



AML Salary Survey Results 2023: Pop. 10000+

AML Salary Survey Results 2023 10000+.xlsx

The following salary survey has been compiled to give municipal officials insight into the staffing levels for various positions in Arkansas municipalities.

Readers of this report should bear in mind that individual duties and responsibilities can and often do vary from municipality to municipality, even for individuals with similar titles. Also, cost of living and the financial status of each municipality may cause significant variances.

METHODOLOGY:

a) Questionnaires were completed electronically and responses were interpreted and compiled by JER HR Group.

b) Salaries requested were to be the actual annual salary for positions with only one employee. Hourly positions were to be converted to an annual average by multiplying the hourly rate by 2080 hours. Salary data reflects an effective date as of February 1st of this year.

c) Where blank spaces exist, data was not provided.

d) JER HR Group included all valid data that was submitted. There were a few instances where data was either excluded or moved to a different category (particularly in the salary section) in order to be a better fit with the rest of the cities. For instance, where there were different levels of the same job, some salaries were moved to the level that best aligned with the other cities.

e) We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

All data requests and responses are subject to different interpretation based on the data submitted. The League staff and JER HR Group take full responsibility and apologize for any error in this report resulting from a misinterpretation of information. We do believe, however, the data is sufficiently valid to be useful as a guide. The League staff and JER HR Group appreciate the time and effort of the municipal officials and employees who participated in this project.

Consultant's Statement

Use of this survey instrument and all reported data is considered confidential. The survey participant has the right to use the reported data in their regular course of business solely for their own internal use. The survey participant acknowledges that the JER HR Group owns all survey instruments and all reported data including but not limited to all copyrights, patents, trade secrets, and other proprietary rights. Access to any survey instruments or reported data does not convey or infer to the authorized user any proprietary or other ownership of the survey instrument or data. As a survey participant you may not copy, forward, sell, distribute or otherwise disclose any part of JER HR Group's survey instruments or reported data without their written permission.

JER HR Group maintains the raw data collected in this survey and protects the confidentiality of each participant's data. Although every reasonable effort was made to verify the validity of data submitted, JER HR Group makes no guarantee or warranties, written or oral, expressed or implied, regarding the validity of the participant's data submitted to JER HR Group. We want to thank Chris Devine with Cyberdyne Systems, LLC who helped make this survey possible. If you would like additional information about this survey, contact:

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Participating Cities

<u>City Name</u>	<u>City Population</u>	<u>Revenue</u>	<u>County</u>	<u>Contact Name</u>	<u>Contact Email</u>	<u>FT Personnel in Budget</u>	<u>FT Personnel Employed</u>	<u>Contact Phone</u>
Arkadelphia	10380	\$16,440,085	Clark	Shacresha Wilson	shacresha.wilson@arkadlephia.gov	123	110	870-246-9864
Batesville	11191	\$24,363,603	Independence	Denise Johnston	cityclerk@batesvillearkansas.gov	135	135	870-698-2400
Bella Vista	30104	\$22,831,000	Benton	Glenda Kelderman	gkelderman@bellavistaar.gov	191	179	479-855-8237
Benton	35014	\$49,600,018	Saline	Amanda Spicer	mandy.spicer@bentonar.org	280	252	501-381-3710
Bentonville	54164	\$202,000,000	Benton	Machele Bowen	mbowen@bentonvillear.com	618	618	479-271-3117
Blytheville	13406	\$2,195,000	Mississippi	Alisha Williams	awilliams@cityofblytheville.com	220	211	870-763-3602
Cabot	26569	\$230,000,000	Lonoke	Matthew Hood	mhood@cabotar.gov	189	0	501-843-3566
Centerton	17792	\$20,000,000	Benton	Jocelyn Diaz	jdiaz@centertonar.us	0	107	479-795-2750 ext. 103
Conway	64134	\$95,997,595	Faulkner	Lisa Mabry-Williams	lisa.williams@conwayarkansas.gov	553	512	501-450-7087
El Dorado	17756	\$9,109,582	Union	Shonta Bean	payroll@eldoradoar.org	113	112	870-881-4865
Fayetteville	93949	\$65,203,000	Washington	Missy Cole	mcole@fayetteville-ar.gov	905	806	479-575-8298
Forrest City	13015	\$19,022,504	St. Francis	Glynis Lynch	glynch@cityofforrestcityar.com	148	135	870-633-1315
Fort Smith	89142	\$200,969,109	Sebastian	Lindsey Kaelin	lkaelin@fortsmithar.gov	1063	973	479-784-2222
Harrison	13069	\$8,000,000	Boone	Bethany Marcum	bmarcum@harrisonar.gov		213	870-204-5498
Jonesboro	78576	\$68,891,000	Craighead	Dewayne Douglas	ddouglas@jonesboro.org	550	550	870-933-4640
Little Rock	202591	\$315,000,000	Pulaski	Stacey Witherell	switherell@littlerock.gov		1963	501.371.--4590
Malvern	10867	\$24,000,000	Hot Spring	Wendy Baker	wbaker@malvernar.gov	0	103	501-332-3638
Marion	13752	\$66,000,000	Crittenden	David Rikard	david@rikardneal.com		0	870-739-8664
Maumelle	19251	\$16,842,700	Pulaski	Doreen Mattes	dmattes@maumelle.org	166	181	501-851-2500
Mountain Home	12825	\$49,300,000	Baxter	Sue Edwards	sedwards@cityofmountainhome.com	190	188	870-425-7042
North Little Rock	64591	\$222,200,000	Pulaski	Robert Mauldin	rmauldin2@nlr.ar.gov	958	838	501-975-8855
Paragould	29537	\$32,000,000	Greene	Tisha Baldwin	tisha.baldwin@paragouldcity.org		202	870-239-7511
Pine Bluff	41253	\$50,939,981	Jefferson	Vickie Conaway	vickiec@cityofpinebluff-ar.gov	464	412	870-730-2040
Rogers	69908	\$81,000,000	Benton	Thomas Dunlap	tdunlap@rogersar.gov	553	514	479-621-1117
Russellville	28940	\$46,925,569	Pope	Tanessa Vaughn	tvaughn@rsvlar.org	212	206	479-968-2098
Searcy	22937	\$37,429,932	White	Kim Gordon	kgordon@cityofsearcy.org	264	232	501-268-2483
Sherwood	32731	\$29,000,000	Pulaski	Jill Ross	jill@cityofsherwood.net	286	252	501-833-3703
Siloam Springs	17287	\$85,945,843	Benton	Crystal McNutt	cmcnutt@siloamsprings.com	296	288	479-238-0905
Springdale	87176	\$93,286,559	Washington	Gina Lewis	glewis@springdalear.gov	629	570	479-756-7714
Texarkana	29387	\$53,350,929	Miller	Rachel Hopkins	rachel.hopkins@txkusa.org	262	220	870-779-4997
Van Buren	23218	\$27,201,129	Crawford	Shawna Reynolds	sreynolds@vanburencity.org	160	160	479-474-8936
Total: 31								

Summary

Title	Department	Number of Cities Reporting	Number of Incumbents	Number of matches (Above Match Below)	Base Pay			
					25%	Mean	Median	75%
Mayor	Administration	23	23	0 16 2	\$85,000	\$110,159	\$109,459	\$133,318
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	13	15	2 11 0	\$51,000	\$87,401	\$76,442	\$123,240
City Manager or Chief of Staff	Administration	7	7	0 6 0	\$111,984	\$136,726	\$142,084	\$183,750
Executive Secretary	Administration	22	28	3 14 6	\$44,561	\$57,573	\$56,858	\$64,770
Council Member	Administration	3	27	0 19 0	\$6,129	\$12,281	\$10,571	\$18,000
City Clerk	Administration	6	6	0 5 0	\$65,811	\$77,929	\$67,694	\$96,600
City Clerk-Elected	Administration	7	7	0 4 1	\$32,225	\$57,099	\$50,700	\$82,685
City Clerk Treas-Elected	Administration	12	21	1 13 5	\$41,871	\$59,685	\$45,145	\$75,000
Treasurer	Administration	3	3	0 2 1	\$46,000	\$51,674	\$46,000	\$82,285
Deputy Clerk	Administration	16	23	3 15 1	\$36,400	\$41,527	\$41,499	\$46,576
City Attorney	Administration	20	20	0 13 1	\$64,458	\$105,175	\$110,833	\$128,750
Assistant City Attorney	Administration	9	11	1 5 3	\$73,080	\$88,839	\$92,250	\$107,332
Deputy City Attorney	Administration	8	16	1 13 2	\$75,902	\$85,278	\$93,150	\$93,150
Court Clerk	Administration	20	58	6 43 3	\$36,067	\$45,254	\$40,040	\$52,500
Deputy Court Clerk	Administration	22	97	6 66 7	\$33,297	\$37,629	\$35,201	\$39,437
Transcriptionist	Administration	4	9	1 6 0	\$35,610	\$37,732	\$36,254	\$42,578
Office Manager	Administration	16	49	11 24 7	\$44,408	\$53,017	\$52,562	\$58,302
Purchasing Agent	Administration	8	9	2 6 0	\$70,546	\$74,821	\$77,376	\$80,370
Administrative Assistant I	Administration	24	231	40 96 42	\$33,696	\$39,417	\$39,240	\$43,680
Code Enforcement Supervisor	Code Enforcement	14	16	2 7 3	\$51,386	\$66,945	\$66,560	\$77,124
Code Enforcement Officer - Senior	Code Enforcement	8	16	0 13 0	\$41,745	\$47,791	\$45,695	\$49,858
Code Enforcement Officer	Code Enforcement	22	89	6 71 2	\$36,608	\$40,455	\$38,542	\$43,264
Building Inspector	Code Enforcement	24	54	0 33 10	\$42,002	\$49,510	\$47,154	\$55,336
Electrical Inspector	Code Enforcement	6	8	0 7 0	\$42,224	\$48,244	\$44,982	\$51,917
Mechanical Inspector	Code Enforcement	3	3	1 2 0	\$55,649	\$63,932	\$55,649	\$83,128
Plumbing and Gas Inspector	Code Enforcement	6	8	0 6 1	\$42,245	\$49,161	\$48,630	\$52,562
Community Development/Planning Director	Engineering/Planning	21	23	4 11 4	\$67,273	\$87,966	\$80,340	\$109,200
Planner II	Engineering/Planning	12	17	1 13 1	\$47,309	\$58,940	\$59,488	\$67,404
Planner I	Engineering/Planning	12	24	4 15 3	\$39,011	\$50,103	\$51,626	\$59,405
City Engineer	Engineering/Planning	14	18	2 11 1	\$99,200	\$108,328	\$103,157	\$126,672
Engineering Specialist	Engineering/Planning	8	19	2 15 1	\$47,507	\$55,355	\$47,507	\$59,897
Engineering Technician - Senior	Engineering/Planning	13	16	4 7 1	\$57,000	\$74,065	\$73,424	\$79,851
GIS Analyst - Senior	Engineering/Planning	7	8	1 7 0	\$59,964	\$68,767	\$62,441	\$70,435
GIS Analyst	Engineering/Planning	6	7	0 5 0	\$48,617	\$56,131	\$56,659	\$64,672
Graphics Technician	Engineering/Planning	3	3	0 3 0	\$40,955	\$45,635	\$40,955	\$58,448
Land Surveyor	Engineering/Planning	1	1	0 1 0	\$84,552	\$84,552	\$84,552	\$84,552
Finance Director	Finance	21	23	3 15 2	\$79,914	\$105,007	\$106,000	\$125,008
Accountant	Finance	13	25	2 18 4	\$59,208	\$62,379	\$60,175	\$66,090
Accounting Clerk II	Finance	8	16	4 12 0	\$48,880	\$55,476	\$51,350	\$55,390
Accounting Clerk I	Finance	4	6	0 3 3	\$41,620	\$44,236	\$42,370	\$47,690
Accounting Clerk	Finance	8	12	1 6 3	\$37,710	\$44,741	\$41,080	\$47,590
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	21	33	2 18 6	\$40,227	\$45,779	\$45,637	\$49,982
Fire Chief	Fire Department	23	24	0 17 1	\$83,847	\$101,429	\$90,953	\$115,981

Assistant Fire Chief	Fire Department	20	35	1 28 2	\$84,408	\$93,411	\$95,624	\$109,126
Fire Battalion Chief	Fire Department	22	103	1 73 12	\$72,508	\$81,568	\$83,422	\$89,422
Fire Captain	Fire Department	26	456	0 344 49	\$62,427	\$68,747	\$69,039	\$76,059
Fire Lieutenant	Fire Department	15	118	0 75 8	\$50,508	\$55,728	\$57,147	\$60,154
Fire Apparatus Engineer (Driver)	Fire Department	21	505	0 351 93	\$49,972	\$56,939	\$57,658	\$64,351
Fire Inspector/Marshal	Fire Department	18	24	0 19 1	\$62,043	\$72,459	\$75,112	\$81,274
Firefighter	Fire Department	26	840	0 612 69	\$41,426	\$45,244	\$44,385	\$48,880
HR/Personnel Director	Human Resources	20	23	3 14 2	\$67,277	\$88,206	\$85,260	\$112,571
Human Resource Generalist	Human Resources	12	16	1 10 1	\$43,680	\$49,247	\$47,216	\$53,433
HR-Benefits Specialist	Human Resources	6	7	0 5 1	\$47,070	\$51,359	\$52,790	\$56,326
Human Resources Assistant	Human Resources	6	8	0 6 2	\$41,197	\$43,255	\$42,640	\$44,075
Payroll Administrator	Human Resources	15	16	1 9 3	\$42,515	\$54,317	\$47,988	\$60,216
Industrial Organizational Specialist	Human Resources	2	3	1 2 0	\$88,200	\$90,962	\$88,200	\$100,635
Information Systems Director	Information Systems	16	17	1 11 1	\$80,040	\$93,038	\$87,360	\$114,982
Systems Network Manager	Information Systems	12	17	2 7 6	\$59,011	\$73,804	\$73,174	\$88,519
Network Analyst	Information Systems	11	18	0 18 0	\$56,100	\$65,332	\$65,100	\$73,899
Network Coordinator	Information Systems	7	10	0 8 0	\$46,607	\$54,804	\$52,500	\$62,587
Programmer Analyst - Senior	Information Systems	3	10	0 8 0	\$73,629	\$81,312	\$78,122	\$100,292
Programmer Analyst	Information Systems	2	2	0 2 0	\$59,801	\$66,126	\$59,801	\$72,450
Systems Programmer	Information Systems	5	7	0 7 0	\$70,928	\$74,681	\$73,899	\$86,151
Information Support Specialist	Information Systems	15	31	2 22 2	\$42,494	\$52,534	\$47,840	\$61,622
Librarian	Library	6	39	3 19 17	\$51,126	\$62,711	\$61,318	\$66,631
Library Assistant	Library	4	20	2 7 8	\$31,200	\$35,622	\$35,090	\$39,083
Safety Loss Control Specialist	Operations	4	5	0 5 0	\$57,750	\$59,906	\$60,008	\$60,008
Airport Manager	Operations	8	10	2 3 2	\$58,000	\$65,715	\$58,677	\$73,544
Airport Attendant	Operations	7	10	1 5 0	\$31,000	\$37,869	\$37,440	\$44,138
Animal Control Director	Operations	12	15	3 7 3	\$57,429	\$72,795	\$69,403	\$85,737
Animal Control Field Officer	Operations	16	38	3 26 1	\$35,378	\$38,249	\$36,556	\$39,749
Animal Services Manager	Operations	6	6	1 5 0	\$51,304	\$61,012	\$54,509	\$66,352
Animal Services Officer	Operations	15	35	6 20 5	\$32,000	\$34,862	\$34,154	\$38,712
Building/Maintenance Supervisor	Operations	11	17	5 9 1	\$49,363	\$53,268	\$52,819	\$57,635
Building/Maintenance Worker	Operations	18	60	15 31 5	\$30,600	\$34,900	\$33,696	\$38,584
Fleet Supervisor	Operations	14	21	2 13 3	\$55,023	\$64,150	\$61,046	\$71,074
Fleet Maintenance Mechanic II	Operations	16	43	4 33 0	\$45,427	\$60,756	\$52,086	\$54,122
Fleet Maintenance Mechanic I	Operations	14	40	2 33 1	\$39,021	\$43,589	\$42,456	\$48,261
Horticulturist	Operations	4	6	0 5 1	\$42,821	\$51,029	\$50,440	\$54,225
Grounds Maintenance Supervisor	Operations	11	12	2 8 1	\$47,206	\$59,106	\$54,142	\$63,502
Grounds Maintenance Lead	Operations	9	23	4 17 1	\$35,880	\$39,686	\$39,420	\$44,145
Grounds Maintenance Laborer	Operations	11	72	15 26 24	\$26,000	\$30,125	\$30,680	\$32,760
Signal Repair Technician - Senior	Operations	8	8	1 4 2	\$52,416	\$65,152	\$68,139	\$71,770
Signal Repair Technician	Operations	8	11	0 9 0	\$33,883	\$45,886	\$49,171	\$58,469
Signal Technician II	Operations	5	8	1 6 0	\$42,715	\$53,056	\$52,820	\$59,453
Signal Technician I	Operations	4	7	1 5 0	\$27,851	\$44,394	\$51,542	\$53,768
Parks Director	Parks & Recreation	26	34	2 19 6	\$71,864	\$86,071	\$80,350	\$96,600
Parks Aquatics Manager	Parks & Recreation	10	12	1 7 1	\$39,312	\$46,092	\$42,792	\$51,236
Recreation Programmer	Parks & Recreation	13	37	5 10 14	\$31,220	\$38,570	\$39,103	\$43,504
Recreation Program Manager	Parks & Recreation	14	38	4 23 2	\$37,581	\$45,512	\$44,701	\$48,841
Recreation Facility Supervisor	Parks & Recreation	15	26	2 17 3	\$48,636	\$54,748	\$54,953	\$59,592

Therapeutic Recreation Coordinator	Parks & Recreation	2	3	0 3 0	\$66,477	\$66,892	\$66,477	\$70,117
Parks Supervisor	Parks & Recreation	18	65	2 55 1	\$42,000	\$46,236	\$44,637	\$48,867
Parks Equipment Operator	Parks & Recreation	12	69	0 64 0	\$32,372	\$35,373	\$33,738	\$39,436
Parks Department Laborer	Parks & Recreation	18	131	4 99 8	\$30,600	\$32,459	\$32,760	\$34,236
Police Chief	Police Department	26	26	0 18 2	\$81,958	\$103,255	\$102,294	\$121,411
Assistant Police Chief	Police Department	17	17	0 12 2	\$68,000	\$86,757	\$83,791	\$93,519
Police Major/Captain	Police Department	24	78	1 58 3	\$76,518	\$88,729	\$89,383	\$101,576
Police Lieutenant	Police Department	26	169	0 119 11	\$59,966	\$72,371	\$71,490	\$86,501
Police Sergeant	Police Department	28	330	8 241 13	\$55,250	\$66,121	\$66,042	\$79,879
Police Corporal	Police Department	16	250	19 216 3	\$56,492	\$63,301	\$66,999	\$69,000
Police Investigative Detective	Police Department	15	74	0 52 5	\$44,574	\$50,482	\$49,213	\$54,309
School Resource Officer	Police Department	12	53	0 10 15	\$42,890	\$47,781	\$46,777	\$52,503
Police Officer	Police Department	29	1407	0 1019 94	\$43,183	\$51,489	\$48,235	\$59,000
Police Property Room Supervisor	Police Department	14	17	1 14 1	\$40,643	\$45,675	\$43,742	\$48,214
Crime Scene Supervisor	Police Department	1	1	0 1 0	\$61,422	\$61,422	\$61,422	\$61,422
Crime Scene Specialist	Police Department	6	21	0 20 0	\$44,283	\$50,831	\$48,651	\$59,842
Communications Shift Supervisor	Police Department	17	57	3 45 5	\$48,194	\$55,321	\$56,119	\$60,669
Communications Dispatcher	Police Department	12	100	1 63 0	\$36,287	\$41,553	\$39,736	\$44,041
Police Dispatch	Police Department	9	109	0 53 23	\$35,173	\$39,539	\$40,435	\$41,454
Communications Call Taker	Police Department	2	22	0 22 0	\$39,021	\$40,611	\$40,518	\$41,453
Probation Officer - Senior	Police Department	4	16	0 13 3	\$39,115	\$46,388	\$44,772	\$52,503
Probation Officer	Police Department	11	26	0 20 1	\$40,622	\$43,740	\$42,224	\$45,406
Public Works Director	Public Works	17	27	8 13 2	\$74,200	\$97,133	\$95,035	\$113,400
Sanitation Superintendent	Public Works	6	6	0 4 0	\$63,024	\$74,888	\$70,000	\$89,000
Sanitation Supervisor	Public Works	12	25	5 12 1	\$55,000	\$57,953	\$56,202	\$64,293
Sanitation Equipment Operator III	Public Works	11	143	12 109 0	\$38,233	\$41,258	\$40,212	\$44,325
Sanitation Equipment Operator II	Public Works	12	64	1 25 12	\$34,320	\$41,086	\$40,357	\$47,486
Sanitation Equipment Operator I	Public Works	12	40	6 16 7	\$31,824	\$37,881	\$35,713	\$40,144
Sanitation Department Laborer	Public Works	13	156	29 65 0	\$29,999	\$32,615	\$32,760	\$34,674
Street Maintenance Superintendent	Public Works	18	20	3 11 4	\$66,373	\$82,825	\$86,379	\$91,000
Street Supervisor	Public Works	26	62	13 36 4	\$48,755	\$53,992	\$52,541	\$57,595
Street Equipment Operator	Public Works	26	219	28 127 17	\$35,563	\$40,379	\$39,770	\$45,760
Street Department Laborer	Public Works	21	143	7 79 27	\$31,200	\$34,942	\$34,832	\$37,835
Solid Waste Recycling Coordinator	Public Works	7	7	3 4 0	\$35,880	\$49,139	\$47,386	\$55,057
Solid Waste Recycling Operator/Collector	Public Works	6	13	3 10 0	\$32,448	\$39,446	\$40,955	\$45,302
Traffic Engineering Manager	Public Works	3	3	2 1 0	\$91,000	\$88,824	\$91,000	\$111,872
Traffic Engineer II	Public Works	2	4	0 4 0	\$77,306	\$87,613	\$81,432	\$91,998
Traffic Technician II	Public Works	6	7	0 6 0	\$44,842	\$53,781	\$48,302	\$67,683
Traffic Technician I	Public Works	4	8	5 0 0	\$32,562	\$36,686	\$35,938	\$39,520
Waste Water Manager	Public Works	13	21	2 13 3	\$57,304	\$63,686	\$62,400	\$70,803
Water / Waste Water Operator	Public Works	12	106	24 59 11	\$32,552	\$38,846	\$36,867	\$43,805
Utility Construction	Public Works	8	109	24 77 8	\$34,029	\$41,397	\$38,730	\$43,472
Water Manager	Public Works	8	16	8 6 2	\$52,166	\$66,480	\$57,990	\$63,253
Utility Billing and Receivable Clerk	Public Works	12	54	21 28 2	\$32,552	\$39,778	\$34,840	\$45,365

Police & Fire Overtime Policies

<u>City</u>	<u>Population</u>	<u>Police work in a 2 week period?</u>	<u>Fire work in a 2 week period?</u>	<u>Police overtime policy</u>	<u>Fire overtime policy</u>	<u>Comments</u>
Little Rock	202591					
Fayetteville	93949	84		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire Any Time Worked Over 106 Hours In A 14 Day Work Period.
Fort Smith	89142	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Springdale	87176	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Any Time Worked Over 182 Hours In 24 Day Period
Jonesboro	78576	80				
Rogers	69908	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
North Little Rock	64591	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Fire: First "X" Applies To Day Workers, Second "X" Applies To 24Hr Shifts
Conway	64134	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Bentonville	54164	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Pine Bluff	41253	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	
Benton	35014	84		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Sherwood	32731	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Any Hours Over 86 In A 14-Day Period Is Ot
Bella Vista	30104	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Any Additional Time Worked Over Their Scheduled Shift During A 7- Day Workweek.
Paragould	29537					
Texarkana	29387	80			Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Police: Flsa - Paid Overtime After 86 Hours Worked During A 14 Day Work Period.
Russellville	28940	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Cabot	26569	86.5		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Police Is 86 Hours In 2 Weeks
Van Buren	23218	86				
Searcy	22937	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire Is Paid 12 Hours Ot Every Other Pay Period.
Maumelle	19251	84				
Centerton	17792	86				Police Ot Over 84 Hours In 14 Days / Fire Ot Over 96 Hours In 21 Days
El Dorado	17756	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
Siloam Springs	17287	86			Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Police - Hours Over 86 In A 2 Week Period
Marion	13752					
Blytheville	13406	86		Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Harrison	13069					
Forrest City	13015	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Mountain Home	12825	84			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Pd- Any Hours Over 86 In A Two Week Period
Batesville	11191					
Malvern	10867	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Arkadelphia	10380	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	

Salary Survey Job Titles

ID	Position Title	Department
100	Mayor	Administration
101	Assistant to Mayor-Deputy City Administrator-Chief of Staff	Administration
102	City Manager or Chief of Staff	Administration
103	Executive Secretary	Administration
104	Council Member	Administration
105	City Clerk	Administration
106	City Clerk-Elected	Administration
107	City Clerk Treas-Elected	Administration
108	Treasurer	Administration
109	Deputy Clerk	Administration
110	City Attorney	Administration
111	Assistant City Attorney	Administration
112	Deputy City Attorney	Administration
113	Court Clerk	Administration
114	Deputy Court Clerk	Administration
115	District Judge	Administration
116	Transcriptionist	Administration
117	Office Manager	Administration
118	Purchasing Agent	Administration
119	Administrative Assistant I	Administration
200	Code Enforcement Supervisor	Code Enforcement
201	Code Enforcement Officer - Senior	Code Enforcement
202	Code Enforcement Officer	Code Enforcement
203	Building Inspector	Code Enforcement
204	Electrical Inspector	Code Enforcement
205	Mechanical Inspector	Code Enforcement
206	Plumbing and Gas Inspector	Code Enforcement
300	Community Development-Planning Director	Engineering/Planning
301	Planner II	Engineering/Planning
302	Planner I	Engineering/Planning
303	City Engineer	Engineering/Planning
304	Engineering Specialist	Engineering/Planning
305	Engineering Technician - Senior	Engineering/Planning
306	GIS Analyst - Senior	Engineering/Planning
307	GIS Analyst	Engineering/Planning

308	Graphics Technician	Engineering/Planning
309	Land Surveyor	Engineering/Planning
400	Finance Director	Finance
401	Accountant	Finance
402	Accounting Clerk II	Finance
403	Accounting Clerk I	Finance
404	Accounting Clerk	Finance
405	Accounts Payable-Accounts Receivable Specialist-Coordinator	Finance
500	Fire Chief	Fire Department
501	Assistant Fire Chief	Fire Department
502	Fire Battalion Chief	Fire Department
503	Fire Captain	Fire Department
504	Fire Lieutenant	Fire Department
505	Fire Apparatus Engineer (Driver)	Fire Department
506	Fire Inspector-Marshal	Fire Department
507	Firefighter	Fire Department
600	HR-Personnel Director	Human Resources
601	Human Resource Generalist	Human Resources
602	HR-Benefits Specialist	Human Resources
603	Human Resources Assistant	Human Resources
604	Payroll Administrator	Human Resources
605	Industrial Organizational Specialist	Human Resources
700	Information Systems Director	Information Systems
701	Systems Network Manager	Information Systems
702	Network Analyst	Information Systems
703	Network Coordinator	Information Systems
704	Programmer Analyst - Senior	Information Systems
705	Programmer Analyst	Information Systems
706	Systems Programmer	Information Systems
707	Information Support Specialist	Information Systems
800	Librarian	Library
801	Library Assistant	Library
900	Safety Loss Control Specialist	Operations
901	Airport Manager	Operations
902	Airport Attendant	Operations
903	Animal Control Director	Operations
904	Animal Control Field Officer	Operations

905	Animal Services Manager	Operations
906	Animal Services Officer	Operations
907	Building-Maintenance Supervisor	Operations
908	Building-Maintenance Worker	Operations
909	Fleet Supervisor	Operations
910	Fleet Maintenance Mechanic II	Operations
911	Fleet Maintenance Mechanic I	Operations
912	Horticulturist	Operations
913	Grounds Maintenance Supervisor	Operations
914	Grounds Maintenance Lead	Operations
915	Grounds Maintenance Laborer	Operations
916	Signal Repair Technician - Senior	Operations
917	Signal Repair Technician	Operations
918	Signal Technician II	Operations
919	Signal Technician I	Operations
1000	Parks Director	Parks & Recreation
1001	Parks Aquatics Manager	Parks & Recreation
1002	Recreation Programmer	Parks & Recreation
1003	Recreation Program Manager	Parks & Recreation
1004	Recreation Facility Supervisor	Parks & Recreation
1005	Therapeutic Recreation Coordinator	Parks & Recreation
1006	Parks Supervisor	Parks & Recreation
1007	Parks Equipment Operator	Parks & Recreation
1008	Parks Department Laborer	Parks & Recreation
1100	Police Chief	Police Department
1101	Assistant Police Chief	Police Department
1102	Police Major-Captain	Police Department
1103	Police Lieutenant	Police Department
1104	Police Sergeant	Police Department
1105	Police Corporal	Police Department
1106	Police Investigative Detective	Police Department
1107	School Resource Officer	Police Department
1108	Police Officer	Police Department
1109	Police Property Room Supervisor	Police Department
1110	Crime Scene Supervisor	Police Department
1111	Crime Scene Specialist	Police Department
1112	Communications Shift Supervisor	Police Department

1113	Communications Dispatcher	Police Department
1114	Police Dispatch	Police Department
1115	Communications Call Taker	Police Department
1116	Probation Officer - Senior	Police Department
1117	Probation Officer	Police Department
1200	Public Works Director	Public Works
1201	Sanitation Superintendent	Public Works
1202	Sanitation Supervisor	Public Works
1203	Sanitation Equipment Operator III	Public Works
1204	Sanitation Equipment Operator II	Public Works
1205	Sanitation Equipment Operator I	Public Works
1206	Sanitation Department Laborer	Public Works
1207	Street Maintenance Superintendent	Public Works
1208	Street Supervisor	Public Works
1209	Street Equipment Operator	Public Works
1210	Street Department Laborer	Public Works
1211	Solid Waste Recycling Coordinator	Public Works
1212	Solid Waste Recycling Operator-Collector	Public Works
1214	Traffic Engineering Manager	Public Works
1215	Traffic Engineer II	Public Works
1216	Traffic Engineer I	Public Works
1217	Traffic Technician II	Public Works
1218	Traffic Technician I	Public Works
1219	Waste Water Manager	Public Works
1220	Water - Waste Water Operator	Public Works
1221	Utility Construction	Public Works
1222	Water Manager	Public Works
1223	Utility Billing and Receivable Clerk	Public Works

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Job Title:	100 - Mayor
Job Description:	Functions as the Chief Executive Officer for the City; provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality of the city that they are elected into.
Total Matches (A M B):	0 16 2
Exempt non-exempt:	20 0
Bonus Eligible (Y N):	4 0
Full Part Time:	4 0
Number of Organizations Reporting:	23
Position Titles:	Mayor
Reports To:	Citizens Elected Elected Official N/A Public The Citizens Of Batesville Voters
Comments:	Administration Elected Official Elected Official - No Pay Grade No Grade Assigned

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$75,000	\$85,000	\$110,159	\$109,459	\$133,318	\$156,390
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$160,000	\$128,000	\$160,000	\$192,000
Springdale	87176	Full	\$156,390	\$125,112	\$156,390	\$187,668
Jonesboro	78576	Full	\$133,318	\$106,654	\$133,318	\$159,982
Rogers	69908	Full	\$167,544	\$134,035	\$167,544	\$201,053
North Little Rock	64591	Full	\$137,406	\$109,925	\$137,406	\$164,887
Conway	64134	Full	\$115,700	\$92,560	\$115,700	\$115,700
Bentonville	54164	Full	\$149,255	\$119,404	\$149,255	\$179,106
Pine Bluff	41253	Full	\$118,715	\$94,972	\$118,715	\$142,458
Benton	35014	Full	\$85,000	\$85,000	\$85,000	\$85,000
Sherwood	32731	Full	\$112,599	\$90,079	\$112,599	\$135,119

Bella Vista	30104	Full	\$109,459	\$87,567	\$109,459	\$131,351
Paragould	29537	Full	\$117,032	\$93,626	\$117,032	\$140,438
Russellville	28940	Full	\$84,452	\$67,562	\$84,452	\$101,342
Cabot	26569	Full	\$116,504	\$93,203	\$116,504	\$139,805
Van Buren	23218	Full	\$93,008	\$74,406	\$93,008	\$111,610
Searcy	22937	Full	\$95,000	\$76,000	\$95,000	\$114,000
Maumelle	19251	Full	\$102,690	\$82,152	\$102,690	\$123,228
Marion	13752	Full	\$75,000	\$60,000	\$75,000	\$90,000
Blytheville	13406	Full	\$79,506	\$63,605	\$79,506	\$95,407
Harrison	13069	Full	\$72,131	\$57,705	\$72,131	\$86,557
Forrest City	13015	Full	\$75,000	\$60,000	\$75,000	\$90,000
Mountain Home	12825	Full	\$87,570	\$70,056	\$87,570	\$105,084
Batesville	11191	Full	\$90,388	\$72,310	\$90,388	\$108,466

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.92	\$110,159	\$88,867	\$110,159	\$130,446
45,000+	0.78	\$145,659	\$116,527	\$145,659	\$171,485
20,000 - 49,999	1	\$103,530	\$84,713	\$103,530	\$122,347
10,000 - 19,999	1	\$83,184	\$66,547	\$83,184	\$99,820

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	101 - Assistant to Mayor/Deputy City Administrator/Chief of Staff
Job Description:	Serves under the direction of the Mayor and provides management oversight for designated departments within the City; ensures that the directives of the Mayor or City Manager are accomplished and attends various internal meetings and external public meetings/events in their absence; requires a college degree from a four-year institution in a related public administration or business field; eight (8) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	2 11 0
Exempt non-exempt:	13 0
Bonus Eligible (Y N):	3 0
Full Part Time:	3 0
Number of Organizations Reporting:	13
Position Titles:	Admin. Assistant Business Services Cordinator Chief Of Staff Chief Of Staff 46 Chiefadministrativeoffice Chiefoperationsofficer Deputy City Admin Manager-Mayors Office Mayor's Assistant Mayor's Chief Of Staff
Reports To:	Chief Of Staff City Administrator Mayor
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$43,198	\$51,000	\$87,401	\$76,442	\$123,240	\$139,594
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$114,805	\$91,844	\$114,805	\$137,766
Fayetteville	93949	Full	\$142,084	\$114,233	\$137,633	\$170,664
Fort Smith	89142	Full	\$131,250	\$100,131	\$125,174	\$150,217
Springdale	87176	Full	\$139,594	\$97,109	\$121,386	\$145,663
Jonesboro	78576	Full	\$102,061	\$94,941	\$118,676	\$148,164
Jonesboro	78576	Full	\$106,808	\$94,941	\$118,676	\$148,164
North Little Rock	64591	Full	\$123,240	\$98,592	\$123,240	\$147,888
Conway	64134	Full	\$57,750	\$46,200	\$57,750	\$57,750
Conway	64134	Full	\$76,442	\$61,154	\$76,442	\$76,442
Pine Bluff	41253	Full	\$51,000	\$40,800	\$51,000	\$61,200

Van Buren	23218	Full	\$40,880	\$32,704	\$40,880	\$49,056
Maumelle	19251	Full	\$68,653	\$54,922	\$68,653	\$82,384
Mountain Home	12825	Full	\$65,354	\$52,283	\$65,354	\$78,425
Batesville	11191	Full	\$47,900	\$38,320	\$47,900	\$57,480
Malvern	10867	Full	\$43,198	\$34,558	\$43,198	\$51,838

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.15	\$87,401	\$70,182	\$87,384	\$104,207
45,000+	1.29	\$110,448	\$88,794	\$110,420	\$131,413
20,000 - 49,999	1	\$45,940	\$36,752	\$45,940	\$55,128
10,000 - 19,999	1	\$56,276	\$45,021	\$56,276	\$67,532

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	102 - City Manager or Chief of Staff
Job Description:	Acts as the City's CEO and provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare, and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	0 6 0
Exempt non-exempt:	7 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	7
Position Titles:	Administrator, City City Administrator City Manager City Treasurer Director Of Administration
Reports To:	Board Of Directors City Board Of Directors Director - Ward 1 Mayor
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$111,984	\$111,984	\$136,726	\$142,084	\$183,750	\$194,955
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$194,955	\$155,964	\$194,955	\$233,946
Fort Smith	89142	Full	\$183,750	\$147,000	\$183,750	\$220,500
Bentonville	54164	Full	\$142,084	\$113,667	\$142,084	\$170,501
Texarkana	29387	Full	\$137,946	\$110,357	\$137,946	\$165,535
Siloam Springs	17287	Full	\$150,363	\$112,500	\$140,625	\$168,750
Marion	13752	Full	\$36,000	\$28,800	\$36,000	\$43,200
Arkadelphia	10380	Full	\$111,984	\$89,587	\$111,984	\$134,381

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$136,726	\$108,268	\$135,335	\$162,402
45,000+	1	\$173,596	\$138,877	\$173,596	\$208,316
20,000 - 49,999	1	\$137,946	\$110,357	\$137,946	\$165,535
10,000 - 19,999	1	\$99,449	\$76,962	\$96,203	\$115,444

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	103 - Executive Secretary
Job Description:	The Executive Secretary works under the broad policy guidance and direction of the Mayor or City Manager. This position is responsible for the overall effectiveness of the department
Total Matches (A M B):	3 14 6
Exempt non-exempt:	12 15
Bonus Eligible (Y N):	5 14
Full Part Time:	5 0
Number of Organizations Reporting:	22
Position Titles:	Admin Asst To Mayor Admin. Assit. To Mayor Administrative Assistant Iii Assistant, Executive Asst To Mayor & Office Supvr Asst. To The Mayor For Community Development Chief Admin Officer Comm And Marketing Director Comm. Project Mgr.-Social Media Director Of Operations Ex Admin Asst/Comm Coord Executive Assistant Executive Assistant To The City Manager Executive Assistant To The Mayor Executive Secretary Executive Secretary - Police Mayor's Assistant Mayor's Executive Assistant Office Manager
Reports To:	City Administrator City Manager Mayor Mayor's Chief Of Staff Police Captain Police Chief Street Superintendent
Comments:	Administration Also Serves As Civic Center Booking Agent Police Position Also Is Diversity & Economic Development Coordinator Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$38,584	\$44,561	\$57,573	\$56,858	\$64,770	\$80,642
Actual Incentive Paid Dollar 2022	1	\$500	\$500	\$500	\$500	\$500	\$500
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$70,720	\$56,576	\$70,720	\$84,864
Little Rock	202591	Full	\$60,008	\$48,006	\$60,008	\$72,010
Fayetteville	93949	Full	\$70,408	\$56,388	\$67,932	\$84,240
Fayetteville	93949	Full	\$103,771	\$88,524	\$106,662	\$132,267
Fayetteville	93949	Full	\$61,963	\$49,504	\$59,633	\$73,944
Fort Smith	89142	Full	\$52,500	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$67,277	\$55,202	\$69,202	\$82,803
Jonesboro	78576	Full	\$44,561	\$37,925	\$47,406	\$59,185
Rogers	69908	Full	\$81,099	\$62,342	\$77,928	\$97,410
Rogers	69908	Full	\$67,558	\$44,350	\$55,438	\$69,297

North Little Rock	64591	Full	\$55,350	\$44,280	\$55,350	\$66,420
Conway	64134	Full	\$64,770	\$51,816	\$64,770	\$64,770
Bentonville	54164	Full	\$61,630	\$49,304	\$61,630	\$73,956
Bentonville	54164	Full	\$61,568	\$49,254	\$61,568	\$73,882
Pine Bluff	41253	Full	\$47,508	\$38,006	\$47,508	\$57,010
Benton	35014	Full	\$47,736	\$39,125	\$47,736	\$52,500
Sherwood	32731	Full	\$50,000	\$40,000	\$50,000	\$60,000
Bella Vista	30104	Full	\$60,965	\$41,605	\$52,006	\$62,407
Bella Vista	30104	Full	\$61,381	\$41,605	\$52,006	\$62,407
Paragould	29537	Full	\$56,858	\$45,486	\$56,858	\$68,230
Texarkana	29387	Full	\$38,584	\$34,049	\$40,872	\$49,691
Russellville	28940	Full	\$42,000	\$33,600	\$42,000	\$50,400
Cabot	26569	Full	\$40,238	\$32,190	\$40,238	\$48,286
Searcy	22937	Full	\$40,000	\$32,000	\$40,000	\$48,000
Siloam Springs	17287	Full	\$80,642	\$52,642	\$65,803	\$78,964
Blytheville	13406	Full	\$34,882	\$27,906	\$34,882	\$41,858
Harrison	13069	Full	\$51,667	\$41,334	\$51,667	\$62,000
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.27	\$57,573	\$45,287	\$56,200	\$67,476
45,000+	1.56	\$65,942	\$52,811	\$65,401	\$78,850
20,000 - 49,999	1.11	\$48,527	\$37,767	\$46,922	\$55,893
10,000 - 19,999	1	\$50,898	\$37,750	\$47,188	\$56,626

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	104 - Council Member
Job Description:	Serves as an elected official on the City Council and participates in the overall direction and policy-making for the City through the attendance at regularly scheduled and called meetings; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	0 19 0
Exempt non-exempt:	27 0
Bonus Eligible (Y N):	8 0
Full Part Time:	8 0
Number of Organizations Reporting:	3
Position Titles:	Board Director - Position 10 Board Director - Position 8 Board Director - Position 9 Board Director - Ward 1 Board Director - Ward 2 Board Director - Ward 3 Board Director - Ward 4 Board Director - Ward 5 Board Director - Ward 6 Board Director - Ward 7 Council Member
Reports To:	Elected Official
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	27	\$6,129	\$6,129	\$12,281	\$10,571	\$18,000	\$18,000
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600

Little Rock	202591	Full	\$18,000	\$14,400	\$18,000	\$21,600
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Paragould	29537	Full	\$6,129	\$4,903	\$6,129	\$7,355
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685
Cabot	26569	Full	\$10,571	\$8,457	\$10,571	\$12,685

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.42	\$12,281	\$9,825	\$12,281	\$14,738
45,000+	1.83	\$18,000	\$14,400	\$18,000	\$21,600
20,000 - 49,999	8	\$8,350	\$6,680	\$8,350	\$10,020
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	105 - City Clerk
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
Total Matches (A M B):	0 5 0
Exempt non-exempt:	6 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	6
Position Titles:	City Clerk City Clerk/Administrative Services Manager City Clerk/Assistant City Manager Clerk, City
Reports To:	City Administrator City Manager Elected Official
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$65,811	\$65,811	\$77,929	\$67,694	\$96,600	\$106,626
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$106,626	\$101,106	\$128,405	\$155,703
Fort Smith	89142	Full	\$96,600	\$87,630	\$109,532	\$131,435
Paragould	29537	Full	\$67,694	\$54,155	\$67,694	\$81,233
Texarkana	29387	Full	\$91,208	\$69,014	\$91,208	\$119,558
Siloam Springs	17287	Full	\$65,811	\$52,642	\$65,803	\$78,964
Arkadelphia	10380	Full	\$39,634	\$31,707	\$39,634	\$47,561

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	0.86	\$77,929	\$66,042	\$83,713	\$102,409
45,000+	1	\$101,613	\$94,368	\$118,969	\$143,569
20,000 - 49,999	1	\$79,451	\$61,585	\$79,451	\$100,395
10,000 - 19,999	1	\$52,723	\$42,175	\$52,719	\$63,262

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	106 - City Clerk-Elected
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
Total Matches (A M B):	0 4 1
Exempt non-exempt:	6 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	City Clerk City Clerk - Elected City Clerk/Treasurer
Reports To:	Citizens Mayor Mayor And Citizens Voters
Comments:	Elected Official - No Pay Grade

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$32,225	\$32,225	\$57,099	\$50,700	\$82,685	\$87,860
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Jonesboro	78576	Full	\$87,860	\$70,288	\$87,860	\$105,432
Pine Bluff	41253	Full	\$82,685	\$66,148	\$82,685	\$99,222
Benton	35014	Full	\$30,000	\$30,000	\$30,000	\$30,000
Searcy	22937	Full	\$75,000	\$60,000	\$75,000	\$90,000
Blytheville	13406	Full	\$50,700	\$40,560	\$50,700	\$60,840
Harrison	13069	Full	\$32,225	\$25,780	\$32,225	\$38,670
Mountain Home	12825	Full	\$41,220	\$32,976	\$41,220	\$49,464

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.78	\$57,099	\$46,536	\$57,099	\$67,661
45,000+	0.5	\$87,860	\$70,288	\$87,860	\$105,432
20,000 - 49,999	1	\$62,562	\$52,049	\$62,562	\$73,074
10,000 - 19,999	1	\$41,382	\$33,105	\$41,382	\$49,658

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	107 - City Clerk Treas-Elected
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	1 13 5
Exempt non-exempt:	9 7
Bonus Eligible (Y N):	4 7
Full Part Time:	4 0
Number of Organizations Reporting:	12
Position Titles:	City Clerk - Treasurer City Clerk / Treasurer City Clerk Treas-Elected City Clerk-Treasurer City Clerk/Treasurer City Clerktreasurer Clerk-Treasurer Facility Maintenance Laborer Park Maintenance Parkmaintenanceworker Parks Department Laboarer Parks Department Laborer Parks Maintenance Worker
Reports To:	Elected Elected Official Elected Official Foreman Mayor Parks Director Parks Supervisor I The Citizens Of Batesville
Comments:	Elected Official Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$41,600	\$41,871	\$59,685	\$45,145	\$75,000	\$95,000
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$100,713	\$84,240	\$101,504	\$125,860
Springdale	87176	Full	\$109,562	\$87,650	\$109,562	\$131,474
Jonesboro	78576	Full	\$45,145	\$30,024	\$37,530	\$46,855
North Little Rock	64591	Full	\$95,000	\$76,000	\$95,000	\$114,000
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
Conway	64134	Full	\$76,279	\$61,023	\$76,279	\$76,279
Sherwood	32731	Full	\$42,785	\$34,228	\$42,785	\$51,342

Cabot	26569	Full	\$92,870	\$74,296	\$92,870	\$111,444
Van Buren	23218	Full	\$63,808	\$51,046	\$63,808	\$76,570
Van Buren	23218	Full	\$44,981	\$35,985	\$44,981	\$53,977
Van Buren	23218	Full	\$43,259	\$34,607	\$43,259	\$51,911
Maumelle	19251	Full	\$67,473	\$53,978	\$67,473	\$80,968
Forrest City	13015	Full	\$60,551	\$48,441	\$60,551	\$72,661
Mountain Home	12825	Full	\$40,560	\$32,448	\$40,560	\$48,672
Mountain Home	12825	Full	\$40,560	\$32,448	\$40,560	\$48,672
Batesville	11191	Full	\$75,000	\$60,000	\$75,000	\$90,000
Batesville	11191	Full	\$45,760	\$36,608	\$45,760	\$54,912
Batesville	11191	Full	\$41,600	\$33,280	\$41,600	\$49,920

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$59,685	\$46,256	\$57,702	\$69,191
45,000+	1.5	\$66,020	\$49,335	\$61,393	\$73,550
20,000 - 49,999	1.67	\$57,541	\$46,032	\$57,541	\$69,049
10,000 - 19,999	1.75	\$53,072	\$42,458	\$53,072	\$63,686

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	108 - Treasurer
Job Description:	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
Total Matches (A M B):	0 2 1
Exempt non-exempt:	2 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Asst. Facility Maint. Mang. Director Of Finance & Treasury Treasury Specialist
Reports To:	Finance Manager Mayor
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$46,000	\$46,000	\$51,674	\$46,000	\$82,285	\$82,285
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$46,000	\$42,764	\$53,456	\$64,147
Mountain Home	12825	Full	\$82,285	\$65,828	\$82,285	\$98,742
Arkadelphia	10380	Full	\$26,737	\$21,390	\$26,737	\$32,084

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$51,674	\$43,327	\$54,159	\$64,991
45,000+	1	\$46,000	\$42,764	\$53,456	\$64,147
20,000-44,999					

10,000 - 19,999	1	\$54,511	\$43,609	\$54,511	\$65,413
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

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Job Title:	109 - Deputy Clerk
Job Description:	Performs administrative/clerical work and other administrative tasks; assignments are delegated and supervised by the City Clerk and the incumbent is expected to work with citizens, elected officials and other city personnel in a helpful and courteous manner; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	3 15 1
Exempt non-exempt:	10 12
Bonus Eligible (Y N):	6 12
Full Part Time:	6 0
Number of Organizations Reporting:	16
Position Titles:	Admin Support Clerk Assistant City Clerk Concessions/Facilit Super. Deputy City Clerk Deputy City Clerk - Codifier Deputy City Clerk/Revenue Officer Deputy City Clerk/Revenue Officer Senior Deputy Clerk Deputy/ Ap-Clerk Jr. Deputy City Clerk Operations Coordinator Purchasing Agent Purchasing Technician Records Clerk Secretary Sr. Deputy City Clerk
Reports To:	City Clerk City Clerk / Treasurer City Clerk-Treasurer City Clerk/Administrative Services Manager City Clerk/Treasurer City Manager Controller Director Of Sanitation Finance Director Parks Director
Comments:	Also Handles Insurance Claims, Worker's Comp Issues, AndProcesses Paychecks Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$33,093	\$36,400	\$41,527	\$41,499	\$46,576	\$50,196
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$46,571	\$37,257	\$46,571	\$55,885
Fayetteville	93949	Full	\$42,390	\$36,857	\$44,408	\$55,057
Fort Smith	89142	Full	\$49,140	\$45,884	\$57,366	\$68,848
Jonesboro	78576	Full	\$42,582	\$41,544	\$51,930	\$64,834
Jonesboro	78576	Full	\$40,728	\$39,735	\$49,668	\$62,009
North Little Rock	64591	Full	\$46,576	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$40,760	\$33,534	\$40,760	\$49,545
Conway	64134	Full	\$52,503	\$42,002	\$52,503	\$52,503
Pine Bluff	41253	Full	\$44,370	\$35,496	\$44,370	\$53,244
Paragould	29537	Full	\$36,579	\$29,263	\$36,579	\$43,895

Texarkana	29387	Full	\$39,374	\$38,230	\$48,339	\$61,796
Texarkana	29387	Full	\$54,725	\$38,230	\$48,339	\$61,796
Cabot	26569	Full	\$50,196	\$40,157	\$50,196	\$60,235
Cabot	26569	Full	\$44,347	\$35,478	\$44,347	\$53,216
Van Buren	23218	Full	\$41,499	\$33,199	\$41,499	\$49,799
Van Buren	23218	Full	\$48,000	\$38,400	\$48,000	\$57,600
Van Buren	23218	Full	\$39,000	\$31,200	\$39,000	\$46,800
Searcy	22937	Full	\$33,093	\$26,474	\$33,093	\$39,712
Blytheville	13406	Full	\$34,762	\$27,810	\$34,762	\$41,714
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Batesville	11191	Full	\$36,400	\$29,120	\$36,400	\$43,680
Arkadelphia	10380	Full	\$29,120	\$23,296	\$29,120	\$34,944

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.44	\$41,527	\$34,254	\$42,691	\$51,450
45,000+	1.33	\$45,156	\$38,946	\$48,182	\$57,504
20,000 - 49,999	1.67	\$43,118	\$34,613	\$43,376	\$52,809
10,000 - 19,999	1.25	\$32,536	\$26,029	\$32,536	\$39,044

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	110 - City Attorney
Job Description:	Manages the legal department and affairs for the City; provides legal representation to the Mayor, City Council, and other entities of the City or may delegate some responsibilities to other attorneys and/or legal staff; requires completion of a juris doctorate degree; eight (8) years of active legal experience.
Total Matches (A M B):	0 13 1
Exempt non-exempt:	17 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	20
Position Titles:	Attorney Attorney, City City Attorney Staff Attorney
Reports To:	City Board Of Directors Elected Elected Official Elected Official Mayor The Citizens Of Batesville
Comments:	Elected Official Elected Official - No Pay Grade Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$46,370	\$64,458	\$105,175	\$110,833	\$128,750	\$144,120
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$153,500	\$121,029	\$153,707	\$186,385
Fayetteville	93949	Full	\$139,713	\$114,233	\$137,633	\$170,664
Springdale	87176	Full	\$143,275	\$114,620	\$143,275	\$171,930
Jonesboro	78576	Full	\$114,837	\$91,870	\$114,837	\$137,804
North Little Rock	64591	Full	\$128,000	\$102,400	\$128,000	\$153,600
Conway	64134	Full	\$118,186	\$94,549	\$118,186	\$118,186
Bentonville	54164	Full	\$173,201	\$138,561	\$173,201	\$207,841
Pine Bluff	41253	Full	\$144,120	\$115,296	\$144,120	\$172,944
Sherwood	32731	Full	\$88,554	\$70,843	\$88,554	\$106,265
Bella Vista	30104	Full	\$128,750	\$97,402	\$121,752	\$146,102

Paragould	29537	Full	\$50,918	\$40,734	\$50,918	\$61,102
Russellville	28940	Full	\$87,402	\$69,922	\$87,402	\$104,882
Cabot	26569	Full	\$110,833	\$88,666	\$110,833	\$133,000
Maumelle	19251	Full	\$105,001	\$84,001	\$105,001	\$126,001
Siloam Springs	17287	Full	\$120,952	\$97,454	\$121,817	\$146,180
Marion	13752	Full	\$62,133	\$49,706	\$62,133	\$74,560
Blytheville	13406	Full	\$83,291	\$66,633	\$83,291	\$99,949
Harrison	13069	Full	\$64,458	\$51,566	\$64,458	\$77,350
Mountain Home	12825	Full	\$46,370	\$37,096	\$46,370	\$55,644
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.8	\$105,175	\$83,929	\$104,774	\$124,919
45,000+	0.88	\$138,673	\$111,037	\$138,406	\$163,773
20,000 - 49,999	1	\$101,763	\$80,477	\$100,597	\$120,716
10,000 - 19,999	1	\$74,601	\$59,779	\$74,724	\$89,669

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	111 - Assistant City Attorney
Job Description:	Assists the City Attorney with providing legal representation to the Mayor, City Council, and other entities of the City; may also assist in the prosecution of violations of municipal ordinances in Municipal Court, and appear in District Court and Federal Court as necessary; requires completion of a juris doctorate degree; five (5) years of active legal experience.
Total Matches (A M B):	1 5 3
Exempt non-exempt:	9 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	9
Position Titles:	Assistant City Attorney Associate Staff Attorney Asst. City Attorney Chief Deputy City Atty City Attorney Secretary Senior Deputy City Attorney Senior Staff Attorney
Reports To:	City Attorney Mayor
Comments:	Administration

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$32,739	\$73,080	\$88,839	\$92,250	\$107,332	\$131,019
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$107,332	\$78,061	\$97,575	\$117,090
Jonesboro	78576	Full	\$73,080	\$69,600	\$87,000	\$108,618
Jonesboro	78576	Full	\$80,040	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$147,805	\$110,321	\$137,902	\$172,377
North Little Rock	64591	Full	\$97,183	\$77,746	\$97,183	\$116,620
North Little Rock	64591	Full	\$92,250	\$73,800	\$92,250	\$110,700
Conway	64134	Full	\$87,335	\$69,868	\$87,335	\$87,335
Bentonville	54164	Full	\$131,019	\$104,815	\$131,019	\$157,223
Pine Bluff	41253	Full	\$96,309	\$77,047	\$96,309	\$115,571
Harrison	13069	Full	\$32,739	\$26,191	\$32,739	\$39,287

Batesville	11191	Full	\$32,136	\$25,709	\$32,136	\$38,563
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Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$88,839	\$71,160	\$88,950	\$106,546
45,000+	1.14	\$102,006	\$81,726	\$102,158	\$122,323
20,000 - 49,999	1	\$96,309	\$77,047	\$96,309	\$115,571
10,000 - 19,999	1	\$32,438	\$25,950	\$32,438	\$38,925

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	112 - Deputy City Attorney
Job Description:	Provides staff legal support for complex cases and other legal matters involving the City; requires completion of Juris Doctorate degree; four (4) years of active legal experience; must possess an Arkansas law license and be in good standing with the Arkansas Bar.
Total Matches (A M B):	1 13 2
Exempt non-exempt:	15 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	Associate Staff Attorney City Prosecutor Deputy Assistant Attorney Deputy City Attorney Deputy City Clerk Staff Attorney
Reports To:	City Attorney City Attorney/Chief Deputy City Attorney City Clerk/Treasurer Senior Deputy City Attorney Senior Staff Attorney
Comments:	Administration Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$54,058	\$75,902	\$85,278	\$93,150	\$93,150	\$111,733
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$94,522	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Little Rock	202591	Full	\$93,150	\$86,793	\$110,227	\$133,661
Fayetteville	93949	Full	\$124,030	\$84,240	\$101,504	\$125,860
Springdale	87176	Full	\$75,902	\$55,202	\$69,202	\$82,803
Springdale	87176	Full	\$69,002	\$55,202	\$69,202	\$82,803

Rogers	69908	Full	\$81,078	\$62,342	\$77,928	\$97,410
Rogers	69908	Full	\$83,533	\$81,534	\$101,918	\$127,397
North Little Rock	64591	Full	\$111,733	\$89,386	\$111,733	\$134,080
Conway	64134	Full	\$76,440	\$61,152	\$76,440	\$76,440
Pine Bluff	41253	Full	\$54,058	\$43,246	\$54,058	\$64,870
Maumelle	19251	Full	\$35,256	\$28,205	\$35,256	\$42,307

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$85,278	\$73,004	\$91,802	\$110,600
45,000+	2.33	\$91,081	\$78,329	\$98,537	\$118,744
20,000 - 49,999	1	\$54,058	\$43,246	\$54,058	\$64,870
10,000 - 19,999	1	\$35,256	\$28,205	\$35,256	\$42,307

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	113 - Court Clerk
Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	6 43 3
Exempt non-exempt:	11 45
Bonus Eligible (Y N):	4 45
Full Part Time:	4 0
Number of Organizations Reporting:	20
Position Titles:	Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Chief Dep Head Clrk Div Ii Chief Deputy Court Clerk Chief Deputy Ct Clk 949 Clerk, Court Court Clerk Dept. Ct. Clerk Deputy Clerk Ii Deputy Court Clerk Deputy Court Clerk I Deputy Court Clerk Iii District Court Clerk Investigator Lead Court Clerk Parking Enforcement Ofc
Reports To:	Admin. Asst. To Judge Appointed By District Judge Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Or Ii Circuit Judge City Attorney City Manager Court Administrator Court Clerk District Court Clerk District Court Judge Div I District Court Judge Div Ii District Judge District Judge/Mayor Mayor Police Major Patrol Division
Comments:	District Court Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	58	\$34,487	\$36,067	\$45,254	\$40,040	\$52,500	\$65,064
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$37,336	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$36,067	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$37,336	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$36,067	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$36,067	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$38,750	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$38,750	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$37,190	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$37,190	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$36,608	\$31,757	\$40,332	\$48,906

Little Rock	202591	Full	\$37,190	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$35,360	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$40,040	\$31,757	\$40,332	\$48,906
Fayetteville	93949	Full	\$66,934	\$60,382	\$72,737	\$90,188
Fort Smith	89142	Full	\$40,789	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$38,584	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$38,938	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$43,763	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$48,589	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$49,421	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$52,250	\$38,584	\$48,235	\$57,886
Springdale	87176	Full	\$82,803	\$55,202	\$69,202	\$82,803
Springdale	87176	Full	\$58,878	\$42,821	\$53,526	\$64,231
Rogers	69908	Full	\$72,842	\$57,545	\$71,931	\$89,913
North Little Rock	64591	Full	\$63,151	\$50,521	\$63,151	\$75,781
North Little Rock	64591	Full	\$65,064	\$52,051	\$65,064	\$78,077
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$62,279	\$49,823	\$62,279	\$62,279
Conway	64134	Full	\$62,279	\$49,823	\$62,279	\$62,279
Conway	64134	Full	\$40,367	\$32,294	\$40,367	\$40,367
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Bentonville	54164	Full	\$35,609	\$28,487	\$35,609	\$42,731
Bentonville	54164	Full	\$36,774	\$29,419	\$36,774	\$44,129
Bentonville	54164	Full	\$35,609	\$28,487	\$35,609	\$42,731
Bentonville	54164	Full	\$35,276	\$28,221	\$35,276	\$42,331
Bentonville	54164	Full	\$34,112	\$27,290	\$34,112	\$40,934
Bentonville	54164	Full	\$45,593	\$36,474	\$45,593	\$54,712
Pine Bluff	41253	Full	\$35,864	\$28,691	\$35,864	\$43,037
Pine Bluff	41253	Full	\$46,111	\$36,889	\$46,111	\$55,333
Pine Bluff	41253	Full	\$47,281	\$37,825	\$47,281	\$56,737
Pine Bluff	41253	Full	\$37,350	\$29,880	\$37,350	\$44,820
Pine Bluff	41253	Full	\$40,987	\$32,790	\$40,987	\$49,184
Pine Bluff	41253	Full	\$34,487	\$27,590	\$34,487	\$41,384
Sherwood	32731	Full	\$68,844	\$55,075	\$68,844	\$82,613
Bella Vista	30104	Full	\$65,920	\$56,092	\$70,115	\$84,138
Texarkana	29387	Full	\$56,638	\$45,884	\$57,990	\$73,902
Cabot	26569	Full	\$58,101	\$46,481	\$58,101	\$69,721
Van Buren	23218	Full	\$54,090	\$43,272	\$54,090	\$64,908
Van Buren	23218	Full	\$41,540	\$33,232	\$41,540	\$49,848
Searcy	22937	Full	\$45,000	\$36,000	\$45,000	\$54,000
Siloam Springs	17287	Full	\$59,259	\$56,427	\$70,534	\$84,641
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marion	13752	Full	\$32,240	\$25,792	\$32,240	\$38,688
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Blytheville	13406	Full	\$50,933	\$40,746	\$50,933	\$61,120
Forrest City	13015	Full	\$42,994	\$34,395	\$42,994	\$51,592
Malvern	10867	Full	\$35,610	\$28,488	\$35,610	\$42,732

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.76	\$45,254	\$37,059	\$46,434	\$55,148
45,000+	4.63	\$45,433	\$37,338	\$46,828	\$55,179
20,000 - 49,999	1.86	\$48,632	\$39,208	\$49,058	\$59,202
10,000 - 19,999	1.6	\$38,939	\$32,279	\$40,349	\$48,419

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	114 - Deputy Court Clerk
Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	6 66 7
Exempt non-exempt:	12 74
Bonus Eligible (Y N):	20 74
Full Part Time:	20 0
Number of Organizations Reporting:	22
Position Titles:	Accounting Supervisor Chief Clerk Chief Court Clerk Chief Deputy Court Clerk Clerk, Deputy Criminal/Traffic Clerk Dep. Ct. Clerk Deputy Clerk Deputy Clerk I Deputy Court Clerk Deputy Court Clerk I Deputy Court Clerk II Deputy Court Clerk Sr. District Court Clerk Division Chief-Civil/Small Claims Division Chief-Criminal/Trial Division Chief-Traffic/Tp Evidence Technician Jr. Chief Deputy Clerk Sr. Chief Deputy Clerk
Reports To:	Admin. Asst. To Judge Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Or II Chief Deputy Court Clerk Circuit Judge Court Clerk District Court Clerk District Court Judge District Judge Judge Mayor Police Major Support Division
Comments:	District Court Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	97	\$31,200	\$33,297	\$37,629	\$35,201	\$39,437	\$49,545
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$52,499	\$38,958	\$46,945	\$58,219
Fayetteville	93949	Full	\$49,545	\$38,958	\$46,945	\$58,219
Fayetteville	93949	Full	\$51,542	\$38,958	\$46,945	\$58,219
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,674	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$43,826	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$48,702	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$53,340	\$37,106	\$46,382	\$55,660

Springdale	87176	Full	\$42,905	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$34,338	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$36,302	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$37,458	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Rogers	69908	Full	\$49,608	\$46,749	\$58,437	\$73,046
Rogers	69908	Full	\$34,861	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$36,525	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$36,712	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$34,861	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$39,104	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$39,291	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$39,333	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$37,461	\$37,154	\$46,442	\$58,052
North Little Rock	64591	Full	\$49,459	\$39,567	\$49,459	\$59,351
North Little Rock	64591	Full	\$49,721	\$39,777	\$49,721	\$59,665
North Little Rock	64591	Full	\$45,483	\$36,386	\$45,483	\$54,580
Conway	64134	Full	\$36,036	\$28,829	\$36,036	\$36,036
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Bentonville	54164	Full	\$61,900	\$49,520	\$61,900	\$74,280
Pine Bluff	41253	Full	\$65,113	\$52,090	\$65,113	\$78,136
Sherwood	32731	Full	\$54,496	\$43,597	\$54,496	\$65,395
Sherwood	32731	Full	\$45,364	\$36,291	\$45,364	\$54,437
Sherwood	32731	Full	\$44,740	\$35,792	\$44,740	\$53,688
Sherwood	32731	Full	\$36,483	\$29,186	\$36,483	\$43,780
Sherwood	32731	Full	\$36,483	\$29,186	\$36,483	\$43,780
Sherwood	32731	Full	\$36,483	\$29,186	\$36,483	\$43,780
Sherwood	32731	Full	\$36,483	\$29,186	\$36,483	\$43,780
Sherwood	32731	Full	\$36,316	\$29,053	\$36,316	\$43,579
Sherwood	32731	Full	\$36,296	\$29,037	\$36,296	\$43,555
Bella Vista	30104	Full	\$39,707	\$31,816	\$39,769	\$47,723
Texarkana	29387	Full	\$43,098	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$33,550	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$25,244	\$20,195	\$25,244	\$30,293

Russellville	28940	Full	\$22,952	\$18,362	\$22,952	\$27,542
Cabot	26569	Full	\$45,446	\$36,357	\$45,446	\$54,535
Cabot	26569	Full	\$32,960	\$26,368	\$32,960	\$39,552
Cabot	26569	Full	\$29,040	\$23,232	\$29,040	\$34,848
Van Buren	23218	Full	\$36,050	\$28,840	\$36,050	\$43,260
Van Buren	23218	Full	\$33,269	\$26,615	\$33,269	\$39,923
Van Buren	23218	Full	\$33,990	\$27,192	\$33,990	\$40,788
Van Buren	23218	Full	\$33,001	\$26,401	\$33,001	\$39,601
Van Buren	23218	Full	\$33,001	\$26,401	\$33,001	\$39,601
Van Buren	23218	Full	\$32,702	\$26,162	\$32,702	\$39,242
Van Buren	23218	Full	\$30,000	\$24,000	\$30,000	\$36,000
Van Buren	23218	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$38,379	\$30,703	\$38,379	\$46,055
Searcy	22937	Full	\$32,302	\$25,842	\$32,302	\$38,762
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$32,344	\$25,875	\$32,344	\$38,813
Searcy	22937	Full	\$35,201	\$28,161	\$35,201	\$42,241
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$38,198	\$30,558	\$38,198	\$45,838
Maumelle	19251	Full	\$42,530	\$34,024	\$42,530	\$51,036
Siloam Springs	17287	Full	\$37,440	\$36,764	\$45,955	\$55,146
Marion	13752	Full	\$35,568	\$28,454	\$35,568	\$42,682
Blytheville	13406	Full	\$34,658	\$27,726	\$34,658	\$41,590
Forrest City	13015	Full	\$39,998	\$31,999	\$39,998	\$47,998
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742
Mountain Home	12825	Full	\$60,445	\$48,356	\$60,445	\$72,534
Mountain Home	12825	Full	\$48,755	\$39,004	\$48,755	\$58,506
Mountain Home	12825	Full	\$39,437	\$31,550	\$39,437	\$47,324
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Mountain Home	12825	Full	\$34,362	\$27,490	\$34,362	\$41,234
Malvern	10867	Full	\$25,958	\$20,766	\$25,958	\$31,150
Malvern	10867	Full	\$27,248	\$21,798	\$27,248	\$32,698

