

Salary Survey Data - Civilian Classifications

City of Tucson	Pima County		Difference		Statewide Market			
Tucson Title	Average Hourly Base Pay	# Incumbents	Average Hourly Base Pay	City v. County	%	Average Hourly Base Pay		
Administrative Assistant	CWA	91	\$ 17.55	\$ 16.38	1.17	7.1%	397	\$ 17.19
Automotive Mechanic	AFSCME	19	\$ 20.01	\$ 19.23	0.78	4.0%	75	\$ 18.61
Carpenter	AFSCME	6	\$ 20.74	\$ 17.72	3.02	17.0%	38	\$ 22.28
Civil Engineer (Professional Engineer)	NOREP	13	\$ 34.04	\$ 34.25	(0.21)	-0.6%	129	\$ 35.91
Construction Inspector	CWA	23	\$ 20.04	\$ 18.67	1.37	7.4%	62	\$ 25.44
Court Clerk	CWA	41	\$ 13.27	\$ 13.03	0.24	1.8%	578	\$ 14.96
Custodian	AFSCME	31	\$ 13.28	\$ 13.70	(0.42)	-3.0%	221	\$ 12.29
Electrician	AFSCME	13	\$ 22.34	\$ 20.13	2.21	11.0%	129	\$ 22.52
IT Specialist	CWA	19	\$ 24.44	\$ 23.73	0.71	3.0%	70	\$ 20.59
Lead Groundskeeper	AFSCME	14	\$ 19.15	\$ 19.00	0.15	0.8%	52	\$ 18.44
Plumber	AFSCME	8	\$ 20.55	\$ 20.53	0.02	0.1%	28	\$ 22.21
Senior Account Clerk	CWA	39	\$ 15.99	\$ 15.98	0.01	0.1%	184	\$ 17.32
Senior Heavy Equipment Mechanic	AFSCME	26	\$ 21.93	\$ 23.66	(1.73)	-7.3%	78	\$ 19.56

Data on these 13 benchmarks versus Pima County indicates we are maintaining a competitive position in the local market.

Data Source: October 2014 Pima County Benchmark Survey

Pima County=Pima County is the employer

Statewide Market = Apache County, Cochise County, Coconino County, Gila County, Graham County

Maricopa County, Mohave County, Pinal County, Santa Cruz County, Yavapai County

Yuma County, City of Tucson, City of Phoenix, Town of Marana, Town of Sahuarita, Pima County