

APPENDIX IV – 28

2018 Arizona Compensation Survey

Nonexempt through Management & Professional Positions

2018 Arizona Compensation Survey Results - Part 1 Main Report.pdf



PAY, BENEFITS, AND TRENDS

Effective date of data: March 2018

Publication date: June 2018

www.salarysurveys.milliman.com
www.surveyresults.milliman.com



Your comments & suggestions, please ...



.....



1. Did the 2018 **Survey results** meet your needs? ☐ Yes ☐ No

Comments? _____

2. What new **job(s)** would you suggest for future **Arizona Compensation Surveys**? (*Important: Please email a **job description** to ensure our understanding of the job.*)

3. Have you used the **Interactive Online Results**? ☐ Yes ☐ No

Comments? _____

4. Other comments or suggestions?

5. Are there any local organizations not currently participating in the **Arizona Compensation Survey** that you would like to see participate in future surveys?

Organization	Contact Name	email
_____	_____	_____
_____	_____	_____

6. Name (optional): _____

Organization: _____

email: _____

Are you interested in joining the Steering Committee? (please check) ☐

Please mail, fax, or email this form to:

Larry Daniels
Milliman
1301 Fifth Avenue, Suite 3800
Seattle, Washington 98101-2605

FAX: 206-342-8995

Email: larry.daniels@milliman.com

www.salarysurveys.milliman.com

PDF Table of Contents

2018 ACS Results - Part 1 Main Report.pdf

Introduction	<u>PDF Page</u>
Introduction / Methodology	5
Advisory Steering Committee	6
Participant Directory	
Survey Participants	8
Survey Participants (by Industry)	9
Survey Participants (by County)	10
Size Profile Data	11
Job Descriptions	
Jobs Surveyed	13
Jobs Surveyed - Alphabetically	15
Job Descriptions	17
Summary Data - All Participants	
Sample Guide / Methodology - Base Salaries	44
<i>Base Salaries & Salary Ranges</i>	45
Sample Guide / Methodology - Total Cash	51
<i>Bonus & Total Cash Compensation</i>	52
Summary Data - By Category Breakout	
<i>Reporting Base Salaries, Salary Ranges, Bonus & Total Cash Compensation for the Following Breakouts:</i>	
Coconino County	59
Maricopa County	61
Pima County	69
Pinal County	75
Other Counties	77
Education	81
Government	83
Healthcare	93

Summary Data - By Category Breakout

<i>(continued)</i>	<u>PDF Page</u>
Manufacturing / Technology	95
Services	97

Salary Trends

Salary Adjustment Trends - All Responses (including zeros)	
Averages	102
Medians	103
Salary Adjustment Trends - Excluding Zeros	
Averages	104
Medians	105
Percent of Organizations Reporting	
Zero Adjustment	106

Compensation & Benefits Policies

Benefit Costs & Turnover Rates	108
Bilingual Skills - Pay Differentials	109
Lead Positions / Other Shifts	110
PTO, Vacation and Holiday	111
Medical / Dental Costs	113
Compensation Program Changes	116
Compensation Program Prevalence	120
FLSA Prevalence By Job	129
Notebook Cover and Spine Printout	133

2018 ACS Results - Part 2 Graphs.pdf

Job-by-Job Graphical & Numerical Data

Job Titles	2
Sample Guide / Methodology	5
Graphical, Job-by-Job Data	6

INTRODUCTION



INTRODUCTION / METHODOLOGY

We are pleased to present the results of the **45th annual Arizona Compensation Survey**. Confidentially conducted by Milliman, our objective is to provide a survey that is the *premier source* of compensation data for public and private sector employers within Arizona.

The 2018 survey covers **242 benchmark positions**, with data compiled from **77 major Arizona employers**.

In this Detailed Report, information is summarized for **all participants combined** as well as separately by **county and industry**. Data are presented on base salary, bonus, total cash, and salary range. The job-by-job graphical section shows data by county. A required minimum sample size (5 or more organizations) on any special sort maintains the confidentiality of other participants' data. For all-participant data, no individual employer represents more than 25% of the weighted data (as necessary, the number of incumbents reported was reduced; average pay reported was unchanged). *Additional customized data **breakouts, exports, and reports** to best fit your organization's needs are available using the interactive online results.*

This survey is for the private, confidential use of the recipient; reproducing or distributing the data without written permission is prohibited. Milliman has exercised reasonable care in compiling data and preparing the results, but does not warrant that the reports are free from all errors and omissions. Milliman disclaims all express and implied warranties, including, without limitation, the implied warranties of merchantability and fitness for a particular purpose.

We extend special thanks to the 77 organizations participating in this survey! Their cooperation and effort made this survey possible. We particularly thank the *Advisory Steering Committee* of local employers (listed in this section) for their efforts in guiding and enhancing this survey.

If you have any questions about using or interpreting this survey report, please contact Larry Daniels at 206-504-5543 or Lauren Busey at 206-504-5535.

email: larry.daniels@milliman.com
lauren.busey@milliman.com

For more information, visit:
www.salariesurveys.milliman.com
www.surveymilliman.com



Effective date of the data: March 2018
Publication date: June 2018

2018 Arizona Compensation Survey

45th Annual Survey

31-May-2018

Advisory Steering Committee

for questions or assistance



Organization	City	Representative(s)	Telephone	email
Arizona Superior Court in Pima County	Tucson	Jerry Ford	520-724-3842	iford@sc.pima.gov
Avnet, Inc.	Phoenix	Julie Aken	480-643-7759	julie.aken@avnet.com
La Frontera Center, Inc.	Tucson	John Knosby	520-838-5539	john.knosby@lafrontera.org
La Posada	Green Valley	Jim Casanova	520-648-8126	jim@laposadaqv.com
Northern Arizona University	Flagstaff	Rebecca Allender	928-523-6184	rebecca.allender@nau.edu
Raytheon Company	Tucson	Kirsten Randolph Jennifer Taylor	520-741-5714 520-741-5701	kirsten_m_randolph@raytheon.com Jennifer.M.Taylor@raytheon.com
Roche Tissue Diagnostics, Ventana Medical Systems, Inc.	Tucson	Christy Drake Neha Batta	520-229-4483 520-877-7200	christy.drake@roche.com neha.batta@roche.com
State of Arizona, Dept of Administration	Phoenix	Greg Carmichael Sheila Krueger	602-364-3460 602-542-3032	greg.carmichael@azdoa.gov sheila.krueger@azdoa.gov
The University of Arizona	Tucson	Kelly Delforge Jan Myers Helena Rodrigues	520-621-1164 520-626-2834 520-626-7753	kdelforge@email.arizona.edu janmyers@email.arizona.edu hrodrigu@email.arizona.edu
Tucson Electric Power	Tucson	Ryan Matchett	520-917-6617	rmatchett@tep.com
The Milliman logo, consisting of a green square icon with a white geometric design followed by the word "Milliman" in blue.		Larry Daniels	206-504-5543	larry.daniels@milliman.com
		Lauren Busey	206-504-5535	lauren.busey@milliman.com
		Minh-Tu Dinh	206-504-5787	minhtu.dinh@milliman.com

salarysurveys.milliman.com

PARTICIPANT DIRECTORY





Survey Participants (alphabetically)

Ak-Chin Indian Community	City of Tolleson *	Pima County *
Arizona Public Service Co. (APS)	City of Tucson	Pinal County *
Arizona Sonora Desert Museum	City of Yuma *	Pinal County Judicial Branch
Arizona State Retirement System	Coconino County	PING, Inc.
Arizona Superior Court in Pima County	Community Legal Services, Inc.	Raytheon Company
Arizona Supreme Court	Donor Network of Arizona	Rigid Industries
Blue Cross Blue Shield of Arizona	Empire Southwest, LLC	Sonora Behavioral Health Hospital
Catholic Community Services of Southern Arizona	FBL Financial Group, Inc.	Southwest Behavioral & Health Services
Central Arizona College	Freeport-McMoRan Inc.	StandardAero
Central Arizona Project *	Inter-Coastal Electronics, Inc.	State of Arizona, Dept. of Administration
Chiricahua Community Health Centers, Inc.	Knox Company	State of Arizona, Dept. of Public Safety
City of Avondale *	La Frontera Center, Inc.	SupplyOne Tucson, Inc.
City of Casa Grande *	La Posada at Park Centre	The University of Arizona
City of Chandler *	Lovitt & Touché, Inc.	Town of Gilbert *
City of Flagstaff	Lowell Observatory	Town of Oro Valley *
City of Glendale *	Maricopa Community Colleges	Town of Paradise Valley *
City of Goodyear *	Maricopa County	Town of Prescott Valley *
City of Lake Havasu *	ME Global, Inc.	Town of Queen Creek *
City of Mesa *	Metropolitan Domestic Water Improvement District	Town of Sahuarita *
City of Peoria *	Micro-Tronics, Inc.	Tucson Airport Authority
City of Phoenix *	Mohave County *	Tucson Electric Power
City of Scottsdale *	Northern Arizona University	Ventana Medical Systems, Inc. / Roche Diagnostics
City of Sedona *	Osborn School District *	Yavapai College
City of Sierra Vista *	Phoenix Zoo	Yuma County
City of Surprise *	Phoenix-Mesa Gateway Airport *	ZF Group / TRW Automotive Inc.
City of Tempe *	Pima Community College	

* data compiled from publicly available sources.



77 Major Arizona Employers

2018 Arizona Compensation Survey

Survey Participants (by Industry)

Education

Arizona Sonora Desert Museum
Central Arizona College
Maricopa Community Colleges
Northern Arizona University
Osborn School District *
Pima Community College
The University of Arizona
Yavapai College

Government

Ak-Chin Indian Community
Arizona State Retirement System
Arizona Superior Court in Pima County
Arizona Supreme Court
City of Avondale *
City of Casa Grande *
City of Chandler *
City of Flagstaff
City of Glendale *
City of Goodyear *
City of Lake Havasu *
City of Mesa *
City of Peoria *
City of Phoenix *
City of Scottsdale *
City of Sedona *
City of Sierra Vista *
City of Surprise *
City of Tempe *

City of Tolleson *
City of Tucson
City of Yuma *
Coconino County
Maricopa County
Mohave County *
Phoenix-Mesa Gateway Airport *
Pima County *
Pinal County *
Pinal County Judicial Branch
State of Arizona, Dept. of Administration
State of Arizona, Dept. of Public Safety
Town of Gilbert *
Town of Oro Valley *
Town of Paradise Valley *
Town of Prescott Valley *
Town of Queen Creek *
Town of Sahuarita *
Yuma County

Healthcare

Chiricahua Community Health Centers, Inc.
Donor Network of Arizona
La Frontera Center, Inc.
Sonora Behavioral Health Hospital
Southwest Behavioral & Health Services

*Additional Data Breakouts Available in PDF Report.
Custom Breakouts Available Via Interactive Online
Results.*

Manufacturing / Technology

Inter-Coastal Electronics, Inc.
Knox Company
ME Global, Inc.
Micro-Tronics, Inc.
PING, Inc.
Raytheon Company
Rigid Industries
StandardAero
Ventana Medical Systems, Inc. / Roche Diagnostics
ZF Group / TRW Automotive Inc.

Services

Arizona Public Service Co. (APS)
Blue Cross Blue Shield of Arizona
Catholic Community Services of Southern Arizona
Central Arizona Project *
Community Legal Services, Inc.
Empire Southwest, LLC
FBL Financial Group, Inc.
Freeport-McMoRan Inc.
La Posada at Park Centre
Lovitt & Touché, Inc.
Lowell Observatory
Metropolitan Domestic Water Improvement District
Phoenix Zoo
SupplyOne Tucson, Inc.
Tucson Airport Authority
Tucson Electric Power

* data compiled from publicly available sources.

Survey Participants (providing data by County)

*Additional Data Breakouts Available in PDF Report.
Custom Breakouts Available Via Interactive Online Results.*

Coconino County

Arizona Public Service Co. (APS)
Blue Cross Blue Shield of Arizona
City of Flagstaff
City of Sedona *
Coconino County
Lowell Observatory
Northern Arizona University
Southwest Behavioral & Health Services
State of Arizona, Dept. of Public Safety
Tucson Electric Power

Maricopa County

Arizona Public Service Co. (APS)
Arizona State Retirement System
Arizona Supreme Court
Blue Cross Blue Shield of Arizona
Central Arizona Project *
City of Avondale *
City of Chandler *
City of Glendale *
City of Goodyear *
City of Mesa *
City of Peoria *
City of Phoenix *
City of Scottsdale *
City of Surprise *
City of Tempe *
City of Tolleson *
Community Legal Services, Inc.
Donor Network of Arizona
Empire Southwest, LLC
FBL Financial Group, Inc.
Freeport-McMoRan Inc.
Inter-Coastal Electronics, Inc.
Knox Company

Lovitt & Touché, Inc.
Maricopa Community Colleges
Maricopa County
ME Global, Inc.
Micro-Tronics, Inc.
Osborn School District *
Phoenix Zoo
Phoenix-Mesa Gateway Airport *
PING, Inc.
Rigid Industries
Southwest Behavioral & Health Services
StandardAero
State of Arizona, Dept. of Administration
State of Arizona, Dept. of Public Safety
The University of Arizona
Town of Gilbert *
Town of Paradise Valley *
Town of Queen Creek *
Tucson Electric Power
ZF Group / TRW Automotive Inc.

Pima County

Arizona Sonora Desert Museum
Arizona State Retirement System
Arizona Superior Court in Pima County
Blue Cross Blue Shield of Arizona
Catholic Community Services of Southern Arizona
City of Tucson
Freeport-McMoRan Inc.
La Frontera Center, Inc.
La Posada at Park Centre
Lovitt & Touché, Inc.
Metropolitan Domestic Water Improvement District
Pima Community College
Pima County *
Raytheon Company

Sonora Behavioral Health Hospital
State of Arizona, Dept. of Administration
State of Arizona, Dept. of Public Safety
SupplyOne Tucson, Inc.
The University of Arizona
Town of Oro Valley *
Town of Sahuarita *
Tucson Airport Authority
Tucson Electric Power
Ventana Medical Systems, Inc. / Roche Diagnostics

Pinal County

Ak-Chin Indian Community
Arizona Public Service Co. (APS)
Central Arizona College
City of Casa Grande *
Pinal County *
Pinal County Judicial Branch
State of Arizona, Dept. of Public Safety

Other

Arizona Public Service Co. (APS)
Chiricahua Community Health Centers, Inc.
City of Lake Havasu *
City of Sierra Vista *
City of Yuma *
Freeport-McMoRan Inc.
Mohave County *
Southwest Behavioral & Health Services
State of Arizona, Dept. of Public Safety
The University of Arizona
Town of Prescott Valley *
Tucson Electric Power
Yavapai College
Yuma County

* data compiled from publicly available sources.

Survey Participants (size profile data)

	No. of Firms	Total Number of Employees:				Number of FTEs:				Annual Sales / Revenue (in millions)		
		25th Percentile	Median	75th Percentile	Total Employment	25th Percentile	Median	75th Percentile	Total Employment	25th Percentile	Median	75th Percentile
ALL PARTICIPANTS	77	252	780	1,799	231,038	224	548	1,799	207,560	\$39.9	\$120.9	\$623.2
Private Sector:	29	152	413	1,691	83,309	152	325	1,671	81,839	\$25.0	\$55.0	\$1,030.0
Public Sector:	48	382	972	1,823	147,729	373	761	1,821	125,721	\$56.1	\$170.7	\$414.2
For-Profit:	19	148	818	2,217	78,011	146	818	2,215	77,316	\$36.9	\$250.0	\$1,761.5
Not-For-Profit:	58	329	747	1,573	153,027	287	539	1,559	130,244	\$42.0	\$120.0	\$386.6
Education:	8	840	1,400	9,323	40,024	411	921	3,717	22,559	\$39.4	\$120.1	\$786.4
Government:	38	355	972	1,777	107,067	355	861	1,777	102,534	\$73.7	\$170.7	\$413.0
Healthcare:	5	260	325	714	2,453	200	315	613	2,048	\$55.0	\$59.2	\$70.0
Manufacturing / Technology:	10	146	561	2,123	53,951	143	561	2,122	53,485	\$25.0	\$146.0	\$1,894.8
Services:	16	169	445	1,734	27,543	155	371	1,710	26,934	\$24.8	\$41.2	\$966.5

	No. of Firms	Total Number of ARIZONA Employees:				Number of ARIZONA FTEs:			
		25th Percentile	Median	75th Percentile	Total Employment	25th Percentile	Median	75th Percentile	Total Employment
ALL PARTICIPANTS	77	200	622	1,595	186,091	184	492	1,595	163,025
Private Sector:	29	130	325	954	38,363	122	265	757	37,304
Public Sector:	48	382	972	1,823	147,728	373	761	1,821	125,721
For-Profit:	19	118	186	1,491	33,130	114	176	1,472	32,797
Not-For-Profit:	58	329	747	1,573	152,961	278	539	1,559	130,228
Education:	8	840	1,400	9,323	40,024	411	921	3,717	22,559
Government:	38	355	972	1,777	107,066	355	861	1,777	102,534
Healthcare:	5	260	325	714	2,453	200	315	613	2,048
Manufacturing / Technology:	10	127	148	682	14,487	126	148	682	14,372
Services:	16	105	381	1,529	22,061	89	295	1,519	21,513

JOB DESCRIPTIONS



Jobs Surveyed

2018 Arizona Compensation Survey

1.0 ADMINISTRATIVE SERVICES

- 1.01 Office Assistant
- 1.02 Office Assistant - Senior
- 1.03 Administrative Secretary
- 1.04 Administrative Assistant
- 1.05 Executive Assistant
- 1.06 Clerical Supervisor
- 1.07 Cashier - Office
- 1.08 Mail Clerk
- 1.09 Receptionist
- 1.10 Dispatcher
- 1.11 Research / Statistical Analyst
- 1.12 Program Planner
- 1.13 Business Manager - Unit / Small Organization
- 1.14 Business Manager - Large Division

2.0 ACCOUNTING / FINANCE

- 2.01 Accounting Clerk
- 2.02a Accountant
- 2.02b Accountant - Senior
- 2.02c Tax Accountant
- 2.02d Tax Accountant - Senior
- 2.03 Accountant Supervisor
- 2.04a Accounting Manager
- 2.04b Controller (not CFO)
- 2.05a Auditor
- 2.05b Auditor - Senior
- 2.06a Budget Analyst
- 2.06b Budget Analyst - Senior
- 2.07a Payroll Clerk
- 2.07b Payroll Specialist
- 2.08 Payroll Supervisor
- 2.09 Accounts Payable Supervisor
- 2.10 Collector
- 2.12 Financial Analyst
- 2.13 Financial Analyst - Senior

3.0 INFORMATION TECHNOLOGY

- 3.01 Data Entry Operator
- 3.03 Computer Operator
- 3.05 Computer Operations Analyst
- 3.06 Computer Operations Manager
- 3.07 Computer Programmer
- 3.08 Programmer Analyst
- 3.09 Systems Analyst - Journey
- 3.10 Systems Analyst - Lead
- 3.11 Systems Programmer - Journey
- 3.12 Systems Programmer - Lead
- 3.13 Systems and Programming Manager
- 3.14 Help Desk Coordinator Tier I
- 3.15 Help Desk Coordinator Tier II

- 3.16 Personal Computer Support Tech - Entry
- 3.17 Personal Computer Support Tech - Lead
- 3.18 Database Administrator
- 3.19a Systems Administrator
- 3.19b Network Systems Engineer
- 3.20 Network Administrator
- 3.21 Telecom Support Specialist
- 3.22 Web Developer
- 3.23 Telecom Systems Technician
- 3.24 Telephone Service Coordinator
- 3.26 Communications Technician
- 3.27 GIS Analyst
- 3.28 Business Analyst
- 3.29 Software Engineer
- 3.30 Software Engineer - Senior
- 3.34 IT Security Engineer****
- 3.35 IT Security Engineer - Senior***

4.0 OPERATIONS / MAINTENANCE / FACILITIES

- 4.01 Custodial Worker
- 4.02 Custodial Supervisor
- 4.03 Building Maintenance Worker
- 4.04 Building Maintenance Supervisor
- 4.05 Carpenter
- 4.06 Electronic Technician
- 4.07 Electrician
- 4.08 Painter
- 4.09 Plumber
- 4.10 Welder
- 4.11 HVAC Technician****
- 4.12 Trades Helper
- 4.13 Laborer
- 4.14 Equipment Operator
- 4.15a Equipment Shop Supervisor
- 4.15b Fleet Manager
- 4.16 Heavy Equipment Operator
- 4.17 Automotive Service Worker
- 4.18 Automotive Mechanic
- 4.19 Heavy Equipment Mechanic
- 4.20 Locksmith / Security Specialist
- 4.21 Groundskeeper
- 4.22 Grounds Supervisor
- 4.23 Driver, Bus / Tram
- 4.24 Driver
- 4.25 Physical Plant Director
- 4.26 Construction Projects Coordinator
- 4.27 Offset Press Operator
- 4.28 Environmental Health / Safety Specialist
- 4.30 Environmental Engineer
- 4.32 Environmental Engineer - Senior

5.0 ENGINEERING / PRODUCTION

- 5.01 Drafting Technician
- 5.02 Engineering Technician - Entry
- 5.03 Engineering Technician
- 5.04 Engineering Technician - Senior
- 5.05 Civil Engineer
- 5.06 Civil Engineer - Senior
- 5.09 Electrical Engineer
- 5.10 Electrical Engineer - Senior
- 5.11 Manufacturing Engineer
- 5.12 Manufacturing Engineer - Senior
- 5.13a Mechanical Engineer
- 5.13b Mechanical Engineer - Senior
- 5.14 Machinist
- 5.16 Production Machine Operator I
- 5.17 Production Machine Operator II
- 5.18 Production Machine Operator III
- 5.20 Assembler
- 5.21 Assembler - Senior
- 5.22 Quality Assurance Inspector
- 5.23a Test Technician
- 5.23b Quality Assurance Technician
- 5.23c Quality Assurance Engineer
- 5.23d Quality Assurance Engineer - Senior
- 5.23e Quality Manager
- 5.24 Production Planner / Scheduler
- 5.25 Survey Party Chief
- 5.26 Roadway Maintenance Technician
- 5.30 Planner

6.0 HEALTHCARE

- 6.01a Laboratory Technician
- 6.01b Histology Technician***
- 6.01c Histology Technologist***
- 6.02 Medical Technologist
- 6.03a Radiological Technologist
- 6.04 Nursing Assistant, Certified (CNA)
- 6.05 Nurse Practitioner
- 6.06 Licensed Practical Nurse
- 6.07a Registered Nurse - Acute Care
- 6.07c Registered Nurse - Clinic

242 benchmark positions

(continued)



Jobs Surveyed

2018 Arizona Compensation Survey

6.07d Clinical Nurse Lead / Supervisor
 6.08a Occupational Therapy Assistant - Certified (COTA)
 6.08b Occupational Therapist
 6.09a Physical Therapy Assistant (PTA)
 6.09b Physical Therapist
 6.10 Respiratory Therapist
 6.11 Pharmacy Technician
 6.12 Pharmacist
 6.13 Quality Assurance Coordinator (RN)
 6.14 Social Worker - Bachelor's
 6.15 Social Worker - Master's
6.16a Behavioral Health Assistant - Entry*
 6.16b Behavioral Health Technician
 6.16c Behavioral Health Therapist / Counselor
 - Master's
 6.17 Phlebotomist
 6.18 Claims / Billing Specialist
 6.19 Nurse Case Manager
 6.20 Clinical Educator
 6.21 Medical Assistant
 6.22 Physician Assistant
 6.28 Speech Language Pathologist

7.0 HUMAN RESOURCES

7.01a Trainer
 7.01b Trainer - Technical
 7.01c Training Manager
 7.02 Human Resources Assistant
 7.03 Human Resources Analyst
 7.04 Human Resources Generalist
 7.05 Human Resources Generalist - Senior
 7.06 Compensation Manager
 7.07a Benefits Specialist
 7.07b Benefits Specialist - Senior
 7.07c Benefits Administrator
 7.07d Benefits Manager
 7.08 Human Resources Manager
 7.09 Human Resources Director
 7.11 HRIS Analyst
 7.14 Recruiter
7.18 Organizational Effectiveness Consultant**

8.0 LEGAL / COURT

8.01 Legal Secretary
 8.02 Paralegal
 8.03a Attorney
 8.03b Attorney - Senior
 8.04 Judicial Administrative Assistant
 8.05 Bailiff
 8.06 Court Interpreter

8.07 Court Reporter
 8.08 Courtroom Clerk (Bench Specific)
 8.09 Courtroom Clerk, Senior (Multiple Bench)
 8.10 Probation Officer
 8.11 Surveillance Officer
 8.12 Juvenile Detention Officer
 8.13 Detention Officer
 8.17 Counselor / Mediator
 8.20 Probation Supervisor

9.0 LIBRARY

9.01 Library Specialist
 9.03 Librarian

10.0 PROCUREMENT / WAREHOUSE

10.01 Stock Clerk
 10.02 Stores Supervisor
 10.03 Material Handler
 10.04 Warehouse Lead
 10.05a Buyer
 10.05b Buyer - Senior
 10.06 Purchasing Supervisor
 10.07 Purchasing Manager
 10.08 Contracts Administrator
 10.09 Contracts Administrator - Senior
10.10 Purchasing Assistant*

11.0 FOOD SERVICE / HOSPITALITY

11.01 Cook
 11.02 Food Service Worker
 11.03 Food Service Supervisor
 11.11 Recreation Assistant
 11.12 Recreation Program Coordinator
 11.13 Recreation Supervisor

12.0 POLICE / FIRE / PROTECTION SERVICES

12.01 Criminal Investigator
 12.03 Police Officer
 12.04 Police Sergeant
 12.05 Police Lieutenant
 12.07 Firefighter
 12.08 Fire Engineer
 12.09 Fire Marshal
 12.10 Fire Captain
 12.11a Police Chief
 12.11b Emergency Dispatcher
 12.12 Fire Inspector
 12.14 Criminalist
 12.15 Polygraph Examiner
 12.16 Property / Evidence Clerk

12.17 Police Records Clerk
 12.18 Safety Officer
 12.19a Security Guard - Unarmed
 12.19b Security Guard - Armed

13.0 CUSTOMER SERVICE / MARKETING / SALES

13.03 Customer Service Representative
 13.04 Customer Service Representative - Senior
 13.07 Customer Service Supervisor
 13.08 Marketing Assistant
 13.09a Marketing Coordinator
 13.09b Special Events Coordinator
 13.10 Marketing Communications Specialist
 13.11 Social Media Specialist
 13.12 Digital Marketing Specialist
 13.15 Grants Writer

14.0 COMMUNICATIONS

14.01 Public Information Officer
 14.02 Media Specialist
 14.03 Video Production Specialist
 14.04 Graphic Artist

15.0 MISCELLANEOUS

15.01 Curator / Museum Exhibits Specialist
 15.03 Volunteer Coordinator

16.0 PROJECT MANAGEMENT

16.01 Project Analyst / Coordinator
 16.02 Project Manager I
 16.03 Project Manager II



242 benchmark positions

Jobs Surveyed (in alphabetical order)**2018 Arizona Compensation Survey**

2.02a Accountant	3.07 Computer Programmer	11.03 Food Service Supervisor
2.02b Accountant - Senior	4.26 Construction Projects Coordinator	11.02 Food Service Worker
2.03 Accountant Supervisor	10.08 Contracts Administrator	3.27 GIS Analyst
2.01 Accounting Clerk	10.09 Contracts Administrator - Senior	13.15 Grants Writer
2.04a Accounting Manager	2.04b Controller (not CFO)	14.04 Graphic Artist
2.09 Accounts Payable Supervisor	11.01 Cook	4.22 Grounds Supervisor
1.04 Administrative Assistant	8.17 Counselor / Mediator	4.21 Groundskeeper
1.03 Administrative Secretary	8.06 Court Interpreter	4.19 Heavy Equipment Mechanic
5.20 Assembler	8.07 Court Reporter	4.16 Heavy Equipment Operator
5.21 Assembler - Senior	8.08 Courtroom Clerk (Bench Specific)	3.14 Help Desk Coordinator Tier I
8.03a Attorney	8.09 Courtroom Clerk, Senior (Multiple Bench)	3.15 Help Desk Coordinator Tier II
8.03b Attorney - Senior	12.01 Criminal Investigator	6.01b Histology Technician*
2.05a Auditor	12.14 Criminalist	6.01c Histology Technologist*
2.05b Auditor - Senior	15.01 Curator / Museum Exhibits Specialist	7.11 HRIS Analyst
4.18 Automotive Mechanic	4.02 Custodial Supervisor	7.03 Human Resources Analyst
4.17 Automotive Service Worker	4.01 Custodial Worker	7.02 Human Resources Assistant
8.05 Bailiff	13.03 Customer Service Representative	7.09 Human Resources Director
6.16a Behavioral Health Assistant - Entry*	13.04 Customer Service Representative - Senior	7.04 Human Resources Generalist
6.16b Behavioral Health Technician	13.07 Customer Service Supervisor	7.05 Human Resources Generalist - Senior
6.16c Behavioral Health Therapist / Counselor - Master's	3.01 Data Entry Operator	7.08 Human Resources Manager
7.07c Benefits Administrator	3.18 Database Administrator	4.11 HVAC Technician**
7.07d Benefits Manager	8.13 Detention Officer	3.34 IT Security Engineer**
7.07a Benefits Specialist	13.12 Digital Marketing Specialist	3.35 IT Security Engineer - Senior*
7.07b Benefits Specialist - Senior	1.10 Dispatcher	8.04 Judicial Administrative Assistant
2.06a Budget Analyst	5.01 Drafting Technician	8.12 Juvenile Detention Officer
2.06b Budget Analyst - Senior	4.24 Driver	6.01a Laboratory Technician
4.04 Building Maintenance Supervisor	4.23 Driver, Bus / Tram	4.13 Laborer
4.03 Building Maintenance Worker	5.09 Electrical Engineer	8.01 Legal Secretary
3.28 Business Analyst	5.10 Electrical Engineer - Senior	9.03 Librarian
1.14 Business Manager - Large Division	4.07 Electrician	9.01 Library Specialist
1.13 Business Manager - Unit / Small Organization	4.06 Electronic Technician	6.06 Licensed Practical Nurse
10.05a Buyer	12.11b Emergency Dispatcher	4.20 Locksmith / Security Specialist
10.05b Buyer - Senior	5.03 Engineering Technician	5.14 Machinist
4.05 Carpenter	5.02 Engineering Technician - Entry	1.08 Mail Clerk
1.07 Cashier - Office	5.04 Engineering Technician - Senior	5.11 Manufacturing Engineer
5.05 Civil Engineer	4.30 Environmental Engineer	5.12 Manufacturing Engineer - Senior
5.06 Civil Engineer - Senior	4.32 Environmental Engineer - Senior	13.08 Marketing Assistant
6.18 Claims / Billing Specialist	4.28 Environmental Health / Safety Specialist	13.10 Marketing Communications Specialist
1.06 Clerical Supervisor	4.14 Equipment Operator	13.09a Marketing Coordinator
6.20 Clinical Educator	4.15a Equipment Shop Supervisor	10.03 Material Handler
6.07d Clinical Nurse Lead / Supervisor	1.05 Executive Assistant	5.13a Mechanical Engineer
2.10 Collector	2.12 Financial Analyst	5.13b Mechanical Engineer - Senior
3.26 Communications Technician	2.13 Financial Analyst - Senior	14.02 Media Specialist
7.06 Compensation Manager	12.10 Fire Captain	6.21 Medical Assistant
3.05 Computer Operations Analyst	12.08 Fire Engineer	6.02 Medical Technologist
3.06 Computer Operations Manager	12.12 Fire Inspector	3.20 Network Administrator
3.03 Computer Operator	12.09 Fire Marshal	3.19b Network Systems Engineer
	12.07 Firefighter	6.19 Nurse Case Manager
	4.15b Fleet Manager	

242 benchmark positions

(continued)

Jobs Surveyed *(in alphabetical order)***2018 Arizona Compensation Survey**

6.05	Nurse Practitioner	5.23c	Quality Assurance Engineer
6.04	Nursing Assistant, Certified (CNA)	5.23d	Quality Assurance Engineer - Senior
6.08b	Occupational Therapist	5.22	Quality Assurance Inspector
6.08a	Occupational Therapy Assistant - Certified (COTA)	5.23b	Quality Assurance Technician
1.01	Office Assistant	5.23e	Quality Manager
1.02	Office Assistant - Senior	6.03a	Radiological Technologist
4.27	Offset Press Operator	1.09	Receptionist
7.18	Organizational Effectiveness Consultant**	11.11	Recreation Assistant
4.08	Painter	11.12	Recreation Program Coordinator
8.02	Paralegal	11.13	Recreation Supervisor
2.07a	Payroll Clerk	7.14	Recruiter
2.07b	Payroll Specialist	6.07a	Registered Nurse - Acute Care
2.08	Payroll Supervisor	6.07c	Registered Nurse - Clinic
3.16	Personal Computer Support Tech - Entry	1.11	Research / Statistical Analyst
3.17	Personal Computer Support Tech - Lead	6.10	Respiratory Therapist
6.12	Pharmacist	5.26	Roadway Maintenance Technician
6.11	Pharmacy Technician	12.18	Safety Officer
6.17	Phlebotomist	12.19b	Security Guard - Armed
4.25	Physical Plant Director	12.19a	Security Guard - Unarmed
6.09b	Physical Therapist	13.11	Social Media Specialist
6.09a	Physical Therapy Assistant (PTA)	6.14	Social Worker - Bachelor's
6.22	Physician Assistant	6.15	Social Worker - Master's
5.30	Planner	3.29	Software Engineer
4.09	Plumber	3.30	Software Engineer - Senior
12.11a	Police Chief	13.09b	Special Events Coordinator
12.05	Police Lieutenant	6.28	Speech Language Pathologist
12.03	Police Officer	10.01	Stock Clerk
12.17	Police Records Clerk	10.02	Stores Supervisor
12.04	Police Sergeant	8.11	Surveillance Officer
12.15	Polygraph Examiner	5.25	Survey Party Chief
8.10	Probation Officer	3.19a	Systems Administrator
8.20	Probation Supervisor	3.09	Systems Analyst - Journey
5.16	Production Machine Operator I	3.10	Systems Analyst - Lead
5.17	Production Machine Operator II	3.13	Systems and Programming Manager
5.18	Production Machine Operator III	3.11	Systems Programmer - Journey
5.24	Production Planner / Scheduler	3.12	Systems Programmer - Lead
1.12	Program Planner	2.02d	Tax Accountant - Senior
3.08	Programmer Analyst	2.02c	Tax Accountant
16.01	Project Analyst / Coordinator	3.21	Telecom Support Specialist
16.02	Project Manager I	3.23	Telecom Systems Technician
16.03	Project Manager II	3.24	Telephone Service Coordinator
12.16	Property / Evidence Clerk	5.23a	Test Technician
14.01	Public Information Officer	4.12	Trades Helper
10.10	Purchasing Assistant*	7.01a	Trainer
10.07	Purchasing Manager	7.01b	Trainer - Technical
10.06	Purchasing Supervisor	7.01c	Training Manager
6.13	Quality Assurance Coordinator (RN)	14.03	Video Production Specialist
		15.03	Volunteer Coordinator
		10.04	Warehouse Lead
		3.22	Web Developer
		4.10	Welder

**242 benchmark positions**

Job Descriptions

GENERAL GUIDELINES . . .

- Job descriptions denote the **primary focus of the job**, not necessarily all the duties that might be performed.
- Although many job descriptions specify a **college degree** as a typical qualification, a degree is not an absolute necessity. Equivalent knowledge and experience may be substituted for a degree in many instances. When a degree is mentioned as a typical qualification, it is assumed to be in a related discipline. A Bachelor's Degree is implied unless otherwise stated.
- Most job descriptions specify a **minimum length of experience as a typical qualification**. The number of years should be used as a guideline only. **Job-related experience is always implied**.
- Many jobs specify a **particular level in a typical job hierarchy** (e.g., Office Assistant - Senior). All job titles in this survey which do not identify a level (e.g., Senior) are referring to the intermediate level. Organizations with a one-level job (no junior or senior level) will usually be able to match their job to the intermediate level.
- The **intermediate level** is considered a fully trained, fully proficient level.



* New - 2018

** Revised - 2018

1.0 ADMINISTRATIVE SUPPORT

1.01 OFFICE ASSISTANT

Performs routine clerical and/or typing/word processing duties; answers telephone, greets visitors, giving general information in response to inquiries; delivers oral and written messages • Sorts and distributes incoming mail, files correspondence, memoranda, reports and other materials alphabetically, numerically or by other prescribed method; maintains routine clerical records, logs and data and compiles routine reports • Operates office equipment such as copiers, calculators, and personal computers • Duties are performed in accordance with specific instructions for established work procedures requiring limited decision-making • *No previous experience required.*

NOTE: Exclude experienced or lead office workers, secretaries performing a wide range of tasks.

1.02 OFFICE ASSISTANT - SENIOR

Performs a variety of clerical and/or typing/word processing duties • Provides general information in response to inquiries in person or by telephone, reviews accounts, reports, records or other documents for completeness, accuracy and conformity within established procedures and collects data to maintain such records • Files and cross-indexes documents and correspondence alphabetically, numerically or by another prescribed method • Operates office equipment such as copiers, calculators, and personal computers; extracts, assembles and/or compiles a variety of data from office records for incorporation into reports • Performs arithmetic calculations and simple bookkeeping duties with speed and accuracy; tracks and maintains records and status of processes used in unit and follows up as needed • Duties require a working knowledge of assigned function's practices and procedures • *Requires clerical work experience.*

NOTE: Exclude entry level/trainee office workers, production word processing/typing positions, lead office workers, secretaries performing a wide range of tasks, office supervisors.

1.03 ADMINISTRATIVE SECRETARY

Under general supervision, performs skilled secretarial, varied clerical and routine administrative duties • Prepares minutes of meetings and conferences; greets and interviews visitors, giving information requiring knowledge of organization's policies and procedures; makes appointments and travel arrangements; maintains files and records; types documents, reports, and forms, ensuring grammar and sentence structure are appropriate; assembles material for correspondence and reports; operates a variety of office equipment • Compiles information and prepares routine to moderately complex reports for supervisor • *Requires prior experience and the ability to type.*

NOTE: Exclude entry level secretaries, lead and/or supervisory secretaries, executive secretaries.

1.04 ADMINISTRATIVE ASSISTANT

Performs a variety of administrative tasks for an executive or administrator, including research, special projects, budget estimating, operational planning or report preparation • May supervise clerical or technical personnel • Resolves complaints and problems by interpreting divisional or departmental policies and regulations; investigates consumer complaints and resolves problems; uses computer to do word processing, database maintenance, and/or spreadsheet programs • *Requires knowledge typically achieved with a 4-year degree, and 1 year of related experience or equivalent training and experience.*

NOTE: Exclude administrative secretaries, executive secretaries, administrative service officers, program and project specialist.

1.05 EXECUTIVE ASSISTANT

Under direction, is responsible for work of considerable difficulty serving as staff assistant to an administrator of a major organizational unit • Requires a high level of technical skill in such areas as budget, finance or analysis • Assignments have a significant impact on management decision making and organizational operations • Conducts special studies; represents the administrator at high level meetings; requires broad organizational knowledge and the application and interpretation of agency policies, rules and regulations • May supervise professional and/or clerical personnel • Requires 4 years responsible administrative experience.

NOTE: Exclude secretaries.

1.06 CLERICAL SUPERVISOR

Under general supervision of a unit or section manager, supervises a group of employees engaged in a variety of automated and manual activities that provide administrative support to one or more units • Determines the personnel needs of the unit; has primary responsibility for employee selection, training, evaluation and disciplinary actions; plans, assigns and coordinates the flow of work • Requires 2 years in supervision of clerical/secretarial staff .

NOTE: Exclude non-supervisory personnel, administrative assistant and lead positions.

1.07 CASHIER - OFFICE

Under general supervision, performs responsible clerical work in receiving cash, checks, drafts and other forms of remittance • Reconciles cash receipts and cash balances • Prepares bank deposits and performs related clerical work • Requires cashier, figures or clerical experience.

NOTE: Exclude retail sales cashiers, accounting clerk, bookkeepers, general clerical.

1.08 MAIL CLERK

Under general supervision, delivers and picks up mail, documents, packages, U.S. mail and other items for offices or departments within establishment or to other establishments • Sorts, weighs, determines postage required, records postage and bundles mail; maintains a log of items delivered; may operate a motor vehicle • May deliver mail to post office • Reports to a unit supervisor • Requires experience in mailroom operations.

NOTE: Exclude entry level, lead mail clerks, delivery driver, dispatchers messengers, mail room only workers.

1.09 RECEPTIONIST

Greets and directs customers and other visitors, and informs appropriate employee of arrival • May maintain log of visitor arrivals and departures and may issue visitor passes • Answers telephone (other than a high-volume switchboard) and relays messages to appropriate party • May perform incidental typing or other routine clerical duties • This is the intermediate level typically requiring 6 months of previous office experience.

NOTE: Exclude secretaries, high-volume switchboard operators.

1.10 DISPATCHER

Performs technical clerical work receiving, processing and dispatching non-emergency calls from a communications center • Maintains logs of incoming and outgoing transmissions and various department records; operates a variety of communication systems and equipment; monitors status of field personnel; dispatches non-emergency personnel to aid field personnel or general public • Requires 1 year experience in radio or telephone dispatching operations.

NOTE: Exclude 911 operators, emergency dispatchers, receptionists.

1.11 RESEARCH / STATISTICAL ANALYST

Under general supervision is responsible for performing work of considerable difficulty in the compilation, analysis and interpretation of research and/or statistical data • Conducts research of physical, behavioral, social and cultural phenomena; prepares questionnaires, forms and schedules to be used in the compiling and analysis of data • Requires considerable knowledge of mathematical and statistical methods, sources of information and research techniques typically achieved with a 4-year degree, and 2 years professional experience in research and analysis.

NOTE: Exclude economists, research assistants.

1.12 PROGRAM PLANNER

Under general supervision, performs journey level professional planning work which involves identifying needs, conducting/coordinating research/survey activities, analyzing the information/data obtained and preparing one or more plans (based upon the analysis) containing implementation steps/phases which, if followed, will meet the identified needs • Requires a college level education and professional planning experience.

NOTE: Exclude environmental analysts, research analysts, statistical analysts, management/operations analysts, architects, planning engineers, plant layout specialist, urban planning/zoning staff, entry level planners, managers.

1.13 BUSINESS MANAGER - UNIT / SMALL ORG

Under general supervision, manages a small to moderate size organizational unit or company that provides administrative and support services (i.e., budgeting, accounting, purchasing, personnel, business operations, etc.) within a division • Plans the operations and procedures of the unit; directs the work of employees; develops employees; evaluates unit operations; assists and/or develops budget needs; researches new procedures and improvements; interprets statutes, regulations, and policies • Supervises professional, technical, and clerical staff • Requires a Bachelor's degree in accounting, business administration, or related field and two years of supervisory experience in the area of assignment.

NOTE: Exclude lead positions.

1.14 BUSINESS MANAGER - LARGE DIVISION

Under direction, manages, through second-line supervisors, a large organizational division that provides administrative and support services (i.e., budgeting, accounting, purchasing, personnel, business operations, etc.) • Plans the operations and procedures of the division; directs the work of staff through subordinate supervisors; develops staff; evaluates division operations; develops budget needs; develops new policies and procedures; interprets statutes, regulations, and policies • Supervises professional, technical, and clerical staff • Requires a Bachelor's degree in accounting, business administration, or related field and three years of supervisory experience in the area of assignment.

NOTE: Exclude first-level supervisors.

2.0 ACCOUNTING / FINANCE

2.01 ACCOUNTING CLERK

Under general supervision, performs skilled clerical accounting duties • Maintains fiscal records, accumulates and develops information for standard statements and reports of operations, taxes, budgets, costs, etc., making moderately complex computations for prorations and totals; checks and reconciles accounts, prepares and analyzes forecasts of available funds and anticipated expenditures • May have occasional lead responsibilities over clerks performing routine clerical and/or accounting tasks • Maintains a significant part of a large system or complete records of a small or moderate system • *Requires 2 years progressively responsible bookkeeping or clerical accounting experience.*

NOTE: Exclude lead positions, bookkeeping or accounting supervisors, professional or degreed accountants, entry level accounting clerks.

2.02a ACCOUNTANT

Under general supervision, performs professional level accounting tasks such as examining a variety of financial statements for completeness, accuracy and conformance with Generally Accepted Accounting Principles (GAAP) • Reviews and analyzes fiscal transactions such as billings, invoices, payments or other financial documents • Compiles complex data and writes summary of financial transactions • Prepares financial statements, charts, tables and other exhibits • Uses automated accounting systems and applications • May function as lead worker over paraprofessional and/or clerical accounting employees • *Requires a Bachelor's degree with a major in accounting and 1 year experience.*

NOTE: Exclude bookkeepers, supervisors.

2.02b ACCOUNTANT - SENIOR

Performs complex accounting functions including fiscal interpretation and analysis requiring full professional competency • Establishes and maintains new accounting and fiscal control records and procedures used in an organizational unit • Interprets accounts and records for administrative officers • Prepares fiscal analyses such as revenue projections or cost/benefit analyses • May perform some internal audit procedures • May direct the work of lower level accountants or accounting clerks • *This position is the senior level in the professional accounting family, typically requiring a degree in accounting and 5+ years of experience.*

NOTE: Exclude entry and intermediate level accountants, and supervisors.

2.02c TAX ACCOUNTANT

Performs tax accounting functions requiring full professional competency • Maintains tax records and prepares tax returns and related reports • Conducts miscellaneous tax studies for internal management • *This position is an intermediate level professional tax accountant, typically requiring a degree and 2-4 years of experience.*

2.02d TAX ACCOUNTANT - SENIOR

Performs complex tax accounting functions requiring full professional competency • Establishes and maintains tax records and prepares tax returns and related reports • Conducts studies for internal management • May direct the work of lower level accountants or accounting clerks • *This position is a senior level professional tax accountant, typically requiring a degree in accounting and 5+ years of experience.*

2.03 ACCOUNTING SUPERVISOR

Supervises a staff of professional accountants in a complex operational or cost accounting unit • Responsibilities include supervision of day-to-day financial operations of a medium or large size unit; reviews, analyzes and approves a variety of complex financial statements and reports for completeness, accuracy and conformance with Generally Accepted Accounting Principles (GAAP); advises management regarding fiscal matters; and forecasts revenues/expenditures • *Requires a Bachelor's degree with major in accounting and 1 year supervisory accounting experience.*

NOTE: Exclude second level accounting supervisors/managers, classifications that do not supervise professional accountants.

2.04a ACCOUNTING MANAGER

Under direction, plans, develops, directs and supervises, through subordinate supervisors, the work of professional accounting personnel and related support staff • Responsibilities include establishing and maintaining the automated accounting/budgetary systems, including budget preparation, fiscal planning, financial statements and financial control, and acting as chief advisor to management on fiscal matters • *Requires a Bachelor's degree with major in accounting and 5 or more years of experience in supervisory accounting.*

NOTE: Exclude first level accounting supervisors, classifications that do not supervise professional accounting supervisors.

2.04b CONTROLLER

Directs the overall accounting activities of a company • Administers accounting policies and directives • May assist in development of corporate policies and procedures • Supervises all unit accounting personnel • *This position generally reports to the chief financial officer and requires a degree and 5-8 years of experience or equivalent.*

NOTE: Exclude CFO.

2.05a AUDITOR

Under general supervision, performs experienced, professional level auditing work examining a variety of transactions/procedures • Determines compliance with applicable laws, policies and regulations in a variety of programs which may include management/business systems, engineering, financial, procurement, data processing installations • This is an intermediate level position typically requiring a degree and 2-4 years of experience.

NOTE: Exclude entry level auditors, supervisors, specialist.

2.05b AUDITOR - SENIOR

Conducts complex audits (external and/or internal) of operating units to examine and verify accounting and statistical records to determine reliability and effectiveness of financial and control systems • Examines operations and procedures for compliance with established policy • Prepares documentation or final written report as assigned and may participate in review of findings with management • Provides functional advice or training to less experienced auditors • This is the senior level position typically requiring course work or experience equivalent to a degree in business administration, accounting or finance, knowledge of company operations, policies and procedures and demonstrated oral and written communication skills • Typically requires 5-7 years of experience.

NOTE: Exclude audit directors.

2.06a BUDGET ANALYST

Under direction, performs budget analyses at the fully experienced, professional level, utilizing knowledge of budgetary requirements • Analyzes and interprets various financial and related data • Evaluates requests and compiles and consolidates budgets; prepares reports showing resources, expenditures and projected balances • Requires a degree and considerable experience.

NOTE: Exclude entry level analysts, supervisors, accountants, consultants.

2.06b BUDGET ANALYST - SENIOR

Prepares operating budget for units or departments based on actual performance, previous budget figures, estimated revenue, expense reports and other factors • Reviews expenditure of requisitioning departments to ensure conformance to budgetary limitations • Maintains records of expenses, inventories and budget balances • Audits vouchers and expense accounts • Maintains records of actual operating figures for comparison with estimated budget • Assists in installation of budgetary control systems • This is the senior level position requiring course work or experience equivalent to a degree in business, accounting or related discipline • Typically requires 4-6 years related experience and working knowledge of budget techniques, the organization's budget policies and procedures and demonstrated analytical skills.

2.07a PAYROLL CLERK

Maintains payroll records and processes and distributes the payroll • Processes time records and adjusts records for changes in wage rates, benefits, or deductions • Checks listings against source documents and traces and corrects errors in listings • Assists in the preparation of summary payroll reports • Computes wages for non-computerized systems.

2.07b PAYROLL SPECIALIST

Maintains and processes payroll records and reports for accounting of salary/wages due, accruals, deductions and other payroll functions • Possesses expertise in most areas of the payroll function to enable them to be a resource to and provide leadership to entry level payroll clerks and to make independent judgments within established limits • Requires completion of 6 semester hours of accounting and 2 years of experience.

