768	\$135,932	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	3	\$229,321	\$162,000	\$267,000	-
Mohave	17	\$149,261	\$95,805	\$153,733	Chief Information Officer
Navajo	11	\$133,871	\$105,456	\$168,587	-
Pima	3	\$191,660	\$185,203	\$277,804	-
Pinal #	<1	\$154,017	\$114,086	\$193,946	Chief Information Officer
Santa Cruz	-	-	\$99,016	\$137,503	Vacant
Yavapai	<1	\$173,392	\$125,333	\$194,266	-
Yuma	8	\$151,001	\$119,679	\$179,519	Chief Information Officer

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Election Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	0.5	\$81,512	\$65,209	\$97,814	-
Cochise	0	\$100,000	\$88,014	\$132,020	Interim
Coconino	4	\$158,823	-	-	-
Gila #	11	\$93,691	\$79,769	\$119,654	-
Graham	6	\$66,814	\$64,244	\$99,501	-
Greenlee	6	\$81,528	-	-	Clerk of the Board
La Paz #	<1	\$65,374	-	\$73,170	-
Maricopa	9/11	\$191,780	\$139,000	\$217,000	2 positions
Mohave	10	\$102,882	\$82,382	\$131,700	-
Navajo	9	\$100,373	\$80,373	\$128,488	-
Pima	3	\$179,269	\$140,046	\$210,059	-
Pinal #	-	-	\$114,086	\$193,946	-
Santa Cruz	-	-	\$78,125	\$107,417	‡ Clerk of the Board
Yavapai	3	\$125,157	\$103,112	\$159,823	-
Yuma	2	\$111,758	\$89,307	\$133,958	-

Health Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	4.25	\$93,406	\$78,516	\$117,774	-
Cochise	2	\$133,695	\$117,600	\$176,400	-
Coconino	1	\$158,208	-	-	-
Gila #	2	\$114,344	\$101,808	\$152,712	-
Graham	10.5	\$104,814	\$90,029	\$139,437	-
Greenlee	-	-	-	-	-
La Paz #	34	\$89,939	-	-	-
Maricopa	-	-	-	-	-
Mohave	5	\$134,992	\$105,456	\$168,587	‡ Health & Social Services Dir.
Navajo	4	\$128,488	\$102,884	\$164,475	-
Pima	5	\$248,225	\$185,203	\$277,804	-
Pinal #	2	\$151,237	\$114,086	\$193,946	-
Santa Cruz	9	\$118,439	\$69,076	\$90,366	Health & Human Serv. Dir.
Yavapai	8	\$163,705	\$125,333	\$194,266	Community Health Services
Yuma	14	\$188,227	\$145,469	\$218,204	PH Services Chief Health Officer

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Risk Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	6	\$100,093	\$90,932	\$136,398	Dir. Risk Manager & Safety
Coconino	12	\$122,087	-	-	-
Gila #	-	-	-	-	‡ HR Director
Graham	-	-	-	-	‡ HR Director
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	3	\$180,195	\$116,000	\$189,000	‡ Director of Risk Management
Mohave	10	\$121,787	\$100,374	\$160,463	-
Navajo	9	\$118,817	\$74,634	\$93,208	‡ HR Director
Pima	6	\$121,126	\$92,081	\$138,112	-
Pinal #	-	-	\$62,542	\$96,940	‡ HR Director
Santa Cruz	-	-	-	-	-
Yavapai	-	\$79,945	\$76,944	\$119,262	-
Yuma	2	\$127,895	\$93,771	\$140,656	Enterprise Risk Admin Director

Purchasing Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	6	\$77,382	\$65,846	\$98,768	Contacts Admin; Reports to Finance Dir.
Coconino	31	\$100,805	\$70,984	\$103,406	Purchasing Manager
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	13	\$126,092	-	-	Finance Director
La Paz #	-	-	-	-	-
Maricopa	12	\$188,155	\$130,500	\$196,500	Procurement Director
Mohave	5	\$117,832	\$95,805	\$153,733	Procurement Director
Navajo	6	\$108,091	\$93,207	\$149,006	‡ Deputy Dir. Public Works
Pima	<1	\$195,667	\$140,046	\$210,059	Procurement Director
Pinal #	-	-	-	-	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	-	-	-	-	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Housing Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	7	\$104,717	\$85,430	\$128,144	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	4	\$117,832	\$95,805	\$153,733	Community Development Dir.
Navajo	-	-	-	-	-
Pima	5	\$153,410	\$140,046	\$210,059	Community Development Dir.
Pinal #	5	\$122,782	\$93,858	\$150,173	-
Santa Cruz	-	-	-	-	-
Yavapai	-	-	-	-	-
Yuma	5	\$122,453	\$103,382	\$155,074	-