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.41	\$37,629	\$31,462	\$39,239	\$46,442
45,000+	6.57	\$39,143	\$33,978	\$42,359	\$49,444
20,000 - 49,999	4.25	\$36,279	\$29,095	\$36,273	\$43,563
10,000 - 19,999	2.43	\$36,231	\$29,386	\$36,732	\$44,078

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	115 - District Judge
Job Description:	The District Judge presides over a District Court with County-wide jurisdiction, adjudicating cases and collecting Court fees. Sets policies and procedures for the Court and serves as the Chief Administrator for its staff. J.D. Degree with at least four (4) years of law experience or equivalent combination of education and experience.
Insufficient Data: 0	

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Job Title:	116 - Transcriptionist
Job Description:	Provides typed documents from dictation or hard copy for assigned division; requires completion of high school; two (2) years of clerical experience including one (1) year of transcription experience.
Total Matches (A M B):	1 6 0
Exempt non-exempt:	0 9
Bonus Eligible (Y N):	3 9
Full Part Time:	3 0
Number of Organizations Reporting:	4
Position Titles:	Cid Secretary Secretary Street Crimes Secretary Transcriptionist Transcriptions
Reports To:	Administrative Assistant Police Chief Public Works Director Records Supervisor Or Assistant Records Supervisor Secretary-Executive Tac Officer
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$32,150	\$35,610	\$37,732	\$36,254	\$42,578	\$43,846
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$36,254	\$30,326	\$36,254	\$42,578
Little Rock	202591	Full	\$35,610	\$30,326	\$35,610	\$42,578
Little Rock	202591	Full	\$35,610	\$30,326	\$35,610	\$42,578
Little Rock	202591	Full	\$38,251	\$30,326	\$38,251	\$42,578
Little Rock	202591	Full	\$42,578	\$30,326	\$42,578	\$42,578
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$32,150	\$25,720	\$32,150	\$38,580
Texarkana	29387	Full	\$43,846	\$34,049	\$40,872	\$49,691
Forrest City	13015	Full	\$32,136	\$25,709	\$32,136	\$38,563

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.8	\$37,732	\$30,181	\$37,402	\$43,501
45,000+	2.5	\$37,661	\$30,326	\$37,661	\$42,578
20,000 - 49,999	1.5	\$39,717	\$31,431	\$38,726	\$46,686
10,000 - 19,999	1	\$32,136	\$25,709	\$32,136	\$38,563

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	117 - Office Manager
Job Description:	Responsible for overall front office activities, including directing and coordinating office services and developing and supervising programs for the maximum utilization of services and equipment.
Total Matches (A M B):	11 24 7
Exempt non-exempt:	12 32
Bonus Eligible (Y N):	6 28
Full Part Time:	6 0
Number of Organizations Reporting:	16
Position Titles:	Administrative Assistant Asst Director Permits Inspections Billing Supervisor Communications Coordinator Constituent Services Liaison Cpd Spokesperson Customer Service Manager Director Of Media Services Dispatch Office Manager District Court Administrator Executive Office Manager Fire Administrative Manager Meter Services Supervisor Museum Operations Coordinator Office Manager Office Manager Admininstrative Chiefs Secretary Office Manager-Comm Dev Office Manager-Risk Reduction Office Manager/Inventory Comptroller Office Of Professional Standards Ops & Customer Relations Mgr Parks/Rec Business Manager Permit Technician Police Records Supervisor Pwr Support Services Coordinator Receptionist Secretary Secretary/Receptionist Senior
Reports To:	Assistant Police Chief Captain Captain-Police Chief Of Police Chief Of Staff Code Enforcment Director Community Services Director Deputy Fire Chief-Risk Reduction Dir Of Community Development Director Of Parks & Recreation Director Of Planning & Engineering Director Of Public Works Director Permits & Inspections Executive Asst To The Mayor Financial Manager Fire Chief General Manager Manager Mayor Museum Director Office Manager Parks & Rec Director Parks And Recreation Director Parks Assistant Director Police Chief Police Major Support Division Street Department Director Street Superintendent Streets & Drainage Asst Director Utility Manager
Comments:	Administration Community Development Fire Museum Parks And Recreation Police Risk Reduction Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	49	\$38,159	\$44,408	\$53,017	\$52,562	\$58,302	\$72,862
Actual Incentive Paid Dollar 2022	2	\$626	\$626	\$753	\$626	\$880	\$880
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$62,150	\$56,388	\$67,932	\$84,240
Fayetteville	93949	Full	\$90,833	\$80,371	\$96,824	\$120,057
Fayetteville	93949	Full	\$74,568	\$51,376	\$61,900	\$76,752
Fayetteville	93949	Full	\$66,747	\$51,376	\$61,900	\$76,752
Fayetteville	93949	Full	\$73,944	\$49,504	\$59,633	\$73,944
Fayetteville	93949	Full	\$72,862	\$49,420	\$59,550	\$73,840
Fayetteville	93949	Full	\$84,780	\$64,376	\$77,563	\$96,179
Fayetteville	93949	Full	\$69,700	\$49,420	\$59,550	\$73,840
Jonesboro	78576	Full	\$45,509	\$37,925	\$47,406	\$59,185
Jonesboro	78576	Full	\$59,185	\$37,925	\$47,406	\$59,185

Jonesboro	78576	Full	\$39,821	\$37,925	\$47,406	\$59,185
Rogers	69908	Full	\$46,280	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$52,728	\$46,749	\$58,437	\$73,046
Rogers	69908	Full	\$41,142	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$53,290	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$60,154	\$46,749	\$58,437	\$73,046
Rogers	69908	Full	\$58,302	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$65,894	\$52,747	\$65,933	\$82,417
North Little Rock	64591	Full	\$54,558	\$43,646	\$54,558	\$65,470
North Little Rock	64591	Full	\$71,770	\$47,211	\$57,385	\$71,770
Conway	64134	Full	\$47,483	\$37,986	\$47,483	\$47,483
Conway	64134	Full	\$55,650	\$44,520	\$55,650	\$55,650
Conway	64134	Full	\$44,408	\$35,526	\$44,408	\$44,408
Pine Bluff	41253	Full	\$38,159	\$30,527	\$38,159	\$45,791
Pine Bluff	41253	Full	\$45,042	\$36,034	\$45,042	\$54,050
Pine Bluff	41253	Full	\$40,454	\$32,363	\$40,454	\$48,545
Pine Bluff	41253	Full	\$51,478	\$41,182	\$51,478	\$61,774
Benton	35014	Full	\$36,993	\$29,120	\$36,993	\$41,117
Benton	35014	Full	\$55,406	\$42,413	\$55,406	\$62,384
Benton	35014	Full	\$54,583	\$42,413	\$54,583	\$62,384
Paragould	29537	Full	\$32,142	\$25,714	\$32,142	\$38,570
Texarkana	29387	Full	\$56,638	\$45,884	\$57,990	\$73,902
Cabot	26569	Full	\$38,500	\$30,800	\$38,500	\$46,200
Searcy	22937	Full	\$41,736	\$33,389	\$41,736	\$50,083
Harrison	13069	Full	\$51,812	\$41,450	\$51,812	\$62,174
Forrest City	13015	Full	\$57,720	\$25,480	\$57,720	\$69,264
Mountain Home	12825	Full	\$46,030	\$36,824	\$46,030	\$55,236
Mountain Home	12825	Full	\$47,902	\$38,322	\$47,902	\$57,482
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$46,030	\$36,824	\$46,030	\$55,236
Mountain Home	12825	Full	\$57,990	\$46,392	\$57,990	\$69,588
Mountain Home	12825	Full	\$46,030	\$36,824	\$46,030	\$55,236
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$38,813	\$31,050	\$38,813	\$46,576
Batesville	11191	Full	\$57,720	\$46,176	\$57,720	\$69,264
Malvern	10867	Full	\$39,140	\$31,312	\$39,140	\$46,968
Malvern	10867	Full	\$50,835	\$40,668	\$50,835	\$61,002
Malvern	10867	Full	\$35,556	\$28,445	\$35,556	\$42,667
Malvern	10867	Full	\$34,228	\$27,382	\$34,228	\$41,074

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.06	\$53,017	\$41,380	\$51,909	\$62,604
45,000+	4.6	\$60,511	\$47,241	\$58,092	\$70,648
20,000 - 49,999	1.83	\$44,648	\$35,440	\$44,771	\$53,164
10,000 - 19,999	3	\$47,662	\$36,750	\$47,662	\$57,194

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	118 - Purchasing Agent
Job Description:	Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor
Total Matches (A M B):	2 6 0
Exempt non-exempt:	7 2
Bonus Eligible (Y N):	0 2
Full Part Time:	0 0
Number of Organizations Reporting:	8
Position Titles:	Assistant Director For Procurement Grant Administrator Manager, Purchasing Procurement Manager Purchasing Agent Purchasing Manager
Reports To:	Chief Of Staff Deputy Director Of Finance Director Finance Mayor Public Works Director Purchasing Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$61,317	\$70,546	\$74,821	\$77,376	\$80,370	\$91,892
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$91,892	\$77,963	\$99,013	\$120,063
Fort Smith	89142	Full	\$76,329	\$70,928	\$88,670	\$106,412
Jonesboro	78576	Full	\$80,370	\$51,500	\$64,375	\$80,370
North Little Rock	64591	Full	\$61,317	\$49,054	\$61,317	\$73,580
Conway	64134	Full	\$70,546	\$56,437	\$70,546	\$70,546
Conway	64134	Full	\$78,236	\$62,589	\$78,236	\$78,236
Bentonville	54164	Full	\$77,376	\$61,901	\$77,376	\$92,851
Siloam Springs	17287	Full	\$84,032	\$58,388	\$72,985	\$87,582
Harrison	13069	Full	\$53,289	\$42,631	\$53,289	\$63,947

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$74,821	\$59,043	\$73,979	\$85,954
45,000+	1	\$76,581	\$61,482	\$77,076	\$88,866
20,000-44,999					
10,000 - 19,999	1	\$68,661	\$50,510	\$63,137	\$75,764

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	119 - Administrative Assistant I
Job Description:	Provides administrative support and researches and analyzes materials; requires completion of two (2) years of college coursework in Business Administration, Public Administration, or a related area; two (2) years of administrative experience; one (1) year of supervisory experience (for positions which supervise).
Total Matches (A M B):	40 96 42
Exempt non-exempt:	24 191
Bonus Eligible (Y N):	42 178
Full Part Time:	42 0
Number of Organizations Reporting:	24
Position Titles:	Accounting Technician Adm Asst/Special Event Co Admin Assist Night Shift Admin Assist. To Chief Admin Assistant - Fire I Admin Assistant - Legal Admin Assistant - Pd Admin Assistant li Admin Assistant-Animal Shelter Admin Asst Admin Asst I Pd Admin. Assist li Ca Admin. Assist li Fire Admin. Assist. I Police Admin. Assist. li Fire Admin. Assistant Admin. Asst li Pd Admin. Asst. Admin. Asst. li Admin. Asst. li Ca Admin. Asst. li Pi Admin. Asst. li Pp Admin. Asst. li Street Admin/Store Manager Administrative Asst. I Administrative Ass. li Administrative Assistant Administrative Assistant I Administrative Assistant li Administrative Assistant lii Administrative Assistant Cid Administrative Assistant Library Administrative Assistant Police Chief Administrative Assistant Recycle
Reports To:	Administrative Asst lii Administrative Asst. li Airport Director Animal Control Director Animal Services Director Animal Services Manager Animal Shelter Director Animal Welfare Manager Assistant Chief Assistant Manager Assistant Parks & Rec Director Assistant Parks Director Battalion Chief-Training Building Maintenance Manager Captain Chief Court Clerk - Department Head Chief Information Officer Chief Of Police Ciity Clerk City Attorney City Clerk Code Enforcement Dept. Head Code Enforcement Supervisor Code Enforcment Director Community & Economic Dev Director Community Development Director Deputy Director Of Parks Administration Deputy Fire Chief Risk Reduction Detective Lieutenant Dir Of Community Development Director Of
Comments:	Administration Animal Services Community Development Fire Functions As A Receptionist And Manages Web Site And Facebook Page Library Parks And Recreation Police Recycling Center Requires Hs Diploma Or Ged. Lower Pay Than Our Admin Assit. I Position Requires More Education And/OR Administrative Experience Than Admin I.Duties May Vary By Dept. Pay Rate Is Higher Risk Reduction Same As Records Clerk (Csr). This Is For Animal Welfare Instead Of ThePd Same Payrate And Reponsibilities As Admin Asst. li Street Maintenance Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	231	\$31,200	\$33,696	\$39,417	\$39,240	\$43,680	\$49,075
Actual Incentive Paid Dollar 2022	13	\$304	\$400	\$492	\$532	\$558	\$630
Education Pay	0						
EMT Pay	0						
Holiday Pay	13	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$51,750	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$43,909	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$47,362	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$42,432	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$42,432	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$45,989	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,054	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,054	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,054	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,054	\$36,196	\$45,969	\$55,742

Little Rock	202591	Full	\$39,520	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$53,830	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,637	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$39,520	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$46,883	\$36,196	\$45,969	\$55,742
Fayetteville	93949	Full	\$31,200	\$22,880	\$31,200	\$34,528
Fayetteville	93949	Full	\$56,513	\$49,504	\$59,633	\$73,944
Fayetteville	93949	Full	\$26,000	\$22,880	\$26,000	\$34,528
Fayetteville	93949	Full	\$24,960	\$22,880	\$24,960	\$34,528
Fayetteville	93949	Full	\$56,929	\$49,504	\$59,633	\$73,944
Fayetteville	93949	Full	\$51,126	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$55,452	\$38,958	\$46,945	\$58,219
Fayetteville	93949	Full	\$54,163	\$41,059	\$49,462	\$61,339
Fayetteville	93949	Full	\$67,579	\$45,240	\$54,496	\$67,579
Springdale	87176	Full	\$41,620	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$49,867	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$51,145	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$38,259	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$43,473	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,702	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$49,944	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$49,861	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$37,278	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$53,340	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$48,402	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$42,905	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$39,539	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$40,221	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$47,087	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$39,602	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$44,145	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$39,240	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$39,539	\$33,297	\$41,620	\$49,944
Jonesboro	78576	Full	\$43,355	\$43,355	\$54,194	\$67,659
Jonesboro	78576	Full	\$43,613	\$37,925	\$47,406	\$59,185
Jonesboro	78576	Full	\$41,717	\$37,925	\$47,406	\$59,185
Jonesboro	78576	Full	\$37,017	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$39,726	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$33,918	\$33,090	\$41,362	\$51,639
Jonesboro	78576	Full	\$37,226	\$33,090	\$41,362	\$51,639
Jonesboro	78576	Full	\$49,756	\$33,090	\$41,362	\$51,639
Jonesboro	78576	Full	\$46,077	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$49,397	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,899	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$39,550	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$38,742	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$41,971	\$32,285	\$40,357	\$50,385

Jonesboro	78576	Full	\$36,321	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,899	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$32,189	\$31,404	\$39,254	\$49,008
Jonesboro	78576	Full	\$32,189	\$31,404	\$39,254	\$49,008
Rogers	69908	Full	\$42,328	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$39,062	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$34,611	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$47,070	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$42,827	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$41,662	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$39,915	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$42,058	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$45,323	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$43,701	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$38,917	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$40,165	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$40,498	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$54,954	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$40,394	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$42,578	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$56,680	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$41,787	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$32,448	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$32,448	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$36,400	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$38,251	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$32,448	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$35,714	\$32,356	\$40,445	\$50,556
North Little Rock	64591	Full	\$43,456	\$29,413	\$35,751	\$43,456
North Little Rock	64591	Full	\$43,456	\$29,413	\$35,751	\$43,456
North Little Rock	64591	Full	\$43,456	\$29,413	\$35,751	\$43,456
Conway	64134	Full	\$33,720	\$26,976	\$33,720	\$33,720
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$42,364	\$33,891	\$42,364	\$42,364
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$45,412	\$36,330	\$45,412	\$45,412
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$40,464	\$32,371	\$40,464	\$40,464
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760

Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$44,285	\$35,428	\$44,285	\$44,285
Conway	64134	Full	\$43,665	\$34,932	\$43,665	\$43,665
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Conway	64134	Full	\$34,651	\$27,721	\$34,651	\$34,651
Bentonville	54164	Full	\$34,112	\$27,290	\$34,112	\$40,934
Pine Bluff	41253	Full	\$32,036	\$25,629	\$32,036	\$38,443
Pine Bluff	41253	Full	\$32,033	\$25,626	\$32,033	\$38,440
Pine Bluff	41253	Full	\$32,053	\$25,642	\$32,053	\$38,464
Pine Bluff	41253	Full	\$32,053	\$25,642	\$32,053	\$38,464
Pine Bluff	41253	Full	\$32,053	\$25,642	\$32,053	\$38,464
Pine Bluff	41253	Full	\$30,600	\$24,480	\$30,600	\$36,720
Pine Bluff	41253	Full	\$34,675	\$27,740	\$34,675	\$41,610
Pine Bluff	41253	Full	\$34,675	\$27,740	\$34,675	\$41,610
Pine Bluff	41253	Full	\$34,675	\$27,740	\$34,675	\$41,610
Pine Bluff	41253	Full	\$40,989	\$32,791	\$40,989	\$49,187
Pine Bluff	41253	Full	\$46,230	\$36,984	\$46,230	\$55,476
Pine Bluff	41253	Full	\$35,855	\$28,684	\$35,855	\$43,026
Pine Bluff	41253	Full	\$30,742	\$24,594	\$30,742	\$36,890
Pine Bluff	41253	Full	\$30,742	\$24,594	\$30,742	\$36,890
Pine Bluff	41253	Full	\$30,742	\$24,594	\$30,742	\$36,890
Pine Bluff	41253	Full	\$30,742	\$24,594	\$30,742	\$36,890
Pine Bluff	41253	Full	\$30,742	\$24,594	\$30,742	\$36,890
Pine Bluff	41253	Full	\$30,742	\$24,594	\$30,742	\$36,890
Benton	35014	Full	\$35,885	\$31,460	\$35,885	\$51,673
Benton	35014	Full	\$37,942	\$28,120	\$37,942	\$38,393
Benton	35014	Full	\$28,963	\$28,120	\$28,963	\$38,393
Benton	35014	Full	\$36,960	\$29,720	\$36,960	\$42,203
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$32,714	\$31,456	\$32,714	\$47,184
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$35,499	\$35,456	\$35,499	\$51,500
Benton	35014	Full	\$32,181	\$31,460	\$32,181	\$50,500
Benton	35014	Full	\$33,499	\$31,460	\$33,499	\$50,500
Benton	35014	Full	\$38,772	\$31,460	\$38,772	\$50,500
Benton	35014	Full	\$29,544	\$31,460	\$29,544	\$50,500
Benton	35014	Full	\$42,090	\$37,456	\$42,090	\$52,500
Sherwood	32731	Full	\$52,582	\$42,066	\$52,582	\$63,098
Sherwood	32731	Full	\$43,929	\$35,143	\$43,929	\$52,715
Sherwood	32731	Full	\$37,128	\$29,702	\$37,128	\$44,554
Sherwood	32731	Full	\$57,616	\$46,093	\$57,616	\$69,139

Sherwood	32731	Full	\$48,817	\$39,054	\$48,817	\$58,580
Sherwood	32731	Full	\$48,193	\$38,554	\$48,193	\$57,832
Sherwood	32731	Full	\$57,491	\$45,993	\$57,491	\$68,989
Sherwood	32731	Full	\$54,496	\$43,597	\$54,496	\$65,395
Sherwood	32731	Full	\$40,872	\$32,698	\$40,872	\$49,046
Bella Vista	30104	Full	\$38,480	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$43,680	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$48,630	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$48,984	\$41,605	\$52,006	\$62,407
Bella Vista	30104	Full	\$55,890	\$41,605	\$52,006	\$62,407
Bella Vista	30104	Full	\$38,584	\$29,644	\$34,875	\$41,850
Bella Vista	30104	Full	\$38,584	\$29,644	\$34,875	\$41,850
Paragould	29537	Full	\$29,999	\$23,999	\$29,999	\$35,999
Paragould	29537	Full	\$10,665	\$8,532	\$10,665	\$12,798
Paragould	29537	Full	\$10,665	\$8,532	\$10,665	\$12,798
Paragould	29537	Full	\$32,148	\$25,718	\$32,148	\$38,578
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$38,737	\$30,990	\$38,737	\$46,484
Texarkana	29387	Full	\$50,523	\$38,230	\$48,339	\$61,796
Texarkana	29387	Full	\$38,750	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$44,949	\$38,230	\$48,339	\$61,796
Texarkana	29387	Full	\$46,758	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$37,066	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$45,885	\$45,884	\$57,990	\$73,902
Texarkana	29387	Full	\$43,846	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$35,568	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$32,240	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$31,574	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$36,816	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$28,662	\$26,332	\$31,553	\$38,417
Russellville	28940	Full	\$36,972	\$29,578	\$36,972	\$44,366
Russellville	28940	Full	\$49,075	\$39,260	\$49,075	\$58,890
Russellville	28940	Full	\$36,780	\$29,424	\$36,780	\$44,136
Russellville	28940	Full	\$46,055	\$36,844	\$46,055	\$55,266
Russellville	28940	Full	\$34,141	\$27,313	\$34,141	\$40,969
Russellville	28940	Full	\$30,000	\$24,000	\$30,000	\$36,000
Russellville	28940	Full	\$28,214	\$22,571	\$28,214	\$33,857
Russellville	28940	Full	\$32,272	\$25,818	\$32,272	\$38,726
Russellville	28940	Full	\$42,203	\$33,762	\$42,203	\$50,644
Russellville	28940	Full	\$28,125	\$22,500	\$28,125	\$33,750
Russellville	28940	Full	\$27,174	\$21,739	\$27,174	\$32,609
Russellville	28940	Full	\$25,510	\$20,408	\$25,510	\$30,612
Russellville	28940	Full	\$24,888	\$19,910	\$24,888	\$29,866
Russellville	28940	Full	\$44,429	\$35,543	\$44,429	\$53,315
Van Buren	23218	Full	\$33,999	\$27,199	\$33,999	\$40,799
Van Buren	23218	Full	\$31,518	\$25,214	\$31,518	\$37,822
Van Buren	23218	Full	\$36,999	\$29,599	\$36,999	\$44,399
Van Buren	23218	Full	\$39,999	\$31,999	\$39,999	\$47,999
Van Buren	23218	Full	\$40,146	\$32,117	\$40,146	\$48,175

Van Buren	23218	Full	\$40,146	\$32,117	\$40,146	\$48,175
Van Buren	23218	Full	\$44,187	\$35,350	\$44,187	\$53,024
Searcy	22937	Full	\$33,915	\$27,132	\$33,915	\$40,698
Searcy	22937	Full	\$43,874	\$35,099	\$43,874	\$52,649
Searcy	22937	Full	\$37,323	\$29,858	\$37,323	\$44,788
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$33,072	\$26,458	\$33,072	\$39,686
Searcy	22937	Full	\$35,568	\$28,454	\$35,568	\$42,682
El Dorado	17756	Full	\$38,937	\$31,150	\$38,937	\$46,724
El Dorado	17756	Full	\$34,860	\$27,888	\$34,860	\$41,832
El Dorado	17756	Full	\$34,860	\$27,888	\$34,860	\$41,832
El Dorado	17756	Full	\$37,606	\$30,085	\$37,606	\$45,127
El Dorado	17756	Full	\$35,900	\$28,720	\$35,900	\$43,080
Siloam Springs	17287	Full	\$40,414	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$36,587	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$38,230	\$34,757	\$43,446	\$52,135
Harrison	13069	Full	\$41,454	\$33,163	\$41,454	\$49,745
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936
Batesville	11191	Full	\$32,389	\$25,911	\$32,389	\$38,867
Malvern	10867	Full	\$45,209	\$36,167	\$45,209	\$54,251
Arkadelphia	10380	Full	\$28,965	\$23,172	\$28,965	\$34,758

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	9.63	\$39,417	\$32,530	\$40,286	\$48,226
45,000+	15.63	\$41,360	\$34,191	\$42,674	\$50,241
20,000 - 49,999	10.33	\$37,169	\$30,596	\$37,399	\$45,886
10,000 - 19,999	1.86	\$36,822	\$30,388	\$37,984	\$45,581

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	200 - Code Enforcement Supervisor
Job Description:	Directs housing and premise inspections and code enforcement activities for the City; provides supervision to Code Enforcement Officers - Senior; requires completion of high school, supplemented by two (2) years of vocational-technical school coursework in building trades, or a related area; two (2) years of experience in housing and premise code inspection and enforcement; one (1) year of supervisory experience; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A M B):	2 7 3
Exempt non-exempt:	12 3
Bonus Eligible (Y N):	5 3
Full Part Time:	5 0
Number of Organizations Reporting:	14
Position Titles:	Building Inspector Building Official Chief Bldg Official Chief Building Official Code Compliance Administrator Code Compliance Supervisor Code Enfor. Dept. Head Code Enforcement Director Code Enforcement Officer Code Enforcement Supervisor Director Codeenforcement Director Of Code Enforcement Fire Division Chief - Community Risk Reduction Neighborhood Services Director Property Maint Sup
Reports To:	Building Inspector Community & Economic Dev Director Director Bldg Svcs Director, Community Dev Fire Chief Mayor Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$45,793	\$51,386	\$66,945	\$66,560	\$77,124	\$81,780
Actual Incentive Paid Dollar 2022	1	\$775	\$775	\$775	\$775	\$775	\$775
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$51,386	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$107,454	\$81,870	\$102,337	\$122,804
Springdale	87176	Full	\$70,536	\$70,536	\$88,098	\$105,661
Jonesboro	78576	Full	\$81,780	\$69,600	\$87,000	\$108,618
Jonesboro	78576	Full	\$76,560	\$69,600	\$87,000	\$108,618
North Little Rock	64591	Full	\$79,000	\$63,200	\$79,000	\$94,800
Pine Bluff	41253	Full	\$51,000	\$40,800	\$51,000	\$61,200
Benton	35014	Full	\$45,793	\$42,414	\$45,793	\$65,978
Bella Vista	30104	Full	\$80,348	\$64,119	\$80,149	\$96,179
Texarkana	29387	Full	\$72,842	\$55,078	\$69,596	\$88,608

Cabot	26569	Full	\$40,810	\$32,648	\$40,810	\$48,972
Van Buren	23218	Full	\$51,999	\$41,599	\$51,999	\$62,399
Searcy	22937	Full	\$65,491	\$52,393	\$65,491	\$78,589
Marion	13752	Full	\$66,560	\$53,248	\$66,560	\$79,872
Harrison	13069	Full	\$77,124	\$61,699	\$77,124	\$92,549
Batesville	11191	Full	\$52,443	\$41,954	\$52,443	\$62,932

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.07	\$66,945	\$55,415	\$68,860	\$84,164
45,000+	1.2	\$77,786	\$66,782	\$83,467	\$101,558
20,000 - 49,999	1	\$58,326	\$47,007	\$57,834	\$71,704
10,000 - 19,999	1	\$65,376	\$52,301	\$65,376	\$78,451

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	201 - Code Enforcement Officer - Senior
Job Description:	Inspects or supervises the inspection of dwellings, premises, and vacant lots for compliance with City codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleaned in compliance with City ordinances; provides general supervision to assigned Code Enforcement Officers; requires completion of high school; two (2) years of experience in housing and premise inspection or a related area; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A M B):	0 13 0
Exempt non-exempt:	0 16
Bonus Eligible (Y N):	3 16
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Code Enforcement Off. Code Enforcement Officer-Sr Code Officer Supervisor Senior Code Enforcement Officer Specialist, Code Compliance Sr Code Enf. Officer Sr. Code Enforcement Off Sr. Inspector Stormwater Inspector
Reports To:	Code Enforcement Dept. Head Code Enforcement Supervisor/Code Enforcement Manager Director Of Code Enforcement Neighborhood Services Director Public Works Director Streets & Drainage Asst Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$41,692	\$41,745	\$47,791	\$45,695	\$49,858	\$56,708
Actual Incentive Paid Dollar 2022	2	\$705	\$705	\$705	\$705	\$705	\$705
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$49,858	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$49,858	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$45,677	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$44,886	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$44,886	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$48,443	\$37,396	\$47,493	\$57,590
Springdale	87176	Full	\$41,745	\$37,106	\$46,382	\$55,660
Jonesboro	78576	Full	\$56,708	\$39,735	\$49,668	\$62,009
Jonesboro	78576	Full	\$45,695	\$39,735	\$49,668	\$62,009

North Little Rock	64591	Full	\$61,108	\$40,705	\$49,477	\$61,108
Conway	64134	Full	\$39,701	\$31,761	\$39,701	\$39,701
Benton	35014	Full	\$41,692	\$40,478	\$41,692	\$58,842
Benton	35014	Full	\$41,692	\$37,440	\$41,692	\$50,420
Searcy	22937	Full	\$51,551	\$41,241	\$51,551	\$61,861
Siloam Springs	17287	Full	\$53,643	\$38,771	\$48,464	\$58,157

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.78	\$47,791	\$38,046	\$46,922	\$57,056
45,000+	2	\$48,006	\$37,568	\$47,279	\$56,968
20,000 - 49,999	1.5	\$44,978	\$39,720	\$44,978	\$57,041
10,000 - 19,999	1	\$53,643	\$38,771	\$48,464	\$58,157

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	202 - Code Enforcement Officer
Job Description:	Inspects dwellings, premises and vacant lots for compliance with City Codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleared in compliance with City ordinances; requires completion of high school; one (1) year of experience in housing and premise inspection or a related area; may need to obtain and maintain various certificates for the duration of employment in this position.
Total Matches (A M B):	6 71 2
Exempt non-exempt:	6 80
Bonus Eligible (Y N):	11 78
Full Part Time:	11 0
Number of Organizations Reporting:	22
Position Titles:	City Prosecutor Investigator Code Compliance Inspector Code Enforcement Code Enforcement Off I Code Enforcement Off. I Code Enforcement Officer Code Enforcement Officer I Code Enforcement Special Code Enforcement Supervisor Code Enforcemnt Off. I Code Officer Prop Maint Inspector
Reports To:	Building Inspector Chief Building Official City Planner Code Compliance Supervisor Code Enforcement Manager Code Enforcement Officer - Senior Code Enforcement Supervisor Code Enforcment Director Community & Economic Dev Director Director Of Code Enforcement Director Of Sanitation Director Planning & Permits Fire Chief Mayor Neighborhood Services Director Planning Director Property Maint Superv Public Works Director Senior Code Enforcement Officer Sergeant
Comments:	Police Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	89	\$34,278	\$36,608	\$40,455	\$38,542	\$43,264	\$51,350
Actual Incentive Paid Dollar 2022	2	\$580	\$580	\$582	\$580	\$583	\$583
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$44,034	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$44,034	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$40,643	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,357	\$32,957	\$41,856	\$50,754

Little Rock	202591	Full	\$40,643	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$36,608	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$40,643	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$37,336	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$39,582	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$38,542	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$36,067	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$36,067	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$52,785	\$39,913	\$50,690	\$61,466
Fayetteville	93949	Full	\$66,705	\$45,240	\$54,496	\$67,579
Fort Smith	89142	Full	\$40,290	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$43,264	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$49,026	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$47,403	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$47,320	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$37,458	\$33,297	\$41,620	\$49,944
Jonesboro	78576	Full	\$45,143	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$45,143	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$34,495	\$34,495	\$43,119	\$53,832
Jonesboro	78576	Full	\$36,220	\$34,495	\$43,119	\$53,832
Jonesboro	78576	Full	\$37,082	\$34,495	\$43,119	\$53,832
Rogers	69908	Full	\$54,974	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$36,088	\$34,755	\$43,443	\$54,304
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$51,350	\$41,080	\$51,350	\$61,620
North Little Rock	64591	Full	\$51,350	\$41,080	\$51,350	\$61,620
North Little Rock	64591	Full	\$44,358	\$35,486	\$44,358	\$53,230
North Little Rock	64591	Full	\$42,246	\$33,797	\$42,246	\$50,695

North Little Rock	64591	Full	\$51,350	\$41,080	\$51,350	\$61,620
Conway	64134	Full	\$37,202	\$29,762	\$37,202	\$37,202
Conway	64134	Full	\$37,202	\$29,762	\$37,202	\$37,202
Bentonville	54164	Full	\$64,521	\$51,617	\$64,521	\$77,425
Bentonville	54164	Full	\$49,753	\$39,802	\$49,753	\$59,704
Pine Bluff	41253	Full	\$32,057	\$25,646	\$32,057	\$38,468
Pine Bluff	41253	Full	\$32,057	\$25,646	\$32,057	\$38,468
Pine Bluff	41253	Full	\$32,057	\$25,646	\$32,057	\$38,468
Pine Bluff	41253	Full	\$32,057	\$25,646	\$32,057	\$38,468
Benton	35014	Full	\$34,278	\$31,460	\$34,278	\$51,673
Benton	35014	Full	\$34,461	\$31,460	\$34,461	\$51,673
Sherwood	32731	Full	\$39,540	\$31,632	\$39,540	\$47,448
Sherwood	32731	Full	\$39,540	\$31,632	\$39,540	\$47,448
Bella Vista	30104	Full	\$54,787	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$47,008	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$46,717	\$39,647	\$49,558	\$59,470
Paragould	29537	Full	\$39,952	\$31,962	\$39,952	\$47,942
Paragould	29537	Full	\$39,425	\$31,540	\$39,425	\$47,310
Texarkana	29387	Full	\$43,846	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$36,816	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$34,478	\$27,582	\$34,478	\$41,374
Russellville	28940	Full	\$32,085	\$25,668	\$32,085	\$38,502
Cabot	26569	Full	\$34,000	\$27,200	\$34,000	\$40,800
Van Buren	23218	Full	\$43,260	\$34,608	\$43,260	\$51,912
Van Buren	23218	Full	\$34,000	\$27,200	\$34,000	\$40,800
Maumelle	19251	Full	\$34,579	\$27,663	\$34,579	\$41,495
Blytheville	13406	Full	\$26,291	\$21,033	\$26,291	\$31,549
Mountain Home	12825	Full	\$44,262	\$35,410	\$44,262	\$53,114
Malvern	10867	Full	\$38,831	\$31,065	\$38,831	\$46,597

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.05	\$40,455	\$33,447	\$41,892	\$50,766
45,000+	7.22	\$41,447	\$34,529	\$43,479	\$52,514
20,000 - 49,999	2.22	\$38,121	\$30,859	\$37,915	\$46,601
10,000 - 19,999	1	\$35,991	\$28,793	\$35,991	\$43,189

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	203 - Building Inspector
Job Description:	Inspects buildings under construction to ensure compliance with City codes; requires completion of a standard high school course with coursework in the Building Trades, or two (2) years of vocational-technical school training in the Building Trades; two (2) years of experience in building construction; must possess certification per Standard Building Codes as a Building Inspector within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A M B):	0 33 10
Exempt non-exempt:	10 43
Bonus Eligible (Y N):	15 42
Full Part Time:	15 0
Number of Organizations Reporting:	24
Position Titles:	Building & Property Maintenance Inspector Building Inspection Supervisor Building Inspector Building Inspector Ii Building/Plans Inspector Chief Building Inspector Chief Building Inspector/Plans Examiner City Inspector Civilian Fire Inspector Commercial Inspector Community Risk Reduction Building Inspector Construction Inspector Deputy Building Official Electrical Inspector Fire Inspector Inspector Inspector, Building Inspector, Senior Building Inspector/Plan Review Life Safety/Fire Plans Examiner
Reports To:	Bldg Inspect Pln Mgr Building Inspector Department Head Building Inspection Supervisor Chief Building Inspector/Plans Examiner Chief Building Official Code Enforcement Dept. Head Code Enforcement Officer Community & Economic Dev Director Deputy Fire Chief-Risk Reduction Director Of Community Planning Director Of Planning & Engineering Director Permits & Inspections Director Planning & Permits Division Chief Community Risk Reduction/Fire Marshal Fire Chief Fire Marshal Inspection And Zoning Director Mayor Planning Director Public Works Director
Comments:	Risk Reduction

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	54	\$39,920	\$42,002	\$49,510	\$47,154	\$55,336	\$64,188
Actual Incentive Paid Dollar 2022	2	\$708	\$708	\$807	\$708	\$906	\$906
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$1,787	\$1,787	\$1,787	\$1,787	\$1,787	\$1,787
Longevity Pay	0						
Other Pay	1	\$7,756	\$7,756	\$7,756	\$7,756	\$7,756	\$7,756

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,245	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$42,245	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$35,526	\$32,957	\$41,856	\$50,754
Fort Smith	89142	Full	\$50,232	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$57,720	\$42,764	\$53,456	\$64,147
Springdale	87176	Full	\$44,064	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$42,905	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$37,106	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$75,246	\$52,345	\$65,432	\$78,517
Springdale	87176	Full	\$55,616	\$52,345	\$65,432	\$78,517

Springdale	87176	Full	\$44,064	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$46,382	\$37,106	\$46,382	\$55,660
Jonesboro	78576	Full	\$43,337	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$40,629	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$41,532	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$41,532	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$40,629	\$36,114	\$45,143	\$56,361
Rogers	69908	Full	\$65,998	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$47,154	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$50,315	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$48,589	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$47,154	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$55,453	\$49,148	\$61,435	\$76,794
North Little Rock	64591	Full	\$55,649	\$37,621	\$45,728	\$55,649
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Bentonville	54164	Full	\$64,188	\$51,350	\$64,188	\$77,026
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Pine Bluff	41253	Full	\$39,920	\$31,936	\$39,920	\$47,904
Pine Bluff	41253	Full	\$39,929	\$31,943	\$39,929	\$47,915
Benton	35014	Full	\$53,560	\$40,612	\$53,560	\$58,051
Benton	35014	Full	\$41,830	\$40,612	\$41,830	\$58,051
Sherwood	32731	Full	\$43,513	\$34,810	\$43,513	\$52,216
Bella Vista	30104	Full	\$60,424	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$60,424	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$60,341	\$43,562	\$54,453	\$65,343
Paragould	29537	Full	\$44,395	\$35,516	\$44,395	\$53,274
Paragould	29537	Full	\$44,395	\$35,516	\$44,395	\$53,274
Paragould	29537	Full	\$37,552	\$30,042	\$37,552	\$45,062
Russellville	28940	Full	\$42,002	\$33,602	\$42,002	\$50,402
Russellville	28940	Full	\$55,165	\$44,132	\$55,165	\$66,198
Cabot	26569	Full	\$53,119	\$42,495	\$53,119	\$63,743
Cabot	26569	Full	\$47,700	\$38,160	\$47,700	\$57,240
Van Buren	23218	Full	\$48,410	\$38,728	\$48,410	\$58,092
Van Buren	23218	Full	\$41,200	\$32,960	\$41,200	\$49,440
Searcy	22937	Full	\$46,227	\$36,982	\$46,227	\$55,472
Maumelle	19251	Full	\$51,612	\$41,290	\$51,612	\$61,934
Siloam Springs	17287	Full	\$65,333	\$49,804	\$62,255	\$74,706
Siloam Springs	17287	Full	\$75,670	\$56,427	\$70,534	\$84,641
Blytheville	13406	Full	\$50,696	\$40,557	\$50,696	\$60,835
Harrison	13069	Full	\$55,336	\$44,269	\$55,336	\$66,403
Forrest City	13015	Full	\$38,695	\$30,956	\$38,695	\$46,434
Mountain Home	12825	Full	\$70,262	\$56,210	\$70,262	\$84,314
Arkadelphia	10380	Full	\$38,256	\$30,605	\$38,256	\$45,907

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.16	\$49,510	\$40,347	\$50,333	\$60,616
45,000+	3.11	\$48,842	\$41,068	\$51,360	\$61,991

20,000 - 49,999	2	\$47,784	\$37,707	\$46,793	\$56,242
10,000 - 19,999	1.14	\$55,733	\$43,765	\$54,706	\$65,647

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	204 - Electrical Inspector
Job Description:	Schedules, performs, and maintains records of electrical inspections to ensure buildings being constructed are in compliance with Electrical Codes; requires completion of high school or two (2) years of vocational-technical training in the Building or Electrical Trades; two (2) years of experience in the installation of electrical wiring systems; must possess State of Arkansas Journeyman Electrician
Total Matches (A M B):	0 7 0
Exempt non-exempt:	0 7
Bonus Eligible (Y N):	1 7
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Chief Electrical Inspector Electrical Inspector
Reports To:	Bldg Inspect Pln Mgr Code Enforcement Dept. Head Code Enforcement Supervisor Director Of Community Planning Electrical Inspection Supervisor Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$42,224	\$42,224	\$48,244	\$44,982	\$51,917	\$58,219
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,245	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$42,224	\$32,957	\$41,856	\$50,754
Fort Smith	89142	Full	\$51,917	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$58,219	\$42,764	\$53,456	\$64,147
North Little Rock	64591	Full	\$55,649	\$37,621	\$45,728	\$55,649
Texarkana	29387	Full	\$48,630	\$45,884	\$57,990	\$73,902
Searcy	22937	Full	\$44,982	\$35,986	\$44,982	\$53,978
Batesville	11191	Full	\$42,085	\$33,668	\$42,085	\$50,502

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$48,244	\$38,075	\$47,676	\$57,979
45,000+	1.67	\$50,051	\$37,813	\$47,270	\$57,090
20,000 - 49,999	1	\$46,806	\$40,935	\$51,486	\$63,940
10,000 - 19,999	1	\$42,085	\$33,668	\$42,085	\$50,502

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	205 - Mechanical Inspector
Job Description:	Inspects heating, air, and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Mechanical Codes; requires completion of high school; two (2) years of experience in performing mechanical inspections for compliance with mechanical codes; must possess Arkansas State Mechanical Class A or B license before employment; must possess Arkansas state licensing as a Mechanical Inspector within one (1) year of employment; must possess Citation Authority Certification within one (1) year of employment; must maintain licenses and certification for the duration of employment in this position.
Total Matches (A M B):	1 2 0
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	0 3
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	Chief Mechanical Inspector Construction Inspector Hvac-Mech Inspector
Reports To:	Bldg Inspect Pln Mgr Director Of Community Planning Street Operations Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$55,649	\$55,649	\$63,932	\$55,649	\$83,128	\$83,128
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$53,019	\$42,764	\$53,456	\$64,147
North Little Rock	64591	Full	\$55,649	\$37,621	\$45,728	\$55,649
Conway	64134	Full	\$83,128	\$66,502	\$83,128	\$83,128

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$63,932	\$48,962	\$60,771	\$67,641
45,000+	1	\$63,932	\$48,962	\$60,771	\$67,641
20,000-44,999					

10,000-19,999

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	206 - Plumbing and Gas Inspector
Job Description:	Inspects plumbing, gas and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Plumbing Codes; requires completion of a high school diploma or GED; must possess an Arkansas State License as a Journeyman Plumber; must maintain licensure for the duration of employment in this position.
Total Matches (A M B):	0 6 1
Exempt non-exempt:	0 8
Bonus Eligible (Y N):	0 8
Full Part Time:	0 0
Number of Organizations Reporting:	6
Position Titles:	Chief Plumbing & Gas Inspector Hvac&Plumb Inspector Plumbing & Gas Inspector Plumbing Inspector Plumbing/Hvac Inspector Water Iv/Plumbing Inspector
Reports To:	Bldg Inspect Pln Mgr Code Enforcement Dept. Head Director Of Community Planning Director Of Planning & Engineering Plumbing And Gas Inspection Supervisor Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$42,245	\$42,245	\$49,161	\$48,630	\$52,562	\$55,649
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,245	\$32,957	\$41,856	\$50,754
Little Rock	202591	Full	\$42,224	\$32,957	\$41,856	\$50,754
Fort Smith	89142	Full	\$50,253	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$54,766	\$42,764	\$53,456	\$64,147
North Little Rock	64591	Full	\$55,649	\$37,621	\$45,728	\$55,649
Texarkana	29387	Full	\$48,630	\$45,884	\$57,990	\$73,902
Searcy	22937	Full	\$46,959	\$37,567	\$46,959	\$56,351
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$49,161	\$39,320	\$49,233	\$59,847
45,000+	1.25	\$49,027	\$37,813	\$47,270	\$57,090
20,000 - 49,999	1	\$47,795	\$41,726	\$52,475	\$65,126
10,000 - 19,999	1	\$52,562	\$42,050	\$52,562	\$63,074

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	300 - Community Development/Planning Director
Job Description:	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor
Total Matches (A M B):	4 11 4
Exempt non-exempt:	18 4
Bonus Eligible (Y N):	6 4
Full Part Time:	6 0
Number of Organizations Reporting:	21
Position Titles:	Assistant Director/Planning Coordinator City Planner Community & Economic Dev Director Dir Of Community Development Dir Of Econ & Com Development Dir Of Planning & Development Director Dev Svcs Director Of Community Planning Director Of Planning Director Of Planning & Permits Director, Community Development Economic Developer Long Range&Preservation Planner Planning & Community Development Director Planning & Dev. Director Planning And Community Develop Dir Planning Director Public Works Director Sustainability Project Manager
Reports To:	Deputy City Admin Mayor Planning & Community Development Director
Comments:	Community Development Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$57,012	\$67,273	\$87,966	\$80,340	\$109,200	\$124,678
Actual Incentive Paid Dollar 2022	1	\$1,360	\$1,360	\$1,360	\$1,360	\$1,360	\$1,360
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$124,678	\$101,106	\$128,405	\$155,703
Fayetteville	93949	Full	\$57,012	\$47,320	\$57,012	\$70,699
Fayetteville	93949	Full	\$50,086	\$41,059	\$49,462	\$61,339
Fort Smith	89142	Full	\$109,200	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$125,841	\$85,680	\$107,099	\$128,519
Springdale	87176	Full	\$57,253	\$52,345	\$65,432	\$78,517
Jonesboro	78576	Full	\$104,506	\$73,221	\$91,530	\$114,278
Rogers	69908	Full	\$144,206	\$105,524	\$131,904	\$164,881
North Little Rock	64591	Full	\$105,000	\$84,000	\$105,000	\$126,000
Conway	64134	Full	\$90,000	\$72,000	\$90,000	\$90,000

Bentonville	54164	Full	\$111,300	\$89,040	\$111,300	\$133,560
Pine Bluff	41253	Full	\$87,320	\$69,856	\$87,320	\$104,784
Benton	35014	Full	\$80,340	\$56,100	\$80,340	\$84,000
Sherwood	32731	Full	\$65,100	\$52,080	\$65,100	\$78,120
Bella Vista	30104	Full	\$106,000	\$83,697	\$104,621	\$125,545
Paragould	29537	Full	\$78,761	\$63,009	\$78,761	\$94,513
Russellville	28940	Full	\$67,273	\$53,818	\$67,273	\$80,728
Cabot	26569	Full	\$77,467	\$61,974	\$77,467	\$92,960
Van Buren	23218	Full	\$70,600	\$56,480	\$70,600	\$84,720
Searcy	22937	Full	\$70,000	\$56,000	\$70,000	\$84,000
Maumelle	19251	Full	\$76,622	\$61,298	\$76,622	\$91,946
Siloam Springs	17287	Full	\$119,371	\$97,454	\$121,817	\$146,180
Arkadelphia	10380	Full	\$45,292	\$36,234	\$45,292	\$54,350

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.1	\$87,966	\$69,359	\$87,057	\$103,882
45,000+	1.22	\$98,098	\$77,024	\$96,100	\$115,221
20,000 - 49,999	1	\$78,096	\$61,446	\$77,942	\$92,152
10,000 - 19,999	1	\$80,428	\$64,995	\$81,244	\$97,492

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	301 - Planner II
Job Description:	Reviews the physical, developmental, and socioeconomic characteristics of areas for the development of plans, and meets with citizens, developers, and other interested parties to establish priorities for the development of these areas; provides supervision to Planner I and GIS Analyst; requires completion of a Bachelor
Total Matches (A M B):	1 13 1
Exempt non-exempt:	9 8
Bonus Eligible (Y N):	4 8
Full Part Time:	4 0
Number of Organizations Reporting:	12
Position Titles:	Admin. Assistant City Planner Planner Planner II Planner, Senior Senior Planner
Reports To:	Director Dev Svcs Director Of Community Planning Director Planning & Permits Director, Community Dev Planning & Community Development Director Planning & Dev. Director Planning Manager Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$43,030	\$47,309	\$58,940	\$59,488	\$67,404	\$78,749
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$49,680	\$39,913	\$50,690	\$61,466
Fort Smith	89142	Full	\$52,817	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$50,052	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$47,309	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$44,752	\$40,916	\$51,145	\$61,374
Jonesboro	78576	Full	\$43,708	\$39,735	\$49,668	\$62,009
Jonesboro	78576	Full	\$41,721	\$39,735	\$49,668	\$62,009
North Little Rock	64591	Full	\$67,404	\$53,923	\$67,404	\$80,885
Conway	64134	Full	\$64,400	\$51,520	\$64,400	\$64,400
Conway	64134	Full	\$64,400	\$51,520	\$64,400	\$64,400

Bentonville	54164	Full	\$83,491	\$66,793	\$83,491	\$100,189
Bentonville	54164	Full	\$59,488	\$47,590	\$59,488	\$71,386
Bella Vista	30104	Full	\$74,200	\$60,204	\$75,254	\$90,305
Texarkana	29387	Full	\$74,402	\$55,078	\$69,596	\$88,608
Maumelle	19251	Full	\$62,380	\$49,904	\$62,380	\$74,856
Siloam Springs	17287	Full	\$78,749	\$56,427	\$70,534	\$84,641
Arkadelphia	10380	Full	\$43,030	\$34,424	\$43,030	\$51,636

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.31	\$58,940	\$48,107	\$60,225	\$71,375
45,000+	1.5	\$55,769	\$46,815	\$58,585	\$68,610
20,000 - 49,999	1	\$74,301	\$57,641	\$72,425	\$89,457
10,000 - 19,999	1	\$61,386	\$46,918	\$58,648	\$70,378

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	302 - Planner I
Job Description:	Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor
Total Matches (A M B):	4 15 3
Exempt non-exempt:	5 18
Bonus Eligible (Y N):	3 18
Full Part Time:	3 0
Number of Organizations Reporting:	12
Position Titles:	Assistant Planner City Planner Permitting Clerk Plan Reviewer Planner Planner I Planning Administrator Planning Secretary Planning Technician Planning Technician/Inspector Sustainability Planner
Reports To:	Chief Building Official City Planner Community & Economic Dev Director Dir Of Community Development Director Dev Svcs Fire Marshal Planning & Community Development Director Public Works Director Sr. Planner
Comments:	Community Development Sarah Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	24	\$31,671	\$39,011	\$50,103	\$51,626	\$59,405	\$63,315
Actual Incentive Paid Dollar 2022	1	\$680	\$680	\$680	\$680	\$680	\$680
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$69,846	\$49,420	\$59,550	\$73,840
Fort Smith	89142	Full	\$51,626	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$39,011	\$39,011	\$48,763	\$58,516
Springdale	87176	Full	\$39,011	\$39,011	\$48,763	\$58,516
Jonesboro	78576	Full	\$35,358	\$34,495	\$43,119	\$53,832
Rogers	69908	Full	\$61,755	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$59,405	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$63,024	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$63,315	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$60,882	\$57,545	\$71,931	\$89,913

Rogers	69908	Full	\$85,176	\$71,938	\$89,923	\$112,404
Bentonville	54164	Full	\$55,099	\$44,079	\$55,099	\$66,119
Bentonville	54164	Full	\$52,478	\$41,982	\$52,478	\$62,974
Benton	35014	Full	\$40,204	\$39,033	\$40,204	\$53,137
Sherwood	32731	Full	\$56,335	\$45,068	\$56,335	\$67,602
Bella Vista	30104	Full	\$42,848	\$31,724	\$37,322	\$44,787
Bella Vista	30104	Full	\$44,096	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$55,120	\$41,605	\$52,006	\$62,407
Bella Vista	30104	Full	\$39,104	\$31,816	\$39,769	\$47,723
Texarkana	29387	Full	\$31,574	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$41,374	\$33,099	\$41,374	\$49,649
Russellville	28940	Full	\$31,671	\$25,337	\$31,671	\$38,005
Russellville	28940	Full	\$31,670	\$25,336	\$31,670	\$38,004
Siloam Springs	17287	Full	\$52,499	\$49,804	\$62,255	\$74,706

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$50,103	\$43,488	\$53,747	\$65,847
45,000+	2.17	\$56,614	\$50,273	\$62,670	\$77,278
20,000 - 49,999	2	\$41,400	\$34,037	\$41,297	\$50,101
10,000 - 19,999	1	\$52,499	\$49,804	\$62,255	\$74,706

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	303 - City Engineer
Job Description:	Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.
Total Matches (A M B):	2 11 1
Exempt non-exempt:	17 0
Bonus Eligible (Y N):	4 0
Full Part Time:	4 0
Number of Organizations Reporting:	14
Position Titles:	Active Transportation Manager Advanced Civil Engineer Chief City Engineer Chief Engineer City Engineer Civil Engineer Civil Engineering Manager Deputy Director Of Engineering Director Engineering Engineer, City Engineering Director Public Works Director Special Projects Admin
Reports To:	Assistant Director Of Public Works Deputy City Admin Dir Of Community Development Director Of Public Works Engineering Director Mayor
Comments:	Community Development Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$82,347	\$99,200	\$108,328	\$103,157	\$126,672	\$134,117
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$106,605	\$85,759	\$108,914	\$132,069
Fayetteville	93949	Full	\$82,347	\$60,382	\$72,737	\$90,188
Fort Smith	89142	Full	\$115,869	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$134,117	\$93,299	\$116,623	\$139,948
Springdale	87176	Full	\$81,206	\$66,631	\$83,288	\$99,946
Springdale	87176	Full	\$84,830	\$59,011	\$73,764	\$88,517
Jonesboro	78576	Full	\$138,153	\$98,560	\$123,200	\$153,813
Jonesboro	78576	Full	\$102,880	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$132,538	\$95,928	\$119,910	\$149,887
North Little Rock	64591	Full	\$113,057	\$90,446	\$113,057	\$135,668

Conway	64134	Full	\$102,293	\$81,834	\$102,293	\$102,293
Conway	64134	Full	\$95,486	\$76,389	\$95,486	\$95,486
Bentonville	54164	Full	\$126,672	\$101,338	\$126,672	\$152,006
Russellville	28940	Full	\$103,302	\$82,642	\$103,302	\$123,962
Searcy	22937	Full	\$99,200	\$793,600	\$99,200	\$1,190,400
Siloam Springs	17287	Full	\$99,778	\$80,410	\$100,513	\$120,616
Harrison	13069	Full	\$128,412	\$102,730	\$128,412	\$154,094
Batesville	11191	Full	\$103,157	\$82,526	\$103,157	\$123,788

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.2	\$108,328	\$122,937	\$104,014	\$183,276
45,000+	1.44	\$108,927	\$82,382	\$102,898	\$122,009
20,000 - 49,999	1	\$101,251	\$438,121	\$101,251	\$657,181
10,000 - 19,999	1	\$110,449	\$88,555	\$110,694	\$132,833

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	304 - Engineering Specialist
Job Description:	Inspects, collects area data, surveys, and prepares drawings of projects planned for construction or under construction; responds to customer questions; requires completion of two (2) years of college or vocational technical coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in construction inspection, or a related area.
Total Matches (A M B):	2 15 1
Exempt non-exempt:	7 12
Bonus Eligible (Y N):	2 12
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	City Engineer Development Compliance Spec Ii Development Construction Inp/Land Acquisition Director Of Planning & Engineering Eng Asst/Tech I Engineer, Project Engineering Inspector Engineering Specialist Engineering Tech Ii Senior Engineering Inspector Staff Engineer Stormwater/Floodplain Coordinator
Reports To:	Civil Engineer Iii Design Review Engineer Dir Of Community Development Director Of Planning & Engineering Engineer Engineering Director Project Engineer Public Works Operations Coordinator Scheduling Coordinator Supervisor Ii
Comments:	Community Development

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$44,556	\$47,507	\$55,355	\$47,507	\$59,897	\$80,475
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$47,507	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$46,592	\$37,396	\$47,493	\$57,590
Fort Smith	89142	Full	\$55,607	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$54,030	\$38,584	\$48,235	\$57,886
Springdale	87176	Full	\$59,897	\$50,440	\$63,050	\$75,660

Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Rogers	69908	Full	\$59,405	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$45,323	\$44,350	\$55,438	\$69,297
Rogers	69908	Full	\$54,392	\$49,148	\$61,435	\$76,794
Bentonville	54164	Full	\$77,480	\$61,984	\$77,480	\$92,976
Russellville	28940	Full	\$44,556	\$35,645	\$44,556	\$53,467
Siloam Springs	17287	Full	\$65,749	\$65,729	\$82,161	\$98,593
Mountain Home	12825	Full	\$82,285	\$65,828	\$82,285	\$98,742
Mountain Home	12825	Full	\$80,475	\$64,380	\$80,475	\$96,570

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.11	\$55,355	\$46,048	\$57,836	\$70,120
45,000+	2.5	\$51,912	\$42,888	\$53,960	\$65,661
20,000 - 49,999	1	\$44,556	\$35,645	\$44,556	\$53,467
10,000 - 19,999	1.5	\$76,170	\$65,312	\$81,640	\$97,968

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	305 - Engineering Technician - Senior
Job Description:	Provides technical assistance by collecting and maintaining computerized files and records of information relating to street overlays, sidewalks, curb ramps and street conditions; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Computer Technology, Engineering Technology, or a related area; one (1) year of experience in providing technical support construction project planning; one (1) year of experience in microcomputer use including database administration, or a related area.
Total Matches (A M B):	4 7 1
Exempt non-exempt:	11 4
Bonus Eligible (Y N):	4 4
Full Part Time:	4 0
Number of Organizations Reporting:	13
Position Titles:	Assistant Director Asst. To Ctiy Engineer City Engineer Civil Engineer Civil Engineer Int Development Compliance Manager Development Construction Coordinator Engineer Engineering Technician Engineering Technician-Sr Senior Projects Manager Special Projects Admin-Infrastructure Staff Engineer
Reports To:	Chief City Engineer City Engineer Civil Engineer Iii Community & Economic Dev Director Dir Of Community Development Director Of Planning & Engineering Engineer Engineering Director
Comments:	Community Development Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$52,175	\$57,000	\$74,065	\$73,424	\$79,851	\$94,150
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,102	\$36,196	\$45,969	\$55,742
Fayetteville	93949	Full	\$79,851	\$72,363	\$87,193	\$108,118
Springdale	87176	Full	\$74,600	\$62,821	\$78,526	\$94,232
Springdale	87176	Full	\$77,453	\$59,011	\$73,764	\$88,517
Springdale	87176	Full	\$48,919	\$44,726	\$55,907	\$67,088
Jonesboro	78576	Full	\$78,300	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$71,947	\$76,736	\$95,920	\$119,900
North Little Rock	64591	Full	\$112,032	\$89,626	\$112,032	\$134,438
North Little Rock	64591	Full	\$92,500	\$74,000	\$92,500	\$111,000
Conway	64134	Full	\$94,150	\$75,320	\$94,150	\$94,150

Bentonville	54164	Full	\$87,880	\$70,304	\$87,880	\$105,456
Benton	35014	Full	\$68,628	\$46,200	\$68,628	\$68,628
Sherwood	32731	Full	\$63,086	\$50,469	\$63,086	\$75,703
Russellville	28940	Full	\$57,000	\$45,600	\$57,000	\$68,400
Searcy	22937	Full	\$52,175	\$41,740	\$52,175	\$62,610
Mountain Home	12825	Full	\$73,424	\$58,739	\$73,424	\$88,109

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.23	\$74,065	\$60,841	\$76,572	\$90,669
45,000+	1.38	\$79,158	\$66,428	\$82,804	\$98,842
20,000 - 49,999	1	\$60,222	\$46,002	\$60,222	\$68,835
10,000 - 19,999	1	\$73,424	\$58,739	\$73,424	\$88,109

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	306 - GIS Analyst - Senior
Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
Total Matches (A M B):	1 7 0
Exempt non-exempt:	5 3
Bonus Eligible (Y N):	1 3
Full Part Time:	1 0
Number of Organizations Reporting:	7
Position Titles:	Gis Analyst-Sr Gis Coordinator Gis Manager Gis Manager 986 Gis Programmer Analyst Gis Specialist Senior Gis Analyst
Reports To:	Civil Engineering Manager Director It Director Of Community Planning It Director Planning & Dev. Director Planning Manager Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$59,964	\$59,964	\$68,767	\$62,441	\$70,435	\$89,148
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,064	\$50,441	\$64,060	\$77,679
Little Rock	202591	Full	\$61,231	\$50,441	\$64,060	\$77,679
Fort Smith	89142	Full	\$70,435	\$54,246	\$67,808	\$81,369
Springdale	87176	Full	\$82,985	\$59,011	\$73,764	\$88,517
North Little Rock	64591	Full	\$59,964	\$42,443	\$51,590	\$63,787
Conway	64134	Full	\$65,871	\$52,697	\$65,871	\$65,871
Bentonville	54164	Full	\$89,148	\$71,318	\$89,148	\$106,978
Harrison	13069	Full	\$62,442	\$49,953	\$62,442	\$74,930

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$68,767	\$53,819	\$67,343	\$79,601
45,000+	1.17	\$69,671	\$54,371	\$68,043	\$80,269
20,000-44,999					
10,000 - 19,999	1	\$62,442	\$49,953	\$62,442	\$74,930

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	307 - GIS Analyst
Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
Total Matches (A M B):	0 5 0
Exempt non-exempt:	1 6
Bonus Eligible (Y N):	2 6
Full Part Time:	2 0
Number of Organizations Reporting:	6
Position Titles:	Gis Analyst Gis Coordinator Gis Technician Gis/Mapping Technician
Reports To:	Dir Of Community Development Director Of Public Works Gis Manager
Comments:	Community Development

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$48,617	\$48,617	\$56,131	\$56,659	\$64,672	\$67,350
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$51,002	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$46,630	\$46,630	\$58,287	\$69,945
Jonesboro	78576	Full	\$64,672	\$47,880	\$59,850	\$74,721
Rogers	69908	Full	\$56,659	\$44,350	\$55,438	\$69,297
Bentonville	54164	Full	\$67,350	\$53,880	\$67,350	\$80,820
Russellville	28940	Full	\$48,617	\$38,894	\$48,617	\$58,340
Siloam Springs	17287	Full	\$57,990	\$43,517	\$54,392	\$65,270

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$56,131	\$45,969	\$57,460	\$69,763
45,000+	1	\$57,263	\$47,874	\$59,842	\$72,946
20,000 - 49,999	1	\$48,617	\$38,894	\$48,617	\$58,340
10,000 - 19,999	1	\$57,990	\$43,517	\$54,392	\$65,270

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	308 - Graphics Technician
Job Description:	Prepares and maintains maps and graphics for the Department of Planning and Development presentations and projects; one (1) year of coursework in drafting, mechanical drawing or a related area; one (1) year of experience in drafting or graphics involving mapping; and one (1) year of experience in computer aided drafting (CAD).
Total Matches (A M B):	0 3 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Gis Tech Gis Technician Ii Graphics/Gis Technician
Reports To:	Construction Supervisor Gis Programmer Analyst
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$40,955	\$40,955	\$45,635	\$40,955	\$58,448	\$58,448
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$40,955	\$36,795	\$40,955	\$51,605
Bentonville	54164	Full	\$58,448	\$46,758	\$58,448	\$70,138
Batesville	11191	Full	\$37,502	\$30,002	\$37,502	\$45,002

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.75	\$45,635	\$37,852	\$45,635	\$55,582
45,000+	0.67	\$49,702	\$41,777	\$49,702	\$60,871
20,000-44,999					

10,000 - 19,999	1	\$37,502	\$30,002	\$37,502	\$45,002
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

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Job Title:	309 - Land Surveyor
Job Description:	Performs land surveys in support of Public Works projects; reviews subdivision plats; provides supervision to an Engineering Specialist; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in surveying and civil engineering data collection, or a related area; one (1) year of supervisory experience; must possess registration in Arkansas as a Land Surveyor within three (3) months of employment and maintain registration for the duration of employment in this position.
Total Matches (A M B):	0 1 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Surveyor
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$84,552	\$84,552	\$84,552	\$84,552	\$84,552	\$84,552
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Siloam Springs	17287	Full	\$84,552	\$58,388	\$72,985	\$87,582

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.5	\$84,552	\$58,388	\$72,985	\$87,582
45,000+	0				
20,000-44,999					
10,000 - 19,999	1	\$84,552	\$58,388	\$72,985	\$87,582

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	400 - Finance Director
Job Description:	Manages the day-to-day accounting, budgeting and purchasing activities of the City; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports; requires a minimum of a college degree in Accounting and/or Finance plus eight (8) years of accounting/finance experience and five (5) years of supervisory/ managerial experience.
Total Matches (A M B):	3 15 2
Exempt non-exempt:	21 1
Bonus Eligible (Y N):	5 1
Full Part Time:	5 0
Number of Organizations Reporting:	21
Position Titles:	Assistant Finance Director Cfo Chief Financial Officer City Treasurer Controller Director Finance Director Of Finance Director, Finance / City Treasurer Finance Director Finance Director/Transition Leader Finance Director/Treasurer Treasurer
Reports To:	City Administrator City Clerk/Treasurer City Manager Finance Director Finance Director/Transition Leader Mayor
Comments:	Administration Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$68,125	\$79,914	\$105,007	\$106,000	\$125,008	\$148,083
Actual Incentive Paid Dollar 2022	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$148,083	\$121,029	\$153,707	\$186,385
Fayetteville	93949	Full	\$155,251	\$105,664	\$127,316	\$157,872
Fort Smith	89142	Full	\$117,600	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$102,337	\$81,870	\$102,337	\$122,804
Springdale	87176	Full	\$78,061	\$78,061	\$97,575	\$117,090
Jonesboro	78576	Full	\$96,552	\$80,460	\$100,576	\$125,567
Rogers	69908	Full	\$155,002	\$119,917	\$149,897	\$187,371
North Little Rock	64591	Full	\$126,000	\$100,800	\$126,000	\$151,200
Conway	64134	Full	\$95,004	\$76,003	\$95,004	\$95,004
Bentonville	54164	Full	\$125,008	\$100,006	\$125,008	\$150,010

Pine Bluff	41253	Full	\$79,914	\$63,931	\$79,914	\$95,897
Benton	35014	Full	\$106,000	\$86,900	\$106,000	\$116,550
Sherwood	32731	Full	\$108,000	\$86,400	\$108,000	\$129,600
Bella Vista	30104	Full	\$130,810	\$105,233	\$131,541	\$157,849
Paragould	29537	Full	\$66,268	\$53,014	\$66,268	\$79,522
Texarkana	29387	Full	\$112,528	\$69,014	\$91,208	\$119,558
Texarkana	29387	Full	\$76,024	\$55,078	\$69,596	\$88,608
Russellville	28940	Full	\$68,125	\$54,500	\$68,125	\$81,750
Maumelle	19251	Full	\$94,788	\$75,830	\$94,788	\$113,746
Siloam Springs	17287	Full	\$116,958	\$97,454	\$121,817	\$146,180
Blytheville	13406	Full	\$91,936	\$73,549	\$91,936	\$110,323
Harrison	13069	Full	\$112,914	\$90,331	\$112,914	\$135,497
Arkadelphia	10380	Full	\$52,000	\$41,600	\$52,000	\$62,400

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.1	\$105,007	\$83,157	\$103,977	\$124,988
45,000+	1.11	\$119,890	\$95,978	\$119,737	\$143,724
20,000 - 49,999	1.14	\$93,459	\$71,759	\$90,082	\$108,667
10,000 - 19,999	1	\$93,719	\$75,753	\$94,691	\$113,629