NOTE: Exclude entry level payroll clerks.

2.08 PAYROLL SUPERVISOR

Supervises a staff of accounting clerks in the payroll section of a large unit or company • Responsible for planning, coordinating and scheduling of duties; verifying and processing payroll time, tracking and reporting 1099 information; and balancing computer runs • Prepares internal and external payroll reports; processes wage assignments and legal levies against wages; ensures timely reporting and payment of the employer's and employees' withholding taxes to appropriate agencies • Requires completion of 12 semester hours of accounting and 2 years supervisory accounting experience.

NOTE: Exclude supervisors responsible for multiple accounting functions.

2.09 ACCOUNTS PAYABLE SUPERVISOR

Supervises a staff of accounting clerks responsible for the accounts payable schedule for an accounting unit • Schedules work for subordinates; reviews fiscal documents and verifies for accuracy, timeliness and proper preparation; resolves problems regarding work methods and processes • Prepares periodic cash flow report and balance sheets • Requires completion of 12 semester hours of accounting and 2 years accounting experience.

NOTE: Exclude supervisors responsible for multiple accounting functions.

2.10 COLLECTOR

Under general supervision, collects delinquent taxes, loans, or other monies owed using skip tracing and other approved methods • Files liens/levies and wage garnishments • Reviews financial statements and negotiates payment plans based on analysis of assets and liabilities • Traces individuals, organizations and assets, utilizing a wide variety of resources • Requires 2 years of experience in the collection of delinquent monies in a formalized setting.

NOTE: Exclude trainees, entry level collectors, cashiers, supervisors, managers.

2.12 FINANCIAL ANALYST

Conducts and documents moderately complex financial and budget analysis projects • Performs research and analysis to provide management with financial data and recommendations for use in setting and realizing profit objectives • Evaluates financial alternatives and recommends appropriate action • Evaluates effectiveness of new programs by comparing results with original proposals • *This is an intermediate level position typically requiring a degree and 2-4 years of experience.*

NOTE: Exclude entry level analysts, senior level analysts, supervisors, accountants, consultants.

2.13 FINANCIAL ANALYST - SENIOR

Conducts and documents complex financial and budget analysis projects • Performs research and analysis to provide management with financial data and recommendations for use in setting and realizing profit objectives • Evaluates financial alternatives and recommends appropriate action • Evaluates effectiveness of new programs by comparing results with original proposals • May provide guidance and training to less experienced staff • *This is a senior level position typically requiring a degree and 4-6 years of experience.*

NOTE: Exclude entry level analysts, intermediate level analysts, supervisors, accountants, consultants.

3.0 INFORMATION TECHNOLOGY**3.01 DATA ENTRY OPERATOR**

Operates data entry equipment to transcribe data from a variety of source documents • Verifies data for accuracy and completeness • *This is the intermediate level typically requiring 1 year of data entry experience or training.*

NOTE: Exclude trainees, computer operators, supervisors, lead operators, personnel with programming responsibility.

3.03 COMPUTER OPERATOR

Under general supervision, performs a full range of journey level work in operations of a data center that includes multiple computer and peripheral equipment operations on large scale systems in which two or more jobs are processed concurrently under the control of the operating system; responsible for production cycles; saves, backs up, restores data; traces and corrects operator or machine errors • *Requires experience as a digital computer operator on a systems oriented computer.*

NOTE: Exclude entry level operators, supervisory positions.

3.05 COMPUTER OPERATIONS ANALYST

Provides technical support to the operation of a large multifunctional systems-oriented computer • Analyzes and resolves operational problems such as abnormal run terminations and machine malfunctions; monitors job runs • Identifies and resolves difficult equipment problems • Designs, codes, tests and documents system procedures, and schedules repair and maintenance of equipment • *Requires 1 year experience as computer software specialist.*

NOTE: Exclude entry level, supervisors.

3.06 COMPUTER OPERATIONS MANAGER

Under direction, is responsible for all operations of data processing equipment in a large installation encompassing three shifts; establishes schedules for operation of equipment, including data entry and data control • Supports company objectives through planning and use of resources • Supervises subordinate supervisors • *Typically requires a Bachelor's degree in computer science or related field and considerable experience or equivalent training and experience.*

NOTE: Exclude first line supervisors, operators, system managers, managers of small installations.

3.07 COMPUTER PROGRAMMER

Programs software from detailed specifications, with guidance as necessary from more senior programmers • Codes, tests, debugs, and documents programs or parts of programs • Maintains existing programs • Incumbents typically perform little, if any, systems analysis • *This is typically an entry level computer programming position beyond the trainee level, requiring related college or vocational training and 1 year of experience.*

NOTE: Exclude journey and senior level programmers.

3.08 PROGRAMMER ANALYST

Performs journey level, complex computer programming and systems analysis work, designing, coding, testing, modifying and analyzing, to support company functions • Determines user needs, prepares specifications and related documentation • Oversees and/or participates in translating specifications into coded computer instructions • Guides user staff in implementing systems • *Requires programming experience including responsibility for systems analysis and design.*

NOTE: Exclude programmers or programmer/analysts with limited experience, limited systems analysis responsibility, supervisory positions, project/team leaders.

3.09 SYSTEMS ANALYST - JOURNEY

Performs journey level work in the application of computing and communications hardware and software to the automation of processes, analyses and information transfer • Determines user data requirements; plans, designs and assists in the implementation of IT systems; needs understanding of business and flow charting to ensure specifications are written properly • May serve as project leader on small to medium projects • *Requires writing skills plus an Associates degree in computing or communications program or equivalent training and 2 years related experience.*

NOTE: Exclude supervisory and lead systems analyst positions.

3.10 SYSTEMS ANALYST - LEAD

Performs lead work in the application of computing and communications hardware and software to the automation of processes, analyses, and information transfer • Assignments require broad knowledge of information technology practices and capabilities and in-depth knowledge of one or more specialized information technology tools • Responsible for liaison with management or professional level users of information technology services • May perform project management on larger projects, user requirements analysis, complex hardware or software system design, consultation with users of complex information technology tools or coordination of user support (training, documenting, and/or consulting) services • *Requires a Bachelor's degree in a computing or communications program and 4 years systems analysis experience, or equivalent training and experience.*

NOTE: Exclude supervisory analysts.

3.11 SYSTEMS PROGRAMMER - JOURNEY

Performs journey level work in the analysis, documentation, installation, development, maintenance and monitoring of systems level software in a data center with complex service computers • Assists in programming/testing major systems • May be the lead/project leader in moderately complex systems software upgrades • Provides technical assistance in program logic, problem resolution, file design, front end devices and conducts feasibility studies • Prepares reports and recommendations, forecasts future requirements and performs routine inspections and maintains records of equipment service • *Requires a Bachelor's degree in computer science and 3 years of experience in programming, computer software, auxiliary equipment operation and data entry or equivalent training and experience.*

NOTE: Senior or Lead systems programmers, applications programmers and systems analysts, supervisory levels.

3.12 SYSTEM PROGRAMMER - LEAD

Performs lead work in the analyzing, documenting, installing, developing, maintaining, and monitoring systems level software in a data center with complex service computers • Systems level software includes operating, database management, file, communications, and utility systems • Analyzes requirements and develops recommendations for hardware and software configurations • Coordinates assistance to systems analysts in making effective use of systems level software • May coordinate efforts to analyze application requirements and design, develop and implement databases • May be involved in project management and supervision • *Requires a Bachelor's degree in computer science or related field and 4 years systems programmer experience, or equivalent training and experience.*

NOTE: Exclude applications programmers, systems analysts, supervisors.

3.13 SYSTEMS PROGRAMMING MANAGER

Under general direction, manages the planning, systems analysis and programming activities of a large installation • Responsible for effectiveness, economy and productivity of collection, storage, retrieval, processing and security of information; monitors multiple projects; directs feasibility studies and systems design and programming activities, reviewing and evaluating the work of subordinate technical staff, and preparing periodic performance reports • Supervises project managers • *Requires considerable programming and systems analysis experience.*

NOTE: Exclude supervisors, operations managers, project leaders.

3.14 HELP DESK COORDINATOR TIER I

Provides support services to internal and/or external users of the organization's computer systems and networks • Acts as a first level problem identification and resolution resource, including answering questions, providing advice, troubleshooting, and following-up to assist users in solving their own information technology problems • Coordinates user problem resolution with other IT sections if necessary, and tracks and reports recurring problems • *Typically requires 2 years related information technology experience.*

NOTE: Exclude programmer, systems analyst.

3.15 HELP DESK COORDINATOR TIER II

Provides support services to internal and/or external users of the organization's computer systems and networks • Acts as a second level problem identification and resolution resource, including answering questions, providing advice, troubleshooting, and following-up to assist users in solving their own information technology problems • Coordinates user problem resolution with other IT sections if necessary, and tracks and reports recurring problems • *Typically requires 3-4 years related information technology experience.*

NOTE: Exclude programmer, systems analyst.

3.16 PERSONAL COMPUTER SUPPORT TECH - ENTRY

Performs entry level work in support of personal computer hardware, software and related systems, which may include communication networks related to PCs and media equipment • Installs and/or sets up hardware and software and answers routine questions about use • May deliver and set up media equipment • Performs first-level problem identification and resolution or referral • *Requires 1 to 2 years of experience and training in personal computer and media equipment support.*

NOTE: Exclude programmer and systems analyst positions.

3.17 PERSONAL COMPUTER SUPPORT TECH - LEAD

Performs lead work in support of personal computer hardware and software and related systems, which may include communication networks related to PCs and media equipment • Answers questions about purchase, maintenance, upgrade, connection to networks and operation of a wide variety of personal computer hardware, software and related products • Troubleshoots complex problems and coordinates installations and upgrades of software, hardware and related systems • May perform or lead performance of operational duties associated with servers and networks such as monitoring, account management, queue management, and backup • *Requires 4 to 5 years of experience and education in personal computer and related systems support.*

NOTE: Exclude programmer and systems analyst positions.

3.18 DATABASE ADMINISTRATOR

Under general direction, plans, analyzes, implements and maintains major database facilities involving complex structures • Either serves as a technical expert over complex database activities or as a project leader • Is involved in all aspects of database structures, performance, integrity, recovery, standards and interface requirements • *Requires a Bachelor's degree in computer science and 3 years of experience as a database specialist.*

NOTE: Exclude journey or lead applications or systems programmers.

3.19a SYSTEMS ADMINISTRATOR

Monitors and maintains computer systems availability, performance and security • Analyzes, installs, configures, integrates and maintains systems software, hardware and related applications • Tests, troubleshoots and optimizes performance of systems • Assists users and technical staff with comprehensive technical/workstation support.

NOTE: Excludes entry level administrators and senior administrators with lead responsibilities.

3.19b NETWORK SYSTEMS ENGINEER

Maintains the operating system and utility software on all network computer platforms (UNIX, routers, servers, Windows, Windows NT, etc.) by analyzing, designing, programming, installing, testing and documenting new operating system program utilities and hardware to ensure production machines are available and computer systems development can be performed • Provides the highest level TCP/IP technical support for the organization's critical routed/switched local and wide area networks • Typically requires a degree in computer science, and 4 or more years of experience • May require Microsoft or Novell network engineer certification.

NOTE: Exclude entry level and senior levels with lead responsibilities.

3.20 NETWORK ADMINISTRATOR

Maintains effective and efficient operations of the network server • Ensures network runs smoothly and properly, maintains network security, and makes access for authorized users readily available • Makes decisions regarding procedures for set up, access to, and operation of network • Decisions relating to major policy changes or purchase of new hardware or software are referred to supervisor • Requires a Bachelor's degree in computer science or equivalent plus 2 - 3 years of experience as a Systems Programmer.

NOTE: Exclude PC server group.

3.21 TELECOM SUPPORT SPECIALIST

Performs analysis and design work of moderate difficulty to design, develop, operate and maintain high speed voice and data telecommunications network facilities • Conducts studies, analyzes needs, develops specifications and makes recommendations on acquisition of hardware and software • Typically requires a Bachelor's degree in computer science and 1 year experience.

NOTE: Exclude entry level.

3.22 WEB DEVELOPER

Designs and develops website to enhance user appeal and utility as well as the site's overall functionality • Designs web pages, forms, and navigation schema • Gathers, manipulates, and inputs graphics, text, and other elements for interactive display on the Web • Utilizes programming and scripting skills to establish common gateway interfaces and/or application programming interfaces among various sites, softwares and databases • Typically requires a degree • Requires a thorough knowledge of programming and server software operations.

NOTE: Exclude web producer.

3.23 TELECOM SYSTEMS TECHNICIAN

Under general direction performs journey level work of considerable difficulty maintaining all aspects of telephone system • This includes design, modification and installation of copper wire and fiber optic cable facilities, interface equipment, the telephone system and all peripheral equipment • Requires completion of approved schooling and 4 years of experience.

NOTE: Exclude electronics engineer, electronic equipment mechanic, communications technician, electronic technician.

3.24 TELEPHONE SERVICE COORDINATOR

Under direction performs work of considerable difficulty coordinating a wide variety of complex telecommunications service requests and vendor activities • Works with end users to develop telephone systems and voice mail solutions for the user's offices; develops work orders based on end user requests to accomplish the required solutions; and coordinates the implementation • Requires 5 years of experience in configuration, operation and use of telephone systems.

NOTE: Exclude communications technicians.

3.26 COMMUNICATIONS TECHNICIAN

Under general direction, is responsible for diagnosing, installing, and repairing or rebuilding communications equipment such as microwave, radio, radar and signal or timing equipment • This includes design modification and installation of copper wire and fiber optic cable facilities, interface equipment and peripheral equipment • Requires completion of approved schooling in electronics technology and experience • Requires a radiotelephone operator's license.

NOTE: Exclude electronics engineer, electronic equipment mechanic, electronic technician, telecommunications systems technician.

3.27 GIS ANALYST

Performs professional journey level work of moderate difficulty in the preparation and maintenance of geographic database used in Geographic Information System (GIS) applications • Operates computer graphics equipment; designs geographic databases; performs mapping, charting and analytical tasks; and resolves database and software problems • Typically requires a Bachelor's degree and 4 years of experience in computer information systems.

NOTE: Exclude entry level.

3.28 BUSINESS ANALYST

Assists with decision making processes, provides analytical, planning and / or administration guidance to departmental / divisional leadership and / or managers • Implements data driven decisions and strategies for department / division • Consults with managers in the use of analytical and reporting tools to develop effective cost, quality, and satisfaction outcomes • Provides oversight for the content, format and production of regular and ad hoc reports • Participates in and may facilitate work groups and committees • May provide a limited amount of project management • Provides interpretations and recommendations • Requires knowledge typically achieved with a 4-year degree, and 3-4 years analytical, data management and reporting, computer / programming, and / or business experience.

3.29 SOFTWARE ENGINEER

Designs, develops, and troubleshoots software programs for operating or applications systems • Implements specific enhancements and plans major upgrades to operating systems • Advises hardware designers on machine characteristics that impact software design or proper usage • Provides input for systems documentation • This is the intermediate level software engineering position with no supervisory responsibility, typically requiring a degree and 2-4 years of experience.

NOTE: Exclude entry level/non-registered engineers, senior/lead engineers, supervisors of registered professional engineers.

3.30 SOFTWARE ENGINEER - SENIOR

Designs, develops, and troubleshoots complex software programs for operating or applications systems • Oversees implementation of specific enhancements and plans major upgrades to operating systems • Advises hardware designers on machine characteristics that impact software design or proper usage • Provides input for systems documentation • May direct the work of lower level Software Engineers • This is the senior level software engineering position, typically requiring a degree and 5 years of experience.

NOTE: Exclude entry level, intermediate level.

3.34 IT SECURITY ENGINEER**

Provides hands-on technical solutions to complex and detailed information security problems • Provides technical assistance, design, installation, operation, service, and maintenance of a variety of information security systems • Ensures and assists with the proper deployment and management of solutions that support information security including virus detection, malware detection, intrusion detection and prevention systems, firewalls, data loss prevention systems, cybersecurity and a wide range of other security solutions • This is the intermediate level IT security engineer position with no supervisory responsibility, typically requiring a degree and 2-4 years of experience.

3.35 IT SECURITY ENGINEER - SENIOR*

Provides hands-on technical solutions to complex and detailed information security problems • Provides technical assistance, design, installation, operation, service, and maintenance of a variety of information security systems • Ensures and assists with the proper deployment and management of solutions that support information security including virus detection, malware detection, intrusion detection and prevention systems, firewalls, data loss prevention systems, cybersecurity and a wide range of other security solutions • May direct the work of lower level IT Security Engineers • This is the senior level IT security engineering position, typically requiring a degree and 5 years of experience.

4.0 OPERATIONS / MAINTENANCE / FACILITIES**4.01 CUSTODIAL WORKER**

Under general supervision, performs custodial duties such as dusting, sweeping, mopping, stripping, washing and buffing floors, washing walls, sanitizing bathrooms and emptying trash • May lead other custodial workers • Requires some knowledge of cleaning procedures and the ability to apply specified cleaning products.

NOTE: Exclude laborer, classifications with varied assignments performing occasional custodial work, entry level.

4.02 CUSTODIAL SUPERVISOR

Under general supervision, is responsible for assigning and supervising a group of custodial workers in the care and maintenance of a building and other related work • Maintains simple employee records and inspects and evaluates completed jobs • Establishes work schedules and adjusts assignments to meet priorities • Requires considerable custodial experience and knowledge of equipment and materials used in custodial work.

NOTE: Exclude custodial supervisors having responsibility for full-time subordinate supervisors, lead custodial worker.

4.03 BUILDING MAINTENANCE WORKER

Performs skilled work in the maintenance, repair and alteration of fixtures, equipment and buildings • Work assignments are so varied that incumbents must possess essential skills in several trades such as carpentry, plumbing, painting and electrical • Maintains equipment by performing routine preventive maintenance tasks • Requires journey level experience in one area, but also skilled in other areas of building maintenance and repair work.

NOTE: Exclude supervisors, lead workers, craftsmen who work in one craft only.

4.04 BUILDING MAINTENANCE SUPERVISOR

Under general supervision, performs first level, supervisory work over a shift of skilled and semiskilled workers responsible for doing carpentry, plumbing, painting and general repair and alteration of facilities • Prepares cost estimates and orders materials • Coordinates construction schedules and interprets project layouts • Ensures safe work practices are followed and may perform some of the same duties as workers • Requires 1 year of supervisory experience in building construction or maintenance and several years of skilled level experience in one or more of the building trades.

NOTE: Exclude custodial supervisor, supervisor/lead worker over single trades area.

4.05 CARPENTER

Under general supervision, performs journey level carpentry work in maintenance, remodeling and repair of structures • Builds cabinets and shelves, hangs doors and windows and builds park and playground equipment • Requires considerable carpentry experience.

NOTE: Exclude carpenter classifications below journey level, general maintenance workers.

4.06 ELECTRONIC TECHNICIAN

Under general supervision, is responsible at a skilled level for installing, maintaining, repairing or rebuilding of electronic/computerized equipment such as electromechanical controllers, fire alarms, security systems, electronic door systems and panels, video recorders, video monitors, video cameras, audio equipment or communication equipment • Requires completion of approved courses in electronics technology and 2 years of experience in electronics or related field.

NOTE: Exclude electronics engineer, electronic equipment mechanic, communication technician.

4.07 ELECTRICIAN

Under general supervision, performs journey level electrical work in the installation, maintenance and repair of electrical equipment, both high and low voltage, including motors, transformers, lighting systems, traffic control devices and pump stations; may climb poles • Requires considerable electrical experience.

NOTE: Exclude lead positions, non-journey level electrician, general maintenance worker.

4.08 PAINTER

Under general supervision, performs a variety of skilled painting tasks at the journey level • Applies paint, varnish, stains, enamel or lacquer to decorate and protect interior, exterior, trimming and fixtures of buildings and structures • Prepares surfaces for painting • Selects, prepares, mixes paints • May perform some sign painting • Requires considerable painting experience.

NOTE: Exclude non-journey level painter, maintenance workers performing incidental painting tasks.

4.09 PLUMBER

Under general supervision, performs skilled plumbing work at the journey level • Installs, maintains and repairs plumbing, heating and water conditioning systems • Orders parts, reads blueprints, uses various types of machinery and may weld connections • May supervise entry level plumbers • Requires considerable experience in plumbing.

NOTE: Exclude welders, non-journey level plumbers, building maintenance workers.

4.10 WELDER

Under general supervision, performs journey level welding work in the fabrication, repair and maintenance of equipment parts, structures and other items requiring the use of the oxyacetylene, heliarc and/or standard arc welding process • Requires ability to read blueprints, plans/specifications and experience using various types of welding equipment.

NOTE: Exclude sheet metal workers, gas pipeline welders, pressurized pipeline system welders, boilermakers/steam fitters.

4.11 HVAC TECHNICIAN**

Under general supervision, performs journey level duties inspecting, servicing, repairing, maintaining and installing refrigeration and heating equipment • Tests and repairs electrical controls, inspects for freon leaks or loose and frayed belts and installs plumbing connections • Requires considerable refrigeration experience and Chlorine Fluorine Carbon (CFC) certification for handling refrigerants.

NOTE: Exclude lead positions, non-journey level classifications, general maintenance workers.

4.12 TRADES HELPER

Performs skilled and semiskilled work in assisting journey level workers in a variety of maintenance projects (carpentry, plumbing, painting) • May work independently on certain assigned tasks • More often, will assist and receive direction from a skilled maintenance/trades worker • Requires experience assisting a skilled tradesperson or performing manual work, which involves the use of an acquired skill.

NOTE: Exclude entry level laborers, journey trades workers, positions in a formal apprentice program.

4.13 LABORER

Under general supervision, performs unskilled manual labor by supporting skilled and journey level positions in all phases of OUTSIDE work • May use hand tools such as picks and shovels • Requires ability to follow directions and perform manual labor. No experience required.

NOTE: Exclude material handlers, inside workers, workers using power equipment.

4.14 EQUIPMENT OPERATOR

Under general supervision, operates a variety of medium sized construction equipment/vehicles with a GVWR or GCWR under 26,001 pounds, including, but not limited to: front end loader, dump truck (under 10 tons), street sweeper, truck mounted spraying/painting equipment, asphalt paving/resurfacing equipment, etc. • Responsibilities include loading/unloading equipment from truck/trailer and minor day to day equipment/vehicle maintenance • Requires experience in medium sized construction equipment operation and a driver's license at a level appropriate to the position/assignment.

NOTE: Exclude drivers/light truck operators, operators of heavy equipment (dozers, scrapers, graders, cranes, etc.), bus drivers, heavy truck/tractor trailer drivers, sanitation equipment operators.

4.15a EQUIPMENT SHOP SUPERVISOR

Under direction, supervises a fleet gas and diesel equipment repair/maintenance shop • Plans and schedules major and minor maintenance and prepares necessary reports • Requires supervisory experience in equipment maintenance and repair.

NOTE: Exclude non-supervisory workers, supervisors of non-repair shops.

4.15b FLEET MANAGER

Plans and directs the operation and financial management of the fleet department through leasing, maintenance, support, and regulatory compliance of all commercial vehicles assigned to company personnel • Provides direct financial management for commercial fleet operations through negotiation of vehicle leases and/or purchases, maintenance contracts and/or staffing levels, review of fuel usage and effective scheduling of vehicles • Oversees the safe driver training, accident investigation and reporting, and repairs of all vehicles, coordinating with human resources and individual managers to resolve problems.

NOTE: Exclude leads or first level supervisors.

4.16 HEAVY EQUIPMENT OPERATOR

Under general supervision, operates heavy construction and maintenance equipment (with a GVWR or GCWR over 26,001 pounds) such as graders, pile drivers, large backhoes, crawler tractors, power shovels and bulldozers • May operate heavy tractors or trucks (over 25 tons) with semi-trailer or other trailer equipment • Requires extensive progressively skilled experience in the operation of trucks and construction equipment, and a driver's license at the level appropriate to the position/assignment.

NOTE: Exclude drivers of diesel powered single unit, tandem axle vehicles, haulage truck or equipment operators, crane or, stationary equipment operators, sanitation workers.

4.17 AUTOMOTIVE SERVICE WORKER

Under general supervision, services trucks, automobiles and other automotive equipment • Inspects equipment to determine need for gasoline, oil and water, tests tires and batteries, changes tires and performs minor repairs such as replacing fan belts or works as a helper to a journey level mechanic • Requires experience in automotive service work.

NOTE: Exclude automotive and garage mechanics, collision repair specialist, supervisors.

4.18 AUTOMOTIVE MECHANIC

Under general supervision, performs skilled automotive repair/maintenance of gasoline operated vehicles • Provides training and guidance to service workers and helpers • Requires considerable mechanical experience in the repair and maintenance of gasoline operated vehicles.

NOTE: Exclude diesel mechanics, collision repair workers, garage service workers, attendants, helpers below the skilled journey level, non-automotive machines and mechanical equipment repair specialist.

4.19 HEAVY EQUIPMENT MECHANIC

Under general supervision, performs skilled repair, maintenance and overhaul of diesel equipment, including heavy equipment • May repair automotive vehicles and assist in procuring parts • Requires extensive experience in the repair and maintenance of gasoline and diesel vehicles.

NOTE: Exclude mechanics who work only on automobile components and gasoline operated vehicles.

4.20 LOCKSMITH / SECURITY SPECIALIST

Performs skilled work inspecting, installing, removing, replacing, repairing and preventative maintenance of all manual and electrically/electronically operated locking security devices and perimeter surveillance systems in an institution or restricted access environment • Requires 1 year of electrical/electronic locksmith experience.

NOTE: Exclude security guards.

4.21 GROUNDSKEEPER

Under general supervision, performs a variety of routine tasks in the maintenance of grounds surrounding buildings • Mows lawns, trims hedges, rakes leaves and disposes of refuse and trims driveway and walk edges • May plant and maintain flower beds/shrubbery • Performs weed/insect control and other landscaping duties • May operate tractors or simple machines • Requires experience in grounds maintenance and certification in use of pesticides.

NOTE: Exclude lead workers, inexperienced groundskeepers, general laborers, supervisors.

4.22 GROUNDS SUPERVISOR

Supervises the grounds operations and staff of a large operation • May be responsible for multiple crews and work projects, and problem solving • Develops work schedules for staff, inspects completed work, and maintains record of material used, equipment, vehicle mileage and other information for work projects • Instructs staff in safe and effective use and storage of plant chemicals • Requires 2 years of experience as a groundskeeper and certification for dispensing of pesticides/herbicides.

NOTE: Exclude lead workers.

4.23 DRIVER, BUS / TRAM

Drives a bus, tram or van to transport passengers along a scheduled route in or outside of the local area • Assists disabled passengers in safely boarding, securing wheelchairs, and disembarking the vehicle • Makes pre-trip inspection of vehicle, maintains vehicle and passenger logs, and performs minor service and maintenance of vehicles such as cleaning interior and exterior, checking/adding fluids as necessary, or changing tires and light bulbs • Requires 1 year of experience driving buses, trams or passenger vans and a Commercial Driver's License with endorsement to drive buses and school buses.

NOTE: Exclude couriers, drivers of vehicles with less than 15 passengers.

4.24 DRIVER

Under general supervision, drives a vehicle (with a GVWR under 26,001 pounds) within the local area to transport passengers and/or to make routine pickup/delivery of supplies and materials • Requires some experience in driving of motor vehicles and a valid driver's license at a level appropriate to the position/assignment.

NOTE: Exclude bus drivers, statewide transportation activities.

4.25 PHYSICAL PLANT DIRECTOR

Under direction, plans, directs and coordinates the full range of physical plant services in a large institution or building complex • Directs operations and maintenance of physical plant and equipment • Prepares cost estimates and orders materials and maintains records • Requires several years of experience.

NOTE: Exclude operators, supervisors.

4.26 CONSTRUCTION PROJECTS COORDINATOR

Coordinates projects involving major renovations and/or alterations to buildings • Serves as liaison between physical plant shops, departments and external contractors for coordinating/scheduling construction projects • Visits work sites to determine necessary resources • Inspects projects for compliance with specifications/standards • Requires a Bachelor's degree in engineering, construction or equivalent plus 3-4 years of experience.

NOTE: Exclude new construction.

4.27 OFFSET PRESS OPERATOR

Under general supervision, performs skilled work in setting up and operating an offset press and related printing equipment • Produces line, half tone, solid and some multiple color copy requiring close tolerance • Performs major adjustments and tuning on equipment • May act as lead worker in a small print shop • Requires experience using printing equipment.

NOTE: Exclude trainees/apprentices, copy machine operators, supervisors.

4.28 ENVIRONMENTAL HEALTH / SAFETY SPECIALIST

Coordinates comprehensive program for disposal of hazardous chemical waste materials or radiation safety • Conducts inspections of laboratories and facilities to ensure compliance with regulations and procedures • Provides training to staff concerning hazardous materials and chemicals • Provides for the collection, storage, transportation and shipping of hazardous waste • Requires a Bachelor's degree in appropriate scientific/engineering field or equivalent plus 3-4 years of experience working with hazardous materials.

NOTE: Exclude health, safety or industrial hygienist positions.

4.30 ENVIRONMENTAL ENGINEER

Assists management in the evaluation and control of operations to ensure all facilities are in compliance with local, state, and federal environmental laws and regulations • Conducts on-site inspections and hazard evaluations • May represent organization before regulatory agencies • Oversees impact assessment of environmental incidents • This is an intermediate level journey engineer, typically requiring a degree and 3-5 years of experience.

4.32 ENVIRONMENTAL ENGINEER - SENIOR

Performs complex environmental engineering assignments with considerable latitude for action and decision making • Assists management in the evaluation and control of operations to ensure all facilities are in compliance with local, state, and federal environmental laws and regulations • Conducts on-site inspections and hazard evaluations • May represent organization before regulatory agencies • Oversees impact assessment of environmental incidents • This is the senior/staff specialist level engineer, typically requiring a degree and 5-8 years of experience.

5.0 ENGINEERING / PRODUCTION**5.01 DRAFTING TECHNICIAN**

Under general supervision, performs a variety of highly skilled engineering, structural or product drafting including, as appropriate, calculation of geometrics, curves, earthwork and alignment • Checks blueprints submitted by architects and engineers • May design small incidental buildings • Assists in training less experienced drafting personnel • Requires considerable drafting experience, including engineering, structural or product experience, and experience using computer aided design/drafting system (CAD).

NOTE: Exclude junior drafting technician, design engineer, engineering aide detailer.

5.02 ENGINEERING TECHNICIAN - ENTRY

Assists engineers by performing basic research, design, development, and testing procedures under direct supervision • This is an entry level technician position, typically requiring an AA degree and 0-2 years of experience.

NOTE: Exclude intermediate level, senior level, all engineers.

5.03 ENGINEERING TECHNICIAN

Assists engineers by performing basic research, design, development, and testing procedures as directed • This is the intermediate level technician position, typically requiring an AA degree and 2-4 years of experience.

NOTE: Exclude entry level, senior level, all engineers.

5.04 ENGINEERING TECHNICIAN - SENIOR

Assists engineers by performing basic research, design, development, and testing procedures under general supervision • May review the work of lower level engineering technicians • This is the senior level technician position, however usually nonexempt, typically requiring an AA degree and 4 or more years of experience.

NOTE: Exclude entry level, intermediate level, supervisors, managers, all engineers.

5.05 CIVIL ENGINEER

Under general supervision, performs a wide variety of skilled professional civil engineering work in the office and/or field • May include supervision of para-professional engineering staff • Requires registration as a Professional Engineer and civil engineering experience.

NOTE: Exclude entry level/non-registered engineers, senior/lead engineers, supervisors of registered professional engineers.

5.06 CIVIL ENGINEER - SENIOR

Performs a full range of professional and/or supervisory engineering duties in central headquarters or in a construction field office • Reviews and analyzes results of tests related to structures, construction and design; calculates land areas, earthwork and material quantities using geometric and trigonometric computations • Plans, schedules, conducts or coordinates detailed phases of engineering work in a part of a major project or in a total project of moderate scope • May supervise the work of technical level staff or act as technical expert, advising management and staff on difficult and complex engineering assignments • Requires a Bachelor's degree in Engineering and 4 years of experience. Requires registration as Professional Engineer.

NOTE: Exclude entry level, intermediate level.

5.09 ELECTRICAL ENGINEER

Researches, designs, develops, and tests a variety of electronic and electromagnetic equipment and systems • Incorporates new technology in the design or redesign of electrical components, products, or facilities • This is an intermediate level journey engineer, typically requiring a degree and 3-5 years of experience.

NOTE: Exclude entry level/non-registered engineers, senior/lead engineers, supervisors of registered professional engineers.

5.10 ELECTRICAL ENGINEER - SENIOR

Performs complex electrical engineering assignments with considerable latitude for action and decision making • Researches, designs, develops, and tests a variety of electronic and electromagnetic equipment and systems • Incorporates new technology in the design or redesign of electrical components, products, or facilities • This is the senior level engineer, typically requiring a degree and 5-8 years of experience.

NOTE: Exclude entry level, intermediate level.

5.11 MANUFACTURING ENGINEER

Designs and coordinates manufacturing processes

• Plans or improves production methods including production flow, tooling, assembly methods, and production equipment • Estimates production times and optimum staffing for production schedules • *This is an intermediate level journey engineer, typically requiring a degree and 3-5 years of experience.*

NOTE: *Exclude entry level/non-registered engineers, senior/lead engineers, supervisors of registered professional engineers.*

5.12 MANUFACTURING ENGINEER - SENIOR

Performs complex manufacturing engineering assignments with considerable latitude for action and decision making • Designs and coordinates manufacturing processes • Plans or improves production methods including production flow, tooling, assembly methods, and production equipment • Estimates production times and optimum staffing for production schedules • *This is the senior/staff specialist level engineer, typically requiring a degree and 5-8 years of experience.*

NOTE: *Exclude entry level, intermediate level.*

5.13a MECHANICAL ENGINEER

Performs research, design, development, and testing of mechanical products and systems • Designs, develops, and tests tools, machinery, and equipment • *This is an intermediate level journey engineer, typically requiring a degree and 3-5 years of experience.*

NOTE: *Exclude entry level/non-registered engineers, senior/lead engineers, supervisors of registered professional engineers.*

5.13b MECHANICAL ENGINEER - SENIOR

Performs complex mechanical engineering assignments with considerable latitude for action and decision making • Performs research, design, development, and testing of mechanical products and systems • Designs, develops, and tests various tools, machinery, and equipment • *This is the senior level engineer, typically requiring a degree and 5-8 years of experience.*

NOTE: *Exclude entry level, intermediate level.*

5.14 MACHINIST

Sets up and operates a variety of machine tools to perform production machining operations • Interprets blueprints, sketches, and engineering specifications • Assists with determining sequence of operations, methods of set up and layout, and utilization of materials and parts required • Operates computerized systems and equipment • *This job is the journey level machinist position; completion of a vocational or apprenticeship or equivalent training and experience is required.*

NOTE: *Excludes experimental machining.*

5.16 PRODUCTION MACHINE OPERATOR I (ENTRY LEVEL)

Operates basic production equipment to manufacture company products • *This is the entry level position, requiring little or no production experience.*

NOTE: *Exclude intermediate level operators, senior level operators.*

5.17 PRODUCTION MACHINE OPERATOR II (INTERMEDIATE LEVEL)

Operates one or more types of customized production equipment to manufacture company products • *This is the intermediate, fully trained, fully proficient position, typically requiring 6 months to 1 year of experience.*

NOTE: *Exclude entry level, senior level.*

5.18 PRODUCTION MACHINE OPERATOR III (SENIOR LEVEL)

Operates complex, customized production equipment to manufacture company products • May perform set-up duties • *This is the senior level operator, typically requiring full knowledge of department, and 2 or more years of experience.*

NOTE: *Exclude entry level, intermediate level, supervisors, managers.*

5.20 ASSEMBLER

Performs a variety of moderately complex production assembly operations • Utilizes diagrams, drawings, and oral and written instructions to assemble products and subassemblies • Uses a variety of hand tools or production equipment • *This is the intermediate level assembler position typically requiring 1 year of assembly experience.*

NOTE: *Exclude intermediate level, senior level.*

5.21 ASSEMBLER - SENIOR

Performs a variety of moderate to complex production assembly operations • Utilizes diagrams, drawings, and oral and written instructions to assemble products and subassemblies • Uses a variety of hand tools or production equipment • *This is the senior level assembler position typically requiring 2 or more years of assembly experience.*

NOTE: *Exclude entry level, intermediate level, supervisors, managers.*

5.22 QUALITY ASSURANCE INSPECTOR

Performs quality inspections on components, parts and/or products as prescribed by applicable specifications, technical data requirements, and instructions • Inspects complex and precision electronic, optical, electro-optical, electro-mechanical, hydro-mechanical, mechanical production assemblies • Inspects various composite and fabricated parts, developmental and engineering prototype hardware, and micro electronic circuit assemblies • Performs required inspections/measurements and data collection of purchased, in-process and final product/materials.

5.23a TEST TECHNICIAN

Performs testing from detailed instructions that involve the operation of equipment and/or systems and the demonstration of hardware or software performance to specified requirements • Performs, witnesses, and accepts test results • Ensures that proper test-related documentation is completed, verified, and approved • *This is the intermediate level, typically requiring 2-3 years of experience and a comprehensive and thorough knowledge of equipment utilized for testing and the equipment to be tested, and may require certification or degree.*

NOTE: *Exclude supervisors.*

5.23b QUALITY ASSURANCE TECHNICIAN

Assists production teams and other staff by providing technical information to produce products that meet safety and quality standards • This position helps identify, investigate, and follow-up on the organization's continuous improvement program • Specific responsibilities: auditing and analyzing finished and intermediate products, ingredients, and systems; reporting audit findings; and calibrating and maintaining production measurement equipment • *Typically requires a degree and 2-5 years of experience.*

5.23c QUALITY ASSURANCE ENGINEER

Uses advanced quality and reliability engineering principles to enhance product quality, reliability, and acceptance • Prevents problems by assessing and qualifying the capability of the product design-quality and reliability systems • Implements problem detection systems • Monitors the performance of the product design-quality and reliability systems • Solves problems that affect quality and reliability • Provides customer/vendor and management interface on quality, process, and reliability problems • Typically requires a degree in Engineering, Physics, or related field, and 3-5 years of experience.

NOTE: Exclude entry level, senior level.

5.23d QUALITY ASSURANCE ENGINEER - SENIOR

Uses advanced quality and reliability engineering to enhance product quality, reliability, and acceptance • Monitors the performance of the product design-quality and reliability systems • Provides customer/vendor and management interface on quality, process, and reliability problems • Generates and maintains documentation relating to quality, reliability, and processes • Prevents problems by assessing and qualifying the capabilities of the product design-quality and reliability systems • Implements problem detection systems • Solves problems that affect quality and reliability • Typically requires a degree in engineering, physics, or related field, and 5-8 years of experience.

NOTE: Exclude entry level, intermediate level.

5.23e QUALITY MANAGER

Plans, develops, and manages quality assurance programs for a company, division, or plant • Audits production departments to ensure adherence to quality assurance procedures and standards • Administers quality assurance and inspection training programs to employees involved in receiving materials or components and fabricating or assembling products • Recommends quality improvements in purchased materials, product design, and manufacturing techniques • This is the top quality assurance or control position, supervising quality assurance staff, and typically requiring a degree and 5-8 years of experience with at least 3-5 years of managerial experience.

5.24 PRODUCTION PLANNER / SCHEDULER

Prepares schedules to establish sequence and lead time of each manufacturing operation to meet shipping dates according to sales forecasts and customer orders • Reviews production specifications and plant capacity data • Plans sequence of operations to provide guidance to production workers • This is an intermediate level position, typically nonexempt or entry level exempt, requiring 1-2 years production scheduling experience.

NOTE: Exclude supervisors.

5.25 SURVEY PARTY CHIEF

Performs civil engineering field surveys and office calculations including responsibility of supervision of field survey crews • Schedules, assigns and supervises all survey activities • Researches, reads and interprets technical engineering documents such as survey data, maps, aerial photographs, highway plans and computer printouts • Requires a Bachelor's degree in Civil Engineering and 2 years of experience as a survey crew lead worker.

NOTE: Exclude lead workers.

5.26 ROADWAY MAINTENANCE TECHNICIAN

Under general supervision, performs skilled tasks in maintenance of roadways • Operates construction and maintenance vehicles and equipment • Performs preventive maintenance of vehicles and equipment • Duties may include: removing asphalt and concrete; repairing or installing fences, guardrails, guideposts and reflectors; setting up safety cones and directional devices; and directing traffic around work sites • Requires 2 years of experience working with motorized equipment.

NOTE: Exclude entry level, heavy equipment operator, supervisors.

5.30 PLANNER (JOURNEY)

Researches and analyzes technical data to apply planning and zoning regulations to development, construction, and land use issues • Provides technical assistance to the public and other agencies • Assists senior planning staff with complex cases by gathering and analyzing data, assisting in the preparation of reports and documents for board reviews and appeal hearings • May provide staff support to a variety of planning boards, commissions, and committees, and presents reports and recommendations to them • Works under general supervision only, and provides guidance to lower-level planners and planning technicians in evaluating and solving planning problems • Typically requires a 4 year degree and 2-3 years of experience • Usually the middle level in a job series of professional planners.

NOTE: Exclude supervisors and may be the only planning staff member in smaller jurisdictions.

6.0 HEALTHCARE**6.01a LABORATORY TECHNICIAN**

Under general supervision, performs technical laboratory work, of average difficulty, including chemical and microscopic tests and examinations, prepares cultures, assists in inoculation • Analyzes, reviews, reports test results • May act as lead worker • Requires some college including biological and physical science courses & laboratory experience.

6.01b HISTOLOGY TECHNICIAN*

Cuts, mounts, and studies specimens of human tissue to provide data on functioning of tissues and organs, and the causes or progress of disease • Typically requires completion of a 2 year approved histology program or American Society for Clinical Pathology (ASCP) registration as a Histologic Technician.

6.01c HISTOLOGY TECHNOLOGIST*

Cuts, mounts, and studies specimens of human tissue to provide data on functioning of tissues and organs, and the causes or progress of disease • Typically requires completion of a 4 year approved histology program or American Society for Clinical Pathology (ASCP) registration as a Histologic Technologist.

6.02 MEDICAL TECHNOLOGIST

Under general supervision, performs skilled specialized work in the conduct of all phases of clinical laboratory technology, including chemistry, hematology and bacteriology • Makes analytical diagnoses and prepares reports to aid in treatment of disease • Requires medical technology training program plus technologist designation by ASCP, AMT, HEW or ISCLT.

NOTE: Exclude non-registered technologists, supervisors.

6.03a RADIOLOGICAL TECHNOLOGIST

Under direct supervision, operates radiological equipment in diagnostic examinations, performs fluoroscopies, makes minor repairs • May act as lead worker; operates mobile unit • Prepares patients for x-ray by administering drugs or chemical mixtures orally or intravenously • Requires graduation from an accredited school of radiological technology and ARRT certification.

NOTE: Exclude supervisors, x-ray assistants.

6.04 NURSING ASSISTANT, CERTIFIED (CNA)

Under general supervision, provides para-professional level of care/treatment to patients; performs simple medical treatments or clinical tests, takes vital signs, assists patients with bathing & other personal chores • Typically requires State CNA certification, and 6 months experience and/or training.

NOTE: Exclude LPN.

6.05 NURSE PRACTITIONER

Provides medical care/treatment to clients, under supervision of a physician, in areas such as a health center or in a research study • Determines and formulates health histories and performs physical examinations • Orders, interprets and evaluates diagnostic tests to identify and assess client's problems • Determines and manages minor and/or acute illnesses and initiates symptomatic treatment • Conducts initial care for emergency situations and on-going healthcare and clinical management of stable chronically ill clients • Maintains an ongoing health education program, prescribes medication or other forms of treatment, and refers clients to outside services/facilities • Participates in research studies and conducts home visits to perform testing and/or physical exams • Requires a bachelor's degree in Nursing with satisfactory completion of an approved Nurse Practitioner program • Licensed to practice nursing in the State of Arizona • Certified as a Nurse Practitioner by the State Board of Nursing.

NOTE: Exclude RN, physician's assistants.

6.06 LICENSED PRACTICAL NURSE

Under professional supervision, performs a variety of nursing procedures, performs special treatments, gives injections, usually administers medications • Observes and reports patient's condition or reaction to supervisor • Requires a current Arizona license to practice as a licensed practical nurse.

NOTE: Exclude nurses aides, registered nurses, nurse supervisors, specialist.

6.07a REGISTERED NURSE - ACUTE CARE

Assesses, plans, coordinates, and renders skilled nursing care to patients in an acute care setting • Oversees, delegates and evaluates the delivery of patient care provided by lower level practitioners • Requires substantial specialized knowledge, judgement and skill based upon the principles of biological, physiological, behavioral and sociological sciences • Uses critical thinking skills in making decisions regarding patient care • Requires graduation from an accredited school of nursing and current state licensure • Previous acute care nursing experience is preferred.

NOTE: Exclude LPNs, inexperienced RNs, nurse supervisors, specialists, lead nurses.

6.07c REGISTERED NURSE - CLINIC

Provides technical assistance to physicians in the outpatient management and care of patients • Takes brief history of patient, and makes physical assessment of patient's condition • Triage patient telephone requests • Counsels patients • Calls in pharmacy refills • Requires graduation from an accredited school of nursing and current state licensure • Previous nursing experience in a medical office setting is preferred.

NOTE: Exclude LPNs, inexperienced RNs, nurse supervisors, specialists, lead nurses.

6.07d CLINICAL NURSE LEAD / SUPERVISOR

Supervises and coordinates activities of nursing personnel in one or more patient care units • Verifies that patients' needs are met and evaluates nursing care provided • Provides leadership during schedule conflicts, unplanned changes in activity, last minute deadlines and crisis situations • Requires graduation from an accredited school of nursing and current state licensure • 5 years of critical care nursing experience is preferred.

NOTE: Exclude LPNs, inexperienced RNs.

6.08a OCCUPATIONAL THERAPY ASSISTANT - CERTIFIED (COTA)

Responsible for the administration of occupational therapy treatment under the supervision of the Occupational Therapist, in accordance with physician referral, state and local organizational standards, regulatory agencies, and established departmental policies and procedures • Demonstrates the clinical competence and knowledge necessary to provide treatment appropriate to the age of the patients served • Must have graduated from an Occupational Therapy Assistant program accredited by the AOTA • Must possess a current Occupational Therapy Assistant license.

NOTE: Exclude occupational therapists.

6.08b OCCUPATIONAL THERAPIST

Under general supervision, provides direct OT service, frequently encountering stressful situations • Evaluates client needs and rehab potential • Chooses treatment modalities for their ability to meet predetermined goals and/or increased ability to cope with surroundings and relationships • Implements treatment plans, evaluates progress, maintains records • Requires a bachelor's degree and 2 years of experience or a master's degree • Requires registration and certification by the American Occupational Therapy Association, and current Arizona State License.

NOTE: Exclude entry level therapists, department coordinators or managers.

6.09a PHYSICAL THERAPY ASSISTANT (PTA)

Responsible for the administration of physical therapy treatment under the supervision of a Physical Therapist, in accordance with physician referral, state and local organizational standards, regulatory agencies, and established departmental policies and procedures • Demonstrates the clinical competence and knowledge necessary to provide treatment appropriate to the age of the patients served • Must have graduated from Physical Therapy Assistant program accredited by APTA • Must possess a current Physical Therapy Assistant license.

NOTE: Exclude physical therapists.

6.09b PHYSICAL THERAPIST

Under direction, plans and administers physical therapy procedures and modalities such as exercise, heat, electrical devices, and massage to patients as prescribed by their physician • Evaluates patients and makes recommendations for changes and/or modification of treatment plans and is responsible for safety of patients; may design and use adaptive exercise equipment • Requires completion of formal training program in physical therapy plus registration and current state licensure.

NOTE: Exclude non-registered therapists, supervisors.

6.10 RESPIRATORY THERAPIST

Under general supervision, administers all forms of respiratory therapy such as oxygen, humidification, aerosol and ventilation therapy • Judges the effectiveness of the therapy administered and makes recommendations to the prescribing physician • May conduct pulmonary function tests and conducts blood gas determinations • Requires graduation from an AMA approved school of respiratory therapy or equivalent. Must be eligible for registration as RRT.

NOTE: Exclude supervisors.

6.11 PHARMACY TECHNICIAN

Under direct supervision of a registered pharmacist, performs journey level pharmaceutical work • Stocks or replenishes medications; operates packaging equipment for unit dose or prepackaged dispensing system • Assists pharmacist in preparation of prescriptions, maintains records of prepackaged drugs and drugs dispensed, and reviews pharmacy stock for expired drugs • Requires successful completion of the Pharmacy Technician Certification Board (PTCB) examination or another pharmacy technician examination approved by the Arizona Board of Pharmacy and possession of a valid Arizona Pharmacy Technician license upon and throughout employment.

NOTE: Exclude non-certified technicians.

6.12 PHARMACIST

Under general supervision, performs a variety of pharmacy procedures such as compounding and dispensing prescribed medications, maintaining records and inventory and disposing of outdated products • Observes security procedures to safeguard and control narcotics and alcoholic drugs • Requires a degree and registration as a pharmacist.

NOTE: Exclude supervisory pharmacists.

6.13 QUALITY ASSURANCE COORDINATOR (RN)

Plans and evaluates multi-disciplinary, process improvements relating to quality of clinical care/practice/service • Serves as a consultant on regulatory requirements and related system initiatives • Monitors trends and participates in the determination of need for further assessment and improvement • Recommends policy and procedure changes to improve care and patient outcomes using clinical knowledge base • Maintains and enhances a variety of databases, statistics and reports • Typically requires a Degree in Nursing, college level course work in statistical analysis, and 3 years of clinical experience in an acute-care setting, and 1 year of experience in quality assessment and improvement work.

