

ARIZONA
DEPARTMENT OF PUBLIC SAFETY

ANNUAL PERSONNEL REPORT
&
ADVISORY RECOMMENDATION



September 1, 2024

Arizona Department of Public Safety

“Courteous Vigilance”

Annual Report on Personnel and Compensation

September 1, 2024

INTRODUCTION

Arizona Revised Statute 41-751 (D) requires the Department of Public Safety to prepare an advisory recommendation on the salaries of its personnel. The recommendations for Fiscal Year 2025 support several compensation objectives essential to maintaining the current service levels provided to the citizens of Arizona. The objectives include:

- Narrow the difference in compensation between department personnel and overall public and private labor markets in Arizona in an effort to become a competitive employer.
- Reduce the costly effects of turnover by providing monetary incentives that encourage employees to remain in state service.
- Retain sufficient personnel to provide ethical, effective, efficient, and customer-oriented state-level law enforcement services to the citizens and visitors of Arizona as outlined in the Department’s mission.
- Increase the Department’s ability to compete with local agencies for qualified applicants, where municipal agencies have attractive monetary incentives to entice applicants who would otherwise consider the Department as a career.

Recruiting and retaining the most highly qualified employees for the Department of Public Safety is critical to these objectives. Despite a 15% salary increase across the board for all department employees in 2022, research and surveys confirm department employee salaries are still below their market competitors.

CURRENT STATUS

As of July 1, 2024, there were 1,975 full-time employees with the Department of Public Safety of which 1,061 (54%) were sworn and 914 (46%) were professional staff (civilian).

Based on the most recent salary survey conducted in August 2024 (see Appendix A), the average department sworn salary requires a 9.7% increase to achieve the Department's compensation objective. Eighteen of the forty law enforcement agencies surveyed statewide offer higher officer salaries than the Department's maximum trooper pay. In 2023, fifteen agencies had higher salaries and in the 2022 survey, there were only five sworn agencies with higher pay than the Department's maximum trooper rate.

A salary survey conducted in August 2024 on a sampling of professional staff classifications within different job families shows that professional staff salary levels would currently require an average increase of 16.9% to reach their market competitors (see Appendix B).

Due to salary levels, the Department is experiencing difficulties filling several critical vacant positions within the Aviation and Operational Communications Bureaus. There is a current 21% vacancy rate in the critical Police Communications Dispatcher classification.

The Department has ramped up aggressive efforts to employ new state troopers to reduce the 26% vacancy rate in the Highway Patrol Division and the 29% vacancy rate in the Criminal Investigations Division. The reported vacancy rates in 2023 were 21% in the Highway Patrol Division and 25% in the Criminal Investigations Division. The increasing vacancy rate in the Criminal Investigations Division affects the Department's ability to curtail criminal activity in our communities.

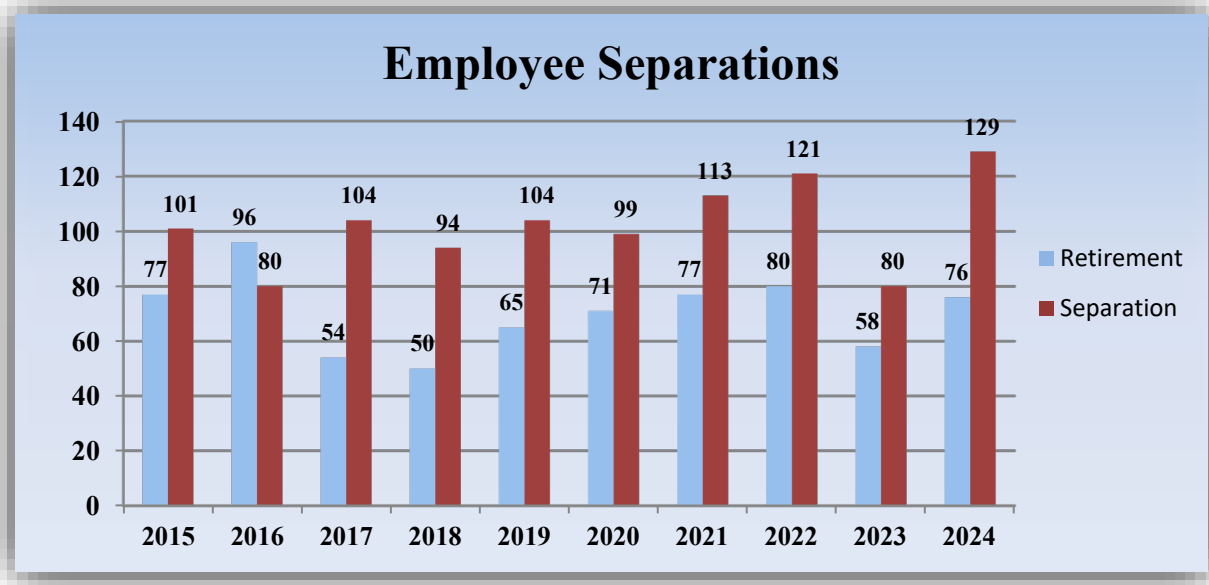


TURNOVER

In fiscal year (FY) 2024, the Department experienced a turnover rate of 8% for sworn personnel and 13% for professional staff. There were 205 employee separations from the Department, including retirements, of which 84% were regrettable attrition (see Appendix C).