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	401 - Accountant
Job Description:	Reconciles, balances, and maintains accounts in accordance with Generally Accepted Accounting Principles (GAAP), and City ordinances, policies, and procedures; may provide supervision to Accounting Clerk(s); requires completion of a Bachelor
Total Matches (A M B):	2 18 4
Exempt non-exempt:	17 5
Bonus Eligible (Y N):	7 5
Full Part Time:	7 0
Number of Organizations Reporting:	13
Position Titles:	Accountant Accountant (General Ledger) Accountant - Grants Accountant - Senior Accountant-Grants/Bonds Accounting Department Manager City Accountant Finance Manager Financial Manager General Director Internal Auditor Manager, Accounting Senior Accountant Staff Accountant
Reports To:	Accounting Manager Cfo Chief Financial Officer City Clerk/Treasurer Comptroller Director Of Finance Director Of Financial Operations Finance Director General Director (Parks) General Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$52,345	\$59,208	\$62,379	\$60,175	\$66,090	\$71,770
Actual Incentive Paid Dollar 2022	2	\$870	\$870	\$1,091	\$870	\$1,312	\$1,312
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$60,175	\$51,280	\$65,126	\$78,971
Little Rock	202591	Full	\$60,175	\$51,280	\$65,126	\$78,971
Little Rock	202591	Full	\$60,175	\$51,280	\$65,126	\$78,971
Little Rock	202591	Full	\$60,175	\$51,280	\$65,126	\$78,971
Fort Smith	89142	Full	\$58,406	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$59,208	\$58,406	\$73,008	\$87,609
Springdale	87176	Full	\$52,345	\$52,345	\$65,432	\$78,517
Springdale	87176	Full	\$63,050	\$50,440	\$63,050	\$75,660
Springdale	87176	Full	\$66,202	\$50,440	\$63,050	\$75,660
Jonesboro	78576	Full	\$57,938	\$51,500	\$64,375	\$80,370

North Little Rock	64591	Full	\$71,770	\$47,211	\$57,385	\$71,770
North Little Rock	64591	Full	\$66,431	\$47,211	\$57,385	\$71,770
North Little Rock	64591	Full	\$63,267	\$47,211	\$57,385	\$71,770
North Little Rock	64591	Full	\$78,947	\$63,158	\$78,947	\$94,736
Conway	64134	Full	\$66,090	\$52,872	\$66,090	\$66,090
Bentonville	54164	Full	\$59,488	\$47,590	\$59,488	\$71,386
Bentonville	54164	Full	\$61,734	\$49,387	\$61,734	\$74,081
Pine Bluff	41253	Full	\$50,907	\$40,726	\$50,907	\$61,088
Benton	35014	Full	\$77,556	\$54,768	\$77,556	\$83,600
Benton	35014	Full	\$51,403	\$42,414	\$51,403	\$65,978
Cabot	26569	Full	\$60,000	\$48,000	\$60,000	\$72,000
Cabot	26569	Full	\$57,265	\$45,812	\$57,265	\$68,718
Maumelle	19251	Full	\$63,653	\$50,922	\$63,653	\$76,384
Siloam Springs	17287	Full	\$69,410	\$56,427	\$70,534	\$84,641
Malvern	10867	Full	\$63,710	\$50,968	\$63,710	\$76,452

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.79	\$62,379	\$50,853	\$63,835	\$76,471
45,000+	2.13	\$62,681	\$51,841	\$64,755	\$77,818
20,000 - 49,999	1.67	\$59,426	\$46,344	\$59,426	\$70,277
10,000 - 19,999	1	\$65,591	\$52,772	\$65,966	\$79,159

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	402 - Accounting Clerk II
Job Description:	Maintains accounting files and records; provides supervision to Accounting Clerks; requires completion of two (2) years of college or vocational technical school coursework in Bookkeeping, Accounting, or a related area; two (2) years of experience in bookkeeping.
Total Matches (A M B):	4 12 0
Exempt non-exempt:	5 11
Bonus Eligible (Y N):	1 11
Full Part Time:	1 0
Number of Organizations Reporting:	8
Position Titles:	Accountant Accounting Clerk II Accounting Clerk Senior Accounting Specialist Bookkeeper/Hr Cfo Admin Assistant Financial Administrator Fixed Assets/ Investment Coord Grants Administrator Management Accounting Coord
Reports To:	Accountant Assistant Chief Financial Officer Cfo Director Of Finance Finance Director Finance Director Utility Manager
Comments:	Administration Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$44,387	\$48,880	\$55,476	\$51,350	\$55,390	\$73,008
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$73,008	\$49,504	\$59,633	\$73,944
Fayetteville	93949	Full	\$95,472	\$64,376	\$77,563	\$96,179
Rogers	69908	Full	\$70,034	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$56,014	\$46,749	\$58,437	\$73,046
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350

North Little Rock	64591	Full	\$51,350	\$34,756	\$42,246	\$51,350
Pine Bluff	41253	Full	\$39,920	\$31,936	\$39,920	\$47,904
Bella Vista	30104	Full	\$55,390	\$49,436	\$61,795	\$74,154
Blytheville	13406	Full	\$45,062	\$36,050	\$45,062	\$54,074
Harrison	13069	Full	\$44,387	\$35,510	\$44,387	\$53,264
Forrest City	13015	Full	\$48,880	\$25,480	\$48,880	\$58,656

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$55,476	\$39,992	\$50,208	\$61,287
45,000+	3.67	\$59,453	\$41,951	\$51,208	\$62,957
20,000 - 49,999	1	\$47,655	\$40,686	\$50,858	\$61,029
10,000 - 19,999	1	\$46,110	\$32,346	\$46,110	\$55,332

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	403 - Accounting Clerk I
Job Description:	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 3 3
Exempt non-exempt:	0 5
Bonus Eligible (Y N):	2 5
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	Account Clerk I Accounting Clerk Iii Accounting Specialist Iii Centralized Accounting Clerk
Reports To:	Accountant Assistant Chief Financial Officer City Clerk/Treasurer Director Of Finance
Comments:	Administration

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$41,620	\$41,620	\$44,236	\$42,370	\$47,690	\$49,899
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$41,620	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$40,580	\$33,297	\$41,620	\$49,944
Rogers	69908	Full	\$42,370	\$37,154	\$46,442	\$58,052
North Little Rock	64591	Full	\$47,690	\$32,279	\$39,235	\$47,691
North Little Rock	64591	Full	\$43,257	\$32,279	\$39,235	\$47,691
Bentonville	54164	Full	\$49,899	\$39,919	\$49,899	\$59,879

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	1	\$44,236	\$34,704	\$43,009	\$52,200
45,000+	1.2	\$44,236	\$34,704	\$43,009	\$52,200
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	404 - Accounting Clerk
Job Description:	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A M B):	1 6 3
Exempt non-exempt:	1 8
Bonus Eligible (Y N):	1 8
Full Part Time:	1 0
Number of Organizations Reporting:	8
Position Titles:	Accounting Clerk Accounting Clerk Ii Accounting Specialist Ii Bookkeeper I Bookkeeper Ii Clerk Ii, Accounting Finance Clerk Financial Coordinator - Parks Receptionist/Accounting Clerk
Reports To:	Accounts Payable Supervisor City Clerk-Treasurer Director Of Finance
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$37,440	\$37,710	\$44,741	\$41,080	\$47,590	\$57,018
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$38,938	\$30,326	\$38,938	\$42,578
Little Rock	202591	Full	\$40,352	\$30,326	\$40,352	\$42,578
Little Rock	202591	Full	\$41,080	\$30,326	\$41,080	\$42,578
Fayetteville	93949	Full	\$62,774	\$43,139	\$51,979	\$64,459
Bentonville	54164	Full	\$41,724	\$33,379	\$41,724	\$50,069
Sherwood	32731	Full	\$47,590	\$38,072	\$47,590	\$57,108
Sherwood	32731	Full	\$52,582	\$42,066	\$52,582	\$63,098
Russellville	28940	Full	\$47,442	\$37,954	\$47,442	\$56,930
Russellville	28940	Full	\$37,440	\$29,952	\$37,440	\$44,928
Maumelle	19251	Full	\$57,018	\$45,614	\$57,018	\$68,422

Siloam Springs	17287	Full	\$37,710	\$36,764	\$45,955	\$55,146
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$44,741	\$35,309	\$44,528	\$52,215
45,000+	1.67	\$44,974	\$33,499	\$42,815	\$48,452
20,000 - 49,999	2	\$46,264	\$37,011	\$46,264	\$55,516
10,000 - 19,999	1	\$42,323	\$36,057	\$45,071	\$54,085

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	405 - Accounts Payable/Accounts Receivable Specialist/Coordinator
Job Description:	Serves typically under the Finance Director and performs the AP/AR functions by ensuring expenses are paid and/or revenues are received in a timely manner; requires high school or GED completion; two (2) years of bookkeeping/accounting experience; one (1) year of general clerical experience.
Total Matches (A M B):	2 18 6
Exempt non-exempt:	4 23
Bonus Eligible (Y N):	7 23
Full Part Time:	7 0
Number of Organizations Reporting:	21
Position Titles:	A/P Clerk Account Clerk li Account/Payroll Clerk Accounting Specialist liii Accounts Payable Account Accounts Payable Clerk Accounts Payable Coordinator Accounts Payable Specialist Accounts Payable Supervisor Accounts Payable/Accounts Receivable Specialist/Coordinator Accounts Receivable Clerk Accounts Receivable Coordinator Accounts Receivable Specialist Accts Payable/Payroll Clerk Ap Specialist Ap/Ar Specialist Ar Specialist Bookkeeper I Chief Deputy Treasurer City Tax Collector Clerk Iii, Acct Pay/Rcv Coordinator Deputy City Clerk Payroll Admin/Hr Receptionist/Acct Receiv. Staff Accountant/Accounts Payable Technician
Reports To:	Accountant Accounting Manager Accounts Payable Supervisor Assistant Chief Financial Officer Cfo Chief Financial Officer City Clerk City Clerk / Treasurer City Clerk/Treasurer City Treasurer Controller Director Of Finance Director Of Finance & Treasury Finance Director Treasurer
Comments:	Administration

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	33	\$36,650	\$40,227	\$45,779	\$45,637	\$49,982	\$56,909
Actual Incentive Paid Dollar 2022	2	\$689	\$689	\$703	\$689	\$716	\$716
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,568	\$39,913	\$50,690	\$61,466
Little Rock	202591	Full	\$44,866	\$39,913	\$50,690	\$61,466
Fort Smith	89142	Full	\$48,069	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,650	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$53,340	\$37,106	\$46,382	\$55,660
Rogers	69908	Full	\$36,192	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$40,227	\$32,356	\$40,445	\$50,556
North Little Rock	64591	Full	\$47,690	\$32,279	\$39,235	\$47,691
North Little Rock	64591	Full	\$47,690	\$32,279	\$39,235	\$47,691
North Little Rock	64591	Full	\$57,157	\$44,784	\$54,435	\$67,773

Conway	64134	Full	\$49,350	\$39,480	\$49,350	\$49,350
Bentonville	54164	Full	\$52,811	\$42,249	\$52,811	\$63,373
Benton	35014	Full	\$42,282	\$30,591	\$42,282	\$47,305
Benton	35014	Full	\$40,709	\$30,591	\$40,709	\$47,305
Sherwood	32731	Full	\$54,121	\$43,297	\$54,121	\$64,945
Sherwood	32731	Full	\$53,393	\$42,714	\$53,393	\$64,072
Paragould	29537	Full	\$37,257	\$29,806	\$37,257	\$44,708
Texarkana	29387	Full	\$45,885	\$45,884	\$57,990	\$73,902
Texarkana	29387	Full	\$49,982	\$45,884	\$57,990	\$73,902
Searcy	22937	Full	\$40,131	\$32,105	\$40,131	\$48,157
Searcy	22937	Full	\$40,934	\$32,747	\$40,934	\$49,121
Maumelle	19251	Full	\$37,256	\$29,805	\$37,256	\$44,707
Siloam Springs	17287	Full	\$43,867	\$42,786	\$53,482	\$64,178
Siloam Springs	17287	Full	\$56,909	\$42,786	\$53,482	\$64,178
Marion	13752	Full	\$32,074	\$25,659	\$32,074	\$38,489
Blytheville	13406	Full	\$41,600	\$33,280	\$41,600	\$49,920
Harrison	13069	Full	\$59,446	\$47,557	\$59,446	\$71,335
Mountain Home	12825	Full	\$60,445	\$48,356	\$60,445	\$72,534
Batesville	11191	Full	\$36,400	\$29,120	\$36,400	\$43,680
Malvern	10867	Full	\$47,287	\$37,830	\$47,287	\$56,744
Malvern	10867	Full	\$44,787	\$35,830	\$44,787	\$53,744
Arkadelphia	10380	Full	\$37,700	\$30,160	\$37,700	\$45,240
Arkadelphia	10380	Full	\$45,637	\$36,510	\$45,637	\$54,764

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.57	\$45,779	\$36,814	\$46,188	\$55,509
45,000+	1.71	\$46,884	\$36,797	\$45,816	\$54,906
20,000 - 49,999	1.8	\$44,966	\$37,069	\$47,201	\$57,046
10,000 - 19,999	1.33	\$45,284	\$36,640	\$45,800	\$54,960

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	500 - Fire Chief
Job Description:	Responsible for the management, administration, and coordination of the City
Total Matches (A M B):	0 17 1
Exempt non-exempt:	19 2
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	23
Position Titles:	Chief Chief, Fire Fire Chief Fire Chief/Paramedic
Reports To:	City Administrator City Manager Fire Chief Mayor
Comments:	Fire Other Pay = Specialty Team/Certifications Pay

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	24	\$76,047	\$83,847	\$101,429	\$90,953	\$115,981	\$145,071
Actual Incentive Paid Dollar 2022	0						
Education Pay	2	\$500	\$500	\$760	\$500	\$1,020	\$1,020
EMT Pay	2	\$1,056	\$1,056	\$1,278	\$1,056	\$1,500	\$1,500
Holiday Pay	6	\$96	\$96	\$2,789	\$2,254	\$4,763	\$6,348
Longevity Pay	2	\$1,875	\$1,875	\$4,374	\$1,875	\$6,872	\$6,872
Other Pay	2	\$500	\$500	\$40,061	\$500	\$79,622	\$79,622

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$129,150	\$103,320	\$129,150	\$154,980
Springdale	87176	Full	\$145,071	\$100,918	\$126,148	\$151,378
Jonesboro	78576	Full	\$107,089	\$101,866	\$108,232	\$119,229
Rogers	69908	Full	\$151,319	\$129,509	\$143,899	\$179,874
North Little Rock	64591	Full	\$121,411	\$97,129	\$121,411	\$145,693
Conway	64134	Full	\$102,294	\$81,835	\$102,294	\$102,294
Bentonville	54164	Full	\$145,683	\$116,546	\$145,683	\$174,820
Pine Bluff	41253	Full	\$87,153	\$69,722	\$87,153	\$104,584
Benton	35014	Full	\$100,631	\$86,900	\$100,631	\$116,550
Bella Vista	30104	Full	\$135,960	\$105,233	\$131,541	\$157,849

Paragould	29537	Full	\$68,718	\$54,974	\$68,718	\$82,462
Texarkana	29387	Full	\$110,032	\$69,014	\$91,208	\$119,558
Russellville	28940	Full	\$90,276	\$72,221	\$90,276	\$108,331
Cabot	26569	Full	\$90,132	\$72,106	\$90,132	\$108,158
Van Buren	23218	Full	\$83,997	\$67,198	\$83,997	\$100,796
Searcy	22937	Full	\$76,047	\$60,838	\$76,047	\$91,256
Maumelle	19251	Full	\$100,587	\$70,827	\$101,181	\$131,535
El Dorado	17756	Full	\$83,847	\$67,078	\$83,847	\$100,616
El Dorado	17756	Full	\$89,857	\$71,886	\$89,857	\$107,828
Siloam Springs	17287	Full	\$115,981	\$97,454	\$121,817	\$146,180
Marion	13752	Full	\$50,721	\$40,577	\$50,721	\$60,865
Blytheville	13406	Full	\$79,622	\$63,698	\$79,622	\$95,546
Harrison	13069	Full	\$90,953	\$72,762	\$90,953	\$109,144
Mountain Home	12825	Full	\$77,771	\$62,217	\$77,771	\$93,325

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$101,429	\$80,659	\$99,679	\$119,286
45,000+	0.88	\$128,860	\$104,446	\$125,260	\$146,895
20,000 - 49,999	1	\$93,661	\$73,134	\$91,078	\$109,949
10,000 - 19,999	1.14	\$86,167	\$68,312	\$86,971	\$105,630

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	501 - Assistant Fire Chief
Job Description:	Serves under the direction of the Fire Chief and is responsible for the administrative and technical aspects of the fire department and directs all employees and activities either directly or through subordinate officers; makes administrative and operational decisions pertaining to fire fighting, established policies and limitations of laws and regulations; requires an Associate
Total Matches (A M B):	1 28 2
Exempt non-exempt:	23 10
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	20
Position Titles:	Assistant Chief Assistant Fire Chief Asst. Fire Chief Battalion Chief Captain-Fire-Tcq Captain/Pm-Fire Chief, Deputy Admin Chief, Deputy Fire Chief, Division Ems Deputy Chief Deputy Fire Chief - Risk Reducti Deputy Fire Chief-Operations Deputy Fire Chief-Training Deputy Fire Chief/Param Ems Division Chief Fire Chief Fire Div Chief Advan Sta
Reports To:	Assistant Fire Chief Battalion Chief Deputy Fire Chief Fire Chief Mayor
Comments:	Base Pay For Fire /Police Includes Holiday Pay. Div Chief (Fire Marshall) Div Chief (Operations) Div Chief (Training) Fire Other Pay = Specialty Team/ Certifications Pay

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	35	\$64,000	\$84,408	\$93,411	\$95,624	\$109,126	\$116,688
Actual Incentive Paid Dollar 2022	0						
Education Pay	4	\$120	\$120	\$1,167	\$1,210	\$1,536	\$1,800
EMT Pay	4	\$1,500	\$1,500	\$2,625	\$1,680	\$1,680	\$5,640
Holiday Pay	14	\$12	\$12	\$2,008	\$12	\$3,961	\$4,961
Longevity Pay	4	\$1,320	\$1,320	\$2,801	\$1,800	\$2,112	\$5,973
Other Pay	1	\$3,400	\$3,400	\$3,400	\$3,400	\$3,400	\$3,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$112,314	\$87,421	\$109,277	\$131,132
Little Rock	202591	Full	\$112,314	\$87,421	\$109,277	\$131,132
Fayetteville	93949	Full	\$122,428	\$88,524	\$106,662	\$132,267
Fort Smith	89142	Full	\$108,195	\$103,043	\$108,195	\$108,195
Springdale	87176	Full	\$104,733	\$81,974	\$104,733	\$122,940
Springdale	87176	Full	\$118,388	\$81,974	\$118,388	\$122,940
Springdale	87176	Full	\$107,359	\$74,327	\$107,359	\$111,488
Jonesboro	78576	Full	\$94,969	\$87,010	\$92,316	\$101,566
Rogers	69908	Full	\$103,505	\$91,726	\$101,918	\$127,397
Rogers	69908	Full	\$94,180	\$70,135	\$77,928	\$97,410

Rogers	69908	Full	\$95,624	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$95,835	\$75,533	\$83,925	\$104,907
Rogers	69908	Full	\$116,111	\$102,521	\$113,912	\$142,390
Rogers	69908	Full	\$109,126	\$102,521	\$113,912	\$142,390
Rogers	69908	Full	\$104,666	\$102,521	\$113,912	\$142,390
North Little Rock	64591	Full	\$102,043	\$81,634	\$102,043	\$122,452
Conway	64134	Full	\$88,638	\$70,910	\$88,638	\$88,638
Conway	64134	Full	\$88,638	\$70,910	\$88,638	\$88,638
Conway	64134	Full	\$88,638	\$70,910	\$88,638	\$88,638
Bentonville	54164	Full	\$118,040	\$94,432	\$118,040	\$141,648
Bentonville	54164	Full	\$116,688	\$93,350	\$116,688	\$140,026
Pine Bluff	41253	Full	\$79,473	\$63,578	\$79,473	\$95,368
Benton	35014	Full	\$84,408	\$81,950	\$84,408	\$99,750
Bella Vista	30104	Full	\$106,633	\$71,950	\$89,938	\$107,925
Bella Vista	30104	Full	\$114,890	\$83,697	\$104,621	\$125,545
Paragould	29537	Full	\$59,726	\$47,781	\$59,726	\$71,671
Texarkana	29387	Full	\$85,342	\$55,078	\$69,596	\$88,608
Russellville	28940	Full	\$67,028	\$53,622	\$67,028	\$80,434
El Dorado	17756	Full	\$70,345	\$56,276	\$70,345	\$84,414
Siloam Springs	17287	Full	\$87,152	\$80,410	\$100,513	\$120,616
Siloam Springs	17287	Full	\$90,480	\$80,410	\$100,513	\$120,616
Siloam Springs	17287	Full	\$73,778	\$65,729	\$82,161	\$98,593
Marion	13752	Full	\$20,700	\$16,560	\$20,700	\$24,840
Forrest City	13015	Full	\$64,000	\$51,200	\$64,000	\$76,800
Batesville	11191	Full	\$63,000	\$50,400	\$63,000	\$75,600

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.75	\$93,411	\$75,645	\$91,381	\$107,336
45,000+	2.33	\$104,878	\$85,187	\$102,016	\$118,381
20,000 - 49,999	1.17	\$85,357	\$65,380	\$79,256	\$95,614
10,000 - 19,999	1.4	\$67,065	\$57,284	\$71,605	\$85,926

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	502 - Fire Battalion Chief
Job Description:	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
Total Matches (A M B):	1 73 12
Exempt non-exempt:	40 62
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	22
Position Titles:	Administrative Fire Captain Battallion Chief Battalion Chief Battalion Chief - Training Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Battalion Chief-Ems Compliance/Accreditation Battalion Chief-Training Battalion Chief/Paramedic Battalion Fire Chief Admin Battallion Chief Captain-Fire-Tcq Captain-Logistics Captain-Paramedic Captain/Pm-Fire Chief Chief, Battalion Div Chief Ops Div Chief Prevent Div Chief Training Division Chief Division Chief/Fire Marsh Division Chief/Train Off Division Chief/Training Ems Coordinator Fire Battaliom Chief Adv Fire Battalion Fire Battalion Chief Fire Battalion Chief Adv Fire Battalion Chief 02 Fire Battalion Chief 02 Fire Battalion Chief 04 Fire Chief Fire Training
Reports To:	Assistant Chief Assistant Fire Chief Battalion Chief Deputy Fire Chief Div Chief Ops Div Chief Training Fire Batt Chief Fire Chief Fire Division Chief Mayor
Comments:	(Assistant Chief) Fire Other Pay = Specialty Team/Certifications Pay Paramedic Pay In Salary #

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	103	\$67,986	\$72,508	\$81,568	\$83,422	\$89,422	\$92,852
Actual Incentive Paid Dollar 2022	0						
Education Pay	16	\$1,056	\$1,080	\$1,562	\$1,200	\$1,320	\$3,048
EMT Pay	20	\$960	\$1,680	\$2,462	\$1,680	\$1,680	\$6,000
Holiday Pay	36	\$12	\$96	\$2,710	\$3,343	\$3,913	\$3,913
Longevity Pay	13	\$1,216	\$1,404	\$1,765	\$1,764	\$1,875	\$2,664
Other Pay	7	\$1,200	\$1,200	\$2,659	\$1,200	\$5,681	\$6,487

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001

Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$85,140	\$78,667	\$98,334	\$118,001
Little Rock	202591	Full	\$92,852	\$78,667	\$98,334	\$118,001
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$73,703	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$91,728	\$87,360	\$91,728	\$91,728
Fort Smith	89142	Full	\$91,728	\$87,360	\$91,728	\$91,728
Fort Smith	89142	Full	\$91,728	\$87,360	\$91,728	\$91,728
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Springdale	87176	Full	\$90,843	\$74,327	\$90,843	\$111,488
Springdale	87176	Full	\$94,972	\$74,327	\$94,972	\$111,488
Springdale	87176	Full	\$86,714	\$74,327	\$86,714	\$111,488
Springdale	87176	Full	\$90,843	\$74,327	\$90,843	\$111,488
Springdale	87176	Full	\$99,100	\$74,327	\$99,100	\$111,488
Springdale	87176	Full	\$99,100	\$74,327	\$99,100	\$111,488
Springdale	87176	Full	\$86,714	\$74,327	\$86,714	\$111,488
Springdale	87176	Full	\$88,600	\$63,014	\$88,600	\$88,600
Springdale	87176	Full	\$88,600	\$63,014	\$88,600	\$88,600
Springdale	87176	Full	\$88,600	\$63,014	\$88,600	\$88,600
Springdale	87176	Full	\$88,600	\$63,014	\$88,600	\$88,600
Springdale	87176	Full	\$88,600	\$63,014	\$88,600	\$88,600
Jonesboro	78576	Full	\$82,767	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$89,422	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$89,422	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$89,422	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$89,422	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$89,422	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$87,668	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$85,949	\$75,338	\$79,583	\$89,422
Rogers	69908	Full	\$94,541	\$91,726	\$101,918	\$127,397
Rogers	69908	Full	\$96,797	\$91,726	\$101,918	\$127,397
Rogers	69908	Full	\$93,612	\$91,726	\$101,918	\$127,397
Rogers	69908	Full	\$88,646	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$88,074	\$75,533	\$83,925	\$104,907
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
Conway	64134	Full	\$84,815	\$67,852	\$84,815	\$84,815
Conway	64134	Full	\$84,815	\$67,852	\$84,815	\$84,815
Conway	64134	Full	\$84,815	\$67,852	\$84,815	\$84,815
Conway	64134	Full	\$84,815	\$67,852	\$84,815	\$84,815
Conway	64134	Full	\$84,815	\$67,852	\$84,815	\$84,815
Conway	64134	Full	\$84,815	\$67,852	\$84,815	\$84,815

Bentonville	54164	Full	\$78,849	\$63,079	\$78,849	\$94,619
Pine Bluff	41253	Full	\$67,986	\$54,389	\$67,986	\$81,583
Pine Bluff	41253	Full	\$67,986	\$54,389	\$67,986	\$81,583
Pine Bluff	41253	Full	\$67,986	\$54,389	\$67,986	\$81,583
Benton	35014	Full	\$66,940	\$63,895	\$66,940	\$73,030
Benton	35014	Full	\$59,221	\$63,895	\$59,221	\$73,030
Benton	35014	Full	\$71,950	\$62,950	\$71,950	\$71,950
Benton	35014	Full	\$68,950	\$62,950	\$68,950	\$71,950
Benton	35014	Full	\$68,950	\$62,950	\$68,950	\$71,950
Bella Vista	30104	Full	\$86,450	\$71,950	\$89,938	\$107,925
Bella Vista	30104	Full	\$79,109	\$71,950	\$89,938	\$107,925
Bella Vista	30104	Full	\$83,722	\$71,950	\$89,938	\$107,925
Bella Vista	30104	Full	\$84,427	\$71,950	\$89,938	\$107,925
Texarkana	29387	Full	\$71,933	\$69,577	\$71,491	\$71,933
Texarkana	29387	Full	\$71,491	\$69,577	\$71,491	\$71,933
Texarkana	29387	Full	\$71,491	\$69,577	\$71,491	\$71,933
Russellville	28940	Full	\$63,374	\$50,699	\$63,374	\$76,049
Russellville	28940	Full	\$66,559	\$53,247	\$66,559	\$79,871
Russellville	28940	Full	\$67,278	\$53,822	\$67,278	\$80,734
Russellville	28940	Full	\$70,499	\$56,399	\$70,499	\$84,599
Cabot	26569	Full	\$83,881	\$67,105	\$83,881	\$100,657
Cabot	26569	Full	\$76,314	\$61,051	\$76,314	\$91,577
Cabot	26569	Full	\$67,497	\$53,998	\$67,497	\$80,996
Cabot	26569	Full	\$70,444	\$56,355	\$70,444	\$84,533
Van Buren	23218	Full	\$62,843	\$50,274	\$62,843	\$75,412
Van Buren	23218	Full	\$60,542	\$48,434	\$60,542	\$72,650
Searcy	22937	Full	\$72,508	\$58,006	\$72,508	\$87,010
Searcy	22937	Full	\$72,508	\$58,006	\$72,508	\$87,010
Searcy	22937	Full	\$71,013	\$56,810	\$71,013	\$85,216
Searcy	22937	Full	\$71,013	\$56,810	\$71,013	\$85,216
Maumelle	19251	Full	\$77,320	\$67,312	\$72,316	\$77,320
Maumelle	19251	Full	\$77,320	\$67,312	\$72,316	\$77,320
Maumelle	19251	Full	\$77,320	\$67,312	\$72,316	\$77,320
Maumelle	19251	Full	\$72,860	\$67,312	\$72,316	\$77,320
Siloam Springs	17287	Full	\$78,391	\$65,767	\$82,003	\$98,239
Siloam Springs	17287	Full	\$81,012	\$65,767	\$82,003	\$98,239
Siloam Springs	17287	Full	\$81,915	\$65,767	\$82,003	\$98,239
Harrison	13069	Full	\$68,601	\$54,881	\$68,601	\$82,321
Mountain Home	12825	Full	\$75,534	\$60,427	\$75,534	\$90,641
Mountain Home	12825	Full	\$75,534	\$60,427	\$75,534	\$90,641
Mountain Home	12825	Full	\$74,014	\$59,211	\$74,014	\$88,817
Malvern	10867	Full	\$60,155	\$48,124	\$60,155	\$72,186
Arkadelphia	10380	Full	\$56,092	\$44,874	\$56,092	\$67,310

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.48	\$81,568	\$68,758	\$81,697	\$93,468
45,000+	6.78	\$88,207	\$74,265	\$88,183	\$100,091
20,000 - 49,999	3.63	\$71,202	\$60,598	\$72,085	\$83,644

10,000 - 19,999	2.17	\$73,544	\$61,115	\$72,708	\$84,301
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

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Job Title:	503 - Fire Captain
Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire lieutenant, and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 344 49
Exempt non-exempt:	10 437
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	26
Position Titles:	A. Chief Administrative Captain Assistant Fire Chief Battalion Chief Captain Captain 12-A Captain 12-B Captain 12-C Captain Emt Captain L-1A Captain L-1B Captain L-1C Captain L-3A Captain L-3B Captain L-3C Captain L-4A Captain L-4B Captain L-4C Captain L-7A Captain L-7B Captain L-7C Captain P-10A Captain P-10B Captain P-10C Captain P-11A Captain P-11B Captain P-11C Captain P-1A Captain P-1B Captain P-1C Captain P-2A Captain P-2B Captain P-2C Captain P-4A Captain P-4B Captain P-4C Captain P-5A Captain P-5B Captain P-5C Captain P-6A Captain P-6B Captain P-6C Captain P-7A Captain P-7B Captain P-7C Captain P-8A Captain P-8B Captain P-8C Captain Paramedic Captain Fire Captain Education Specialist Captain Fire Captain
Reports To:	Battalion Chief Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Captain Captain-Fire Division Chief Fire Batt Chief Fire Battalion Chief Fire Chief
Comments:	Fire Other Pay = Specialty Team/Certifications Pay Paramedic Pay In Salary #

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	456	\$56,672	\$62,427	\$68,747	\$69,039	\$76,059	\$77,030
Actual Incentive Paid Dollar 2022	0						
Education Pay	75	\$696	\$1,308	\$1,666	\$1,320	\$2,184	\$3,048
EMT Pay	83	\$960	\$1,680	\$2,348	\$1,680	\$1,680	\$6,000
Holiday Pay	197	\$12	\$2,476	\$2,508	\$3,205	\$3,205	\$3,205
Longevity Pay	74	\$1,044	\$1,275	\$1,814	\$1,650	\$1,875	\$2,448
Other Pay	20	\$600	\$900	\$5,152	\$1,200	\$3,887	\$3,887

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264
Little Rock	202591	Full	\$76,059	\$73,120	\$76,192	\$79,264

Springdale	87176	Full	\$79,285	\$58,003	\$79,285	\$85,365
Springdale	87176	Full	\$70,164	\$58,003	\$70,164	\$85,365
Springdale	87176	Full	\$76,245	\$58,003	\$76,245	\$85,365
Springdale	87176	Full	\$61,043	\$58,003	\$61,043	\$85,365
Springdale	87176	Full	\$85,757	\$63,014	\$85,757	\$88,600
Springdale	87176	Full	\$82,325	\$58,003	\$82,325	\$85,365
Springdale	87176	Full	\$85,365	\$58,003	\$85,365	\$85,365
Springdale	87176	Full	\$70,164	\$58,003	\$70,164	\$85,365
Springdale	87176	Full	\$76,245	\$58,003	\$76,245	\$85,365
Springdale	87176	Full	\$71,543	\$63,014	\$71,543	\$88,600
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$73,016	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$73,016	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$71,664	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$69,230	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$69,230	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$68,148	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$68,148	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$65,984	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Rogers	69908	Full	\$78,488	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$77,030	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$70,327	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$76,253	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$73,576	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$72,162	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$75,471	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$71,560	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$71,530	\$70,135	\$77,928	\$97,410

Bentonville	54164	Full	\$76,947	\$61,558	\$76,947	\$92,336
Bentonville	54164	Full	\$62,726	\$50,181	\$62,726	\$75,271
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Benton	35014	Full	\$58,346	\$54,997	\$58,346	\$61,695
Benton	35014	Full	\$56,672	\$54,997	\$56,672	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$54,997	\$54,997	\$54,997	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$56,672	\$54,997	\$56,672	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$58,346	\$54,997	\$58,346	\$61,695
Benton	35014	Full	\$54,997	\$54,997	\$54,997	\$61,695
Benton	35014	Full	\$54,997	\$54,997	\$54,997	\$61,695
Benton	35014	Full	\$54,997	\$54,997	\$54,997	\$61,695
Benton	35014	Full	\$56,672	\$54,997	\$56,672	\$61,695
Benton	35014	Full	\$60,021	\$54,997	\$60,021	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$54,997	\$54,997	\$54,997	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Bella Vista	30104	Full	\$62,946	\$57,439	\$71,799	\$86,159
Bella Vista	30104	Full	\$63,888	\$57,439	\$71,799	\$86,159
Bella Vista	30104	Full	\$67,373	\$57,439	\$71,799	\$86,159
Bella Vista	30104	Full	\$68,924	\$57,439	\$71,799	\$86,159
Bella Vista	30104	Full	\$60,886	\$57,439	\$71,799	\$86,159
Bella Vista	30104	Full	\$67,261	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$69,658	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$70,973	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$69,376	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$72,976	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$69,766	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$71,691	\$60,204	\$75,254	\$90,305
Bella Vista	30104	Full	\$86,211	\$58,398	\$72,997	\$87,597
Paragould	29537	Full	\$53,737	\$42,990	\$53,737	\$64,484
Paragould	29537	Full	\$53,737	\$42,990	\$53,737	\$64,484
Paragould	29537	Full	\$53,737	\$42,990	\$53,737	\$64,484
Paragould	29537	Full	\$53,737	\$42,990	\$53,737	\$64,484
Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427

Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$62,427	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,993	\$60,775	\$61,993	\$62,427
Texarkana	29387	Full	\$61,265	\$60,775	\$61,993	\$62,427
Russellville	28940	Full	\$60,952	\$48,762	\$60,952	\$73,142
Russellville	28940	Full	\$58,874	\$47,099	\$58,874	\$70,649
Russellville	28940	Full	\$60,526	\$48,421	\$60,526	\$72,631
Russellville	28940	Full	\$53,191	\$42,553	\$53,191	\$63,829
Russellville	28940	Full	\$52,165	\$41,732	\$52,165	\$62,598
Russellville	28940	Full	\$50,181	\$40,145	\$50,181	\$60,217
Russellville	28940	Full	\$55,559	\$44,447	\$55,559	\$66,671
Russellville	28940	Full	\$52,432	\$41,946	\$52,432	\$62,918
Russellville	28940	Full	\$55,058	\$44,046	\$55,058	\$66,070
Russellville	28940	Full	\$51,165	\$40,932	\$51,165	\$61,398
Russellville	28940	Full	\$55,058	\$44,046	\$55,058	\$66,070
Russellville	28940	Full	\$54,094	\$43,275	\$54,094	\$64,913
Russellville	28940	Full	\$49,217	\$39,374	\$49,217	\$59,060
Russellville	28940	Full	\$49,217	\$39,374	\$49,217	\$59,060
Cabot	26569	Full	\$81,010	\$64,808	\$81,010	\$97,212
Cabot	26569	Full	\$72,395	\$57,916	\$72,395	\$86,874
Cabot	26569	Full	\$64,997	\$51,998	\$64,997	\$77,996
Cabot	26569	Full	\$63,983	\$51,186	\$63,983	\$76,780
Cabot	26569	Full	\$62,666	\$50,133	\$62,666	\$75,199
Cabot	26569	Full	\$60,504	\$48,403	\$60,504	\$72,605
Cabot	26569	Full	\$59,896	\$47,917	\$59,896	\$71,875
Cabot	26569	Full	\$59,558	\$47,646	\$59,558	\$71,470
Cabot	26569	Full	\$55,369	\$44,295	\$55,369	\$66,443
Cabot	26569	Full	\$55,200	\$44,160	\$55,200	\$66,240
Cabot	26569	Full	\$53,849	\$43,079	\$53,849	\$64,619
Cabot	26569	Full	\$53,410	\$42,728	\$53,410	\$64,092
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$59,740	\$47,792	\$59,740	\$71,688
Van Buren	23218	Full	\$59,740	\$47,792	\$59,740	\$71,688
Van Buren	23218	Full	\$62,843	\$50,274	\$62,843	\$75,412
Van Buren	23218	Full	\$56,372	\$45,098	\$56,372	\$67,646
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$49,837	\$39,870	\$49,837	\$59,804
Van Buren	23218	Full	\$51,559	\$41,247	\$51,559	\$61,871
Searcy	22937	Full	\$58,305	\$46,644	\$58,305	\$69,966
Searcy	22937	Full	\$59,053	\$47,242	\$59,053	\$70,864
Searcy	22937	Full	\$62,043	\$49,634	\$62,043	\$74,452

Searcy	22937	Full	\$58,305	\$46,644	\$58,305	\$69,966
Searcy	22937	Full	\$58,305	\$46,644	\$58,305	\$69,966
Searcy	22937	Full	\$62,043	\$49,634	\$62,043	\$74,452
Searcy	22937	Full	\$59,800	\$47,840	\$59,800	\$71,760
Searcy	22937	Full	\$62,043	\$49,634	\$62,043	\$74,452
Searcy	22937	Full	\$59,053	\$47,242	\$59,053	\$70,864
Searcy	22937	Full	\$60,548	\$48,438	\$60,548	\$72,658
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$64,382	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$60,669	\$57,170	\$61,420	\$65,670
Maumelle	19251	Full	\$65,670	\$57,170	\$61,420	\$65,670
El Dorado	17756	Full	\$44,616	\$35,693	\$44,616	\$53,539
El Dorado	17756	Full	\$47,632	\$38,106	\$47,632	\$57,158
El Dorado	17756	Full	\$47,632	\$38,106	\$47,632	\$57,158
El Dorado	17756	Full	\$44,408	\$35,526	\$44,408	\$53,290
Siloam Springs	17287	Full	\$79,352	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$65,753	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$68,461	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$68,461	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$63,190	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$61,647	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$63,190	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$68,461	\$54,726	\$68,255	\$81,784
Siloam Springs	17287	Full	\$68,461	\$54,726	\$68,255	\$81,784
Blytheville	13406	Full	\$61,024	\$48,819	\$61,024	\$73,229
Harrison	13069	Full	\$50,467	\$40,374	\$50,467	\$60,560
Mountain Home	12825	Full	\$70,043	\$56,034	\$70,043	\$84,052
Mountain Home	12825	Full	\$70,043	\$56,034	\$70,043	\$84,052
Mountain Home	12825	Full	\$70,043	\$56,034	\$70,043	\$84,052
Mountain Home	12825	Full	\$70,043	\$56,034	\$70,043	\$84,052
Mountain Home	12825	Full	\$67,437	\$53,950	\$67,437	\$80,924
Mountain Home	12825	Full	\$63,994	\$51,195	\$63,994	\$76,793
Batesville	11191	Full	\$50,000	\$40,000	\$50,000	\$60,000
Malvern	10867	Full	\$47,236	\$37,789	\$47,236	\$56,683
Malvern	10867	Full	\$47,236	\$37,789	\$47,236	\$56,683
Malvern	10867	Full	\$47,236	\$37,789	\$47,236	\$56,683
Malvern	10867	Full	\$47,236	\$37,789	\$47,236	\$56,683
Arkadelphia	10380	Full	\$50,752	\$40,602	\$50,752	\$60,902
Arkadelphia	10380	Full	\$48,373	\$38,698	\$48,373	\$58,048
Arkadelphia	10380	Full	\$48,373	\$38,698	\$48,373	\$58,048

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	16.89	\$68,747	\$61,323	\$67,940	\$75,109
45,000+	34.67	\$72,811	\$66,158	\$71,550	\$77,808
20,000 - 49,999	11.67	\$59,810	\$51,262	\$60,329	\$69,221
10,000 - 19,999	4.33	\$60,287	\$49,725	\$59,547	\$69,368

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	504 - Fire Lieutenant
Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 75 8
Exempt non-exempt:	14 92
Bonus Eligible (Y N):	4 0
Full Part Time:	4 0
Number of Organizations Reporting:	15
Position Titles:	Battalion Chief Ff/Engineer/Param Fire Lieutenant Fire Lieutenant/Medic Firefighter Paramedic/Engineer Firefighter-Paramedicdriver Insp./Lt/Cto Lieutenant Lieutenant, Fire Lt
Reports To:	Battalion Chief Captain Fire Batt Chief Fire Captain Fire Chief
Comments:	Other Pay = Specialty Team/Certifications Pay Paramedic Pay In Salary #

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	118	\$46,000	\$50,508	\$55,728	\$57,147	\$60,154	\$62,608
Actual Incentive Paid Dollar 2022	0						
Education Pay	50	\$1,200	\$1,320	\$1,729	\$1,320	\$2,184	\$3,048
EMT Pay	14	\$1,500	\$2,496	\$4,374	\$6,000	\$6,000	\$6,000
Holiday Pay	28	\$96	\$96	\$1,297	\$2,012	\$2,135	\$2,414
Longevity Pay	60	\$432	\$556	\$1,228	\$1,080	\$1,440	\$1,728
Other Pay	12	\$600	\$825	\$7,406	\$1,200	\$7,020	\$7,625

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$74,464	\$51,680	\$74,464	\$77,312
Springdale	87176	Full	\$77,312	\$51,680	\$77,312	\$77,312
Springdale	87176	Full	\$74,464	\$51,680	\$74,464	\$77,312
Springdale	87176	Full	\$77,312	\$51,680	\$77,312	\$77,312
Springdale	87176	Full	\$77,312	\$51,680	\$77,312	\$77,312
Springdale	87176	Full	\$77,312	\$51,680	\$77,312	\$77,312
Springdale	87176	Full	\$77,312	\$51,680	\$77,312	\$77,312
North Little Rock	64591	Full	\$60,155	\$57,148	\$60,155	\$60,155
North Little Rock	64591	Full	\$60,154	\$57,148	\$60,154	\$60,155
North Little Rock	64591	Full	\$60,154	\$57,148	\$60,154	\$60,155
North Little Rock	64591	Full	\$60,154	\$57,148	\$60,154	\$60,155

Pine Bluff	41253	Full	\$52,182	\$41,746	\$52,182	\$62,618
Pine Bluff	41253	Full	\$52,182	\$41,746	\$52,182	\$62,618
Pine Bluff	41253	Full	\$52,182	\$41,746	\$52,182	\$62,618
Pine Bluff	41253	Full	\$52,182	\$41,746	\$52,182	\$62,618
Pine Bluff	41253	Full	\$52,182	\$41,746	\$52,182	\$62,618
Bella Vista	30104	Full	\$78,984	\$58,398	\$72,997	\$87,597
Paragould	29537	Full	\$50,508	\$40,406	\$50,508	\$60,610
Paragould	29537	Full	\$50,508	\$40,406	\$50,508	\$60,610
Paragould	29537	Full	\$50,508	\$40,406	\$50,508	\$60,610
Searcy	22937	Full	\$50,830	\$40,664	\$50,830	\$60,996
Searcy	22937	Full	\$50,830	\$40,664	\$50,830	\$60,996
Searcy	22937	Full	\$47,093	\$37,674	\$47,093	\$56,512
Searcy	22937	Full	\$50,830	\$40,664	\$50,830	\$60,996
Searcy	22937	Full	\$47,093	\$37,674	\$47,093	\$56,512
Searcy	22937	Full	\$50,083	\$40,066	\$50,083	\$60,100
Searcy	22937	Full	\$48,588	\$38,870	\$48,588	\$58,306
Searcy	22937	Full	\$47,840	\$38,272	\$47,840	\$57,408
Searcy	22937	Full	\$47,093	\$37,674	\$47,093	\$56,512
Searcy	22937	Full	\$49,335	\$39,468	\$49,335	\$59,202
Searcy	22937	Full	\$47,840	\$38,272	\$47,840	\$57,408
Searcy	22937	Full	\$47,093	\$37,674	\$47,093	\$56,512
Maumelle	19251	Full	\$49,286	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$55,505	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$55,505	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$55,505	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$55,505	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$55,505	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$53,349	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$55,505	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$53,349	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$48,320	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$48,320	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$48,320	\$48,320	\$51,913	\$55,505
Maumelle	19251	Full	\$48,320	\$48,320	\$51,913	\$55,505
El Dorado	17756	Full	\$37,273	\$29,818	\$37,273	\$44,728
El Dorado	17756	Full	\$36,857	\$29,486	\$36,857	\$44,228
El Dorado	17756	Full	\$38,064	\$30,451	\$38,064	\$45,677
El Dorado	17756	Full	\$38,064	\$30,451	\$38,064	\$45,677
El Dorado	17756	Full	\$36,857	\$29,486	\$36,857	\$44,228
Siloam Springs	17287	Full	\$61,647	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$61,647	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$62,317	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$50,960	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$62,026	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$63,016	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$63,016	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$62,608	\$48,500	\$60,490	\$72,480
Siloam Springs	17287	Full	\$65,840	\$48,500	\$60,490	\$72,480
Blytheville	13406	Full	\$53,910	\$43,128	\$53,910	\$64,692
Harrison	13069	Full	\$43,519	\$34,815	\$43,519	\$52,223
Forrest City	13015	Full	\$42,635	\$34,108	\$42,635	\$51,162

Forrest City	13015	Full	\$44,013	\$35,210	\$44,013	\$52,816
Forrest City	13015	Full	\$42,635	\$34,108	\$42,635	\$51,162
Batesville	11191	Full	\$46,000	\$36,800	\$46,000	\$55,200
Batesville	11191	Full	\$46,000	\$36,800	\$46,000	\$55,200
Batesville	11191	Full	\$50,000	\$40,000	\$50,000	\$60,000
Batesville	11191	Full	\$45,700	\$36,560	\$45,700	\$54,840
Arkadelphia	10380	Full	\$46,057	\$36,846	\$46,057	\$55,268
Arkadelphia	10380	Full	\$44,471	\$35,577	\$44,471	\$53,365

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.87	\$55,728	\$48,295	\$55,510	\$60,934
45,000+	17.33	\$61,604	\$56,516	\$61,604	\$62,624
20,000 - 49,999	7.25	\$51,497	\$41,033	\$51,291	\$61,549
10,000 - 19,999	4.63	\$50,787	\$42,432	\$50,255	\$58,077

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	505 - Fire Apparatus Engineer (Driver)
Job Description:	Drives fire equipment to the scene of an emergency and operates the equipment as required; requires serving as a current, regular status firefighter for at least two (2) years; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 351 93
Exempt non-exempt:	1 481
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	21
Position Titles:	Captain Captain/Emt Captain/Paramedic Division Chief Of Community Risk Reduction/Fire Marshal Driver Driver / Engineer Driver 12-A Driver 12-B Driver 12-C Driver Engineer -01 Driver Engineer -02 Driver Engineer -03 Driver Engineer -04 Driver Engineer -05 Driver Engineer -06 Driver Engineer -07 Driver Engineer -08 Driver Engineer -09 Driver Engineer -10 Driver Engineer -11 Driver Engineer -12 Driver Engineer -13 Driver Engineer -14 Driver Engineer -15 Driver Engineer -16 Driver Engineer -17 Driver Engineer -18 Driver L-1A Driver L-1B Driver L-1C Driver L-3A Driver L-3B Driver L-3C Driver L-4A Driver L-4B Driver L-4C Driver L-7A Driver L-7B Driver L-7C Driver P-10A Driver P-10B Driver P-10C Driver P-11A Driver P-11B Driver P-11C Driver P-11D Driver P-11E Driver P-11F Driver P-11G Driver P-11H Driver P-11I Driver P-11J Driver P-11K Driver P-11L Driver P-11M Driver P-11N Driver P-11O Driver P-11P Driver P-11Q Driver P-11R Driver P-11S Driver P-11T Driver P-11U Driver P-11V Driver P-11W Driver P-11X Driver P-11Y Driver P-11Z
Reports To:	Battalion Chief Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Captain Captain-Fire Fire Battalion Chief - A Shift Fire Battalion Chief - B Shift Fire Battalion Chief - C Shift Fire Captain Fire Chief
Comments:	2912 Holiday Hours Are Built Into The Base Pay For Fire S Employees. Fire Other Pay = Specialty Team/Certifications Pay

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	505	\$45,170	\$49,972	\$56,939	\$57,658	\$64,351	\$66,615
Actual Incentive Paid Dollar 2022	0						
Education Pay	31	\$504	\$720	\$1,093	\$1,020	\$1,340	\$1,860
EMT Pay	131	\$1,680	\$1,680	\$1,979	\$1,680	\$1,680	\$3,737
Holiday Pay	211	\$12	\$1,887	\$2,186	\$2,807	\$2,807	\$2,807
Longevity Pay	21	\$300	\$450	\$932	\$900	\$1,425	\$1,800
Other Pay	18	\$1,944	\$1,944	\$7,066	\$5,681	\$6,685	\$8,216

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$64,351	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422
Little Rock	202591	Full	\$66,615	\$67,063	\$68,243	\$69,422

Fort Smith	89142	Full	\$57,658	\$54,481	\$57,211	\$60,063
Springdale	87176	Full	\$60,224	\$51,680	\$60,224	\$77,312
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$68,769	\$51,680	\$68,769	\$77,312
Springdale	87176	Full	\$58,823	\$43,034	\$58,823	\$63,334
Springdale	87176	Full	\$61,078	\$43,034	\$61,078	\$63,334
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$56,567	\$43,034	\$56,567	\$63,334
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$54,312	\$43,034	\$54,312	\$63,334
Springdale	87176	Full	\$63,072	\$51,680	\$63,072	\$77,312
Springdale	87176	Full	\$61,078	\$43,034	\$61,078	\$63,334
Springdale	87176	Full	\$56,567	\$43,034	\$56,567	\$63,334
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$52,057	\$43,034	\$52,057	\$63,334
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$54,312	\$43,034	\$54,312	\$63,334
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$65,920	\$51,680	\$65,920	\$77,312
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$63,334	\$43,034	\$63,334	\$63,334
Springdale	87176	Full	\$56,567	\$43,034	\$56,567	\$63,334
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$63,201	\$50,078	\$63,201	\$73,701
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$63,201	\$50,078	\$63,201	\$73,701
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$60,363	\$41,708	\$60,363	\$60,363
Springdale	87176	Full	\$63,201	\$50,078	\$63,201	\$73,701
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$65,826	\$50,078	\$65,826	\$73,701
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$63,201	\$41,708	\$63,201	\$60,363
Springdale	87176	Full	\$63,201	\$50,078	\$63,201	\$73,701
Springdale	87176	Full	\$60,363	\$41,708	\$60,363	\$60,363
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Springdale	87176	Full	\$60,577	\$50,078	\$60,577	\$73,701
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$63,100	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$63,100	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$62,199	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$62,199	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$62,199	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$62,199	\$55,177	\$59,687	\$66,238

Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,953	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,953	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,412	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,331	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,331	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$62,686	\$43,260	\$48,565	\$56,966
Rogers	69908	Full	\$59,949	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$58,776	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$65,304	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$61,303	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$66,778	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$65,935	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$64,702	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$60,310	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$63,198	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$60,010	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$64,672	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$65,484	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$66,146	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$59,739	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$59,258	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$58,506	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$63,589	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$62,266	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$57,844	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$59,318	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$54,535	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,490	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$60,010	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$61,092	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$54,625	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$54,746	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$60,220	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$60,491	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$62,236	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$61,092	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$60,220	\$59,340	\$65,933	\$82,417

Rogers	69908	Full	\$60,732	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$61,965	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$62,356	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$60,220	\$59,340	\$65,933	\$82,417
Rogers	69908	Full	\$73,064	\$59,340	\$65,933	\$82,417
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$52,439	\$41,951	\$52,439	\$52,439
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$55,716	\$44,573	\$55,716	\$55,716
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Conway	64134	Full	\$58,994	\$47,195	\$58,994	\$58,994
Bentonville	54164	Full	\$47,844	\$38,275	\$47,844	\$57,413
Bentonville	54164	Full	\$47,844	\$38,275	\$47,844	\$57,413
Bentonville	54164	Full	\$46,355	\$37,084	\$46,355	\$55,626
Bentonville	54164	Full	\$47,182	\$37,746	\$47,182	\$56,618
Bentonville	54164	Full	\$47,844	\$38,275	\$47,844	\$57,413
Bentonville	54164	Full	\$59,557	\$47,646	\$59,557	\$71,468
Bentonville	54164	Full	\$50,682	\$40,546	\$50,682	\$60,818
Bentonville	54164	Full	\$47,844	\$38,275	\$47,844	\$57,413
Bentonville	54164	Full	\$51,178	\$40,942	\$51,178	\$61,414
Bentonville	54164	Full	\$62,065	\$49,652	\$62,065	\$74,478
Bentonville	54164	Full	\$61,817	\$49,454	\$61,817	\$74,180
Bentonville	54164	Full	\$48,670	\$38,936	\$48,670	\$58,404

Bentonville	54164	Full	\$48,670	\$38,936	\$48,670	\$58,404
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$43,572	\$34,858	\$43,572	\$52,286
Bentonville	54164	Full	\$47,182	\$37,746	\$47,182	\$56,618
Bentonville	54164	Full	\$45,859	\$36,687	\$45,859	\$55,031
Bentonville	54164	Full	\$47,182	\$37,746	\$47,182	\$56,618
Bentonville	54164	Full	\$47,182	\$37,746	\$47,182	\$56,618
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$46,962	\$37,570	\$46,962	\$56,354
Bentonville	54164	Full	\$45,115	\$36,092	\$45,115	\$54,138
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$45,170	\$36,136	\$45,170	\$54,204
Bentonville	54164	Full	\$56,139	\$44,911	\$56,139	\$67,367
Bentonville	54164	Full	\$42,580	\$34,064	\$42,580	\$51,096
Bentonville	54164	Full	\$56,966	\$45,573	\$56,966	\$68,359
Bentonville	54164	Full	\$58,041	\$46,433	\$58,041	\$69,649
Bentonville	54164	Full	\$57,793	\$46,234	\$57,793	\$69,352
Bentonville	54164	Full	\$64,380	\$51,504	\$64,380	\$77,256
Bentonville	54164	Full	\$63,029	\$50,423	\$63,029	\$75,635
Bentonville	54164	Full	\$58,372	\$46,698	\$58,372	\$70,046
Bentonville	54164	Full	\$58,206	\$46,565	\$58,206	\$69,847
Bentonville	54164	Full	\$58,757	\$47,006	\$58,757	\$70,508
Bentonville	54164	Full	\$61,789	\$49,431	\$61,789	\$74,147
Bentonville	54164	Full	\$58,372	\$46,698	\$58,372	\$70,046
Bentonville	54164	Full	\$59,584	\$47,667	\$59,584	\$71,501
Bentonville	54164	Full	\$57,627	\$46,102	\$57,627	\$69,152
Bentonville	54164	Full	\$64,407	\$51,526	\$64,407	\$77,288
Bentonville	54164	Full	\$59,584	\$47,667	\$59,584	\$71,501
Bentonville	54164	Full	\$61,789	\$49,431	\$61,789	\$74,147
Bentonville	54164	Full	\$67,466	\$53,973	\$67,466	\$80,959
Bentonville	54164	Full	\$58,592	\$46,874	\$58,592	\$70,310
Bentonville	54164	Full	\$58,124	\$46,499	\$58,124	\$69,749
Bentonville	54164	Full	\$55,726	\$44,581	\$55,726	\$66,871
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668

Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Pine Bluff	41253	Full	\$48,057	\$38,446	\$48,057	\$57,668
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$49,972	\$47,534	\$49,972	\$53,630
Benton	35014	Full	\$49,972	\$47,534	\$49,972	\$53,630
Benton	35014	Full	\$48,753	\$47,534	\$48,753	\$53,630
Benton	35014	Full	\$48,753	\$47,534	\$48,753	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$49,972	\$47,534	\$49,972	\$53,630
Benton	35014	Full	\$48,753	\$47,534	\$48,753	\$53,630
Benton	35014	Full	\$51,192	\$47,534	\$51,192	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$49,972	\$47,534	\$49,972	\$53,630
Benton	35014	Full	\$52,411	\$47,534	\$52,411	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$48,753	\$47,534	\$48,753	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Bella Vista	30104	Full	\$51,673	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$47,526	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$48,967	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$47,514	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$47,998	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$53,549	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$49,526	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$49,544	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$47,312	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$50,737	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$48,967	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$49,526	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$50,057	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$50,021	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$49,526	\$45,627	\$57,034	\$68,441
Bella Vista	30104	Full	\$66,240	\$48,657	\$60,821	\$72,986
Bella Vista	30104	Full	\$68,123	\$48,657	\$60,821	\$72,986
Bella Vista	30104	Full	\$63,374	\$58,398	\$72,997	\$87,597

Bella Vista	30104	Full	\$60,607	\$58,398	\$72,997	\$87,597
Bella Vista	30104	Full	\$68,261	\$58,398	\$72,997	\$87,597
Bella Vista	30104	Full	\$63,940	\$58,398	\$72,997	\$87,597
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,842	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$55,164	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$53,442	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$52,913	\$52,913	\$55,164	\$55,842
Texarkana	29387	Full	\$52,913	\$52,913	\$55,164	\$55,842
Russellville	28940	Full	\$54,235	\$43,388	\$54,235	\$65,082
Russellville	28940	Full	\$54,235	\$43,388	\$54,235	\$65,082
Russellville	28940	Full	\$53,191	\$42,553	\$53,191	\$63,829
Russellville	28940	Full	\$57,494	\$45,995	\$57,494	\$68,993
Russellville	28940	Full	\$58,046	\$46,437	\$58,046	\$69,655
Russellville	28940	Full	\$63,751	\$51,001	\$63,751	\$76,501
Russellville	28940	Full	\$61,513	\$49,210	\$61,513	\$73,816
Russellville	28940	Full	\$63,371	\$50,697	\$63,371	\$76,045
Russellville	28940	Full	\$63,371	\$50,697	\$63,371	\$76,045
Russellville	28940	Full	\$56,886	\$45,509	\$56,886	\$68,263
Russellville	28940	Full	\$57,386	\$45,909	\$57,386	\$68,863
Russellville	28940	Full	\$55,300	\$44,240	\$55,300	\$66,360
Russellville	28940	Full	\$61,263	\$49,010	\$61,263	\$73,516
Cabot	26569	Full	\$61,585	\$49,268	\$61,585	\$73,902
Cabot	26569	Full	\$49,829	\$39,863	\$49,829	\$59,795
Cabot	26569	Full	\$47,194	\$37,755	\$47,194	\$56,633
Cabot	26569	Full	\$47,194	\$37,755	\$47,194	\$56,633
Cabot	26569	Full	\$47,194	\$37,755	\$47,194	\$56,633
Cabot	26569	Full	\$47,194	\$37,755	\$47,194	\$56,633
Cabot	26569	Full	\$46,248	\$36,998	\$46,248	\$55,498
Cabot	26569	Full	\$46,248	\$36,998	\$46,248	\$55,498
Cabot	26569	Full	\$44,761	\$35,809	\$44,761	\$53,713
Cabot	26569	Full	\$43,951	\$35,161	\$43,951	\$52,741
Cabot	26569	Full	\$43,951	\$35,161	\$43,951	\$52,741
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$46,365	\$37,092	\$46,365	\$55,638
Van Buren	23218	Full	\$46,365	\$37,092	\$46,365	\$55,638

Van Buren	23218	Full	\$46,365	\$37,092	\$46,365	\$55,638
El Dorado	17756	Full	\$41,142	\$32,914	\$41,142	\$49,370
El Dorado	17756	Full	\$41,142	\$32,914	\$41,142	\$49,370
El Dorado	17756	Full	\$35,568	\$28,454	\$35,568	\$42,682
El Dorado	17756	Full	\$44,179	\$35,343	\$44,179	\$53,015
El Dorado	17756	Full	\$42,848	\$34,278	\$42,848	\$51,418
El Dorado	17756	Full	\$41,849	\$33,479	\$41,849	\$50,219
El Dorado	17756	Full	\$43,638	\$34,910	\$43,638	\$52,366
El Dorado	17756	Full	\$70,262	\$56,210	\$70,262	\$84,314
El Dorado	17756	Full	\$31,200	\$24,960	\$31,200	\$37,440
El Dorado	17756	Full	\$32,489	\$25,991	\$32,489	\$38,987
El Dorado	17756	Full	\$34,049	\$27,239	\$34,049	\$40,859
El Dorado	17756	Full	\$32,760	\$26,208	\$32,760	\$39,312
Blytheville	13406	Full	\$47,995	\$38,396	\$47,995	\$57,594
Forrest City	13015	Full	\$42,806	\$34,245	\$42,806	\$51,367
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Forrest City	13015	Full	\$39,383	\$31,506	\$39,383	\$47,260
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Mountain Home	12825	Full	\$58,007	\$46,406	\$58,007	\$69,608
Mountain Home	12825	Full	\$63,591	\$50,873	\$63,591	\$76,309
Mountain Home	12825	Full	\$62,288	\$49,830	\$62,288	\$74,746
Mountain Home	12825	Full	\$64,832	\$51,866	\$64,832	\$77,798
Mountain Home	12825	Full	\$61,296	\$49,037	\$61,296	\$73,555
Mountain Home	12825	Full	\$61,296	\$49,037	\$61,296	\$73,555
Mountain Home	12825	Full	\$58,007	\$46,406	\$58,007	\$69,608
Mountain Home	12825	Full	\$59,062	\$47,250	\$59,062	\$70,874
Malvern	10867	Full	\$38,082	\$30,466	\$38,082	\$45,698
Malvern	10867	Full	\$38,082	\$30,466	\$38,082	\$45,698
Malvern	10867	Full	\$38,082	\$30,466	\$38,082	\$45,698
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Malvern	10867	Full	\$34,745	\$27,796	\$34,745	\$41,694
Arkadelphia	10380	Full	\$44,287	\$35,430	\$44,287	\$53,144
Arkadelphia	10380	Full	\$44,287	\$35,430	\$44,287	\$53,144
Arkadelphia	10380	Full	\$44,287	\$35,430	\$44,287	\$53,144
Arkadelphia	10380	Full	\$44,287	\$35,430	\$44,287	\$53,144
Arkadelphia	10380	Full	\$44,287	\$35,430	\$44,287	\$53,144

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	24.05	\$56,939	\$50,978	\$57,585	\$63,812

45,000+	43.75	\$60,292	\$54,862	\$60,831	\$66,153
20,000 - 49,999	15.86	\$51,667	\$45,124	\$52,907	\$61,005
10,000 - 19,999	7.33	\$43,564	\$34,851	\$43,564	\$52,276

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	506 - Fire Inspector/Marshal
Job Description:	Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program
Total Matches (A M B):	0 19 1
Exempt non-exempt:	9 15
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	18
Position Titles:	Battalion Chief-Fire Marshal Captain-Fire Marshal Captain/Pm-Fire Prevention Deputy Fire Marshal Division Chief/Fire Marshall Division Chief/Param Fire Inspector Fire Inspector/Marshal Fire Marshal Fire Marshal B. Chief Fire Marshal-2 Fire Marshal-3 Fire Marshal/Battalion Chief-01 Fire Marshall Fire Marshall- Captain
Reports To:	Assistant Chief Assistant Fire Chief Battalion Chief Battalion Chief-Fire Marshal Deputy Fire Chief Div Chief Prevention Fire Chief Fire Marshal
Comments:	Fire Other Pay = Specialty Team/Certifications Pay

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	24	\$55,684	\$62,043	\$72,459	\$75,112	\$81,274	\$88,504
Actual Incentive Paid Dollar 2022	0						
Education Pay	4	\$1,080	\$1,080	\$1,275	\$1,200	\$1,320	\$1,500
EMT Pay	1	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Holiday Pay	7	\$12	\$12	\$1,954	\$2,655	\$3,569	\$4,124
Longevity Pay	4	\$1,216	\$1,216	\$2,566	\$1,500	\$1,980	\$5,568
Other Pay	2	\$1,200	\$1,200	\$33,114	\$1,200	\$65,027	\$65,027

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Fort Smith	89142	Full	\$81,274	\$73,702	\$77,400	\$81,273
Springdale	87176	Full	\$90,843	\$74,327	\$90,843	\$111,488
Springdale	87176	Full	\$88,600	\$63,014	\$88,600	\$88,600
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$77,278	\$64,727	\$70,299	\$77,278
Rogers	69908	Full	\$71,547	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$78,162	\$70,135	\$77,928	\$97,410
North Little Rock	64591	Full	\$83,422	\$66,738	\$83,422	\$100,106
Bentonville	54164	Full	\$88,504	\$70,803	\$88,504	\$106,205

Pine Bluff	41253	Full	\$58,859	\$47,087	\$58,859	\$70,631
Benton	35014	Full	\$66,940	\$63,895	\$66,940	\$73,030
Bella Vista	30104	Full	\$78,995	\$68,035	\$85,043	\$102,052
Paragould	29537	Full	\$55,684	\$44,547	\$55,684	\$66,821
Texarkana	29387	Full	\$71,491	\$69,577	\$71,491	\$71,933
Russellville	28940	Full	\$65,621	\$52,497	\$65,621	\$78,745
Russellville	28940	Full	\$51,165	\$40,932	\$51,165	\$61,398
Russellville	28940	Full	\$51,165	\$40,932	\$51,165	\$61,398
Cabot	26569	Full	\$75,112	\$60,090	\$75,112	\$90,134
Searcy	22937	Full	\$62,043	\$49,634	\$62,043	\$74,452
Maumelle	19251	Full	\$77,320	\$67,312	\$72,316	\$77,320
Siloam Springs	17287	Full	\$82,680	\$65,729	\$82,161	\$98,593
Blytheville	13406	Full	\$65,027	\$52,022	\$65,027	\$78,032
Mountain Home	12825	Full	\$58,739	\$46,991	\$58,739	\$70,487

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$72,459	\$60,887	\$71,833	\$83,056
45,000+	1.67	\$81,818	\$69,201	\$80,262	\$91,832
20,000 - 49,999	1.25	\$63,708	\$53,723	\$64,312	\$75,059
10,000 - 19,999	1	\$70,942	\$58,013	\$69,561	\$81,108

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	507 - Firefighter
Job Description:	Protects citizens
Total Matches (A M B):	0 612 69
Exempt non-exempt:	1 776
Bonus Eligible (Y N):	6 0
Full Part Time:	6 0
Number of Organizations Reporting:	26
Position Titles:	Driver / Firefighter Fire Captain Fire Fighter Fire Lieutenant Firefighter Firefighter 12-C Firefighter Basic Firefighter Basic Fr01-2 Firefighter Emt Firefighter Gen Fr02 Firefighter General Firefighter General Fr02 Firefighter I Firefighter Ii Firefighter Ii (2990 Hours/Yea Firefighter Intermediate Firefighter L-1A Firefighter L-1C Firefighter L-3A Firefighter L-3B Firefighter L-3C Firefighter L-4A Firefighter L-4B Firefighter L-4C Firefighter L-7A Firefighter L-7B Firefighter L-7C Firefighter P-10B Firefighter P-11A Firefighter P-11B Firefighter P-11C Firefighter P-1A Firefighter P-1B Firefighter P-1C Firefighter P-2A Firefighter P-2B Firefighter P-2C Firefighter P-4A Firefighter P-4B Firefighter P-4C Firefighter P-5A Firefighter P-5B Firefighter P-5C Firefighter P-6A
Reports To:	Battalion Chief Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Captain Captain-Fire Engineer Fire Batt Chief Fire Captain Fire Captain - A Shift Fire Captain - B Shift Fire Captain - C Shift Fire Chief Fire Lieutenant
Comments:	Fire Other Pay = Specialty Team/Certifications Pay Paramedic Pay In Salary #

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	840	\$38,110	\$41,426	\$45,244	\$44,385	\$48,880	\$55,227
Actual Incentive Paid Dollar 2022	0						
Education Pay	80	\$150	\$420	\$1,027	\$600	\$1,320	\$2,184
EMT Pay	45	\$960	\$960	\$2,179	\$1,500	\$1,500	\$6,000
Holiday Pay	393	\$12	\$1,346	\$1,619	\$1,825	\$2,256	\$2,577
Longevity Pay	95	\$144	\$225	\$1,059	\$397	\$1,190	\$4,755
Other Pay	18	\$220	\$1,944	\$6,694	\$6,348	\$6,348	\$6,348