6.14 SOCIAL WORKER - BACHELOR'S

Provides professional social work to children, adults and/or families in a hospital, institutional or community setting • Makes independent decisions regarding client care treatment plans and ongoing assessment • Performs direct, client and family counseling and crisis intervention • Requires a Bachelor's degree in social work or other related field and 2 - 3 years of experience.

NOTE: Exclude social service workers/aides, client/patient advocates, psychiatric technicians, supervisors.

6.15 SOCIAL WORKER - MASTER'S

Under general supervision, provides professional social work to children, adults, and/or families in a hospital, institutional or community setting • Focuses on difficult or complex cases requiring intensive or exceptional services for children, adults or developmentally disabled persons • May be responsible for case consultation and training • May be lead worker in a work unit • Requires a Master's Degree in social work or other related field and 3 - 4 years of experience.

NOTE: Exclude social service workers/aides, client/patient advocates, psychiatric technicians, entry level caseworkers, supervisors.

6.16a BEHAVIORAL HEALTH ASSISTANT - ENTRY*

As a member of a multi-interdisciplinary team, provides training and supportive care and counseling related to clients' to achieving treatment goals • Provides individual and group training in independent living skills (e.g., personal hygiene, problem solving, housekeeping, budgeting, grocery shopping, and meal planning and preparation) • Monitors clients' behaviors, symptoms, and activities, assisting/facilitating crisis intervention and conflict resolution as appropriate • In residential settings, assists with the clients' self-administration of medications and medicine maintenance • Assigned responsibilities involving paraprofessional guidance and instructional work • Typically requires high school diploma or general education diploma (GED) • Must be at least 21 years of age • One year behavioral health experience or non-behavioral health bachelor's degree preferred.

6.16b BEHAVIORAL HEALTH TECHNICIAN

As a member of an interdisciplinary team, provides rehabilitation and therapeutic activities according to clients' treatment plans, assisting in the development of and implementation of individual treatment plans, and performing a variety of tasks to maintain the orderly function of the program • Provides individual and group training in independent living skills (e.g., personal hygiene, problem solving, housekeeping, budgeting, grocery shopping, and meal planning and preparation) • Monitors clients' behaviors, symptoms, and activities, assisting/facilitating crisis intervention and conflict resolution as appropriate • In residential settings, assists with the clients' self-administration of medications and medicine packet maintenance • Typically requires 4 years behavioral health experience, or non-behavioral health bachelors degree and one year experience, or behavioral health related degree.

NOTE: Alternate titles: psychiatric technician, direct care technician, rehabilitation technician

6.16c BEHAVIORAL HEALTH THERAPIST / COUNSELOR - MASTER'S

Conducts group, family and individual counseling for patients in behavioral health programs • Provides assessment and counseling for patients and their families • Serves as liaison between medical staffs, patients, relatives and appropriate outside agencies • Evaluates and assists in the resolution of behavioral health problems that relate to medical condition and/or hospitalization • Documents delivery of comprehensive treatment services and how the patient is progressing • Maintains patient safety standards • Requires a master's degree.

6.17 PHLEBOTOMIST

Obtains blood samples by skin puncture, venipuncture, and arterial gasses • Instructs patients in proper collection of urine samples • Performs fingersticks • Prepares samples for reference labs • May perform EKGs, urinalysis, and plate cultures • May label and prepare hematology slides • Typically requires completion of a phlebotomy course or an accredited medical assistant course or 6 months laboratory experience and certification as a Healthcare Assistant.

6.18 CLAIMS / BILLING SPECIALIST

Coordinates and facilitates patient billing and collection activities in one or more assigned areas of billing, payment posting, collections, payor claims research, and other accounts receivable work • May work as a member of a team to ensure reimbursement for services in a timely and accurate manner • Requires high school diploma and 1 year experience.

6.19 NURSE CASE MANAGER

Provides comprehensive care coordination for patients as assigned • Assesses the patient's plan of care and develops, implements, monitors and documents the utilization of resources and progress of the patient through their care, facilitating options and services to meet the patient's healthcare needs • Manages individual patients across the healthcare continuum to achieve the optimal clinical, financial, operational, and satisfaction outcomes • Requires current RN license and 3-5 years of experience.

6.20 CLINICAL EDUCATOR

Plans, develops and conducts education and training for nursing and other key clinical services staff • Evaluates effectiveness of programs and provides guidance to staff and key leaders based on results • Facilitates assessment and identification of ongoing learning needs for staff development programs • Facilitates learning with various delivery methods which may include eWeb technology and other e-learning applications • Requires a Bachelors Degree in nursing or related healthcare field and current RN licensure.

6.21 MEDICAL ASSISTANT

Provides specific nursing care under the direction of a healthcare provider or registered nurse or licensed practical nurse • Provides care that is intentional and patient-focused and is consistent with relationship-based care • Prepares office examining rooms • Anticipates patient needs and responds to patient requests • Requires High School Diploma or (G.E.D.) and completed Medical Assistant or related training • May require certification depending on area of practice.

6.22 PHYSICIAN ASSISTANT

Provides healthcare services to a defined patient population under the supervision of physicians in the inpatient, outpatient, emergency department and perioperative setting • Provides diagnostic, therapeutic and preventive healthcare services as delegated by a physician • Takes medical histories and performs physical exams, orders and carries out therapies, orders and interprets diagnostic tests, makes medical diagnosis, prescribes medications and performs procedures within their scope of practice • Records in the medical record and instructs and counsels patients • Must have graduated from an accredited Physician Assistant program and have a current Arizona Physician Assistant license and certification.

6.28 SPEECH LANGUAGE PATHOLOGIST

Responsible for evaluating, diagnosing, and treating speech, language, and swallowing disorders in individuals of all ages • Certification requires a master's degree, and demonstrated mastery of the standards set by the American Speech-Language-Hearing Association for the knowledge and skills in Speech-Language Pathology.

7.0 HUMAN RESOURCES**7.01a TRAINER**

Administers, organizes and conducts training and education programs for the organization which may include employee orientation, on-the-job training, computer training (Microsoft Word, Excel, Outlook and company-specific applications), telephone voicemail and etiquette • Maintains records on training activities • Monitors and makes recommendation on the effectiveness of training programs • Typically requires a degree and 1-3 years of experience.

NOTE: Does not typically develop course content.

7.01b TRAINER - TECHNICAL

Designs, develops, and provides instruction to employees, partners, and customers on how to use company products and technologies • Develops classes to ensure that training is available on current and emerging technologies, product features, and troubleshooting information • Develops courses by using adult learning principles, appropriate media, product information, and technical sources • Requires a degree or equivalent, 2-4 years technical support or technical sales support experience, and a minimum of 2 years of training related experience.

7.01c TRAINING MANAGER

Analyzes and determines training needs and designs training programs for management and staff development • Directs training staff and conducts workshops which may include human relations, personnel administration, and technical skills training • May plan and direct evaluation of training effectiveness, employee skills inventories, and staff relations/counseling/team building sessions • May negotiate with outside consultant for purchase or development of specialized programs • Typically requires a degree and 5-8 years of experience.

7.02 HUMAN RESOURCES ASSISTANT

Under general supervision, performs a variety of clerical tasks involving the receipt, processing, and distribution of human resource documents • Prepares job vacancy notices, processes job openings, salary/classification transactions and changes to benefit coverage, signs up new employees for benefit coverage, and maintains human resource records and prepares surveys and reports as necessary • Responds to inquiries regarding personnel rules, procedures, credit inquiries, or performance of former employees • Administers various selection devices such as written tests • Requires human resource clerical experience.

NOTE: Exclude entry level clerks, lead clerks, professional/paraprofessional level human resources positions.

7.03 HUMAN RESOURCES ANALYST

Develops and conducts programs for a major specialty area within human resources, such as training, recruitment, compensation or benefits • Requires thorough knowledge of the specialty area • Provides advice and guidance in the specialty area • Provides training and technical assistance to others • This is the intermediate level human resource staff professional with no supervisory responsibility, typically requiring a degree and 2-4 years of experience.

NOTE: Exclude entry level, senior level, administrative assistants, paraprofessionals, supervisors.

7.04 HUMAN RESOURCES GENERALIST

Administers programs, procedures, and plans used in carrying out human resource policies • Provides guidance to executives, managers, supervisors, and employees on various human resource issues • Areas of expertise may include one or more of the following specialties: employee relations, employment, affirmative action, compensation, benefits, HRIS, safety, and training • This is the intermediate level human resource staff professional with no supervisory responsibility, typically requiring a degree and 2-4 years of experience.

NOTE: Exclude specialists, managers.

7.05 HUMAN RESOURCES GENERALIST - SENIOR

Serving as a strategic business partner, administers programs, procedures, and plans used in carrying out human resource policies • Provides guidance to executives, managers, supervisors, and employees on various human resource issues • Areas of expertise may include one or more of the following specialties: employee relations, employment, affirmative action, compensation, benefits, safety, and training • This is the senior level human resource staff professional, typically requiring a degree and 5 or more years of experience.

NOTE: Exclude specialists, managers.

7.06 COMPENSATION MANAGER

Develops, recommends, and implements compensation plans, programs, and procedures • Typically responsible for all direct compensation programs including incentive and bonus plans for both nonexempt and exempt employees • Areas of responsibility may include job analysis, job description development, salary surveys, job evaluation and salary structure formulation • May be responsible for the development/maintenance of the performance appraisal system • Directs the activities of compensation professionals and staff support • May include classification / compensation managers • Typically requires a degree and 5-8 years of experience.

7.07a BENEFITS SPECIALIST

Identifies and resolves benefit questions through research and policy interpretation • Communicates with active and retired employees, human resource staff and consultants • May assist with special projects within the benefits area • Typically requires current knowledge of company benefit programs and 1-2 years of related experience.

7.07b BENEFITS SPECIALIST - SENIOR

Provides technical expertise and administrative support for benefit programs • Coordinates and processes employee leaves of absence, deferred compensation contributions, COBRA benefits and retiree medical insurance; provides information and assistance to employees for benefit issues; processes new and changing benefit enrollments; develops and coordinates WorkLife Program activities; and develops and produces benefit reports from HRIS and related systems • Typically requires 3-4 years of related experience supporting benefit functions.

7.07c BENEFITS ADMINISTRATOR

Administers employee benefit programs; develops and recommends new programs or revisions to existing programs; develops and carries out benefit educational activities; conducts and responds to benefit surveys; ensures compliance with all legislative acts pertaining to employee benefits • May supervise benefit clerk(s) • This is the intermediate level position typically requiring course work or experience in business administration, accounting, human resource management, etc • Typically requires 3-4 years of experience in analyzing, evaluating and administering employee benefit programs.

7.07d BENEFITS MANAGER

Develops, recommends, and implements benefit plans, programs, and procedures • Typically responsible for health/dental insurance, pension, sick leave, long- and short-term disability, and other benefit programs • Coordinates with vendors and consultants to plan and implement new programs • Ensures programs are in compliance with government regulations • Typically requires a degree and 5-8 years of experience.

7.08 HUMAN RESOURCES MANAGER

Develops and/or implements human resource policies and programs within the policy guidelines formulated by top corporate human resource or general management • Typically directs the following human resources functions: staffing, affirmative action, wage/salary and benefit administration, training and development, safety and health, and employee services • Usually supervises the activities of professional and clerical Human Resource staff • Typically requires a degree and 5-8 years of experience.

NOTE: Intended to be the top level of this function within smaller organizations (i.e. less than 1,000 employees), or typically the 2nd or 3rd level within larger organizations (over 1,000 employees).

7.09 HUMAN RESOURCES DIRECTOR

Develops and/or implements human resource policies and programs within the policy guidelines set by top management • Typically directs the following personnel functions: staffing, affirmative action, wage/salary and benefit administration, training and development, safety and health, and employee services • Directs the activities of professional Human Resource staff • Typically requires a degree and 8-10 years of experience.

NOTE: Not intended for smaller organizations (i.e. less than 1,000 employees). This is typically the 1st or 2nd level of this function within larger organizations (over 1,000 employees). This position typically has subordinate managers.

7.11 HRIS ANALYST

Supports the organization's automated human resource information system • Serves as a liaison between human resources and IT personnel • Works with human resource users to determine information systems reporting and training needs • Interacts with IT personnel to design, modify, and implement the HRIS • May participate in the evaluation and selection of vendor software packages • Monitors recordkeeping, reporting, and updating of information to ensure compliance with user requirements • This is a human resource function typically reporting to a Human Resource or HRIS Manager • Typically requires 2-5 years of experience.

NOTE: Exclude supervisory positions.

7.14 RECRUITER

Sources, recruits, and interviews candidates for administrative and professional positions, primarily without assistance of outside agencies • Drives recruiting process from requisition to closure in a timely and cost-effective manner • Develops bench strength to meet current and projected employment needs • Maintains proactive methods of revising and implementing innovative ways of updating the recruiting process • May conduct or participate in job fairs • Reports to manager or director level • Typically requires 3-5 years of experience.

NOTE: Exclude assistants, senior recruiters, recruiting managers.

7.18 ORGANIZATIONAL EFFECTIVENESS CONSULTANT**

Creates and conducts organizational development interventions and training programs • Assesses work environments and develops organizational development interventions that improve work unit effectiveness • May use change management tools • May guide succession planning and organizational excellence efforts • Typically an individual contributor, requiring an advanced degree and 5-10 years of experience.

8.0 LEGAL / COURT**8.01 LEGAL SECRETARY**

Under general supervision, performs legal secretarial work; prepares papers and correspondence of a legal nature such as petitions, briefs, summons, complaints, motions and subpoenas • Relieves an attorney of considerable administrative detail • Requires experience of a legal nature.

NOTE: Exclude secretaries not reporting to an attorney; entry level positions.

8.02 PARALEGAL

Under direction, conducts legal research for adjudications, pleadings and trials; writes reports; drafts motions, appeals, opinions, correspondence and proposed legislation • Requires a paralegal degree or experience performing legal research for an attorney or law firm.

NOTE: Exclude legal secretaries, law clerks, licensed attorneys.

8.03a ATTORNEY

Under direction, conducts research, prepares briefs and argues cases in court, and may train new attorneys • This is an intermediate level • Requires license to practice law and 2-4 years of experience as a practicing attorney.

NOTE: Exclude entry level attorneys, supervisors.

8.03b ATTORNEY - SENIOR

Provides legal counsel and guidance to ensure maximum protection of the company's legal rights • Administers corporate legal activities to protect the corporation's interests • Provides professional interpretations and recommendations to the officers and directors of the corporation and to other corporate personnel. Initiates legal action and defends the company in legal action initiated against it • Selects and retains outside counsel as required • May supervise other attorneys • This is the senior level of corporate attorney, requiring a law degree, a license to practice, and 5-8 years of business law experience.

NOTE: Not intended to be top general counsel.

8.04 JUDICIAL ADMINISTRATIVE ASSISTANT

Performs highly skilled administrative and secretarial support work for a Judge or Commissioner • Performs work involving knowledge of legal procedures, principles, forms and terminology • Exercises considerable initiative, latitude and independent judgment, with limited supervision, making decisions in regard to case flow management, requests to calendar and/or vacate hearings or trials and calendar additions • Serves as the judicial liaison for the division by answering, directing and responding to incoming calls from the legal community, the public and court staff. Performs research necessary to answer inquiries or resolve problems and/or complaints • Reviews incoming documents, mail and pleadings to ensure compliance with court rules, local rules, Rules of Criminal and Civil Procedure and Arizona Revised Statutes • Sets priorities for incoming documents and requests from the Judge or Commissioner, court staff, legal community and/or the public • Requires four years of progressive administrative and secretarial experience working in a court system or legal office environment.

NOTE: Exclude administrative assistants who do not report to a judge or commissioner.

8.05 BAILIFF

Prepares the courtroom for the day's cases, assists in retrieving the appropriate files for each day's calendar of cases, assures all parties involved in the proceedings are present, maintains order in the courtroom at all times during the sessions of the court and notifies judicial security when necessary • Escorts witnesses to and from the courtroom and maintains jury deliberation room in an orderly manner • Requires a high school diploma or GED certificate, or any equivalent combination of experience, training and/or education.

NOTE: Exclude Bailiff/Security Officers who bear arms.

8.06 COURT INTERPRETER

Performs Spanish/English and English/Spanish interpretation and translation for judicial proceedings in criminal (both felony and misdemeanor), family, probate, and civil hearings, and for all court divisions in formal and informal settings, and assists other county courts as required in related work situations • Interprets orally in the consecutive, simultaneous, sight translation and telephonic modes in English/Spanish and Spanish/English for formal and informal legal proceedings, and court ordered processes • Translates from Spanish/English and English/Spanish court orders, court notices, petitions, technical, medical, or legal documents, certificates, letters, or other materials deemed essential to carry out court proceedings • Requires high school diploma or equivalent GED certificate, and three years of continuous, professional interpreting and some translation experience in Spanish/English and English/Spanish with at least one year of experience in legal interpreting.

NOTE: This is an journey-level position. Exclude court interpreters who supervise.

8.07 COURT REPORTER

Performs on a professional level the recording and transcribing of court and legal proceedings to document and produce verbatim records of verbal and nonverbal activities • Produces a verbatim record of all proceedings including both words spoken and movements made within the courtroom using a manual shorthand system or specialized equipment • Reads back any previously recorded spoken testimony during court proceedings to judges, counsel, witnesses and jurors, and to jurors during deliberation when requested • Read stenographic notes to the court in chambers to assist in the rendering of legal decisions in rulings on motions and hearings • Prepares verbatim transcripts in typewritten form from stenographic notes to be delivered in required time periods • Requires a high school diploma or equivalent GED certificate and two years of professional level experience recording and/or transcribing verbatim court or legal proceedings; and State of Arizona court reporter certification, in accordance to Arizona Revised Statute, Title 32, Chapter 40.

8.08 COURTROOM CLERK (BENCH SPECIFIC)

*Performs work involving legal procedures and court hearings for a specific legal discipline • Attends open court hearings before multiple judicial officers and performs highly skilled administrative and legal clerical tasks • Transcribes from steno machine, shorthand notes, or from recordings to produce minute entries that contain legal findings, orders, rulings, motions, stipulations, future court hearings, and other pertinent information that contributes to the efficient administration of justice • Prepares and processes other paperwork associated with court hearings for a legal discipline, such as issuing and quashing warrants, commitment and release orders, etc. • Administers oaths to witnesses, jurors, interpreters and bailiffs/law clerks • Receives and marks all exhibits, including all contraband and dangerous exhibits • Completes the exhibit list and insures safekeeping and chain of custody of all exhibits • Releases exhibits, which have been admitted into evidence to the jury during deliberations and/or to counsel and law enforcement after trial • Impanels, draws alternates, polls jurors, reads charges and reads and records verdicts • Exercises considerable initiative, latitude and independent judgment, with limited or no supervision • *This position is the sole representative of the Clerk of Court in a designated legal discipline • Requires a high school diploma or the equivalent and demonstrated skill and competency in production of court documents; typing and electronic transcription score of at least 45 WPM, plus the achievement of test scores in grammar, spelling and punctuation, demonstrating a high level of accuracy and competency in each • This is the entry-level position.**

NOTE: Exclude courtroom clerks who perform for multiple court benches.

8.09 COURTROOM CLERK, SENIOR (MULTIPLE BENCH)

*Independently performs complex work involving extensive knowledge of legal procedures and court hearings, statutes and rules of Court for multiple legal disciplines • Attends open court hearings before multiple judicial officers and performs highly skilled administrative and legal clerical tasks • This is a fully functioning Courtroom Clerk, able to attend open court hearings in all legal disciplines and before any member of the bench in Superior or Juvenile Court • Transcribes from steno machine, shorthand notes, or from recordings to produce minute entries that contain legal findings, orders, rulings, motions, stipulations, future court hearings, and other pertinent information that contributes to the efficient administration of justice • Prepares and processes other important paperwork associated with court hearings for a legal discipline, such as issuing and quashing warrants, commitment and release orders, etc. • Administers oaths to witnesses, jurors, interpreters and bailiffs/law clerks • Receives and marks all exhibits, including all contraband and dangerous exhibits • Completes the exhibit list and insures safekeeping and chain of custody of all exhibits • Releases exhibits, which have been admitted into evidence to the jury during deliberations and/or to counsel and law enforcement after trial • Impanels, draws alternates, polls jurors, reads charges and reads and records verdicts • Exercises considerable initiative, latitude and independent judgment, without the need for supervision • Performs duties at the Adult Division, which includes criminal, civil, domestic and probate matters • At the Juvenile Division this includes criminal (delinquency), dependency, guardianship, severance, adoption, and mental health matters • *Requires a high school diploma or equivalent and 1-2 years courtroom clerk work experience.**

NOTE: Exclude entry-level courtroom clerk positions.

8.10 PROBATION OFFICER

*Supervises an assigned caseload of juvenile or adult probationers • Performs the investigation, counseling and guidance, and monitoring the behavior of offenders on court ordered probation • Performs duties in the field and in the office as it relates to monitoring and directing probationers' behavior • *Minimum requirements are a minimum age of 21 years and must be a United States citizen or have legal resident status (Supreme Court Order # 2003-92), a bachelors degree preferably in the field of behavioral science or a related field (Supreme Court Order # 2003-92), and preference of one year of experience in a related field, such as but not limited to, criminal justice, social work, and/or counseling.**

NOTE: Exclude Senior Probation Officers and Lead Officers.

8.11 SURVEILLANCE OFFICER

*Monitors and provides surveillance on juvenile and adult probationers to ensure individuals adhere to the conditions of their probation • Provides surveillance for a caseload of probationers through the enforcement of a court ordered supervision program • Monitors and assists in enforcing conditions of probation of convicted felons or adjudicated juvenile offenders placed by the court in a probation program • Conducts required surveillance of probationers through the enforcement of mandated curfews, telephone contacts, frequent visits to work site, school and social service agencies, and day/night home visits • *Requires a minimum age of 21 years, must be a United States citizen or have legal resident status, a high school diploma or a GED, and preference given to candidates with preferred qualifications, such as an associates degree in criminal justice, law enforcement or social services, and/or two years of experience in a security position, a criminal justice agency position dealing with inmates or probationers or other agencies dealing with adult or juvenile offenders, social services position such as teaching, coaching, supervision, or case management.**

NOTE: Exclude Senior Surveillance Officers.

8.12 JUVENILE DETENTION OFFICER

Responsible for the safety and well-being of youth detained in a Juvenile Court Detention Center • Develops positive working relationships with youth • Monitors and maintains a structured, caring, safe, healthy, and learning environment for detainees • Monitors and maintains security and control of the structured detention environment • Requires a high school diploma or an equivalent G.E.D. certificate, some experience working with youth, must be a minimum age of 21 years, and must be a United States citizen or have legal resident status.

NOTE: Exclude Lead Officers.

8.13 DETENTION OFFICER

Performs security work in the supervision, care, and welfare of adult inmates • Controls and supervises the movement and activities of inmates • Maintains the safety and physical security of the facility • Conducts inventories of detention supplies and commodities and maintains detention records • Transports inmates • This is a working/journey position, which works under general supervision.

NOTE: Exclude Juvenile Detention Officers.

8.17 COUNSELOR / MEDIATOR

Provides professional level counseling and alternative dispute resolution services including mediation, evaluation and parent coordination to family law clients and residents • Coordinates and provides mediation and counseling to parents, couples, and families as referred by the Courts and prepares written custody and parenting time agreements • Coordinates and conducts custody and parenting time evaluations and parent coordination services to families as referred by the Court and prepares written summaries and reports • Conducts court-ordered conciliation counseling, marriage, and divorce counseling to individuals and couples • Requires a master's degree from an accredited college or university with a major in behavioral science or social science field, or a closely related field and two years of post graduate direct service experience in couples, marriage, divorce or family counseling.

8.20 PROBATION SUPERVISOR

Provides work direction, supervision and support for probation and surveillance officers who supervise adult and juvenile offenders and coordinates the completion of administrative functions required to implement court ordered probation programs • This position requires considerable initiative and independent judgment in managing multiple priorities and coordinating work activities to meet schedules and goals • Oversees the assignment of new offenders into probation programs or units to assure compliance with department and court policies and procedures, and State laws • Supervises and coordinates the work of specialized or non-specialized probation units • Plans and assigns the work performed by probation officers, surveillance officers and support staff in the supervision of adult and juvenile offenders • Audits case files on a regular basis • Requires a minimum age of 21 years and must be a United States citizen or have legal resident status (Supreme Court Order # 2003-92), bachelors degree preferably in the field of behavioral science or a related field (Supreme Court Order # 2003-92), and five years of professional experience in probation.

NOTE: Excludes: Directors, Managers, and Lead Officers.

9.0 LIBRARY**9.01 LIBRARY SPECIALIST**

Under general supervision, performs detailed work in an assigned library function (e.g., acquisition, cataloging, circulation, materials maintenance, or reference/information services) in an automated environment • Creates, maintains, and updates complex automated system records, and uses the system to collect, analyze and report data • Provides advanced information and problem-solving assistance to library users • May provide specialized expertise in an academic discipline, subject area, or foreign language • May lead, train, or schedule staff/students/volunteers • Requires in-depth knowledge of assigned function, general library services, and applicable software; independent judgment, creative thought and thorough understanding of selected library/information science principles; bachelor's degree and 1 year of library experience, or 5 years of library experience.

NOTE: Exclude generalists, library clerks, librarians.

9.03 LIBRARIAN

Under general supervision, performs experienced, professional level library work • Catalogs, classifies and acquisitions library materials • May supervise technical and/or clerical employees • Requires a Master's degree in library science and some professional experience.

NOTE: Exclude library technicians, inexperienced librarians, consultants, librarians with small specialized library (law, medical or technical).

10.0 PROCUREMENT / WAREHOUSE**10.01 STOCK CLERK**

Under general supervision, performs skilled manual and clerical tasks receiving, storing, delivering, inventorying, and shipping a variety of office supplies, materials and equipment in a nonproduction line storeroom • Checks incoming material against invoices, purchase orders or other documents indicating delivery • Monitors stock and maintains records • May store items requiring special handling and storage • Requires about 1 year of experience in storage of supplies and materials.

NOTE: Exclude motorized equipment operators, warehouse laborers, inexperienced stock clerks, laborers, material handlers, supervisors, production line workers.

10.02 STORES SUPERVISOR

Under general supervision, supervises a store/warehouse facility with a varied inventory typically including capital equipment, office supplies, maintenance materials, custodial supplies, nonproduction line materials, clothing and/or food items • Maintains records of stock levels and is responsible for inventory control reports • Requires supervisory experience in receiving, storing, inventorying and distributing a variety of supplies, materials and equipment • Typically requires 3-4 years of experience.

NOTE: Exclude warehouse managers, managers over decentralized operations, production line supervisors, retail store managers.

10.03 MATERIAL HANDLER

Performs a variety of industrial or heavy warehousing functions which may include receiving, computerized inventory control, supply documentation, data input, and material distribution and/or delivery • Forklift or other heavy equipment operation, including automated inventory methods, may be required • This is the intermediate, fully-qualified level, typically requiring 1-2 years of experience.

NOTE: Exclude stock clerks, laborers.

10.04 WAREHOUSE LEAD

Coordinates the receiving, storing, and issuing of parts/materials or finished products • Provides training, gives direction, and prioritizes work activities of warehouse personnel to meet production needs, shipping schedules, and other pertinent deadlines • Processes and verifies inventory movement/transactions, maintains overall accuracy of inventory levels, and recommends new procedures to improve inventory control and overall workflow efficiency • High School degree or equivalent required; some college or Associates degree in related field preferred • Typically requires 2 or more years warehouse experience.

NOTE: Exclude stock clerks, laborers.

10.05a BUYER

Under general supervision, performs experienced, professional level duties on a large scale, purchasing a variety of materials, supplies, equipment and services • Prepares specifications and invitations to bid; conducts bid openings, analyzes bids and selects vendors • Requires large scale professional buying or purchasing experience • Typically requires 2-3 years of experience.

NOTE: Exclude entry level buyers, senior buyers, buyers of specialized equipment, buyer supervisors, buyers of goods for resale or use in remanufacture, purchasing managers or officers.

10.05b BUYER - SENIOR

Performs broad purchasing duties requiring extensive or specialized knowledge and experience • Interfaces with vendors and all management levels • May assist with the training and supervision of lower level buyers • This is the most senior level, typically exempt, requiring 4-5 years of buying experience.

NOTE: Exclude entry and intermediate level buyers, buyers of specialized equipment, buyer supervisors, buyers of goods for resale or use in remanufacture, purchasing managers or officers.

10.06 PURCHASING SUPERVISOR

Serves as first-line supervisor in a large purchasing office or as the sole purchasing manager in a smaller, but highly diversified purchasing environment • Develops and negotiates supply contracts; establishes procedures • Supervises professional buyers and other purchasing/supply personnel • Requires 3-4 years professional buying/purchasing experience.

NOTE: Exclude lead buyers, purchasing managers, supervisors of supplies only purchasing.

10.07 PURCHASING MANAGER

Under direction, plans and directs a large, complex purchasing function, which buys and purchases a wide variety of materials, equipment, supplies and services • Develops and administers purchase contracts • Supervises purchasing supervisors, professional buyers and other purchasing/supply personnel • Requires 5 or more years of professional purchasing experience including supervision of professional level staff.

NOTE: Exclude first level supervisors.

10.08 CONTRACTS ADMINISTRATOR

Administers all aspects of contract from proposal to close-out phase • Coordinates estimates of materials, equipment, production costs, performance requirements, and delivery schedules • Prepares bids, specifications, tests, and progress reports • Reviews bids for conformity to contract requirements, and assists in determining final bids • Works under general supervision • Typically requires a degree and 2-4 years related experience.

10.09 CONTRACTS ADMINISTRATOR - SENIOR

Negotiates and administers all aspects of contract from proposal to close-out phase • Works on more complex bids that may require integrating proposals from subcontractors and other potential vendors • Coordinates estimates of materials, equipment, production costs, performance requirements, and delivery schedules • Prepares bids, specifications, tests, and progress reports • Reviews bids for conformity to contract requirements and determines final bids • May supervise lower-level contracts administrators • Typically requires a degree and 4-6 years related experience.

10.10 PURCHASING ASSISTANT*

Performs a variety of routine purchasing duties • Prepares purchase orders, shipping memos, correspondence, and reports • Checks deliveries of material ordered and coordinates return of incorrect material • May obtain routine pricing information • This is the intermediate level typically requiring 6-12 months of general office experience.

11.0 FOOD SERVICE / HOSPITALITY**11.01 COOK**

Under general supervision, is responsible for institutional cooking involving large quantity ingredients and general food preparation • May supervise other kitchen staff • Requires experience in large volume cooking of meals.

NOTE: Exclude senior cook, cook supervisor, short order cook, inexperienced cook, lead workers, part time workers.

11.02 FOOD SERVICE WORKER

Under general supervision, performs routine work in food preparation, food serving and cleaning of utensils, kitchen and dining area • Requires food service experience.

NOTE: Exclude supervisors, cooks, lead and part time workers.

11.03 FOOD SERVICE SUPERVISOR

Under direction, performs first level, full time supervisory work over a shift of kitchen personnel • Supervises and instructs in food preparation and cooking, cleaning of equipment, utensils and kitchen • Reviews the work of food service workers • Requisitions supplies • May perform some of the same duties as workers • Requires experience in large volume cooking.

NOTE: Exclude cooks, dietitians, food service directors, food service managers, cafeteria managers.

11.11 RECREATION ASSISTANT

Assists with the development, implementation and evaluation of recreation programs for children, youth, and adults • Assists with the operation of facilities and provides service to the public • Assists with the development and implementation of programs by conducting research, planning and scheduling activities, updating and preparing course materials, and maintaining displays • Coordinates helpers and volunteers, contacts outside agencies to plan programs or to request donations, monitors budgets, teaches classes, provides cleaning and set-up of rooms, and checks equipment • Requires over 1 year experience developing and implementing recreation programs.

11.12 RECREATION PROGRAM COORDINATOR

Manages recreation personnel in developing and implementing recreation programs • Manages facility operations and provides service to the public • Develops, coordinates and oversees various types of recreation programs, classes and events by planning, implementing, scheduling and organizing programs and special events • Promotes programs to the community, resolves problems, prepares and monitors budgets, attends and conducts meetings, collaborates and coordinates with other departments and outside groups, observing and evaluating programs • Procures needed supplies and materials and assists with the set-up, breakdown and transportation of equipment • Requires over 2 years supervisory experience in developing and implementing recreation programs.

11.13 RECREATION SUPERVISOR

Supervises recreation program personnel, and oversees the management of facilities that provide social services and recreational programs to children and adults • Develops, implements, and evaluates recreation and neighborhood center programs, activities, and special events • Implements controls for appropriate unit staffing and effectiveness; participates in the recruitment and hiring of employees, recommends employee discipline and other human resources issues, evaluates and manages employee performance, discusses and identifies personnel issues and facilitates resolutions, promotes morale in the unit, ensures staff training, and provides leadership and guidance • Requires over 5 years of experience in developing and implementing recreation or neighborhood center programs, activities and special events.

12.0 POLICE / FIRE / PROTECTION SERVICES**12.01 CRIMINAL INVESTIGATOR**

Under general supervision, independently or as a project lead, conducts complex investigations of administrative, civil and/or criminal matters • Analyzes data, performs surveillance/undercover work, and prepares cases for legal action • Involves contact with law enforcement agencies • Requires considerable experience • May require AZPOST certification.

NOTE: Exclude entry level, supervisor, police officers, DPS officers.

12.03 POLICE OFFICER

Under general supervision, performs police work in the prevention of crime and enforcement of laws, including area or route patrol, traffic control and preliminary investigative duties • Requires successful completion of the Police Recruit Training Program.

NOTE: Exclude supervisors of other police personnel and other classifications with a different pay range • If you have a separate classification or pay step for probationary employees, include this as the first step of the range.

12.04 POLICE SERGEANT

Under direction, perform first-level supervisory work for a patrol squad, traffic regulation, special enforcement or investigative unit, or civilian office staff • Typically requires an associates degree in criminal justice or closely related field and 3-5 years of experience as a police officer, or an equivalent combination of education and experience.

12.05 POLICE LIEUTENANT

Under direction, performs second-level supervisory work for a district shift, investigative unit, or office staff, usually through a small group of Sergeants • Typically requires an associate's degree in criminal justice or closely related field, and 7 years of experience in law enforcement including 2 years as sergeant or an equivalent combination of education and experience.

12.07 FIREFIGHTER

Under direction of the Fire Captain, performs firefighting, fire prevention and operating duties • Responds to alarms with the Fire Company, performing hazardous work in rescuing persons from danger and controlling the spread of fire, administers first aid, cleans up after fires, and maintains equipment and quarters, receives training • No experience is necessary but must be able to pass written examination and meet prescribed physical standards.

NOTE: Exclude Volunteer Firefighter, Fire Truck Drivers, combined Police-Firefighter classes.

12.08 FIRE ENGINEER

Under direction of the Fire Captain, operates and maintains firefighting apparatus • Responsible for safe and efficient operation of automotive firefighting equipment in response to fire alarms and for pumpers and ladder trucks at the scene of the fire • Requires 2-3 years of experience as a Firefighter.

NOTE: Exclude Fire Truck Drivers, combined Police-Firefighter classes.

12.09 FIRE MARSHAL

Responsible for fire prevention activities including inspection, enforcement, planning, coordinating and education • Supervises and assists in inspection for compliance with laws regarding fire hazards, dangerous materials and fire prevention plans and equipment • Typically reports to a department head.

NOTE: Exclude combined positions (i.e., fire marshal/assistant chief).

12.10 FIRE CAPTAIN

Under supervision, provides first-level supervision for a fire company • Responsible for disciplining Firefighters and Engineers, and oversees the proper maintenance of apparatus and equipment at a fire station • Drills and trains employees to ensure appropriate performance at the scene of a fire • Requires 5-6 year of experience in firefighting work.

12.11a POLICE CHIEF

Plans, organizes, directs and controls the efficient operation of the police department • Serves as advisor to top management and staff on issues surrounding criminal justice matters and crime prevention activities • Accomplishes short-term and long-range planning, develops and implements budget • Typically reports to the chief administrative officer.

12.11b EMERGENCY DISPATCHER

Answers calls in 9-1-1 center • Assesses needs of callers, prioritizes requests for assistance, and dispatches police, fire and medical response teams • Gives emergency instructions to callers while responders are in transit • Operates computer system to provide emergency personnel with necessary information • Monitors alarm system • Enters data into computer and maintain records and files • Requires 1-2 years clerical work experience including public contact.

12.12 FIRE INSPECTOR

Under direction, inspects building or installations that present common fire problems • Insures compliance with fire codes and issues citations to violators • Must complete a training program or have at least 1 year of experience in fire inspections.

NOTE: Exclude Firefighters.

12.14 CRIMINALIST

Performs comprehensive laboratory analysis in at least two of the analytical areas of forensic blood testing, toxicology, arson investigation, hair and fiber identification, technical macrophotography and photomicrography X-ray techniques or general comparative analysis • Attends major crime scenes to collect and analyze evidence • Requires a bachelor's degree in chemistry or criminalistics and 2-3 year of experience in a criminalistics laboratory.

12.15 POLYGRAPH EXAMINER

Under general supervision, interrogates persons through the use of psychophysiological testing device, analyzes examination charts, advises on legal limitations and individual rights regarding the polygraph • Requires completion of approved polygraph course work, 2-3 years of experience in investigative work and administration of polygraph examinations, and a Polygraph Examiner's License issued by the State of Arizona.

12.16 PROPERTY / EVIDENCE CLERK

Under general supervision of a civilian or a Sergeant, receives, stores and maintains accountability and security of supplies and equipment for public safety use or in custody as a result of impoundment • Under proper authority, releases or destroys impounded property • Requires 2 years of experience in storage, distribution, and accountability for supplies and equipment.

12.17 POLICE RECORDS CLERK

Under supervision, performs specialized clerical work involving the receipt, filing, retrieving and reporting of records of criminal justice activities, fingerprints license applicants, suspects, etc., and may take photographs • Uses computer to input or retrieve information • Requires 1 year of clerical experience.

12.18 SAFETY OFFICER

Under direction, performs administrative work developing, coordinating and managing industrial safety programs • Reviews state/federal safety regulations and their impact, inspects facilities to ensure compliance with OSHA standards, recommends changes in safety practices, and coordinates the implementation of safety procedures in the construction/repair of facilities • Processes, investigates and maintains records of accident reports and conducts training regarding safety procedures, applicable rules/regulations • Requires experience in occupational safety and health.

NOTE: Exclude safety inspectors.

12.19a SECURITY GUARD - UNARMED

Under general supervision, performs security work usually within buildings or grounds • DOES NOT CARRY SIDE ARMS • May require some experience.

NOTE: Exclude law enforcement officers, armed security guards.

12.19b SECURITY GUARD - ARMED

Performs armed guarding and patrolling of commercial or industrial premises to protect company, personal property, and personnel against fire, theft, vandalism, illegal entry, and other hazards • Tours premises periodically to check doors, windows, and gates for security • Observes departing personnel to protect against the theft of company property • Examines the credentials of individuals prior to admittance to restricted areas • This is an intermediate position which typically requires 1 year prior security experience and armed security guard license.

NOTE: Exclude law enforcement officers, unarmed security guards.

13.0 CUSTOMER SERVICE / MARKETING / SALES

13.03 CUSTOMER SERVICE REPRESENTATIVE

Answers customer inquiries received via telephone, in person or through applications and correspondence • Responds to difficult customer service complaints, and conducts research as needed and reviews alternatives to resolve problems • Interprets rules, regulations, laws, policy and procedures for customers • May function in a call center environment • Job may also include data entry, collection of fees and balancing of cash receipts • This is journey level of the CSR series • Requires 2 years of experience in a customer service environment.

NOTE: Exclude accounting clerks, customer service trainees, leads and supervisors, positions that provide customer service primarily to internal sources.

13.04 CUSTOMER SERVICE REPRESENTATIVE - SENIOR

Answers customer inquiries regarding accounts, products, or services • Troubleshoots, analyzes, and remedies customer problems • May research or update company records • Acts as a liaison between customer and various company departments • May prepare customer correspondence • May function in a call center environment • May assist with the training and supervision of lower level Customer Service Reps • This is the senior level typically requiring in-depth knowledge of company procedures, products, and services.

NOTE: Exclude accounting clerks, customer service trainees, leads and supervisors, positions that provide customer service primarily to internal sources.

13.07 CUSTOMER SERVICE SUPERVISOR

Responsible for achieving customer satisfaction within defined profitability objectives for a company or operating unit • Monitors programs and procedures to ensure on-time delivery and customer satisfaction • May assist with the publication of technical service manuals, catalogs, bulletins, and other customer service literature • This is the first-line supervisory level, supervising a customer service, call center, or sales order processing staff • Typically requires a degree and 3-5 years of experience.

NOTE: Exclude entry level, intermediate level, senior level.

13.08 MARKETING ASSISTANT

Assists in planning, production, and distribution of marketing, advertising, and sales promotion materials • Prepares informational and advertising material for communications media, direct mail, and/or sales force, as directed • May perform support activities such as copy writing, layout, sales kits, trade show display arrangements, and other promotional support • This is a senior level nonexempt or entry level exempt position, typically requiring an associate or vocational degree and 2-4 years of experience.

NOTE: Exclude clerks, secretaries.

13.09a MARKETING COORDINATOR

Maintains and reports current industry and in-house marketing statistics • Maintains customer database • Provides monthly, quarterly, and annual reports to sales and marketing staff for use in evaluating current status and formulating future activity • Assists Marketing Analysts • This is a senior level nonexempt or entry level exempt position, typically requiring an associate or vocational degree and 2-4 years related marketing or sales experience.

NOTE: Exclude supervisors and managers.

13.09b SPECIAL EVENTS COORDINATOR

Plans, organizes and manages special events, e.g., dinners, auctions, behind the scenes visits, sports events, and guest lecturers, whose principal objective is usually fund-raising, income building, and/or relationship building • Supports volunteers in planning and conducting events • Recommends, negotiates with, and oversees contractors, food vendors and other suppliers, entertainment, and speakers • Supervises set-up and coordinates activities on-site • Reports and evaluates event results.

13.10 MARKETING COMMUNICATIONS SPECIALIST

Performs marketing and market communication research, analysis, planning, and budgeting • Prepares and coordinates informational advertising material for communications media • Performs marketing support activities such as copy writing, collateral, layout, information packets, trade show display arrangements, and other promotional support • Typically an exempt level position • Typically requires a degree in communication and/or English or equivalent experience, and 3 years account management, media analysis, or media buyer experience.

NOTE: Exclude supervisors, managers.

13.11 SOCIAL MEDIA SPECIALIST

Manages and executes a well-defined social media strategy that increases the company's product/brand awareness and generates inbound traffic • Evaluates, manages, and contributes to a variety of social media channels in an effort to achieve company objectives while ensuring a consistent marketing message and strengthening the company's position in the market • Responsible for monitoring trends and preparing status reports on social media efforts • Typically requires a degree in marketing, communications or related field, and 2 or more years of related experience.

13.12 DIGITAL MARKETING SPECIALIST

Performs a variety of digital marketing duties in support of the overall marketing and digital marketing strategy • Areas of involvement may include email marketing, social networking and media, online promotions, search engine marketing and optimization, etc. • Performs duties such as developing email marketing campaigns, administering online promotions, maintaining social networking accounts (i.e., Facebook, LinkedIn, Twitter, etc.) and executing digital advertising • May perform analysis on search engine optimization and website metrics • Typically requires a degree and 2 or more years of related experience.

13.15 GRANTS WRITER

Prepares and submits grant applications and proposals • Determines grant availability for existing projects that cannot be sustained within the organization's normal operating budget • Monitors grants received to ensure that guidelines and restrictions are followed • Develops responses to requests-for-proposals and letters of intent on grants and funding that are consistent with the organization's values and objectives • Typically requires a degree and 3-6 years of experience.

14.0 COMMUNICATIONS

14.01 PUBLIC INFORMATION OFFICER

Under general supervision, performs experienced professional level work of average difficulty in the area of public relations, publications and public education for an organization • Researches and prepares speeches, writes news releases and interfaces with news media • Composes and edits materials for publication • Uses considerable discretion to ensure conformity to policies • Requires professional experience in public information duties.

NOTE: Exclude non-professionals, supervisors.

14.02 MEDIA SPECIALIST

Evaluates, plans and coordinates production of media projects by consulting with clients to determine production needs and designs including audio, print, computer graphics and animation • Advises clients regarding various aspects of design, development and use of media and media presentations • Establishes costing, logistics, facility/equipment use, and use of media and develops media project goals, objectives, budget and production standards and timetables • Develops, writes, reviews and edits scripts; operates various types of equipment in production of media projects • Typically requires a Bachelor's degree and two years of experience in media production and design.

NOTE: Exclude supervisory positions, video production specialist, graphic artists, advertising specialist, positions that work with only one medium.

14.03 VIDEO PRODUCTION SPECIALIST

Under general supervision, performs technical work planning, identifying and scheduling locations, scripting, casting, video taping, lighting, editing and producing video productions • Performs duties within established production standards • Requires college or technical school education with courses in television production and videotape techniques.

NOTE: Exclude positions that work with additional media (other than videotape), positions that are not actively involved in all facets of video production.

14.04 GRAPHIC ARTIST

Under general supervision, designs and prepares printed, drawn and photographed materials for offset printing, reproduction and/or display • Duties include the design, layout, organization, sketching and paste up of graphic materials such as brochures, pamphlets, charts, graphs, posters and fliers • Designs and prepares technical and/or scientific exhibits and illustrations • Requires graphic or commercial art experience.

NOTE: Exclude entry level artists, drafters, supervisors.

15.0 MISCELLANEOUS

15.01 CURATOR / MUSEUM EXHIBITS SPECIALIST

Performs journey level work assisting in museum collections management and/or planning and production of museum exhibits and preservation of collection • Conducts research on objects in collection • May oversee museum gift shop operations • Requires a Bachelor's degree in Anthropology, Museum Studies, Art or related field and one year museum curatorial and/or registration experience.

NOTE: Exclude assistant level and supervisors.

15.03 VOLUNTEER COORDINATOR

Responsible for coordinating daily operations of volunteer programs • Provides initial screening, orientation, and training of volunteers • Oversees daily schedules, volunteer assignments, and special projects • Develops and maintains service descriptions • Typically requires 1-2 years of experience in volunteer management.

16.0 PROJECT MANAGEMENT

16.01 PROJECT ANALYST / COORDINATOR

Researches and documents existing operations, structures, procedures, and service requirements • Analyzes assembled data to define problems and development areas • Resolves moderately complex problems based on business knowledge using general guidelines and research techniques • Analyzes project outcomes • May assist in implementing new work procedures and operations • Assists project manager in developing unit/team's operating plan • Participates in the selection of internal resources/consultants • Typically requires a bachelor's degree and 2-4 years of experience in the project area and a thorough knowledge of the project area.

16.02 PROJECT MANAGER I

Oversees a small project or phases of a larger project • Meets quality standards and the production of expected deliverables during all phases of the project life cycle: initiating, planning, executing, controlling, and closing • Responsible for activities of project team, identifying appropriate resources needed, and developing schedules to ensure timely completion of project • Leads the project team and team members to effectively coordinate the activities of the project • Communicates with senior management and/or functional area manager regarding status of specific projects • Typically requires less than 5 years of experience in the project area.

16.03 PROJECT MANAGER II

Oversees various projects of a highly complex nature • Meets quality standards and the production of expected deliverables during all phases of the project life cycle: initiating, planning, executing, controlling, and closing • Responsible for assembling project team, assigning individual responsibilities, identifying appropriate resources needed, and developing schedule to ensure timely completion of project • Leads the project team and team members to effectively coordinate the activities of the project • Communicates with senior management and/or functional area manager regarding status of specific projects • Typically requires 5 or more years of experience in the project area and advanced knowledge of the project area.

SUMMARY DATA ALL PARTICIPANTS



GUIDE TO SUMMARY DATA **BASE SALARIES & SALARY RANGES**

JOB #	JOB TITLE	SAMPLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	SALARY STRUCTURE		
					SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
		1	2	3	4	5	6	7	8	9		
1.0 ADMINISTRATIVE SERVICES												
1.01	Office Assistant		26	200	29,177	29,302	24,841	29,039	32,643	25,456	31,405	37,354
1.02	Office Assistant - Senior		25	361	35,529	38,130	31,141	32,945	38,256	29,659	36,350	43,042
1.03	Administrative Secretary		31	368	39,844	38,847	34,425	38,683	43,470	32,528	41,091	49,654
1.04	Administrative Assistant		44	1317	40,328	38,428	37,086	40,509	45,649	35,081	43,694	52,308
1.05	Executive Assistant		54	309	55,843	57,993	47,353	55,184	60,405	44,836	56,878	68,919

Keynumber	Explanation
1	Benchmark job title , not necessarily the title used by participating organizations. (For a complete description of benchmark job content, see the job description section.)
2	Total number of organizations reporting salary data for this position. Note: A position must have a minimum of 5 organizations in order to provide data. No individual employer represents more than 25% of the weighted data.
3	Total number of job incumbents in this position as reported by participating organizations.
4	Simple Mean – The average annual salary, computed by totaling the average salary paid in each organization and dividing by the number of organizations. This measure gives equal weight to the salary paid by each organization, regardless of the number of incumbents.

Keynumber	Explanation
5	Weighted Mean – The average annual salary, computed by totaling the salary paid to each incumbent and dividing by the total number of incumbents. This measure reflects the influence on the marketplace by organizations with many incumbents in one job.
6	25th Percentile – 25% of company averages are below this level.
7	50th Percentile / Median – Half of all company averages are below this level; half are above this level.
8	75th Percentile – 75% of company averages are below this level.
9	Salary Range – (Average Minimum, Midpoint, and Maximum) – The simple average of salary range minimums and maximums reported by organizations with established ranges.