Emergency Services Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	5	\$139,243	\$82,274	\$123,414	Emergency Management Dir.
Cochise	3	\$93,600	\$78,640	\$117,960	Emergency Management Dir.
Coconino	<1	\$138,424	-	-	Emergency Management Dir.
Gila #	-	-	-	-	-
Graham	4	\$72,030	\$66,596	\$103,146	Deputy Emergency Srvc. Dir.
Greenlee	-	-	-	-	-
La Paz #	<1	\$73,174	-	-	-
Maricopa	1	180000	\$140,000	\$210,000	Dir. Emergency Management
Mohave	2	\$111,072	\$95,805	\$153,733	‡ Dir. Risk & Emergency Mgmt
Navajo	7	\$89,303	\$74,634	\$100,374	Emergency Manager
Pima	<1	\$127,864	\$121,784	\$182,665	-
Pinal #	3	\$127,893	\$93,858	\$150,173	Emergency Manager
Santa Cruz	4	\$80,581	\$69,408	\$92,625	Emergency Manager
Yavapai	3	\$93,423	\$80,790	\$125,225	Emergency Manager
Yuma	12	\$109,503	\$85,053	\$127,579	-

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

Supervisory and Administrative Positions

Public Defender

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
					2 Defense Div; Public Defender; Legal
Cochise	2/1	138,959/137,800	126,316/\$126,316	189,474/\$189,474	Advocate
Coconino	<1	\$143,499	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	-
Greenlee	-	-	-	-	Contract Employee
La Paz #	2	\$108,118	-	-	-
Maricopa	8	\$223,891	\$168,500	\$263,000	Dir. Public Defense Services
Mohave	5	\$146,266	\$105,643	\$169,562	-
Navajo	3	\$152,193	\$125,354	\$200,397	-
Pima	3	\$160,471	\$121,784	\$182,665	-
Pinal #	5	\$177,193	\$119,790	\$203,643	-
Santa Cruz	4	135,243	123,658	171,722	Prosecutor
Yavapai	8	\$172,517	\$125,333	\$194,266	-
Yuma	3	\$186,946	\$152,743	\$229,114	-

G.I.S. Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	4	\$90,623	\$74,939	\$112,408	-
Cochise	0	\$71,770	\$70,387	\$105,581	-
Coconino	2.5	\$95,684	\$84,900	\$123,864	-
Gila #	10	\$94,930	\$83,758	\$125,636	GIS Systems Supervisor
Graham	5.5	\$69,261	\$66,596	\$103,146	-
Greenlee	4	\$29,215	-	-	Part-Time
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	14	\$82,992	\$61,755	\$102,086	-
Navajo	10	\$97,925	\$76,499	\$122,296	-
Pima	15	\$147,315	\$121,784	\$182,665	-
Pinal #	-	-	-	-	-
Santa Cruz	-	-	\$46,532	\$60,873	Vacant
Yavapai	-	-	-	-	-
Yuma	13	\$104,809	\$81,004	\$121,506	-

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Arizona Association of Counties
Salary and Benefit Survey

Supervisory and Administrative Positions

Law Librarian

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	11	\$84,797	\$69,030	\$103,545	‡ Chief Interpreter
Coconino	3	\$71,771	\$52,889	\$76,807	Law Library Supervisor
Gila #	-	-	-	-	-
Graham	1.5	\$74,153	\$71,301	\$110,429	Part of Court Administrator duties
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	2	\$53,518	\$39,790	\$67,787	-
Navajo	-	-	-	-	-
Pima	7	\$108,082	\$92,081	\$138,112	Law Library Director
Pinal #	3	\$82,909	\$57,909	\$89,789	-
Santa Cruz	-	-	-	-	-
Yavapai	<1	\$54,080	\$52,078	\$80,721	-
Yuma	<1	\$85,053	\$85,053	\$127,579	-

