



AML Salary Survey Results 2023: Pop. 2500-9999

Introduction

AML Salary Survey Results 2023 2500-9999.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:

Clifford C. Sandsmark, CCP, CSCP, SPHR, SHRM-SCP
Senior Consultant, Compensation Services
csandsmark@jerhrgroup.com

The JER HR Group
2928 N McKee Circle, Suite 123
Fayetteville, AR 72703
479-521-2697
<https://www.jerhrgroup.com>

Participating Cities

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>
Alexander	3385	\$4,900,000	Saline	Julie Brown	julie.brown@cityofalexander.org	30	27	501-455-2585
Alma	5825	\$4,015,351	Crawford	Khris Miller	khris@cityofalma.org	36	36	479-632-4119
Beebe	8437	\$7,237,659	White	Carol Westergren	cwestergren@beebeark.org	62	59	501-882-5106
Berryville	5682	\$11,500,000	Carroll	Jay Lee	jay@berryvillear.gov		46	870-423-4414
Brinkley	2700	\$4,568,425	Monroe	Sarah Rollins	srollins.cityofbrinkley@gmail.com	30	46	870-734-1033
Charleston	2588	\$4,900,000	Franklin	Peggy Neal	peggy@aboutcharleston.com		12	479-965-2269
Cherokee Village	4780	\$2,721,000	Sharp	Deb Weichinger	treasurer@cherokeevillage.org	0	0	870-257-5522
Clarksville	9381	\$13,433,455	Johnson	Barbara Blackard	bblackard@clarksvillear.gov	45	45	479-754-6488
Dardanelle	4517	\$7,500,000	Yell	Betty Smith	treasurer@dardanelle.com	48	47	479-229-1022
Elkins	3602	\$5,377,867	Washington	Gayla Stahman	gaylastahman@elkins.arkansas.gov	27	25	479-643-3400
Farmington	7584	\$6,843,494	Washington	Melissa Mccarville	melissamccarville@cityoffarmington-ar.gov	58	54	479-267-3865
Gentry	3790	\$10,301,176	Benton	Tonya Carney	tcarney@cityofgentry.com	42	37	479-736-2555 ext. 104
Green Forest	2972	\$9,936,538	Carroll	Sandra Russell	sandra@greenforestar.net	47	47	870-438-5568
Haskell	3956	\$4,900,000	Saline	Jennifer Hill	jhill@cityofhaskell.org	14	10	501-776-2666
Hope	8952	\$12,018,772	Hempstead	Cindy Clark	finance@hopearkansas.net	102	98	870-722-2575
Hoxie	2598	\$161,527	Lawrence	Delinda Duckworth	dduckworth@yahoo.com	16	16	870-886-2742
Huntsville	2879	\$2,347,743	Madison	Katie Boyd	info@huntsvillearkansas.org	23	23	479-738-6607
Little Flock	3055	\$2,811,949	Benton	Jeff Van Sickler	mayor@cityoflittleflock.com	14	13	479-337-0508
Marianna	3575	\$4,900,000	Lee	Honorable Jimmy Williams	cityofmarianna@yahoo.com	2500	0	
Mcgehee	3849	\$5,093,347	Desha	Luci Williams	lwilliams53@att.net	56	50	870-222-3160
Mena	5589	\$8,400,540	Polk	Becky Horton	bhorton@cityofmena.org	38	36	479-394-4585
Monticello	8442	\$13,421,267	Drew	Beth Davis	bdavis@cityofmonticelloar.com	94	91	870-367-4400 x228
Morrilton	6992	\$11,274,034	Conway	Megan Dennis	megan.dennis@cityofmorrilton.net	69	69	501-354-3484 ext 5
Mountain View	2877	\$3,626,591	Stone	Peggy Lancaster	cityclerkmtview@gmail.com	61	61	870-269-3804
Nashville	4153	\$9,979,906	Howard	Larry Dunaway	npw@nashar.org	54	54	870-845-7400
Newport	8005	\$20,000,000	Jackson	Rita Cooper	hr@newportar.org	83	78	870-523-6568
Paris	3176	\$4,900,000	Logan	Mary Sullivan	cityclerk@paris-ar.net	46	46	479-963-2450
Prairie Grove	7045	\$4,955,512	Washington	Christine Kelly	ckelly@prairiegrovar.org	57	56	479-846-6541
Shannon Hills	4490	\$1,092,990	Saline	Mary Meyers	shannonhillstreasurer@aristotle.net	18	18	501-455-2003
Sheridan	4920	\$15,000,000	Grant	Carrie Smith	shercity@windstream.net	56	56	870-942-3921
Southside	4279	\$2,207,900	Independence	Ray Bowman	cityofsouthside@gmail.com	0	0	870-569-1554
Stuttgart	8264	\$9,550,974	Arkansas	Carol Ables	personnel@stuttgartar.com	135	122	870-673-8817
Trumann	7399	\$9,977,055	Poinsett	Kari Glickert	kari.glickert@cityoftrumann.org	65	64	870-483-5355
Vilonia	4288	\$3,355,278	Faulkner	Kelly Lawrence	kelly.lawrence@cityofvilonia.org	17	15	501-796-2534 Ext. 4
Walnut Ridge	5384	\$3,852,337	Lawrence	Sharon Henson	cityclerk@cityofwalnutridge.com	32	32	870-886-6638
Ward	6052	\$11,646,898	Lonoke	Courtney Ruble	hr-finance@cityofward.com	57	52	501-843-7686
Warren	5453	\$4,900,000	Bradley	Teresa Sandine	teresa.sandine@cityofwarren.us		48	870-226-6743
Wynne	8314	\$9,092,381	Cross	Meredith Mcknight	mmcknight@cityofwynne.com	54	51	870-208-1118
Total: 38								

Summary

Summary								
<u>Title</u>	<u>Department</u>	<u>Number of Cities Reporting</u>	<u>Number of Incumbents</u>	<u>Number of matches (Above Match Below)</u>	<u>Base Pay</u>			
					<u>25%</u>	<u>Mean</u>	<u>Median</u>	<u>75%</u>
Mayor	Administration	28	28	0 23 0	\$44,944	\$54,943	\$53,105	\$65,910
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	8	8	3 1 3	\$27,174	\$40,445	\$37,502	\$43,950
City Manager or Chief of Staff	Administration	2	2	0 2 0	\$55,526	\$80,113	\$55,526	\$104,699
Executive Secretary	Administration	3	3	1 1 0	\$46,477	\$47,447	\$46,477	\$54,632
Council Member	Administration	4	24	0 16 0	\$1,800	\$4,736	\$3,727	\$4,800
City Clerk	Administration	4	4	0 2 0	\$6,733	\$30,358	\$30,000	\$42,000
City Clerk-Elected	Administration	3	3	0 3 0	\$7,340	\$19,123	\$7,340	\$44,328
City Clerk Treas-Elected	Administration	9	9	0 8 0	\$40,570	\$47,395	\$54,122	\$60,324
Treasurer	Administration	9	9	0 5 1	\$29,440	\$38,177	\$37,937	\$49,216
Deputy Clerk	Administration	4	5	1 2 1	\$29,120	\$34,651	\$31,283	\$41,220
City Attorney	Administration	12	12	1 8 1	\$26,525	\$33,260	\$34,592	\$37,365
Court Clerk	Administration	18	18	0 13 1	\$34,000	\$40,143	\$40,481	\$43,709
Deputy Court Clerk	Administration	12	19	3 14 0	\$29,965	\$33,272	\$31,773	\$37,626
District Judge	Administration	2	2	0 0 0	\$34,500	\$40,206	\$34,500	\$45,912
Office Manager	Administration	10	11	0 5 3	\$31,700	\$37,042	\$35,505	\$42,390
Purchasing Agent	Administration	1	1	1 0 0	\$34,641	\$34,641	\$34,641	\$34,641
Administrative Assistant I	Administration	16	33	7 15 6	\$32,280	\$35,661	\$35,318	\$39,208
Code Enforcement Supervisor	Code Enforcement	4	4	0 3 0	\$36,000	\$41,346	\$38,192	\$42,000
Code Enforcement Officer - Senior	Code Enforcement	2	2	0 2 0	\$34,028	\$37,034	\$34,028	\$40,040
Code Enforcement Officer	Code Enforcement	15	15	1 9 2	\$27,040	\$33,697	\$37,003	\$42,470
Building Inspector	Code Enforcement	10	10	0 4 3	\$34,000	\$45,690	\$43,340	\$55,833
Community Development/Planning Director	Engineering/Planning	1	1	0 1 0	\$61,875	\$61,875	\$61,875	\$61,875
Planner I	Engineering/Planning	1	1	0 0 1	\$36,400	\$36,400	\$36,400	\$36,400
City Engineer	Engineering/Planning	1	1	1 0 0	\$70,832	\$70,832	\$70,832	\$70,832
GIS Analyst - Senior	Engineering/Planning	1	1	0 0 1	\$65,107	\$65,107	\$65,107	\$65,107
Finance Director	Finance	10	10	2 3 4	\$45,344	\$53,262	\$53,467	\$58,916
Accountant	Finance	1	1	1 0 0	\$49,390	\$49,390	\$49,390	\$49,390
Accounting Clerk II	Finance	1	1	1 0 0	\$35,360	\$35,360	\$35,360	\$35,360
Accounting Clerk I	Finance	1	1	0 1 0	\$35,680	\$35,680	\$35,680	\$35,680
Accounting Clerk	Finance	2	2	0 2 0	\$27,040	\$28,542	\$27,040	\$30,044
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	8	8	2 5 1	\$28,288	\$33,808	\$32,500	\$35,360
Fire Chief	Fire Department	20	20	0 12 2	\$41,995	\$53,997	\$56,742	\$62,473
Assistant Fire Chief	Fire Department	3	3	0 3 0	\$40,340	\$40,415	\$40,340	\$49,705
Fire Battalion Chief	Fire Department	3	7	0 3 0	\$44,630	\$51,260	\$48,543	\$48,543
Fire Captain	Fire Department	11	26	0 14 3	\$40,855	\$44,975	\$42,604	\$46,096
Fire Lieutenant	Fire Department	7	17	0 10 3	\$35,642	\$43,411	\$38,345	\$48,227
Fire Apparatus Engineer (Driver)	Fire Department	1	5	0 0 0	\$39,695	\$39,695	\$39,695	\$39,695
Fire Inspector/Marshal	Fire Department	3	5	0 5 0	\$47,951	\$49,208	\$48,180	\$51,246
Firefighter	Fire Department	14	76	1 46 9	\$11,390	\$29,663	\$35,359	\$38,770
HR/Personnel Director	Human Resources	6	6	0 1 2	\$45,255	\$51,961	\$45,760	\$62,000
HR-Benefits Specialist	Human Resources	1	1	0 0 1	\$36,750	\$36,750	\$36,750	\$36,750
Human Resources Assistant	Human Resources	1	1	1 0 0	\$42,203	\$42,203	\$42,203	\$42,203
Network Coordinator	Information Systems	1	1	0 0 1	\$43,737	\$43,737	\$43,737	\$43,737
Librarian	Library	5	6	0 4 0	\$28,434	\$36,227	\$35,360	\$42,179
Library Assistant	Library	2	3	0 0 0	\$32,240	\$33,710	\$32,240	\$41,849
Airport Manager	Operations	4	4	0 3 0	\$39,600	\$48,051	\$42,016	\$45,963
Airport Attendant	Operations	3	3	1 1 0	\$33,738	\$35,204	\$33,738	\$38,480