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	BASE SALARY WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	ESTABLISHED SALARY RANGE AVG MIDPT	ESTABLISHED SALARY RANGE AVG MAX
1.0 ADMINISTRATIVE SERVICES											
1.01	Office Assistant	26	200	29,177	29,302	24,841	29,039	32,643	25,456	31,405	37,354
1.02	Office Assistant - Senior	25	361	35,529	38,130	31,141	32,945	38,256	29,659	36,350	43,042
1.03	Administrative Secretary	31	368	39,844	38,847	34,425	38,683	43,470	32,528	41,091	49,654
1.04	Administrative Assistant	44	1317	40,328	38,428	37,086	40,509	45,649	35,081	43,694	52,308
1.05	Executive Assistant	54	309	55,843	57,993	47,353	55,184	60,405	44,836	56,878	68,919
1.06	Clerical Supervisor	19	70	46,290	44,922	41,366	46,848	48,525	39,152	48,605	58,059
1.07	Cashier - Office	9	16	34,499	34,739	29,239	31,950	41,251	27,786	35,247	42,708
1.08	Mail Clerk	20	27	30,054	28,197	25,851	31,505	33,211	27,031	33,262	39,494
1.09	Receptionist	24	105	30,732	29,130	27,061	31,086	33,849	26,118	32,392	38,666
1.10	Dispatcher	9	38	38,680	38,897	29,444	33,181	44,819	30,793	40,452	50,111
1.11	Research / Statistical Analyst	12	102	58,793	55,389	45,917	58,341	66,663	45,458	61,088	76,717
1.12	Program Planner	13	101	64,988	69,138	49,141	68,044	75,783	54,452	69,390	84,328
1.13	Business Manager - Unit / Small Org	22	249	82,291	80,332	57,699	74,692	90,477	57,170	74,219	91,267
1.14	Business Manager - Large Division	17	140	104,717	79,639	67,130	106,000	137,042	70,611	95,261	119,912
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	51	299	39,356	38,653	35,115	37,481	42,664	32,726	41,024	49,322
2.02a	Accountant	45	198	51,899	49,484	45,139	51,830	55,792	45,246	56,707	68,167
2.02b	Accountant - Senior	27	122	66,914	69,179	58,227	66,814	76,491	53,749	68,476	83,204
2.02c	Tax Accountant	2	3	NA	NA	NA	NA	NA	NA	NA	NA
2.02d	Tax Accountant - Senior	2	7	NA	NA	NA	NA	NA	NA	NA	NA
2.03	Accounting Supervisor	23	54	79,680	70,900	62,124	79,534	91,276	57,799	73,533	89,266
2.04a	Accounting Manager	31	102	94,863	99,584	74,136	84,552	116,956	72,974	93,379	113,785
2.04b	Controller (not CFO)	19	35	115,096	114,525	96,566	107,682	122,465	86,127	114,938	143,750
2.05a	Auditor	19	27	63,876	65,377	56,867	65,010	66,300	53,888	69,019	84,149
2.05b	Auditor - Senior	6	16	78,288	78,913	67,829	79,755	86,268	58,205	74,820	91,435
2.06a	Budget Analyst	17	24	61,000	61,259	53,866	59,286	66,973	52,361	66,471	80,582
2.06b	Budget Analyst - Senior	6	8	73,924	72,585	67,757	70,179	80,677	56,516	74,921	93,326
2.07a	Payroll Clerk	11	25	40,155	40,956	35,440	38,465	47,608	34,412	43,895	53,378
2.07b	Payroll Specialist	35	39	46,910	48,103	42,279	47,008	51,443	38,497	48,108	57,719
2.08	Payroll Supervisor	16	16	71,725	74,140	63,390	70,004	83,256	57,362	72,331	87,299
2.09	Accounts Payable Supervisor	11	12	60,593	62,915	46,616	56,623	76,762	53,519	68,161	82,802
2.10	Collector	17	70	42,894	40,041	36,883	42,980	48,348	35,997	45,216	54,434
2.12	Financial Analyst	15	121	59,118	64,387	52,462	56,274	68,151	50,328	64,667	79,007
2.13	Financial Analyst - Senior	20	121	78,786	83,158	64,525	80,000	87,742	60,839	78,125	95,411
3.0 INFORMATION TECHNOLOGY											
3.01	Data Entry Operator	8	24	31,483	32,578	28,016	28,880	34,765	24,643	31,343	38,042
3.03	Computer Operator	9	25	48,050	48,538	40,619	46,541	57,425	38,259	47,423	56,587
3.05	Computer Operations Analyst	9	29	69,887	74,993	52,894	78,396	81,081	52,483	66,538	80,592
3.06	Computer Operations Manager	11	21	94,626	101,940	70,776	99,506	125,445	71,215	90,202	109,189
3.07	Computer Programmer	5	46	NA	NA	NA	NA	NA	NA	NA	NA
3.08	Programmer Analyst	16	192	79,337	76,578	65,304	77,913	90,577	58,925	75,270	91,615
3.09	Systems Analyst - Journey	17	111	70,752	65,266	59,465	62,146	74,448	57,770	75,019	92,267
3.10	Systems Analyst - Lead	17	76	84,918	78,126	70,540	79,023	96,749	64,257	83,106	101,954
3.11	Systems Programmer - Journey	9	20	61,272	64,806	52,748	58,528	71,399	54,116	69,229	84,342
3.12	System Programmer - Lead	4	8	NA	NA	NA	NA	NA	NA	NA	NA
3.13	Systems Programming Manager	6	10	NA	NA	NA	NA	NA	75,612	97,250	118,888

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE		AVG MIN	AVG MIDPT	AVG MAX
3.0 INFORMATION TECHNOLOGY (continued)											
3.14	Help Desk Coordinator Tier I	17	47	43,033	41,675	36,677	44,450	49,000	39,645	49,951	60,258
3.15	Help Desk Coordinator Tier II	11	85	54,629	49,199	44,954	57,313	63,526	45,014	58,068	71,123
3.16	Personal Computer Support Tech - Entry	22	98	44,073	47,211	39,505	42,869	49,828	38,937	49,065	59,193
3.17	Personal Computer Support Tech - Lead	14	55	56,383	55,261	50,252	58,005	61,339	45,705	57,049	68,393
3.18	Database Administrator	19	43	85,387	90,583	71,639	88,463	95,625	59,624	76,563	93,502
3.19a	Systems Administrator	30	131	70,152	68,553	60,450	68,978	79,313	54,389	70,142	85,895
3.19b	Network Systems Engineer	21	60	77,456	82,128	69,484	76,064	86,226	62,710	79,685	96,660
3.20	Network Administrator	18	17	72,805	69,932	60,320	69,484	83,497	55,497	70,429	85,360
3.21	Telecom Support Specialist	7	7	NA	NA	NA	NA	NA	47,244	57,740	68,236
3.22	Web Developer	14	17	70,002	67,564	55,904	66,789	79,025	57,708	72,378	87,047
3.23	Telecom Systems Technician	10	47	58,662	59,479	44,064	57,224	64,309	45,060	55,509	65,958
3.24	Telephone Service Coordinator	8	5	55,293	55,293	46,749	55,411	63,779	48,878	61,739	74,600
3.26	Communications Technician	5	34	NA	NA	NA	NA	NA	47,699	59,197	70,695
3.27	GIS Analyst	27	41	61,601	61,760	53,138	61,507	72,403	53,859	66,353	78,847
3.28	Business Analyst	17	171	68,263	62,882	57,740	63,690	77,080	55,833	72,975	90,118
3.29	Software Engineer	9	13	78,919	82,556	69,751	78,794	84,762	56,030	74,915	93,799
3.30	Software Engineer - Senior	10	25	98,781	99,225	90,738	102,000	107,029	67,242	88,661	110,080
3.34	IT Security Engineer**	6	8	73,648	72,791	60,488	63,996	91,634	57,959	74,219	90,479
3.35	IT Security Engineer - Senior*	6	8	93,493	93,142	86,919	96,000	98,814	69,573	92,860	116,148
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	37	836	26,732	26,454	24,797	26,119	29,024	24,827	30,237	35,647
4.02	Custodial Supervisor	24	56	40,491	38,427	34,967	38,834	45,366	33,780	42,643	51,506
4.03	Building Maintenance Worker	44	216	43,464	39,380	33,654	41,455	49,102	34,742	43,526	52,310
4.04	Building Maintenance Supervisor	31	61	57,580	58,117	49,419	56,358	67,173	45,782	57,678	69,574
4.05	Carpenter	12	47	49,476	47,022	38,209	41,098	56,908	35,470	46,124	56,779
4.06	Electronic Technician	9	20	52,493	48,697	43,570	52,713	61,246	44,173	56,344	68,515
4.07	Electrician	22	164	54,364	55,692	43,522	51,501	61,823	42,164	52,457	62,750
4.08	Painter	12	53	47,782	42,176	38,788	45,723	54,724	32,523	42,259	51,994
4.09	Plumber	10	73	45,884	45,081	39,592	46,307	51,982	36,373	46,653	56,932
4.10	Welder	15	152	58,718	68,595	42,848	55,876	65,083	41,100	51,357	61,614
4.11	HVAC Technician**	19	145	50,968	54,124	40,828	44,379	59,322	41,706	53,036	64,366
4.12	Trades Helper	16	131	37,453	39,153	29,282	34,968	40,215	30,243	37,150	44,058
4.13	Laborer	9	39	28,050	25,553	21,840	26,287	35,588	24,867	29,997	35,126
4.14	Equipment Operator	22	220	43,993	42,807	34,057	40,329	47,530	33,727	41,688	49,648
4.15a	Equipment Shop Supervisor	11	8	57,922	57,837	50,940	56,973	65,378	48,175	60,396	72,617
4.15b	Fleet Manager	12	11	76,380	77,833	60,339	67,436	101,709	55,037	71,275	87,512
4.16	Heavy Equipment Operator	22	219	48,510	47,686	38,899	45,750	54,359	38,993	48,101	57,210
4.17	Automotive Service Worker	13	12	33,090	34,519	29,830	32,709	36,270	32,224	38,902	45,580
4.18	Automotive Mechanic	21	116	49,862	58,143	40,624	46,669	50,910	38,729	47,052	55,375
4.19	Heavy Equipment Mechanic	25	44	53,607	51,389	47,181	50,638	54,402	40,939	49,850	58,762
4.20	Locksmith / Security Specialist	9	27	45,347	42,031	36,563	40,636	48,110	34,807	43,676	52,546
4.21	Groundskeeper	32	216	31,416	30,469	27,174	30,712	35,409	27,774	34,771	41,767
4.22	Grounds Supervisor	18	36	52,272	48,706	50,156	52,757	56,089	40,821	51,255	61,690
4.23	Driver, Bus / Tram	8	12	30,221	29,605	25,220	29,130	35,767	27,480	33,238	38,996
4.24	Driver	14	91	29,838	31,999	23,704	27,168	34,112	25,717	31,338	36,959

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	BASE SALARY WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	ESTABLISHED SALARY RANGE AVG MIDPT	ESTABLISHED SALARY RANGE AVG MAX
4.0 OPERATIONS / MAINTENANCE / FACILITIES (continued)											
4.25	Physical Plant Director	15	14	97,913	94,505	82,000	86,658	131,734	65,142	83,490	101,837
4.26	Construction Projects Coordinator	14	16	77,992	72,620	59,924	71,720	90,995	61,320	76,810	92,300
4.27	Offset Press Operator	3	0	NA	NA	NA	NA	NA	NA	NA	NA
4.28	Environmental Health / Safety Specialist	17	27	63,891	68,362	52,026	60,505	75,910	54,573	68,058	81,544
4.30	Environmental Engineer	4	15	NA	NA	NA	NA	NA	NA	NA	NA
4.32	Environmental Engineer - Senior	5	8	106,317	102,020	89,327	105,922	123,506	NA	NA	NA
5.0 ENGINEERING / PRODUCTION											
5.01	Drafting Technician	10	12	56,785	57,066	48,903	58,989	63,566	39,486	49,120	58,755
5.02	Engineering Technician - Entry	7	26	NA	NA	NA	NA	NA	37,257	45,586	53,916
5.03	Engineering Technician	19	39	48,703	49,268	43,020	49,914	52,656	40,610	50,646	60,681
5.04	Engineering Technician - Senior	19	69	62,770	59,150	51,499	64,639	73,928	47,604	58,762	69,920
5.05	Civil Engineer	22	39	76,340	73,102	64,618	78,695	86,490	61,592	77,081	92,569
5.06	Civil Engineer - Senior	21	16	95,288	93,957	88,421	95,514	99,321	71,973	89,808	107,643
5.09	Electrical Engineer	9	14	78,141	79,537	60,304	81,965	87,367	62,077	79,766	97,454
5.10	Electrical Engineer - Senior	8	13	100,046	104,292	93,915	106,371	112,213	72,731	94,600	116,470
5.11	Manufacturing Engineer	3	8	NA	NA	NA	NA	NA	NA	NA	NA
5.12	Manufacturing Engineer - Senior	7	8	103,793	106,863	87,310	102,179	124,489	81,657	108,401	135,145
5.13a	Mechanical Engineer	9	24	77,940	80,688	70,231	74,638	87,645	65,650	84,547	103,444
5.13b	Mechanical Engineer - Senior	8	27	102,688	102,864	92,361	103,800	114,456	NA	NA	NA
5.14	Machinist	12	113	63,448	64,217	48,340	60,508	73,824	41,219	51,109	61,000
5.16	Production Machine Operator I - (Entry Level)	4	123	NA	NA	NA	NA	NA	NA	NA	NA
5.17	Production Machine Operator II - (Inter Level)	5	17	33,418	33,733	31,690	33,539	35,086	NA	NA	NA
5.18	Production Machine Operator III (Senior Level)	4	62	NA	NA	NA	NA	NA	NA	NA	NA
5.20	Assembler	4	39	NA	NA	NA	NA	NA	NA	NA	NA
5.21	Assembler - Senior	6	48	35,937	37,126	31,800	33,830	39,264	27,866	36,197	44,527
5.22	Quality Assurance Inspector	4	21	NA	NA	NA	NA	NA	NA	NA	NA
5.23a	Test Technician	5	229	NA	NA	NA	NA	NA	NA	NA	NA
5.23b	Quality Assurance Technician	7	18	50,299	49,560	40,000	44,564	53,092	NA	NA	NA
5.23c	Quality Assurance Engineer	9	21	71,187	77,948	56,250	70,875	87,652	55,688	73,189	90,689
5.23d	Quality Assurance Engineer - Senior	4	59	NA	NA	NA	NA	NA	NA	NA	NA
5.23e	Quality Manager	6	6	94,650	94,650	76,500	96,218	107,398	NA	NA	NA
5.24	Production Planner / Scheduler	10	71	59,234	60,763	50,054	58,856	71,376	48,159	60,786	73,413
5.25	Survey Party Chief	7	7	NA	NA	NA	NA	NA	49,282	60,142	71,002
5.26	Roadway Maintenance Technician	7	33	NA	NA	NA	NA	NA	32,541	39,072	45,604
5.30	Planner (Journey)	24	39	62,402	59,763	52,935	61,162	76,086	52,223	65,257	78,291
6.0 HEALTHCARE											
6.01a	Laboratory Technician	10	29	37,976	36,714	26,851	39,463	48,006	35,245	44,383	53,522
6.01b	Histology Technician*	2	3	NA	NA	NA	NA	NA	NA	NA	NA
6.01c	Histology Technologist*	2	12	NA	NA	NA	NA	NA	NA	NA	NA
6.02	Medical Technologist	2	8	NA	NA	NA	NA	NA	NA	NA	NA
6.03	Radiological Technologist	2	3	NA	NA	NA	NA	NA	NA	NA	NA
6.04	Nursing Assistant, Certified (CNA)	4	157	NA	NA	NA	NA	NA	NA	NA	NA
6.05	Nurse Practitioner	9	47	107,481	112,680	91,513	106,415	132,343	80,568	103,204	125,840
6.06	Licensed Practical Nurse	8	66	47,482	47,563	46,673	47,623	49,237	38,605	50,127	61,648
6.07a	Registered Nurse - Acute Care	2	71	NA	NA	NA	NA	NA	NA	NA	NA
6.07c	Registered Nurse - Clinic	14	133	69,838	70,854	57,543	63,877	85,923	54,615	71,286	87,956

* New - 2018 ** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	BASE SALARY WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	ESTABLISHED SALARY RANGE AVG MIDPT	ESTABLISHED SALARY RANGE AVG MAX
6.0 HEALTHCARE (continued)											
6.07d	Clinical Nurse Lead / Supervisor	3	20	NA	NA	NA	NA	NA	NA	NA	NA
6.08a	Occupational Therapy Assistant - Certified (COTA)	1	1	NA	NA	NA	NA	NA	NA	NA	NA
6.08b	Occupational Therapist	5	8	73,121	68,682	59,388	65,079	90,875	NA	NA	NA
6.09a	Physical Therapy Assistant (PTA)	1	4	NA	NA	NA	NA	NA	NA	NA	NA
6.09b	Physical Therapist	3	5	NA	NA	NA	NA	NA	NA	NA	NA
6.10	Respiratory Therapist	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
6.11	Pharmacy Technician	4	7	NA	NA	NA	NA	NA	NA	NA	NA
6.12	Pharmacist	5	5	105,668	105,668	84,152	104,146	127,945	NA	NA	NA
6.13	Quality Assurance Coordinator (RN)	5	38	NA	NA	NA	NA	NA	NA	NA	NA
6.14	Social Worker - Bachelor's	7	12	50,495	46,328	39,694	49,466	63,068	45,323	59,654	73,985
6.15	Social Worker - Master's	6	5	54,138	54,138	48,401	54,523	59,683	51,538	63,673	75,808
6.16a	Behavioral Health Assistant - Entry*	2	159	NA	NA	NA	NA	NA	NA	NA	NA
6.16b	Behavioral Health Technician**	4	258	NA	NA	NA	NA	NA	NA	NA	NA
6.16c	Behavioral Health Therapist / Counselor - Master's**	7	32	51,002	48,210	43,173	51,139	58,841	46,081	57,339	68,598
6.17	Phlebotomist	3	9	NA	NA	NA	NA	NA	NA	NA	NA
6.18	Claims / Billing Specialist	6	20	37,034	36,608	33,194	35,867	43,360	NA	NA	NA
6.19	Nurse Case Manager	3	59	NA	NA	NA	NA	NA	NA	NA	NA
6.20	Clinical Educator	5	9	NA	NA	NA	NA	NA	NA	NA	NA
6.21	Medical Assistant	8	115	29,931	30,029	27,609	29,224	33,329	24,934	31,516	38,098
6.22	Physician Assistant	3	21	NA	NA	NA	NA	NA	NA	NA	NA
6.28	Speech Language Pathologist	3	5	NA	NA	NA	NA	NA	NA	NA	NA
7.0 HUMAN RESOURCES											
7.01a	Trainer	13	53	55,213	55,541	48,371	53,158	64,319	44,223	58,502	72,781
7.01b	Trainer - Technical	5	8	64,796	64,472	58,080	65,000	71,410	50,124	67,128	84,131
7.01c	Training Manager	11	21	100,270	105,004	78,874	89,562	121,463	74,621	97,495	120,370
7.02	Human Resources Assistant	35	49	39,594	40,089	33,027	38,871	43,813	34,567	43,489	52,410
7.03	Human Resources Analyst	23	39	56,710	56,071	51,876	56,204	63,508	50,819	63,279	75,738
7.04	Human Resources Generalist	24	50	60,385	66,939	50,600	57,091	67,227	50,516	64,595	78,674
7.05	Human Resources Generalist - Senior	17	59	73,535	80,348	56,038	67,206	85,039	57,642	77,105	96,568
7.06	Compensation Manager	11	11	106,255	105,735	68,484	99,938	136,679	79,527	104,439	129,350
7.07a	Benefits Specialist	8	14	48,695	49,163	39,989	46,798	59,496	40,425	51,044	61,664
7.07b	Benefits Specialist - Senior	10	18	55,746	56,876	47,617	53,062	64,238	46,704	60,277	73,850
7.07c	Benefits Administrator	9	9	68,649	71,143	55,759	66,384	83,956	56,245	72,066	87,887
7.07d	Benefits Manager	14	11	98,067	96,611	74,999	89,356	127,384	79,424	99,921	120,417
7.08	Human Resources Manager	42	79	92,603	86,626	68,642	85,000	112,000	78,385	99,383	120,380
7.09	Human Resources Director	32	35	130,500	148,850	109,550	126,794	145,142	101,445	130,775	160,105
7.11	HRIS Analyst	8	16	63,531	68,823	45,786	62,478	83,801	53,777	68,902	84,026
7.14	Recruiter	17	39	54,672	61,321	43,670	51,716	61,248	45,588	59,126	72,665
7.18	Organizational Effectiveness Consultant**	4	6	NA	NA	NA	NA	NA	NA	NA	NA
8.0 LEGAL / COURT											
8.01	Legal Secretary	20	58	43,441	38,319	34,445	40,082	57,457	35,407	44,178	52,948
8.02	Paralegal	27	62	58,974	56,346	45,799	50,252	70,737	42,441	54,381	66,322
8.03a	Attorney	26	78	101,172	88,627	71,297	80,772	111,187	74,003	95,600	117,197
8.03b	Attorney - Senior	14	90	135,226	119,602	100,571	131,325	164,223	94,657	123,034	151,411

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	BASE SALARY WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
8.0 LEGAL / COURT (continued)											
8.04	Judicial Administrative Assistant	9	51	46,872	45,526	40,691	48,560	52,209	43,281	54,322	65,363
8.05	Bailiff	10	8	33,395	32,865	29,684	30,914	38,347	30,310	37,705	45,100
8.06	Court Interpreter	10	35	NA	NA	NA	NA	NA	42,375	52,073	61,771
8.07	Court Reporter	5	88	NA	NA	NA	NA	NA	50,124	63,019	75,914
8.08	Courtroom Clerk (Bench Specific)	12	244	NA	NA	NA	NA	NA	33,639	41,779	49,920
8.09	Courtroom Clerk, Senior (Multiple Bench)	9	106	NA	NA	NA	NA	NA	35,618	44,071	52,525
8.10	Probation Officer	9	162	51,657	50,228	45,956	51,345	57,894	43,855	54,848	65,840
8.11	Surveillance Officer	8	31	45,301	45,141	40,089	48,377	48,976	36,676	44,848	53,020
8.12	Juvenile Detention Officer	6	267	NA	NA	NA	NA	NA	40,439	48,978	57,517
8.13	Detention Officer	12	1753	NA	NA	NA	NA	NA	36,865	45,162	53,459
8.17	Counselor / Mediator	7	12	58,135	56,631	45,933	63,533	67,639	47,620	62,525	77,429
8.20	Probation Supervisor	6	184	NA	NA	NA	NA	NA	53,428	66,620	79,813
9.0 LIBRARY											
9.01	Library Specialist	14	47	37,035	36,645	33,533	35,343	41,365	32,100	40,444	48,789
9.03	Librarian	23	57	56,563	59,387	46,894	55,157	63,686	47,432	58,696	69,960
10.0 PURCHASING / WAREHOUSE											
10.01	Stock Clerk	15	67	33,695	34,175	29,935	33,589	37,805	27,784	34,910	42,036
10.02	Stores Supervisor	15	25	50,793	51,037	39,984	51,626	61,054	38,691	49,168	59,646
10.03	Material Handler	22	256	36,079	35,938	29,392	36,871	39,895	30,852	38,177	45,503
10.04	Warehouse Lead	19	76	51,028	58,956	33,290	52,416	67,475	39,938	50,134	60,330
10.05a	Buyer	33	90	54,140	54,601	44,607	53,768	63,521	44,891	57,033	69,175
10.05b	Buyer - Senior	16	70	67,605	70,377	55,530	65,217	80,924	51,834	67,904	83,973
10.06	Purchasing Supervisor	12	14	72,990	83,099	46,676	77,883	95,379	56,452	70,807	85,162
10.07	Purchasing Manager	21	20	92,208	96,862	73,036	85,896	119,147	68,716	87,283	105,851
10.08	Contracts Administrator	12	48	62,225	68,365	49,093	59,446	73,185	54,115	70,593	87,072
10.09	Contracts Administrator - Senior	9	27	81,589	76,729	65,377	87,639	95,483	60,596	81,620	102,643
10.10	Purchasing Assistant*	4	10	NA	NA	NA	NA	NA	NA	NA	NA
11.0 FOOD SERVICE / HOSPITALITY											
11.01	Cook	16	89	30,446	27,539	25,256	29,750	33,518	27,142	33,632	40,123
11.02	Food Service Worker	7	63	27,089	26,974	22,269	25,880	31,879	24,216	29,629	35,043
11.03	Food Service Supervisor	10	28	41,204	34,853	32,540	40,332	50,526	35,222	45,414	55,605
11.11	Recreation Assistant	6	101	NA	NA	NA	NA	NA	28,679	34,843	41,008
11.12	Recreation Program Coordinator	7	45	NA	NA	NA	NA	NA	42,477	53,327	64,177
11.13	Recreation Supervisor	6	13	NA	NA	NA	NA	NA	57,292	72,727	88,161
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.01	Criminal Investigator	14	35	67,625	65,502	53,254	64,358	83,283	46,520	58,437	70,355
12.03	Police Officer	37	1194	54,111	57,776	49,809	53,616	58,617	49,390	60,585	71,779
12.04	Police Sergeant	33	156	73,478	77,778	66,837	75,354	80,928	66,029	77,814	89,600
12.05	Police Lieutenant	31	59	86,203	89,901	80,637	86,649	94,065	82,164	96,591	111,017
12.07	Firefighter	19	132	NA	NA	NA	NA	NA	16.62	20.08	23.55

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	BASE SALARY WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	ESTABLISHED SALARY RANGE AVG MIDPT	ESTABLISHED SALARY RANGE AVG MAX
12.0 POLICE / FIRE / PROTECTION SERVICES (continued)											
12.08	Fire Engineer	12	144	NA	NA	NA	NA	NA	58,365	65,482	72,599
12.09	Fire Marshall	4	10	NA	NA	NA	NA	NA	NA	NA	NA
12.10	Fire Captain	18	17	74,143	75,190	60,760	71,507	88,844	66,771	77,776	88,781
12.11a	Police Chief	10	10	122,761	121,174	89,221	117,103	144,762	94,580	124,075	153,569
12.11b	Emergency Dispatcher	14	62	39,590	41,388	36,920	39,725	43,264	37,173	45,962	54,751
12.12	Fire Inspector	12	26	NA	NA	NA	NA	NA	51,824	62,679	73,533
12.14	Criminalist	6	4	NA	NA	NA	NA	NA	46,860	58,508	70,157
12.15	Polygraph Examiner	7	5	NA	NA	NA	NA	NA	55,335	67,519	79,704
12.16	Property / Evidence Clerk	20	13	38,819	39,225	37,806	38,826	41,012	35,278	43,315	51,353
12.17	Police Records Clerk	21	77	35,658	30,584	30,212	34,686	44,012	32,527	40,329	48,132
12.18	Safety Officer	17	26	64,645	63,962	48,685	62,504	72,035	52,421	65,793	79,164
12.19a	Security Guard - Unarmed	13	204	31,065	31,469	26,143	29,865	35,253	26,467	32,581	38,695
12.19b	Security Guard - Armed	7	37	36,370	34,391	31,377	35,273	40,467	31,601	42,683	53,764
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	30	453	33,816	31,927	26,773	32,933	39,338	30,958	38,568	46,177
13.04	Customer Service Representative - Senior	18	299	41,728	42,626	35,789	42,267	49,465	33,186	41,602	50,018
13.07	Customer Service Supervisor	18	75	59,436	60,833	46,635	60,262	70,473	51,464	65,689	79,915
13.08	Marketing Assistant	10	8	39,533	39,533	31,393	37,481	48,266	35,739	45,553	55,368
13.09a	Marketing Coordinator	9	10	60,463	59,184	46,411	64,925	68,376	51,907	65,365	78,824
13.09b	Special Events Coordinator	13	16	57,517	56,826	42,050	54,020	67,162	48,082	60,230	72,378
13.10	Marketing Communications Specialist	14	25	65,897	65,037	47,899	59,889	86,423	49,546	61,184	72,823
13.11	Social Media Specialist	3	2	NA	NA	NA	NA	NA	NA	NA	NA
13.12	Digital Marketing Specialist	1	2	NA	NA	NA	NA	NA	NA	NA	NA
13.15	Grants Writer	10	8	60,936	61,708	47,317	64,464	74,360	52,174	66,283	80,392
14.0 COMMUNICATIONS											
14.01	Public Information Officer	26	33	70,044	61,655	55,736	63,109	84,584	53,408	67,963	82,519
14.02	Media Specialist	7	8	58,703	55,819	44,061	59,612	72,074	46,847	60,875	74,902
14.03	Video Production Specialist	11	17	56,437	55,886	49,248	51,732	66,767	46,004	57,977	69,950
14.04	Graphic Artist	20	37	53,219	52,934	43,864	46,873	66,785	41,264	52,620	63,975
15.0 MISCELLANEOUS											
15.01	Curator / Museum Exhibits Specialist	5	26	NA	NA	NA	NA	NA	46,382	58,642	70,902
15.03	Volunteer Coordinator	14	12	46,809	45,437	35,761	46,423	57,547	43,083	54,319	65,554
16.0 PROJECT MANAGEMENT											
16.01	Project Analyst / Coordinator	7	17	66,045	59,772	45,288	52,339	96,382	49,945	66,697	83,450
16.02	Project Manager I	12	95	70,661	68,767	63,561	69,490	76,500	57,614	76,131	94,649
16.03	Project Manager II	14	101	87,616	86,198	78,566	86,599	97,814	67,551	86,730	105,910

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

GUIDE TO SUMMARY DATA **BONUS AND TOTAL CASH COMPENSATION**

SAMPLE		TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH SIMPLE MEAN	TOTAL CASH WEIGHTED MEAN	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH #	%	% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
JOB #	JOB TITLE											\$	%	\$	%
1		2	3	4					5	6	7	8		9	

1.0 ADMINISTRATIVE SERVICES

1.01	Office Assistant	26	200	29,466	29,491	24,841	29,039	32,643	2	11%	6%	NA	NA	NA	NA
1.02	Office Assistant - Senior	25	361	35,963	38,451	31,141	32,945	39,347	2	13%	7%	NA	NA	NA	NA
1.03	Administrative Secretary	31	368	40,722	39,743	34,425	38,948	43,674	5	23%	19%	3,911	8%	4,646	9%
1.04	Administrative Assistant	44	1317	40,854	38,726	37,086	40,509	45,824	4	15%	8%	NA	NA	NA	NA
1.05	Executive Assistant	54	309	57,313	59,238	48,089	55,184	62,234	13	34%	36%	4,501	7%	3,498	5%

Keynumber	Explanation
1	Benchmark job title , not necessarily the title used by participating companies. (For a complete description of benchmark job content, see the job description section.)
2	Total number of separate organizations reporting salary data for this position.
3	Total number of job incumbents in this position as reported by participating organizations.
4	Total cash compensation , including base salary and additional cash, paid by all additional cash and non-additional cash paying organizations. Data represents the 25th, 50th and 75th percentiles.
5	Number of separate organizations offering additional cash plan to incumbents in this position. Additional cash plans include commissions, bonuses, performance incentives, gainsharing, etc., but exclude overtime pay, shift differentials, or retirement/deferred compensation.

Keynumber	Explanation
6	Percent of separate organizations offering additional cash plan to incumbents in this position. (Excluding organizations with vacant positions.)
7	Percent of job incumbents actually receiving additional cash in most recent fiscal year.
8	Simple mean paid – The average annual additional cash (in annual dollars and percent of base salary), computed by totaling the average additional cash paid by each organization and dividing by the number of additional cash paying organizations. This measure gives equal weight to the additional cash paid by each organization, regardless of the number of incumbents.
9	Weighted mean paid – The average annual additional cash (in annual dollars and percent of base salary), computed by totaling the additional cash paid to each incumbent and dividing by the total number of incumbents receiving additional cash. This measure reflects the influence on the marketplace by organizations with many incumbents in one job.

ALL PARTICIPANT SUMMARY DATA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
1.0 ADMINISTRATIVE SERVICES															
1.01	Office Assistant	26	200	29,466	29,491	24,841	29,039	32,643	2	11%	6%	NA	NA	NA	NA
1.02	Office Assistant - Senior	25	361	35,963	38,451	31,141	32,945	39,347	2	13%	7%	NA	NA	NA	NA
1.03	Administrative Secretary	31	368	40,722	39,743	34,425	38,948	43,674	5	23%	19%	3,911	8%	4,646	9%
1.04	Administrative Assistant	44	1317	40,854	38,726	37,086	40,509	45,824	4	15%	8%	NA	NA	NA	NA
1.05	Executive Assistant	54	309	57,313	59,238	48,089	55,184	62,234	13	34%	36%	4,501	7%	3,498	5%
1.06	Clerical Supervisor	19	70	46,579	45,012	41,366	46,848	48,525	1	9%	3%	NA	NA	NA	NA
1.07	Cashier - Office	9	16	35,410	36,106	29,239	31,950	42,618	1	17%	25%	NA	NA	NA	NA
1.08	Mail Clerk	20	27	30,054	28,197	25,851	31,505	33,211	NA	NA	NA	NA	NA	NA	NA
1.09	Receptionist	24	105	31,257	29,285	27,061	31,086	34,427	5	25%	9%	2,278	6%	1,814	5%
1.10	Dispatcher	9	38	38,921	39,130	29,444	33,181	45,715	2	29%	26%	NA	NA	NA	NA
1.11	Research / Statistical Analyst	12	102	60,296	57,303	45,917	58,341	66,663	3	27%	22%	NA	NA	NA	NA
1.12	Program Planner	13	101	65,868	71,169	49,141	68,044	75,800	2	22%	27%	NA	NA	NA	NA
1.13	Business Manager - Unit / Small Org	22	249	88,397	84,773	57,699	74,692	90,527	7	37%	34%	18,767	14%	13,009	11%
1.14	Business Manager - Large Division	17	140	106,336	80,666	67,130	106,148	137,042	4	27%	6%	NA	NA	NA	NA
2.0 ACCOUNTING / FINANCE															
2.01	Accounting Clerk	51	299	40,123	39,174	35,115	37,481	43,784	9	26%	11%	3,026	6%	4,581	7%
2.02a	Accountant	45	198	52,466	49,928	45,139	51,830	57,639	5	19%	10%	3,615	6%	4,632	9%
2.02b	Accountant - Senior	27	122	68,310	72,035	58,227	66,814	78,315	3	17%	33%	NA	NA	NA	NA
2.02c	Tax Accountant	2	3	NA	NA	NA	NA	NA	1	50%	67%	NA	NA	NA	NA
2.02d	Tax Accountant - Senior	2	7	NA	NA	NA	NA	NA	2	100%	100%	NA	NA	NA	NA
2.03	Accounting Supervisor	23	54	82,691	73,088	62,124	81,345	92,524	4	29%	20%	NA	NA	NA	NA
2.04a	Accounting Manager	31	102	100,377	108,209	74,136	84,552	130,991	8	35%	40%	16,053	12%	21,458	17%
2.04b	Controller (not CFO)	19	35	121,453	124,253	96,566	110,162	127,662	5	28%	26%	23,067	15%	37,831	21%
2.05a	Auditor	19	27	65,439	67,709	56,867	65,035	72,267	4	36%	37%	NA	NA	NA	NA
2.05b	Auditor - Senior	6	16	82,302	82,326	67,829	85,229	91,031	3	50%	38%	NA	NA	NA	NA
2.06a	Budget Analyst	17	24	61,577	61,642	53,866	59,286	67,573	2	22%	8%	NA	NA	NA	NA
2.06b	Budget Analyst - Senior	6	8	73,924	72,585	67,757	70,179	80,677	NA	NA	NA	NA	NA	NA	NA
2.07a	Payroll Clerk	11	25	40,793	41,633	35,440	38,465	48,375	3	30%	20%	NA	NA	NA	NA
2.07b	Payroll Specialist	35	39	47,541	48,671	42,279	47,107	52,315	4	16%	13%	NA	NA	NA	NA
2.08	Payroll Supervisor	16	16	74,234	76,943	63,390	70,004	83,408	2	18%	19%	NA	NA	NA	NA
2.09	Accounts Payable Supervisor	11	12	62,648	64,456	46,616	56,623	81,261	2	22%	17%	NA	NA	NA	NA
2.10	Collector	17	70	42,894	40,041	36,883	42,980	48,348	NA	NA	NA	NA	NA	NA	NA
2.12	Financial Analyst	15	121	60,855	66,168	53,043	56,274	70,433	5	42%	38%	5,317	8%	4,685	6%
2.13	Financial Analyst - Senior	20	121	83,153	87,505	64,525	82,499	101,013	7	47%	58%	9,567	11%	7,514	8%
3.0 INFORMATION TECHNOLOGY															
3.01	Data Entry Operator	8	24	32,358	33,818	28,016	29,054	35,991	2	33%	29%	NA	NA	NA	NA
3.03	Computer Operator	9	25	48,843	50,061	40,619	46,541	58,150	1	13%	24%	NA	NA	NA	NA
3.05	Computer Operations Analyst	9	29	72,750	79,581	52,894	78,396	87,779	3	43%	69%	NA	NA	NA	NA
3.06	Computer Operations Manager	11	21	96,857	105,659	70,776	99,506	125,445	1	14%	24%	NA	NA	NA	NA
3.07	Computer Programmer	5	46	NA	NA	NA	NA	NA	2	50%	74%	NA	NA	NA	NA
3.08	Programmer Analyst	16	192	81,553	79,112	65,304	77,913	97,061	3	30%	27%	NA	NA	NA	NA
3.09	Systems Analyst - Journey	17	111	72,380	66,798	59,465	62,146	80,857	4	33%	22%	NA	NA	NA	NA
3.10	Systems Analyst - Lead	17	76	85,533	78,370	70,540	79,023	98,549	2	18%	7%	NA	NA	NA	NA
3.11	Systems Programmer - Journey	9	20	62,281	65,887	52,748	59,838	73,977	2	33%	35%	NA	NA	NA	NA
3.12	System Programmer - Lead	4	8	NA	NA	NA	NA	NA	1	25%	13%	NA	NA	NA	NA
3.13	Systems Programming Manager	6	10	NA	NA	NA	NA	NA	3	75%	30%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	50TH PERCENTILE		#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
3.0 INFORMATION TECHNOLOGY (continued)																
3.14	Help Desk Coordinator Tier I	17	47	43,139	41,704	36,677	44,450	49,000	1	8%	2%	NA	NA	NA	NA	
3.15	Help Desk Coordinator Tier II	11	85	54,629	49,199	44,954	57,313	63,526	NA	NA	NA	NA	NA	NA	NA	
3.16	Personal Computer Support Tech - Entry	22	98	44,152	47,225	39,505	42,869	49,828	2	12%	2%	NA	NA	NA	NA	
3.17	Personal Computer Support Tech - Lead	14	55	57,438	55,645	50,252	58,005	63,059	2	20%	7%	NA	NA	NA	NA	
3.18	Database Administrator	19	43	88,046	94,686	71,639	88,463	101,271	4	29%	40%	NA	NA	NA	NA	
3.19a	Systems Administrator	30	131	72,078	69,995	62,893	70,479	79,439	9	45%	21%	4,284	6%	6,996	8%	
3.19b	Network Systems Engineer	21	60	78,691	83,974	69,484	76,796	87,199	4	25%	30%	NA	NA	NA	NA	
3.20	Network Administrator	18	17	74,510	71,035	63,276	69,484	83,497	2	18%	12%	NA	NA	NA	NA	
3.21	Telecom Support Specialist	7	7	NA	NA	NA	NA	NA	1	25%	14%	NA	NA	NA	NA	
3.22	Web Developer	14	17	71,076	68,260	55,904	66,789	79,025	1	9%	6%	NA	NA	NA	NA	
3.23	Telecom Systems Technician	10	47	60,720	61,653	44,064	59,576	65,279	3	38%	40%	NA	NA	NA	NA	
3.24	Telephone Service Coordinator	8	5	55,293	55,293	46,749	55,411	63,779	NA	NA	NA	NA	NA	NA	NA	
3.26	Communications Technician	5	34	NA	NA	NA	NA	NA	1	33%	65%	NA	NA	NA	NA	
3.27	GIS Analyst	27	41	62,971	63,379	53,138	63,433	72,403	3	30%	24%	NA	NA	NA	NA	
3.28	Business Analyst	17	171	69,279	64,091	57,740	63,690	78,219	3	20%	16%	NA	NA	NA	NA	
3.29	Software Engineer	9	13	78,938	82,567	69,751	78,794	84,799	1	13%	8%	NA	NA	NA	NA	
3.30	Software Engineer - Senior	10	25	103,231	104,651	94,056	102,000	115,282	3	38%	56%	NA	NA	NA	NA	
3.34	IT Security Engineer**	6	8	76,742	76,659	60,488	69,756	96,489	2	40%	50%	NA	NA	NA	NA	
3.35	IT Security Engineer - Senior*	6	8	95,247	95,334	86,919	96,000	103,199	1	20%	25%	NA	NA	NA	NA	
4.0 OPERATIONS / MAINTENANCE / FACILITIES																
4.01	Custodial Worker	37	836	26,888	26,487	24,797	26,300	29,079	3	13%	5%	NA	NA	NA	NA	
4.02	Custodial Supervisor	24	56	40,549	38,493	34,967	38,834	46,057	1	6%	7%	NA	NA	NA	NA	
4.03	Building Maintenance Worker	44	216	44,022	39,590	33,654	41,455	50,655	7	23%	9%	2,393	4%	2,275	4%	
4.04	Building Maintenance Supervisor	31	61	58,293	58,563	49,456	56,756	68,071	5	23%	11%	3,269	5%	3,888	5%	
4.05	Carpenter	12	47	50,117	47,172	38,209	41,098	56,908	1	9%	2%	NA	NA	NA	NA	
4.06	Electronic Technician	9	20	52,493	48,697	43,570	52,713	61,246	NA	NA	NA	NA	NA	NA	NA	
4.07	Electrician	22	164	55,067	57,652	43,522	51,501	62,123	3	19%	2%	NA	NA	NA	NA	
4.08	Painter	12	53	48,015	42,264	38,788	45,723	54,724	1	10%	4%	NA	NA	NA	NA	
4.09	Plumber	10	73	45,884	45,081	39,592	46,307	51,982	NA	NA	NA	NA	NA	NA	NA	
4.10	Welder	15	152	59,542	70,920	42,848	55,876	69,600	2	18%	18%	NA	NA	NA	NA	
4.11	HVAC Technician**	19	145	52,095	55,357	40,828	44,379	59,620	3	21%	19%	NA	NA	NA	NA	
4.12	Trades Helper	16	131	37,802	39,880	29,282	34,968	41,186	2	17%	10%	NA	NA	NA	NA	
4.13	Laborer	9	39	29,279	25,858	21,840	26,287	39,058	2	33%	13%	NA	NA	NA	NA	
4.14	Equipment Operator	22	220	44,735	44,408	34,057	40,329	52,190	3	25%	6%	NA	NA	NA	NA	
4.15a	Equipment Shop Supervisor	11	8	57,922	57,837	50,940	56,973	65,378	NA	NA	NA	NA	NA	NA	NA	
4.15b	Fleet Manager	12	11	79,395	81,533	60,339	67,467	108,312	3	33%	36%	NA	NA	NA	NA	
4.16	Heavy Equipment Operator	22	219	49,406	49,709	38,899	45,750	58,388	1	11%	5%	NA	NA	NA	NA	
4.17	Automotive Service Worker	13	12	33,090	34,519	29,830	32,709	36,270	NA	NA	NA	NA	NA	NA	NA	
4.18	Automotive Mechanic	21	116	50,039	58,785	40,624	46,669	50,910	1	7%	26%	NA	NA	NA	NA	
4.19	Heavy Equipment Mechanic	25	44	56,183	56,375	48,465	52,863	61,183	3	30%	32%	NA	NA	NA	NA	
4.20	Locksmith / Security Specialist	9	27	46,296	42,278	36,563	40,636	48,110	1	14%	4%	NA	NA	NA	NA	
4.21	Groundskeeper	32	216	31,465	30,479	27,249	30,712	35,409	2	12%	2%	NA	NA	NA	NA	
4.22	Grounds Supervisor	18	36	52,393	48,742	50,156	52,757	56,089	1	9%	3%	NA	NA	NA	NA	
4.23	Driver, Bus / Tram	8	12	30,221	29,605	25,220	29,130	35,767	NA	NA	NA	NA	NA	NA	NA	
4.24	Driver	14	91	29,990	32,017	23,704	27,168	35,783	1	9%	1%	NA	NA	NA	NA	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE		#	%		SIMPLE MEAN \$	%		
4.0 OPERATIONS / MAINTENANCE / FACILITIES (continued)																
4.25	Physical Plant Director	15	14	99,350	96,763	82,000	86,658	133,266	1	9%	14%	NA	NA	NA	NA	
4.26	Construction Projects Coordinator	14	16	79,152	73,438	59,924	71,720	91,306	3	30%	25%	NA	NA	NA	NA	
4.27	Offset Press Operator	3	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
4.28	Environmental Health / Safety Specialist	17	27	65,136	71,081	52,026	60,864	82,131	3	25%	26%	NA	NA	NA	NA	
4.30	Environmental Engineer	4	15	NA	NA	NA	NA	NA	1	25%	47%	NA	NA	NA	NA	
4.32	Environmental Engineer - Senior	5	8	111,423	108,109	93,200	111,957	129,378	4	80%	75%	NA	NA	NA	NA	
5.0 ENGINEERING / PRODUCTION																
5.01	Drafting Technician	10	12	57,506	57,968	48,903	58,989	65,369	1	20%	17%	NA	NA	NA	NA	
5.02	Engineering Technician - Entry	7	26	NA	NA	NA	NA	NA	1	33%	88%	NA	NA	NA	NA	
5.03	Engineering Technician	19	39	49,066	49,547	43,020	49,914	52,656	1	10%	8%	NA	NA	NA	NA	
5.04	Engineering Technician - Senior	19	69	65,842	61,401	54,199	66,274	78,257	5	50%	36%	6,370	10%	6,212	11%	
5.05	Civil Engineer	22	39	78,812	73,950	64,618	82,020	88,100	2	25%	10%	NA	NA	NA	NA	
5.06	Civil Engineer - Senior	21	16	98,467	96,341	88,421	96,269	107,235	2	33%	19%	NA	NA	NA	NA	
5.09	Electrical Engineer	9	14	82,402	83,904	60,304	89,961	99,956	4	57%	57%	NA	NA	NA	NA	
5.10	Electrical Engineer - Senior	8	13	109,147	115,203	105,574	106,371	127,808	5	71%	77%	NA	12%	NA	NA	
5.11	Manufacturing Engineer	3	8	NA	NA	NA	NA	NA	1	33%	50%	NA	NA	NA	NA	
5.12	Manufacturing Engineer - Senior	7	8	107,260	111,454	87,310	110,074	125,742	3	50%	50%	NA	NA	NA	NA	
5.13a	Mechanical Engineer	9	24	81,898	85,841	70,729	76,491	99,174	4	67%	71%	NA	NA	NA	NA	
5.13b	Mechanical Engineer - Senior	8	27	107,065	109,268	93,545	104,538	125,771	5	63%	89%	7,004	7%	7,204	7%	
5.14	Machinist	12	113	65,750	65,942	49,657	60,508	83,503	4	40%	37%	NA	NA	NA	NA	
5.16	Production Machine Operator I - (Entry Level)	4	123	NA	NA	NA	NA	NA	1	33%	2%	NA	NA	NA	NA	
5.17	Production Machine Operator II - (Inter Level)	5	17	34,626	34,708	32,457	34,455	36,880	2	40%	29%	NA	NA	NA	NA	
5.18	Production Machine Operator III (Senior Level)	4	62	NA	NA	NA	NA	NA	1	33%	6%	NA	NA	NA	NA	
5.20	Assembler	4	39	NA	NA	NA	NA	NA	2	50%	21%	NA	NA	NA	NA	
5.21	Assembler - Senior	6	48	37,325	38,346	31,800	35,939	42,345	3	50%	38%	NA	NA	NA	NA	
5.22	Quality Assurance Inspector	4	21	NA	NA	NA	NA	NA	1	25%	33%	NA	NA	NA	NA	
5.23a	Test Technician	5	229	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
5.23b	Quality Assurance Technician	7	18	50,899	50,271	40,000	46,569	53,092	2	29%	33%	NA	NA	NA	NA	
5.23c	Quality Assurance Engineer	9	21	73,995	81,986	56,700	70,875	92,090	5	63%	71%	4,493	6%	5,653	7%	
5.23d	Quality Assurance Engineer - Senior	4	59	NA	NA	NA	NA	NA	3	75%	98%	NA	NA	NA	NA	
5.23e	Quality Manager	6	6	98,644	98,644	84,444	96,218	110,408	2	33%	33%	NA	NA	NA	NA	
5.24	Production Planner / Scheduler	10	71	61,025	63,379	50,256	65,534	71,916	5	50%	42%	4,073	7%	6,190	10%	
5.25	Survey Party Chief	7	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
5.26	Roadway Maintenance Technician	7	33	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
5.30	Planner (Journey)	24	39	62,817	59,869	53,677	61,749	76,086	2	20%	5%	NA	NA	NA	NA	
6.0 HEALTHCARE																
6.01a	Laboratory Technician	10	29	39,676	37,066	26,851	39,463	51,059	2	29%	7%	NA	NA	NA	NA	
6.01b	Histology Technician*	2	3	NA	NA	NA	NA	NA	1	50%	67%	NA	NA	NA	NA	
6.01c	Histology Technologist*	2	12	NA	NA	NA	NA	NA	1	50%	92%	NA	NA	NA	NA	
6.02	Medical Technologist	2	8	NA	NA	NA	NA	NA	1	50%	88%	NA	NA	NA	NA	
6.03	Radiological Technologist	2	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.04	Nursing Assistant, Certified (CNA)	4	157	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.05	Nurse Practitioner	9	47	107,481	112,680	91,513	106,415	132,343	NA	NA	NA	NA	NA	NA	NA	
6.06	Licensed Practical Nurse	8	66	47,482	47,563	46,673	47,623	49,237	NA	NA	NA	NA	NA	NA	NA	
6.07a	Registered Nurse - Acute Care	2	71	NA	NA	NA	NA	NA	1	50%	31%	NA	NA	NA	NA	
6.07c	Registered Nurse - Clinic	14	133	71,367	71,129	57,543	63,877	85,923	2	17%	3%	NA	NA	NA	NA	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	60TH PERCENTILE		#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
6.0 HEALTH CARE (continued)																
6.07d	Clinical Nurse Lead / Supervisor	3	20	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.08a	Occupational Therapy Assistant - Certified (COTA)	1	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.08b	Occupational Therapist	5	8	73,121	68,682	59,388	65,079	90,875	NA	NA	NA	NA	NA	NA	NA	
6.09a	Physical Therapy Assistant (PTA)	1	4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.09b	Physical Therapist	3	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.10	Respiratory Therapist	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.11	Pharmacy Technician	4	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.12	Pharmacist	5	5	105,668	105,668	84,152	104,146	127,945	NA	NA	NA	NA	NA	NA	NA	
6.13	Quality Assurance Coordinator (RN)	5	38	NA	NA	NA	NA	NA	1	33%	95%	NA	NA	NA	NA	
6.14	Social Worker - Bachelor's	7	12	50,495	46,328	39,694	49,466	63,068	NA	NA	NA	NA	NA	NA	NA	
6.15	Social Worker - Master's	6	5	55,365	55,365	48,401	54,523	62,750	1	20%	20%	NA	NA	NA	NA	
6.16a	Behavioral Health Assistant - Entry*	2	159	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.16b	Behavioral Health Technician**	4	258	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.16c	Behavioral Health Therapist / Counselor - Master's**	7	32	51,002	48,210	43,173	51,139	58,841	NA	NA	NA	NA	NA	NA	NA	
6.17	Phlebotomist	3	9	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.18	Claims / Billing Specialist	6	20	37,034	36,608	33,194	35,867	43,360	NA	NA	NA	NA	NA	NA	NA	
6.19	Nurse Case Manager	3	59	NA	NA	NA	NA	NA	1	33%	93%	NA	NA	NA	NA	
6.20	Clinical Educator	5	9	NA	NA	NA	NA	NA	2	67%	67%	NA	NA	NA	NA	
6.21	Medical Assistant	8	115	29,931	30,029	27,609	29,224	33,329	NA	NA	NA	NA	NA	NA	NA	
6.22	Physician Assistant	3	21	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.28	Speech Language Pathologist	3	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
7.0 HUMAN RESOURCES																
7.01a	Trainer	13	53	56,436	57,376	48,371	53,158	69,114	3	25%	30%	NA	NA	NA	NA	
7.01b	Trainer - Technical	5	8	66,124	65,302	58,080	65,598	74,433	2	40%	25%	NA	NA	NA	NA	
7.01c	Training Manager	11	21	108,413	111,361	83,304	95,831	136,039	7	64%	52%	14,700	12%	12,135	10%	
7.02	Human Resources Assistant	35	49	40,510	40,750	33,027	38,946	46,158	7	29%	18%	3,140	6%	3,604	7%	
7.03	Human Resources Analyst	23	39	57,265	56,413	51,876	56,204	63,508	1	8%	5%	NA	NA	NA	NA	
7.04	Human Resources Generalist	24	50	62,014	70,065	51,500	57,091	73,653	5	26%	40%	6,191	8%	7,816	11%	
7.05	Human Resources Generalist - Senior	17	59	75,721	84,313	56,100	67,206	91,196	6	35%	46%	6,511	7%	8,664	9%	
7.06	Compensation Manager	11	11	114,816	113,518	69,534	99,938	154,787	4	40%	36%	NA	NA	NA	NA	
7.07a	Benefits Specialist	8	14	49,633	50,771	39,989	46,798	60,737	1	13%	21%	NA	NA	NA	NA	
7.07b	Benefits Specialist - Senior	10	18	57,405	59,110	47,617	53,499	64,688	4	40%	39%	NA	NA	NA	NA	
7.07c	Benefits Administrator	9	9	71,039	74,421	55,759	66,384	85,645	3	38%	44%	NA	NA	NA	NA	
7.07d	Benefits Manager	14	11	106,216	104,840	74,999	93,869	146,338	4	40%	45%	NA	NA	NA	NA	
7.08	Human Resources Manager	42	79	96,726	89,611	68,985	85,000	117,416	10	37%	23%	12,347	10%	13,103	10%	
7.09	Human Resources Director	32	35	145,185	168,880	109,550	126,794	173,107	7	33%	37%	44,055	26%	53,926	28%	
7.11	HRIS Analyst	8	16	65,948	71,730	45,786	62,478	88,728	2	25%	31%	NA	NA	NA	NA	
7.14	Recruiter	17	39	56,698	64,022	43,670	52,231	65,734	6	38%	38%	5,849	8%	7,023	9%	
7.18	Organizational Effectiveness Consultant**	4	6	NA	NA	NA	NA	NA	2	50%	67%	NA	NA	NA	NA	
8.0 LEGAL / COURT																
8.01	Legal Secretary	20	58	44,405	38,552	34,445	40,082	57,457	1	14%	3%	NA	NA	NA	NA	
8.02	Paralegal	27	62	61,135	57,963	45,799	52,162	78,235	7	47%	26%	4,631	6%	6,265	7%	
8.03a	Attorney	26	78	112,261	92,242	71,297	81,761	112,985	6	38%	12%	29,572	15%	31,323	14%	
8.03b	Attorney - Senior	14	90	146,272	126,804	100,571	142,802	193,817	7	54%	29%	20,945	13%	24,932	14%	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
8.0 LEGAL / COURT (continued)															
8.04	Judicial Administrative Assistant	9	51	46,872	45,526	40,691	48,560	52,209	NA	NA	NA	NA	NA	NA	NA
8.05	Bailiff	10	8	33,395	32,865	29,684	30,914	38,347	NA	NA	NA	NA	NA	NA	NA
8.06	Court Interpreter	10	35	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.07	Court Reporter	5	88	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.08	Courtroom Clerk (Bench Specific)	12	244	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.09	Courtroom Clerk, Senior (Multiple Bench)	9	106	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.10	Probation Officer	9	162	51,657	50,228	45,956	51,345	57,894	NA	NA	NA	NA	NA	NA	NA
8.11	Surveillance Officer	8	31	45,301	45,141	40,089	48,377	48,976	NA	NA	NA	NA	NA	NA	NA
8.12	Juvenile Detention Officer	6	267	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.13	Detention Officer	12	1753	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.17	Counselor / Mediator	7	12	58,135	56,631	45,933	63,533	67,639	NA	NA	NA	NA	NA	NA	NA
8.20	Probation Supervisor	6	184	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
9.0 LIBRARY															
9.01	Library Specialist	14	47	37,035	36,645	33,533	35,343	41,365	NA	NA	NA	NA	NA	NA	NA
9.03	Librarian	23	57	57,258	59,522	46,894	55,157	64,298	2	18%	4%	NA	NA	NA	NA
10.0 PURCHASING / WAREHOUSE															
10.01	Stock Clerk	15	67	34,093	34,316	29,935	33,589	38,694	3	27%	10%	NA	NA	NA	NA
10.02	Stores Supervisor	15	25	51,825	51,532	39,984	52,864	61,054	3	25%	12%	NA	NA	NA	NA
10.03	Material Handler	22	256	36,924	36,053	29,832	36,871	42,608	5	28%	5%	3,040	8%	2,457	7%
10.04	Warehouse Lead	19	76	53,170	61,245	33,290	52,416	67,475	4	27%	21%	NA	NA	NA	NA
10.05a	Buyer	33	90	55,114	57,096	44,607	54,843	67,301	6	29%	44%	3,643	6%	5,614	8%
10.05b	Buyer - Senior	16	70	71,250	75,091	55,530	65,217	90,996	7	50%	51%	7,539	9%	9,166	11%
10.06	Purchasing Supervisor	12	14	76,940	89,652	48,250	77,883	103,819	4	44%	50%	NA	NA	NA	NA
10.07	Purchasing Manager	21	20	95,725	104,714	73,036	85,896	124,201	2	14%	30%	NA	NA	NA	NA
10.08	Contracts Administrator	12	48	65,596	74,744	49,093	59,446	84,419	5	45%	63%	7,416	10%	8,501	11%
10.09	Contracts Administrator - Senior	9	27	85,318	80,545	65,976	92,615	98,467	5	56%	59%	6,711	7%	6,440	7%
10.10	Purchasing Assistant*	4	10	NA	NA	NA	NA	NA	2	50%	50%	NA	NA	NA	NA
11.0 FOOD SERVICE / HOSPITALITY															
11.01	Cook	16	89	31,069	27,847	25,256	29,750	33,518	1	9%	4%	NA	NA	NA	NA
11.02	Food Service Worker	7	63	27,089	26,974	22,269	25,880	31,879	NA	NA	NA	NA	NA	NA	NA
11.03	Food Service Supervisor	10	28	41,204	34,853	32,540	40,332	50,526	NA	NA	NA	NA	NA	NA	NA
11.11	Recreation Assistant	6	101	NA	NA	NA	NA	NA	1	25%	1%	NA	NA	NA	NA
11.12	Recreation Program Coordinator	7	45	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
11.13	Recreation Supervisor	6	13	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.01	Criminal Investigator	14	35	69,980	66,874	53,254	64,358	89,643	2	25%	14%	NA	NA	NA	NA
12.03	Police Officer	37	1194	54,189	57,782	49,809	53,616	58,617	1	7%	1%	NA	NA	NA	NA
12.04	Police Sergeant	33	156	73,607	77,808	66,837	75,354	80,928	1	8%	2%	NA	NA	NA	NA
12.05	Police Lieutenant	31	59	86,203	89,901	80,637	86,649	94,065	NA	NA	NA	NA	NA	NA	NA
12.07	Firefighter	19	132	NA	NA	NA	NA	NA	1	25%	9%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

