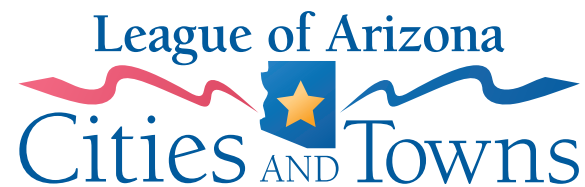


2017

LOCAL GOVERNMENT

# SALARY & BENEFIT SURVEY



**LOCAL GOVERNMENT  
SALARY AND BENEFIT SURVEY**

Prepared by

**THE LEAGUE OF ARIZONA CITIES AND TOWNS**  
1820 West Washington Street  
Phoenix, Arizona 85007  
(602) 258-5786  
[www.azleague.org](http://www.azleague.org)

and

**THE ARIZONA ASSOCIATION OF COUNTIES**  
1910 West Jefferson Street  
Phoenix, Arizona 85009  
(602) 252-6563  
[www.azcounties.org](http://www.azcounties.org)

2017

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## INTRODUCTION

This survey outlines the salary and benefit schedules for supervisory, administrative and selected benchmark positions in counties, cities and towns. Information from fifteen Arizona counties and ninety-one incorporated cities and towns is contained in the survey. The salaries and benefits listed in the survey were effective as of October 1, 2016.

Part I of this survey contains information collected from the cities and towns. The section begins with an overview which contains a brief statistical analysis of the survey information as well as a listing of the 2010 Census populations for each city and town. Following the overview is the wage and salary information for selected city and town employee positions. The salary information includes the annual salary, the salary range listed and the number of persons employed in the job listed. If there is more than one full time employee in the position, then the salary listed is an average annual salary. Listed below is an example.

<u>City/Town</u>	<u>Clerk Typist</u>
Anytown	12,000 (12000-14000) (2)
	Annual Salary (Salary range) (Total number of clerk typists)

The remaining portion of Part 1 of the survey lists city and town benefit policies, including salary scale information, general salary increases and merit increases for 2015-2016. Also included is a listing of total personnel, vacation policies, sick leave policies, group insurance benefits and miscellaneous benefits.

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

Part III of the survey is a compilation of standard job descriptions. The compilation contains both county and municipal positions.

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

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

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

# **PART I**

## **CITIES AND TOWNS**

# **PART I**

## **CITIES AND TOWNS**

## PART I - CITIES AND TOWNS

### Statistical Analysis

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

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

1. **VACATION:** All of the cities and towns have adopted a formal vacation policy; ninety-two percent have an annual accrual rate which varies based on the number of years of service. The number of paid vacation days range from 5 to 30 days per year. Ninety-two percent of the cities and towns require 6 months or less of service before an employee can use paid vacation time. Seven percent require a full twelve months of service before an employee can use paid vacation time. Ninety-two percent allow accumulation of paid vacation from year to year with some limit. Seven percent allow no accumulation.
2. **SICK LEAVE:** A formal sick leave policy has been adopted by all of the cities and towns responding to the survey. Eighty-three percent of the cities and towns have a service requirement of three months or less. All of the reporting communities allow sick leave days to accumulate from year to year with approximately thirty-one percent reporting no limit on the number of sick leave days an employee can accumulate. Forty percent of all the cities and towns compensate their employees in some way for unused sick leave upon termination or retirement. Nine municipalities has combined their sick leave and paid vacation policies to create a paid time off policy.
3. **INSURANCE:** Ninety-nine percent of the cities and towns responding to the survey provide health insurance for their employees. Ninety-nine percent provide life insurance. Ninety-four percent of the communities indicated that they provide dental insurance and approximately seventy-four percent provide long term disability insurance. Forty-six communities pay one hundred percent of the insurance costs for their employees. Sixty communities pay twenty-five percent or more of the cost of dependent health care insurance packages.
4. **HOLIDAYS:** All of the cities and towns observe the following six holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas. The total number of holidays allowed ranged from a low of six days to a high of thirteen days with ten and eleven days tying as the most frequently reported number of paid holidays.
5. **FIREFIGHTERS:** Nineteen have a combination of full-time and volunteer firefighters. Thirteen reported having only part-time or volunteer firefighters for fire protection. The number of hours worked per week for communities with full-time fire personnel ranges from a low of 24 hours to a high of 56 hours per week. Twenty-five communities reported the average work week to be 56 hours.
6. **POLICE:** Seventy-four of the cities and towns responding reported having full-time police personnel.
7. **AVERAGE SALARY:** The average salary has been listed for each job classification in each population category. Only those cities listing full-time employees in the job category were included in the computation of the average unless the nature of the classification was such that it included part-time personnel only.

**POPULATION OF ARIZONA CITIES AND TOWNS\***

APACHE JUNCTION	35,840	NOGALES	20,837
AVONDALE	76,238	ORO VALLEY	41,011
BENSON	5,105	PAGE	7,247
BISBEE	5,575	PARADISE VALLEY	12,820
BUCKEYE	50,876	PARKER	3,083
BULLHEAD CITY	39,540	PATAGONIA	913
CAMP VERDE	10,873	PAYSON	15,301
CAREFREE	3,363	PEORIA	154,065
CASA GRANDE	48,571	PHOENIX	1,447,128
CAVE CREEK	5,015	PIMA	2,387
CHANDLER	236,326	PINETOP-LAKESIDE	4,282
CHINO VALLEY	10,817	PRESCOTT	39,843
CLARKDALE	4,097	PRESCOTT VALLEY	38,822
CLIFTON	3,311	QUARTZSITE	3,677
COLORADO CITY	4,821	QUEEN CREEK	26,361
COOLIDGE	11,825	SAFFORD	9,566
COTTONWOOD	11,265	SAHUARITA	25,259
DEWEY-HUMBOLDT	3,894	SAN LUIS	27,909
DOUGLAS	17,509	SCOTTSDALE	217,385
DUNCAN	696	SEDONA	10,031
EAGAR	4,885	SHOW LOW	10,660
EL MIRAGE	31,797	SIERRA VISTA	43,888
ELOY	16,631	SNOWFLAKE	5,590
FLAGSTAFF	65,870	SOMERTON	14,287
FLORENCE	25,536	SOUTH TUCSON	5,652
FOUNTAIN HILLS	22,489	SPRINGERVILLE	1,961
FREDONIA	1,314	ST. JOHNS	3,480
GILA BEND	1,922	STAR VALLEY	2,310
GILBERT	208,352	SUPERIOR	2,837
GLENDALE	226,721	SURPRISE	117,517
GLOBE	7,532	TAYLOR	4,112
GOODYEAR	65,275	TEMPE	161,719
GUADALUPE	5,523	THATCHER	4,865
HAYDEN	662	TOLLESON	6,545
HOLBROOK	5,053	TOMBSTONE	1,380
HUACHUCA CITY	1,853	TUCSON	520,116
JEROME	444	TUSAYAN*	558
KEARNY	1,950	WELLTON	2,882
KINGMAN	28,068	WICKENBURG	6,363
LAKE HAVASU CITY	52,527	WILLCOX	3,757
LITCHFIELD PARK	5,476	WILLIAMS	3,023
MAMMOTH	1,426	WINKELMAN	353
MARANA	34,961	WINSLOW	9,655
MARICOPA	43,482	YOUNGTOWN	6,156
MESA	439,041	YUMA	90,660
MIAMI	1,837		

\*2010 Census Figures



**SUPERVISORY AND ADMINISTRATIVE POSITIONS**

POPULATION (2010 Census Figure)	CITY/TOWN	MAYOR	COUNCIL	MANAGER	CLERK	POLICE CHIEF	FIRE CHIEF		
<b>OVER 50,000</b>	1,447,128	PHOENIX	88,000	61,600	315,000 (315000-425000)	149,843 (94058-159910)	196,705 (126984-215862)	185,328 (120931-205587)	
	520,116	TUCSON	44,491	24,000	209,999	119,829	199,999 (138819-181168)	159,702 (135699-177985)	
	439,041	MESA	73,545	36,832	236,246	140,026	187,429 (143062-192546)	183,373 (136240-183373)	
	236,326	CHANDLER	50,896	29,818	213,500 Contract	125,292 Contract	182,207 (128306-186044)	162,463 (128306-186044)	
	226,721	GLENDALE	48,000	34,000	210,000	121,000	Vac (124950-187425)	170,000 (124950-187425)	
	217,385	SCOTTSDALE	36,000	18,000	Vacant - Flat Rate	150,280 Flat rate	191,714 (132226-191714)	168,334 (119933-173888)	
	208,352	GILBERT	37,822	21,012	248,519 Contract	128,900 (100031-170053)	156,328 (115799-196858)	156,328 (115799-196858)	
	161,719	TEMPE	58,307	29,154	196,103 (163424-220623)	133,618 (101417-136914)	181,219 (146800-198181)	170,656 (138347-186769)	
	154,065	PEORIA	31,337	20,891	228,013	135,032 (110521-165782)	184,020 (122678-184020)	178,054 (122678-184020)	
	117,517	SURPRISE	34,017	20,242	188,583 Contract	136,694 Contract	152,250 (132000-198000)	148,996 (132000-198000)	
	90,660	YUMA	12,000	3,600	146,062 (139843-195781)	90,116 (81230-113722)	131,907 (109246-152944)	123,989 (109246-152944)	
	76,238	AVONDALE	17,523	8,761	198,057	130,087 (97635-141572)	153,552 (105897-153552)	151,708 (105857-153552)	
	65,870	FLAGSTAFF*	36,000	24,000	180,000	96,068	142,757 (93138-187725)	132,564 (93138-187725)	
	65,275	GOODYEAR	23,000	9,200	199,094	112,771 (98228-145820)	154,334 (110015-163318)	141,436 (110015-163318)	
	52,527	LAKE HAVASU CITY	11,400	7,800	167,513 Contract	93,205 (89107-133661)	133,557 (106662-159869)	111,571 (106662-159869)	
	50,876	BUCKEYE	21,000	14,400	190,000 Contract	138,528 (94078-153338)	142,834 (108909-177528)	177,528 (108909-177528)	
	17,509	Average Salary	38,959	22,707	208,446	125,081	166,054	157,627	
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	15,978	8,876	174,041 (148385-204449)	87,457 (83528-115412)	141,799 (110225-151791)	148,385 (107695-148385)	
	43,888	SIERRA VISTA	12,000	9,000	137,904 Contract	93,995 (75584-113376)	118,643 (111819-167729)	119,558 (111819-167729)	
	43,482	MARICOPA	15,000	12,000	173,092 (131373-181099)	109,494 (84684-116738)	135,138 (93364-128703)	131,038 (93364-128703)	
	41,011	ORO VALLEY	12,740	10,058	Vac (141008-211512)	90,895 (90895-136343)	165,534 (116008-174012)		
	39,843	PRESCOTT	9,000	6,000	157,560	90,147	138,008	130,520	
	39,540	BULLHEAD CITY	12,000	9,000	155,723 Contract	83,587	132,909		
	38,822	PRESCOTT VALLEY	12,600	8,400	166,940 (126339-176862)	101,754 (83033-116230)	132,704 (108950-152505)		
	35,840	APACHE JUNCTION	12,000	9,600	150,000 Contract	130,000 (101556-147083)	133,171 (106633-154437)		
	34,961	MARANA	21,000	16,404	190,000 Contract	108,059 (91382-141643)	142,589 (109175-169221)		
	31,797	EL MIRAGE	26,760	14,040	182,978 Contract	98,606 (98606-138048)	122,055 (116000-162400)	111,894 (109700-153580)	
	28,068	KINGMAN	9,600	6,000	127,500	75,694 (75694-102106)	114,316 (87625-121074)	105,060 (87625-121074)	
	27,909	SAN LUIS	19,392	9,965	Vac (100653-136178)	59,072 (46815-63338)	100,006 Vac (74841-101256)	86,112 (64535-87313)	
	26,361	QUEEN CREEK	35,321	20,959	195,335	116,234 (89129-133693)		141,125 (118510-183690)	
	25,536	FLORENCE	7,800	5,400	130,000 Contract	104,974 (80919-129260)	94,366 (78945-126107)	90,000 (75141-120031)	
	25,259	SAHUARITA	9,600	6,000	151,000 (135000-189000)	83,333 (77959-109143)	129,644 (102589-143624)		
	22,489	FOUNTAIN HILLS	7,200	4,800	134,000 (120215-172668)	88,400 (65165-92671)	Contract	Contract	
	20,837	NOGALES	**** I N F O R M A T I O N N O T A V A I L A B L E ****						
	17,509	DOUGLAS	3,900	2,600	Vacant - Contract	72,421 Contract	88,042 (79857-112368)	90,299 (64172-90299)	
	16,631	ELOY	7,800	5,400	140,000 (114644-177689)	84,068 (61838-95849)	110,790 (87375-135431)		
	15,301	PAYSON	10,800	6,000	147,120 Contract	87,000 (58400-87000)	126,996 (111414-167121)	103,584 (78851-119276)	
	14,287	SOMERTON	8,400	6,000	96,900 Contract		89,657 Contract	68,312 (2)	
	12,820	PARADISE VALLEY	0	0	188,887	97,435 (72065-110763)	141,179 (113694-174456)		
	11,825	COOLIDGE	7,200	4,800	120,000 (109977-164965)	78,484 (62323-93485)	103,019 (88061-132092)	83,818 (83818-125727)	
	11,265	COTTONWOOD	9,000	6,000	157,529 (139356-205358)	113,528 (67034-98781)	117,874 (89831-132377)	114,026 (89831-132377)	
	10,873	CAMP VERDE	4,200	3,000	121,514 (103000-158042)	57,158 (54657-83167)	93,737 (79160-120451)		
	10,817	CHINO VALLEY	4,800	14,400	155,264 Contract	74,121 (63946-83903)	103,786 (94477-123962)		
	10,660	SHOW LOW	9,600	6,000	143,420 (106891-152140)	93,302 (66864-95168)	118,995 (92924-136530)		
	10,031	SEDONA	8,400	6,000	165,000	76,511 (68598-98925)	Vac (91083-124452)		
		Average Salary	11,559	8,026	152,571	90,605	120,623	108,838	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	MAYOR	COUNCIL	MANAGER	CLERK	POLICE CHIEF	FIRE CHIEF				
<b>5,000 TO 9,999</b>	9,655 WINSLOW	4,800	2,400	120,000	Contract	69,909	Contract	Vac (80070-121836)	72,539	(72539-110377)	
	9,566 SAFFORD	12,000	7,200	136,269		88,180	(69856-97799)	122,980	(98043-137260)	24,600 PT	
	7,532 GLOBE	6,000	3,600	106,000	Contract	56,575	(52962-82161)	77,513	(77513-120248)	79,451	(77513-120248)
	7,247 PAGE	9,600	7,200	115,500		54,059		89,250		74,880	
	6,545 TOLLESON	12,960	7,200	180,000	(138711-221919)	74,909	(71744-107616)	153,970	(107088-182049)	153,329	(107088-182049)
	6,363 WICKENBURG	4,800	2,400	118,477	Contract	75,150	(63356-95035)	81,619	(63356-95035)	81,370	(63356-95035)
	6,156 YOUNGTOWN	12,000	6,000	94,500	Contract	52,272	(41800-80000)				
	5,652 SOUTH TUCSON	4,800	2,400	80,000		54,642		65,000		54,912	
	5,590 SNOWFLAKE	4,800	2,400	90,000		61,356		63,000			
	5,575 BISBEE	4,800	2,400	87,506		51,376		68,848		70,013	
	5,523 GUADALUPE	2,400	3,600			53,934					
	5,476 LITCHFIELD PARK	0	0	167,045		82,400	(87403-131104)				
	5,105 BENSON	4,800	2,400	92,595	(92587-134835)	58,339	(53780-78321)	74,263	(68843-100257)	70,587	(53780-78321)
	5,053 HOLBROOK	2,400	1,200	91,000		61,700		73,000			
	5,015 CAVE CREEK	0	0	138,726		108,599	(62342-123037)				
	Average Salary	5,744		115,544		66,893		86,944		82,135	
<b>2,000 TO 4,999</b>	4,885 EAGAR	4,800	1,200	102,600	Contract	60,590	(44255-79272)	66,893	(64932-77503)	53,269	(52200-70936)
	4,865 THATCHER	6,600	5,400	120,944				98,011			
	4,821 COLORADO CITY	33,600	1,000	63,600		48,000		55,200			
	4,282 PINETOP-LAKESIDE	5,700	3,000	93,000	(80000-110000)	62,912	(50329-75494)	82,400	(72893-109339)		
	4,112 TAYLOR	4,800	2,400	85,000		53,235				77,250	
	4,097 CLARKDALE	4,800	2,400	94,550			36070 PT	79,890			
	3,894 DEWEY-HUMBOLDT	0	0	79,784		59,704					
	3,757 WILLCOX	4,800	4,800	90,000	(75000-90000)	47,486	(45000-55000)	69,181	(68000-72000)		
	3,677 QUARTZSITE	6,000	4,666	90,000	Contract	41,070		82,500	Contract		
	3,480 ST. JOHNS	0	0		Vacant			69,401	(53542-68379)	55,895	
	3,363 CAREFREE	0	0	103,786		77,861			Contract	Contract	
	3,311 CLIFTON	3,600	2,400	81,505		55,268		55,268		2,400 Volunteer	
	3,083 PARKER	5,100	2,700	123,716		60,265	(45498-64287)	81,600	(70582-92610)		
	3,023 WILLIAMS	10,800	9,600	104,687	(90000-105000)	62,234	(50000-65000)	103,231	(82000-105000)	Volunteer	
	2,882 WELLTON	3,600	3,000	79,098				60,410		17,106	
	2,837 SUPERIOR	0	0	104,000	Contract	44,000		60,000		33,844	
	2,387 PIMA	**** INFORMATION NOT AVAILABLE ****									
	2,310 STAR VALLEY	8,400	6,000	126,742		27,400					
	Average Salary	6,035	2,857	96,438		53,848		74,153		55,065	
<b>UNDER 2,000</b>	1,961 SPRINGERVILLE	4,800	3,150	96,824		69,222		71,781		19,200	Contract
	1,950 KEARNY	0	0	72,176		53,061					
	1,922 GILA BEND	4,800	3,000	94,000		88,939				12,000	
	1,853 HUACHUCA CITY	3,600	1,800		Vac (57000-83000)	56,820	(48500-65000)	52,000	(55000-80000)	52,000	(40000-60000)
	1,837 MIAMI	1,800	1,000	79,000		50,000		54,000			
	1,426 MAMMOTH	**** INFORMATION NOT AVAILABLE ****									
	1,380 TOMBSTONE	3,000	1,800			51,459	(46000-58700)	50,710	(42000-53600)	26,000	(26000-33200)
	1,314 FREDONIA	6,000	720	60,000		30,000		47,392		Volunteer	
	913 PATAGONIA	600		62,400			Manager	55,702			
	696 DUNCAN	1,200	600	42,422		39,312					
	662 HAYDEN	0	0		Clerk	47,530			Interim	4,146 PT	
	558 TUSAYAN	4,800	3,600	116,000		61,000			Contract		
	444 JEROME	**** INFORMATION NOT AVAILABLE ****									
	353 WINKELMAN	0	0		Clerk	44,160				3,240 PT	
	Average Salary	2,550	1,425	77,853		53,773		55,264		27,300	

**SUPERVISORY AND ADMINISTRATIVE POSITIONS**

POPULATION (2010 Census Figure)	CITY/TOWN	MAGISTRATE	PROSECUTOR	ATTORNEY	ATTORNEY RETAINER	HOURLY RATE ABOVE		FINANCE DIRECTOR	OUTSIDE AUDIT
						RETAINER	RETAINER		
<b>OVER 50,000</b>	1,447,128	PHOENIX	159,500	155,355 (126984-155910)	221,936 (132746-225638)			166,462 (120390-204672)	
	520,116	TUCSON	107,182 (8)	149,677	59,405 (59405-78250) (8)			129,917 (91041-154086)	
	439,041	MESA	165,000	150,862 (112070-150862)	185,000			145,800 (112070-150862) (2)	
	236,326	CHANDLER	184,184	Contract	144,796 (103766-145272)	Vacant		162,497 (119912-173872)	
	226,721	GLENDALE	192,941		120,000 (101768-152652)	178,606		150,765 (113333-170000)	
	217,385	SCOTTSDALE	174,866	Flat rate	150,218 (103605-150218)	207,646	Flat rate	162,510	Flat rate
	208,352	GILBERT	187,280	Contract	127,072	200,760	Contract	141,794 (105033-178556)	91,000
	161,719	TEMPE	164,800 (134250-181238)		131,136 (123953-167336)	169,053 (164130-199303)		157,119 (125991-170088)	
	154,065	PEORIA	177,225		84,337 (69585-102808) (2)	Vacant		165,782 (110521-165782)	
	117,517	SURPRISE	166,247	Contract	103,187 (98217-147328)	178,500 (140000-210000)		150,093 (116000-174000)	
	90,660	YUMA	106,886 (85342-119479) (2)			160,680 (114776-160686)		131,153 (103981-145574)	
	76,238	AVONDALE	162,000					136,902 (105897-153552)	
	65,870	FLAGSTAFF*	109,831		117,957 (83844-134150)	164,464		94,962 (73963-118298)	
	65,275	GOODYEAR	155,952		132,653 (89298-132563)	179,085		139,725 (110018-163318)	
	52,527	LAKE HAVASU CITY	149,100	Contract	112,008 (78166-117250)	156,450	Contract	133,557 (106662-159869)	
	50,876	BUCKEYE		Contract	Contract	Contract	Contract	142,314 (103730-169062)	
	17,509	Average Salary	157,533		129,174	171,799		144,460	
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	105,242		98,240 (74454-102862)	162,486 (118055-162486)		118,055 (105278-145050)	
	43,888	SIERRA VISTA				104,000	Contract	127,483 (97234-145851)	
	43,482	MARICOPA						93,364 (93364-128703)	
	41,011	ORO VALLEY	145,577 (105223-157834)		140,714 (110484-165725)	109,424 (86567-129850)		144,085 (105223-157834)	
	39,843	PRESCOTT	64,981	Shared with County	114,670 (79914-111883)	140,005		129,584	
	39,540	BULLHEAD CITY	119,603		113,526	154,649	Contract	129,161	Contract
	38,822	PRESCOTT VALLEY	115,669 (87235-122116)		104,790 (83033-116230)	140,941 (108950-152505)		140,941 (108950-152505)	45,600
	35,840	APACHE JUNCTION	131,000	Contract		133,000	Contract	123,736 (101556-147083)	Unknown
	34,961	MARANA	91,382	Contract	87,082 (84051-126077)	156,507 (109175-169221)		134,051 (109175-169221)	
	31,797	EL MIRAGE	82,000	Contract			7,000/mo	160	150,380 (116000-162400)
	28,068	KINGMAN	111,935	Contract	63,345 (56484-78423)	125,000	Contract	92,700 (87625-121074)	44,050
	27,909	SAN LUIS	100,000 (64498-80018)		125,008	105,019 (84676-114562)		113,318 (64535-87313)	
	26,361	QUEEN CREEK						142,867 (107492-166613)	
	25,536	FLORENCE		Shared with Eloy		115,000	Contract	78,500 (73308-117103)	29,900
	25,259	SAHUARITA	103,440 (87693-122771)			160,000 (110960-155344)		122,320 (94849-132789)	24,850
	22,489	FOUNTAIN HILLS	72,200	Contract	100,000	Contract		99,000 (89676-127529)	34,500
	20,837	NOGALES		**** I N F O R M A T I O N N O T A V A I L A B L E ****					8,000
	17,509	DOUGLAS	15,000	Contract		51,510	Contract	86,164 (70886-99746)	
	16,631	ELOY	72,750 (61838-95849)				130,000	175	109,777 (83165-128906)
	15,301	PAYSON	28,000	Contract	76,428 (57200-85800)	141,120 (89212-133818)			Vac (73221-109831)
	14,287	SOMERTON	85,000	Contract	41,085	Contract	5000	145	65,067
	12,820	PARADISE VALLEY			31,200	Contract			141,179 (97474-149567)
	11,825	COOLIDGE	95,228 (75935-113903)					105,539 (83818-125727)	22,000
	11,265	COTTONWOOD	114,598 (77600-114352)		90,000	Contract	182,957 (120381-177398)	103,721 (70384-103720)	37,019
	10,873	CAMP VERDE	55,000	Contract	72,749	Contract		76,315 (63385-96448)	30,000
	10,817	CHINO VALLEY	60,000	Contract	38,000	Contract		107,410 (94477-123962)	36,100
	10,660	SHOW LOW	38,602 PT				Contract	103,587 (83503-118851)	35,750
	10,031	SEDONA	64,890 PT		93,445 (72030-103854)	158,000		118,088 (91083-124452)	
		Average Salary	88,430		86,893	131,909		113,707	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	MAGISTRATE	PROSECUTOR	ATTORNEY	ATTORNEY RETAINER	HOURLY RATE ABOVE RETAINER	FINANCE DIRECTOR	OUTSIDE AUDIT	
<b>5,000 TO 9,999</b>	9,655	WINSLOW	20,000	Contract	90,000	Contract	81,349 (72539-110377)		
	9,566	SAFFORD	25,200 PT	Contract	Contract	Contract	79,941 (84763-118668)	40,000	
	7,532	GLOBE	43,285	Contract			67,064 (64072-99397)		
	7,247	PAGE	89,963		110,000		77,501	35,825	
	6,545	TOLLESON	130,532	(101988-173380)			153,585 (107088-182049)		
	6,363	WICKENBURG	26,010	Contract PT	Contract	Contract	81,557 (63356-95035)	28,500	
	6,156	YOUNGTOWN	20,400	Contract PT			71,400 (41000-80000)		
	5,652	SOUTH TUCSON	54,000		39,000		43,200	35,000	
	5,590	SNOWFLAKE			50,000	Contract	50,000	15,700	
	5,575	BISBEE	12,000	Contract	60,000	Contract	60,000	37,600	
	5,523	GUADALUPE					139	16,250	
	5,476	LITCHFIELD PARK	20,859	Contract	39,000	Contract	113,000	25,000	
	5,105	BENSON	26,523	Contract	57,289	Contract	Contract (2)	17,000	
	5,053	HOLBROOK					175	15,000	
	5,015	CAVE CREEK				Contract	111,458 (Contract)	27,000	
		Average Salary	55,023		45,096		77,700	85,703	
<b>2,000 TO 4,999</b>	4,885	EAGAR	13,390	Contract		Contract	160	24,000-30,000	
	4,865	THATCHER	17,600				69,763 (56533-70172)		
	4,821	COLORADO CITY	16,800	Contract		Contract	200		
	4,282	PINETOP-LAKESIDE	17,340			70,000	175-200	20,000	
	4,112	TAYLOR					200	16,500	
	4,097	CLARKDALE	18,375					36,070 PT	
	3,894	DEWEY-HUMBOLDT		60/hr PT		Contract		13,000	
	3,757	WILLCOX	28,000	(26000-28500)	60,839	(55000-61000)	63,794 (60000-65000)	15,000	
	3,677	QUARTZSITE	30,000	Contract	40,000	Contract	140,000	22,000	
	3,480	ST. JOHNS		Contract		Contract	125	27,000	
	3,363	CAREFREE		Contract		Contract		Contract	
	3,311	CLIFTON	16,863			Contract	150		
	3,083	PARKER	22,884		43,200			25,000	
	3,023	WILLIAMS	16,265	Contract		Contract		32,604	
	2,882	WELLTON	23,053				84,594 (75000-95000)	14,340	
	2,837	SUPERIOR		7,197 PT	60,000	Contract	62,088	50,000	
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****						
	2,310	STAR VALLEY	16,000	Manager		Manager	59,740	15,000	
		Average Salary	19,714		41,600		76,460	67,127	
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	12,000	Contract	Contract	Contract	75,504	10,000	
	1,950	KEARNY	12,120	(2)		3,000/mo		17,500	
	1,922	GILA BEND		5,000 PT	7,200 PT	18,000	80,061	22,300	
	1,853	HUACHUCA CITY	14,400	Contract	7,200	Contract PT	175/hr	Contract	
	1,837	MIAMI	10,000				Contract		
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****						
	1,380	TOMBSTONE	12,000	Contract		Contract		50/hr	
	1,314	FREDONIA	12,000		Contract	Contract	150	17,000	
	913	PATAGONIA		8,820 PT			125		
	696	DUNCAN			14,000			14,000	
	662	HAYDEN	12,106						
	558	TUSAYAN		Contract	Contract	Contract			
	444	JEROME	**** INFORMATION NOT AVAILABLE ****						
	353	WINKELMAN		6,084 PT		5,000 PT		16,000	
		Average Salary	12,089			16,000		77,783	

## SUPERVISORY AND ADMINISTRATIVE POSITIONS

POPULATION (2010 Census Figure)		CITY/TOWN	CHIEF BUILDING INSPECTOR	PUBLIC WORKS DIRECTOR	STREET SUPERINTENDENT	WATER SUPERINTENDENT
<b>OVER 50,000</b>	1,447,128	PHOENIX	85,405 (57283-85405) (2)	159,786 (109075-185432)	94,328 (87183-104416)	84,836 (63315-94328) (6)
	520,116	TUCSON	65,041 (65041-110385)		141,149 (121160-230006)	159,994 (121160-230006)
	439,041	MESA			102,523 (72640-102523) (2)	108,056 (83970-113027)
	236,326	CHANDLER	98,544 (70621-98870)	170,287 (119912-173872)	95,856 (82373-115345)	90,059 (70621-98870) (4)
	226,721	GLENDALE		155,493 (118999-178499)	84,430 (73056-109584)	95,292 (76709-115064) (5)
	217,385	SCOTTSDALE	89,378 (66789-96824)	169,603 (125923-182582)	Vac (85238-123594)	159,286 (125923-182582)
	208,352	GILBERT	78,306 (57448-91917)	129,584 (110285-187484)	109,769 (84438-135101)	Vac (88660-141856)
	161,719	TEMPE	126,897 (82302-111108)	171,664 (130830-176620)	134,049 (107379-144961)	136,955 (121489-164010)
	154,065	PEORIA	102,391 (69585-102808)	155,000 (110521-165782)	108,376 (76543-113089)	129,041 (93459-138082) (2)
	117,517	SURPRISE		150,092 (116000-174000)	108,615 (79708-119563)	107,260 (79708-119563)
	90,660	YUMA	89,130 (73591-103027)	123,692 (98970-138559)	52,000 (48363-67708)	69,965 (56086-78521) (2)
	76,238	AVONDALE	92,691 (76558-111010)	142,089 (105897-153552)		104,728 (83016-120373)
	65,870	FLAGSTAFF*		133,744 (93138-187725)		
	65,275	GOODYEAR	105,333 (81925-121618)		Vac (75856-112609)	110,709 (75856-112609)
	52,527	LAKE HAVASU CITY		106,662 (106662-159869)	117,250 (78166-117250)	117,250 (78166-117250)
	50,876	BUCKEYE	123,032 (75009-112528)	169,062 (103720-169062)	96,054 (64022-96054)	95,000 (75005-112528)
	17,509	Average Salary	96,013	148,981	103,700	112,031
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	83,528 (71189-98240)	141,799 (105278-145050)	89,492 (64900-89492)	
	43,888	SIERRA VISTA	64,210 (64207-96310)	116,438 (97234-145851)		
	43,482	MARICOPA		104,496 (93364-128703)		
	41,011	ORO VALLEY	112,170 (74780-112170)	127,761 (105223-157834)	101,748 (82445-123667)	90,867 (61521-92282) (2)
	39,843	PRESCOTT	78,686 (63981-89586)	127,732	68,890 (59246-83179)	76,003 (60902-85259)
	39,540	BULLHEAD CITY	82,710 (55719-82711)	150,364 Contract	78,728 (61505-91312)	
	38,822	PRESCOTT VALLEY		125,445 (101171-141627)	75,420 (60237-84323)	
	35,840	APACHE JUNCTION	87,884 (75786-109755)	130,000 (101556-147083)	72,432 (53857-78001)	126,829 (101556-147083)
	34,961	MARANA	Vac (91382-141643)	111,870 (91382-141643)	83,736 (58772-88158)	72,519 (58772-88158)
	31,797	EL MIRAGE	92,509 (78238-109534)	140,000 (116000-162400)		
	28,068	KINGMAN	59,174 (56484-78423)	103,495 (87625-121074)	66,078 (56484-78423)	71,814 (56484-78423)
	27,909	SAN LUIS		99,486 (64535-87313)		
	26,361	QUEEN CREEK	122,393 (85031-127546)	131,562 (107492-166613)	95,902 (70543-102288)	89,851 (70543-102288)
	25,536	FLORENCE		105,000 (77020-123031)	Vac (51603-79870)	57,304 (47918-74167)
	25,259	SAHUARITA	80,378 (59706-86574)	112,991 (94849-132789)	75,550 (54639-79227)	
	22,489	FOUNTAIN HILLS	74,300 (62706-89174)	112,900 (88300-125571)	61,400 (61391-87304)	
	20,837	NOGALES	**** I N F O R M A T I O N   N O T   A V A I L A B L E ****			
	17,509	DOUGLAS		74,341 (74341-104605)		
	16,631	ELOY	63,037 (58858-91230)	106,437 (83165-128906)	57,162 (45980-71269)	61,252 (48307-74876)
	15,301	PAYSON	88,368 (69693-104539)	Vac (78851-118276)	69,756 (53116-79674)	82,332 (78851-118276)
	14,287	SOMERTON		82,067	52,423	54,994
	12,820	PARADISE VALLEY		Vac (97474-149567)	93,253 (65123-96828)	
	11,825	COOLIDGE	76,721 (53741-80612)	105,539 (83818-125727)	67,318 (48684-73031)	
	11,265	COTTONWOOD		66,581 (60801-89597)		67,922 (57905-85331)
	10,873	CAMP VERDE	61,173 (50754-77229)	86,403 (71715-109122) (2)	58,843 (41657-63385)	67,912 (50754-77229)
	10,817	CHINO VALLEY	Vac (55239-72478)	94,941 (94477-123962)	69,333 (55239-72478)	66,307 (55239-72478)
	10,660	SHOW LOW	68,736 (52234-74345)	109,885 (83503-118851)	80,219 (75650-107673)	80,219 (75650-107673)
	10,031	SEDONA	Vacant	106,890 (91083-124452)		124,452 (91083-124452)
		Average Salary	80,999	110,977	74,615	79,372

