

Senate Engrossed House Bill

pay parity; law enforcement; benchmarks

State of Arizona  
House of Representatives  
Fifty-seventh Legislature  
First Regular Session  
2025

**CHAPTER 225**

**HOUSE BILL 2386**

AN ACT

AMENDING SECTIONS 41-751 AND 41-1720, ARIZONA REVISED STATUTES; RELATING  
TO PARITY PAY FOR LAW ENFORCEMENT PERSONNEL.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Section 41-751, Arizona Revised Statutes, is amended to  
3 read:

4 41-751. Annual report and recommendations

5 A. The director shall prepare a report on state personnel and the  
6 operation of the state personnel system.

7 B. The report shall include:

8 1. Information concerning all state employees, including employees  
9 of all executive, legislative and judicial branch agencies. All state  
10 agencies shall provide any information requested by the director to  
11 prepare the annual report.

12 2. Information concerning turnover, including the number of  
13 employees separating from state employment and the reasons for separation.

14 3. Information concerning the compensation during the preceding  
15 year and the coming year of state employees and the compensation of other  
16 public employees and private employees, **INCLUDING THE MOST RECENT**  
17 **BENCHMARKS ESTABLISHED PURSUANT TO SECTION 41-1720.**

18 4. An advisory recommendation on state employees' salaries. In  
19 establishing the recommendation, the director shall consider the relative  
20 levels of duties and responsibilities of the various classes of positions,  
21 rates paid for comparable positions elsewhere and other relevant factors.  
22 Salary recommendations are not required for elected officials. The  
23 director shall make advisory salary recommendations for specific positions  
24 in the governor's office, the legislature and the courts if requested by  
25 the respective administrative heads of these units of state government.

26 5. The overtime pay of all state agencies.

27 6. Other information as determined by the director.

28 C. The annual report and recommendations shall be presented to the  
29 governor and the legislature on or before September 1 of each year. The  
30 director shall provide a copy of the report to the secretary of state.

31 D. The Arizona board of regents, the department of public safety,  
32 the judicial department and the Arizona state schools for the deaf and the  
33 blind shall each prepare and submit an annual report on their personnel as  
34 prescribed in this section. The report shall include:

35 1. Information concerning the number of employees affected by and  
36 reasons for turnover of their employees.

37 2. Information concerning the compensation during the preceding  
38 year and the coming year of their employees and the compensation of other  
39 public employees and private employees.

40 3. An advisory recommendation on the salary plan and adjustments  
41 for their employees. In establishing the salary plan, they shall consider  
42 the relative levels of duties and responsibilities of the various classes  
43 of positions, rates paid for comparable positions elsewhere and other  
44 relevant factors.

45 4. The overtime pay for their employees.

1       Sec. 2. Section 41-1720, Arizona Revised Statutes, is amended to  
2 read:

3       41-1720. Parity compensation fund

4       A. The parity compensation fund is established consisting of monies  
5 deposited pursuant to section 28-5808 and monies appropriated by the  
6 legislature. The department shall administer the fund **AND, CONSIDERING**  
7 **STATE REVENUES AND STATE EMPLOYEE PAY ADJUSTMENTS.** ~~and, considering state~~  
8 ~~revenues and state employee pay adjustments,~~ **THE DEPARTMENT** shall spend  
9 monies from the fund for salaries and benefits for law enforcement  
10 personnel **THAT THE DEPARTMENT DETERMINES WILL ENHANCE THE ABILITY OF THE**  
11 **DEPARTMENT TO SUCCESSFULLY RECRUIT AND RETAIN QUALIFIED LAW ENFORCEMENT**  
12 **PERSONNEL. IN DETERMINING THE AMOUNT OF THE EXPENDITURES FROM THE FUND,**  
13 **THE DEPARTMENT SHALL ANNUALLY ESTABLISH AND CONSIDER BENCHMARKS BASED ON**  
14 **THE AVERAGE TOTAL COMPENSATION FOR EACH COMPARABLE LAW ENFORCEMENT**  
15 **PERSONNEL RANK OF THE DEPARTMENT'S THREE LARGEST COUNTY OR MUNICIPAL PEER**  
16 **LAW ENFORCEMENT AGENCIES IN THIS STATE. FOR THE PURPOSES OF THIS**  
17 **SUBSECTION, "TOTAL COMPENSATION" INCLUDES BASE SALARY, EDUCATIONAL**  
18 **INCENTIVE PAY, PHYSICAL PERFORMANCE PAY, LONGEVITY PAY AND RETIREMENT**  
19 **CONTRIBUTIONS MADE BY AN EMPLOYER ON BEHALF OF AN EMPLOYEE.**

20       B. On notice from the department, the state treasurer shall invest  
21 and divest monies in the fund as provided by section 35-313, and monies  
22 earned from investment shall be credited to the fund.

23       C. Fund monies:

24       1. Do not revert to the state general fund.

25       2. Are exempt from the provisions of section 35-190 relating to  
26 lapsing of appropriations.

27       3. Are subject to legislative appropriation.

APPROVED BY THE GOVERNOR JUNE 25, 2025.

FILED IN THE OFFICE OF THE SECRETARY OF STATE JUNE 25, 2025.