Summary

Animal Control Director	Operations	4	4	1 2 0	\$23,566	\$33,514	\$31,720	\$38,002
Animal Control Field Officer	Operations	12	14	1 10 1	\$28,080	\$31,047	\$29,000	\$34,278
Animal Services Manager	Operations	1	1	0 0 0	\$26,000	\$26,000	\$26,000	\$26,000
Animal Services Officer	Operations	5	5	0 2 3	\$28,912	\$33,369	\$31,200	\$33,696
Building/Maintenance Worker	Operations	1	2	0 0 2	\$32,780	\$38,396	\$32,780	\$44,012
Fleet Supervisor	Operations	1	1	0 0 1	\$59,928	\$59,928	\$59,928	\$59,928
Fleet Maintenance Mechanic II	Operations	1	2	0 0 0	\$32,302	\$35,506	\$32,302	\$38,709
Fleet Maintenance Mechanic I	Operations	5	5	0 3 1	\$41,475	\$43,406	\$41,600	\$47,486
Horticulturist	Operations	1	1	1 0 0	\$40,344	\$40,344	\$40,344	\$40,344
Grounds Maintenance Supervisor	Operations	2	2	1 0 0	\$26,549	\$28,875	\$26,549	\$31,200
Grounds Maintenance Laborer	Operations	1	1	1 0 0	\$37,800	\$37,800	\$37,800	\$37,800
Parks Director	Parks & Recreation	9	9	4 3 0	\$44,283	\$45,532	\$50,300	\$56,409
Parks Aquatics Manager	Parks & Recreation	1	1	0 0 1	\$46,456	\$46,456	\$46,456	\$46,456
Recreation Programmer	Parks & Recreation	2	4	3 0 0	\$26,549	\$31,802	\$29,881	\$30,778
Recreation Program Manager	Parks & Recreation	2	2	1 1 0	\$33,632	\$35,817	\$33,632	\$38,001
Recreation Facility Supervisor	Parks & Recreation	2	2	0 2 0	\$28,687	\$31,317	\$28,687	\$33,946
Parks Supervisor	Parks & Recreation	10	10	2 6 2	\$38,550	\$44,785	\$41,995	\$46,901
Parks Equipment Operator	Parks & Recreation	5	8	1 5 2	\$29,994	\$35,823	\$32,652	\$36,750
Parks Department Laborer	Parks & Recreation	16	36	1 29 1	\$29,011	\$34,516	\$31,512	\$33,787
Police Chief	Police Department	31	32	0 24 0	\$49,104	\$61,288	\$62,982	\$67,867
Assistant Police Chief	Police Department	9	16	0 13 0	\$41,600	\$49,093	\$41,600	\$55,380
Police Major/Captain	Police Department	8	10	0 6 2	\$51,000	\$57,808	\$55,624	\$66,269
Police Lieutenant	Police Department	18	18	1 12 2	\$49,525	\$53,786	\$53,447	\$58,153
Police Sergeant	Police Department	26	56	0 43 4	\$44,283	\$48,458	\$48,441	\$53,975
Police Corporal	Police Department	12	28	0 20 2	\$40,622	\$46,637	\$47,527	\$51,674
Police Investigative Detective	Police Department	13	25	0 14 3	\$43,472	\$48,884	\$48,339	\$54,476
School Resource Officer	Police Department	17	38	0 26 2	\$40,520	\$46,505	\$43,766	\$53,040
Police Officer	Police Department	30	211	12 132 9	\$33,852	\$39,335	\$40,061	\$43,766
Communications Shift Supervisor	Police Department	7	7	0 4 2	\$36,296	\$37,885	\$36,754	\$38,643
Communications Dispatcher	Police Department	8	29	1 21 3	\$28,571	\$31,910	\$32,698	\$34,814
Police Dispatch	Police Department	8	23	0 11 2	\$27,560	\$32,118	\$31,200	\$33,529
Probation Officer	Police Department	1	1	0 1 0	\$35,609	\$35,609	\$35,609	\$35,609
Public Works Director	Public Works	12	12	2 6 0	\$53,969	\$68,087	\$64,000	\$75,300
Sanitation Superintendent	Public Works	7	8	1 4 1	\$47,840	\$54,124	\$50,000	\$56,606
Sanitation Supervisor	Public Works	2	2	0 0 1	\$41,122	\$46,561	\$41,122	\$52,000
Sanitation Equipment Operator III	Public Works	6	11	0 9 0	\$34,315	\$35,344	\$35,360	\$36,720
Sanitation Equipment Operator II	Public Works	2	3	0 1 0	\$33,793	\$37,687	\$33,793	\$47,362
Sanitation Equipment Operator I	Public Works	8	13	1 8 1	\$33,030	\$35,254	\$34,986	\$37,294
Sanitation Department Laborer	Public Works	11	39	0 27 3	\$26,125	\$28,946	\$27,435	\$31,200
Street Maintenance Superintendent	Public Works	10	10	0 6 1	\$44,500	\$51,210	\$52,000	\$54,544
Street Supervisor	Public Works	16	20	1 13 3	\$34,195	\$42,353	\$42,316	\$47,382
Street Equipment Operator	Public Works	16	55	3 25 0	\$32,136	\$38,563	\$40,581	\$42,390
Street Department Laborer	Public Works	26	70	0 43 10	\$26,377	\$29,250	\$30,160	\$35,006
Solid Waste Recycling Coordinator	Public Works	5	11	1 8 0	\$34,278	\$37,025	\$36,753	\$40,706
Solid Waste Recycling Operator/Collector	Public Works	2	4	0 2 2	\$31,701	\$34,193	\$33,789	\$34,641
Waste Water Manager	Public Works	12	14	0 9 1	\$41,600	\$48,593	\$43,680	\$56,742
Water / Waste Water Operator	Public Works	18	85	3 62 2	\$31,200	\$37,032	\$35,381	\$42,952
Utility Construction	Public Works	6	27	4 21 1	\$29,011	\$33,192	\$31,200	\$35,859
Water Manager	Public Works	7	8	1 5 0	\$32,656	\$49,859	\$48,422	\$50,960
Utility Billing and Receivable Clerk	Public Works	13	26	0 21 1	\$31,000	\$32,106	\$31,701	\$33,508

Police & Fire OT

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>
Clarksville	9381			Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).		Comp Time Given
Hope	8952	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Fire Is Paid Overtime For Hours Worked Over 159 In A 21 Day Period
Monticello	8442	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.	
Beebe	8437	86				Police Policy: Anything 86 Hrs In A Two Week Period, Fire Policy Anything Over 106 Hrs In A Two Week Period
Wynne	8314	86			Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Police - Any Time Worked Over 86 Hours In A Two Week Period.
Stuttgart	8264	60		Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Newport	8005	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire Is 24 On/48 Off; Hours Worked Over 204 Hours In A 27 Day Work Period Will Be Paid As Ot
Farmington	7584	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).	
Trumann	7399	86			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Police- Anytime Worked Over 86 Hours In A Two Week Period.
Prairie Grove	7045	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).	
Morrilton	6992	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Ward	6052	84		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Alma	5825	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Berryville	5682					
Mena	5589	85		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).	
Warren	5453					
Walnut Ridge	5384	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).	
Sheridan	4920	80				
Cherokee Village	4780	84		Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Dardanelle	4517	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Shannon Hills	4490					
Vilonia	4288	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Southside	4279					
Nashville	4153	40		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Haskell	3956			Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mcgehee	3849	100		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).	
Gentry	3790			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Elkins	3602					
Marianna	3575					
Alexander	3385	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).	We Have Some Police That Work Shifta & Collect Ot Over 86 Hours In 2 Weeks
Paris	3176	43		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Little Flock	3055	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Our Fire Department Has 2 Part-Time Chiefs And The Rest Is Volunteer
Green Forest	2972	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		

Police & Fire OT

Huntsville	2879	80				Fire - Overtime Paid After 106 Hours In 2 Week Pay Period
Mountain View	2877	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Brinkley	2700	86				Over Time After 86 Hours Bi Weekly For Police
Hoxie	2598					
Charleston	2588					

Index

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

Index

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

Index

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

Index

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

100-Mayor

Index Tab	
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 23 0
Exempt non-exempt:	15 2
Bonus Eligible (Y N):	6 2
Full Part Time:	6 0
Number of Organizations Reporting:	28
Position Titles:	Administration Mayor
Reports To:	City Council City Of Alexander Council N/A
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$30,900	\$44,944	\$54,943	\$53,105	\$65,910	\$72,064
Actual Incentive Paid Dollar 2022	3	\$500	\$500	\$1,117	\$500	\$2,600	\$2,600
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
Clarksville	9381	Full	\$59,213	\$47,370	\$59,213	\$71,056
Monticello	8442	Full	\$71,525	\$57,220	\$71,525	\$85,830
Beebe	8437	Full	\$63,669	\$50,935	\$63,669	\$76,403
Wynne	8314	Full	\$65,910	\$65,910	\$65,910	\$65,910
Stuttgart	8264	Full	\$50,000	\$40,000	\$50,000	\$60,000
Newport	8005	Full	\$72,064	\$57,651	\$72,064	\$86,477
Farmington	7584	Full	\$72,000	\$36,000	\$54,000	\$72,000
Trumann	7399	Full	\$53,105	\$42,484	\$53,105	\$63,726
Prairie Grove	7045	Full	\$60,000	\$48,000	\$60,000	\$72,000
Morrilton	6992	Full	\$74,263	\$59,410	\$74,263	\$89,116
Ward	6052	Full	\$45,370	\$36,296	\$45,370	\$54,444
Mena	5589	Full	\$72,800	\$58,240	\$72,800	\$87,360
Walnut Ridge	5384	Full	\$50,149	\$40,119	\$50,149	\$60,179
Sheridan	4920	Full	\$70,997	\$56,798	\$70,997	\$85,196

100-Mayor

Dardanelle	4517	Full	\$65,582	\$65,582	\$32,791	\$65,582
Shannon Hills	4490	Full	\$44,944	\$35,955	\$44,944	\$53,933
Nashville	4153	Full	\$64,126	\$51,301	\$64,126	\$76,951
Mcgehee	3849	Full	\$48,239	\$38,591	\$48,239	\$57,887
Gentry	3790	Full	\$59,785	\$59,785	\$59,785	\$79,785
Elkins	3602	Full	\$67,532	\$54,026	\$67,532	\$81,038
Marianna	3575	Full	\$52,927	\$42,342	\$52,927	\$63,512
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paris	3176	Full	\$43,700	\$34,960	\$43,700	\$52,440
Green Forest	2972	Full	\$26,400	\$21,120	\$26,400	\$31,680
Huntsville	2879	Full	\$30,000	\$24,000	\$30,000	\$36,000
Mountain View	2877	Full	\$46,000	\$36,800	\$46,000	\$55,200
Brinkley	2700	Full	\$30,900	\$24,720	\$30,900	\$37,080
Hoxie	2598	Full	\$35,600	\$28,480	\$35,600	\$42,720

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.