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$41,913	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$61,165	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$53,537	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$50,156	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$47,390	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$47,390	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$47,390	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$47,390	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$47,390	\$43,680	\$53,711	\$63,743
Little Rock	202591	Full	\$41,913	\$43,680	\$53,711	\$63,743

Fort Smith	89142	Full	\$44,117	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$46,330	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$48,660	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$42,020	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$44,117	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$42,020	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$44,117	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$42,020	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$42,020	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$42,020	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$42,020	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$40,011	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$48,660	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$48,660	\$39,708	\$44,116	\$48,659
Fort Smith	89142	Full	\$48,660	\$39,708	\$44,116	\$48,659
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$45,853	\$41,708	\$45,853	\$60,363
Springdale	87176	Full	\$43,780	\$41,708	\$43,780	\$60,363
Springdale	87176	Full	\$47,926	\$41,708	\$47,926	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$45,853	\$41,708	\$45,853	\$60,363
Springdale	87176	Full	\$47,926	\$41,708	\$47,926	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$45,853	\$41,708	\$45,853	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$57,952	\$50,078	\$57,952	\$73,701
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$57,952	\$50,078	\$57,952	\$73,701
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$52,071	\$41,708	\$52,071	\$60,363
Springdale	87176	Full	\$47,926	\$41,708	\$47,926	\$60,363
Springdale	87176	Full	\$49,999	\$41,708	\$49,999	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$45,853	\$41,708	\$45,853	\$60,363
Springdale	87176	Full	\$45,853	\$41,708	\$45,853	\$60,363
Springdale	87176	Full	\$55,327	\$50,078	\$55,327	\$73,701
Springdale	87176	Full	\$43,780	\$41,708	\$43,780	\$60,363
Springdale	87176	Full	\$55,327	\$50,078	\$55,327	\$73,701
Springdale	87176	Full	\$43,780	\$41,708	\$43,780	\$60,363
Springdale	87176	Full	\$43,780	\$41,708	\$43,780	\$60,363
Springdale	87176	Full	\$57,952	\$50,078	\$57,952	\$73,701
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$43,780	\$41,708	\$43,780	\$60,363
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363
Springdale	87176	Full	\$45,853	\$41,708	\$45,853	\$60,363
Springdale	87176	Full	\$57,952	\$50,078	\$57,952	\$73,701
Springdale	87176	Full	\$41,708	\$41,708	\$41,708	\$60,363

Jonesboro	78576	Full	\$44,415	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,415	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,415	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,415	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,415	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,205	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Rogers	69908	Full	\$47,075	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$48,068	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$48,068	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,940	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,398	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,699	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$49,602	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,699	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$47,587	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,940	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$49,873	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$46,774	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$47,587	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$46,534	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$45,331	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$47,075	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$45,812	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$49,151	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$49,121	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$46,534	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$47,587	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$48,820	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$49,421	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$45,541	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,428	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$49,391	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$48,308	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,669	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$44,398	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$46,534	\$44,497	\$49,441	\$61,801
Rogers	69908	Full	\$47,587	\$44,497	\$49,441	\$61,801

Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$44,927	\$35,942	\$44,927	\$44,927
Conway	64134	Full	\$46,723	\$37,378	\$46,723	\$46,723
Conway	64134	Full	\$46,723	\$37,378	\$46,723	\$46,723
Conway	64134	Full	\$46,724	\$37,379	\$46,724	\$46,724
Conway	64134	Full	\$49,041	\$39,233	\$49,041	\$49,041
Conway	64134	Full	\$49,041	\$39,233	\$49,041	\$49,041
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$41,284	\$33,027	\$41,284	\$49,541
Bentonville	54164	Full	\$35,828	\$28,662	\$35,828	\$42,994
Bentonville	54164	Full	\$40,926	\$32,741	\$40,926	\$49,111
Bentonville	54164	Full	\$40,237	\$32,190	\$40,237	\$48,284
Bentonville	54164	Full	\$40,237	\$32,190	\$40,237	\$48,284
Bentonville	54164	Full	\$40,237	\$32,190	\$40,237	\$48,284
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$37,977	\$30,382	\$37,977	\$45,572
Bentonville	54164	Full	\$35,828	\$28,662	\$35,828	\$42,994
Bentonville	54164	Full	\$35,828	\$28,662	\$35,828	\$42,994
Bentonville	54164	Full	\$35,828	\$28,662	\$35,828	\$42,994
Bentonville	54164	Full	\$35,828	\$28,662	\$35,828	\$42,994
Bentonville	54164	Full	\$35,828	\$28,662	\$35,828	\$42,994
Bentonville	54164	Full	\$45,336	\$36,269	\$45,336	\$54,403
Bentonville	54164	Full	\$42,993	\$34,394	\$42,993	\$51,592
Bentonville	54164	Full	\$42,993	\$34,394	\$42,993	\$51,592
Bentonville	54164	Full	\$42,966	\$34,373	\$42,966	\$51,559
Pine Bluff	41253	Full	\$41,902	\$33,522	\$41,902	\$50,282
Pine Bluff	41253	Full	\$41,902	\$33,522	\$41,902	\$50,282

Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$39,917	\$36,650	\$39,917	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Bella Vista	30104	Full	\$50,201	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$40,315	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$45,993	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$55,000	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$43,600	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$41,923	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$45,217	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$46,115	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$41,931	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$38,023	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$43,600	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$50,077	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$41,197	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$44,818	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$40,000	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$54,387	\$48,657	\$60,821	\$72,986
Bella Vista	30104	Full	\$55,650	\$48,657	\$60,821	\$72,986
Bella Vista	30104	Full	\$54,355	\$48,657	\$60,821	\$72,986
Bella Vista	30104	Full	\$49,982	\$48,657	\$60,821	\$72,986
Bella Vista	30104	Full	\$55,687	\$48,657	\$60,821	\$72,986
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$47,552	\$38,042	\$47,552	\$57,062
Paragould	29537	Full	\$44,385	\$35,508	\$44,385	\$53,262
Paragould	29537	Full	\$44,385	\$35,508	\$44,385	\$53,262
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590

Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$40,451	\$32,361	\$40,451	\$48,541
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$41,951	\$33,561	\$41,951	\$50,341
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$39,658	\$31,726	\$39,658	\$47,590
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Paragould	29537	Full	\$3,500	\$2,800	\$3,500	\$4,200
Texarkana	29387	Full	\$50,589	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$50,589	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$50,589	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$50,589	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$48,796	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$47,444	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$46,531	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$46,531	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$46,531	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$42,659	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$42,659	\$42,659	\$48,795	\$50,589
Texarkana	29387	Full	\$42,659	\$42,659	\$48,795	\$50,589
Russellville	28940	Full	\$46,808	\$37,446	\$46,808	\$56,170
Russellville	28940	Full	\$41,769	\$33,415	\$41,769	\$50,123
Russellville	28940	Full	\$41,769	\$33,415	\$41,769	\$50,123
Russellville	28940	Full	\$45,847	\$36,678	\$45,847	\$55,016
Russellville	28940	Full	\$40,969	\$32,775	\$40,969	\$49,163
Russellville	28940	Full	\$40,186	\$32,149	\$40,186	\$48,223
Russellville	28940	Full	\$40,186	\$32,149	\$40,186	\$48,223
Russellville	28940	Full	\$39,417	\$31,534	\$39,417	\$47,300
Russellville	28940	Full	\$39,417	\$31,534	\$39,417	\$47,300
Russellville	28940	Full	\$39,417	\$31,534	\$39,417	\$47,300
Russellville	28940	Full	\$39,417	\$31,534	\$39,417	\$47,300
Russellville	28940	Full	\$39,417	\$31,534	\$39,417	\$47,300
Russellville	28940	Full	\$39,417	\$31,534	\$39,417	\$47,300
Russellville	28940	Full	\$38,664	\$30,931	\$38,664	\$46,397
Russellville	28940	Full	\$38,664	\$30,931	\$38,664	\$46,397
Russellville	28940	Full	\$38,664	\$30,931	\$38,664	\$46,397

Russellville	28940	Full	\$37,926	\$30,341	\$37,926	\$45,511
Russellville	28940	Full	\$37,926	\$30,341	\$37,926	\$45,511
Russellville	28940	Full	\$37,926	\$30,341	\$37,926	\$45,511
Russellville	28940	Full	\$37,926	\$30,341	\$37,926	\$45,511
Russellville	28940	Full	\$36,201	\$28,961	\$36,201	\$43,441
Cabot	26569	Full	\$41,383	\$33,106	\$41,383	\$49,660
Cabot	26569	Full	\$41,383	\$33,106	\$41,383	\$49,660
Cabot	26569	Full	\$41,383	\$33,106	\$41,383	\$49,660
Cabot	26569	Full	\$41,383	\$33,106	\$41,383	\$49,660
Cabot	26569	Full	\$40,437	\$32,350	\$40,437	\$48,524
Cabot	26569	Full	\$38,829	\$31,063	\$38,829	\$46,595
Cabot	26569	Full	\$38,829	\$31,063	\$38,829	\$46,595
Cabot	26569	Full	\$38,829	\$31,063	\$38,829	\$46,595
Cabot	26569	Full	\$38,829	\$31,063	\$38,829	\$46,595
Cabot	26569	Full	\$38,829	\$31,063	\$38,829	\$46,595
Cabot	26569	Full	\$38,829	\$31,063	\$38,829	\$46,595
Cabot	26569	Full	\$39,221	\$31,377	\$39,221	\$47,065
Cabot	26569	Full	\$39,221	\$31,377	\$39,221	\$47,065
Cabot	26569	Full	\$39,221	\$31,377	\$39,221	\$47,065
Cabot	26569	Full	\$38,563	\$30,850	\$38,563	\$46,276
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$53,282	\$42,626	\$53,282	\$63,938
Van Buren	23218	Full	\$46,365	\$37,092	\$46,365	\$55,638
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$47,348	\$37,878	\$47,348	\$56,818
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$44,400	\$35,520	\$44,400	\$53,280
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$45,382	\$36,306	\$45,382	\$54,458
Van Buren	23218	Full	\$45,382	\$36,306	\$45,382	\$54,458
Van Buren	23218	Full	\$43,085	\$34,468	\$43,085	\$51,702
Van Buren	23218	Full	\$41,426	\$33,141	\$41,426	\$49,711
Van Buren	23218	Full	\$41,426	\$33,141	\$41,426	\$49,711
Van Buren	23218	Full	\$41,426	\$33,141	\$41,426	\$49,711
Van Buren	23218	Full	\$41,426	\$33,141	\$41,426	\$49,711
Van Buren	23218	Full	\$41,426	\$33,141	\$41,426	\$49,711
Van Buren	23218	Full	\$39,768	\$31,814	\$39,768	\$47,722
Van Buren	23218	Full	\$39,768	\$31,814	\$39,768	\$47,722
Van Buren	23218	Full	\$39,768	\$31,814	\$39,768	\$47,722
Van Buren	23218	Full	\$38,110	\$30,488	\$38,110	\$45,732
Van Buren	23218	Full	\$38,110	\$30,488	\$38,110	\$45,732

Van Buren	23218	Full	\$38,110	\$30,488	\$38,110	\$45,732
Van Buren	23218	Full	\$38,110	\$30,488	\$38,110	\$45,732
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$38,870	\$31,096	\$38,870	\$46,644
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$40,365	\$32,292	\$40,365	\$48,438
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Searcy	22937	Full	\$38,870	\$31,096	\$38,870	\$46,644
Searcy	22937	Full	\$39,618	\$31,694	\$39,618	\$47,542
Maumelle	19251	Full	\$40,272	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$44,006	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$42,724	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$37,960	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$37,960	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$37,960	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$42,724	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$40,272	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$46,686	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$44,006	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$37,960	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$41,480	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$41,480	\$37,960	\$42,323	\$46,686
Maumelle	19251	Full	\$37,960	\$37,960	\$42,323	\$46,686
El Dorado	17756	Full	\$28,121	\$22,497	\$28,121	\$33,745
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$36,774	\$29,419	\$36,774	\$44,129
El Dorado	17756	Full	\$36,774	\$29,419	\$36,774	\$44,129
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$33,550	\$26,840	\$33,550	\$40,260
El Dorado	17756	Full	\$31,200	\$24,960	\$31,200	\$37,440
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$31,200	\$24,960	\$31,200	\$37,440

El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$28,121	\$22,497	\$28,121	\$33,745
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$28,121	\$22,497	\$28,121	\$33,745
El Dorado	17756	Full	\$28,121	\$22,497	\$28,121	\$33,745
El Dorado	17756	Full	\$28,849	\$23,079	\$28,849	\$34,619
El Dorado	17756	Full	\$34,840	\$27,872	\$34,840	\$41,808
El Dorado	17756	Full	\$39,104	\$31,283	\$39,104	\$46,925
El Dorado	17756	Full	\$28,184	\$22,547	\$28,184	\$33,821
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$26,832	\$21,466	\$26,832	\$32,198
El Dorado	17756	Full	\$27,040	\$21,632	\$27,040	\$32,448
El Dorado	17756	Full	\$31,200	\$24,960	\$31,200	\$37,440
El Dorado	17756	Full	\$31,200	\$24,960	\$31,200	\$37,440
Siloam Springs	17287	Full	\$41,117	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$43,156	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$47,582	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$45,311	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$41,117	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$47,582	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$45,311	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$47,582	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$49,941	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$43,156	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$47,582	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$43,156	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$49,941	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$39,137	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$43,156	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$41,117	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$49,941	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$43,156	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$58,735	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$54,163	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$56,260	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$56,260	\$39,127	\$49,218	\$59,310
Siloam Springs	17287	Full	\$55,940	\$39,127	\$49,218	\$59,310

Siloam Springs	17287	Full	\$45,136	\$39,127	\$49,218	\$59,310
Marion	13752	Full	\$35,360	\$28,288	\$35,360	\$42,432
Marion	13752	Full	\$35,360	\$28,288	\$35,360	\$42,432
Marion	13752	Full	\$33,946	\$27,157	\$33,946	\$40,735
Blytheville	13406	Full	\$38,136	\$30,509	\$38,136	\$45,763
Harrison	13069	Full	\$34,502	\$34,502	\$37,154	\$44,155
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Forrest City	13015	Full	\$34,726	\$34,450	\$34,726	\$34,726
Mountain Home	12825	Full	\$54,812	\$43,850	\$54,812	\$65,774
Mountain Home	12825	Full	\$53,789	\$43,031	\$53,789	\$64,547
Mountain Home	12825	Full	\$52,734	\$42,187	\$52,734	\$63,281
Mountain Home	12825	Full	\$52,734	\$42,187	\$52,734	\$63,281
Mountain Home	12825	Full	\$48,639	\$38,911	\$48,639	\$58,367
Mountain Home	12825	Full	\$48,639	\$38,911	\$48,639	\$58,367
Batesville	11191	Full	\$44,804	\$35,843	\$44,804	\$53,765
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000
Batesville	11191	Full	\$43,000	\$34,400	\$43,000	\$51,600
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	31.11	\$45,244	\$38,979	\$46,136	\$55,010
45,000+	56.44	\$48,248	\$42,025	\$49,103	\$58,985
20,000 - 49,999	25.33	\$41,366	\$34,504	\$41,966	\$49,501
10,000 - 19,999	11.56	\$39,071	\$33,913	\$40,785	\$47,669

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	600 - HR/Personnel Director
Job Description:	Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	3 14 2
Exempt non-exempt:	21 1
Bonus Eligible (Y N):	5 1
Full Part Time:	5 0
Number of Organizations Reporting:	20
Position Titles:	Assistant Director Of Hr Chief Administrator/Benefits Manager Chief People Officer Director Hr Director Human Resources Director Of Hr Director Of Hr & Development Director Of Human Resources Director, Human Resource Hr Hr / Personnel Director Hr Director Hr/Communications Manager Human Resource Assistant Manag Human Resources Coordinator Human Resources Director Human Resources Manager Senior Hr Generalist
Reports To:	Cfo City Administrator Director Of Hr Human Resources Director Mayor
Comments:	Administration Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$64,355	\$67,277	\$88,206	\$85,260	\$112,571	\$122,803
Actual Incentive Paid Dollar 2022	1	\$1,120	\$1,120	\$1,120	\$1,120	\$1,120	\$1,120
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$126,624	\$121,029	\$153,707	\$186,385
Fayetteville	93949	Full	\$72,737	\$60,382	\$72,737	\$90,188
Fort Smith	89142	Full	\$109,200	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$112,571	\$81,870	\$102,337	\$122,804
Springdale	87176	Full	\$67,277	\$55,202	\$69,002	\$82,803
Jonesboro	78576	Full	\$85,260	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$122,803	\$95,928	\$119,910	\$149,887
North Little Rock	64591	Full	\$115,000	\$92,000	\$115,000	\$138,000
North Little Rock	64591	Full	\$76,451	\$61,161	\$76,451	\$91,741
Conway	64134	Full	\$89,866	\$71,893	\$89,866	\$89,866

Bentonville	54164	Full	\$117,540	\$94,032	\$117,540	\$141,048
Bentonville	54164	Full	\$75,400	\$60,320	\$75,400	\$90,480
Pine Bluff	41253	Full	\$98,253	\$78,602	\$98,253	\$117,904
Benton	35014	Full	\$66,230	\$56,100	\$66,230	\$84,000
Sherwood	32731	Full	\$81,358	\$65,086	\$81,358	\$97,630
Bella Vista	30104	Full	\$124,630	\$97,402	\$121,752	\$146,102
Paragould	29537	Full	\$65,280	\$52,224	\$65,280	\$78,336
Russellville	28940	Full	\$63,205	\$50,564	\$63,205	\$75,846
Cabot	26569	Full	\$85,864	\$68,691	\$85,864	\$103,037
Maumelle	19251	Full	\$68,653	\$54,922	\$68,653	\$82,384
Siloam Springs	17287	Full	\$90,355	\$90,342	\$112,928	\$135,514
Harrison	13069	Full	\$49,836	\$39,869	\$49,836	\$59,803
Mountain Home	12825	Full	\$64,355	\$51,484	\$64,355	\$77,226

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.15	\$88,206	\$72,195	\$90,061	\$108,142
45,000+	1.33	\$97,561	\$79,601	\$99,474	\$119,125
20,000 - 49,999	1	\$83,546	\$66,953	\$83,135	\$100,408
10,000 - 19,999	1	\$68,300	\$59,154	\$73,943	\$88,732

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	601 - Human Resource Generalist
Job Description:	Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.
Total Matches (A M B):	1 10 1
Exempt non-exempt:	6 9
Bonus Eligible (Y N):	2 9
Full Part Time:	2 0
Number of Organizations Reporting:	12
Position Titles:	Classification And Compensation Analyst I Generalist, Human Resources Hr Coordinator Ii Hr Generalist Hr Manager Hr/Grant Adminisrator Hr/Personnel Director Human Resources Generalist Human Resources Generalist Ii Human Resources Mgr 950 Human Resources Technician Personnel Administrator
Reports To:	Classification Manager Director Of Hr Finance Director/Transition Leader General Director (Parks) Human Resources Director Mayor
Comments:	Administration Also Serves As Grant Administrator

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$42,665	\$43,680	\$49,247	\$47,216	\$53,433	\$57,366
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$52,790	\$39,913	\$50,690	\$61,466
Jonesboro	78576	Full	\$44,561	\$37,925	\$47,406	\$59,185
Jonesboro	78576	Full	\$42,665	\$37,925	\$47,406	\$59,185
Rogers	69908	Full	\$57,366	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$57,366	\$52,747	\$65,933	\$82,417
North Little Rock	64591	Full	\$49,545	\$33,534	\$40,760	\$49,545
North Little Rock	64591	Full	\$45,728	\$37,621	\$45,728	\$55,649
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Sherwood	32731	Full	\$53,705	\$42,964	\$53,705	\$64,446
Texarkana	29387	Full	\$47,216	\$45,884	\$57,990	\$73,902

Cabot	26569	Full	\$40,370	\$32,296	\$40,370	\$48,444
Searcy	22937	Full	\$53,433	\$42,746	\$53,433	\$64,120
Siloam Springs	17287	Full	\$43,846	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$42,827	\$40,778	\$50,973	\$61,168
Blytheville	13406	Full	\$60,346	\$48,277	\$60,346	\$72,415
Forrest City	13015	Full	\$43,680	\$34,944	\$43,680	\$52,416

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$49,247	\$41,442	\$51,739	\$62,528
45,000+	1.6	\$50,315	\$41,802	\$52,045	\$62,796
20,000 - 49,999	1	\$48,681	\$40,973	\$51,375	\$62,728
10,000 - 19,999	1.33	\$47,675	\$41,194	\$51,493	\$61,792

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	602 - HR-Benefits Specialist
Job Description:	Serves as the administrator and point-of-contact for City benefits, including carrier selection, enrollment, orientation, and all associated records. BA/BS in HR Administration, Business Administration, Public Administration and 2 years related experience or 2 years college and 4 years related experience.
Total Matches (A M B):	0 5 1
Exempt non-exempt:	1 6
Bonus Eligible (Y N):	1 6
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Benefits Admin Benefits Analyst Benefits Coordinator Hr Benefits Coordinator Hr Manager Hr Specialist
Reports To:	Assistant Director Of Hr Benefits And Risk Manager Cfo Deputy Dir Hr Hr Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$47,070	\$47,070	\$51,359	\$52,790	\$56,326	\$56,950
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$52,790	\$39,913	\$50,690	\$61,466
Little Rock	202591	Full	\$52,790	\$39,913	\$50,690	\$61,466
Fort Smith	89142	Full	\$56,326	\$50,065	\$62,587	\$75,108
Springdale	87176	Full	\$54,980	\$40,916	\$51,145	\$61,374
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Pine Bluff	41253	Full	\$38,609	\$30,887	\$38,609	\$46,331
Harrison	13069	Full	\$56,950	\$45,560	\$56,950	\$68,340

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$51,359	\$40,701	\$51,106	\$61,510
45,000+	1	\$52,791	\$41,693	\$52,436	\$63,180
20,000 - 49,999	1	\$38,609	\$30,887	\$38,609	\$46,331
10,000 - 19,999	1	\$56,950	\$45,560	\$56,950	\$68,340

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	603 - Human Resources Assistant
Job Description:	Handles various HR duties including employment, insurance claims, Worker
Total Matches (A M B):	0 6 2
Exempt non-exempt:	0 8
Bonus Eligible (Y N):	1 8
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Admin Coordinator Hr Assistant Hr Coordinator Human Resources Administrator Human Resources Specialist Office Administrator
Reports To:	Assistant Director Of Hr Director Hr Director Of Human Resources Hr Director Human Resources Director Senior Employment Services Analyst
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$41,197	\$41,197	\$43,255	\$42,640	\$44,075	\$53,702
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,640	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$42,640	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$42,640	\$36,196	\$45,969	\$55,742
Fort Smith	89142	Full	\$44,075	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$53,702	\$40,916	\$51,145	\$61,374
North Little Rock	64591	Full	\$41,197	\$32,279	\$39,235	\$47,691
Bella Vista	30104	Full	\$44,928	\$31,724	\$37,322	\$44,787
Maumelle	19251	Full	\$34,216	\$27,373	\$34,216	\$41,059

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$43,255	\$35,195	\$43,835	\$52,896
45,000+	1.2	\$44,482	\$37,078	\$46,524	\$56,220
20,000 - 49,999	1	\$44,928	\$31,724	\$37,322	\$44,787
10,000 - 19,999	1	\$34,216	\$27,373	\$34,216	\$41,059

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	604 - Payroll Administrator
Job Description:	Processes employee paychecks and earnings statements and tabulates records of employees' work hours so that payroll can be processed correctly and on time. Also reviews calculation reports, and other information in order to detect and reconcile payroll discrepancies.
Total Matches (A M B):	1 9 3
Exempt non-exempt:	4 10
Bonus Eligible (Y N):	4 10
Full Part Time:	4 0
Number of Organizations Reporting:	15
Position Titles:	Accountant, Staff Accountant-Payroll Accountant/Payroll Clerk Accounting Specialist Iii Payroll A/R Specialist Payroll Admin / Tac Officer Payroll Administrator Payroll Clerk Payroll Manager Payroll Officer Ii Payroll Specialist Payroll/Hr Coordinator
Reports To:	Accounting Manager Cfo Chief Financial Officer City Clerk / Treasurer City Clerk/Treasurer Comptroller Controller Director Of Finance Finance Director Hr / Police Chief
Comments:	Administration

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$39,021	\$42,515	\$54,317	\$47,988	\$60,216	\$81,161
Actual Incentive Paid Dollar 2022	1	\$788	\$788	\$788	\$788	\$788	\$788
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$82,345	\$69,536	\$88,311	\$107,085
Fort Smith	89142	Full	\$42,931	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$60,216	\$42,821	\$53,526	\$64,231
Rogers	69908	Full	\$42,515	\$37,154	\$46,442	\$58,052
North Little Rock	64591	Full	\$81,161	\$64,929	\$81,161	\$97,393
Conway	64134	Full	\$47,988	\$38,390	\$47,988	\$47,988
Bentonville	54164	Full	\$45,344	\$36,275	\$45,344	\$54,413
Pine Bluff	41253	Full	\$38,609	\$30,887	\$38,609	\$46,331
Benton	35014	Full	\$46,525	\$31,460	\$46,525	\$51,674

Sherwood	32731	Full	\$65,249	\$52,199	\$65,249	\$78,299
Paragould	29537	Full	\$56,560	\$45,248	\$56,560	\$67,872
Texarkana	29387	Full	\$71,178	\$55,078	\$69,596	\$88,608
Searcy	22937	Full	\$39,585	\$31,668	\$39,585	\$47,502
Siloam Springs	17287	Full	\$59,238	\$49,363	\$61,704	\$74,045
Batesville	11191	Full	\$50,600	\$40,480	\$50,600	\$60,720

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$54,317	\$43,396	\$54,829	\$65,469
45,000+	1.14	\$55,190	\$44,744	\$56,105	\$66,557
20,000 - 49,999	1	\$52,951	\$41,090	\$52,687	\$63,381
10,000 - 19,999	1	\$54,919	\$44,922	\$56,152	\$67,383

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	605 - Industrial Organizational Specialist
Job Description:	Applying professional and legal principles and techniques previously learned, performs duties auditing and analyzing City positions, writing job descriptions and structured oral interviews, providing training to various departments, and assisting in the development and administration of selection and promotional tools. MA/MS from an accredited college or university in Industrial/Organizational Psychology, Applied Psychology, or closely related field with course work in compensation, job analysis, psychological testing, statistics, and research methodology; and two years experience in compensation/classification, personnel selection, and job analysis; or an equivalent combination of education and experience in the duties to be performed.
Total Matches (A M B):	1 2 0
Exempt non-exempt:	3 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Deputy Dir Hr Industrial/Organizational Specialist Senior Industrial/Organizational Specialist/Assistant Hr Director
Reports To:	Director Hr Human Resources Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$88,200	\$88,200	\$90,962	\$88,200	\$100,635	\$100,635
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$88,200	\$79,268	\$99,091	\$118,913
North Little Rock	64591	Full	\$84,050	\$67,240	\$84,050	\$100,860
North Little Rock	64591	Full	\$100,635	\$80,508	\$100,635	\$120,762

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$90,962	\$75,672	\$94,592	\$113,512
45,000+	1.5	\$90,962	\$75,672	\$94,592	\$113,512
20,000-44,999					

10,000-19,999

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	700 - Information Systems Director
Job Description:	Responsible for the planning, developing, implementing, administration, and evaluation of cost-effective state-of-the-art information technology services; oversees network operations, website management, records/imaging systems and several department specific software applications; seeks to increase efficiency and productivity through technology throughout the City; requires Bachelor
Total Matches (A M B):	1 11 1
Exempt non-exempt:	17 0
Bonus Eligible (Y N):	3 0
Full Part Time:	3 0
Number of Organizations Reporting:	16
Position Titles:	Chief Technology Officer/Director Deputy Director It Director Information Sys Director It Director Of Information Technology Information Tech Director It Director Manager, It Mayor
Reports To:	City Administrator Director It It Director Mayor
Comments:	Information Technology Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$64,707	\$80,040	\$93,038	\$87,360	\$114,982	\$117,808
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$122,116	\$97,094	\$116,979	\$145,059
Fort Smith	89142	Full	\$103,293	\$83,449	\$104,312	\$125,174
Fort Smith	89142	Full	\$115,000	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$117,808	\$85,680	\$107,099	\$128,519
Jonesboro	78576	Full	\$80,040	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$114,982	\$95,928	\$119,910	\$149,887
North Little Rock	64591	Full	\$116,000	\$92,800	\$116,000	\$139,200
Conway	64134	Full	\$86,268	\$69,014	\$86,268	\$86,268
Bentonville	54164	Full	\$102,044	\$81,635	\$102,044	\$122,453
Pine Bluff	41253	Full	\$66,300	\$53,040	\$66,300	\$79,560

Bella Vista	30104	Full	\$111,240	\$97,402	\$121,752	\$146,102
Paragould	29537	Full	\$64,707	\$51,766	\$64,707	\$77,648
Russellville	28940	Full	\$63,944	\$51,155	\$63,944	\$76,733
Cabot	26569	Full	\$80,068	\$64,054	\$80,068	\$96,082
Searcy	22937	Full	\$69,404	\$55,523	\$69,404	\$83,285
Siloam Springs	17287	Full	\$87,360	\$76,740	\$95,925	\$115,110
Harrison	13069	Full	\$81,064	\$64,851	\$81,064	\$97,277

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.06	\$93,038	\$75,630	\$94,278	\$112,995
45,000+	1.13	\$106,395	\$85,686	\$106,618	\$127,679
20,000 - 49,999	1	\$75,944	\$62,157	\$77,696	\$93,235
10,000 - 19,999	1	\$84,212	\$70,796	\$88,495	\$106,193

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	701 - Systems Network Manager
Job Description:	Plans and directs activities related to computer systems network design, connectivity, and implementation; provides supervision to Network Analyst and Information Support Specialists; requires completion of a Bachelor
Total Matches (A M B):	2 7 6
Exempt non-exempt:	12 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	12
Position Titles:	Engineer, Network Info Sup Spec/Project Mg Information Security Coordinator Information Security Manager Is Director It Asst Director It Supervisor It Support Manager Manager Of Information Services Network Administrator Network Infrastructure Mgr 908 Network Security Manager Senior Network Administrator Senior Network Engineer Senior Systems Administrator Systems Administrator Telecommunications Mgr 906
Reports To:	Chief Information Officer Chief Technology Officer/Director Director Of Information Technology It Director Manager Of Enterprise Services Mayor Network Infra Mgr 908
Comments:	Information Technology

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$51,126	\$59,011	\$73,804	\$73,174	\$88,519	\$90,621
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$108,602	\$85,759	\$108,914	\$132,069
Springdale	87176	Full	\$59,011	\$59,011	\$73,764	\$88,517
Jonesboro	78576	Full	\$66,950	\$51,500	\$64,375	\$80,370
Rogers	69908	Full	\$89,461	\$76,736	\$95,920	\$119,900
North Little Rock	64591	Full	\$90,621	\$72,497	\$90,621	\$108,745
North Little Rock	64591	Full	\$88,519	\$70,815	\$88,519	\$106,223
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Conway	64134	Full	\$80,808	\$64,646	\$80,808	\$80,808
Conway	64134	Full	\$80,808	\$64,646	\$80,808	\$80,808
Conway	64134	Full	\$65,100	\$52,080	\$65,100	\$65,100

Conway	64134	Full	\$80,808	\$64,646	\$80,808	\$80,808
Bentonville	54164	Full	\$90,313	\$72,250	\$90,313	\$108,376
Sherwood	32731	Full	\$70,000	\$56,000	\$70,000	\$84,000
Russellville	28940	Full	\$51,126	\$40,901	\$51,126	\$61,351
Siloam Springs	17287	Full	\$73,174	\$62,058	\$77,573	\$93,088
Batesville	11191	Full	\$50,265	\$40,212	\$50,265	\$60,318
Malvern	10867	Full	\$56,608	\$45,286	\$56,608	\$67,930

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.31	\$73,804	\$60,061	\$75,178	\$86,524
45,000+	1.5	\$79,458	\$64,716	\$81,038	\$92,019
20,000 - 49,999	1	\$60,563	\$48,450	\$60,563	\$72,676
10,000 - 19,999	1	\$60,016	\$49,185	\$61,482	\$73,779

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	702 - Network Analyst
Job Description:	Designs, installs, monitors, and troubleshoots computer systems networks to meet data processing and information needs for City departments, including internal network access and Internet access; provides supervision to Network Coordinators; requires completion of an Associate
Total Matches (A M B):	0 18 0
Exempt non-exempt:	9 9
Bonus Eligible (Y N):	3 9
Full Part Time:	3 0
Number of Organizations Reporting:	11
Position Titles:	Analyst, Server It/Gis Network Administrator Network Analyst Network Coordinator 909 Network Engineer Network System Admin Systems Technician Iii Technical Support Specialist Telecom Coordinator
Reports To:	Chief Technology Officer/Director I.T. Director It Director Manager Of Enterprise Services Network Security Manager/It Operations Manager Police Major Support Division Telecom Mgr 906
Comments:	Information Technology Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$52,208	\$56,100	\$65,332	\$65,100	\$73,899	\$77,043
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$73,899	\$56,408	\$71,638	\$86,868
Little Rock	202591	Full	\$73,899	\$56,408	\$71,638	\$86,868
Little Rock	202591	Full	\$73,899	\$56,408	\$71,638	\$86,868
Fayetteville	93949	Full	\$77,043	\$53,372	\$64,292	\$79,726
Springdale	87176	Full	\$59,011	\$59,011	\$73,764	\$88,517
Springdale	87176	Full	\$59,011	\$59,011	\$73,764	\$88,517
Rogers	69908	Full	\$77,771	\$57,545	\$71,931	\$89,913
North Little Rock	64591	Full	\$75,645	\$60,516	\$75,645	\$90,774
Conway	64134	Full	\$73,676	\$58,941	\$73,676	\$73,676
Conway	64134	Full	\$65,100	\$52,080	\$65,100	\$65,100

Conway	64134	Full	\$65,100	\$52,080	\$65,100	\$65,100
Bentonville	54164	Full	\$55,910	\$44,728	\$55,910	\$67,092
Bentonville	54164	Full	\$52,208	\$41,766	\$52,208	\$62,650
Pine Bluff	41253	Full	\$56,100	\$44,880	\$56,100	\$67,320
Pine Bluff	41253	Full	\$56,100	\$44,880	\$56,100	\$67,320
Bella Vista	30104	Full	\$75,000	\$64,119	\$80,149	\$96,179
Siloam Springs	17287	Full	\$58,968	\$56,427	\$70,534	\$84,641
Arkadelphia	10380	Full	\$47,640	\$38,112	\$47,640	\$57,168

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.64	\$65,332	\$53,150	\$66,490	\$78,016
45,000+	1.86	\$67,859	\$54,483	\$68,177	\$79,359
20,000 - 49,999	1.5	\$62,400	\$51,293	\$64,116	\$76,940
10,000 - 19,999	1	\$53,304	\$47,270	\$59,087	\$70,905

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	703 - Network Coordinator
Job Description:	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
Total Matches (A M B):	0 8 0
Exempt non-exempt:	6 4
Bonus Eligible (Y N):	0 4
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Info Sup Spec/Web Dev907 Info Support Spec 910 Network Admin - Pd Network Administrator Network Support Specialist Network Technician Systems Technician I
Reports To:	Chief Technology Officer/Director I.T. Director It Director Manager Of Enterprise Services Network Coordinator 909 Sr Network Admin (Pd)
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$44,096	\$46,607	\$54,804	\$52,500	\$62,587	\$66,625
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$62,587	\$62,587	\$78,228	\$93,870
Jonesboro	78576	Full	\$46,607	\$43,355	\$54,194	\$67,659
North Little Rock	64591	Full	\$66,625	\$53,300	\$66,625	\$79,950
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Conway	64134	Full	\$52,500	\$42,000	\$52,500	\$52,500
Bentonville	54164	Full	\$46,300	\$37,040	\$46,300	\$55,560
Bentonville	54164	Full	\$44,096	\$35,277	\$44,096	\$52,915
Bella Vista	30104	Full	\$66,764	\$56,092	\$70,115	\$84,138
Searcy	22937	Full	\$57,558	\$46,046	\$57,558	\$69,070

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.43	\$54,804	\$45,970	\$57,462	\$66,066
45,000+	1.6	\$52,964	\$44,695	\$55,868	\$63,432
20,000 - 49,999	1	\$62,161	\$51,069	\$63,837	\$76,604
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	704 - Programmer Analyst - Senior
Job Description:	Designs, writes, edits, and debugs complex computer programs; serves as project leader in the development of specialized programs to meet major data processing needs of assigned City departments; provides supervision to Programmer Analyst and other assigned programming staff on a project basis or an assigned computer subsystem basis; requires completion of a Bachelor
Total Matches (A M B):	0 8 0
Exempt non-exempt:	9 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	It Project Manager Security Analyst Software Engineer Sr. Computer Technician
Reports To:	Applications Development Manager Director It
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$43,621	\$73,629	\$81,312	\$78,122	\$100,292	\$100,292
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$100,292	\$66,179	\$84,048	\$101,916
Little Rock	202591	Full	\$78,122	\$66,179	\$84,048	\$101,916
Little Rock	202591	Full	\$100,292	\$66,179	\$84,048	\$101,916
Little Rock	202591	Full	\$100,292	\$66,179	\$84,048	\$101,916
Little Rock	202591	Full	\$85,670	\$66,179	\$84,048	\$101,916
Little Rock	202591	Full	\$100,292	\$66,179	\$84,048	\$101,916
Little Rock	202591	Full	\$78,122	\$66,179	\$84,048	\$101,916
Fort Smith	89142	Full	\$73,629	\$70,928	\$88,670	\$106,412
Jonesboro	78576	Full	\$52,788	\$51,500	\$64,375	\$80,370
Jonesboro	78576	Full	\$43,621	\$41,544	\$51,930	\$64,834

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.33	\$81,312	\$62,723	\$79,331	\$96,503
45,000+	3.33	\$81,312	\$62,723	\$79,331	\$96,503
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	705 - Programmer Analyst
Job Description:	The Programmer/Analyst's role is to define, develop, test, analyze, and maintain new software applications in support of the achievement of business requirements. This includes writing, coding, testing, and analyzing software programs and applications.; requires completion of a Bachelor
Total Matches (A M B):	0 2 0
Exempt non-exempt:	2 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Business Sys Analyst Programmer Analyst
Reports To:	Applications Development Manager It Project Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$59,801	\$59,801	\$66,126	\$59,801	\$72,450	\$72,450
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$72,450	\$56,408	\$71,638	\$86,868
Fort Smith	89142	Full	\$59,801	\$45,884	\$57,366	\$68,848

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.67	\$66,126	\$51,146	\$64,502	\$77,858
45,000+	0.67	\$66,126	\$51,146	\$64,502	\$77,858
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	706 - Systems Programmer
Job Description:	Ensures the efficient and effective operation of the City
Total Matches (A M B):	0 7 0
Exempt non-exempt:	6 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	5
Position Titles:	Database Admin It Analyst Manager Of Enterprise Services Network Analyst Systems Administrator
Reports To:	Deputy Director It Director Of Information Technology It Director Network Security Manager/It Operations Manager
Comments:	Information Technology

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$70,928	\$70,928	\$74,681	\$73,899	\$86,151	\$88,517
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$73,899	\$56,408	\$71,638	\$86,868
Little Rock	202591	Full	\$73,899	\$56,408	\$71,638	\$86,868
Little Rock	202591	Full	\$73,899	\$56,408	\$71,638	\$86,868
Fort Smith	89142	Full	\$70,928	\$70,928	\$88,670	\$106,412
Springdale	87176	Full	\$88,517	\$59,011	\$73,764	\$88,517
Rogers	69908	Full	\$55,474	\$52,747	\$65,933	\$82,417
North Little Rock	64591	Full	\$86,151	\$68,921	\$86,151	\$103,381

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.17	\$74,681	\$60,119	\$75,633	\$91,619
45,000+	1.17	\$74,681	\$60,119	\$75,633	\$91,619
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	707 - Information Support Specialist
Job Description:	Provides user support for microcomputers and associated hardware and software; requires completion of two (2) years of college coursework in Computer Science, Computer Information Systems, or a related area, or graduation from a vocational-technical school with an Associate
Total Matches (A M B):	2 22 2
Exempt non-exempt:	11 17
Bonus Eligible (Y N):	6 16
Full Part Time:	6 0
Number of Organizations Reporting:	15
Position Titles:	Analyst, System Support Application Specialist Application Specialist-Admin Chief Information Officer Computer Services Technician Computer Support Coordinator Computer Technician Computer Technician Ii Desktop Technician Information Systems Director Is Tech. It It Specialist It Support It Support Specialist Network Technician Ii Operations Manager Public Communication Manager Services Support Communications Tech
Reports To:	Assistant Police Chief City Manager Director Of Finance Director Of Information Systems It Director It Supervisor It Support Manager It Support Supervisor Manager Of Desktop Services Police Chief User Services Manager
Comments:	Administration Information Technology

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	31	\$40,769	\$42,494	\$52,534	\$47,840	\$61,622	\$63,086
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$47,362	\$39,816	\$50,566	\$61,316
Little Rock	202591	Full	\$47,362	\$39,816	\$50,566	\$61,316
Little Rock	202591	Full	\$129,870	\$101,106	\$128,405	\$155,703
Fort Smith	89142	Full	\$47,840	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$41,912	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$44,726	\$44,726	\$55,907	\$67,088
Springdale	87176	Full	\$44,726	\$44,726	\$55,907	\$67,088
Springdale	87176	Full	\$44,726	\$44,726	\$55,907	\$67,088
Jonesboro	78576	Full	\$40,769	\$37,925	\$47,406	\$59,185
Jonesboro	78576	Full	\$38,873	\$37,925	\$47,406	\$59,185

Jonesboro	78576	Full	\$42,665	\$37,925	\$47,406	\$59,185
Rogers	69908	Full	\$64,750	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$63,086	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$42,494	\$41,951	\$52,439	\$65,549
North Little Rock	64591	Full	\$63,787	\$51,030	\$63,787	\$76,544
North Little Rock	64591	Full	\$61,622	\$49,298	\$61,622	\$73,946
North Little Rock	64591	Full	\$57,784	\$46,227	\$57,784	\$69,341
North Little Rock	64591	Full	\$57,564	\$46,051	\$57,564	\$69,077
North Little Rock	64591	Full	\$53,300	\$42,640	\$53,300	\$63,960
North Little Rock	64591	Full	\$53,300	\$42,640	\$53,300	\$63,960
Sherwood	32731	Full	\$62,899	\$50,319	\$62,899	\$75,479
Paragould	29537	Full	\$42,840	\$34,272	\$42,840	\$51,408
Texarkana	29387	Full	\$62,026	\$45,884	\$57,990	\$73,902
Texarkana	29387	Full	\$41,309	\$29,660	\$35,505	\$43,160
Siloam Springs	17287	Full	\$62,400	\$43,517	\$54,392	\$65,270
Siloam Springs	17287	Full	\$50,232	\$43,517	\$54,392	\$65,270
Blytheville	13406	Full	\$50,460	\$40,368	\$50,460	\$60,552
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Batesville	11191	Full	\$37,482	\$29,986	\$37,482	\$44,978
Malvern	10867	Full	\$36,234	\$28,987	\$36,234	\$43,481
Arkadelphia	10380	Full	\$41,600	\$33,280	\$41,600	\$49,920

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.94	\$52,534	\$43,782	\$54,813	\$66,546
45,000+	2.86	\$54,426	\$46,769	\$58,643	\$71,321
20,000 - 49,999	1.33	\$52,269	\$40,034	\$49,809	\$60,987
10,000 - 19,999	1.17	\$47,281	\$37,386	\$46,732	\$56,078

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	800 - Librarian
Job Description:	The Librarian manages and oversees the library and its collections and materials, performing a variety of related library and patron support services.
Total Matches (A M B):	3 19 17
Exempt non-exempt:	13 26
Bonus Eligible (Y N):	15 26
Full Part Time:	15 0
Number of Organizations Reporting:	6
Position Titles:	Assistant Director-Library Assistant Library Director Children And Youth Services Manager Children's Librarian Children's Library Director Children's Multicultural Outreach Librarian Children's Services Coordinator Circulation Supervisor/Acquisition Clerk Librarian Librarian I - Multi-Cultural Srv Librarian I-Adult Services Librarian I-Circulation Manager Librarian II Asst Children's Dir Librarian II-Adult Services Librarian II-Young Adults Librarian III- Inform. Literacy Librarian III-Technical Services Librarian IV - Emerging Tech Library Asst III-Tech Services Library Cataloger Library Director Library-Public Relations & Event Coordinator Manager, Asst Library Manager, Library Multicultural Outreach Librarian Operations Coordinator Reference Librarian Reference Services
Reports To:	Assistant Library Director Children's Services Coordinator Library Board Library Director Mayor Operations Coordinator Reference Services Coordinator
Comments:	Library

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	39	\$49,213	\$51,126	\$62,711	\$61,318	\$66,631	\$79,892
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$91,035	\$85,680	\$107,099	\$128,519
Springdale	87176	Full	\$66,631	\$66,631	\$83,288	\$99,946
Springdale	87176	Full	\$79,296	\$59,011	\$73,764	\$88,517
Springdale	87176	Full	\$70,727	\$55,202	\$69,002	\$82,803
Springdale	87176	Full	\$66,202	\$50,440	\$63,050	\$75,660
Springdale	87176	Full	\$55,169	\$50,440	\$63,050	\$75,660
Springdale	87176	Full	\$55,169	\$50,440	\$63,050	\$75,660
Springdale	87176	Full	\$64,626	\$50,440	\$63,050	\$75,660
Springdale	87176	Full	\$66,202	\$50,440	\$63,050	\$75,660
Springdale	87176	Full	\$50,052	\$48,535	\$60,669	\$72,803

Springdale	87176	Full	\$53,086	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$53,086	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$63,795	\$52,345	\$65,432	\$78,517
Springdale	87176	Full	\$63,795	\$52,345	\$65,432	\$78,517
Rogers	69908	Full	\$73,237	\$67,140	\$83,925	\$104,907
Rogers	69908	Full	\$60,174	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$51,126	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$50,170	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$44,866	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$50,648	\$49,148	\$61,435	\$76,794
Rogers	69908	Full	\$62,650	\$49,148	\$61,435	\$76,794
Rogers	69908	Full	\$57,990	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$57,803	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$65,208	\$49,148	\$61,435	\$76,794
Rogers	69908	Full	\$57,699	\$57,545	\$71,931	\$89,913
Rogers	69908	Full	\$49,754	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$98,405	\$91,130	\$113,912	\$142,390
Bentonville	54164	Full	\$77,209	\$61,767	\$77,209	\$92,651
Bentonville	54164	Full	\$79,892	\$63,914	\$79,892	\$95,870
Bentonville	54164	Full	\$63,065	\$50,452	\$63,065	\$75,678
Bentonville	54164	Full	\$54,953	\$43,962	\$54,953	\$65,944
Bella Vista	30104	Full	\$63,500	\$56,092	\$70,115	\$84,138
Bella Vista	30104	Full	\$44,512	\$33,773	\$42,217	\$50,660
Bella Vista	30104	Full	\$49,820	\$35,731	\$44,664	\$53,597
Bella Vista	30104	Full	\$109,516	\$87,613	\$109,516	\$131,419
Bella Vista	30104	Full	\$45,850	\$35,731	\$44,664	\$53,597
Siloam Springs	17287	Full	\$49,213	\$42,786	\$53,482	\$64,178
Siloam Springs	17287	Full	\$68,266	\$56,427	\$70,534	\$84,641
Forrest City	13015	Full	\$61,318	\$49,054	\$61,318	\$73,582

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.5	\$62,711	\$52,914	\$66,142	\$80,456
45,000+	10.33	\$63,023	\$53,756	\$67,194	\$81,999
20,000 - 49,999	5	\$62,640	\$49,788	\$62,235	\$74,682
10,000 - 19,999	1.5	\$59,599	\$49,422	\$61,778	\$74,134

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	801 - Library Assistant
Job Description:	The Library Assistant assists the Librarian and others with the daily tasks of the library.
Total Matches (A M B):	2 7 8
Exempt non-exempt:	0 20
Bonus Eligible (Y N):	8 20
Full Part Time:	8 0
Number of Organizations Reporting:	4
Position Titles:	Children/Youth Services Circulation Clerk Circulation Services Information Assistant Librarian I-Adult Services Library Asst Iii - Children's Library Asst Iii -Vol. Coord Library Asst Iii- Marketing Spec Library Asst Iii-Circulation Library Asst Iii-Tech Services
Reports To:	Assistant Library Director Circulation Supervisor/Acquisition Clerk Director Library Director Library Supervisor
Comments:	Library

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$29,099	\$31,200	\$35,622	\$35,090	\$39,083	\$40,580
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$42,901	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$39,602	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$38,501	\$30,801	\$38,501	\$46,201
Springdale	87176	Full	\$38,501	\$30,801	\$38,501	\$46,201
Springdale	87176	Full	\$41,620	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$40,580	\$33,297	\$41,620	\$49,944
Rogers	69908	Full	\$39,437	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$32,448	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$39,083	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$35,090	\$32,356	\$40,445	\$50,556

Rogers	69908	Full	\$34,611	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$34,819	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$36,379	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$34,965	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$35,568	\$34,755	\$43,443	\$54,304
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$29,099	\$23,279	\$29,099	\$34,919
Forrest City	13015	Full	\$25,626	\$20,501	\$25,626	\$30,751

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4	\$35,622	\$30,903	\$38,628	\$47,294
45,000+	7.5	\$37,607	\$33,293	\$41,616	\$51,193
20,000 - 49,999	3	\$31,200	\$24,960	\$31,200	\$37,440
10,000 - 19,999	2	\$27,363	\$21,890	\$27,363	\$32,835

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	900 - Safety Loss Control Specialist
Job Description:	To administer the City's safety and loss control program to reduce the cost of the City's Workers
Total Matches (A M B):	0 5 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	4
Position Titles:	Hr Generalist Safety Officer Safety/Loss Control Mgr Safety/Loss Control Specialist
Reports To:	Benefits And Risk Manager Director Hr Human Resources Director Mayor
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$55,624	\$57,750	\$59,906	\$60,008	\$60,008	\$66,142
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$66,142	\$45,855	\$58,236	\$70,617
Fort Smith	89142	Full	\$60,008	\$54,246	\$67,808	\$81,369
Fort Smith	89142	Full	\$60,008	\$54,246	\$67,808	\$81,369
Conway	64134	Full	\$57,750	\$46,200	\$57,750	\$57,750
Batesville	11191	Full	\$55,624	\$44,499	\$55,624	\$66,749

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$59,906	\$49,009	\$61,445	\$71,571

45,000+	1.33	\$60,977	\$50,137	\$62,901	\$72,776
20,000-44,999					
10,000 - 19,999	1	\$55,624	\$44,499	\$55,624	\$66,749

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	901 - Airport Manager
Job Description:	Manages the overall day to day operational responsibilities of the city
Total Matches (A M B):	2 3 2
Exempt non-exempt:	6 4
Bonus Eligible (Y N):	3 4
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Airport Director Airport Manager Airport Manager/St Inspector Airport Operations Manager Airport Operations Supervisor
Reports To:	Airport Director Director Of Public Works/Airport Mayor
Comments:	Airport

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$47,031	\$58,000	\$65,715	\$58,677	\$73,544	\$77,587
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$48,088	\$46,630	\$58,287	\$69,945
Rogers	69908	Full	\$109,387	\$86,332	\$107,915	\$134,894
Rogers	69908	Full	\$58,677	\$49,148	\$61,435	\$76,794
North Little Rock	64591	Full	\$73,544	\$58,835	\$73,544	\$88,253
Conway	64134	Full	\$47,031	\$37,625	\$47,031	\$47,031
Conway	64134	Full	\$77,587	\$62,070	\$77,587	\$77,587
Paragould	29537	Full	\$58,194	\$46,555	\$58,194	\$69,833
Russellville	28940	Full	\$58,000	\$46,400	\$58,000	\$69,600
Searcy	22937	Full	\$65,000	\$52,000	\$65,000	\$78,000
Arkadelphia	10380	Full	\$61,646	\$49,317	\$61,646	\$73,975

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.11	\$65,715	\$53,491	\$66,864	\$78,591
45,000+	1.2	\$69,052	\$56,773	\$70,967	\$82,417
20,000 - 49,999	1	\$60,398	\$48,318	\$60,398	\$72,478
10,000 - 19,999	1	\$61,646	\$49,317	\$61,646	\$73,975

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	902 - Airport Attendant
Job Description:	Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.
Total Matches (A M B):	1 5 0
Exempt non-exempt:	0 10
Bonus Eligible (Y N):	2 10
Full Part Time:	2 0
Number of Organizations Reporting:	7
Position Titles:	Admin Asst/Lineman Airport Lineman Airport Maint. Airport Maintenance Worker Airport Manager/St Inspector Airport Operations Technician Field Supv. Line Tech Line Technician Specialist, Flight Operations
Reports To:	Airport Director Airport Manager Director Of Public Works/Airport
Comments:	Airport

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$28,000	\$31,000	\$37,869	\$37,440	\$44,138	\$44,138
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$38,259	\$31,392	\$39,240	\$47,087
Rogers	69908	Full	\$44,138	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$44,138	\$39,552	\$49,441	\$61,801
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
Russellville	28940	Full	\$31,000	\$24,800	\$31,000	\$37,200
Russellville	28940	Full	\$28,000	\$22,400	\$28,000	\$33,600
Searcy	22937	Full	\$37,440	\$29,952	\$37,440	\$44,928
Searcy	22937	Full	\$37,440	\$29,952	\$37,440	\$44,928
Siloam Springs	17287	Full	\$45,573	\$38,771	\$48,464	\$58,157
Arkadelphia	10380	Full	\$30,826	\$24,661	\$30,826	\$36,991

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.11	\$37,869	\$30,730	\$38,446	\$46,836
45,000+	0.8	\$42,102	\$34,192	\$42,822	\$53,140
20,000 - 49,999	2	\$33,470	\$26,776	\$33,470	\$40,164
10,000 - 19,999	1	\$38,200	\$31,716	\$39,645	\$47,574

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	903 - Animal Control Director
Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A M B):	3 7 3
Exempt non-exempt:	13 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	12
Position Titles:	Animal Control Director Animal Services Director Animal Services Officer Animal Services Superintendent Animal Shelter Director Assistant Mgr-Animal Shelter Community Services Director Director Animal Control Director Of Animal Contr Facilities Development Manager Manager, Community Services Veterinarian
Reports To:	Animal Shelter Director City Manager Director Of Finance Mayor
Comments:	Administration Animal Services Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$47,142	\$57,429	\$72,795	\$69,403	\$85,737	\$98,758
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$85,737	\$60,382	\$72,737	\$90,188
Fayetteville	93949	Full	\$98,758	\$72,363	\$87,193	\$108,118
Springdale	87176	Full	\$81,212	\$74,251	\$92,813	\$111,375
Jonesboro	78576	Full	\$78,300	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$111,218	\$71,938	\$89,923	\$112,404
Rogers	69908	Full	\$72,072	\$62,342	\$77,928	\$97,410
Rogers	69908	Full	\$57,429	\$49,148	\$61,435	\$76,794
North Little Rock	64591	Full	\$69,187	\$55,350	\$69,187	\$83,024
Pine Bluff	41253	Full	\$47,142	\$37,714	\$47,142	\$56,570
Benton	35014	Full	\$69,403	\$47,355	\$69,403	\$72,873

Sherwood	32731	Full	\$43,118	\$34,494	\$43,118	\$51,742
Texarkana	29387	Full	\$53,955	\$45,884	\$57,990	\$73,902
Russellville	28940	Full	\$64,062	\$51,250	\$64,062	\$76,874
Cabot	26569	Full	\$92,610	\$74,088	\$92,610	\$111,132
Siloam Springs	17287	Full	\$67,725	\$56,427	\$70,534	\$84,641

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$72,795	\$57,506	\$72,205	\$87,711
45,000+	1.6	\$81,739	\$64,422	\$79,777	\$98,491
20,000 - 49,999	1	\$61,715	\$48,464	\$62,388	\$73,849
10,000 - 19,999	1	\$67,725	\$56,427	\$70,534	\$84,641

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	904 - Animal Control Field Officer
Job Description:	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
Total Matches (A M B):	3 26 1
Exempt non-exempt:	2 32
Bonus Eligible (Y N):	8 30
Full Part Time:	8 0
Number of Organizations Reporting:	16
Position Titles:	Ac Super/Asc Animal Control Animal Control Assistant Animal Control Field Officer Animal Control Officer Animal Control Officer I Animal Control Officer li Animal Services Officer Animal Services Supervisor Animal Welfare Officer Building Maintenance Mechanic Building Services Supervisor Officer Officer, Animal Control
Reports To:	Animal Control Officer Animal Services Director Animal Shelter Director Animal Welfare Manager Building Maintenance Manager Building Maintenance Mechanic-Senior Director Of Animal Mayor Police Chief Police Sergeant
Comments:	Animal Services

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	38	\$31,200	\$35,378	\$38,249	\$36,556	\$39,749	\$47,070
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,064	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$46,634	\$35,048	\$46,634	\$49,192
Little Rock	202591	Full	\$49,192	\$35,048	\$49,192	\$49,192
Little Rock	202591	Full	\$45,802	\$35,048	\$45,802	\$49,192
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$35,378	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$35,378	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$35,202	\$35,202	\$44,002	\$52,802
Jonesboro	78576	Full	\$38,807	\$34,495	\$43,119	\$53,832

Jonesboro	78576	Full	\$36,220	\$34,495	\$43,119	\$53,832
Jonesboro	78576	Full	\$37,082	\$34,495	\$43,119	\$53,832
Jonesboro	78576	Full	\$36,220	\$34,495	\$43,119	\$53,832
Jonesboro	78576	Full	\$36,220	\$34,495	\$43,119	\$53,832
Rogers	69908	Full	\$36,795	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$37,856	\$34,755	\$43,443	\$54,304
North Little Rock	64591	Full	\$50,715	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$38,767	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$37,845	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$37,845	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$36,042	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$36,042	\$36,042	\$43,810	\$53,251
Conway	64134	Full	\$36,556	\$29,245	\$36,556	\$36,556
Conway	64134	Full	\$36,556	\$29,245	\$36,556	\$36,556
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Sherwood	32731	Full	\$38,334	\$30,667	\$38,334	\$46,001
Texarkana	29387	Full	\$30,285	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$36,872	\$29,498	\$36,872	\$44,246
Russellville	28940	Full	\$34,411	\$27,529	\$34,411	\$41,293
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Siloam Springs	17287	Full	\$46,530	\$38,771	\$48,464	\$58,157
Siloam Springs	17287	Full	\$39,749	\$38,771	\$48,464	\$58,157
Blytheville	13406	Full	\$26,749	\$21,399	\$26,749	\$32,099
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000
Malvern	10867	Full	\$41,782	\$33,426	\$41,782	\$50,138
Arkadelphia	10380	Full	\$36,266	\$29,013	\$36,266	\$43,519

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.38	\$38,249	\$33,142	\$41,482	\$49,335
45,000+	3.57	\$39,555	\$34,951	\$43,835	\$51,906
20,000 - 49,999	1.5	\$33,717	\$27,879	\$34,587	\$41,597
10,000 - 19,999	1.4	\$37,468	\$31,191	\$38,989	\$46,787

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	905 - Animal Services Manager
Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A M B):	1 5 0
Exempt non-exempt:	3 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	6
Position Titles:	Animal Services Manager Animal Services Supervisor Animal Welfare Manager Assistant Manager/Adoption Specialist
Reports To:	Animal Services Director Community Services Director Director Of Housing And Neighborhood Programs Director Of Public Works Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$51,304	\$51,304	\$61,012	\$54,509	\$66,352	\$90,045
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$90,045	\$60,163	\$76,407	\$92,651
Springdale	87176	Full	\$54,509	\$44,726	\$55,907	\$67,088
Conway	64134	Full	\$57,750	\$46,200	\$57,750	\$57,750
Bentonville	54164	Full	\$66,352	\$53,082	\$66,352	\$79,622
Cabot	26569	Full	\$46,114	\$36,891	\$46,114	\$55,337
Maumelle	19251	Full	\$51,304	\$41,043	\$51,304	\$61,565

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	0.86	\$61,012	\$47,018	\$58,972	\$69,002
45,000+	0.8	\$67,164	\$51,043	\$64,104	\$74,278
20,000 - 49,999	1	\$46,114	\$36,891	\$46,114	\$55,337
10,000 - 19,999	1	\$51,304	\$41,043	\$51,304	\$61,565

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	906 - Animal Services Officer
Job Description:	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
Total Matches (A M B):	6 20 5
Exempt non-exempt:	0 34
Bonus Eligible (Y N):	10 33
Full Part Time:	10 0
Number of Organizations Reporting:	15
Position Titles:	Aco Supervisor Animal Control Officer Animal Services Officer Animal Svcs Officer Field Supervisor Kennel Tech Kennel Technician Lead Animal Services Officer Sr Animal Control Officer
Reports To:	Animal Control Director Animal Services Director Animal Services Supervisor Animal Welfare Manager Chief Of Police Community Services Director Director Of Animal Field Supervisor Lieutenant Mayor Police Chief Public Works Director Sergeant
Comments:	Does Not Go Out Into The Field Or Issue Citations Like AnimalWelfare Officers

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	35	\$27,539	\$32,000	\$34,862	\$34,154	\$38,712	\$43,056
Actual Incentive Paid Dollar 2022	4	\$595	\$595	\$618	\$607	\$615	\$655
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$34,154	\$30,659	\$34,154	\$43,056
Little Rock	202591	Full	\$43,056	\$30,659	\$43,056	\$43,056
Little Rock	202591	Full	\$43,056	\$30,659	\$43,056	\$43,056
Little Rock	202591	Full	\$43,056	\$30,659	\$43,056	\$43,056
Little Rock	202591	Full	\$43,056	\$30,659	\$43,056	\$43,056
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$38,397	\$32,323	\$40,414	\$48,505
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760

Bentonville	54164	Full	\$36,774	\$29,419	\$36,774	\$44,129
Bentonville	54164	Full	\$34,112	\$27,290	\$34,112	\$40,934
Pine Bluff	41253	Full	\$32,053	\$25,642	\$32,053	\$38,464
Pine Bluff	41253	Full	\$32,053	\$25,642	\$32,053	\$38,464
Benton	35014	Full	\$38,712	\$34,320	\$38,712	\$54,940
Benton	35014	Full	\$35,160	\$33,280	\$35,160	\$53,900
Benton	35014	Full	\$36,352	\$33,280	\$36,352	\$53,900
Benton	35014	Full	\$35,885	\$33,280	\$35,885	\$53,900
Bella Vista	30104	Full	\$39,936	\$31,724	\$37,322	\$44,787
Paragould	29537	Full	\$38,721	\$30,977	\$38,721	\$46,465
Paragould	29537	Full	\$38,721	\$30,977	\$38,721	\$46,465
Texarkana	29387	Full	\$27,539	\$24,460	\$28,558	\$34,736
Texarkana	29387	Full	\$27,539	\$24,460	\$28,558	\$34,736
Russellville	28940	Full	\$25,336	\$20,269	\$25,336	\$30,403
Russellville	28940	Full	\$25,336	\$20,269	\$25,336	\$30,403
Cabot	26569	Full	\$44,177	\$35,342	\$44,177	\$53,012
Cabot	26569	Full	\$36,754	\$29,403	\$36,754	\$44,105
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Maumelle	19251	Full	\$37,339	\$29,871	\$37,339	\$44,807
Maumelle	19251	Full	\$31,914	\$25,531	\$31,914	\$38,297
Maumelle	19251	Full	\$31,045	\$24,836	\$31,045	\$37,254
Maumelle	19251	Full	\$29,384	\$23,507	\$29,384	\$35,261
Marion	13752	Full	\$35,152	\$28,122	\$35,152	\$42,182
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Malvern	10867	Full	\$32,047	\$25,638	\$32,047	\$38,456

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.19	\$34,862	\$28,594	\$35,366	\$42,347
45,000+	2.4	\$37,152	\$29,949	\$38,669	\$42,615
20,000 - 49,999	2.29	\$34,142	\$28,683	\$34,106	\$43,568
10,000 - 19,999	1.75	\$32,583	\$26,066	\$32,583	\$39,100

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	907 - Building/Maintenance Supervisor
Job Description:	Oversee day to day operations with custodians and maintenance employees. Schedule employees and their work, purchase materials (including taking bids) and make sure the buildings and facilities are maintained. Provide direction as to work assignments, how to complete assignments and purpose of assignments. Perform employee evaluations. Evaluate jobs, decide if it is an in house project or bid it out if needed. May be on call 24 hours a day.
Total Matches (A M B):	5 9 1
Exempt non-exempt:	4 12
Bonus Eligible (Y N):	4 12
Full Part Time:	4 0
Number of Organizations Reporting:	11
Position Titles:	Building & Grounds Foreman Building Maintenance Building Maintenance Manager Building Maintenance Supervisor Building/Maintenance Supervisor Construction Services Supervisor Coordinator, Facilities Facilities & Bldg Maint Manager Fire Equipment Maintenance Tech Hvac Technician Maintenance & Building Coordinator Maintenance Superintendent Maintenance Supervisor Superintendent Trans Facility Maint Wkr
Reports To:	Chief City Engineer Chief Of Staff City Manager Community Services Director Director Of Parks & Recreation Director Of Public Works Maintenance Supervisor Mayor Parks Superintendent Public Works Director
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$42,536	\$49,363	\$53,268	\$52,819	\$57,635	\$63,041
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$77,854	\$68,369	\$82,368	\$102,128
Fayetteville	93949	Full	\$51,001	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$54,121	\$43,139	\$51,979	\$64,459
Fayetteville	93949	Full	\$51,168	\$38,958	\$46,945	\$58,219
Springdale	87176	Full	\$57,635	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$58,888	\$52,345	\$65,432	\$78,517
North Little Rock	64591	Full	\$52,819	\$33,140	\$41,838	\$52,819
Pine Bluff	41253	Full	\$49,754	\$39,803	\$49,754	\$59,705
Sherwood	32731	Full	\$53,456	\$42,765	\$53,456	\$64,147
Texarkana	29387	Full	\$59,925	\$55,078	\$69,596	\$88,608

Texarkana	29387	Full	\$41,558	\$34,049	\$40,872	\$49,691
Cabot	26569	Full	\$63,041	\$50,433	\$63,041	\$75,649
Cabot	26569	Full	\$42,536	\$34,029	\$42,536	\$51,043
Maumelle	19251	Full	\$49,363	\$39,490	\$49,363	\$59,236
Siloam Springs	17287	Full	\$54,933	\$49,804	\$62,255	\$74,706
Harrison	13069	Full	\$44,387	\$35,510	\$44,387	\$53,264
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.55	\$53,268	\$43,834	\$54,241	\$66,136
45,000+	2.33	\$57,641	\$47,104	\$57,675	\$70,932
20,000 - 49,999	1.5	\$51,712	\$42,693	\$53,209	\$64,807
10,000 - 19,999	1	\$47,950	\$39,825	\$49,781	\$59,737

