

ARIZONA
DEPARTMENT OF PUBLIC SAFETY

ANNUAL PERSONNEL REPORT
&
ADVISORY RECOMMENDATION



September 1, 2025

Arizona Department of Public Safety

“Courteous Vigilance”

Annual Report on Personnel and Compensation

September 1, 2025

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 2026 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 Arizona's citizens and visitors, 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 5% salary increase for sworn and public-safety dispatcher employees in July 2025, research and surveys confirm that department employee salaries are still well below their market competitors.

CURRENT STATUS

As of July 1, 2025, the Department of Public Safety had 1,923 full-time employees, of which 1,062 (55%) were sworn and 861 (45%) were professional staff (civilian).

Based on the most recent salary survey conducted in August 2025 (see Appendix A), the average department sworn salary requires a 13.1% increase to achieve the Department's compensation objective. Twenty of the forty-one law enforcement agencies surveyed statewide offer higher officer salaries than the Department's maximum trooper pay of \$96,182. In 2024, eighteen agencies had higher salaries, and in the 2023 survey, there were fifteen sworn agencies with higher pay than the Department's maximum trooper rate. The gap has been increasing since the 2022 annual survey was conducted, where only five agencies had salaries higher than those of the Department of Public Safety State Troopers.

A salary survey conducted in August 2025 on a sampling of professional staff classifications within different job families shows that professional staff salary levels would currently require an average increase of 15.8% to reach their market competitors (see Appendix B).

Due to salary levels, the Department is experiencing difficulties filling critical vacant positions throughout the Department, particularly within the Operational Communications Bureau. The critical Police Communications Dispatcher classification has a current 8% vacancy rate.

The Department has implemented aggressive efforts to employ new state troopers to reduce the 27% vacancy rate in the Highway Patrol Division and the 34% vacancy rate in the Criminal Investigations Division. The reported vacancy rates in 2024 were 26% in the Highway Patrol Division and 29% 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.

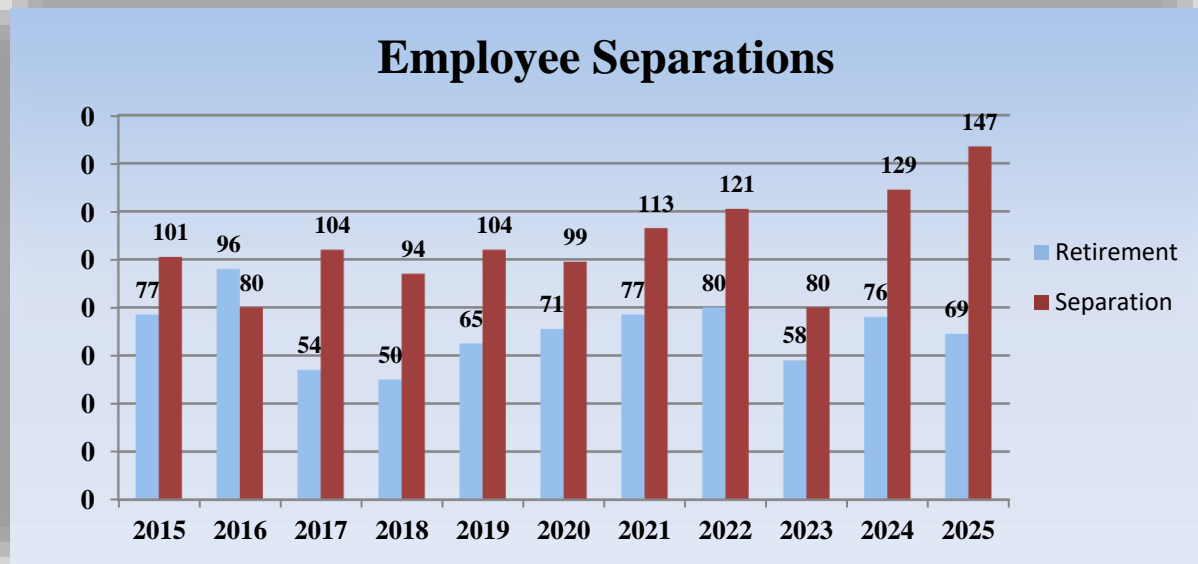


TURNOVER

In fiscal year (FY) 2025, the Department experienced a turnover rate of 8.5% for sworn personnel and 14.6% for professional staff. There were 216 employee separations from the Department, including retirements, of which 85% were regrettable attrition (see Appendix C).

There were 90 separations of sworn personnel during the fiscal year, of which 45 (50%) were a result of retirement. The sworn regrettable attrition rate was 83%. The professional staff regrettable attrition rate was 86%; of the 126 separations during the fiscal year, 24 were retirements.