101-Assistant to Mayor-Deputy C

Index Tab	
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):	3 1 3
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	3 3
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Administration Administrative Assistant Assistant To Mayor Assistant To Mayor/Admin. Assistant To The Mayor Asst To Mayor Executive Assistant To Chief Of Police
Reports To:	Mayor And Clerk/Treasurer Mayor/Hr/Finance Director
Comments:	Dual Duties

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$27,174	\$27,174	\$40,445	\$37,502	\$43,950	\$63,043
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
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$43,950	\$35,160	\$43,950	\$52,740
Walnut Ridge	5384	Full	\$27,174	\$21,739	\$27,174	\$32,609
Sheridan	4920	Full	\$37,848	\$30,278	\$37,848	\$45,418
Vilonia	4288	Full	\$63,043	\$50,434	\$63,043	\$75,652
Little Flock	3055	Full	\$37,502	\$30,002	\$37,502	\$45,002
Green Forest	2972	Full	\$52,000	\$41,600	\$52,000	\$62,400
Brinkley	2700	Full	\$26,685	\$21,348	\$26,685	\$32,022

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.

102-City Manager or Chief of St

Index Tab	
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 2 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	Business Manager City Manager
Reports To:	Mayor
Comments:	Salary As Of 12/28/23 Postion Was Empty 1/1/23 This Position Also Performs Hr Function And Serves As PlanningDirector,And Finance Director

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$55,526	\$55,526	\$80,113	\$55,526	\$104,699	\$104,699
Actual Incentive Paid Dollar 2022	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
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
Hope	8952	Full	\$104,699	\$83,759	\$104,699	\$125,639
Farmington	7584	Full	\$55,526	\$69,857	\$83,413	\$99,599

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.

103-Executive Secretary

Index Tab	
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):	1 1 0
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	1 3
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	City Administrative Assistant Exec. Asst./Hr
Reports To:	Business Manager Mayor Treasurer/Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$46,477	\$46,477	\$47,447	\$46,477	\$54,632	\$54,632
Actual Incentive Paid Dollar 2022	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
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
Clarksville	9381	Full	\$46,477	\$37,182	\$46,477	\$55,772
Wynne	8314	Full	\$54,632	\$45,017	\$54,632	\$54,632
Farmington	7584	Full	\$41,233	\$38,899	\$47,840	\$55,460

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.

104-Council Member

Index Tab	
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 16 0
Exempt non-exempt:	12 6
Bonus Eligible (Y N):	0 6
Full Part Time:	0 0
Number of Organizations Reporting:	4
Position Titles:	City Council Council Council Member
Reports To:	City Council
Comments:	1 Meeting Per Month - Committee Meetings As Needed 2 Meeting Per Month - Committee Meetings As Needed 3 Meeting Per Month - Committee Meetings As Needed 4 Meeting Per Month - Committee Meetings As Needed 5 Meeting Per Month - Committee Meetings As Needed 6 Meeting Per Month - Committee Meetings As Needed 7 Meeting Per Month - Committee Meetings As Needed 8 Meeting Per Month - Committee Meetings As Needed

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	24	\$1,800	\$1,800	\$4,736	\$3,727	\$4,800	\$8,976
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
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Beebe	8437	Full	\$8,976	\$7,181	\$8,976	\$10,771
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472
Gentry	3790	Full	\$3,727	\$2,982	\$3,727	\$4,472

104-Council Member

Green Forest	2972	Full	\$4,800	\$3,840	\$4,800	\$5,760
Green Forest	2972	Full	\$4,800	\$3,840	\$4,800	\$5,760
Green Forest	2972	Full	\$4,800	\$3,840	\$4,800	\$5,760
Green Forest	2972	Full	\$4,800	\$3,840	\$4,800	\$5,760
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
<p style="text-align: center;">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>						

105-City Clerk

Index Tab	
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 2 0
Exempt non-exempt:	3 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	City Clerk
Reports To:	City Council Council
Comments:	2 Meetings Per Month

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$6,733	\$6,733	\$30,358	\$30,000	\$42,000	\$42,700
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
Stuttgart	8264	Full	\$42,000	\$33,600	\$42,000	\$50,400
Nashville	4153	Full	\$30,000	\$24,000	\$30,000	\$36,000
Gentry	3790	Full	\$6,733	\$5,386	\$6,733	\$8,080
Paris	3176	Full	\$42,700	\$34,160	\$42,700	\$51,240

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.

106-City Clerk-Elected

Index Tab	
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 3 0
Exempt non-exempt:	3 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	City Clerk City Clerk - Elected
Reports To:	Council Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$7,340	\$7,340	\$19,123	\$7,340	\$44,328	\$44,328
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
Walnut Ridge	5384	Full	\$7,340	\$5,872	\$7,340	\$8,808
Dardanella	4517	Full	\$44,328	\$43,328	\$22,154	\$44,328
Green Forest	2972	Full	\$5,700	\$4,560	\$5,700	\$6,840

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.

107-City Clerk Treas-Elected

Index Tab	
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):	0 8 0
Exempt non-exempt:	3 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	9
Position Titles:	Administration City Clerk City Clerk Treas-Elected Clerk-Treasurer Clerk/ Treasurer Clerk/Treas Clerk/Treasurer
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$39,146	\$40,570	\$47,395	\$54,122	\$60,324	\$64,288
Actual Incentive Paid Dollar 2022	2	\$500	\$500	\$1,550	\$500	\$2,600	\$2,600
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
Clarksville	9381	Full	\$64,288	\$51,430	\$64,288	\$77,146
Beebe	8437	Full	\$54,122	\$43,298	\$54,122	\$64,946
Newport	8005	Full	\$60,324	\$48,259	\$60,324	\$72,389
Morrilton	6992	Full	\$63,860	\$51,088	\$63,860	\$76,632
Mena	5589	Full	\$55,224	\$44,179	\$55,224	\$66,269
Sheridan	4920	Full	\$42,780	\$34,224	\$42,780	\$51,336
Mountain View	2877	Full	\$39,146	\$31,317	\$39,146	\$46,975
Brinkley	2700	Full	\$40,570	\$32,456	\$40,570	\$48,684
Hoxie	2598	Full	\$6,240	\$4,992	\$6,240	\$7,488

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.

108-Treasurer

Index Tab	
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 5 1
Exempt non-exempt:	4 3
Bonus Eligible (Y N):	4 3
Full Part Time:	4 0
Number of Organizations Reporting:	9
Position Titles:	City Treasurer Deputy Clerk/Treasurer Finance Director Treasurer
Reports To:	City Council Clerk/Treasurer Council Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$26,250	\$29,440	\$38,177	\$37,937	\$49,216	\$58,305
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
Clarksville	9381	Full	\$47,477	\$37,982	\$47,477	\$56,972
Walnut Ridge	5384	Full	\$37,937	\$30,350	\$37,937	\$45,524
Cherokee Village	4780	Full	\$26,250	\$21,000	\$26,250	\$31,500
Dardanelle	4517	Full	\$49,216	\$49,216	\$24,608	\$49,216
Shannon Hills	4490	Full	\$6,365	\$5,092	\$6,365	\$7,638
Mcgehee	3849	Full	\$29,440	\$23,552	\$29,440	\$35,328
Gentry	3790	Full	\$58,305	\$58,305	\$58,305	\$78,305
Green Forest	2972	Full	\$53,000	\$42,400	\$53,000	\$63,600
Hoxie	2598	Full	\$35,600	\$28,480	\$35,600	\$42,720

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.

109-Deputy Clerk

Index Tab	
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):	1 2 1
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	Accounts Receivable Deputy Clerk Deputy Clerk/Payroll Clerk
Reports To:	City Clerk Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$26,151	\$29,120	\$34,651	\$31,283	\$41,220	\$45,483
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$375	\$250	\$500	\$500
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
Stuttgart	8264	Full	\$31,283	\$25,026	\$31,283	\$37,540
Morrilton	6992	Full	\$45,483	\$36,386	\$45,483	\$54,580
Morrilton	6992	Full	\$41,220	\$32,976	\$41,220	\$49,464
Marianna	3575	Full	\$26,151	\$20,921	\$26,151	\$31,381
Mountain View	2877	Full	\$29,120	\$23,296	\$29,120	\$34,944

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.

110-City Attorney

Index Tab	
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):	1 8 1
Exempt non-exempt:	6 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	12
Position Titles:	Administration Attorney City Attorney City Atty.
Reports To:	Mayor Mayor/City Council Mayor/Council
Comments:	Contract

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$24,000	\$26,525	\$33,260	\$34,592	\$37,365	\$46,198
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
Hope	8952	Full	\$30,000	\$24,000	\$30,000	\$36,000
Stuttgart	8264	Full	\$40,000	\$32,000	\$40,000	\$48,000
Newport	8005	Full	\$46,198	\$36,958	\$46,198	\$55,438
Morrilton	6992	Full	\$48,381	\$38,705	\$48,381	\$58,057
Ward	6052	Full	\$34,829	\$27,863	\$34,829	\$41,795
Mena	5589	Full	\$34,852	\$27,882	\$34,852	\$41,822
Sheridan	4920	Full	\$26,525	\$21,220	\$26,525	\$31,830
Dardanelle	4517	Full	\$34,592	\$34,592	\$17,296	\$34,592
Paris	3176	Full	\$37,365	\$29,892	\$37,365	\$44,838
Green Forest	2972	Full	\$15,000	\$12,000	\$15,000	\$18,000
Brinkley	2700	Full	\$27,380	\$21,904	\$27,380	\$32,856
Hoxie	2598	Full	\$24,000	\$19,200	\$24,000	\$28,800

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.

111-Assistant City Attorney

Index Tab	
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.
Insufficient Data:	0

112-Deputy City Attorney

Index Tab	
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.
Insufficient Data:	0

113-Court Clerk

Index Tab	
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):	0 13 1
Exempt non-exempt:	1 5
Bonus Eligible (Y N):	7 5
Full Part Time:	7 0
Number of Organizations Reporting:	18
Position Titles:	Administration Chief Court Clerk Court Clerk District Chief Clerk District Court Clerk
Reports To:	Chief Court Clerk District Court Judge District Judge Judge Judge/Mayor Mayor Mayor/District Judge Mayor/Judge
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$28,080	\$34,000	\$40,143	\$40,481	\$43,709	\$55,068
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$625	\$250	\$1,000	\$1,000
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
Monticello	8442	Full	\$25,373	\$20,298	\$25,373	\$30,448
Beebe	8437	Full	\$42,058	\$33,646	\$42,058	\$50,470
Stuttgart	8264	Full	\$40,000	\$32,000	\$40,000	\$48,000
Newport	8005	Full	\$42,815	\$34,252	\$42,815	\$51,378
Farmington	7584	Full	\$55,256	\$52,128	\$62,244	\$74,322
Trumann	7399	Full	\$41,122	\$32,898	\$41,122	\$49,346
Prairie Grove	7045	Full	\$55,068	\$44,054	\$55,068	\$66,082
Morrilton	6992	Full	\$39,543	\$31,634	\$39,543	\$47,452
Ward	6052	Full	\$32,427	\$25,942	\$32,427	\$38,912
Cherokee Village	4780	Full	\$28,080	\$22,464	\$28,080	\$33,696
Vilonia	4288	Full	\$47,736	\$38,189	\$47,736	\$57,283
Mcgehee	3849	Full	\$29,729	\$23,783	\$29,729	\$35,675
Elkins	3602	Full	\$43,709	\$34,967	\$43,709	\$52,451
Alexander	3385	Full	\$34,320	\$27,456	\$34,320	\$41,184

113-Court Clerk

Little Flock	3055	Full	\$49,314	\$39,451	\$49,314	\$59,177
Green Forest	2972	Full	\$41,540	\$33,232	\$41,540	\$49,848
Huntsville	2879	Full	\$40,481	\$32,385	\$40,481	\$48,577
Brinkley	2700	Full	\$34,000	\$27,200	\$34,000	\$40,800
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.						