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	CHIEF BUILDING INSPECTOR	PUBLIC WORKS DIRECTOR	STREET SUPERINTENDENT	WATER SUPERINTENDENT
<b>5,000 TO 9,999</b>	9,655	WINSLOW	80,000 (69044-105059)		
	9,566	SAFFORD	Vac (57622-80571)	57,986 (52354-73295)	72,946 (63437-88812)
	7,532	GLOBE	85,498 (77513-120248)	61,630 (48151-74699)	64,896 (48151-74699)
	7,247	PAGE	70,720	59,934 (37211-62899)	49,264 (37960-64168)
	6,545	TOLLESON	73,524 (58270-87406)	146,638 (101988-173380)	94,584 (71744-107616)
	6,363	WICKENBURG	56,222 (52000-78000)	82,285 (63356-95035)	57,418 (54641-81952) (2)
	6,156	YOUNGTOWN	66,516 (41000-80000)		66,227 (54641-81952)
	5,652	SOUTH TUCSON	53,331		
	5,590	SNOWFLAKE	36,000 Contract	50,000	Street Superintendent
	5,575	BISBEE	41,746	64,480	
	5,523	GUADALUPE	28,954		
	5,476	LITCHFIELD PARK	105,014 (97774-146661)		
	5,105	BENSON	Vac (53780-78321)	73,482 (53780-78320)	55,728 (37134-55728)
	5,053	HOLBROOK	44,400	46,500	62,400
	5,015	CAVE CREEK	86,077 (62342-123037)	Chief Engineer	
		Average Salary	56,328	79,241	58,136
					66,578
<b>2,000 TO 4,999</b>	4,885	EAGAR	Community Dev Dir	69,763 (56100-91552)	61,277 (38656-71342)
	4,865	THATCHER		78,573	48,800 (38076-65000)
	4,821	COLORADO CITY	36,000 PT	48,360	42,000 (2)
	4,282	PINETOP-LAKESIDE		58,349 (52878-79317)	
	4,112	TAYLOR	51,840	60,530	41,787
	4,097	CLARKDALE		74,670	45,440
	3,894	DEWEY-HUMBOLDT	25.50/hr PT	54,808	61,505
	3,757	WILLCOX	47,486 (45000-48500)	70,000 (60000-70000)	47,486 (40000-47500)
	3,677	QUARTZSITE		77,966 (43181-85197)	47,486 (40000-47500)
	3,480	ST. JOHNS		63,984 (49518-62938)	39,874 (31034-61214)
	3,363	CAREFREE	90,823	64,280	48,257 (46300-59000)
	3,311	CLIFTON		55,268	
	3,083	PARKER		Vacant	46,662 (43332-61227)
	3,023	WILLIAMS	66,183 (40435-56489)	74,256 (70000-85000)	43,012 (41268-58311)
	2,882	WELLTON		58,151	65,000
	2,837	SUPERIOR		37,440	
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****		
	2,310	STAR VALLEY			47,861
		Average Salary	64,083	62,540	53,598
					49,311
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	Public Works Dir	65,228	Public Works Dir
	1,950	KEARNY		54,017	37,440
	1,922	GILA BEND		54,000	
	1,853	HUACHUCA CITY	39,000 Contract		45,760 (34552-48000)
	1,837	MIAMI			
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****		
	1,380	TOMBSTONE	Contract	42,000 (42000-53600)	
	1,314	FREDONIA	Contract	40,000	
	913	PATAGONIA		29,016	39,152
	696	DUNCAN		28,080	37,440
	662	HAYDEN		46,444	
	558	TUSAYAN	Contract		Contract
	444	JEROME	**** INFORMATION NOT AVAILABLE ****		
	353	WINKELMAN		54,454	
		Average Salary	39,000	48,028	33,228
					40,784

## SUPERVISORY & ADMINISTRATIVE POSITIONS

POPULATION (2010 Census Figure)	CITY/TOWN	PARKS & RECREATION		HUMAN RESOURCES		COMMUNITY DEVELOPMENT		LIBRARY DIRECTOR		DEPUTY CLERK		
		DIRECTOR		DIRECTOR		DIRECTOR						
<b>OVER 50,000</b>	1,447,128	PHOENIX	151,320	(109075-185432)	151,320	(133390-167981)	165,506	(103834-176509)	133,661	(94058-159910)	105,071	(72488-116002)
	520,116	TUCSON	129,334	(80995-137217)	119,288	(121160-230006)	121,160	(80995-137218)			91,645	(72405-122782)
	439,041	MESA	166,316	(123572-166316)	158,392	(123573-166317)			136,822	(101650-136822)	91,395	(69448-102523) (2)
	236,326	CHANDLER		Vac (119912-173872)								
	226,721	GLENDALE	154,476	(113333-170000)	146,996	(113333-170000)		Vac (113333-170000)	99,809	(84571-126857)	88,297	(66264-99396)
	217,385	SCOTTSDALE	172,536	(125923-182582)	137,904	(119933-173888)	154,440	(108784-157726)	107,099	(85238-123594)	72,904	(70117-101670)
	208,352	GILBERT	141,794	(105033-178556)	141,794	(105033-178556)	148,884	(110285-187484)			74,683	(57448-91917)
	161,719	TEMPE	109,795	(104611-141224)	145,644	(120226-162304)		Vac (122566-165465)	104,611	(104611-141224)	81,571	(74242-100227)
	154,065	PEORIA	159,435	(110521-165782)	140,000	(110521-165782)	160,724	(110521-165782)			84,524	(69585-102808)
	117,517	SURPRISE	150,093	(116000-174000)	150,093	(116000-174000)	140,781	(116000-174000)			77,779	(68360-102541)
	90,660	YUMA	97,521	(94201-131882)	104,959	(94201-131882)	122,149	(98970-138559)			56,649	(56086-78521)
	76,238	AVONDALE	134,316	(105897-153552)	141,572	(97635-141572)	141,572	(97635-141572)				
	65,870	FLAGSTAFF*			118,030	(93139-165323)	150,974	(93139-187725)	88,905	(73963-118298)	53,479	(52430-76023)
	65,275	GOODYEAR	129,461	(110015-163318)	139,988	(110015-163318)	123,786	(110015-163318)			76,783	(66881-99285)
	52,527	LAKE HAVASU CITY	89,107	(89107-133661)	127,691	(89107-133661)	127,670	(106662-159869)				
	50,876	BUCKEYE	145,933	(94078-153338)	153,338	(94078-153338)	146,869	(94078-153338)			58,531	(55058-82576)
	17,509	Average Salary	137,960		138,467		142,043		111,818		77,947	
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE			126,506	(98240-135496)	110,225	(95979-132457)	76,192	(71189-98240)	49,226	(49226-67938)
	43,888	SIERRA VISTA	110,906	(97234-145851)	111,946	(89811-134716)	115,274	(97234-145851)			52,894	(43390-63211)
	43,482	MARICOPA	109,979	(93364-128703)	130,095	(93364-128703)			82,687	(63049-86914)	63,193	(54588-75250)
	41,011	ORO VALLEY	104,282	(95440-143160)	111,780	(100212-150318)					50,614	(50614-75921)
	39,843	PRESCOTT	94,411		98,134		124,030		95,056		52,000	(40019-56035)
	39,540	BULLHEAD CITY			87,813	(72070-106995)					46,363	(43077-63939)
	38,822	PRESCOTT VALLEY	104,998	(87235-122116)	107,016	(101171-141627)	127,670	(101171-141627)	102,232	(87235-122116)	47,154	(40580-56804)
	35,840	APACHE JUNCTION	104,094	(101556-147083)	130,000	(101556-147083)			112,098	(101556-147083)	65,737	(46524-67381)
	34,961	MARANA	109,710	(91382-141643)	110,038	(91382-141643)	108,059	(91382-141643)			60,829	(58772-88158)
	31,797	EL MIRAGE			120,700	(109700-153580)						
	28,068	KINGMAN	96,388	(87625-121074)	107,365	(87625-121074)	112,589	(87625-121074)			40,142	(40142-56484)
	27,909	SAN LUIS	73,008	(55253-65374)			67,912	(50415-62208)			46,883	(33132-44826)
	26,361	QUEEN CREEK					153,220	(107492-166613)				
	25,536	FLORENCE	87,500	(68074-108742)	88,725	(64794-103502)	98,000	(69776-111460)	82,000	(57268-91481)	54,129	(37434-57939)
	25,259	SAHUARITA	101,962	(87693-122771)	94,579	(87693-122771)	126,463	(94849-132789)				
	22,489	FOUNTAIN HILLS	110,900	(79129-112529)	98,300	(79437-112968)	100,000	(88300-125571)				
	20,837	NOGALES		**** I N F O R M A T I O N N O T A V A I L A B L E ****								
	17,509	DOUGLAS			65,466	(51297-72184)			53,862	(51297-72184)	45,496	(37428-52668)
	16,631	ELOY	87,966	(68257-105798)	71,713	(71713-111155)	93,600	(75343-116782)	81,233	(64968-105798)		
	15,301	PAYSON	85,680	(69693-104539)		Vacant	73,536	(57200-85800)	61,296	(57200-85800)	50,149	(34907-52361)
	14,287	SOMERTON		Vacant	44,262		63,676					
	12,820	PARADISE VALLEY			97,680	(72065-110763)	139,491	(97474-149567)				
	11,825	COOLIDGE	81,260	(68793-103190)	68,793	(68793-103190)		Vacant	68,000	(62323-93485)		
	11,265	COTTONWOOD	67,688	(50021-73712) (2)	85,586	(70384-103720)	82,948	(70384-103720)	81,971	(60801-89597)	45,082	(39193-57755)
	10,873	CAMP VERDE	52,021	(41657-63385)			79,664	(69966-106461)	69,181	(57424-87377)		
	10,817	CHINO VALLEY			88,329	(81613-107083)	88,329	(81613-107083)	83,873	(63946-83903)	34,734	(33912-44495)
	10,660	SHOW LOW	68,175	(66864-95168)	75,541	(62089-88373)	85,842	(65233-92846)	53,540	(53540-76203)	58,109	(45041-64107)
	10,031	SEDONA	74,957	(68598-98925)	84,689	(68598-98925)	118,007	(91083-124452)			42,661	(40227-58011)
		Average Salary	90,836		95,872		103,427		78,802		50,300	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	PARKS & RECREATION DIRECTOR	HUMAN RESOURCES DIRECTOR	COMMUNITY DEVELOPMENT DIRECTOR	LIBRARY DIRECTOR	DEPUTY CLERK		
<b>5,000 TO 9,999</b>	9,655	WINSLOW		62,550 (62550-95178)	67,360 (67360-102496)	58,084 (48864-74353)		
	9,566	SAFFORD		76,941 (76942-107718)	89,477 (82734-115828)	79,250 (69856-97799)	42,241 (42241-59137)	
	7,532	GLOBE			73,638 (58253-90369)	39,802 (39802-61746)		
	7,247	PAGE	Library Director	45,427	86,625	65,000	36,774 (28205-47674)	
	6,545	TOLLESON	86,022 (71744-107616)	136,024 (101988-173380)	86,022 (71744-107616)	86,016 (71744-107616)	62,128 (58270-87406)	
	6,363	WICKENBURG	71,386 (63356-95035)	Manager	73,653 (63356-95035)			
	6,156	YOUNGTOWN			60,000 (41000-80000)	51,173 (41000-80000)	39,000 (28000-60000)	
	5,652	SOUTH TUCSON		54,642				
	5,590	SNOWFLAKE	71,800	Clerk		75,500		
	5,575	BISBEE		Vacant		34,320	31,491	
	5,523	GUADALUPE						
	5,476	LITCHFIELD PARK	117,005 (121403-182104)	83,811 (91647-146661)			49,961 (56457-79041)	
	5,105	BENSON	Vac (53780-78321)	Vac (60847-88613)		Vac ( 42013-61184)	34,482 (34482-50217)	
	5,053	HOLBROOK	46,500	52,975	44,414	47,600		
	5,015	CAVE CREEK						
		Average Salary	78,543	73,196	72,649	59,638	42,297	
<b>2,000 TO 4,999</b>	4,885	EAGAR	Clerk	Manager/Clerk	64,000 (54000-73476)		34,944 (27518-48627)	
	4,865	THATCHER					53,150	
	4,821	COLORADO CITY						
	4,282	PINETOP-LAKESIDE				49,940 (48486-75494)	33,851 (29966-44949)	
	4,112	TAYLOR						
	4,097	CLARKDALE		70,574	84,115		38,958	
	3,894	DEWEY-HUMBOLDT						
	3,757	WILLCOX		49,566 (45000-5000)		57,491 (54000-58000)		
	3,677	QUARTZSITE	38,713 (38709-76419)			26,174 (27394-54059)		
	3,480	ST. JOHNS	Vac (43887-55745)				31,366 (27225-34466)	
	3,363	CAREFREE			80,760		47,352	
	3,311	CLIFTON	32,080			36,174		
	3,083	PARKER		Manager		48,960 (33952-61227)		
	3,023	WILLIAMS	49,046 (40435-56490)	62,234 (43264-62296)		49,608 (40435-56489)	42,681 (40000-50000)	
	2,882	WELLTON					38,422	
	2,837	SUPERIOR				12,455 (PT)		
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****					
	2,310	STAR VALLEY						
		Average Salary	39,946	60,791	76,292	44,725	40,091	
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE		Manager	61,402			
	1,950	KEARNY				22,526		
	1,922	GILA BEND	54,900	Clerk				
	1,853	HUACHUCA CITY		Clerk		35,000 (35000-45000)		
	1,837	MIAMI	27,274			33,000		
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****					
	1,380	TOMBSTONE						
	1,314	FREDONIA		Clerk		24,000	26,884 (26000-27768) (2)	
	913	PATAGONIA				37,046	42,848	
	696	DUNCAN					20,800	
	662	HAYDEN				31,918	28,914	
	558	TUSAYAN						
	444	JEROME	**** INFORMATION NOT AVAILABLE ****					
	353	WINKELMAN					32,490	
		Average Salary	41,087		61,402	30,582	30,387	



## BENCHMARK POSITIONS

	POPULATION		ADMINISTRATIVE		ACCOUNTANT I		EXECUTIVE		BUILDING	
	(2010 Census Figure)		ASSISTANT I				SECRETARY		INSPECTOR	
		CITY/TOWN								
<b>OVER 50,000</b>	1,447,128	PHOENIX	59,527	(42515-63315) (78)	55,293	(42515-63315) (39)	54,045	(36525-54392) (22)	65,994	(48901-71864) (6)
	520,116	TUCSON	35,290	(29328-46738) (95)	35,454	(31866-50731) (2)	44,869	(34923-55411) (12)	46,322	(38480-60965) (13)
	439,041	MESA	41,382	(33265-46966) (24)	51,370	(44592-62941) (2)			55,016	(46759-69389) (3)
	236,326	CHANDLER	75,454	(53378-72594) (6)			55,633	(44387-59946) (12)	71,499	(55016-76960) (11)
	226,721	GLENDALE	54,640	(42714-64071) (22)	55,195	(44850-67275) (5)	49,452	(38743-58115) (2)	59,276	(44850-67275) (2)
	217,385	SCOTTSDALE	48,862	(39042-56618) (7)	50,295	(43056-62421) (3)	53,784	(43056-62421) (4)	61,849	(52333-75878) (2)
	208,352	GILBERT	45,531	(35339-53019) (41)	74,683	(57448-91917) (2)	54,475	(43471-65207) (3)	42,484	(39409-59113) (4)
	161,719	TEMPE	31,355	(31355-42329) (2)	36,106	(34970-47210)	58,765	(52700-71145) (13)	68,800	(56426-76175) (4)
	154,065	PEORIA	42,016	(31241-42016)	56,904	(49166-72641)	52,308	(39832-56048) (8)	52,316	(47537-63933) (8)
	117,517	SURPRISE	50,290	(39374-59030) (13)			52,348	(41725-62587) (4)	52,026	(48214-72322) (4)
	90,660	YUMA	31,491	(28794-40312) (25)	56,533	(49572-69401) (4)	50,261	(41703-58385) (2)	50,128	(42746-59844) (4)
	76,238	AVONDALE	47,291	(37086-53768) (11)	58,371	(51147-74152)	54,412	(40164-58240) (2)	55,993	(47174-68411)
	65,870	FLAGSTAFF*	27,188	(25967-43378) (10)	47,840	(44096-75999)	47,222	(41597-58236)	59,881	(46173-63707) (5)
	65,275	GOODYEAR	50,486	(39395-58482) (12)		Vac (57774-85766)	50,314	(41759-61991) (3)	58,154	(39395-58482) (2)
	52,527	LAKE HAVASU CITY	35,827	(33530-46946) (15)	53,622	(50128-75171) (2)	62,005	(51459-72030)	57,262	(46218-64709) (2)
	50,876	BUCKEYE	40,750	(36546-51168) (8)			60,000	(55057-82576)	54,354	(44678-62546) (4)
	17,509	Average Salary	44,836		52,639		53,326		56,960	
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	52,081	(40068-55275) (6)	59,218	(52774-72829)	42,979	(41990-57876)	55,685	(46018-63458) (3)
	43,888	SIERRA VISTA	59,717	(55047-82570) (5)	62,608	(51446-77169) (2)	51,522	(43390-63211)	51,376	(41324-60201)
	43,482	MARICOPA	40,778	(35188-48507) (4)	58,995	(54588-75250)	54,212	(49513-68254) (2)	51,617	(47155-65004)
	41,011	ORO VALLEY	62,460	(41640-62460)	59,780	(53145-79717)	57,388	(45908-68862)	62,484	(50614-75921) (4)
	39,843	PRESCOTT	48,318	(35381-49525)	51,210	(48776-68266)			50,219	(43098-60341) (2)
	39,540	BULLHEAD CITY	45,677	(33966-50419)			48,693	(35339-52457)		
	38,822	PRESCOTT VALLEY	40,902	(31699-44387) (7)	48,380	(41600-58219) (2)	48,193	(38625-54080)	40,573	(38625-54080)
	35,840	APACHE JUNCTION	47,830	(34716-50280) (4)	55,372	(51293-74287) (3)			64,171	(44309-64172)
	34,961	MARANA	34,552	(30300-43936) (4)	43,843	(40089-58130)	38,721	(37120-53823) (7)	45,484	(43297-62780)
	31,797	EL MIRAGE	44,262	(36072-50500) (2)	64,516	(58301-81621)	58,710	(45559-63783)	56,825	(41848-58587)
	28,068	KINGMAN	36,119	(31452-44616) (9)	40,910	Vacant	47,507	(36410-51649) (2)	57,426	(42149-59308) (3)
	27,909	SAN LUIS	29,557	(27873-37711) (4)	48,214	(34810-47096) (3)			33,966	
	26,361	QUEEN CREEK	29,860	(29132-40852)	74,719	(61126-88632)	54,030	(46697-65375)	50,034	(44133-61786) (2)
	25,536	FLORENCE	35,778	(31898-46379) (6)	55,284	(39329-60872)				
	25,259	SAHUARITA	38,095	(33058-47934) (6)	43,722	(41877-60721)	44,918	(38313-555680) (2)		
	22,489	FOUNTAIN HILLS	41,100	(41059-58386)	53,700	(45701-64992)	53,300	(49508-70405)	53,700	(43742-62212)
	20,837	NOGALES	**** I N F O R M A T I O N N O T A V A I L A B L E ****							
	17,509	DOUGLAS	37,866	(27980-42777) (7)					31,920	(30401-42777)
	16,631	ELOY	39,033	(32541-50439) (3)						Vac (40639-62900)
	15,301	PAYSON	36,026	(30101-45151) (2)	37,586	(37591-56387)	42,280	(33225-49838) (3)	48,942	(36675-55012)
	14,287	SOMERTON	23,119	(2)			30,340	(3)		Vacant
	12,820	PARADISE VALLEY	41,746	(39295-56447)	52,250	(39295-56447) (2)	73,674	(52349-75215)	68,266	(47267-68390)
	11,825	COOLIDGE	39,407	(31997-47995) (5)	64,752	(53741-80612)			51,916	(41983-62974)
	11,265	COTTONWOOD	35,958	(30709-45253) (7)			46,505	(45371-66859)	48,491	(39193-57755)
	10,873	CAMP VERDE	35,963	(29481-44860) (3)					35,942	(29481-44860)
	10,817	CHINO VALLEY	34,570	(30759-40359) (3)	50,871	(47717-62609)	38,719	(35607-46720) (2)	52,915	(45445-59628)
	10,660	SHOW LOW	32,521	(31886-45406) (2)						
	10,031	SEDONA	40,706	(33093-47694) (4)	39,470	(33093-47694) (4)	51,834	(34757-50128)	54,850	(40227-58011)
		Average Salary	40,148		53,270		49,085		50,800	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	ADMINISTRATIVE ASSISTANT I	ACCOUNTANT I	EXECUTIVE SECRETARY	BUILDING INSPECTOR
<b>5,000 TO 9,999</b>	9,655	WINSLOW	Vac (27691-34913)	27,016 (27016-41108)	33,738 (33738-51338)
	9,566	SAFFORD	39,578 (34144-47801) (6)	39,655 (37521-52529) (2)	44,678 (43257-60559) (2)
	7,532	GLOBE		44,953 (38832-60241)	44,827 (39802-61746)
	7,247	PAGE	42,054 (28205-47647) (7)	35,693 (22672-38355) (2)	48,001 (30514-51584)
	6,545	TOLLESON	46,337 (37516-54399) (5)	67,647 (58270-87406) (2)	71,902 (58270-87406)
	6,363	WICKENBURG	31,252 (27373-41059) (2)	49,296 (39624-59446)	52,343 (34174-65624) (6)
	6,156	YOUNGTOWN			
	5,652	SOUTH TUCSON		39,645	42,704
	5,590	SNOWFLAKE			17,100 PT (2)
	5,575	BISBEE	28,318 (6)	51,147 (2)	
	5,523	GUADALUPE		43,368	
	5,476	LITCHFIELD PARK			41,653 (34748-46231) (4)
	5,105	BENSON	44,344 (36953-55430) (3)	38,694 (34482-50217) (2)	65,897 (46058-61411)
	5,053	HOLBROOK	39,000 (36000-41000) (2)		45,257 (38062-55430)
	5,015	CAVE CREEK		71,637 (47180-94298)	65,382 (36619-72271)
		Average Salary	38,698	46,250	52,833
<b>2,000 TO 4,999</b>	4,885	EAGAR	41,132 (25714-46497) (2)	38,854 (33453-56233)	41,850 (25714-46497)
	4,865	THATCHER	48,254 (41570-57305) (3)		58,633
	4,821	COLORADO CITY	33,000		29,120 (2)
	4,282	PINETOP-LAKESIDE	32,821 (25929-39728)	47,716 (39318-58976)	42,858 (29965-44949)
	4,112	TAYLOR	24,648		50,575 (49102-73654)
	4,097	CLARKDALE			
	3,894	DEWEY-HUMBOLDT	32,864	48,000	
	3,757	WILLCOX	31,250 (25000-36000) (4)	24,500 (21000-27500) (2)	
	3,677	QUARTZSITE	41,600 (31866-64792) (2)	27,560 (31034-61214)	
	3,480	ST. JOHNS	33,509 (27749-35136)		34,560 (27749-35136)
	3,363	CAREFREE	30,765	71,827	45,621
	3,311	CLIFTON	30,244 (2)		13,908
	3,083	PARKER	40,800 (30795-43513)		
	3,023	WILLIAMS	37,565 (26936-40352)	49,088 (40435-56490)	
	2,882	WELLTON			
	2,837	SUPERIOR	34,320	31,200	
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****		
	2,310	STAR VALLEY			
		Average Salary	35,198	42,343	38,040
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	30,285 (11.07-18.60/hr) (2)	43,264 (15.97-20.83/hr)	Public Works Dir
	1,950	KEARNY			
	1,922	GILA BEND	39,900		
	1,853	HUACHUCA CITY		24,000 Contract	Chief Building Inspector
	1,837	MIAMI			
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****		
	1,380	TOMBSTONE		33,259	26,998
	1,314	FREDONIA			Contract
	913	PATAGONIA	23,608		
	696	DUNCAN			
	662	HAYDEN			
	558	TUSAYAN			Contract
	444	JEROME	**** INFORMATION NOT AVAILABLE ****		
	353	WINKELMAN			
		Average Salary	31,264	33,508	

## BENCHMARK POSITIONS

POPULATION (2010 Census Figure)	CITY/TOWN	LIBRARIAN I	POLICE OFFICER	POLICE RADIO OPERATOR	POLICE SERGEANT	
<b>OVER 50,000</b>	1,447,128	PHOENIX	50,060 (42515-63315) (12)	70,823 (46238-72426) (2226)	49,880 (38459-56451) (55)	96,637 (73528-100984) (362)
	520,116	TUCSON		54,656 (47133-67018) (509)	32,953 (29328-46738) (41)	81,467 (76045-84864) (128)
	439,041	MESA	50,304 (46183-66082) (8)	73,992 (54184-78790) (586)	55,169 (42469-59946) (37)	94,463 (81765-97573) (101)
	236,326	CHANDLER	62,005 (53378-72594) (15)	69,346 (53414-75837) (257)	48,995 (43659-59010) (21)	90,584 (79602-97186) (47)
	226,721	GLENDALE	54,126 (49446-74169) (14)	71,186 (55116-77554) (319)	48,531 (40680-61020) (29)	93,728 (85309-94054) (55)
	217,385	SCOTTSDALE	52,930 (45198-65541) (21)	71,140 (54933-79664) (322)	50,201 (40997-59446) (36)	93,023 (73632-106766) (58)
	208,352	GILBERT		69,430 (52249-73528) (190)	56,160 (47546-71319) (15)	91,062 (77210-93849) (26)
	161,719	TEMPE	50,458 (49832-67273) (3)	72,741 (57517-77739) (280)	51,035 (44104-59541) (27)	105,133 (90130-101442) (55)
	154,065	PEORIA	81,619 (55243-81619) (2)	68,602 (53282-74961) (143)	49,189 (40991-55129) (21)	91,048 (78709-96766) (25)
	117,517	SURPRISE		71,653 (53706-75566) (101)	52,766 (43014-60528) (16)	89,975 (79331-94390) (15)
	90,660	YUMA		53,539 (49572-69401) (125)	40,892 (37781-52894) (25)	70,865 (65043-91060) (22)
	76,238	AVONDALE	67,565 (47174-68411) (2)	60,466 (52062-79123) (93)	42,683 (40164-58240) (12)	90,260 (77688-101961) (17)
	65,870	FLAGSTAFF*	44,330 (44095-61733) (3)	55,340 (49923-70542) (66)	40,355 (39292-53444) (19)	81,489 (71274-90518) (14)
	65,275	GOODYEAR		64,388 (51178-72314) (65)	47,807 (41759-61991) (11)	82,210 (72314-92568) (15)
	52,527	LAKE HAVASU CITY		59,916 (49483-67433) (50)	47,679 (39374-55120) (11)	73,418 (66851-91104) (11)
	50,876	BUCKEYE	54,352 (51064-76586) (3)	67,087 (54205-76960) (66)	42,351 (41746-58448) (8)	83,727 (73923-96117) (15)
	17,509	Average Salary	56,775	65,894	47,290	88,068
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	53,395 (48152-66427) (5)	59,646 (51530-71189) (53)	47,819 (41990-57876) (10)	83,280 (66426-91612) (11)
	43,888	SIERRA VISTA	60,174 (51446-77169) (2)	58,027 (47075-68717) (44)		83,516 (72800-94175) (5)
	43,482	MARICOPA	31,503 (28949-39907) (6)	58,618 (51696-68029) (52)	44,919 (42771-58961) (9)	82,308 (70575-89300) (8)
	41,011	ORO VALLEY		61,268 (49086-73006) (63)	41,312 (37769-56653) (8)	81,324 (73811-87770) (12)
	39,843	PRESCOTT	60,091 (46426-64979) (4)	57,270 (47570-66602) (54)	45,328 (39042-54662) (21)	75,888 (62421-87402) (11)
	39,540	BULLHEAD CITY		50,813 (43388-62566) (46)	46,525 (35817-51022) (12)	75,367 (58448-77708) (12)
	38,822	PRESCOTT VALLEY	51,258 (44782-62712) (6)	51,830 (44782-62712) (58)		75,869 (57324-80267) (9)
	35,840	APACHE JUNCTION	64,133 (46523-67380)	58,104 (51293-70708) (43)	47,888 (38275-55434) (10)	84,229 (70539-90296) (7)
	34,961	MARANA		56,327 (48149-67751) (69)	44,415 (37120-53823) (12)	76,824 (69541-84527) (12)
	31,797	EL MIRAGE		62,961 (49539-74309) (32)		82,451 (64825-97237) (7)
	28,068	KINGMAN		48,838 (42149-59308) (45)	37,559 (36410-51649) (13)	58,334 (51233-72090) (7)
	27,909	SAN LUIS		41,288 (35680-48273) (13)	30,306 (28570-38654) (6)	53,539 (44559-60286) (6)
	26,361	QUEEN CREEK				
	25,536	FLORENCE	35,515 (33513-48727) (2)	48,729 (42323-65553) (24)	34,208 (32695-47539) (7.5)	56,288 (51603-79870) (6)
	25,259	SAHUARITA		55,724 (45760-66351) (29)		74,763 (59894-83852) (8)
	22,489	FOUNTAIN HILLS		Contract	Contract	Contract
	20,837	NOGALES	**** INFORMATION NOT AVAILABLE ****			
	17,509	DOUGLAS		46,140 (39924-56179) (23)	37,595 (30401-44610) (5)	55,378 (43738-61543) (6)
	16,631	ELOY		53,661 (41655-71269) (18)	37,938 (35919-55674) (4)	64,746 (56022-86834) (6)
	15,301	PAYSON	(3)	49,390 (41494-62241) (10)	39,019 (34056-51084) (14)	75,837 (50556-75835) (4)
	14,287	SOMERTON		40,336 (15)	34,222 (7)	54,059 (3)
	12,820	PARADISE VALLEY		70,950 (56930-84743) (21)	49,448 (41794-59860) (5)	88,840 (65123-96828) (5)
	11,825	COOLIDGE	47,000 (26918-40377) (2)	47,475 (41983-62974) (24)	39,517 (32797-49195) (6)	65,236 (53741-80612) (6)
	11,265	COTTONWOOD	36,398 (32244-47514)	53,306 (43210-63675) (20)	35,414 (33856-49891) (12)	71,545 (55148-81267) (8)
	10,873	CAMP VERDE	30,826 (21386-32542) (9)	46,342 (38682-58860) (15)	34,486 (30219-45981) (7)	60,174 (48309-73508) (4)
	10,817	CHINO VALLEY	43,960 (35607-46720)	49,362 (43281-56789) (15)		63,907 (55239-72478) (4)
	10,660	SHOW LOW		56,547 (47237-67184) (18)	35,372 (31886-45406) (9)	76,865 (62005-88234) (6)
	10,031	SEDONA		54,091 (46571-67142) (13)	40,102 (33092-47694) (7)	71,183 (56597-81619) (4)
		Average Salary	46,750	53,482	40,170	71,670

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	LIBRARIAN I	POLICE OFFICER	POLICE RADIO OPERATOR	POLICE SERGEANT
<b>5,000 TO 9,999</b>	9,655	WINSLOW	43,964 (39127-59536) (11)		50,931 (47672-72539) (3)
	9,566	SAFFORD	48,196 (35791-50107)		76,958 (57622-72366) (4)
	7,532	GLOBE	30,005 (26532-41160)		54,808 (43778-67914) (4)
	7,247	PAGE	34,892 (20155-34050) (2)		54,080 (46259-78166) (3)
	6,545	TOLLESON	60,937 (51000-77461) (15)	42,662 (32406-54766) (8)	79,230 (72169-101037) (6)
	6,363	WICKENBURG	48,024 (39624-59446) (12)	48,140 (41248-59820) (5)	57,413 (54641-81952) (4)
	6,156	YOUNGTOWN		37,606 (30971-46446) (6)	
	5,652	SOUTH TUCSON	37,626 (35688-43282) (9)		43,929 (43232-45236) (4)
	5,590	SNOWFLAKE	23,800	44,400 (40200-47200) (8)	31,600 (27500-39400) (6)
	5,575	BISBEE	10,316 (2)	35,560 (9)	28,408 (4)
	5,523	GUADALUPE			44,065 (2)
	5,476	LITCHFIELD PARK			
	5,105	BENSON	27,437 (18146-50217) (5)	45,535 (39989-58236) (10)	28,783 (26938-52759) (6)
	5,053	HOLBROOK	30,000 (2)	43,550 (38000-50500) (8)	64,440 (45024-67536) (2)
	5,015	CAVE CREEK			53,550 (47500-57700) (4)
		Average Salary	30,271	46,359	36,200
					57,673
<b>2,000 TO 4,999</b>	4,885	EAGAR	44,501 (36571-61321) (6)		59,904 (56322-68000)
	4,865	THATCHER	63,322 (53055-80634) (8)		76,842 (73050-80634) (2)
	4,821	COLORADO CITY	38,940 (34800-44712) (5)	36,084 (33960-38400) (4)	44,712
	4,282	PINETOP-LAKESIDE	22,492 (22280-33422) (3)	42,719 (35545-57819) (10)	33,295 (29820-44729) (5)
	4,112	TAYLOR			49,313 (46964-70446) (2)
	4,097	CLARKDALE	41,250 (6)		60,756 (2)
	3,894	DEWEY-HUMBOLDT			
	3,757	WILLCOX	36,670 (32000-37000)	41,250 (37500-44500) (7)	39,000 (38000-49000) (5)
	3,677	QUARTZSITE	49,041 (42349-55973) (3)		47,250 (45500-49500) (2)
	3,480	ST. JOHNS	41,638 (38574-50225) (6)		61,516 (58780-64293) (3)
	3,363	CAREFREE			53,579 (37302-47637)
	3,311	CLIFTON	6,493 (PT) (2)	44,546 (6)	27,475 (6)
	3,083	PARKER	26,605 (26602-37588)	45,176 (41268-51538) (8)	58,364 (52670-65778) (2)
	3,023	WILLIAMS		47,665 (42245-58490) (10)	36,580 (26936-51604) (6)
	2,882	WELLTON		42,012 (41180-42428) (3)	63,607 (48423-60403)
	2,837	SUPERIOR	12,395	48,673 (5)	48,741
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****		
	2,310	STAR VALLEY			
		Average Salary	24,541	45,441	33,939
					56,780
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	44,361 (19.32-20.49/hr) (4)		61,225 (20.34-29.87/hr) (2)
	1,950	KEARNY	17,784	36,500 (4)	23,000 (4)
	1,922	GILA BEND			
	1,853	HUACHUCA CITY		38,480 (35360-49920) (3)	23,467 (23500-37500) (4)
	1,837	MIAMI	21,000	39,000 (6)	25,000 (7)
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****		
	1,380	TOMBSTONE	19,500 (19500-24800)	37,500 (34300-65700) (10)	
	1,314	FREDONIA	11,856	35,000 (3)	
	913	PATAGONIA		22,931 (2)	
	696	DUNCAN			
	662	HAYDEN	19,506	(49213-51043) (6)	58,219
	558	TUSAYAN		Contract	Contract
	444	JEROME	**** INFORMATION NOT AVAILABLE ****		
	353	WINKELMAN			
		Average Salary	17,929	36,253	23,822
					59,722