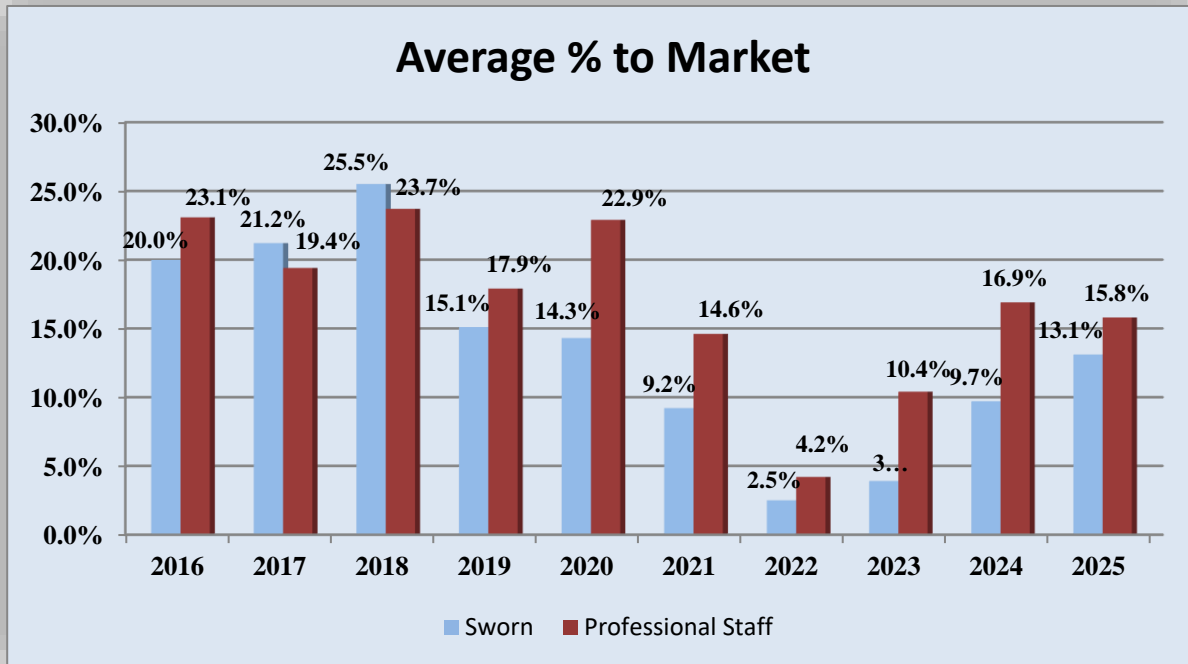
Public safety services have a significant impact on the welfare of the State and its citizens, requiring employees to have a considerable amount of training, knowledge, and experience. The experience required to become fully proficient normally takes employees three to five years to acquire. During this past year, employees with more than three years of employment represented 36 (24.5%) 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 5% salary adjustment in FY 2026. 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 13.1% 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 2026 is \$21.7 million.

The Department's professional staff has not received a salary increase since FY 2023. The Department estimates that to achieve compensation objectives, professional staff would need an average salary increase of 13.1%. As shown in Appendix D, this increase would cost \$12.3 million in FY 2026.



OVERTIME

Given the current sworn and professional staff salary base, the Department would require an additional \$3.5 million (including Employee Related Expenditures) in FY 2026, 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 adjustment to prevent salaries from falling further behind.

