

ARIZONA
DEPARTMENT OF PUBLIC SAFETY

ANNUAL PERSONNEL REPORT
&
ADVISORY RECOMMENDATION



September 1, 2026

Arizona Department of Public Safety

“Courteous Vigilance”

Annual Report on Personnel and Compensation

September 1, 2026

INTRODUCTION

Arizona Revised Statutes 41-751(D) requires the Department of Public Safety to prepare an advisory recommendation regarding the salaries of its personnel. The recommendations for Fiscal Year 2027 support several compensation objectives essential to maintaining current service levels for the citizens of Arizona. The objectives include:

- Narrow the difference in compensation between department personnel and the 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 remain well below those of market competitors.

CURRENT STATUS

As of July 1, 2026, the Department of Public Safety had 2,053 full-time employees, of which 1,061 (52%) were sworn, and 992 (48%) were professional staff (civilian).

Based on the most recent salary survey conducted in August 2026 (see Appendix A), the average department sworn salary requires a 14.9% 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. This number remained unchanged from 2025. In 2024, eighteen agencies had higher salaries, and in the 2023 survey, only fifteen sworn agencies had higher pay than the Department's maximum trooper rate. The gap has been increasing since the 2022 annual survey, when only five agencies had salaries higher than those of the Department of Public Safety State Troopers.

A salary survey conducted in August 2026 on a sample of professional staff classifications across different job families shows that professional staff salary levels currently require an average increase of 22.7% to reach market levels (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 Operational Communications Bureau currently has a 29% vacancy rate.

The Department has implemented aggressive efforts to employ new state troopers to reduce the 32% vacancy rate in the Highway Patrol Division and the 26% vacancy rate in the Criminal Investigations Division. The reported vacancy rates in 2025 were 27% in the Highway Patrol Division and 34% in the Criminal Investigations Division. The rising vacancy rate in the Criminal Investigations Division undermines the Department's ability to curb criminal activity in our communities.

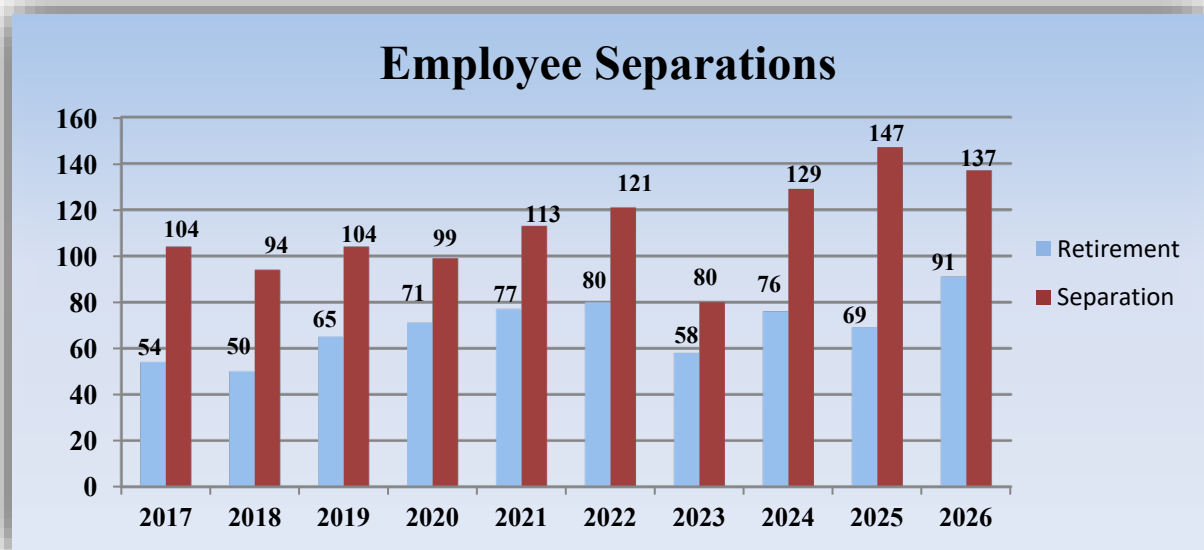


TURNOVER

In fiscal year (FY) 2026, the Department experienced a turnover rate of 9% for sworn personnel and 13% for professional staff. There were 228 employee separations from the Department, including retirements, of which 88% were regrettable attrition (see Appendix C).

There were 95 separations of sworn personnel during the fiscal year, of which 37 (39%) were a result of retirement. The sworn regrettable attrition rate was 76%. The professional staff regrettable attrition rate was 96%; of the 133 separations during the fiscal year, 54 were retirements.