114-Deputy Court Clerk

Index Tab	
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):	3 14 0
Exempt non-exempt:	0 5
Bonus Eligible (Y N):	4 5
Full Part Time:	4 0
Number of Organizations Reporting:	12
Position Titles:	Administration Chief Court Clerk Court Clerk Deputy Court Clerk District Court Clerk Executive Deputy Clerk
Reports To:	Chief Court Clerk Court Clerk District Chief Court Mayor
Comments:	This Position Shares Duties Of The Front Desk. Deals With All PhoneCalls. Handles All Payments To The City.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$28,365	\$29,965	\$33,272	\$31,773	\$37,626	\$40,497
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$625	\$250	\$1,000	\$1,000
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
Monticello	8442	Full	\$33,392	\$29,011	\$31,701	\$36,641
Monticello	8442	Full	\$28,894	\$24,296	\$26,549	\$29,011
Beebe	8437	Full	\$31,200	\$24,960	\$31,200	\$37,440
Beebe	8437	Full	\$35,963	\$28,770	\$35,963	\$43,156
Beebe	8437	Full	\$31,200	\$24,960	\$31,200	\$37,440
Beebe	8437	Full	\$31,200	\$24,960	\$31,200	\$37,440
Stuttgart	8264	Full	\$29,973	\$23,978	\$29,973	\$35,968
Newport	8005	Full	\$28,743	\$22,994	\$28,743	\$34,492
Farmington	7584	Full	\$46,408	\$38,899	\$46,447	\$55,460
Trumann	7399	Full	\$24,960	\$19,968	\$24,960	\$29,952
Prairie Grove	7045	Full	\$39,027	\$31,222	\$39,027	\$46,832
Morrilton	6992	Full	\$31,773	\$25,418	\$31,773	\$38,128
Morrilton	6992	Full	\$37,626	\$30,101	\$37,626	\$45,151
Morrilton	6992	Full	\$31,773	\$25,418	\$31,773	\$38,128

114-Deputy Court Clerk

Morrliton	6992	Full	\$29,965	\$23,972	\$29,965	\$35,958
Ward	6052	Full	\$40,497	\$32,398	\$40,497	\$48,596
Elkins	3602	Full	\$39,356	\$31,485	\$39,356	\$47,227
Huntsville	2879	Full	\$31,844	\$25,475	\$31,844	\$38,213
Brinkley	2700	Full	\$28,365	\$22,692	\$28,365	\$34,038
<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>						

115-District Judge

Index Tab	
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.
Total Matches (A M B):	0 0 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Administration District Judge
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$34,500	\$34,500	\$40,206	\$34,500	\$45,912	\$45,912
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
Stuttgart	8264	Full	\$45,912	\$36,730	\$45,912	\$55,094
Brinkley	2700	Full	\$34,500	\$27,600	\$34,500	\$41,400

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.

116-Transcriptionist

Index Tab	
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.
Insufficient Data:	0

117-Office Manager

Index Tab	
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):	0 5 3
Exempt non-exempt:	1 5
Bonus Eligible (Y N):	4 5
Full Part Time:	4 0
Number of Organizations Reporting:	10
Position Titles:	Admin Assistant To Chief Administrative Assistant To The Mayor Administrative Asst Mayor's Assistant Office Manager Park Office Manager Police Clerk Police Dept. Office Manager Water Office Manager
Reports To:	Chief Of Police Mayor Police Captain Public Works Dir Public Works Director Waste Water Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$31,586	\$31,700	\$37,042	\$35,505	\$42,390	\$47,424
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$375	\$250	\$500	\$500
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
Wynne	8314	Full	\$42,390	\$31,200	\$42,390	\$42,390
Stuttgart	8264	Full	\$47,424	\$37,939	\$47,424	\$56,909
Prairie Grove	7045	Full	\$35,942	\$28,754	\$35,942	\$43,130
Morrilton	6992	Full	\$47,904	\$38,323	\$47,904	\$57,485
Ward	6052	Full	\$40,372	\$32,298	\$40,372	\$48,446
Nashville	4153	Full	\$27,040	\$21,632	\$27,040	\$32,448
Nashville	4153	Full	\$35,505	\$28,404	\$35,505	\$42,606
Mcgehee	3849	Full	\$31,586	\$25,269	\$31,586	\$37,903
Paris	3176	Full	\$32,240	\$25,792	\$32,240	\$38,688
Green Forest	2972	Full	\$31,700	\$25,360	\$31,700	\$38,040
Mountain View	2877	Full	\$35,360	\$28,288	\$35,360	\$42,432

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.

118-Purchasing Agent

Index Tab	
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):	1 0 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	City Inventory/Warehouse Manager
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$34,641	\$34,641	\$34,641	\$34,641	\$34,641	\$34,641
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
Monticello	8442	Full	\$34,641	\$34,641	\$37,853	\$41,363

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.

119-Administrative Assistant I

Index Tab	
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):	7 15 6
Exempt non-exempt:	0 15
Bonus Eligible (Y N):	14 13
Full Part Time:	14 0
Number of Organizations Reporting:	16
Position Titles:	Adm. Assist./Bookkeeper Admin Assist Admin Asst Admin Asst. To Police Chief Admin. Asst / Ap Administrative Assistant Administrative Assistant I Administrative Asst Administrative Desk Sergeant (Civilian) Administrative Secretary Assistant Clerk Treasurer Mayor's Secretary P & Z Admin Asst Parks And Recreation Administrative Assistant Pd Admin Police Department Administrative Assistant Police Sec Public Works Secretary Reception/Permit Clerk Records Clerk Street Admin Water And Sewer Office Assistant
Reports To:	Clerk/Treasurer Code Enforcement Officer-Senior Finance Director Mayor Police Chief Water Office Manager
Comments:	1,800 Per Year Longevity Pay This Position Has Some Duties With Regard To It And Is The Front Line For The Police Department. Not A Certified Officer.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	33	\$27,350	\$32,280	\$35,661	\$35,318	\$39,208	\$44,138
Actual Incentive Paid Dollar 2022	6	\$500	\$500	\$1,283	\$500	\$2,600	\$2,600
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
Clarksville	9381	Full	\$44,624	\$35,699	\$44,624	\$53,549
Clarksville	9381	Full	\$38,524	\$30,819	\$38,524	\$46,229
Hope	8952	Full	\$33,571	\$26,857	\$33,571	\$40,285
Hope	8952	Full	\$35,318	\$28,254	\$35,318	\$42,382
Hope	8952	Full	\$34,778	\$27,822	\$34,778	\$41,734
Hope	8952	Full	\$35,422	\$28,338	\$35,422	\$42,506
Hope	8952	Full	\$41,829	\$33,463	\$41,829	\$50,195
Monticello	8442	Full	\$36,750	\$34,641	\$37,853	\$41,363
Beebe	8437	Full	\$38,563	\$30,850	\$38,563	\$46,276
Beebe	8437	Full	\$44,138	\$35,310	\$44,138	\$52,966
Beebe	8437	Full	\$38,563	\$30,850	\$38,563	\$46,276
Farmington	7584	Full	\$69,376	\$47,282	\$56,457	\$67,412
Trumann	7399	Full	\$39,520	\$31,616	\$39,520	\$47,424
Ward	6052	Full	\$30,388	\$24,310	\$30,388	\$36,466

119-Administrative Assistant I

Mena	5589	Full	\$32,964	\$26,371	\$32,964	\$39,557
Mena	5589	Full	\$40,040	\$32,032	\$40,040	\$48,048
Mena	5589	Full	\$36,358	\$29,086	\$36,358	\$43,630
Walnut Ridge	5384	Full	\$3,722	\$2,978	\$3,722	\$4,466
Sheridan	4920	Full	\$39,208	\$31,366	\$39,208	\$47,050
Sheridan	4920	Full	\$37,479	\$29,983	\$37,479	\$44,975
Sheridan	4920	Full	\$46,385	\$37,108	\$46,385	\$55,662
Sheridan	4920	Full	\$32,280	\$25,824	\$32,280	\$38,736
Cherokee Village	4780	Full	\$26,458	\$21,166	\$26,458	\$31,750
Cherokee Village	4780	Full	\$30,118	\$24,094	\$30,118	\$36,142
Cherokee Village	4780	Full	\$24,648	\$19,718	\$24,648	\$29,578
Cherokee Village	4780	Full	\$30,555	\$24,444	\$30,555	\$36,666
Elkins	3602	Full	\$34,214	\$27,371	\$34,214	\$41,057
Marianna	3575	Full	\$34,574	\$27,659	\$34,574	\$41,489
Alexander	3385	Full	\$39,520	\$31,616	\$39,520	\$47,424
Green Forest	2972	Full	\$27,350	\$21,880	\$27,350	\$32,820
Mountain View	2877	Full	\$32,073	\$25,658	\$32,073	\$38,488
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$34,756	\$27,805	\$34,756	\$41,707

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.

200-Code Enforcement Supervisor

Index Tab	
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):	0 3 0
Exempt non-exempt:	2 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	4
Position Titles:	Code Enf. Officer Code Enforcement Code Enforcement Officer
Reports To:	Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$36,000	\$36,000	\$41,346	\$38,192	\$42,000	\$49,192
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Beebe	8437	Full	\$49,192	\$39,354	\$49,192	\$59,030
Stuttgart	8264	Full	\$42,000	\$33,600	\$42,000	\$50,400
Sheridan	4920	Full	\$38,192	\$30,554	\$38,192	\$45,830
Dardanella	4517	Full	\$36,000	\$36,000	\$18,000	\$36,000

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.

201-Code Enforcement Officer -

Index Tab	
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 2 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	Code Enforcement Code Enforcement Officer
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$34,028	\$34,028	\$37,034	\$34,028	\$40,040	\$40,040
Actual Incentive Paid Dollar 2022	1	\$500	\$500	\$500	\$500	\$500	\$500
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
Nashville	4153	Full	\$34,028	\$27,222	\$34,028	\$40,834
Mountain View	2877	Full	\$40,040	\$32,032	\$40,040	\$48,048

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.

202-Code Enforcement Officer

Index Tab	
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):	1 9 2
Exempt non-exempt:	0 9
Bonus Eligible (Y N):	6 8
Full Part Time:	6 0
Number of Organizations Reporting:	15
Position Titles:	Building Official City Inspector Code Enf. Officer Code Enforcement Code Enforcement Officer Code Enforcment Officer Le Officer Specialized Officer
Reports To:	Building Official Chief Of Police Code Enforcement Officer Fire Chief Mayor Mayor And Operations Manager Police Chief Senior Code Enforcement
Comments:	Also Is Building, Electrical/Gas/Plumb Insp This Position Also Performs Building Inspections For New ConstructionAnd Remodels; Both Residential And Commercial

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$23,566	\$27,040	\$33,697	\$37,003	\$42,470	\$43,869
Actual Incentive Paid Dollar 2022	3	\$1,000	\$1,000	\$1,367	\$1,000	\$2,600	\$2,600
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
Clarksville	9381	Full	\$40,072	\$32,058	\$40,072	\$48,086
Hope	8952	Full	\$44,886	\$35,909	\$44,886	\$53,863
Monticello	8442	Full	\$42,604	\$41,363	\$45,199	\$49,390
Stuttgart	8264	Full	\$6,240	\$4,992	\$6,240	\$7,488
Newport	8005	Full	\$43,869	\$35,095	\$43,869	\$52,643
Farmington	7584	Full	\$42,470	\$38,899	\$46,447	\$55,460
Morrilton	6992	Full	\$33,765	\$27,012	\$33,765	\$40,518
Ward	6052	Full	\$37,003	\$29,602	\$37,003	\$44,404
Mena	5589	Full	\$37,960	\$30,368	\$37,960	\$45,552
Walnut Ridge	5384	Full	\$31,391	\$25,113	\$31,391	\$37,669
Cherokee Village	4780	Full	\$23,566	\$18,853	\$23,566	\$28,280
Mcgehee	3849	Full	\$28,424	\$22,739	\$28,424	\$34,109
Green Forest	2972	Full	\$41,200	\$32,960	\$41,200	\$49,440
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448

202-Code Enforcement Officer

Hoxie	2598	Full	\$24,965	\$19,972	\$24,965	\$29,958
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.						