***APPENDIX A**

CADET STATE TROOPER

ENTRY		MAXIMUM	
Tempe PD	\$77,026	Tempe PD	\$77,026
Mesa PD	\$54,591	Mesa PD	\$76,473
Scottsdale PD	\$75,400	Scottsdale PD	\$75,400
Surprise PD	\$74,589	Surprise PD	\$74,589
Chandler PD	\$74,006	Chandler PD	\$74,006
Queen Creek PD	\$73,887	Queen Creek PD	\$73,887
Gilbert PD	\$71,906	Gilbert PD	\$71,906
Buckeye PD	\$70,221	Buckeye PD	\$70,221
Phoenix PD	\$70,138	Phoenix PD	\$70,138
Glendale PD	\$69,894	Glendale PD	\$69,894
Flagstaff PD	\$68,203	Flagstaff PD	\$68,203
Avondale PD	\$67,829	Avondale PD	\$67,829
Goodyear PD	\$67,434	Goodyear PD	\$67,434
AZ DPS	\$67,324	AZ DPS	\$67,324
Peoria PD	\$67,121	Peoria PD	\$67,121
Tolleson PD	\$66,956	Tolleson PD	\$66,956
Prescott PD	\$66,475	Prescott PD	\$66,475
Oro Valley PD	\$65,083	Oro Valley PD	\$65,083
Yavapai CSO	\$65,074	Yavapai CSO	\$65,074
Maricopa CSO	\$64,480	Maricopa CSO	\$64,480
El Mirage PD	\$64,397	El Mirage PD	\$64,397
Apache Junction	\$62,587	Apache Junction	\$62,587
Marana PD	\$62,575	Marana PD	\$62,575
Pinal CSO	\$62,400	Pinal CSO	\$62,400
Lake Havasu PD	\$62,192	Lake Havasu PD	\$62,192
Sedona PD	\$61,318	Sedona PD	\$61,318
Tucson PD	\$61,235	Tucson PD	\$61,235
Maricopa PD	\$61,099	Maricopa PD	\$61,099
Pima CSD	\$58,510	Pima CSD	\$58,510
Casa Grande PD	\$58,077	Casa Grande PD	\$58,077
Cottonwood PD	\$58,074	Cottonwood PD	\$58,074
Sierra Vista PD	\$56,202	Sierra Vista PD	\$56,202
Prescott Valley PD	\$53,040	Prescott Valley PD	\$55,120
Show Low PD	\$55,016	Show Low PD	\$55,016
Sahuarita PD	\$54,642	Sahuarita PD	\$54,642
Coconino CSO	\$53,451	Coconino CSO	\$53,451
Safford PD	\$52,000	Safford PD	\$52,000
Yuma PD	\$36,088	Yuma PD	\$46,925
Kingman PD	\$43,576	Kingman PD	\$43,576
Mohave CSO	N/A	Mohave CSO	N/A
Yuma CSO	N/A	Yuma CSO	N/A
Paradise Valley PD	N/A	Paradise Valley PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

STATE TROOPER

ENTRY

MAXIMUM

Mesa PD	\$73,601
Phoenix PD	\$74,360
Scottsdale PD	\$79,186
Queen Creek PD	\$73,887
Surprise PD	\$74,589
Tempe PD	\$77,026
Glendale PD	\$73,389
Tolleson PD	\$70,722
Apache Junction	\$65,874
Gilbert PD	\$71,906
Chandler PD	\$71,802
Yavapai CSO	\$65,074
Paradise Valley PD	\$73,902
Avondale PD	\$67,829
Prescott PD	\$66,475
Buckeye PD	\$68,702
Peoria PD	\$70,658
Maricopa CSO	\$69,160
El Mirage PD	\$68,910
Flagstaff PD	\$68,203
AZ DPS	\$68,652
Maricopa PD	\$68,349
Oro Valley PD	\$65,083
Lake Havasu PD	\$67,288
Goodyear PD	\$70,808
Sedona PD	\$61,318
Mohave CSO	\$64,938
Yuma PD	\$62,712
Marana PD	\$62,575
Casa Grande PD	\$63,714
Cottonwood PD	\$58,080
Pinal CSO	\$65,699
Tucson PD	\$61,235
Sahuarita PD	\$54,642
Sierra Vista PD	\$58,573
Pima CSD	\$60,611
Coconino CSO	\$55,997
Show Low PD	\$66,581
Prescott Valley PD	\$55,120
Safford PD	\$52,000
Yuma CSO	\$62,837
Kingman PD	\$47,258

Mesa PD	\$120,291
Phoenix PD	\$107,827
Scottsdale PD	\$106,101
Queen Creek PD	\$105,027
Surprise PD	\$104,998
Tempe PD	\$104,010
Glendale PD	\$103,266
Tolleson PD	\$102,547
Apache Junction	\$102,170
Gilbert PD	\$101,213
Chandler PD	\$101,026
Yavapai CSO	\$100,864
Paradise Valley PD	\$100,277
Avondale PD	\$100,214
Prescott PD	\$99,713
Buckeye PD	\$99,694
Peoria PD	\$99,403
Maricopa CSO	\$98,800
El Mirage PD	\$96,970
Flagstaff PD	\$96,616
AZ DPS	\$96,182
Maricopa PD	\$96,179
Oro Valley PD	\$95,181
Lake Havasu PD	\$94,931
Goodyear PD	\$94,890
Sedona PD	\$94,557
Mohave CSO	\$89,877
Yuma PD	\$88,379
Marana PD	\$88,049
Casa Grande PD	\$87,824
Cottonwood PD	\$87,120
Pinal CSO	\$86,203
Tucson PD	\$86,154
Sahuarita PD	\$85,821
Sierra Vista PD	\$83,678
Pima CSD	\$81,848
Coconino CSO	\$81,302
Show Low PD	\$79,248
Prescott Valley PD	\$77,730
Safford PD	\$77,251
Yuma CSO	\$75,046
Kingman PD	\$66,123

*Sorted by maximum salary.