There were 87 separations of sworn personnel during the fiscal year, of which 46 (55%) were a result of retirement. The sworn regrettable attrition rate was 82%. The professional staff regrettable attrition rate was 85%; of the 118 separations during the fiscal year, 30 were retirements.

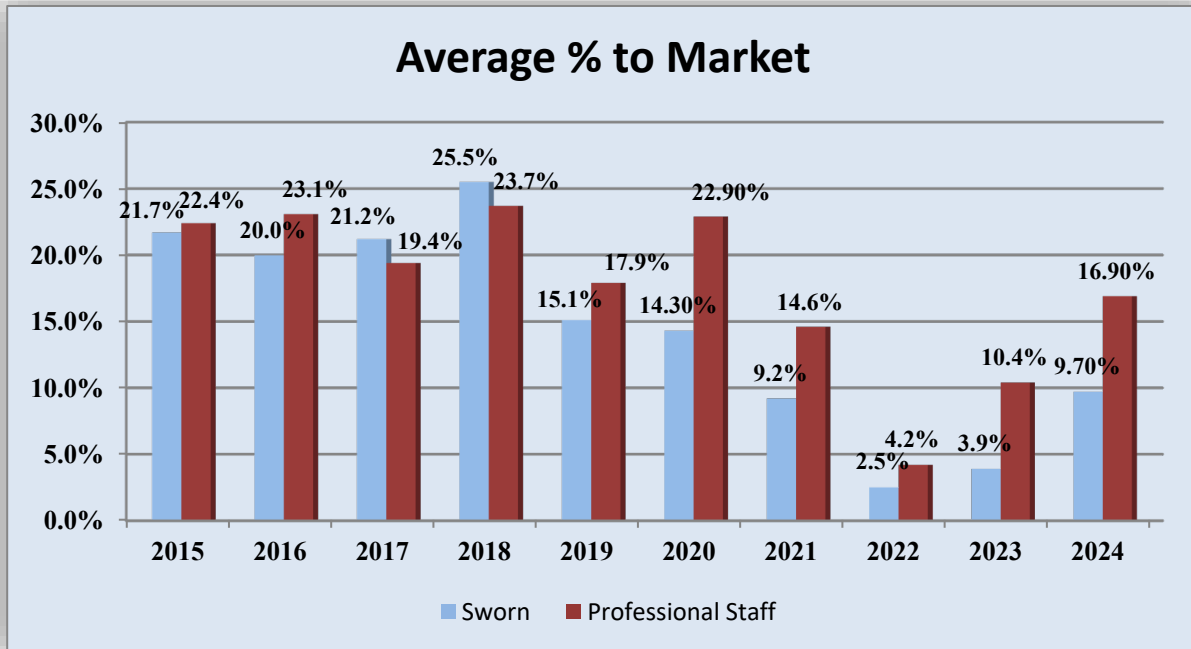
Public safety services have a significant impact on the welfare of the state and its citizens, requiring employees to have a considerable amount of training, knowledge, and experience. The experience required to become fully proficient normally takes employees three to five years to acquire. During this past year, employees with more than three years of employment represented 41 (31.8%) of all non-retirement separations, thus requiring the Department to rely on a less-tenured employee population to service the growing and diverse needs of the state. The retention of experienced employees continues to be of significant concern to the Department and will require additional resources to reverse this trend, promote internal equity, and meet staffing needs.



COMPENSATION

The Department's sworn employees received a 15% salary adjustment in FY 2023. At the same time, sworn salaries of competing agencies around the state have continued to increase with no reductions. Department sworn salaries would need an average increase of 9.7% to reach compensation objectives in terms of base pay. As shown in Appendix D, the cost to bring sworn salaries to market levels in FY 2025 is \$14.8 million.

The Department’s professional staff received a 15% salary increase in FY 2023. The Department estimates professional staff would need an average salary increase of 16.9% to achieve compensation objectives. As shown in Appendix D, this increase would cost \$12.5 million in FY 2025.



OVERTIME

Given the current sworn and professional staff salary base, the Department would require an additional \$3.2 million (including Employee Related Expenditures) in FY 2025, after the appropriate market salary adjustments, to reach an industry average overtime budget of 4.8% of total payroll.