203-Building Inspector

Index Tab	
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 4 3
Exempt non-exempt:	0 6
Bonus Eligible (Y N):	3 5
Full Part Time:	3 0
Number of Organizations Reporting:	10
Position Titles:	Building Inspector Building Official City Inspector
Reports To:	Business Manager Fire Chief Mayor Police Chief
Comments:	This Position Included All Mechanical Inspections Works Average Of 18 Hrs Per Week

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$29,615	\$34,000	\$45,690	\$43,340	\$55,833	\$59,260
Actual Incentive Paid Dollar 2022	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
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
Clarksville	9381	Full	\$43,340	\$34,672	\$43,340	\$52,008
Hope	8952	Full	\$29,615	\$23,692	\$29,615	\$35,538
Wynne	8314	Full	\$49,515	\$49,515	\$49,515	\$53,515
Farmington	7584	Full	\$60,919	\$57,471	\$68,624	\$81,940
Prairie Grove	7045	Full	\$59,260	\$47,408	\$59,260	\$71,112
Morrilton	6992	Full	\$55,833	\$44,666	\$55,833	\$67,000
Ward	6052	Full	\$41,496	\$33,197	\$41,496	\$49,795
Cherokee Village	4780	Full	\$34,000	\$27,200	\$34,000	\$40,800
Gentry	3790	Full	\$50,120	\$40,096	\$50,120	\$60,144
Green Forest	2972	Full	\$32,800	\$26,240	\$32,800	\$39,360

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.

204-Electrical Inspector

Index Tab	
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
Insufficient Data:	0

205-Mechanical Inspector

Index Tab	
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.
Insufficient Data:	0

206-Plumbing and Gas Inspector

Index Tab	
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.
Insufficient Data:	0

300-Community Development-Plann

Index Tab	
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):	0 1 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Economic Developer
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$61,875	\$61,875	\$61,875	\$61,875	\$61,875	\$61,875
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
Clarksville	9381	Full	\$61,875	\$49,500	\$61,875	\$74,250

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.

301-Planner II

Index Tab	
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
Insufficient Data:	0

302-Planner I

Index Tab	
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):	0 0 1
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Planning & Zoning Secretary/Administrator
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$36,400	\$36,400	\$36,400	\$36,400	\$36,400	\$36,400
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 Flock	3055	Full	\$36,400	\$29,120	\$36,400	\$43,680

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.

303-City Engineer

Index Tab	
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):	1 0 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Engineer
Reports To:	Mayor
Comments:	32 Hour Per Week

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$70,832	\$70,832	\$70,832	\$70,832	\$70,832	\$70,832
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
Clarksville	9381	Full	\$70,832	\$56,666	\$70,832	\$84,998

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.

304-Engineering Specialist

Index Tab	
	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.
	Insufficient Data: 0

305-Engineering Technician - Se

Index Tab	
	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.
	Insufficient Data: 0

306-GIS Analyst - Senior

Index Tab	
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):	0 0 1
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Gis & Technology Coordinator
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$65,107	\$65,107	\$65,107	\$65,107	\$65,107	\$65,107
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
Hope	8952	Full	\$65,107	\$52,086	\$65,107	\$78,128

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.

307-GIS Analyst

Index Tab	
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
Insufficient Data:	0

308-Graphics Technician

Index Tab	
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).
Insufficient Data:	0

309-Land Surveyor

Index Tab	
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.
Insufficient Data: 0	

400-Finance Director

Index Tab	
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):	2 3 4
Exempt non-exempt:	1 2
Bonus Eligible (Y N):	4 2
Full Part Time:	4 0
Number of Organizations Reporting:	10
Position Titles:	City Clerk/Treasurer Finance Director Finance Director/Operations Manager Finance Officer Finance Specialist
Reports To:	Mayor Mayor/Council
Comments:	City Clerk Portion Elected 1800 Per Year

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$42,286	\$45,344	\$53,262	\$53,467	\$58,916	\$62,566
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Hope	8952	Full	\$64,936	\$51,949	\$64,936	\$77,923
Monticello	8442	Full	\$62,566	\$58,974	\$64,442	\$70,418
Stuttgart	8264	Full	\$50,000	\$40,000	\$50,000	\$60,000
Trumann	7399	Full	\$42,286	\$33,829	\$42,286	\$50,743
Prairie Grove	7045	Full	\$53,467	\$42,774	\$53,467	\$64,160
Nashville	4153	Full	\$45,344	\$36,275	\$45,344	\$54,413
Elkins	3602	Full	\$58,916	\$47,133	\$58,916	\$70,699
Paris	3176	Full	\$57,200	\$45,760	\$57,200	\$68,640
Little Flock	3055	Full	\$43,014	\$34,411	\$43,014	\$51,617
Huntsville	2879	Full	\$54,894	\$43,915	\$54,894	\$65,873

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.

401-Accountant

Index Tab	
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):	1 0 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Finance Manager
Reports To:	Finance Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$49,390	\$49,390	\$49,390	\$49,390	\$49,390	\$49,390
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
Monticello	8442	Full	\$49,390	\$49,389	\$53,969	\$58,974

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.

402-Accounting Clerk II

Index Tab	
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):	1 0 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	1
Position Titles:	Accounting Tech F.O.
Reports To:	Finance Officer
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$35,360	\$35,360	\$35,360	\$35,360	\$35,360	\$35,360
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Stuttgart	8264	Full	\$35,360	\$28,288	\$35,360	\$42,432

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.

403-Accounting Clerk I

Index Tab	
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 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:	Finance Assistant
Reports To:	Finance Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$35,680	\$35,680	\$35,680	\$35,680	\$35,680	\$35,680
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
Monticello	8442	Full	\$35,680	\$32,991	\$36,050	\$39,393

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.

404-Accounting Clerk

Index Tab	
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):	0 2 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	Accounting Clerk Accounting Clerk 1
Reports To:	1 To Mayor, 1 To Water Super Office Mangager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$27,040	\$27,040	\$28,542	\$27,040	\$30,044	\$30,044
Actual Incentive Paid Dollar 2022	1	\$500	\$500	\$500	\$500	\$500	\$500
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
Marianna	3575	Full	\$30,044	\$24,035	\$30,044	\$36,053
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448

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.

405-Accounts Payable-Accounts R

Index Tab	
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 5 1
Exempt non-exempt:	0 4
Bonus Eligible (Y N):	3 4
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Accounting Tech Accounts Payable Accounts Payable/Data Pro Admin Assistant/Finance Clerk Ap/Ar Receivable Specialist Bookkeeper Office Assistant
Reports To:	Clerk-Treasurer Clerk/Treasurer Finance Officer Hr/Finance Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$28,288	\$28,288	\$33,808	\$32,500	\$35,360	\$42,640
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$1,425	\$250	\$2,600	\$2,600
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
Hope	8952	Full	\$23,509	\$18,807	\$23,509	\$28,211
Stuttgart	8264	Full	\$28,288	\$22,630	\$28,288	\$33,946
Newport	8005	Full	\$41,460	\$33,168	\$41,460	\$49,752
Ward	6052	Full	\$34,819	\$27,855	\$34,819	\$41,783
Mena	5589	Full	\$35,360	\$28,288	\$35,360	\$42,432
Nashville	4153	Full	\$42,640	\$34,112	\$42,640	\$51,168
Green Forest	2972	Full	\$32,500	\$26,000	\$32,500	\$39,000
Huntsville	2879	Full	\$31,884	\$25,507	\$31,884	\$38,261

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.

500-Fire Chief

Index Tab	
Job Title:	500 - Fire Chief
Job Description:	Responsible for the management, administration, and coordination of the City
Total Matches (A M B):	0 12 2
Exempt non-exempt:	4 4
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	20
Position Titles:	Fire Chief Fire Chief/Building Insp. Fire Chief/Building Inspector Fire Department Firefighter Medic/Fire Chief
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$18,689	\$41,995	\$53,997	\$56,742	\$62,473	\$82,568
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$3,163	\$3,163	\$3,487	\$3,163	\$3,811	\$3,811
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$62,473	\$49,978	\$62,473	\$74,968
Monticello	8442	Full	\$50,871	\$49,389	\$53,969	\$58,973
Beebe	8437	Full	\$56,742	\$45,394	\$56,742	\$68,090
Wynne	8314	Full	\$63,150	\$63,150	\$63,150	\$67,150
Stuttgart	8264	Full	\$53,063	\$42,450	\$53,063	\$63,676
Newport	8005	Full	\$61,082	\$48,866	\$61,082	\$73,298
Farmington	7584	Full	\$83,461	\$60,345	\$72,055	\$86,037
Trumann	7399	Full	\$57,990	\$46,392	\$57,990	\$69,588
Ward	6052	Full	\$58,231	\$46,585	\$58,231	\$69,877
Walnut Ridge	5384	Full	\$57,867	\$46,294	\$57,867	\$69,440
Sheridan	4920	Full	\$18,689	\$14,951	\$18,689	\$22,427
Cherokee Village	4780	Full	\$50,000	\$40,000	\$50,000	\$60,000
Vilonia	4288	Full	\$71,939	\$57,551	\$71,939	\$86,327
Nashville	4153	Full	\$41,995	\$33,596	\$41,995	\$50,394

500-Fire Chief

Haskell	3956	Full	\$19,704	\$15,763	\$19,704	\$23,645
Mcgehee	3849	Full	\$82,568	\$66,054	\$82,568	\$99,082
Elkins	3602	Full	\$88,532	\$70,826	\$88,532	\$106,238
Alexander	3385	Full	\$48,360	\$38,688	\$48,360	\$58,032
Green Forest	2972	Full	\$12,000	\$9,600	\$12,000	\$14,400
Brinkley	2700	Full	\$41,217	\$32,974	\$41,217	\$49,460
<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>						

501-Assistant Fire Chief

Index Tab	
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):	0 3 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	Assistant Fire Chief Asst. Fire Chief
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$40,340	\$40,340	\$40,415	\$40,340	\$49,705	\$49,705
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
Trumann	7399	Full	\$40,340	\$32,272	\$40,340	\$48,408
Prairie Grove	7045	Full	\$49,705	\$39,764	\$49,705	\$59,646
Alexander	3385	Full	\$31,200	\$24,960	\$31,200	\$37,440

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.