Finance Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	\$104,117	\$156,175	-
Cochise	3	\$131,450	\$113,462	\$170,192	-
Coconino	5	\$178,878	-	-	Chief Financial Officer
Gila #	2	\$114,156	\$101,808	\$152,712	-
Graham	12	\$126,682	\$94,824	\$146,859	-
Greenlee	13	\$126,092	-	-	-
La Paz #	-	-	-	-	-
Maricopa	2	\$209,562	\$144,000	\$227,000	Chief Financial Officer
Mohave	2	\$126,173	\$105,643	\$169,562	Chief Financial Officer
Navajo	5	\$145,372	\$105,456	\$168,587	Chief Financial Officer
Pima	<1	\$185,206	\$185,203	\$277,804	Finance & Risk Mang. Director
Pinal #	7	\$158,800	\$114,086	\$193,946	-
Santa Cruz	<1	\$83,729	\$102,507	\$140,940	Asst. Finance Dir.
Yavapai	4	\$165,313	\$113,681	\$176,205	-
Yuma	<1	\$140,023	\$119,679	\$179,519	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

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	5.5	\$105,146	\$60,860	\$91,289	-
Cochise	9	\$93,998	\$82,567	\$123,851	-
Coconino	8.5	\$140,982	-	-	-
Gila #	24	\$104,959	\$79,769	\$119,654	-
Graham	1.5	\$61,921	\$59,539	\$92,212	-
Greenlee	11	\$64,854	-	-	-
La Paz #	13	\$73,174	-	-	-
Maricopa	2	\$166,393	\$127,500	\$201,500	-
Mohave	2	\$104,686	\$95,805	\$153,733	-
Navajo	-	\$82,381	\$82,382	\$102,883	-
Pima	3	\$120,889	\$105,892	\$158,849	-
Pinal #	2	\$119,001	\$93,858	\$150,173	-
Santa Cruz	8	\$91,103	\$83,299	\$115,676	-
Yavapai	7	\$131,268	\$103,112	\$159,823	-
Yuma	4	\$114,468	\$103,382	\$155,074	-

Bio-Defense Manager

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	-	-	-	-	-
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	-	-	-	-	‡ H.R. Director
Greenlee	-	-	-	-	-
La Paz #	19	\$70,865	-	-	PHEP Coordinator
Maricopa	-	-	-	-	-
Mohave	20	\$91,458	\$68,078	\$112,486	‡ Emergency Manager
Navajo	-	-	-	-	-
Pima	-	-	-	-	-
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

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	3	\$88,958	\$78,516	\$117,774	-
Cochise	9	\$98,750	\$89,656	\$134,484	-
Coconino	-	-	-	-	-
Gila #	2	\$98,925	\$79,769	\$119,654	-
Graham	-	-	-	-	-
Greenlee	1	\$15,241	-	-	Part-time position
La Paz #	11	\$43,888	\$38,205	\$55,346	-
Maricopa	5	\$188,328	\$133,500	\$213,000	Dir. Library
Mohave	3	\$111,072	\$95,805	\$153,733	-
Navajo	3	\$95,537	\$74,634	\$119,313	-
Pima	-	-	\$121,784	\$182,665	No incumbent
Pinal #	-	-	\$93,858	\$150,173	-
Santa Cruz	-	-	-	-	-
Yavapai	9	\$141,456	\$103,112	\$159,823	-
Yuma	1	\$115,159	\$108,551	\$127,579	-

Victim Assistance Program Director

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Pay Range</u>		<u>Additional Information</u>
			<u>Minimum</u>	<u>Maximum</u>	
Apache	-	-	-	-	-
Cochise	7	\$55,934	\$54,299	\$81,449	Victim Witness Prog. Dir.
Coconino	-	-	-	-	-
Gila #	-	-	-	-	-
Graham	3.5	\$50,079	\$43,015	\$66,619	-
Greenlee	-	-	-	-	-
La Paz #	-	-	-	-	-
Maricopa	-	-	-	-	-
Mohave	17	\$111,405	\$71,490	\$114,754	Victim Witness Coordinator
Navajo	12	\$80,933	\$74,634	\$93,207	Victim Services Manager
Pima	9	\$77,627	\$62,670	\$87,734	-
Pinal #	-	-	-	-	-
Santa Cruz	<1	\$56,694	\$46,054	\$63,955	-
Yavapai	2	\$77,817	\$69,790	\$108,175	-
Yuma	6	\$91,640	\$77,145	\$115,719	-