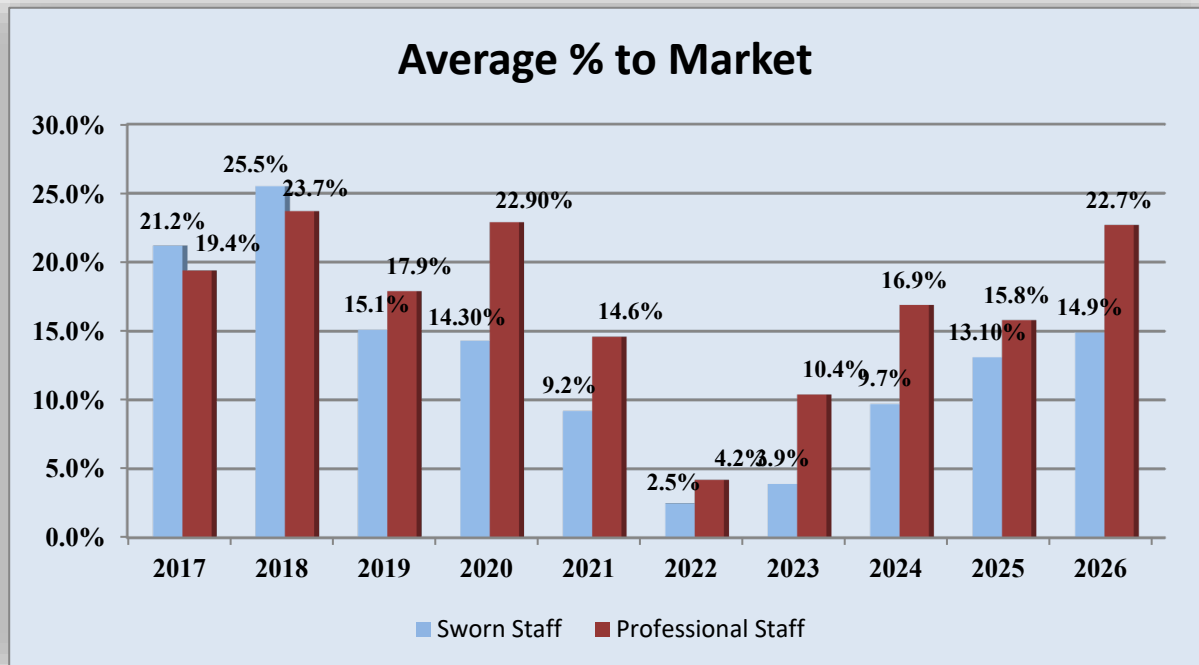
Public safety services have a significant impact on the welfare of the State and its citizens, requiring employees to have a considerable amount of training, knowledge, and experience. The experience required to become fully proficient normally takes employees three to five years to acquire. During this past year, employees with more than three years of employment represented 66 (33%) 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. The Department's sworn salaries would need an average increase of 14.9% to meet base pay compensation objectives. As shown in Appendix D, the cost to bring sworn salaries to market levels in FY 2027 is \$24.2 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 22.7%. As shown in Appendix D, this increase would cost \$17.7 million in FY 2027.



OVERTIME

Given the current sworn and professional staff salary base, the Department would require an additional \$3.9 (including Employee Related Expenditures) in FY 2027, after 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 remain well below the market, which directly impacts employee retention and the recruitment of highly qualified new employees. In the long term, the Department seeks the ability to make small, regular adjustments to employee pay to keep pace with increases in the cost of living and to target specific classifications where pay is not competitive. In the short term, the Department is optimistic that the State can provide a modest pay adjustment to prevent salaries from falling further behind.