## BENCHMARK POSITIONS

	POPULATION (2010 Census Figure)	CITY/TOWN	POLICE CAPTAIN	FIREFIGHTER	VOLUNTEER FIREFIGHTER	LEADWORKER/ FOREMAN
<b>OVER 50,000</b>	1,447,128	PHOENIX		56,240 (46819-66248) (865)		62,713 (44678-66518) (20)
	520,116	TUCSON	112,563 (98238-126568) (13)	34,382 (44533-58822) (144)		
	439,041	MESA	126,830 (92595-137384) (10)	55,820 (44592-66165) (179)		
	236,326	CHANDLER		61,056 (46923-65611) (98)		
	226,721	GLENDALE	115,550 (84571-126857) (18)	59,260 (44146-65223) (121)		52,837 (42714-64071) (9)
	217,385	SCOTTSDALE	141,537 (98654-143062) (6)	59,801 (48818-65915) (114)		47,974 (40997-59446) (18)
	208,352	GILBERT	127,072 (97748-156396)	59,856 (44436-62210) (80)		64,958 (51609-77413) (29)
	161,719	TEMPE		63,101 (49268-66024) (69)	(40)	
	154,065	PEORIA		56,825 (48601-63769) (88)		
	117,517	SURPRISE	123,385 (117052-131743) (4)	61,436 (48922-64443) (52)		53,967 (45074-67600) (16)
	90,660	YUMA	98,323 (87476-122467) (3)	48,280 (42746-59845) (56)		45,905 (40686-56961) (4)
	76,238	AVONDALE		50,554 (44466-63365) (29)		
	65,870	FLAGSTAFF*		47,011 (41597-57401) (28)		52,002 (44095-60838) (5)
	65,275	GOODYEAR	101,593 (88107-118494) (8)	58,713 (44088-62288) (39)		59,796 (49735-73832) (7)
	52,527	LAKE HAVASU CITY	109,347 (89107-133661) (2)	48,997 (44828-61605) (36)		53,400 (43826-61339) (20)
	50,876	BUCKEYE		64,135 (46315-71850) (34)		
	17,509	Average Salary	117,356	55,342		54,839
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	98,240 (85421-118055) (2)	52,630 (48152-66427) (24)		62,003 (44972-62003) (6)
	43,888	SIERRA VISTA	90,813 (79639-106038) (3)	47,836 (42192-62695) (29)		48,074 (37842-60201) (4)
	43,482	MARICOPA	112,737 (84684-116738) (2)	62,909 (49011-72000) (39)		57,924 (47155-65004)
	41,011	ORO VALLEY	122,621 (100212-150318) (2)			64,598 (64598-96896)
	39,843	PRESCOTT	91,791 (76066-106475) (2)	52,203 (44175-61851) (19)		
	39,540	BULLHEAD CITY	103,355 (74963-111300)			
	38,822	PRESCOTT VALLEY				
	35,840	APACHE JUNCTION	118,019 (99256-127056) (2)			52,745 (42199-67381) (5)
	34,961	MARANA	100,428 (91045-128110)			49,578 (43297-62780)
	31,797	EL MIRAGE		52,553 (46522-65130) (10)		51,709 (41848-58587) (3)
	28,068	KINGMAN		41,383 (40142-56484) (17)		51,348 (40142-56484) (7)
	27,909	SAN LUIS	Vacant	34,974 (33961-45947) (15)		
	26,361	QUEEN CREEK		56,601 (48002-68024) (14)		50,977 (44133-61786) (5)
	25,536	FLORENCE	70,765 (61672-98515)	40,832 (36521-56526) (12)		55,752 (39370-59387)
	25,259	SAHUARITA				53,840 (45760-66351)
	22,489	FOUNTAIN HILLS	Contract	Contract		50,400 (49100-69900)
	20,837	NOGALES	**** I N F O R M A T I O N N O T A V A I L A B L E ****			
	17,509	DOUGLAS	63,825 (50009-70366) (2)	44,024 (37289-56269) (11)		38,536 (31705-44610)
	16,631	ELOY				37,331 (35043-54317) (3)
	15,301	PAYSON		33,920 (35780-53670) (9)	11.62/hr (8)	60,850 (41494-62241) (2)
	14,287	SOMERTON	65,270	41,325 (13)		35,060 (2)
	12,820	PARADISE VALLEY	112,849 (78174-117331) (2)			64,522 (52349-75215)
	11,825	COOLIDGE	81,000 (68793-103190) (2)	43,955 (38034-57051)	15.16/call; 19.46/drill (20)	56,709
	11,265	COTTONWOOD	98,510 (73904-108907) (2)	47,664 (43210-63675) (12)	1200 (2)	49,010 (43210-63675) (3)
	10,873	CAMP VERDE	76,128 (61839-94096)			
	10,817	CHINO VALLEY	73,677 (70500-92503)			54,496 (47717-62609) (2)
	10,660	SHOW LOW				52,265 (39811-56701) (4)
	10,031	SEDONA	83,104 (65333-94203) (2)			39,385 (38314-55245) (2)
		Average Salary	91,949	46,629		51,687

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	POLICE CAPTAIN	FIREFIGHTER	VOLUNTEER FIREFIGHTER	LEADWORKER/ FOREMAN
<b>5,000 TO 9,999</b>	9,655	WINSLOW	36,780 (36333-55285) (2)		40,562 (32916-52621) (4)
	9,566	SAFFORD	104,830 (76942-107718)	(32)	58,387 (39340-90977) (29)
	7,532	GLOBE	64,223 (58253-90369)		43,101 (38832-60241) (3)
	7,247	PAGE	42,262 (38700-65462) (15)	3,333 (11)	49,559
	6,545	TOLLESON	115,160 (83567-133708)		
	6,363	WICKENBURG	77,480 (58843-88254) (2)	(7) (PT)	36,934 (32531-48797) (3)
	6,156	YOUNGTOWN			40,438 (28000-41000)
	5,652	SOUTH TUCSON	35,474	(3179-32000) (43)	
	5,590	SNOWFLAKE	60,000 (Lieutenant)		45,100
	5,575	BISBEE	34,579 (17)		
	5,523	GUADALUPE			
	5,476	LITCHFIELD PARK			41,398 (38622-51367) (3)
	5,105	BENSON	57,427 (53780-78321) (3)	(20)	38,729 (33641-54078) (3)
	5,053	HOLBROOK		(17)	44,200 (40000-48000) (2)
	5,015	CAVE CREEK			51,207 (28065-55390)
		Average Salary	79,853	41,618	44,510
<b>2,000 TO 4,999</b>	4,885	EAGAR	49,837 (33656-55893)	12-15/hr (19)	
	4,865	THATCHER		34	
	4,821	COLORADO CITY			40,332
	4,282	PINETOP-LAKESIDE			
	4,112	TAYLOR	33,914 (8)	25/call (31)	
	4,097	CLARKDALE			
	3,894	DEWEY-HUMBOLDT			
	3,757	WILLCOX		(1300-1500) (15)	38,500 (35400-41500) (3)
	3,677	QUARTZSITE			30,285
	3,480	ST. JOHNS	30,877 (30000-38312) (4)	(15000-19156) (7)	
	3,363	CAREFREE			29,438
	3,311	CLIFTON		975 (20)	36,768
	3,083	PARKER			
	3,023	WILLIAMS		(30)	20.56/hr (3)
	2,882	WELLTON		6,033 (15)	
	2,837	SUPERIOR	34,312 (5)	9.65/hr (15)	
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****		
	2,310	STAR VALLEY			
		Average Salary	#DIV/0!	37,235	35,065
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE		8.50-12.66/hr (10)	53,352
	1,950	KEARNY		260 (10)	
	1,922	GILA BEND		\$100/shift; \$15/call (20)	63,000
				\$110/day for more than 12hrs (15)	
	1,853	HUACHUCA CITY	49,920 (49920-56440)	Vac (31500-45800)	
	1,837	MIAMI			
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****		
	1,380	TOMBSTONE		Dep. on calls (10)	
	1,314	FREDONIA		300/Stipend (10)	
	913	PATAGONIA			
	696	DUNCAN			
	662	HAYDEN		(16)	40,229 (2)
	558	TUSAYAN	Contract		
	444	JEROME	**** INFORMATION NOT AVAILABLE ****		
	353	WINKELMAN		720 (12)	
		Average Salary	49,920		52,194

## BENCHMARK POSITIONS

POPULATION (2010 Census Figure)	CITY/TOWN	AUTO MECHANIC	HEAVY EQUIPMENT OPERATOR	MEDIUM EQUIPMENT OPERATOR	TREATMENT PLANT OPERATOR	
<b>OVER 50,000</b>	1,447,128	PHOENIX	50,274 (41122-50939) (9)	46,380 (37814-48505) (29)	40,013 (31824-42536) (25)	54,215 (40331-59134) (8)
	520,116	TUCSON	40,686 (34923-55411) (19)	38,993 (31865-50731) (28)		39,998 (31865-50731) (4)
	439,041	MESA	48,410 (40394-54371) (12)	52,072 (42411-57075) (8)	46,931 (40394-54371) (14)	40,498 (40394-54371)
	236,326	CHANDLER	55,395 (48339-65299) (5)	47,922 (41725-56347) (19)		50,679 (48826-59176) (8)
	226,721	GLENDALE	50,517 (38743-58115) (5)	45,014 (36899-55349) (55)		57,601 (44850-67275) (16)
	217,385	SCOTTSDALE	50,785 (39042-56618) (7)	52,118 (39042-56618) (12)	36,801 (35422-51355) (11)	50,879 (40997-59446) (28)
	208,352	GILBERT	49,026 (39409-59113) (13)	43,368 (35339-53019) (63)		49,223 (39409-65207) (14)
	161,719	TEMPE	52,635 (46577-62879) (15)	49,637 (39499-53323) (2)	48,309 (35785-48309)	62,195 (45823-53842) (8)
	154,065	PEORIA	48,381 (44143-59368) (7)	49,641 (42016-56507) (8)	44,596 (37136-49944) (44)	56,827 (45247-60852) (15)
	117,517	SURPRISE	50,014 (41725-62587) (2)	45,182 (39374-59030) (16)		43,742 (39374-59030) (5)
	90,660	YUMA	42,577 (37781-52894) (6)	41,870 (35083-49117) (14)	36,150 (31784-44498) (5)	42,411 (36859-51603) (10)
	76,238	AVONDALE	61,318 (47174-68411) (4)	48,941 (37086-53768) (18)		42,257 (40164-58240) (8)
	65,870	FLAGSTAFF*	48,207 (35439-48975) (6)	47,940 (43653-57400) (8)	37,176 (31432-51290) (30)	
	65,275	GOODYEAR	60,482 (44264-65711) (3)		36,983 (35733-53045)	50,362 (41759-61991) (13)
	52,527	LAKE HAVASU CITY	47,029 (41600-58229) (7)			40,841 (41538-58136) (4)
	50,876	BUCKEYE	47,320 (41746-58448) (2)	38,482 (36546-51168) (3)	35,781 (34486-48298) (4)	42,864 (39104-54746) (18)
	17,509	Average Salary	50,191	46,254	40,304	48,306
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	50,064 (41990-57876) (4)	52,239 (41990-57876) (21)	40,003 (36520-50385) (5)	50,010 (41001-56533) (2)
	43,888	SIERRA VISTA	39,393 (35697-54604) (8)			47,687 (42390-63211) (3)
	43,482	MARICOPA	63,929 (49513-68254) (2)	44,772 (35188-48507) (4)		
	41,011	ORO VALLEY	55,990 (41640-62460)	42,581 (39657-59486) (3)	39,106 (37769-56653) (3)	
	39,843	PRESCOTT	42,811 (39042-54662) (5)	47,918 (40019-56035) (5)	42,999 (37170-52042) (28)	46,634 (43098-60341) (7)
	39,540	BULLHEAD CITY	38,008 (33300-49441) (3)			
	38,822	PRESCOTT VALLEY				
	35,840	APACHE JUNCTION	47,218 (40189-58206) (2)	44,032 (36452-52794) (2)	39,543 (31489-45605) (4)	56,617 (51292-743287)
	34,961	MARANA	38,957 (37120-53823) (2)		41,427 (37120-53823) (2)	45,126 (43297-62780) (2)
	31,797	EL MIRAGE	57,970 (41848-58587)			
	28,068	KINGMAN	43,542 (36410-51649) (6)	42,940 (36410-51649) (10)	35,759 (31452-44616) (33)	44,591 (34676-62274) (9)
	27,909	SAN LUIS	41,787 (30016-40610) (5)	34,278 (27873-37711) (2)		34,798 (31536-42666) (7)
	26,361	QUEEN CREEK	42,538 (41569-58197)		47,127 (41569-58197) (14)	
	25,536	FLORENCE	42,148 (34350-49945) (2)	45,788 (34350-49945) (4)		36,915 (31120-45248) (4)
	25,259	SAHUARITA		59,925 (45760-66351)		Vac (38323-55568)
	22,489	FOUNTAIN HILLS	55,900 (40602-56900)		41,300 (35131-49900)	
	20,837	NOGALES	**** I N F O R M A T I O N N O T A V A I L A B L E ****			
	17,509	DOUGLAS	42,205 (33070-46532)	37,991 (30401-42777) (4)		34,601 (30401-42777) (2)
	16,631	ELOY	36,368 (35919-55674) (2)	39,607 (34189-52993) (3)	32,038 (30973-48008) (5)	
	15,301	PAYSON	39,302 (30853-46280) (2)			
	14,287	SOMERTON	40,957 (2)	36,687 (5)		38,423 (4)
	12,820	PARADISE VALLEY			51,521	
	11,825	COOLIDGE	45,615 (36202-54302) (2)	42,245 (34457-51686) (3)	35,283 (29712-44568) (4)	46,623 (36202-62974) (2)
	11,265	COTTONWOOD			41,762 (35549-52385)	36,482 (32244-47514)
	10,873	CAMP VERDE			36,462 (30219-45981) (2)	39,562 (30974-47131) (5)
	10,817	CHINO VALLEY	46,554 (35607-46720) (2)	41,662 (37388-49056) (2)	31,034 (30759-40359) (3)	39,021 (37388-49056) (2)
	10,660	SHOW LOW	38,418 (33488-47632)	39,855 (34320-48818) (8)	32,953 (29598-42141) (10)	39,374 (34320-48818)
	10,031	SEDONA				38,355 (33093-52245) (5)
		Average Salary	45,223	43,501	39,221	42,176

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	AUTO MECHANIC	HEAVY EQUIPMENT OPERATOR	MEDIUM EQUIPMENT OPERATOR	TREATMENT PLANT OPERATOR
<b>5,000 TO 9,999</b>	9,655 WINSLOW	40,588 (30566-56668) (2)	36,082 (28384-43189) (3)		35,775 (28384-52621) (4)
	9,566 SAFFORD	42,739 (40283-56396) (2)	38,179 (34957-48940) (14)	36,384 (31821-44549) (7)	
	7,532 GLOBE	31,553 (26532-41160)	35,643 (29183-45272)		42,268 (32098-49795) (2)
	7,247 PAGE	43,888 (32406-54766) (2)		40,019 (27123-47902)	34,756 (27936-49339) (6)
	6,545 TOLLESON	68,095 (44980-65222) (2)	41,825 (37516-54399)	47,210 (41248-59810) (4)	
	6,363 WICKENBURG	37,731 (32531-48797)	56,302 (46763-70145) (3)	29,619 (24190-36275) (2)	39,686 (32531-48797) (2)
	6,156 YOUNGTOWN				
	5,652 SOUTH TUCSON	43,368			
	5,590 SNOWFLAKE		32,000	31,000 (2)	31,300
	5,575 BISBEE	42,702 (2)	32,963 (4)	28,891 (4)	35,662 (4)
	5,523 GUADALUPE				
	5,476 LITCHFIELD PARK				
	5,105 BENSON	Contract		40,606 (29590-44384)	38,563 (37134-54078)
	5,053 HOLBROOK	36,180 (23000-50000) (2)	40,000		52,975
	5,015 CAVE CREEK		35,699 (28065-55390) (3)		Vac (47780-94298)
	Average Salary	42,983	38,744	36,247	38,873
<b>2,000 TO 4,999</b>	4,885 EAGAR	50,482 (29564-59280)			46,821 (28278-49507)
	4,865 THATCHER	63,128 (53118-73137) (2)			
	4,821 COLORADO CITY	43,356 (39600-47112) (2)	39,368 (38400-40336) (3)	36,948 (36456-37440) (3)	3,120 PT (2)
	4,282 PINETOP-LAKESIDE				
	4,112 TAYLOR		25/hr Contract	32,136	50,882
	4,097 CLARKDALE	37,870			34,632
	3,894 DEWEY-HUMBOLDT		31,122 (2)		
	3,757 WILLCOX	31,533 (28500-32000)	28,850 (24000-28850)	24,211 (20000-23400)	35,425 (29850-41000) (2)
	3,677 QUARTZSITE	47,174 (24627-48589)	40,165 (22402-44200)	28,309	
	3,480 ST. JOHNS	33,080 (33080-42362)			35,194 (35922-47549)
	3,363 CAREFREE		45,621	42,427	
	3,311 CLIFTON	32,461			6,000 PT
	3,083 PARKER	47,686 (24080-43921)			
	3,023 WILLIAMS	23.20/hr (3)		46,945 (33009-48505) (2)	
	2,882 WELLTON	35,375			43,911
	2,837 SUPERIOR	33,280			35,573 (2)
	2,387 PIMA	**** INFORMATION NOT AVAILABLE ****			
	2,310 STAR VALLEY				
	Average Salary	41,402	37,025	35,163	40,348
<b>UNDER 2,000</b>	1,961 SPRINGERVILLE	38,938	40,123		
	1,950 KEARNY				
	1,922 GILA BEND	49,065	41,507		Contract
	1,853 HUACHUCA CITY		30,500 (24500-37400) (4)		
	1,837 MIAMI				32,011
	1,426 MAMMOTH	**** INFORMATION NOT AVAILABLE ****			
	1,380 TOMBSTONE		23,600 (23600-31200) (2)		
	1,314 FREDONIA				
	913 PATAGONIA				36,849
	696 DUNCAN				
	662 HAYDEN				
	558 TUSAYAN				
	444 JEROME	**** INFORMATION NOT AVAILABLE ****			
	353 WINKELMAN				
	Average Salary	44,002	33,933	#DIV/0!	34,430



## BENCHMARK POSITIONS

POPULATION (2010 Census Figure)	CITY/TOWN	SEMI SKILLED WORKER	MAINTENANCE WORKER	LABORER	CUSTODIAN
<b>OVER 50,000</b>	1,447,128	PHOENIX	53,741 (44408-56846) (21)	31,697 (27560-35090) (17)	34,507 (31595-36795) (16)
	520,116	TUCSON			27,444 (23754-38085) (18)
	439,041	MESA	42,207 (38459-51771) (10)		38,466 (28704-38646) (3)
	236,326	CHANDLER	34,299 (34299-46301)		32,855 (28246-38126) (21)
	226,721	GLENDALE	51,103 (44850-67275) (8)	42,660 (35141-52712) (32)	35,716 (26223-39335) (4)
	217,385	SCOTTSDALE	55,571 (45198-65541) (9)	37,733 (29141-42245) (24)	27,747 (27747-40227) (3)
	208,352	GILBERT	32,885 (28343-53019) (31)		28,454 (24111-33755) (5)
	161,719	TEMPE	40,964 (34616-46731) (5)		33,042 (27941-37721) (25)
	154,065	PEORIA	33,904 (35347-47537) (4)		34,446 (26939-36230) (19)
	117,517	SURPRISE	45,527 (35714-53539) (10)	39,433 (29370-44054) (10)	
	90,660	YUMA	33,300 (29515-41321) (11)	14,734 PT (40)	25,937 (23633-33087) (14)
	76,238	AVONDALE	43,399 (34257-49608) (2)		
	65,870	FLAGSTAFF*	36,358 (31432-51290) (30)	33,336 (31432-45180) (18)	
	65,275	GOODYEAR			
	52,527	LAKE HAVASU CITY	45,384 (40456-56628) (35)		13.72/hr PT (32)
	50,876	BUCKEYE	43,127 (36545-51168) (5)	35,316 (34486-48298) (11)	
	17,509	Average Salary	42,238	39,661	36,972 31,861
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	43,563 (36520-50385) (7)	41,066 (33369-46018) (29)	25,949 (24196-33369)
	43,888	SIERRA VISTA	38,731 (29368-44924) (19)	34,656 (29368-44924) (18)	35,703 (29368-44924) (12)
	43,482	MARICOPA		32,196 (28949-39907) (13)	29,975 (25007-34473)
	41,011	ORO VALLEY		30,810 (28184-42276) (4)	12,781 PT (4)
	39,843	PRESCOTT	38,111 (35381-49525) (4)	31,412 (29037-40643) (10)	29,439 (25043-35048) (3)
	39,540	BULLHEAD CITY		32,361 (27851-41350) (37)	
	38,822	PRESCOTT VALLEY		27,082 (26020-36420)	27,511 (26020-36420) (3)
	35,840	APACHE JUNCTION	38,564 (31489-45605) (5)	29,408 (27201-39396) (3)	
	34,961	MARANA		31,568 (30300-43936) (4)	29,199 (26465-38376) (10)
	31,797	EL MIRAGE		39,998 (30504-50500) (7)	
	28,068	KINGMAN	43,650 (36410-51649) (2)	29,729 (24644-38177) (12)	29,640 (25876-34628) (4)
	27,909	SAN LUIS		25,376 (24636-33331) (11)	19,472 (18318-24784) (7)
	26,361	QUEEN CREEK		38,686 (36442-51019)	
	25,536	FLORENCE		32,282 (27987-37865) (12)	33,120 (24133-32651) (4)
	25,259	SAHUARITA		38,017 (30253-43866) (4)	
	22,489	FOUNTAIN HILLS		43,900 (37100-52700)	33,200 (26200-37200)
	20,837	NOGALES	**** I N F O R M A T I O N   N O T   A V A I L A B L E ****		
	17,509	DOUGLAS	37,257 (30401-42777) (2)	31,147 (26863-37800) (5)	23,300 (23300-32787)
	16,631	ELOY		31,726 (28060-43493) (5)	29,083 (23606-36589) (2)
	15,301	PAYSON		35,226 (24102-36154) (11)	
	14,287	SOMERTON		27,589 (10)	23,629 (2)
	12,820	PARADISE VALLEY		53,581 (44017-63273)	48,716 (39295-56447) (8)
	11,825	COOLIDGE	40,247 (29712-44568) (4)	33,954 (29712-44568) (4)	23,677 (23211-34817) (2)
	11,265	COTTONWOOD		27,035 (26528-39091) (5)	
	10,873	CAMP VERDE		36,691 (24197-36818) (5)	31,491 (20865-31748) (2)
	10,817	CHINO VALLEY	38,740 (32297-42376) (2)	34,778 (32297-42376) (2)	Vac (27899-36606) 27,893 (22953-30116)
	10,660	SHOW LOW		26,811 (26811-38189) (5)	25,522 (25522-36317) (10) 27,830 (23130-32885) (2)
	10,031	SEDONA		30,414 (28579-41226) (5)	
		Average Salary	39,858	33,611	30,843 29,058

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	SEMI SKILLED WORKER	MAINTENANCE WORKER	LABORER	CUSTODIAN
<b>5,000 TO 9,999</b>	9,655	WINSLOW		27,998 (24775-37242) (5)	21,091 (21005-32113)
	9,566	SAFFORD	43,880 (38419-86701) (4)	Vac (39340-55076)	
	7,532	GLOBE		27,033 (19940-30933) (14)	
	7,247	PAGE	40,313 (27123-47902) (3)	29,412 (25542-43181)	28,629 (25542-43181)
	6,545	TOLLESON	46,124 (33773-48971) (4)	39,550 (33773-48971) (7)	
	6,363	WICKENBURG		29,850 (24190-36275) (12)	20,862 (20862-31283)
	6,156	YOUNGTOWN		38,231 (28000-41000)	
	5,652	SOUTH TUCSON		28,467 (23255-37364) (8)	
	5,590	SNOWFLAKE	27,800	38,480	27,000 (4)
	5,575	BISBEE	41,676 (3)	23,476 (3)	14,566 (21)
	5,523	GUADALUPE		28,954 (2)	
	5,476	LITCHFIELD PARK		34,494 (32193-42817) (11)	
	5,105	BENSON	37,589 (29589-48992) (2)	29,285 (26807-40210) (7)	25,782 (22552-61184) (16)
	5,053	HOLBROOK	30,000 (28000-32000) (5)	32,000 (28000-38000) (8)	26,500 (25000-28000) (3)
	5,015	CAVE CREEK			
		Average Salary	38,197	31,325	23,490
					36,759
<b>2,000 TO 4,999</b>	4,885	EAGAR	46,447 (28278-49507) (2)	35,422 (28278-49507)	27,268 (23566-39515) (5)
	4,865	THATCHER	84,766 (80634-88899) (2)	53,871 (43649-66337) (8)	
	4,821	COLORADO CITY	37,440	36,000	29,120 (2)
	4,282	PINETOP-LAKESIDE		31,512 (23994-35992) (9)	23,566 (19213-24016)
	4,112	TAYLOR	36,935 (4)	43,929	25,875
	4,097	CLARKDALE			
	3,894	DEWEY-HUMBOLDT			
	3,757	WILLCOX	24,211 (20000-24300) (4)	24,211 (20000-24300) (4)	
	3,677	QUARTZSITE		26,298 (18699-38043) (5)	25,147 (19261-38043)
	3,480	ST. JOHNS		40,022 (36802-47212)	28,038 (24370-30827)
	3,363	CAREFREE	39,144		Contract
	3,311	CLIFTON	31,970	12,678 (2)	29,894 (6)
	3,083	PARKER		30,185 (24080-34024) (7)	26,456 (24080-34024)
	3,023	WILLIAMS		32,693 (20550-40352) (6)	30,139 (20550-31712)
	2,882	WELLTON	32,665 (26544-37313) (3)	30,774 (27955-31606) (4)	
	2,837	SUPERIOR			20,800 (4)
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****		
	2,310	STAR VALLEY		12,480	
		Average Salary	41,697	31,544	26,375
					26,939
<b>UNDER 2,000</b>	1,961	SPRINGVILLE		34,218 (14.88-18.85/hr) (3)	
	1,950	KEARNY			21,216
	1,922	GILA BEND		40,000 (6)	35,907 (5)
	1,853	HUACHUCA CITY		30,180 (24500-37400)	27,000 (2)
	1,837	MIAMI		23,000	
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****		
	1,380	TOMBSTONE	23,600 (23600-31200) (10)		
	1,314	FREDONIA		33,321	Contract
	913	PATAGONIA		21,424 (2)	
	696	DUNCAN			18,720 (4)
	662	HAYDEN		35,549 (5)	
	558	TUSAYAN		37,895	
	444	JEROME	**** INFORMATION NOT AVAILABLE ****		
	353	WINKELMAN		25,376	25,376
		Average Salary	23,600	31,218	25,305
					27,000

## BENCHMARK POSITIONS

POPULATION (2010 Census Figure)	CITY/TOWN	METER READER	ACCOUNT CLERK	CLERK TYPIST	
<b>OVER 50,000</b>	1,447,128	PHOENIX	39,085 (31866-46530) (55)	36,436 (27768-40331) (14)	30,534 (22131-31866) (4)
	520,116	TUCSON	31,866 (29328-46738) (42)	32,500 (27165-43347) (37)	
	439,041	MESA	37,298 (34326-49317) (19)	Vac (30139-40560)	
	236,326	CHANDLER	45,878 (34299-46300) (3)	46,628 (37773-50918) (4)	
	226,721	GLENDALE	40,889 (35141-52712) (9)	47,375 (36899-55349) (15)	
	217,385	SCOTTSDALE	38,850 (30597-44366) (10)	43,742 (32115-46571) (2)	
	208,352	GILBERT	36,962 (32574-45604) (18)	44,179 (35339-53019) (2)	32,614 (28343-39680) (6)
	161,719	TEMPE			
	154,065	PEORIA	44,917 (37136-49944) (2)	42,667 (36230-48726) (2)	
	117,517	SURPRISE			35,069 (30846-46259)
	90,660	YUMA	31,553 (31008-43412) (2)	37,752 (31008-43412) (2)	
	76,238	AVONDALE	48,724 (40164-58240) (2)	45,023 (37086-53768) (12)	
	65,870	FLAGSTAFF*	30,029 (29949-40410) (3)	Vac (32397-44738)	
	65,275	GOODYEAR		40,046 (34031-50519)	
	52,527	LAKE HAVASU CITY		41,704 (39374-55120) (2)	
	50,876	BUCKEYE			
	17,509	Average Salary	38,732	41,641	32,739
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE		35,807 (32634-44972) (2)	31,624 (28422-39121) (5)
	43,888	SIERRA VISTA		44,325 (35697-52004) (3)	
	43,482	MARICOPA		41,998 (35188-48507)	
	41,011	ORO VALLEY	39,135 (35970-53955) (4)		28,852 (26842-40262) (14)
	39,843	PRESCOTT		32,413 (29765-41662) (3)	
	39,540	BULLHEAD CITY			
	38,822	PRESCOTT VALLEY			
	35,840	APACHE JUNCTION	36,636 (31489-45605) (3)	15.52/hr (PT)	25,906 (25906-37520) (1.5)
	34,961	MARANA		29,307 (28318-41062)	
	31,797	EL MIRAGE		48,693 (37875-53025) (3)	
	28,068	KINGMAN		33,657 (29955-40086) (2)	
	27,909	SAN LUIS	31,845 (30016-40610) (3)		
	26,361	QUEEN CREEK	46,250 (39006-54608) (9)	53,551 (39006-54608) (2)	
	25,536	FLORENCE			
	25,259	SAHUARITA		35,284 (33058-47934) (3)	27,394 (25336-36737)
	22,489	FOUNTAIN HILLS		34,600 (33035-46977) (2)	
	20,837	NOGALES	**** INFORMATION NOT AVAILABLE ****		
	17,509	DOUGLAS	29,743 (26863-37800) (4)	36,214 (27980-39374) (3)	31,366 (25807-36311) (3)
	16,631	ELOY	36,400 (30218-46838)	31,172 (31747-49208)	
	15,301	PAYSON		Vac (21303-31954)	
	14,287	SOMERTON	35,079 (2)	35,220 (4)	
	12,820	PARADISE VALLEY			
	11,825	COOLIDGE		40,798 (28281-42421) (2)	
	11,265	COTTONWOOD	29,442 (29247-43097) (3)	30,426 (29247-43097) (3)	
	10,873	CAMP VERDE		37,544 (28061-42698) (2)	
	10,817	CHINO VALLEY		39,827 (39257-51509)	
	10,660	SHOW LOW		26,416 (2)	
	10,031	SEDONA			
		Average Salary	35,566	37,070	29,028

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	METER READER	ACCOUNT CLERK	CLERK TYPIST	
<b>5,000 TO 9,999</b>	9,655	WINSLOW			
	9,566	SAFFORD	40,799 (32576-45607) (3)		
	7,532	GLOBE		38,093 (29183-45272)	35,651 (21932-34023)
	7,247	PAGE		40,040 (33051-55848)	31,851 (20966-35402) (2)
	6,545	TOLLESON	61,186 (41248-59810) (3)	42,000 (37516-54399)	
	6,363	WICKENBURG	30,597 (24190-36275)	29,583 (26041-39062) (4)	
	6,156	YOUNGTOWN			
	5,652	SOUTH TUCSON			
	5,590	SNOWFLAKE		13,000 (PT) (2)	
	5,575	BISBEE		29,650 (2)	
	5,523	GUADALUPE			
	5,476	LITCHFIELD PARK		48,375 (35788-47599)	
	5,105	BENSON	33,696 (26807-40210) (2)	30,172 (23229-41215) (3)	
	5,053	HOLBROOK	30,000		
	5,015	CAVE CREEK		35,530 (28065-55390)	
		Average Salary	39,256	36,680	33,751
<b>2,000 TO 4,999</b>	4,885	EAGAR		50,149 (36250-61456)	26,603 (21000-36150) (2)
	4,865	THATCHER		44,713	
	4,821	COLORADO CITY		32,916 (32232-33600) (2)	
	4,282	PINETOP-LAKESIDE			
	4,112	TAYLOR	21,648		
	4,097	CLARKDALE			
	3,894	DEWEY-HUMBOLDT			
	3,757	WILLCOX	25,750 (21000-26000)	27,040 (24500-27200)	
	3,677	QUARTZSITE		27,206 (22402-44200) (11)	21,694 (19261-38043)
	3,480	ST. JOHNS	29,390 (24370-30827)	35,485 (29376-37211)	24,960 (23249-29389)
	3,363	CAREFREE			44,175
	3,311	CLIFTON		30,870 (2)	6,339 PT
	3,083	PARKER		40,709 (32335-45689) (2)	
	3,023	WILLIAMS	29,765 (26936-40352)	37,159 (26936-51604) (2)	
	2,882	WELLTON	37,044	30,462	
	2,837	SUPERIOR		29,536	
2,387	PIMA	**** INFORMATION NOT AVAILABLE ****			
2,310	STAR VALLEY				
	Average Salary	28,719	35,113	29,358	
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE			
	1,950	KEARNY	24,000 (3)	28,912	27,040
	1,922	GILA BEND		50,000 (2)	
	1,853	HUACHUCA CITY		31,200 (24000-41600)	
	1,837	MIAMI		26,000 (2)	
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****		
	1,380	TOMBSTONE			
	1,314	FREDONIA			
	913	PATAGONIA			
	696	DUNCAN			
	662	HAYDEN			
	558	TUSAYAN			
	444	JEROME	**** INFORMATION NOT AVAILABLE ****		
353	WINKELMAN				
	Average Salary	24,000	34,028	27,040	