***APPENDIX A**

SERGEANT

ENTRY		MAXIMUM	
Mesa PD	\$115,193	Mesa PD	\$156,145
Buckeye PD	\$112,757	Buckeye PD	\$143,936
Surprise PD	\$112,466	Surprise PD	\$143,582
Scottsdale PD	\$111,426	Scottsdale PD	\$142,189
Phoenix PD	\$108,576	Phoenix PD	\$141,918
Queen Creek PD	\$115,190	Queen Creek PD	\$141,107
Chandler PD	\$118,934	Chandler PD	\$140,754
Glendale PD	\$126,538	Glendale PD	\$139,510
Tempe PD	\$121,100	Tempe PD	\$138,195
Avondale PD	\$105,872	Avondale PD	\$135,138
Tolleson PD	\$96,223	Tolleson PD	\$134,712
Maricopa CSO	\$112,320	Maricopa CSO	\$134,680
Prescott PD	\$88,962	Prescott PD	\$133,432
Gilbert PD	\$109,075	Gilbert PD	\$132,558
Peoria PD	\$107,120	Peoria PD	\$130,208
El Mirage PD	\$103,750	El Mirage PD	\$126,110
Goodyear PD	\$113,063	Goodyear PD	\$124,651
Flagstaff PD	\$97,115	Flagstaff PD	\$123,614
Yavapai CSO	\$79,098	Yavapai CSO	\$122,601
AZ DPS	\$105,804	AZ DPS	\$120,243
Casa Grande PD	\$85,820	Casa Grande PD	\$118,565
Apache Junction	\$102,169	Apache Junction	\$118,269
Yuma CSO	\$88,414	Yuma CSO	\$115,361
Maricopa PD	\$91,042	Maricopa PD	\$114,962
Yuma PD	\$93,018	Yuma PD	\$113,152
Sedona PD	\$95,946	Sedona PD	\$112,771
Mohave CSO	\$97,032	Mohave CSO	\$112,486
Cottonwood PD	\$74,126	Cottonwood PD	\$111,190
Oro Valley PD	\$95,056	Oro Valley PD	\$111,077
Prescott Valley PD	\$86,507	Prescott Valley PD	\$109,595
Coconino CSO	\$79,746	Coconino CSO	\$109,138
Sahuarita PD	\$73,344	Sahuarita PD	\$108,904
Sierra Vista PD	\$77,685	Sierra Vista PD	\$108,778
Marana PD	\$88,654	Marana PD	\$107,759
Pinal CSO	\$90,513	Pinal CSO	\$107,591
Lake Havasu PD	\$84,053	Lake Havasu PD	\$106,933
Tucson PD	\$92,851	Tucson PD	\$105,518
Pima CSD	\$85,946	Pima CSD	\$99,486
Safford PD	\$64,480	Safford PD	\$95,805
Kingman PD	\$63,710	Kingman PD	\$73,902
Paradise Valley PD	N/A	Paradise Valley PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

CAPTAIN
Second Line Supervisor

ENTRY		MAXIMUM	
Maricopa CSO	\$165,500	Maricopa CSO	\$199,000
Lake Havasu PD	\$127,234	Lake Havasu PD	\$184,496
Glendale PD	\$119,000	Glendale PD	\$178,501
El Mirage PD	\$124,520	El Mirage PD	\$174,339
Scottsdale PD	\$149,302	Scottsdale PD	\$172,827
Phoenix PD	\$142,251	Phoenix PD	\$171,371
Tempe PD	\$116,100	Tempe PD	\$171,200
Tolleson PD	\$121,408	Tolleson PD	\$169,972
Queen Creek PD	\$146,662	Queen Creek PD	\$169,780
Peoria PD	\$146,491	Peoria PD	\$169,582
Surprise PD	\$149,843	Surprise PD	\$168,667
Prescott PD	\$112,320	Prescott PD	\$168,480
Mesa PD	\$148,110	Mesa PD	\$166,969
Yuma PD	\$127,140	Yuma PD	\$165,282
Tucson PD	\$134,056	Tucson PD	\$164,923
Gilbert PD	\$142,438	Gilbert PD	\$164,902
Avondale PD	\$109,254	Avondale PD	\$163,881
Chandler PD	\$147,784	Chandler PD	\$163,010
Buckeye PD	\$153,150	Buckeye PD	\$162,490
Apache Junction	\$138,507	Apache Junction	\$162,034
Pima CSD	\$132,434	Pima CSD	\$158,912
Yuma CSO	\$114,591	Yuma CSO	\$158,621
Marana PD	\$114,942	Marana PD	\$158,564
Prescott Valley PD	\$112,778	Prescott Valley PD	\$157,914
Yavapai CSO	\$100,951	Yavapai CSO	\$156,474
AZ DPS	N/A	AZ DPS	\$154,609
Flagstaff PD	\$123,552	Flagstaff PD	\$152,485
Goodyear PD	\$137,775	Goodyear PD	\$151,897
Oro Valley PD	\$110,323	Oro Valley PD	\$148,936
Casa Grande PD	\$105,598	Casa Grande PD	\$145,820
Sahuarita PD	\$92,990	Sahuarita PD	\$138,376
Mohave CSO	\$114,546	Mohave CSO	\$132,787
Maricopa PD	\$85,646	Maricopa PD	\$130,205
Pinal CSO	\$112,971	Pinal CSO	\$127,816
Sierra Vista PD	\$95,065	Sierra Vista PD	\$126,578
Coconino CSO	\$92,395	Coconino CSO	\$126,449
Safford PD	\$83,200	Safford PD	\$123,631
Kingman PD	\$84,115	Kingman PD	\$104,302
Cottonwood PD	N/A	Cottonwood PD	N/A
Sedona PD	N/A	Sedona PD	N/A
Paradise Valley PD	N/A	Paradise Valley PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