CONCLUSION

The Department of Public Safety offers competitive salaries for some classifications, while others are still very much below the market, which directly impacts the retention of current employees and the recruiting of highly qualified new employees. In the long term, the Department seeks the ability to make small, regular adjustments to employee pay to meet increases in the cost of living and target specific classifications where pay is not competitive at all. In the short term, the Department is optimistic the state can provide a modest pay adjustment to prevent salaries from falling further behind.

CADET STATE TROOPER

	ENTRY			MAXIMUM
Apache Junction	\$62,587		Apache Junction	\$62,587
Avondale PD	N/A		Avondale PD	\$60,590
AZ DPS	N/A		AZ DPS	\$64,118
Buckeye PD	N/A		Buckeye PD	\$59,259
Casa Grande PD	N/A		Casa Grande PD	\$50,405
Chandler PD	N/A		Chandler PD	\$63,706
Coconino CSO	N/A		Coconino CSO	\$53,451
Cottonwood PD	N/A		Cottonwood PD	\$58,081
El Mirage PD	N/A		El Mirage PD	\$52,384
Flagstaff PD	N/A		Flagstaff PD	\$58,656
Gilbert PD	N/A		Gilbert PD	\$51,517
Glendale PD	N/A		Glendale PD	\$68,524
Goodyear PD	N/A		Goodyear PD	\$67,434
Kingman PD	N/A		Kingman PD	\$43,576
Lake Havasu PD	N/A		Lake Havasu PD	\$55,910
Marana PD	N/A		Marana PD	\$59,596
Maricopa CSO	N/A		Maricopa CSO	\$60,320
Maricopa PD	\$61,048		Maricopa PD	\$85,904
Mesa PD	\$66,940		Mesa PD	\$94,436
Mohave CSO	N/A		Mohave CSO	\$59,509
Oro Valley PD	N/A		Oro Valley PD	\$57,263
Paradise Valley PD	\$62,100		Paradise Valley PD	\$72,450
Peoria PD	N/A		Peoria PD	\$61,776
Phoenix PD	N/A		Phoenix PD	\$58,510
Pima CSD	N/A		Pima CSD	\$55,702
Pinal CSO	N/A		Pinal CSO	\$62,400
Prescott PD	N/A		Prescott PD	\$65,042
Prescott Valley PD	N/A		Prescott Valley PD	\$55,016
Queen Creek PD	N/A		Queen Creek PD	\$64,547
Safford PD	N/A		Safford PD	\$52,000
Sahuarita PD	N/A		Sahuarita PD	\$51,735
Scottsdale PD	N/A		Scottsdale PD	\$70,137
Sedona PD	N/A		Sedona PD	\$64,376
Sierra Vista PD	N/A		Sierra Vista PD	\$56,202
Surprise PD	N/A		Surprise PD	\$64,595
Tempe PD	N/A		Tempe PD	\$74,064
Tolleson PD	N/A		Tolleson PD	\$64,210
Tucson PD	N/A		Tucson PD	\$61,239
Yavapai CSO	\$63,301		Yavapai CSO	\$98,117
Yuma PD	\$35,208		Yuma PD	\$45,770

STATE TROOPER

	ENTRY			MAXIMUM
Apache Junction	\$65,874		Apache Junction	\$102,170
Avondale PD	\$65,853		Avondale PD	\$97,302
AZ DPS	\$65,383		AZ DPS	\$91,602
Buckeye PD	\$68,702		Buckeye PD	\$99,694
Casa Grande PD	\$59,199		Casa Grande PD	\$81,602
Chandler PD	\$71,802		Chandler PD	\$104,042
Coconino CSO	\$55,997		Coconino CSO	\$81,302
Cottonwood PD	\$58,081		Cottonwood PD	\$87,120
El Mirage PD	\$61,568		El Mirage PD	\$90,958
Flagstaff PD	\$58,656		Flagstaff PD	\$93,537
Gilbert PD	\$66,518		Gilbert PD	\$93,621
Glendale PD	\$71,950		Glendale PD	\$101,241
Goodyear PD	\$70,808		Goodyear PD	\$94,890
Kingman PD	\$47,258		Kingman PD	\$66,123
Lake Havasu PD	\$60,017		Lake Havasu PD	\$71,282
Marana PD	\$62,575		Marana PD	\$88,049
Maricopa CSO	\$66,560		Maricopa CSO	\$94,640
Maricopa PD	64,106		Maricopa PD	\$85,904
Mesa PD	\$66,939		Mesa PD	\$94,436
Mohave CSO	\$48,381		Mohave CSO	\$80,018
Oro Valley PD	\$57,263		Oro Valley PD	\$83,283
Paradise Valley PD	\$72,450		Paradise Valley PD	\$97,367
Peoria PD	\$67,995		Peoria PD	\$95,472
Phoenix PD	\$74,360		Phoenix PD	\$107,827
Pima CSD	\$55,702		Pima CSD	\$71,947
Pinal CSO	\$65,699		Pinal CSO	\$86,203
Prescott PD	\$65,042		Prescott PD	\$97,552
Prescott Valley PD	\$59,550		Prescott Valley PD	\$83,990
Queen Creek PD	\$67,829		Queen Creek PD	\$69,416
Safford PD	\$52,000		Safford PD	\$74,178
Sahuarita PD	\$51,376		Sahuarita PD	\$81,952
Scottsdale PD	\$70,138		Scottsdale PD	\$98,696
Sedona PD	\$64,376		Sedona PD	\$88,379
Show Low PD	\$56,493		Show Low PD	\$68,640
Sierra Vista PD	\$58,573		Sierra Vista PD	\$83,678
Surprise PD	\$64,595		Surprise PD	\$95,701
Tempe PD	\$74,064		Tempe PD	\$100,010
Tolleson PD	\$64,210		Tolleson PD	\$71,427
Tucson PD	\$61,239		Tucson PD	\$86,159
Yavapai CSO	\$63,301		Yavapai CSO	\$98,117
Yuma PD	\$60,302		Yuma PD	\$84,972