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	6.25	\$81,179	-
Cochise	23	\$78,000	-
Coconino	4	\$87,506	-
Gila #	1	\$80,046	-
Graham	<1	\$66,814	-
Greenlee	4	\$80,926	-
La Paz #	-	-	-
Maricopa	-	-	Vacant
Mohave	<1	\$99,008	-
Navajo	9	\$86,552	-
Pima	5	\$105,892	-
Pinal #	5	\$119,000	-
Santa Cruz	5	\$64,476	-
Yavapai	-	-	-
Yuma	<1	\$91,713	-

Attorney

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	0.25	\$169,125	-
Cochise	1	\$140,000	Two Chief Deputies
Coconino	<1	\$164,000	-
Gila #	6	\$143,825	-
Graham	<1	\$124,128	-
Greenlee	2	\$128,736	-
La Paz #	<1	\$99,403	-
Maricopa	2	\$201,094	-
Mohave	8	\$183,394	-
Navajo	20+	\$158,666	-
Pima	<1	\$181,300	-
Pinal #	<1	\$190,002	-
Santa Cruz	3	\$125,679	-
Yavapai	3	\$194,265	-
Yuma	17	\$182,829	-

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

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

Salaries of Chief Deputies

Clerk of the Superior Court

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	18.75	\$83,472	-
Cochise	2	\$77,349	-
Coconino	5	\$92,249	-
Gila #	1	\$78,000	-
Graham	<1	\$64,244	-
Greenlee	3	\$70,859	-
La Paz #	6	\$71,094	-
Maricopa	4	\$118,169	-
Mohave	-	-	-
Navajo	3	\$84,441	-
Pima	8	\$215,641	-
Pinal #	5	\$119,001	-
Santa Cruz	17	\$74,772	-
Yavapai	11	\$99,989	-
Yuma	7	\$99,076	-

Recorder

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	2	\$79,078	-
Cochise	8	\$79,238	-
Coconino	12	\$104,326	-
Gila #	7	\$85,627	-
Graham	<1	\$64,244	-
Greenlee	5	\$70,859	-
La Paz #	2	\$57,699	-
Maricopa	<1	\$165,000	
Mohave	1	\$75,504	-
Navajo	1	\$80,372	-
Pima	2	\$114,208	-
Pinal #	12	\$119,000	-
Santa Cruz	3	\$59,873	-
Yavapai	13	\$114,103	-
Yuma	<1	\$83,423	-

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

Arizona Association of Counties
Salary and Benefit Survey

Salaries of Chief Deputies

School Superintendent

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	3	\$79,974	-
Cochise	7	\$69,002	-
Coconino	1	\$89,175	-
Gila #	8	\$82,120	-
Graham	8	\$74,796	-
Greenlee	4	\$80,926	-
La Paz #	3	\$60,611	-
Maricopa	<1	\$140,000	-
Mohave	<1	\$87,131	-
Navajo	-	-	Vacant
Pima	2	\$113,834	-
Pinal #	3	\$119,000	-
Santa Cruz	<1	\$71,616	-
Yavapai	11	\$89,446	-
Yuma	4	\$104,827	-

Sheriff

<u>County</u>	<u>Years in Position</u>	<u>Actual Salary</u>	<u>Additional Information</u>
Apache	5	\$111,484	-
Cochise	4	\$135,188	Chief of Staff
Coconino	7	\$166,400	-
Gila #	4	\$125,794	-
Graham	16	\$102,924	-
Greenlee	-	\$108,149	-
La Paz #	-	-	-
Maricopa	<1	\$209,636	-
Mohave	8/8	\$146,474/ \$132,787	-
Navajo	5	\$142,044	-
Pima	-	-	-
Pinal #	<1	\$178,000	-
Santa Cruz	3	\$114,405	-
Yavapai	5	\$176,204	-
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	0.5	\$73,130	-
Cochise	12	\$62,000	-
Coconino	10	\$100,450	-
Gila #	1	\$79,174	-
Graham	25	\$82,926	-
Greenlee	12	\$80,926	-
La Paz #	2	\$68,577	-
Maricopa	5	\$189,301	-
Mohave	2	\$103,792	-
Navajo	-	-	Vacant
Pima	<1	109,743	-
Pinal #	3	\$119,000	-
Santa Cruz	<1	60,739	-
Yavapai	1	\$80,351	-
Yuma	<1	\$81,003	-