ALL PARTICIPANT SUMMARY DATA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	60TH PERCENTILE		#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
12.0 POLICE / FIRE / PROTECTION SERVICES (continued)																
12.08	Fire Engineer	12	144	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.09	Fire Marshall	4	10	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.10	Fire Captain	18	17	77,318	77,992	60,760	71,507	96,783	1	20%	18%	NA	NA	NA	NA	
12.11a	Police Chief	10	10	122,761	121,174	89,221	117,103	144,762	NA	NA	NA	NA	NA	NA	NA	
12.11b	Emergency Dispatcher	14	62	39,590	41,388	36,920	39,725	43,264	NA	NA	NA	NA	NA	NA	NA	
12.12	Fire Inspector	12	26	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.14	Criminalist	6	4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.15	Polygraph Examiner	7	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.16	Property / Evidence Clerk	20	13	38,819	39,225	37,806	38,826	41,012	NA	NA	NA	NA	NA	NA	NA	
12.17	Police Records Clerk	21	77	35,658	30,584	30,212	34,686	44,012	NA	NA	NA	NA	NA	NA	NA	
12.18	Safety Officer	17	26	65,886	65,203	48,685	62,504	72,035	1	8%	4%	NA	NA	NA	NA	
12.19a	Security Guard - Unarmed	13	204	31,986	32,905	26,143	29,865	35,926	2	20%	19%	NA	NA	NA	NA	
12.19b	Security Guard - Armed	7	37	36,370	34,391	31,377	35,273	40,467	NA	NA	NA	NA	NA	NA	NA	
13.0 CUSTOMER SERVICE / MARKETING / SALES																
13.03	Customer Service Representative	30	453	34,643	32,200	26,773	33,417	39,398	6	30%	13%	3,723	8%	2,134	5%	
13.04	Customer Service Representative - Senior	18	299	42,717	43,494	35,789	44,417	51,738	4	29%	31%	NA	NA	NA	NA	
13.07	Customer Service Supervisor	18	75	61,597	65,203	47,738	60,262	71,848	5	38%	60%	5,687	8%	7,284	10%	
13.08	Marketing Assistant	10	8	39,551	39,551	31,393	37,481	48,304	1	13%	13%	NA	NA	NA	NA	
13.09a	Marketing Coordinator	9	10	62,258	61,200	46,411	65,562	72,222	3	38%	40%	NA	NA	NA	NA	
13.09b	Special Events Coordinator	13	16	60,049	59,674	42,050	54,020	70,991	3	33%	38%	NA	NA	NA	NA	
13.10	Marketing Communications Specialist	14	25	69,489	67,907	47,899	59,889	99,317	3	27%	28%	NA	NA	NA	NA	
13.11	Social Media Specialist	3	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
13.12	Digital Marketing Specialist	1	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
13.15	Grants Writer	10	8	60,957	61,727	47,317	64,464	74,360	1	14%	13%	NA	NA	NA	NA	
14.0 COMMUNICATIONS																
14.01	Public Information Officer	26	33	71,418	62,705	55,736	63,109	91,578	2	13%	9%	NA	NA	NA	NA	
14.02	Media Specialist	7	8	61,200	57,692	44,061	59,612	78,956	2	33%	25%	NA	NA	NA	NA	
14.03	Video Production Specialist	11	17	57,501	56,324	49,248	51,732	66,767	1	14%	6%	NA	NA	NA	NA	
14.04	Graphic Artist	20	37	54,937	54,842	43,864	46,873	71,229	5	31%	30%	5,499	8%	6,417	9%	
15.0 MISCELLANEOUS																
15.01	Curator / Museum Exhibits Specialist	5	26	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
15.03	Volunteer Coordinator	14	12	47,962	46,398	35,761	46,423	61,381	3	30%	25%	NA	NA	NA	NA	
16.0 PROJECT MANAGEMENT																
16.01	Project Analyst / Coordinator	7	17	67,996	61,965	50,270	52,339	105,056	2	29%	35%	NA	NA	NA	NA	
16.02	Project Manager I	12	95	72,093	69,415	63,561	69,490	76,500	3	27%	7%	NA	NA	NA	NA	
16.03	Project Manager II	14	101	92,143	88,988	79,422	87,425	105,315	6	43%	30%	10,704	13%	9,391	10%	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY CATEGORY BREAKOUT



SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
COCONINO COUNTY											
1.0 ADMINISTRATIVE SERVICES											
1.04	Administrative Assistant	6	36	37,740	38,508	33,940	37,441	41,689	36,559	44,286	52,013
1.05	Executive Assistant	5	9	NA	NA	NA	NA	NA	NA	NA	NA
7.0 HUMAN RESOURCES											
7.08	Human Resources Manager	5	4	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.03	Police Officer	5	106	NA	NA	NA	NA	NA	47,690	58,728	69,765
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	6	58	36,779	33,802	30,669	36,870	43,702	31,719	39,111	46,503

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH 50TH PERCENTILE	75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN				#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
COCONINO COUNTY															
1.0 ADMINISTRATIVE SERVICES															
1.04	Administrative Assistant	6	36	37,991	38,578	33,940	37,441	42,316	1	20%	3%	NA	NA	NA	NA
1.05	Executive Assistant	5	9	NA	NA	NA	NA	NA	1	25%	11%	NA	NA	NA	NA
7.0 HUMAN RESOURCES															
7.08	Human Resources Manager	5	4	NA	NA	NA	NA	NA	2	50%	50%	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.03	Police Officer	5	106	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
13.0 CUSTOMER SERVICE / MARKETING / SALES															
13.03	Customer Service Representative	6	58	38,075	33,849	30,669	36,870	47,010	2	33%	2%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
MARICOPA COUNTY											
1.0 ADMINISTRATIVE SERVICES											
1.01	Office Assistant	6	89	NA	NA	NA	NA	NA	25,099	31,624	38,149
1.02	Office Assistant - Senior	10	202	37,218	41,694	31,892	35,006	46,751	28,363	35,351	42,338
1.03	Administrative Secretary	15	172	41,701	38,434	32,997	38,829	48,610	33,181	42,001	50,821
1.04	Administrative Assistant	23	860	40,554	36,879	37,149	39,849	44,811	33,865	42,463	51,060
1.05	Executive Assistant	28	141	59,209	60,633	51,332	55,764	71,699	46,109	59,518	72,927
1.06	Clerical Supervisor	8	36	49,880	46,584	42,827	48,525	57,611	40,828	50,668	60,509
1.08	Mail Clerk	11	13	30,767	27,329	27,939	31,613	33,391	28,355	34,879	41,402
1.09	Receptionist	13	20	32,736	32,445	29,369	32,120	35,647	26,665	33,429	40,193
1.10	Dispatcher	5	19	NA	NA	NA	NA	NA	31,619	41,756	51,893
1.11	Research / Statistical Analyst	6	65	57,502	61,140	43,173	55,118	69,599	39,469	58,616	77,763
1.12	Program Planner	6	34	NA	NA	NA	NA	NA	60,186	78,406	96,626
1.13	Business Manager - Unit / Small Org	10	138	99,533	98,236	68,623	88,747	135,260	58,107	77,259	96,411
1.14	Business Manager - Large Division	9	50	106,261	97,951	78,634	103,142	138,023	67,062	92,270	117,477
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	26	173	43,137	39,702	36,809	40,600	43,892	33,630	42,497	51,364
2.02a	Accountant	21	91	55,852	53,475	48,750	54,815	60,582	46,703	59,415	72,128
2.02b	Accountant - Senior	11	46	75,589	80,264	69,609	77,210	82,601	58,363	76,116	93,868
2.03	Accounting Supervisor	13	26	89,651	77,750	67,426	89,622	113,344	60,603	77,659	94,715
2.04a	Accounting Manager	16	72	99,491	101,640	79,799	84,776	128,567	72,861	94,148	115,435
2.04b	Controller (not CFO)	10	18	115,599	106,399	98,750	107,682	130,197	82,164	111,407	140,650
2.05a	Auditor	11	20	61,279	63,641	55,390	64,530	65,214	54,231	70,288	86,346
2.06a	Budget Analyst	12	19	63,602	62,290	54,102	59,616	77,895	54,944	70,071	85,197
2.07b	Payroll Specialist	17	23	49,015	49,139	44,255	47,611	52,819	38,252	48,209	58,167
2.08	Payroll Supervisor	7	10	74,693	77,073	63,526	79,750	83,332	54,917	70,799	86,681
2.09	Accounts Payable Supervisor	5	7	NA	NA	NA	NA	NA	51,511	66,858	82,205
2.10	Collector	10	41	NA	NA	NA	NA	NA	37,627	47,443	57,260
2.12	Financial Analyst	6	70	NA	NA	NA	NA	NA	51,279	66,095	80,911
2.13	Financial Analyst - Senior	10	71	82,368	82,089	70,854	83,750	98,050	63,566	81,286	99,006
3.0 INFORMATION TECHNOLOGY											
3.01	Data Entry Operator	6	20	32,080	33,395	27,611	29,120	38,031	25,074	32,345	39,616
3.06	Computer Operations Manager	5	11	NA	NA	NA	NA	NA	75,131	95,291	115,451
3.08	Programmer Analyst	9	129	81,089	78,100	69,167	83,991	90,577	62,413	79,782	97,151
3.09	Systems Analyst - Journey	7	59	72,542	67,035	60,640	64,633	88,400	58,997	76,929	94,862
3.10	Systems Analyst - Lead	10	47	91,908	81,283	74,880	80,867	99,387	66,444	87,327	108,211
3.14	Help Desk Coordinator Tier I	7	27	43,535	40,149	37,638	40,280	51,060	37,709	49,600	61,492
3.15	Help Desk Coordinator Tier II	5	28	NA	NA	NA	NA	NA	45,957	59,547	73,138
3.16	Personal Computer Support Tech - Entry	9	63	44,028	47,097	39,398	45,599	49,895	39,713	49,719	59,725
3.17	Personal Computer Support Tech - Lead	5	33	NA	NA	NA	NA	NA	48,717	60,977	73,236
3.18	Database Administrator	8	27	92,278	95,001	86,346	90,532	97,410	61,710	81,680	101,649
3.19a	Systems Administrator	13	66	73,934	71,943	61,225	69,556	84,966	55,965	73,175	90,384

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BASE SALARIES & SALARY RANGES**

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
MARICOPA COUNTY											
3.0 INFORMATION TECHNOLOGY (CONTINUED)											
3.19b	Network Systems Engineer	9	38	86,578	86,964	74,187	87,103	99,458	69,895	90,515	111,135
3.20	Network Administrator	9	10	74,466	68,755	60,137	65,104	93,476	51,799	66,376	80,954
3.22	Web Developer	6	9	69,679	68,351	54,468	66,401	86,528	59,884	76,436	92,989
3.27	GIS Analyst	13	18	NA	NA	NA	NA	NA	54,804	67,508	80,212
3.28	Business Analyst	9	100	69,614	64,667	58,910	68,374	79,005	51,828	69,987	88,146
3.29	Software Engineer	5	9	NA	NA	NA	NA	NA	57,375	78,167	98,959
3.30	Software Engineer - Senior	7	18	105,299	104,436	99,763	104,880	109,639	66,232	89,862	113,492
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	15	165	27,903	29,981	24,797	26,000	31,970	25,219	30,752	36,284
4.02	Custodial Supervisor	10	22	39,959	36,647	34,835	38,917	45,605	35,510	45,171	54,833
4.03	Building Maintenance Worker	20	48	48,937	47,274	34,528	47,993	57,346	35,681	44,608	53,535
4.04	Building Maintenance Supervisor	15	35	61,787	64,903	52,776	58,850	69,984	46,658	59,364	72,070
4.05	Carpenter	6	15	55,362	52,055	39,852	53,534	65,494	37,692	48,967	60,242
4.07	Electrician	10	49	55,230	45,305	41,963	51,501	64,230	41,410	51,637	61,864
4.08	Painter	5	10	NA	NA	NA	NA	NA	NA	NA	NA
4.10	Welder	8	52	57,891	55,117	43,863	54,184	73,772	40,852	50,647	60,442
4.11	HVAC Technician**	9	82	53,623	56,467	38,658	49,679	64,397	44,726	56,293	67,860
4.12	Trades Helper	5	38	NA	NA	NA	NA	NA	31,399	39,998	48,596
4.14	Equipment Operator	9	60	NA	NA	NA	NA	NA	35,340	42,884	50,428
4.15a	Equipment Shop Supervisor	8	5	NA	NA	NA	NA	NA	48,270	60,348	72,425
4.16	Heavy Equipment Operator	10	42	NA	NA	NA	NA	NA	39,421	47,160	54,899
4.18	Automotive Mechanic	7	65	NA	NA	NA	NA	NA	41,954	49,189	56,424
4.19	Heavy Equipment Mechanic	12	22	NA	NA	NA	NA	NA	42,180	50,453	58,726
4.21	Groundskeeper	12	46	NA	NA	NA	NA	NA	28,111	35,133	42,156
4.22	Grounds Supervisor	6	17	NA	NA	NA	NA	NA	33,628	43,307	52,985
4.24	Driver	5	35	NA	NA	NA	NA	NA	28,058	34,383	40,708
4.25	Physical Plant Director	6	4	NA	NA	NA	NA	NA	73,226	94,542	115,857
4.28	Environmental Health / Safety Specialist	7	6	NA	NA	NA	NA	NA	56,489	70,627	84,766
5.0 ENGINEERING / PRODUCTION											
5.01	Drafting Technician	6	7	NA	NA	NA	NA	NA	40,137	50,060	59,983
5.03	Engineering Technician	8	29	50,663	48,818	43,359	51,168	57,714	40,550	50,967	61,385
5.04	Engineering Technician - Senior	9	30	65,207	64,316	54,199	67,060	74,593	47,126	59,479	71,831
5.05	Civil Engineer	7	20	NA	NA	NA	NA	NA	60,964	76,431	91,897
5.06	Civil Engineer - Senior	11	8	NA	NA	NA	NA	NA	71,348	88,494	105,641
5.10	Electrical Engineer - Senior	6	7	95,249	97,955	78,623	95,510	111,745	69,042	88,451	107,860
5.12	Manufacturing Engineer - Senior	6	6	99,491	100,717	84,440	97,513	115,531	NA	NA	NA
5.13a	Mechanical Engineer	5	10	NA	NA	NA	NA	NA	NA	NA	NA
5.14	Machinist	8	45	62,709	58,468	48,340	60,508	73,824	42,576	52,968	63,360
5.23c	Quality Assurance Engineer	7	13	66,453	72,456	54,146	61,667	81,408	NA	NA	NA
5.23e	Quality Manager	6	6	94,650	94,650	76,500	96,218	107,398	NA	NA	NA
5.24	Production Planner / Scheduler	8	46	57,072	58,551	44,793	53,979	70,969	NA	NA	NA
5.30	Planner (Journey)	10	22	NA	NA	NA	NA	NA	53,549	68,272	82,995

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BASE SALARIES & SALARY RANGES**

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
MARICOPA COUNTY											
6.0 HEALTHCARE											
6.01a	Laboratory Technician	8	23	38,320	39,608	29,088	39,463	46,982	35,562	44,880	54,198
6.07c	Registered Nurse - Clinic	5	87	74,554	76,046	64,899	74,693	84,139	52,721	74,779	96,838
7.0 HUMAN RESOURCES											
7.01a	Trainer	8	40	59,981	58,051	50,575	53,626	67,241	42,943	58,264	73,584
7.01c	Training Manager	6	12	99,151	97,945	77,273	91,268	118,168	71,473	93,695	115,917
7.02	Human Resources Assistant	12	18	42,296	42,315	34,320	40,248	51,720	35,244	43,729	52,215
7.03	Human Resources Analyst	9	13	NA	NA	NA	NA	NA	54,658	68,448	82,238
7.04	Human Resources Generalist	13	21	66,212	79,451	51,893	55,016	81,733	51,681	66,204	80,727
7.05	Human Resources Generalist - Senior	8	19	75,002	79,218	57,103	68,379	86,416	56,942	75,892	94,842
7.07b	Benefits Specialist - Senior	6	10	60,259	64,565	51,800	58,741	68,778	49,503	64,034	78,566
7.07c	Benefits Administrator	5	6	71,168	74,490	55,158	67,517	89,004	56,330	72,634	88,937
7.07d	Benefits Manager	8	6	110,154	105,471	81,837	96,658	145,220	87,468	109,545	131,622
7.08	Human Resources Manager	21	46	99,337	81,431	82,418	96,415	116,062	80,518	102,934	125,349
7.09	Human Resources Director	16	17	133,178	138,766	109,550	130,000	155,369	106,559	136,392	166,224
7.14	Recruiter	9	31	61,724	64,932	48,450	57,008	74,013	48,221	63,003	77,785
8.0 LEGAL / COURT											
8.01	Legal Secretary	9	32	NA	NA	NA	NA	NA	37,343	46,416	55,489
8.02	Paralegal	14	41	67,758	61,656	48,150	67,753	81,232	45,691	58,647	71,603
8.03a	Attorney	11	48	133,709	98,089	84,157	85,199	182,000	78,935	103,138	127,341
8.03b	Attorney - Senior	7	55	143,259	124,220	89,830	142,802	184,093	NA	NA	NA
8.06	Court Interpreter	7	24	NA	NA	NA	NA	NA	42,133	51,388	60,642
8.08	Courtroom Clerk (Bench Specific)	6	204	NA	NA	NA	NA	NA	35,976	44,299	52,622
8.13	Detention Officer	5	1599	NA	NA	NA	NA	NA	39,660	48,022	56,385
9.0 LIBRARY											
9.01	Library Specialist	6	14	NA	NA	NA	NA	NA	32,633	40,443	48,253
9.03	Librarian	10	17	NA	NA	NA	NA	NA	48,429	59,674	70,918
10.0 PROCUREMENT / WAREHOUSE											
10.01	Stock Clerk	7	31	34,417	31,774	28,097	36,816	39,537	29,442	36,271	43,100
10.02	Stores Supervisor	7	12	53,550	56,650	47,158	53,384	63,383	38,933	50,502	62,071
10.03	Material Handler	14	126	36,534	34,983	31,402	37,337	41,314	32,372	39,958	47,543
10.04	Warehouse Lead	10	37	53,356	58,143	34,322	53,708	64,447	42,576	53,450	64,323
10.05a	Buyer	18	48	55,785	51,106	45,115	57,560	67,961	46,463	59,378	72,292
10.05b	Buyer - Senior	7	38	71,064	70,940	56,255	70,125	87,959	52,652	70,492	88,332
10.06	Purchasing Supervisor	7	7	80,201	82,976	58,011	81,959	101,513	60,893	76,685	92,477
10.07	Purchasing Manager	11	9	99,002	97,634	60,608	105,064	129,176	71,739	91,712	111,685
10.08	Contracts Administrator	7	18	63,878	64,747	53,901	62,349	74,848	54,401	71,343	88,285
10.09	Contracts Administrator - Senior	6	12	90,298	90,334	84,229	91,073	98,676	63,647	85,231	106,814

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
MARICOPA COUNTY											
11.0 FOOD SERVICE / HOSPITALITY											
11.01	Cook	6	29	NA	NA	NA	NA	NA	25,683	32,536	39,389
12.0 POLICE / FIRE / PROTECTION											
12.01	Criminal Investigator	6	23	NA	NA	NA	NA	NA	50,066	64,506	78,946
12.03	Police Officer	17	507	NA	NA	NA	NA	NA	53,563	65,124	76,684
12.04	Police Sergeant	13	50	NA	NA	NA	NA	NA	76,041	87,404	98,767
12.05	Police Lieutenant	12	17	NA	NA	NA	NA	NA	94,503	107,311	120,120
12.07	Firefighter	13	74	NA	NA	NA	NA	NA	16.34	19.85	23.36
12.08	Fire Engineer	7	0	NA	NA	NA	NA	NA	62,604	68,565	74,527
12.10	Fire Captain	12	3	NA	NA	NA	NA	NA	70,158	81,621	93,084
12.11b	Emergency Dispatcher	7	26	NA	NA	NA	NA	NA	40,436	49,763	59,090
12.12	Fire Inspector	8	0	NA	NA	NA	NA	NA	49,555	60,804	72,054
12.15	Polygraph Examiner	6	5	NA	NA	NA	NA	NA	55,877	68,357	80,838
12.16	Property / Evidence Clerk	10	3	NA	NA	NA	NA	NA	37,455	45,545	53,635
12.17	Police Records Clerk	11	40	NA	NA	NA	NA	NA	33,054	40,843	48,632
12.18	Safety Officer	5	9	NA	NA	NA	NA	NA	60,885	77,386	93,886
12.19a	Security Guard - Unarmed	8	120	32,476	31,932	26,303	31,262	39,257	27,249	33,775	40,300
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	18	272	35,519	30,571	27,304	35,117	40,919	31,463	39,600	47,738
13.04	Customer Service Representative - Sr	12	196	41,569	38,617	31,661	43,148	49,465	32,510	41,766	51,023
13.07	Customer Service Supervisor	9	59	58,880	59,181	50,960	58,479	65,561	52,973	69,710	86,448
13.08	Marketing Assistant	5	3	NA	NA	NA	NA	NA	36,586	46,464	56,341
13.09a	Marketing Coordinator	8	9	58,387	57,427	42,234	62,712	68,272	50,013	63,067	76,121
13.09b	Special Events Coordinator	7	8	NA	NA	NA	NA	NA	52,961	67,306	81,650
13.10	Marketing Communications Specialist	7	10	79,964	80,124	59,262	86,423	97,437	55,394	69,374	83,353
14.0 COMMUNICATIONS											
14.01	Public Information Officer	12	16	72,715	60,476	54,430	70,475	89,459	53,851	69,551	85,251
14.03	Video Production Specialist	6	9	NA	NA	NA	NA	NA	49,170	62,088	75,005
14.04	Graphic Artist	12	27	58,509	55,183	44,514	46,571	77,762	43,939	57,322	70,705
15.0 MISCELLANEOUS											
15.03	Volunteer Coordinator	7	6	NA	NA	NA	NA	NA	43,452	55,553	67,654
16.0 PROJECT MANAGEMENT											
16.02	Project Manager I	5	48	73,084	67,234	65,027	72,860	81,254	54,242	76,150	98,058
16.03	Project Manager II	9	69	88,089	86,107	78,444	86,236	101,569	64,258	84,223	104,189

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE		#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
MARICOPA COUNTY																
1.0 ADMINISTRATIVE SERVICES																
1.01	Office Assistant	6	89	NA	NA	NA	NA	NA	1	25%		9%	NA	NA	NA	NA
1.02	Office Assistant - Senior	10	202	38,217	42,249	31,892	35,006	48,470	2	29%		11%	NA	NA	NA	NA
1.03	Administrative Secretary	15	172	42,971	39,587	32,997	40,922	48,610	3	30%		18%	NA	NA	NA	NA
1.04	Administrative Assistant	23	860	41,551	37,080	37,258	39,849	46,066	4	29%		6%	NA	NA	NA	NA
1.05	Executive Assistant	28	141	61,577	61,976	51,332	57,293	76,478	8	40%		21%	5,922	8%	6,528	9%
1.06	Clerical Supervisor	8	36	50,516	46,761	42,827	48,525	59,200	1	20%		6%	NA	NA	NA	NA
1.08	Mail Clerk	11	13	30,767	27,329	27,939	31,613	33,391	NA	NA		NA	NA	NA	NA	NA
1.09	Receptionist	13	20	33,693	33,023	29,369	32,668	39,482	4	40%		25%	NA	NA	NA	NA
1.10	Dispatcher	5	19	NA	NA	NA	NA	NA	1	25%		5%	NA	NA	NA	NA
1.11	Research / Statistical Analyst	6	65	59,116	63,934	43,173	55,218	71,970	2	33%		31%	NA	NA	NA	NA
1.12	Program Planner	6	34	NA	NA	NA	NA	NA	2	50%		15%	NA	NA	NA	NA
1.13	Business Manager - Unit / Small Org	10	138	110,802	105,403	68,701	90,418	161,903	6	67%		56%	19,465	14%	12,846	11%
1.14	Business Manager - Large Division	9	50	109,279	100,822	78,638	107,055	138,023	3	38%		16%	NA	NA	NA	NA
2.0 ACCOUNTING / FINANCE																
2.01	Accounting Clerk	26	173	44,583	40,545	36,813	40,600	48,361	7	41%		16%	3,573	7%	5,399	9%
2.02a	Accountant	21	91	56,313	53,648	48,750	54,815	60,582	3	27%		5%	NA	NA	NA	NA
2.02b	Accountant - Senior	11	46	78,172	82,400	69,609	77,210	89,283	2	29%		30%	NA	NA	NA	NA
2.03	Accounting Supervisor	13	26	96,677	82,294	67,426	96,496	126,653	4	67%		42%	NA	NA	NA	NA
2.04a	Accounting Manager	16	72	106,877	110,225	79,799	85,176	149,960	5	42%		39%	17,726	13%	22,075	17%
2.04b	Controller (not CFO)	10	18	120,177	108,992	98,750	108,098	148,442	2	20%		11%	NA	NA	NA	NA
2.05a	Auditor	11	20	62,948	66,430	55,390	64,543	69,503	2	33%		40%	NA	NA	NA	NA
2.06a	Budget Analyst	12	19	64,468	62,774	54,102	59,616	79,793	2	33%		11%	NA	NA	NA	NA
2.07b	Payroll Specialist	17	23	49,867	49,546	44,255	48,982	56,062	3	27%		13%	NA	NA	NA	NA
2.08	Payroll Supervisor	7	10	78,143	80,523	63,526	83,256	90,204	1	20%		20%	NA	NA	NA	NA
2.09	Accounts Payable Supervisor	5	7	NA	NA	NA	NA	NA	1	25%		14%	NA	NA	NA	NA
2.10	Collector	10	41	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
2.12	Financial Analyst	6	70	NA	NA	NA	NA	NA	2	50%		19%	NA	NA	NA	NA
2.13	Financial Analyst - Senior	10	71	89,528	87,632	70,854	91,075	109,747	4	57%		52%	NA	NA	NA	NA
3.0 INFORMATION TECHNOLOGY																
3.01	Data Entry Operator	6	20	33,131	34,883	27,611	29,469	40,482	2	40%		35%	NA	NA	NA	NA
3.06	Computer Operations Manager	5	11	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
3.08	Programmer Analyst	9	129	83,274	80,750	69,167	84,197	97,059	2	33%		27%	NA	NA	NA	NA
3.09	Systems Analyst - Journey	7	59	74,851	69,599	60,640	64,633	94,172	2	40%		31%	NA	NA	NA	NA
3.10	Systems Analyst - Lead	10	47	92,875	81,677	74,880	80,867	104,356	2	29%		11%	NA	NA	NA	NA
3.14	Help Desk Coordinator Tier I	7	27	43,811	40,200	37,638	40,280	51,749	1	20%		4%	NA	NA	NA	NA
3.15	Help Desk Coordinator Tier II	5	28	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
3.16	Personal Computer Support Tech - Entry	9	63	44,090	47,105	39,398	45,599	49,895	1	13%		2%	NA	NA	NA	NA
3.17	Personal Computer Support Tech - Lead	5	33	NA	NA	NA	NA	NA	1	25%		6%	NA	NA	NA	NA
3.18	Database Administrator	8	27	96,626	100,298	86,346	90,682	110,919	3	50%		52%	NA	NA	NA	NA
3.19a	Svstems Administrator	13	66	76,754	73,439	65,421	71,626	85,714	4	44%		15%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		PERCENTILE	PERCENTILE		#	%		SIMPLE MEAN \$	WGTD MEAN %		
MARICOPA COUNTY																
3.0 INFORMATION TECHNOLOGY (CONTINUED)																
3.19b	Network Systems Engineer	9	38	88,432	88,714	74,374	87,103	103,374	2	33%		29%	NA	NA	NA	NA
3.20	Network Administrator	9	10	78,216	70,630	61,615	65,104	101,373	2	40%		20%	NA	NA	NA	NA
3.22	Web Developer	6	9	69,679	68,351	54,468	66,401	86,528	NA	NA		NA	NA	NA	NA	NA
3.27	GIS Analyst	13	18	NA	NA	NA	NA	NA	2	50%		39%	NA	NA	NA	NA
3.28	Business Analyst	9	100	70,711	65,895	58,910	68,374	84,938	2	25%		15%	NA	NA	NA	NA
3.29	Software Engineer	5	9	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
3.30	Software Engineer - Senior	7	18	110,496	110,497	99,763	105,393	122,507	2	33%		44%	NA	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES																
4.01	Custodial Worker	15	165	28,325	30,017	24,797	26,442	31,970	2	29%		2%	NA	NA	NA	NA
4.02	Custodial Supervisor	10	22	39,959	36,647	34,835	38,917	45,605	NA	NA		NA	NA	NA	NA	NA
4.03	Building Maintenance Worker	20	48	49,924	47,925	34,528	48,852	57,346	3	25%		19%	NA	NA	NA	NA
4.04	Building Maintenance Supervisor	15	35	63,078	65,639	55,827	58,850	69,984	3	27%		14%	NA	NA	NA	NA
4.05	Carpenter	6	15	56,536	52,525	39,852	53,534	67,256	1	17%		7%	NA	NA	NA	NA
4.07	Electrician	10	49	55,608	45,305	41,963	51,501	64,797	1	NA		NA	NA	NA	NA	NA
4.08	Painter	5	10	NA	NA	NA	NA	NA	1	25%		20%	NA	NA	NA	NA
4.10	Welder	8	52	58,472	55,285	43,863	54,184	75,224	1	20%		2%	NA	NA	NA	NA
4.11	HVAC Technician**	9	82	54,730	57,843	38,658	49,679	66,057	1	17%		21%	NA	NA	NA	NA
4.12	Trades Helper	5	38	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
4.14	Equipment Operator	9	60	NA	NA	NA	NA	NA	1	25%		3%	NA	NA	NA	NA
4.15a	Equipment Shop Supervisor	8	5	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
4.16	Heavy Equipment Operator	10	42	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
4.18	Automotive Mechanic	7	65	NA	NA	NA	NA	NA	1	25%		23%	NA	NA	NA	NA
4.19	Heavy Equipment Mechanic	12	22	NA	NA	NA	NA	NA	1	33%		50%	NA	NA	NA	NA
4.21	Groundskeeper	12	46	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
4.22	Grounds Supervisor	6	17	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
4.24	Driver	5	35	NA	NA	NA	NA	NA	1	25%		3%	NA	NA	NA	NA
4.25	Physical Plant Director	6	4	NA	NA	NA	NA	NA	1	25%		25%	NA	NA	NA	NA
4.28	Environmental Health / Safety Specialist	7	6	NA	NA	NA	NA	NA	1	25%		17%	NA	NA	NA	NA
5.0 ENGINEERING / PRODUCTION																
5.01	Drafting Technician	6	7	NA	NA	NA	NA	NA	1	33%		14%	NA	NA	NA	NA
5.03	Engineering Technician	8	29	51,388	49,193	43,359	51,168	59,527	1	20%		10%	NA	NA	NA	NA
5.04	Engineering Technician - Senior	9	30	68,660	65,570	54,199	70,910	80,750	3	50%		23%	NA	NA	NA	NA
5.05	Civil Engineer	7	20	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
5.06	Civil Engineer - Senior	11	8	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
5.10	Electrical Engineer - Senior	6	7	103,815	109,159	84,230	105,917	122,350	3	60%		71%	NA	NA	NA	NA
5.12	Manufacturing Engineer - Senior	6	6	102,649	105,167	84,440	102,389	120,988	2	40%		33%	NA	NA	NA	NA
5.13a	Mechanical Engineer	5	10	NA	NA	NA	NA	NA	1	33%		40%	NA	NA	NA	NA
5.14	Machinist	8	45	65,497	59,301	49,657	60,508	83,644	3	50%		29%	NA	NA	NA	NA
5.23c	Quality Assurance Engineer	7	13	68,926	76,656	54,920	62,567	83,894	3	50%		54%	NA	NA	NA	NA
5.23e	Quality Manager	6	6	98,644	98,644	84,444	96,218	110,408	2	33%		33%	NA	NA	NA	NA
5.24	Production Planner / Scheduler	8	46	58,393	59,780	45,399	56,989	71,800	4	50%		30%	NA	NA	NA	NA
5.30	Planner (Journey)	10	22	NA	NA	NA	NA	NA	1	25%		5%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE		#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
MARICOPA COUNTY																
6.0 HEALTHCARE																
6.01a	Laboratory Technician	8	23	39,341	40,052	29,088	39,463	49,533	1	20%		9%	NA	NA	NA	NA
6.07c	Registered Nurse - Clinic	5	87	76,740	76,172	64,899	74,693	89,606	1	20%		1%	NA	NA	NA	NA
7.0 HUMAN RESOURCES																
7.01a	Trainer	8	40	61,228	60,185	50,575	53,626	74,638	2	29%		35%	NA	NA	NA	NA
7.01c	Training Manager	6	12	109,715	104,338	80,596	94,082	138,167	4	67%		33%	NA	NA	NA	NA
7.02	Human Resources Assistant	12	18	43,749	43,184	34,320	41,149	53,449	2	33%		17%	NA	NA	NA	NA
7.03	Human Resources Analyst	9	13	NA	NA	NA	NA	NA	1	33%		15%	NA	NA	NA	NA
7.04	Human Resources Generalist	13	21	68,767	81,689	52,343	55,016	86,482	3	33%		24%	NA	NA	NA	NA
7.05	Human Resources Generalist - Senior	8	19	78,674	82,701	57,196	68,379	98,554	4	50%		42%	NA	NA	NA	NA
7.07b	Benefits Specialist - Senior	6	10	62,851	68,483	52,456	61,246	72,096	3	50%		60%	NA	NA	NA	NA
7.07c	Benefits Administrator	5	6	73,641	78,280	56,153	67,517	94,192	2	40%		50%	NA	NA	NA	NA
7.07d	Benefits Manager	8	6	123,398	118,011	86,350	96,658	173,816	3	60%		67%	NA	NA	NA	NA
7.08	Human Resources Manager	21	46	106,000	83,433	82,418	99,618	125,954	6	50%		13%	15,349	13%	15,349	13%
7.09	Human Resources Director	16	17	156,383	151,051	109,550	145,053	208,462	4	44%		24%	NA	NA	NA	NA
7.14	Recruiter	9	31	64,753	68,136	48,450	60,799	77,863	4	44%		42%	NA	NA	NA	NA
8.0 LEGAL / COURT																
8.01	Legal Secretary	9	32	NA	NA	NA	NA	NA	1	33%		6%	NA	NA	NA	NA
8.02	Paralegal	14	41	71,206	63,984	48,150	71,502	86,029	4	50%		32%	NA	NA	NA	NA
8.03a	Attorney	11	48	157,750	103,771	84,157	85,199	251,997	4	57%		15%	NA	NA	NA	NA
8.03b	Attorney - Senior	7	55	157,550	133,184	89,830	144,458	214,265	4	57%		31%	NA	NA	NA	NA
8.06	Court Interpreter	7	24	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
8.08	Courtroom Clerk (Bench Specific)	6	204	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
8.13	Detention Officer	5	1599	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
9.0 LIBRARY																
9.01	Library Specialist	6	14	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
9.03	Librarian	10	17	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
10.0 PROCUREMENT / WAREHOUSE																
10.01	Stock Clerk	7	31	35,040	31,874	28,097	37,805	40,601	2	40%		6%	NA	NA	NA	NA
10.02	Stores Supervisor	7	12	54,281	57,016	48,780	53,541	63,860	2	33%		17%	NA	NA	NA	NA
10.03	Material Handler	14	126	37,830	35,120	31,647	38,993	43,976	3	30%		3%	NA	NA	NA	NA
10.04	Warehouse Lead	10	37	55,867	60,373	34,322	53,890	66,256	2	25%		19%	NA	NA	NA	NA
10.05a	Buyer	18	48	56,361	52,505	45,115	57,560	69,701	2	18%		25%	NA	NA	NA	NA
10.05b	Buyer - Senior	7	38	75,198	75,181	57,954	70,125	96,858	4	57%		45%	NA	NA	NA	NA
10.06	Purchasing Supervisor	7	7	84,951	88,699	59,585	81,959	111,813	3	60%		43%	NA	NA	NA	NA
10.07	Purchasing Manager	11	9	102,502	100,745	60,608	105,064	135,399	1	13%		11%	NA	NA	NA	NA
10.08	Contracts Administrator	7	18	68,350	70,682	53,901	65,938	85,406	3	50%		44%	NA	NA	NA	NA
10.09	Contracts Administrator - Senior	6	12	95,345	97,283	88,261	96,999	102,392	4	67%		83%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	PERCENTILE		#	%		SIMPLE MEAN \$	WGTD MEAN %	\$	%
MARICOPA COUNTY																
11.0 FOOD SERVICE / HOSPITALITY																
11.01	Cook	6	29	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.0 POLICE / FIRE / PROTECTION SERVICES																
12.01	Criminal Investigator	6	23	NA	NA	NA	NA	NA	2	50%	22%	NA	NA	NA	NA	
12.03	Police Officer	17	507	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.04	Police Sergeant	13	50	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.05	Police Lieutenant	12	17	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.07	Firefighter	13	74	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.08	Fire Engineer	7	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.10	Fire Captain	12	3	NA	NA	NA	NA	NA	1	100%	100%	NA	NA	NA	NA	
12.11b	Emergency Dispatcher	7	26	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.12	Fire Inspector	8	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.15	Polygraph Examiner	6	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.16	Property / Evidence Clerk	10	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.17	Police Records Clerk	11	40	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
12.18	Safety Officer	5	9	NA	NA	NA	NA	NA	1	33%	11%	NA	NA	NA	NA	
12.19a	Security Guard - Unarmed	8	120	33,429	32,448	26,303	31,262	41,638	1	20%	11%	NA	NA	NA	NA	
13.0 CUSTOMER SERVICE / MARKETING / SALES																
13.03	Customer Service Representative	18	272	36,904	30,988	27,304	37,312	44,840	6	50%	19%	3,735	8%	2,140	5%	
13.04	Customer Service Representative - Senior	12	196	42,946	39,817	31,661	46,985	51,738	4	40%	42%	NA	NA	NA	NA	
13.07	Customer Service Supervisor	9	59	61,622	63,280	52,015	58,479	70,671	4	57%	59%	NA	NA	NA	NA	
13.08	Marketing Assistant	5	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
13.09a	Marketing Coordinator	8	9	59,473	58,916	42,234	62,712	70,074	2	29%	33%	NA	NA	NA	NA	
13.09b	Special Events Coordinator	7	8	NA	NA	NA	NA	NA	3	75%	75%	NA	NA	NA	NA	
13.10	Marketing Communications Specialist	7	10	87,865	87,298	63,292	99,317	106,712	3	60%	70%	NA	NA	NA	NA	
14.0 COMMUNICATIONS																
14.01	Public Information Officer	12	16	74,269	61,059	54,430	70,475	96,453	1	17%	6%	NA	NA	NA	NA	
14.03	Video Production Specialist	6	9	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
14.04	Graphic Artist	12	27	61,336	57,646	44,563	46,571	84,590	4	44%	33%	NA	NA	NA	NA	
15.0 MISCELLANEOUS																
15.03	Volunteer Coordinator	7	6	NA	NA	NA	NA	NA	1	25%	17%	NA	NA	NA	NA	
16.0 PROJECT MANAGEMENT																
16.02	Project Manager I	5	48	74,846	67,938	65,027	76,266	83,955	2	40%	6%	NA	NA	NA	NA	
16.03	Project Manager II	9	69	93,144	88,780	80,184	87,075	105,632	4	44%	28%	NA	NA	NA	NA	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE		AVG MIN	AVG MIDPT	AVG MAX
PIMA COUNTY											
1.0 ADMINISTRATIVE SERVICES											
1.01	Office Assistant	13	75	28,266	27,887	24,585	27,302	32,164	24,934	30,451	35,967
1.02	Office Assistant - Senior	10	119	33,972	32,848	29,150	31,720	34,798	30,269	36,060	41,851
1.03	Administrative Secretary	10	96	38,914	40,401	33,552	39,914	44,509	31,223	39,448	47,673
1.04	Administrative Assistant	12	341	40,926	40,323	34,099	42,025	47,363	36,918	45,263	53,608
1.05	Executive Assistant	15	152	51,014	55,953	42,569	50,391	58,780	42,221	52,713	63,206
1.06	Clerical Supervisor	5	27	NA	NA	NA	NA	NA	33,555	41,565	49,574
1.08	Mail Clerk	5	11	NA	NA	NA	NA	NA	24,816	29,815	34,814
1.09	Receptionist	9	30	28,698	26,593	23,023	28,730	33,257	25,517	31,218	36,918
1.13	Business Manager - Unit / Small Org	8	78	72,763	61,237	49,489	69,234	98,236	61,903	78,625	95,347
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	13	91	37,004	37,848	31,823	37,378	42,948	30,764	38,630	46,497
2.02a	Accountant	11	64	49,272	44,815	40,376	49,813	55,185	41,794	51,508	61,221
2.02b	Accountant - Senior	9	51	66,091	58,773	54,748	64,018	76,251	51,393	63,580	75,768
2.03	Accounting Supervisor	6	23	72,267	61,829	60,023	69,345	85,973	52,662	65,720	78,777
2.04a	Accounting Manager	9	22	98,911	94,679	72,760	104,255	119,727	79,762	105,106	130,450
2.04b	Controller (not CFO)	5	14	116,735	125,794	79,992	100,000	161,847	NA	NA	NA
2.05a	Auditor	5	5	NA	NA	NA	NA	NA	NA	NA	NA
2.07b	Payroll Specialist	9	10	45,343	47,498	38,029	42,469	50,075	38,923	47,924	56,925
2.10	Collector	5	24	NA	NA	NA	NA	NA	NA	NA	NA
2.12	Financial Analyst	6	48	60,025	70,623	51,610	53,345	71,780	52,614	68,112	83,610
2.13	Financial Analyst - Senior	8	48	77,406	85,271	60,236	81,250	88,707	58,479	75,622	92,766
3.0 INFORMATION TECHNOLOGY											
3.09	Systems Analyst - Journey	7	37	NA	NA	NA	NA	NA	58,166	75,965	93,765
3.14	Help Desk Coordinator Tier I	5	11	NA	NA	NA	NA	NA	NA	NA	NA
3.16	Personal Computer Support Tech - Entry	6	8	NA	NA	NA	NA	NA	37,518	46,829	56,139
3.18	Database Administrator	5	10	NA	NA	NA	NA	NA	60,772	78,111	95,451
3.19a	Systems Administrator	10	55	66,309	65,100	58,797	64,657	73,858	53,786	69,333	84,881
3.19b	Network Systems Engineer	6	16	74,906	76,250	70,842	76,328	78,260	57,284	72,166	87,048
3.23	Telecom Systems Technician	6	14	54,240	52,220	42,496	59,530	63,339	43,377	53,714	64,051
3.27	GIS Analyst	6	12	NA	NA	NA	NA	NA	54,262	68,585	82,907
3.28	Business Analyst	5	47	60,922	58,736	53,700	60,207	68,501	52,525	65,960	79,395