SERGEANT

	ENTRY			MAXIMUM
Apache Junction	\$102,169		Apache Junction	\$113,506
Avondale PD	\$97,906		Avondale PD	\$124,946
AZ DPS	\$100,765		AZ DPS	\$114,517
Buckeye PD	\$103,314		Buckeye PD	\$130,312
Casa Grande PD	\$74,285		Casa Grande PD	\$102,569
Chandler PD	\$114,442		Chandler PD	\$135,699
Coconino CSO	\$79,746		Coconino CSO	\$109,138
Cottonwood PD	\$74,128		Cottonwood PD	\$111,191
El Mirage PD	\$95,514		El Mirage PD	\$116,085
Flagstaff PD	\$97,115		Flagstaff PD	\$123,614
Gilbert PD	\$99,840		Gilbert PD	\$121,347
Glendale PD	\$119,095		Glendale PD	\$131,304
Goodyear PD	\$113,063		Goodyear PD	\$124,651
Kingman PD	\$63,710		Kingman PD	\$73,902
Lake Havasu PD	\$81,203		Lake Havasu PD	\$103,314
Marana PD	\$88,654		Marana PD	\$107,759
Maricopa CSO	\$93,600		Maricopa CSO	\$118,560
Maricopa PD	\$91,042		Maricopa PD	\$114,962
Mesa PD	\$102,714		Mesa PD	\$120,187
Mohave CSO	\$81,390		Mohave CSO	\$88,941
Oro Valley PD	\$82,728		Oro Valley PD	\$100,728
Paradise Valley PD	\$112,875		Paradise Valley PD	\$123,341
Peoria PD	\$101,546		Peoria PD	\$125,154
Phoenix PD	\$108,576		Phoenix PD	\$141,918
Pima CSD	\$79,123		Pima CSD	\$94,931
Pinal CSO	\$90,513		Pinal CSO	\$107,591
Prescott PD	\$87,044		Prescott PD	\$130,566
Prescott Valley PD	\$86,507		Prescott Valley PD	\$109,595
Queen Creek PD	\$104,104		Queen Creek PD	\$127,525
Safford PD	\$64,480		Safford PD	\$95,814
Sahuarita PD	\$71,907		Sahuarita PD	\$106,769
Scottsdale PD	\$103,646		Scottsdale PD	\$132,267
Sedona PD	\$89,669		Sedona PD	\$105,394
Sierra Vista PD	\$77,685		Sierra Vista PD	\$108,778
Surprise PD	\$101,546		Surprise PD	\$129,646
Tempe PD	\$117,573		Tempe PD	\$134,170
Tolleson PD	\$89,440		Tolleson PD	\$124,800
Tucson PD	\$92,842		Tucson PD	\$105,509
Yavapai CSO	\$76,943		Yavapai CSO	\$119,262
Yuma PD	\$88,371		Yuma PD	\$107,517