***APPENDIX A**

CADET STATE TROOPER				
	ENTRY		MAXIMUM	
Tempe PD	\$79,977		Tempe PD	\$79,977
Scottsdale PD	\$77,584		Scottsdale PD	\$77,584
Goodyear PD	\$77,147		Goodyear PD	\$77,147
Queen Creek PD	\$76,939		Queen Creek PD	\$76,939
Surprise PD	\$76,835		Surprise PD	\$76,835
Chandler PD	\$74,610		Chandler PD	\$74,610
Avondale PD	\$73,340		Avondale PD	\$73,340
Glendale PD	\$73,039		Glendale PD	\$73,039
Buckeye PD	\$72,197		Buckeye PD	\$72,197
Gilbert PD	\$71,906		Gilbert PD	\$71,906
El Mirage PD	\$71,573		El Mirage PD	\$71,573
Phoenix PD	\$71,531		Phoenix PD	\$71,531
Prescott PD	\$71,309		Prescott PD	\$71,309
Maricopa PD	\$71,074		Maricopa PD	\$71,074
Peoria PD	\$70,660		Peoria PD	\$70,660
Maricopa CSO	\$68,640		Maricopa CSO	\$68,640
Flagstaff PD	\$68,203		Flagstaff PD	\$68,203
AZ DPS	\$67,324		AZ DPS	\$67,324
Yavapai CSO	\$67,221		Yavapai CSO	\$67,221
Tolleson PD	\$66,956		Tolleson PD	\$66,956
Apache Junction	\$66,955		Apache Junction	\$66,955
Oro Valley PD	\$66,384		Oro Valley PD	\$66,384
Sedona PD	\$65,603		Sedona PD	\$65,603
Coconino CSO	\$65,347		Coconino CSO	\$65,347
Yuma PD	\$65,229		Yuma PD	\$65,229
Kingman PD	\$64,938		Kingman PD	\$64,938
Pima CSD	\$63,315		Pima CSD	\$63,315
Tucson PD	\$63,294		Tucson PD	\$63,294
Pinal CSO	\$62,400		Pinal CSO	\$62,400
Safford PD	\$60,320		Safford PD	\$60,320
Lake Havasu PD	\$60,216		Lake Havasu PD	\$60,216
Prescott Valley PD	\$60,050		Prescott Valley PD	\$60,050
Cottonwood PD	\$59,529		Cottonwood PD	\$59,529
Casa Grande PD	\$58,077		Casa Grande PD	\$58,077
Sierra Vista PD	\$57,325		Sierra Vista PD	\$57,325
Mesa PD	\$56,392		Mesa PD	\$56,392
Sahuarita PD	\$56,270		Sahuarita PD	\$56,270
Show Low PD	\$55,016		Show Low PD	\$55,016
Marana PD	\$46,350		Marana PD	\$46,350
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
Scottsdale PD	\$81,474	Phoenix PD	\$109,984
Goodyear PD	\$80,995	Queen Creek PD	\$109,366
Tempe PD	\$79,977	Scottsdale PD	\$109,158
Paradise Valley PD	\$77,640	Goodyear PD	\$108,555
Queen Creek PD	\$76,939	Avondale PD	\$108,347
Surprise PD	\$76,835	Surprise PD	\$108,139
Glendale PD	\$76,692	Chandler PD	\$108,118
El Mirage PD	\$76,586	Tempe PD	\$107,995
Mesa PD	\$76,418	Glendale PD	\$107,913
Buckeye PD	\$76,003	El Mirage PD	\$107,765
Phoenix PD	\$75,847	Mesa PD	\$107,260
Chandler PD	\$74,610	Prescott PD	\$106,965
Peoria PD	\$74,193	Buckeye PD	\$106,954
Tolleson PD	\$73,549	Tolleson PD	\$106,642
Avondale PD	\$73,341	Paradise Valley PD	\$105,342
Maricopa CSO	\$73,008	Apache Junction	\$104,457
Gilbert PD	\$71,906	Peoria PD	\$104,395
Prescott PD	\$71,309	Yavapai CSO	\$104,193
Maricopa PD	\$71,074	Gilbert PD	\$101,213
Apache Junction	\$70,699	Flagstaff PD	\$96,616
Sedona PD	\$68,890	AZ DPS	\$96,182
AZ DPS	\$68,652	Prescott Valley PD	\$95,389
Flagstaff PD	\$68,203	Sedona PD	\$94,557
Yavapai CSO	\$67,221	Cottonwood PD	\$93,766
Kingman PD	\$67,080	Yuma CSO	\$92,298
Show Low PD	\$66,581	Yuma PD	\$91,915
Pinal CSO	\$65,699	Oro Valley PD	\$90,649
Yuma PD	\$65,229	Mohave CSO	\$89,877
Oro Valley PD	\$65,083	Kingman PD	\$89,856
Prescott Valley PD	\$64,979	Safford PD	\$89,648
Mohave CSO	\$64,938	Tucson PD	\$89,045
Yuma CSO	\$64,735	Sahuarita PD	\$88,400
Casa Grande PD	\$63,714	Marana PD	\$88,049
Pima CSD	\$63,315	Casa Grande PD	\$87,824
Tucson PD	\$63,294	Lake Havasu PD	\$87,630
Cottonwood PD	\$62,920	Pinal CSO	\$86,203
Marana PD	\$62,575	Pima CSD	\$85,509
Safford PD	\$60,320	Sierra Vista PD	\$85,342
Lake Havasu PD	\$60,008	Maricopa PD	\$83,200
Sierra Vista PD	\$59,758	Coconino CSO	\$81,302
Sahuarita PD	\$59,675	Show Low PD	\$79,248
Coconino CSO	\$55,997	Maricopa CSO	\$15,040

*Sorted by maximum salary.