MAJOR
Third Line Supervisor

ENTRY		MAXIMUM	
Phoenix PD	\$175,344	Phoenix PD	\$219,211
Gilbert PD	\$146,137	Gilbert PD	\$219,205
Scottsdale PD	\$198,744	Scottsdale PD	\$219,107
Glendale PD	\$144,646	Glendale PD	\$216,969
Tolleson PD	\$143,403	Tolleson PD	\$215,104
Surprise PD	\$180,602	Surprise PD	\$209,368
Tempe PD	\$138,000	Tempe PD	\$203,500
Queen Creek PD	\$178,269	Queen Creek PD	\$203,333
Mesa PD	\$184,156	Mesa PD	\$202,991
Chandler PD	\$187,470	Chandler PD	\$196,186
Buckeye PD	\$122,325	Buckeye PD	\$195,686
Peoria PD	\$166,462	Peoria PD	\$193,161
Goodyear PD	\$156,931	Goodyear PD	\$192,608
Tucson PD	\$134,638	Tucson PD	\$185,806
Oro Valley PD	\$133,037	Oro Valley PD	\$179,600
Yavapai CSO	\$111,298	Yavapai CSO	\$172,512
AZ DPS	N/A	AZ DPS	\$171,947
Apache Junction	\$113,677	Apache Junction	\$165,364
Sahuarita PD	\$102,304	Sahuarita PD	\$152,332
Coconino CSO	\$104,141	Coconino CSO	\$152,147
Sedona PD	\$116,221	Sedona PD	\$151,087
Sierra Vista PD	\$105,629	Sierra Vista PD	\$149,684
Maricopa PD	\$96,780	Maricopa PD	\$147,132
Mohave CSO	\$134,056	Mohave CSO	\$146,474
Pinal CSO	\$138,042	Pinal CSO	\$145,030
Cottonwood PD	\$94,607	Cottonwood PD	\$141,910
Avondale PD	N/A	Avondale PD	N/A
Casa Grande PD	N/A	Casa Grande PD	N/A
El Mirage PD	N/A	El Mirage PD	N/A
Flagstaff PD	N/A	Flagstaff 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	N/A	Maricopa CSO	N/A
Pima CSD	N/A	Pima CSD	N/A
Prescott PD	N/A	Prescott PD	N/A
Prescott Valley PD	N/A	Prescott Valley PD	N/A
Safford PD	N/A	Safford PD	N/A
Yuma CSO	N/A	Yuma CSO	N/A
Yuma PD	N/A	Yuma PD	N/A
Paradise Valley PD	N/A	Paradise Valley PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