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	908 - Building/Maintenance Worker
Job Description:	Maintain building in good repair, performing routine painting, plumbing, some electrical wiring (within scope of demonstrated skill) and other related maintenance activities as directed. Perform minor maintenance on heating and air conditioning equipment. Assist in servicing and cleaning bathroom plumbing facilities, disassembling and reassembling after their cleaning and/or repair. Perform construction work such as building cabinets, painting, plumbing, laying tile, assisting in remodeling projects, etc. Assist with preparation and cleaning of meeting rooms, gymnasium, banquet hall, etc. as needed prior to and following scheduled events.
Total Matches (A M B):	15 31 5
Exempt non-exempt:	1 59
Bonus Eligible (Y N):	19 58
Full Part Time:	19 0
Number of Organizations Reporting:	18
Position Titles:	Airport Maintenance Worker Iii Animal Services Officer B&G Operator Ii Building Maintenance Tech Building Maintenance Technician Building/Maintenance Operator Building/Maintenance Worker Civic Center Manager Community Cntr Custodian Construction Laborer Custodian Ii Custodial Worker Custodian Custodian-Library Custodian-Recreation Cntr Facility Maintenance Technician Janitor-01 Janitor-02 Janitor-03 Janitor-04 Janitor-05 Lead Janitor Maint/Groundskeeper Maintenance Maintenance Equipment Supervisor Maintenance Foreman-Admin Maintenance I Maintenance Ii Maintenance Operator Maintenance Specialist Maintenance Tech Maintenance Tech Administration Maintenance Technician Maintenance Technician - Ii
Reports To:	Animal Services Supervisor Assistant Parks Director Asst. Parks Director B&G Foreman Building Maintenance Manager Building Maintenance Supervisor Building/Maintenance Supervisor Captain-Police Civic Center Manager Construction Services Supervisor Crew Leader Pp Director Of Planning & Engineering Director Of Public Works Director Of Public Works/Airport Director-Awc Facilities Development Manager Facilities Manager Facility Maintenance Supervisor Grounds Supervisor Pp Hr/Personnel Director Library Director Maintenance Superintendent Mayor Museum Director Parks And Recreation Director Police Major Support Division
Comments:	Administration Adult Wellness Center Custodian Duties Only Does Not Perform Building Maintenance. Performs General Housekeeping And Custodial Duties For City Hall And Other City Facilities And Grounds As Needed Library Parks And Recreation Police Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	60	\$26,000	\$30,600	\$34,900	\$33,696	\$38,584	\$45,968
Actual Incentive Paid Dollar 2022	2	\$548	\$548	\$548	\$548	\$548	\$548
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$48,443	\$32,676	\$39,374	\$48,817
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$39,539	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$32,161	\$29,487	\$36,620	\$43,753
Springdale	87176	Full	\$30,379	\$29,487	\$36,620	\$43,753
Springdale	87176	Full	\$29,487	\$29,487	\$36,620	\$43,753
Springdale	87176	Full	\$31,270	\$29,487	\$36,620	\$43,753
Springdale	87176	Full	\$41,077	\$29,487	\$36,620	\$43,753
Springdale	87176	Full	\$46,822	\$33,297	\$41,620	\$49,944
Jonesboro	78576	Full	\$31,525	\$30,024	\$37,530	\$46,855

Jonesboro	78576	Full	\$33,027	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$39,031	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$34,527	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$33,027	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$48,781	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,775	\$30,024	\$37,530	\$46,855
Rogers	69908	Full	\$46,134	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$36,629	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$38,043	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$37,232	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$34,278	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$40,248	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$36,234	\$34,755	\$43,443	\$54,304
North Little Rock	64591	Full	\$47,704	\$29,930	\$37,786	\$47,704
North Little Rock	64591	Full	\$47,704	\$29,930	\$37,786	\$47,704
Conway	64134	Full	\$34,660	\$27,728	\$34,660	\$34,660
Conway	64134	Full	\$34,660	\$27,728	\$34,660	\$34,660
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$33,852	\$27,082	\$33,852	\$33,852
Pine Bluff	41253	Full	\$37,491	\$29,993	\$37,491	\$44,989
Pine Bluff	41253	Full	\$30,600	\$24,480	\$30,600	\$36,720
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Paragould	29537	Full	\$30,296	\$24,237	\$30,296	\$36,355
Texarkana	29387	Full	\$44,949	\$38,230	\$48,339	\$61,796
Texarkana	29387	Full	\$41,558	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$41,558	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$32,885	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$38,584	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$35,048	\$26,332	\$31,553	\$38,417
Texarkana	29387	Full	\$33,259	\$26,332	\$31,553	\$38,417
Texarkana	29387	Full	\$30,410	\$26,332	\$31,553	\$38,417
Texarkana	29387	Full	\$29,806	\$26,332	\$31,553	\$38,417
Texarkana	29387	Full	\$27,498	\$26,332	\$31,553	\$38,417
Texarkana	29387	Full	\$26,333	\$26,332	\$31,553	\$38,417
Russellville	28940	Full	\$33,189	\$26,551	\$33,189	\$39,827
Russellville	28940	Full	\$30,834	\$24,667	\$30,834	\$37,001
Cabot	26569	Full	\$37,482	\$29,986	\$37,482	\$44,978
Cabot	26569	Full	\$33,200	\$26,560	\$33,200	\$39,840
Maumelle	19251	Full	\$28,600	\$22,880	\$28,600	\$34,320
Maumelle	19251	Full	\$35,478	\$28,382	\$35,478	\$42,574
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Harrison	13069	Full	\$41,454	\$33,163	\$41,454	\$49,745
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain Home	12825	Full	\$45,968	\$36,774	\$45,968	\$55,162
Arkadelphia	10380	Full	\$11,440	\$9,152	\$11,440	\$13,728

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.33	\$34,900	\$28,914	\$35,685	\$43,303
45,000+	4.83	\$37,463	\$30,940	\$38,609	\$46,530
20,000 - 49,999	3.33	\$34,119	\$28,871	\$34,813	\$42,930
10,000 - 19,999	1.83	\$29,562	\$23,649	\$29,562	\$35,474

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	909 - Fleet Supervisor
Job Description:	The incumbent is responsible to supervise personnel, maintain communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in the City
Total Matches (A M B):	2 13 3
Exempt non-exempt:	10 10
Bonus Eligible (Y N):	4 10
Full Part Time:	4 0
Number of Organizations Reporting:	14
Position Titles:	Director Of Vehicle Maintenance Fleet & Facilities Mgr Fleet & Facilities Sup Fleet Maint Manager Fleet Maintenance Supervisor Fleet Manager Fleet Operations Superintendent Fleet Operations Supervisor Fleet Superintendent Fleet Supervisor Fleet Supervisor - San Lead Mechanic Mechanic Mechanic Supervisor Senior Fleet Manager Shop Foreman Sr. Mechanic Superintendent, Maintenance Supervisor/Shop
Reports To:	Assistant Chief Assistant Director Business/Logistics Prog Mgr Director Of Fleet Services Director Of Public Works Director Of Public Works/Airport Director Solid Waste Fleet & Facilites Manager Mayor Police Major Support Division Sanitation Director Sergeant-Service Street Superintendent Streets & Drainage Asst Director Superintendent
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$51,688	\$55,023	\$64,150	\$61,046	\$71,074	\$84,000
Actual Incentive Paid Dollar 2022	1	\$771	\$771	\$771	\$771	\$771	\$771
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$85,512	\$69,536	\$88,311	\$107,085
Fayetteville	93949	Full	\$96,824	\$80,371	\$96,824	\$120,057
Fayetteville	93949	Full	\$80,329	\$56,388	\$67,932	\$84,240
Fort Smith	89142	Full	\$59,719	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$51,688	\$50,065	\$62,587	\$75,108
Fort Smith	89142	Full	\$63,217	\$58,406	\$73,008	\$87,609
Springdale	87176	Full	\$56,831	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$57,253	\$52,345	\$65,432	\$78,517
Springdale	87176	Full	\$65,219	\$48,535	\$60,669	\$72,803
Jonesboro	78576	Full	\$61,046	\$47,880	\$59,850	\$74,721

North Little Rock	64591	Full	\$84,000	\$67,200	\$84,000	\$100,800
Conway	64134	Full	\$62,279	\$49,823	\$62,279	\$62,279
Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023
Conway	64134	Full	\$67,132	\$53,706	\$67,132	\$67,132
Benton	35014	Full	\$45,589	\$41,600	\$45,589	\$56,722
Sherwood	32731	Full	\$71,427	\$57,142	\$71,427	\$85,712
Bella Vista	30104	Full	\$71,074	\$45,520	\$56,900	\$68,280
Russellville	28940	Full	\$47,739	\$38,191	\$47,739	\$57,287
Maumelle	19251	Full	\$53,991	\$43,193	\$53,991	\$64,789
Siloam Springs	17287	Full	\$58,698	\$52,642	\$65,803	\$78,964
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$64,150	\$51,958	\$64,415	\$76,143
45,000+	2	\$67,577	\$55,056	\$68,479	\$80,298
20,000 - 49,999	1	\$58,957	\$45,613	\$55,414	\$67,000
10,000 - 19,999	1	\$55,084	\$45,961	\$57,452	\$68,943

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	910 - Fleet Maintenance Mechanic II
Job Description:	The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.
Total Matches (A M B):	4 33 0
Exempt non-exempt:	1 39
Bonus Eligible (Y N):	5 37
Full Part Time:	5 0
Number of Organizations Reporting:	16
Position Titles:	Automotive Technician Ii Chief Mechanic Diesel Mechanic Electronics Tech - Pp Fleet Maint Tech Gen Fleet Maintenance Mechanic Ii Heavy Eqpt Mechanic Iii Heavy Equip. Mech. Hvy Eqpt Mechanic Ii Hvy Eqpt Mechanic Ii San Hvy Eqpt Mechanic Iii Maintenance Technician Mechanic Mechanic - Transit Physical Resources Tech. Ii Shop Mechanic Technician I Vehicle Maintenance Officer (Civilian)
Reports To:	Assistant Chief Asst. Street Superintendent Deputy Fire Chief Director Of Sanitation Director Of Vehicle Maintenance Fire Division Chief Operations Fleet & Facilities Supervisor Or Manager Fleet Maint Manager Fleet Maint Supervisor Fleet Manager Fleet Service Center Supervisor Fleet Supervisor Util Foreman Police Chief Public Works Director Shop Supervisor Street Director Street Supervisor
Comments:	Fire Marked As Less To Prevent Heavy Equipment Iii And Heavy Equipment Ii From Being Considered To Match Each Other. Heavy Equipment Iii Is A Step Above Heavy Equipment Ii.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	43	\$38,544	\$45,427	\$60,756	\$52,086	\$54,122	\$54,735
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$541,212	\$38,563	\$541,212	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$47,778	\$38,563	\$47,778	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$47,778	\$38,563	\$47,778	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$46,946	\$38,563	\$46,946	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122

Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Little Rock	202591	Full	\$49,504	\$38,563	\$49,504	\$54,122
Little Rock	202591	Full	\$54,122	\$38,563	\$54,122	\$54,122
Fort Smith	89142	Full	\$45,427	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$40,976	\$38,584	\$48,235	\$57,886
Springdale	87176	Full	\$53,916	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$53,916	\$46,630	\$58,287	\$69,945
Jonesboro	78576	Full	\$44,240	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$38,881	\$33,090	\$41,362	\$51,639
Jonesboro	78576	Full	\$34,706	\$32,285	\$40,357	\$50,385
Rogers	69908	Full	\$54,101	\$46,749	\$58,437	\$73,046
Rogers	69908	Full	\$50,502	\$46,749	\$58,437	\$73,046
North Little Rock	64591	Full	\$54,735	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,735	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,735	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,735	\$34,341	\$43,355	\$54,735
Conway	64134	Full	\$46,410	\$37,128	\$46,410	\$46,410
Conway	64134	Full	\$49,140	\$39,312	\$49,140	\$49,140
Conway	64134	Full	\$49,140	\$39,312	\$49,140	\$49,140
Conway	64134	Full	\$51,870	\$41,496	\$51,870	\$51,870
Conway	64134	Full	\$51,870	\$41,496	\$51,870	\$51,870
Conway	64134	Full	\$54,519	\$43,615	\$54,519	\$54,519
Sherwood	32731	Full	\$60,652	\$48,522	\$60,652	\$72,782
Sherwood	32731	Full	\$55,577	\$44,462	\$55,577	\$66,692
Texarkana	29387	Full	\$38,584	\$34,049	\$40,872	\$49,691
Cabot	26569	Full	\$52,086	\$41,669	\$52,086	\$62,503
Searcy	22937	Full	\$56,118	\$44,894	\$56,118	\$67,342
Maumelle	19251	Full	\$38,544	\$30,835	\$38,544	\$46,253
Blytheville	13406	Full	\$37,253	\$29,802	\$37,253	\$44,704
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Mountain Home	12825	Full	\$41,018	\$32,814	\$41,018	\$49,222
Batesville	11191	Full	\$36,358	\$29,086	\$36,358	\$43,630

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.53	\$60,756	\$38,398	\$60,683	\$55,523
45,000+	4.13	\$65,420	\$38,940	\$65,257	\$55,749
20,000 - 49,999	1.25	\$52,603	\$42,719	\$53,061	\$63,802
10,000 - 19,999	1	\$38,123	\$30,498	\$38,123	\$45,747

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	911 - Fleet Maintenance Mechanic I
Job Description:	Performs skilled work relative to the maintenance and repair of City vehicles and equipment. . Order replacement parts. Organize and maintain effective preventative maintenance practices and records and perform complete vehicle preventive maintenance checks on City fleet vehicles and equipment. Repair/replace motors, generators, carburetors, clutches, ignition systems and similar mechanical assemblies. Perform electrical work such as installing batteries, repairing and adjusting lights, replacing generators and starters and trouble
Total Matches (A M B):	2 33 1
Exempt non-exempt:	1 38
Bonus Eligible (Y N):	10 38
Full Part Time:	10 0
Number of Organizations Reporting:	14
Position Titles:	Automotive Technician I Construction Mechanic Fleet Coordinator Fleet Maintenance Mechanic I Heavy Equip Mechanic Hvy Eqpt Mechanic I Mec/Crew Lead Mechanic Mechanics Helper Nu Police Mechanic Service Bay Worker I Shop Foreman
Reports To:	Assistant Pw Director Const Supervisor Construction Supervisor Director Of Sanitation Director Of Vehicle Maintenance Fleet & Facilities Supervisor Or Manager Fleet Maint Manager Fleet Maint Supervisor Fleet Service Center Supervisor Fleet Supervisor Utl Mechanic Supervisor Police Chief Police Major Support Division Public Works Director Sergeant Street Superintendent Supervisor/Shop
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	40	\$34,320	\$39,021	\$43,589	\$42,456	\$48,261	\$49,546
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,162	\$35,256	\$42,162	\$49,483
Little Rock	202591	Full	\$49,483	\$35,256	\$49,483	\$49,483
Little Rock	202591	Full	\$41,413	\$35,256	\$41,413	\$49,483
Little Rock	202591	Full	\$42,162	\$35,256	\$42,162	\$49,483
Little Rock	202591	Full	\$41,413	\$35,256	\$41,413	\$49,483
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$49,171	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646

Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$48,672	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$49,546	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,019	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$43,473	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$48,587	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$48,587	\$40,916	\$51,145	\$61,374
North Little Rock	64591	Full	\$47,704	\$29,930	\$37,786	\$47,704
North Little Rock	64591	Full	\$47,704	\$29,930	\$37,786	\$47,704
North Little Rock	64591	Full	\$42,456	\$29,930	\$37,786	\$47,704
Conway	64134	Full	\$46,410	\$37,128	\$46,410	\$46,410
Conway	64134	Full	\$46,883	\$37,506	\$46,883	\$46,883
Bella Vista	30104	Full	\$58,198	\$45,520	\$56,900	\$68,280
Bella Vista	30104	Full	\$46,426	\$31,816	\$39,769	\$47,723
Paragould	29537	Full	\$48,261	\$38,609	\$48,261	\$57,913
Paragould	29537	Full	\$40,575	\$32,460	\$40,575	\$48,690
Searcy	22937	Full	\$54,704	\$43,763	\$54,704	\$65,645
Searcy	22937	Full	\$47,798	\$38,238	\$47,798	\$57,358
Maumelle	19251	Full	\$32,879	\$26,303	\$32,879	\$39,455
Siloam Springs	17287	Full	\$53,789	\$47,413	\$59,266	\$71,119
Siloam Springs	17287	Full	\$47,403	\$47,413	\$59,266	\$71,119
Siloam Springs	17287	Full	\$50,960	\$47,413	\$59,266	\$71,119
Blytheville	13406	Full	\$26,956	\$21,565	\$26,956	\$32,347
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Batesville	11191	Full	\$45,178	\$36,142	\$45,178	\$54,214
Arkadelphia	10380	Full	\$38,938	\$31,150	\$38,938	\$46,726
Arkadelphia	10380	Full	\$30,285	\$24,228	\$30,285	\$36,342
Arkadelphia	10380	Full	\$38,484	\$30,787	\$38,484	\$46,181

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.67	\$43,589	\$35,362	\$44,139	\$52,365
45,000+	4	\$43,684	\$35,175	\$43,863	\$51,632
20,000 - 49,999	2	\$49,327	\$38,401	\$48,001	\$57,601
10,000 - 19,999	1.67	\$39,919	\$33,987	\$42,484	\$50,981

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	912 - Horticulturist
Job Description:	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
Total Matches (A M B):	0 5 1
Exempt non-exempt:	1 5
Bonus Eligible (Y N):	3 5
Full Part Time:	3 0
Number of Organizations Reporting:	4
Position Titles:	Horticulturist Horticulturist Maintenance Specialist-Horticulture
Reports To:	Building Maintenance Supervisor Director Of Public Works/Airport Groundskeeping Supervisor Parks Maintenance Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$42,821	\$42,821	\$51,029	\$50,440	\$54,225	\$62,798
Actual Incentive Paid Dollar 2022	1	\$678	\$678	\$678	\$678	\$678	\$678
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$62,798	\$45,855	\$58,236	\$70,617
Springdale	87176	Full	\$42,821	\$42,821	\$53,526	\$64,231
Springdale	87176	Full	\$50,440	\$50,440	\$63,050	\$75,660
Bentonville	54164	Full	\$54,225	\$43,380	\$54,225	\$65,070
Bentonville	54164	Full	\$54,225	\$43,380	\$54,225	\$65,070
Benton	35014	Full	\$41,667	\$38,897	\$41,667	\$58,346

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	1.2	\$51,029	\$44,129	\$54,155	\$66,499
45,000+	1.25	\$52,902	\$45,175	\$56,652	\$68,130
20,000 - 49,999	1	\$41,667	\$38,897	\$41,667	\$58,346
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	913 - Grounds Maintenance Supervisor
Job Description:	Oversee grounds for the City and act as a working supervisor. Supervise grounds and maintenance employees. Purchase supplies (tires, oil, grease, tools, etc.). Hire and train employees. Obtain bids on weed eaters, tractors, mower decks, parts, trucks, etc. Purchase snow plows and sand spreaders for snow and ice. Handle daily employee-related paperwork. Oversee use of chemicals on grounds and related equipment.
Total Matches (A M B):	2 8 1
Exempt non-exempt:	3 7
Bonus Eligible (Y N):	3 7
Full Part Time:	3 0
Number of Organizations Reporting:	11
Position Titles:	Cemetery/Landscape Supervisor Grndmaint Supervisor Grounds Maintenance Supervisor/Cdl Grounds Supervisor Landscape Foreman Maintenance Foreman Parks Foreman Parks Maintenance Superintendent Parks Superintendent Pest Control Officer Superintendent
Reports To:	Crew Leader Pp Director Of Parks & Recreation Director Of Public Works Director Of Public Works/Airport Easement/Station Prog Mgr Mayor Parks And Recreation Director Parks Director Public Works Director
Comments:	Parks And Recreation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$44,100	\$47,206	\$59,106	\$54,142	\$63,502	\$78,490
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$54,142	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$48,535	\$48,535	\$60,669	\$72,803
Rogers	69908	Full	\$74,173	\$62,342	\$77,928	\$97,410
North Little Rock	64591	Full	\$87,207	\$69,766	\$87,207	\$104,648
Conway	64134	Full	\$44,100	\$35,280	\$44,100	\$44,100
Bentonville	54164	Full	\$63,502	\$50,802	\$63,502	\$76,202
Bentonville	54164	Full	\$58,635	\$46,908	\$58,635	\$70,362
Sherwood	32731	Full	\$78,490	\$62,792	\$78,490	\$94,188
Russellville	28940	Full	\$49,705	\$39,764	\$49,705	\$59,646
Maumelle	19251	Full	\$47,206	\$37,765	\$47,206	\$56,647

Forrest City	13015	Full	\$41,080	\$32,864	\$41,080	\$49,296
Batesville	11191	Full	\$62,500	\$50,000	\$62,500	\$75,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.09	\$59,106	\$48,558	\$60,699	\$72,429
45,000+	1.17	\$61,471	\$51,359	\$64,201	\$76,339
20,000 - 49,999	1	\$64,098	\$51,278	\$64,098	\$76,917
10,000 - 19,999	1	\$50,262	\$40,210	\$50,262	\$60,314

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	914 - Grounds Maintenance Lead
Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.
Total Matches (A M B):	4 17 1
Exempt non-exempt:	2 21
Bonus Eligible (Y N):	9 21
Full Part Time:	9 0
Number of Organizations Reporting:	9
Position Titles:	Facilities Manager Grounds Crew Leader Grounds Maint Lead Grounds Maintenance Lead Groundskeeper Lead Groundskeeping Superintendent Landscape Maint li-Crew Leader Mec/Crew Lead Parks Maintenance Worker Iii Sports Field Foreman Spray Technician Supervisor
Reports To:	Asst Parks & Recreation Director Distribution Supervisor Grndmaint Supervisor Grounds Maintenance Supervisor/Cdl Groundskeeping Supervisor Landscape Foreman Parks & Rec Director Pest Control Officer Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$33,030	\$35,880	\$39,686	\$39,420	\$44,145	\$45,635
Actual Incentive Paid Dollar 2022	3	\$678	\$678	\$717	\$678	\$794	\$794
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$33,030	\$32,323	\$40,414	\$48,505
Springdale	87176	Full	\$44,145	\$31,392	\$39,240	\$47,087
Bentonville	54164	Full	\$38,272	\$30,618	\$38,272	\$45,926
Bentonville	54164	Full	\$44,532	\$35,626	\$44,532	\$53,438
Bentonville	54164	Full	\$45,614	\$36,491	\$45,614	\$54,737
Bentonville	54164	Full	\$41,038	\$32,830	\$41,038	\$49,246
Bentonville	54164	Full	\$42,660	\$34,128	\$42,660	\$51,192
Bentonville	54164	Full	\$45,635	\$36,508	\$45,635	\$54,762
Bentonville	54164	Full	\$37,627	\$30,102	\$37,627	\$45,152
Bentonville	54164	Full	\$37,544	\$30,035	\$37,544	\$45,053

Bentonville	54164	Full	\$36,545	\$29,236	\$36,545	\$43,854
Bentonville	54164	Full	\$46,009	\$36,807	\$46,009	\$55,211
Benton	35014	Full	\$48,840	\$45,594	\$48,840	\$68,391
Benton	35014	Full	\$41,667	\$38,897	\$41,667	\$58,346
Benton	35014	Full	\$41,667	\$38,897	\$41,667	\$58,346
Searcy	22937	Full	\$38,984	\$31,187	\$38,984	\$46,781
Maumelle	19251	Full	\$39,420	\$31,536	\$39,420	\$47,304
Blytheville	13406	Full	\$32,448	\$25,958	\$32,448	\$38,938
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Arkadelphia	10380	Full	\$40,241	\$32,193	\$40,241	\$48,289
Arkadelphia	10380	Full	\$35,204	\$28,163	\$35,204	\$42,245
Arkadelphia	10380	Full	\$34,585	\$27,668	\$34,585	\$41,502

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.56	\$39,686	\$32,625	\$39,794	\$48,904
45,000+	4	\$41,054	\$33,008	\$41,261	\$49,514
20,000 - 49,999	2	\$42,790	\$38,644	\$42,790	\$57,966
10,000 - 19,999	1.75	\$35,568	\$28,529	\$35,568	\$42,682

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	915 - Grounds Maintenance Laborer
Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include: mowing, weed eating, cleaning up and maintaining equipment, cutting and/or trimming trees, cleaning out ditches and storm drains, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city and other duties as assigned.
Total Matches (A M B):	15 26 24
Exempt non-exempt:	1 62
Bonus Eligible (Y N):	45 62
Full Part Time:	45 0
Number of Organizations Reporting:	11
Position Titles:	Cemetery/Landscape Laborer Grounds Keeper Grounds Keeper P & R Grounds Keeper Pp Grounds Laborer I Grounds Laborer li Grounds Maint Person Grounds Maintenance Laborer Grounds Maintenance Operator Groundskeeper Laborer Landscape Maint li Maintenance Parks Maintenance Parks Maintenance Worker I Parks Maintenance Worker li Tractor Driver
Reports To:	Cemeter/Landscape Supervisor Grndmaint Supervisor Grounds Maintenance Lead Grounds Supervisor li Grounds Supervisor Pp Groundskeeper Lead Groundskeeping Supervisor Landscape Foreman Parks & Rec Director Parks Director Pest Control Officer Pest Control Supervisor Public Works Director Street Foreman
Comments:	Mows Grass On City Street And Ditches

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	72	\$26,000	\$26,000	\$30,125	\$30,680	\$32,760	\$33,696
Actual Incentive Paid Dollar 2022	7	\$532	\$532	\$543	\$548	\$548	\$548
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,829	\$28,163	\$35,214	\$42,265
Springdale	87176	Full	\$33,354	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$33,354	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$33,354	\$31,392	\$39,240	\$47,087
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760

Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Bentonville	54164	Full	\$31,636	\$25,309	\$31,636	\$37,963
Bentonville	54164	Full	\$33,529	\$26,823	\$33,529	\$40,235
Bentonville	54164	Full	\$33,529	\$26,823	\$33,529	\$40,235
Bentonville	54164	Full	\$33,529	\$26,823	\$33,529	\$40,235
Bentonville	54164	Full	\$33,529	\$26,823	\$33,529	\$40,235
Bentonville	54164	Full	\$31,636	\$25,309	\$31,636	\$37,963
Bentonville	54164	Full	\$32,864	\$26,291	\$32,864	\$39,437
Bentonville	54164	Full	\$36,150	\$28,920	\$36,150	\$43,380
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$33,696	\$31,456	\$33,696	\$47,184
Benton	35014	Full	\$32,714	\$31,456	\$32,714	\$47,184
Benton	35014	Full	\$25,688	\$31,456	\$25,688	\$47,184
Benton	35014	Full	\$25,688	\$31,456	\$25,688	\$47,184
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$36,754	\$29,403	\$36,754	\$44,105
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Maumelle	19251	Full	\$35,436	\$28,349	\$35,436	\$42,523
Maumelle	19251	Full	\$30,344	\$24,275	\$30,344	\$36,413
Maumelle	19251	Full	\$32,006	\$25,605	\$32,006	\$38,407
Maumelle	19251	Full	\$30,528	\$24,422	\$30,528	\$36,634
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$28,600	\$22,880	\$28,600	\$34,320
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$28,080	\$25,480	\$28,080	\$33,696
Batesville	11191	Full	\$29,120	\$23,296	\$29,120	\$34,944
Batesville	11191	Full	\$30,680	\$24,544	\$30,680	\$36,816
Batesville	11191	Full	\$28,080	\$22,464	\$28,080	\$33,696

Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$30,160	\$24,128	\$30,160	\$36,192
Batesville	11191	Full	\$34,320	\$27,456	\$34,320	\$41,184
Batesville	11191	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$27,040	\$21,632	\$27,040	\$32,448
Arkadelphia	10380	Full	\$25,958	\$20,766	\$25,958	\$31,150
Arkadelphia	10380	Full	\$25,958	\$20,766	\$25,958	\$31,150
Arkadelphia	10380	Full	\$25,958	\$20,766	\$25,958	\$31,150
Arkadelphia	10380	Full	\$29,232	\$23,386	\$29,232	\$35,078
Arkadelphia	10380	Full	\$28,985	\$23,188	\$28,985	\$34,782
Arkadelphia	10380	Full	\$28,122	\$22,497	\$28,122	\$33,746

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.54	\$30,125	\$25,368	\$30,797	\$37,717
45,000+	3.8	\$32,536	\$28,063	\$35,080	\$41,063
20,000 - 49,999	7.5	\$31,768	\$28,721	\$31,768	\$43,081
10,000 - 19,999	7.6	\$28,271	\$22,697	\$28,271	\$33,926

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	916 - Signal Repair Technician - Senior
Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
Total Matches (A M B):	1 4 2
Exempt non-exempt:	3 4
Bonus Eligible (Y N):	1 4
Full Part Time:	1 0
Number of Organizations Reporting:	8
Position Titles:	Chief Signal Technician Master Electrician Supervisor/Signalization Traffic Control Supervisor Traffic Ctrl Supervisor Traffic Light Supt. Traffic Sign Specialist Traffic Signal Manager
Reports To:	Director Of Public Works/Airport Director Of Traffic Services & Safety Engineering Director Street Department Director Superintendent Of Streets Traffic Ctrl Mgr
Comments:	Street Maintenance Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$52,416	\$52,416	\$65,152	\$68,139	\$71,770	\$81,494
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$81,494	\$56,388	\$67,932	\$84,240
Fort Smith	89142	Full	\$52,416	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$73,764	\$59,011	\$73,764	\$88,517
Rogers	69908	Full	\$70,907	\$67,140	\$83,925	\$104,907
North Little Rock	64591	Full	\$71,770	\$47,211	\$57,385	\$71,770
Conway	64134	Full	\$68,139	\$54,511	\$68,139	\$68,139
Pine Bluff	41253	Full	\$53,846	\$43,077	\$53,846	\$64,615
Sherwood	32731	Full	\$48,880	\$39,104	\$48,880	\$58,656

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$65,152	\$51,541	\$63,905	\$76,212
45,000+	1	\$69,748	\$55,024	\$68,085	\$81,070
20,000 - 49,999	1	\$51,363	\$41,090	\$51,363	\$61,636
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	917 - Signal Repair Technician
Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors.
Total Matches (A M B):	0 9 0
Exempt non-exempt:	0 10
Bonus Eligible (Y N):	0 10
Full Part Time:	0 0
Number of Organizations Reporting:	8
Position Titles:	Electrician Journeyman Electrician Signal Light Technician Signal Repair Technician Signal Systems Technician Traffic Sign Technician Traffic Signal & Signage Tech Traffic Signal Spec
Reports To:	Chief Signal Technician Code Enforcement Dept. Head Street Department Director Superintendent Of Streets Supervisor Ii Traffic Ctrl Supervisor
Comments:	Street Maintenance Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$33,363	\$33,883	\$45,886	\$49,171	\$58,469	\$59,964
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,469	\$41,662	\$58,469	\$58,469
Fayetteville	93949	Full	\$60,028	\$41,059	\$49,462	\$61,339
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,363	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,883	\$32,323	\$40,414	\$48,505
Rogers	69908	Full	\$50,170	\$46,749	\$58,437	\$73,046
Rogers	69908	Full	\$49,171	\$46,749	\$58,437	\$73,046
North Little Rock	64591	Full	\$59,964	\$42,443	\$51,590	\$63,787
Pine Bluff	41253	Full	\$42,687	\$34,150	\$42,687	\$51,224
Sherwood	32731	Full	\$35,048	\$28,038	\$35,048	\$42,058

Searcy	22937	Full	\$49,642	\$39,714	\$49,642	\$59,570
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Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.38	\$45,886	\$37,958	\$47,729	\$57,096
45,000+	1.6	\$47,171	\$39,454	\$49,705	\$59,400
20,000 - 49,999	1	\$42,459	\$33,967	\$42,459	\$50,951
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	918 - Signal Technician II
Job Description:	Installs solid state electronic traffic devices and replaces defective traffic signals at various street locations; provides supervision to Signal Technicians I; requires completion of high school or vocational school, including training in basic electrical wiring; two (2) years of experience in the installation of electrical and electronic devices; one (1) year of supervisory experience; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for duration of employment in this position.
Total Matches (A M B):	1 6 0
Exempt non-exempt:	0 8
Bonus Eligible (Y N):	4 8
Full Part Time:	4 0
Number of Organizations Reporting:	5
Position Titles:	Signal Construction Technician Signal Technician Ii Technical/Signalization Traffic Signal Tech Iii Traffic Signal Technician
Reports To:	Chief Signal Technician Supervisor/Signalization Traffic Ctrl Supervisor Traffic Signal Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$42,715	\$42,715	\$53,056	\$52,820	\$59,453	\$67,030
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$40,685	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$67,030	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$59,745	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$46,630	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$55,373	\$46,630	\$58,287	\$69,945
Jonesboro	78576	Full	\$42,715	\$39,735	\$49,668	\$62,009
North Little Rock	64591	Full	\$52,820	\$33,140	\$41,838	\$52,819
Conway	64134	Full	\$59,453	\$47,562	\$59,453	\$59,453

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.6	\$53,056	\$43,455	\$54,370	\$64,386
45,000+	1.6	\$53,056	\$43,455	\$54,370	\$64,386
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	919 - Signal Technician I
Job Description:	Troubleshoots, repairs and replaces defective traffic controllers and pedestrian signal devices; requires completion of high school or vocational school, including one (1) year of training in basic electrical wiring and electronic devices; one (1) year of experience in the installation of electronic devices; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License within 90 days of employment and maintain licensure for duration of employment in this position.
Total Matches (A M B):	1 5 0
Exempt non-exempt:	2 5
Bonus Eligible (Y N):	0 5
Full Part Time:	0 0
Number of Organizations Reporting:	4
Position Titles:	Signal Repair Technician - Senior Signal Technician Signal Technician I Traffic Signal Tech I Traffic Signal Technician I
Reports To:	Public Works Director Supervisor Ii Traffic Signal Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$27,851	\$27,851	\$44,394	\$51,542	\$53,768	\$53,768
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,768	\$38,272	\$53,768	\$53,768
Little Rock	202591	Full	\$53,768	\$38,272	\$53,768	\$53,768
Little Rock	202591	Full	\$53,768	\$38,272	\$53,768	\$53,768
Jonesboro	78576	Full	\$51,542	\$36,114	\$45,143	\$56,361
Conway	64134	Full	\$44,601	\$35,681	\$44,601	\$44,601
Blytheville	13406	Full	\$27,851	\$22,281	\$27,851	\$33,421
Blytheville	13406	Full	\$25,459	\$20,367	\$25,459	\$30,551

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.75	\$44,394	\$32,751	\$43,480	\$46,605
45,000+	1.67	\$51,489	\$37,322	\$50,210	\$52,453
20,000-44,999					
10,000 - 19,999	2	\$26,655	\$21,324	\$26,655	\$31,986

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1000 - Parks Director
Job Description:	Manages a comprehensive program to provide year round leisure, recreation and parks programs within the municipal park system including parks, trail system, lakes, golf course, cemetery, senior center, tennis center, etc.; delegates through various supervisors duties that will maintain the park infrastructure, support the community
Total Matches (A M B):	2 19 6
Exempt non-exempt:	31 1
Bonus Eligible (Y N):	7 1
Full Part Time:	7 0
Number of Organizations Reporting:	26
Position Titles:	Aquatic Director Assistant Parks & Rec Director Dir-Parks, Nat. Resrcs, & Cult. Director Director Of Parks & Recreation Director Parks & Rec Director-Awc General Director Maintenance Supervisor Manager, Parks & Rec Parks & Rec Director Parks & Rec. Dir. Parks & Recreation Dir Parks & Recreation Director Parks Director Parks Executive Director Parks/Rec Operations Manager Recreation Services Manager Recreation Superintendent
Reports To:	City Manager Deputy City Admin Mayor Parks & Recreation Director Parks And Recreation Director
Comments:	Adult Wellness Center Parks And Recreation Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	34	\$62,608	\$71,864	\$86,071	\$80,350	\$96,600	\$115,502
Actual Incentive Paid Dollar 2022	2	\$1,143	\$1,143	\$1,312	\$1,143	\$1,481	\$1,481
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$108,675	\$101,106	\$128,405	\$155,703
Fayetteville	93949	Full	\$115,502	\$101,400	\$122,158	\$151,486
Fort Smith	89142	Full	\$96,600	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$125,841	\$85,680	\$107,099	\$128,519
Jonesboro	78576	Full	\$81,780	\$69,600	\$87,000	\$108,618
Jonesboro	78576	Full	\$74,721	\$47,880	\$59,850	\$74,721
Jonesboro	78576	Full	\$74,721	\$47,880	\$59,850	\$74,721
Rogers	69908	Full	\$105,539	\$76,736	\$95,920	\$119,900
Rogers	69908	Full	\$136,136	\$100,726	\$125,907	\$157,384
Rogers	69908	Full	\$87,526	\$71,938	\$89,923	\$112,404

Rogers	69908	Full	\$84,718	\$62,342	\$77,928	\$97,410
North Little Rock	64591	Full	\$104,012	\$83,210	\$104,012	\$124,814
Conway	64134	Full	\$88,956	\$71,165	\$88,956	\$88,956
Conway	64134	Full	\$68,732	\$54,986	\$68,732	\$68,732
Bentonville	54164	Full	\$141,398	\$113,118	\$141,398	\$169,678
Bentonville	54164	Full	\$80,350	\$64,280	\$80,350	\$96,420
Pine Bluff	41253	Full	\$69,423	\$55,538	\$69,423	\$83,308
Benton	35014	Full	\$91,052	\$72,381	\$91,052	\$108,572
Benton	35014	Full	\$70,268	\$47,044	\$70,268	\$77,120
Sherwood	32731	Full	\$80,000	\$64,000	\$80,000	\$96,000
Paragould	29537	Full	\$57,794	\$46,235	\$57,794	\$69,353
Texarkana	29387	Full	\$76,024	\$60,819	\$76,024	\$91,229
Russellville	28940	Full	\$74,453	\$59,562	\$74,453	\$89,344
Cabot	26569	Full	\$95,000	\$76,000	\$95,000	\$114,000
Van Buren	23218	Full	\$60,737	\$48,590	\$60,737	\$72,884
Searcy	22937	Full	\$65,491	\$52,393	\$65,491	\$78,589
Maumelle	19251	Full	\$97,231	\$77,785	\$97,231	\$116,677
Siloam Springs	17287	Full	\$74,984	\$58,388	\$72,985	\$87,582
Marion	13752	Full	\$75,814	\$60,651	\$75,814	\$90,977
Harrison	13069	Full	\$85,520	\$68,416	\$85,520	\$102,624
Forrest City	13015	Full	\$60,655	\$48,524	\$60,655	\$72,786
Mountain Home	12825	Full	\$82,285	\$65,828	\$82,285	\$98,742
Batesville	11191	Full	\$71,864	\$57,491	\$71,864	\$86,237
Arkadelphia	10380	Full	\$62,608	\$50,086	\$62,608	\$75,130

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.31	\$86,071	\$68,046	\$85,336	\$102,303
45,000+	1.78	\$98,450	\$77,740	\$97,014	\$116,696
20,000 - 49,999	1.11	\$74,024	\$58,256	\$74,024	\$88,040
10,000 - 19,999	1	\$76,370	\$60,896	\$76,120	\$91,344

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1001 - Parks Aquatics Manager
Job Description:	The Aquatics Manager is responsible for the daily operations of the Aquatic Center, including all personnel, pools and slides, dressing room facilities, offices and storage space, pool equipment and the concession stand. Supervises the activities in and around the pool to see that policies, rules, and regulations are observed. Maintains various first aid and any other required certificates.
Total Matches (A M B):	1 7 1
Exempt non-exempt:	4 7
Bonus Eligible (Y N):	3 7
Full Part Time:	3 0
Number of Organizations Reporting:	10
Position Titles:	Aquatic Center Supervisor Aquatic Director Aquatics Center Shift Supervisor Aquatics Director Aquatics Specialist Assistant Manager Asst Aquatic Manager Expo Manager Pool Manager Recreation Program Supervisor
Reports To:	Assistant Fitness Center Supervisor Assistant Parks & Rec Director General Director (Parks) Parks & Rec Director Parks And Recreation Director Parks Director
Comments:	Parks And Recreation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$38,265	\$39,312	\$46,092	\$42,792	\$51,236	\$57,262
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$40,867	\$36,196	\$45,969	\$55,742
Rogers	69908	Full	\$57,262	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$50,710	\$39,552	\$49,441	\$61,801
Conway	64134	Full	\$51,236	\$40,989	\$51,236	\$51,236
Bentonville	54164	Full	\$59,592	\$47,674	\$59,592	\$71,510
Pine Bluff	41253	Full	\$46,182	\$36,946	\$46,182	\$55,418
Russellville	28940	Full	\$38,265	\$30,612	\$38,265	\$45,918
Russellville	28940	Full	\$40,644	\$32,515	\$40,644	\$48,773
Cabot	26569	Full	\$42,792	\$34,234	\$42,792	\$51,350
Searcy	22937	Full	\$39,312	\$31,450	\$39,312	\$47,174

Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$55,037	\$44,030	\$55,037	\$66,044

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.09	\$46,092	\$36,559	\$45,759	\$54,517
45,000+	1.25	\$51,933	\$40,792	\$51,136	\$60,418
20,000 - 49,999	1.25	\$41,439	\$33,151	\$41,439	\$49,727
10,000 - 19,999	1	\$43,119	\$34,495	\$43,119	\$51,742

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1002 - Recreation Programmer
Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
Total Matches (A M B):	5 10 14
Exempt non-exempt:	9 23
Bonus Eligible (Y N):	26 23
Full Part Time:	26 0
Number of Organizations Reporting:	13
Position Titles:	Adult Athletics Director Aquatics Specialist Asst. Director Asst. Program Coordinator Facilities Manager Labor Center Co-Director Lead Lifeguard Lifeguard Parks Pool & Family Coord. Program Assistant Program Coord- Day Camp Program Coordinator Program Lead Programmer Rec. Program Mang. Recreation Program Assistant Recreation Programmer Reservationist Senior Center Coordinator Special Events Programmer Sports Coordinator Tennis Manager Trails Manager Youth Athletic Director Youth Center Lead
Reports To:	Aquatic Director Assistant Parks & Rec Director Deputy Dir Parks Groundskeeping Supervisor Parks And Recreation Director Parks Director Program Coordinator Program Director Recreation Manager Recreation Superintendent Special Events Manager
Comments:	Parks And Recreation Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	37	\$28,264	\$31,220	\$38,570	\$39,103	\$43,504	\$48,535
Actual Incentive Paid Dollar 2022	8	\$683	\$683	\$675	\$704	\$704	\$708
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$24,960	\$22,880	\$24,960	\$34,528
Fort Smith	89142	Full	\$28,288	\$28,163	\$35,214	\$42,265
Springdale	87176	Full	\$35,202	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$33,297	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$51,569	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$48,535	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$48,535	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$48,535	\$48,535	\$60,669	\$72,803
Rogers	69908	Full	\$46,363	\$41,951	\$52,439	\$65,549
Conway	64134	Full	\$28,264	\$22,611	\$28,264	\$28,264

Benton	35014	Full	\$43,261	\$40,385	\$43,261	\$60,578
Benton	35014	Full	\$43,261	\$40,385	\$43,261	\$60,578
Benton	35014	Full	\$43,261	\$40,385	\$43,261	\$60,578
Benton	35014	Full	\$42,000	\$40,385	\$42,000	\$60,578
Benton	35014	Full	\$42,000	\$40,385	\$42,000	\$60,578
Benton	35014	Full	\$43,260	\$40,385	\$43,260	\$60,578
Benton	35014	Full	\$43,260	\$40,385	\$43,260	\$60,578
Benton	35014	Full	\$43,504	\$40,612	\$43,504	\$60,813
Benton	35014	Full	\$43,504	\$40,612	\$43,504	\$60,813
Benton	35014	Full	\$30,285	\$29,120	\$30,285	\$31,200
Sherwood	32731	Full	\$47,923	\$38,338	\$47,923	\$57,508
Sherwood	32731	Full	\$34,403	\$27,522	\$34,403	\$41,284
Sherwood	32731	Full	\$46,092	\$36,874	\$46,092	\$55,310
Sherwood	32731	Full	\$34,236	\$27,389	\$34,236	\$41,083
Paragould	29537	Full	\$36,605	\$29,284	\$36,605	\$43,926
Paragould	29537	Full	\$29,999	\$23,999	\$29,999	\$35,999
Paragould	29537	Full	\$39,445	\$31,556	\$39,445	\$47,334
Paragould	29537	Full	\$32,974	\$26,379	\$32,974	\$39,569
Cabot	26569	Full	\$31,220	\$24,976	\$31,220	\$37,464
Cabot	26569	Full	\$29,224	\$23,379	\$29,224	\$35,069
Cabot	26569	Full	\$29,224	\$23,379	\$29,224	\$35,069
Harrison	13069	Full	\$59,165	\$47,332	\$59,165	\$70,998
Forrest City	13015	Full	\$28,000	\$22,400	\$28,000	\$33,600
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Batesville	11191	Full	\$38,000	\$30,400	\$38,000	\$45,600
Arkadelphia	10380	Full	\$39,103	\$31,282	\$39,103	\$46,924

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.64	\$38,570	\$34,163	\$40,614	\$50,826
45,000+	2	\$39,355	\$37,824	\$46,918	\$56,456
20,000 - 49,999	5.25	\$38,521	\$33,625	\$38,521	\$49,833
10,000 - 19,999	1.5	\$37,431	\$29,945	\$37,431	\$44,918

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1003 - Recreation Program Manager
Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.
Total Matches (A M B):	4 23 2
Exempt non-exempt:	13 22
Bonus Eligible (Y N):	9 22
Full Part Time:	9 0
Number of Organizations Reporting:	14
Position Titles:	Asst Director Park & Rec Athletic Director Community Engagement & Special Events Facility Coordinator Facility Maint. Mang. Facility Manager Multipurpose Center Program Coordinator Program & Marketing Mgr Program Coordinator Program Director Program Leader Programs & Marketing Mgr Rec Op. Mang. Rec. Program Mang. Recreation Manager Recreation Program Coordinator Recreation Programmer Recreation Programmer-Sr Softball Coordinator Special Event Coordinator Special Events Manager Sports Program Director Technician, Recreation Youth Center Program Coordinator Youth Center/Museum Coord Youth Sports Coordinator
Reports To:	Assistant Parks & Rec Director Asst Parks & Recreation Director Director Of Parks & Recreation General Director (Parks) Parks And Recreation Director Parks Director Program Supervisor Recreation Facility Supervisor
Comments:	Parks And Recreation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	38	\$36,816	\$37,581	\$45,512	\$44,701	\$48,841	\$62,837
Actual Incentive Paid Dollar 2022	3	\$822	\$822	\$868	\$822	\$988	\$988
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$39,520	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$38,688	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$37,149	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$37,149	\$31,757	\$40,332	\$48,906
Little Rock	202591	Full	\$37,149	\$31,757	\$40,332	\$48,906
Jonesboro	78576	Full	\$66,082	\$58,740	\$73,425	\$91,669
Jonesboro	78576	Full	\$44,701	\$39,735	\$49,668	\$62,009
Jonesboro	78576	Full	\$40,728	\$39,735	\$49,668	\$62,009
Jonesboro	78576	Full	\$40,728	\$39,735	\$49,668	\$62,009
Jonesboro	78576	Full	\$45,695	\$39,735	\$49,668	\$62,009

Jonesboro	78576	Full	\$43,708	\$39,735	\$49,668	\$62,009
Rogers	69908	Full	\$66,622	\$49,148	\$61,435	\$76,794
Rogers	69908	Full	\$67,309	\$49,148	\$61,435	\$76,794
Rogers	69908	Full	\$62,837	\$49,148	\$61,435	\$76,794
North Little Rock	64591	Full	\$45,680	\$30,918	\$37,581	\$45,680
North Little Rock	64591	Full	\$43,504	\$30,918	\$37,581	\$45,680
North Little Rock	64591	Full	\$41,433	\$30,918	\$37,581	\$45,680
North Little Rock	64591	Full	\$37,581	\$30,918	\$37,581	\$45,680
Conway	64134	Full	\$45,946	\$36,757	\$45,946	\$45,946
Conway	64134	Full	\$45,946	\$36,757	\$45,946	\$45,946
Benton	35014	Full	\$60,683	\$48,570	\$60,683	\$72,855
Benton	35014	Full	\$50,513	\$48,570	\$50,513	\$72,855
Benton	35014	Full	\$48,841	\$45,595	\$48,841	\$68,309
Sherwood	32731	Full	\$49,940	\$39,952	\$49,940	\$59,928
Sherwood	32731	Full	\$44,969	\$35,975	\$44,969	\$53,963
Sherwood	32731	Full	\$47,923	\$38,338	\$47,923	\$57,508
Texarkana	29387	Full	\$36,816	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$45,629	\$36,503	\$45,629	\$54,755
Cabot	26569	Full	\$54,024	\$43,219	\$54,024	\$64,829
Siloam Springs	17287	Full	\$34,757	\$34,757	\$43,446	\$52,135
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$44,262	\$35,410	\$44,262	\$53,114
Mountain Home	12825	Full	\$46,030	\$36,824	\$46,030	\$55,236
Arkadelphia	10380	Full	\$47,470	\$37,976	\$47,470	\$56,964
Arkadelphia	10380	Full	\$36,971	\$29,577	\$36,971	\$44,365
Arkadelphia	10380	Full	\$37,522	\$30,018	\$37,522	\$45,026
Arkadelphia	10380	Full	\$31,200	\$24,960	\$31,200	\$37,440

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.53	\$45,512	\$37,584	\$46,428	\$56,606
45,000+	3.33	\$46,408	\$38,263	\$47,779	\$57,904
20,000 - 49,999	1.8	\$48,815	\$40,709	\$48,670	\$60,907
10,000 - 19,999	2.25	\$40,219	\$32,948	\$41,185	\$49,422

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1004 - Recreation Facility Supervisor
Job Description:	Supervises and facilitates programs to meet the recreational needs of citizens; ensures proper maintenance of recreation facilities and equipment; provides supervision to department personnel; requires completion of an Associate's degree or two (2) years of college coursework in Parks and Recreation Management, Recreation Administration, Parks Administration, Leisure Sciences, Physical Education, or a related area; two (2) years of experience in directing athletic or recreational programs; one (1) year of supervisory experience; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in
Total Matches (A M B):	2 17 3
Exempt non-exempt:	12 10
Bonus Eligible (Y N):	5 10
Full Part Time:	5 0
Number of Organizations Reporting:	15
Position Titles:	Aquatics Center Crew Chief Asst Parks & Recreation Director Community And Fitness Center Director Community Center Director Coordinator, Recreation Deputy Dir Parks Facility Manager Manager Recreation Services Parks Assistant Director Parks Sports Coordinator Recreation Facility Supervisor Recreation Facility Supvr (Com Recreation Program Supervisor Recreation Superintendent
Reports To:	Assistant Director Of Parks & Rec Director Of Parks & Recreation Director Parks & Rec General Director (Parks) Parks & Recreation Director Parks And Recreation Director Parks Director Recreation Programs Coordinator Recreation Superintendent
Comments:	Parks And Recreation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$42,230	\$48,636	\$54,748	\$54,953	\$59,592	\$70,262
Actual Incentive Paid Dollar 2022	1	\$1,263	\$1,263	\$1,263	\$1,263	\$1,263	\$1,263
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,126	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$60,568	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$58,126	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$60,568	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$48,636	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$48,636	\$45,855	\$58,236	\$70,617
Fort Smith	89142	Full	\$78,750	\$70,928	\$88,670	\$106,412
Springdale	87176	Full	\$64,784	\$62,821	\$78,526	\$94,232
Rogers	69908	Full	\$44,554	\$41,951	\$52,439	\$65,549
North Little Rock	64591	Full	\$58,426	\$39,240	\$47,697	\$58,426

Bentonville	54164	Full	\$54,953	\$43,962	\$54,953	\$65,944
Bentonville	54164	Full	\$56,659	\$45,327	\$56,659	\$67,991
Bentonville	54164	Full	\$59,592	\$47,674	\$59,592	\$71,510
Bentonville	54164	Full	\$55,556	\$44,445	\$55,556	\$66,667
Benton	35014	Full	\$77,662	\$69,405	\$77,662	\$104,107
Sherwood	32731	Full	\$54,995	\$43,996	\$54,995	\$65,994
Sherwood	32731	Full	\$54,496	\$43,597	\$54,496	\$65,395
Sherwood	32731	Full	\$40,830	\$32,664	\$40,830	\$48,996
Paragould	29537	Full	\$51,018	\$40,814	\$51,018	\$61,222
Cabot	26569	Full	\$42,792	\$34,234	\$42,792	\$51,350
Maumelle	19251	Full	\$42,230	\$33,784	\$42,230	\$50,676
Maumelle	19251	Full	\$50,701	\$40,561	\$50,701	\$60,841
Siloam Springs	17287	Full	\$51,334	\$45,463	\$56,829	\$68,195
Harrison	13069	Full	\$34,465	\$27,572	\$34,465	\$41,358
Mountain Home	12825	Full	\$70,262	\$56,210	\$70,262	\$84,314
Batesville	11191	Full	\$44,720	\$35,776	\$44,720	\$53,664

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.63	\$54,748	\$45,214	\$56,327	\$68,329
45,000+	2	\$57,710	\$47,963	\$60,251	\$72,888
20,000 - 49,999	1.5	\$53,632	\$44,118	\$53,632	\$66,177
10,000 - 19,999	1.2	\$48,952	\$39,894	\$49,868	\$59,841

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1005 - Therapeutic Recreation Coordinator
Job Description:	Develops, organizes, and supervises recreational activities for children and adults with disabilities; provides supervision to regular part-time, temporary, contractual, and volunteer personnel; requires completion of a Bachelor
Total Matches (A M B):	0 3 0
Exempt non-exempt:	3 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Assistant Director- Awc Therapeutic Rec Prog Coord
Reports To:	Deputy Director Of Parks Recreation Services Director-Awc
Comments:	Adult Wellness Center

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$66,477	\$66,477	\$66,892	\$66,477	\$70,117	\$70,117
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$64,082	\$51,280	\$65,126	\$78,971
Rogers	69908	Full	\$70,117	\$62,342	\$77,928	\$97,410
Rogers	69908	Full	\$66,477	\$62,342	\$77,928	\$97,410

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$66,892	\$58,655	\$73,661	\$91,264
45,000+	1.5	\$66,892	\$58,655	\$73,661	\$91,264
20,000-44,999					

10,000-19,999

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1006 - Parks Supervisor
Job Description:	Supervises a group of equipment/operators and laborers to ensure the proper maintenance of parks, medians, cemetery, athletic fields and public grounds; Assigns work and projects and will participate in the work itself as needed; requires high school education plus four (4) years of parks maintenance experience and two (2) years as a lead equipment/operator.
Total Matches (A M B):	2 55 1
Exempt non-exempt:	9 53
Bonus Eligible (Y N):	16 53
Full Part Time:	16 0
Number of Organizations Reporting:	18
Position Titles:	Asst Superintendent Of Parks Asst. Maintenance Crew Lead Building Maintenance Superintendent Cemetery Foreman Crew Chief - Parks Crew Leader Crew Leader Parks Facilities Manager Field Crew Lead Foreman Foreman, Parks Maintenance Grounds Supervisor Ii Grounds Supervisor Nu26 Lake Beaverfork Caretaker Maint Supervisor Maintenance Crew Lead Maintenance Foreman-Parks Maintenance Specialist-Aquatics Maintenance Specialist-Trails Maintenance Specialist-Turf/Fields Maintenance Supervisor Monitor Supervisor Park Facilities Maint Wkr Park Maint Tech Park Maintenance Generalist Parks Director Parks Facilities Manager Parks Foreman Parks Maintenance #1 Parks Maintenance Crew Leader Parks Superintendent #1 Police Detective
Reports To:	Assistant Parks & Rec Director Asst Parks & Recreation Director Building Maintenance Supervisor Deputy Dir Parks Director Of Parks & Recreation Expo Manager General Director (Parks) General Parks Supervisor Horticulturist Mayor Park And Rec Director Parks And Recreation Director Parks Director Parks Facilities Manager Parks Maint Supervisor Parks Planning And Construction Manager Parks Superintendent Police Chief Urban Forester
Comments:	Cemetery Parks And Recreation Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	65	\$38,425	\$42,000	\$46,236	\$44,637	\$48,867	\$56,361
Actual Incentive Paid Dollar 2022	1	\$795	\$795	\$795	\$795	\$795	\$795
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$44,970	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,637	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,970	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$51,646	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$45,885	\$36,196	\$45,969	\$55,742
Fayetteville	93949	Full	\$57,928	\$38,958	\$46,945	\$58,219
Fort Smith	89142	Full	\$55,182	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$48,549	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$65,925	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$48,173	\$42,821	\$53,526	\$64,231

Springdale	87176	Full	\$44,159	\$42,821	\$53,526	\$64,231
Springdale	87176	Full	\$44,159	\$42,821	\$53,526	\$64,231
Springdale	87176	Full	\$47,542	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$41,745	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$37,106	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$37,106	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$37,106	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$42,901	\$35,202	\$44,002	\$52,802
Springdale	87176	Full	\$37,106	\$37,106	\$46,382	\$55,660
Jonesboro	78576	Full	\$53,865	\$47,880	\$59,850	\$74,721
Jonesboro	78576	Full	\$44,240	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$56,361	\$36,114	\$45,143	\$56,361
Rogers	69908	Full	\$56,784	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$67,891	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$59,051	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$46,634	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$40,602	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$38,459	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$40,498	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$38,459	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$40,331	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$53,165	\$39,552	\$49,441	\$61,801
North Little Rock	64591	Full	\$45,765	\$28,714	\$36,250	\$45,765
North Little Rock	64591	Full	\$43,175	\$28,714	\$36,250	\$45,765
North Little Rock	64591	Full	\$40,731	\$28,714	\$36,250	\$45,765
North Little Rock	64591	Full	\$38,425	\$28,714	\$36,250	\$45,765
North Little Rock	64591	Full	\$54,735	\$34,341	\$43,355	\$54,735
Conway	64134	Full	\$41,814	\$33,451	\$41,814	\$41,814
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$62,279	\$49,823	\$62,279	\$62,279
Conway	64134	Full	\$46,083	\$36,866	\$46,083	\$46,083
Conway	64134	Full	\$46,083	\$36,866	\$46,083	\$46,083
Conway	64134	Full	\$46,083	\$36,866	\$46,083	\$46,083
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Conway	64134	Full	\$42,000	\$33,600	\$42,000	\$42,000
Pine Bluff	41253	Full	\$48,867	\$39,094	\$48,867	\$58,640
Benton	35014	Full	\$48,840	\$45,594	\$48,840	\$68,391
Sherwood	32731	Full	\$52,582	\$42,066	\$52,582	\$63,098
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$46,166	\$36,933	\$46,166	\$55,399
Paragould	29537	Full	\$37,209	\$29,767	\$37,209	\$44,651
Texarkana	29387	Full	\$47,528	\$34,049	\$40,872	\$49,691
Cabot	26569	Full	\$42,785	\$34,228	\$42,785	\$51,342

Siloam Springs	17287	Full	\$45,864	\$43,517	\$54,392	\$65,270
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Batesville	11191	Full	\$52,000	\$41,600	\$52,000	\$62,400
Malvern	10867	Full	\$36,932	\$29,546	\$36,932	\$44,318

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.61	\$46,236	\$37,715	\$47,050	\$55,355
45,000+	6.5	\$46,121	\$37,625	\$47,103	\$54,941
20,000 - 49,999	1.33	\$45,892	\$37,032	\$45,060	\$55,375
10,000 - 19,999	1.25	\$47,984	\$39,752	\$49,690	\$59,627

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1007 - Parks Equipment Operator
Job Description:	Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City
Total Matches (A M B):	0 64 0
Exempt non-exempt:	0 65
Bonus Eligible (Y N):	13 65
Full Part Time:	13 0
Number of Organizations Reporting:	12
Position Titles:	Aquatics Maintenance Foreman Cemetery Sexton Equipment Operator Equipment Operator I Equipment Operator Iii Heavy Equip. Operator Heavy Equipment Operator Labor Crew Foreman Maintenance Foreman-Parks Maintenance Ii Maintenance, Parks Maintenance/Equip Operator Ii Ops Worker Ops Worker 1 Ops Worker I Park Maint Tech Park Maintenance Generalist Parks Equipment Foreman Parks Equipment Operator V Parks Maint Operator Sports Park Foreman Sports Park Mgr-Bike Park Sr Maint Person-Oper
Reports To:	Building Maintenance Supervisor Cemetery Foreman Facility Manager General Parks Supervisor Maintenance Foreman Parks And Recreation Director Parks Director Parks Maint Supervisor Public Works Director Supervisor I
Comments:	Cemetery Parks And Recreation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	69	\$27,851	\$32,372	\$35,373	\$33,738	\$39,436	\$42,569
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,011	\$32,032	\$45,011	\$45,011
Little Rock	202591	Full	\$45,011	\$32,032	\$45,011	\$45,011
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$41,933	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$41,579	\$38,584	\$48,235	\$57,886
Springdale	87176	Full	\$34,334	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$33,354	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087

Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$31,392	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$31,392	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$31,392	\$31,392	\$39,240	\$47,087
Rogers	69908	Full	\$45,926	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$42,224	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$42,286	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$47,736	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$38,771	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,738	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$36,878	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,987	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,384	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,738	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,384	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$34,174	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$35,672	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,384	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$49,774	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$42,515	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$41,267	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$41,267	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$46,363	\$44,350	\$55,438	\$69,297
North Little Rock	64591	Full	\$40,054	\$29,930	\$37,786	\$47,704
Pine Bluff	41253	Full	\$32,804	\$26,243	\$32,804	\$39,365
Pine Bluff	41253	Full	\$32,804	\$26,243	\$32,804	\$39,365
Sherwood	32731	Full	\$41,766	\$33,413	\$41,766	\$50,119
Sherwood	32731	Full	\$41,600	\$33,280	\$41,600	\$49,920
Sherwood	32731	Full	\$39,436	\$31,549	\$39,436	\$47,323
Sherwood	32731	Full	\$37,232	\$29,786	\$37,232	\$44,678
Paragould	29537	Full	\$42,569	\$34,055	\$42,569	\$51,083
Texarkana	29387	Full	\$39,374	\$38,230	\$48,339	\$61,796
Texarkana	29387	Full	\$30,950	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$32,854	\$26,283	\$32,854	\$39,425
Russellville	28940	Full	\$32,854	\$26,283	\$32,854	\$39,425
Russellville	28940	Full	\$27,050	\$21,640	\$27,050	\$32,460
Russellville	28940	Full	\$31,343	\$25,074	\$31,343	\$37,612
Russellville	28940	Full	\$30,316	\$24,253	\$30,316	\$36,379
Russellville	28940	Full	\$27,642	\$22,114	\$27,642	\$33,170
Russellville	28940	Full	\$27,642	\$22,114	\$27,642	\$33,170
Russellville	28940	Full	\$30,303	\$24,242	\$30,303	\$36,364
Russellville	28940	Full	\$27,050	\$21,640	\$27,050	\$32,460
Maumelle	19251	Full	\$27,921	\$22,337	\$27,921	\$33,505
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421

Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$33,280	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$33,592	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$33,862	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$35,360	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$35,506	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$36,046	\$32,750	\$40,937	\$49,124

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.31	\$35,373	\$31,139	\$39,059	\$47,315
45,000+	6.17	\$37,565	\$33,683	\$42,383	\$51,573
20,000 - 49,999	3.6	\$33,644	\$27,561	\$34,395	\$41,515
10,000 - 19,999	7	\$31,804	\$29,015	\$36,268	\$43,522

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1008 - Parks Department Laborer
Job Description:	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City
Total Matches (A M B):	4 99 8
Exempt non-exempt:	4 111
Bonus Eligible (Y N):	30 111
Full Part Time:	30 0
Number of Organizations Reporting:	18
Position Titles:	Custodian Downtown Maintenance Facility Monitor Grounds Keeper Grounds Keeper P&R Grounds Keeper Pr Laborer Maint Person Maintenance I Maintenance Laborer Maintenance/Equip Operator I Park Maintenance Parkmaintenanceworker Parks Department Laboarer Parks Department Laborer Parks Laborer Parks Maint Operator Parks Maint Worker Parks Maint. Worker Parks Maintenance #2 Parks Maintenance Worker Parks Maintenance Worker (Mowing) Pt Parks Maintenance Sexton Sr Maint Person Land
Reports To:	Building Maintenance Supervisor Facility Maintenance Supervisor Facility Manager Foreman Grounds Supervisor Ii Maintenance Supervisor Monitor Supervisor Parks And Recreation Director Parks Director Parks Facilities Manager Parks Maint Supervisor Parks Maintenance #1 Parks Supervisor I Parks Youth Director Supervisor Ii Turf Manager
Comments:	Parks And Recreation

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	131	\$28,163	\$30,600	\$32,459	\$32,760	\$34,236	\$37,265
Actual Incentive Paid Dollar 2022	3	\$522	\$522	\$522	\$522	\$522	\$522
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$33,738	\$27,726	\$33,738	\$38,917
Little Rock	202591	Full	\$37,544	\$27,726	\$37,544	\$38,917
Little Rock	202591	Full	\$36,234	\$27,726	\$36,234	\$38,917
Little Rock	202591	Full	\$36,234	\$27,726	\$36,234	\$38,917
Little Rock	202591	Full	\$34,341	\$27,726	\$34,341	\$38,917
Little Rock	202591	Full	\$34,341	\$27,726	\$34,341	\$38,917
Little Rock	202591	Full	\$33,134	\$27,726	\$33,134	\$38,917
Little Rock	202591	Full	\$33,134	\$27,726	\$33,134	\$38,917
Little Rock	202591	Full	\$38,230	\$27,726	\$38,230	\$38,917
Little Rock	202591	Full	\$34,965	\$27,726	\$34,965	\$38,917

Little Rock	202591	Full	\$38,917	\$27,726	\$38,917	\$38,917
Little Rock	202591	Full	\$33,134	\$27,726	\$33,134	\$38,917
Little Rock	202591	Full	\$33,134	\$27,726	\$33,134	\$38,917
Little Rock	202591	Full	\$36,234	\$27,726	\$36,234	\$38,917
Little Rock	202591	Full	\$34,341	\$27,726	\$34,341	\$38,917
Little Rock	202591	Full	\$36,878	\$27,726	\$36,878	\$38,917
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,288	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,288	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,704	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,288	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,288	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,850	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,850	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Springdale	87176	Full	\$29,487	\$29,487	\$36,620	\$43,753
Springdale	87176	Full	\$29,487	\$29,487	\$36,620	\$43,753
Jonesboro	78576	Full	\$36,779	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,775	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$32,276	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$37,530	\$30,024	\$37,530	\$46,855
Rogers	69908	Full	\$31,179	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$29,952	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$31,803	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$31,803	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$31,491	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$31,179	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$31,803	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$29,952	\$29,957	\$37,446	\$46,807
Rogers	69908	Full	\$31,803	\$29,957	\$37,446	\$46,807
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$35,155	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871

North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Pine Bluff	41253	Full	\$30,600	\$24,480	\$30,600	\$36,720
Pine Bluff	41253	Full	\$30,600	\$24,480	\$30,600	\$36,720
Pine Bluff	41253	Full	\$30,600	\$24,480	\$30,600	\$36,720
Benton	35014	Full	\$32,102	\$29,968	\$32,102	\$44,951
Benton	35014	Full	\$32,102	\$29,968	\$32,102	\$44,951
Benton	35014	Full	\$32,102	\$29,968	\$32,102	\$44,951
Sherwood	32731	Full	\$38,500	\$30,800	\$38,500	\$46,200
Sherwood	32731	Full	\$38,022	\$30,418	\$38,022	\$45,626
Sherwood	32731	Full	\$34,257	\$27,406	\$34,257	\$41,108
Sherwood	32731	Full	\$34,236	\$27,389	\$34,236	\$41,083
Sherwood	32731	Full	\$34,236	\$27,389	\$34,236	\$41,083
Paragould	29537	Full	\$38,720	\$30,976	\$38,720	\$46,464
Paragould	29537	Full	\$33,326	\$26,661	\$33,326	\$39,991
Paragould	29537	Full	\$31,824	\$25,459	\$31,824	\$38,189
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$33,945	\$27,156	\$33,945	\$40,734
Paragould	29537	Full	\$10,665	\$8,532	\$10,665	\$12,798
Paragould	29537	Full	\$10,665	\$8,532	\$10,665	\$12,798
Cabot	26569	Full	\$31,574	\$25,259	\$31,574	\$37,889
Cabot	26569	Full	\$33,467	\$26,774	\$33,467	\$40,160
Cabot	26569	Full	\$26,520	\$21,216	\$26,520	\$31,824
Cabot	26569	Full	\$26,520	\$21,216	\$26,520	\$31,824
Cabot	26569	Full	\$26,520	\$21,216	\$26,520	\$31,824
Van Buren	23218	Full	\$29,120	\$23,296	\$29,120	\$34,944
Van Buren	23218	Full	\$36,649	\$29,319	\$36,649	\$43,979
Van Buren	23218	Full	\$28,123	\$22,498	\$28,123	\$33,748