***APPENDIX A**

SERGEANT				
	ENTRY			MAXIMUM
Buckeye PD	\$115,939		Buckeye PD	\$147,992
Surprise PD	\$115,835		Surprise PD	\$147,888
Queen Creek PD	\$119,475		Queen Creek PD	\$146,370
Scottsdale PD	\$114,650		Scottsdale PD	\$146,286
Phoenix PD	\$110,739		Phoenix PD	\$144,747
Glendale PD	\$130,992		Glendale PD	\$144,421
Avondale PD	\$118,934		Avondale PD	\$143,021
Tempe PD	\$125,128		Tempe PD	\$142,792
Goodyear PD	\$123,178		Goodyear PD	\$142,605
Chandler PD	\$118,934		Chandler PD	\$140,754
Mesa PD	\$118,993		Mesa PD	\$140,310
El Mirage PD	\$115,294		El Mirage PD	\$140,150
Tolleson PD	\$100,069		Tolleson PD	\$140,109
Maricopa CSO	\$112,320		Maricopa CSO	\$138,320
Peoria PD	\$112,486		Peoria PD	\$136,718
Prescott PD	\$90,027		Prescott PD	\$135,040
Apache Junction	\$109,678		Apache Junction	\$133,328
Gilbert PD	\$109,075		Gilbert PD	\$132,558
Maricopa PD	\$110,032		Maricopa PD	\$128,710
Yavapai CSO	\$81,708		Yavapai CSO	\$126,647
Flagstaff PD	\$97,115		Flagstaff PD	\$123,614
AZ DPS	\$105,804		AZ DPS	\$120,243
Coconino CSO	\$87,720		Coconino CSO	\$120,051
Yuma CSO	\$91,067		Yuma CSO	\$118,820
Casa Grande PD	\$85,820		Casa Grande PD	\$118,565
Yuma PD	\$93,018		Yuma PD	\$113,152
Sedona PD	\$95,946		Sedona PD	\$112,771
Mohave CSO	\$97,032		Mohave CSO	\$112,486
Sahuarita PD	\$75,544		Sahuarita PD	\$112,169
Safford PD	\$74,880		Safford PD	\$111,259
Cottonwood PD	\$74,126		Cottonwood PD	\$111,190
Oro Valley PD	\$95,056		Oro Valley PD	\$111,077
Sierra Vista PD	\$79,248		Sierra Vista PD	\$110,947
Tucson PD	\$96,554		Tucson PD	\$109,720
Prescott Valley PD	\$86,507		Prescott Valley PD	\$109,595
Marana PD	\$88,654		Marana PD	\$107,759
Pinal CSO	\$90,513		Pinal CSO	\$107,591
Kingman PD	\$84,843		Kingman PD	\$104,291
Pima CSD	\$89,773		Pima CSD	\$103,938
Lake Havasu PD	\$81,203		Lake Havasu PD	\$103,314
Paradise Valley PD	N/A		Paradise Valley PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