ASSISTANT DIRECTOR

ENTRY		MAXIMUM	
Maricopa CSO	\$159,500	Maricopa CSO	\$266,000
Surprise PD	\$219,836	Surprise PD	\$259,407
Scottsdale PD	\$230,069	Scottsdale PD	\$253,656
Tolleson PD	\$166,006	Tolleson PD	\$249,009
Gilbert PD	\$158,169	Gilbert PD	\$237,254
Phoenix PD	\$197,288	Phoenix PD	\$236,746
Mesa PD	\$173,909	Mesa PD	\$234,042
Glendale PD	\$151,878	Glendale PD	\$227,817
Chandler PD	\$215,821	Chandler PD	\$225,992
Buckeye PD	\$140,774	Buckeye PD	\$225,202
Queen Creek PD	\$199,287	Queen Creek PD	\$224,995
Tempe PD	\$150,400	Tempe PD	\$221,800
Peoria PD	\$202,818	Peoria PD	\$218,542
AZ DPS	N/A	AZ DPS	\$217,653
Goodyear PD	\$167,453	Goodyear PD	\$215,228
Avondale PD	\$139,549	Avondale PD	\$209,324
Pima CSD	\$150,010	Pima CSD	\$202,509
Apache Junction	\$138,176	Apache Junction	\$200,118
Oro Valley PD	\$146,016	Oro Valley PD	\$197,213
Flagstaff PD	\$150,821	Flagstaff PD	\$196,643
Marana PD	\$122,165	Marana PD	\$189,355
El Mirage PD	\$134,965	El Mirage PD	\$188,965
Prescott Valley PD	\$125,549	Prescott Valley PD	\$188,344
Tucson PD	\$135,637	Tucson PD	\$184,289
Yavapai CSO	\$116,863	Yavapai CSO	\$181,138
Pinal CSO	\$103,479	Pinal CSO	\$175,914
Mohave CSO	\$150,654	Mohave CSO	\$164,632
Casa Grande PD	\$118,565	Casa Grande PD	\$163,447
Sierra Vista PD	\$113,633	Sierra Vista PD	\$162,694
Kingman PD	\$108,197	Kingman PD	\$117,934
Coconino CSO	N/A	Coconino CSO	N/A
Cottonwood PD	N/A	Cottonwood PD	N/A
Lake Havasu PD	N/A	Lake Havasu PD	N/A
Maricopa PD	N/A	Maricopa PD	N/A
Prescott PD	N/A	Prescott PD	N/A
Safford PD	N/A	Safford PD	N/A
Sahuarita PD	N/A	Sahuarita PD	N/A
Sedona PD	N/A	Sedona PD	N/A
Yuma CSO	N/A	Yuma CSO	N/A
Yuma PD	N/A	Yuma PD	N/A
Paradise Valley PD	N/A	Paradise Valley PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

ROTARY WING PILOT

ENTRY		MAXIMUM	
Phoenix PD	\$105,726	Phoenix PD	\$116,043
Mohave CSO	\$64,854	Mohave CSO	\$107,141
AZ DPS	\$96,182	AZ DPS	\$105,804
Maricopa CSO	\$94,120	Maricopa CSO	\$105,040
Mesa PD	\$88,697	Mesa PD	\$102,519
Pima CSD	\$68,931	Pima CSD	\$96,512
Apache Junction	N/A	Apache Junction	N/A
Avondale PD	N/A	Avondale PD	N/A
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 PD	N/A	Maricopa PD	N/A
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
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 CSO	N/A	Yuma CSO	N/A
Yuma PD	N/A	Yuma PD	N/A

*Sorted by maximum salary.

APPENDIX A

		Minimum	Maximum
Cadet State Trooper 2025 Top 5			
1	Tempe PD	\$77,026	1 Tempe PD \$77,026
2	Scottsdale PD	\$75,400	2 Mesa PD \$76,473
3	Surprise PD	\$74,589	3 Scottsdale PD \$75,400
4	Chandler PD	\$74,006	4 Surprise PD \$74,589
5	Queen Creek PD	\$73,887	5 Chandler PD \$74,006
<i>Survey Average</i>		\$74,982	\$75,499
<i>DPS Salary</i>		\$58,844	\$67,324
<i>% Behind Market</i>		21.52%	10.83%
<i>% to Market</i>		27.42%	12.14%
<i>(*only compares agencies with separate Cadet pay)</i>			
State Trooper 2025 Top 5			
1	Scottsdale PD	\$79,186	1 Mesa PD \$120,291
2	Tempe PD	\$77,026	2 Phoenix PD \$107,827
3	Surprise PD	\$74,589	3 Scottsdale PD \$106,101
4	Phoenix PD	\$74,360	4 Queen Creek PD \$105,027
5	Paradise Valley PD	\$73,902	5 Surprise PD \$104,998
<i>Survey Average</i>		\$75,813	\$108,849
<i>DPS Salary</i>		\$68,652	\$96,182
<i>% Behind Market</i>		9.45%	11.64%
<i>% to Market</i>		10.43%	13.17%
Sergeant 2025 Top 5			
1	Glendale PD	\$126,538	1 Mesa PD \$156,145
2	Tempe PD	\$121,100	2 Buckeye PD \$143,936
3	Chandler PD	\$118,934	3 Surprise PD \$143,582
4	Mesa PD	\$115,193	4 Scottsdale PD \$142,189
5	Queen Creek PD	\$115,190	5 Phoenix PD \$141,918
<i>Survey Average</i>		\$119,391	\$145,554
<i>DPS Salary</i>		\$105,804	\$120,243
<i>% Behind Market</i>		11.38%	17.39%
<i>% to Market</i>		12.84%	21.05%
Captain 2025 Top 5			
1	Maricopa CSO	\$165,500	1 Maricopa CSO \$199,000
2	Buckeye PD	\$153,150	2 Lake Havasu PD \$184,496
3	Surprise PD	\$149,843	3 Glendale PD \$178,501
4	Scottsdale PD	\$149,302	4 El Mirage PD \$174,339
5	Mesa PD	\$148,110	5 Scottsdale PD \$172,827
<i>Survey Average</i>		\$153,181	\$181,833
<i>DPS Salary</i>		N/A	\$154,609
<i>% Behind Market</i>		N/A	14.97%
<i>% to Market</i>		N/A	17.61%