Determination of Chief Deputy Salary

County

Apache	Assigned salary range.
Cochise	
Coconino	Education/relevant experience taken into consideration.
Gila #	Salary amount calculated using years of service, education, and experience.
Graham	Positions are assigned to the appropriate salary on the countrywide salary schedule.
Greenlee	
La Paz #	Years of service, according to a salary range.
Maricopa	Approved by the Board of Supervisors.
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 #	Market data and education and/or experience on a salary range.
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

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	54	20	22	Yes	Weapon; Uniform
Cochise	218	74	93	Yes	\$1,000 annual cash allowance for weapon/uniform
Coconino	219	85	64	Yes	\$1,000 annual cash allowance for weapon/uniform
Gila #	121	47	51	Yes	\$600 annual cash allowance for weapon/uniform
Graham	79	41	19	No	\$900 annual cash allowance for weapon/uniform
Greenlee	46	22	14	No	\$1,200 annual cash allowance for weapon/uniform
La Paz #	71	27	27	No	Weapon; Uniform
Maricopa	2,993	1,465	554	Yes	\$1,200 annual cash allowance for weapon/uniform
Mohave	261	121	83	Yes	\$1,200 annual cash allowance for weapon/uniform
Navajo	86	69	1	Yes	\$1,200 annual cash allowance for weapon/uniform
Pima	1,427	484	537	Yes	1,050 annual cash allowance for weapon/uniform
Pinal #	521	195	219	Yes	\$600 annual cash for weapon/uniform
Santa Cruz	92	38	38	Yes	Weapon; Uniform
Yavapai	452	184	139	Yes	\$960 annual cash allowance for weapon/uniform
Yuma	346	229	83	Yes	Weapon; Uniform

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

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

Personnel Information

<u>County</u>	<u>Federally Approved Merit System</u>	<u>Written Position Classifications</u>	<u>Formal Supervisory Training</u>	<u>Flex Time</u>	<u>Tuition Reimbursement¹</u>	<u>Pre-employ Physical²</u>	<u>Pre-employ Drug Test²</u>	<u>Drug Test for Current Employees</u>	<u>Physical or Drug Test for Promotion</u>
Apache	No	Yes	No	No	Yes	No	No	No	No
Cochise	Yes	Yes	Yes	No	Yes	No	No	No	No
Coconino	No	Yes	Yes	No	Yes	No	No	No	No
Gila #	No	Yes	No	No	Yes	No	No	No	No
Graham	Yes	Yes	Yes	No	No	No	No	No	No
Greenlee	Yes	Yes	No	No	No	No	No	No	No
La Paz #	No	Yes	Yes	No	No	No	No	No	No
Maricopa	No	Yes	Yes	Yes	Yes	No	No	No	No
Mohave	No	Yes	Yes	No	Yes	No	No	No	No
Navajo	No	Yes	Yes	Yes	Yes	No	No	No	No
Pima	No	Yes	Yes	Yes	Yes	No	No	No	No
Pinal #	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No
Santa Cruz	No	Yes	No	Yes	Yes	No	No	No	No
Yavapai	No	Yes	Yes	Yes	Yes	No	No	No	No
Yuma	No	Yes	Yes	Yes	Yes	No	No	No	No

Note: (-) Indicates not applicable or county did not provide data. # Indicates county did not participate in this portion of the survey. Data is more than one year old. (1) Reimbursement is contingent upon successful completion of course/class. (2) Drug test & physical exam questions do not apply to law enforcement, criminal justice or positions which require a CDL.