CAPTAIN Second Line Supervisor			
	ENTRY		MAXIMUM
Maricopa CSO	\$165,000	Maricopa CSO	\$205,500
Glendale PD	\$131,198	Glendale PD	\$196,797
Avondale PD	\$157,200	Avondale PD	\$188,640
El Mirage PD	\$130,477	El Mirage PD	\$182,668
Goodyear PD	\$165,048	Goodyear PD	\$181,958
Queen Creek PD	\$153,680	Queen Creek PD	\$177,904
Tolleson PD	\$126,265	Tolleson PD	\$176,771
Phoenix PD	\$145,101	Phoenix PD	\$174,803
Peoria PD	\$150,390	Peoria PD	\$174,096
Surprise PD	\$154,336	Surprise PD	\$173,722
Tucson PD	\$141,199	Tucson PD	\$173,718
Yuma PD	\$133,577	Yuma PD	\$173,650
Scottsdale PD	\$149,302	Scottsdale PD	\$172,827
Tempe PD	\$116,100	Tempe PD	\$171,200
Buckeye PD	\$157,435	Buckeye PD	\$167,045
Mesa PD	\$148,110	Mesa PD	\$166,969
Pima CSD	\$138,341	Pima CSD	\$165,984
Gilbert PD	\$142,438	Gilbert PD	\$164,902
Yuma CSO	\$118,028	Yuma CSO	\$163,378
Chandler PD	\$147,784	Chandler PD	\$163,010
Prescott Valley PD	\$115,033	Prescott Valley PD	\$161,072
Apache Junction	\$139,986	Apache Junction	\$159,747
Marana PD	\$114,942	Marana PD	\$158,564
AZ DPS	N/A	AZ DPS	\$154,609
Maricopa PD	\$128,690	Maricopa PD	\$154,440
Flagstaff PD	\$123,552	Flagstaff PD	\$152,485
Oro Valley PD	\$111,978	Oro Valley PD	\$151,170
Yavapai CSO	\$94,587	Yavapai CSO	\$146,610
Casa Grande PD	\$105,598	Casa Grande PD	\$145,820
Safford PD	\$97,760	Safford PD	\$145,266
Pinal CSO	\$138,042	Pinal CSO	\$145,030
Sahuarita PD	\$95,779	Sahuarita PD	\$142,522
Prescott PD	\$113,656	Prescott PD	\$142,071
Kingman PD	\$99,091	Kingman PD	\$138,715
Lake Havasu PD	\$94,973	Lake Havasu PD	\$133,973
Sierra Vista PD	\$96,966	Sierra Vista PD	\$129,110
Mohave CSO	\$78,811	Mohave CSO	\$126,485
Coconino CSO	\$92,395	Coconino CSO	\$126,449
Cottonwood PD	N/A	Cottonwood PD	N/A
Paradise Valley PD	N/A	Paradise Valley PD	N/A
Sedona PD	N/A	Sedona PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

MAJOR Third Line Supervisor			
	ENTRY		MAXIMUM
Glendale PD	\$159,472	Glendale PD	\$239,208
Scottsdale PD	\$204,464	Scottsdale PD	\$225,410
Phoenix PD	\$178,859	Phoenix PD	\$223,600
Gilbert PD	\$146,137	Gilbert PD	\$219,205
Surprise PD	\$186,021	Surprise PD	\$215,649
Queen Creek PD	\$186,799	Queen Creek PD	\$213,062
Goodyear PD	\$169,721	Goodyear PD	\$208,305
Tempe PD	\$138,000	Tempe PD	\$203,500
Mesa PD	\$184,156	Mesa PD	\$202,991
Buckeye PD	\$125,757	Buckeye PD	\$201,157
Peoria PD	\$182,800	Peoria PD	\$197,990
Chandler PD	\$187,470	Chandler PD	\$196,186
Tucson PD	\$139,252	Tucson PD	\$189,204
Apache Junction	\$166,137	Apache Junction	\$186,882
Oro Valley PD	\$135,032	Oro Valley PD	\$182,294
Yavapai CSO	\$114,971	Yavapai CSO	\$178,205
Maricopa PD	\$145,433	Maricopa PD	\$174,512
AZ DPS	N/A	AZ DPS	\$171,947
Sahuarita PD	\$105,373	Sahuarita PD	\$156,901
Sierra Vista PD	\$107,742	Sierra Vista PD	\$152,678
Coconino CSO	\$104,141	Coconino CSO	\$152,147
Sedona PD	\$116,221	Sedona PD	\$151,087
Cottonwood PD	\$94,598	Cottonwood PD	\$149,011
Mohave CSO	\$134,056	Mohave CSO	\$146,474
Pinal CSO	\$138,042	Pinal CSO	\$145,030
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
Paradise Valley PD	N/A	Paradise Valley PD	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
Tolleson PD	N/A	Tolleson PD	N/A
Yuma CSO	N/A	Yuma CSO	N/A
Yuma PD	N/A	Yuma PD	N/A

*Sorted by maximum salary.