APPENDIX A

		<i>Minimum</i>	<i>Maximum</i>	
<u>Major 2025 Top 5</u>				
1	Scottsdale PD	\$198,744	1 Phoenix PD	\$219,211
2	Chandler PD	\$187,470	2 Gilbert PD	\$219,205
3	Mesa PD	\$184,156	3 Scottsdale PD	\$219,107
4	Surprise PD	\$180,602	4 Glendale PD	\$216,969
5	Queen Creek PD	\$178,269	5 Tolleson PD	\$215,104
<i>Survey Average</i>		\$185,848	\$217,919	
<i>DPS Salary</i>		N/A	\$171,947	
<i>% Behind Market</i>		N/A	21.10%	
<i>% to Market</i>		N/A	26.74%	
<u>Assistant Director 2025 Top 5</u>				
1	Scottsdale PD	\$230,069	1 Maricopa CSO	\$266,000
2	Surprise PD	\$219,836	2 Surprise PD	\$259,407
3	Chandler PD	\$215,821	3 Scottsdale PD	\$253,656
4	Peoria PD	\$202,818	4 Tolleson PD	\$249,009
5	Queen Creek PD	\$199,287	5 Gilbert PD	\$237,254
<i>Survey Average</i>		\$213,566	\$253,065	
<i>DPS Salary</i>		N/A	\$217,653	
<i>% Behind Market</i>		N/A	13.99%	
<i>% to Market</i>		N/A	16.27%	
<u>Fixed/Rotary Wing Pilots 2025 Top 5</u>				
1	Phoenix PD	\$105,726	1 Phoenix PD	\$116,043
2	Maricopa CSO	\$94,120	2 Mohave CSO	\$107,141
3	Mesa PD	\$88,697	3 Maricopa CSO	\$105,040
4	Pima CSD	\$68,931	4 Mesa PD	\$102,519
5	Mohave CSO	\$64,854	5 Pima CSD	\$96,512
<i>Survey Average</i>		\$84,466	\$105,451	
<i>DPS Salary</i>		\$96,182	\$105,804	
<i>% Behind Market</i>		-13.87%	-0.33%	
<i>% to Market</i>		-12.18%	-0.33%	

APPENDIX B

CLASSIFICATION	% BEHIND MARKET	
	Entry	Maximum
Administrative Assistant	2.64%	17.60%
Administrative Services Officer	21.35%	31.36%
Applications Developer	N/A	N/A
Associate Forensic Scientist	N/A	18.09%
Automotive Technician	6.96%	31.36%
Call Taker	15.05%	26.22%
Criminal Intelligence Analyst	12.95%	20.38%
Criminal Records Specialist	13.34%	25.99%
Detention Transport Officer	-0.15%	6.95%
Evidence Technician	4.48%	14.71%
Facilities Maintenance Technician	-4.90%	17.53%
Financial Services Specialist	14.24%	19.74%
Fingerprint Technician	-1.25%	12.43%
Forensic Services Technician	-6.37%	3.76%
Forensic Scientist I	N/A	21.30%
Forensic Scientist II	N/A	18.80%
Forensic Scientist III	N/A	16.93%
Forensic Scientist IV	N/A	13.28%
Human Resources Analyst	14.52%	22.75%
IT Applications Systems Analyst	10.63%	20.91%
IT Computer Network Operator	27.39%	35.99%
IT Computer Programmer Analyst	7.55%	29.51%
IT Computer Systems Analyst	2.28%	11.26%
IT Wide Area Network Engineer	12.42%	23.75%
Marketing Specialist	16.68%	26.45%
Personal Computer Specialist	6.96%	16.05%
Police Communications Dispatcher	13.77%	24.71%
Telecommunications Technician	5.10%	20.67%
AVERAGE % BEHIND MARKET	8.89%	20.31%

CLASSIFICATION	% BEHIND MARKET	
	Entry	Maximum
Applications Manager	N/A	19.18%
Facilities Manager	N/A	2.61%
Fleet Administrator	N/A	17.90%
IT Database Administrator	11.45%	27.59%
Scientific Analysis Supt	N/A	6.45%
Telecommunications Manager	N/A	12.78%
AVERAGE % BEHIND MARKET	N/A	14.42%