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

Travel Policies

<u>County</u>	<u>Reimbursement for Milage</u>	<u>Per Diem Allowance (Excluding Lodging)</u>	<u>Lodging: Metro (In-State)</u>	<u>Lodging: Non-Metro (In-State)</u>	<u>Lodging (Out-of-State)</u>
Apache			DOA Guidelines		
Cochise	\$0.340	\$34.000	\$98.00-\$247.00	\$98.000	\$98.000
Coconino	US GA	US GA		US GA Per Diem	
Gila #	-	-	-	-	-
Graham			\$150	\$150	Actual Cost
Greenlee	\$0.670	\$0.670		All Per, DOA, Guideline	
La Paz #	\$0.550	\$0.550	-	-	-
Maricopa			GSA Rate		
Mohave	\$0.700	GSA Per Diem		GSA Per Diem	
Navajo	\$0.670	\$67.000		Follow AZ State	
Pima	GSA Rate	GSA Rate		GSA Rate	
Pinal #	\$0.700	\$0.700	\$160.000	\$100.000	Varies
Santa Cruz			\$83.000	-	-
Yavapai	\$0.655	\$0.655		See Policy	
Yuma	\$0.670	\$0.670		Varies	

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Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

Job Classification & Compensation Policies

<u>County</u>	<u>Percentage of Positions Covered</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%	315	932	216	No	No	0.0%	0.0%
Coconino	100.00%	379	400	273	No	No	2.5%	0.0%
Gila #	98.30%	479	495	102	No	No	3.00%	1.6%
Graham	100.00%	112	112	52	Yes	Yes	4.0%	0.0%
Greenlee	100.00%	-	162	37	No	No	3.0%	5.0%
La Paz #	100.00%	63	87	11	No	No	2.5%	0.0%
Maricopa	99.00%	606	16,750	4,607	No	No	-	4.0%
Mohave	100.00%	409	1,309	202	No	No	0.0%	3.0%
Navajo	95.00%	-	-	-	No	Yes	Varies	Varies
Pima	100.00%	1,142	6,988	2,333	No	No	0.0%	0.0%
Pinal #	95.50%	399	2,237	495	No	No	5.0%	0.0%
Santa Cruz	99.00%	180	180	44	No	No	6.0%	0.0%
Yavapai	98.00%	467	-	406	No	No	3.2%	3.0%
Yuma	100.00%	505	1,509	310	No	No	3.0%	0.0%

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

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

Vacation and Sick Leave Policies

County	Eligibility for annual leave after	Number of hours of annual leave accrued after						Max hours annual leave	Annual medical	Max hours medical leave accruable	Average number of medical leave hours taken per employee	Incentive plan for unused medical leave
		1 yr	3 yr	5 yr	10 yr	15 yr	20 yr					
Apache	6 mo	130	130	208	234	234	234	360	130	1,500	72	No
Cochise	0 mo	169	169	169	169	169	169	208	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	63.44	Yes
Graham	0 mo	96	96	120	144	168	168	370	96	1,500	-	Yes
Greenlee	6 mo	104	104	130	156	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	230/320	40-120	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	192	216	216	320	120	Unlimited	-	Yes
Pinal #	0 mo	5	6	6	6	6	8	360	104	Unlimited	-	No
Santa Cruz	0 mo	104	104	130	156	182	182	320	0	-	-	No
Yavapai	3 mo	120	128	136	152	176	192	400	0.334 per hr	Unlimited	-	No
Yuma	-	192	200	224	248	256	265	-	-	-	-	Yes

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

Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

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	-	332	-	13	62	-	-	-
Cochise	960	824	52	38	181	17.09%	7.93%	17.14%
Coconino	1,093	969	73	35	85	-	27.00%	29.70%
Gila #	596	441	19	17	55	9.51%	10.50%	9.51%
Graham	262	227	26.0	20	55	26.43%	18.06%	25.11%
Greenlee	185	164	9	9	26	-	-	-
La Paz #	280	234	19	16	-	-	-	-
Maricopa	15,940	13,435	413	380	-	16.60%	11.40%	16.60%
Mohave	1,345	1,188	11	6	209	16.00%	11.00%	15.00%
Navajo	636	603	20	20	136	-	-	22.32%
Pima	6,649	6,061	1,382	1,140	1,037	15.11%	9.68%	15.11%
Pinal #	2,486	2,295	110	92	395	15.50%	12.60%	16.20%
Santa Cruz	344	327	11	11	143	22.90%	13.10%	19.80%
Yavapai	1,693	-	-	56	342	-	-	18.10%
Yuma	1,455	1,298	54	36	186	12.23%	-	-