***APPENDIX A**

ASSISTANT DIRECTOR			
	ENTRY		MAXIMUM
Maricopa CSO	\$185,000	Maricopa CSO	\$284,000
Surprise PD	\$226,431	Surprise PD	\$267,189
Scottsdale PD	\$236,683	Scottsdale PD	\$260,957
Glendale PD	\$167,446	Glendale PD	\$251,168
Apache Junction	\$171,312	Apache Junction	\$248,111
Phoenix PD	\$201,240	Phoenix PD	\$241,488
Gilbert PD	\$158,169	Gilbert PD	\$237,254
Mesa PD	\$173,909	Mesa PD	\$234,042
Goodyear PD	\$181,101	Goodyear PD	\$232,769
Queen Creek PD	\$205,266	Queen Creek PD	\$231,744
Buckeye PD	\$144,726	Buckeye PD	\$231,504
Chandler PD	\$215,821	Chandler PD	\$225,992
Peoria PD	\$207,888	Peoria PD	\$224,006
Tolleson PD	\$149,139	Tolleson PD	\$223,708
Avondale PD	\$148,048	Avondale PD	\$222,072
Tempe PD	\$150,400	Tempe PD	\$221,800
AZ DPS	N/A	AZ DPS	\$217,653
Tucson PD	\$154,170	Tucson PD	\$209,493
El Mirage PD	\$149,384	El Mirage PD	\$209,137
Pima CSD	\$152,110	Pima CSD	\$205,358
Oro Valley PD	\$150,429	Oro Valley PD	\$203,080
Flagstaff PD	\$150,821	Flagstaff PD	\$196,643
Prescott Valley PD	\$128,060	Prescott Valley PD	\$192,111
Marana PD	\$122,165	Marana PD	\$189,355
Yavapai CSO	\$120,720	Yavapai CSO	\$187,115
Pinal CSO	\$103,479	Pinal CSO	\$175,914
Sierra Vista PD	\$115,906	Sierra Vista PD	\$165,948
Mohave CSO	\$150,654	Mohave CSO	\$164,632
Casa Grande PD	\$118,565	Casa Grande PD	\$163,447
Kingman PD	\$99,091	Kingman PD	\$138,715
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
Paradise Valley PD	N/A	Paradise Valley 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

*Sorted by maximum salary.

***APPENDIX A**

ROTARY WING PILOT			
	ENTRY		MAXIMUM
Phoenix PD	\$107,842	Phoenix PD	\$118,364
Mesa PD	\$79,235	Mesa PD	\$112,687
Maricopa CSO	\$95,160	Maricopa CSO	\$108,160
Mohave CSO	\$64,854	Mohave CSO	\$107,141
AZ DPS	\$96,181	AZ DPS	\$105,804
Pima CSD	\$72,010	Pima CSD	\$100,818
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

Cadet State Trooper 2026 Top 5

	<i>Minimum</i>
1 Tempe PD	\$79,977
2 Scottsdale PD	\$77,584
3 Queen Creek PD	\$76,939
4 Surprise PD	\$76,835
5 Phoenix PD	\$71,531
<i>Survey Average</i>	\$76,573
<i>DPS Salary</i>	\$58,844
<i>% Behind Market</i>	23.15%
<i>% to Market</i>	30.13%

	<i>Maximum</i>
1 Tempe PD	\$79,977
2 Scottsdale PD	\$77,584
3 Queen Creek PD	\$76,939
4 Surprise PD	\$76,835
5 Phoenix PD	\$71,531
	\$76,573
	\$67,324
	12.08%
	13.74%

State Trooper 2026 Top 5

	<i>Minimum</i>
1 Scottsdale PD	\$81,474
2 Goodyear PD	\$80,995
3 Tempe PD	\$79,977
4 Paradise Valley PD	\$77,640
5 Queen Creek PD	\$76,939
<i>Survey Average</i>	\$79,405
<i>DPS Salary</i>	\$68,652
<i>% Behind Market</i>	13.54%
<i>% to Market</i>	15.66%

	<i>Maximum</i>
1 Phoenix PD	\$109,984
2 Queen Creek PD	\$109,366
3 Scottsdale PD	\$109,158
4 Goodyear PD	\$108,555
5 Avondale PD	\$108,347
	\$109,082
	\$96,182
	11.83%
	13.41%

Sergeant 2026 Top 5

	<i>Minimum</i>
1 Tempe PD	\$125,128
2 Queen Creek PD	\$119,475
3 Mesa PD	\$118,993
4 Surprise PD	\$115,835
5 Scottsdale PD	\$114,650
<i>Survey Average</i>	\$118,816
<i>DPS Salary</i>	\$105,804
<i>% Behind Market</i>	10.95%
<i>% to Market</i>	12.30%

	<i>Maximum</i>
1 Buckeye PD	\$147,992
2 Surprise PD	\$147,888
3 Queen Creek PD	\$146,370
4 Scottsdale PD	\$146,286
5 Phoenix PD	\$144,747
	\$146,657
	\$120,243
	18.01%
	21.97%

Captain 2026 Top 5

	<i>Minimum</i>
1 Goodyear PD	\$165,048
2 Maricopa CSO	\$165,000
3 Buckeye PD	\$157,435
4 Avondale PD	\$157,200
5 Surprise PD	\$154,336
<i>Survey Average</i>	\$159,804
<i>DPS Salary</i>	N/A
<i>% Behind Market</i>	N/A
<i>% to Market</i>	N/A