502-Fire Battalion Chief

Index Tab	
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):	0 3 0
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	Fire Battalion Chief Medic/Fire Chief Deputy Shift Commander
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$44,630	\$44,630	\$51,260	\$48,543	\$48,543	\$81,935
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	3	\$1,761	\$1,761	\$1,765	\$1,761	\$1,798	\$1,798
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$48,543	\$38,834	\$48,543	\$58,252
Hope	8952	Full	\$48,543	\$38,834	\$48,543	\$58,252
Hope	8952	Full	\$48,543	\$38,834	\$48,543	\$58,252
Stuttgart	8264	Full	\$45,574	\$36,459	\$45,574	\$54,689
Stuttgart	8264	Full	\$41,050	\$32,840	\$41,050	\$49,260
Stuttgart	8264	Full	\$44,630	\$35,704	\$44,630	\$53,556
Mcgehee	3849	Full	\$81,935	\$65,548	\$81,935	\$98,322

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.

503-Fire Captain

Index Tab	
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 14 3
Exempt non-exempt:	0 16
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	11
Position Titles:	Captain Captian Emt/Fire Captain Fire Captain Fire Captain 1 Fire Captain 2 Fire Captain 3 Fire Captain 4 Medic/ Fire Captain
Reports To:	Fire Battalion Chief Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$30,160	\$40,855	\$44,975	\$42,604	\$46,096	\$58,704
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	3	\$1,631	\$1,631	\$1,635	\$1,631	\$1,662	\$1,662
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$40,855	\$32,684	\$40,855	\$49,026
Hope	8952	Full	\$40,855	\$32,684	\$40,855	\$49,026
Hope	8952	Full	\$40,855	\$32,684	\$40,855	\$49,026
Monticello	8442	Full	\$45,198	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$42,604	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$45,198	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$45,198	\$41,363	\$45,198	\$49,389
Wynne	8314	Full	\$46,096	\$46,096	\$46,096	\$50,096
Stuttgart	8264	Full	\$41,488	\$33,190	\$41,488	\$49,786
Stuttgart	8264	Full	\$40,859	\$32,687	\$40,859	\$49,031
Stuttgart	8264	Full	\$42,116	\$33,693	\$42,116	\$50,539
Newport	8005	Full	\$52,521	\$42,017	\$52,521	\$63,025
Farmington	7584	Full	\$58,704	\$45,030	\$53,768	\$64,202
Farmington	7584	Full	\$53,723	\$45,030	\$53,768	\$64,202

503-Fire Captain

Farmington	7584	Full	\$53,723	\$45,030	\$53,768	\$64,202
Trumann	7399	Full	\$38,639	\$30,911	\$38,639	\$46,367
Walnut Ridge	5384	Full	\$34,312	\$27,450	\$34,312	\$41,174
Walnut Ridge	5384	Full	\$34,378	\$27,502	\$34,378	\$41,254
Cherokee Village	4780	Full	\$45,803	\$36,642	\$45,803	\$54,963
Cherokee Village	4780	Full	\$45,803	\$36,642	\$45,803	\$54,963
Cherokee Village	4780	Full	\$45,803	\$36,642	\$45,803	\$54,963
Mcgehee	3849	Full	\$66,902	\$53,522	\$66,902	\$80,282
Mcgehee	3849	Full	\$77,241	\$61,793	\$77,241	\$92,689
Alexander	3385	Full	\$30,160	\$24,128	\$30,160	\$36,192
Alexander	3385	Full	\$30,160	\$24,128	\$30,160	\$36,192
Alexander	3385	Full	\$30,160	\$24,128	\$30,160	\$36,192
<p style="text-align: center;">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>						

504-Fire Lieutenant

Index Tab	
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 10 3
Exempt non-exempt:	0 9
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Emt/ Fire Lieutenant Fire Lieutenant Firefighter Lieutenant
Reports To:	Captain Fire Captain Fire Chief Fire Chief, Fire Captain
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$33,968	\$35,642	\$43,411	\$38,345	\$48,227	\$52,699
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	3	\$1,488	\$1,488	\$1,496	\$1,488	\$1,513	\$1,513
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Stuttgart	8264	Full	\$38,345	\$30,676	\$38,345	\$46,014
Stuttgart	8264	Full	\$37,716	\$30,173	\$37,716	\$45,259
Stuttgart	8264	Full	\$37,716	\$30,173	\$37,716	\$45,259
Newport	8005	Full	\$50,572	\$40,458	\$50,572	\$60,686
Farmington	7584	Full	\$52,699	\$42,886	\$51,208	\$61,145
Farmington	7584	Full	\$51,164	\$42,886	\$51,208	\$61,145
Farmington	7584	Full	\$48,227	\$42,886	\$51,208	\$61,145
Trumann	7399	Full	\$35,642	\$28,514	\$35,642	\$42,770
Trumann	7399	Full	\$35,642	\$28,514	\$35,642	\$42,770
Trumann	7399	Full	\$35,642	\$28,514	\$35,642	\$42,770
Prairie Grove	7045	Full	\$48,057	\$38,446	\$48,057	\$57,668
Prairie Grove	7045	Full	\$48,057	\$38,446	\$48,057	\$57,668
Prairie Grove	7045	Full	\$48,057	\$38,446	\$48,057	\$57,668
Walnut Ridge	5384	Full	\$33,709	\$26,967	\$33,709	\$40,451

504-Fire Lieutenant

Walnut Ridge	5384	Full	\$34,367	\$27,494	\$34,367	\$41,240
Walnut Ridge	5384	Full	\$33,968	\$27,174	\$33,968	\$40,762
Mcgehee	3849	Full	\$68,409	\$54,727	\$68,409	\$82,091
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.						

505-Fire Apparatus Engineer (Dr

Index Tab	
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 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Firefighter / Driver
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$39,695	\$39,695	\$39,695	\$39,695	\$39,695	\$39,695
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
Cherokee Village	4780	Full	\$39,696	\$31,756	\$39,696	\$47,635
Cherokee Village	4780	Full	\$39,696	\$31,756	\$39,696	\$47,635
Cherokee Village	4780	Full	\$39,696	\$31,756	\$39,696	\$47,635
Cherokee Village	4780	Full	\$39,696	\$31,756	\$39,696	\$47,635
Cherokee Village	4780	Full	\$39,696	\$31,756	\$39,696	\$47,635

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.

506-Fire Inspector-Marshal

Index Tab	
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 5 0
Exempt non-exempt:	0 4
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	Dispatch/Inspector Fire Inspector Fire Marshal
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$47,419	\$47,951	\$49,208	\$48,180	\$51,246	\$51,246
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	2	\$300	\$300	\$450	\$300	\$600	\$600
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$47,951	\$41,363	\$45,198	\$49,389
Morrilton	6992	Full	\$47,419	\$37,935	\$47,419	\$56,903
Mena	5589	Full	\$51,246	\$40,997	\$51,246	\$61,495
Mena	5589	Full	\$51,246	\$40,997	\$51,246	\$61,495
Mena	5589	Full	\$48,180	\$38,544	\$48,180	\$57,816

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.

507-Firefighter

Index Tab			
Job Title:	507 - Firefighter		
Job Description:	Protects citizens		
Total Matches (A M B):	1 46 9		
Exempt non-exempt:	0 36		
Bonus Eligible (Y N):	0 0		
Full Part Time:	0 0		
Number of Organizations Reporting:	14		
Position Titles:	30 Volunteers: Firefighters/Emt Emt/Fire Fighter Eo/Emt Eo/Fr Ff/Fr Fire Fighter Firefighter Firefighter 1 Firefighter 2 Firefighter 3 Firefighter 4 Firefighter 5 Firefighter 6 Firefighters (Paid) Fireman Fr/Fr Medic/ Firefighter Medic/Fire Fighter		
Reports To:	Fire Captain Fire Chief Fire Lieutenant Lieutenant		
Comments:			

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	76	\$1,597	\$11,390	\$29,663	\$35,359	\$38,770	\$42,986
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	11	\$1,395	\$1,395	\$1,406	\$1,395	\$1,426	\$1,426
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$35,410	\$28,328	\$35,410	\$42,492
Hope	8952	Full	\$35,410	\$28,328	\$35,410	\$42,492
Hope	8952	Full	\$35,730	\$28,584	\$35,730	\$42,876
Hope	8952	Full	\$34,129	\$27,303	\$34,129	\$40,955
Hope	8952	Full	\$34,129	\$27,303	\$34,129	\$40,955
Hope	8952	Full	\$34,129	\$27,303	\$34,129	\$40,955
Hope	8952	Full	\$35,730	\$28,584	\$35,730	\$42,876
Monticello	8442	Full	\$41,363	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$37,853	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$36,750	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$41,363	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$35,680	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$35,680	\$34,641	\$37,853	\$41,363
Beebe	8437	Full	\$41,933	\$33,546	\$41,933	\$50,320

507-Firefighter

Beebe	8437	Full	\$24,648	\$19,718	\$24,648	\$29,578
Beebe	8437	Full	\$24,648	\$19,718	\$24,648	\$29,578
Beebe	8437	Full	\$24,648	\$19,718	\$24,648	\$29,578
Wynne	8314	Full	\$42,986	\$42,986	\$42,986	\$46,986
Wynne	8314	Full	\$42,986	\$42,986	\$42,986	\$42,986
Wynne	8314	Full	\$42,986	\$42,986	\$42,986	\$42,986
Wynne	8314	Full	\$42,986	\$42,986	\$42,986	\$42,986
Wynne	8314	Full	\$42,986	\$42,986	\$42,986	\$42,986
Wynne	8314	Full	\$42,986	\$42,986	\$42,986	\$42,986
Stuttgart	8264	Full	\$35,359	\$28,287	\$35,359	\$42,431
Stuttgart	8264	Full	\$35,359	\$28,287	\$35,359	\$42,431
Stuttgart	8264	Full	\$36,459	\$29,167	\$36,459	\$43,751
Stuttgart	8264	Full	\$36,145	\$28,916	\$36,145	\$43,374
Stuttgart	8264	Full	\$35,359	\$28,287	\$35,359	\$42,431
Stuttgart	8264	Full	\$35,830	\$28,664	\$35,830	\$42,996
Stuttgart	8264	Full	\$36,145	\$28,916	\$36,145	\$43,374
Stuttgart	8264	Full	\$35,395	\$28,316	\$35,395	\$42,474
Stuttgart	8264	Full	\$36,145	\$28,916	\$36,145	\$43,374
Stuttgart	8264	Full	\$34,513	\$27,610	\$34,513	\$41,416
Stuttgart	8264	Full	\$35,359	\$28,287	\$35,359	\$42,431
Farmington	7584	Full	\$40,844	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$40,066	\$38,899	\$46,447	\$55,460
Farmington	7584	Full	\$41,233	\$38,899	\$46,447	\$55,460
Prairie Grove	7045	Full	\$42,404	\$33,923	\$42,404	\$50,885
Prairie Grove	7045	Full	\$42,404	\$33,923	\$42,404	\$50,885
Prairie Grove	7045	Full	\$46,800	\$37,440	\$46,800	\$56,160
Walnut Ridge	5384	Full	\$32,667	\$26,134	\$32,667	\$39,200
Walnut Ridge	5384	Full	\$38,770	\$31,016	\$38,770	\$46,524
Walnut Ridge	5384	Full	\$32,199	\$25,759	\$32,199	\$38,639
Sheridan	4920	Full	\$160	\$128	\$160	\$192
Sheridan	4920	Full	\$1,392	\$1,114	\$1,392	\$1,670
Sheridan	4920	Full	\$4,083	\$3,266	\$4,083	\$4,900
Sheridan	4920	Full	\$9,865	\$7,892	\$9,865	\$11,838
Sheridan	4920	Full	\$1,884	\$1,507	\$1,884	\$2,261
Sheridan	4920	Full	\$192	\$154	\$192	\$230
Sheridan	4920	Full	\$4,785	\$3,828	\$4,785	\$5,742
Sheridan	4920	Full	\$9,502	\$7,602	\$9,502	\$11,402
Sheridan	4920	Full	\$525	\$420	\$525	\$630
Sheridan	4920	Full	\$2,859	\$2,287	\$2,859	\$3,431
Sheridan	4920	Full	\$847	\$678	\$847	\$1,016
Sheridan	4920	Full	\$2,386	\$1,909	\$2,386	\$2,863
Sheridan	4920	Full	\$3,869	\$3,095	\$3,869	\$4,643
Sheridan	4920	Full	\$1,597	\$1,278	\$1,597	\$1,916
Sheridan	4920	Full	\$65	\$52	\$65	\$78
Sheridan	4920	Full	\$3,234	\$2,587	\$3,234	\$3,881
Sheridan	4920	Full	\$178	\$142	\$178	\$214
Sheridan	4920	Full	\$11,390	\$9,112	\$11,390	\$13,668
Sheridan	4920	Full	\$3,298	\$2,638	\$3,298	\$3,958
Sheridan	4920	Full	\$92,340	\$73,872	\$92,340	\$110,808
Nashville	4153	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mcgehee	3849	Full	\$66,231	\$52,985	\$66,231	\$79,477
Mcgehee	3849	Full	\$71,721	\$57,377	\$71,721	\$86,065
Mcgehee	3849	Full	\$62,355	\$49,884	\$62,355	\$74,826
Marianna	3575	Full	\$36,670	\$29,336	\$36,670	\$44,004
Alexander	3385	Full	\$29,120	\$23,296	\$29,120	\$34,944