Van Buren	23218	Full	\$28,123	\$22,498	\$28,123	\$33,748
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Marion	13752	Full	\$27,040	\$21,632	\$27,040	\$32,448
Marion	13752	Full	\$49,566	\$39,653	\$49,566	\$59,479
Marion	13752	Full	\$43,680	\$34,944	\$43,680	\$52,416
Mountain Home	12825	Full	\$39,624	\$31,699	\$39,624	\$47,549
Mountain Home	12825	Full	\$37,045	\$29,636	\$37,045	\$44,454
Mountain Home	12825	Full	\$37,045	\$29,636	\$37,045	\$44,454
Mountain Home	12825	Full	\$33,030	\$26,424	\$33,030	\$39,636
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$30,160	\$24,128	\$30,160	\$36,192
Batesville	11191	Full	\$31,866	\$25,493	\$31,866	\$38,239
Batesville	11191	Full	\$32,531	\$26,025	\$32,531	\$39,037
Batesville	11191	Full	\$32,531	\$26,025	\$32,531	\$39,037
Batesville	11191	Full	\$32,531	\$26,025	\$32,531	\$39,037
Batesville	11191	Full	\$31,533	\$25,226	\$31,533	\$37,840
Batesville	11191	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$32,531	\$26,025	\$32,531	\$39,037
Batesville	11191	Full	\$31,866	\$25,493	\$31,866	\$38,239
Batesville	11191	Full	\$33,987	\$27,190	\$33,987	\$40,784
Arkadelphia	10380	Full	\$24,509	\$19,607	\$24,509	\$29,411

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.28	\$32,459	\$26,988	\$33,736	\$39,911
45,000+	11.86	\$32,820	\$27,712	\$34,836	\$40,667
20,000 - 49,999	4.67	\$30,447	\$24,817	\$30,447	\$37,225
10,000 - 19,999	4	\$33,774	\$27,019	\$33,774	\$40,529

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1100 - Police Chief
Job Description:	Plans, organizes and directs the activities of the Police Department to ensure effective enforcement of laws and ordinances, protection of lives and property, and initiation of crime prevention endeavors within the community. Law enforcement procedures, state and federal laws, department policy and civil service rules and regulations govern this position. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a Bachelor
Total Matches (A M B):	0 18 2
Exempt non-exempt:	23 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	26
Position Titles:	Chief Chief Of Police Chief Senior Certification Chief, Police Police Chief Police Chief - Adm
Reports To:	City Administrator City Manager Mayor
Comments:	Base Pay For Fire /Police Includes Holiday Pay. Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$72,574	\$81,958	\$103,255	\$102,294	\$121,411	\$138,444
Actual Incentive Paid Dollar 2022	0						
Education Pay	2	\$2,000	\$2,000	\$3,400	\$2,000	\$4,800	\$4,800
EMT Pay	0						
Holiday Pay	5	\$12	\$96	\$2,567	\$3,441	\$4,369	\$4,915
Longevity Pay	2	\$1,573	\$1,573	\$4,415	\$1,573	\$7,257	\$7,257
Other Pay	4	\$1,500	\$1,500	\$21,224	\$1,980	\$2,400	\$79,016

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$138,444	\$105,664	\$127,316	\$157,872
Fort Smith	89142	Full	\$129,150	\$103,320	\$129,150	\$154,980
Springdale	87176	Full	\$145,071	\$100,918	\$126,148	\$151,378
Jonesboro	78576	Full	\$119,229	\$101,866	\$108,232	\$119,229
Rogers	69908	Full	\$144,399	\$129,509	\$143,899	\$179,874
North Little Rock	64591	Full	\$121,411	\$97,129	\$121,411	\$145,693
Conway	64134	Full	\$102,294	\$81,835	\$102,294	\$102,294
Bentonville	54164	Full	\$127,566	\$102,053	\$127,566	\$153,079
Pine Bluff	41253	Full	\$105,000	\$84,000	\$105,000	\$126,000
Benton	35014	Full	\$100,163	\$86,900	\$100,163	\$116,550

Sherwood	32731	Full	\$103,853	\$83,082	\$103,853	\$124,624
Bella Vista	30104	Full	\$126,690	\$105,233	\$131,541	\$157,849
Paragould	29537	Full	\$72,574	\$58,059	\$72,574	\$87,089
Texarkana	29387	Full	\$106,475	\$90,105	\$119,808	\$156,707
Russellville	28940	Full	\$83,583	\$66,866	\$83,583	\$100,300
Cabot	26569	Full	\$110,093	\$88,074	\$110,093	\$132,112
Van Buren	23218	Full	\$81,958	\$65,566	\$81,958	\$98,350
Searcy	22937	Full	\$79,123	\$63,298	\$79,123	\$94,948
Maumelle	19251	Full	\$100,588	\$70,826	\$101,181	\$131,535
El Dorado	17756	Full	\$88,691	\$70,953	\$88,691	\$106,429
Siloam Springs	17287	Full	\$114,816	\$97,454	\$121,817	\$146,180
Marion	13752	Full	\$65,978	\$52,782	\$65,978	\$79,174
Blytheville	13406	Full	\$79,016	\$63,213	\$79,016	\$94,819
Harrison	13069	Full	\$90,558	\$72,446	\$90,558	\$108,670
Mountain Home	12825	Full	\$76,627	\$61,302	\$76,627	\$91,952
Arkadelphia	10380	Full	\$71,274	\$57,019	\$71,274	\$85,529

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$103,255	\$83,057	\$102,648	\$123,201
45,000+	1	\$128,446	\$102,787	\$123,252	\$145,550
20,000 - 49,999	1	\$96,951	\$79,119	\$98,770	\$119,453
10,000 - 19,999	1	\$85,944	\$68,249	\$86,893	\$105,536

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1101 - Assistant Police Chief
Job Description:	Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate
Total Matches (A M B):	0 12 2
Exempt non-exempt:	13 2
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	17
Position Titles:	Assistant Police Chief Assistant Police Chief Senior Certification Asst Police Chief - Adm Asst. Police Chief Chief Of Police Deputy Chief Deputy Chief Of Police Police Assistant Chief Police Captain-01 - (Asst. Chief) Police Chief
Reports To:	Chief Chief Of Police Mayor Police Chief
Comments:	Base Pay For Fire /Police Includes Holiday Pay.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$66,107	\$68,000	\$86,757	\$83,791	\$93,519	\$122,220
Actual Incentive Paid Dollar 2022	0						
Education Pay	4	\$540	\$540	\$2,135	\$1,200	\$2,000	\$4,800
EMT Pay	0						
Holiday Pay	4	\$3,354	\$3,354	\$4,546	\$4,416	\$5,151	\$5,262
Longevity Pay	1	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875
Other Pay	4	\$1,200	\$1,200	\$19,306	\$1,980	\$2,000	\$72,044

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$122,220	\$91,599	\$114,499	\$137,399
Fayetteville	93949	Full	\$121,888	\$92,830	\$111,841	\$138,673
Fort Smith	89142	Full	\$88,811	\$84,531	\$88,811	\$91,031
Springdale	87176	Full	\$133,048	\$95,813	\$133,048	\$143,697
Jonesboro	78576	Full	\$101,566	\$87,010	\$92,316	\$101,566
Conway	64134	Full	\$93,519	\$74,815	\$93,519	\$93,519
Pine Bluff	41253	Full	\$83,791	\$67,033	\$83,791	\$100,549
Benton	35014	Full	\$89,502	\$81,950	\$89,502	\$99,750
Texarkana	29387	Full	\$91,208	\$69,014	\$91,208	\$119,558
Van Buren	23218	Full	\$66,107	\$52,886	\$66,107	\$79,328

Marion	13752	Full	\$58,240	\$46,592	\$58,240	\$69,888
Blytheville	13406	Full	\$71,021	\$56,817	\$71,021	\$85,225
Harrison	13069	Full	\$78,294	\$62,635	\$78,294	\$93,953
Forrest City	13015	Full	\$67,600	\$54,080	\$67,600	\$81,120
Mountain Home	12825	Full	\$73,492	\$58,794	\$73,492	\$88,190
Batesville	11191	Full	\$68,000	\$54,400	\$68,000	\$81,600
Malvern	10867	Full	\$66,562	\$53,250	\$66,562	\$79,874

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$86,757	\$69,650	\$85,168	\$99,113
45,000+	1	\$110,175	\$87,766	\$105,672	\$117,648
20,000 - 49,999	1	\$82,652	\$67,721	\$82,652	\$99,796
10,000 - 19,999	1	\$69,030	\$55,224	\$69,030	\$82,836

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1102 - Police Major/Captain
Job Description:	Under the direction of the Police Chief, manages the daily administrative and operational functions of the Police Department. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. Supervises and directs subordinate department supervisors and/or officers to ensure effective and efficient police services to the City; requires a high school diploma or general education degree (GED); serves at least two (2) years as Lieutenant, plus seven (7) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	1 58 3
Exempt non-exempt:	52 20
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	24
Position Titles:	Administrative Captain Captain Captain - Adm Captain - Police Captain, Police Captain-Admin Captain-Cid Captain-Patrol Captain-Service Dispatch Manager Lieutenant-Cid Lieutenant-Patrol Lieutenant-Service Major Police Captain Police Captain-02 Police Captain-03 Police Captian Police Major Police Major/Captain Police Patrol Captain Sergeant-Cid Sergeant-Patrol Sergeant-Service
Reports To:	Assistant Chief Assistant Police Chief Asst. Chief Captain-Cid Captain-Patrol Captain-Service Chief Of Police Deputy Chief Lieutenant-Cid Lieutenant-Patrol Lieutenant-Service Police Chief
Comments:	Police Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	78	\$64,438	\$76,518	\$88,729	\$89,383	\$101,576	\$114,774
Actual Incentive Paid Dollar 2022	0						
Education Pay	12	\$1,536	\$1,980	\$2,593	\$2,000	\$2,520	\$4,800
EMT Pay	0						
Holiday Pay	29	\$12	\$3,168	\$3,306	\$3,976	\$4,166	\$4,166
Longevity Pay	13	\$1,331	\$1,650	\$2,736	\$2,030	\$2,808	\$5,734
Other Pay	14	\$240	\$1,500	\$6,199	\$1,980	\$2,000	\$2,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$96,459	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Fayetteville	93949	Full	\$102,128	\$68,369	\$82,368	\$102,128

Fort Smith	89142	Full	\$80,507	\$74,758	\$78,542	\$80,506
Fort Smith	89142	Full	\$80,507	\$74,758	\$78,542	\$80,506
Fort Smith	89142	Full	\$78,543	\$74,758	\$78,542	\$80,506
Springdale	87176	Full	\$125,499	\$86,892	\$125,499	\$130,330
Springdale	87176	Full	\$120,672	\$86,892	\$120,672	\$130,330
Springdale	87176	Full	\$120,672	\$86,892	\$120,672	\$130,330
Springdale	87176	Full	\$120,672	\$86,892	\$120,672	\$130,330
Springdale	87176	Full	\$104,469	\$81,771	\$104,469	\$122,637
Springdale	87176	Full	\$118,090	\$81,771	\$118,090	\$122,637
Springdale	87176	Full	\$118,090	\$81,771	\$118,090	\$122,637
Springdale	87176	Full	\$99,932	\$81,771	\$99,932	\$122,637
Springdale	87176	Full	\$104,469	\$81,771	\$104,469	\$122,637
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Jonesboro	78576	Full	\$89,422	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$87,668	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$82,767	\$75,338	\$79,583	\$89,422
Jonesboro	78576	Full	\$80,047	\$75,338	\$79,583	\$89,422
Rogers	69908	Full	\$104,666	\$102,521	\$113,912	\$142,390
Rogers	69908	Full	\$105,688	\$102,521	\$113,912	\$142,390
Rogers	69908	Full	\$104,666	\$102,521	\$113,912	\$142,390
North Little Rock	64591	Full	\$98,800	\$79,040	\$98,800	\$118,560
North Little Rock	64591	Full	\$98,800	\$79,040	\$98,800	\$118,560
North Little Rock	64591	Full	\$98,800	\$79,040	\$98,800	\$118,560
North Little Rock	64591	Full	\$98,800	\$79,040	\$98,800	\$118,560
Conway	64134	Full	\$89,383	\$71,506	\$89,383	\$89,383
Conway	64134	Full	\$89,383	\$71,506	\$89,383	\$89,383
Conway	64134	Full	\$89,383	\$71,506	\$89,383	\$89,383
Bentonville	54164	Full	\$99,736	\$79,789	\$99,736	\$119,683
Bentonville	54164	Full	\$114,774	\$91,819	\$114,774	\$137,729
Bentonville	54164	Full	\$114,774	\$91,819	\$114,774	\$137,729
Bentonville	54164	Full	\$112,860	\$90,288	\$112,860	\$135,432
Benton	35014	Full	\$73,030	\$63,895	\$73,030	\$73,030
Benton	35014	Full	\$73,030	\$63,895	\$73,030	\$73,030
Benton	35014	Full	\$73,030	\$63,895	\$73,030	\$73,030
Sherwood	32731	Full	\$78,750	\$63,000	\$78,750	\$94,500
Sherwood	32731	Full	\$78,750	\$63,000	\$78,750	\$94,500
Sherwood	32731	Full	\$78,750	\$63,000	\$78,750	\$94,500
Bella Vista	30104	Full	\$104,464	\$75,866	\$94,832	\$113,799
Paragould	29537	Full	\$57,336	\$45,869	\$57,336	\$68,803
Paragould	29537	Full	\$57,336	\$45,869	\$57,336	\$68,803
Paragould	29537	Full	\$57,336	\$45,869	\$57,336	\$68,803
Texarkana	29387	Full	\$82,566	\$79,723	\$82,566	\$87,616
Texarkana	29387	Full	\$79,723	\$79,723	\$82,566	\$87,616
Russellville	28940	Full	\$69,168	\$55,334	\$69,168	\$83,002
Russellville	28940	Full	\$71,635	\$57,308	\$71,635	\$85,962
Russellville	28940	Full	\$66,796	\$53,437	\$66,796	\$80,155

Cabot	26569	Full	\$87,298	\$69,838	\$87,298	\$104,758
Cabot	26569	Full	\$78,953	\$63,162	\$78,953	\$94,744
Cabot	26569	Full	\$70,161	\$56,129	\$70,161	\$84,193
Van Buren	23218	Full	\$61,156	\$48,925	\$61,156	\$73,387
Van Buren	23218	Full	\$61,156	\$48,925	\$61,156	\$73,387
Searcy	22937	Full	\$77,119	\$61,695	\$77,119	\$92,543
Maumelle	19251	Full	\$78,623	\$68,650	\$73,637	\$78,623
Maumelle	19251	Full	\$70,538	\$68,650	\$73,637	\$78,623
Maumelle	19251	Full	\$76,518	\$68,650	\$73,637	\$78,623
Maumelle	19251	Full	\$78,623	\$68,650	\$73,637	\$78,623
El Dorado	17756	Full	\$64,438	\$51,550	\$64,438	\$77,326
El Dorado	17756	Full	\$65,457	\$52,366	\$65,457	\$78,548
El Dorado	17756	Full	\$65,457	\$52,366	\$65,457	\$78,548
Siloam Springs	17287	Full	\$86,341	\$76,740	\$95,925	\$115,110
Siloam Springs	17287	Full	\$86,341	\$76,740	\$95,925	\$115,110
Marion	13752	Full	\$49,088	\$39,270	\$49,088	\$58,906
Blytheville	13406	Full	\$63,910	\$51,128	\$63,910	\$76,692
Harrison	13069	Full	\$67,995	\$54,396	\$67,995	\$81,594

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.25	\$88,729	\$71,060	\$87,686	\$99,959
45,000+	5	\$100,666	\$78,781	\$98,801	\$111,784
20,000 - 49,999	2.33	\$73,216	\$60,398	\$72,893	\$84,293
10,000 - 19,999	2	\$71,111	\$60,763	\$71,895	\$83,027

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1103 - Police Lieutenant
Job Description:	Provides supervision and direction of a designated department within the Police department. Supervises and directs subordinate officers, schedules equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a high School diploma plus specialized training and/or additional college courses seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A M B):	0 119 11
Exempt non-exempt:	41 106
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	26
Position Titles:	Assistant Chief Assistant Police Chief Captain Cid Corporal Cid Lieutenant Cid Sergeant Intermediate Certification Lieutenant (Cid) Lieutenant Lieutenant (Patrol Lieutenant - A Lieutenant - Adm Lieutenant - B Lieutenant - C Lieutenant - Ci Lieutenant - Cid Lieutenant - D Lieutenant - Dtf Lieutenant - W Lieutenant-Patrol Lt.- Patrol Patrol Lieutenant Senior Certification Police Lieutenant Police Lieutenant 10Hr Police Lieutenant-01 Police Lieutenant-02 Police Lieutenant-03 Police Major Sergeant li Sergeant-Admin/Sro Sergeant-Cid Sergeant-Patrol Sro Lieutenant Advance Certification
Reports To:	Assistant Police Chief Asst. Chief Captain Captain-Patrol Captain-Police Chief Chief Of Police Cid Lieutenant Cid Sergeant Deputy Dir Admin Lieutenant-Cid Lieutenant-Patrol Lieutenant-Service Lieutentant Major (Cid) Major (Patrol) Major (Support) Police Captain Police Chief Police Major
Comments:	Other Pay = Certification Pay Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	169	\$54,043	\$59,966	\$72,371	\$71,490	\$86,501	\$88,800
Actual Incentive Paid Dollar 2022	0						
Education Pay	35	\$600	\$1,236	\$2,079	\$2,000	\$2,520	\$3,600
EMT Pay	0						
Holiday Pay	79	\$12	\$2,575	\$5,638	\$3,568	\$3,645	\$3,819
Longevity Pay	27	\$748	\$1,200	\$2,073	\$1,368	\$1,892	\$5,404
Other Pay	39	\$600	\$1,420	\$3,239	\$1,980	\$2,000	\$2,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$87,339	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832

Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$84,385	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$84,385	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$91,551	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$87,339	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$84,385	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$90,633	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$84,385	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$84,385	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$87,339	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$86,501	\$63,221	\$79,027	\$94,832
Little Rock	202591	Full	\$98,871	\$73,070	\$91,338	\$109,605
Fort Smith	89142	Full	\$71,198	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$71,198	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$71,198	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$71,198	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$69,451	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$69,451	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$67,746	\$67,745	\$69,451	\$71,198
Springdale	87176	Full	\$95,391	\$81,771	\$95,391	\$122,637
Springdale	87176	Full	\$90,849	\$81,771	\$90,849	\$122,637
Springdale	87176	Full	\$90,728	\$69,029	\$90,728	\$101,576
Springdale	87176	Full	\$90,728	\$69,029	\$90,728	\$101,576
Springdale	87176	Full	\$90,728	\$69,029	\$90,728	\$101,576
Springdale	87176	Full	\$94,348	\$69,029	\$94,348	\$101,576
Springdale	87176	Full	\$90,728	\$69,029	\$90,728	\$101,576
Jonesboro	78576	Full	\$75,763	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$74,367	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$73,016	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$70,311	\$64,727	\$70,299	\$77,278
Jonesboro	78576	Full	\$66,850	\$64,727	\$70,299	\$77,278
Rogers	69908	Full	\$88,106	\$86,328	\$95,920	\$119,900
Rogers	69908	Full	\$88,106	\$86,328	\$95,920	\$119,900
Rogers	69908	Full	\$88,911	\$86,328	\$95,920	\$119,900
Rogers	69908	Full	\$93,807	\$86,328	\$95,920	\$119,900
Rogers	69908	Full	\$89,999	\$86,328	\$95,920	\$119,900
Rogers	69908	Full	\$92,676	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$91,392	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$91,436	\$70,135	\$77,928	\$97,410

North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
North Little Rock	64591	Full	\$88,800	\$71,040	\$88,800	\$106,560
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Conway	64134	Full	\$81,091	\$64,873	\$81,091	\$81,091
Bentonville	54164	Full	\$73,964	\$59,171	\$73,964	\$88,757
Bentonville	54164	Full	\$73,964	\$59,171	\$73,964	\$88,757
Bentonville	54164	Full	\$73,964	\$59,171	\$73,964	\$88,757
Bentonville	54164	Full	\$83,241	\$66,593	\$83,241	\$99,889
Bentonville	54164	Full	\$73,964	\$59,171	\$73,964	\$88,757
Bentonville	54164	Full	\$81,556	\$65,245	\$81,556	\$97,867
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Pine Bluff	41253	Full	\$56,205	\$44,964	\$56,205	\$67,446
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$54,997	\$54,997	\$54,997	\$61,695
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Sherwood	32731	Full	\$70,262	\$56,210	\$70,262	\$84,314
Sherwood	32731	Full	\$72,384	\$57,907	\$72,384	\$86,861
Sherwood	32731	Full	\$68,203	\$54,562	\$68,203	\$81,844
Sherwood	32731	Full	\$68,203	\$54,562	\$68,203	\$81,844
Sherwood	32731	Full	\$68,203	\$54,562	\$68,203	\$81,844
Sherwood	32731	Full	\$66,248	\$52,998	\$66,248	\$79,498
Bella Vista	30104	Full	\$83,366	\$64,119	\$80,149	\$96,179
Bella Vista	30104	Full	\$81,515	\$64,119	\$80,149	\$96,179
Bella Vista	30104	Full	\$79,706	\$64,119	\$80,149	\$96,179
Paragould	29537	Full	\$54,043	\$43,234	\$54,043	\$64,852
Paragould	29537	Full	\$54,043	\$43,234	\$54,043	\$64,852
Paragould	29537	Full	\$54,043	\$43,234	\$54,043	\$64,852

Paragould	29537	Full	\$54,043	\$43,234	\$54,043	\$64,852
Paragould	29537	Full	\$54,043	\$43,234	\$54,043	\$64,852
Texarkana	29387	Full	\$75,677	\$74,111	\$75,677	\$77,274
Texarkana	29387	Full	\$74,111	\$74,111	\$75,677	\$77,274
Texarkana	29387	Full	\$74,111	\$74,111	\$75,677	\$77,274
Russellville	28940	Full	\$64,368	\$51,494	\$64,368	\$77,242
Russellville	28940	Full	\$63,625	\$50,900	\$63,625	\$76,350
Russellville	28940	Full	\$58,649	\$46,919	\$58,649	\$70,379
Russellville	28940	Full	\$61,079	\$48,863	\$61,079	\$73,295
Russellville	28940	Full	\$60,775	\$48,620	\$60,775	\$72,930
Russellville	28940	Full	\$59,400	\$47,520	\$59,400	\$71,280
Cabot	26569	Full	\$75,029	\$60,023	\$75,029	\$90,035
Cabot	26569	Full	\$74,979	\$59,983	\$74,979	\$89,975
Cabot	26569	Full	\$73,464	\$58,771	\$73,464	\$88,157
Cabot	26569	Full	\$68,522	\$54,818	\$68,522	\$82,226
Cabot	26569	Full	\$62,710	\$50,168	\$62,710	\$75,252
Cabot	26569	Full	\$61,990	\$49,592	\$61,990	\$74,388
Cabot	26569	Full	\$59,531	\$47,625	\$59,531	\$71,437
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Van Buren	23218	Full	\$61,156	\$48,925	\$61,156	\$73,387
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Searcy	22937	Full	\$60,600	\$48,480	\$60,600	\$72,720
Searcy	22937	Full	\$61,900	\$49,520	\$61,900	\$74,280
Searcy	22937	Full	\$62,546	\$50,037	\$62,546	\$75,055
Searcy	22937	Full	\$59,950	\$47,960	\$59,950	\$71,940
Maumelle	19251	Full	\$59,942	\$58,337	\$62,575	\$66,812
Maumelle	19251	Full	\$66,812	\$58,337	\$62,575	\$66,812
Maumelle	19251	Full	\$66,812	\$58,337	\$62,575	\$66,812
Maumelle	19251	Full	\$66,812	\$58,337	\$62,575	\$66,812
Maumelle	19251	Full	\$59,942	\$58,337	\$62,575	\$66,812
Maumelle	19251	Full	\$65,024	\$58,337	\$62,575	\$66,812
El Dorado	17756	Full	\$64,771	\$51,817	\$64,771	\$77,725
El Dorado	17756	Full	\$54,246	\$43,397	\$54,246	\$65,095
El Dorado	17756	Full	\$61,360	\$49,088	\$61,360	\$73,632
El Dorado	17756	Full	\$59,966	\$47,973	\$59,966	\$71,959
El Dorado	17756	Full	\$54,579	\$43,663	\$54,579	\$65,495
El Dorado	17756	Full	\$56,160	\$44,928	\$56,160	\$67,392
Siloam Springs	17287	Full	\$71,490	\$69,395	\$81,328	\$93,261
Siloam Springs	17287	Full	\$71,490	\$69,395	\$81,328	\$93,261
Blytheville	13406	Full	\$58,100	\$46,480	\$58,100	\$69,720
Forrest City	13015	Full	\$55,258	\$44,206	\$55,258	\$66,310
Forrest City	13015	Full	\$52,439	\$41,951	\$52,439	\$62,926
Forrest City	13015	Full	\$50,108	\$40,086	\$50,108	\$60,129
Forrest City	13015	Full	\$50,108	\$40,086	\$50,108	\$60,129
Forrest City	13015	Full	\$50,108	\$40,086	\$50,108	\$60,129
Forrest City	13015	Full	\$50,108	\$40,086	\$50,108	\$60,129
Mountain Home	12825	Full	\$60,890	\$48,712	\$60,890	\$73,068

Mountain Home	12825	Full	\$55,408	\$44,326	\$55,408	\$66,490
Mountain Home	12825	Full	\$60,890	\$48,712	\$60,890	\$73,068
Mountain Home	12825	Full	\$56,959	\$45,567	\$56,959	\$68,351
Mountain Home	12825	Full	\$54,076	\$43,261	\$54,076	\$64,891
Batesville	11191	Full	\$57,000	\$45,600	\$57,000	\$68,400
Malvern	10867	Full	\$55,311	\$44,249	\$55,311	\$66,373
Malvern	10867	Full	\$48,828	\$39,062	\$48,828	\$58,594
Malvern	10867	Full	\$48,828	\$39,062	\$48,828	\$58,594
Malvern	10867	Full	\$48,828	\$39,062	\$48,828	\$58,594

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.26	\$72,371	\$58,844	\$70,917	\$82,424
45,000+	9.44	\$83,694	\$67,128	\$80,698	\$93,458
20,000 - 49,999	5.3	\$62,720	\$51,669	\$62,701	\$73,230
10,000 - 19,999	3.88	\$57,827	\$48,396	\$58,143	\$67,890

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1104 - Police Sergeant
Job Description:	Typically supervises a designated shift of patrol officers and coordinates response on the patrol level or may supervise special assignments or units as directed by the Lieutenant or superior officers; responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City; requires a high School diploma plus specialized training and/or additional college courses five (5) years of related experience and/or training and a minimum of one (1) years of supervisory/managerial experience.
Total Matches (A M B):	8 241 13
Exempt non-exempt:	7 291
Bonus Eligible (Y N):	3 0
Full Part Time:	3 0
Number of Organizations Reporting:	28
Position Titles:	Captain Copps Sergeant Copps/Street Crime Sergeant Corporal-Investigations Corporal-Patrol Corporal-Sro Corporal-Training Court Liaison Detective Lieutenant Detective Sergeant Group 6 Neu Lt - Code Enfcmnt Lt Cid - Srt Master Police Officer Patrol Lt Patrol Officer-01 (Sergeant) Patrol Sergeant Patrol Sergeant Advance Certification Patrol Sergeant Advanced Certification Patrol Sergeant Senior Certification Patrolman Police Lieutenant Police Sergeant Police Sergeant Police Sergeant (Airport) - 15 Yrs Of Lrpd Unif Service Police Sergeant (Sro) - 15 Yrs Of Lrpd Unif Service Police Sergeant - 15 Yrs Of Lrpd Unif Service Police Sergeant 01 Police Sergeant 02 Police Sergeant 03 Police Sergeant 04 Police Sergeant 05 Police Sergeant 06 Police Sergeant 07 Police
Reports To:	Asst. Chief Captain Deputy Chief Detective Lieutenant Lieutenant Lieutenant (Cid) Lieutenant (Narc) Lieutenant (Patrol) Lieutenant (Training) Lieutenant-Patrol Lieutenant Patrol Lieutenant Police Captain Police Chief Police Lieutenant Sergeant Sergeant-Cid Sergeant-Patrol Sergeant-Patrol/ Building Security Sergeant-Sro
Comments:	Other Pay = Certification Pay Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	330	\$51,171	\$55,250	\$66,121	\$66,042	\$79,879	\$80,800
Actual Incentive Paid Dollar 2022	0						
Education Pay	57	\$730	\$1,200	\$1,865	\$1,980	\$2,520	\$2,520
EMT Pay	0						
Holiday Pay	154	\$96	\$2,566	\$2,722	\$3,182	\$3,369	\$3,369
Longevity Pay	47	\$421	\$710	\$1,543	\$1,200	\$1,650	\$5,169
Other Pay	48	\$240	\$600	\$2,545	\$1,945	\$2,000	\$2,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$78,000	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$78,000	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$78,000	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320

Little Rock	202591	Full	\$76,105	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$74,253	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$79,950	\$77,178	\$80,249	\$83,320
Little Rock	202591	Full	\$72,250	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$78,000	\$75,296	\$78,292	\$81,288
Little Rock	202591	Full	\$76,105	\$75,296	\$78,292	\$81,288
Fort Smith	89142	Full	\$78,543	\$74,758	\$78,542	\$80,506
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$57,034	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$61,422	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Springdale	87176	Full	\$76,264	\$69,029	\$76,264	\$101,576
Springdale	87176	Full	\$79,879	\$69,029	\$79,879	\$101,576
Springdale	87176	Full	\$83,497	\$69,029	\$83,497	\$101,576
Springdale	87176	Full	\$87,113	\$69,029	\$87,113	\$101,576
Springdale	87176	Full	\$76,264	\$69,029	\$76,264	\$101,576
Springdale	87176	Full	\$83,497	\$69,029	\$83,497	\$101,576
Springdale	87176	Full	\$79,879	\$69,029	\$79,879	\$101,576
Springdale	87176	Full	\$83,497	\$69,029	\$83,497	\$101,576
Springdale	87176	Full	\$79,879	\$69,029	\$79,879	\$101,576
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Jonesboro	78576	Full	\$62,199	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$62,199	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238

Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,412	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$63,100	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,953	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,412	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,953	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$59,687	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$59,687	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$57,872	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$58,412	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$61,014	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$56,248	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$66,238	\$55,177	\$59,687	\$66,238
Jonesboro	78576	Full	\$64,939	\$55,177	\$59,687	\$66,238
Rogers	69908	Full	\$70,938	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$66,042	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$74,724	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$65,715	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$74,441	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$67,500	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$74,941	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$75,703	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$66,042	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$66,259	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$75,703	\$64,738	\$71,931	\$89,913
Rogers	69908	Full	\$74,724	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$77,836	\$70,135	\$77,928	\$97,410
Rogers	69908	Full	\$76,378	\$70,135	\$77,928	\$97,410
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960

North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
North Little Rock	64591	Full	\$80,800	\$64,640	\$80,800	\$96,960
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Conway	64134	Full	\$74,000	\$59,200	\$74,000	\$74,000
Bentonville	54164	Full	\$62,358	\$49,886	\$62,358	\$74,830
Bentonville	54164	Full	\$59,300	\$47,440	\$59,300	\$71,160
Bentonville	54164	Full	\$61,068	\$48,854	\$61,068	\$73,282
Bentonville	54164	Full	\$61,297	\$49,038	\$61,297	\$73,556
Bentonville	54164	Full	\$61,297	\$49,038	\$61,297	\$73,556
Bentonville	54164	Full	\$62,982	\$50,386	\$62,982	\$75,578
Bentonville	54164	Full	\$62,108	\$49,686	\$62,108	\$74,530
Bentonville	54164	Full	\$61,297	\$49,038	\$61,297	\$73,556
Bentonville	54164	Full	\$73,860	\$59,088	\$73,860	\$88,632
Bentonville	54164	Full	\$68,390	\$54,712	\$68,390	\$82,068
Bentonville	54164	Full	\$79,684	\$63,747	\$79,684	\$95,621
Bentonville	54164	Full	\$65,998	\$52,798	\$65,998	\$79,198
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660

Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Pine Bluff	41253	Full	\$51,383	\$41,106	\$51,383	\$61,660
Benton	35014	Full	\$48,753	\$47,534	\$48,753	\$53,630
Benton	35014	Full	\$52,411	\$47,534	\$52,411	\$53,630
Benton	35014	Full	\$52,411	\$47,534	\$52,411	\$53,630
Benton	35014	Full	\$52,411	\$47,534	\$52,411	\$53,630
Benton	35014	Full	\$53,630	\$47,534	\$53,630	\$53,630
Benton	35014	Full	\$47,534	\$47,534	\$47,534	\$53,630
Sherwood	32731	Full	\$65,062	\$52,050	\$65,062	\$78,074
Sherwood	32731	Full	\$57,803	\$46,242	\$57,803	\$69,364
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$63,169	\$50,535	\$63,169	\$75,803
Sherwood	32731	Full	\$61,318	\$49,054	\$61,318	\$73,582
Sherwood	32731	Full	\$61,318	\$49,054	\$61,318	\$73,582
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$59,529	\$47,623	\$59,529	\$71,435
Sherwood	32731	Full	\$57,803	\$46,242	\$57,803	\$69,364
Sherwood	32731	Full	\$57,803	\$46,242	\$57,803	\$69,364
Sherwood	32731	Full	\$57,803	\$46,242	\$57,803	\$69,364
Sherwood	32731	Full	\$57,803	\$46,242	\$57,803	\$69,364
Sherwood	32731	Full	\$56,139	\$44,911	\$56,139	\$67,367
Sherwood	32731	Full	\$56,139	\$44,911	\$56,139	\$67,367
Bella Vista	30104	Full	\$67,933	\$56,092	\$70,115	\$84,138
Bella Vista	30104	Full	\$70,720	\$56,092	\$70,115	\$84,138
Bella Vista	30104	Full	\$65,187	\$56,092	\$70,115	\$84,138
Bella Vista	30104	Full	\$74,838	\$56,092	\$70,115	\$84,138
Bella Vista	30104	Full	\$77,459	\$56,092	\$70,115	\$84,138
Bella Vista	30104	Full	\$74,090	\$64,119	\$80,149	\$96,179
Paragould	29537	Full	\$51,694	\$41,355	\$51,694	\$62,033
Paragould	29537	Full	\$51,694	\$41,355	\$51,694	\$62,033
Paragould	29537	Full	\$51,694	\$41,355	\$51,694	\$62,033
Paragould	29537	Full	\$51,694	\$41,355	\$51,694	\$62,033
Paragould	29537	Full	\$51,694	\$41,355	\$51,694	\$62,033
Texarkana	29387	Full	\$68,715	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$67,223	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$68,715	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$67,223	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$67,223	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$65,494	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$67,223	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$65,494	\$65,495	\$67,223	\$68,715
Texarkana	29387	Full	\$65,494	\$65,495	\$67,223	\$68,715

Texarkana	29387	Full	\$67,223	\$65,495	\$67,223	\$68,715
Russellville	28940	Full	\$60,716	\$48,573	\$60,716	\$72,859
Russellville	28940	Full	\$54,379	\$43,503	\$54,379	\$65,255
Russellville	28940	Full	\$55,254	\$44,203	\$55,254	\$66,305
Russellville	28940	Full	\$54,582	\$43,666	\$54,582	\$65,498
Russellville	28940	Full	\$53,628	\$42,902	\$53,628	\$64,354
Russellville	28940	Full	\$54,957	\$43,966	\$54,957	\$65,948
Russellville	28940	Full	\$54,379	\$43,503	\$54,379	\$65,255
Russellville	28940	Full	\$54,003	\$43,202	\$54,003	\$64,804
Russellville	28940	Full	\$53,628	\$42,902	\$53,628	\$64,354
Russellville	28940	Full	\$54,003	\$43,202	\$54,003	\$64,804
Cabot	26569	Full	\$64,449	\$51,559	\$64,449	\$77,339
Cabot	26569	Full	\$59,656	\$47,725	\$59,656	\$71,587
Cabot	26569	Full	\$51,286	\$41,029	\$51,286	\$61,543
Cabot	26569	Full	\$49,125	\$39,300	\$49,125	\$58,950
Cabot	26569	Full	\$48,405	\$38,724	\$48,405	\$58,086
Cabot	26569	Full	\$48,206	\$38,565	\$48,206	\$57,847
Cabot	26569	Full	\$47,660	\$38,128	\$47,660	\$57,192
Cabot	26569	Full	\$47,014	\$37,611	\$47,014	\$56,417
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Van Buren	23218	Full	\$48,837	\$39,070	\$48,837	\$58,604
Van Buren	23218	Full	\$48,837	\$39,070	\$48,837	\$58,604
Van Buren	23218	Full	\$48,837	\$39,070	\$48,837	\$58,604
Van Buren	23218	Full	\$48,837	\$39,070	\$48,837	\$58,604
Searcy	22937	Full	\$54,600	\$43,680	\$54,600	\$65,520
Searcy	22937	Full	\$53,950	\$43,160	\$53,950	\$64,740
Searcy	22937	Full	\$52,000	\$41,600	\$52,000	\$62,400
Searcy	22937	Full	\$55,900	\$44,720	\$55,900	\$67,080
Searcy	22937	Full	\$55,250	\$44,200	\$55,250	\$66,300
Searcy	22937	Full	\$53,300	\$42,640	\$53,300	\$63,960
Searcy	22937	Full	\$56,550	\$45,240	\$56,550	\$67,860
Searcy	22937	Full	\$53,300	\$42,640	\$53,300	\$63,960
Maumelle	19251	Full	\$50,938	\$49,574	\$62,575	\$56,776
Maumelle	19251	Full	\$56,776	\$49,574	\$62,575	\$56,776
Maumelle	19251	Full	\$52,338	\$49,574	\$62,575	\$56,776
Maumelle	19251	Full	\$55,257	\$49,574	\$62,575	\$56,776
Maumelle	19251	Full	\$55,257	\$49,574	\$62,575	\$56,776
Maumelle	19251	Full	\$56,776	\$49,574	\$62,575	\$56,776
El Dorado	17756	Full	\$43,326	\$34,661	\$43,326	\$51,991
El Dorado	17756	Full	\$52,499	\$41,999	\$52,499	\$62,999
El Dorado	17756	Full	\$44,824	\$35,859	\$44,824	\$53,789
El Dorado	17756	Full	\$52,499	\$41,999	\$52,499	\$62,999
Siloam Springs	17287	Full	\$61,422	\$61,411	\$71,971	\$82,532
Siloam Springs	17287	Full	\$63,274	\$61,411	\$71,971	\$82,532
Siloam Springs	17287	Full	\$61,422	\$61,411	\$71,971	\$82,532
Siloam Springs	17287	Full	\$63,274	\$61,411	\$71,971	\$82,532
Siloam Springs	17287	Full	\$61,422	\$61,411	\$71,971	\$82,532
Siloam Springs	17287	Full	\$67,122	\$61,411	\$71,971	\$82,532
Blytheville	13406	Full	\$51,128	\$40,902	\$51,128	\$61,354
Harrison	13069	Full	\$52,395	\$41,916	\$52,395	\$62,874

Forrest City	13015	Full	\$47,777	\$38,222	\$47,777	\$57,333
Forrest City	13015	Full	\$47,777	\$38,222	\$47,777	\$57,333
Forrest City	13015	Full	\$47,777	\$38,222	\$47,777	\$57,333
Forrest City	13015	Full	\$47,777	\$38,222	\$47,777	\$57,333
Mountain Home	12825	Full	\$57,942	\$46,354	\$57,942	\$69,530
Mountain Home	12825	Full	\$55,015	\$44,012	\$55,015	\$66,018
Mountain Home	12825	Full	\$51,171	\$40,937	\$51,171	\$61,405
Mountain Home	12825	Full	\$51,171	\$40,937	\$51,171	\$61,405
Batesville	11191	Full	\$51,000	\$40,800	\$51,000	\$61,200
Batesville	11191	Full	\$48,000	\$38,400	\$48,000	\$57,600
Batesville	11191	Full	\$47,000	\$37,600	\$47,000	\$56,400
Malvern	10867	Full	\$47,064	\$37,651	\$47,064	\$56,477
Malvern	10867	Full	\$47,064	\$37,651	\$47,064	\$56,477
Malvern	10867	Full	\$47,064	\$37,651	\$47,064	\$56,477
Arkadelphia	10380	Full	\$45,967	\$36,774	\$45,967	\$55,160
Arkadelphia	10380	Full	\$45,967	\$36,774	\$45,967	\$55,160
Arkadelphia	10380	Full	\$45,967	\$36,774	\$45,967	\$55,160
Arkadelphia	10380	Full	\$45,967	\$36,774	\$45,967	\$55,160
Arkadelphia	10380	Full	\$45,967	\$36,774	\$45,967	\$55,160
Arkadelphia	10380	Full	\$50,397	\$40,318	\$50,397	\$60,476

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.38	\$66,121	\$57,931	\$66,844	\$74,900
45,000+	21.89	\$73,568	\$65,965	\$74,247	\$81,715
20,000 - 49,999	9.5	\$56,330	\$46,736	\$56,358	\$65,879
10,000 - 19,999	3.8	\$51,994	\$44,271	\$54,678	\$62,117

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1105 - Police Corporal
Job Description:	A police corporal is responsible for the supervision, training and direction of police officers and may assume the duties and responsibilities of a Sergeant during the Sergeant's absence. In some departments, the rank of corporal is a designation of seniority and years served.
Total Matches (A M B):	19 216 3
Exempt non-exempt:	8 237
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	16
Position Titles:	Corporal Corporal, Police Corporal-Investigations Corporal-Patrol Corporal-Sro Corporal-Training Master Police Officer Officer First Class Officer/Corporal Patrol Corporal Patrolman Police Corporal Police Officer Police Officer Level 10 Police Officer Level 8 Sgt
Reports To:	Lieutenant Lieutenant (Narc) Lieutenant (Traffic) Lieutenant (Warrants) Patrol Sergeant Police Captain Police Chief Police Sergeant Sergeant Sergeant (Cid) Sergeant (Narc) Sergeant (Patrol) Sergeant (Sro) Sergeant (Training) Sergeant-Cid Sergeant-Patrol Sergeant-Sro
Comments:	Other Pay = Certification Pay Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	250	\$51,688	\$56,492	\$63,301	\$66,999	\$69,000	\$72,086
Actual Incentive Paid Dollar 2022	0						
Education Pay	73	\$1,000	\$1,692	\$1,943	\$2,000	\$2,520	\$2,520
EMT Pay	0						
Holiday Pay	101	\$12	\$1,495	\$1,975	\$2,686	\$2,686	\$2,686
Longevity Pay	66	\$596	\$807	\$1,172	\$1,193	\$1,544	\$1,790
Other Pay	31	\$1,000	\$1,500	\$1,724	\$2,000	\$2,000	\$2,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308

Fort Smith	89142	Full	\$52,978	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$51,688	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$51,688	\$40,372	\$46,820	\$54,308
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$62,718	\$59,595	\$62,718	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Rogers	69908	Full	\$70,481	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$56,598	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$57,490	\$55,292	\$61,435	\$76,794
Rogers	69908	Full	\$56,598	\$55,292	\$61,435	\$76,794

Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$69,000	\$55,200	\$69,000	\$69,000
Conway	64134	Full	\$67,000	\$53,600	\$67,000	\$67,000
Conway	64134	Full	\$67,000	\$53,600	\$67,000	\$67,000
Conway	64134	Full	\$67,000	\$53,600	\$67,000	\$67,000
Conway	64134	Full	\$67,000	\$53,600	\$67,000	\$67,000
Conway	64134	Full	\$67,000	\$53,600	\$67,000	\$67,000
Bentonville	54164	Full	\$54,683	\$43,746	\$54,683	\$65,620
Bentonville	54164	Full	\$56,492	\$45,194	\$56,492	\$67,790
Bentonville	54164	Full	\$56,492	\$45,194	\$56,492	\$67,790
Bentonville	54164	Full	\$57,262	\$45,810	\$57,262	\$68,714
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$57,262	\$45,810	\$57,262	\$68,714
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$56,492	\$45,194	\$56,492	\$67,790
Bentonville	54164	Full	\$55,515	\$44,412	\$55,515	\$66,618
Bentonville	54164	Full	\$55,348	\$44,278	\$55,348	\$66,418
Bentonville	54164	Full	\$57,262	\$45,810	\$57,262	\$68,714
Bentonville	54164	Full	\$57,262	\$45,810	\$57,262	\$68,714
Bentonville	54164	Full	\$64,563	\$51,650	\$64,563	\$77,476
Bentonville	54164	Full	\$65,270	\$52,216	\$65,270	\$78,324
Bentonville	54164	Full	\$58,073	\$46,458	\$58,073	\$69,688
Bentonville	54164	Full	\$57,262	\$45,810	\$57,262	\$68,714
Bentonville	54164	Full	\$58,052	\$46,442	\$58,052	\$69,662
Bentonville	54164	Full	\$57,262	\$45,810	\$57,262	\$68,714
Bentonville	54164	Full	\$73,278	\$58,622	\$73,278	\$87,934
Bentonville	54164	Full	\$59,883	\$47,906	\$59,883	\$71,860
Bentonville	54164	Full	\$73,278	\$58,622	\$73,278	\$87,934
Bentonville	54164	Full	\$70,345	\$56,276	\$70,345	\$84,414
Bentonville	54164	Full	\$61,859	\$49,487	\$61,859	\$74,231
Bentonville	54164	Full	\$64,521	\$51,617	\$64,521	\$77,425
Bentonville	54164	Full	\$60,382	\$48,306	\$60,382	\$72,458
Bentonville	54164	Full	\$56,492	\$45,194	\$56,492	\$67,790
Bentonville	54164	Full	\$56,492	\$45,194	\$56,492	\$67,790
Bentonville	54164	Full	\$53,892	\$43,114	\$53,892	\$64,670
Bentonville	54164	Full	\$56,492	\$45,194	\$56,492	\$67,790
Bentonville	54164	Full	\$52,977	\$42,382	\$52,977	\$63,572
Bentonville	54164	Full	\$52,977	\$42,382	\$52,977	\$63,572
Bella Vista	30104	Full	\$52,000	\$49,436	\$61,795	\$74,154
Bella Vista	30104	Full	\$52,437	\$49,436	\$61,795	\$74,154

Bella Vista	30104	Full	\$52,437	\$49,436	\$61,795	\$74,154
Bella Vista	30104	Full	\$52,437	\$49,436	\$61,795	\$74,154
Bella Vista	30104	Full	\$56,368	\$49,436	\$61,795	\$74,154
Russellville	28940	Full	\$55,901	\$44,721	\$55,901	\$67,081
Russellville	28940	Full	\$56,401	\$45,121	\$56,401	\$67,681
Russellville	28940	Full	\$50,205	\$40,164	\$50,205	\$60,246
Russellville	28940	Full	\$50,205	\$40,164	\$50,205	\$60,246
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$48,837	\$39,070	\$48,837	\$58,604
Van Buren	23218	Full	\$52,957	\$42,366	\$52,957	\$63,548
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Searcy	22937	Full	\$46,714	\$37,371	\$46,714	\$56,057
Searcy	22937	Full	\$46,714	\$37,371	\$46,714	\$56,057
Searcy	22937	Full	\$47,364	\$37,891	\$47,364	\$56,837
Searcy	22937	Full	\$48,014	\$38,411	\$48,014	\$57,617
Searcy	22937	Full	\$48,014	\$38,411	\$48,014	\$57,617
Searcy	22937	Full	\$49,314	\$39,451	\$49,314	\$59,177
Searcy	22937	Full	\$48,014	\$38,411	\$48,014	\$57,617
El Dorado	17756	Full	\$65,457	\$52,366	\$65,457	\$78,548
Siloam Springs	17287	Full	\$57,138	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$60,611	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$57,138	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$58,843	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$58,843	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$60,611	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$60,611	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$60,611	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$60,611	\$57,127	\$61,676	\$66,226
Siloam Springs	17287	Full	\$60,611	\$57,127	\$61,676	\$66,226
Harrison	13069	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mountain Home	12825	Full	\$48,755	\$39,004	\$48,755	\$58,506
Mountain Home	12825	Full	\$50,298	\$40,238	\$50,298	\$60,358
Mountain Home	12825	Full	\$46,476	\$37,181	\$46,476	\$55,771
Malvern	10867	Full	\$42,745	\$34,196	\$42,745	\$51,294
Malvern	10867	Full	\$42,745	\$34,196	\$42,745	\$51,294
Malvern	10867	Full	\$42,745	\$34,196	\$42,745	\$51,294
Malvern	10867	Full	\$42,745	\$34,196	\$42,745	\$51,294
Arkadelphia	10380	Full	\$43,784	\$35,027	\$43,784	\$52,541

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	14.71	\$63,301	\$51,122	\$62,019	\$72,975
45,000+	29.71	\$65,794	\$52,633	\$63,948	\$75,335
20,000 - 49,999	5.75	\$49,285	\$40,934	\$51,168	\$61,401
10,000 - 19,999	3.17	\$52,975	\$46,913	\$54,031	\$61,150

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1106 - Police Investigative Detective
Job Description:	Conducts criminal investigations of persons suspected of violating criminal laws; processes crime scenes; collects evidence at the crime scene by utilizing photography, latent prints, and other investigative techniques; interviews suspects, witnesses and victims; writes reports and affidavits for arrest and search warrants; serves arrest and search warrants; prepares and updates case files, present investigative reports and evidence to prosecutor for prosecution; requires high school diploma or GED plus specialized training and/or additional college courses and seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A M B):	0 52 5
Exempt non-exempt:	1 66
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	15
Position Titles:	Cid Detective Detective Detective Sergeant Detective, Police Detective-Cid K-9 / Street Crimes Unit Lieutenant Officer/Corporal Patrol Corporal Police Detective Police Investigative Detective Sergeant Sergeant I Street Crime Street Crimes Unit
Reports To:	Asst. Chief Captain Detective Lieutenant Detective Sergeant Lieutenant Patrol Sergeant Police Chief Police Sergeant Sergeant Sergeant-Cid
Comments:	Other Pay = Certification Pay

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	74	\$42,418	\$44,574	\$50,482	\$49,213	\$54,309	\$61,422
Actual Incentive Paid Dollar 2022	0						
Education Pay	5	\$600	\$1,200	\$2,040	\$1,800	\$1,800	\$4,800
EMT Pay	0						
Holiday Pay	20	\$96	\$96	\$1,246	\$1,754	\$2,167	\$2,445
Longevity Pay	6	\$480	\$480	\$2,827	\$2,981	\$4,242	\$5,169
Other Pay	17	\$1,200	\$1,296	\$6,608	\$1,980	\$2,594	\$22,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$71,198	\$67,745	\$69,451	\$71,198
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$52,978	\$40,372	\$46,820	\$54,308

Fort Smith	89142	Full	\$50,419	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$49,213	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$49,213	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$49,213	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$49,213	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$48,006	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$46,821	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$44,574	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$45,698	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$45,698	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$45,698	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$44,574	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$44,574	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$44,574	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$43,493	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$42,411	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$61,422	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$61,422	\$57,033	\$61,422	\$64,521
Fort Smith	89142	Full	\$58,448	\$57,033	\$61,422	\$64,521
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$68,010	\$50,745	\$68,010	\$72,946
Benton	35014	Full	\$61,695	\$54,997	\$61,695	\$61,695
Benton	35014	Full	\$51,192	\$47,534	\$51,192	\$53,630
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Bella Vista	30104	Full	\$60,674	\$45,520	\$56,900	\$68,280
Bella Vista	30104	Full	\$62,296	\$45,520	\$56,900	\$68,280
Bella Vista	30104	Full	\$52,000	\$45,520	\$56,900	\$68,280
Bella Vista	30104	Full	\$52,000	\$45,520	\$56,900	\$68,280
Bella Vista	30104	Full	\$63,981	\$56,092	\$70,115	\$84,138
Paragould	29537	Full	\$51,694	\$41,355	\$51,694	\$62,033
Paragould	29537	Full	\$42,418	\$33,934	\$42,418	\$50,902
Paragould	29537	Full	\$41,435	\$33,148	\$41,435	\$49,722
Paragould	29537	Full	\$42,581	\$34,065	\$42,581	\$51,097
Russellville	28940	Full	\$51,831	\$41,465	\$51,831	\$62,197
Russellville	28940	Full	\$45,937	\$36,750	\$45,937	\$55,124
Russellville	28940	Full	\$44,520	\$35,616	\$44,520	\$53,424
Searcy	22937	Full	\$42,614	\$34,091	\$42,614	\$51,137
Searcy	22937	Full	\$43,914	\$35,131	\$43,914	\$52,697
Searcy	22937	Full	\$43,264	\$34,611	\$43,264	\$51,917
Searcy	22937	Full	\$44,564	\$35,651	\$44,564	\$53,477
Searcy	22937	Full	\$42,614	\$34,091	\$42,614	\$51,137
Searcy	22937	Full	\$45,214	\$36,171	\$45,214	\$54,257
Searcy	22937	Full	\$42,614	\$34,091	\$42,614	\$51,137
Searcy	22937	Full	\$41,964	\$33,571	\$41,964	\$50,357
Searcy	22937	Full	\$42,614	\$34,091	\$42,614	\$51,137
Siloam Springs	17287	Full	\$53,851	\$40,962	\$48,212	\$55,463

Siloam Springs	17287	Full	\$52,291	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$47,424	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$52,291	\$40,962	\$48,212	\$55,463
Marion	13752	Full	\$49,088	\$39,270	\$49,088	\$58,906
Marion	13752	Full	\$40,102	\$32,082	\$40,102	\$48,122
Blytheville	13406	Full	\$63,182	\$50,546	\$63,182	\$75,818
Harrison	13069	Full	\$51,105	\$40,884	\$51,105	\$61,326
Forrest City	13015	Full	\$48,943	\$39,154	\$48,943	\$58,731
Forrest City	13015	Full	\$48,943	\$39,154	\$48,943	\$58,731
Forrest City	13015	Full	\$48,943	\$39,154	\$48,943	\$58,731
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Mountain Home	12825	Full	\$49,283	\$39,426	\$49,283	\$59,140
Batesville	11191	Full	\$40,200	\$32,160	\$40,200	\$48,240

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.93	\$50,482	\$41,417	\$49,498	\$57,652
45,000+	17	\$52,646	\$43,868	\$50,687	\$57,899
20,000 - 49,999	4.17	\$48,833	\$39,772	\$49,104	\$58,119
10,000 - 19,999	2.14	\$48,326	\$38,605	\$47,458	\$56,312

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1107 - School Resource Officer
Job Description:	A school resource officer is a law enforcement officer assigned to a K-12 school campus during the academic year and focuses on duties such as student safety and preventing juvenile delinquency.
Total Matches (A M B):	0 10 15
Exempt non-exempt:	5 44
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	12
Position Titles:	Community Service Officer K-9 / Sro Lieutenant Officer - Dare Officer - Dtf Officer - Pp Officer - Ptrn Officer - Scu Officer - Sro Patrol Officer/Sro Police Officer School Resource Officer Sergeant I Sro Sro Corporal Intermediate Certification Sro First Class Advanced Certification Sro First Class Intermediate Certification Sro Sergeant Intermediate Certification Sro Supervisor
Reports To:	Assistant Chief Captain Lieutenant Police Chief Police Sergeant Sergeant Sergeant I Sergeant-Sro Sro Corporal Sro Lieutenant Sro Sergeant
Comments:	Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	53	\$38,189	\$42,890	\$47,781	\$46,777	\$52,503	\$56,966
Actual Incentive Paid Dollar 2022	0						
Education Pay	11	\$600	\$1,200	\$2,155	\$2,100	\$2,400	\$4,200
EMT Pay	0						
Holiday Pay	22	\$12	\$96	\$1,489	\$1,861	\$2,354	\$2,426
Longevity Pay	3	\$4,929	\$4,929	\$4,280	\$4,929	\$4,929	\$4,929
Other Pay	15	\$600	\$1,500	\$1,695	\$1,980	\$1,980	\$1,980

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Springdale	87176	Full	\$58,147	\$50,745	\$58,147	\$72,946
Jonesboro	78576	Full	\$50,190	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,730	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$56,966	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$56,966	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$56,966	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$52,237	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$48,825	\$43,260	\$48,565	\$56,966

Jonesboro	78576	Full	\$59,480	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,100	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$48,825	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$48,142	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$46,777	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$46,147	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$56,966	\$43,260	\$48,565	\$56,966
Rogers	69908	Full	\$38,994	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$38,994	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$38,994	\$34,755	\$43,443	\$54,304
Benton	35014	Full	\$60,021	\$54,997	\$60,021	\$61,695
Benton	35014	Full	\$51,192	\$47,534	\$51,192	\$53,630
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$44,817	\$36,650	\$44,817	\$46,450
Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Sherwood	32731	Full	\$56,888	\$45,510	\$56,888	\$68,266
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Paragould	29537	Full	\$49,295	\$39,436	\$49,295	\$59,154
Paragould	29537	Full	\$49,295	\$39,436	\$49,295	\$59,154
Paragould	29537	Full	\$42,581	\$34,065	\$42,581	\$51,097
Paragould	29537	Full	\$38,189	\$30,551	\$38,189	\$45,827
Van Buren	23218	Full	\$36,050	\$28,840	\$36,050	\$43,260
Van Buren	23218	Full	\$36,050	\$28,840	\$36,050	\$43,260
Searcy	22937	Full	\$42,614	\$34,091	\$42,614	\$51,137
Searcy	22937	Full	\$43,264	\$34,611	\$43,264	\$51,917
Searcy	22937	Full	\$43,914	\$35,131	\$43,914	\$52,697
Searcy	22937	Full	\$45,214	\$36,171	\$45,214	\$54,257
Marion	13752	Full	\$42,890	\$34,312	\$42,890	\$51,468
Harrison	13069	Full	\$52,395	\$41,916	\$52,395	\$62,874
Forrest City	13015	Full	\$37,290	\$29,832	\$37,290	\$44,748
Mountain Home	12825	Full	\$55,015	\$44,012	\$55,015	\$66,018
Mountain Home	12825	Full	\$50,298	\$40,238	\$50,298	\$60,358
Mountain Home	12825	Full	\$51,673	\$41,338	\$51,673	\$62,008
Mountain Home	12825	Full	\$49,926	\$39,941	\$49,926	\$59,911
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.42	\$47,781	\$40,197	\$47,475	\$55,834
45,000+	7.33	\$50,357	\$43,121	\$49,622	\$58,782
20,000 - 49,999	4.6	\$44,893	\$37,747	\$44,893	\$51,982

10,000 - 19,999	2	\$48,999	\$39,199	\$48,999	\$58,798
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

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Job Title:	1108 - Police Officer
Job Description:	Provides various police department duties including vehicle police patrol, investigations, traffic control and speed limit enforcement and other related law enforcement activities; law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position; requires an Associate
Total Matches (A M B):	0 1019 94
Exempt non-exempt:	30 1254
Bonus Eligible (Y N):	18 0
Full Part Time:	18 0
Number of Organizations Reporting:	29
Position Titles:	Copps Copps/Street Crimes Officer Cpl. Cpl. - Ecite Cpl. - Fto Cpl. - Taser Dectective Detective K-9 / Police Officer K-9 Officer K9 Officer - A K9 Officer - B K9 Officer - C K9 Officer - D Master Police Officer Officer Officer - A Officer - B Officer - C Officer - Ci Officer - D Officer - Sro Officer - Trf Officer - Trn Officer - W Officer, Police Officer/Corporal Patrol Officer Patrol Officer-01 Patrol Officer-02 Patrol Officer-03 Patrol Officer-04 Patrol Officer-05 Patrol Officer-06 Patrol Officer-07 Patrol Officer-08 Patrol Officer-09 Patrol Officer-10 Patrol Officer-11 Patrol Officer-12 Patrol Officer-13 Patrol Officer-14 Patrol Officer-15 Patrol Officer-16 Patrol Officer-17 Patrol Officer-18 Patrol Officer-19 Patrol Officer-20 Patrol Officer-21 Patrol Officer-22 Patrol Officer-23 Patrol Officer-24 Patrol Officer-25 Patrol Officer-26 Patrol Officer-27 Patrol Officer-28 Patrol Officer-29
Reports To:	Assistant Chief Captain Corporal Lieuteant (Traffic) Lieutenant Lieutenant (Narc) Lieutenant (Wellness) Patrol Corporal Police Captain Police Chief Police Sergeant Sergeant Sergeant (Cid) Sergeant (Narc) Sergeant (Patrol) Sergeant (Sro) Sergeant I Sergeant-Patrol
Comments:	Other Pay = Certification Pay Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1407	\$40,373	\$43,183	\$51,489	\$48,235	\$59,000	\$70,312
Actual Incentive Paid Dollar 2022	0						
Education Pay	156	\$500	\$750	\$1,378	\$1,200	\$1,728	\$2,400
EMT Pay	0						
Holiday Pay	732	\$96	\$2,022	\$2,248	\$2,560	\$2,963	\$3,037
Longevity Pay	107	\$140	\$210	\$703	\$375	\$750	\$1,568
Other Pay	135	\$240	\$520	\$1,622	\$1,310	\$1,980	\$1,980

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$65,345	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$65,345	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$70,312	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$72,070	\$50,000	\$62,554	\$75,108
Little Rock	202591	Full	\$70,312	\$50,000	\$62,554	\$75,108

Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$58,147	\$50,745	\$58,147	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$52,237	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$47,460	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,730	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$56,966	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$50,190	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$48,142	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$47,460	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$46,147	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$46,147	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,622	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,622	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$45,150	\$43,260	\$48,565	\$56,966
Jonesboro	78576	Full	\$44,730	\$43,260	\$48,565	\$56,966

Rogers	69908	Full	\$52,681	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$53,094	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$54,226	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$54,161	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$55,553	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,180	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$53,443	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,420	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,637	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,855	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$53,290	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,637	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$55,162	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$55,423	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$60,819	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$52,942	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$53,377	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$53,334	\$49,894	\$55,438	\$69,297
Rogers	69908	Full	\$49,439	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,243	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,481	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,439	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,328	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$50,592	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,438	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,199	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,199	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,438	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,199	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,199	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,960	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,307	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,895	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,960	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,068	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,199	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,004	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$47,350	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$48,438	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,939	\$47,331	\$52,439	\$65,549
Rogers	69908	Full	\$49,939	\$47,331	\$52,439	\$65,549

Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$46,450	\$36,650	\$46,450	\$46,450
Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$38,283	\$36,650	\$38,283	\$46,450
Benton	35014	Full	\$43,183	\$36,650	\$43,183	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$36,650	\$36,650	\$36,650	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Benton	35014	Full	\$41,550	\$36,650	\$41,550	\$46,450
Sherwood	32731	Full	\$54,662	\$43,730	\$54,662	\$65,594
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$54,662	\$43,730	\$54,662	\$65,594
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$52,041	\$41,633	\$52,041	\$62,449
Sherwood	32731	Full	\$50,523	\$40,418	\$50,523	\$60,628
Sherwood	32731	Full	\$59,217	\$47,374	\$59,217	\$71,060
Sherwood	32731	Full	\$59,217	\$47,374	\$59,217	\$71,060
Sherwood	32731	Full	\$59,217	\$47,374	\$59,217	\$71,060
Sherwood	32731	Full	\$54,662	\$43,730	\$54,662	\$65,594
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Sherwood	32731	Full	\$52,041	\$41,633	\$52,041	\$62,449
Sherwood	32731	Full	\$52,041	\$41,633	\$52,041	\$62,449
Sherwood	32731	Full	\$52,041	\$41,633	\$52,041	\$62,449

Sherwood	32731	Full	\$50,523	\$40,418	\$50,523	\$60,628
Sherwood	32731	Full	\$50,523	\$40,418	\$50,523	\$60,628
Sherwood	32731	Full	\$50,523	\$40,418	\$50,523	\$60,628
Sherwood	32731	Full	\$48,110	\$38,488	\$48,110	\$57,732
Sherwood	32731	Full	\$48,110	\$38,488	\$48,110	\$57,732
Sherwood	32731	Full	\$48,110	\$38,488	\$48,110	\$57,732
Sherwood	32731	Full	\$48,110	\$38,488	\$48,110	\$57,732
Sherwood	32731	Full	\$48,110	\$38,488	\$48,110	\$57,732
Sherwood	32731	Full	\$48,110	\$38,488	\$48,110	\$57,732
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$45,822	\$36,658	\$45,822	\$54,986
Sherwood	32731	Full	\$43,638	\$34,910	\$43,638	\$52,366
Sherwood	32731	Full	\$43,638	\$34,910	\$43,638	\$52,366
Sherwood	32731	Full	\$43,638	\$34,910	\$43,638	\$52,366
Sherwood	32731	Full	\$43,638	\$34,910	\$43,638	\$52,366
Sherwood	32731	Full	\$43,638	\$34,910	\$43,638	\$52,366
Sherwood	32731	Full	\$43,638	\$34,910	\$43,638	\$52,366
Sherwood	32731	Full	\$53,601	\$42,881	\$53,601	\$64,321
Bella Vista	30104	Full	\$48,880	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$46,301	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,131	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$55,474	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$43,680	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$43,680	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$52,000	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$57,720	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,090	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$54,808	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,131	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$46,301	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$45,760	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$57,741	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,235	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$46,301	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,131	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$49,483	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$46,301	\$43,562	\$54,453	\$65,343
Paragould	29537	Full	\$38,784	\$31,027	\$38,784	\$46,541
Paragould	29537	Full	\$49,295	\$39,436	\$49,295	\$59,154
Paragould	29537	Full	\$39,111	\$31,289	\$39,111	\$46,933
Paragould	29537	Full	\$49,295	\$39,436	\$49,295	\$59,154
Paragould	29537	Full	\$41,435	\$33,148	\$41,435	\$49,722
Paragould	29537	Full	\$39,141	\$31,313	\$39,141	\$46,969
Paragould	29537	Full	\$39,886	\$31,909	\$39,886	\$47,863
Paragould	29537	Full	\$39,886	\$31,909	\$39,886	\$47,863

Texarkana	29387	Full	\$48,571	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$48,571	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$48,571	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$53,012	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$55,196	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$44,365	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$59,621	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$55,196	\$44,365	\$55,196	\$62,558
Texarkana	29387	Full	\$55,196	\$44,365	\$55,196	\$62,558
Russellville	28940	Full	\$45,562	\$36,450	\$45,562	\$54,674
Russellville	28940	Full	\$45,937	\$36,750	\$45,937	\$55,124
Russellville	28940	Full	\$44,520	\$35,616	\$44,520	\$53,424
Russellville	28940	Full	\$44,520	\$35,616	\$44,520	\$53,424
Russellville	28940	Full	\$44,895	\$35,916	\$44,895	\$53,874
Russellville	28940	Full	\$43,853	\$35,082	\$43,853	\$52,624
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,103	\$34,482	\$43,103	\$51,724
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$42,582	\$34,066	\$42,582	\$51,098
Russellville	28940	Full	\$42,582	\$34,066	\$42,582	\$51,098
Russellville	28940	Full	\$42,582	\$34,066	\$42,582	\$51,098
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$42,206	\$33,765	\$42,206	\$50,647
Russellville	28940	Full	\$44,895	\$35,916	\$44,895	\$53,874
Russellville	28940	Full	\$42,582	\$34,066	\$42,582	\$51,098
Russellville	28940	Full	\$42,582	\$34,066	\$42,582	\$51,098
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$43,478	\$34,782	\$43,478	\$52,174
Russellville	28940	Full	\$41,164	\$32,931	\$41,164	\$49,397
Russellville	28940	Full	\$44,520	\$35,616	\$44,520	\$53,424
Russellville	28940	Full	\$45,937	\$36,750	\$45,937	\$55,124
Russellville	28940	Full	\$41,164	\$32,931	\$41,164	\$49,397
Russellville	28940	Full	\$41,164	\$32,931	\$41,164	\$49,397
Russellville	28940	Full	\$41,164	\$32,931	\$41,164	\$49,397
Russellville	28940	Full	\$41,164	\$32,931	\$41,164	\$49,397
Russellville	28940	Full	\$41,164	\$32,931	\$41,164	\$49,397