CAPTAIN
Second Line Supervisor

	ENTRY		MAXIMUM
Apache Junction	\$98,199	Apache Junction	\$142,848
Avondale PD	\$106,072	Avondale PD	\$159,108
AZ DPS	N/A	AZ DPS	\$147,247
Buckeye PD	\$125,986	Buckeye PD	\$146,058
Casa Grande PD	\$81,212	Casa Grande PD	\$112,237
Chandler PD	\$140,338	Chandler PD	\$154,773
Coconino CSO	\$92,395	Coconino CSO	\$126,449
Cottonwood PD	N/A	Cottonwood PD	N/A
El Mirage PD	\$121,720	El Mirage PD	\$170,420
Flagstaff PD	\$92,040	Flagstaff PD	\$119,642
Gilbert PD	\$127,421	Gilbert PD	\$147,534
Glendale PD	\$102,797	Glendale PD	\$154,196
Goodyear PD	\$118,286	Goodyear PD	\$137,176
Kingman PD	\$84,115	Kingman PD	\$104,302
Lake Havasu PD	\$102,856	Lake Havasu PD	\$150,150
Marana PD	\$114,942	Marana PD	\$158,564
Maricopa CSO	\$134,000	Maricopa CSO	\$180,000
Maricopa PD	\$96,780	Maricopa PD	\$147,132
Mesa PD	\$132,372	Mesa PD	\$151,479
Mohave CSO	\$78,811	Mohave CSO	\$126,485
Oro Valley PD	\$110,323	Oro Valley PD	\$148,936
Paradise Valley PD	\$96,896	Paradise Valley PD	\$105,881
Peoria PD	\$131,758	Peoria PD	\$148,857
Phoenix PD	\$133,227	Phoenix PD	\$196,596
Pima CSD	\$72,426	Pima CSD	\$160,638
Pinal CSO	\$112,971	Pinal CSO	\$127,816
Prescott PD	\$109,891	Prescott PD	\$164,837
Prescott Valley PD	\$107,411	Prescott Valley PD	\$150,384
Queen Creek PD	\$133,712	Queen Creek PD	\$154,788
Safford PD	\$83,200	Safford PD	\$123,631
Sahuarita PD	\$91,170	Sahuarita PD	\$135,663
Scottsdale PD	\$138,882	Scottsdale PD	\$160,763
Sedona PD	\$108,618	Sedona PD	\$124,634
Sierra Vista PD	\$95,065	Sierra Vista PD	\$126,578
Surprise PD	\$139,214	Surprise PD	\$156,686
Tempe PD	\$148,924	Tempe PD	\$163,072
Tolleson PD	\$115,627	Tolleson PD	\$161,878
Tucson PD	\$134,050	Tucson PD	\$164,922
Yavapai CSO	\$98,201	Yavapai CSO	\$152,212
Yuma PD	\$121,014	Yuma PD	\$157,318

MAJOR
Third Line Supervisor

	ENTRY			MAXIMUM
Apache Junction	\$113,677		Apache Junction	\$165,364
Avondale PD	N/A		Avondale PD	N/A
AZ DPS	N/A		AZ DPS	\$163,759
Buckeye PD	\$110,136		Buckeye PD	\$176,176
Casa Grande PD	\$91,282		Casa Grande PD	\$126,067
Chandler PD	\$178,000		Chandler PD	\$186,259
Coconino CSO	\$104,140		Coconino CSO	\$152,146
Cottonwood PD	\$94,607		Cottonwood PD	\$149,005
El Mirage PD	N/A		El Mirage PD	N/A
Flagstaff PD	N/A		Flagstaff PD	N/A
Gilbert PD	\$132,738		Gilbert PD	\$199,108
Glendale PD	\$144,646		Glendale PD	\$216,969
Goodyear PD	\$118,286		Goodyear PD	\$137,176
Kingman PD	N/A		Kingman PD	N/A
Lake Havasu PD	N/A		Lake Havasu PD	N/A
Marana PD	N/A		Marana PD	N/A
Maricopa CSO	N/A		Maricopa CSO	N/A
Maricopa PD	N/A		Maricopa PD	N/A
Mesa PD	\$144,843		Mesa PD	\$184,120
Mohave CSO	N/A		Mohave CSO	N/A
Oro Valley PD	\$133,037		Oro Valley PD	\$179,600
Paradise Valley PD	\$137,786		Paradise Valley PD	\$170,532
Peoria PD	\$161,771		Peoria PD	\$187,717
Phoenix PD	\$175,344		Phoenix PD	\$219,211
Pima CSD	N/A		Pima CSD	\$160,638
Pinal CSO	\$138,042		Pinal CSO	\$145,030
Prescott PD	N/A		Prescott PD	N/A
Prescott Valley PD	N/A		Prescott Valley PD	N/A
Queen Creek PD	\$131,506		Queen Creek PD	\$197,259
Safford PD	N/A		Safford PD	N/A
Sahuarita PD	\$100,291		Sahuarita PD	\$149,345
Scottsdale PD	\$168,813		Scottsdale PD	\$186,118
Sedona PD	N/A		Sedona PD	N/A
Sierra Vista PD	\$105,629		Sierra Vista PD	\$149,684
Surprise PD	\$166,186		Surprise PD	\$192,655
Tempe PD	\$148,924		Tempe PD	\$163,072
Tolleson PD	N/A		Tolleson PD	N/A
Tucson PD	\$135,637		Tucson PD	\$184,288
Yavapai CSO	\$108,267		Yavapai CSO	\$167,813
Yuma PD	N/A		Yuma PD	N/A