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

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

Additional Benefits Information

Health Insurance

County	Self Insured	Program Administrator	Stop Loss		Provider	Premium for	Employee	Premium for	County Share for
			Limit (\$000's)	Excess (\$000's)		Employee Only	Share	Family Coverage	Family Coverage
Apache	Yes	AZLGEBT	275	100	BCBS-AZ TP Ameriben	\$758.02	\$38.00	\$1,790.60	\$1,574.60
Cochise	Yes	Gallagher Insurance			Cochise Combined Trust-Ameriben	\$750.99 EPO \$668.09 HDHP	\$9,100 EPO \$3,300 HDHP	\$1,624 EPO \$1,442.12 HDHP	\$1,183.77 EPO \$1,237.48 HDHP
Coconino	Yes	NAPEBT/BCBS AZ	150	300	BCBS AZ- Base Plan BCBS-AZ Buy Up Plan BCBS-AZ HDHP	784.68 S930.46 \$684.58	\$20.00 \$165.78 \$0	\$1947.22 \$2313.64 \$1693.94	\$1404.08 \$1404.08 \$1323.98
Gila #	Yes	Gallagher Insurance	275	100	Ameriben	\$752.92	75,29	\$1,785.58	\$1,357.04
Graham	Yes	AZLGEBT	275	100	AZLGEBT PPO AZLGEBT HDHP	\$752.92 \$693.12	\$50.00 \$50.00	\$1,785.58 \$1,666.36	\$1,535.58 \$1,416.36
Greenlee			Unlimited	Unlimited in excess of \$275,000	AmeriBen Vision Service/Eyemed Dental - Ameritas	\$752.94 \$8.96 \$34.44	\$25.34 \$298.42 \$2.08	\$1785.58 \$20.82 \$80.60	\$1487.16 \$17.10 \$3.02
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 United Healthcare PPO United Healthcare HDHP	\$804.98 \$842.86 \$786.46	\$86.79 \$113.73 \$69.03	\$2,057.51 \$2,159.15 \$2007.85	\$1,809.95 \$1,791.88 \$1877.76
Mohave	Yes	Mohave County Employee Benefit Trust	137	145	Traditional EPO Meritain Health	\$852.10 \$724.77	\$103.64 \$88.52	\$2509.41 \$2077.45	\$2057.64 \$1702.22
Navajo	Yes	BRMS	175	Unlimited	PPO Copay HDHP/HAS	\$641.98 \$561.12	\$138.24 \$57.38	\$1022.22 \$790.98	\$503.74 \$503.74
Pima	Yes	Aetna	1,000	-	Aetna	\$679.09	\$129.85	\$2,211.66	\$1,980.70
Pinal #	Yes	CBIZ	240	Unlimited	Banner Aetna	\$1,249.00	\$0.00	\$3,391.00	\$3,333.00
Santa Cruz	Yes	Ameriben	200	-	AZLGEBT	\$756.42	\$67.27	\$1,789.08	\$1,508.29
Yavapai	Yes	Summit, Inc.	250	Unlimited	YCT PPO 350 YCT HDHP YCT PPO 600	\$858.00 \$663.00 \$535.00	\$0.00 \$0.00 \$0.00	\$1,957.00 \$1,511.00 \$1,217.00	\$1,323.64 \$1,140.00 \$1,173.52
Yuma	Yes	Blue Cross Blue Shield AZ	150	125%	PPO A PPO B HDHP	\$1080.40 \$842.70 \$688.28	\$107.76 \$51.18 \$0.00	\$2,992.54 \$2,165.56 \$1,809.84	\$2,139.02 \$1,740.74 \$1,513.68

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Arizona Association of Counties
Salary and Benefit Survey

Additional Benefits Information

Extra Medical Benefits

<u>County</u>	<u>Life Insurance</u> (\$000's) ¹	<u>Supplemental Accident Expenses</u>	<u>Short Term Disability Plan</u>	<u>Eye Care</u>	<u>Dental Care</u>	<u>Employee Assistance Program</u>	<u>Wellness Program</u>	<u>Notes</u>
Apache	50/10/10	-	Included	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 #	-/5/5	No	Included	Included	Included	Included	Included	-
Graham	40/5/5	Yes	Included	Included	Included	Included	Included	-
Greenlee	40/5/5	No	Included	Included	Included	Included	Included	-
La Paz #	10/5/5	No	Included	Included	Included	Included	Included	-
Maricopa	1x annual salary	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	Yes	Included	Included	Included	Included	Included	-
Santa Cruz	Annual salary up to 50/5/5	No	Included	Included	Included	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.