507-Firefighter

Alexander	3385	Full	\$26,000	\$20,800	\$26,000	\$31,200
Alexander	3385	Full	\$27,040	\$21,632	\$27,040	\$32,448
Alexander	3385	Full	\$26,000	\$20,800	\$26,000	\$31,200
Alexander	3385	Full	\$26,000	\$20,800	\$26,000	\$31,200
Alexander	3385	Full	\$26,000	\$20,800	\$26,000	\$31,200
Huntsville	2879	Full	\$36,724	\$29,379	\$36,724	\$44,069
Huntsville	2879	Full	\$36,724	\$29,379	\$36,724	\$44,069
<p style="text-align: center;">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>						

600-HR-Personnel Director

Index Tab	
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):	0 1 2
Exempt non-exempt:	3 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Hr / Accounts Receivable Hr/Finance Director Hr/Payroll/Utilities Hr/Personnel Director Personnel Dir
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$45,255	\$45,255	\$51,961	\$45,760	\$62,000	\$63,150
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Wynne	8314	Full	\$63,150	\$63,150	\$63,150	\$67,150
Stuttgart	8264	Full	\$52,000	\$41,600	\$52,000	\$62,400
Newport	8005	Full	\$45,255	\$36,204	\$45,255	\$54,306
Ward	6052	Full	\$62,000	\$49,600	\$62,000	\$74,400
Haskell	3956	Full	\$43,602	\$34,882	\$43,602	\$52,322
Alexander	3385	Full	\$45,760	\$36,608	\$45,760	\$54,912

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.

601-Human Resource Generalist

Index Tab	
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.
Insufficient Data: 0	

602-HR-Benefits Specialist

Index Tab	
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 0 1
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Hr Specialist/Finance Assit.
Reports To:	Finance Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$36,750	\$36,750	\$36,750	\$36,750	\$36,750	\$36,750
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
Monticello	8442	Full	\$36,750	\$34,641	\$37,853	\$41,363

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.

603-Human Resources Assistant

Index Tab	
Job Title:	603 - Human Resources Assistant
Job Description:	Handles various HR duties including employment, insurance claims, Worker
Total Matches (A M B):	1 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Human Resource Director
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$42,203	\$42,203	\$42,203	\$42,203	\$42,203	\$42,203
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
Hope	8952	Full	\$42,203	\$33,762	\$42,203	\$50,644

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.

604-Payroll Administrator

Index Tab	
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.
Insufficient Data:	0

605-Industrial Organizational S

Index Tab	
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.
Insufficient Data:	0

700-Information Systems Directo

Index Tab	
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
Insufficient Data:	0

701-Systems Network Manager

Index Tab	
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
Insufficient Data:	0

702-Network Analyst

Index Tab	
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
Insufficient Data:	0

703-Network Coordinator

Index Tab	
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 0 1
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Management Information Director
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$43,737	\$43,737	\$43,737	\$43,737	\$43,737	\$43,737
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
Hope	8952	Full	\$43,737	\$34,990	\$43,737	\$52,484

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.

704-Programmer Analyst - Senior

Index Tab	
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
Insufficient Data:	0

705-Programmer Analyst

Index Tab	
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
Insufficient Data:	0

706-Systems Programmer

Index Tab	
Job Title:	706 - Systems Programmer
Job Description:	Ensures the efficient and effective operation of the City
Insufficient Data:	0

707-Information Support Special

Index Tab	
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
Insufficient Data:	0

800-Librarian

Index Tab	
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):	0 4 0
Exempt non-exempt:	1 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	5
Position Titles:	Childrens Librarian Director Lead Librarian Librarian Library Director Library Ft
Reports To:	Lead Librarian Librarian Library Board Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$28,434	\$28,434	\$36,227	\$35,360	\$42,179	\$46,477
Actual Incentive Paid Dollar 2022	1	\$100	\$100	\$100	\$100	\$100	\$100
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
Beebe	8437	Full	\$28,434	\$22,747	\$28,434	\$34,121
Stuttgart	8264	Full	\$35,360	\$28,288	\$35,360	\$42,432
Prairie Grove	7045	Full	\$46,477	\$37,182	\$46,477	\$55,772
Prairie Grove	7045	Full	\$38,230	\$30,584	\$38,230	\$45,876
Gentry	3790	Full	\$26,680	\$26,680	\$26,680	\$32,680
Elkins	3602	Full	\$42,179	\$33,743	\$42,179	\$50,615

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.

801-Library Assistant

Index Tab	
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):	0 0 0
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	2
Position Titles:	Library Clerk Library Director Library Mgr
Reports To:	Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$32,240	\$32,240	\$33,710	\$32,240	\$41,849	\$41,849
Actual Incentive Paid Dollar 2022	2	\$100	\$100	\$100	\$100	\$100	\$100
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
Stuttgart	8264	Full	\$32,240	\$25,792	\$32,240	\$38,688
Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448
Gentry	3790	Full	\$41,849	\$34,982	\$41,849	\$54,982

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.

900-Safety Loss Control Special

Index Tab	
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
Insufficient Data:	0

901-Airport Manager

Index Tab	
Job Title:	901 - Airport Manager
Job Description:	Manages the overall day to day operational responsibilities of the city
Total Matches (A M B):	0 3 0
Exempt non-exempt:	3 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	Airport Manager
Reports To:	Airport Commission Mayor Mayor/Airport Commission
Comments:	300 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$39,600	\$39,600	\$48,051	\$42,016	\$45,963	\$64,626
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$425	\$250	\$600	\$600
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
Monticello	8442	Full	\$45,963	\$36,770	\$45,963	\$55,156
Stuttgart	8264	Full	\$42,016	\$33,613	\$42,016	\$50,419
Newport	8005	Full	\$39,600	\$31,680	\$39,600	\$47,520
Mena	5589	Full	\$64,626	\$51,701	\$64,626	\$77,551

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.

902-Airport Attendant

Index Tab	
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 1 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Airport Laborer Airport Maintenance Asst Airport Manager
Reports To:	Airport Manager Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$33,738	\$33,738	\$35,204	\$33,738	\$38,480	\$38,480
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Hope	8952	Full	\$33,738	\$26,990	\$33,738	\$40,486
Monticello	8442	Full	\$33,393	\$26,714	\$33,393	\$40,072
Stuttgart	8264	Full	\$38,480	\$30,784	\$38,480	\$46,176

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.

903-Animal Control Director

Index Tab	
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):	1 2 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	Animal Control Animal Control Director Animal Control Officer
Reports To:	Mayor Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$23,566	\$23,566	\$33,514	\$31,720	\$38,002	\$40,768
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$1,425	\$250	\$2,600	\$2,600
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
Hope	8952	Full	\$38,002	\$30,402	\$38,002	\$45,602
Stuttgart	8264	Full	\$23,566	\$18,853	\$23,566	\$28,279
Mena	5589	Full	\$31,720	\$25,376	\$31,720	\$38,064
Nashville	4153	Full	\$40,768	\$32,614	\$40,768	\$48,922

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.

904-Animal Control Field Office

Index Tab	
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):	1 10 1
Exempt non-exempt:	0 7
Bonus Eligible (Y N):	2 4
Full Part Time:	2 0
Number of Organizations Reporting:	12
Position Titles:	Animal Control Animal Control Field Officer Animal Control Officer Code Enforcement/Animal Control Officer Kennel Tech/ Aco
Reports To:	Police Chief Police Chief/Mayor Police Lieutenant Street Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$23,385	\$28,080	\$31,047	\$29,000	\$34,278	\$36,057
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Hope	8952	Full	\$34,278	\$27,422	\$34,278	\$41,134
Monticello	8442	Full	\$29,011	\$24,296	\$26,549	\$29,011
Beebe	8437	Full	\$28,933	\$23,146	\$28,933	\$34,720
Beebe	8437	Full	\$35,547	\$28,438	\$35,547	\$42,656
Wynne	8314	Full	\$28,080	\$28,080	\$28,080	\$35,360
Stuttgart	8264	Full	\$22,880	\$18,304	\$22,880	\$27,456
Newport	8005	Full	\$33,497	\$26,798	\$33,497	\$40,196
Morrilton	6992	Full	\$36,057	\$28,846	\$36,057	\$43,268
Ward	6052	Full	\$28,641	\$22,913	\$28,641	\$34,369
Ward	6052	Full	\$23,385	\$18,708	\$23,385	\$28,062
Nashville	4153	Full	\$33,987	\$27,190	\$33,987	\$40,784
Elkins	3602	Full	\$46,404	\$37,123	\$46,404	\$55,685
Marianna	3575	Full	\$24,960	\$19,968	\$24,960	\$29,952
Green Forest	2972	Full	\$29,000	\$23,200	\$29,000	\$34,800

904-Animal Control Field Office

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.

905-Animal Services Manager

Index Tab	
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):	0 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Animal Control Officer
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$26,000	\$26,000	\$26,000	\$26,000	\$26,000	\$26,000
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
Cherokee Village	4780	Full	\$26,000	\$20,800	\$26,000	\$31,200

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.

906-Animal Services Officer

Index Tab	
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):	0 2 3
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	3 2
Full Part Time:	3 0
Number of Organizations Reporting:	5
Position Titles:	Animal Control Animal Control Officer
Reports To:	Chief Of Police Police Captain Public Works Supervisor
Comments:	No Euthanasia Performed, Very Little Housing Of Animals.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$27,040	\$28,912	\$33,369	\$31,200	\$33,696	\$45,996
Actual Incentive Paid Dollar 2022	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
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
Farmington	7584	Full	\$45,996	\$35,282	\$42,129	\$50,304
Trumann	7399	Full	\$27,040	\$21,632	\$27,040	\$32,448
Prairie Grove	7045	Full	\$33,696	\$26,957	\$33,696	\$40,435
Sheridan	4920	Full	\$28,912	\$23,130	\$28,912	\$34,694
Paris	3176	Full	\$31,200	\$24,960	\$31,200	\$37,440

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.