ASST. DIRECTOR

	ENTRY			MAXIMUM
Apache Junction	N/A		Apache Junction	N/A
Avondale PD	\$139,549		Avondale PD	\$209,324
AZ DPS	N/A		AZ DPS	\$207,288
Buckeye PD	\$115,648		Buckeye PD	\$184,995
Casa Grande PD	N/A		Casa Grande PD	N/A
Chandler PD	\$211,058		Chandler PD	\$220,979
Coconino CSO	\$108,638		Coconino CSO	\$212,826
Cottonwood PD	N/A		Cottonwood PD	N/A
El Mirage PD	\$131,931		El Mirage PD	\$184,716
Flagstaff PD	\$150,821		Flagstaff PD	\$196,643
Gilbert PD	\$147,744		Gilbert PD	\$221,616
Glendale PD	\$144,646		Glendale PD	\$216,969
Goodyear PD	\$167,453		Goodyear PD	\$215,228
Kingman PD	\$108,197		Kingman PD	\$117,934
Lake Havasu PD	N/A		Lake Havasu PD	N/A
Marana PD	\$122,165		Marana PD	\$189,355
Maricopa CSO	\$114,500		Maricopa CSO	\$177,500
Maricopa PD	N/A		Maricopa PD	N/A
Mesa PD	\$165,630		Mesa PD	\$222,893
Mohave CSO	\$126,360		Mohave CSO	\$142,210
Oro Valley PD	\$146,016		Oro Valley PD	\$197,213
Paradise Valley PD	N/A		Paradise Valley PD	N/A
Peoria PD	\$197,102		Peoria PD	\$212,383
Phoenix PD	\$197,288		Phoenix PD	\$236,746
Pima CSD	\$108,638		Pima CSD	\$212,826
Pinal CSO	\$103,479		Pinal CSO	\$175,914
Prescott PD	N/A		Prescott PD	N/A
Prescott Valley PD	\$119,579		Prescott Valley PD	\$179,379
Queen Creek PD	N/A		Queen Creek PD	N/A
Safford PD	N/A		Safford PD	N/A
Sahuarita PD	N/A		Sahuarita PD	N/A
Scottsdale PD	\$195,416		Scottsdale PD	\$215,446
Sedona PD	\$126,942		Sedona PD	\$142,750
Sierra Vista PD	\$113,633		Sierra Vista PD	\$162,694
Surprise PD	\$143,317		Surprise PD	\$214,975
Tempe PD	\$168,809		Tempe PD	\$224,516
Tolleson PD	\$136,574		Tolleson PD	\$204,861
Tucson PD	\$135,635		Tucson PD	\$184,289
Yavapai CSO	\$113,680		Yavapai CSO	\$119,262
Yuma PD	\$127,140		Yuma PD	\$165,282

ROTARY WING PILOT

	ENTRY		MAXIMUM
Apache Junction	N/A	Apache Junction	N/A
Avondale PD	N/A	Avondale PD	N/A
AZ DPS	\$91,601	AZ DPS	\$100,766
Buckeye PD	N/A	Buckeye PD	N/A
Casa Grande PD	N/A	Casa Grande PD	N/A
Chandler PD	N/A	Chandler PD	N/A
Coconino CSO	N/A	Coconino CSO	N/A
Cottonwood PD	N/A	Cottonwood PD	N/A
El Mirage PD	N/A	El Mirage PD	N/A
Flagstaff PD	N/A	Flagstaff PD	N/A
Gilbert PD	N/A	Gilbert PD	N/A
Glendale PD	N/A	Glendale PD	N/A
Goodyear PD	N/A	Goodyear PD	N/A
Kingman PD	N/A	Kingman PD	N/A
Lake Havasu PD	N/A	Lake Havasu PD	N/A
Marana PD	N/A	Marana PD	N/A
Maricopa CSO	\$86,320	Maricopa CSO	\$104,000
Maricopa PD	N/A	Maricopa PD	N/A
Mesa PD	\$79,251	Mesa PD	\$92,983
Mohave CSO	\$64,854	Mohave CSO	\$107,141
Oro Valley PD	N/A	Oro Valley PD	N/A
Paradise Valley PD	N/A	Paradise Valley PD	N/A
Peoria PD	N/A	Peoria PD	N/A
Phoenix PD	\$105,726	Phoenix PD	\$116,043
Pima CSD	\$66,539	Pima CSD	\$66,539
Pinal CSO	N/A	Pinal CSO	N/A
Prescott PD	N/A	Prescott PD	N/A
Prescott Valley PD	N/A	Prescott Valley PD	N/A
Queen Creek PD	N/A	Queen Creek PD	N/A
Safford PD	N/A	Safford PD	N/A
Sahuarita PD	N/A	Sahuarita PD	N/A
Scottsdale PD	N/A	Scottsdale PD	N/A
Sedona PD	N/A	Sedona PD	N/A
Sierra Vista PD	N/A	Sierra Vista PD	N/A
Surprise PD	N/A	Surprise PD	N/A
Tempe PD	N/A	Tempe PD	N/A
Tolleson PD	N/A	Tolleson PD	N/A
Tucson PD	N/A	Tucson PD	N/A
Yavapai CSO	N/A	Yavapai CSO	N/A
Yuma PD	N/A	Yuma PD	N/A