**SELECTED POSITIONS FOR CITIES AND TOWNS OVER 10,000 POPULATION**

POPULATION (2010 Census Figure)	CITY/TOWN	ASSISTANT MANAGER	AIRPORT MANAGER	FIRE CAPTAIN	PLANNER I	
<b>OVER 50,000</b>	1,447,128	PHOENIX	44,448 (35277-51189) (70)	79,148 (73030-80205) (317)	58,894 (49338-73653) (7)	
	520,116	TUCSON		67,791 (67791-84099) (96)		
	439,041	MESA		82,645 (73322-84443) (107)	54,330 (49154-69389)	
	236,326	CHANDLER	194,961 (137287-199067)	102,694 (76271-106780)	81,658 (73466-83131) (48)	
	226,721	GLENDALE		92,051 (76709-115064)	85,400 (77392-85324) (57)	
	217,385	SCOTTSDALE		157,726 (108784-157726)	80,778 (68702-92747) (57)	
	208,352	GILBERT	164,145 (121589-206701)		82,376 (74869-82344) (48)	
	161,719	TEMPE	183,796 (156450-211207) (2)		85,481 (11)	
	154,065	PEORIA		83,708 (95400-85308) (40)	54,236 (52861-71362) (2)	
	117,517	SURPRISE		85,422 (73936-86516) (27)	61,430 (52116-76999) (3)	
	90,660	YUMA	Varies	68,024 (60399-84559) (24)	50,804 (49572-69401)	
	76,238	AVONDALE		79,080 (64588-91931) (15)		
	65,870	FLAGSTAFF*		69,817 (57821-81513) (21)		
	65,275	GOODYEAR	160,000 (126517-187816) (2)	85,501 (68752-83778) (25)	Vac (57774-85766)	
	52,527	LAKE HAVASU CITY		91,728 (64022-96013)	85,459 (66466-91881) (18)	
	50,876	BUCKEYE	150,010 (114358-186389)	95,134 (72059-96577) (21)	66,914 (58469-87693)	
	17,509	Average Salary	170,582	96,867	81,089	60,323
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE		80,981 (64900-89492) (12)	68,692 (55275-76192) (3)	
	43,888	SIERRA VISTA	132,787 Contract	66,329 (59210-79689) (9)	59,093 (51446-77169)	
	43,482	MARICOPA		83,434 (74187-83498) (6)	59,323 (54588-75250)	
	41,011	ORO VALLEY			50,011 (48204-72305) (2)	
	39,843	PRESCOTT	121,534	89,003 (72384-101358)	81,647 (62433-87389) (15)	
	39,540	BULLHEAD CITY			54,995 (51230-71739)	
	38,822	PRESCOTT VALLEY	107,910 (101171-141627)		43,493 (41392-61360)	
	35,840	APACHE JUNCTION	123,515 (117564-170267)		59,030 (47049-65873) (2)	
	34,961	MARANA	161,759 (109175-169221)		45,416 (44308-64171)	
	31,797	EL MIRAGE		77,838 (66642-93298) (4)	Vac (43297-62780)	
	27,909	SAN LUIS		46,108 (43473-58816) (8)	43,493 (40997-54616)	
	28,068	KINGMAN		56,646 (51233-72090) (12)	53,794 (46470-65387)	
	26,361	QUEEN CREEK	162,033 (122043-195268)	83,753 (75251-91815) (6)	61,126 (61126-88632)	
	25,536	FLORENCE	79,948 (63214-100978)	59,662 (46750-72358) (6)	44,497 (44497-68871)	
	25,259	SAHUARITA			57,243 (51503-74679) (2)	
	22,489	FOUNTAIN HILLS		Contract	Vac (61139-86945)	
	20,837	NOGALES	**** INFORMATION NOT AVAILABLE ****			
	17,509	DOUGLAS	Vac (74341-104605)	60,927 (44239-66053) (3)		
	16,631	ELOY			56,498 (48307-74876)	
	15,301	PAYSON	Vac (119981-179971)	38,917 (34907-52361)	56,397 (48120-72180) (9)	
	14,287	SOMERTON		56,416 (3)	43,659 (40482-60723)	
	12,820	PARADISE VALLEY			68,359 (56930-84743)	
	11,825	COOLIDGE		61,630 (51152-76728)		
	11,265	COTTONWOOD		82,751 (70384-103720)	85,788 (60801-89597) (3)	
	10,873	CAMP VERDE			62,501 (50021-73712) (2)	
	10,817	CHINO VALLEY	107,282 (104161-136668)		38,251 (32542-49517)	
	10,660	SHOW LOW		66,416 (53540-76203)	Vac (50103-65740)	
	10,031	SEDONA	133,162 (100734-133162)		49,169 (42871-61018)	
		Average Salary	125,548	69,272	68,397	53,129

\* Please Note: Flagstaff information is from the 2016 Salary Survey

**SELECTED POSITIONS FOR CITIES AND TOWNS OVER 10,000 POPULATION**

POPULATION (2010 Census Figure)	CITY/TOWN	CHIEF ENGINEER	ENGINEERING ASSISTANT	DRAFTING TECHNICIAN	IT TECHNICIAN	
<b>OVER 50,000</b>	1,447,128	PHOENIX	128,731 (85197-144851)	40,800 (31866-46530) (24)	53,165 (39541-53165) (2)	86,871 (60174-89856) (45)
	520,116	TUCSON	122,138 (72405-122782)	45,488 (38480-60965) (11)		50,944 (42723-67579) (17)
	439,041	MESA			Vac (36042-51771)	Vac (33396-49317)
	236,326	CHANDLER	144,796 (103766-145272)			59,550 (50898-71302) (3)
	226,721	GLENDALE	120,612 (97901-146852)			
	217,385	SCOTTSDALE	112,091 (108784-157726)	65,936 (52333-75878)		58,710 (45198-65541) (5)
	208,352	GILBERT	134,985 (93093-148949)			58,582 (43471-65207) (2)
	161,719	TEMPE	Vac (121489-164010)	Vac (55642-75117)		
	154,065	PEORIA	165,782 (110521-165782)	56,626 (48726-65531) (2)	Vac (39016-52472)	59,561 (51193-68848) (5)
	117,517	SURPRISE	128,893 (90523-135786)			45,074 (45074-67600)
	90,660	YUMA	117,052 (98970-138559)	44,803 (38726-54216) (5)		52,249 (44910-62874) (4)
	76,238	AVONDALE	117,830 (90026-130537)			72,134 (55411-83350)
	65,870	FLAGSTAFF*				34,017 (34017-46975)
	65,275	GOODYEAR	139,259 (110015-163318)			40,386 (37519-55697)
	52,527	LAKE HAVASU CITY				43,930 (41538-58136) (2)
	50,876	BUCKEYE	128,000 (108909-177528)			78,458 (64022-96054) (3)
		Average Salary	130,014	50,731	53,165	56,959
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE				50,022 (44972-62003) (3)
	43,888	SIERRA VISTA	95,014 (82387-123580)		42,661 (35697-52004)	50,232 (45560-69691) (3)
	43,482	MARICOPA	99,225 (73153-100842)			55,953 (49513-68254)
	41,011	ORO VALLEY		48,130 (37769-56653)	80,334 (53145-79717) (2)	51,750 (48204-72305)
	39,843	PRESCOTT	112,008 (79914-111883)		47,819 (46426-64979)	65,915 (46426-64979)
	39,540	BULLHEAD CITY		86,985 (82804-122907)		
	38,822	PRESCOTT VALLEY	82,576 (66497-93080)	47,258 (43700-61172)		34,985 (34985-44984)
	35,840	APACHE JUNCTION	112,232 (92114-133408)		56,651 (48850-70750)	51,414 (42119-61116)
	34,961	MARANA	125,158 (109175-169221)	60,489 (47193-68431) (3)		53,651 (40089-58130) (3)
	31,797	EL MIRAGE	112,292 (98606-138048)			50,003 (41848-58587)
	28,068	KINGMAN	103,495 (87625-121074)		38,595 (36410-51649)	53,611 (44016-61935) (4)
	27,909	SAN LUIS				38,418 (33961-45947) (3)
	26,361	QUEEN CREEK	123,679 (93226-139840)			
	25,536	FLORENCE				41,826 (38370-59387) (2)
	25,259	SAHUARITA				47,601 (41877-60721) (2)
	22,489	FOUNTAIN HILLS	112,700 (84884-120713)		67,900 (50400-71635)	78,100 (57532-85697)
	20,837	NOGALES	**** INFORMATION NOT AVAILABLE ****			
	17,509	DOUGLAS				41,005 (41005-57699)
	16,631	ELOY				
	15,301	PAYSON	101,784 (69693-104539)	49,837 (33225-49838)		57,221 (41494-62241)
	14,287	SOMERTON		46,467		56,086
	12,820	PARADISE VALLEY	Vac (97475-149567)	81,328 (54707-81330)		
	11,825	COOLIDGE		66,300 (65085-82627)		45,961 (38985-58478)
	11,265	COTTONWOOD	76,361 (63841-94077)			42,182 (41152-60642)
	10,873	CAMP VERDE			42,286 (41657-63385)	
	10,817	CHINO VALLEY				58,380 (47717-62609)
	10,660	SHOW LOW	90,235 (75650-107673)	43,701 (38834-55286)		45,171 (37898-53755)
	10,031	SEDONA		55,037 (51334-74027) (2)		80,753 (59259-85446)
		Average Salary	103,597	58,553	53,749	52,284

\* Please Note: Flagstaff information is from the 2016 Salary Survey

## SALARY SCALE AND PAY INCREASES FOR 2015-2016

POPULATION (2010 Census Figure)	CITY/TOWN	SALARY SCALE			PAY INCREASES			
		NUMBER OF STEPS	PERCENT BETWEEN STEPS	PERCENTAGE GENERAL INCREASE	PERCENTAGE MERIT INCREASE	PERCENT TOTAL INCREASE		
<b>OVER 50,000</b>	1,447,128	PHOENIX	9	Varies	0	5	Varies	
	520,116	TUCSON	0	N/A	0	5	0-5	
	439,041	MESA	0	N/A	0	5	0-5	
	236,326	CHANDLER	N/A	N/A	Varies	Varies	Varies	
				% for both represented				
	226,721	GLENDALE	Fire: 15; Police: 12	Fire and Police	2.5	0	2.5	
	217,385	SCOTTSDALE	N/A	N/A	0	Varies	Varies	
	208,352	GILBERT	0	0	Performance based	0	Performance based	
	161,719	TEMPE	N/A	N/A	Varies	N/A	N/A	
	154,065	PEORIA	Varies	Varies	Varies	Varies	Varies	
	117,517	SURPRISE	N/A	N/A	N/A	3	0-3	
	90,660	YUMA	0	2.5	Labor Market	0	Labor Market	
	76,238	AVONDALE	N/A	N/A	0	3	0-3	
	65,870	FLAGSTAFF*	N/A	N/A	2	0	2	
	65,275	GOODYEAR	0	0	3.5	0	3.5	
	52,527	LAKE HAVASU CITY	10	Varies	0	0	0	
	50,876	BUCKEYE	N/A	5	0	5	0-5	
	<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	15	2.45	2.1	2.45	2.1-4.55
		43,888	SIERRA VISTA	N/A	N/A	N/A	N/A	Implement Class Comp.
		43,482	MARICOPA	Public Safety only	Between 3-4	2.5-5	0-5	2.5-10
41,011		ORO VALLEY	33	5	Up to 4	Up to 4	Up to 4	
39,843		PRESCOTT	73	2.5	0	3	0-3	
39,540		BULLHEAD CITY	17	2.5	1.7	0	1.7	
38,822		PRESCOTT VALLEY	N/A	N/A	2	2	2-4	
35,840		APACHE JUNCTION	16	2.5	0	0	0	
34,961		MARANA	Varies	5	2	1.5	2-3.5	
31,797		EL MIRAGE	0	0	0	0	0	
28,068		KINGMAN	6-9	4-6	0	0	0	
27,909		SAN LUIS	5	N/A	3	3	3-6	
26,361		QUEEN CREEK	N/A	N/A	1.8	3	1.8-4.8	
25,536		FLORENCE	N/A	N/A	0	0	3% (stipend)	
25,259		SAHUARITA	N/A	N/A	0	4	0-4	
22,489		FOUNTAIN HILLS	9	4.5	3.5	0	3.5	
20,837		NOGALES	**** INFORMATION NOT AVAILABLE ****					
17,509		DOUGLAS	8	5	2	0	2	
16,631		ELOY	Police - 13	2.5	2.0	0-2.5	2-4.5	
15,301		PAYSON	100	2.5	0	1-3	0-3	
14,287		SOMERTON	0	0	2	0	2	
12,820		PARADISE VALLEY	N/A	N/A	0	3.5	0-3.5	
11,825		COOLIDGE	0	0	0	0	0	
11,265		COTTONWOOD	50	5	0	3-5	0-5	
10,873		CAMP VERDE	3	0	1.5	0	1.5	
10,817		CHINO VALLEY	12	2.5	1	0	1	
10,660		SHOW LOW	10	4	4	4	4-8	
10,031		SEDONA	N/A	5	1.8	2-3.5	1.8-5.3	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

		SALARY SCALE			PAY INCREASES		
POPULATION (2010 Census Figure)	CITY/TOWN	NUMBER OF STEPS	PERCENT BETWEEN STEPS	PERCENTAGE GENERAL INCREASE	PERCENTAGE MERIT INCREASE	PERCENT TOTAL INCREASE	
<b>5,000 TO 9,999</b>	9,655 WINSLOW	18	2.5	3	0	3	
	9,566 SAFFORD	Open	N/A	0	2-5	0-5	
	7,532 GLOBE	Varies	Varies	0.0	1-2.5	0-2.5	
	7,247 PAGE	Varies	2	2	0	2	
	6,545 TOLLESON	N/A	N/A	0	0-6.5	0-6.5	
	6,363 WICKENBURG	N/A	N/A	2	0	2	
	6,156 YOUNGTOWN	0	0	2	0	2	
	5,652 SOUTH TUCSON	5	5	0	3	0-3	
	5,590 SNOWFLAKE	0	0	0	0	0	
	5,575 BISBEE	N/A	N/A	0	0	0	
	5,523 GUADALUPE	9	5	2	0	2	
	5,476 LITCHFIELD PARK	0	0	2	0	2	
	5,105 BENSON	34	2	0	0	0	
	5,053 HOLBROOK	26	4	4	0	4	
	5,015 CAVE CREEK	24	3	0	.5-2	0-2	
<b>2,000 TO 4,999</b>	4,885 EAGAR	N/A	N/A	N/A	N/A	0	
	4,865 THATCHER	15	5	3	2.5	3-5.5	
	4,821 COLORADO CITY	N/A	N/A	N/A	N/A	0	
	4,282 PINETOP-LAKESIDE	100	2.5	3	0	3	
	4,112 TAYLOR	N/A	N/A	3	0	3	
	4,097 CLARKDALE	31	5	0	0	0	
	3,894 DEWEY-HUMBOLDT	N/A	N/A	2.3	1	2.3-3.3	
	3,757 WILLCOX	10	5	5	5	5-10	
	3,677 QUARTZSITE	42	3	0	0	0	
	3,480 ST. JOHNS	7	5	0	1.5	0-1.5	
	3,363 CAREFREE	0	0	2	1	2-3	
	3,311 CLIFTON	0	0	2	0	2	
	3,083 PARKER	0	0	0	0	0	
	3,023 WILLIAMS	10	0	0	0	0	
	2,882 WELLTON	N/A	0	2	0	2	
	2,837 SUPERIOR	0	0	0	0	0	
	2,387 PIMA	**** INFORMATION NOT AVAILABLE ****					
2,310 STAR VALLEY	N/A	N/A	3	0	3		
<b>UNDER 2,000</b>	1,961 SPRINGERVILLE	12	3	0	0	0	
	1,950 KEARNY	30	2.5	0	0	0	
	1,922 GILA BEND	0	0	0	3.2	0-3.2	
	1,853 HUACHUCA CITY	0	0	2	0	2	
	1,837 MIAMI	0	0	0	0	0	
	1,426 MAMMOTH	**** INFORMATION NOT AVAILABLE ****					
	1,380 TOMBSTONE	8	5	3	0	3	
	1,314 FREDONIA	0	0	0	0	0	
	913 PATAGONIA	N/A	0	0	0	0	
	696 DUNCAN	0	0	0	0	0	
	662 HAYDEN	0	0	0	0	0	
	558 TUSAYAN	0	0	2.5	0	2.5	
	444 JEROME	**** INFORMATION NOT AVAILABLE ****					
	353 WINKELMAN	0	0	0	0	0	



**SCHEDULE / NUMBER OF PERSONNEL**

**ALL DEPARTMENTS**

POPULATION (2010 Census Figure)	CITY/TOWN	FURLOUGH DAYS	WORK SCHEDULE	Full Time	Part Time w/ Benefits	Part Time w/o Benefits	Contract	Temp	Seasonal	Total
<b>OVER 50,000</b>	1,447,128	PHOENIX	2-4 4/10's; 5/8's; 9/80's	12168	Unknown	1752	Unknown	1855	Unknown	15,775
	520,116	TUCSON	0 4/10's; 5/8's; 9/80's	3585	11	30	Unknown	72	403	4,101
	439,041	MESA	0 Varies	3580	54	330	0	2	272	4,238
	236,326	CHANDLER	0 Varies	1578	42	0	0	556	0	2,176
	226,721	GLENDALE	0 Varies	1626	39	0	0	711	0	2,376
	217,385	SCOTTSDALE	0 Varies	2161	140	233	13	133	0	2,680
	208,352	GILBERT	0 4/10's; 5/8's; 9/80's	1148	7	5	0	171	0	1,331
	161,719	TEMPE	0 4/10's; 5/8's; 9/80's	1550	30	0	65	250	390	2,285
	154,065	PEORIA	0 4/10's; 5/8's; 9/80's; 48/96	1095	48	9	Unknown	7	510	1,669
	117,517	SURPRISE	0 5/8's; 9/80's; 4/10's; 2 on/4 off (F)	739	0	12	0	25	272	1,048
	90,660	YUMA	0 4/10's; 5/8's; 9/80's; 24 hr	908	63	267	0	0	72	1,310
	76,238	AVONDALE	0 4/10's	510	1	40	0	3	0	554
	65,870	FLAGSTAFF*	0 4/10's; 5/8's; 48 hour	687	21	0	7	235	Unknown	950
	65,275	GOODYEAR	0 4/10's; 5/8's; 9/80's; 48/96	548	4	268	3	272	0	1,095
	52,527	LAKE HAVASU CITY	0 4/10'S; 5/8'S; 9/80'S at dept. discretion	411	0	181	3	0	0	595
	50,876	BUCKEYE	0 4/10's	433	0	9	4	11	Varies	457
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	0 4/10's; 5/8's; 9/80's	388	0	74	0	0	0	462
	43,888	SIERRA VISTA	0 Varies	324	2	167	3	0	0	496
	43,482	MARICOPA	0 4/10's; 5/8's; 1/8; 24 (2 on 4 off)	245	0	78	0	0	29	352
	41,011	ORO VALLEY	0 4/10's & 5/8's	295	4	229	0	1	0	529
	39,843	PRESCOTT	0 5/8's; 4/10's; Fire Shift; Dispatch Shift	470	2	11	1	127	0	611
	39,540	BULLHEAD CITY	0 5/8's	267	7	4	0	29	105	412
	38,822	PRESCOTT VALLEY	0 5/8's	214	0	15	0	0	21	250
	35,840	APACHE JUNCTION	0 4/10's & 5/8's	226	5	55	3	1	0	290
	34,961	MARANA	0 4/10's & 5/8's	337	5	0	2	8	14	366
	31,797	EL MIRAGE	0 4/10's & 5/8's	152	0	5	1	7	0	165
	28,068	KINGMAN	0 4/10's; 5/8's; 9/80's; 48/96	335	3	65	3	0	51	457
	27,909	SAN LUIS	0 4/10's & 5/8's	236	0	33	3	0	15	287
	26,361	QUEEN CREEK	0 4/10's	204	0	13	0	1	15	233
	25,536	FLORENCE	0 5/8's; 4/10's; 48/96	162	0	17	3	12	20	214
	25,259	SAHUARITA	0 5/8's; Police 4/10's	127	2	7	0	0	0	136
	22,489	FOUNTAIN HILLS	0 4/10's; 5/8's for Community Center Staff	42	0	21	0	0	0	63
	20,837	NOGALES	**** I N F O R M A T I O N N O T A V A I L A B L E ****							
	17,509	DOUGLAS	0 5/8's; 8/9/8; 4/9/432	156	0	1	0	33	13	203
	16,631	ELOY	0 5/8's	108	0	15	0	0	0	123
	15,301	PAYSON	0 4/10's; 5/8's	152	7	3	2	1	61	226
	14,287	SOMERTON	0 4/10's & 5/8's	109	25	24	5	6	10	179
	12,820	PARADISE VALLEY	0 4/10's; 5/8's; 3/12's+1/4; 9/80's	87	0	1	1	9	0	98
	11,825	COOLIDGE	0 4/10's & 5/8's	123	0	6	0	0	46	175
	11,265	COTTONWOOD	0 4/10's; 5/8's; 24/48's	199	0	91	4	0	0	294
	10,873	CAMP VERDE	0 4/9's; 1/4; 4/10's	86	0	9	2	0	24	121
	10,817	CHINO VALLEY	0 4/10's; 5/8's; 12/80	85	2	9	2	1	0	99
	10,660	SHOW LOW	0 5/8's; 4/10's-Police only	125	0	41	0	6	0	172
	10,031	SEDONA	0 5/8's; 4/10's; 12's	104	7	10	5	0	22	148

\* Please Note: Flagstaff information is from the 2016 Salary Survey

ALL DEPARTMENTS

POPULATION (2010 Census Figure)	CITY/TOWN	FURLOUGH DAYS	WORK SCHEDULE	Full Time	Part Time w/ Benefits	Part Time w/o Benefits	Contract	Temp	Seasonal	Total
<b>5,000 TO 9,999</b>	9,655	0	WINSLOW 5/8's	85	1	0	5	24	31	146
	9,566	0	SAFFORD 4/10's	138	7	5	0	1	35	186
	7,532	0	GLOBE 5/8's	95	0	0	2	0	0	97
	7,247	0	PAGE 4/10's; 5/8's; 2/24's	87	0	15	0	0	15	117
	6,545	0	TOLLESON 4/10's; 5/8's; 9/80's; 12hr shifts; 24hr shifts	174	0	2	0	0	4	180
	6,363	0	WICKENBURG 4/10's; 5/8's; 48 on/96 off; 2/12 & 2/8	87	2	8	2	1	35	135
	6,156	0	YOUNGTOWN 5/8's	13	0	2	2	0	0	17
	5,652	0	SOUTH TUCSON 5/8's	48	2	29	1	0	0	80
	5,590	0	SNOWFLAKE 5/8's; Police 4/10's	44	0	6	3	0	12	65
	5,575	0	BISBEE 4/10's; 5/8's; 3/24's (fire dept.)	71	0	30	0	0	0	101
	5,523	0	GUADALUPE 4/10's	19	0	30	0	5	0	54
	5,476	0	LITCHFIELD PARK 5/8's	35	5	7	1	0	16	64
	5,105	0	BENSON 5/8's	78	0	27	3	0	9	117
	5,053	0	HOLBROOK 4/10's & 5/8's	51	0	2	0	0	9	62
	5,015	0	CAVE CREEK 4/10's & 5/8's	34	0	1	1	0	0	36
<b>2,000 TO 4,999</b>	4,885	0	EAGAR 4/10's	36	0	1	0	2	0	39
	4,865	0	THATCHER 4/10's	33	0	3	0	0	0	36
	4,821	0	COLORADO CITY 5/8's	39	6	10	0	0	0	55
	4,282	0	PINETOP-LAKESIDE 4/10's & 5/8's	40	0	11	0	0	3	54
	4,112	0	TAYLOR 4/10's	23	0	0	2	0	1	26
	4,097	0	CLARKDALE 4/9's & 1/4	38	0	8	2	0	0	48
	3,894	0	DEWEY-HUMBOLDT 5/8's	10	3	0	0	0	0	13
	3,757	0	WILLCOX 5/8's	50	2	6	2	0	0	60
	3,677	0	QUARTZSITE 4/10's & 5/8's	36	5	12	3	5	3	64
	3,480	0	ST. JOHNS 4/10's	31	0	16	5	2	18	72
	3,363	0	CAREFREE 5/8's	15	1	0	7	0	0	23
	3,311	0	CLIFTON 4/10's & 5/8's	28	0	34	2	0	0	64
	3,083	0	PARKER 5/8's	33	1	10	0	0	2	46
	3,023	0	WILLIAMS 4/10's & 5/8's	76	3	5	2	0	29	115
	2,882	0	WELLTON 4/10's	24	0	11	2	0	9	46
	2,837	0	SUPERIOR 5/8's	28	0	16	3	0	0	47
	2,387		PIMA **** INFORMATION NOT AVAILABLE ****							
	2,310	0	STAR VALLEY 5/8's	4	2	2	0	0	0	8
<b>UNDER 2,000</b>	1,961	0	SPRINGERVILLE 4/10's	26	3	3	1	0	0	33
	1,950	0	KEARNY 4/10's & 5/8's	19	2	24	0	0	10	55
	1,922	0	GILA BEND 5/8's	25	0	2	2	0	5	34
	1,853	0	HUACHUCA CITY 4/10's & 5/8's	28	0	16	2	0	16	62
	1,837	0	MIAMI 5/8's	30	0	1	2	2	16	51
	1,426		MAMMOTH **** INFORMATION NOT AVAILABLE ****							
	1,380	0	TOMBSTONE 5/8's	26	4	0	3	0	0	33
	1,314	0	FREDONIA 4/10's & 5/8's	9	0	8	1	0	13	31
	913	0	PATAGONIA 5/8's	12	0	5	1	0	0	18
	696	0	DUNCAN 4/10's	4	0	5	0	0	10	19
	662	1	HAYDEN 5/8's	22	0	22	1	0	6	51
	558	0	TUSAYAN 4/10's & 5/8's	3	0	0	6	0	2	11
	444		JEROME **** INFORMATION NOT AVAILABLE ****							
	353	0	WINKELMAN 5/8's	3	0	6	0	0	0	9

## NUMBER OF PERSONNEL

		POLICE DEPARTMENT				FIRE DEPARTMENT						
POPULATION (2010 Census Figure)	CITY/TOWN	Sworn	Civilian	Total	Total Part Time	Uniformed	Civilian	Total	Total Part Time	Volunteers	Full Time Firefighters Hours/Week	
<b>OVER 50,000</b>	1,447,128	PHOENIX	2836	1059	3895	C-3; R-111; U-11	1604	329	1933	C-37	Unavailable	56
	520,116	TUCSON	867	322	1189	C-2; R-14	624	124	748	C-1	0	56
	439,041	MESA	800	387	1187	15	430	98	528	10	0	56
	236,326	CHANDLER	328	160	488	0	207	20	227	0	0	56/40
	226,721	GLENDALE	399	135	534	0	247	31	278	0	Unavailable	52
	217,385	SCOTTSDALE	401	255	656	C-4	258	20	278	0	0	56
	208,352	GILBERT	228	112	340	C-2	185	15	200	0	70	56
	161,719	TEMPE	346	155	501	C-5	155	30	185	C-2	40	56
	154,065	PEORIA	195	104	299	0	181	13	194	0	0	56
	117,517	SURPRISE	127	55	182	0	114	14	128	0	91	56
	90,660	YUMA	179	98	277	0	121	10	131	0	0	56
	76,238	AVONDALE	113	51	164	C-1	68	6	74	0	0	56
	65,870	FLAGSTAFF*	112	45	157	0	83	3	86	0	Unavailable	56
	65,275	GOODYEAR	104	37	141	0	91	11	102	C-3	10	56
	52,527	LAKE HAVASU CITY	70	34	104	C-9; J-3	80	5	85	C-3	30	Varies
	50,876	BUCKEYE	86	12	98	0	87	4	91	0	0	56
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	75	36	111	7	57	3	60	0	0	56
	43,888	SIERRA VISTA	64	21	85	C-10	51	3	54	0	0	56
	43,482	MARICOPA	66	22	88	C-1	60	4	64	0	0	56
	41,011	ORO VALLEY	103	30	133	C-2; R-3	0	0	0	0	0	0
	39,843	PRESCOTT	69	15	84	C-2	56	8	64	0	0	56
	39,540	BULLHEAD CITY	72	36	108	0	0	0	0	0	0	0
	38,822	PRESCOTT VALLEY	75	18	93	C-1	0	0	0	0	0	0
	35,840	APACHE JUNCTION	55	29	84	C-2	0	0	0	0	0	0
	34,961	MARANA	82	37	119	C-1	0	0	0	0	0	0
	31,797	EL MIRAGE	43	15	58	C-2	24	3	27	0	0	56
	28,068	KINGMAN	55	15	70	0	50	18	68	U-10	0	48/72
	27,909	SAN LUIS	32	24	56	4	34	3	37	C-3; U-31	0	53
	26,361	QUEEN CREEK	0	0	0	0	31	3	34	U-1	0	56
	25,536	FLORENCE	31	14	45	C-3	27	1	28	U-12	0	53
	25,259	SAHUARITA	42	6	48	0	0	0	0	0	0	0
	22,489	FOUNTAIN HILLS	0	0	0	0	0	0	0	0	0	0
	20,837	NOGALES	**** INFORMATION NOT AVAILABLE ****									
	17,509	DOUGLAS	32	11	43	0	24	1	25	6	0	53
	16,631	ELOY	27	9	36	R-1	0	0	0	0	0	0
	15,301	PAYSON	22	22	44	C-2	31	1	32	0	8	56
	14,287	SOMERTON	20	0	20	R-3	18	0	18	U-20	0	56
	12,820	PARADISE VALLEY	33	9	42	C-1	0	0	0	0	0	0
	11,825	COOLIDGE	33	10	43	R-4	3	0	3	0	20	40
	11,265	COTTONWOOD	32	21	53	0	27	1	28	C-2	2	24/48
	10,873	CAMP VERDE	22	10	32	0	0	0	0	0	0	0
	10,817	CHINO VALLEY	21	11	32	C-3	0	0	0	0	0	0
	10,660	SHOW LOW	29	10	39	C-3	0	0	0	0	0	0
	10,031	SEDONA	20	10	30	C-5	0	0	0	0	0	0

\* Please Note: Flagstaff information is from the 2016 Salary Survey

KEY: C=Civilian; R=Reserve; J=Jailer; U=Uniform

## POLICE DEPARTMENT

## FIRE DEPARTMENT

POPULATION (2010 Census Figure)	CITY/TOWN	Sworn	Civilian	Total	Total Part Time	Uniformed	Civilian	Total	Total Part Time	Volunteers	Full Time Firefighters Hours/Week
<b>5,000 TO 9,999</b>	9,655 WINSLOW	21	17	38	0	7	0	7	U-14	14	44
	9,566 SAFFORD	21	4	25	R-3	0	0	0	0	32	0
	7,532 GLOBE	21	2	23	0	14	0	14	U-12	18	56
	7,247 PAGE	17	12	29	0	16	2	18	0	11	48
	6,545 TOLLESON	29	10	39	R-2	28	1	29	0	0	56
	6,363 WICKENBURG	19	1	20	C-11	13	0	13	U-7	0	56
	6,156 YOUNGTOWN	0	0	0	0	0	0	0	0	0	0
	5,652 SOUTH TUCSON	17	2	22	R-3	2	1	3	0	43	48
	5,590 SNOWFLAKE	11	8	19	R-2	0	0	0	0	0	0
	5,575 BISBEE	10	8	18	2	19	0	19	1	0	72
	5,523 GUADALUPE	0	0	0	0	4	0	4	U-27	0	56
	5,476 LITCHFIELD PARK	0	0	0	0	0	0	0	0	0	0
	5,105 BENSON	15	8	23	0	1	1	2	0	20	40
	5,053 HOLBROOK	14	1	15	R-1	0	0	0	0	17	0
	5,015 CAVE CREEK	1	0	1	0	0	0	0	0	0	0
<b>2,000 TO 4,999</b>	4,885 EAGAR	8	3	11	0	3	0	3	0	20	40
	4,865 THATCHER	11	0	11	0	0	0	0	0	34	0
	4,821 COLORADO CITY	8	0	8	2	0	0	0	0	0	0
	4,282 PINETOP-LAKESIDE	17	5	22	0	0	0	0	0	0	0
	4,112 TAYLOR	0	0	0	0	8	0	8	0	31	53
	4,097 CLARKDALE	10	2	12	C-1	0	0	0	0	0	0
	3,894 DEWEY-HUMBOLDT	0	0	0	0	0	0	0	0	0	0
	3,757 WILLCOX	9	8	17	R-1	0	0	0	0	15	0
	3,677 QUARTZSITE	7	1	8	C-1; U-6	0	0	0	0	0	0
	3,480 ST. JOHNS	8	3	11	R-2	20	0	20	U-14	14	40
	3,363 CAREFREE	0	0	0	0	0	0	0	0	0	0
	3,311 CLIFTON	7	0	7	0	0	0	0	0	21	0
	3,083 PARKER	11	3	14	0	0	0	0	0	0	0
	3,023 WILLIAMS	12	14	26	U-2	0	0	0	0	30	0
	2,882 WELLTON	6	0	6	0	0	0	0	0	16	0
	2,837 SUPERIOR	5	0	5	0	20	0	20	0	20	56
	2,387 PIMA	**** INFORMATION NOT AVAILABLE ****									
	2,310 STAR VALLEY	0	0	0	0	0	0	0	0	0	0
<b>UNDER 2,000</b>	1,961 SPRINGVILLE	7	2	9	R-1	0	0	0	0	20	0
	1,950 KEARNY	3	0	3	R-7	0	0	0	0	10	0
	1,922 GILA BEND	0	0	0	0	0	0	0	0	20	0
	1,853 HUACHUCA CITY	6	0	6	0	1	0	1	0	15	40
	1,837 MIAMI	7	10	17	0	0	0	0	0	0	0
	1,426 MAMMOTH	**** INFORMATION NOT AVAILABLE ****									
	1,380 TOMBSTONE	10	0	10	0	0	0	0	0	0	0
	1,314 FREDONIA	3	0	3	0	0	0	0	0	10	0
	913 PATAGONIA	3	0	3	0	0	0	0	0	all	0
	696 DUNCAN	0	0	0	0	0	0	0	0	0	0
	662 HAYDEN	6	1	7	C-1	0	0	0	0	16	0
	558 TUSAYAN	0	0	0	0	0	0	0	0	0	0
	444 JEROME	**** INFORMATION NOT AVAILABLE ****									
	353 WINKELMAN	Contract with Town of Hayden			0	0	0	0	0	12	0