	<i>Maximum</i>
1 Maricopa CSO	\$205,500
2 Glendale PD	\$196,797
3 Avondale PD	\$188,640
4 El Mirage PD	\$182,668
5 Goodyear PD	\$181,958
	\$191,113
	\$154,609
	19.10%
	23.61%

Major 2026 Top 5

	<i>Minimum</i>
1 Scottsdale PD	\$204,464
2 Chandler PD	\$187,470
3 Queen Creek PD	\$186,799
4 Surprise PD	\$186,021
5 Mesa PD	\$184,156
<i>Survey Average</i>	\$189,782
<i>DPS Salary</i>	N/A
<i>% Behind Market</i>	N/A
<i>% to Market</i>	N/A

	<i>Maximum</i>
1 Glendale PD	\$239,208
2 Scottsdale PD	\$225,410
3 Phoenix PD	\$223,600
4 Gilbert PD	\$219,205
5 Surprise PD	\$215,649
	\$224,614
	\$171,947
	23.45%
	30.63%

Assistant Director 2026 Top 5

	<i>Minimum</i>
1 Scottsdale PD	\$236,683
2 Surprise PD	\$226,431
3 Chandler PD	\$215,821
4 Peoria PD	\$207,888
5 Queen Creek PD	\$205,266
<i>Survey Average</i>	\$218,418
<i>DPS Salary</i>	N/A
<i>% Behind Market</i>	N/A
<i>% to Market</i>	N/A

	<i>Maximum</i>
1 Maricopa CSO	\$284,000
2 Surprise PD	\$267,189
3 Scottsdale PD	\$260,957
4 Glendale PD	\$251,168
5 Apache Junction	\$248,111
	\$262,285
	\$217,653
	17.02%
	20.51%

Fixed/Rotary Wing Pilots 2026 Top 5

	<i>Minimum</i>
1 Phoenix PD	\$107,842
2 Maricopa CSO	\$95,160
3 Mesa PD	\$79,235
4 Pima CSD	\$72,010
5 Mohave CSO	\$64,854
<i>Survey Average</i>	\$83,820
<i>DPS Salary</i>	\$96,182
<i>% Behind Market</i>	-14.75%
<i>% to Market</i>	-12.85%

	<i>Maximum</i>
1 Phoenix PD	\$118,364
2 Mesa PD	\$112,687
3 Maricopa CSO	\$108,160
4 Mohave CSO	\$107,141
5 Pima CSD	\$100,818
	\$109,434
	\$105,804
	3.32%
	3.43%

APPENDIX B

CLASSIFICATION	% BEHIND MARKET	
	Entry	Maximum
Administrative Assistant	4.30%	20.69%
Administrative Services Officer	21.13%	33.25%
Applications Developer	22.54%	27.29%
Associate Forensic Scientist	N/A	19.30%
Automotive Technician	10.51%	33.19%
Call Taker	18.94%	28.35%
Criminal Intelligence Analyst	16.46%	24.26%
Criminal Records Specialist	17.26%	28.00%
Detention Transport Officer	-1.70%	12.65%
Evidence Technician	3.41%	19.57%
Facilities Maintenance Technician	-1.51%	19.37%
Financial Services Specialist	15.18%	21.53%
Fingerprint Technician	7.03%	12.34%
Forensic Services Technician	-9.93%	9.62%
Forensic Scientist I	N/A	21.88%
Forensic Scientist II	N/A	18.96%
Forensic Scientist III	N/A	16.77%
Forensic Scientist IV	N/A	12.84%
Human Resources Analyst	19.17%	26.46%
IT Applications Systems Analyst	17.22%	26.36%
IT Computer Network Operator	34.75%	39.08%
IT Computer Programmer Analyst	13.66%	32.53%
IT Computer Systems Analyst	1.81%	12.83%
IT Wide Area Network Engineer	19.62%	24.74%
Marketing Specialist	19.44%	28.57%
Personal Computer Specialist	11.93%	18.70%
Police Communications Dispatcher	17.96%	27.26%
Telecommunications Technician	0.40%	19.43%
AVERAGE % BEHIND MARKET	12.16%	22.71%