<u>Cadet State Trooper 2024 Top 5</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Phoenix PD	\$68,661	1	Yavapai CSO	\$98,117
2	Chandler PD	\$63,440	2	Mesa PD	\$94,436
3	Scottsdale PD	\$63,232	3	Maricopa PD	\$85,904
4	Peoria PD	\$62,463	4	Tempe PD	\$74,064
5	Mesa PD	\$62,418	5	Paradise Valley PD	\$72,450
<i>Survey Average</i>		\$64,043			\$84,994
<i>DPS Salary</i>		\$56,042			\$64,117
<i>% Behind Market</i>		12.49%			24.56%
<i>% to Market</i>		14.28%			32.56%
<i>(*only compares agencies with separate Cadet pay)</i>					
<u>State Trooper 2024 Top 5</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Paradise Valley PD	\$74,000	1	Phoenix PD	\$107,827
2	Phoenix PD	\$72,779	2	Chandler PD	\$104,042
3	Tempe PD	\$66,652	3	Apache Junction	\$102,170
4	Maricopa County SO	\$63,648	4	Glendale PD	\$101,241
5	Chandler PD	\$63,440	5	Tempe PD	\$100,010
<i>Survey Average</i>		\$68,104			\$103,058
<i>DPS Salary</i>		\$65,382			\$91,601
<i>% Behind Market</i>		4.00%			11.12%
<i>% to Market</i>		4.16%			12.51%
<u>Sergeant 2024 Top 5</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Glendale PD	\$119,095	1	Phoenix PD	\$141,918
2	Tempe PD	\$117,573	2	Chandler PD	\$135,699
3	Chandler PD	\$114,442	3	Tempe PD	\$134,170
4	Goodyear PD	\$113,063	4	Scottsdale PD	\$132,267
5	Paradise Valley PD	\$112,875	5	Glendale PD	\$131,304
<i>Survey Average</i>		\$115,409			\$135,072
<i>DPS Salary</i>		\$100,765			\$114,517
<i>% Behind Market</i>		12.69%			15.22%
<i>% to Market</i>		14.53%			17.95%
<u>Captain 2024 Top 5</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Tempe PD	\$148,924	1	Phoenix PD	\$196,596
2	Chandler PD	\$140,338	2	Maricopa CSO	\$180,000
3	Surprise PD	\$139,214	3	El Mirage PD	\$170,420
4	Scottsdale PD	\$138,882	4	Tucson PD	\$164,922
5	Tucson PD	\$134,050	5	Prescott PD	\$164,837
<i>Survey Average</i>		\$140,282			\$175,355
<i>DPS Salary</i>		N/A			\$147,246
<i>% Behind Market</i>		N/A			16.03%
<i>% to Market</i>		N/A			19.09%

<u>Major 2024 Top 5</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Chandler PD	\$178,000	1	Phoenix PD	\$219,211
2	Phoenix PD	\$175,344	2	Glendale PD	\$216,969
3	Scottsdale PD	\$168,813	3	Gilbert PD	\$199,108
4	Surprise PD	\$166,186	4	Queen Creek PD	\$197,259
5	Peoria PD	\$161,771	5	Surprise PD	\$192,655
<i>Survey Average</i>		\$170,023			\$205,040
<i>DPS Salary</i>		N/A			\$163,758
<i>% Behind Market</i>		N/A			20.13%
<i>% to Market</i>		N/A			25.21%
<u>Assistant Director 2024 Top 5</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Chandler PD	\$211,058	1	Phoenix PD	\$236,746
2	Phoenix PD	\$197,288	2	Tempe PD	\$224,516
3	Peoria PD	\$197,102	3	Mesa PD	\$222,893
4	Scottsdale PD	\$195,416	4	Gilbert PD	\$221,616
5	Tempe PD	\$168,809	5	Chandler PD	\$220,979
<i>Survey Average</i>		\$193,935			\$225,350
<i>DPS Salary</i>		N/A			\$207,288
<i>% Behind Market</i>		N/A			8.02%
<i>% to Market</i>		N/A			8.71%
<u>Fixed/Rotary Wing Pilots 2024 Top 4</u>					
		<i>Minimum</i>		<i>Maximum</i>	
1	Phoenix PD	\$105,726	1	Phoenix PD	\$116,043
2	Maricopa CSO	\$86,320	2	Mohave CSO	\$107,141
3	Mesa PD	\$79,251	3	Maricopa CSO	\$104,000
4	Pima CSD	\$66,539	4	Mesa PD	\$92,983
5	Mohave CSO	\$64,854	5	Pima CSD	\$66,539
<i>Survey Average</i>		\$80,538			\$97,341
<i>DPS Salary</i>		\$91,602			\$100,765
<i>% Behind Market</i>		-13.74%			-3.52%
<i>% to Market</i>		-12.08%			-3.40%