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
PIMA COUNTY											
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	9	461	25,718	25,339	22,808	25,880	27,271	24,107	29,300	34,493
4.02	Custodial Supervisor	6	23	39,072	39,189	33,920	38,600	44,460	32,944	41,737	50,531
4.03	Building Maintenance Worker	15	127	40,353	37,520	33,418	39,325	45,164	34,420	42,838	51,256
4.04	Building Maintenance Supervisor	7	15	51,037	47,806	42,180	52,073	59,377	44,958	56,147	67,335
4.07	Electrician	7	69	58,342	56,887	44,426	61,246	69,186	45,084	56,075	67,066
4.08	Painter	5	34	NA	NA	NA	NA	NA	NA	NA	NA
4.10	Welder	5	18	60,729	57,351	41,161	63,744	78,791	NA	NA	NA
4.11	HVAC Technician**	6	55	52,276	50,680	40,789	59,260	60,271	38,277	48,875	59,472
4.12	Trades Helper	8	38	32,760	34,258	27,122	31,606	38,967	27,945	34,630	41,316
4.14	Equipment Operator	6	25	NA	NA	NA	NA	NA	32,995	41,561	50,126
4.16	Heavy Equipment Operator	7	81	54,154	49,324	38,899	48,541	72,215	41,270	52,369	63,468
4.18	Automotive Mechanic	5	27	NA	NA	NA	NA	NA	NA	NA	NA
4.19	Heavy Equipment Mechanic	5	16	NA	NA	NA	NA	NA	43,256	54,282	65,308
4.21	Groundskeeper	9	122	30,863	27,640	25,676	32,898	34,861	26,083	32,877	39,671
4.22	Grounds Supervisor	5	8	NA	NA	NA	NA	NA	NA	NA	NA
4.24	Driver	7	30	27,369	26,582	22,784	25,056	33,110	NA	NA	NA
4.25	Physical Plant Director	6	7	77,267	71,519	56,945	83,000	94,724	NA	NA	NA
4.28	Environmental Health / Safety Specialist	5	9	55,538	53,148	49,778	53,175	62,480	50,806	64,643	78,481
5.0 ENGINEERING / PRODUCTION											
5.04	Engineering Technician - Senior	7	18	NA	NA	NA	NA	NA	42,883	53,378	63,873
5.05	Civil Engineer	6	15	NA	NA	NA	NA	NA	62,684	79,371	96,059
5.06	Civil Engineer - Senior	5	4	NA	NA	NA	NA	NA	74,301	93,987	113,673
5.09	Electrical Engineer	5	9	NA	NA	NA	NA	NA	57,923	76,205	94,486
5.30	Planner (Journey)	5	2	NA	NA	NA	NA	NA	50,220	62,784	75,348
7.0 HUMAN RESOURCES											
7.02	Human Resources Assistant	9	18	41,835	39,402	32,571	39,464	54,787	34,366	44,776	55,186
7.03	Human Resources Analyst	6	16	NA	NA	NA	NA	NA	46,200	57,626	69,052
7.04	Human Resources Generalist	7	14	56,702	52,129	40,375	57,091	67,013	NA	NA	NA
7.05	Human Resources Generalist - Senior	7	23	80,504	84,459	55,825	82,347	84,460	NA	NA	NA
7.06	Compensation Manager	5	4	NA	NA	NA	NA	NA	NA	NA	NA
7.08	Human Resources Manager	12	24	95,543	93,795	69,622	90,092	126,350	79,291	101,752	124,213
7.09	Human Resources Director	8	13	131,375	171,421	95,200	119,288	161,160	96,588	131,820	167,051
8.0 LEGAL / COURT											
8.02	Paralegal	7	7	NA	NA	NA	NA	NA	39,166	51,500	63,834
8.03a	Attorney	6	14	NA	NA	NA	NA	NA	71,549	94,067	116,584

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
PIMA COUNTY											
10.0 PURCHASING / WAREHOUSE											
10.01	Stock Clerk	6	35	33,636	36,410	28,847	33,589	38,449	25,760	33,006	40,251
10.02	Stores Supervisor	6	10	NA	NA	NA	NA	NA	35,517	44,225	52,934
10.03	Material Handler	7	121	35,553	35,711	29,393	33,643	39,520	29,032	36,029	43,026
10.04	Warehouse Lead	7	30	52,650	57,732	34,144	50,163	70,768	38,855	48,702	58,549
10.05a	Buyer	8	20	56,083	55,248	50,555	55,600	64,761	47,507	60,705	73,904
10.05b	Buyer - Senior	5	11	NA	NA	NA	NA	NA	NA	NA	NA
10.08	Contracts Administrator	5	21	70,413	72,511	58,305	71,964	81,746	NA	NA	NA
11.0 FOOD SERVICE / HOSPITALITY											
11.01	Cook	5	49	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.03	Police Officer	7	405	54,684	54,149	51,436	53,709	58,419	44,938	55,804	66,670
12.04	Police Sergeant	6	60	NA	NA	NA	NA	NA	62,966	73,076	83,187
12.05	Police Lieutenant	5	19	NA	NA	NA	NA	NA	84,538	98,597	112,655
12.18	Safety Officer	5	8	NA	NA	NA	NA	NA	45,725	56,989	68,254
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	10	88	32,792	33,544	26,923	32,953	38,051	29,200	36,359	43,518
13.07	Customer Service Supervisor	7	11	63,779	68,403	55,250	66,201	73,783	47,903	60,744	73,585
13.10	Marketing Communications Specialist	5	11	NA	NA	NA	NA	NA	NA	NA	NA
14.0 COMMUNICATIONS											
14.01	Public Information Officer	7	12	63,377	58,289	45,807	58,105	83,583	50,780	63,871	76,962
14.04	Graphic Artist	5	6	NA	NA	NA	NA	NA	37,897	46,850	55,802
16.0 PROJECT MANAGEMENT											
16.02	Project Manager I	5	39	NA	NA	NA	NA	NA	61,330	78,260	95,190

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN					#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
PIMA COUNTY																
1.0 ADMINISTRATIVE SERVICES																
1.01	Office Assistant	13	75	28,343	27,918	24,585	27,302	32,164	1	10%		4%	NA	NA	NA	NA
1.02	Office Assistant - Senior	10	119	34,519	32,880	29,150	31,720	38,626	1	14%		1%	NA	NA	NA	NA
1.03	Administrative Secretary	10	96	39,651	40,937	33,552	39,914	46,305	2	25%		25%	NA	NA	NA	NA
1.04	Administrative Assistant	12	341	41,554	40,525	34,099	42,025	47,570	1	10%		3%	NA	NA	NA	NA
1.05	Executive Assistant	15	152	52,029	57,249	43,072	52,032	60,556	5	38%		53%	2,639	4%	2,463	4%
1.06	Clerical Supervisor	5	27	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
1.08	Mail Clerk	5	11	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
1.09	Receptionist	9	30	28,962	26,752	23,023	28,730	34,254	2	25%		13%	NA	NA	NA	NA
1.13	Business Manager - Unit / Small Org	8	78	75,193	62,733	49,489	69,234	101,882	1	17%		10%	NA	NA	NA	NA
2.0 ACCOUNTING / FINANCE																
2.01	Accounting Clerk	13	91	37,225	37,925	31,823	37,378	43,431	2	20%		7%	NA	NA	NA	NA
2.02a	Accountant	11	64	51,102	45,371	40,376	49,813	60,570	3	33%		11%	NA	NA	NA	NA
2.02b	Accountant - Senior	9	51	68,780	60,703	54,748	64,018	81,823	2	29%		25%	NA	NA	NA	NA
2.03	Accounting Supervisor	6	23	72,267	61,829	60,023	69,345	85,973	NA	NA		NA	NA	NA	NA	NA
2.04a	Accounting Manager	9	22	107,997	102,563	73,844	104,255	148,735	4	50%		45%	NA	NA	NA	NA
2.04b	Controller (not CFO)	5	14	130,469	146,781	79,992	110,000	191,180	3	60%		50%	NA	NA	NA	NA
2.05a	Auditor	5	5	NA	NA	NA	NA	NA	2	67%		40%	NA	NA	NA	NA
2.07b	Payroll Specialist	9	10	46,142	48,775	38,029	42,469	50,075	1	13%		20%	NA	NA	NA	NA
2.10	Collector	5	24	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
2.12	Financial Analyst	6	48	62,327	72,925	52,132	54,917	76,228	3	60%		69%	NA	NA	NA	NA
2.13	Financial Analyst - Senior	8	48	79,969	88,028	60,236	84,850	92,900	3	50%		69%	NA	NA	NA	NA
3.0 INFORMATION TECHNOLOGY																
3.09	Systems Analyst - Journey	7	37	NA	NA	NA	NA	NA	2	50%		16%	NA	NA	NA	NA
3.14	Help Desk Coordinator Tier I	5	11	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA
3.16	Personal Computer Support Tech - Entry	6	8	NA	NA	NA	NA	NA	1	25%		13%	NA	NA	NA	NA
3.18	Database Administrator	5	10	NA	NA	NA	NA	NA	1	25%		30%	NA	NA	NA	NA
3.19a	Systems Administrator	10	55	68,202	66,648	58,797	64,657	75,409	4	57%		25%	NA	NA	NA	NA
3.19b	Network Systems Engineer	6	16	76,634	79,017	71,132	77,263	81,822	2	40%		44%	NA	NA	NA	NA
3.23	Telecom Systems Technician	6	14	55,910	53,506	42,496	62,051	66,255	2	40%		36%	NA	NA	NA	NA
3.27	GIS Analyst	6	12	NA	NA	NA	NA	NA	1	25%		17%	NA	NA	NA	NA
3.28	Business Analvst	5	47	62,241	59,719	53,700	60,207	71,800	1	20%		15%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	65TH PERCENTILE		#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
PIMA COUNTY																
4.0 OPERATIONS / MAINTENANCE / FACILITIES																
4.01	Custodial Worker	9	461	25,796	25,387	22,808	25,880	27,271	1	13%	8%	NA	NA	NA	NA	
4.02	Custodial Supervisor	6	23	39,256	39,349	33,920	38,600	44,921	1	20%	17%	NA	NA	NA	NA	
4.03	Building Maintenance Worker	15	127	40,750	37,631	33,418	39,325	45,608	3	25%	8%	NA	NA	NA	NA	
4.04	Building Maintenance Supervisor	7	15	51,302	47,895	42,180	52,073	60,039	1	20%	7%	NA	NA	NA	NA	
4.07	Electrician	7	69	59,801	57,596	44,426	61,847	71,074	2	33%	4%	NA	NA	NA	NA	
4.08	Painter	5	34	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
4.10	Welder	5	18	62,063	59,944	41,161	65,083	81,455	1	NA	NA	NA	NA	NA	NA	
4.11	HVAC Technician**	6	55	53,986	51,259	40,789	59,260	64,546	2	40%	11%	NA	NA	NA	NA	
4.12	Trades Helper	8	38	33,206	35,245	27,122	31,606	40,976	1	17%	3%	NA	NA	NA	NA	
4.14	Equipment Operator	6	25	NA	NA	NA	NA	NA	2	50%	40%	NA	NA	NA	NA	
4.16	Heavy Equipment Operator	7	81	55,808	51,061	38,899	48,541	76,352	1	20%	5%	NA	NA	NA	NA	
4.18	Automotive Mechanic	5	27	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
4.19	Heavy Equipment Mechanic	5	16	NA	NA	NA	NA	NA	2	50%	19%	NA	NA	NA	NA	
4.21	Groundskeeper	9	122	30,960	27,657	25,676	32,898	34,861	1	14%	2%	NA	NA	NA	NA	
4.22	Grounds Supervisor	5	8	NA	NA	NA	NA	NA	1	25%	13%	NA	NA	NA	NA	
4.24	Driver	7	30	27,369	26,582	22,784	25,056	33,110	NA	NA	NA	NA	NA	NA	NA	
4.25	Physical Plant Director	6	7	77,267	71,519	56,945	83,000	94,724	NA	NA	NA	NA	NA	NA	NA	
4.28	Environmental Health / Safety Specialist	5	9	57,003	53,962	49,778	53,175	66,144	2	40%	22%	NA	NA	NA	NA	
5.0 ENGINEERING / PRODUCTION																
5.04	Engineering Technician - Senior	7	18	NA	NA	NA	NA	NA	2	50%	28%	NA	NA	NA	NA	
5.05	Civil Engineer	6	15	NA	NA	NA	NA	NA	1	33%	20%	NA	NA	NA	NA	
5.06	Civil Engineer - Senior	5	4	NA	NA	NA	NA	NA	1	33%	50%	NA	NA	NA	NA	
5.09	Electrical Engineer	5	9	NA	NA	NA	NA	NA	2	50%	56%	NA	NA	NA	NA	
5.30	Planner (Journey)	5	2	NA	NA	NA	NA	NA	1	50%	50%	NA	NA	NA	NA	
7.0 HUMAN RESOURCES																
7.02	Human Resources Assistant	9	18	42,947	39,897	32,571	39,464	56,754	3	38%	17%	NA	NA	NA	NA	
7.03	Human Resources Analyst	6	16	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
7.04	Human Resources Generalist	7	14	58,042	53,230	40,375	57,091	73,044	2	29%	21%	NA	NA	NA	NA	
7.05	Human Resources Generalist - Senior	7	23	83,473	87,537	55,825	82,347	92,108	3	43%	43%	NA	NA	NA	NA	
7.06	Compensation Manager	5	4	NA	NA	NA	NA	NA	3	75%	75%	NA	NA	NA	NA	
7.08	Human Resources Manager	12	24	102,242	97,482	69,622	90,092	141,673	4	44%	38%	NA	NA	NA	NA	
7.09	Human Resources Director	8	13	145,595	209,282	95,200	119,288	193,392	3	43%	69%	NA	NA	NA	NA	
8.0 LEGAL / COURT																
8.02	Paralegal	7	7	NA	NA	NA	NA	NA	3	75%	43%	NA	NA	NA	NA	
8.03a	Attorney	6	14	NA	NA	NA	NA	NA	2	50%	14%	NA	NA	NA	NA	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		TOTAL CASH			FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
PIMA COUNTY															
10.0 PURCHASING / WAREHOUSE															
10.01	Stock Clerk	6	35	33,889	36,591	29,480	33,589	38,449	1	20%	14%	NA	NA	NA	NA
10.02	Stores Supervisor	6	10	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
10.03	Material Handler	7	121	35,874	35,811	29,978	34,789	39,520	2	29%	7%	NA	NA	NA	NA
10.04	Warehouse Lead	7	30	54,834	58,169	34,144	50,607	73,821	2	33%	7%	NA	NA	NA	NA
10.05a	Buyer	8	20	58,299	57,539	50,555	55,600	67,351	4	57%	55%	NA	NA	NA	NA
10.05b	Buyer - Senior	5	11	NA	NA	NA	NA	NA	2	50%	45%	NA	NA	NA	NA
10.08	Contracts Administrator	5	21	76,595	78,450	59,656	79,880	91,892	4	80%	71%	NA	NA	NA	NA
11.0 FOOD SERVICE / HOSPITALITY															
11.01	Cook	5	49	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.03	Police Officer	7	405	54,903	54,168	51,436	53,709	58,967	1	20%	2%	NA	NA	NA	NA
12.04	Police Sergeant	6	60	NA	NA	NA	NA	NA	1	25%	5%	NA	NA	NA	NA
12.05	Police Lieutenant	5	19	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.18	Safety Officer	5	8	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
13.0 CUSTOMER SERVICE / MARKETING / SALES															
13.03	Customer Service Representative	10	88	33,307	33,544	26,923	32,953	40,118	1	NA	NA	NA	NA	NA	NA
13.07	Customer Service Supervisor	7	11	66,486	73,855	55,250	69,742	76,074	2	33%	64%	NA	NA	NA	NA
13.10	Marketing Communications Specialist	5	11	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
14.0 COMMUNICATIONS															
14.01	Public Information Officer	7	12	65,911	60,401	45,807	58,105	89,919	1	20%	17%	NA	NA	NA	NA
14.04	Graphic Artist	5	6	NA	NA	NA	NA	NA	1	25%	33%	NA	NA	NA	NA
16.0 PROJECT MANAGEMENT															
16.02	Project Manager I	5	39	NA	NA	NA	NA	NA	1	25%	10%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BASE SALARIES & SALARY RANGES**

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
PINAL COUNTY											
1.0 ADMINISTRATIVE SERVICES											
1.04	Administrative Assistant	6	8	NA	NA	NA	NA	NA	38,558	47,183	55,808
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	5	38	NA	NA	NA	NA	NA	24,659	30,139	35,620
7.0 HUMAN RESOURCES											
7.03	Human Resources Analyst	5	3	NA	NA	NA	NA	NA	47,343	58,718	70,092
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.03	Police Officer	5	41	NA	NA	NA	NA	NA	46,789	57,079	67,369
12.05	Police Lieutenant	5	6	NA	NA	NA	NA	NA	71,060	88,753	106,446

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN				#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
PINAL COUNTY															
1.0 ADMINISTRATIVE SERVICES															
1.04	Administrative Assistant	6	8	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES															
4.01	Custodial Worker	5	38	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
7.0 HUMAN RESOURCES															
7.03	Human Resources Analyst	5	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.03	Police Officer	5	41	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.05	Police Lieutenant	5	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
OTHER COUNTIES*											
1.0 ADMINISTRATIVE SERVICES											
1.03	Administrative Secretary	5	28	NA	NA	NA	NA	NA	27,760	34,503	41,246
1.04	Administrative Assistant	10	72	44,565	47,109	38,525	45,427	49,922	35,724	44,319	52,915
1.05	Executive Assistant	8	5	NA	NA	NA	NA	NA	42,392	52,615	62,838
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	6	6	NA	NA	NA	NA	NA	32,201	40,162	48,123
2.02a	Accountant	9	16	NA	NA	NA	NA	NA	44,391	55,195	65,999
2.07b	Payroll Specialist	5	3	NA	NA	NA	NA	NA	37,521	47,128	56,735
3.0 INFORMATION TECHNOLOGY											
3.19a	Systems Administrator	5	7	NA	NA	NA	NA	NA	48,866	61,367	73,868
3.27	GIS Analyst	5	2	NA	NA	NA	NA	NA	54,439	67,268	80,098
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	6	72	NA	NA	NA	NA	NA	24,013	29,455	34,898
4.03	Building Maintenance Worker	6	18	NA	NA	NA	NA	NA	31,508	39,144	46,781
4.04	Building Maintenance Supervisor	6	6	NA	NA	NA	NA	NA	37,554	47,457	57,360
4.14	Equipment Operator	5	92	NA	NA	NA	NA	NA	34,056	41,027	47,998
4.18	Automotive Mechanic	5	14	NA	NA	NA	NA	NA	NA	NA	NA
5.0 ENGINEERING / PRODUCTION											
5.03	Engineering Technician	5	6	NA	NA	NA	NA	NA	NA	NA	NA
5.05	Civil Engineer	6	2	NA	NA	NA	NA	NA	61,717	76,671	91,626
5.30	Planner (Journey)	5	3	NA	NA	NA	NA	NA	NA	NA	NA
6.0 HEALTHCARE											
6.07c	Registered Nurse - Clinic	6	25	71,872	63,088	58,406	61,999	90,275	55,650	72,068	88,486
7.0 HUMAN RESOURCES											
7.02	Human Resources Assistant	7	4	NA	NA	NA	NA	NA	36,619	45,508	54,397
9.0 LIBRARY											
9.03	Librarian	5	12	NA	NA	NA	NA	NA	45,150	56,945	68,741

+ Data excludes: Coconino, Maricopa, Pima, and Pinal Counties

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
OTHER COUNTIES+											
10.0 PROCUREMENT / WAREHOUSE											
10.05a	Buyer	6	18	NA	NA	NA	NA	NA	42,841	53,913	64,984
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.03	Police Officer	7	135	NA	NA	NA	NA	NA	45,409	55,787	66,166
12.04	Police Sergeant	6	16	NA	NA	NA	NA	NA	57,310	70,562	83,814
12.05	Police Lieutenant	7	9	NA	NA	NA	NA	NA	68,376	83,591	98,805
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	5	35	NA	NA	NA	NA	NA	NA	NA	NA
13.04	Customer Service Representative - Sr	5	19	NA	NA	NA	NA	NA	NA	NA	NA
14.0 COMMUNICATIONS											
14.01	Public Information Officer	6	3	NA	NA	NA	NA	NA	50,869	63,968	77,068

+ Data excludes: Coconino, Maricopa, Pima, and Pinal Counties

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE		#	%		SIMPLE \$	MEAN %	WGTD \$	MEAN %
OTHER COUNTIES*																
1.0 ADMINISTRATIVE SERVICES																
1.03	Administrative Secretary	5	28	NA	NA	NA	NA	NA	1	25%	57%	NA	NA	NA	NA	
1.04	Administrative Assistant	10	72	45,678	49,163	38,525	45,427	52,413	2	29%	47%	NA	NA	NA	NA	
1.05	Executive Assistant	8	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
2.0 ACCOUNTING / FINANCE																
2.01	Accounting Clerk	6	6	NA	NA	NA	NA	NA	1	25%	17%	NA	NA	NA	NA	
2.02a	Accountant	9	16	NA	NA	NA	NA	NA	1	25%	44%	NA	NA	NA	NA	
2.07b	Payroll Specialist	5	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
3.0 INFORMATION TECHNOLOGY																
3.19a	Systems Administrator	5	7	NA	NA	NA	NA	NA	1	33%	14%	NA	NA	NA	NA	
3.27	GIS Analyst	5	2	NA	NA	NA	NA	NA	1	50%	50%	NA	NA	NA	NA	
4.0 OPERATIONS / MAINTENANCE / FACILITIES																
4.01	Custodial Worker	6	72	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
4.03	Building Maintenance Worker	6	18	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
4.04	Building Maintenance Supervisor	6	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
4.14	Equipment Operator	5	92	NA	NA	NA	NA	NA	1	NA	NA	NA	NA	NA	NA	
4.18	Automotive Mechanic	5	14	NA	NA	NA	NA	NA	1	33%	79%	NA	NA	NA	NA	
5.0 ENGINEERING / PRODUCTION																
5.03	Engineering Technician	5	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
5.05	Civil Engineer	6	2	NA	NA	NA	NA	NA	1	50%	50%	NA	NA	NA	NA	
5.30	Planner (Journey)	5	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	
6.0 HEALTHCARE																
6.07c	Registered Nurse - Clinic	6	25	75,349	63,784	58,406	61,999	98,967	2	40%	8%	NA	NA	NA	NA	
7.0 HUMAN RESOURCES																
7.02	Human Resources Assistant	7	4	NA	NA	NA	NA	NA	2	50%	50%	NA	NA	NA	NA	
9.0 LIBRARY																
9.03	Librarian	5	12	NA	NA	NA	NA	NA	1	33%	8%	NA	NA	NA	NA	

+ Data excludes: Coconino, Maricopa, Pima, and Pinal Counties

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY GEOGRAPHIC AREA BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH 50TH PERCENTILE	75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN				#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
OTHER COUNTIES*															
10.0 PROCUREMENT / WAREHOUSE															
10.05a	Buyer	6	18	NA	NA	NA	NA	NA	2	67%	94%	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.03	Police Officer	7	135	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.04	Police Sergeant	6	16	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.05	Police Lieutenant	7	9	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
13.0 CUSTOMER SERVICE / MARKETING / SALES															
13.03	Customer Service Representative	5	35	NA	NA	NA	NA	NA	1	33%	11%	NA	NA	NA	NA
13.04	Customer Service Representative - Senior	5	19	NA	NA	NA	NA	NA	1	25%	37%	NA	NA	NA	NA
14.0 COMMUNICATIONS															
14.01	Public Information Officer	6	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

+ Data excludes: Coconino, Maricopa, Pima, and Pinal Counties

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
EDUCATION											
1.0 ADMINISTRATIVE SERVICES											
1.01	Office Assistant	6	52	28,499	29,982	25,989	28,895	30,812	24,978	30,495	36,012
1.02	Office Assistant - Senior	6	147	33,605	41,492	28,342	31,153	40,095	28,274	34,712	41,150
1.03	Administrative Secretary	5	88	41,783	41,855	32,060	38,802	52,997	34,322	43,371	52,421
1.04	Administrative Assistant	5	483	42,375	40,761	38,992	41,809	46,041	35,815	45,216	54,617
1.05	Executive Assistant	6	61	65,840	57,891	53,743	60,281	75,803	52,532	65,963	79,395
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	8	70	41,123	42,744	35,875	36,795	42,664	34,388	42,735	51,082
2.02b	Accountant - Senior	5	42	60,841	52,799	49,598	64,018	70,497	47,546	60,191	72,836
2.07b	Payroll Specialist	5	13	NA	NA	NA	NA	NA	35,841	44,740	53,640
3.0 INFORMATION TECHNOLOGY											
3.22	Web Developer	5	7	59,730	58,637	46,212	55,904	75,160	51,731	65,716	79,700
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	7	430	28,118	27,217	25,510	27,048	30,464	24,022	28,885	33,748
4.02	Custodial Supervisor	6	26	39,569	39,303	36,659	38,600	42,964	30,329	37,708	45,087
4.03	Building Maintenance Worker	8	121	38,523	37,262	36,116	38,131	41,700	31,979	39,801	47,624
4.04	Building Maintenance Supervisor	5	21	50,414	54,120	44,094	49,808	57,037	NA	NA	NA
4.21	Groundskeeper	6	82	33,491	32,092	29,010	35,317	37,059	27,099	33,757	40,415
4.22	Grounds Supervisor	5	12	NA	NA	NA	NA	NA	37,873	47,274	56,675
7.0 HUMAN RESOURCES											
7.02	Human Resources Assistant	5	20	38,039	39,490	35,406	39,261	40,061	31,578	39,541	47,503
10.0 PROCUREMENT / WAREHOUSE											
10.03	Material Handler	5	47	NA	NA	NA	NA	NA	27,068	33,524	39,980
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.03	Police Officer	6	109	51,910	56,218	47,164	50,478	56,583	43,691	56,170	68,649
12.04	Police Sergeant	6	32	70,597	73,843	61,365	74,958	77,649	53,816	68,308	82,801

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR		TOTAL CASH	
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		\$	%	\$	%
EDUCATION															
1.0 ADMINISTRATIVE SERVICES															
1.01	Office Assistant	6	52	28,499	29,982	25,989	28,895	30,812	NA	NA	NA	NA	NA	NA	NA
1.02	Office Assistant - Senior	6	147	33,605	41,492	28,342	31,153	40,095	NA	NA	NA	NA	NA	NA	NA
1.03	Administrative Secretary	5	88	41,783	41,855	32,060	38,802	52,997	NA	NA	NA	NA	NA	NA	NA
1.04	Administrative Assistant	5	483	42,375	40,761	38,992	41,809	46,041	NA	NA	NA	NA	NA	NA	NA
1.05	Executive Assistant	6	61	65,840	57,891	53,743	60,281	75,803	NA	NA	NA	NA	NA	NA	NA
2.0 ACCOUNTING / FINANCE															
2.01	Accounting Clerk	8	70	41,123	42,744	35,875	36,795	42,664	NA	NA	NA	NA	NA	NA	NA
2.02b	Accountant - Senior	5	42	60,841	52,799	49,598	64,018	70,497	NA	NA	NA	NA	NA	NA	NA
2.07b	Payroll Specialist	5	13	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.0 INFORMATION TECHNOLOGY															
3.22	Web Developer	5	7	59,730	58,637	46,212	55,904	75,160	NA	NA	NA	NA	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES															
4.01	Custodial Worker	7	430	28,118	27,217	25,510	27,048	30,464	NA	NA	NA	NA	NA	NA	NA
4.02	Custodial Supervisor	6	26	39,569	39,303	36,659	38,600	42,964	NA	NA	NA	NA	NA	NA	NA
4.03	Building Maintenance Worker	8	121	38,523	37,262	36,116	38,131	41,700	NA	NA	NA	NA	NA	NA	NA
4.04	Building Maintenance Supervisor	5	21	50,414	54,120	44,094	49,808	57,037	NA	NA	NA	NA	NA	NA	NA
4.21	Groundskeeper	6	82	33,491	32,092	29,010	35,317	37,059	NA	NA	NA	NA	NA	NA	NA
4.22	Grounds Supervisor	5	12	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
7.0 HUMAN RESOURCES															
7.02	Human Resources Assistant	5	20	38,039	39,490	35,406	39,261	40,061	NA	NA	NA	NA	NA	NA	NA
10.0 PROCUREMENT / WAREHOUSE															
10.03	Material Handler	5	47	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.03	Police Officer	6	109	51,910	56,218	47,164	50,478	56,583	NA	NA	NA	NA	NA	NA	NA
12.04	Police Sergeant	6	32	70,597	73,843	61,365	74,958	77,649	NA	NA	NA	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY **BASE SALARIES & SALARY RANGES**

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
GOVERNMENT											
1.0 ADMINISTRATIVE SERVICES											
1.01	Office Assistant	14	81	28,490	28,642	24,577	29,263	31,795	25,505	31,702	37,900
1.02	Office Assistant - Senior	13	152	34,416	33,972	32,032	33,717	37,149	29,240	36,541	43,841
1.03	Administrative Secretary	17	197	38,127	33,037	35,135	37,926	43,154	31,312	39,484	47,656
1.04	Administrative Assistant	27	681	38,813	34,932	34,800	38,537	42,439	35,061	43,698	52,335
1.05	Executive Assistant	26	116	52,821	56,330	46,764	52,490	59,382	44,521	56,281	68,042
1.06	Clerical Supervisor	15	54	44,037	43,785	38,671	41,912	48,525	39,607	49,528	59,450
1.08	Mail Clerk	15	18	29,315	27,267	24,191	29,972	33,211	26,394	33,026	39,658
1.09	Receptionist	9	39	31,606	32,458	29,234	32,163	33,699	26,146	33,281	40,416
1.10	Dispatcher	6	24	NA	NA	NA	NA	NA	27,485	35,990	44,496
1.11	Research / Statistical Analyst	7	43	53,078	47,906	45,462	51,724	60,422	43,026	59,881	76,735
1.12	Program Planner	8	7	NA	NA	NA	NA	NA	52,970	67,064	81,158
1.13	Business Manager - Unit / Small Org	9	41	62,022	62,854	56,231	61,177	67,846	50,588	66,707	82,825
1.14	Business Manager - Large Division	6	35	NA	NA	NA	NA	NA	74,921	102,168	129,415
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	25	175	35,490	33,844	32,628	36,051	39,473	32,922	41,264	49,605
2.02a	Accountant	27	82	49,705	51,448	48,180	50,565	53,624	45,492	56,563	67,634
2.02b	Accountant - Senior	14	36	65,056	75,201	58,635	60,265	75,532	52,975	67,887	82,798
2.03	Accounting Supervisor	14	20	72,721	66,299	65,197	69,552	81,829	57,165	72,433	87,700
2.04a	Accounting Manager	17	49	82,677	83,464	73,788	80,000	93,058	69,010	86,398	103,786
2.05a	Auditor	11	11	NA	NA	NA	NA	NA	53,866	68,665	83,464
2.06a	Budget Analyst	14	13	56,827	58,405	48,626	57,759	63,460	52,578	66,402	80,226
2.07a	Payroll Clerk	6	12	35,991	35,274	33,354	36,317	38,465	32,806	41,125	49,445
2.07b	Payroll Specialist	18	13	45,903	45,058	42,279	44,034	48,826	38,138	47,341	56,544
2.08	Payroll Supervisor	10	6	66,279	66,524	61,685	67,746	70,141	54,126	67,916	81,706
2.09	Accounts Payable Supervisor	6	5	NA	NA	NA	NA	NA	47,631	60,675	73,719
2.10	Collector	13	57	39,687	37,494	34,499	38,157	46,498	35,786	44,965	54,145
2.12	Financial Analyst	7	55	55,354	56,399	51,930	55,596	58,657	47,939	62,068	76,197
2.13	Financial Analyst - Senior	7	32	NA	NA	NA	NA	NA	55,607	72,684	89,761
3.0 INFORMATION TECHNOLOGY											
3.01	Data Entry Operator	5	13	NA	NA	NA	NA	NA	23,892	31,220	38,547
3.03	Computer Operator	7	15	45,005	42,710	39,127	42,487	52,297	36,840	45,257	53,674
3.05	Computer Operations Analyst	5	6	NA	NA	NA	NA	NA	48,198	59,958	71,717
3.06	Computer Operations Manager	7	10	NA	NA	NA	NA	NA	60,414	78,097	95,780
3.08	Programmer Analyst	8	51	NA	NA	NA	NA	NA	56,126	70,777	85,428
3.09	Systems Analyst - Journey	9	59	NA	NA	NA	NA	NA	54,028	68,565	83,101
3.10	Systems Analyst - Lead	9	25	NA	NA	NA	NA	NA	61,356	78,727	96,097
3.11	Systems Programmer - Journey	6	8	NA	NA	NA	NA	NA	58,038	73,416	88,793
3.14	Help Desk Coordinator Tier I	9	28	41,205	39,522	36,349	40,280	46,525	38,543	49,253	59,964
3.16	Personal Computer Support Tech - Entry	12	50	49,808	51,214	40,373	49,962	55,296	41,783	52,384	62,985
3.17	Personal Computer Support Tech - Lead	10	34	53,615	55,388	46,831	55,603	60,932	45,544	56,616	67,687
3.18	Database Administrator	11	21	81,278	82,886	71,110	85,182	87,709	59,811	75,803	91,796

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
GOVERNMENT											
3.0 INFORMATION TECHNOLOGY (CONTINUED)											
3.19a	Systems Administrator	16	31	67,497	64,529	60,928	67,107	75,705	55,619	70,836	86,053
3.19b	Network Systems Engineer	13	26	71,175	74,024	61,849	69,896	79,876	59,420	75,822	92,224
3.20	Network Administrator	10	7	NA	NA	NA	NA	NA	59,755	75,427	91,099
3.21	Telecom Support Specialist	5	3	NA	NA	NA	NA	NA	48,444	57,753	67,061
3.22	Web Developer	6	7	NA	NA	NA	NA	NA	58,020	72,167	86,315
3.27	GIS Analyst	23	25	59,717	59,525	53,092	57,605	72,322	52,436	64,941	77,446
3.28	Business Analyst	8	77	65,206	61,555	59,087	63,056	73,356	52,619	70,280	87,942
3.29	Software Engineer	5	7	NA	NA	NA	NA	NA	51,306	69,503	87,700
3.30	Software Engineer - Senior	6	10	NA	NA	NA	NA	NA	60,248	80,687	101,125
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.01	Custodial Worker	21	153	27,264	26,837	25,033	26,556	30,149	25,535	31,336	37,137
4.02	Custodial Supervisor	14	21	42,738	36,904	34,923	41,873	48,611	35,658	44,633	53,608
4.03	Building Maintenance Worker	18	30	32,959	32,951	30,101	31,284	36,655	35,779	44,233	52,686
4.04	Building Maintenance Supervisor	14	19	60,745	61,930	45,763	66,269	72,965	47,512	59,048	70,584
4.06	Electronic Technician	5	7	NA	NA	NA	NA	NA	47,236	59,994	72,752
4.07	Electrician	11	56	44,751	42,898	40,444	44,798	49,035	41,218	50,577	59,936
4.10	Welder	8	16	NA	NA	NA	NA	NA	40,132	49,935	59,739
4.11	HVAC Technician**	10	57	44,877	44,839	39,797	44,000	50,396	41,904	52,399	62,895
4.12	Trades Helper	6	43	NA	NA	NA	NA	NA	30,932	38,402	45,873
4.13	Laborer	6	30	NA	NA	NA	NA	NA	23,920	29,107	34,294
4.14	Equipment Operator	14	128	38,424	40,111	34,090	40,195	41,874	32,895	41,346	49,797
4.15a	Equipment Shop Supervisor	9	5	NA	NA	NA	NA	NA	48,096	60,531	72,966
4.15b	Fleet Manager	8	6	71,171	70,549	50,751	67,436	93,460	52,007	67,461	82,915
4.16	Heavy Equipment Operator	17	128	40,809	40,833	35,837	40,195	46,088	36,624	45,391	54,157
4.17	Automotive Service Worker	9	4	NA	NA	NA	NA	NA	32,963	40,056	47,149
4.18	Automotive Mechanic	11	41	45,553	43,980	40,220	46,280	50,522	37,353	45,963	54,573
4.19	Heavy Equipment Mechanic	18	26	NA	NA	NA	NA	NA	41,048	49,544	58,039
4.20	Locksmith / Security Specialist	5	16	NA	NA	NA	NA	NA	34,842	43,361	51,881
4.21	Groundskeeper	19	98	31,722	29,648	26,868	30,355	37,259	28,356	34,953	41,550
4.22	Grounds Supervisor	10	21	NA	NA	NA	NA	NA	41,303	51,578	61,854
4.24	Driver	6	18	NA	NA	NA	NA	NA	24,643	30,425	36,206
4.25	Physical Plant Director	8	7	75,525	70,274	56,945	86,029	88,854	57,792	73,440	89,088
4.26	Construction Projects Coordinator	9	9	66,560	64,397	58,227	61,714	77,317	58,392	72,093	85,795
4.28	Environmental Health / Safety Specialist	7	5	NA	NA	NA	NA	NA	49,984	63,780	77,575

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY **BASE SALARIES & SALARY RANGES**

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
GOVERNMENT											
5.0 ENGINEERING / PRODUCTION											
5.01	Drafting Technician	5	2	NA	NA	NA	NA	NA	33,934	43,396	52,857
5.03	Engineering Technician	14	19	45,970	48,711	39,055	47,070	52,336	39,529	48,948	58,368
5.04	Engineering Technician - Senior	11	21	NA	NA	NA	NA	NA	45,141	56,544	67,947
5.05	Civil Engineer	18	33	72,604	71,726	63,803	65,039	85,189	59,931	75,304	90,676
5.06	Civil Engineer - Senior	18	11	NA	NA	NA	NA	NA	71,022	88,495	105,969
5.25	Survey Party Chief	6	7	NA	NA	NA	NA	NA	49,297	60,937	72,578
5.26	Roadway Maintenance Technician	7	33	NA	NA	NA	NA	NA	32,541	39,072	45,604
5.30	Planner (Journey)	19	25	61,273	61,056	49,365	63,605	72,015	53,353	67,195	81,036
6.0 HEALTHCARE											
6.01a	Laboratory Technician	5	12	NA	NA	NA	NA	NA	39,381	50,082	60,784
6.05	Nurse Practitioner	5	16	NA	NA	NA	NA	NA	70,860	88,912	106,964
6.07c	Registered Nurse - Clinic	5	55	NA	NA	NA	NA	NA	49,811	66,770	83,729
6.14	Social Worker - Bachelor's	5	8	NA	NA	NA	NA	NA	42,273	55,835	69,398
7.0 HUMAN RESOURCES											
7.01a	Trainer	6	30	52,662	53,098	48,712	53,158	54,956	43,239	58,188	73,137
7.02	Human Resources Assistant	17	14	37,033	36,776	30,806	36,283	43,280	35,868	44,352	52,835
7.03	Human Resources Analyst	18	30	56,854	55,364	51,389	56,430	61,927	51,033	63,153	75,273
7.04	Human Resources Generalist	7	2	NA	NA	NA	NA	NA	47,738	59,385	71,032
7.07d	Benefits Manager	6	2	NA	NA	NA	NA	NA	73,248	91,008	108,768
7.08	Human Resources Manager	22	50	73,448	72,791	66,655	69,854	83,473	74,853	94,028	113,203
7.09	Human Resources Director	19	8	120,688	120,688	113,822	121,335	129,397	98,583	125,847	153,110
7.14	Recruiter	5	7	NA	NA	NA	NA	NA	41,202	52,728	64,253
8.0 LEGAL / COURT											
8.01	Legal Secretary	19	56	40,895	37,591	33,422	39,297	47,755	35,107	43,803	52,498
8.02	Paralegal	19	42	45,601	46,192	43,316	45,799	47,715	40,393	51,097	61,802
8.03a	Attorney	16	65	76,262	80,372	69,295	79,777	84,157	72,216	93,719	115,222
8.03b	Attorney - Senior	6	59	97,175	94,018	88,594	97,463	105,612	73,039	102,285	131,532
8.04	Judicial Administrative Assistant	9	51	46,872	45,526	40,691	48,560	52,209	43,281	54,322	65,363
8.05	Bailiff	10	8	33,395	32,865	29,684	30,914	38,347	30,310	37,705	45,100
8.06	Court Interpreter	10	35	NA	NA	NA	NA	NA	42,375	52,073	61,771
8.07	Court Reporter	5	88	NA	NA	NA	NA	NA	50,124	63,019	75,914
8.08	Courtroom Clerk (Bench Specific)	12	244	NA	NA	NA	NA	NA	33,639	41,779	49,920
8.09	Courtroom Clerk, Senior (Multiple Bench)	9	106	NA	NA	NA	NA	NA	35,618	44,071	52,525
8.10	Probation Officer	9	162	51,657	50,228	45,956	51,345	57,894	43,855	54,848	65,840
8.11	Surveillance Officer	8	31	45,301	45,141	40,089	48,377	48,976	36,676	44,848	53,020
8.12	Juvenile Detention Officer	6	267	NA	NA	NA	NA	NA	40,439	48,978	57,517
8.13	Detention Officer	12	1753	NA	NA	NA	NA	NA	36,865	45,162	53,459
8.17	Counselor / Mediator	7	12	58,135	56,631	45,933	63,533	67,639	47,620	62,525	77,429
8.20	Probation Supervisor	6	184	NA	NA	NA	NA	NA	53,428	66,620	79,813

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
GOVERNMENT											
9.0 LIBRARY											
9.01	Library Specialist	10	22	NA	NA	NA	NA	NA	32,029	40,120	48,211
9.03	Librarian	17	28	51,467	50,674	44,733	53,747	57,062	47,024	57,873	68,723
10.0 PURCHASING / WAREHOUSE											
10.01	Stock Clerk	7	9	NA	NA	NA	NA	NA	28,739	35,315	41,891
10.02	Stores Supervisor	6	5	NA	NA	NA	NA	NA	38,135	48,227	58,318
10.05a	Buyer	16	22	44,126	35,423	37,482	45,504	50,082	42,717	53,296	63,875
10.05b	Buyer - Senior	6	14	NA	NA	NA	NA	NA	41,915	55,728	69,542
10.07	Purchasing Manager	13	8	74,991	76,643	63,098	79,707	85,497	64,770	81,051	97,332
11.0 FOOD SERVICE / HOSPITALITY											
11.01	Cook	8	32	NA	NA	NA	NA	NA	27,370	33,997	40,625
11.03	Food Service Supervisor	6	12	43,056	38,158	32,807	40,332	54,667	33,690	42,894	52,097
11.11	Recreation Assistant	5	100	NA	NA	NA	NA	NA	26,194	31,552	36,909
11.12	Recreation Program Coordinator	6	39	NA	NA	NA	NA	NA	40,866	50,918	60,969
11.13	Recreation Supervisor	5	11	NA	NA	NA	NA	NA	57,292	72,727	88,161
12.0 POLICE / FIRE / PROTECTION SERVICES											
12.01	Criminal Investigator	12	30	59,941	61,188	50,791	61,359	66,571	44,896	56,019	67,143
12.03	Police Officer	29	1078	55,896	57,953	52,719	54,374	60,802	50,388	61,333	72,278
12.04	Police Sergeant	26	121	75,219	78,827	67,792	76,590	81,728	69,259	80,312	91,366
12.05	Police Lieutenant	27	52	88,065	90,236	82,175	83,981	100,339	85,253	99,277	113,301
12.07	Firefighter	18	120	NA	NA	NA	NA	NA	16.63	20.14	23.66
12.08	Fire Engineer	12	144	NA	NA	NA	NA	NA	58,365	65,482	72,599
12.10	Fire Captain	16	12	NA	NA	NA	NA	NA	67,685	77,949	88,213
12.11a	Police Chief	5	5	NA	NA	NA	NA	NA	108,550	144,086	179,622
12.11b	Emergency Dispatcher	12	49	39,774	41,876	35,352	39,725	44,220	37,307	45,787	54,267
12.12	Fire Inspector	12	26	NA	NA	NA	NA	NA	51,824	62,679	73,533
12.14	Criminalist	6	4	NA	NA	NA	NA	NA	46,860	58,508	70,157
12.15	Polygraph Examiner	7	5	NA	NA	NA	NA	NA	55,335	67,519	79,704
12.16	Property / Evidence Clerk	18	10	38,406	39,139	35,581	38,483	41,192	35,587	43,575	51,564
12.17	Police Records Clerk	19	75	35,617	30,445	27,878	34,686	45,759	32,648	40,371	48,093
12.18	Safety Officer	10	16	65,324	60,776	49,008	59,467	77,835	55,374	69,072	82,769
12.19b	Security Guard - Armed	6	31	38,026	35,611	33,819	35,381	43,557	31,601	42,683	53,764
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	17	259	31,973	31,553	28,407	32,469	33,436	31,212	39,336	47,459
13.04	Customer Service Representative - Sr	7	84	NA	NA	NA	NA	NA	33,525	42,880	52,234
13.07	Customer Service Supervisor	8	27	NA	NA	NA	NA	NA	52,172	66,332	80,493
13.09b	Special Events Coordinator	5	1	NA	NA	NA	NA	NA	51,463	63,841	76,219
13.15	Grants Writer	5	2	NA	NA	NA	NA	NA	50,257	62,925	75,592

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
GOVERNMENT											
14.0 COMMUNICATIONS											
14.01	Public Information Officer	20	21	69,252	61,045	54,570	61,378	87,152	52,848	67,312	81,775
14.03	Video Production Specialist	7	6	NA	NA	NA	NA	NA	45,792	57,291	68,791
14.04	Graphic Artist	9	14	44,556	43,607	40,526	45,000	48,365	38,829	48,942	59,056
15.0 MISCELLANEOUS											
15.03	Volunteer Coordinator	8	6	NA	NA	NA	NA	NA	43,492	55,040	66,589
16.0 PROJECT MANAGEMENT											
16.01	Project Analyst / Coordinator	5	11	64,129	58,382	45,259	52,339	88,893	49,763	66,928	84,093
16.02	Project Manager I	5	42	NA	NA	NA	NA	NA	51,623	69,659	87,695
16.03	Project Manager II	5	51	82,085	80,090	78,012	79,666	87,368	69,041	90,335	111,629