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Administrative Assistant	4.49%	26.09%
Administrative Services Officer	26.79%	49.82%
Applications Developer	29.11%	37.53%
Associate Forensic Scientist	N/A	23.92%
Automotive Technician	11.75%	49.68%
Call Taker	23.36%	39.56%
Criminal Intelligence Analyst	19.70%	32.03%
Criminal Records Specialist	20.86%	38.89%
Detention Transport Officer	-1.67%	14.48%
Evidence Technician	3.41%	24.33%
Facilities Maintenance Technician	-1.49%	24.02%
Financial Services Specialist	17.89%	27.44%
Fingerprint Technician	7.55%	14.07%
Forensic Services Technician	-9.04%	10.64%
Forensic Scientist I	N/A	28.00%
Forensic Scientist II	N/A	23.40%
Forensic Scientist III	N/A	20.15%
Forensic Scientist IV	N/A	14.73%
Human Resources Analyst	23.72%	35.97%
IT Applications Systems Analyst	20.81%	35.80%
IT Computer Network Operator	53.27%	64.14%
IT Computer Programmer Analyst	15.82%	48.21%
IT Computer Systems Analyst	1.85%	14.72%
IT Wide Area Network Engineer	24.41%	32.87%
Marketing Specialist	24.13%	40.00%
Personal Computer Specialist	13.54%	23.00%
Police Communications Dispatcher	21.90%	37.49%
Telecommunications Technician	0.40%	24.11%
AVERAGE % TO MARKET	15.33%	30.54%

CLASSIFICATION	% BEHIND MARKET	
	Entry	Maximum
Applications Manager	N/A	19.18%
Facilities Manager	N/A	2.61%
Fleet Administrator	N/A	21.57%
IT Database Administrator	15.61%	29.31%
Scientific Analysis Supt	N/A	7.37%
Telecommunications Manager	N/A	43.04%
AVERAGE % BEHIND MARKET	15.61%	20.51%

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Applications Manager	N/A	23.73%
Facilities Manager	N/A	2.68%
Fleet Administrator	N/A	27.50%
IT Database Administrator	18.50%	41.46%
Scientific Analysis Supt	N/A	7.96%
Telecommunications Manager	N/A	75.55%
AVERAGE % TO MARKET	18.50%	29.81%

CLASSIFICATION	% BEHIND MARKET	
	Entry	Maximum
Criminal Analyst Supervisor	15.06%	13.44%
Facilities Supervisor	13.37%	20.07%
Fleet Service Supervisor	23.51%	35.32%
Human Resources Supervisor	31.12%	33.25%
Police Communications Supervisor	21.88%	28.62%
Records Supervisor	26.13%	33.47%
Supervising Forensic Scientist	N/A	17.12%
Telecomm Supervisor	-7.91%	15.46%
AVERAGE % BEHIND MARKET	17.59%	24.59%

CLASSIFICATION	% TO MARKET	
	Entry	Maximum
Criminal Analyst Supervisor	17.73%	15.52%
Facilities Supervisor	15.44%	25.12%
Fleet Service Supervisor	30.74%	54.62%
Human Resources Supervisor	45.18%	49.80%
Police Communications Supervisor	28.00%	40.09%
Records Supervisor	35.37%	50.31%
Supervising Forensic Scientist	N/A	20.66%
Telecomm Supervisor	-7.33%	18.28%
AVERAGE % TO MARKET	23.59%	34.30%

APPENDIX C

ARIZONA DEPARTMENT OF PUBLIC SAFETY
SEPARATION REPORT
FISCAL YEAR 2026

Classification Type	Retirement Separations	Non-Retirement Separations	Separations for Fiscal Year 2025
Sworn	37	58	95
Professional Staff	54	79	133
Agency Totals	91	137	228

Classification Type	Regrettable Retirement Separations	Regrettable Non-Retirement Separations	Regrettable Attrition for Fiscal Year 2025
Sworn	32	40	72
Professional Staff	35	93	128
Agency Totals	67	133	200

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	14	72
Professional Staff	76	52	128
Agency Totals	134	66	200

APPENDIX D

Current Cost to Bring DPS Pay to Compensation Objective

	<u>FY 2027</u>
Professional Staff Salaries ^{1/}	\$ 14,442,900
Employee Related Expenditures (22.7%)	<u>3,278,500</u>
Subtotal - Professional Staff Pay	\$ 17,721,400
Sworn Salaries ^{2/}	\$ 18,501,000
Employee Related Expenditures (31.3%)	<u>5,790,800</u>
Subtotal - Sworn Pay	\$ 24,291,800
Overtime	\$ 2,978,900
Employee Related Expenditures (30.0%) ^{3/}	<u>906,800</u>
Subtotal - Overtime ^{4/}	\$ 3,885,700
TOTAL	<u><u>\$ 45,898,900</u></u>

^{1/} Current DPS professional staff salaries require an estimated average increase of 22.7% to achieve the Department's compensation objective.

^{2/} Current DPS sworn salaries require an estimated average increase of 14.9% 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).