APPENDIX B

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Administrative Assistant	6.14%	31.42%
Administrative Services Officer	22.70%	40.80%
Applications Developer	8.20%	28.39%
Associate Forensic Scientist	N/A	19.68%
Automotive Technician	-1.06%	30.72%
Computer/Network Help Desk	13.35%	32.82%
Computer Programmer Analyst	-3.25%	22.20%
Computer Systems Analyst	-0.68%	8.65%
Criminal Intelligence Analyst	15.23%	24.53%
Criminal Records Specialist	14.11%	28.64%
Database Administrator	12.69%	35.88%
Detention Transport Officer	-3.61%	3.60%
Evidence Technician	2.56%	15.50%
Facilities Maintenance Technician	-11.56%	16.78%
Financial Services Specialist	8.40%	17.56%
Fingerprint Technician	-9.35%	9.12%
Forensic Scientist I	N/A	23.87%
Forensic Scientist II	N/A	19.58%
Forensic Scientist III	N/A	16.55%
Forensic Scientist IV	N/A	11.39%
Forensic Services Technician	-6.95%	2.80%
Human Resources Analyst	15.14%	27.40%
Marketing Specialist	18.91%	29.90%
Personal Computer Specialist	4.07%	30.01%
Police Communications Dispatcher	17.65%	33.32%
Telecommunications Technician	-1.91%	14.87%
Wide Area Network Engineer	19.20%	29.80%
AVERAGE % TO MARKET	6.36%	22.44%

	Entry	Maximum
Applications System Analyst	-1.50%	13.42%
Criminal Analyst Supervisor	16.26%	13.68%
Facilities Supervisor	5.25%	18.86%
Fleet Service Supervisor	23.99%	47.23%
Human Resources Supervisor	52.14%	46.74%
Police Communications Supervisor	12.08%	29.76%
Records Supervisor	26.31%	40.76%
Supervising Forensic Scientist	N/A	11.07%
Telecommunications Supervisor	7.46%	23.90%
AVERAGE % TO MARKET	17.75%	27.27%

	Entry	Maximum
Applications Manager	N/A	31.18%
Fleet Administrator	N/A	17.74%
Telecommunications Manager	N/A	8.91%
AVERAGE % TO MARKET	N/A	19.28%

APPENDIX C

**ARIZONA DEPARTMENT OF PUBLIC SAFETY
SEPARATION REPORT
FISCAL YEAR 2024**

Classification Type	Retirement Separations	Non-Retirement Separations	Separations for Fiscal Year 2024
Sworn	46	41	87
Professional Staff	30	88	118
Agency Totals	76	129	205

Classification Type	Regrettable Retirement Separations	Regrettable Non-Retirement Separations	Regrettable Attrition for Fiscal Year 2024
Sworn	45	26	71
Professional Staff	27	73	100
Agency Totals	72	99	171

Classification Type	Regrettable Attrition of Employees with more than 3 years service	Regrettable Attrition of Employees with less than 3 years service	Regrettable Attrition for Fiscal Year 2024
Sworn	61	10	71
Professional Staff	52	48	100
Agency Totals	113	58	171

APPENDIX D

Current Cost to Bring DPS Pay to Compensation Objective

	<u>FY 2025</u>
Professional Staff Salaries ^{1/}	\$ 10,153,700
Employee Related Expenditures (23.5%)	2,386,100
Subtotal - Professional Staff Pay	<u>\$ 12,539,800</u>
Sworn Salaries ^{2/}	\$ 11,068,000
Employee Related Expenditures (33.7%)	3,729,900
Subtotal - Sworn Pay	<u>\$ 14,797,900</u>
Overtime	\$ 2,416,200
Employee Related Expenditures (32.7%) ^{3/}	790,100
Subtotal - Overtime ^{4/}	<u>\$ 3,206,300</u>
 TOTAL	 <u><u>\$ 30,544,000</u></u>

^{1/} Current DPS professional staff salaries require an estimated average increase of 16.9% to achieve the Department's compensation objective.

^{2/} Current DPS sworn salaries require an estimated average increase of 9.7% to achieve the Department's compensation objective.

^{3/} Employee Related Expenditure rate represents a blended rate between professional staff and sworn rates based on assumed overtime usage.

^{4/} The amount necessary to bring the overtime budget to an industry standard of 4.8% of total payroll (after market salary adjustments).