KEY: C=Civilian; R=Reserve; J=Jailer; U=Uniform

**PAID VACATION POLICIES**

POPULATION (2010 Census Figure)	CITY/TOWN	MONTHS SERVICE REQUIRED	ACCRUAL RATE YEARS OF SERVICE/ HOURS (unless stated otherwise)	MAXIMUM NUMBER OF HOURS ALLOWED CARRYOVER FROM YEAR TO YEAR	PAY FOR UNUSED
<b>OVER 50,000</b>	1,447,128 PHOENIX	6	Varies	Varies	Varies by department
	520,116 TUCSON	6	G: 0-10/104; 10-15/120; 15+/160; P/F: 0-5/104; 5-10/120; 10-15/156; 15-20/182; 20+/208	288	Yes, after 6 mos
	439,041 MESA	0	0-2/3.5 hrs per pay period; add 5 hours on 1/1-total of 96 hours; F 0-2/5 hrs; add 4.4 on 1/1-total of 134.4; 2/5.5 add on 1/1-144; F: 7.6 add 6.6/1/1 - 201.6	240 (336 Fire)	Yes
	236,123 CHANDLER	6	Varies by employee group	240	Varies by employee group
	236,326 GLENDALE	1	G(NE) 0-5/114.4; 5-10/135.2; 10+/197.6; G(E) 0-5/138.58; 5-10/159.12; 10+/197.6	400/40hrs; 520/52 hrs; 300/30 hrs; 200/20 hrs	Yes
	217,385 SCOTTSDALE	6	1/80.4; 10+/160.8	Double accrual rate	Yes upon termination
	208,352 GILBERT	0	FT: 0-5yrs/3.85 hrs biweekly; 5-9.99/4.8; 10-14.99/5.54; 15-19.99/6.27; 20+/6.81	G, P-350; F-490	Yes upon Res or Ret
	161,719 TEMPE	1	0-5 yrs/9.33 hrs monthly; 5-9/11.33; 10-14/13.33; 15-19/16.67; 20+/18	G-450; F-540	Yes (up to 40 hrs/G; 48/F)
	154,065 PEORIA	Varies	Varies	Varies	Varies
	117,517 SURPRISE	0	PTO- G&P: <1/6.46 hrs. per pay period: 1/6.77; 2/7.08; 3/7.39; 4/7.70; 5/8; 6/8.31; 7/8.62; 8/8.92; 9/9.23; 10/9.54 F: Varies	Civilian and Sworn Police: 560; Sworn Fire: 1008	Yes
	90,660 YUMA	3	0-5 yrs/136; 5-10/176; 10-15/184; 15-20/200; 20+/216	2 times annual accrual rate	Yes
	76,238 AVONDALE	1	NE: 0-5 yrs/3.7 hrs per pay period: 5-10/4.62; 10-15/5.54; 15+/6.16; E: 0-5/4.62; 5-10/5.54; 10+/6.16	240	Yes
	65,870 FLAGSTAFF*	6	11-26 days, depending on yrs of service and FLSA status	No more than can be earned in 18 mos	No pay if over max accrual. Lump sum for tenured employees upon termination
	65,275 GOODYEAR	0.5	0-2 yrs/96 hrs; 3-4/112; 5-9/128; 10-14/144; 15+/160 (1.4 multiplier used for shift fire)	G-320; F-448	Yes upon separation
	52,527 LAKE HAVASU CITY	6	Varies	G-420; F-588	Yes upon termination
	50,876 BUCKEYE	6	0-2/92/5.167; 3-4/4.307/6.030; 5-9/4.923/6.892; 10-14/5.568/7.756; 15+/7.077/9.909 (first number is G, second number is F)	No Limit	Yes, but only up to 240 hours
<b>10,000 TO 49,999</b>	17,509 CASA GRANDE	6	G&P: 0-5/8hrs per mo; 5-10/12; 10-15/16; 15+/20 F: 0-5/11.2; 5-10/16.8; 10-15/22.4; 15+/28	G&P: 1-5/144; 5-10/216; 10-15/288; 15+/360 F: 1-5/202; 5-10/303; 10-15/403; 15+/504	Yes at Res or Ret
	43,888 SIERRA VISTA	6	0-5/8hrs; F/12; 5-10/10; F/15; 10-15/12; F/18; 15-20/14; F/21; 20+/16; F/24)	0-10/240; F/360; 10-15/288; F/432; 15+/336; F/504	Yes
	43,482 MARICOPA	6	0-3 yrs/11 days; 3-5/14; 5-10/18; 10-15/21; 15+/24	10-15/240; 15+/280	Yes
	41,011 ORO VALLEY	3	1-5/96; 6-10/136; 11+/176	No more than earned in 18 mo	Yes
	39,843 PRESCOTT	0	0-3/4.3154 hrs per pay period; 3-10/5.2354; 10-15/6.1554; 15+/6.7654	>10 yrs/200 hrs; <10 yrs/240 hrs	up to max 200/240
	39,540 BULLHEAD CITY	6	E: 0-3/12; 4-8/17; 9-13/20; 14+/23 NE: 0-3/10; 4-8/15; 9-13/18; 14+/21	E: 2-3/18; 4-8/25.5; 9-13/30; 14+/34.5 NE: 2-3/15; 4-8/22.5; 9-13/27; 14+/31.5	Yes
	38,822 PRESCOTT VALLEY	0	0-1/120; 1/128; 2/136; 3/144; 4/152; 5/160; 10+/200	200	Yes
	35,840 APACHE JUNCTION	6	1-4/96; 5-9/120; 10-14/144; 15+/192	320	Yes
	34,961 MARANA	6	0-5 yrs/10 days; 5-10/15; 10+/20	Up to 240	Yes upon termination
	31,797 EL MIRAGE	12	0-2/80; 2-5/96; 5-10/120; 10+/160	240 for non MOU; Higher maximums for MOU P & F	Yes
	28,068 KINGMAN	1	15/0-5; 16/6; 17/7; 18/8; 19/9; 20/10+	G/P: Up to 200; F: Up to 240	Yes
	27,909 SAN LUIS	12	Regular EE's: 1-6/3.07 per pay period; 6-11/4.62; 11+/6.15	Up to 320	Yes upon termination
	26,361 QUEEN CREEK	6	0-4 / 96; 5-10 / 144; 11-15 / 168; 16+ / 184	Up to 240	Yes
	25,536 FLORENCE	6	G: 1-4 / 8hrs ; 5-9 / 10; 10-14 / 13.34; 15+ / 16.67 F: 1-4 / 10.60; 5-9 / 13.25; 10-14 / 17.67; 15+ / 22.08	G: 192/1-4; 240/5-9; 318/10-14; 530/15+ F: 254.5/1-4; 318/5-9; 424/10-14; 530/15+	Yes upon termination
	25,259 SAHUARITA	6	0-1/80 then increases by 8 hrs each yr. until max of 200 hrs.at 15 yrs of service	240	Yes
	22,489 FOUNTAIN HILLS	6	1-3/104; 4-7/130; 8-10/156; 11-15/182; 16+/208	1-3/208; 4-7/260; 8-10/312; 11-15/364; 16+/416	Yes upon separation
	20,837 NOGALES	****	INFORMATION NOT AVAILABLE ****		
	17,509 DOUGLAS	6	0-4 yrs/3.08 hrs per pay period; 5-9/4.62; 10-17/6.15; 18+/7.69 (hrs accrue every pay period)	240	Yes
	16,631 ELOY	6	0-5 yrs/3.08 accrual rate hrs; 5-9/4.62; 10+/6.16	0-5/200; 5-9/300; 10+/400	Yes
	15,301 PAYSON	1	0-2/6 hrs per pay period; 3-5/7; 6-10/8; 11+/9	PTO 480 for Gen; 672 for FF	96 hrs over 480 pd at half rate
	14,287 SOMERTON	6	1-5/120; 6-10/160; 11+/200	400	Yes
	12,820 PARADISE VALLEY	1 day	1-4 yrs/80 hrs; 5-9/120; 10+/160	2x annual accrual	No
	11,825 COOLIDGE	1	1-5yrs/7hrs; 6-10/10; 11+/13.34	320	Yes
	11,265 COTTONWOOD	6	1-5 yrs NE/80 hrs, E/120; 5+ yrs NE/120, E/160	1-5 NE/120, E/180; 5+ NE/180, E/240	Yes upon termination
	10,873 CAMP VERDE	6	Hours determined by years of service and job classification	2 times annual accrual	Yes upon termination
	10,817 CHINO VALLEY	6	Starting 3.08 accrual rate; 2/4.62=15 days per yr; 5/5.54=18; 10/6.15=20	No more than 320 hours at the end of calendar year	Yes
	10,660 SHOW LOW	0	<1/19 days; 1/19.63; 2/20.25; 3/20.88; 4/21.5; 5/22.75; 6/23.38; 7/24; 8/24.63; 9/25.25; 10/26.35; 11/27.12; 12/28.38; 14/29; 15+/30	640	Yes, unless proper notice not given
	10,031 SEDONA	0	0-3yrs/3.08 per pay period; 4-8/4.62; 9-15/6.15; 16+/7.69	0-3/120; 4-8/180; 9-15/240; 15+/300	Yes upon termination

\* Please Note: Flagstaff information is from the 2016 Salary Survey

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

POPULATION (2010 Census Figure)	CITY/TOWN	MONTHS SERVICE REQUIRED	ACCURAL RATE YEARS OF SERVICE/ HOURS (unless stated otherwise)	MAXIMUM NUMBER OF HOURS ALLOWED CARRYOVER FROM YEAR TO YEAR	PAY FOR UNUSED	
<b>5,000 TO 9,999</b>	9,655 WINSLOW	6	0-1/5 days; 1-5/10; 5-10/15; 10+/20	1.5 times yearly accrual		
	9,566 SAFFORD	0	0-5/8hrs per mo.; 5-10/10; 10+/12	360	Yes upon Res and/or Ret	
	7,532 GLOBE	1	1-5/10 days; 6-14/10days +1 day for each year over 5 yrs; 15-19/20 days; 20-24/20 days +1 day for each year over 20 yrs; 25/25 days	240	Yes	
	7,247 PAGE	0	0-5/80; 5-10/120; 10-15/144; 15+/160; E: 0-5/150; 5-10/186; 10-15/216; 15+/240	240	Yes	
	6,545 TOLLESON	1	G - 0-4/3.38 hrs. per pay period; 5-10/4.92; 10+/6.48; Dept. Directors/City Managers: 0-10/4.92; 10+/6.48; F - 0-4/4.48; 5-10/5.52; 10+/8.56	G/Department Directors-240; F-318	Yes	
	6,363 WICKENBURG	6	G/P: 6 mos./40; 1/40; 1-4/80; 5-9/120; 10-14/160; 15-19/176; 20-29/200; 30+/208 F: 6 mos./60; 1/60; 1-4/120; 5-9/180; 10-14/240; 15-19/264; 20-29/300; 30+/312	G/P-240; F-336	Yes	
	6,156 YOUNGTOWN	12	E: 1-2/4.6153 hrs. per pay period; 3+/6.1538; NE: 0-2/3.0769; 3-4/3.6923; 5-9/4.6153; 10-14/5.54	160	Res/Ret	
	5,652 SOUTH TUCSON	0	0-6/4 hrs per pay period; 6-11/4.61; 11+/6.15	288	Yes	
	5,590 SNOWFLAKE	6	0-5 yrs/3.08 per pay period; 5-10/4.62; 10-20/6.16; 20+/7.70	2 years accrual	Yes	
	5,575 BISBEE	0	NE: 0-5/130; 5-10/169; 10+/208; E: 0-5/169; 5-10/208; 10+/247; F: 0-5/195; 5-10/247; 10+/312	One year depending on accrual rate	Yes	
	5,523 GUADALUPE	6	1-4/164; 5/172; 6/180; 7/188; 8/196; 9/204; 10/212; 11-15/252; 16-20/292	480 PTO	Yes	
	5,476 LITCHFIELD PARK	6	1-4/80; 5-9/120; 10-14/140; 15+/160	150% of annual accrual	Res/Ret	
	5,105 BENSON	6	1-3/4; 3-10/5; 10-15/6; 15+/8	1.5 times accrual rate	Yes	
	5,053 HOLBROOK	6	1-6/60; 7-12/120; 13+/160	up to two times the annual accrual	Yes	
	5,015 CAVE CREEK	6	1-2 yrs/15; 3-4/18; 5-9/22; 10-14/25; 15+/28 personal leave includes vacation and sick	320	Yes	
	<b>2,000 TO 4,999</b>	4,885 EGAR	6	1/40; 2-4/80; 5-9/120; 10-14/160; 15+/200	250	Up to 240hrs upon Res/Ret
4,865 THATCHER		6	0-5/4.62 hrs per pay period; 6-14/6.15; 15+/7.69	800	No	
4,821 COLORADO CITY		1	1/80; 1-3/104; 4-6/144; 9-10/160; 11-14/184; 15+/200 PTO all	240	No	
4,282 PINETOP-LAKESIDE		6	NE = 3.33 > 1/80 to 7.5 20 > 1/80; E = 6.67 > 1/160 to 10.83 15 > 1/260	NE = 120-390; E = 240-390	Yes upon termination	
4,112 TAYLOR		0	less than 1 yr/1.54 per pay period; 1-5/3.08; 6-11/4.62; 12+/6.15	Hourly 80; Department Heads 120	Yes	
4,097 CLARKDALE		0	Varies, based on hours, position and yrs of service	296	No	
3,894 DEWEY-HUMBOLDT		0	3 weeks a year for all full time employees	First yr/1 week; 2+/2 weeks	Yes	
3,757 WILLCOX		1	0-2/10 days; 2-5/12; 5-10/15; 11-15/14; 15+/16	1-10/160; 11-25/240	Res/Ret	
3,677 QUARTZSITE		12	1-4 yrs/3.69 hrs per pay period; 4-9/5.23; 10-19/6.77; 20+/8.31	240	Yes	
3,480 ST. JOHNS		6	1-2/120.12; 3-4/159.9; 7+/199.94	300	Up to 300hrs upon termination	
3,363 CAREFREE		6	0-4 yrs / 3.07 per pay period; 5 yrs and up / 4.615	200	Yes	
3,311 CLIFTON		12	1.54 hour per pay period/0-1/40; 3.08/2-9/80; 4.62/10-19/120; 6.15/20+/160	No more than can be earned in one year of service	Yes	
3,083 PARKER		12	1-5/80; 5-10/120; 10-15/160; 15+/200	200	Yes	
3,023 WILLIAMS		6	0-5yrs/10 days; 6-10/12; 11-15/15; 16-20/17; 20+/20 days	240 hours	Yes upon termination	
2,882 WELLTON		3	0-5/120; 5-10/150; 10+/180	160	Yes up to 160 hrs	
2,837 SUPERIOR		6	0-6/3.07 hrs per pay period; 6-11/4.69; 11+/6.15	Max of double accrual	No	
2,387 PIMA	****	I N F O R M A T I O N N O T A V A I L A B L E ****				
2,310 STAR VALLEY	6	0-5/80; 6-10/120	1.5 times annual accrual	No		
<b>UNDER 2,000</b>	1,961 SPRINGVILLE	6	Classified-0-5/3.846 per pay period; 5-10/4.615; 10-15/5.769; 15+/7.6922 Unclassified-1-5/5.769; 5-10/6.538; 11+/7.6922	24 months	Yes	
	1,950 KEARNY	6	0-4 yr/3.08 hr per pay period; 5-9/4.02; 10-19/4.66; 20+/6.15	120	Yes	
	1,922 GILA BEND	6	0-2/10 days; 3-5/15; 6+/20	160	Yes	
	1,853 HUACHUCA CITY	6	1-5yrs/6.67 hrs per pay period; 6-10/10; 10+/13.33	240	Yes	
	1,837 MIAMI	6	0-5/10 days; 5-10/15; 10-15/20; 15+/25	240	No	
	1,426 MAMMOTH	****	I N F O R M A T I O N N O T A V A I L A B L E ****			
	1,380 TOMBSTONE	6	1-5/80; 5-10/120; 10+/160	Depending on what year scale employee is on from accrual rate - years of hours allowed	No	
	1,314 FREDONIA	0	0-2/1wk; 2-10/2 wks; 10+/3 wks	80	Yes	
	913 PATAGONIA	6	0-1/5; 2-5/10; 6-10/15; 11+/20	0/Manager may extend	No	
	696 DUNCAN	6	1-2/1 wk; 2-5/2 wks; 5-10/3 wks; 10 and over/4 wks	160	Yes	
	662 HAYDEN	3	AR=3.69	240	Yes	
558 TUSAYAN	1	3.05 per pay period	No Maximum	No		
444 JEROME	****	I N F O R M A T I O N N O T A V A I L A B L E ****				
353 WINKELMAN	12	1-9/10 days; 10-15/15; 16-20/20	0	Yes		

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

**SICK LEAVE POLICIES**

POPULATION (2010 Census Figure)	CITY/TOWN	MONTHS SERVICE REQUIRED	NUMBER OF HOURS ALLOWED PER YEAR	NUMBER OF HOURS CARRYOVER ALLOWED	PAY FOR UNUSED	NUMBER OF HOURS FOR WHICH PAID	
<b>OVER 50,000</b>	1,447,128	PHOENIX	0	All employees accrue 10 hours per month	No Limit	Varies by department	
	520,116	TUCSON	1	No max	No Limit	0-240 hrs/0; 240-480/25%; 480-720/35%; 720+/50%; F: <288/50%; >288/100% for first 288 and 50% for remaining	
	439,041	MESA	0	96; 134.4 F; 48 PT	1040; 1456 F; 520 PT	50% calculated at current pay range and step	
	236,326	CHANDLER	0	96	No Limit	50% at Ret only into retirement HAS	
	226,721	GLENDALE	1	G: 96; F(sworn 52hr): 135; F (sworn 40): 104; P(sworn): 104	No Limit	Yes	
	217,385	SCOTTSDALE	0	96	No Limit	Upon Ret - have min of 300 hours	
	208,352	GILBERT	0	G, P-96; F-136.76	G & P: 520; F: No max	50% of hrs above max carryover (G, P, F)	
	161,719	TEMPE	1	96	No Limit	Yes Res or Ret after 10 years	
	154,065	PEORIA	Varies	Varies	Varies	Varies	
	117,517	SURPRISE	0	PTO-up to PTO bank balance	G&P: 560; F: 1008	Yes	
	90,660	YUMA	3	56	up to 1040 hrs	based on years of service	
	76,238	AVONDALE	1	G: 96; F: 134.68	No Limit	Yes-Res; Ret	
	65,870	FLAGSTAFF*	0	96	1,040	Yes	
	65,275	GOODYEAR	0.5	G-96; F-134	No Limit	Yes, if more than 10 yrs of service	
	52,527	LAKE HAVASU CITY	N/A	PTO/Varies	PTO/Varies	No	
	50,876	BUCKEYE	0	96.2 non-fire; 134.68 sworn fire	No Limit	No	
<b>10,000 TO 49,999</b>	17,509	CASA GRANDE	1	96	G&P: 1280; F: 1792	Yes at Res & Ret	
	43,888	SIERRA VISTA	1	No Limit	No Limit	Yes, upon "normal" ret with ASRS or PSPRS	
	43,482	MARICOPA	0	96	56/1440; 40/1040	No	
	41,011	ORO VALLEY	N/A	96	No Limit	up to 56 hrs transferred to vacation	
	39,843	PRESCOTT	N/A	N/A	N/A	N/A	
	39,540	BULLHEAD CITY	1	96	1,040	Yes	
	38,822	PRESCOTT VALLEY	0	See Vacation	See Vacation	See Vacation	
	35,840	APACHE JUNCTION	0	96	1,040	Yes	
	34,961	MARANA	1	No Limit	16 per year	No	
	31,797	EL MIRAGE	1	96	No Limit	MOU F & P Only	
	28,068	KINGMAN	1	96	No Limit	Yes	
	27,909	SAN LUIS	0	360	360	No	
	26,361	QUEEN CREEK	0	96	No Limit	No, but can convert to vacation time	
	25,536	FLORENCE	0	96	960 hours	No	
	25,259	SAHUARITA	0	80	No Limit	No	
	22,489	FOUNTAIN HILLS	0	104	960	No	
	20,837	NOGALES	**** I N F O R M A T I O N N O T A V A I L A B L E ****				
	17,509	DOUGLAS	1	480	480	Yes	
	16,631	ELOY	1	96.2	720	Yes	
	15,301	PAYSON	0	PTO	Vac & Sick combined-PTO	N/A	
	14,287	SOMERTON	6	480	480	No	
	12,820	PARADISE VALLEY	0	96	480	Hours over 480 - 50% of the cash value	
	11,825	COOLIDGE	0	96	480	Yes	
	11,265	COTTONWOOD	0	96	No Limit	Only amount between 480-1040 upon termination	
	10,873	CAMP VERDE	6	95.94	480	50% at end of year for any hours over 480	
	10,817	CHINO VALLEY	DOH	12 days per year	12 days	Yes	
	10,660	SHOW LOW	0	PTO - see vacation	PTO - see vacation	PTO - see vacation	
	10,031	SEDONA	0	96	0	No	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

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

POPULATION (2010 Census Figure)	CITY/TOWN	MONTHS SERVICE REQUIRED	NUMBER OF HOURS ALLOWED PER YEAR	NUMBER OF HOURS CARRYOVER ALLOWED	PAY FOR UNUSED	NUMBER OF HOURS FOR WHICH PAID	
<b>5,000 TO 9,999</b>	9,655 WINSLOW	0	96	175		5 yrs / 25%; 5-15 / 50%; 15-25 / 75%; 25+ / 100%	
	9,566 SAFFORD	0	96	720 max	Upon Res or Ret	25% after 5 years of service; 66% upon retirement	
	7,532 GLOBE	1	96	960	Retirement Only	25% for unused upon retirement only	
	7,247 PAGE	0	96	No Limit	if 10 yrs of continuous service; upon Ret	960 upon retirement only	
	6,545 TOLLESON	1	G: 95.94; F: 118.3	G/P-450; F-742	No	100% if employee has 10 or more years	
	6,363 WICKENBURG	6	96	960	No	None	
	6,156 YOUNGTOWN	1	96	720	Res/Ret	100% at 1.50 per hour	
	5,652 SOUTH TUCSON	0	N/A	No Limit	No	None	
	5,590 SNOWFLAKE	0	96.20	No Limit	No	None	
	5,575 BISBEE	N/A	PTO - see vacation	PTO - see vacation	PTO - see vacation	PTO - see vacation	
	5,523 GUADALUPE	N/A	PTO - see vacation	PTO - see vacation	PTO - see vacation	PTO - see vacation	
	5,476 LITCHFIELD PARK	6	80	No Limit	Retirement Only	50% upon Ret; up to a max of 400 hours- paid using the average base salary over the five years preceding retirement	
	5,105 BENSON	0	104	Cap of 960 hours	Yes	25% at Ret & 10 yrs of service	
	5,053 HOLBROOK	6	96	No Limit	No	None	
	5,015 CAVE CREEK	6	PTO - see vacation	PTO - see vacation	PTO - see vacation	PTO - see vacation	
<b>2,000 TO 4,999</b>	4,885 EAGAR	6	96	Cap of 720	Up to 40 hrs/yr	None	
	4,865 THATCHER	6	may be taken, subject to accrual	800 sick & vac combined	No	Based on graduated scale depending on length of service	
	4,821 COLORADO CITY		PTO - see vacation	PTO - see vacation	PTO - see vacation	PTO - see vacation	
	4,282 PINETOP-LAKESIDE	0	96	1,040	No	33% if 10 years of service	
	4,112 TAYLOR	0	96	720	No	None	
	4,097 CLARKDALE	0	N/A	1,040	No	Up to 560, dependent upon years of service	
	3,894 DEWEY-HUMBOLDT	3	9	200	No	None	
	3,757 WILLCOX	1	96	1,000	Retirement Only	50% over 750 hrs; 25% from 501-749; 10% up to 300-500	
	3,677 QUARTZSITE	1	12	No Limit	No	None	
	3,480 ST. JOHNS	6	0	1,000	No	None	
	3,363 CAREFREE	3	56	200	Yes	100%	
	3,311 CLIFTON	1	96	No Limit	No	None	
	3,083 PARKER	1	96	500	No	None	
	3,023 WILLIAMS	6	96	960	After 10 yrs. of service upon termination	33.33% if 10 years of service	
	2,882 WELLTON	3	120	No Limit	No	None	
	2,837 SUPERIOR	0	127	240	No	None	
	2,387 PIMA	**** INFORMATION NOT AVAILABLE ****					
	2,310 STAR VALLEY	6	1-5/96; 6-10/144	1.5x annual accrual	No	None	
<b>UNDER 2,000</b>	1,961 SPRINGERVILLE	6	80	480	No	None	
	1,950 KEARNY	6	240	240	No	None	
	1,922 GILA BEND				Yes		
	1,853 HUACHUCA CITY	0	96	240	No	None	
	1,837 MIAMI	0	80	No Limit	No	None	
	1,426 MAMMOTH	**** INFORMATION NOT AVAILABLE ****					
	1,380 TOMBSTONE	6	240	240	No	None	
	1,314 FREDONIA	0	No limit	No Limit	No	None	
	913 PATAGONIA	6	360	360	No	None	
	696 DUNCAN	6	No limit	No Limit	No	None	
	662 HAYDEN	3	240	240	No	None	
	558 TUSAYAN	0	No limit	No Limit	No	None	
	444 JEROME	**** INFORMATION NOT AVAILABLE ****					
	353 WINKELMAN	3	240	0	No	None	

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



## GROUP INSURANCE

POPULATION (2010 Census Figure)	CITY/TOWN	TYPE OF INSURANCE			PERCENTAGE PAID BY CITY/TOWN					
		HEALTH & LIFE	DENTAL	LONG TERM DISABILITY	EMPLOYEE HEALTH BENEFIT PACKAGE	DEPENDENTS BENEFIT PACKAGE	RETIREE BENEFIT PACKAGE	AMOUNT OF RETIREE STIPEND	AVERAGE MONTHLY COST FOR BENEFIT PACKAGE	
<b>OVER 50,000</b>	1,447,128	PHOENIX	Yes	Yes	Yes	80	80	Varies	Varies	Unavailable
	520,116	TUCSON	Yes	Yes	Yes	86	83	75	200 single; 375 retired	917
	439,041	MESA	Yes	Yes	Yes	Varies	Varies	Varies	Varies	Unavailable
	236,326	CHANDLER	Yes	Yes	Yes	80-100	80	0	0	Unavailable
	226,721	GLENDALE	Yes	Yes	Yes	85	75	0	0	580
	217,385	SCOTTSDALE	Yes	Yes	Yes	80	75	0	0	1180
	208,352	GILBERT	Yes	Yes	Yes	80	80	0	0	1133.52
	161,719	TEMPE	Yes	Yes	Yes	100	70	100	Unknown	1000
	154,065	PEORIA	Yes	Yes	Yes	Varies	Varies	0	0	Varies
	117,517	SURPRISE	Yes	Yes	Yes	90	78	0	0	Unavailable
	90,660	YUMA	Yes	Yes	ASRS	Varies	Varies	0	0	601
	76,238	AVONDALE	Yes	Yes	Yes	Varies	Varies	0	0	820
	65,870	FLAGSTAFF*	Yes	Yes	Yes	100	50	0	0	543
	65,275	GOODYEAR	Yes	Yes	Yes	Varies	Varies	0	0	Varies
	17,509	LAKE HAVASU CITY	Yes	Yes	Yes	Varies	80	Varies	0	Varies
	50,876	BUCKEYE	Yes	Yes	ASRS	85	77	0	0	700
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	Yes	Yes	Yes	100	50	0	0	480.66
	43,888	SIERRA VISTA	Yes	Yes	No	100	0	Varies	Varies	693
						100 HSA / percent for				
	43,482	MARICOPA	Yes	Yes	Yes	100 HSA / percent for PPO		0	0	1513
	41,011	ORO VALLEY	Yes	Yes	Yes	85	80	0	0	326
	39,843	PRESCOTT	Yes	Yes	Yes	100	58	0	0	750
	39,540	BULLHEAD CITY	Yes	Yes	Yes	100	0	0	N/A	1078.34
	38,822	PRESCOTT VALLEY	Yes	Yes	Yes	Health:60; Dental:50	Health:40; Dental:50	0	0	798
	35,840	APACHE JUNCTION	Yes	Yes	ASRS	92	50	0	N/A	659
	34,961	MARANA	Yes	Yes	Yes	88	78	0	0	905
	31,797	EL MIRAGE	Yes	Yes	No	99-100	70	0	0	827
	28,068	KINGMAN	Yes	Yes	No	96	70	47	0	589
	27,909	SAN LUIS	Yes	Yes	Yes	75	75	75	0	542
	26,361	QUEEN CREEK	Yes	Yes	Yes	90	60	0	0	655
	25,536	FLORENCE	Yes	Yes	No	100	78	0	0	632.33
	25,259	SAHUARITA	Yes	Yes	Yes	100	75	0	0	1056
	22,489	FOUNTAIN HILLS	Yes	Yes	Yes	100	70-82	0	0	670
	20,837	NOGALES	**** INFORMATION NOT AVAILABLE ****							
	17,509	DOUGLAS	Yes	Yes	Yes	100	43	0	0	Single: 437; Family: 731
	16,631	ELOY	Yes	Yes	Yes	100	70	0	0	608.36
	15,301	PAYSON	Yes	Yes	Yes	65	65	78	0	440
	14,287	SOMERTON	Yes	No	Yes	100	75	Varies	0	750
	12,820	PARADISE VALLEY	Yes	Yes	Yes	100	75	0	0	1103
	11,825	COOLIDGE	Yes	Yes	Yes	100	70	0	0	550
	11,265	COTTONWOOD	Yes	Yes	No	100	60+	0	0	957.26
	10,873	CAMP VERDE	Yes	Yes	Yes	100	40	0	0	747
	10,817	CHINO VALLEY	Yes	Yes	Yes	100	30	11.34	0	655
	10,660	SHOW LOW	Yes	Yes	ASRS	100	80	0	0	1127
	10,031	SEDONA	Yes	Yes	No	100	Varies	0	0	558

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	TYPE OF INSURANCE			PERCENTAGE PAID BY CITY/TOWN					
		HEALTH & LIFE	DENTAL	LONG TERM DISABILITY	EMPLOYEE HEALTH BENEFIT PACKAGE	DEPENDENTS BENEFIT PACKAGE	RETIREE BENEFIT PACKAGE	AMOUNT OF RETIREE STIPEND	AVERAGE MONTHLY COST FOR BENEFIT PACKAGE	
<b>5,000 TO 9,999</b>	9,655	WINSLOW	Yes	Yes	No	90	50	0	0	502
	9,566	SAFFORD	Yes	Yes	No	91	74.8	0	Up to 433	857.24
	7,532	GLOBE	Yes	Yes	Yes	100	33.3	0	0	721
	7,247	PAGE	Yes	Yes	Yes	90	100	0	0	472.03
	6,545	TOLLESON	Yes	Yes	Yes	100	Varies	0	0	714
	6,363	WICKENBURG	Yes	Yes	ASRS	100	70	0	0	960
	6,156	YOUNGTOWN	Yes	Yes	Yes	100	60	0	0	465
	5,652	SOUTH TUCSON	Yes	Yes	No	Varies	Varies	0	0	325.25
	5,590	SNOWFLAKE	Yes	Yes	Yes	90	70	0	0	1150
	5,575	BISBEE	Yes	Yes	Yes	100	0	0	0	540
	5,523	GUADALUPE	Yes	Yes	Yes	100	0	0	0	619
	5,476	LITCHFIELD PARK	Yes	Yes	Yes	99	0	0	0	931
	5,105	BENSON	Yes	Yes	Yes	91	79	0	0	594
	5,053	HOLBROOK	Yes	Yes	Yes	91	79	0	0	1100
	5,015	CAVE CREEK	Yes	Yes	Yes	pay dollar amount	pay dollar amount	0	0	1123
<b>2,000 TO 4,999</b>	4,885	EAGAR	Yes	Yes	Yes	90	70	0	0	804
	4,865	THATCHER	Yes	Yes	No	100	100	0	0	658.24
	4,821	COLORADO CITY	Life only	Yes	Yes	100	0	0	0	75
	4,282	PINETOP-LAKESIDE	Yes	Yes	ASRS	96	80	0	0	750
	4,112	TAYLOR	Yes	Yes	Yes	90	80	0	0	534
	4,097	CLARKDALE	Yes	Yes	Yes	100	65	0	0	1760
	3,894	DEWEY-HUMBOLDT	Yes	Yes	No	100	0	0	0	Approx. 800
	3,757	WILLCOX	Yes	No	No	100	80	0	0	650
	3,677	QUARTZSITE	Yes	Yes	No	100	45	0	0	510
	3,480	ST. JOHNS	Yes	Yes	No	91	38	0	0	980
	3,363	CAREFREE	Yes	Yes	Yes	100	pay dollar amount	0	0	775
	3,311	CLIFTON	Yes	Yes	Yes	100	100	0	0	696
	3,083	PARKER	Yes	Yes	Yes	100	50	0	0	500
	3,023	WILLIAMS	Yes	Yes	No	99	61	0	0	580
	2,882	WELLTON	Yes	No	No	100	0	0	0	576
	2,837	SUPERIOR	Yes	No	No	99	0	0	0	517
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****							
	2,310	STAR VALLEY	Yes	Yes	Yes	100	0	0	0	950
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	Yes	Yes	Yes	90	15	0	0	920
	1,950	KEARNY	Yes	Yes	No	100	0	0	0	740
	1,922	GILA BEND	Yes	Yes	Yes	100	50	0	0	600
	1,853	HUACHUCA CITY	Yes	Yes	No	100	0	0	0	601.20
	1,837	MIAMI	Yes	Yes	No	0	0	0	0	686
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****							
	1,380	TOMBSTONE	Yes	Yes	Yes	100	0	11.34	0	520.41
	1,314	FREDONIA	Yes	Yes	Yes	100	100	0	0	1100
	913	PATAGONIA	Health	No	No	100	0	0	0	293
	696	DUNCAN	Yes	Yes	Yes (50%)	100	100	50	50	990
	662	HAYDEN	Yes	Yes	Yes	100	70	0	0	615
	558	TUSAYAN	Health	Yes	No	100	0	0	0	750
	444	JEROME	**** INFORMATION NOT AVAILABLE ****							
	353	WINKELMAN	Yes	Yes	No	100	100	0	0	800