CLASSIFICATION	% BEHIND MARKET	
	Entry	Maximum
Criminal Analyst Supervisor	13.20%	13.40%
Facilities Supervisor	7.47%	17.26%
Fleet Service Supervisor	20.31%	32.83%
Human Resources Supervisor	36.03%	34.50%
Police Communications Supervisor	9.98%	22.92%
Records Supervisor	24.67%	31.93%
Supervising Forensic Scientist	N/A	12.21%
Telecomm Supervisor	10.67%	21.00%
AVERAGE % BEHIND MARKET	17.48%	23.26%

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Administrative Assistant	2.71%	21.36%
Administrative Services Officer	27.15%	45.68%
Applications Developer	10.93%	30.17%
Associate Forensic Scientist	N/A	22.09%
Automotive Technician	7.48%	45.68%
Call Taker	17.71%	35.53%
Criminal Intelligence Analyst	14.88%	25.59%
Criminal Records Specialist	15.40%	35.13%
Detention Transport Officer	-0.15%	7.47%
Evidence Technician	4.48%	17.25%
Facilities Maintenance Technician	-4.67%	21.26%
Financial Services Specialist	16.60%	24.59%
Fingerprint Technician	-1.23%	14.19%
Forensic Services Technician	-5.99%	3.91%
Forensic Scientist I	N/A	27.06%
Forensic Scientist II	N/A	23.15%
Forensic Scientist III	N/A	20.39%
Forensic Scientist IV	N/A	15.32%
Human Resources Analyst	16.99%	29.45%
IT Applications Systems Analyst	11.89%	26.45%
IT Computer Network Operator	37.72%	56.21%
IT Computer Programmer Analyst	8.16%	41.87%
IT Computer Systems Analyst	2.33%	12.69%
IT Wide Area Network Engineer	14.19%	31.14%
Marketing Specialist	20.03%	35.96%
Personal Computer Specialist	7.48%	19.12%
Police Communications Dispatcher	15.97%	32.83%
Telecommunications Technician	5.38%	26.06%
AVERAGE % TO MARKET	10.67%	26.70%

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Applications Manager	N/A	23.73%
Facilities Manager	N/A	2.68%
Fleet Administrator	N/A	21.80%
IT Database Administrator	12.93%	38.11%
Scientific Analysis Supt	N/A	6.89%
Telecommunications Manager	N/A	14.65%
AVERAGE % TO MARKET	12.93%	17.98%

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Criminal Analyst Supervisor	15.21%	15.48%
Facilities Supervisor	8.07%	20.85%
Fleet Service Supervisor	25.48%	48.87%
Human Resources Supervisor	56.33%	52.68%
Police Communications Supervisor	11.09%	29.74%
Records Supervisor	32.75%	46.90%
Supervising Forensic Scientist	N/A	13.90%
Telecomm Supervisor	11.94%	26.59%
AVERAGE % TO MARKET	22.98%	31.88%

APPENDIX C

ARIZONA DEPARTMENT OF PUBLIC SAFETY SEPARATION REPORT FISCAL YEAR 2025

Classification Type	Retirement Separations	Non-Retirement Separations	Separations for Fiscal Year 2025
Sworn	45	45	90
Professional Staff	24	102	126
Agency Totals	69	147	216

Classification Type	Regrettable Retirement Separations	Regrettable Non-Retirement Separations	Regrettable Attrition for Fiscal Year 2025
Sworn	45	30	75
Professional Staff	24	84	108
Agency Totals	69	114	183

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 2025
Sworn	58	17	75
Professional Staff	47	61	108
Agency Totals	105	78	183

APPENDIX D

Current Cost to Bring DPS Pay to Compensation Objective

	<u>FY 2026</u>
Professional Staff Salaries ^{1/}	\$ 10,052,800
Employee Related Expenditures (22.2%)	2,231,700
Subtotal - Professional Staff Pay	<u>\$ 12,284,500</u>
Sworn Salaries ^{2/}	\$ 16,266,000
Employee Related Expenditures (33.3%)	5,416,600
Subtotal - Sworn Pay	<u>\$ 21,682,600</u>
Overtime	\$ 2,660,900
Employee Related Expenditures (32.2%) ^{3/}	830,200
Subtotal - Overtime ^{4/}	<u>\$ 3,491,100</u>
TOTAL	<u><u>\$ 37,458,200</u></u>

^{1/} Current DPS professional staff salaries require an estimated average increase of 15.8% to achieve the Department's compensation objective.

^{2/} Current DPS sworn salaries require an estimated average increase of 13.1% 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).