Russellville	28940	Full	\$43,103	\$34,482	\$43,103	\$51,724
Cabot	26569	Full	\$57,371	\$45,897	\$57,371	\$68,845
Cabot	26569	Full	\$55,831	\$44,665	\$55,831	\$66,997
Cabot	26569	Full	\$44,531	\$35,625	\$44,531	\$53,437
Cabot	26569	Full	\$44,531	\$35,625	\$44,531	\$53,437
Cabot	26569	Full	\$44,158	\$35,326	\$44,158	\$52,990
Cabot	26569	Full	\$43,835	\$35,068	\$43,835	\$52,602
Cabot	26569	Full	\$43,090	\$34,472	\$43,090	\$51,708
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$43,040	\$34,432	\$43,040	\$51,648
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$42,494	\$33,995	\$42,494	\$50,993
Cabot	26569	Full	\$42,494	\$33,995	\$42,494	\$50,993
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$41,674	\$33,339	\$41,674	\$50,009
Cabot	26569	Full	\$41,625	\$33,300	\$41,625	\$49,950
Cabot	26569	Full	\$41,153	\$32,922	\$41,153	\$49,384
Cabot	26569	Full	\$41,674	\$33,339	\$41,674	\$50,009
Cabot	26569	Full	\$41,674	\$33,339	\$41,674	\$50,009
Cabot	26569	Full	\$40,184	\$32,147	\$40,184	\$48,221
Cabot	26569	Full	\$39,837	\$31,870	\$39,837	\$47,804
Cabot	26569	Full	\$39,588	\$31,670	\$39,588	\$47,506
Cabot	26569	Full	\$39,588	\$31,670	\$39,588	\$47,506
Cabot	26569	Full	\$39,241	\$31,393	\$39,241	\$47,089
Cabot	26569	Full	\$39,241	\$31,393	\$39,241	\$47,089
Cabot	26569	Full	\$39,241	\$31,393	\$39,241	\$47,089
Cabot	26569	Full	\$39,241	\$31,393	\$39,241	\$47,089
Cabot	26569	Full	\$39,241	\$31,393	\$39,241	\$47,089
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Cabot	26569	Full	\$38,566	\$30,853	\$38,566	\$46,279
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$41,176	\$32,941	\$41,176	\$49,411
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034

Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$43,846	\$35,077	\$43,846	\$52,615
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$48,837	\$39,070	\$48,837	\$58,604
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Van Buren	23218	Full	\$40,862	\$32,690	\$40,862	\$49,034
Searcy	22937	Full	\$45,214	\$36,171	\$45,214	\$54,257
Searcy	22937	Full	\$37,814	\$30,251	\$37,814	\$45,377
Searcy	22937	Full	\$43,914	\$35,131	\$43,914	\$52,697
Searcy	22937	Full	\$43,914	\$35,131	\$43,914	\$52,697
Searcy	22937	Full	\$43,264	\$34,611	\$43,264	\$51,917
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$37,814	\$30,251	\$37,814	\$45,377
Searcy	22937	Full	\$41,314	\$33,051	\$41,314	\$49,577
Searcy	22937	Full	\$37,814	\$30,251	\$37,814	\$45,377
Searcy	22937	Full	\$41,314	\$33,051	\$41,314	\$49,577
Searcy	22937	Full	\$41,314	\$33,051	\$41,314	\$49,577
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$41,314	\$33,051	\$41,314	\$49,577
Searcy	22937	Full	\$41,964	\$33,571	\$41,964	\$50,357
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$39,814	\$31,851	\$39,814	\$47,777
Searcy	22937	Full	\$37,814	\$30,251	\$37,814	\$45,377
Searcy	22937	Full	\$37,814	\$30,251	\$37,814	\$45,377
Searcy	22937	Full	\$37,814	\$30,251	\$37,814	\$45,377
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$43,286	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$43,286	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$46,956	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$43,286	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$43,286	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$48,248	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$43,286	\$42,128	\$45,188	\$48,248

Maumelle	19251	Full	\$46,956	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$45,699	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$44,476	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$44,476	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$44,476	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$44,476	\$42,128	\$45,188	\$48,248
Maumelle	19251	Full	\$42,128	\$41,000	\$41,000	\$41,000
Maumelle	19251	Full	\$42,128	\$41,000	\$41,000	\$41,000
Maumelle	19251	Full	\$41,000	\$41,000	\$41,000	\$41,000
Maumelle	19251	Full	\$41,000	\$41,000	\$41,000	\$41,000
El Dorado	17756	Full	\$39,353	\$31,482	\$39,353	\$47,224
El Dorado	17756	Full	\$39,353	\$31,482	\$39,353	\$47,224
El Dorado	17756	Full	\$40,747	\$32,598	\$40,747	\$48,896
El Dorado	17756	Full	\$35,131	\$28,105	\$35,131	\$42,157
El Dorado	17756	Full	\$47,236	\$37,789	\$47,236	\$56,683
El Dorado	17756	Full	\$41,100	\$32,880	\$41,100	\$49,320
El Dorado	17756	Full	\$41,683	\$33,346	\$41,683	\$50,020
El Dorado	17756	Full	\$39,353	\$31,482	\$39,353	\$47,224
El Dorado	17756	Full	\$33,113	\$26,490	\$33,113	\$39,736
El Dorado	17756	Full	\$42,307	\$33,846	\$42,307	\$50,768
El Dorado	17756	Full	\$43,014	\$34,411	\$43,014	\$51,617
El Dorado	17756	Full	\$39,707	\$31,766	\$39,707	\$47,648
El Dorado	17756	Full	\$39,353	\$31,482	\$39,353	\$47,224
El Dorado	17756	Full	\$40,747	\$32,598	\$40,747	\$48,896
El Dorado	17756	Full	\$52,499	\$41,999	\$52,499	\$62,999
El Dorado	17756	Full	\$39,353	\$31,482	\$39,353	\$47,224
El Dorado	17756	Full	\$41,329	\$33,063	\$41,329	\$49,595
El Dorado	17756	Full	\$42,307	\$33,846	\$42,307	\$50,768
El Dorado	17756	Full	\$42,307	\$33,846	\$42,307	\$50,768
El Dorado	17756	Full	\$41,100	\$32,880	\$41,100	\$49,320
El Dorado	17756	Full	\$41,683	\$33,346	\$41,683	\$50,020
El Dorado	17756	Full	\$41,100	\$32,880	\$41,100	\$49,320
El Dorado	17756	Full	\$43,284	\$34,627	\$43,284	\$51,941
El Dorado	17756	Full	\$43,014	\$34,411	\$43,014	\$51,617
El Dorado	17756	Full	\$56,160	\$44,928	\$56,160	\$67,392
El Dorado	17756	Full	\$47,236	\$37,789	\$47,236	\$56,683
El Dorado	17756	Full	\$31,886	\$25,509	\$31,886	\$38,263
El Dorado	17756	Full	\$50,960	\$40,768	\$50,960	\$61,152
El Dorado	17756	Full	\$41,329	\$33,063	\$41,329	\$49,595
Siloam Springs	17287	Full	\$47,424	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$52,291	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$49,795	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$52,291	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$47,424	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$49,795	\$40,962	\$48,212	\$55,463

Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$49,795	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$40,976	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$55,474	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$49,795	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$55,474	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$40,976	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$47,424	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$52,291	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$43,014	\$40,962	\$48,212	\$55,463
Siloam Springs	17287	Full	\$55,474	\$40,962	\$48,212	\$55,463
Marion	13752	Full	\$35,152	\$28,122	\$35,152	\$42,182
Marion	13752	Full	\$40,102	\$32,082	\$40,102	\$48,122
Marion	13752	Full	\$43,347	\$34,678	\$43,347	\$52,016
Marion	13752	Full	\$42,890	\$34,312	\$42,890	\$51,468
Marion	13752	Full	\$38,334	\$30,667	\$38,334	\$46,001
Marion	13752	Full	\$26,000	\$20,800	\$26,000	\$31,200
Marion	13752	Full	\$26,000	\$20,800	\$26,000	\$31,200
Marion	13752	Full	\$43,347	\$34,678	\$43,347	\$52,016
Marion	13752	Full	\$40,227	\$32,182	\$40,227	\$48,272
Marion	13752	Full	\$16,890	\$13,512	\$16,890	\$20,268
Marion	13752	Full	\$49,088	\$39,270	\$49,088	\$58,906
Marion	13752	Full	\$45,739	\$36,591	\$45,739	\$54,887
Marion	13752	Full	\$36,629	\$29,303	\$36,629	\$43,955
Marion	13752	Full	\$43,347	\$34,678	\$43,347	\$52,016
Marion	13752	Full	\$37,690	\$30,152	\$37,690	\$45,228
Marion	13752	Full	\$42,890	\$34,312	\$42,890	\$51,468
Marion	13752	Full	\$45,739	\$36,591	\$45,739	\$54,887
Marion	13752	Full	\$35,152	\$28,122	\$35,152	\$42,182
Marion	13752	Full	\$34,445	\$27,556	\$34,445	\$41,334
Marion	13752	Full	\$39,270	\$31,416	\$39,270	\$47,124
Marion	13752	Full	\$39,270	\$31,416	\$39,270	\$47,124
Marion	13752	Full	\$45,739	\$36,591	\$45,739	\$54,887
Marion	13752	Full	\$26,000	\$20,800	\$26,000	\$31,200
Blytheville	13406	Full	\$46,480	\$37,184	\$46,480	\$55,776
Harrison	13069	Full	\$45,760	\$36,608	\$45,760	\$54,912
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$37,290	\$29,832	\$37,290	\$44,748
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$37,290	\$29,832	\$37,290	\$44,748
Forrest City	13015	Full	\$41,951	\$33,561	\$41,951	\$50,341
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$41,951	\$33,561	\$41,951	\$50,341
Forrest City	13015	Full	\$37,290	\$29,832	\$37,290	\$44,748
Forrest City	13015	Full	\$41,951	\$33,561	\$41,951	\$50,341

Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$37,290	\$29,832	\$37,290	\$44,748
Forrest City	13015	Full	\$41,951	\$33,561	\$41,951	\$50,341
Forrest City	13015	Full	\$39,620	\$31,696	\$39,620	\$47,544
Forrest City	13015	Full	\$37,290	\$29,832	\$37,290	\$44,748
Mountain Home	12825	Full	\$43,855	\$35,084	\$43,855	\$52,626
Batesville	11191	Full	\$46,000	\$36,800	\$46,000	\$55,200
Batesville	11191	Full	\$41,000	\$32,800	\$41,000	\$49,200
Batesville	11191	Full	\$39,000	\$31,200	\$39,000	\$46,800
Batesville	11191	Full	\$34,100	\$27,280	\$34,100	\$40,920
Batesville	11191	Full	\$49,000	\$39,200	\$49,000	\$58,800
Batesville	11191	Full	\$36,000	\$28,800	\$36,000	\$43,200
Batesville	11191	Full	\$33,150	\$26,520	\$33,150	\$39,780
Batesville	11191	Full	\$41,000	\$32,800	\$41,000	\$49,200
Batesville	11191	Full	\$45,000	\$36,000	\$45,000	\$54,000
Batesville	11191	Full	\$37,000	\$29,600	\$37,000	\$44,400
Batesville	11191	Full	\$37,000	\$29,600	\$37,000	\$44,400
Batesville	11191	Full	\$35,600	\$28,480	\$35,600	\$42,720
Batesville	11191	Full	\$33,150	\$26,520	\$33,150	\$39,780
Batesville	11191	Full	\$33,150	\$26,520	\$33,150	\$39,780
Batesville	11191	Full	\$38,800	\$31,040	\$38,800	\$46,560
Batesville	11191	Full	\$34,200	\$27,360	\$34,200	\$41,040
Batesville	11191	Full	\$34,200	\$27,360	\$34,200	\$41,040
Batesville	11191	Full	\$38,000	\$30,400	\$38,000	\$45,600
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Malvern	10867	Full	\$42,230	\$33,784	\$42,230	\$50,676
Arkadelphia	10380	Full	\$39,673	\$31,738	\$39,673	\$47,608
Arkadelphia	10380	Full	\$36,535	\$29,228	\$36,535	\$43,842
Arkadelphia	10380	Full	\$36,535	\$29,228	\$36,535	\$43,842
Arkadelphia	10380	Full	\$36,524	\$29,219	\$36,524	\$43,829
Arkadelphia	10380	Full	\$38,357	\$30,686	\$38,357	\$46,028
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$36,506	\$29,205	\$36,506	\$43,807
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722
Arkadelphia	10380	Full	\$34,768	\$27,814	\$34,768	\$41,722

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	46.9	\$51,489	\$42,778	\$51,732	\$61,296
45,000+	98.33	\$56,127	\$46,859	\$56,288	\$66,991
20,000 - 49,999	36.2	\$44,552	\$36,444	\$45,079	\$52,973
10,000 - 19,999	14.55	\$41,533	\$34,539	\$41,582	\$48,625

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1109 - Police Property Room Supervisor
Job Description:	Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience
Total Matches (A M B):	1 14 1
Exempt non-exempt:	1 15
Bonus Eligible (Y N):	3 10
Full Part Time:	3 0
Number of Organizations Reporting:	14
Position Titles:	Evidence Custodian Evidence Technician Evidence/Property Manager Lead Evidence Tech Police Property Room Supervisor Property And Evidence Custodian Property And Evidence Supervisor Property Room Supervisor Property/Evidence Manager Property/Evidence Tech Qtrmaster-Corporal Sgt Sro1 Peake Sro 3 Goza Sro2 Goza Support Services Supervisor Technician, Evidence & Intelligence
Reports To:	Captain Office Manager Police Captain Police Chief Police Major Support Division Police Sergeant Sergeant Sergeant-Service
Comments:	Police Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$36,577	\$40,643	\$45,675	\$43,742	\$48,214	\$56,784
Actual Incentive Paid Dollar 2022	1	\$661	\$661	\$661	\$661	\$661	\$661
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$35,937	\$35,937	\$35,937	\$35,937	\$35,937	\$35,937

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,214	\$40,513	\$51,452	\$62,390
Fayetteville	93949	Full	\$70,699	\$47,320	\$57,012	\$70,699
Fort Smith	89142	Full	\$47,757	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$41,745	\$37,106	\$46,382	\$55,660
Springdale	87176	Full	\$41,745	\$37,106	\$46,382	\$55,660
Rogers	69908	Full	\$43,742	\$41,951	\$52,439	\$65,549
North Little Rock	64591	Full	\$53,300	\$42,640	\$53,300	\$63,960
Conway	64134	Full	\$44,100	\$35,280	\$44,100	\$44,100
Benton	35014	Full	\$36,577	\$36,456	\$36,577	\$51,500
Sherwood	32731	Full	\$56,784	\$45,427	\$56,784	\$68,141

Texarkana	29387	Full	\$40,643	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$48,701	\$38,961	\$48,701	\$58,441
Siloam Springs	17287	Full	\$48,173	\$40,778	\$50,973	\$61,168
Blytheville	13406	Full	\$35,937	\$28,750	\$35,937	\$43,124
Arkadelphia	10380	Full	\$41,647	\$33,318	\$41,647	\$49,976
Arkadelphia	10380	Full	\$38,357	\$30,686	\$38,357	\$46,028
Arkadelphia	10380	Full	\$38,357	\$30,686	\$38,357	\$46,028

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.21	\$45,675	\$37,244	\$45,855	\$55,315
45,000+	1.14	\$48,913	\$39,803	\$49,588	\$59,098
20,000 - 49,999	1	\$45,676	\$37,626	\$44,392	\$55,311
10,000 - 19,999	1.67	\$40,494	\$32,843	\$41,054	\$49,265

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1110 - Crime Scene Supervisor
Job Description:	Plans and directs the work activities of the Crime Scene Unit; provides supervision to Crime Scene Technicians and Latent Fingerprint Examiner; requires completion of two years of college course work in Criminal Justice, Criminology, Forensic Science, or a related area, two (2) years of experience in crime scene investigation or a related area, and one (1) year of supervisory/managerial experience.
Total Matches (A M B):	0 1 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Sergeant
Reports To:	Lieutenant
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$61,422	\$61,422	\$61,422	\$61,422	\$61,422	\$61,422
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$61,422	\$57,033	\$61,422	\$64,521

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.5	\$61,422	\$57,033	\$61,422	\$64,521
45,000+	1	\$61,422	\$57,033	\$61,422	\$64,521
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1111 - Crime Scene Specialist
Job Description:	Gathers physical evidence at crime scenes which will lead to the arrest and conviction of individuals responsible for the crimes; requires completion of two (2) years of college coursework in Criminal Justice, Criminology, Forensic Science, or a related area; one (1) year of experience in crime scene investigation or a related area; must obtain certification as a Professional Law Enforcement Instructor through State Minimum Standards within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A M B):	0 20 0
Exempt non-exempt:	0 21
Bonus Eligible (Y N):	0 16
Full Part Time:	0 0
Number of Organizations Reporting:	6
Position Titles:	Cid First Class Crime Analyst - Ca Crime Scene Specialist I Crime Scene Specialist li Crime Scene Specialist lii Crime Scene Specialist Iv Crime Scene Technician Officer/Corporal
Reports To:	Cid Corporal Police Chief Police Sergeant Sergeant
Comments:	Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$35,982	\$44,283	\$50,831	\$48,651	\$59,842	\$66,747
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,651	\$41,113	\$52,214	\$63,314
Little Rock	202591	Full	\$66,747	\$52,480	\$66,650	\$80,819
Little Rock	202591	Full	\$66,747	\$52,480	\$66,650	\$80,819
Little Rock	202591	Full	\$66,747	\$52,480	\$66,650	\$80,819
Little Rock	202591	Full	\$66,747	\$52,480	\$66,650	\$80,819
Little Rock	202591	Full	\$59,842	\$47,055	\$59,760	\$72,465
Little Rock	202591	Full	\$59,842	\$47,055	\$59,760	\$72,465
Little Rock	202591	Full	\$44,283	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$44,283	\$37,396	\$47,493	\$57,590
Little Rock	202591	Full	\$44,283	\$37,396	\$47,493	\$57,590

Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$54,309	\$40,372	\$46,820	\$54,308
Fort Smith	89142	Full	\$45,698	\$40,372	\$46,820	\$54,308
Jonesboro	78576	Full	\$45,509	\$37,925	\$47,406	\$59,185
Rogers	69908	Full	\$55,869	\$37,154	\$46,442	\$58,052
Pine Bluff	41253	Full	\$41,922	\$33,538	\$41,922	\$50,306
Pine Bluff	41253	Full	\$41,922	\$33,538	\$41,922	\$50,306
Pine Bluff	41253	Full	\$35,982	\$28,786	\$35,982	\$43,178
Pine Bluff	41253	Full	\$35,982	\$28,786	\$35,982	\$43,178
Pine Bluff	41253	Full	\$35,280	\$28,224	\$35,280	\$42,336
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3	\$50,831	\$40,400	\$50,415	\$60,798
45,000+	3	\$54,924	\$43,568	\$54,341	\$65,630
20,000 - 49,999	5	\$38,218	\$30,574	\$38,218	\$45,861
10,000 - 19,999	1	\$52,503	\$42,002	\$52,503	\$63,004

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1112 - Communications Shift Supervisor
Job Description:	Supervises the operations of an assigned shift in the Communications Center; provides supervision to 911 Dispatchers and 911 Call Takers; requires completion of high school; four (4) years of experience in public safety dispatching; one (1) year of supervisory/managerial experience.
Total Matches (A M B):	3 45 5
Exempt non-exempt:	7 50
Bonus Eligible (Y N):	11 35
Full Part Time:	11 0
Number of Organizations Reporting:	17
Position Titles:	911 Communications Coordinator 911 Shift Leader 911 Telecommunicator Ii 911 Telecommunicator Supervisor Admin Assistant Dispatch Manager Communication Shift Supervisor Communications Corporal Communications Shift Supervisor Communications Supervisor Sergeant Coordinator, Public Safety Communications Dispatch Comm Supervisor Dispatch Lead Dispatch Supervisor Dispatcher Dispatcher Iii Dispatcher-Lead Dispatcher-Senior E911 Assistant Director E911 Director Lead Public Safety Dispatcher Lead Telecom L1 970 Lead Telecommunicator L1 Lead Telecommunicator L2 Lead Telecommunicator L2 Senior Dispatcher Telecommunicator Iii Telecommunicator Shift Suvy Telecommunicator Super Training Coordinator Training
Reports To:	911 Communications Coordinator Assistant Police Chief Captain-Police Communications Sergeant Communications Shift Supervisor Deputy Coordinator/Lead Public Safety Dispatcher Dispatch Comm Supervisor Dispatch Manager Dispatch Supervisor Dispatcher-Senior E911 Director Lieutenant Mayor Police Captain Police Chief Telecommunicator Supervisor Training Coordinator
Comments:	Police Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	57	\$44,616	\$48,194	\$55,321	\$56,119	\$60,669	\$66,248
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	6	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$66,248	\$50,752	\$66,248	\$71,510
Little Rock	202591	Full	\$61,402	\$50,752	\$61,402	\$71,510
Little Rock	202591	Full	\$61,402	\$50,752	\$61,402	\$71,510
Little Rock	202591	Full	\$59,093	\$50,752	\$59,093	\$71,510
Little Rock	202591	Full	\$59,093	\$50,752	\$59,093	\$71,510
Fayetteville	93949	Full	\$79,726	\$53,372	\$64,292	\$79,726
Fayetteville	93949	Full	\$63,003	\$43,139	\$51,979	\$64,459
Fort Smith	89142	Full	\$47,486	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$47,486	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$48,194	\$45,884	\$57,366	\$68,848

Fort Smith	89142	Full	\$48,194	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$47,486	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$59,152	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$60,669	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$54,602	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$56,119	\$48,535	\$60,669	\$72,803
Springdale	87176	Full	\$56,831	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$48,088	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$48,088	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$48,088	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$58,816	\$40,916	\$51,145	\$61,374
Jonesboro	78576	Full	\$42,582	\$41,544	\$51,930	\$64,834
Jonesboro	78576	Full	\$52,969	\$41,544	\$51,930	\$64,834
Rogers	69908	Full	\$76,128	\$62,342	\$77,928	\$97,410
Rogers	69908	Full	\$57,512	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$57,033	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$63,017	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$59,035	\$52,747	\$65,933	\$82,417
Rogers	69908	Full	\$58,077	\$52,747	\$65,933	\$82,417
North Little Rock	64591	Full	\$63,787	\$42,443	\$51,590	\$63,787
North Little Rock	64591	Full	\$51,590	\$42,443	\$51,590	\$63,787
North Little Rock	64591	Full	\$49,133	\$42,443	\$51,590	\$63,787
Conway	64134	Full	\$61,327	\$49,062	\$61,327	\$61,327
Conway	64134	Full	\$57,352	\$45,882	\$57,352	\$57,352
Conway	64134	Full	\$49,970	\$39,976	\$49,970	\$49,970
Conway	64134	Full	\$49,970	\$39,976	\$49,970	\$49,970
Conway	64134	Full	\$51,673	\$41,338	\$51,673	\$51,673
Conway	64134	Full	\$53,377	\$42,702	\$53,377	\$53,377
Bentonville	54164	Full	\$55,057	\$44,046	\$55,057	\$66,068
Bentonville	54164	Full	\$55,057	\$44,046	\$55,057	\$66,068
Bentonville	54164	Full	\$60,486	\$48,389	\$60,486	\$72,583
Bentonville	54164	Full	\$57,158	\$45,726	\$57,158	\$68,590
Bella Vista	30104	Full	\$67,600	\$49,436	\$61,795	\$74,154
Bella Vista	30104	Full	\$58,385	\$39,647	\$49,558	\$59,470
Paragould	29537	Full	\$76,621	\$61,297	\$76,621	\$91,945
Paragould	29537	Full	\$60,934	\$48,747	\$60,934	\$73,121
Cabot	26569	Full	\$45,192	\$36,154	\$45,192	\$54,230
Cabot	26569	Full	\$39,212	\$31,370	\$39,212	\$47,054
Maumelle	19251	Full	\$69,261	\$55,409	\$69,261	\$83,113
Maumelle	19251	Full	\$49,948	\$39,958	\$49,948	\$59,938
Siloam Springs	17287	Full	\$43,514	\$43,517	\$54,392	\$65,270
Siloam Springs	17287	Full	\$44,616	\$43,517	\$54,392	\$65,270
Siloam Springs	17287	Full	\$48,942	\$43,517	\$54,392	\$65,270
Blytheville	13406	Full	\$62,953	\$50,362	\$62,953	\$75,544
Mountain Home	12825	Full	\$46,842	\$37,474	\$46,842	\$56,210
Mountain Home	12825	Full	\$39,395	\$31,516	\$39,395	\$47,274
Arkadelphia	10380	Full	\$38,348	\$30,678	\$38,348	\$46,018

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.35	\$55,321	\$45,528	\$56,583	\$67,167
45,000+	4.67	\$56,228	\$46,488	\$57,666	\$68,205
20,000 - 49,999	2	\$57,991	\$44,442	\$55,552	\$66,662
10,000 - 19,999	1.8	\$49,313	\$41,772	\$52,214	\$62,656

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1113 - Communications Dispatcher
Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of experience in radio dispatching, including one (1) year of experience in the operation of computer equipment.
Total Matches (A M B):	1 63 0
Exempt non-exempt:	6 94
Bonus Eligible (Y N):	15 77
Full Part Time:	15 0
Number of Organizations Reporting:	12
Position Titles:	911 Dispatcher - Trn 911 Dispatchercalltaker 911 Telecommunicator li Cid - Admin Communications Dispatcher Communications Officer Dispatch Dispatch/Warrants Dispatcher E911 Dispatcher Police Dispatch Public Safety Dispatcher Public Safety Dispatcher li Senior Dispatcher Specialist, Public Safety Communications
Reports To:	911 Communications Coordinator Communications Corporal Communications Shift Supervisor Dispatch Comm Supervisor Dispatch Lead E911 Director Lead Public Safety Dispatcher Police Chief
Comments:	Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	100	\$32,159	\$36,287	\$41,553	\$39,736	\$44,041	\$53,250
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	3	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$66,955	\$47,570	\$66,955	\$66,955
Little Rock	202591	Full	\$55,328	\$47,570	\$55,328	\$66,955
Little Rock	202591	Full	\$57,470	\$47,570	\$57,470	\$66,955
Little Rock	202591	Full	\$57,470	\$47,570	\$57,470	\$66,955
Little Rock	202591	Full	\$51,293	\$47,570	\$51,293	\$66,955
Little Rock	202591	Full	\$51,293	\$47,570	\$51,293	\$66,955
Little Rock	202591	Full	\$49,400	\$47,570	\$49,400	\$66,955
Jonesboro	78576	Full	\$38,823	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$48,781	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$38,823	\$36,114	\$45,143	\$56,361

Jonesboro	78576	Full	\$42,435	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$39,726	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$36,114	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$39,726	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$37,017	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$39,726	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$39,726	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$40,629	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$42,435	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$45,143	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$36,114	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$39,726	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$37,017	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$36,114	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$40,629	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$38,823	\$36,114	\$45,143	\$56,361
Rogers	69908	Full	\$51,658	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$45,979	\$39,552	\$49,441	\$61,801
Rogers	69908	Full	\$52,833	\$39,552	\$49,441	\$61,801
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$43,809	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$42,741	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$53,250	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$48,300	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$45,999	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$43,809	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$43,809	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$41,723	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
North Little Rock	64591	Full	\$39,736	\$36,042	\$43,810	\$53,251
Paragould	29537	Full	\$38,440	\$30,752	\$38,440	\$46,128
Paragould	29537	Full	\$37,814	\$30,251	\$37,814	\$45,377
Paragould	29537	Full	\$37,814	\$30,251	\$37,814	\$45,377
Paragould	29537	Full	\$47,085	\$37,668	\$47,085	\$56,502
Paragould	29537	Full	\$43,350	\$34,680	\$43,350	\$52,020
Paragould	29537	Full	\$46,035	\$36,828	\$46,035	\$55,242
Paragould	29537	Full	\$42,184	\$33,747	\$42,184	\$50,621
Paragould	29537	Full	\$42,497	\$33,998	\$42,497	\$50,996
Paragould	29537	Full	\$44,041	\$35,233	\$44,041	\$52,849

Paragould	29537	Full	\$42,497	\$33,998	\$42,497	\$50,996
Paragould	29537	Full	\$40,649	\$32,519	\$40,649	\$48,779
Paragould	29537	Full	\$38,752	\$31,002	\$38,752	\$46,502
Paragould	29537	Full	\$37,814	\$30,251	\$37,814	\$45,377
Paragould	29537	Full	\$38,329	\$30,663	\$38,329	\$45,995
Paragould	29537	Full	\$38,818	\$31,054	\$38,818	\$46,582
Cabot	26569	Full	\$43,934	\$35,147	\$43,934	\$52,721
Cabot	26569	Full	\$43,832	\$35,066	\$43,832	\$52,598
Cabot	26569	Full	\$37,493	\$29,994	\$37,493	\$44,992
Cabot	26569	Full	\$36,287	\$29,030	\$36,287	\$43,544
Cabot	26569	Full	\$35,645	\$28,516	\$35,645	\$42,774
Cabot	26569	Full	\$35,177	\$28,142	\$35,177	\$42,212
Cabot	26569	Full	\$34,015	\$27,212	\$34,015	\$40,818
Cabot	26569	Full	\$34,015	\$27,212	\$34,015	\$40,818
Cabot	26569	Full	\$35,177	\$28,142	\$35,177	\$42,212
Cabot	26569	Full	\$35,177	\$28,142	\$35,177	\$42,212
Maumelle	19251	Full	\$32,159	\$25,727	\$32,159	\$38,591
Maumelle	19251	Full	\$31,222	\$24,978	\$31,222	\$37,466
Maumelle	19251	Full	\$32,159	\$25,727	\$32,159	\$38,591
Maumelle	19251	Full	\$35,128	\$28,102	\$35,128	\$42,154
Maumelle	19251	Full	\$32,159	\$25,727	\$32,159	\$38,591
Maumelle	19251	Full	\$32,159	\$25,727	\$32,159	\$38,591
Maumelle	19251	Full	\$49,948	\$39,958	\$49,948	\$59,938
Siloam Springs	17287	Full	\$41,808	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$40,789	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$40,789	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$40,789	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$40,789	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$40,789	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$40,789	\$40,778	\$50,973	\$61,168
Marion	13752	Full	\$32,074	\$25,659	\$32,074	\$38,489
Marion	13752	Full	\$31,782	\$25,426	\$31,782	\$38,138
Blytheville	13406	Full	\$28,745	\$22,996	\$28,745	\$34,494
Mountain Home	12825	Full	\$40,165	\$32,132	\$40,165	\$48,198
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Arkadelphia	10380	Full	\$32,947	\$26,358	\$32,947	\$39,536
Arkadelphia	10380	Full	\$30,869	\$24,695	\$30,869	\$37,043
Arkadelphia	10380	Full	\$30,869	\$24,695	\$30,869	\$37,043
Arkadelphia	10380	Full	\$30,869	\$24,695	\$30,869	\$37,043
Arkadelphia	10380	Full	\$30,869	\$24,695	\$30,869	\$37,043

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	8.33	\$41,553	\$34,619	\$42,730	\$51,932
45,000+	12.75	\$45,324	\$37,858	\$46,256	\$56,794
20,000 - 49,999	12.5	\$39,475	\$31,580	\$39,475	\$47,370
10,000 - 19,999	4	\$35,702	\$30,903	\$38,629	\$46,355

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1114 - Police Dispatch
Job Description:	Handles emergency calls coming into the emergency response communications center and coordinates responses to meet the needs for each call. Works with various pieces of communications equipment including radios and computer consoles to ensure all calls for service are responded to by the appropriate personnel in a safe, prompt, and efficient manner; requires a high school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience.
Total Matches (A M B):	0 53 23
Exempt non-exempt:	0 84
Bonus Eligible (Y N):	20 46
Full Part Time:	20 0
Number of Organizations Reporting:	9
Position Titles:	Dispatcer Dispatcher Dispatcher I Dispatcher li Dispatcher-Qualitycontrol Lead Dispatcher Police Dispatch Police Dispatch Supervisor Public Safety Dispatcher Telecommicator li Lv 6 Telecommunicator Telecommunicator I Telecommunicator I Entry Telecommunicator I Gen Telecommunicator li Telecommunicator li L 1 Telecommunicator li Lv 3 Telecommunicator li Lv I Telecommunicator lii
Reports To:	Dispatch Manager Dispatch Supervisor Dispatcher-Senior Lead Telecommunicator 1, 2 Or 3 Police Chief Police Sergeant
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	109	\$32,323	\$35,173	\$39,539	\$40,435	\$41,454	\$46,630
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	19	\$96	\$96	\$1,147	\$1,632	\$1,905	\$2,231
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,674	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,674	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,173	\$34,424	\$43,035	\$51,646

Fort Smith	89142	Full	\$35,464	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,674	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,464	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,560	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$37,648	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$37,648	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$46,630	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$46,630	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$53,916	\$46,630	\$58,287	\$69,945
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$42,194	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$42,194	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$55,224	\$40,916	\$51,145	\$61,374
Springdale	87176	Full	\$40,916	\$40,916	\$51,145	\$61,374
Conway	64134	Full	\$36,342	\$29,074	\$36,342	\$36,342
Conway	64134	Full	\$36,342	\$29,074	\$36,342	\$36,342
Conway	64134	Full	\$36,342	\$29,074	\$36,342	\$36,342
Conway	64134	Full	\$36,342	\$29,074	\$36,342	\$36,342
Conway	64134	Full	\$37,477	\$29,982	\$37,477	\$37,477
Conway	64134	Full	\$39,749	\$31,799	\$39,749	\$39,749
Conway	64134	Full	\$39,749	\$31,799	\$39,749	\$39,749
Conway	64134	Full	\$42,588	\$34,070	\$42,588	\$42,588
Conway	64134	Full	\$47,699	\$38,159	\$47,699	\$47,699
Bentonville	54164	Full	\$37,107	\$29,686	\$37,107	\$44,528
Bentonville	54164	Full	\$37,107	\$29,686	\$37,107	\$44,528
Bentonville	54164	Full	\$37,107	\$29,686	\$37,107	\$44,528
Bentonville	54164	Full	\$39,353	\$31,482	\$39,353	\$47,224
Bentonville	54164	Full	\$43,888	\$35,110	\$43,888	\$52,666
Bentonville	54164	Full	\$43,742	\$34,994	\$43,742	\$52,490
Bentonville	54164	Full	\$41,454	\$33,163	\$41,454	\$49,745
Bentonville	54164	Full	\$41,454	\$33,163	\$41,454	\$49,745
Bentonville	54164	Full	\$41,454	\$33,163	\$41,454	\$49,745
Bentonville	54164	Full	\$41,454	\$33,163	\$41,454	\$49,745
Bentonville	54164	Full	\$39,104	\$31,283	\$39,104	\$46,925
Bentonville	54164	Full	\$46,134	\$36,907	\$46,134	\$55,361
Bentonville	54164	Full	\$46,134	\$36,907	\$46,134	\$55,361
Bentonville	54164	Full	\$46,134	\$36,907	\$46,134	\$55,361

Bentonville	54164	Full	\$46,092	\$36,874	\$46,092	\$55,310
Bentonville	54164	Full	\$46,134	\$36,907	\$46,134	\$55,361
Bentonville	54164	Full	\$43,555	\$34,844	\$43,555	\$52,266
Bentonville	54164	Full	\$43,555	\$34,844	\$43,555	\$52,266
Sherwood	32731	Full	\$50,544	\$40,435	\$50,544	\$60,653
Sherwood	32731	Full	\$50,544	\$40,435	\$50,544	\$60,653
Sherwood	32731	Full	\$50,523	\$40,418	\$50,523	\$60,628
Sherwood	32731	Full	\$45,468	\$36,374	\$45,468	\$54,562
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Sherwood	32731	Full	\$40,435	\$32,348	\$40,435	\$48,522
Bella Vista	30104	Full	\$37,877	\$35,731	\$44,664	\$53,597
Bella Vista	30104	Full	\$41,267	\$35,731	\$44,664	\$53,597
Bella Vista	30104	Full	\$37,877	\$35,731	\$44,664	\$53,597
Bella Vista	30104	Full	\$35,360	\$35,731	\$44,664	\$53,597
Bella Vista	30104	Full	\$35,360	\$35,731	\$44,664	\$53,597
Bella Vista	30104	Full	\$40,310	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$41,267	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$41,267	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$48,339	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,339	\$43,562	\$54,453	\$65,343
Bella Vista	30104	Full	\$48,152	\$43,562	\$54,453	\$65,343
Searcy	22937	Full	\$32,700	\$26,160	\$32,700	\$39,240
Searcy	22937	Full	\$32,700	\$26,160	\$32,700	\$39,240
Searcy	22937	Full	\$38,100	\$30,480	\$38,100	\$45,720
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$34,200	\$27,360	\$34,200	\$41,040
El Dorado	17756	Full	\$39,707	\$31,766	\$39,707	\$47,648
El Dorado	17756	Full	\$33,113	\$26,490	\$33,113	\$39,736
El Dorado	17756	Full	\$34,132	\$27,306	\$34,132	\$40,958
El Dorado	17756	Full	\$33,113	\$26,490	\$33,113	\$39,736
El Dorado	17756	Full	\$33,113	\$26,490	\$33,113	\$39,736
El Dorado	17756	Full	\$33,113	\$26,490	\$33,113	\$39,736
El Dorado	17756	Full	\$31,241	\$24,993	\$31,241	\$37,489
El Dorado	17756	Full	\$48,235	\$38,588	\$48,235	\$57,882
El Dorado	17756	Full	\$38,417	\$30,734	\$38,417	\$46,100
El Dorado	17756	Full	\$35,131	\$28,105	\$35,131	\$42,157
El Dorado	17756	Full	\$38,417	\$30,734	\$38,417	\$46,100
El Dorado	17756	Full	\$35,131	\$28,105	\$35,131	\$42,157
El Dorado	17756	Full	\$33,113	\$26,490	\$33,113	\$39,736
Harrison	13069	Full	\$45,240	\$36,192	\$45,240	\$54,288

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10.9	\$39,539	\$34,446	\$43,059	\$51,025
45,000+	12.8	\$40,002	\$35,888	\$44,862	\$52,734
20,000 - 49,999	10.33	\$39,951	\$33,834	\$42,293	\$50,751
10,000 - 19,999	7	\$36,515	\$29,212	\$36,515	\$43,819

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1115 - Communications Call Taker
Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of general clerical experience.
Total Matches (A M B):	0 22 0
Exempt non-exempt:	0 22
Bonus Eligible (Y N):	0 14
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	911 Communications Operator 911 Telecommunicator I
Reports To:	911 Communications Coordinator Communications Shift Supervisor
Comments:	Police

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	22	\$39,021	\$39,021	\$40,611	\$40,518	\$41,453	\$42,058
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	8	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680
Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680
Little Rock	202591	Full	\$40,518	\$39,021	\$40,518	\$43,680
Little Rock	202591	Full	\$42,058	\$39,021	\$42,058	\$43,680
Little Rock	202591	Full	\$40,518	\$39,021	\$40,518	\$43,680
Little Rock	202591	Full	\$40,518	\$39,021	\$40,518	\$43,680
Little Rock	202591	Full	\$40,518	\$39,021	\$40,518	\$43,680
Little Rock	202591	Full	\$40,518	\$39,021	\$40,518	\$43,680
Little Rock	202591	Full	\$40,518	\$39,021	\$40,518	\$43,680
Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680

Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680
Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680
Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680
Little Rock	202591	Full	\$39,021	\$39,021	\$39,021	\$43,680
Rogers	69908	Full	\$41,453	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$41,453	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$44,129	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$42,280	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$41,453	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$41,453	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$41,453	\$34,755	\$43,443	\$54,304
Rogers	69908	Full	\$41,453	\$34,755	\$43,443	\$54,304

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11	\$40,611	\$37,470	\$41,175	\$47,543
45,000+	11	\$40,611	\$37,470	\$41,175	\$47,543
20,000-44,999					
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1116 - Probation Officer - Senior
Job Description:	Supervises the Probation Division of Municipal Court and designs corrective action plans and programs for probationers; provides supervision to Probation Officers and Batterers Treatment Program Coordinator; requires completion of a Bachelor
Total Matches (A M B):	0 13 3
Exempt non-exempt:	0 16
Bonus Eligible (Y N):	0 5
Full Part Time:	0 0
Number of Organizations Reporting:	4
Position Titles:	Chief Probation Officer Deputy Chief Probation Officer Patrol First Class Senior Certification Patrol Officer Patrol Officer First Class Patrol Officer First Class Advanced Certification Probation Officer-Sr Probation Officer-Sr (Environmental)
Reports To:	Court Administrator District Court Clerk District Judge Judge Patrol Corporal
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$37,237	\$39,115	\$46,388	\$44,772	\$52,503	\$54,891
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$54,891	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$56,826	\$45,855	\$58,236	\$70,617
Little Rock	202591	Full	\$54,059	\$45,855	\$58,236	\$70,617
North Little Rock	64591	Full	\$52,510	\$42,008	\$52,510	\$63,012
Texarkana	29387	Full	\$51,709	\$38,230	\$48,339	\$61,796
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004
Mountain Home	12825	Full	\$44,772	\$35,818	\$44,772	\$53,726
Mountain Home	12825	Full	\$49,162	\$39,330	\$49,162	\$58,994
Mountain Home	12825	Full	\$48,266	\$38,613	\$48,266	\$57,919
Mountain Home	12825	Full	\$41,059	\$32,847	\$41,059	\$49,271

Mountain Home	12825	Full	\$39,115	\$31,292	\$39,115	\$46,938
Mountain Home	12825	Full	\$37,237	\$29,790	\$37,237	\$44,684
Mountain Home	12825	Full	\$37,237	\$29,790	\$37,237	\$44,684
Mountain Home	12825	Full	\$37,237	\$29,790	\$37,237	\$44,684
Mountain Home	12825	Full	\$42,557	\$34,046	\$42,557	\$51,068
Mountain Home	12825	Full	\$43,068	\$34,454	\$43,068	\$51,682

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4	\$46,388	\$37,223	\$46,736	\$56,457
45,000+	2	\$54,572	\$44,893	\$56,805	\$68,716
20,000 - 49,999	1	\$51,709	\$38,230	\$48,339	\$61,796
10,000 - 19,999	11	\$42,928	\$34,343	\$42,928	\$51,514

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1117 - Probation Officer
Job Description:	Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor
Total Matches (A M B):	0 20 1
Exempt non-exempt:	1 24
Bonus Eligible (Y N):	1 24
Full Part Time:	1 0
Number of Organizations Reporting:	11
Position Titles:	Baliff-Probation Officer Chief Probation Officer Court Services Officer Probation Officer Probation Officer/Bailif
Reports To:	Chief Clerk Court Clerk District Court Clerk District Judge District Judge/Mayor Judge Police Chief Probation Officer - Senior
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$37,253	\$40,622	\$43,740	\$42,224	\$45,406	\$50,544
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$44,782	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$44,782	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$40,622	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$37,336	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$40,622	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$40,622	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$50,544	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$47,986	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$40,914	\$36,196	\$45,969	\$55,742
Little Rock	202591	Full	\$42,224	\$36,196	\$45,969	\$55,742

Little Rock	202591	Full	\$42,224	\$36,196	\$45,969	\$55,742
Fort Smith	89142	Full	\$41,080	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$58,516	\$39,011	\$48,763	\$58,516
Jonesboro	78576	Full	\$38,053	\$33,090	\$41,362	\$51,639
Jonesboro	78576	Full	\$36,399	\$33,090	\$41,362	\$51,639
Jonesboro	78576	Full	\$33,918	\$33,090	\$41,362	\$51,639
North Little Rock	64591	Full	\$45,009	\$36,007	\$45,009	\$54,011
North Little Rock	64591	Full	\$44,493	\$35,594	\$44,493	\$53,392
North Little Rock	64591	Full	\$47,842	\$38,274	\$47,842	\$57,410
Sherwood	32731	Full	\$45,406	\$36,325	\$45,406	\$54,487
Texarkana	29387	Full	\$45,365	\$34,049	\$40,872	\$49,691
Texarkana	29387	Full	\$38,750	\$29,660	\$35,505	\$43,160
Searcy	22937	Full	\$41,359	\$33,087	\$41,359	\$49,631
Maumelle	19251	Full	\$63,907	\$51,126	\$63,907	\$76,688
Harrison	13069	Full	\$47,244	\$37,795	\$47,244	\$56,693
Mountain Home	12825	Full	\$37,253	\$29,802	\$37,253	\$44,704

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.36	\$43,740	\$35,948	\$45,117	\$54,663
45,000+	3.8	\$43,051	\$35,938	\$45,341	\$55,062
20,000 - 49,999	1.33	\$42,720	\$33,280	\$40,786	\$49,242
10,000 - 19,999	1	\$49,468	\$39,574	\$49,468	\$59,362

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1200 - Public Works Director
Job Description:	Manages/directs the various departments within the Public Works division and is responsible for the strategic planning, organizing, directing and coordinating the various activities that impacts the administrative and professional decisions on a day to day basis; requires a Bachelor
Total Matches (A M B):	8 13 2
Exempt non-exempt:	25 0
Bonus Eligible (Y N):	5 0
Full Part Time:	5 0
Number of Organizations Reporting:	17
Position Titles:	Assistant Public Works Director Asst Public Works Director - Ops Director Of Public Works Director Of Public Works/Airport Director Of Pw Director Permits Inspections Director Solid Waste Director Utilities Director, Public Works General Manager Public Works Director Public Works/Physical Plant Director Pw Director Sanitation Director Street Director Street Operations Director Superintendent Of Streets Utilities Financial Services Mgr Utility Manager Water Utilities & Public Works Director Water Utility Construction Man Wrrf Manager
Reports To:	City Administrator City Manager Deputy City Admin Mayor Public Works Director Superintendent Of Streets
Comments:	Formerly Called Physical Plant Director; Postion Is Also CodeEnforcement Director Street Maintenance Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	27	\$63,171	\$74,200	\$97,133	\$95,035	\$113,400	\$141,003
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$136,345	\$121,029	\$153,707	\$186,385
Fayetteville	93949	Full	\$141,377	\$97,094	\$116,979	\$145,059
Fayetteville	93949	Full	\$141,003	\$101,400	\$122,158	\$151,486
Fayetteville	93949	Full	\$103,188	\$76,356	\$91,998	\$114,088
Fort Smith	89142	Full	\$107,000	\$91,790	\$114,732	\$137,675
Fort Smith	89142	Full	\$113,400	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$109,777	\$85,680	\$107,099	\$128,519
Rogers	69908	Full	\$115,835	\$91,130	\$113,912	\$142,390
Conway	64134	Full	\$62,279	\$49,823	\$62,279	\$62,279
Conway	64134	Full	\$69,868	\$55,894	\$69,868	\$69,868

Conway	64134	Full	\$102,293	\$81,834	\$102,293	\$102,293
Conway	64134	Full	\$99,771	\$79,817	\$99,771	\$99,771
Bentonville	54164	Full	\$157,497	\$125,998	\$157,497	\$188,996
Bentonville	54164	Full	\$95,035	\$76,028	\$95,035	\$114,042
Bentonville	54164	Full	\$94,702	\$75,762	\$94,702	\$113,642
Sherwood	32731	Full	\$94,480	\$75,584	\$94,480	\$113,376
Paragould	29537	Full	\$63,171	\$50,537	\$63,171	\$75,805
Texarkana	29387	Full	\$110,032	\$69,014	\$91,208	\$119,558
Texarkana	29387	Full	\$82,056	\$55,078	\$69,596	\$88,608
Russellville	28940	Full	\$72,801	\$58,241	\$72,801	\$87,361
Cabot	26569	Full	\$74,200	\$59,360	\$74,200	\$89,040
Maumelle	19251	Full	\$84,352	\$67,482	\$84,352	\$101,222
Siloam Springs	17287	Full	\$114,525	\$97,454	\$121,817	\$146,180
Marion	13752	Full	\$52,000	\$41,600	\$52,000	\$62,400
Forrest City	13015	Full	\$65,520	\$52,416	\$65,520	\$78,624
Forrest City	13015	Full	\$83,034	\$66,427	\$83,034	\$99,640
Malvern	10867	Full	\$77,043	\$61,634	\$77,043	\$92,452

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.59	\$97,133	\$76,312	\$95,230	\$113,137
45,000+	2.14	\$109,958	\$87,040	\$108,132	\$126,695
20,000 - 49,999	1.2	\$82,790	\$61,302	\$77,576	\$95,625
10,000 - 19,999	1.2	\$79,412	\$64,502	\$80,628	\$96,753

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1201 - Sanitation Superintendent
Job Description:	In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.
Total Matches (A M B):	0 4 0
Exempt non-exempt:	5 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Director Of Sanitaiton Director Of Sanitation San Superintendent Sanitation Supervisor Solid Waste Services Manager Superintendent, Solid Waste
Reports To:	Assistant Director Of Public Works Mayor
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$63,024	\$63,024	\$74,888	\$70,000	\$89,000	\$98,766
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$98,766	\$76,490	\$97,142	\$117,794
Jonesboro	78576	Full	\$71,340	\$69,600	\$87,000	\$108,618
North Little Rock	64591	Full	\$89,000	\$71,200	\$89,000	\$106,800
Searcy	22937	Full	\$70,000	\$56,000	\$70,000	\$84,000
Siloam Springs	17287	Full	\$63,024	\$62,058	\$77,573	\$93,088
Arkadelphia	10380	Full	\$57,200	\$45,760	\$57,200	\$68,640

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	1	\$74,888	\$63,518	\$79,653	\$96,490
45,000+	1	\$86,369	\$72,430	\$91,047	\$111,071
20,000 - 49,999	1	\$70,000	\$56,000	\$70,000	\$84,000
10,000 - 19,999	1	\$60,112	\$53,909	\$67,387	\$80,864

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1202 - Sanitation Supervisor
Job Description:	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A M B):	5 12 1
Exempt non-exempt:	15 6
Bonus Eligible (Y N):	3 6
Full Part Time:	3 0
Number of Organizations Reporting:	12
Position Titles:	Collections Manager Collections Manager 947 Com Ind Collct Mgr Comm. Collections Sup Crew Leader Landfill Operations Sup Landfill Ops Manager Landfill Svcs Mgr Lead, Transfer Station Recycling Ops Manager Recycling Ops Supervisor Resid Collections Sup Route Supervisor/Gabage Route Supervisor/Trash Safety Specialist Sanitation Supervisor Sanitation Supervisor/Cdl/Ts Sanitation/Recycling Supv. Solid Waste Collection Superv Supervisor
Reports To:	Commerical Collections Manager Director Of Public Works Director Of Sanitation Director Solid Waste Landfill Operations Manager Mayor Public Works Director Recycling Operations Manager Residential Collections Manager Sanitation Director Solid Waste Services Manager
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$45,115	\$55,000	\$57,953	\$56,202	\$64,293	\$67,132
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$92,650	\$60,163	\$76,407	\$92,651
Fort Smith	89142	Full	\$60,096	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$60,096	\$58,406	\$73,008	\$87,609
Jonesboro	78576	Full	\$53,865	\$47,880	\$59,850	\$74,721
Jonesboro	78576	Full	\$58,653	\$47,880	\$59,850	\$74,721
North Little Rock	64591	Full	\$58,426	\$39,240	\$47,697	\$58,426
North Little Rock	64591	Full	\$58,426	\$39,240	\$47,697	\$58,426
Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023
Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023
Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023

Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023
Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023
Conway	64134	Full	\$67,132	\$53,706	\$67,132	\$67,132
Conway	64134	Full	\$67,132	\$53,706	\$67,132	\$67,132
Conway	64134	Full	\$67,132	\$53,706	\$67,132	\$67,132
Conway	64134	Full	\$67,132	\$53,706	\$67,132	\$67,132
Sherwood	32731	Full	\$45,115	\$36,092	\$45,115	\$54,138
Sherwood	32731	Full	\$45,115	\$36,092	\$45,115	\$54,138
Sherwood	32731	Full	\$64,604	\$51,683	\$64,604	\$77,525
Paragould	29537	Full	\$45,250	\$36,200	\$45,250	\$54,300
Searcy	22937	Full	\$56,202	\$44,962	\$56,202	\$67,442
Maumelle	19251	Full	\$64,293	\$51,434	\$64,293	\$77,152
Siloam Springs	17287	Full	\$41,101	\$40,778	\$50,973	\$61,168
Forrest City	13015	Full	\$46,280	\$37,024	\$46,280	\$55,536
Batesville	11191	Full	\$55,000	\$44,000	\$55,000	\$66,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.92	\$57,953	\$46,576	\$58,160	\$65,808
45,000+	2.67	\$61,616	\$49,133	\$61,323	\$67,363
20,000 - 49,999	1.67	\$51,257	\$41,006	\$51,257	\$61,509
10,000 - 19,999	1	\$51,669	\$43,309	\$54,137	\$64,964

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1203 - Sanitation Equipment Operator III
Job Description:	Operates an automated sideloader refuse collection truck and/or knuckleboom truck in a safe and efficient manner to ensure the collection of solid waste materials on an assigned route; requires completion of grade school, one (1) year of experience in the operation of a heavy-duty transport vehicle, two (2) years of experience at the level of Solid Waste Equipment Operator, and one (1) year experience in the operation of automated refuse collection vehicles or knuckleboom trucks; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	12 109 0
Exempt non-exempt:	1 134
Bonus Eligible (Y N):	14 134
Full Part Time:	14 0
Number of Organizations Reporting:	11
Position Titles:	Cdl Driver Cdl Operator Commercial Driver I Commercial Driver I Sant Commercial Driver Ii Commercial Driver Iii Const Spec Gen Const Spec Int. Adv 933 Const. Spec. Adv Constr. Specialist Gen Construction Spec Gen Driver Driver, Semi Truck Eo Comm Collectn Eo Industrl Collectn Eo Resident Collectn Equipment Operator Iii Knuckleboom Operator Sanitation #1 Driver Sanitation Cdl Sanitation Driver Sanitation Equipment Operator Iii Sanitation Op Iii/Cdl/Ts Sanitation Operator Solid Waste Equipment Operator Iii Sweeper Operator Transfer Driver
Reports To:	Com Ind Collct Mgr Director Of Sanitation Landfill Operations Or Recycling Operations Supervisor Or Manager Landfill Operations Supervisor Or Manager Public Works Director Residential Collection Mgr Residential Or Commerical Collections Supervisor Or Manager Sanitation Supervisor Solid Waste Foreman Street Foreman Supervisor I
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	143	\$35,993	\$38,233	\$41,258	\$40,212	\$44,325	\$50,211
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Little Rock	202591	Full	\$50,211	\$36,421	\$50,211	\$51,106
Little Rock	202591	Full	\$49,317	\$36,421	\$49,317	\$51,106
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Little Rock	202591	Full	\$48,443	\$36,421	\$48,443	\$51,106
Little Rock	202591	Full	\$49,317	\$36,421	\$49,317	\$51,106
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Little Rock	202591	Full	\$41,267	\$36,421	\$41,267	\$51,106

Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,352	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$45,718	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$43,285	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$44,408	\$34,424	\$43,035	\$51,646
Conway	64134	Full	\$41,501	\$33,201	\$41,501	\$41,501
Conway	64134	Full	\$41,501	\$33,201	\$41,501	\$41,501
Conway	64134	Full	\$41,501	\$33,201	\$41,501	\$41,501
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$44,484	\$35,587	\$44,484	\$44,484
Conway	64134	Full	\$44,484	\$35,587	\$44,484	\$44,484
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$38,233	\$30,586	\$38,233	\$38,233
Conway	64134	Full	\$41,213	\$32,970	\$41,213	\$41,213
Conway	64134	Full	\$41,213	\$32,970	\$41,213	\$41,213
Conway	64134	Full	\$41,213	\$32,970	\$41,213	\$41,213
Conway	64134	Full	\$41,213	\$32,970	\$41,213	\$41,213
Conway	64134	Full	\$44,484	\$35,587	\$44,484	\$44,484
Conway	64134	Full	\$44,484	\$35,587	\$44,484	\$44,484
Conway	64134	Full	\$44,484	\$35,587	\$44,484	\$44,484
Conway	64134	Full	\$44,484	\$35,587	\$44,484	\$44,484
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Sherwood	32731	Full	\$51,438	\$41,150	\$51,438	\$61,726
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787

Paragould	29537	Full	\$35,993	\$28,794	\$35,993	\$43,192
Paragould	29537	Full	\$35,993	\$28,794	\$35,993	\$43,192
Paragould	29537	Full	\$40,328	\$32,262	\$40,328	\$48,394
Paragould	29537	Full	\$40,328	\$32,262	\$40,328	\$48,394
Paragould	29537	Full	\$40,328	\$32,262	\$40,328	\$48,394
Paragould	29537	Full	\$38,080	\$30,464	\$38,080	\$45,696
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$36,878	\$29,502	\$36,878	\$44,254
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Maumelle	19251	Full	\$37,130	\$29,704	\$37,130	\$44,556
Maumelle	19251	Full	\$50,989	\$40,791	\$50,989	\$61,187
Maumelle	19251	Full	\$33,806	\$27,045	\$33,806	\$40,567
Maumelle	19251	Full	\$42,748	\$34,198	\$42,748	\$51,298
Maumelle	19251	Full	\$33,806	\$27,045	\$33,806	\$40,567
Maumelle	19251	Full	\$40,212	\$32,170	\$40,212	\$48,254
Siloam Springs	17287	Full	\$42,702	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$41,725	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$39,104	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$36,525	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$43,597	\$38,771	\$48,464	\$58,157
Siloam Springs	17287	Full	\$39,312	\$38,771	\$48,464	\$58,157
Blytheville	13406	Full	\$28,766	\$23,013	\$28,766	\$34,519
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688
Forrest City	13015	Full	\$34,200	\$27,360	\$34,200	\$41,040
Forrest City	13015	Full	\$32,280	\$25,824	\$32,280	\$38,736
Forrest City	13015	Full	\$32,280	\$25,824	\$32,280	\$38,736
Forrest City	13015	Full	\$33,800	\$27,040	\$33,800	\$40,560
Arkadelphia	10380	Full	\$43,264	\$34,611	\$43,264	\$51,917

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	13	\$41,258	\$33,710	\$42,168	\$47,799
45,000+	33.67	\$41,799	\$34,216	\$42,812	\$47,408
20,000 - 49,999	7.33	\$41,921	\$33,537	\$41,921	\$50,306
10,000 - 19,999	4	\$37,796	\$31,347	\$39,184	\$47,020

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1204 - Sanitation Equipment Operator II
Job Description:	Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	1 25 12
Exempt non-exempt:	1 58
Bonus Eligible (Y N):	8 58
Full Part Time:	8 0
Number of Organizations Reporting:	12
Position Titles:	Cdl Operator Driver, Semi Truck Eo Resident Collectn Equipment Operator Ii Relief San. Driver Sanitation Dirver Sanitation Driver Sanitation Equipment Operator Ii Sanitation Lead/Cdl/Ts Senior Driver Solid Waste Equipment Operator Ii Street Equipment Operator
Reports To:	Director Of Sanitation Landfill Operations Or Recycling Operations Supervisor Or Manager Public Works Director Residential Collection Mgr Route Supervisor Sanitation Supervisor Supervisor I
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	64	\$33,092	\$34,320	\$41,086	\$40,357	\$47,486	\$49,704
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$49,213	\$35,048	\$49,213	\$49,213
Little Rock	202591	Full	\$45,822	\$35,048	\$45,822	\$49,213
Little Rock	202591	Full	\$45,011	\$35,048	\$45,011	\$49,213
Little Rock	202591	Full	\$45,011	\$35,048	\$45,011	\$49,213
Little Rock	202591	Full	\$45,011	\$35,048	\$45,011	\$49,213
Little Rock	202591	Full	\$44,200	\$35,048	\$44,200	\$49,213
Little Rock	202591	Full	\$45,011	\$35,048	\$45,011	\$49,213
Little Rock	202591	Full	\$47,486	\$35,048	\$47,486	\$49,213
Little Rock	202591	Full	\$45,822	\$35,048	\$45,822	\$49,213
Little Rock	202591	Full	\$42,640	\$35,048	\$42,640	\$49,213

Little Rock	202591	Full	\$44,200	\$35,048	\$44,200	\$49,213
Little Rock	202591	Full	\$41,891	\$35,048	\$41,891	\$49,213
Little Rock	202591	Full	\$45,011	\$35,048	\$45,011	\$49,213
Little Rock	202591	Full	\$41,891	\$35,048	\$41,891	\$49,213
Fort Smith	89142	Full	\$36,629	\$32,323	\$40,414	\$48,505
Jonesboro	78576	Full	\$49,397	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$36,321	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$38,742	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$37,128	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$50,385	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$39,550	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$37,128	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$40,357	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$35,514	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$50,385	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$46,899	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$50,385	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$50,385	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$40,357	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$35,514	\$32,285	\$40,357	\$50,385
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$44,237	\$31,185	\$39,371	\$49,705
Conway	64134	Full	\$38,688	\$30,950	\$38,688	\$38,688
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Maumelle	19251	Full	\$40,400	\$32,320	\$40,400	\$48,480
Siloam Springs	17287	Full	\$38,771	\$38,771	\$48,464	\$58,157
Marion	13752	Full	\$30,680	\$24,544	\$30,680	\$36,816
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Blytheville	13406	Full	\$29,640	\$23,712	\$29,640	\$35,568
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936

Batesville	11191	Full	\$34,320	\$27,456	\$34,320	\$41,184
Batesville	11191	Full	\$29,120	\$23,296	\$29,120	\$34,944
Batesville	11191	Full	\$36,920	\$29,536	\$36,920	\$44,304
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.33	\$41,086	\$31,576	\$39,770	\$47,654
45,000+	9.6	\$43,371	\$32,812	\$41,415	\$49,604
20,000 - 49,999	3	\$33,280	\$26,624	\$33,280	\$39,936
10,000 - 19,999	2.17	\$34,450	\$28,157	\$35,196	\$42,235

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1205 - Sanitation Equipment Operator I
Job Description:	Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	6 16 7
Exempt non-exempt:	0 37
Bonus Eligible (Y N):	5 37
Full Part Time:	5 0
Number of Organizations Reporting:	12
Position Titles:	Cdl Operator Driver Eo Resident Collectn Equipment Operator I Sanitation #2 Driver Sanitation Equipment Operator I Sanitation Grapple Driver Sanitation Operator Sanitation Worker Solid Waste Equipment Oper I Truck Driver/Collector
Reports To:	Director Of Sanitation Landfill Operations Or Recycling Operations Supervisor Or Manager Public Works Director Residential Collection Mgr Route Supervisor Sanitation Supervisor Supervisor I
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	40	\$31,200	\$31,824	\$37,881	\$35,713	\$40,144	\$48,980
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$40,144	\$33,550	\$40,144	\$47,133
Little Rock	202591	Full	\$40,144	\$33,550	\$40,144	\$47,133
Little Rock	202591	Full	\$40,144	\$33,550	\$40,144	\$47,133
Little Rock	202591	Full	\$40,144	\$33,550	\$40,144	\$47,133
Little Rock	202591	Full	\$40,144	\$33,550	\$40,144	\$47,133
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,824	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,824	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,824	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,824	\$28,163	\$35,214	\$42,265

Jonesboro	78576	Full	\$48,781	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$48,980	\$30,024	\$37,530	\$46,855
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$46,890	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$46,890	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$41,733	\$31,185	\$39,371	\$49,705
Conway	64134	Full	\$35,713	\$28,570	\$35,713	\$35,713
Conway	64134	Full	\$35,713	\$28,570	\$35,713	\$35,713
Conway	64134	Full	\$35,713	\$28,570	\$35,713	\$35,713
Conway	64134	Full	\$35,713	\$28,570	\$35,713	\$35,713
Sherwood	32731	Full	\$42,848	\$34,278	\$42,848	\$51,418
Sherwood	32731	Full	\$40,019	\$32,015	\$40,019	\$48,023
Paragould	29537	Full	\$31,665	\$25,332	\$31,665	\$37,998
Paragould	29537	Full	\$31,665	\$25,332	\$31,665	\$37,998
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Siloam Springs	17287	Full	\$36,504	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$36,504	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$34,757	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$34,757	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$34,757	\$34,757	\$43,446	\$52,135
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$38,480	\$30,784	\$38,480	\$46,176
Arkadelphia	10380	Full	\$30,347	\$24,278	\$30,347	\$36,416
Arkadelphia	10380	Full	\$28,136	\$22,509	\$28,136	\$33,763

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.08	\$37,881	\$29,941	\$37,271	\$44,404
45,000+	3.83	\$40,637	\$30,487	\$37,839	\$44,847
20,000 - 49,999	2.33	\$35,148	\$28,119	\$35,148	\$42,178
10,000 - 19,999	2.5	\$33,456	\$29,961	\$37,451	\$44,941

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1206 - Sanitation Department Laborer
Job Description:	Under the guidance of a Sanitation Supervisor, runs routes to remove waste from public locations in a safe manner and helps to maintain a clean city; requires a high school diploma or GED.
Total Matches (A M B):	29 65 0
Exempt non-exempt:	2 146
Bonus Eligible (Y N):	28 146
Full Part Time:	28 0
Number of Organizations Reporting:	13
Position Titles:	Collector I Collector Ii Collector Iii Frontload Driver General Laborer Helper Laborer Laborer - Drainage Laborer - Sanitation Maintenance Spec Iii Operator, Sanitation Equipment Refuse Collector Sanitation Department Laborer Sanitation Equipment Operator I Sanitation Laborer Sanitation Worker Sideload Small Truck Garbage Collector Small Truck Garbage Collector/Driver Street Department Laborer Transfer Op Utility Operator
Reports To:	Collections Or Recycling Operation Supervisor Or Manager Director Of Sanitation Fleet & Facilities Supervisor Public Works Director Route Supervisor Sanitation Supervisor Solid Waste Foreman Supervisor I
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	156	\$27,882	\$29,999	\$32,615	\$32,760	\$34,674	\$37,898
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,203	\$30,618	\$42,203	\$42,973
Little Rock	202591	Full	\$38,584	\$30,618	\$38,584	\$42,973
Little Rock	202591	Full	\$37,898	\$30,618	\$37,898	\$42,973
Little Rock	202591	Full	\$37,898	\$30,618	\$37,898	\$42,973
Little Rock	202591	Full	\$37,232	\$30,618	\$37,232	\$42,973
Little Rock	202591	Full	\$37,898	\$30,618	\$37,898	\$42,973
Little Rock	202591	Full	\$35,942	\$30,618	\$35,942	\$42,973
Little Rock	202591	Full	\$32,864	\$30,618	\$32,864	\$42,973
Little Rock	202591	Full	\$36,587	\$30,618	\$36,587	\$42,973
Little Rock	202591	Full	\$36,587	\$30,618	\$36,587	\$42,973

Little Rock	202591	Full	\$36,587	\$30,618	\$36,587	\$42,973
Little Rock	202591	Full	\$33,446	\$30,618	\$33,446	\$42,973
Little Rock	202591	Full	\$35,942	\$30,618	\$35,942	\$42,973
Little Rock	202591	Full	\$33,446	\$30,618	\$33,446	\$42,973
Little Rock	202591	Full	\$35,298	\$30,618	\$35,298	\$42,973
Little Rock	202591	Full	\$34,050	\$30,618	\$34,050	\$42,973
Little Rock	202591	Full	\$35,298	\$30,618	\$35,298	\$42,973
Little Rock	202591	Full	\$35,942	\$30,618	\$35,942	\$42,973
Little Rock	202591	Full	\$35,298	\$30,618	\$35,298	\$42,973
Little Rock	202591	Full	\$35,298	\$30,618	\$35,298	\$42,973
Little Rock	202591	Full	\$34,050	\$30,618	\$34,050	\$42,973
Little Rock	202591	Full	\$34,674	\$30,618	\$34,674	\$42,973
Little Rock	202591	Full	\$34,674	\$30,618	\$34,674	\$42,973
Little Rock	202591	Full	\$34,050	\$30,618	\$34,050	\$42,973
Little Rock	202591	Full	\$34,674	\$30,618	\$34,674	\$42,973
Little Rock	202591	Full	\$34,674	\$30,618	\$34,674	\$42,973
Little Rock	202591	Full	\$34,674	\$30,618	\$34,674	\$42,973
Little Rock	202591	Full	\$33,446	\$30,618	\$33,446	\$42,973
Little Rock	202591	Full	\$34,050	\$30,618	\$34,050	\$42,973
Little Rock	202591	Full	\$34,050	\$30,618	\$34,050	\$42,973
Little Rock	202591	Full	\$33,446	\$30,618	\$33,446	\$42,973
Little Rock	202591	Full	\$32,864	\$30,618	\$32,864	\$42,973
Little Rock	202591	Full	\$33,446	\$30,618	\$33,446	\$42,973
Little Rock	202591	Full	\$32,864	\$30,618	\$32,864	\$42,973
Little Rock	202591	Full	\$32,864	\$30,618	\$32,864	\$42,973
Little Rock	202591	Full	\$32,864	\$30,618	\$32,864	\$42,973
Little Rock	202591	Full	\$32,864	\$30,618	\$32,864	\$42,973
Jonesboro	78576	Full	\$36,779	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$37,530	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$37,530	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$34,527	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$36,029	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$44,380	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$32,276	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,775	\$30,024	\$37,530	\$46,855
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$35,155	\$26,270	\$33,166	\$41,871
Conway	64134	Full	\$35,729	\$28,583	\$35,729	\$35,729
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760

Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$32,760	\$26,208	\$32,760	\$32,760
Conway	64134	Full	\$34,289	\$27,431	\$34,289	\$34,289
Conway	64134	Full	\$34,289	\$27,431	\$34,289	\$34,289
Conway	64134	Full	\$34,289	\$27,431	\$34,289	\$34,289
Conway	64134	Full	\$34,289	\$27,431	\$34,289	\$34,289
Conway	64134	Full	\$35,729	\$28,583	\$35,729	\$35,729
Conway	64134	Full	\$35,729	\$28,583	\$35,729	\$35,729
Sherwood	32731	Full	\$34,944	\$27,955	\$34,944	\$41,933
Sherwood	32731	Full	\$34,257	\$27,406	\$34,257	\$41,108
Sherwood	32731	Full	\$40,310	\$32,248	\$40,310	\$48,372
Sherwood	32731	Full	\$40,310	\$32,248	\$40,310	\$48,372
Paragould	29537	Full	\$38,720	\$30,976	\$38,720	\$46,464
Paragould	29537	Full	\$30,593	\$24,474	\$30,593	\$36,712
Paragould	29537	Full	\$29,999	\$23,999	\$29,999	\$35,999
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$30,597	\$24,478	\$30,597	\$36,716
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$30,742	\$24,594	\$30,742	\$36,890
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$43,118	\$34,494	\$43,118	\$51,742

Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Marion	13752	Full	\$32,240	\$25,792	\$32,240	\$38,688
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marion	13752	Full	\$29,952	\$23,962	\$29,952	\$35,942
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$27,040	\$21,632	\$27,040	\$32,448
Marion	13752	Full	\$26,520	\$21,216	\$26,520	\$31,824
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$28,080	\$22,464	\$28,080	\$33,696
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marion	13752	Full	\$29,120	\$23,296	\$29,120	\$34,944
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$2,600	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936
Batesville	11191	Full	\$34,200	\$27,360	\$34,200	\$41,040
Batesville	11191	Full	\$34,200	\$27,360	\$34,200	\$41,040
Arkadelphia	10380	Full	\$27,873	\$22,298	\$27,873	\$33,448
Arkadelphia	10380	Full	\$32,505	\$26,004	\$32,505	\$39,006
Arkadelphia	10380	Full	\$25,958	\$20,766	\$25,958	\$31,150
Arkadelphia	10380	Full	\$25,958	\$20,766	\$25,958	\$31,150
Arkadelphia	10380	Full	\$25,958	\$20,766	\$25,958	\$31,150
Arkadelphia	10380	Full	\$27,882	\$22,306	\$27,882	\$33,458

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum

Overall	11.14	\$32,615	\$26,589	\$32,504	\$38,365
45,000+	16	\$35,168	\$28,787	\$34,556	\$40,220
20,000 - 49,999	10	\$32,387	\$25,909	\$32,387	\$38,864
10,000 - 19,999	7.67	\$28,324	\$23,209	\$29,011	\$34,813

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1207 - Street Maintenance Superintendent
Job Description:	Directs the activities and overall operations of the Street Section of the Public Works Division; provides supervision to street supervisors and their personnel; requires a high school diploma or GED and four (4) years of experience in street repair and maintenance, or street construction; two (2) years of supervisory/managerial experience.
Total Matches (A M B):	3 11 4
Exempt non-exempt:	15 5
Bonus Eligible (Y N):	4 5
Full Part Time:	4 0
Number of Organizations Reporting:	18
Position Titles:	Assistant Transportation Manager Asst Superintendent Of Streets Construction Superintendent Dir Str/Traffic Ctrl Director Of Street Department Parking Manager Public Works Superintendent Street Department Director Street Department Manager Street Maint Superintendent Street Maint Supervisor Street Superintendent Street Superintendent Street Supervisor Streets & Drainage Director Superintendent, Street
Reports To:	Deputy City Admin Director Of Public Works Director Of Public Works/Airport Mayor Public Works Director Public Works Operations Manager Street Director Superintendent Of Streets
Comments:	Street Maintenance Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$60,492	\$66,373	\$82,825	\$86,379	\$91,000	\$100,800
Actual Incentive Paid Dollar 2022	1	\$1,276	\$1,276	\$1,276	\$1,276	\$1,276	\$1,276
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$78,972	\$51,280	\$65,126	\$78,971
Fayetteville	93949	Full	\$95,118	\$64,376	\$77,563	\$96,179
Fayetteville	93949	Full	\$95,846	\$64,376	\$77,563	\$96,179
Fayetteville	93949	Full	\$89,252	\$64,376	\$77,563	\$96,179
Fort Smith	89142	Full	\$100,800	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$86,379	\$62,821	\$78,526	\$94,232
Jonesboro	78576	Full	\$88,740	\$69,600	\$87,000	\$108,618
Rogers	69908	Full	\$84,594	\$67,140	\$83,925	\$104,907
North Little Rock	64591	Full	\$91,000	\$72,800	\$91,000	\$109,200
Bentonville	54164	Full	\$105,955	\$84,764	\$105,955	\$127,146

Pine Bluff	41253	Full	\$69,546	\$55,637	\$69,546	\$83,455
Benton	35014	Full	\$75,426	\$56,100	\$75,426	\$84,000
Bella Vista	30104	Full	\$107,925	\$71,950	\$89,938	\$107,925
Texarkana	29387	Full	\$66,373	\$55,078	\$69,596	\$88,608
Cabot	26569	Full	\$60,492	\$48,394	\$60,492	\$72,590
Searcy	22937	Full	\$87,446	\$69,957	\$87,446	\$104,935
Maumelle	19251	Full	\$56,580	\$45,264	\$56,580	\$67,896
Siloam Springs	17287	Full	\$86,757	\$69,399	\$86,749	\$112,774
Harrison	13069	Full	\$65,710	\$52,568	\$65,710	\$78,852
Arkadelphia	10380	Full	\$63,596	\$50,877	\$63,596	\$76,315

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.11	\$82,825	\$63,427	\$79,202	\$96,332
45,000+	1.25	\$91,666	\$69,332	\$85,895	\$104,929
20,000 - 49,999	1	\$77,868	\$59,519	\$75,407	\$90,252
10,000 - 19,999	1	\$68,161	\$54,527	\$68,159	\$83,959

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1208 - Street Supervisor
Job Description:	Assigns and supervises work crews and equipment operators in the course of street repair and construction; oversees the day-to-day performance of crews working in the maintenance of right-of-ways; completing hot mix overlays, chip seals, patching, and grass cutting; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A M B):	13 36 4
Exempt non-exempt:	13 43
Bonus Eligible (Y N):	11 43
Full Part Time:	11 0
Number of Organizations Reporting:	26
Position Titles:	Asphalt Foreman Asphalt Forman Assistant Director Assistant Pw Director Asst Street Superintendent Asst. Pw Director Asst. Street Superintendent Asst. Supervisor Concrete Crew Leader Concrete Foreman Const Supervisor Construction Foreman Construction Manager Crew Leader Crew Leader - Street Crew Leader Pp Crew Leader/Operator Drainage & Street Supervisor Drainage Supervisor Foreman Foreman Ii Foreman Ii-01 Foreman Iii-01 Renamed As Foreman Ii-02 Inspector Job Supervisor Maint Supervisor Maintenance Foreman Operations Manager Operations Superintendent Operator Iii, Equipment Public Works Director Shop Foreman Stormwater Foreman Street Crew Leader Street Foreman Street Lead Operator Street Supervisor
Reports To:	Assistant Director Asst. Street Superint Construction Manager Construction Superintendent Dir Str/Traffic Ctrl Director Of Public Works Foreman Job Supervisor Mayor Public Works Director Street Department Director Street Dept. Manager Street Maint Supervisor Street Maintenance Superintendent Street Operations Director Street Superintendent Streets & Drainage Director Superintendent Of Streets
Comments:	Street Maintenance

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	62	\$45,360	\$48,755	\$53,992	\$52,541	\$57,595	\$65,554
Actual Incentive Paid Dollar 2022	1	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$65,554	\$45,855	\$58,236	\$70,617
Fort Smith	89142	Full	\$66,250	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$60,537	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$52,787	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$49,512	\$42,821	\$53,526	\$64,231
Springdale	87176	Full	\$49,512	\$42,821	\$53,526	\$64,231
Springdale	87176	Full	\$54,863	\$42,821	\$53,526	\$64,231
Jonesboro	78576	Full	\$51,471	\$47,880	\$59,850	\$74,721
Jonesboro	78576	Full	\$57,456	\$47,880	\$59,850	\$74,721
Jonesboro	78576	Full	\$56,361	\$36,114	\$45,143	\$56,361

Rogers	69908	Full	\$68,619	\$49,148	\$61,435	\$76,794
Rogers	69908	Full	\$53,830	\$49,148	\$61,435	\$76,794
North Little Rock	64591	Full	\$58,426	\$39,240	\$47,697	\$58,426
North Little Rock	64591	Full	\$58,426	\$39,240	\$47,697	\$58,426
North Little Rock	64591	Full	\$47,697	\$39,240	\$47,697	\$58,426
Conway	64134	Full	\$44,625	\$35,700	\$44,625	\$44,625
Conway	64134	Full	\$52,146	\$41,717	\$52,146	\$52,146
Conway	64134	Full	\$52,146	\$41,717	\$52,146	\$52,146
Conway	64134	Full	\$47,710	\$38,168	\$47,710	\$47,710
Conway	64134	Full	\$47,710	\$38,168	\$47,710	\$47,710
Conway	64134	Full	\$47,710	\$38,168	\$47,710	\$47,710
Conway	64134	Full	\$55,848	\$44,678	\$55,848	\$55,848
Conway	64134	Full	\$61,476	\$49,181	\$61,476	\$61,476
Conway	64134	Full	\$68,126	\$54,501	\$68,126	\$68,126
Bentonville	54164	Full	\$49,275	\$39,420	\$49,275	\$59,130
Bentonville	54164	Full	\$63,564	\$50,851	\$63,564	\$76,277
Bentonville	54164	Full	\$51,105	\$40,884	\$51,105	\$61,326
Bentonville	54164	Full	\$50,024	\$40,019	\$50,024	\$60,029
Pine Bluff	41253	Full	\$53,676	\$42,941	\$53,676	\$64,411
Benton	35014	Full	\$60,231	\$54,768	\$60,231	\$83,600
Sherwood	32731	Full	\$57,491	\$45,993	\$57,491	\$68,989
Sherwood	32731	Full	\$71,094	\$56,875	\$71,094	\$85,313
Bella Vista	30104	Full	\$57,221	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$55,182	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$52,541	\$39,647	\$49,558	\$59,470
Bella Vista	30104	Full	\$61,152	\$41,605	\$52,006	\$62,407
Paragould	29537	Full	\$52,044	\$41,635	\$52,044	\$62,453
Texarkana	29387	Full	\$51,272	\$45,884	\$57,990	\$73,902
Texarkana	29387	Full	\$52,624	\$45,884	\$57,990	\$73,902
Texarkana	29387	Full	\$51,272	\$45,884	\$57,990	\$73,902
Texarkana	29387	Full	\$47,216	\$45,884	\$57,990	\$73,902
Russellville	28940	Full	\$51,908	\$41,526	\$51,908	\$62,290
Russellville	28940	Full	\$71,554	\$57,243	\$71,554	\$85,865
Russellville	28940	Full	\$40,897	\$32,718	\$40,897	\$49,076
Cabot	26569	Full	\$44,823	\$35,858	\$44,823	\$53,788
Cabot	26569	Full	\$42,000	\$33,600	\$42,000	\$50,400
Van Buren	23218	Full	\$62,466	\$49,973	\$62,466	\$74,959
Maumelle	19251	Full	\$52,480	\$41,984	\$52,480	\$62,976
Siloam Springs	17287	Full	\$57,595	\$38,771	\$48,464	\$58,157
Blytheville	13406	Full	\$54,640	\$43,712	\$54,640	\$65,568
Harrison	13069	Full	\$46,612	\$37,290	\$46,612	\$55,934
Forrest City	13015	Full	\$48,880	\$39,104	\$48,880	\$58,656
Mountain Home	12825	Full	\$73,424	\$58,739	\$73,424	\$88,109
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$48,755	\$39,004	\$48,755	\$58,506
Batesville	11191	Full	\$54,000	\$43,200	\$54,000	\$64,800
Malvern	10867	Full	\$44,100	\$35,280	\$44,100	\$52,920
Malvern	10867	Full	\$45,360	\$36,288	\$45,360	\$54,432
Malvern	10867	Full	\$44,100	\$35,280	\$44,100	\$52,920

Arkadelphia	10380	Full	\$46,251	\$37,001	\$46,251	\$55,501
Arkadelphia	10380	Full	\$46,731	\$37,385	\$46,731	\$56,077

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.3	\$53,992	\$42,861	\$53,434	\$63,340
45,000+	3.11	\$55,099	\$43,323	\$54,042	\$62,099
20,000 - 49,999	2.11	\$54,561	\$44,064	\$54,780	\$67,240
10,000 - 19,999	1.67	\$51,203	\$40,476	\$50,595	\$60,714

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1209 - Street Equipment Operator
Job Description:	Operates various pieces of street equipment to assist in the construction, repair and maintenance of all City streets; operates equipment in a safe and efficient manner and ensure equipment is properly maintained; requires a high school diploma or GED and two (2) years of experience at the level of Street Department Laborer; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	28 127 17
Exempt non-exempt:	4 206
Bonus Eligible (Y N):	49 206
Full Part Time:	49 0
Number of Organizations Reporting:	26
Position Titles:	Cdl Driver Cdl Operator Concret Construction Crew Leader Concrete Finisher Const Specialist Inter Const. Specialist Inter Construction Special Gen Construction Special Int Crew Leader Eo Street Const Eo Street Drainage Eo Street Maintnce Eo Street Sidewalk Equip. Oper./Truck Driver Equipment Op Equipment Operator Equipment Operator Adv Equipment Operator I Equipment Operator I-01 Equipment Operator I-02 Equipment Operator I-03 Equipment Operator I-04 Equipment Operator I-05 Equipment Operator Ii Equipment Operator Ii-01 Equipment Operator V Equipment Operator/Concrete Finisher Fleet Technician Ii Foreman Heavy Equipment Operator /Bucket Truck Heavy Equip. Operator Heavy Equipment Operator Heavy Equipment
Reports To:	Assistant Pw Director Const Supervisor Construction Foreman Crew Leader Drainage Supervisor Foreman Operations Superintendent Public Works Director Solid Waste Foreman Str Maint Supervisor Street Department Director Street Dept. Manager Street Foreman Street Maint Supervisor Street Maintenance Superintendent Street Superintendent Street Supervisor Streets & Drainage Asst Director Superintendent Of Streets Supervisor I
Comments:	Step About Construction Specialist Gen Street Maintenance

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	219	\$31,699	\$35,563	\$40,379	\$39,770	\$45,760	\$49,704
Actual Incentive Paid Dollar 2022	7	\$589	\$589	\$649	\$632	\$695	\$743
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$46,758	\$36,421	\$46,758	\$51,106
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Little Rock	202591	Full	\$45,926	\$36,421	\$45,926	\$51,106
Little Rock	202591	Full	\$42,765	\$36,421	\$42,765	\$51,106
Little Rock	202591	Full	\$50,211	\$36,421	\$50,211	\$51,106
Little Rock	202591	Full	\$51,106	\$36,421	\$51,106	\$51,106
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385

Fort Smith	89142	Full	\$38,542	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$36,629	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$44,117	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$45,074	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,853	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$46,114	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$38,499	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$38,499	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$40,580	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$39,539	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$49,944	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$36,418	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$38,499	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$48,903	\$33,297	\$41,620	\$49,944
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$39,240	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$32,372	\$31,392	\$39,240	\$47,087
Springdale	87176	Full	\$31,392	\$31,392	\$39,240	\$47,087
Jonesboro	78576	Full	\$41,532	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$54,304	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$37,017	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$47,861	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$42,435	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$42,435	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$45,143	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$41,532	\$36,114	\$45,143	\$56,361
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$37,935	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$36,321	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,899	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$41,971	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$37,935	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$36,321	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$46,077	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$41,971	\$32,285	\$40,357	\$50,385
Jonesboro	78576	Full	\$33,092	\$32,285	\$40,357	\$50,385

Rogers	69908	Full	\$40,186	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$40,186	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$39,000	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$40,186	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$50,939	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$40,498	\$37,154	\$46,442	\$58,052
Rogers	69908	Full	\$45,032	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,594	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$48,547	\$41,951	\$52,439	\$65,549
Rogers	69908	Full	\$45,926	\$41,951	\$52,439	\$65,549
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$54,734	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$51,636	\$34,341	\$43,355	\$54,735
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
North Little Rock	64591	Full	\$49,704	\$31,185	\$39,371	\$49,705
Conway	64134	Full	\$35,837	\$28,670	\$35,837	\$35,837
Conway	64134	Full	\$35,837	\$28,670	\$35,837	\$35,837
Conway	64134	Full	\$35,837	\$28,670	\$35,837	\$35,837
Conway	64134	Full	\$42,124	\$33,699	\$42,124	\$42,124
Conway	64134	Full	\$42,124	\$33,699	\$42,124	\$42,124
Conway	64134	Full	\$38,807	\$31,046	\$38,807	\$38,807
Conway	64134	Full	\$38,807	\$31,046	\$38,807	\$38,807
Conway	64134	Full	\$41,832	\$33,466	\$41,832	\$41,832
Conway	64134	Full	\$41,832	\$33,466	\$41,832	\$41,832
Conway	64134	Full	\$41,027	\$32,822	\$41,027	\$41,027
Conway	64134	Full	\$41,027	\$32,822	\$41,027	\$41,027
Bentonville	54164	Full	\$39,811	\$31,849	\$39,811	\$47,773
Bentonville	54164	Full	\$40,809	\$32,647	\$40,809	\$48,971
Bentonville	54164	Full	\$37,564	\$30,051	\$37,564	\$45,077
Bentonville	54164	Full	\$37,564	\$30,051	\$37,564	\$45,077
Bentonville	54164	Full	\$41,558	\$33,246	\$41,558	\$49,870
Bentonville	54164	Full	\$40,809	\$32,647	\$40,809	\$48,971
Bentonville	54164	Full	\$40,809	\$32,647	\$40,809	\$48,971
Bentonville	54164	Full	\$44,096	\$35,277	\$44,096	\$52,915
Bentonville	54164	Full	\$44,532	\$35,626	\$44,532	\$53,438
Bentonville	54164	Full	\$44,449	\$35,559	\$44,449	\$53,339
Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442
Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442

Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442
Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442
Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442
Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442
Pine Bluff	41253	Full	\$47,035	\$37,628	\$47,035	\$56,442
Pine Bluff	41253	Full	\$40,267	\$32,214	\$40,267	\$48,320
Pine Bluff	41253	Full	\$40,267	\$32,214	\$40,267	\$48,320
Pine Bluff	41253	Full	\$40,267	\$32,214	\$40,267	\$48,320
Pine Bluff	41253	Full	\$40,267	\$32,214	\$40,267	\$48,320
Benton	35014	Full	\$41,090	\$37,440	\$41,090	\$50,420
Benton	35014	Full	\$39,576	\$37,440	\$39,576	\$50,420
Benton	35014	Full	\$43,920	\$37,440	\$43,920	\$50,420
Benton	35014	Full	\$37,004	\$33,800	\$37,004	\$46,779
Benton	35014	Full	\$37,341	\$33,800	\$37,341	\$46,779
Benton	35014	Full	\$34,814	\$33,800	\$34,814	\$46,779
Benton	35014	Full	\$34,814	\$33,800	\$34,814	\$46,779
Bella Vista	30104	Full	\$42,349	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$42,162	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$39,770	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$37,170	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$37,170	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$37,170	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$37,170	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$39,770	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$39,770	\$31,816	\$39,769	\$47,723
Bella Vista	30104	Full	\$49,941	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$45,947	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$45,947	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$45,947	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$53,539	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$50,066	\$37,689	\$47,111	\$56,533
Bella Vista	30104	Full	\$50,190	\$37,689	\$47,111	\$56,533
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$43,156	\$34,525	\$43,156	\$51,787
Paragould	29537	Full	\$38,451	\$30,761	\$38,451	\$46,141
Paragould	29537	Full	\$31,378	\$25,102	\$31,378	\$37,654
Paragould	29537	Full	\$31,686	\$25,349	\$31,686	\$38,023
Paragould	29537	Full	\$31,994	\$25,595	\$31,994	\$38,393
Paragould	29537	Full	\$31,378	\$25,102	\$31,378	\$37,654
Paragould	29537	Full	\$39,625	\$31,700	\$39,625	\$47,550
Texarkana	29387	Full	\$34,819	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$30,950	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$30,285	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$34,174	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$29,661	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$39,374	\$38,230	\$48,339	\$61,796

Texarkana	29387	Full	\$34,174	\$29,660	\$35,505	\$43,160
Texarkana	29387	Full	\$30,285	\$29,660	\$35,505	\$43,160
Russellville	28940	Full	\$34,437	\$27,550	\$34,437	\$41,324
Russellville	28940	Full	\$37,967	\$30,374	\$37,967	\$45,560
Russellville	28940	Full	\$37,967	\$30,374	\$37,967	\$45,560
Russellville	28940	Full	\$37,967	\$30,374	\$37,967	\$45,560
Russellville	28940	Full	\$31,289	\$25,031	\$31,289	\$37,547
Russellville	28940	Full	\$32,789	\$26,231	\$32,789	\$39,347
Russellville	28940	Full	\$29,781	\$23,825	\$29,781	\$35,737
Russellville	28940	Full	\$31,998	\$25,598	\$31,998	\$38,398
Russellville	28940	Full	\$29,781	\$23,825	\$29,781	\$35,737
Russellville	28940	Full	\$29,781	\$23,825	\$29,781	\$35,737
Russellville	28940	Full	\$29,781	\$23,825	\$29,781	\$35,737
Cabot	26569	Full	\$40,855	\$32,684	\$40,855	\$49,026
Cabot	26569	Full	\$36,040	\$28,832	\$36,040	\$43,248
Cabot	26569	Full	\$35,563	\$28,450	\$35,563	\$42,676
Van Buren	23218	Full	\$48,849	\$39,079	\$48,849	\$58,619
Van Buren	23218	Full	\$47,254	\$37,803	\$47,254	\$56,705
Van Buren	23218	Full	\$47,084	\$37,667	\$47,084	\$56,501
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$43,680	\$34,944	\$43,680	\$52,416
Searcy	22937	Full	\$38,480	\$30,784	\$38,480	\$46,176
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Maumelle	19251	Full	\$31,664	\$25,331	\$31,664	\$37,997
Siloam Springs	17287	Full	\$34,757	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$37,378	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$36,504	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$40,726	\$38,771	\$48,464	\$58,157
Blytheville	13406	Full	\$32,448	\$25,958	\$32,448	\$38,938
Harrison	13069	Full	\$42,307	\$33,846	\$42,307	\$50,768
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountain Home	12825	Full	\$45,094	\$36,075	\$45,094	\$54,113
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$45,094	\$36,075	\$45,094	\$54,113
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$45,968	\$36,774	\$45,968	\$55,162
Batesville	11191	Full	\$45,760	\$36,608	\$45,760	\$54,912
Batesville	11191	Full	\$38,500	\$30,800	\$38,500	\$46,200
Malvern	10867	Full	\$35,277	\$28,222	\$35,277	\$42,332
Malvern	10867	Full	\$36,421	\$29,137	\$36,421	\$43,705

Malvern	10867	Full	\$35,277	\$28,222	\$35,277	\$42,332
Malvern	10867	Full	\$36,668	\$29,334	\$36,668	\$44,002
Malvern	10867	Full	\$36,668	\$29,334	\$36,668	\$44,002
Malvern	10867	Full	\$35,350	\$28,280	\$35,350	\$42,420
Malvern	10867	Full	\$35,350	\$28,280	\$35,350	\$42,420
Arkadelphia	10380	Full	\$29,790	\$23,832	\$29,790	\$35,748
Arkadelphia	10380	Full	\$29,790	\$23,832	\$29,790	\$35,748
Arkadelphia	10380	Full	\$28,922	\$23,138	\$28,922	\$34,706
Arkadelphia	10380	Full	\$29,216	\$23,373	\$29,216	\$35,059

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	8.11	\$40,379	\$32,923	\$41,011	\$49,241
45,000+	12	\$42,018	\$34,076	\$42,779	\$51,171
20,000 - 49,999	8.44	\$39,228	\$32,204	\$39,580	\$47,809
10,000 - 19,999	3.89	\$37,821	\$30,930	\$38,662	\$46,395

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1210 - Street Department Laborer
Job Description:	Responsible for mowing grass, making signs, cleaning streets, curbs and gutters, paint stripes on City Streets, repairing traffic signals, maintenance on City vehicles and equipment; and other related duties; requires a high school diploma or GED.
Total Matches (A M B):	7 79 27
Exempt non-exempt:	11 122
Bonus Eligible (Y N):	27 122
Full Part Time:	27 0
Number of Organizations Reporting:	21
Position Titles:	Concrete Finisher Equipment Operator Helper Laborer Laborer (Lspf) Laborer (Rftp) Laborer - Streets Laborer W/Cdl Maint Person Mechanic Operator I, Equipment Parking Attendant - Events 9131 Parking Attendant - Events 9132 Part Time Laborer Sign And Utility Helper Street Department Labor Street Department Laborer Street Laborer Street Laborer I Street Operator I Street Operator Iii/Cdl Street Worker Streetmaintenanceworker Welder / Fabricator
Reports To:	Assistant Pw Director Concrete Foreman Crew Leader Crew Leader, Leader, Equipment Operator Iv, Equipment Operator V, OrPublic Works Maintenance Worker Foreman Public Works Director Street Department Director Street Lead Street Maint Supervisor Street Maintenance Superintendent Street Superintendent Street Supervisor Streets & Drainage Asst Director Superintendent Of Streets Traffic Ctrl Mgr
Comments:	Street Maintenance Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	143	\$28,960	\$31,200	\$34,942	\$34,832	\$37,835	\$41,871
Actual Incentive Paid Dollar 2022	6	\$469	\$469	\$497	\$484	\$517	\$545
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$34,611	\$26,978	\$34,611	\$37,835
Little Rock	202591	Full	\$34,611	\$26,978	\$34,611	\$37,835
Little Rock	202591	Full	\$34,611	\$26,978	\$34,611	\$37,835
Little Rock	202591	Full	\$35,859	\$26,978	\$35,859	\$37,835
Little Rock	202591	Full	\$36,504	\$26,978	\$36,504	\$37,835
Little Rock	202591	Full	\$35,235	\$26,978	\$35,235	\$37,835
Little Rock	202591	Full	\$33,405	\$26,978	\$33,405	\$37,835
Little Rock	202591	Full	\$35,235	\$26,978	\$35,235	\$37,835
Little Rock	202591	Full	\$36,504	\$26,978	\$36,504	\$37,835

Little Rock	202591	Full	\$35,235	\$26,978	\$35,235	\$37,835
Little Rock	202591	Full	\$34,008	\$26,978	\$34,008	\$37,835
Little Rock	202591	Full	\$34,008	\$26,978	\$34,008	\$37,835
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$34,611	\$26,978	\$34,611	\$37,835
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$37,835	\$26,978	\$37,835	\$37,835
Little Rock	202591	Full	\$37,170	\$26,978	\$37,170	\$37,835
Little Rock	202591	Full	\$33,405	\$26,978	\$33,405	\$37,835
Little Rock	202591	Full	\$37,170	\$26,978	\$37,170	\$37,835
Little Rock	202591	Full	\$35,859	\$26,978	\$35,859	\$37,835
Little Rock	202591	Full	\$36,504	\$26,978	\$36,504	\$37,835
Little Rock	202591	Full	\$34,008	\$26,978	\$34,008	\$37,835
Little Rock	202591	Full	\$33,405	\$26,978	\$33,405	\$37,835
Little Rock	202591	Full	\$33,405	\$26,978	\$33,405	\$37,835
Little Rock	202591	Full	\$33,405	\$26,978	\$33,405	\$37,835
Fayetteville	93949	Full	\$31,200	\$28,828	\$34,736	\$43,076
Fayetteville	93949	Full	\$31,200	\$28,828	\$34,736	\$43,076
Fayetteville	93949	Full	\$31,200	\$28,828	\$34,736	\$43,076
Fayetteville	93949	Full	\$31,200	\$28,828	\$34,736	\$43,076
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Springdale	87176	Full	\$46,031	\$40,916	\$51,145	\$61,374
Jonesboro	78576	Full	\$38,281	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$36,029	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$38,281	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,775	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$33,778	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$31,525	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$33,778	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,024	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,024	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$35,278	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$31,525	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,775	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$36,029	\$30,024	\$37,530	\$46,855
Jonesboro	78576	Full	\$30,775	\$30,024	\$37,530	\$46,855
Rogers	69908	Full	\$34,403	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$35,922	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$32,656	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,738	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$33,738	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$35,922	\$32,356	\$40,445	\$50,556
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871

North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$41,871	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$39,500	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$37,265	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$35,155	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$35,155	\$26,270	\$33,166	\$41,871
North Little Rock	64591	Full	\$33,165	\$26,270	\$33,166	\$41,871
Pine Bluff	41253	Full	\$36,597	\$29,278	\$36,597	\$43,916
Pine Bluff	41253	Full	\$36,597	\$29,278	\$36,597	\$43,916
Benton	35014	Full	\$28,601	\$27,768	\$28,601	\$40,057
Benton	35014	Full	\$32,221	\$27,768	\$32,221	\$40,057
Benton	35014	Full	\$29,468	\$27,768	\$29,468	\$40,057
Benton	35014	Full	\$30,572	\$27,768	\$30,572	\$40,057
Benton	35014	Full	\$27,768	\$27,768	\$27,768	\$40,057
Benton	35014	Full	\$27,768	\$27,768	\$27,768	\$40,057
Sherwood	32731	Full	\$45,406	\$36,325	\$45,406	\$54,487
Sherwood	32731	Full	\$42,224	\$33,779	\$42,224	\$50,669
Sherwood	32731	Full	\$41,579	\$33,263	\$41,579	\$49,895
Sherwood	32731	Full	\$41,579	\$33,263	\$41,579	\$49,895
Sherwood	32731	Full	\$40,310	\$32,248	\$40,310	\$48,372
Paragould	29537	Full	\$31,824	\$25,459	\$31,824	\$38,189
Paragould	29537	Full	\$31,071	\$24,857	\$31,071	\$37,285
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$31,071	\$24,857	\$31,071	\$37,285
Paragould	29537	Full	\$29,999	\$23,999	\$29,999	\$35,999
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$29,999	\$23,999	\$29,999	\$35,999
Paragould	29537	Full	\$29,702	\$23,762	\$29,702	\$35,642
Paragould	29537	Full	\$29,994	\$23,995	\$29,994	\$35,993
Cabot	26569	Full	\$35,834	\$28,667	\$35,834	\$43,001
Cabot	26569	Full	\$28,960	\$23,168	\$28,960	\$34,752
Cabot	26569	Full	\$26,520	\$21,216	\$26,520	\$31,824
Cabot	26569	Full	\$28,960	\$23,168	\$28,960	\$34,752
Cabot	26569	Full	\$28,960	\$23,168	\$28,960	\$34,752
Cabot	26569	Full	\$27,272	\$21,818	\$27,272	\$32,726
Cabot	26569	Full	\$27,272	\$21,818	\$27,272	\$32,726
Van Buren	23218	Full	\$34,832	\$27,866	\$34,832	\$41,798
Van Buren	23218	Full	\$36,571	\$29,257	\$36,571	\$43,885
Van Buren	23218	Full	\$35,080	\$28,064	\$35,080	\$42,096
Van Buren	23218	Full	\$45,111	\$36,089	\$45,111	\$54,133
Van Buren	23218	Full	\$50,901	\$40,721	\$50,901	\$61,081
Van Buren	23218	Full	\$36,335	\$29,068	\$36,335	\$43,602
Van Buren	23218	Full	\$37,500	\$30,000	\$37,500	\$45,000
Van Buren	23218	Full	\$39,205	\$31,364	\$39,205	\$47,046

Van Buren	23218	Full	\$33,756	\$27,005	\$33,756	\$40,507
Van Buren	23218	Full	\$36,737	\$29,390	\$36,737	\$44,084
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Searcy	22937	Full	\$31,200	\$24,960	\$31,200	\$37,440
Maumelle	19251	Full	\$44,592	\$35,674	\$44,592	\$53,510
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Siloam Springs	17287	Full	\$36,858	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742
Mountain Home	12825	Full	\$41,018	\$32,814	\$41,018	\$49,222
Mountain Home	12825	Full	\$41,018	\$32,814	\$41,018	\$49,222
Mountain Home	12825	Full	\$40,165	\$32,132	\$40,165	\$48,198
Mountain Home	12825	Full	\$39,104	\$31,283	\$39,104	\$46,925
Mountain Home	12825	Full	\$37,253	\$29,802	\$37,253	\$44,704
Mountain Home	12825	Full	\$38,813	\$31,050	\$38,813	\$46,576
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Mountain Home	12825	Full	\$34,528	\$27,622	\$34,528	\$41,434
Mountain Home	12825	Full	\$34,528	\$27,622	\$34,528	\$41,434
Mountain Home	12825	Full	\$33,030	\$26,424	\$33,030	\$39,636
Mountain Home	12825	Full	\$31,553	\$25,242	\$31,553	\$37,864
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Mountain Home	12825	Full	\$31,554	\$25,243	\$31,554	\$37,865
Batesville	11191	Full	\$32,240	\$25,792	\$32,240	\$38,688
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Malvern	10867	Full	\$29,120	\$23,296	\$29,120	\$34,944
Malvern	10867	Full	\$22,880	\$17,600	\$22,880	\$26,400
Malvern	10867	Full	\$22,880	\$17,600	\$22,880	\$26,400
Arkadelphia	10380	Full	\$29,216	\$23,373	\$29,216	\$35,059
Arkadelphia	10380	Full	\$28,080	\$22,464	\$28,080	\$33,696

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.81	\$34,942	\$27,949	\$35,094	\$41,928
45,000+	10.43	\$35,863	\$28,128	\$35,881	\$42,331
20,000 - 49,999	5.86	\$33,804	\$27,665	\$33,804	\$41,264
10,000 - 19,999	4.14	\$34,231	\$27,900	\$34,936	\$41,850

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1211 - Solid Waste Recycling Coordinator
Job Description:	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
Total Matches (A M B):	3 4 0
Exempt non-exempt:	2 5
Bonus Eligible (Y N):	3 5
Full Part Time:	3 0
Number of Organizations Reporting:	7
Position Titles:	Compost Operator Field Foreman Foreman Recycle/Graffiti Recycling Superintendent Special Project Manager Street Operator Iii/Cdl
Reports To:	Director Of Public Works/Airport Parks And Recreation Director Public Works Director Sanitation Director Street Maint Supervisor
Comments:	Recycling Center Solid Waste Foreman Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$35,880	\$35,880	\$49,139	\$47,386	\$55,057	\$75,379
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$55,057	\$36,857	\$44,408	\$55,057
Springdale	87176	Full	\$35,316	\$31,392	\$39,240	\$47,087
Rogers	69908	Full	\$75,379	\$57,545	\$71,931	\$89,913
Conway	64134	Full	\$55,023	\$44,018	\$55,023	\$55,023
Maumelle	19251	Full	\$47,386	\$37,909	\$47,386	\$56,863
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Arkadelphia	10380	Full	\$39,934	\$31,947	\$39,934	\$47,921

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$49,139	\$38,339	\$47,686	\$56,417
45,000+	1	\$55,194	\$42,453	\$52,651	\$61,770
20,000-44,999					
10,000 - 19,999	1	\$41,067	\$32,853	\$41,067	\$49,280

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1212 - Solid Waste Recycling Operator/Collector
Job Description:	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
Total Matches (A M B):	3 10 0
Exempt non-exempt:	1 12
Bonus Eligible (Y N):	3 12
Full Part Time:	3 0
Number of Organizations Reporting:	6
Position Titles:	Lead, Recycle Maintenance Tech I-Recycle Maintenance Tech li-Recycle Night Op. Recycling Foreman Solid Waste Recycling Operator/Collector Street Operator Iii/Cdl Treatment Op. Wrrf Compost Tech I Wrrf Compost Tech li
Reports To:	Public Works Director Recycling Superintendent Street Maint Supervisor
Comments:	Recycling Center

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$28,092	\$32,448	\$39,446	\$40,955	\$45,302	\$52,769
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Rogers	69908	Full	\$40,955	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$32,448	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$32,448	\$32,356	\$40,445	\$50,556
Rogers	69908	Full	\$52,728	\$37,154	\$46,442	\$58,052
Bentonville	54164	Full	\$45,302	\$36,242	\$45,302	\$54,362
Bentonville	54164	Full	\$53,393	\$42,714	\$53,393	\$64,072
Bentonville	54164	Full	\$52,769	\$42,215	\$52,769	\$63,323
Maumelle	19251	Full	\$43,031	\$34,425	\$43,031	\$51,637
Siloam Springs	17287	Full	\$43,285	\$40,778	\$50,973	\$61,168
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952

Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710
Arkadelphia	10380	Full	\$33,157	\$26,526	\$33,157	\$39,788
Arkadelphia	10380	Full	\$30,228	\$24,182	\$30,228	\$36,274

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.86	\$39,446	\$32,596	\$40,745	\$49,539
45,000+	2.33	\$44,292	\$36,485	\$45,606	\$55,925
20,000-44,999					
10,000 - 19,999	1.5	\$33,792	\$28,059	\$35,074	\$42,088

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1214 - Traffic Engineering Manager
Job Description:	Manages the traffic engineering functions for the City; provides supervision to the Administrative Technician, Traffic Engineer II, Traffic Operations Supervisor, Traffic Systems Manager, and Traffic Technician III; requires completion of a Bachelor's degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience in traffic engineering management with a state or local government; two (2) years of supervisory experience, which includes the supervision of professional staff; must possess registration as a Professional Engineer (PE) before employment; must possess registration in the State of Arkansas as a Professional Engineer (PE) within one (1) year of employment; must maintain registration for the duration of employment in this position.
Total Matches (A M B):	2 1 0
Exempt non-exempt:	3 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Director Of Traffic Services & Safety Traffic Director Traffic Engineering Manager
Reports To:	Assistant Director Of Public Works Mayor
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$91,000	\$91,000	\$88,824	\$91,000	\$111,872	\$111,872
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$111,872	\$85,759	\$108,914	\$132,069
North Little Rock	64591	Full	\$91,000	\$72,800	\$91,000	\$109,200
Cabot	26569	Full	\$63,600	\$50,880	\$63,600	\$76,320

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$88,824	\$69,813	\$87,838	\$105,863
45,000+	1	\$101,436	\$79,280	\$99,957	\$120,635
20,000 - 49,999	1	\$63,600	\$50,880	\$63,600	\$76,320

10,000-19,999

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1215 - Traffic Engineer II
Job Description:	Plans and ensures implementation of a safe and efficient traffic control system for the City; provides supervision to Traffic Engineer I and Traffic Technicians I and II; requires completion of a Bachelor
Total Matches (A M B):	0 4 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Project Engineer Traffic Engineer II
Reports To:	Dir Of Community Development Traffic Engineering Manager
Comments:	Community Development

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$77,306	\$77,306	\$87,613	\$81,432	\$91,998	\$99,715
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$77,306	\$62,049	\$78,802	\$95,555
Rogers	69908	Full	\$99,715	\$79,772	\$99,715	\$119,658
Rogers	69908	Full	\$91,998	\$86,332	\$107,915	\$134,894
Rogers	69908	Full	\$81,432	\$86,332	\$107,915	\$134,894

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$87,613	\$78,621	\$98,587	\$121,250
45,000+	2	\$87,613	\$78,621	\$98,587	\$121,250

20,000-44,999	
10,000-19,999	
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.	

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Job Title:	1216 - Traffic Engineer I
Job Description:	Plans and ensures implementation of a safe and efficient traffic control system for the City; requires completion of a Bachelor
Insufficient Data: 0	

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Job Title:	1217 - Traffic Technician II
Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school; two (2) years of experience at the level of Traffic Technician I or a related area.
Total Matches (A M B):	0 6 0
Exempt non-exempt:	1 6
Bonus Eligible (Y N):	1 6
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Side/Traffic Coord Street Construction Inspector Traffic Superintendent Traffic Technician Traffic Technician II (Ops) Traffic Technician-01
Reports To:	Deputy Dir Str/Traff Director Of Public Works Public Works Director Streets & Drainage Asst Director Traffic Data Analyst
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$44,842	\$44,842	\$53,781	\$48,302	\$67,683	\$72,113
Actual Incentive Paid Dollar 2022	1	\$817	\$817	\$817	\$817	\$817	\$817
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,069	\$36,795	\$48,069	\$51,605
Fort Smith	89142	Full	\$56,128	\$42,764	\$53,456	\$64,147
Bentonville	54164	Full	\$72,113	\$57,690	\$72,113	\$86,536
Bentonville	54164	Full	\$67,683	\$54,146	\$67,683	\$81,220
Benton	35014	Full	\$48,302	\$37,960	\$48,302	\$56,325
Texarkana	29387	Full	\$39,333	\$34,049	\$40,872	\$49,691
Russellville	28940	Full	\$44,842	\$35,874	\$44,842	\$53,810

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.17	\$53,781	\$42,754	\$53,620	\$63,333
45,000+	1.33	\$60,998	\$47,849	\$60,330	\$70,877
20,000 - 49,999	1	\$44,159	\$35,961	\$44,672	\$53,275
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1218 - Traffic Technician I
Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school.
Total Matches (A M B):	5 0 0
Exempt non-exempt:	0 8
Bonus Eligible (Y N):	4 8
Full Part Time:	4 0
Number of Organizations Reporting:	4
Position Titles:	Sign & Pavement Mark Tec Sign & Pavement Tech I Surveillance Analyst Traffic Tech Traffic Technician
Reports To:	Director Of Public Works E911 Director Traffic Director Traffic Signal Tech Iii Traffic Superintendent
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$32,562	\$32,562	\$36,686	\$35,938	\$39,520	\$42,007
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Conway	64134	Full	\$35,938	\$28,750	\$35,938	\$35,938
Conway	64134	Full	\$35,938	\$28,750	\$35,938	\$35,938
Paragould	29537	Full	\$32,562	\$26,050	\$32,562	\$39,074
Russellville	28940	Full	\$37,229	\$29,783	\$37,229	\$44,675
Russellville	28940	Full	\$30,610	\$24,488	\$30,610	\$36,732
Cabot	26569	Full	\$42,007	\$33,606	\$42,007	\$50,408
Cabot	26569	Full	\$39,686	\$31,749	\$39,686	\$47,623
Cabot	26569	Full	\$39,520	\$31,616	\$39,520	\$47,424

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$36,686	\$29,349	\$36,686	\$42,227
45,000+	2	\$35,938	\$28,750	\$35,938	\$35,938
20,000 - 49,999	2	\$36,936	\$29,549	\$36,936	\$44,323
10,000-19,999					

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1219 - Waste Water Manager
Job Description:	The incumbent operates the waste water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on waste water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
Total Matches (A M B):	2 13 3
Exempt non-exempt:	7 10
Bonus Eligible (Y N):	3 10
Full Part Time:	3 0
Number of Organizations Reporting:	13
Position Titles:	Foreman Maintenance Supervisor Manager Operator Iv, Water Plant Supervisor-Water/Sewer Pump And Tank Technician Superintendent, Water Plant Superintendent, Ww Plant Treatment Pm W.W. Supt. Waste Water Manager Waste Water Systems Manager Wastewater Manager Wastewater Supervisor Watertreatment Supervisor Wrrf Operations Supervisor Wrrf Operations Tech Iii Ww Superintendent
Reports To:	Deputy Director Utl Ops Director Of Public Works General Manager Manager Mayor Plant Supervisor Public Works Director Utility Manager Wtp Superintendent
Comments:	Serves As Both Water And Ww Manager Total Cash Compensation Is On The W2. We Do Not Budget Per Person For Total Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$52,503	\$57,304	\$63,686	\$62,400	\$70,803	\$74,443
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$70,012	\$49,420	\$59,550	\$73,840
Fayetteville	93949	Full	\$57,283	\$49,420	\$59,550	\$73,840
Fayetteville	93949	Full	\$70,803	\$49,420	\$59,550	\$73,840
Fort Smith	89142	Full	\$76,003	\$66,768	\$83,449	\$100,131
Bentonville	54164	Full	\$74,443	\$59,554	\$74,443	\$89,332
Bentonville	54164	Full	\$61,817	\$49,454	\$61,817	\$74,180
Sherwood	32731	Full	\$72,056	\$57,645	\$72,056	\$86,467
Siloam Springs	17287	Full	\$58,198	\$42,786	\$53,482	\$64,178
Siloam Springs	17287	Full	\$71,635	\$62,058	\$77,573	\$93,088
Siloam Springs	17287	Full	\$67,746	\$62,058	\$77,573	\$93,088

Marion	13752	Full	\$67,200	\$53,760	\$67,200	\$80,640
Blytheville	13406	Full	\$57,304	\$45,843	\$57,304	\$68,765
Harrison	13069	Full	\$87,865	\$70,292	\$87,865	\$105,438
Forrest City	13015	Full	\$62,400	\$25,480	\$62,400	\$74,880
Mountain Home	12825	Full	\$63,253	\$50,602	\$63,253	\$75,904
Mountain Home	12825	Full	\$60,890	\$48,712	\$60,890	\$73,068
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004
Batesville	11191	Full	\$60,770	\$48,616	\$60,770	\$72,924
Malvern	10867	Full	\$53,830	\$43,064	\$53,830	\$64,596
Malvern	10867	Full	\$44,658	\$35,726	\$44,658	\$53,590
Arkadelphia	10380	Full	\$46,730	\$37,384	\$46,730	\$56,076

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.62	\$63,686	\$50,003	\$63,640	\$76,708
45,000+	2	\$68,394	\$54,006	\$66,393	\$80,861
20,000 - 49,999	1	\$72,056	\$57,645	\$72,056	\$86,467
10,000 - 19,999	1.56	\$61,070	\$47,742	\$61,859	\$74,231

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1220 - Water / Waste Water Operator
Job Description:	Performs work necessary to operate water/wastewater treatment plants, lift stations and water wells. Duties include checking to make sure pumps are working properly, loading chemicals, greasing equipment, packing pumps and adjusting controls. Performs minor maintenance repairs and preventive maintenance on equipment and systems. Works within established safety policies and procedures and monitors and maintains a safe working environment.
Total Matches (A M B):	24 59 11
Exempt non-exempt:	1 78
Bonus Eligible (Y N):	29 78
Full Part Time:	29 0
Number of Organizations Reporting:	12
Position Titles:	Apprentice Operator Asst. Supervisor Chief Operator Collections Foreman Collections Operator Distri. Superintendent Distribution Foreman Field Foreman Laborer Operator I Operator I, Wastewater Operator Iii Operator Iii, Water Operator Iv, Water Plant Operator Plant Operator I-iv Wastewater Iii Wastewater Lab Supervisor Wastewater Maintenance Wastewater Operator Wastewater Operator I Wastewater Pretreatment Coordinator Wastewater Pump & Instrument T Wastewater Senior Operator Wastewater Treatment Operator Water / Waste Water Operator Water Iii Water Iv Water Maintenance Tech Water Treatment Lab Tech Water Treatment Maintenance Water Treatment Operator Water/Waste Water Operator Ww Operations Tech Ww Operator
Reports To:	Collection Foreman Collections Supervisor Distribution Superintendent General Manager Plant Supervisor Waste Water Manager Waste Water Systems Manager Wastewater Supervisor Water Treatment Supervisor Ww Superintendent
Comments:	

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	106	\$28,708	\$32,552	\$38,846	\$36,867	\$43,805	\$52,503
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$30,243	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,288	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,392	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,704	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$30,430	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,430	\$30,243	\$37,814	\$45,385

Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$35,818	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,176	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,840	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$42,536	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$43,264	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,560	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$38,085	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$40,227	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$47,195	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$37,232	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$37,523	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$38,251	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$37,232	\$36,504	\$45,635	\$54,766
Bentonville	54164	Full	\$42,598	\$34,078	\$42,598	\$51,118
Bentonville	54164	Full	\$46,737	\$37,390	\$46,737	\$56,084
Bentonville	54164	Full	\$52,582	\$42,066	\$52,582	\$63,098
Bentonville	54164	Full	\$51,292	\$41,034	\$51,292	\$61,550
Sherwood	32731	Full	\$39,540	\$31,632	\$39,540	\$47,448
Sherwood	32731	Full	\$36,316	\$29,053	\$36,316	\$43,579
Sherwood	32731	Full	\$53,372	\$42,698	\$53,372	\$64,046
Sherwood	32731	Full	\$48,048	\$38,438	\$48,048	\$57,658
Sherwood	32731	Full	\$50,024	\$40,019	\$50,024	\$60,029
Siloam Springs	17287	Full	\$36,005	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$36,005	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$41,683	\$38,771	\$48,464	\$58,157
Siloam Springs	17287	Full	\$42,786	\$42,786	\$53,482	\$64,178
Siloam Springs	17287	Full	\$44,741	\$42,786	\$53,482	\$64,178
Marion	13752	Full	\$31,200	\$24,960	\$31,200	\$37,440
Marion	13752	Full	\$40,914	\$32,731	\$40,914	\$49,097
Marion	13752	Full	\$27,810	\$22,248	\$27,810	\$33,372
Marion	13752	Full	\$26,000	\$20,800	\$26,000	\$31,200
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marion	13752	Full	\$34,008	\$27,206	\$34,008	\$40,810
Marion	13752	Full	\$30,160	\$24,128	\$30,160	\$36,192
Blytheville	13406	Full	\$48,942	\$39,154	\$48,942	\$58,730
Harrison	13069	Full	\$43,513	\$34,810	\$43,513	\$52,216
Forrest City	13015	Full	\$37,440	\$25,480	\$37,440	\$44,928
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440

Forrest City	13015	Full	\$32,240	\$25,480	\$32,240	\$38,688
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004
Mountain Home	12825	Full	\$52,503	\$42,002	\$52,503	\$63,004
Mountain Home	12825	Full	\$41,101	\$32,881	\$41,101	\$49,321
Mountain Home	12825	Full	\$43,156	\$34,525	\$43,156	\$51,787
Mountain Home	12825	Full	\$33,946	\$27,157	\$33,946	\$40,735
Mountain Home	12825	Full	\$55,190	\$44,152	\$55,190	\$66,228
Mountain Home	12825	Full	\$55,190	\$44,152	\$55,190	\$66,228
Mountain Home	12825	Full	\$55,190	\$44,152	\$55,190	\$66,228
Mountain Home	12825	Full	\$51,673	\$41,338	\$51,673	\$62,008
Mountain Home	12825	Full	\$53,115	\$42,492	\$53,115	\$63,738
Mountain Home	12825	Full	\$52,562	\$42,050	\$52,562	\$63,074
Mountain Home	12825	Full	\$46,946	\$37,557	\$46,946	\$56,335
Batesville	11191	Full	\$37,523	\$30,018	\$37,523	\$45,028
Batesville	11191	Full	\$43,888	\$35,110	\$43,888	\$52,666
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936
Batesville	11191	Full	\$36,400	\$29,120	\$36,400	\$43,680
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$44,637	\$35,710	\$44,637	\$53,564
Batesville	11191	Full	\$36,150	\$28,920	\$36,150	\$43,380
Batesville	11191	Full	\$38,688	\$30,950	\$38,688	\$46,426
Batesville	11191	Full	\$33,280	\$26,624	\$33,280	\$39,936
Batesville	11191	Full	\$41,683	\$33,346	\$41,683	\$50,020
Batesville	11191	Full	\$52,000	\$41,600	\$52,000	\$62,400
Batesville	11191	Full	\$34,486	\$27,589	\$34,486	\$41,383
Batesville	11191	Full	\$39,125	\$31,300	\$39,125	\$46,950
Batesville	11191	Full	\$42,848	\$34,278	\$42,848	\$51,418
Malvern	10867	Full	\$48,506	\$38,805	\$48,506	\$58,207
Malvern	10867	Full	\$36,421	\$29,137	\$36,421	\$43,705
Malvern	10867	Full	\$37,627	\$30,102	\$37,627	\$45,152
Malvern	10867	Full	\$44,866	\$35,893	\$44,866	\$53,839
Malvern	10867	Full	\$43,805	\$35,044	\$43,805	\$52,566
Arkadelphia	10380	Full	\$41,245	\$32,996	\$41,245	\$49,494
Arkadelphia	10380	Full	\$36,867	\$29,494	\$36,867	\$44,240
Arkadelphia	10380	Full	\$31,965	\$25,572	\$31,965	\$38,358
Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710
Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710
Arkadelphia	10380	Full	\$55,190	\$55,190	\$55,190	\$55,190
Arkadelphia	10380	Full	\$39,929	\$31,943	\$39,929	\$47,915
Arkadelphia	10380	Full	\$28,708	\$22,966	\$28,708	\$34,450
Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710
Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	8.83	\$38,846	\$33,233	\$41,464	\$49,655
45,000+	19.5	\$36,108	\$33,835	\$42,300	\$50,765
20,000 - 49,999	5	\$45,460	\$36,368	\$45,460	\$54,552
10,000 - 19,999	6.89	\$40,034	\$32,602	\$40,616	\$48,562

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1221 - Utility Construction
Job Description:	This is a position consisting of a heavy labor and mechanical nature involving the maintenance of the City water distribution system, the City wastewater collection system and related facilities as well as the fields of street maintenance, repair, construction and related activities. Repair and replace damaged water and sewer mains and related components. Installation, repair, and maintenance of water meters and fire hydrants. Tapping of water mains and installation of new water service connections. Maintain records of all work performed, in both written and computerized form. Set up and remove traffic control devices such as cones, flares, barriers, flashers, flags, etc. May be required to direct traffic. Operate heavy equipment: back hoe, track hoe, dump truck etc. Class "B" Commercial Driver's License. Must
Total Matches (A M B):	24 77 8
Exempt non-exempt:	3 83
Bonus Eligible (Y N):	20 83
Full Part Time:	20 0
Number of Organizations Reporting:	8
Position Titles:	Camera Truck Capital Projects Inspection Mgr Construction Crew Leader Construction Laborer Construction Supervisor Crew Leader Crew Leader Water/License Dist. Oper./Equip. Oper. Distribution Crewman Distribution Foreman Distribution Operator Eo Utility Sewer Eo Utility Water Equipment Operator Equipment Opertor Field Service Representative Foreman W/Cert. Iv Inventory Clerk Laborer W/Cdl Leak Detection Technician Location Speicalist Master Plumber Meter Maintenance Meter Tech Operator 1/Training Operator, Heavy Equipment Iii Operator, Heavy Equipment Iii, Certified Operator, Heavy Equipment Iv Operator, Service Equipment Sr. Crew Leader Water/License Superintendent, W/My Service Technical Services Supervisor Technician, W/My
Reports To:	Construction Supervisor Distribution Foreman Distribution Supervisor Foreman Manager Mayor Office Manager Sso Response Superv Swr Assessment Superv Swr Ln Maint Superv Swr Ln Repair Superv Water Ln Maint1 Superv Water Quality Superv Wtp Superintendent Wtr Ln Maint2 Superv Wtr Ln Maint3 Superv Ww Foreman
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	109	\$30,888	\$34,029	\$41,397	\$38,730	\$43,472	\$64,188
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$73,424	\$51,376	\$61,900	\$76,752
Fayetteville	93949	Full	\$63,668	\$43,139	\$51,979	\$64,459
Fayetteville	93949	Full	\$64,188	\$43,139	\$51,979	\$64,459
Fayetteville	93949	Full	\$57,470	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$66,684	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$66,684	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$64,792	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$64,188	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$55,889	\$45,240	\$54,496	\$67,579
Fayetteville	93949	Full	\$75,753	\$51,376	\$61,900	\$76,752

Fayetteville	93949	Full	\$73,424	\$56,388	\$67,932	\$84,240
Fayetteville	93949	Full	\$64,854	\$56,388	\$67,932	\$84,240
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,824	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,824	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,216	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,216	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,216	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,216	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,216	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$45,157	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,021	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,187	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Siloam Springs	17287	Full	\$38,771	\$38,771	\$48,464	\$58,157
Siloam Springs	17287	Full	\$39,312	\$38,771	\$48,464	\$58,157
Siloam Springs	17287	Full	\$38,771	\$38,771	\$48,464	\$58,157
Siloam Springs	17287	Full	\$47,070	\$40,778	\$50,973	\$61,168
Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$32,760	\$32,750	\$40,937	\$49,124
Siloam Springs	17287	Full	\$79,643	\$62,058	\$77,573	\$93,088
Siloam Springs	17287	Full	\$41,371	\$36,764	\$45,955	\$55,146
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Forrest City	13015	Full	\$47,403	\$25,480	\$47,403	\$56,884

Forrest City	13015	Full	\$37,502	\$25,480	\$37,502	\$45,003
Forrest City	13015	Full	\$43,472	\$25,480	\$43,472	\$52,166
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$30,160	\$25,480	\$30,160	\$36,192
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$52,770	\$42,216	\$52,770	\$63,324
Mountain Home	12825	Full	\$50,586	\$40,469	\$50,586	\$60,703
Mountain Home	12825	Full	\$45,094	\$36,075	\$45,094	\$54,113
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$43,472	\$34,778	\$43,472	\$52,166
Mountain Home	12825	Full	\$41,018	\$32,814	\$41,018	\$49,222
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Mountain Home	12825	Full	\$35,464	\$28,371	\$35,464	\$42,557
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742
Mountain Home	12825	Full	\$36,171	\$28,937	\$36,171	\$43,405
Mountain Home	12825	Full	\$47,611	\$38,089	\$47,611	\$57,133
Mountain Home	12825	Full	\$50,586	\$40,469	\$50,586	\$60,703
Mountain Home	12825	Full	\$44,304	\$35,443	\$44,304	\$53,165
Mountain Home	12825	Full	\$41,766	\$33,413	\$41,766	\$50,119
Mountain Home	12825	Full	\$39,437	\$31,550	\$39,437	\$47,324
Batesville	11191	Full	\$37,440	\$29,952	\$37,440	\$44,928
Batesville	11191	Full	\$40,893	\$32,714	\$40,893	\$49,072
Batesville	11191	Full	\$28,080	\$22,464	\$28,080	\$33,696
Batesville	11191	Full	\$36,338	\$29,070	\$36,338	\$43,606
Batesville	11191	Full	\$60,310	\$48,248	\$60,310	\$72,372
Batesville	11191	Full	\$41,954	\$33,563	\$41,954	\$50,345
Batesville	11191	Full	\$36,338	\$29,070	\$36,338	\$43,606
Batesville	11191	Full	\$43,347	\$34,678	\$43,347	\$52,016
Batesville	11191	Full	\$37,440	\$29,952	\$37,440	\$44,928
Batesville	11191	Full	\$40,851	\$32,681	\$40,851	\$49,021
Malvern	10867	Full	\$29,120	\$23,296	\$29,120	\$34,944
Malvern	10867	Full	\$38,064	\$30,451	\$38,064	\$45,677
Malvern	10867	Full	\$29,994	\$23,995	\$29,994	\$35,993
Malvern	10867	Full	\$36,379	\$29,103	\$36,379	\$43,655
Malvern	10867	Full	\$32,698	\$26,158	\$32,698	\$39,238
Malvern	10867	Full	\$29,994	\$23,995	\$29,994	\$35,993
Malvern	10867	Full	\$29,120	\$23,296	\$29,120	\$34,944
Malvern	10867	Full	\$29,994	\$23,995	\$29,994	\$35,993
Malvern	10867	Full	\$29,994	\$23,995	\$29,994	\$35,993
Malvern	10867	Full	\$30,888	\$24,710	\$30,888	\$37,066
Malvern	10867	Full	\$34,861	\$27,889	\$34,861	\$41,833
Malvern	10867	Full	\$41,018	\$32,814	\$41,018	\$49,222
Malvern	10867	Full	\$32,198	\$25,758	\$32,198	\$38,638
Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710
Arkadelphia	10380	Full	\$66,849	\$53,479	\$66,849	\$80,219

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	13.63	\$41,397	\$33,694	\$42,230	\$50,932
45,000+	25	\$43,066	\$35,496	\$43,857	\$53,187
20,000-44,999					
10,000 - 19,999	9.83	\$39,982	\$32,167	\$40,851	\$49,022

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1222 - Water Manager
Job Description:	The incumbent operates the water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
Total Matches (A M B):	8 6 2
Exempt non-exempt:	6 8
Bonus Eligible (Y N):	4 8
Full Part Time:	4 0
Number of Organizations Reporting:	8
Position Titles:	Distribution Supervisor Field Supt. Foreman W/Cert. Iv Manager Plant Supervisor-Water Utilities Director Water & Sewer Operations Manager Water Manager Water Treatment Supervisor Water Utility Technical Manage Wtp Superintendent
Reports To:	Director Of Public Works General Manager Manager Mayor Utility Manager
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$47,138	\$52,166	\$66,480	\$57,990	\$63,253	\$106,662
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$136,448	\$97,094	\$116,979	\$145,059
Fayetteville	93949	Full	\$96,824	\$80,371	\$96,824	\$120,057
Bentonville	54164	Full	\$106,662	\$85,330	\$106,662	\$127,994
Blytheville	13406	Full	\$47,138	\$37,710	\$47,138	\$56,566
Forrest City	13015	Full	\$47,840	\$25,480	\$47,840	\$57,408
Forrest City	13015	Full	\$55,120	\$25,480	\$55,120	\$66,144
Mountain Home	12825	Full	\$63,253	\$50,602	\$63,253	\$75,904
Mountain Home	12825	Full	\$53,747	\$42,998	\$53,747	\$64,496
Mountain Home	12825	Full	\$57,990	\$46,392	\$57,990	\$69,588
Mountain Home	12825	Full	\$57,990	\$46,392	\$57,990	\$69,588

Mountain Home	12825	Full	\$54,766	\$43,813	\$54,766	\$65,719
Mountain Home	12825	Full	\$60,890	\$48,712	\$60,890	\$73,068
Mountain Home	12825	Full	\$63,253	\$50,602	\$63,253	\$75,904
Batesville	11191	Full	\$63,345	\$50,676	\$63,345	\$76,014
Malvern	10867	Full	\$52,166	\$41,733	\$52,166	\$62,599
Arkadelphia	10380	Full	\$46,252	\$37,002	\$46,252	\$55,502

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$66,480	\$50,649	\$65,263	\$78,851
45,000+	1.5	\$113,311	\$87,598	\$106,822	\$131,037
20,000-44,999					
10,000 - 19,999	2.17	\$55,673	\$42,122	\$55,673	\$66,808

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

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Job Title:	1223 - Utility Billing and Receivable Clerk
Job Description:	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
Total Matches (A M B):	21 28 2
Exempt non-exempt:	4 39
Bonus Eligible (Y N):	14 39
Full Part Time:	14 0
Number of Organizations Reporting:	12
Position Titles:	Accounts Receivable Specialist Assistant Supervisor Billing Clerk Cashier, Utility Clerk Clerk li Cust. Service Customer Billing Rep I Customer Billing Rep li Customer Ser. Tech. I Customer Ser. Tech. li Customer Service Customer Service Asst. Manager Customer Svc Rep Manager Meter Operations Assistant Meter Reader Office Service Tech Rtc Commercial Representative Senior Cust Service Rep-Billing Senior Cust Service Rep-Cashier Sr. Cust Service Rep-Utilities Supervisor, Billing Teller Utilities Financial Srvs Coord Utility Billing And Receivable Clerk Utility Billing And Receiveable Clerk Utility Service Tech
Reports To:	Accountant Assistant Supervisor Billing Supervisor Customer Svc Superv Director Of Public Works Distribution Supervisor Financial Manager General Manager Manager Office Manager Waste Water Manager Water Manager
Comments:	Total Cash Compensation Is On The W2. We Do Not Budget Per Person ForTotal Target Cash Compensation.

Compensation Data

	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	54	\$30,923	\$32,552	\$39,778	\$34,840	\$45,365	\$59,404
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fayetteville	93949	Full	\$61,131	\$41,059	\$49,462	\$61,339
Fayetteville	93949	Full	\$63,315	\$43,139	\$51,979	\$64,459
Fayetteville	93949	Full	\$54,641	\$49,420	\$59,550	\$73,840
Fayetteville	93949	Full	\$59,404	\$49,420	\$59,550	\$73,840
Fayetteville	93949	Full	\$61,484	\$49,420	\$59,550	\$73,840
Fayetteville	93949	Full	\$56,908	\$49,420	\$59,550	\$73,840
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505

Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,552	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,176	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$44,741	\$32,323	\$40,414	\$48,505
North Little Rock	64591	Full	\$47,690	\$32,279	\$39,235	\$47,691
North Little Rock	64591	Full	\$47,690	\$32,279	\$39,235	\$47,691
Bentonville	54164	Full	\$39,228	\$31,382	\$39,228	\$47,074
Bentonville	54164	Full	\$36,254	\$29,003	\$36,254	\$43,505
Bentonville	54164	Full	\$51,022	\$40,818	\$51,022	\$61,226
Siloam Springs	17287	Full	\$34,778	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$35,630	\$34,757	\$43,446	\$52,135
Siloam Springs	17287	Full	\$55,536	\$49,363	\$61,704	\$74,045
Marion	13752	Full	\$29,328	\$23,462	\$29,328	\$35,194
Marion	13752	Full	\$33,176	\$26,541	\$33,176	\$39,811
Marion	13752	Full	\$62,109	\$49,687	\$62,109	\$74,531
Blytheville	13406	Full	\$29,390	\$23,512	\$29,390	\$35,268
Forrest City	13015	Full	\$43,260	\$25,480	\$43,260	\$51,912
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Forrest City	13015	Full	\$34,840	\$25,480	\$34,840	\$41,808
Mountain Home	12825	Full	\$39,437	\$31,550	\$39,437	\$47,324
Mountain Home	12825	Full	\$43,118	\$34,494	\$43,118	\$51,742
Mountain Home	12825	Full	\$64,355	\$51,484	\$64,355	\$77,226
Mountain Home	12825	Full	\$47,902	\$38,322	\$47,902	\$57,482
Mountain Home	12825	Full	\$34,361	\$27,489	\$34,361	\$41,233
Batesville	11191	Full	\$26,790	\$21,432	\$26,790	\$32,148
Batesville	11191	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$45,365	\$36,292	\$45,365	\$54,438
Batesville	11191	Full	\$36,795	\$29,436	\$36,795	\$44,154
Batesville	11191	Full	\$34,320	\$27,456	\$34,320	\$41,184
Batesville	11191	Full	\$34,320	\$27,456	\$34,320	\$41,184
Malvern	10867	Full	\$38,168	\$30,534	\$38,168	\$45,802
Malvern	10867	Full	\$37,003	\$29,602	\$37,003	\$44,404
Malvern	10867	Full	\$31,574	\$25,259	\$31,574	\$37,889
Malvern	10867	Full	\$36,234	\$28,987	\$36,234	\$43,481
Malvern	10867	Full	\$37,294	\$29,835	\$37,294	\$44,753
Arkadelphia	10380	Full	\$30,923	\$24,738	\$30,923	\$37,108
Arkadelphia	10380	Full	\$34,214	\$27,371	\$34,214	\$41,057
Arkadelphia	10380	Full	\$31,934	\$25,547	\$31,934	\$38,321
Arkadelphia	10380	Full	\$29,684	\$23,747	\$29,684	\$35,621
Arkadelphia	10380	Full	\$28,092	\$22,474	\$28,092	\$33,710

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.5	\$39,778	\$32,886	\$41,088	\$49,581
45,000+	5.75	\$42,675	\$36,327	\$44,764	\$54,365

20,000-44,999					
10,000 - 19,999	3.88	\$37,629	\$30,333	\$38,359	\$46,031
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					