## GROUP INSURANCE

POPULATION (2010 Census Figure)		CITY/TOWN	INSURANCE COMPANIES PROVIDING COVERAGE	INSURANCE POOL	SELF- INSURED	HSA	RHSA	HRA	WELLNESS INCENTIVES
<b>OVER 50,000</b>	1,447,128	PHOENIX	BCBS; Cigna	No	Yes	Yes	Yes	Yes	Yes
	520,116	TUCSON	CIGNA; Avesis; MetLife; Dearborn National	No	No	Yes	No	Yes	Limited
	439,041	MESA	Lease BCBS network for medical; Delta Dental PPO network	No	Yes	No	No	No	No
	236,326	CHANDLER	BCBS ; Delta Dental; VSP Vision; Anthem Life; VOYA (for Life insurance)	No	Yes	Yes	No	No	Yes
	226,721	GLENDALE	BCBS; Delta Dental; Aceso; SunLife; ASRS; PSPRS; Great Western	No	Yes	No	No	No	Yes
	217,385	SCOTTSDALE	Cigna; Cigna for LTD for PSPRS; Sedgwick for LTD for ASRS	No	Yes	Yes	Yes	No	Yes
	208,352	GILBERT	Town of Gilbert Medical (Self Insured); Delta Dental; Standard Ins.; ASRS LTD	No	Yes	Yes	No	No	No
	161,719	TEMPE	City of Tempe with Cigna Great West Network; TPA Allegiance	No	Yes	No	No	No	Yes
	154,065	PEORIA	BCBS; United Concordia; Assurant; Nationwide; Sightcare	No	Yes	No	Yes	No	No
	117,517	SURPRISE	BCBS; MetLife; Avesis; ASRS; Standard Insurance Company (Life Insurance)	No	Yes	No	No	No	Yes
	90,660	YUMA	Yuma Area Benefit Consortium	Yes	Yes	Yes	No	No	No
	76,238	AVONDALE	Arizona Metropolitan Trust	No	Yes	Yes	No	Varies	Yes
	65,870	FLAGSTAFF*	BCBS; Delta Dental; Minnesota Life; Reliance Standard	Yes	Yes	Yes	No	No	No
	65,275	GOODYEAR	Cigna-Health & Dental; The Standard-Life Ins.	No	No	Yes	Police only	No	Yes
	52,527	LAKE HAVASU CITY	Northwest Arizona Employee Benefit Trust C/O Gilsbar	Yes	Partial	Yes	No	No	Yes
	50,876	BUCKEYE	Cigna; MetLife; Ameritas; STD; Vol Life and/or Vol AD&D; Sun Life	No	No	Yes	No	No	Yes
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	Cigna; Principal	No	No	No	No	No	No
	43,888	SIERRA VISTA	Health and Dental are self insured	No	Yes	No	No	No	No
	43,482	MARICOPA	Cigna; Superior, HSA Bank; Lincoln Financial (STD); Fort Dearborn Life; Polstar Partners (FSA & Cobra)	No	No	Yes	No	Yes	Yes
	41,011	ORO VALLEY	United Healthcare; Principal	No	Yes	Yes	No	No	Yes
	39,843	PRESCOTT	Yavapai Combined Trust	Trust	Yes	Yes	No	No	No
	39,540	BULLHEAD CITY	Northwest Arizona Employee Benefit Trust	Yes	Yes	Yes	No	Yes	Yes
	38,822	PRESCOTT VALLEY	BCBS; Ameritas; Companion Life	No	No	No	No	No	No
	35,840	APACHE JUNCTION	AzMT (Arizona Metropolitan Trust)	Yes	Partial	Yes	No	No	No
	34,961	MARANA	Cigna, Delta Dental, EDS and Harford, ASRS	No	Yes	Yes	No	No	No
	31,797	EL MIRAGE	AzMT (Arizona Metropolitan Trust)	Yes	Pool	No	No	Fire only	Yes
	28,068	KINGMAN	Northwest Arizona Employee Benefit Trust	Yes	No	Yes	No	No	Yes
	27,909	SAN LUIS	Mayo Health Clinic; Standard Life; Short Term and Long Term	No	Yes	No	No	No	No
	26,361	QUEEN CREEK	United HealthCare; Delta Dental; VSP; ING	Yes	Yes	Yes	No	No	No
	25,536	FLORENCE	UHC; Principal	No	No	No	No	No	No
	25,259	SAHUARITA	United HealthCare; EDS; Mutual of Omaha	No	No	No	No	No	No
	22,489	FOUNTAIN HILLS	BlueCross ( AzMT medical); Delta Dental; VSP; Securian Life; Mutual of Omaha LTD	Yes	No	Yes	No	No	Yes
	20,837	NOGALES	**** I N F O R M A T I O N   N O T   A V A I L A B L E ****						
	17,509	DOUGLAS	City of Douglas Group; American Public Life; Ameritas Dental; VSP	No	Yes	No	No	No	No
	16,631	ELOY	United Healthcare; Principal Dental; Avesis; United Healthcare Life	No	No	No	No	No	No
	15,301	PAYSON	APEHP; BCBS; Reliance; Guardian Dental; ASRS/PSPRS	Yes	Yes	Yes	No	No	No
	14,287	SOMERTON	EMI Health; Transwestern; Lincoln Financial	Yes	No	Yes	No	No	No
	12,820	PARADISE VALLEY	APEHP; Delta Dental; Standard Insurance; VSP	Yes	Yes	Yes	No	No	Yes
	11,825	COOLIDGE	Gary L Johnson & Assoc. (Principal, Avesis, United Healthcare); ASRS; PSPRS	No	No	No	No	No	No
	11,265	COTTONWOOD	APEHP (pool) - (BCBS; Ameriben; Delta Dental; VSP)	Yes	No	Yes	No	No	No
	10,873	CAMP VERDE	APEHP; Delta Dental; VSP	Yes	No	Yes	No	No	No
	10,817	CHINO VALLEY	Yavapai Combined Trust - Summit third party administrator Gilsbar/BCBS; Assurant; Avesis; Mutual of Omaha; EAP Jorgensen Brooks Group;	Yes	Yes	Yes	No	No	Yes
	10,660	SHOW LOW	Consult a Doctor; ASRS	No	Yes	Yes	No	No	Yes
	10,031	SEDONA	BCBS network	Yes	Yes	Yes	No	No	Yes

\* Please Note: Flagstaff information is from the 2016 Salary Survey

POPULATION (2010 Census Figure)	CITY/TOWN	INSURANCE COMPANIES PROVIDING COVERAGE	INSURANCE POOL	SELF- INSURED	HSA	RHSA	HRA	WELLNESS INCENTIVES
<b>5,000 TO 9,999</b>	9,655	WINSLOW	Rural Arizona Group Health Trust	Yes	No	No	No	Yes
	9,566	SAFFORD	Rural Arizona Group Health Trust	Yes	No	No	Yes	Yes
	7,532	GLOBE	BCBS; MetLife; VSP; Mutal of Omaha	No	No	No	No	No
	7,247	PAGE	Rural Arizona Group Health Trust	Yes	No	Yes	No	Yes
	6,545	TOLLESON	BCBS; MetLife	No	No	No	No	Yes
	6,363	WICKENBURG	BCBS; United Concordia; Avesis; US Able; ASRS and PSPRS	No	No	Yes	No	Yes
	6,156	YOUNGTOWN	AzMT; BCBS; Delta Dental; Minnesota Life; ASRS provides LTD	Yes	Yes	Yes	No	Yes
	5,652	SOUTH TUCSON	United Healthcare	No	No	No	Yes	No
	5,590	SNOWFLAKE	Meritain; BCBS; Avesis	Yes	Yes	Yes	No	Yes
	5,575	BISBEE	United HealthCare; Delta Dental; Mutual of Omaha	No	No	No	No	No
	5,523	GUADALUPE	BCBS; MetLife; Avesis; Standard Life	No	Yes	No	No	No
	5,476	LITCHFIELD PARK	United Healthcare; Guardian	No	No	Yes	Yes	No
	5,105	BENSON	BCBS; Principal; VSP; AFLAC supplemental	Yes	No	Yes	No	No
	5,053	HOLBROOK	Rural Arizona Group Health Trust; Blue Cross Blue Shield Network	Yes	Yes	No	No	Yes
	5,015	CAVE CREEK	Health Net; MetLife; Avesis (Jan.-June) Ameriben; Ins. Pool; MetLife; Avesis (July-Dec.)	No (Jan-June) Yes (July-Dec)	No	No	No	Yes
<b>2,000 TO 4,999</b>	4,885	EAGAR	Rural Arizona Group Health Trust	Yes	No	No	No	Yes
	4,865	THATCHER	Cigna; Delta Dental	No	Yes	No	No	Yes
	4,821	COLORADO CITY	Human Dental; Guardian Vision/Life & Key Benefits MEC Plan	No	No	Yes	No	No
	4,282	PINETOP-LAKESIDE	APEHP	Yes	No	Yes	No	No
	4,112	TAYLOR	Rural Arizona Group Health Trust	Yes	No	Yes	No	Yes
	4,097	CLARKDALE	BCBS (via Ameriben); APEHP		No	Yes	No	No
	3,894	DEWEY-HUMBOLDT	BCBS	Yes	No	Yes	No	No
	3,757	WILLCOX	United HealthCare; MetLife	Yes	No	No	Yes	Yes
	3,677	QUARTZSITE	BCBS; Principal Financial; Vision Service Plus	No	No	No	No	No
	3,480	ST. JOHNS	Rural Arizona Group Health Trust	Yes	No	Yes	No	Yes
	3,363	CAREFREE	Healthnet; Delta Dental; Vision Services Plan; Hartford Insurance	No	No	No	No	No
	3,311	CLIFTON	BCBS	No	No	No	No	No
	3,083	PARKER	BCBS	Yes	Yes	Yes	No	Yes
	3,023	WILLIAMS	Rural Arizona Group Health Trust; Avesis, Colonial Life	Yes	No	Yes	No	300
	2,882	WELLTON	BCBS	No	No	No	No	No
	2,837	SUPERIOR	Health Net; AMRRP - Liability and Workman's Comp	Yes	No	Yes	No	No
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****					
	2,310	STAR VALLEY	BCBS; Delta Dental; Infinity	No	Yes	No	No	No
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	Rural Arizona Group Health Trust	Yes	Yes	No	No	No
	1,950	KEARNY	Health Net; United HealthCare	Yes	No	No	No	Yes
	1,922	GILA BEND	Aetna; United Concordia; Usable, VSP	No	Yes	No	No	No
	1,853	HUACHUCA CITY	BCBS	No	No	No	No	No
	1,837	MIAMI	Meritain; Avesis	Yes	No	No	No	No
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****					
	1,380	TOMBSTONE	Rural Arizona Group Health Trust; Standard Life; Avesis	No	No	Yes	No	Yes
	1,314	FREDONIA	BCBS; TDA Dental	No	No	Yes	No	No
	913	PATAGONIA	HealthNet	No	No	No	No	No
	696	DUNCAN	Security Life; Health Net of Arizona	Yes	No	No	No	No
	662	HAYDEN	BCBS; Principal; Avesis	No	No	No	No	No
	558	TUSAYAN	Multiple - Employer reimburses employee	No	No	No	No	No
	444	JEROME	**** INFORMATION NOT AVAILABLE ****					
	353	WINKELMAN	HealthNet; MetLife; Genworth Financial	No	No	No	No	No

**PAID HOLIDAYS**

POPULATION (2010 Census Figure)	CITY/TOWN	TOTAL NUMBER	PRESIDENTS DAY	MARTIN LUTHER KING, JR. DAY	COLUMBUS DAY	FRIDAY AFTER THANKSGIVING	VETERANS DAY	BIRTHDAY	OTHER		
<b>OVER 50,000</b>	1,447,128	PHOENIX	11.5	Yes	Yes	No	Yes	Yes	No	CC; CE 1/2 day; FH	
	520,116	TUCSON	11	Yes	Yes	No	No	Yes	Fire & Police	CC; FH (not Fire or Police)	
	439,041	MESA	10	Yes	Yes	No	Yes	Yes	No	2 PD; 3 for Execs	
	236,326	CHANDLER	11	Yes	Yes	No	Yes	Yes	No	PD inc. in 11 holidays	
	226,721	GLENDALE	11.5	Yes	Yes	Yes	Yes	Yes	No	1 1/2 FH	
	217,385	SCOTTSDALE	10	Yes	Yes	No	Yes	No	No	FH-included in total of 10 holidays	
	208,352	GILBERT	11	Yes	Yes	No	Yes	No	No	2 FH for 4/10's, 3 FHfor 5/8's, F-8 hrs FH in pay period inc July 1	
	161,719	TEMPE	12	Yes	Yes	No	Yes	Yes	Yes	CC	
	154,065	PEORIA	10	Yes	Yes	No	Yes	Yes	No	Floating CC for AFSCME Represented	
	117,517	SURPRISE	11	Yes	Yes	No	Yes	Yes	No	FH	
	90,660	YUMA	11	Yes	Yes	No	Yes	Yes	No	CE	
	76,238	AVONDALE	11	Yes	Yes	No	Yes	Varies	No	None	
	65,870	FLAGSTAFF*	11	Yes	Yes	No	Yes	Yes	No	FH	
	65,275	GOODYEAR	11	Yes	Yes	No	Yes	Yes	No	FH	
	52,527	LAKE HAVASU CITY	11	Yes	Yes	No	Yes	Yes	No	GF	
	50,876	BUCKEYE	10	Yes	Yes	No	Yes	Yes	No	CE - 6 hours	
	<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	10	Yes	Yes	No	Yes	No	Yes	None
		43,888	SIERRA VISTA	12	Yes	Yes	No	Yes	Yes	No	FH & CE (unless CE is weekend, then Columbus Day)
43,482		MARICOPA	9	Yes	Yes	No	Yes	Yes	No	FH; NY	
41,011		ORO VALLEY	13	Yes	Yes	No	Yes	Yes	Yes	CE; NY	
39,843		PRESCOTT	10	Yes	Yes	No	Yes	Yes	No	None	
39,540		BULLHEAD CITY	11	Yes	Yes	No	Yes	Yes	No	1/2 CE; 1/2 NY	
38,822		PRESCOTT VALLEY	11	Yes	Yes	No	Yes	Yes	No	CE	
35,840		APACHE JUNCTION	9	Yes	Yes	No	No	Yes	Yes - as leave	None	
34,961		MARANA	10	Yes	Yes	No	Yes	Yes	No	None	
31,797		EL MIRAGE	11	Yes	Yes	No	Yes	Yes	No	CE (not observed if on Sat or Sun); FH	
28,068		KINGMAN	10.5	Yes	Yes	No	Yes	Yes	No	1/2 day CE or NY	
27,909		SAN LUIS	12	Yes	Yes	Yes	Yes	Yes	Yes	None	
26,361		QUEEN CREEK	11	Yes	Yes	No	Yes	Yes	No	FH	
25,536		FLORENCE	11	Yes	Yes	Yes	Yes	Yes	No	None	
25,259		SAHUARITA	10	Yes	Yes	No	Yes	Yes	No	None	
22,489		FOUNTAIN HILLS	10	Yes	Yes	No	Yes	Yes	No	None	
20,837		NOGALES	***** I N F O R M A T I O N   N O T   A V A I L A B L E *****								
17,509		DOUGLAS	11	Yes	Yes	No	Yes	Yes	Yes	None	
16,631		ELOY	11	Yes	Yes	No	Yes	Yes	No	1/2 day CE and 1/2 day NY	
15,301		PAYSON	10	Yes	Yes	No	Yes	Yes	No	None	
14,287		SOMERTON	12	Yes	Yes	No	Yes	Yes	No	CC; GF 1/2 day; CE 1/2 day	
12,820		PARADISE VALLEY	13	Yes	Yes	No	Yes	Yes	No	2 PD; 1 Special Holiday	
11,825		COOLIDGE	10	Yes	Yes	No	Yes	Yes	No	None	
11,265		COTTONWOOD	11	Yes	Yes	No	Yes	Yes	Yes	FH (for birthday)	
10,873		CAMP VERDE	11	Yes	Yes	No	Yes	Yes	No	CE	
10,817		CHINO VALLEY	10	Yes	Yes	No	Yes	Yes	No	FH	
10,660		SHOW LOW	10	Yes	Yes	No	Yes	Yes	No	None	
10,031	SEDONA	11	Yes	Yes	No	Yes	Yes	No	FH		

\* Please Note: Flagstaff information is from the 2016 Salary Survey

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

POPULATION (2010 Census Figure)	CITY/TOWN	TOTAL NUMBER	PRESIDENTS DAY	MARTIN LUTHER KING, JR. DAY	COLUMBUS DAY	FRIDAY AFTER THANKSGIVING	VETERANS DAY	BIRTHDAY	OTHER	
<b>5,000 TO 9,999</b>	9,655	WINSLOW	12	Yes	Yes	No	Yes	Yes	No	Presidential Election day
	9,566	SAFFORD	9	No	Yes	No	No	Yes	No	1/2 day CE-if Christmas falls on Tues-Fri
	7,532	GLOBE	11	Yes	Yes	No	Yes	Yes	No	FH
	7,247	PAGE	10	Yes	No	No	*	Yes	No	* since work days vary, some get as a holiday, some don't; FH
	6,545	TOLLESON	11	Yes	Yes	No	Yes	Yes	No	CC
	6,363	WICKENBURG	11	Yes	No	No	Yes	Yes	No	CE, NY
	6,156	YOUNGTOWN	11	Yes	Yes	No	Yes	Yes	No	FH
	5,652	SOUTH TUCSON	12	Yes	Yes	Yes	Yes	Yes	No	CC
	5,590	SNOWFLAKE	11	Yes	Yes	No	Yes	Yes	Yes	None
	5,575	BISBEE	11	Yes	Yes	Yes	Yes	Yes	No	None
	5,523	GUADALUPE	13	Yes	Yes	No	Yes	Yes	Yes	CC; GF
	5,476	LITCHFIELD PARK	11	Yes	Yes	No	Yes	Yes	No	CE
	5,105	BENSON	10	Yes	Yes	No	Yes	Yes	No	None
	5,053	HOLBROOK	12	Yes	Yes	Yes	Yes	Yes	No	FH
	5,015	CAVE CREEK	12	Yes	Yes	Yes	Yes	Yes	Yes	None
<b>2,000 TO 4,999</b>	4,885	EAGAR	10	Yes	Yes	No	No	Yes	No	CE
	4,865	THATCHER	10.5	Yes	Yes	Yes	No	Yes	No	1/2 CE
	4,821	COLORADO CITY	6	No	No	No	No	No	No	None
	4,282	PINETOP-LAKESIDE	12	Yes	Yes	No	Yes	Yes	Yes	None
	4,112	TAYLOR	12	Yes	No	Yes	Yes	Yes	Yes	CE
	4,097	CLARKDALE	10	Yes	Yes	No	Yes	Yes	No	None
	3,894	DEWEY-HUMBOLDT	10	Yes	Yes	No	Yes	Yes	No	PD (inc in 10 total days)
	3,757	WILLCOX	13	Yes	Yes	Yes	Yes	Yes	No	FH; 1/2 CE and 1/2 NY
	3,677	QUARTZSITE	11	Yes	Yes	No	Yes	Yes	Yes	None
	3,480	ST. JOHNS	12	Yes	Yes	Yes	No	Yes	No	CE; FH
	3,363	CAREFREE	12	Yes	Yes	No	Yes	Yes	No	CE; FH
	3,311	CLIFTON	11.5	Yes	No	No	Yes	Yes	Yes	GF 1/2 day
	3,083	PARKER	11	Yes	Yes	Yes	Yes	Yes	No	CE; NY
	3,023	WILLIAMS	11	Yes	Yes	Yes	Yes	Yes	No	None
	2,882	WELLTON	10	Yes	Yes	Yes	No	Yes	No	None
	2,837	SUPERIOR	11	Yes	Yes	Yes	Yes	Yes	No	None
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****							
	2,310	STAR VALLEY	12	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	10	Yes	Yes	No	No	Yes	No	CE; NY
	1,950	KEARNY	10	No	No	No	Yes	Yes	No	CE; NY
	1,922	GILA BEND	11	Yes	Yes	No	Yes	Yes	No	CE
	1,853	HUACHUCA CITY	11	Yes	Yes	Yes	Yes	Yes	No	None
	1,837	MIAMI	11	Yes	Yes	No	Yes	Yes	No	PD; GF
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****							
	1,380	TOMBSTONE	10	Yes	Yes	No	Yes	Yes	No	GF
	1,314	FREDONIA	10	Yes	Yes	No	Yes	Yes	No	None
	913	PATAGONIA	10	Yes	Yes	No	Yes	Yes	No	None
	696	DUNCAN	9	Yes	Yes	Yes	No	Yes	Yes	None
	662	HAYDEN	12	Yes	Yes	No	Yes	Yes	No	CE; NY
	558	TUSAYAN	10	Yes	Yes	No	Yes	Yes	No	None
	444	JEROME	**** INFORMATION NOT AVAILABLE ****							
	353	WINKELMAN	13	Yes	Yes	Yes	Yes	Yes	No	CE; NY

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

## MISCELLANEOUS FRINGE BENEFITS

### ANNUAL UNIFORM POLICY

POPULATION (2010 Census Figure)	CITY/TOWN	POLICE DEPARTMENT	FIRE DEPARTMENT	OTHERS	MILEAGE ALLOWANCE	TUITION REIMBURSEMENT	
<b>OVER 50,000</b>	1,447,128	PHOENIX	Varies	129.75	Varies AFSME 200; CWA 400; No Repts 300; P & F (allowance above is maintenance)	.54 6,500	
	520,116	TUCSON	250	250	Varies	.56 1,500	
	439,041	MESA	990	550	Varies	.54 8,124/FT	
	236,326	CHANDLER	Varies	675	Varies	.54 5,000	
	226,721	GLENDALE	1,000	800	L; M; PW; TW; TP M; PM; PW; Human Svcs. Maintenance Workers; Preserve; WestWorld	.565 Suspended	
	217,385	SCOTTSDALE	850	700	MR; PM; PW; M	.54 2,000	
	208,352	GILBERT	750	840	Detention-\$900; Traffice Enforcement, CSO-\$900; ID Tech- \$900; PW- \$125	.54 5,000 annually	
	161,719	TEMPE	1000/add \$450	525	Varies	.54 5,000	
	154,065	PEORIA	Varies	Varies	C; I; M; PM; PW; TP	.54 4,000	
	117,517	SURPRISE	1,300	1,200	AI; C; M; MR; PM; PW; TP	.51 1,500 annually	
	90,660	YUMA	F	F	PW; TP	.555 Varies	
	76,238	AVONDALE	1,500	750	D; L; M; MR; PM; PW; TP	.555 Varies	
	65,870	FLAGSTAFF*	1,600	500	M; PM; PW; TP	GSA 4,500	
	65,275	GOODYEAR	2,024	1699	F&C-D; L; M; MR; PM; PW; TC; TP	.55 Varies	
	17,509	LAKE HAVASU CITY	F&C	F&C		.54 5,250	
	50,876	BUCKEYE	1,800	800			
<b>10,000 TO 49,999</b>	48,571	CASA GRANDE	530	600	L; M; PM; PW; TP	.54 Suspended	
	43,888	SIERRA VISTA	1,200	N/A	D - \$600/yr; Police Records - \$600/yr	0 50% per class	
	43,482	MARICOPA	Varies	Varies		.54 0	
	41,011	ORO VALLEY	1,200	0	L; M; MR; PM; PW; TC	.54 3,000/yr	
	39,843	PRESCOTT	F & C	F	M; PM; PW; TC; TP	.54 0	
	39,540	BULLHEAD CITY	1,400/S; 1,200/C	N/A	M; PW; TP; PM	.575 2,500	
	38,822	PRESCOTT VALLEY	1,100	N/A		.445 0	
	35,840	APACHE JUNCTION	1,250	N/A	SWAT \$450 in addition to Police Uniform; L; M; PM; PW; MR	.54 3,500	
	34,961	MARANA	1,200	N/A	I; L; M; PM; PW; TP	.54 0	
	31,797	EL MIRAGE	1,100	729	PM; PW; TP	.54 4,000/2,000	
	28,068	KINGMAN	N/A	N/A	PW; D; I; M; PM; TP; Police; Fire; Transit	.575 4,500	
	27,909	SAN LUIS	25,000	No Limit	C; D; M; MR; PM; PW	.505 2400/yr	
	26,361	QUEEN CREEK	N/A	500	\$350 per person; I; L; M; MR; PM; PW; TC	.54 4,000	
	25,536	FLORENCE	900	825	PW; PM; TP	.56 Suspended	
	25,259	SAHUARITA	1,200	N/A	AI; PM; PW; TP	.445 2,400	
	22,489	FOUNTAIN HILLS	N/A	N/A	M; PM; PW	.54 Varies by budget	
	20,837	NOGALES	**** I N F O R M A T I O N   N O T   A V A I L A B L E ****				
	17,509	DOUGLAS	760	517	D; L; M; MR; PM; PW; TP;	.375 10,000	
	16,631	ELOY	650	0	D; Evidence Tech; PM; PW;	.54 2,000	
	15,301	PAYSON	1,000	900	Animal Control; Detectives; Fire; Police	0 0	
	14,287	SOMERTON	500	600	D; L; M; PM; PW; TP	.505 Varies	
	12,820	PARADISE VALLEY	1,300	N/A	D; Police Clerical; PW;	0 2,500	
	11,825	COOLIDGE	38,500	2,600	AI; C; I; M; PM; PW; TC; TP	.565 0	
	11,265	COTTONWOOD	0	780		0 5,000/yr	
	10,873	CAMP VERDE	1,200	N/A	Animal Control; Investigator; Evidence Custodian \$900/yr; C; M; PM; PW; TC; TP \$160/yr	.54 0	
	10,817	CHINO VALLEY	1,500	N/A	I; L; M; PM; PW; TC; TP	.54 0	
	10,660	SHOW LOW	1,400	N/A	PW (receives 388.00 per year)	50% IRS rate 0	
	10,031	SEDONA	1,200	N/A	D; PM; PW; TP	.54 0	

\* Please Note: Flagstaff information is from the 2016 Salary Survey

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

**ANNUAL UNIFORM POLICY**

POPULATION (2010 Census Figure)	CITY/TOWN	POLICE DEPARTMENT	FIRE DEPARTMENT	OTHERS	MILEAGE ALLOWANCE	TUITION REIMBURSEMENT	
<b>5,000 TO 9,999</b>	9,655	WINSLOW	0	0	0	0	
	9,566	SAFFORD	1,200	F	L; M; MR; PM; PW	5,250	
	7,532	GLOBE	900	600		0	
	7,247	PAGE	800	400		0	
	6,545	TOLLESON	1,200-1,500	100/mo	D; I; M; MR; PM; PW; TP	4,000	
	6,363	WICKENBURG	1,300	Reimbursed	D; M; MR; PM; PW; TP	0	
	6,156	YOUNGTOWN	0	0	I; PW	0	
	5,652	SOUTH TUCSON	650	975	Police; Full Time Firefighter and Captain	0	
	5,590	SNOWFLAKE	1,590	N/A	PW-\$400	0	
	5,575	BISBEE	750	750	PW-\$100 boot reimbursement	0	
	5,523	GUADALUPE	0	250	PW	0	
	5,476	LITCHFIELD PARK	0	0	PW	5000	
	5,105	BENSON	1,200	800	C; I; PM; PW; TP	0	
	5,053	HOLBROOK	25,000	1,000		0	
	5,015	CAVE CREEK	100			Varies	
<b>2,000 TO 4,999</b>	4,885	EAGAR	1,500	400	C; M; PW	2,000/yr	
	4,865	THATCHER	1,200	0	M; PM; PW; TC	N/A	
	4,821	COLORADO CITY	900	N/A	Police Officer	100%	
	4,282	PINETOP-LAKESIDE	2,400	N/A	PW; PM; C; I	0	
	4,112	TAYLOR	N/A	0	PW	0	
	4,097	CLARKDALE	1,200	N/A	PW \$300	0	
	3,894	DEWEY-HUMBOLDT	N/A	N/A	N/A	0	
	3,757	WILLCOX	300	0	D; M; L; MR; PM; TC; TP	0	
	3,677	QUARTZSITE	700	N/A		0	
	3,480	ST. JOHNS	0	0		Council approved	
	3,363	CAREFREE	0	0	I; PW	0	
	3,311	CLIFTON	1,500	0	PW; PM	0	
	3,083	PARKER	900	0	PW	0	
	3,023	WILLIAMS	1,200	0	PD Civilians - \$600; Reserve Officers - \$600	0	
	2,882	WELLTON	100	100	L; M; MR; PM; PW; TP; TC	0	
	2,837	SUPERIOR	0	0		0	
	2,387	PIMA	**** INFORMATION NOT AVAILABLE ****				
	2,310	STAR VALLEY	0	0	Water - 3 pants/shirts per year + hats	0	
<b>UNDER 2,000</b>	1,961	SPRINGERVILLE	1,200	0	PW	0	
	1,950	KEARNY	800	0	D	0	
	1,922	GILA BEND	N/A	N/A	L; M; MR; PM; PW; TC; TP	0	
	1,853	HUACHUCA CITY	600	600	Animal Shelter; Landfill; PW; IT	yes for travel	
	1,837	MIAMI	500	0	Animal Control; Code Enforcement; Transit	0	
	1,426	MAMMOTH	**** INFORMATION NOT AVAILABLE ****				
	1,380	TOMBSTONE	640	0	Marshal & Deputies	0	
	1,314	FREDONIA	0	0	PW; Law Enforcement	0	
	913	PATAGONIA	600	N/A	PW; Water/Sewer provided uniforms	0	
	696	DUNCAN	0	N/A	TC; Water	0	
	662	HAYDEN	10,000	5,000	PM; PW; TP	0	
	558	TUSAYAN	N/A	N/A		0	
	444	JEROME	**** INFORMATION NOT AVAILABLE ****				
	353	WINKELMAN	N/A	N/A		2,500	

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



**PART II**

**C O U N T I E S**

**SUPERVISORY & ADMINISTRATIVE POSITIONS** (numbers in parentheses indicates years in position)

	<b>Manager / Administrator</b>		<b>Clerk of the Board</b>		<b>Finance Director</b>		<b>Public Works Director</b>		<b>Planning &amp; Zoning Director</b>	
<b>APACHE</b>	Actual Range	115,481 (14) 98,469-147,704 ‡	County Manager		84,969 (9) 67,990-101,984		54,077 (4) 43,593-65,389		63,414 (<1) 61,595-92,393	
<b>COCHISE</b>	Actual Range	170,000 (-) No Range	66,039 (-) 54,697-81,830		104,000 (-) 80,818-121,195		Vacant No Range		Vacant 76,016-113,959	
<b>COCONINO</b>	Actual Range	177,200 (3) No Range	77,710 (10) 74,376-109,377		N/A		Vacant 112,908-166,042		110,381 (3) 101,720-149,587	
<b>GILA</b>	Actual Range	122,019 (6) 91,237-164,226	74,994 (3) 58,812-105,861		Vacant 70,232-126,417		98,230 (1) 73,743-132,739		Vacant 64,840-116,712	
<b>GRAHAM</b>	Actual Range	147,000 (20) 100,000-150,000 ‡	County Manager		88,161 (3) 68,000-102,000		84,960 (9) 72,000-108,000		73,920 (3) 66,000-99,000	
<b>GREENLEE</b>	Actual Range	137,126 (15) No Range ‡	70,000 (7) No Range ‡		62,161 (3) 49,774-72,087		66,300 (1) No Range		92,050 (25) 60,501-87,623	
<b>LA PAZ</b>	Actual Range	113,610 (7) 113,610-113,610 ‡	57,156 (14) 48,708-39,292		70,000 (<1) 65,000-85,000		78,499 (15) 78499-78499		51,767 (2) 34,985-47653	
<b>MARICOPA</b>	Actual Range	228,051 (<1) 188,074-279,198	163,866 (25) 133,952-198,494		N/A		N/A		Vacant 105,664-175,760	
<b>MOHAVE</b>	Actual Range	147,500 (2) 112,944-175,219	54,288 (3) 51,709-80,246		120,000 (1) 80,246-124,530		120,432 (15) 88,483-137,280		135,803 (15) 88,438-137,280	
<b>NAVAJO</b>	Actual Range	151,080 (5) (-)	58,568 (8) 51,765-64,707		103,015 (12) 78,767-98,458		113,999 (<1) 91,200-114,000		Vacant 44,637-66,955	
<b>PIMA</b>	Actual Range	279,524 (22) 180,356-283,234	111,393 (5) 67,620-149,989		153,000 (1) 101,441-198,724		140,466 (8) 87,921-174,428		140,716 (15) 87,921-174,428	
<b>PINAL</b>	Actual Range	179,566 (-) 166,701-229,979	68,118 (-) 61,679-85,131		113,187 (-) 99,969-137,983		130,948 (-) 127,749-176,252		133,786 (1) 113,252-133,786	
<b>SANTA CRUZ</b>	Actual Range	130,000 (<1) 115,117-156,655 ‡	77,501 (19) 64,246-86,732 ‡		82,181 (<1) 78,280-105,676		106,475 (8) 82,244-96,637		76,315 (<1) 72,690-98,130	
<b>YAVAPAI</b>	Actual Range	168,190 (4) 149,261-203,227	63,301 (<1) 63,301-86,175		92,679 (1) 92,679-126,166		121,943 (6) 101,947-138,783		105,036 (6) 101,947-138,783	
<b>YUMA</b>	Actual Range	168,810 (<1) No Range	N/A		120,967 (5) 81,487-127,091		81,487 (<1) 81,487-127,091		91,145 (1) 69,466-108,343	

**Notes:** ‡ = dual appointment (-) = county did not provide data  
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**SUPERVISORY & ADMINISTRATIVE POSITIONS** (numbers in parentheses indicated years in position)

	<b>Parks &amp; Recreation Director</b>	<b>Chief Adult Probation Officer</b>	<b>Chief Juvenile Probation Officer</b>	<b>Personnel/H.R. Director</b>	<b>MIS / Data Processing Director</b>
<b>APACHE</b>					
Actual	N/A	72,963 (2)	Chief Adult Probation Officer	84,600 (16)	69,067 (3)
Range		64,713-97,070		67,990-101,984	64,713-97,070
<b>COCHISE</b>					
Actual	N/A	95,000 (1)	Chief Adult Probation Officer	77,891 (8)	115,000 (<1)
Range		No Range		76,016-113,959	80,818-121,195
<b>COCONINO</b>					
Actual	101,720 (<1)	106,806 (<1)	117,849 (10)	120,684 (1)	114,630 (5)
Range	101,720-149,587	101,720-149,587	101,720-149,587	101,720-149,587	101,720-149,587
<b>GILA</b>					
Actual	N/A	98,342 (1)	Chief Adult Probation Officer	93,820 (2)	81,809 (3)
Range		70,232-126,417		70,232-126,417	66,888-120,398
<b>GRAHAM</b>					
Actual	44,000 (<1)	54,600 (10)	58,344 (17)	56,160 (1)	94,050 (20)
Range	44,000-66,000	47,060-71,526	47,060-71,526	54,000-81,000	66,000-99,000
<b>GREENLEE</b>					
Actual	Public Works Director	92,607 (17)	Chief Adult Probation Officer	County Administrator	89,198 (18)
Range		No Range ‡			No Range
<b>LA PAZ</b>					
Actual	40,685 (4)	90,002 (1)	N/A	66,300 (1)	63,045 (12)
Range	40,685-40,685	90,002-90,002		66,300-66,300	63,045-63,045
<b>MARICOPA</b>					
Actual	153,176 (9)	170,235 (15)	151,818 (4)	Vacant	N/A
Range	108,867-172,328	102,378-156,250	102,378-156,250	105,040-171,517	
<b>MOHAVE</b>					
Actual	80,246 (<1)	92,500 (20)	90,500 (20)	90,000 (2)	95,243 (7)
Range	69,306-107,557	80,246-124,530	80,246-124,530	80,246-124,530	80,246-124,530
<b>NAVAJO</b>					
Actual	N/A	66,263 (<1)	80,120 (31)	Vacant	88,372 (2)
Range		66,263-82,829	66,263-82,829	76,845-96,057	76,845-96,057
<b>PIMA</b>					
Actual	146,081 (2)	118,928 (13)	N/A	132,411 (4)	159,161 (2)
Range	87,921-174,428	83,589-125,383		87,921-174,428	101,441-198,724
<b>PINAL</b>					
Actual	80,117 (2)	80,654 (3)	84,748 (8)	105,044 (<1)	109,841 (3)
Range	78,159-107,879	74,876-103,359	74,876-103,359	105,044-144,933	109,841-151,543
<b>SANTA CRUZ</b>					
Actual	N/A	85,446 (9)	58,157 (1)	County Manager	78,957 (11)
Range		80,237-103,200	58,204-78,576		70,915-95,737
<b>YAVAPAI</b>					
Actual	N/A	101,947 (2)	120,736 (12)	95,488 (2)	116,025 (7)
Range		101,947-138,783	101,947-138,783	92,679-126,166	101,947-138,783
<b>YUMA</b>					
Actual	N/A	99,154 (3)	N/A	115,827 (7)	99,264 (4)
Range		89,215-143,944		90,484-141,125	81,487-127,091