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	WGTD MEAN %	\$	%
GOVERNMENT															
1.0 ADMINISTRATIVE SERVICES															
1.01	Office Assistant	14	81	28,490	28,642	24,577	29,263	31,795	NA	NA	NA	NA	NA	NA	NA
1.02	Office Assistant - Senior	13	152	34,416	33,972	32,032	33,717	37,149	NA	NA	NA	NA	NA	NA	NA
1.03	Administrative Secretary	17	197	38,127	33,037	35,135	37,926	43,154	NA	NA	NA	NA	NA	NA	NA
1.04	Administrative Assistant	27	681	38,813	34,932	34,800	38,537	42,439	NA	NA	NA	NA	NA	NA	NA
1.05	Executive Assistant	26	116	52,847	56,332	46,764	52,490	59,445	1	10%	1%	NA	NA	NA	NA
1.06	Clerical Supervisor	15	54	44,037	43,785	38,671	41,912	48,525	NA	NA	NA	NA	NA	NA	NA
1.08	Mail Clerk	15	18	29,315	27,267	24,191	29,972	33,211	NA	NA	NA	NA	NA	NA	NA
1.09	Receptionist	9	39	31,606	32,458	29,234	32,163	33,699	NA	NA	NA	NA	NA	NA	NA
1.10	Dispatcher	6	24	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
1.11	Research / Statistical Analyst	7	43	53,111	47,938	45,462	51,824	60,422	1	17%	2%	NA	NA	NA	NA
1.12	Program Planner	8	7	NA	NA	NA	NA	NA	1	25%	14%	NA	NA	NA	NA
1.13	Business Manager - Unit / Small Org	9	41	62,048	62,881	56,231	61,255	67,846	1	17%	12%	NA	NA	NA	NA
1.14	Business Manager - Large Division	6	35	NA	NA	NA	NA	NA	1	25%	3%	NA	NA	NA	NA
2.0 ACCOUNTING / FINANCE															
2.01	Accounting Clerk	25	175	35,490	33,845	32,628	36,051	39,473	1	9%	1%	NA	NA	NA	NA
2.02a	Accountant	27	82	49,705	51,448	48,180	50,565	53,624	NA	NA	NA	NA	NA	NA	NA
2.02b	Accountant - Senior	14	36	65,056	75,201	58,635	60,265	75,532	NA	NA	NA	NA	NA	NA	NA
2.03	Accounting Supervisor	14	20	72,721	66,299	65,197	69,552	81,829	NA	NA	NA	NA	NA	NA	NA
2.04a	Accounting Manager	17	49	82,677	83,464	73,788	80,000	93,058	NA	NA	NA	NA	NA	NA	NA
2.05a	Auditor	11	11	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
2.06a	Budget Analyst	14	13	57,027	58,497	48,626	57,759	63,759	1	17%	8%	NA	NA	NA	NA
2.07a	Payroll Clerk	6	12	35,991	35,274	33,354	36,317	38,465	NA	NA	NA	NA	NA	NA	NA
2.07b	Payroll Specialist	18	13	45,903	45,058	42,279	44,034	48,826	NA	NA	NA	NA	NA	NA	NA
2.08	Payroll Supervisor	10	6	66,279	66,524	61,685	67,746	70,141	NA	NA	NA	NA	NA	NA	NA
2.09	Accounts Payable Supervisor	6	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
2.10	Collector	13	57	39,687	37,494	34,499	38,157	46,498	NA	NA	NA	NA	NA	NA	NA
2.12	Financial Analyst	7	55	55,354	56,399	51,930	55,596	58,657	NA	NA	NA	NA	NA	NA	NA
2.13	Financial Analyst - Senior	7	32	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.0 INFORMATION TECHNOLOGY															
3.01	Data Entry Operator	5	13	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.03	Computer Operator	7	15	45,005	42,710	39,127	42,487	52,297	NA	NA	NA	NA	NA	NA	NA
3.05	Computer Operations Analyst	5	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.06	Computer Operations Manager	7	10	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.08	Programmer Analyst	8	51	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.09	Systems Analyst - Journey	9	59	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.10	Systems Analyst - Lead	9	25	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.11	Systems Programmer - Journey	6	8	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.14	Help Desk Coordinator Tier I	9	28	41,205	39,522	36,349	40,280	46,525	NA	NA	NA	NA	NA	NA	NA
3.16	Personal Computer Support Tech - Entry	12	50	49,808	51,214	40,373	49,962	55,296	NA	NA	NA	NA	NA	NA	NA
3.17	Personal Computer Support Tech - Lead	10	34	53,615	55,388	46,831	55,603	60,932	NA	NA	NA	NA	NA	NA	NA
3.18	Database Administrator	11	21	81,328	82,914	71,110	85,182	87,784	1	17%	10%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
GOVERNMENT															
3.0 INFORMATION TECHNOLOGY (CONTINUED)															
3.19a	Systems Administrator	16	31	67,505	64,532	60,928	67,107	75,718	1	17%	3%	NA	NA	NA	NA
3.19b	Network Systems Engineer	13	26	71,203	74,072	61,849	69,896	79,876	1	11%	19%	NA	NA	NA	NA
3.20	Network Administrator	10	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.21	Telecom Support Specialist	5	3	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.22	Web Developer	6	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.27	GIS Analyst	23	25	59,717	59,525	53,092	57,605	72,322	NA	NA	NA	NA	NA	NA	NA
3.28	Business Analyst	8	77	65,210	61,556	59,087	63,056	73,361	1	17%	1%	NA	NA	NA	NA
3.29	Software Engineer	5	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.30	Software Engineer - Senior	6	10	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES															
4.01	Custodial Worker	21	153	27,264	26,837	25,033	26,556	30,149	NA	NA	NA	NA	NA	NA	NA
4.02	Custodial Supervisor	14	21	42,738	36,904	34,923	41,873	48,611	NA	NA	NA	NA	NA	NA	NA
4.03	Building Maintenance Worker	18	30	32,959	32,951	30,101	31,284	36,655	NA	NA	NA	NA	NA	NA	NA
4.04	Building Maintenance Supervisor	14	19	60,745	61,930	45,763	66,269	72,965	NA	NA	NA	NA	NA	NA	NA
4.06	Electronic Technician	5	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.07	Electrician	11	56	44,751	42,898	40,444	44,798	49,035	NA	NA	NA	NA	NA	NA	NA
4.10	Welder	8	16	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.11	HVAC Technician**	10	57	44,877	44,839	39,797	44,000	50,396	NA	NA	NA	NA	NA	NA	NA
4.12	Trades Helper	6	43	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.13	Laborer	6	30	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.14	Equipment Operator	14	128	38,424	40,111	34,090	40,195	41,874	NA	NA	NA	NA	NA	NA	NA
4.15a	Equipment Shop Supervisor	9	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.15b	Fleet Manager	8	6	71,171	70,549	50,751	67,436	93,460	NA	NA	NA	NA	NA	NA	NA
4.16	Heavy Equipment Operator	17	128	40,809	40,833	35,837	40,195	46,088	NA	NA	NA	NA	NA	NA	NA
4.17	Automotive Service Worker	9	4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.18	Automotive Mechanic	11	41	45,553	43,980	40,220	46,280	50,522	NA	NA	NA	NA	NA	NA	NA
4.19	Heavy Equipment Mechanic	18	26	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.20	Locksmith / Security Specialist	5	16	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.21	Groundskeeper	19	98	31,722	29,648	26,868	30,355	37,259	NA	NA	NA	NA	NA	NA	NA
4.22	Grounds Supervisor	10	21	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.24	Driver	6	18	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.25	Physical Plant Director	8	7	75,525	70,274	56,945	86,029	88,854	NA	NA	NA	NA	NA	NA	NA
4.26	Construction Projects Coordinator	9	9	66,560	64,397	58,227	61,714	77,317	NA	NA	NA	NA	NA	NA	NA
4.28	Environmental Health / Safety Specialist	7	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	WGTD MEAN %		
GOVERNMENT															
5.0 ENGINEERING / PRODUCTION															
5.01	Drafting Technician	5	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
5.03	Engineering Technician	14	19	45,970	48,711	39,055	47,070	52,336	NA	NA	NA	NA	NA	NA	NA
5.04	Engineering Technician - Senior	11	21	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
5.05	Civil Engineer	18	33	72,604	71,726	63,803	65,039	85,189	NA	NA	NA	NA	NA	NA	NA
5.06	Civil Engineer - Senior	18	11	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
5.25	Survey Party Chief	6	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
5.26	Roadway Maintenance Technician	7	33	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
5.30	Planner (Journey)	19	25	61,273	61,056	49,365	63,605	72,015	NA	NA	NA	NA	NA	NA	NA
6.0 HEALTHCARE															
6.01a	Laboratory Technician	5	12	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
6.05	Nurse Practitioner	5	16	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
6.07c	Registered Nurse - Clinic	5	55	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
6.14	Social Worker - Bachelor's	5	8	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
7.0 HUMAN RESOURCES															
7.01a	Trainer	6	30	52,884	53,231	48,712	53,158	55,289	1	17%	10%	NA	NA	NA	NA
7.02	Human Resources Assistant	17	14	37,033	36,776	30,806	36,283	43,280	NA	NA	NA	NA	NA	NA	NA
7.03	Human Resources Analyst	18	30	56,854	55,364	51,389	56,430	61,927	NA	NA	NA	NA	NA	NA	NA
7.04	Human Resources Generalist	7	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
7.07d	Benefits Manager	6	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
7.08	Human Resources Manager	22	50	73,448	72,791	66,655	69,854	83,473	NA	NA	NA	NA	NA	NA	NA
7.09	Human Resources Director	19	8	120,688	120,688	113,822	121,335	129,397	NA	NA	NA	NA	NA	NA	NA
7.14	Recruiter	5	7	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.0 LEGAL / COURT															
8.01	Legal Secretary	19	56	40,895	37,591	33,422	39,297	47,755	NA	NA	NA	NA	NA	NA	NA
8.02	Paralegal	19	42	45,601	46,192	43,316	45,799	47,715	NA	NA	NA	NA	NA	NA	NA
8.03a	Attorney	16	65	76,262	80,372	69,295	79,777	84,157	NA	NA	NA	NA	NA	NA	NA
8.03b	Attorney - Senior	6	59	97,175	94,018	88,594	97,463	105,612	NA	NA	NA	NA	NA	NA	NA
8.04	Judicial Administrative Assistant	9	51	46,872	45,526	40,691	48,560	52,209	NA	NA	NA	NA	NA	NA	NA
8.05	Bailiff	10	8	33,395	32,865	29,684	30,914	38,347	NA	NA	NA	NA	NA	NA	NA
8.06	Court Interpreter	10	35	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.07	Court Reporter	5	88	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.08	Courtroom Clerk (Bench Specific)	12	244	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.09	Courtroom Clerk, Senior (Multiple Bench)	9	106	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.10	Probation Officer	9	162	51,657	50,228	45,956	51,345	57,894	NA	NA	NA	NA	NA	NA	NA
8.11	Surveillance Officer	8	31	45,301	45,141	40,089	48,377	48,976	NA	NA	NA	NA	NA	NA	NA
8.12	Juvenile Detention Officer	6	267	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.13	Detention Officer	12	1753	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.17	Counselor / Mediator	7	12	58,135	56,631	45,933	63,533	67,639	NA	NA	NA	NA	NA	NA	NA
8.20	Probation Supervisor	6	184	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE \$	MEAN %	WGTD \$	MEAN %
GOVERNMENT															
9.0 LIBRARY															
9.01	Library Specialist	10	22	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
9.03	Librarian	17	28	51,467	50,674	44,733	53,747	57,062	NA	NA	NA	NA	NA	NA	NA
10.0 PURCHASING / WAREHOUSE															
10.01	Stock Clerk	7	9	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
10.02	Stores Supervisor	6	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
10.05a	Buyer	16	22	44,126	35,423	37,482	45,504	50,082	NA	NA	NA	NA	NA	NA	NA
10.05b	Buyer - Senior	6	14	NA	NA	NA	NA	NA	1	25%	7%	NA	NA	NA	NA
10.07	Purchasing Manager	13	8	74,991	76,643	63,098	79,707	85,497	NA	NA	NA	NA	NA	NA	NA
11.0 FOOD SERVICE / HOSPITALITY															
11.01	Cook	8	32	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
11.03	Food Service Supervisor	6	12	43,056	38,158	32,807	40,332	54,667	NA	NA	NA	NA	NA	NA	NA
11.11	Recreation Assistant	5	100	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
11.12	Recreation Program Coordinator	6	39	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
11.13	Recreation Supervisor	5	11	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.0 POLICE / FIRE / PROTECTION SERVICES															
12.01	Criminal Investigator	12	30	59,941	61,188	50,791	61,359	66,571	NA	NA	NA	NA	NA	NA	NA
12.03	Police Officer	29	1078	55,896	57,953	52,719	54,374	60,802	NA	NA	NA	NA	NA	NA	NA
12.04	Police Sergeant	26	121	75,219	78,827	67,792	76,590	81,728	NA	NA	NA	NA	NA	NA	NA
12.05	Police Lieutenant	27	52	88,065	90,236	82,175	83,981	100,339	NA	NA	NA	NA	NA	NA	NA
12.07	Firefighter	18	120	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.08	Fire Engineer	12	144	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.10	Fire Captain	16	12	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.11a	Police Chief	5	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.11b	Emergency Dispatcher	12	49	39,774	41,876	35,352	39,725	44,220	NA	NA	NA	NA	NA	NA	NA
12.12	Fire Inspector	12	26	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.14	Criminalist	6	4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.15	Polygraph Examiner	7	5	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
12.16	Property / Evidence Clerk	18	10	38,406	39,139	35,581	38,483	41,192	NA	NA	NA	NA	NA	NA	NA
12.17	Police Records Clerk	19	75	35,617	30,445	27,878	34,686	45,759	NA	NA	NA	NA	NA	NA	NA
12.18	Safety Officer	10	16	65,324	60,776	49,008	59,467	77,835	NA	NA	NA	NA	NA	NA	NA
12.19b	Security Guard - Armed	6	31	38,026	35,611	33,819	35,381	43,557	NA	NA	NA	NA	NA	NA	NA
13.0 CUSTOMER SERVICE / MARKETING / SALES															
13.03	Customer Service Representative	17	259	32,007	31,587	28,407	32,469	33,436	1	14%	8%	NA	NA	NA	NA
13.04	Customer Service Representative - Senior	7	84	NA	NA	NA	NA	NA	1	33%	7%	NA	NA	NA	NA
13.07	Customer Service Supervisor	8	27	NA	NA	NA	NA	NA	1	33%	15%	NA	NA	NA	NA
13.09b	Special Events Coordinator	5	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
13.15	Grants Writer	5	2	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		TOTAL CASH			FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	WGTD MEAN %	\$	%
GOVERNMENT															
14.0 COMMUNICATIONS															
14.01	Public Information Officer	20	21	69,252	61,045	54,570	61,378	87,152	NA	NA	NA	NA	NA	NA	NA
14.03	Video Production Specialist	7	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
14.04	Graphic Artist	9	14	44,576	43,614	40,526	45,099	48,365	1	20%	7%	NA	NA	NA	NA
15.0 MISCELLANEOUS															
15.03	Volunteer Coordinator	8	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
16.0 PROJECT MANAGEMENT															
16.01	Project Analyst / Coordinator	5	11	64,129	58,382	45,259	52,339	88,893	NA	NA	NA	NA	NA	NA	NA
16.02	Project Manager I	5	42	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
16.03	Project Manager II	5	51	82,108	80,099	78,012	79,666	87,425	1	20%	4%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		MEDIAN			ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	AVG MIN	AVG MIDPT	AVG MAX
HEALTHCARE											
2.0 ACCOUNTING / FINANCE											
2.07b	Payroll Specialist	5	5	40,228	40,228	31,637	39,795	49,036	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		TOTAL CASH			FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
HEALTHCARE															
2.0 ACCOUNTING / FINANCE															
2.07b	Payroll Specialist	5	5	41,348	41,348	31,637	39,795	51,837	1	20%	20%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
MANUFACTURING / TECHNOLOGY											
1.0 ADMINISTRATIVE SERVICES											
1.05	Executive Assistant	6	88	54,292	59,270	43,666	57,293	63,886	40,071	53,338	66,605
2.0 ACCOUNTING / FINANCE											
2.04b	Controller (not CFO)	5	10	137,096	160,916	105,008	125,000	175,232	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.03	Building Maintenance Worker	5	9	54,740	54,482	49,532	53,040	60,799	38,194	49,820	61,446
5.0 ENGINEERING / PRODUCTION											
5.04	Engineering Technician - Senior	5	18	65,522	66,710	56,944	65,390	74,165	NA	NA	NA
5.12	Manufacturing Engineer - Senior	6	8	103,793	106,863	87,310	102,179	124,489	NA	NA	NA
5.13b	Mechanical Engineer - Senior	6	22	99,609	101,395	87,302	97,367	113,750	NA	NA	NA
5.14	Machinist	5	48	55,813	52,697	47,861	54,538	64,402	NA	NA	NA
5.21	Assembler - Senior	6	48	35,937	37,126	31,800	33,830	39,264	27,866	36,197	44,527
5.23c	Quality Assurance Engineer	7	16	68,445	74,062	55,000	63,333	79,454	NA	NA	NA
5.23e	Quality Manager	5	5	98,180	98,180	82,590	102,255	111,732	NA	NA	NA
5.24	Production Planner / Scheduler	6	21	58,194	64,855	41,892	61,547	71,376	NA	NA	NA
7.0 HUMAN RESOURCES											
7.08	Human Resources Manager	6	11	103,596	120,577	80,625	105,352	123,301	NA	NA	NA
10.0 PURCHASING / WAREHOUSE											
10.01	Stock Clerk	5	28	35,223	37,095	27,632	36,816	42,018	NA	NA	NA
10.03	Material Handler	8	104	35,352	36,797	28,719	37,337	40,218	31,056	39,805	48,554
10.04	Warehouse Lead	5	6	44,981	43,032	32,505	37,419	61,237	NA	NA	NA
10.05a	Buyer	6	14	61,750	61,717	56,134	61,713	68,396	51,682	67,938	84,194

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE	#	%		SIMPLE MEAN \$	%	WGTD MEAN \$	%
MANUFACTURING / TECHNOLOGY															
1.0 ADMINISTRATIVE SERVICES															
1.05	Executive Assistant	6	88	55,405	61,406	45,524	57,293	66,136	3	50%	90%	NA	NA	NA	NA
2.0 ACCOUNTING / FINANCE															
2.04b	Controller (not CFO)	5	10	157,507	193,726	105,457	145,787	215,419	3	60%	70%	NA	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES															
4.03	Building Maintenance Worker	5	9	55,923	55,488	50,919	53,040	62,369	2	40%	33%	NA	NA	NA	NA
5.0 ENGINEERING / PRODUCTION															
5.04	Engineering Technician - Senior	5	18	69,418	67,981	56,944	68,660	82,271	3	60%	22%	NA	NA	NA	NA
5.12	Manufacturing Engineer - Senior	6	8	107,260	111,454	87,310	110,074	125,742	3	50%	50%	NA	NA	NA	NA
5.13b	Mechanical Engineer - Senior	6	22	101,871	105,375	88,233	99,735	115,028	3	50%	86%	NA	NA	NA	NA
5.14	Machinist	5	48	58,595	53,243	48,740	54,538	70,478	2	40%	19%	NA	NA	NA	NA
5.21	Assembler - Senior	6	48	37,325	38,346	31,800	35,939	42,345	3	50%	38%	NA	NA	NA	NA
5.23c	Quality Assurance Engineer	7	16	70,233	76,254	55,000	63,333	83,427	4	57%	63%	NA	NA	NA	NA
5.23e	Quality Manager	5	5	102,973	102,973	88,553	102,255	117,752	2	40%	40%	NA	NA	NA	NA
5.24	Production Planner / Scheduler	6	21	58,952	65,540	42,768	62,361	71,916	3	50%	33%	NA	NA	NA	NA
7.0 HUMAN RESOURCES															
7.08	Human Resources Manager	6	11	107,882	125,478	80,996	108,958	133,248	4	67%	82%	NA	NA	NA	NA
10.0 PURCHASING / WAREHOUSE															
10.01	Stock Clerk	5	28	36,099	37,432	28,265	38,694	42,637	3	60%	25%	NA	NA	NA	NA
10.03	Material Handler	8	104	36,636	36,991	29,869	37,392	41,907	3	38%	9%	NA	NA	NA	NA
10.04	Warehouse Lead	5	6	46,501	44,299	32,505	37,419	65,038	1	20%	17%	NA	NA	NA	NA
10.05a	Buyer	6	14	62,971	63,182	56,134	64,474	69,716	3	50%	57%	NA	NA	NA	NA

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY SIMPLE MEAN	WEIGHTED MEAN	25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE AVG MIN	AVG MIDPT	AVG MAX
SERVICES											
1.0 ADMINISTRATIVE SERVICES											
1.04	Administrative Assistant	11	152	41,889	46,749	37,170	44,531	50,459	36,430	44,550	52,670
1.05	Executive Assistant	12	39	57,011	61,775	46,313	56,298	71,699	45,437	57,539	69,641
1.09	Receptionist	6	24	30,077	27,480	22,620	31,673	34,768	NA	NA	NA
1.13	Business Manager - Unit / Small Org	6	129	100,243	100,370	74,110	101,574	130,598	NA	NA	NA
1.14	Business Manager - Large Division	5	48	121,277	72,865	75,922	113,925	170,309	NA	NA	NA
2.0 ACCOUNTING / FINANCE											
2.01	Accounting Clerk	11	46	42,734	50,743	36,684	41,303	46,427	32,444	41,215	49,985
2.02a	Accountant	9	32	52,464	52,741	44,777	54,660	56,532	46,032	56,978	67,924
2.02b	Accountant - Senior	5	41	NA	NA	NA	NA	NA	NA	NA	NA
2.03	Accounting Supervisor	5	12	95,956	97,479	81,589	88,546	114,029	NA	NA	NA
2.04a	Accounting Manager	9	44	99,933	116,799	72,523	115,359	125,234	79,900	102,410	124,920
2.04b	Controller (not CFO)	5	10	102,153	86,951	85,874	100,000	119,509	NA	NA	NA
2.07b	Payroll Specialist	5	6	53,351	56,284	43,054	52,819	63,914	NA	NA	NA
2.13	Financial Analyst - Senior	6	40	88,634	93,413	81,250	83,750	98,461	68,026	84,705	101,383
3.0 INFORMATION TECHNOLOGY											
3.19a	Systems Administrator	8	26	75,465	86,894	53,576	77,054	87,756	55,647	72,113	88,578
3.23	Telecom Systems Technician	5	20	NA	NA	NA	NA	NA	NA	NA	NA
4.0 OPERATIONS / MAINTENANCE / FACILITIES											
4.03	Building Maintenance Worker	9	44	51,639	48,621	44,516	47,300	55,292	NA	NA	NA
4.04	Building Maintenance Supervisor	7	14	58,399	56,270	48,250	55,827	69,984	NA	NA	NA
4.07	Electrician	5	46	65,571	69,175	51,594	62,400	81,133	NA	NA	NA
4.10	Welder	5	133	70,017	72,244	52,650	62,810	90,989	NA	NA	NA
4.12	Trades Helper	6	76	40,252	40,556	27,122	36,231	50,455	NA	NA	NA
4.14	Equipment Operator	5	84	NA	NA	NA	NA	NA	NA	NA	NA
4.18	Automotive Mechanic	5	66	NA	NA	NA	NA	NA	NA	NA	NA
4.21	Groundskeeper	5	24	29,198	27,224	25,043	27,041	34,431	NA	NA	NA
4.28	Environmental Health / Safety Specialist	5	14	NA	NA	NA	NA	NA	65,752	79,222	92,692
7.0 HUMAN RESOURCES											
7.02	Human Resources Assistant	9	11	41,735	45,220	34,320	39,936	51,899	36,733	47,006	57,278
7.04	Human Resources Generalist	7	25	60,515	63,395	50,600	57,091	67,227	50,536	65,376	80,216
7.05	Human Resources Generalist - Senior	6	23	80,632	89,637	58,660	78,872	97,731	65,182	84,571	103,960
7.08	Human Resources Manager	9	13	93,417	102,596	73,678	88,275	117,102	80,296	100,590	120,884
7.09	Human Resources Director	6	6	144,526	144,526	119,686	145,580	171,307	NA	NA	NA
7.14	Recruiter	6	18	68,871	75,191	56,708	66,097	81,781	53,339	70,287	87,235

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY BASE SALARIES & SALARY RANGES

JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	BASE SALARY		25TH PERCENTILE	MEDIAN 50TH PERCENTILE	75TH PERCENTILE	ESTABLISHED SALARY RANGE		
				SIMPLE MEAN	WEIGHTED MEAN				AVG MIN	AVG MIDPT	AVG MAX
SERVICES											
8.0 LEGAL / COURT											
8.02	Paralegal	7	16	71,518	80,897	56,180	70,737	82,844	48,907	64,623	80,339
8.03a	Attorney	6	10	141,921	145,534	68,573	124,497	210,563	NA	NA	NA
8.03b	Attorney - Senior	5	23	165,897	174,313	138,995	160,000	195,748	NA	NA	NA
10.0 PURCHASING / WAREHOUSE											
10.03	Material Handler	6	86	38,673	36,079	31,088	39,478	45,855	NA	NA	NA
10.04	Warehouse Lead	7	54	65,003	66,078	50,404	61,775	80,335	49,867	62,731	75,594
10.05a	Buyer	7	46	57,927	62,958	51,072	58,246	64,720	50,153	63,841	77,528
13.0 CUSTOMER SERVICE / MARKETING / SALES											
13.03	Customer Service Representative	7	133	35,763	32,805	22,764	39,573	40,911	32,808	39,117	45,425
13.04	Customer Service Representative - Sr	8	194	44,097	47,575	38,001	45,557	53,710	34,083	41,218	48,353
13.07	Customer Service Supervisor	6	43	70,978	72,130	65,109	70,473	76,246	NA	NA	NA
16.0 PROJECT MANAGEMENT											
16.02	Project Manager I	5	13	74,742	78,633	66,996	76,500	81,610	62,429	82,559	102,690

SUMMARY DATA BY INDUSTRY BONUS AND TOTAL CASH COMPENSATION

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE		#	%		SIMPLE \$	MEAN %	WGTD \$	MEAN %
SERVICES																
1.0 ADMINISTRATIVE SERVICES																
1.04	Administrative Assistant	11	152	43,181	49,326	38,322	44,531	52,877	4	36%	65%	NA	NA	NA	NA	
1.05	Executive Assistant	12	39	60,569	66,656	46,756	56,874	76,636	8	67%	74%	5,669	8%	6,563	9%	
1.09	Receptionist	6	24	30,413	27,770	22,620	31,673	35,888	2	33%	25%	NA	NA	NA	NA	
1.13	Business Manager - Unit / Small Org	6	129	111,851	108,575	75,408	107,745	151,783	4	67%	60%	NA	NA	NA	NA	
1.14	Business Manager - Large Division	5	48	126,133	75,858	75,996	121,752	178,461	3	60%	17%	NA	NA	NA	NA	
2.0 ACCOUNTING / FINANCE																
2.01	Accounting Clerk	11	46	44,122	53,845	37,035	41,954	47,722	5	50%	65%	2,837	5%	4,757	7%	
2.02a	Accountant	9	32	54,082	55,435	45,455	57,164	57,886	4	50%	56%	NA	NA	NA	NA	
2.02b	Accountant - Senior	5	41	NA	NA	NA	NA	NA	3	75%	98%	NA	NA	NA	NA	
2.03	Accounting Supervisor	5	12	103,393	106,909	85,973	88,552	128,234	3	60%	83%	NA	NA	NA	NA	
2.04a	Accounting Manager	9	44	109,150	135,269	73,246	115,359	145,890	6	67%	86%	14,091	11%	21,386	17%	
2.04b	Controller (not CFO)	5	10	104,629	88,189	85,874	110,000	120,699	2	40%	20%	NA	NA	NA	NA	
2.07b	Payroll Specialist	5	6	54,628	58,413	43,054	52,819	67,107	1	20%	33%	NA	NA	NA	NA	
2.13	Financial Analyst - Senior	6	40	96,264	102,954	84,850	91,078	110,272	4	80%	93%	NA	NA	NA	NA	
3.0 INFORMATION TECHNOLOGY																
3.19a	Systems Administrator	8	26	78,324	93,556	53,926	77,906	90,849	5	63%	88%	4,574	5%	7,531	8%	
3.23	Telecom Systems Technician	5	20	NA	NA	NA	NA	NA	3	75%	95%	NA	NA	NA	NA	
4.0 OPERATIONS / MAINTENANCE / FACILITIES																
4.03	Building Maintenance Worker	9	44	52,843	49,449	44,591	47,300	59,048	5	56%	39%	2,167	3%	2,143	3%	
4.04	Building Maintenance Supervisor	7	14	59,879	57,645	48,400	55,827	69,984	3	43%	29%	NA	NA	NA	NA	
4.07	Electrician	5	46	67,820	76,164	52,195	62,400	86,156	3	60%	7%	NA	NA	NA	NA	
4.10	Welder	5	133	71,830	74,902	52,650	69,600	92,125	2	40%	20%	NA	NA	NA	NA	
4.12	Trades Helper	6	76	40,951	41,808	27,122	37,587	50,826	2	33%	17%	NA	NA	NA	NA	
4.14	Equipment Operator	5	84	NA	NA	NA	NA	NA	3	75%	15%	NA	NA	NA	NA	
4.18	Automotive Mechanic	5	66	NA	NA	NA	NA	NA	1	25%	45%	NA	NA	NA	NA	
4.21	Groundskeeper	5	24	29,364	27,315	25,043	27,190	34,771	2	40%	17%	NA	NA	NA	NA	
4.28	Environmental Health / Safety Specialist	5	14	NA	NA	NA	NA	NA	2	50%	43%	NA	NA	NA	NA	
7.0 HUMAN RESOURCES																
7.02	Human Resources Assistant	9	11	43,919	47,957	34,320	41,842	54,379	6	67%	73%	3,276	7%	3,764	7%	
7.04	Human Resources Generalist	7	25	64,244	69,454	50,600	57,091	75,664	3	43%	72%	NA	NA	NA	NA	
7.05	Human Resources Generalist - Senior	6	23	85,515	98,215	58,660	83,773	106,660	3	50%	78%	NA	NA	NA	NA	
7.08	Human Resources Manager	9	13	101,016	114,681	73,678	88,351	129,846	5	63%	62%	14,583	13%	19,639	16%	
7.09	Human Resources Director	6	6	177,802	177,802	120,152	175,541	237,220	5	83%	83%	39,931	24%	39,931	24%	
7.14	Recruiter	6	18	73,261	80,705	60,912	68,211	89,586	5	83%	78%	5,804	8%	7,090	9%	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SUMMARY DATA BY INDUSTRY **BONUS AND TOTAL CASH COMPENSATION**

JOB #	JOB TITLE	TOTAL # OF FIRMS	TOTAL # OF INCUM	TOTAL CASH		25TH PERCENTILE	TOTAL CASH		75TH PERCENTILE	FIRMS PAYING ADDITIONAL CASH		% OF INCUMB RECEIVING ADDITIONAL CASH	AVG ADD'L CASH PAID LAST FISCAL YEAR			
				SIMPLE MEAN	WEIGHTED MEAN		50TH PERCENTILE	75TH PERCENTILE		#	%		SIMPLE \$	MEAN %	WGTD \$	MEAN %
SERVICES																
8.0 LEGAL / COURT																
8.02	Paralegal	7	16	76,149	87,162	57,304	78,235	87,848	7	100%	100%	4,631	6%	6,265	7%	
8.03a	Attorney	6	10	171,193	173,545	73,635	129,692	285,184	5	83%	80%	35,126	17%	35,014	16%	
8.03b	Attorney - Senior	5	23	186,937	198,631	148,140	193,920	222,243	5	100%	96%	21,643	13%	25,423	14%	
10.0 PURCHASING / WAREHOUSE																
10.03	Material Handler	6	86	39,659	36,187	31,382	39,520	48,006	2	40%	3%	NA	NA	NA	NA	
10.04	Warehouse Lead	7	54	69,091	69,159	50,625	61,775	91,955	3	50%	28%	NA	NA	NA	NA	
10.05a	Buyer	7	46	60,115	67,394	51,878	58,246	71,125	3	50%	70%	NA	NA	NA	NA	
13.0 CUSTOMER SERVICE / MARKETING / SALES																
13.03	Customer Service Representative	7	133	36,707	33,235	22,764	39,573	45,399	2	29%	20%	NA	NA	NA	NA	
13.04	Customer Service Representative - Senior	8	194	44,980	48,768	38,001	49,022	53,744	2	25%	42%	NA	NA	NA	NA	
13.07	Customer Service Supervisor	6	43	75,093	79,610	67,402	71,848	85,146	3	50%	93%	NA	NA	NA	NA	
16.0 PROJECT MANAGEMENT																
16.02	Project Manager I	5	13	77,893	83,373	68,699	76,500	87,785	3	60%	54%	NA	NA	NA	NA	

* New - 2018

** Revised - 2018

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

SALARY TRENDS



Salary Adjustment Trends (average percent adjustments)

All Responses (including zeros)

	Actual Salaries...						Salary Ranges					
	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E
All Participants:	2.4%	2.3%	2.5%	2.4%	2.7%	2.7%	1.8%	1.8%	2.0%	1.9%	2.0%	2.0%
Private Sector:	2.7%	2.6%	2.9%	2.7%	3.1%	3.0%	2.3%	2.3%	2.3%	2.2%	2.6%	2.5%
Public Sector:	1.8%	1.8%	1.8%	1.7%	1.9%	1.9%	1.1%	1.1%	1.4%	1.4%	1.4%	1.5%
For-Profit:	2.9%	2.7%	3.1%	3.0%	2.9%	2.9%	2.0%	2.0%	2.0%	1.9%	2.1%	2.1%
Not-For-Profit:	1.9%	1.9%	1.9%	1.7%	2.4%	2.4%	1.7%	1.7%	1.9%	1.9%	1.9%	2.0%
Education:	1.6%	1.6%	NA	0.7%	NA	NA	1.8%	1.8%	NA	NA	NA	NA
Government:	1.6%	1.8%	1.7%	1.7%	2.3%	2.3%	0.6%	0.6%	1.6%	1.7%	1.7%	1.7%
Healthcare:	2.2%	2.1%	2.1%	2.1%	NA	NA	1.8%	1.8%	1.8%	1.8%	NA	NA
Manufacturing / Technology:	3.0%	2.7%	3.1%	3.0%	2.9%	2.8%	1.6%	1.8%	2.1%	2.0%	1.9%	2.1%
Services:	2.9%	2.6%	3.0%	2.7%	3.3%	3.3%	3.0%	2.9%	2.7%	2.5%	3.2%	3.2%
Maricopa County Area:	2.5%	2.4%	2.7%	2.4%	3.0%	3.0%	2.2%	2.3%	2.3%	2.2%	2.2%	2.2%
Pima County Area:	2.1%	2.0%	2.3%	2.1%	2.4%	2.4%	1.4%	1.4%	1.4%	1.4%	1.5%	1.5%

Category breakouts represent limited sample sizes.

NA = Not Available: insufficient data.

* Stated predictions for 2019.

The accompanying chart presents a detailed look at salary adjustment trends. Adjustments to **ACTUAL BASE SALARIES** include across-the-board, merit, and market adjustments, etc., but exclude promotional increases, bonus, or lump-sum payments.

For information on turnover rates, total benefits cost, medical / dental costs, paid time off (PTO), etc., see "Compensation & Benefits Policies" section.

Salary Adjustment Trends (median percent adjustments)**All Responses (including zeros)**

	Actual Salaries...						Salary Ranges					
	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E
All Participants:	2.6%	2.6%	3.0%	2.9%	3.0%	3.0%	2.0%	2.0%	2.2%	2.0%	2.2%	2.3%
Private Sector:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	2.1%	2.3%	2.0%	2.4%	2.5%
Public Sector:	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	1.3%	1.3%	1.5%	1.5%	1.5%	1.5%
For-Profit:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	2.0%	2.3%	2.0%	2.3%	2.4%
Not-For-Profit:	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Education:	1.8%	1.8%	NA	0.0%	NA	NA	1.8%	1.8%	NA	NA	NA	NA
Government:	2.0%	2.0%	2.5%	2.5%	2.0%	2.0%	0.0%	0.0%	2.5%	2.5%	2.0%	2.0%
Healthcare:	2.5%	2.1%	2.5%	2.5%	NA	NA	1.0%	1.0%	1.0%	1.0%	NA	NA
Manufacturing / Technology:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	1.8%	2.2%	2.3%	2.1%	2.3%	2.4%
Services:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	2.5%	2.5%	2.0%	2.5%	2.5%
Maricopa County Area:	3.0%	2.7%	3.0%	3.0%	3.0%	3.0%	2.0%	2.0%	2.3%	2.0%	2.3%	2.4%
Pima County Area:	2.8%	2.6%	2.7%	2.5%	3.0%	3.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%

Category breakouts represent limited sample sizes.

NA = Not Available: insufficient data.

* Stated predictions for 2019.

The accompanying chart presents a detailed look at salary adjustment trends. Adjustments to **ACTUAL BASE SALARIES** include across-the-board, merit, and market adjustments, etc., but exclude promotional increases, bonus, or lump-sum payments.

For information on turnover rates, total benefits cost, medical / dental costs, paid time off (PTO), etc., see "Compensation & Benefits Policies" section.

Salary Adjustment Trends (average percent adjustments)**Excluding Zeros**

	Actual Salaries						Salary Ranges					
	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E
All Participants:	2.8%	2.7%	2.9%	2.9%	2.9%	2.8%	2.5%	2.7%	2.5%	2.4%	2.4%	2.4%
Private Sector:	2.9%	2.7%	3.0%	3.0%	3.1%	3.0%	2.9%	3.1%	2.7%	2.5%	2.6%	2.5%
Public Sector:	2.6%	2.7%	2.5%	2.5%	2.3%	2.3%	1.9%	1.9%	2.2%	2.3%	2.1%	2.2%
For-Profit:	2.9%	2.7%	3.1%	3.0%	2.9%	2.9%	2.5%	2.8%	2.3%	2.1%	2.1%	2.1%
Not-For-Profit:	2.6%	2.7%	2.6%	2.6%	2.8%	2.8%	2.6%	2.6%	2.9%	2.9%	2.7%	2.7%
Education:	2.2%	2.2%	NA	NA	NA	NA	1.8%	1.8%	NA	NA	NA	NA
Government:	2.5%	2.8%	2.4%	2.4%	2.3%	2.3%	NA	NA	2.7%	2.8%	2.1%	2.2%
Healthcare:	2.7%	2.6%	2.8%	2.8%	NA	NA	NA	NA	NA	NA	NA	NA
Manufacturing / Technology:	3.0%	2.7%	3.1%	3.0%	2.9%	2.8%	2.1%	2.2%	2.1%	2.0%	1.9%	2.1%
Services:	2.9%	2.9%	3.0%	3.0%	3.3%	3.3%	3.0%	3.3%	2.7%	2.5%	3.2%	3.2%
Maricopa County Area:	2.8%	2.6%	3.0%	3.0%	3.0%	3.0%	2.8%	3.0%	2.7%	2.5%	2.6%	2.5%
Pima County Area:	2.9%	3.0%	2.9%	2.9%	2.8%	2.8%	2.4%	2.3%	2.4%	2.4%	1.9%	1.9%

Category breakouts represent limited sample sizes.

NA = Not Available: insufficient data.

* Stated predictions for 2019.

The accompanying chart presents a detailed look at salary adjustment trends. Adjustments to **ACTUAL BASE SALARIES** include across-the-board, merit, and market adjustments, etc., but exclude promotional increases, bonus, or lump-sum payments.

For information on turnover rates, total benefits cost, medical / dental costs, paid time off (PTO), etc., see "Compensation & Benefits Policies" section.

Salary Adjustment Trends (median percent adjustments)

Excluding Zeros

	Actual Salaries						Salary Ranges					
	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E
All Participants:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	2.2%	2.4%	2.1%	2.4%	2.5%
Private Sector:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.3%	2.8%	2.3%	2.1%	2.4%	2.5%
Public Sector:	2.5%	2.5%	2.5%	2.5%	2.0%	2.0%	2.0%	2.0%	2.5%	2.5%	2.3%	2.3%
For-Profit:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	2.4%	2.3%	2.0%	2.3%	2.4%
Not-For-Profit:	2.5%	2.5%	2.5%	2.5%	2.3%	2.3%	2.0%	2.0%	2.5%	2.5%	2.5%	2.5%
Education:	2.0%	2.0%	NA	NA	NA	NA	1.8%	1.8%	NA	NA	NA	NA
Government:	2.5%	2.5%	2.5%	2.5%	2.0%	2.0%	NA	NA	2.5%	2.5%	2.3%	2.3%
Healthcare:	2.8%	2.6%	3.0%	3.0%	NA	NA	NA	NA	NA	NA	NA	NA
Manufacturing / Technology:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.6%	2.4%	2.3%	2.1%	2.3%	2.4%
Services:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	3.0%	2.5%	2.0%	2.5%	2.5%
Maricopa County Area:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.0%	2.8%	2.4%	2.0%	2.4%	2.5%
Pima County Area:	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	2.3%	2.1%	2.4%	2.3%	2.0%	2.0%

Category breakouts represent limited sample sizes.

NA = Not Available: insufficient data.

* Stated predictions for 2019.

The accompanying chart presents a detailed look at salary adjustment trends. Adjustments to **ACTUAL BASE SALARIES** include across-the-board, merit, and market adjustments, etc., but exclude promotional increases, bonus, or lump-sum payments.

For information on turnover rates, total benefits cost, medical / dental costs, paid time off (PTO), etc., see "Compensation & Benefits Policies" section.



Percent of organizations reporting zero adjustment

	Actual Salaries						Salary Ranges					
	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E	2017 Exempt	2017 N/E	2018 Exempt	2018 N/E	*2019 Exempt	*2019 N/E
All Participants:	13.9%	16.2%	12.1%	17.1%	5.3%	5.3%	29.6%	32.1%	21.7%	20.8%	16.7%	15.4%
Private Sector:	4.3%	4.3%	4.5%	8.7%	0.0%	0.0%	20.0%	25.0%	13.3%	12.5%	0.0%	0.0%
Public Sector:	30.8%	35.7%	27.3%	33.3%	16.7%	16.7%	41.7%	41.7%	37.5%	37.5%	33.3%	33.3%
For-Profit:	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	27.3%	9.1%	8.3%	0.0%	0.0%
Not-For-Profit:	26.3%	30.0%	26.7%	35.3%	14.3%	14.3%	35.3%	35.3%	33.3%	33.3%	28.6%	28.6%
Education:	25.0%	25.0%	NA	66.7%	NA	NA	0.0%	0.0%	NA	NA	NA	NA
Government:	37.5%	37.5%	28.6%	28.6%	0.0%	0.0%	71.4%	71.4%	40.0%	40.0%	20.0%	20.0%
Healthcare:	20.0%	20.0%	25.0%	25.0%	NA	NA	50.0%	50.0%	50.0%	50.0%	NA	NA
Manufacturing / Technology:	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Services:	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%
Maricopa County Area:	9.5%	9.5%	10.0%	18.2%	0.0%	0.0%	20.0%	25.0%	14.3%	13.3%	14.3%	12.5%
Pima County Area:	28.6%	33.3%	21.4%	26.7%	14.3%	14.3%	40.0%	40.0%	40.0%	40.0%	20.0%	20.0%

Category breakouts represent limited sample sizes.

NA = Not Available: insufficient data.

The accompanying chart presents a detailed look at the percent of organizations reporting zero adjustments.

For information on turnover rates, total benefits cost, medical / dental costs, paid time off (PTO), etc., see "Compensation & Benefits Policies" section.

COMPENSATION & BENEFITS POLICIES



Compensation & Benefits Policies / Data
AVERAGE BENEFIT COSTS & TURNOVER RATES

	Annual Turnover Rate*	Average Cost as a Percent of Payroll	
		Total Benefit Costs**	Benefit Costs Excluding Paid Time Off (e.g. vacations, holidays, and sick leave)
ALL PARTICIPANTS	16.1%	38.2%	29.3%
Private Sector Employers	18.2%	33.6%	25.6%
Public Sector Employers	13.2%	44.3%	36.8%
For-Profit Employers	15.6%	32.6%	25.1%
Not-For-Profit Employers	16.4%	41.3%	31.8%
Education	13.7%	37.0%	NA
Government	13.3%	49.5%	38.8%
Healthcare	26.2%	NA	23.2%
Manufacturing / Technology	14.5%	36.5%	28.2%
Services	17.3%	33.8%	25.7%

* Turnover rates are separations (including retirements) for any reason (voluntary and involuntary) other than major layoffs, divided by the average number of employees (including regularly scheduled part-time employees; excluding seasonal employees).

** Employer Costs: Benefit costs are the total cost of benefits to the organization (excluding employee contributions) divided by total gross payroll. Benefits should include all group insurances, retirement plans, retiree medical, social security, workers' compensation, unemployment insurance, paid vacations, holidays, sick days, personal days, tuition reimbursement, transit subsidy, etc.
Total gross payroll = All earnings before deductions.

NA = Insufficient data to show statistical analysis.



2018 Arizona Compensation Survey

BENEFITS INFORMATION - Reporting for largest employee group**Bilingual Skills**

1. **29.7% (19 organizations)** Provide a **pay differential for bilingual skills**.

The **average** percent of pay: **Insufficient data**

Participant comments regarding differential pay:

- \$0.25, \$0.30, \$0.50, \$1.00 per hour.
- \$0.50 per hour level I and \$0.75 per hour level II.
- \$1,000 per year.
- \$1,500 per year broken down into 26 pay periods.
- \$1.00 per hour added to base rate.
- \$100.00 per month.
- \$2,000 per year for attorneys, \$1,500 per year for support staff.
- \$25.00 per pay period.
- \$30 per pay period (26 pay periods/year). All eligible employees utilizing Spanish for work related reasons.
- \$500 flat stipend.
- \$500 per year.
- Classified employees who use their skill intermittently to fulfill their duties receive \$0.50 per hour and those who use the skill daily receive \$1.75 per hour when on bilingual assignment.
- Flat amount per month, varies by bargaining group and classification per grade.
- Flat rate: \$600 annually, paid in 26 equal payments throughout the year.
- Full time employee: \$90/Month Police, Court, & Fire: \$165/Month Fire Suppression: \$230/Month. Part time employee: \$45/Month.
- Hourly=\$0.35/hour.
- Level II = \$600/year, Level I = \$1,200/year. Sworn Police officers, Translator II 2.5% pay, Translator I 5% pay.
- No pay differential for the use of bilingual skills.
- No policies for pay differentials.

BENEFITS INFORMATION - Reporting for largest employee group**Lead Positions**

2. **29.7% (19 organizations)** Indicated they have an established policy to provide a **pay differential for lead positions**.

The **average** percent of pay: **6.4% average** The **median** percent of pay: **5.0% median**

Participant comments regarding differential pay for lead positions:

- \$1.00 per hour more than the range. ONLY for Police Emergency Communications Specialist
- \$1.00/hour.
- \$2,000 for leading attorneys. \$2,000 for senior attorneys, \$1,000 for senior paralegals.
- \$500 quarterly bonus to 2nd and 3rd shift supervisors.
- \$80.00 a pay period / \$1.00 an hour.
- 5%-10%.
- Base wage depending on position.
- Depending on position, but opportunity of 2% in pay.
- Different salary grade.
- For training, the upgrade is 7% above the employee's current wage rate. Team leads receive 11% over their current wage rate. Group leaders receive a flat amount above their current wage rate based on craft or non-craft.
- Lead differential typically \$1.00 per hour.
- Varies by bargaining group and classification/grade.
- Very few lead positions.

Other Shifts

3. **67.2% (43 organizations)** Indicated they have shifts other than day shift.

Of those, **83.7% (36 organizations)** provide a **shift differential**.

	Differential Amount			
76.7% (33 orgs.) provide a Evening (2nd Shift)	<i>Average</i>	\$0.93	<i>or</i>	8.5%
	<i>Median</i>	\$1.00	<i>or</i>	10.0%
76.7% (33 orgs.) provide a Night (3rd Shift)	<i>Average</i>	\$1.19	<i>or</i>	10.3%
	<i>Median</i>	\$1.00	<i>or</i>	10.0%
23.3% (10 orgs.) provide a Weekend Shift	<i>Average</i>	\$1.33	<i>or</i>	8.3%
	<i>Median</i>	\$0.88	<i>or</i>	10.0%

BENEFITS INFORMATION - Reporting for largest employee group**Paid Time Off Program* (PTO)**

Do you offer a PTO program? Yes **34.4%** No **65.6%**

Participants with PTO Program:

Median number of PTO hours accrued to a full-time employee annually:

PTO HOURS
ANNUAL ACCRUAL
Excluding Holidays
(Medians)

Beginning of employment.....	80 hours
6 mos to 1 year of service.....	120 hours
1 year of service.....	120 hours
2 years of service.....	120 hours
3 years of service.....	132 hours
4 years of service.....	134 hours
5 years of service.....	160 hours
10 years of service.....	172 hours
15 years of service.....	204 hours
20 years of service.....	204 hours
Maximum Annual Accrual.....	240 hours

For PTO Excluding Holidays:

Median number of paid holidays per year
(for majority of employees): **10 days**

Paid Vacation (if not part of PTO Program)**Participants with a paid vacation program:**

Median # of days accrued annually to a full-time employee:

	Exempt	Nonexempt
Beginning of employment.....	10 days	10 days
6 mos to 1 year of service.....	12 days	11 days
1 year of service.....	12 days	12 days
2 years of service.....	12 days	12 days
3 years of service.....	15 days	13 days
4 years of service.....	15 days	14 days
5 years of service.....	16 days	15 days
10 years of service.....	20 days	20 days
15 years of service.....	21 days	21 days
20 years of service.....	21 days	21 days
Maximum Annual Accrual.....	25 days	25 days

For those employers with no PTO Program:

Median number of paid holidays per year
(for majority of employees): **10 days**

*For comments regarding PTO, see next page.