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**SUPERVISORY & ADMINISTRATIVE POSITIONS** (numbers in parentheses indicated years in position)

	<b>Elections Director</b>	<b>Health Director</b>	<b>Risk Manager</b>	<b>Purchasing Director</b>	<b>Housing Director</b>
<b>APACHE</b>					
Actual	54,898 (7)	66,973 (7)	Emergency Service Director	N/A	N/A
Range	48,118-72,177	61,595-92,393			
<b>COCHISE</b>					
Actual	75,000 (2)	Vacant	Personnel/H.R. Director	66,056 (2)	51,234 (7)
Range	54,697-81,830	80,818-121,195		58,832-88,032	41,884-62,514
<b>COCONINO</b>					
Actual	Vacant	130,654 (3)	83,997 (3)	79,022 (16)	N/A
Range	57,022-81,443	101,720-149,587	61,891-88,772	57,022-81,443	
<b>GILA</b>					
Actual	63,642 (3)	93,215 (5)	HR Director	N/A	N/A
Range	58,812-105,861	73,743-132,739			
<b>GRAHAM</b>					
Actual	61,360 (9)	73,720 (1)	N/A	N/A	N/A
Range	46,000-69,000	68,000-102,000			
<b>GREENLEE</b>					
Actual	Clerk of the Board	79,382 (7)	County Administrator	N/A	N/A
Range		60,501-87,623			
<b>LA PAZ</b>					
Actual	53,581 (6)	82,701 (30)	N/A	N/A	N/A
Range	53,581-53,581	72,701-82,701			
<b>MARICOPA</b>					
Actual	149,334 (25)	212,538 (9)	161,173 (<1)	140,815 (<1)	N/A
Range	97,282-157,123	137,904-210,517	94,037-160,555	92,019-144,206	
<b>MOHAVE</b>					
Actual	84,885 (14)	103,626 (20)	102,440 (<1)	102,440 (<1)	75,005 (15)
Range	80,246-124,530	80,246-124,530	80,246-124,530	80,246-124,530	57,013-88,483
<b>NAVAJO</b>					
Actual	47,945 (1)	84,149 (2)	58,533 (<1)	69,619 (1)	N/A
Range	51,765-64,706	67,920-84,900	63,071-78,839	61,532-76,915	
<b>PIMA</b>					
Actual	119,518 (14)	202,815 (3)	112,148 (8)	117,300 (<1)	122,400 (12)
Range	67,620-149,989	135,262-237,204	67,620-149,989	87,921-174,428	67,620-149,989
<b>PINAL</b>					
Actual	82,125 (1)	118,966 (11)	70,782 (9)	82,145 (2)	95,301 (16)
Range	75,159-107,879	95,151-131,353	70,782-97,731	70,782-97,731	78,159-107,879
<b>SANTA CRUZ</b>					
Actual	Clerk of the Board	69,139 (<1)	County Manager	N/A	N/A
Range		65,852-88,901			
<b>YAVAPAI</b>					
Actual	86,806 (12)	101,947 (3)	56,089 (1)	N/A	N/A
Range	84,253-114,698	101,947-138,783	52,315-71,218		
<b>YUMA</b>					
Actual	N/A	99,283 (3)	98,596 (5)	N/A	82,884 (4)
Range		81,487-127,091	66,417-94,693		61,629-96,121

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**SUPERVISORY & ADMINISTRATIVE POSITIONS** (numbers in parentheses indicated years in position)

	<b>Emergency Services Director</b>	<b>Public Fiduciary</b>	<b>Public Defender</b>	<b>GIS Coordinator</b>	<b>Victim Assistance Pgm. Director</b>
<b>APACHE</b>					
Actual	Vacant	38,116 (2)	N/A	N/A	N/A
Range	55,802-83,703	34,054-51,082			
<b>COCHISE</b>					
Actual	75,045 (3)	57,066 (<1)	100,500 (19)	Vacant	45,219 (<1)
Range	50,842-76,016	50,842-76,016	83,833-128,861	41,884-62,514	42,896-64,064
<b>COCONINO</b>					
Actual	92,641 (4)	Vacant	136,846 (1)	81,697 (4)	N/A
Range	82,558-121,408	61,891-88,772	112,908-116,042	74,376-109,377	
<b>GILA</b>					
Actual	Health Director	70,385 (16)	N/A	67,416 (2)	37,642 (1)
Range		58,812-105,861		61,752-111,154	36,762-64,334
<b>GRAHAM</b>					
Actual	County Manager	48,262 (9)	N/A	52,000 (<1)	39,624 (9)
Range		42,000-63,000		52,000-78,000	31,954-48,568
<b>GREENLEE</b>					
Actual	County Administrator	44,866 (2.5)	N/A	N/A	N/A
Range		No Range			
<b>LA PAZ</b>					
Actual	70,013 (1)	62,379 (1)	103,958 (1)	Planning & Zoning Director	N/A
Range	70,013-70,013	32,379-62,379	103,958-103,958		
<b>MARICOPA</b>					
Actual	110,768 (7)	127,159 (3)	185,195 (4)	105,465 (2)	102,750 (1)
Range	80,496-122,054	87,006-142,771	136,718-196,622	76,253-12,3552	70,720-103,002
<b>MOHAVE</b>					
Actual	N/A	62,858 (3)	92,914 (<1)	49,608 (11)	46,904 (4)
Range		57,013-88,483	84,261-130,749	36,774-57,013	40,539-62,858
<b>NAVAJO</b>					
Actual	76,395 (1)	55,744 (<1)	90,903 (1)	75,000 (1)	45,000 (3)
Range	55,745-69,681	54,385-67,982	84,823-106,029	45,752-57,191	40,438-50,548
<b>PIMA</b>					
Actual	102,000 (1)	90,442 (<1)	147,918 (1)	N/A	58,341 (9)
Range	67,620-149,989	87,921-174,428	87,921-174,428		37,252- 68,828
<b>PINAL</b>					
Actual	77,775 (1)	100,142 (1)	134,231 (1)	60,143 (9)	67,456 (1)
Range	75,878-104,724	78,159-107,879	127,749-176,252	55,816-77,072	64,173-88,670
<b>SANTA CRUZ</b>					
Actual	77,730 (3)	59,634 (1)	98,155 (2)	54,456 (25)	Public Defender
Range	61,151-82,553	59,659-80,539	88,457-119,677	43,279-58,426	
<b>YAVAPAI</b>					
Actual	67,195 (5)	84,253 (<1)	125,639 (2)	N/A	66,148 (8)
Range	63,301-86,175	84,253-114,698	101,947-138,783		57,546-78,340
<b>YUMA</b>					
Actual	65,629 (2)	73,258 (7)	129,007 (9)	N/A	72,786 (9)
Range	53,865-84,010	61,626-96,121	82,715-129,007		52,801-82,351

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**SUPERVISORY & ADMINISTRATIVE POSITIONS** (numbers in parentheses indicated years in position)

	<b>Assistant County Manager</b>	<b>Bio-Defense Manager</b>	<b>County Librarian</b>	<b>Law Librarian</b>
<b>APACHE</b>				
Actual	N/A	N/A	81,601 (19)	N/A
Range			61,595-92,393	
<b>COCHISE</b>				
Actual	120,000 (-)	57,849 (6)	Vacant	44,827 (1)
Range	No Range	41,884-62,514	64,064-95,915	47,338-69,204
<b>COCONINO</b>				
Actual	145,380 (1)	N/A	N/A	46,192 (17)
Range	No Range			39,081-57,470
<b>GILA</b>				
Actual	96,035 (13)	N/A	Assistant County Manager	N/A
Range	77,431-139,375			
<b>GRAHAM</b>				
Actual	N/A	Health Director	N/A	N/A
Range				
<b>GREENLEE</b>				
Actual	Clerk of the Board	Health Director	10,518 (4)	N/A
Range			No Range	
<b>LA PAZ</b>				
Actual	N/A	55,536 (1)	N/A	N/A
Range		46,548-68,910		
<b>MARICOPA</b>				
Actual	163,866 (2)	N/A	144,719 (5)	N/A
Range	133,952-198,494		105,331-172,557	
<b>MOHAVE</b>				
Actual	90,043 (10)	43,430 (<1)	102,440 (3)	32,329 (9)
Range	76,419-118,602	49,254-76,419	80,246-124,530	33,363-51,709
<b>NAVAJO</b>				
Actual	124,999 (<1)	Vacant	80,183 (19)	N/A
Range	93,629-140,443	49,271-61,589	64,647-80,809	
<b>PIMA</b>				
Actual	188,743 (7)	79,809 (3)	142,919 (4)	65,404 (3)
Range	101,441-198,724	67,620-149,989	87,921-174,428	62,153-93,230
<b>PINAL</b>				
Actual	137,130 (-)	71,635 (9)	84,215 (15)	58,716 (20)
Range	137,130-189,151	64,877-89,565	70,782-97,731	48,119-66,497
<b>SANTA CRUZ</b>				
Actual	Public Works Director	23,420 (7)	N/A	N/A
Range		(-) (PT)		
<b>YAVAPAI</b>				
Actual	136,048 (2)	N/A	95,487 (23)	42,987 (<1)
Range	101,947-138,783		92,679-126,166	39,305-53,507
<b>YUMA</b>				
Actual	118,723 (2)	N/A	105,175 (10)	Vacant
Range	90,484-141,125		82,715-129,007	47,902-77,288

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	Accounting Clerk	Administrative Assistant	Clerk II	Legal Assistant I	Legal Assistant II	
<b>APACHE</b>	Actual Range	Vacant 20,782-31,174	24,107 (2) 21,835-32,752	17,492 (1) 17,057-25,586	28,887 (3) 28,649-42,973	N/A
<b>COCHISE</b>	Actual Range	23,183 (3) 21,211-31,397	33,458 (14) 28,197-41,884	22,495 (3) 18,647-28,875	Vacant 25,023-37,125	Vacant 28,167-41,884
<b>COCONINO</b>	Actual Range	35,318 (12) 31,385-46,154	40,602 (24) 35,986-52,919	31,117 (6) 26,990-39,691	N/A	53,290 (2) 42,271-62,164
<b>GILA</b>	Actual Range	25,833 (3) 22,369-36,910	41,053 (2) 28,887-50,553	24,634 (10) 23,765-41,589	Vacant 43,886-78,995	N/A
<b>GRAHAM</b>	Actual Range	36,790 (2) 29,666-45,084	39,806 (1) 34,320-52,156	N/A	48,360 (1) 37,778-57,434	N/A
<b>GREENLEE</b>	Actual Range	N/A	37,440 (12) 29,827-44,283	29,120 (4) 24,586-32,344	37,440 (1) 37,419-37,419	N/A
<b>LA PAZ</b>	Actual Range	27,955 (1) 24,674-36,513	34,831 (11) 28,005-41,477	23,566 (8) 23,571-34,921	27,823 (11) 23,570-34,921	N/A
<b>MARICOPA</b>	Actual Range	37,867 (77) 28,933-49,566	37,519 (144) 30,971-44,325	27,975 (161) 22,298-34,112	46,985 (138) 38,398-55,958	N/A
<b>MOHAVE</b>	Actual Range	41,618 (6) 38,605-59,862	31,157 (42) 28,829-44,678	30,396 (9) 27,456-42,557	40,539 (1) 38,605-59,862	N/A
<b>NAVAJO</b>	Actual Range	29,085 (3) 24,678-30,848	31,976 (3) 29,335-36,669	N/A	29,968 (5) 25,928-32,410	31,674 (6) 29,335-36,669
<b>PIMA</b>	Actual Range	34,919 (8) 29,328-42,620	35,312 (88) 30,451-44,492	29,012 (10) 24,419-34,924	40,829 (73) 32,136-59,530	N/A
<b>PINAL</b>	Actual Range	31,021 (8) 29,507-40,870	29,486 (71) 28,057-38,866	26,010 (13) 25,371-35,157	41,467 (3) 30,978-42,917	43,578 (12) 41,467-57,308
<b>SANTA CRUZ</b>	Actual Range	29,604 (8) 27,072-36,810	32,302 (8) 29,152-39,537	25,069 (4) 25,140-33,315	30,194 (8) 28,442-38,396	N/A
<b>YAVAPAI</b>	Actual Range	30,268 (4) 29,530-40,200	37,247 (13) 35,031-48,643	30,487 (29) 29,530-40,200	40,952 (6) 39,305-53,507	N/A
<b>YUMA</b>	Actual Range	29,189 (3) 27,472-42,846	45,544 (13) 37,991-59,253	27,308 (2) 21,840-34,062	41,382 (5) 37,991-42,846	N/A

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	<b>Legal Secretary</b>	<b>Office Supervisor</b>	<b>Human Resources Analyst</b>	<b>Librarian</b>	<b>Secretary</b>
<b>APACHE</b>	Actual 24,218 (1) Range 22,940-34,410	Actual 36,219 (1) Range 27,950-41,925	Actual 28,648 (1) Range 27,950-41,925	Vacant 29,365-44,048	Actual 22,288 (2) Range 20,782-31,174
<b>COCHISE</b>	Actual 29,058 (1) Range 23,559-34,950	Vacant 26,552-39,429	Actual 42,775 (3) Range 36,221-54,029	N/A	Actual 25,839 (3) Range 21,211-31,397
<b>COCONINO</b>	Actual 34,793 (12) Range 31,385-46,154	Actual 57,856 (5) Range 49,478-72,761	Actual 52,749 (4) Range 49,478-72,761	N/A	Actual 36,088 (22) Range 33,229-48,865
<b>GILA</b>	Actual 32,252 (4) Range 31,756-55,573	Actual 36,705 (2) Range 33,344-58,352	Actual 34,344 (1) Range 31,756-55,573	Actual 44,583 (1) Range 39,807-71,651	Actual 44,798 (6) Range 38,600-67,549
<b>GRAHAM</b>	Actual Court Clerk Range	Actual 41,002 (1) Range 36,608-55,640	N/A	N/A	Actual 33,228 (6) Range 23,868-45,084
<b>GREENLEE</b>	Actual N/A Range	N/A	N/A	N/A	Actual 16,744 (1) Range 16,744-16,744
<b>LA PAZ</b>	Actual N/A Range	N/A	N/A	Actual 36,040 (1) Range 35,134-50,897	Actual 28,120 (4) Range 23,804-35,197
<b>MARICOPA</b>	Actual 40,933 (200) Range 33,613-49,192	Actual 42,004 (24) Range 35,339-53,206	Actual 57,637 (27) Range 47,029-73,299	Actual 47,051 (33) Range 41,330-66,394	Actual 32,427 (322) Range 27,872-40,622
<b>MOHAVE</b>	Actual 28,829 (1) Range 28,829-44,678	Actual 48,368 (5) Range 40,539-62,858	Actual 40,539 (1) Range 40,539-62,858	Actual 53,414 (3) Range 51,709-80,246	N/A
<b>NAVAJO</b>	Actual 29,987 (5) Range 25,928-32,410	Actual 38,082 (3) Range 34,019-42,524	Vacant 37,551-46,939	Actual 80,183 (1) Range 64,647-80,809	Actual 27,005 (19) Range 24,076-30,096
<b>PIMA</b>	Actual 35,551 (65) Range 27,726-51,501	Actual 45,616 (4) Range 31,033-45,511	Actual 48,534 (10) Range 44,907-66,540	Actual 47,373 (53) Range 44,907-66,540	Actual 45,018 (2) Range 34,340-51,002
<b>PINAL</b>	Actual 34,262 (19) Range 32,577-45,113	Actual 49,377 (11) Range 39,442-54,537	Actual 55,858 (3) Range 53,151-73,405	Actual 55,858 (1) Range 48,119-66,497	Actual 33,409 (14) Range 30,978-42,917
<b>SANTA CRUZ</b>	Actual N/A Range	Actual 39,982 (5) Range 34,656-46,783	Actual 33,738 (1) Range 30,630-41,351	N/A	Actual 27,733 (3) Range 27,072-36,547
<b>YAVAPAI</b>	Actual 35,723 (49) Range 32,483-44,220	Actual 48,683 (12) Range 43,235-58,858	Actual 35,731 (3) Range 35,731-48,643	Actual 72,043 (1) Range 63,301-86,175	Actual 26,935 (3) Range 26,935-36,546
<b>YUMA</b>	Actual 31,351 (7) Range 27,472-42,846	Actual 36,478 (1) Range 33,873-52,831	Actual 39,914 (1) Range 37,991-59,253	Actual 41,342 (1) Range 40,334-62,907	Actual 30,110 (37) Range 27,472-42,846

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	Courtroom Clerk	Court Clerk	Probation Officer	Attorney I	Attorney II
<b>APACHE</b>					
Actual	21,657 (3)	22,867 (7)	35,266 (2)	61,992 (1)	Vacant
Range	21,302-31,953	21,302-31,593	33,224-49,836	48,118-72,117	55,802-83,703
<b>COCHISE</b>					
Actual	33,148 (8)	26,676 (33)	39,602 (17)	55,000 (1)	68,087 (6)
Range	29,614-54,442	23,912-42,679	35,535-61,578	41,884-62,514	48,431-72,398
<b>COCONINO</b>					
Actual	38,397 (3)	34,008 (7)	50,378 (32)	62,695 (5)	69,539 (2)
Range	35,986-52,919	33,229-48,865	45,657-67,143	61,891-88,772	67,005-98,537
<b>GILA</b>					
Actual	38,076 (7)	30,963 (6)	40,802 (1)	60,009 (4)	65,810 (3)
Range	36,762-64,334	27,511-48,145	39,807-71,651	58,812-105,861	64,840-116,712
<b>GRAHAM</b>					
Actual	31,694 (4)	35,594 (9)	51,324 (11)	78,400 (3)	N/A
Range	27,326-41,548	29,666-45,084	40,092-60,944	56,000-84,000	
<b>GREENLEE</b>					
Actual	N/A	29,120 (7)	43,680 (5)	65,643 (1)	N/A
Range		27,082-32,926	34,715-51,813	No Range	
<b>LA PAZ</b>					
Actual	30,472 (15)	23,021 (15)	49,974 (4)	N/A	59,661 (3)
Range	23,571-34,922	23,571-34,922	42,199-58,620		54,907-81,272
<b>MARICOPA</b>					
Actual	39,394 (196)	31,339 (440)	58,266 (813)	85,561 (765)	N/A
Range	32,510-46,426	27,872-40,622	49,296-68,307	61,485-126,339	
<b>MOHAVE</b>					
Actual	32,090 (13)	20,709 (9)	38,605 (14)	56,803 (13)	63,858 (15)
Range	31,782-49,254	23,712-36,744	38,605-59,862	54,288-84,261	59,862-92,914
<b>NAVAJO</b>					
Actual	25,854 (8)	30,068 (8)	45,827 (26)	59,999 (1)	65,928 (9)
Range	26,576-33,220	26,576-33,220	35,742-44,677	54,385-67,982	64,647-80,809
<b>PIMA</b>					
Actual	39,496 (62)	28,203 (61)	44,409 (174)	74,322 (208)	N/A
Range	33,356-50,033	20,356-30,534	36,102-54,153	54,100-123,136	
<b>PINAL</b>					
Actual	36,585 (6)	N/A	46,733 (9)	65,474 (5)	75,878 (4)
Range	35,690-49,356		45,582-63,022	62,297-86,005	75,878-104,724
<b>SANTA CRUZ</b>					
Actual	33,014 (5)	27,091 (9)	40,189 (1)	Vacant	64,168 (2)
Range	29,882-40,354	25,766-34,785	40,189-54,255	55,399-74,788	61,151-82,553
<b>YAVAPAI</b>					
Actual	33,811 (25)	33,811 (25)	49,420 (38)	69,884 (7)	74,204 (15)
Range	32,483-44,220	32,483-44,220	47,559-64,744	63,301-86,175	69,631-94,791
<b>YUMA</b>					
Actual	31,734 (8)	N/A	52,461 (26)	58,944 (6)	70,227 (5)
Range	29,689-47,902		43,532-70,236	51,244-79,923	57,187-89,192

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	<b>Attorney III</b>	<b>Animal Control Officer</b>	<b>Detention Officer</b>	<b>Detention Supervisor</b>	<b>Deputy Sheriff</b>
<b>APACHE</b>					
Actual	93,339 (2)	N/A	27,156 (11)	31,834 (5)	35,648 (9)
Range	64,713-97,070		26,603-39,905	30,852-46,278	33,224-49,836
<b>COCHISE</b>					
Actual	77,065 (19)	30,612 (4)	33,749 (55)	46,400 (5)	47,404 (62)
Range	58,832-88,032	28,167-41,884	32,000-36,000	44,000-48,000	43,000-52,000
<b>COCONINO</b>					
Actual	76,243 (6)	40,602 (4)	34,359 (21)	52,579 (15)	51,079 (26)
Range	74,376-109,377	35,986-52,919	31,385-46,154	45,657-67,143	42,271-62,164
<b>GILA</b>					
Actual	78,837 (2)	25,878 (4)	33,251 (45)	42,189 (9)	46,626 (28)
Range	70,232-126,417	24,954-43,669	31,756-55,573	39,807-71,651	43,886-78,995
<b>GRAHAM</b>					
Actual	N/A	33,228 (1)	31,954 (27)	42,302 (10)	45,162 (15)
Range		31,954-48,568	31,954-48,568	37,778-57,434	43,602-59,150
<b>GREENLEE</b>					
Actual	N/A	35,360 (2)	31,200 (17)	64,065 (1)	39,520 (11)
Range		33,800-37,190	29,099-32,926	No Range	33,446-47,570
<b>LA PAZ</b>					
Actual	90,230 (1)	34,200 (1)	32,646 (13)	43,600 (5)	42,999 (23)
Range	83,083-90,232	29,384-43,514	31,378-44,108	34,731-49,030	42,199-58,620
<b>MARICOPA</b>					
Actual	134,202 (13)	35,449 (27)	44,397 (1,637)	63,333 (211)	62,294 (507)
Range	103,542-146,245	31,138-51,480	40,414-57,949	56,430-74,755	51,584-73,112
<b>MOHAVE</b>					
Actual	89,942 (8)	30,272 (5)	32,403 (76)	42,822 (4)	46,671 (50)
Range	69,306-107,557	28,829-44,678	31,782-49,254	42,557-65,998	40,539-62,858
<b>NAVAJO</b>					
Actual	85,411 (6)	31,976 (2)	32,445 (40)	35,742 (7)	45,666 (39)
Range	74,971-93,714	24,076-30,096	29,335-36,669	35,742-44,677	40,438-50,548
<b>PIMA</b>					
Actual	N/A	34,197 (19)	41,775 (414)	54,698 (46)	55,237 (430)
Range		31,033-45,511	36,441-54,122	49,920-63,524	43,368-62,068
<b>PINAL</b>					
Actual	90,120 (43)	28,057 (8)	50,507 (152)	N/A	52,297 (117)
Range	87,902-121,332	28,057-38,866	44,601-61,636		46,179-63,811
<b>SANTA CRUZ</b>					
Actual	74,585 (5)	30,812 (6)	31,742 (40)	65,083 (1)	43,414 (23)
Range	67,498-91,123	28,442-38,396	30,630-41,351	52,729-71,186	39,207-57,003
<b>YAVAPAI</b>					
Actual	83,547 (17)	36,450 (7)	36,517 (88)	50,161 (20)	46,978 (91)
Range	76,594-104,270	32,483-44,220	35,731-48,643	47,559-64,744	43,235-58,858
<b>YUMA</b>					
Actual	81,277 (8)	32,698 (3)	37,242 (121)	48,560 (8)	49,579 (50)
Range	64,138-100,033	28,877-45,038	35,214-54,921	41,353-64,496	46,335-72,298

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	Dispatch / Communications	Investigator	Sergeant	Lieutenant	Building Inspector
<b>APACHE</b>					
Actual	27,032 (5)	48,492 (1)	45,303 (6)	Vacant	31,980 (1)
Range	26,603-39,905	39,493-59,239	42,529-63,794	48,118-72,177	29,365-44,048
<b>COCHISE</b>					
Actual	31,345 (6)	Vacant	57,333 (12)	67,000 (4)	35,303 (1)
Range	29,911-44,511	29,911-44,511	55,000-59,000	65,000-69,000	29,911-44,511
<b>COCONINO</b>					
Actual	N/A	57,144 (6)	66,944 (10)	86,219 (4)	44,611 (5)
Range		45,657-67,143	49,478-72,761	61,891-88,772	35,986-52,919
<b>GILA</b>					
Actual	33,344 (13)	48,345 (2)	57,065 (7)	56,771 (3)	41,213 (3)
Range	31,756-55,573	46,080-82,945	50,804-91,447	53,344-96,019	35,011-61,269
<b>GRAHAM</b>					
Actual	32,032 (10)	51,168 (2)	57,668 (3)	69,654 (1)	46,696 (1)
Range	29,666-45,084	41,262-62,712	42,406-64,454	47,060-71,526	38,922-59,150
<b>GREENLEE</b>					
Actual	N/A	54,080 (3)	49,920 (1)	65,307 (1)	N/A
Range		45,219-62,338	49,920-49,920	No Range	
<b>LA PAZ</b>					
Actual	30,747 (11)	46,812 (2)	58,356 (5)	72,946 (3)	40,102 (1)
Range	28,663-40,671	44,002-61,293	50,537-73,344	54,801-77,269	53,910-79,772
<b>MARICOPA</b>					
Actual	43,013 (32)	69,466 (44)	82,451 (127)	100,988 (36)	58,107 (13)
Range	40,206-59,592	55,224-83,408	56,430-74,755	69,389-88,130	41,600-68,224
<b>MOHAVE</b>					
Actual	40,352 (6)	42,449 (5)	64,753 (15)	79,823 (3)	41,567 (5)
Range	31,782-49,254	40,539-62,858	49,254-76,419	57,013-88,483	35,027-54,288
<b>NAVAJO</b>					
Actual	36,173 (7)	50,000 (1)	49,082 (9)	57,139 (6)	32,725 (2)
Range	31,241-44,449	42,486-53,107	43,548-54,435	51,765-64,706	30,820-38,525
<b>PIMA</b>					
Actual	38,818 (52)	51,584 (19)	75,288 (64)	106,881 (22)	46,561 (4)
Range	35,817-53,394	37,252-68,828	70,636-75,234	103,022-114,650	36,649-69,764
<b>PINAL</b>					
Actual	35,732 (4)	52,021 (35)	69,397 (30)	75,899 (9)	46,968 (5)
Range	31,660-43,877	50,742-70,121	56,882-78,564	72,232-99,714	43,578-60,229
<b>SANTA CRUZ</b>					
Actual	31,195 (8)	44,252 (2)	51,218 (5)	65,083 (1)	48,551 (1)
Range	30,630-41,351	43,050-53,550	47,772-64,492	52,729-71,186	37,317-50,379
<b>YAVAPAI</b>					
Actual	37,065 (15)	53,062 (13)	63,077 (18)	79,471 (5)	41,731 (8)
Range	35,731-48,643	47,559-64,744	52,315-71,218	63,301-86,175	39,305-53,507
<b>YUMA</b>					
Actual	29,022 (7)	50,989 (2)	67,124 (14)	74,518 (8)	Vacant
Range	27,886-43,492	39,341-61,358	53,863-84,009	58,923-91,900	30,965-48,295

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	<b>C. A. D. Drafter</b>	<b>Civil Engineer E. I. T.</b>	<b>Civil Engineer P. E.</b>	<b>Custodian</b>	<b>Computer Technician</b>
<b>APACHE</b>	N/A	N/A	N/A	19,240 (6) 16,235-24,353	Vacant 30,852-46,278
<b>COCHISE</b>	33,518 (1) 29,911-44,511	Vacant 40,872-61,028	50,842 (1) 50,842-76,016	20,621 (15) 18,649-26,875	30,929 (3) 29,911-44,511
<b>COCONINO</b>	N/A	N/A	75,171 (2) 61,891-88,772	26,760 (4) 24,539-36,087	40,082 (3) 39,081-57,470
<b>GILA</b>	38,610 (1) 35,011-61,269	78,728 (1) 61,752-111,154	91,186 (1) 61,752-111,154	18,525 (1) 15,897-26,231	44,812 (3) 41,796-75,233
<b>GRAHAM</b>	35,698 (1) 34,320-52,156	N/A	92,092 (1) 72,000-108,000	30,550 (2) 23,868-36,270	58,240 (1) 52,000-78,000
<b>GREENLEE</b>	N/A	N/A	N/A	31,200 (4) 27,747-32,989	N/A
<b>LA PAZ</b>	N/A	N/A	N/A	19,264 (1) 19,264-28,514	N/A
<b>MARICOPA</b>	47,711 (5) 30,888-53,893	62,640 (34) 50,398-70,221	83,434 (63) 63,107-90,709	29,745 (27) 23,150-36,421	49,162 (37) 38,958-58,427
<b>MOHAVE</b>	N/A	63,010 (3) 51,709-80,246	77,418 (2) 57,013-88,483	26,012 (14) 24,898-38,605	45,581 (5) 44,678-69,306
<b>NAVAJO</b>	40,809 (1) 28,619-35,774	58,596 (2) 53,059-66,324	Vacant 53,059-66,324	22,017 (5) 18,808-23,510	41,393 (3) 36,635-45,794
<b>PIMA</b>	41,786 (2) 34,340-51,002	N/A	74,191 (16) 57,782-88,255	29,623 (4) 23,171-33,052	61,121 (22) 53,539-80,330
<b>PINAL</b>	42,513 (4) 39,442-54,537	45,818 (5) 45,817-63,299	69,908 (5) 68,203-94,149	24,113 (10) 21,810-30,210	43,578 (1) 43,578-60,229
<b>SANTA CRUZ</b>	39,562 (2) 34,656-46,783	N/A	N/A	(13) \$11.03/HR	41,163 (2) 40,189-54,255
<b>YAVAPAI</b>	35,731 (1) 35,731-48,643	N/A	67,275 (4) 57,546-78,340	24,696 (24) 24,405-33,223	39,305 (3) 39,305-53,507
<b>YUMA</b>	44,820 (2) 37,240-58,082	Vacant 43,903-68,474	77,299 (2) 55,778-87,430	21,850 (38) 17,712-27,625	36,279 (1) 32,065-50,011

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	<b>Engineering Technician</b>	<b>Equipment Mechanic I</b>	<b>Equipment Mechanic II</b>	<b>Equipment Operator I</b>	<b>Equipment Operator II</b>
<b>APACHE</b>					
Actual	Vacant	25,321 (1)	31,777 (3)	19,781 (1)	25,305 (23)
Range	32,414-48,620	24,704-37,056	25,954-38,932	19,781-29,672	24,101-36,152
<b>COCHISE</b>					
Actual	37,294 (5)	Vacant	Vacant	23,559 (7)	27,420 (13)
Range	29,911-44,511	23,559-34,950	28,167-41,884	23,559-34,950	25,023-37,127
<b>COCONINO</b>					
Actual	45,964 (2)	44,052 (8)	57,470 (1)	33,086 (17)	43,585 (24)
Range	42,271-62,164	35,986-52,919	39,081-57,470	31,385-46,154	33,229-48,865
<b>GILA</b>					
Actual	54,781 (1)	32,916 (2)	36,784 (2)	29,652 (12)	35,989 (6)
Range	48,384-87,092	31,756-55,573	33,344-58,352	27,511-48,145	33,344-58,352
<b>GRAHAM</b>					
Actual	Vacant	Vacant	42,536 (1)	32,032 (4)	39,806 (7)
Range	34,320-52,156	34,320-52,156	35,438-53,872	29,666-45,804	34,320-52,156
<b>GREENLEE</b>					
Actual	N/A	N/A	N/A	N/A	41,600 (18)
Range					33,717-51,334
<b>LA PAZ</b>					
Actual	N/A	28,725 (1)	N/A	N/A	N/A
Range		28,026-41,477			
<b>MARICOPA</b>					
Actual	45,398 (16)	32,240 (1)	46,444 (12)	N/A	45,443 (20)
Range	30,888-53,893	31,075-45,011	42,536-65,520		34,070-50,253
<b>MOHAVE</b>					
Actual	Vacant	36,400 (3)	44,678 (1)	28,829 (14)	32,263 (11)
Range	36,774-57,013	33,363-51,709	36,774-57,013	27,456-42,557	30,264-46,904
<b>NAVAJO</b>					
Actual	N/A	33,568 (7)	N/A	28,382 (10)	32,879 (11)
Range		30,068-37,585		27,921-34,902	30,068-37,585
<b>PIMA</b>					
Actual	38,353 (1)	46,180 (7)	N/A	N/A	35,700 (52)
Range	34,340-51,002	40,913-60,570			31,657-46,551
<b>PINAL</b>					
Actual	46,500 (4)	N/A	48,227 (5)	28,080 (16)	33,409 (22)
Range	45,817-63,299		37,566-51,957	26,693-36,990	32,576-45,113
<b>SANTA CRUZ</b>					
Actual	N/A	Vacant	N/A	32,770 (4)	38,745 (4)
Range		35,520-47,953		27,072-36,547	31,395-42,384
<b>YAVAPAI</b>					
Actual	50,485 (1)	34,632 (4)	38,886 (2)	30,015 (14)	37,000 (12)
Range	47,559-64,744	32,483-44,220	35,731-48,643	29,530-40,200	35,731-48,643
<b>YUMA</b>					
Actual	58,705 (4)	35,252 (3)	39,750 (3)	N/A	35,319 (29)
Range	38,564-60,146	35,252-54,982	38,756-60,447		33,537-52,307

**Notes:** ‡ = dual appointment (-) = county did not provide data  
 # Indicates county did not participate in survey. Data is more than one year old.

**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	<b>Equipment Operator III</b>	<b>Facilities Maintenance Worker</b>	<b>Automotive Mechanic</b>	<b>Planner</b>	<b>Registered Land Surveyor</b>	
<b>APACHE</b>	Actual Range	32,414 (16) 29,365-44,048	32,542 (4) 24,704-37,056	Vacant 23,513-35,270	Vacant 34,054-51,082	Vacant 35,778-53,668
<b>COCHISE</b>	Actual Range	33,185 (18) 29,911-45,511	25,023 (2) 25,023-37,125	Vacant 28,167-41,884	36,242 (1) 36,221-54,029	51,354 (2) 40,872-61,028
<b>COCONINO</b>	Actual Range	N/A	42,345 (3) 35,986-52,919	44,052 (8) 35,986-52,919	43,941 (1) 42,271-62,164	73,800 (1) 61,891-88,772
<b>GILA</b>	Actual Range	N/A	37,172 (7) 31,756-55,573	34,065 (3) 31,756-55,573	Vacant 43,886-78,995	59,023 (1) 39,807-71,651
<b>GRAHAM</b>	Actual Range	45,396 (2) 36,608-55,640	37,076 (1) 34,320-52,156	Equipment Mechanic	N/A	N/A
<b>GREENLEE</b>	Actual Range	43,680 (5) 39,062-46,426	N/A	N/A	N/A	N/A
<b>LA PAZ</b>	Actual Range	38,246 (5) 30,169-44,681	25,927 (2) 26,520-39,271	32,449 (2) 28,026-41,477	N/A	N/A
<b>MARICOPA</b>	Actual Range	54,191 (3) 41,454-56,534	39,924 (48) 31,990-44,928	41,099 (18) 37,544-55,640	54,332 (10) 50,024-80,080	N/A
<b>MOHAVE</b>	Actual Range	36,828 (25) 33,363-51,709	30,571 (4) 28,829-44,678	33,363 (2) 31,782-49,254	42,557 (1) 38,605-59,862	Vacant 42,557-65,998
<b>NAVAJO</b>	Actual Range	N/A	31,522 (7) 22,916-28,645	30,975 (4) 30,068-37,585	37,712 (1) 37,551-46,939	55,000 (1) 49,270-61,588
<b>PIMA</b>	Actual Range	37,831 (11) 34,340-51,002	39,232 (42) 40,550-53,394	40,305 (10) 40,856-53,394	48,593 (2) 44,907-66,540	68,821 (1) 64,792-96,388
<b>PINAL</b>	Actual Range	37,567 (38) 37,566-51,957	36,629 (17) 34,005-46,989	37,566 (6) 37,566-51,957	50,571 (1) 48,119-66,497	45,816 (1) 43,578-60,229
<b>SANTA CRUZ</b>	Actual Range	N/A	27,869 (15) 25,766-34,785	Vacant 32,984-44,530	Vacant 40,189-54,255	N/A
<b>YAVAPAI</b>	Actual Range	37,567 (38) 37,566-51,957	31,197 (10) 29,530-40,200	38,886 (2) 35,731-48,643	48,412 (3) 47,559-64,744	41,398 (5) 39,305-53,507
<b>YUMA</b>	Actual Range	42,044 (4) 37,991-59,253	30,396 (10) 27,886-43,492	36,589 (1) 27,886-43,492	52,448 (1) 44,123-68,816	N/A

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	<b>Sign Maintenance Worker</b>	<b>Vehicle &amp; Equipment Supervisor</b>	<b>Zoning Inspector</b>	<b>Appraiser I</b>	<b>Appraiser II</b>
<b>APACHE</b>	Actual 31,292 (1) Range 25,954-38,932	N/A	N/A	24,637 (2) 24,101-36,152	44,952 (1) 25,321-37,982
<b>COCHISE</b>	Actual 31,857 (3) Range 25,023-37,125	43,665 (2) 33,313-49,615	Vacant 26,552-39,429	27,936 (6) 26,552-39,429	32,101 (4) 29,911-44,511
<b>COCONINO</b>	Actual 31,777 (2) Range 31,385-46,154	57,450 (7) 45,657-67,143	Vacant 45,657-67,143	Vacant 39,081-57,470	48,594 (2) 42,271-62,164
<b>GILA</b>	Actual 34,548 (3) Range 31,756-55,573	48,942 (2) 41,796-75,233	Vacant 41,796-75,233	Vacant 26,201-45,852	30,202 (2) 28,887-50,553
<b>GRAHAM</b>	Actual 39,806 (1) Range 34,320-52,156	54,000 (1) 50,000-75,000	51,170 (1) 44,000-66,000	38,350 (1) 31,954-48,568	40,794 (2) 37,778-57,434
<b>GREENLEE</b>	N/A	N/A	N/A	35,360 (1) 34,570-34,570	39,520 (1) 39,062-39,062
<b>LA PAZ</b>	Actual 25,522 (1) Range 32,927-37,764	62,858 (1) 55,459-82,085	N/A	28,371 (3) 28,366-41,986	N/A
<b>MARICOPA</b>	Actual 39,911 (11) Range 33,155-48,693	63,893 (1) 55,640-80,808	N/A	N/A	39,283 (42) 36,026-58,074
<b>MOHAVE</b>	Actual 30,264 (1) Range 28,829-44,678	61,360 (1) 46,904-72,779	40,113 (2) 33,363-51,701	35,142 (6) 31,782-49,254	40,069 (5) 36,774-57,013
<b>NAVAJO</b>	Actual 26,575 (1) Range 25,928-32,410	43,746 (3) 34,870-43,588	34,054 (3) 30,820-38,525	28,620 (1) 28,619-35,774	33,853 (5) 33,190-41,487
<b>PIMA</b>	Actual 44,714 (1) Range 32,302-47,632	55,546 (2) 51,043-76,628	56,274 (4) 47,528-71,386	33,516 (14) 28,246-40,872	37,789 (28) 33,633-49,837
<b>PINAL</b>	Actual 38,526 (5) Range 37,566-51,957	58,716 (1) 48,119-66,497	48,162 (5) 39,442-54,537	35,135 (6) 32,577-45,113	37,885 (10) 35,690-49,356
<b>SANTA CRUZ</b>	N/A	41,486 (2) 39,207-52,930	N/A	33,495 (3) 29,152-39,357	40,164 (1) 32,984-44,530
<b>YAVAPAI</b>	Actual 24,405 (3) Range 24,405-33,223	58,143 (2) 47,559-64,744	41,398 (5) 39,305-53,507	33,500 (13) 32,483-44,220	39,953 (7) 35,731-48,643
<b>YUMA</b>	Actual 33,536 (3) Range 32,711-51,018	41,428 (2) 36,142-56,370	35,077 (2) 35,077-54,708	27,472 (2) 27,472-42,846	37,655 (3) 30,965-48,295

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	Appraiser III	Environmental Health Specialist	Detention Nurse	Public Health Nurse	Community Nutrition Worker	
<b>APACHE</b>	Actual Range	Vacant 26,603-39,905	Vacant 30,852-46,278	50,554 (1) 50,554-75,831	Vacant 46,944-70,417	Vacant 20,276-30,413
<b>COCHISE</b>	Actual Range	41,579 (1) 33,313-49,615	Vacant 33,313-49,615	57,333 (1) 38,482-57,303	50,680 (4) 44,511-66,476	35,413 (1) 31,397-46,708
<b>COCONINO</b>	Actual Range	68,484 (2) 53,442-78,593	41,003 (3) 42,271-62,164	65,617 (3) 53,442-78,593	44,849 (3) 49,478-72,761	41,724 (3) 35,986-52,919
<b>GILA</b>	Actual Range	35,964 (4) 31,756-55,573	41,832 (2) 35,011-61,269	53,891 (2) 46,080-82,945	49,089 (3) 43,886-78,995	Vacant 38,600-67,549
<b>GRAHAM</b>	Actual Range	N/A	50,830 (2) 38,922-71,526	50,882 (3) 42,406-64,454	50,882 (2) 42,406-54,545	32,474 (2) 26,182-39,806
<b>GREENLEE</b>	Actual Range	N/A	49,920 (1) 50,003-50,003	N/A	43,680 (1) 44,117-44,117	31,408 (1) 31,408-31,408
<b>LA PAZ</b>	Actual Range	N/A	58,490 (1) 45,339-67,106	48,006 (1) 33,352-49,370	45,427 (1) 45,423-67,212	N/A
<b>MARICOPA</b>	Actual Range	48,900 (32) 36,026-58,074	48,333 (114) 41,142-66,206	79,311 (111) 55,723-88,005	71,522 (47) 53,685-77,854	N/A
<b>MOHAVE</b>	Actual Range	43,418 (5) 40,539-62,858	37,690 (4) 36,774-57,013	N/A	51,232 (6) 42,557-65,998	27,981 (4) 27,456-42,557
<b>NAVAJO</b>	Actual Range	N/A	41,382 (1) 37,551-46,939	60,296 (5) 64,647-80,809	51,418 (3) 41,449-51,812	24,678 (4) 24,678-30,848
<b>PIMA</b>	Actual Range	47,103 (15) 40,913-60,570	44,399 (17) 40,913-60,570	N/A	56,046 (24) 37,190-76,045	33,100 (16) 29,328-42,620
<b>PINAL</b>	Actual Range	41,469 (1) 39,442-54,537	45,818 (6) 43,578-60,229	61,722 (10) 58,737-81,101	61,722 (7) 58,737-81,101	23,560 (6) 22,983-31,831
<b>SANTA CRUZ</b>	Actual Range	N/A	43,846 (2) 42,224-57,003	80,267 (1) 54,049-72,964	N/A	N/A
<b>YAVAPAI</b>	Actual Range	46,549 (1) 39,305-53,507	45,792 (7) 43,235-58,858	N/A	49,424 (10) 47,559-64,744	38,951 (3) 32,483-44,220
<b>YUMA</b>	Actual Range	Vacant 35,784-55,810	55,704 (4) 37,564-60,146	69,257 (6) 54,134-84,430	58,874 (8) 44,788-69,854	30,696 (14) 27,472-42,846

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**BENCHMARK POSITIONS:** Office and Clerical (numbers in parentheses indicate number of incumbents)

	<b>Nutritionist Supervisor</b>	<b>Public Health Program Manager</b>	<b>Programmer / Analyst</b>
<b>APACHE</b>			
Actual	Vacant	25,274 (2)	N/A
Range	24,704-37,056	24,101-36,152	
<b>COCHISE</b>			
Actual	Vacant	N/A	57,246 (1)
Range	36,221-54,029		42,896-64,064
<b>COCONINO</b>			
Actual	77,164 (1)	54,786 (3)	48,853 (1)
Range	53,442-78,593	49,478-72,761	45,657-67,143
<b>GILA</b>			
Actual	47,767 (1)	45,447 (1)	N/A
Range	43,886-78,995	41,796-75,233	
<b>GRAHAM</b>			
Actual	64,454 (1)	43,940 (4)	Vacant
Range	42,406-64,454	34,320-52,156	42,000-63,000
<b>GREENLEE</b>			
Actual	56,160 (1)	N/A	N/A
Range	56,472-56,472		
<b>LA PAZ</b>			
Actual	N/A	53,995 (1)	N/A
Range		36,492-53-995	
<b>MARICOPA</b>			
Actual	N/A	44,457 (21)	68,466 (22)
Range		38,771-66,643	55,723-83,595
<b>MOHAVE</b>			
Actual	N/A	40,539 (1)	62,286 (2)
Range		40,539-62,857	49,254-76,419
<b>NAVAJO</b>			
Actual	N/A	43,307 (6)	50,501 (1)
Range		38,490-48,112	44,637-55,796
<b>PIMA</b>			
Actual	42,113 (4)	61,108 (13)	57,556 (12)
Range	39,062-57,804	53,539-123,136	53,539-80,330
<b>PINAL</b>			
Actual	41,469 (6)	81,742 (3)	60,143 (4)
Range	41,467-57,308	75,878-104,724	55,816-77,072
<b>SANTA CRUZ</b>			
Actual	N/A	N/A	56,618 (1)
Range			50,189-67,756
<b>YAVAPAI</b>			
Actual	52,535 (1)	65,271 (4)	64,009 (7)
Range	47,559-64,744	63,301-86,175	57,546-78,340
<b>YUMA</b>			
Actual	85,298 (1)	56,851 (1)	N/A
Range	56,057-87,430	52,801-82,351	

**Notes:** ‡ = dual appointment (-) = county did not provide data

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## SALARIES OF CHIEF DEPUTIES

(Number in parentheses indicates years in position)

County	Assessor		Attorney		Clerk of the Superior Court		Recorder		School Superintendent		Sheriff		Treasurer	
APACHE	60,911	(2)	112,907	(1)	60,911	(10)	60,911	N/A	60,911	(<1)	79,283	(8)	60,911	(3)
COCHISE	56,034	(14)	99,770	(8)	52,051	(<1)	62,389	(26)	50,000	(<1)	85,600	(4)	55,253	(4)
COCONINO	70,392	(4)	125,243	(<1)	65,139	(1)	75,287	(3)	81,645	(6)	135,320	(11)	55,158	(2)
GILA	58,273	(1)	(-)		65,373	(11)	64,726	(3)	60,195	(3)	103,388	(3)	65,180	(9)
GRAHAM	51,040	(7)	109,520	(5)	46,852	(17)	51,040	(5)	51,040	(10)	67,680	(7)	51,040	(16)
GREENLEE	57,172	(2)	97,405	(2)	57,172	(5)	57,172	(14)	57,172	(23)	83,688	(3)	57,172	(3)
LA PAZ	53,040	(3)	94,827	(3)	53,040	(2)	53,040	(4)	53,040	(2)	80,746	(3)	53,040	(6)
MARICOPA	158,229	(10)	188,505	(<1)	144,678	(11)	(-)		156,015	(7)	192,096	(5)	137,370	(5)
MOHAVE	80,000	(2)	140,712	(31)	67,000	(4)	54,288	(2)	63,000	(<1)	112,944	(1)	69,500	(3)
NAVAJO	58,568	(7)	N/A		58,568	(2)	Vacant		58,568	(15)	81,599	(4)	57,419	(1)
PIMA	106,068	(3)	130,477	(4)	92,570	(<1)	116,856	(12)	96,900	(1)	168,144	(1)	125,599	(<1)
PINAL	72,297	(1)	144,082	(3)	78,287	(15)	58,140	(2)	75,964	(13)	124,979	(7)	99,969	(2)
SANTA CRUZ	52,104	(18)	98,155	(7)	42,182	(8)	(-)		(-)		(-)		43,181	(2)
YAVAPAI	69,523	(2)	142,989	(15)	57,547	(2)	68,154	(4)	78,340	(2)	111,325	(<1)	78,340	(10)
YUMA	57,893	(4)	122,791	(5)	79,974	(3)	52,123	(6)	N/A		N/A		62,344	(<1)

Notes: # Indicates county did not participate in survey. Data is more than one year old.

(-) Indicates county did not provide information

## SHERIFFS INFORMATION

County	County furnishes	Tuition Reimbursement Program	Total FTE Employees	Total FTE Employees in Jails	Total AZ POST <sup>1</sup> Certified Officers
APACHE	Weapon; Uniform	Yes	75	40	30
COCHISE	Weapon; Annual cash allowance for weapon/uniforr	Yes	170	63	79
COCONINO	Weapon; \$1,000/yr uniform allowance	Yes	234	89	56
GILA	Weapon; Uniform; \$600 Annual cash allowance for weapon/uniform	No	135	63	47
GRAHAM	\$900 annual cash allowance for weapon/uniform	No	70	29	23
GREENLEE	Weapon; \$1,200/yr uniform allowance	No	47	29	13
LA PAZ	Weapon; \$1,200/yr uniform allowance	No	48	36	(-)
MARICOPA	\$800 annual cash allowance for weapon/uniform	Yes	3,396	1,593	706
MOHAVE	Weapon; Uniform; \$650 annual cash allowance for weapon/uniform	Yes	250	129	71
NAVAJO	Weapon; \$1,800/yr uniform allowance	No	151	79	59
PIMA	Weapon; Uniform; \$1,050 Annual cash allowance for weapon/uniform	No	1,519	618	525
PINAL	Weapon; Uniform	Yes	472	223	192
SANTA CRUZ	Weapon; Uniform	Yes	83	40	34
YAVAPAI	Weapon; Uniform; \$960 Annual cash allowance for weapon/uniform	Yes	378	175	125
YUMA	Weapon; Uniform	Yes	309	204	78

Notes: (1) AZ POST is the Arizona Peace Officers Standards and Training Board.  
 # Indicates county did not participate in survey. Data is more than one year old.  
 (-) Indicates county did not provide information

## PERSONNEL INFORMATION

County	Federally Approved Merit System	Written Position Classifications	Formal Supervisory Training	Flex Time	Tuition Reimbursement <sup>1</sup>	Pre-employ Physical <sup>2</sup>	Pre-employ Drug Test <sup>2</sup>	Drug Test for Current Employees	Physical or Drug Test for Promotion
APACHE	No	Yes	No	Yes	Yes	No	No	No	No
COCHISE	Yes	Yes	Yes	Yes	Yes	No	No	No	No
COCONINO	No	Yes	Yes	Yes	Yes	No	No	No	No
GILA	No	Yes	No	No	No	No	No	No	No
GRAHAM	Yes	Yes	Yes	No	No	No	No	No	No
GREENLEE	No	Yes	No	No	No	No	No	No	No
LA PAZ	No	Yes	No	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	No	No	No	No	No
PIMA	No	Yes	Yes	No	Yes	No	No	No	No
PINAL	No	Yes	Yes	Yes	Yes	No	No	No	No
SANTA CRUZ	No	Yes	No	No	Yes	No	No	No	No
YAVAPAI	No	Yes	Yes	Yes	Yes	No	No	No	No
YUMA	No	Yes	No	No	Yes	No	No	No	No

Notes: (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.

# Indicates county did not participate in survey. Data is more than one year old.

(-) Indicates county did not provide information

## VACATION & SICK LEAVE POLICIES

County	Eligibility for annual leave after	Number of hours of annual leave accrued after						Max hours annual leave accruable	Annual medical leave hours	Max hours medical leave accruable	Average # 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 months	130.0	130.0	208.0	234.0	234.0	234.0	360.0	130.0	1,500.0	N/A	No
COCHISE	Immediately	104.0	104.0	130.0	161.2	208.0	208.0	240.0	96.2	1,040.0	65.5	No
COCONINO	6 months	104.0	120.0	144.0	160.0	200.0	240.0	240.0	96.0	1,040.0	N/A	Yes
GILA	6 months	80.0	80.0	120.0	160.0	160.0	160.0	240.0	80.0	Unlimited	72.0	Yes
GRAHAM	6 months	96.0	96.0	120.0	144.0	168.0	168.0	320.0	96.0	1,500.0	N/A	Yes
GREENLEE	Immediately	104.0	104.0	130.0	130.0	156.0	156.0	160.0	104.0	1,920.0	62.0	No
LA PAZ	(-)	80.0	80.0	120.0	160.0	160.0	160.0	160.0	80.0	Unlimited	(-)	Yes
MARICOPA	Immediately	111.6	111.6	133.2	189.6	204.0	211.2	270.0	up to 56	N/A	49.0	Yes
MOHAVE	Immediately	120.0	160.0	185.0	210.0	240.0	240.0	300.0	N/A	N/A	N/A	N/A
NAVAJO	6 months	96.0	120.0	120.0	144.0	168.0	168.0	240.0	96.0	N/A	57.9	No
PIMA	6 months	96.0	120.0	120.0	144.0	168.0	168.0	240.0	96.0	1,920.0	N/A	Yes
PINAL	6 months	80.0	80.0	120.0	144.0	160.0	160.0	360.0	96.0	N/A	(-)	No
SANTA CRUZ	6 months	104.0	104.0	128.0	152.0	152.0	152.0	320.0	0	N/A	N/A	No
YAVAPAI	Immediately	120.0	128.0	136.0	152.0	176.0	192.0	400.0	48.0	520.0	24.7	No
YUMA	(-)	192.0	200.0	224.0	248.0	256.0	264.0	0.0	96.0	(-)	N/A	Yes

Notes: # Indicates county did not participate in survey. Data is more than one year old.

(-) Indicates county did not provide information

## JOB CLASSIFICATION & COMPENSATION POLICIES

## TRAVEL POLICIES

County	Positions Covered by Compensation Policy	Number of Job Classifications Covered	Number of Positions Covered	Number of Exempt Employees	Automatic Salary Increase After Probation	Automatic Salary Increase at Anniversary Date	Last Year's Salary Adjustment	Last Year's Merit Adjustment	Reimbursement for Mileage	Per diem Allowance (excluding Lodging)	Lodging (in-state): Metro	Lodging (in-state): Non-metro	Lodging (out-of state)
					Yes	No							
APACHE	N/A	(-)	(-)	(-)	Yes	No	2.5%	0.0%	0.540	Per DOA Guidelines			
COCHISE	99%	322	846	168	No	No	0.0%	0.0%	0.540	\$34	\$141	\$66	N/A
COCONINO	(-)	297	(-)	254	No	No	2.5%	2.5%	0.540	State Per Diem Schedule			
GILA	98%	233	576	86	No	No	1.8%	1.0-3.0%	0.510	\$25	GSA rate	\$91	GSA rate
GRAHAM	100%	115	269	80	Yes	No	0.0%	0.0%	0.440	\$36	\$80/90	\$75	Actual cost
GREENLEE	100%	49	152	26	No	No	2.0%	0.0%	0.445	\$50	Per DOA Guidelines		
LA PAZ	100%	220	252	27	No	No	2.0%	2.0%	0.375	\$36	N/A	N/A	N/A
MARICOPA	100%	627	15,489	3,836	No	No	0.0%	0.0%	0.540	Follows GSA Guidelines			
MOHAVE	100%	275	859	198	No	No	0.0%	0.0%	0.540	\$55	N/A	N/A	N/A
NAVAJO	94%	212	601	144	No	No	0.0%	0.0%	0.445	\$50	State Per Diem Schedule		
PIMA	78%	511	6,394	1,604	No	No	0.0%	2-6%	0.445	\$39	Single government rate		
PINAL	100%	(-)	(-)	(-)	No	No	0.0%	0.0%	0.540	Follows GSA Guidelines			
SANTA CRUZ	99%	127	396	51	No	No	5.0%	0.0%	0.445	\$46	N/A	\$83.00	N/A
YAVAPAI	98%	489	1,634	310	No	No	2.0%	0.0%	0.445	\$44	\$113	\$89	\$89
YUMA	100%	(-)	1,439	(-)	No	No	(-)	0.0%	0.540	Varies Depending on Destination and Date			

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## COUNTY WORK FORCE

County	Full-time Positions		Part-time Positions		New Hires 8/31/15 to 9/01/16	Turn over rate in F/T positions
	Authorized	Filled	Authorized	Filled		
APACHE	457	348	51	26	91	27.50%
COCHISE	844	762	87	38	181	17.68%
COCONINO	1,062	926	(-)	(-)	138	15.44%
GILA	619	528	23	13	114	22.37%
GRAHAM	241	229	32	27	43	12.0%
GREENLEE	155	149	20	18	22	11.9%
LA PAZ	252	252	50	50	125	(-)
MARICOPA	15,173	13,125	438	414	1,109	10.46%
MOHAVE	1,248	1,027	21	19	192	19.5%
NAVAJO	(-)	599	(-)	36	187	23.7%
PIMA	6,972	6,071	422	212	1,164	12.8%
PINAL	1,839	1,790	(-)	145	318	11.46%
SANTA CRUZ	360	334	18	16	93	12.0%
YAVAPAI	1,532	1,458	64	56	349	19.8%
YUMA	1,402	1,264	37	29	210	11.61%

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## HEALTH INSURANCE

County	Self Insured	Program Administrator	Limit (\$ 000's)	Excess (\$ 000's)	Provider	Premium for Employee only	Employee Share	Premium for Family Coverage	County Share for Family Coverage
APACHE	Yes	Erin P. Collins	(-)	(-)	BC/BS - TPA Gilsbar	550.00	20.00	1,268.00	1,038.00
COCHISE	Yes	Cochise Combined Trust	160	240	Cochise Combined Trust - TPA AmeriBen	550.00	0.00	1,063.40	796.00
COCONINO	Yes	Northern Arizona Public Employer Benefit Trust	150	(-)	BlueCross BlueShield of Arizona	502.15	20.00	1,246.16	982.20
GILA	Yes	Erin P. Collins	200	100	Gilsbar	501.86	62.50	1,176.43	876.93
GRAHAM	Yes	AZLGEBT	125	2,000	AZLGEBT PPO/AZLGEBT HDHP	548.48	50.00	1,267.68	1,017.68
GREENLEE	Yes	AZLGEBT	2,000	1,800	Gilsbar	501.86	28.86	1,176.44	970.56
LA PAZ	Yes	Gilsbar	(-)	(-)	Gilsbar	537.35	(-)	1,255.55	911.36
MARICOPA	Yes	(-)	(-)	(-)	Cigna HMO/ United Healthcare PPO	637.34/660.14	80.78/103.58	1,608.06/1,708.52	1,395.24
MOHAVE	Yes	Meritain	137	145	Meritain Health	585.51	57.66	1,729.19	1,478.03
NAVAJO	Yes	CBIZ	250	(-)	Meritain Health	528.02	52.80	1,321.80	1057.44
PIMA	Yes	Aetna	375	200	Aetna	382.68	70.00	1,246.29	1,114.23
PINAL	Yes	Erin P. Collins	240	1,000	Ameriben/BCBS of AZ	474.84	22.46	1,259.00	952.72
SANTA CRUZ	Yes	Gilsbar	200	(-)	Arizona Local Government Employee Benefit Trust	551.15	41.84<28,000	1,275.05	1,027.41
YAVAPAI	Yes	Summit, Inc.	250	Unlimited	Yavapai Combined Trust	657.96	0.00	1,518.96	873.21
YUMA	Yes	Blue Cross/Blue Shield AZ	150	(-)	Blue Cross/Blue Shield AZ	617.59	0.00	1,623.94	1,410.02

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## EXTRA MEDICAL BENEFITS

County	Life Insurance (000's) <sup>1</sup>	Supplemental Accident Expenses	Short term Disability Plan	Eye Care	Dental Care	Employee Assistance Program	Wellness Program
APACHE	50/10/10	No	Included	Included	Included	N/A	Included
COCHISE	1 x annual salary	No	Included	Optional	Optional	Included	Included
COCONINO	40/ N/A / N/A	No	Optional	Included	Included	Included	Included
GILA	20/5/5	No	Included	Included	Included	N/A	Included
GRAHAM	40/5/5	No	Included	Included	Included	N/A	Included
GREENLEE	40/5/5	No	Included	Included	Included	N/A	N/A
LA PAZ	10/5/5	No	Included	Included	Included	N/A	Included
MARICOPA	1 x annual salary	Yes	Optional	Optional	Optional	Optional	Included
MOHAVE	Salary up to 50	No	Included	Optional	Optional	Included	Included
NAVAJO	50/2/(-)	No	Optional	Optional	Optional	Included	N/A
PIMA	50/10/10	Yes	Optional	Optional	Optional	Optional	Optional
PINAL	50/5/2.5	Yes	Included	Included	Included	Included	Optional
SANTA CRUZ	1 x annual salary/5/5	No	Included	Included	Included	Included	Included
YAVAPAI	1 x annual salary/2/1	Yes	Included	Included	Included	Included	Included
YUMA	1 x annual salary	No	Optional	Optional	Optional	Included	N/A

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

# Indicates county did not participate in survey. Data is more than one year old.

(-) Indicates county did not provide information

**PART III**

**BENCHMARK**

**JOB DESCRIPTIONS**

## PART III

# BENCHMARK JOB DESCRIPTIONS

The purpose of the benchmark positions listed in this section of the survey is to aid county, city and town officials in comparing the duties and responsibilities for similar positions in various public and private organizations. The benchmark positions also serve as a guide in establishing pay levels for positions having similar classifications which include: 1) municipal positions; and 2) county positions.

### Municipal

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

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

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

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

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

**CLERK TYPIST:** This is an entry level class. Uses typewriter to prepare letters, memoranda and reports from transcribing machines or written copies. May do various other clerical work such as keeping simple records, filing records and reports, or sorting and distributing incoming mail. Operates standard office equipment including copying machines. Usually requires a minimum typing speed of approximately 45 words per minute.

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

**DRAFTING TECHNICIAN:** This is an entry level class worker who, under general supervision, performs work in drafting and related areas, prepares complete working plan and detailed drawings from sketches, notes, photographs or oral instructions. Requires considerable experience in surveying, drafting or in construction work, in addition to courses in mathematics and drafting.

**ENGINEERING ASSISTANT I:** Under direct supervision, performs entry level professional engineering work either in a formal development training program involving a wide variety of beginning level engineering work or in an on-the-job training situation. Requires a Bachelor's degree in engineering.

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

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

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

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

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

**LABORER:** This work involves routine, unskilled manual labor. Performs such tasks as digging and shoveling, lifting and carrying heavy materials, and picking up refuse including handsweeping streets and gutters. May use hand tools or operate simple equipment under supervision.

**LEAD WORKER/FOREMAN:** This is a first line supervisory position over the work of a crew in a specific area; includes operation, construction, repair and maintenance; plans, assigns and schedules proper use of personnel and equipment; responsible for worker compliance with regulations and plans; reviews plans and specifications with supervisor.

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

**MAINTENANCE WORKER:** Performs semi-skilled or skilled manual work which includes building renovation and maintenance, minor construction, park and grounds maintenance, utility line installations and repair and meter replacement.

**MEDIUM EQUIPMENT OPERATOR:** This is skilled work requiring experience in the operation of moderately heavy trucks and automotive equipment. Operates dump trucks, pickups, and lighter construction equipment such as trencher, back hoe, small front end loaders, tractors; operates mechanical, pneumatic and hydraulic attachments; services and makes minor repairs and adjustments to equipment. Requires a State chauffeur's license.

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

**PLANNER I:** This is entry level professional work in the field of planning; work performed is under direct supervision; projects are assigned and completed for review; makes field surveys or evaluates data and writes reports on planning problems.

**POLICE CAPTAIN:** Directs, plans and coordinates all major activities for a division or section of the department as its commanding officer.

**POLICE OFFICER:** This is an entry level certified officer position involving general duty work; receives assignments and instructions from higher ranking officers; handles traffic control; may make investigation of crimes.

**POLICE SERGEANT:** As the supervisory officer immediately in charge of assigned officers and employees, this person directs activities at the operational level; supervises and directs the activities of an officer or a subunit of sworn civilian personnel during one particular work shift.

**RADIO OPERATOR/DISPATCHER:** This is an entry level class for the communication equipment operator of the uniformed force, but is generally a civilian employee of the police/sheriff department. This person assigns and directs the response of officers to the scene of the incident, answers telephone; does routine office work and answers questions and gives assistance to the public in matters not involving interpretation of departmental policy.

**SEMI-SKILLED WORKER:** Performs specialized manual labor requiring experience and advanced coordination; includes duties such as assisting journeyman, draftsman, asphalt patching and finishing, or operation of power lawn mowers, jack hammers and concrete cutting equipment and other equipment. This is a non-supervisory position.

**TREATMENT PLANT OPERATOR:** This is an entry level class requiring the operation of water and sewage treatment plant machinery and equipment; operates electrical controls and valves regulating sequential stage of treatment; measures and records temperatures; reads meters; takes samples for analysis; keeps records and makes reports; checks equipment for proper working order and may make minor repairs.

**VOLUNTEER FIREFIGHTER:** The duties of this class include fighting fires by driving or riding fire trucks to the scene of fires; rescuing persons from danger and administering first aid; uses various types of firefighting equipment, assisting in its maintenance and attending drills or other training sessions.



## County

Except where otherwise noted, minimum qualifications for all positions are any combination of education, training and experience that provides the required knowledge and abilities

### OFFICE / CLERICAL

**ACCOUNTING CLERK:** 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 years' bookkeeping or general office experience.

**ADMINISTRATIVE ASSISTANT:** 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.

**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. Minimum two years clerical experience.

**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 associates degree relating to legal assistant or paralegal, plus one year of experience in a legal environment.

**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 associates degree relating to legal assistant or paralegal, plus three years of experience as a legal assistant or paralegal.

**LEGAL SECRETARY:** 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.

**LIBRARIAN:** 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 year of professional reference experience.

**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.

**HUMAN RESOURCES ANALYST:** 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 plus three years human resources or equivalent experience.

**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.

## **JUDICIAL**

**COURTROOM CLERK:** 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 three years clerical experience including one year in a legal or court setting.

**COURT CLERK:** 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.

**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 two years experience.

## **ATTORNEYS**

**ATTORNEY I:** This entry level position provides professional legal services of moderate difficulty and provides other legal services as required or assigned. Initiates, engages and defends litigation; performs legal research; reviews and prepares legal documents; renders legal advice to clients; performs factual investigations. Possesses working 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, practices and references utilized in legal research. Must be a graduate from an accredited law school and be admitted to the State Bar of Arizona.

**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.

**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. Minimum five years experience.

## **LAW ENFORCEMENT**

**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.

**DETENTION OFFICER:** 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.

**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.

**DEPUTY SHERIFF:** 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.

**DISPATCH/COMMUNICATION:** 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.



**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.

**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 years law enforcement experience.

**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.

## **TRADES & TECHNICAL**

**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.

**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.

**C.A.D. DRAFTER:** 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 three years of related experience or equivalent education from a recognized technical training school.

**CIVIL ENGINEER – E.I.T.:** This position must be certified as an Engineer-in-Training (E.I.T.)

**CIVIL 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.

**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.

**ENGINEERING TECHNICIAN:** 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.

**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.

**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.

**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.

**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.

**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.

**FACILITIES MAINTENANCE WORKER:** 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 two years general building maintenance experience.

**AUTOMOTIVE MECHANIC:** 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 three years related experience.

**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. Bachelors degree plus two years related experience.

**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.

**SIGN MAINTENANCE WORKER:** 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.

**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.

**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.

## **APPRAISERS**

**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.

**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.

**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.

## **HEALTH**

**ENVIRONMENTAL HEALTH SPECIALIST (Sanitarian):** 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.

**DETENTION 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.

**PUBLIC HEALTH NURSE:** 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.

**NUTRITION WORKER II:** 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.

**NUTRITIONIST 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.

**PUBIC HEALTH PROGRAM (OR PROJECT) MANAGER:** 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 in health or social services of a related field and two years experience in public health programs.

### **MIS/DATA PROCESSING**

**COMPUTER TECHNICIAN:** 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.

**PROGRAMMER/ANALYST:** 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.