NA - Insufficient data

BENEFITS INFORMATION - Reporting for largest employee group

Comments regarding PTO and Vacation:

- All employees (10 month and 12 month) receive 80 hours annually of PTO exclusive of vacation. We allow an accumulation of up to 1,600 hours of PTO.
- As of July 1, 2017, 20 hours of PTO was put into an AZ Sick bucket due to new AZ law.
- Attorneys and Administration only accrue 40 hours per year.
- Based on Hours Worked (to include Vacation hours and Sick Hours) Years of Service (Paid Hours X Accrual Rate).
- Covers both sick and vacation time.
- Effective 7/1/2017 we had to reclassify 40 hours as being Paid Sick Time per new law, so basically now the only thing a new person earns is PST and they don't get PTO until after 2 years.
- Eligible employees accrue PTO starting at hire date but cannot use PTO until employed for 90 days.
- Employees can carry over two times the annual maximum accrual rate. Additional accrual of 240 hours at 25 years and 256 hours at 30 years.
- Exempt employees earn 40 hours more in each category.
- Fire Personnel have different accrual method.
- For sick leave, 40 hours are given for the first year. After the first year of employment, 80 hours of sick leave are given at the beginning of each fiscal year. This is a use it or lose it program.
- Full Time employees accrue PTO at the rate of 7 days per year (2.15 hours per pay period).
- Maximum Annual Accrual: Varies 1.5x. No PTO. Sick leave = 11 days per year - Personal Business Time = 3 days per year.
- PTO hours in first calendar year of employment depend on month of hire. Maximum is 80 hours, but it is prorated on a monthly basis. Allowed hours are available upon hire.
- PTO is paid out if not used.
- PTO is prorated during first year based on month of hire.
- Sick leave is earned at a rate of 1 hour for every 20 hours worked for permanent employees and 1 hour for every 30 hours worked for non-permanent employees. Employees have the ability to transfer sick leave to vacation leave and vice versa.
- These accrual rates are for employees hired after January 23, 2016.
- Two of the paid holidays are floating holidays that can be taken at any time.
- Vacation is accrued though hours worked and years of service.
- We also offer 40 hours annually for the Arizona Paid Sick Time as a separate benefit from our PTO program.
- We also offer sick/personal days. Not included in the above vacation accrual information.
- We have two paid work breaks during December, (5 days) and Spring (2 days paid) for faculty/college staff. This is in addition to holidays. We do not have a policy for PTO.
- We do not offer combined PTO banks at this time.
- We offer a Flex PTO program where employees do not need to accrue PTO. They can simply use it whenever needed.
- We offer sick leave separately.
- We provide an additional 40 hours of annual Paid Sick Leave, and an additional 48 hours of annual FMLA to eligible employees.

MEDICAL / DENTAL COSTS**MEDICAL Plan Benefit** (including prescription) -- reported for largest, general services employee unit

	Employee <i>Only</i> Coverage				Employee <i>Plus</i> Family				Composite Rate			
	% of Premium Paid by Employer		% of Premium Paid by Employee		% of Premium Paid by Employer		% of Premium Paid by Employee		% of Premium Paid by Employer		% of Premium Paid by Employee	
	Avg	Median	Avg	Median	Avg	Median	Avg	Median	Avg	Median	Avg	Median
All Participants	90.3%	93.0%	9.7%	7.0%	71.9%	75.0%	28.1%	25.0%	78.1%	79.0%	21.9%	21.0%
Education	100.0%	100.0%	0.0%	0.0%	66.2%	75.0%	33.8%	25.0%	NA	NA	NA	NA
Government	88.6%	88.3%	11.4%	11.7%	74.6%	79.0%	25.4%	21.0%	74.0%	78.0%	26.0%	22.0%
Healthcare	89.3%	94.3%	10.7%	5.7%	68.1%	63.3%	31.9%	36.8%	NA	NA	NA	NA
Manufacturing / Tech	92.6%	95.3%	7.4%	4.8%	78.1%	76.2%	21.9%	23.9%	NA	NA	NA	NA
Services	91.2%	95.0%	8.8%	5.0%	66.2%	65.5%	33.8%	34.5%	NA	NA	NA	NA

DENTAL Plan Benefit -- reported for largest, general services employee unit

	Employee <i>Only</i> Coverage				Employee <i>Plus</i> Family				Composite Rate			
	% of Premium Paid by Employer		% of Premium Paid by Employee		% of Premium Paid by Employer		% of Premium Paid by Employee		% of Premium Paid by Employer		% of Premium Paid by Employee	
	Avg	Median	Avg	Median	Avg	Median	Avg	Median	Avg	Median	Avg	Median
All Participants	62.6%	76.5%	37.4%	23.5%	44.2%	50.0%	55.8%	50.0%	58.9%	75.0%	41.1%	25.0%
Education	80.2%	100.0%	19.8%	0.0%	61.1%	75.0%	38.9%	25.0%	NA	NA	NA	NA
Government	65.0%	80.0%	35.0%	20.0%	49.7%	53.8%	50.3%	46.2%	75.6%	79.0%	24.4%	21.0%
Healthcare	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manufacturing / Tech	93.7%	97.5%	6.3%	2.5%	58.8%	60.0%	41.2%	40.0%	NA	NA	NA	NA
Services	21.7%	0.0%	78.3%	100.0%	13.0%	0.0%	87.0%	100.0%	NA	NA	NA	NA

Participants' comments on the formula used for employees who pay a portion of MEDICAL / DENTAL premium (please see following pages)



MEDICAL / DENTAL COSTS

Participants reported for their largest, general services employee unit.

MEDICAL Plan Benefit (including Prescription)

If employee pays a portion of the medical premium according to a formula, please list the formula:

- Annual cost of employee and family medical only = \$11,170. Annual county allowance of \$6,700 = out of pocket annual cost of \$3,270.
- Employee + family - employer pays 100% of employee amount and employer pays 75% of remaining balance of family coverage. Example: Family medical cost per month \$900, employee only medical cost per month \$250. Employer would pay \$250 plus 75% of balance
- Employee premiums are 100% paid by employer for medical dental and vision. Employer contributes 50% of dependent premiums for medical only.
- Employer pays static amount (HDHP/PPO/EPO): employee only: \$465.69, employee + spouse: \$787.82, employee + child(ren): \$736.14, employee + family: \$1,020.32. Employee rate/percentage varies across plan options (employee pays remaining amount).
- No changes planned for current premium amounts, first time for no changes.
- Percentage based on base plan - Buy-up options available.
- PPO A (lower deductible & co-insurance) average employee cost-share is 18% for the largest employee group.
PPO B (higher deductible & co-insurance) average employee cost-share is 10% for the largest employee group.
- The entire organization utilized the same benefit plan.
- Three plans are offered. Percentages reflect the EPO medical plan.
- We have 11 medical plans - the largest population is enrolled in OA PPlusHSA Medium 3000. EE Only premium in 2017 = \$181.61 and EE + Family = \$544.83.
- We pay 100% of the premium for employee only coverage for the entry level plan to all employees. If a higher level of coverage is elected, the employee covers the difference.

MEDICAL / DENTAL COSTS

Participants reported for their largest, general services employee unit.

DENTAL Plan Benefit

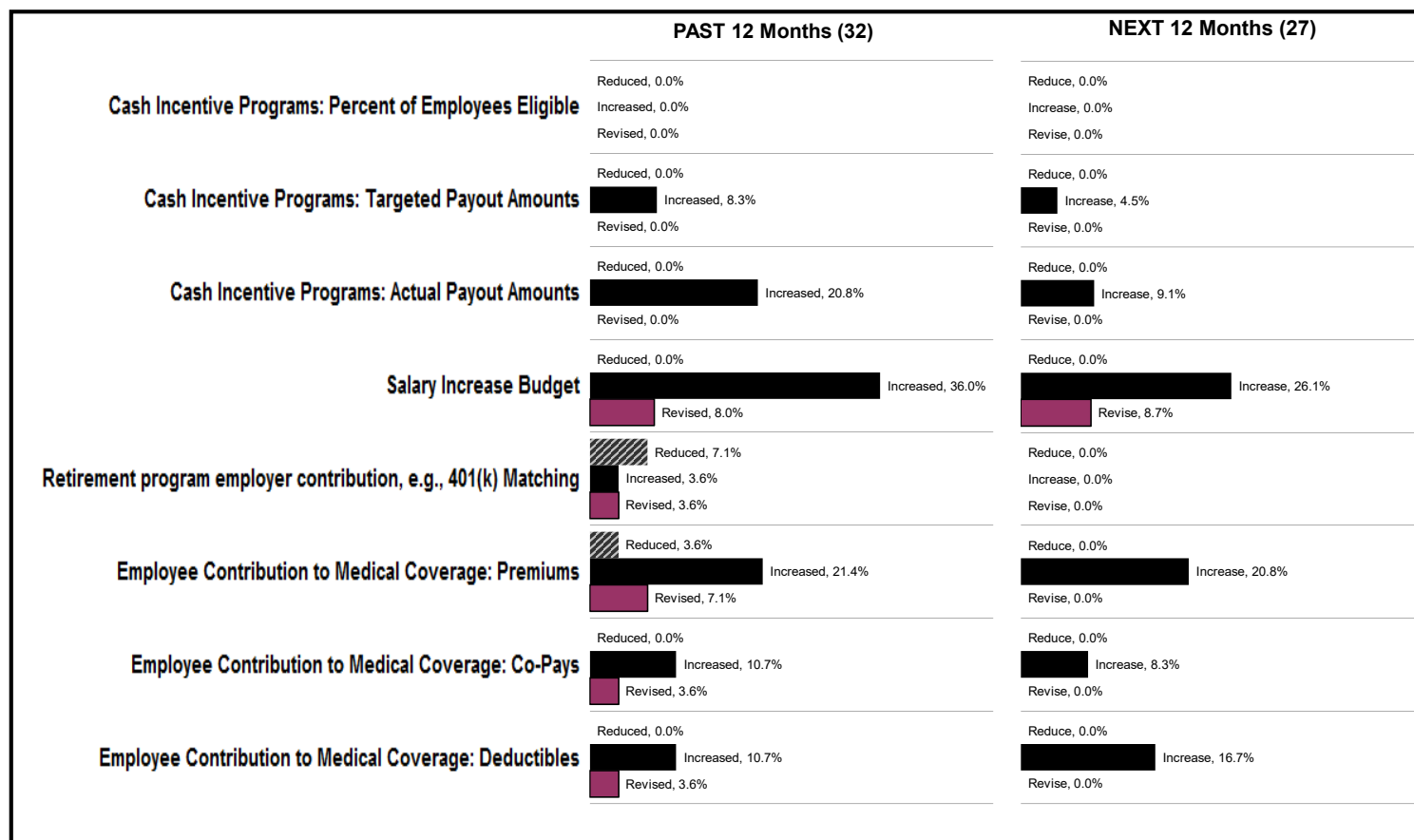
If employee pays a portion of the medical premium according to a formula, please list the formula:

- Cost of Dental Coverage varies depending on if the employee elects our medical plan. The organization provides an allowance of money to assist the employee in the purchase of their benefits.
- Dental coverage is included in the medical plan.
- Dental same as medical: employer pays 100% of employee only cost and 75% of remaining premium balance. I.e., family dental costs \$60 per month and employee only costs \$20 per month. Employer would pay \$20 plus 75% of remaining \$40, which is \$30.
- Employee premiums are 100% paid by employer for medical dental and vision. Employer contributes 50% of dependent premiums for medical only.
- Employee rate/percentage varies across plan options.
- Percentage based on base plan - Buy-up options available.
- Two plans are offered, one that is self-funded and one that is limited to in-network (EDS).
- Two plans are offered. Percentages reflect the DMO plan.
- We have four dental plans. The largest population is enrolled in the Medium Plan. The numbers above are based solely on that plan. There is a \$16.15 employer contribution towards Dental and Vision benefits. EE Only = \$13.02. Employee + Family premium = \$44.16.

COMPENSATION PROGRAM CHANGES

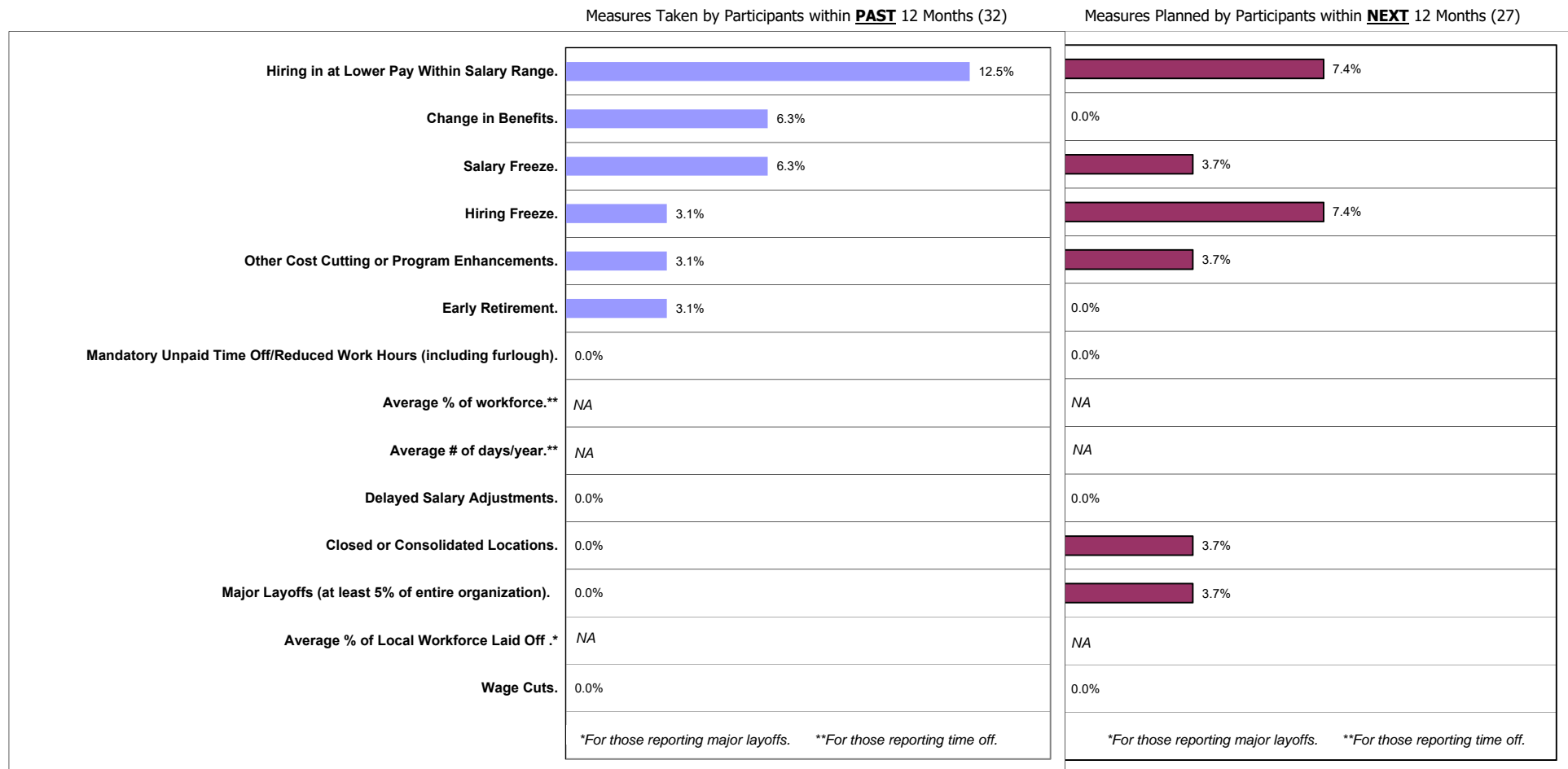
Participants in the **2018 Arizona Compensation Survey** were asked what measures they have taken in the past twelve months, and what measures they are planning to take in the next twelve months, to control costs, or to help attract and retain employees in response to a changing environment. The following pages graphically show participant responses regarding those measures. For comments from participants regarding compensation program changes, please pages following the graphics of this section. NOTE: The total number of participants responding is shown in parentheses.

All Responses



COMPENSATION PROGRAM CHANGES

All Responses



NA = Not Available: insufficient data.

COMPENSATION PROGRAM CHANGES**PARTICIPANT COMMENTS: MEASURES IMPLEMENTED - PAST 12 MONTHS****“Salary Freeze” Explanation:**

- Budget cuts.
- We have an ongoing freeze.

Hiring Freeze - Levels Impacted Examples:

- We do not have a hiring freeze, but we do have a cap that must be watched.

Mandatory Unpaid Time Off / Reduced Work Hours (Including Furlough) Comments:

- Lay offs, organizational re-structure.

Other Cost Cutting or Program Enhancements:

- Delayed the filling of positions after resignations/retirements for as much as six months. Some positions have not been back filled.

Other Change in Benefits Explanation:

- Added High Deductible Health Plan and Health Savings Account.
- We are a public sector employee in the Arizona State Retirement System, they recently lowered both the employee and employer rate for the current fiscal year. Less than .01 percentage.

COMPENSATION PROGRAM CHANGES

PARTICIPANT COMMENTS: MEASURES PLANNED - **NEXT** 12 MONTHS

“Salary Freeze” Explanation:

- Budget cuts.

Hiring Freeze - Levels Impacted Examples:

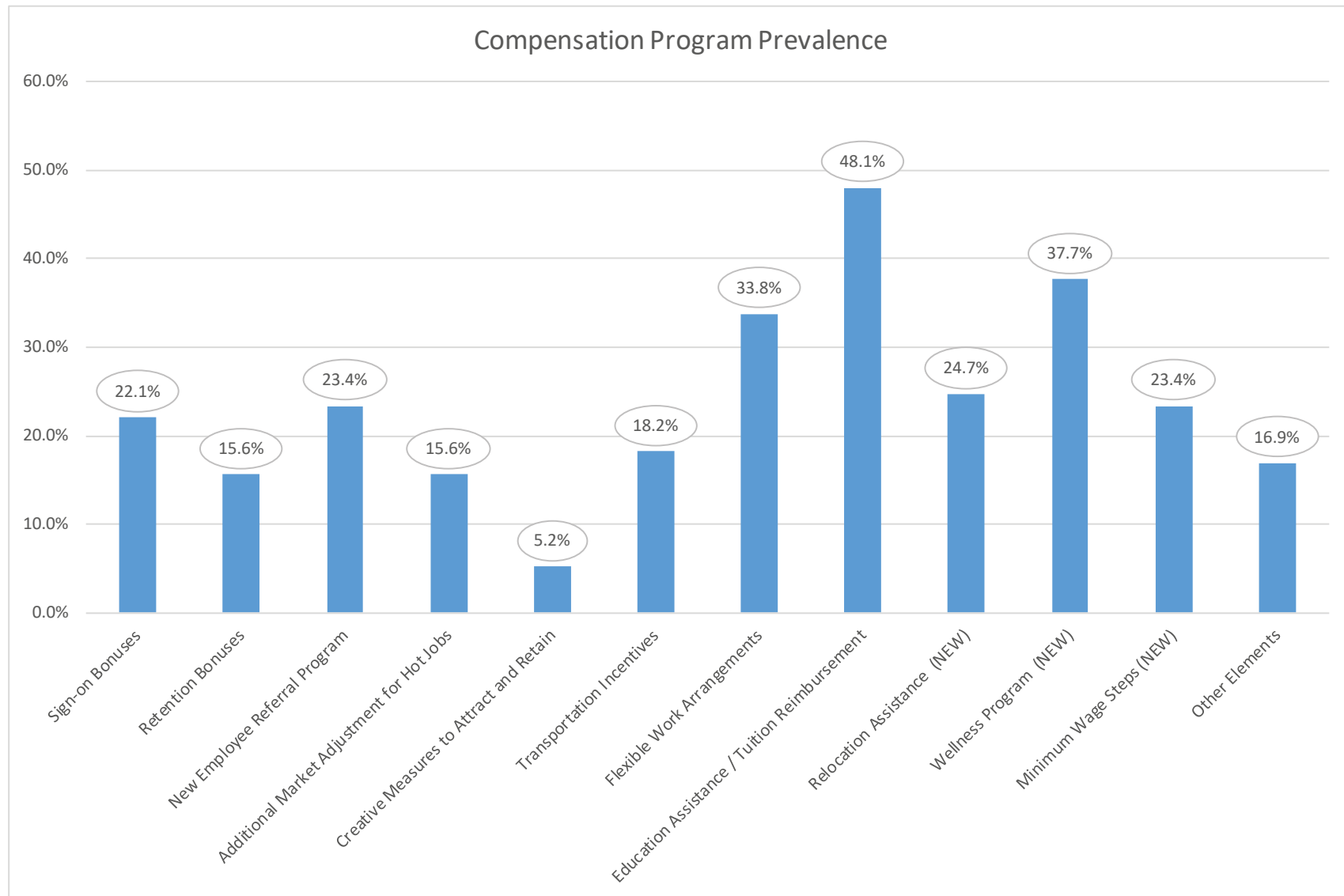
- Continued monitoring of hiring caps.

Other Change in Benefits Explanation:

- Continue to monitor which positions can be delayed in back filling to save on salary and benefits.

COMPENSATION PREVALENCE

Elements provided to help attract and retain employees in response to a changing environment.



(Comments follow)

COMPENSATION PREVALENCE

Elements provided to help attract and retain employees in response to a changing environment.

22.1% reported Sign-on Bonuses

Explanation:

- \$2,500 or \$5,000 Sign-on bonus.
- \$3,000 for RNs.
- Available tool but not used at this time.
- Correctional Nurses receive a sign on bonus of \$500.
- In key positions.
- Lump sum amount paid to employee to join organization.
- Sign-on Bonuses available based on salary grade and job .
- Sometimes for hot jobs.
- Typically for managerial positions and above.
- Typically give \$5,000 as a sign on bonus that is tied to successfully completing 6 months.
- Up to \$5,000, dependent on position. May be paid in increments over a period of time.
- We have sign-on bonuses for the specific positions.

15.6% reported Retention Bonuses

Explanation:

- Can be a percentage increase or lump sum amount paid to retain services if highly skilled or sought after.
- In cases, particularly for critical skills.
- In key positions.
- Longevity bonuses- 5 years \$500, 10 years \$1,000, 15 years \$1,500, 20 years \$2,000.
- One time lump sum, not to exceed 5% of base pay.
- One time only for some employees.
- Paid out 2X/year to those hired before 5/1/77. Payout is based on % of salary. This is being phased out through attrition.
- Typically for senior director positions and above.
- Very rarely.
- We are offered increased PTO hours depending on how long they have been with the company.

COMPENSATION PREVALENCE

23.4% reported “New Employee” Referral Bonus Program

Explanation:

- \$100 bonus for the referring employee after the new employee reaches 90 day anniversary.
- \$100 gift card for successful employee referrals.
- \$1,500 for Technicians level 3 or above. \$750 for all other hires.
- \$200/commissioned firefighter after completion of applicable public safety academy. Up to \$3,000/commissioned police officer split as follows: \$1,000 when recruit passes Academy, \$1,000 when officer completes field training, and \$1,000 when officer passes 18-mo probation.
- \$250 after candidate's completion of 90 days & additional \$250 after 6 months of employment.
- \$750 for referrals.
- Available tool but not used at this time.
- Current employees can receive lump sum amount for referring successful applicants.
- Flat dollar amount based on position. Example: Engineering positions pay more than Production.
- For key positions.
- If employee is employed for 6 months employee who refers person receives \$100.
- Lower grades \$250 after 6 months of employment and \$250 following a year. Higher grades \$500 after 6 months employment and \$500 following a year.
- New Hire who is referred completes 1 year of probation and employee who referred new hire receives two movie tickets and 8 hours of vacation.
- Referral Bonuses for jobs, typically harder to source jobs.
- Staff are eligible for a referral award when they refer external candidates.

15.6% reported Additional Market Adjustment for Hot Jobs

Explanation:

- % increases applied as out of merit adjustments if necessary.
- 2.5% given to all employees every fiscal year- July 1st.
- As needed.
- Continue to monitor engineering and high tech markets.
- Dependent on market and funding available.
- For nursing positions.
- Generally IT related roles.
- Information Technology, IT Security.
- On a case-by-case basis.
- We handle this concern via ad hoc benchmarking and pay rate adjustments if warranted.

COMPENSATION PREVALENCE

5.2% reported Creative Measures to Attract and Retain

Explanation:

- Family Zoo Membership and free general admission to cultural centers around the state. Service awards and vendor discounts.
- First-home buyer assistance program for qualified Police Officers. \$20,000 potential down-payment assistance.
- Large Scale Hiring events to attract new candidates.

18.2% reported Transportation Incentives

Explanation:

- \$25/month downtown parking allowance for employees who work in downtown Tucson. Discounted bus passes (50% off standard rates).
- 20 monthly transit passes offered throughout the year to employees at 50% the standard cost.
- Depending on current gas prices, will be paid one way (from home to work) for everyday worked.
- Discounted bus cards, monthly raffles for carpooling.
- For carpool employees.
- Free Valley Metro Platinum Pass Card Carpool with preferred parking. Vanpool fares are subsidized by Maricopa County Emergency Ride Home.
- Mileage/Gas/Food Reimbursement.
- Trip Reduction Program and Spring Madness. Discounted Bus/LightRail tickets/Raffle Prizes for Alternative Mode Users.
- Vanpool available: County subsidizes 37.5% of the monthly lease. Riders then split the cost of the remaining lease & the monthly fuel cost. Monthly fee can vary. Vanpool lease remains the same unless a change in van occurs.

33.8% reported Flexible Work Arrangements

Explanation:

- 9/80, 4/10, telecommute.
- Alternative Schedules, Teleworking.
- Compressed Work Weeks for positions that allow for that.
- Dependent upon approval. (i.e. employees may enjoy an alternative work schedule such as 7:00 AM - 4:00 PM).
- Depending upon the department and position, employees are able to work flexible schedules (9/80s or 4/10s), others are able to telecommute 1 day per week.
- Flex schedules.
- Flexible Work arrangements are encouraged. Exploring opening various locations to alleviate talent unwilling/unable to move.

(comments continued)

COMPENSATION PREVALENCE

33.8% reported Flexible Work Arrangements *(comments continued)*

- In some cases, where business conditions allow, we have made accommodations for employees to work with flexible schedules.
- In some classifications we do offer flexible work schedules.
- Most employees work a four/10 weekly schedule.
- To some extent, sporadic throughout the organization. No uniform policy applicable to all employees, however. May include: work from home, 4 10-hr shifts, etc.
- Occasional telecommuting for certain positions.
- On a case-by-case basis, we offer adjusted schedules and/or flexible telecommuting arrangements.
- Some positions allow up to 2 telecommute days.
- Some positions are allowed schedules of 30 or more hours per week to maintain benefit eligibility, 40 hours is the standard. Work from home is available when needed.
- Telecommuting, 4-10s.
- Telework, Alternate work schedules like 4x10.
- We provide flexible working schedules for staff.
- Work from home arrangements, 4/10 work weeks.

48.1% reported Educational Assistance / Tuition Reimbursement

If yes, maximum amount per year: \$3,593 Average \$3,550 Median

Explanation:

- \$1,000 per employee.
- \$1,500 for job related education.
- \$2,500/year, after 5 years to \$5,000.
- \$5,250 max for undergrad \$7,500 max for graduate.
- 12 Credit hours @ \$83/hour.
- Company will pay 50% - 100% based on grade received.
- Employee can receive \$1,000 per semester and \$500 in the summer.
- Employees can receive tuition reimbursement if connected to employment and successful completion.
- Exempt tenure eligible employees may receive full tuition reimbursement for up to 12 credit hours per year if the classes/degree program are relevant to the employee's current position, or a position the employee could reasonably aspire to within the org.
- Exploring a student loan payback monthly stipend. \$20,000 lifetime max tuition reimbursement for qualified degrees (not certifications) post-employment.
- IRS Legal Limit.
- No max. Grade C or higher. One year earn out agreement.

(comments continued)



COMPENSATION PREVALENCE

48.1% reported Educational Assistance / Tuition Reimbursement *(comments continued)*

- No Maximum.
- Reimbursement covers up to 75% of tuition and books, the annual amount of tuition reimbursement is \$1,500 per employee per Fiscal Year (for grades "C" and above) and a \$20,000 lifetime maximum reimbursement after the employee incurs \$2,000 in tuition expenses.
- Tuition reimbursement.
- Tuition Reimbursement- No more than \$750 (for full-time, regular employees) or \$375 (for part-time, regular employees) may be reimbursed per fiscal year must have a minimum of 12-months employment must be college-level courses that relate to position.
- Tuition Reimbursement: employee must have worked 180 days, must be full-time, must be in classes that are relevant to employers industry, must agree to working at least 6 months beyond receiving, must show proof of expenses and must receive a grade of B or higher.
- Up to \$10,000 per employee per calendar year. Also opened up education policy to allow non-degreed education, such as courses to prepare for certification.
- Varies by policy.
- We offer an upfront payment for approved educational activities.
- We offer tuition reimbursement to employees, domestic partners and eligible dependents.

24.7% reported Relocation Assistance

Explanation:

- Depends on circumstance.
- Flat amount paid based on candidate needs and company budget.
- For certain location to location moves across states.
- For Director level and above positions.
- In some cases.
- Many specialty positions cannot be filled with local talent. In those cases, depending on the distance and the position, assistance is offered.
- Offer moving allowance for difficult to recruit professional level positions.
- Reimbursement for interview expenses and moving expenses will apply to positions at pay range 14 and above.
- Relocation Bonus for Providers.
- Relocation for the majority of employees external to Tucson.
- Undefined amount at discretion of manager for house hunting trips, transportation, and moving expenses. Reserved for Executive Level positions.

COMPENSATION PREVALENCE

37.7% reported Wellness Program

Explanation:

- \$100 Wellness, \$50 Flu, \$50 Dental.
- Annual contests, weigh-ins, etc. that are rewarded generally with gift cards.
- Annual group walking competition, biometric screening.
- Assistance with gym membership (6 month pilot program).
- Classes, competitions, monthly drawings, etc.
- Company fitness centers on site.
- Complete Wellness Program with Incentives through Reta Trust Live Well.
- Discounts offered for City recreation services. Lowered benefits cost for participants of our wellness program. Comprehensive wellness program intended to promote healthy living. Flagstaff public agency coalition that funds a local health clinic, intended solely for public agency employees who participate in benefits programs (VERA Clinic).
- Free screenings (cholesterol, blood pressure, body fat composition), free flu shots. Lunch and learns, on-call nurse.
- Gym discounts. On site fitness room. On site yoga and other classes.
- Healthy Impact Program offers \$200/year for participating in challenges and activities.
- It is not free to the employee. The employee must sign up and pay for any class fees, or gym membership fees.
- Offer incentive up to \$250 per year for participation in wellness program.
- On-site fitness available at some locations.
- On-site fitness center.
- Up to \$300 incentive to participate in the wellness program.
- Varies by type. We have a non-smoker incentive for example.
- We have a variety of wellness/fitness programs (on campus workout space, gift cards for attaining certain milestones, discounts on medical coverage).
- We have a wellness program and an employee's health premium can be reduced by participation in various plans of exercise, annual physician exam, annual on-line health assessment, etc.
- Wellness activities and a gym available with no membership fee.
- Wellness activity program.
- Wellness Incentive program- participating in wellness and tiered system- up to \$120 incentive payout option.
- Wellness program.

COMPENSATION PREVALENCE

23.4% reported Minimum Wage Steps

Explanation:

- 10-20% range adjustments.
- Ad hoc as needed staying within same PT budget.
- All position salaries are above minimum wage.
- Based on grades for pay scale. Positions move up in grades if minimum wage increases.
- Both individual and classification wide adjustments have been made, depending on the classifications impacted.
- Due to the extra high minimum wage projected in Flagstaff our lower level hourly positions have been assessed and a plan is in place for increases in the next few years.
- Existing pay scale already met the minimum wage for all positions.
- Increase for bottom wage earners. Increase for a few compression issues.
- Increased intern pay to 12.50 - \$2.00 over minimum wage.
- Not required to follow Federal Minimum Wage, but we must be vigilant due to market.
- Pay rate adjustments for temporary employees as minimum wage increases. Will evaluate further, as needed, to ensure compliance with the Flagstaff Minimum Wage ordinance. Created the Office of Labor Standards, following the passage of Flagstaff's minimum wage law in 2016.
- Set starting wages at min where applicable review for compression.
- We have had to update our temporary rates.
- We were already above minimum wage.
- When increases are granted to base salaries, we try to increase the minimum start rate of pay for as many classifications as possible. In some cases there is a number of employees with rates at the range minimum.
- Yes, we have developed a salary planning process that takes into account changes in the minimum wage.

16.9% reported Other Elements

Explanation:

- \$200 per year for wellness incentive.
- Corporate Wellness initiative using Go365. Employees earn points doing wellness activities that they can use to purchase items through the Wellness application.
- Defined benefit pension/retirement account, 40 hours/year bereavement leave, uniform allowances for specific classifications, employee assistance program, wellness programs and incentives, death benefit and guaranteed life insurance, supplemental life insurance.
- Employee "Thank You"/Bonus Program. Receive a "Thank you" and turn in for one "Zoobuck" to use anywhere throughout the Zoo. "Thank you" notes from supervisors can either get you 5 Zoobucks or a \$35 bonus on your next paycheck.

(comments continued)

COMPENSATION PREVALENCE

16.9% reported Other Elements *(comments continued)*

- Employees receive a free year membership for wellness and/or fitness program with the local Community Recreation complex.
- No enrollment fees and reduced cost of membership to areas fitness clubs.
- Relocation assistance ranges from \$3,000 to \$10,000.
- Wellness premium rate deduction - \$20.00 per month.
- Relocation assistance, wellness incentive \$250/year.
- Retirement Program Employer Match-Term Life Insurance-Long Term Disability-Dependent Care Reimbursement.
- Tuition assistance is taxable after the annual IRS limit.

2018 Arizona Compensation Survey

FLSA Prevalence
Percent of Employers Reporting Exempt Vs. Nonexempt

Job No.	Milliman Survey Job Title	No. of Firms	No. of EEs	% Reporting Exempt	% Reporting Nonexempt
1.01	Office Assistant	26	200	0.0%	100.0%
1.02	Office Assistant - Senior	25	361	0.0%	100.0%
1.03	Administrative Secretary	31	368	0.0%	100.0%
1.04	Administrative Assistant	44	1,317	4.6%	95.5%
1.05	Executive Assistant	54	309	27.8%	72.2%
1.06	Clerical Supervisor	19	70	31.6%	68.4%
1.07	Cashier - Office	9	16	0.0%	100.0%
1.08	Mail Clerk	20	27	0.0%	100.0%
1.09	Receptionist	24	105	0.0%	100.0%
1.10	Dispatcher	9	38	0.0%	100.0%
1.11	Research / Statistical Analyst	12	102	75.0%	25.0%
1.12	Program Planner	13	101	69.2%	30.8%
1.13	Business Manager - Unit / Small Org	22	249	81.8%	18.2%
1.14	Business Manager - Large Division	17	140	94.1%	5.9%
2.01	Accounting Clerk	51	299	5.9%	94.1%
2.02a	Accountant	45	198	57.8%	42.2%
2.02b	Accountant - Senior	27	122	85.2%	14.8%
2.02c	Tax Accountant	2	3	50.0%	50.0%
2.02d	Tax Accountant - Senior	2	7	100.0%	0.0%
2.03	Accounting Supervisor	23	54	95.7%	4.4%
2.04a	Accounting Manager	31	102	90.3%	9.7%
2.04b	Controller (not CFO)	19	35	89.5%	10.5%
2.05a	Auditor	19	27	89.5%	10.5%
2.05b	Auditor - Senior	6	16	100.0%	0.0%
2.06a	Budget Analyst	17	24	88.2%	11.8%
2.06b	Budget Analyst - Senior	6	8	100.0%	0.0%
2.07a	Payroll Clerk	11	25	0.0%	100.0%
2.07b	Payroll Specialist	35	39	8.6%	91.4%
2.08	Payroll Supervisor	16	16	93.8%	6.3%
2.09	Accounts Payable Supervisor	11	12	72.7%	27.3%
2.10	Collector	17	70	11.8%	88.2%
2.12	Financial Analyst	15	121	80.0%	20.0%
2.13	Financial Analyst - Senior	20	121	90.0%	10.0%
3.01	Data Entry Operator	8	24	0.0%	100.0%
3.03	Computer Operator	9	25	0.0%	100.0%
3.05	Computer Operations Analyst	9	29	77.8%	22.2%
3.06	Computer Operations Manager	11	21	72.7%	27.3%
3.07	Computer Programmer	5	46	80.0%	20.0%
3.08	Programmer Analyst	16	192	75.0%	25.0%
3.09	Systems Analyst - Journey	17	111	88.2%	11.8%
3.10	Systems Analyst - Lead	17	76	94.1%	5.9%
3.11	Systems Programmer - Journey	9	20	66.7%	33.3%
3.12	System Programmer - Lead	4	8	75.0%	25.0%
3.13	Systems Programming Manager	6	10	83.3%	16.7%
3.14	Help Desk Coordinator Tier I	17	47	11.8%	88.2%
3.15	Help Desk Coordinator Tier II	11	85	18.2%	81.8%
3.16	Personal Computer Support Tech - Entry	22	98	9.1%	90.9%
3.17	Personal Computer Support Tech - Lead	14	55	28.6%	71.4%
3.18	Database Administrator	19	43	84.2%	15.8%
3.19a	Systems Administrator	30	131	76.7%	23.3%
3.19b	Network Systems Engineer	21	60	76.2%	23.8%
3.20	Network Administrator	18	17	72.2%	27.8%
3.21	Telecom Support Specialist	7	7	0.0%	100.0%
3.22	Web Developer	14	17	78.6%	21.4%
3.23	Telecom Systems Technician	10	47	10.0%	90.0%
3.24	Telephone Service Coordinator	8	5	75.0%	25.0%
3.26	Communications Technician	5	34	0.0%	100.0%
3.27	GIS Analyst	27	41	44.4%	55.6%
3.28	Business Analyst	17	171	94.1%	5.9%
3.29	Software Engineer	9	13	100.0%	0.0%
3.30	Software Engineer - Senior	10	25	100.0%	0.0%

2018 Arizona Compensation Survey

FLSA Prevalence
Percent of Employers Reporting Exempt Vs. Nonexempt

Job No.	Milliman Survey Job Title	No. of Firms	No. of EEs	% Reporting Exempt	% Reporting Nonexempt
3.34	IT Security Engineer**	6	8	100.0%	0.0%
3.35	IT Security Engineer - Senior*	6	8	100.0%	0.0%
4.01	Custodial Worker	37	836	0.0%	100.0%
4.02	Custodial Supervisor	24	56	16.7%	83.3%
4.03	Building Maintenance Worker	44	216	0.0%	100.0%
4.04	Building Maintenance Supervisor	31	61	45.2%	54.8%
4.05	Carpenter	12	47	0.0%	100.0%
4.06	Electronic Technician	9	20	22.2%	77.8%
4.07	Electrician	22	164	0.0%	100.0%
4.08	Painter	12	53	0.0%	100.0%
4.09	Plumber	10	73	0.0%	100.0%
4.10	Welder	15	152	0.0%	100.0%
4.11	HVAC Technician**	19	145	0.0%	100.0%
4.12	Trades Helper	16	131	0.0%	100.0%
4.13	Laborer	9	39	0.0%	100.0%
4.14	Equipment Operator	22	220	0.0%	100.0%
4.15a	Equipment Shop Supervisor	11	8	45.5%	54.6%
4.15b	Fleet Manager	12	11	58.3%	41.7%
4.16	Heavy Equipment Operator	22	219	0.0%	100.0%
4.17	Automotive Service Worker	13	12	0.0%	100.0%
4.18	Automotive Mechanic	21	116	0.0%	100.0%
4.19	Heavy Equipment Mechanic	25	44	0.0%	100.0%
4.20	Locksmith / Security Specialist	9	27	0.0%	100.0%
4.21	Groundskeeper	32	216	0.0%	100.0%
4.22	Grounds Supervisor	18	36	44.4%	55.6%
4.23	Driver, Bus / Tram	8	12	0.0%	100.0%
4.24	Driver	14	91	0.0%	100.0%
4.25	Physical Plant Director	15	14	80.0%	20.0%
4.26	Construction Projects Coordinator	14	16	85.7%	14.3%
4.27	Offset Press Operator	3	0	NA	NA
4.28	Environmental Health / Safety Specialist	17	27	64.7%	35.3%
4.30	Environmental Engineer	4	15	50.0%	50.0%
4.32	Environmental Engineer - Senior	5	8	60.0%	40.0%
5.01	Drafting Technician	10	12	10.0%	90.0%
5.02	Engineering Technician - Entry	7	26	14.3%	85.7%
5.03	Engineering Technician	19	39	5.3%	94.7%
5.04	Engineering Technician - Senior	19	69	10.5%	89.5%
5.05	Civil Engineer	22	39	86.4%	13.6%
5.06	Civil Engineer - Senior	21	16	90.5%	9.5%
5.09	Electrical Engineer	9	14	88.9%	11.1%
5.10	Electrical Engineer - Senior	8	13	75.0%	25.0%
5.11	Manufacturing Engineer	3	8	100.0%	0.0%
5.12	Manufacturing Engineer - Senior	7	8	100.0%	0.0%
5.13a	Mechanical Engineer	9	24	77.8%	22.2%
5.13b	Mechanical Engineer - Senior	8	27	87.5%	12.5%
5.14	Machinist	12	113	0.0%	100.0%
5.16	Production Machine Operator I - (Entry Level)	4	123	0.0%	100.0%
5.17	Production Machine Operator II - (Inter Level)	5	17	0.0%	100.0%
5.18	Production Machine Operator III (Senior Level)	4	62	0.0%	100.0%
5.20	Assembler	4	39	0.0%	100.0%
5.21	Assembler - Senior	6	48	0.0%	100.0%
5.22	Quality Assurance Inspector	4	21	0.0%	100.0%
5.23a	Test Technician	5	229	0.0%	100.0%
5.23b	Quality Assurance Technician	7	18	14.3%	85.7%
5.23c	Quality Assurance Engineer	9	21	77.8%	22.2%
5.23d	Quality Assurance Engineer - Senior	4	59	100.0%	0.0%
5.23e	Quality Manager	6	6	83.3%	16.7%
5.24	Production Planner / Scheduler	10	71	40.0%	60.0%
5.25	Survey Party Chief	7	7	42.9%	57.1%
5.26	Roadway Maintenance Technician	7	33	0.0%	100.0%
5.30	Planner (Journey)	24	39	79.2%	20.8%

2018 Arizona Compensation Survey

FLSA Prevalence
Percent of Employers Reporting Exempt Vs. Nonexempt

Job No.	Milliman Survey Job Title	No. of Firms	No. of EEs	% Reporting Exempt	% Reporting Nonexempt
6.01a	Laboratory Technician	10	29	0.0%	100.0%
6.01b	Histology Technician*	2	3	50.0%	50.0%
6.01c	Histology Technologist*	2	12	0.0%	100.0%
6.02	Medical Technologist	2	8	50.0%	50.0%
6.03	Radiological Technologist	2	3	50.0%	50.0%
6.04	Nursing Assistant, Certified (CNA)	4	157	0.0%	100.0%
6.05	Nurse Practitioner	9	47	88.9%	11.1%
6.06	Licensed Practical Nurse	8	66	0.0%	100.0%
6.07a	Registered Nurse - Acute Care	2	71	50.0%	50.0%
6.07c	Registered Nurse - Clinic	14	133	57.1%	42.9%
6.07d	Clinical Nurse Lead / Supervisor	3	20	66.7%	33.3%
6.08a	Occupational Therapy Assistant - Certified (COTA)	1	1	0.0%	100.0%
6.08b	Occupational Therapist	5	8	40.0%	60.0%
6.09a	Physical Therapy Assistant (PTA)	1	4	0.0%	100.0%
6.09b	Physical Therapist	3	5	66.7%	33.3%
6.11	Pharmacy Technician	4	7	0.0%	100.0%
6.12	Pharmacist	5	5	80.0%	20.0%
6.13	Quality Assurance Coordinator (RN)	5	38	100.0%	0.0%
6.14	Social Worker - Bachelor's	7	12	57.1%	42.9%
6.15	Social Worker - Master's	6	5	50.0%	50.0%
6.16a	Behavioral Health Assistant - Entry*	2	159	0.0%	100.0%
6.16b	Behavioral Health Technician**	4	258	0.0%	100.0%
6.16c	Behavioral Health Therapist / Counselor - Master's**	7	32	71.4%	28.6%
6.17	Phlebotomist	3	9	0.0%	100.0%
6.18	Claims / Billing Specialist	6	20	0.0%	100.0%
6.19	Nurse Case Manager	3	59	66.7%	33.3%
6.20	Clinical Educator	5	9	60.0%	40.0%
6.21	Medical Assistant	8	115	0.0%	100.0%
6.22	Physician Assistant	3	21	100.0%	0.0%
6.28	Speech Language Pathologist	3	5	100.0%	0.0%
7.01a	Trainer	13	53	76.9%	23.1%
7.01b	Trainer - Technical	5	8	80.0%	20.0%
7.01c	Training Manager	11	21	90.9%	9.1%
7.02	Human Resources Assistant	35	49	2.9%	97.1%
7.03	Human Resources Analyst	23	39	82.6%	17.4%
7.04	Human Resources Generalist	24	50	79.2%	20.8%
7.05	Human Resources Generalist - Senior	17	59	94.1%	5.9%
7.06	Compensation Manager	11	11	90.9%	9.1%
7.07a	Benefits Specialist	8	14	12.5%	87.5%
7.07b	Benefits Specialist - Senior	10	18	60.0%	40.0%
7.07c	Benefits Administrator	9	9	77.8%	22.2%
7.07d	Benefits Manager	14	11	92.9%	7.1%
7.08	Human Resources Manager	42	79	95.2%	4.8%
7.09	Human Resources Director	32	35	93.8%	6.3%
7.11	HRIS Analyst	8	16	50.0%	50.0%
7.14	Recruiter	17	39	58.8%	41.2%
7.18	Organizational Effectiveness Consultant**	4	6	75.0%	25.0%
8.01	Legal Secretary	20	58	0.0%	100.0%
9.01	Library Specialist	14	47	14.3%	85.7%
9.03	Librarian	23	57	87.0%	13.0%
10.01	Stock Clerk	15	67	0.0%	100.0%
10.02	Stores Supervisor	15	25	53.3%	46.7%
10.03	Material Handler	22	256	0.0%	100.0%
10.04	Warehouse Lead	19	76	15.8%	84.2%
10.05a	Buyer	33	90	48.5%	51.5%
10.05b	Buyer - Senior	16	70	81.3%	18.8%
10.06	Purchasing Supervisor	12	14	83.3%	16.7%
10.07	Purchasing Manager	21	20	95.2%	4.8%
10.08	Contracts Administrator	12	48	91.7%	8.3%
10.09	Contracts Administrator - Senior	9	27	77.8%	22.2%
10.10	Purchasing Assistant*	4	10	25.0%	75.0%

2018 Arizona Compensation Survey

FLSA Prevalence
Percent of Employers Reporting Exempt Vs. Nonexempt

Job No.	Milliman Survey Job Title	No. of Firms	No. of EEs	% Reporting Exempt	% Reporting Nonexempt
11.01	Cook	16	89	0.0%	100.0%
11.02	Food Service Worker	7	63	0.0%	100.0%
11.03	Food Service Supervisor	10	28	50.0%	50.0%
11.11	Recreation Assistant	6	101	0.0%	100.0%
11.12	Recreation Program Coordinator	7	45	42.9%	57.1%
11.13	Recreation Supervisor	6	13	83.3%	16.7%
12.01	Criminal Investigator	14	35	35.7%	64.3%
12.03	Police Officer	37	1,194	2.7%	97.3%
12.04	Police Sergeant	33	156	9.1%	90.9%
12.05	Police Lieutenant	31	59	90.3%	9.7%
12.07	Firefighter	19	132	0.0%	100.0%
12.08	Fire Engineer	12	144	8.3%	91.7%
12.09	Fire Marshall	4	10	100.0%	0.0%
12.10	Fire Captain	18	17	16.7%	83.3%
12.11a	Police Chief	10	10	90.0%	10.0%
12.11b	Emergency Dispatcher	14	62	0.0%	100.0%
12.12	Fire Inspector	12	26	8.3%	91.7%
12.14	Criminalist	6	4	50.0%	50.0%
12.15	Polygraph Examiner	7	5	14.3%	85.7%
12.16	Property / Evidence Clerk	20	13	0.0%	100.0%
12.17	Police Records Clerk	21	77	14.3%	85.7%
12.18	Safety Officer	17	26	70.6%	29.4%
12.19a	Security Guard - Unarmed	13	204	0.0%	100.0%
12.19b	Security Guard - Armed	7	37	0.0%	100.0%
13.03	Customer Service Representative	30	453	6.7%	93.3%
13.04	Customer Service Representative - Senior	18	299	11.1%	88.9%
13.07	Customer Service Supervisor	18	75	72.2%	27.8%
13.08	Marketing Assistant	10	8	20.0%	80.0%
13.09a	Marketing Coordinator	9	10	55.6%	44.4%
13.09b	Special Events Coordinator	13	16	69.2%	30.8%
13.10	Marketing Communications Specialist	14	25	85.7%	14.3%
13.11	Social Media Specialist	3	2	33.3%	66.7%
13.12	Digital Marketing Specialist	1	2	0.0%	100.0%
13.15	Grants Writer	10	8	70.0%	30.0%
14.01	Public Information Officer	26	33	84.6%	15.4%
14.02	Media Specialist	7	8	57.1%	42.9%
14.03	Video Production Specialist	11	17	63.6%	36.4%
14.04	Graphic Artist	20	37	40.0%	60.0%
15.01	Curator / Museum Exhibits Specialist	5	26	80.0%	20.0%
15.03	Volunteer Coordinator	14	12	64.3%	35.7%
16.01	Project Analyst / Coordinator	7	17	57.1%	42.9%
16.02	Project Manager I	12	95	75.0%	25.0%
16.03	Project Manager II	14	101	85.7%	14.3%

2018 Arizona Compensation Survey

Nonexempt through Management & Professional Positions



PAY, BENEFITS, AND TRENDS

Effective date of data: March 2018
Publication date: June 2018

www.salarysurveys.milliman.com
www.surveystresults.milliman.com





2018 Arizona Compensation Survey
PAY, BENEFITS, AND TRENDS