907-Building-Maintenance Superv

Index Tab	
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.
Insufficient Data:	0

908-Building-Maintenance Worker

Index Tab	
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):	0 0 2
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	City Maintenance
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$32,780	\$32,780	\$38,396	\$32,780	\$44,012	\$44,012
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
Vilonia	4288	Full	\$44,012	\$35,210	\$44,012	\$52,814
Vilonia	4288	Full	\$32,780	\$26,224	\$32,780	\$39,336

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.

909-Fleet Supervisor

Index Tab	
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):	0 0 1
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Lead Mechanic
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$59,928	\$59,928	\$59,928	\$59,928	\$59,928	\$59,928
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
Clarksville	9381	Full	\$59,928	\$47,942	\$59,928	\$71,914

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.

910-Fleet Maintenance Mechanic

Index Tab	
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):	0 0 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	1
Position Titles:	Mechanic Mechanic Tire Repair
Reports To:	Shop Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$32,302	\$32,302	\$35,506	\$32,302	\$38,709	\$38,709
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$250	\$250	\$250	\$250
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
Stuttgart	8264	Full	\$38,709	\$30,967	\$38,709	\$46,451
Stuttgart	8264	Full	\$32,302	\$25,842	\$32,302	\$38,762

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.

911-Fleet Maintenance Mechanic

Index Tab	
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):	0 3 1
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	5
Position Titles:	Fleet Mechanic Ii Mechanic Secondary Mechanic Shop Manager Shop Mechanic
Reports To:	Lead Mechanic Public Works Dir Public Works Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$35,598	\$41,475	\$43,406	\$41,600	\$47,486	\$50,871
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Clarksville	9381	Full	\$35,598	\$28,478	\$35,598	\$42,718
Hope	8952	Full	\$41,475	\$33,180	\$41,475	\$49,770
Monticello	8442	Full	\$50,871	\$49,389	\$53,969	\$58,973
Stuttgart	8264	Full	\$47,486	\$37,989	\$47,486	\$56,983
Trumann	7399	Full	\$41,600	\$33,280	\$41,600	\$49,920

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.

912-Horticulturist

Index Tab	
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):	1 0 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Landscaper
Reports To:	Parks Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$40,344	\$40,344	\$40,344	\$40,344	\$40,344	\$40,344
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
Clarksville	9381	Full	\$40,344	\$32,275	\$40,344	\$48,413

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.

913-Grounds Maintenance Supervi

Index Tab	
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):	1 0 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	2
Position Titles:	Cemetery Caretaker Maintenance Supervisor
Reports To:	Mayor Parks Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$26,549	\$26,549	\$28,875	\$26,549	\$31,200	\$31,200
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$5,525	\$250	\$10,800	\$10,800
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
Monticello	8442	Full	\$26,549	\$24,296	\$26,549	\$29,011
Stuttgart	8264	Full	\$31,200	\$24,960	\$31,200	\$37,440

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.

914-Grounds Maintenance Lead

Index Tab	
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.
Insufficient Data:	0

915-Grounds Maintenance Laborer

Index Tab	
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):	1 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Parks Noc
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$37,800	\$37,800	\$37,800	\$37,800	\$37,800	\$37,800
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
Sheridan	4920	Full	\$37,800	\$30,240	\$37,800	\$45,360

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.

916-Signal Repair Technician -

Index Tab	
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.
Insufficient Data:	0

917-Signal Repair Technician

Index Tab	
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.
Insufficient Data: 0	

918-Signal Technician II

Index Tab	
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.
Insufficient Data:	0

919-Signal Technician I

Index Tab	
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.
Insufficient Data:	0

1000-Parks Director

Index Tab	
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):	4 3 0
Exempt non-exempt:	2 4
Bonus Eligible (Y N):	3 4
Full Part Time:	3 0
Number of Organizations Reporting:	9
Position Titles:	Park Director Parks And Recreation Director Parks Director Parks, Rec, & Tourism Director Recreation Facility & Program Manager
Reports To:	Mayor Mayor/A & P Commission Public Works Director Public Works Supervisor
Comments:	We Do Not Have A Pool Or Golf Course , Senior Center Is UnderOther Direction

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$37,939	\$44,283	\$45,532	\$50,300	\$56,409	\$63,150
Actual Incentive Paid Dollar 2022	3	\$1,000	\$1,000	\$1,283	\$1,000	\$2,600	\$2,600
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
Hope	8952	Full	\$50,544	\$40,435	\$50,544	\$60,653
Beebe	8437	Full	\$44,283	\$35,426	\$44,283	\$53,140
Wynne	8314	Full	\$63,150	\$63,150	\$63,150	\$67,150
Stuttgart	8264	Full	\$3,500	\$2,800	\$3,500	\$4,200
Newport	8005	Full	\$58,254	\$46,603	\$58,254	\$69,905
Farmington	7584	Full	\$56,409	\$47,282	\$56,457	\$67,412
Ward	6052	Full	\$37,939	\$30,351	\$37,939	\$45,527
Mena	5589	Full	\$45,406	\$36,325	\$45,406	\$54,487
Dardanella	4517	Full	\$50,300	\$50,300	\$25,150	\$50,300

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.

1001-Parks Aquatics Manager

Index Tab	
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):	0 0 1
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Aquatic Director
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$46,456	\$46,456	\$46,456	\$46,456	\$46,456	\$46,456
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
Clarksville	9381	Full	\$46,456	\$37,165	\$46,456	\$55,747

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.

1002-Recreation Programmer

Index Tab	
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):	3 0 0
Exempt non-exempt:	0 4
Bonus Eligible (Y N):	1 4
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	Program Director Sr. Center Driver Sr. Center Head Cook
Reports To:	Parks Director Senior Center Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$26,549	\$26,549	\$31,802	\$29,881	\$30,778	\$40,000
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Monticello	8442	Full	\$30,778	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$29,881	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$26,549	\$24,296	\$26,549	\$29,011
Stuttgart	8264	Full	\$40,000	\$32,000	\$40,000	\$48,000

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.

1003-Recreation Program Manager

Index Tab	
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):	1 1 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Recreation Manager Senior Center Manager
Reports To:	Operations Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$33,632	\$33,632	\$35,817	\$33,632	\$38,001	\$38,001
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
Monticello	8442	Full	\$33,632	\$29,011	\$31,701	\$34,641
Nashville	4153	Full	\$38,001	\$30,401	\$38,001	\$45,601

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.

1004-Recreation Facility Superv

Index Tab	
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):	0 2 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Parks Supervisor Recreation Director
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$28,687	\$28,687	\$31,317	\$28,687	\$33,946	\$33,946
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
Hope	8952	Full	\$33,946	\$27,157	\$33,946	\$40,735
Morrilton	6992	Full	\$28,687	\$22,950	\$28,687	\$34,424

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.

1005-Therapeutic Recreation Coo

Index Tab	
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
Insufficient Data:	0

1006-Parks Supervisor

Index Tab	
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 6 2
Exempt non-exempt:	1 3
Bonus Eligible (Y N):	3 3
Full Part Time:	3 0
Number of Organizations Reporting:	10
Position Titles:	Park Director Park Maintenance Supervisor Parks Director Parks Lead Parks Manager Parks Superintendent Parks Supervisor Sports Complex Supervisor
Reports To:	Mayor Public Works Director Street Supervisor
Comments:	900 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$37,000	\$38,550	\$44,785	\$41,995	\$46,901	\$49,389
Actual Incentive Paid Dollar 2022	1	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
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
Clarksville	9381	Full	\$38,550	\$30,840	\$38,550	\$46,260
Hope	8952	Full	\$43,056	\$34,445	\$43,056	\$51,667
Monticello	8442	Full	\$49,389	\$41,363	\$45,198	\$49,389
Prairie Grove	7045	Full	\$39,603	\$31,682	\$39,603	\$47,524
Mena	5589	Full	\$45,032	\$36,026	\$45,032	\$54,038
Sheridan	4920	Full	\$68,880	\$55,104	\$68,880	\$82,656
Nashville	4153	Full	\$41,995	\$33,596	\$41,995	\$50,394
Elkins	3602	Full	\$37,000	\$29,600	\$37,000	\$44,400
Paris	3176	Full	\$37,440	\$29,952	\$37,440	\$44,928
Huntsville	2879	Full	\$46,901	\$37,521	\$46,901	\$56,281

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.

1007-Parks Equipment Operator

Index Tab	
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):	1 5 2
Exempt non-exempt:	0 4
Bonus Eligible (Y N):	0 4
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Crew Leader Park Maintenance Parks Equip Opr/Labor Parks Lead Parks Maintenance Parks Operator
Reports To:	Parks Director Parks Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$29,994	\$29,994	\$35,823	\$32,652	\$36,750	\$46,560
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
Clarksville	9381	Full	\$46,560	\$37,248	\$46,560	\$55,872
Clarksville	9381	Full	\$45,560	\$36,448	\$45,560	\$54,672
Monticello	8442	Full	\$36,750	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$32,652	\$34,641	\$37,853	\$41,363
Beebe	8437	Full	\$29,994	\$23,995	\$29,994	\$35,993
Beebe	8437	Full	\$29,994	\$23,995	\$29,994	\$35,993
Newport	8005	Full	\$28,653	\$22,922	\$28,653	\$34,384
Morrilton	6992	Full	\$36,421	\$29,137	\$36,421	\$43,705

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.

1008-Parks Department Laborer

Index Tab	
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):	1 29 1
Exempt non-exempt:	0 23
Bonus Eligible (Y N):	11 23
Full Part Time:	11 0
Number of Organizations Reporting:	16
Position Titles:	42 Parks Noc Gen. Laborer Grounds Keeper Maintenance Park Laborer Park Maintenance Parks And Rec Parks Department Labor Parks Department Laborer Parks Laborer Streets & Parks Laborer
Reports To:	Mayor Parks And Recreation Director Parks Director Parks Manager Parks Supervisor Public Works Director Public Works Supervisor Street & Parks Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	36	\$24,960	\$29,011	\$34,516	\$31,512	\$33,787	\$38,001
Actual Incentive Paid Dollar 2022	6	\$500	\$500	\$1,325	\$1,000	\$2,600	\$2,600
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
Clarksville	9381	Full	\$36,433	\$29,146	\$36,433	\$43,720
Clarksville	9381	Full	\$31,433	\$25,146	\$31,433	\$37,720
Clarksville	9381	Full	\$30,433	\$24,346	\$30,433	\$36,520
Clarksville	9381	Full	\$30,433	\$24,346	\$30,433	\$36,520
Hope	8952	Full	\$33,134	\$26,507	\$33,134	\$39,761
Hope	8952	Full	\$30,160	\$24,128	\$30,160	\$36,192
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Monticello	8442	Full	\$29,011	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$32,243	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$34,641	\$29,011	\$31,701	\$34,641
Wynne	8314	Full	\$24,960	\$24,960	\$24,960	\$35,360
Wynne	8314	Full	\$24,960	\$24,960	\$24,960	\$35,360
Wynne	8314	Full	\$24,960	\$24,960	\$24,960	\$35,360
Wynne	8314	Full	\$24,960	\$24,960	\$24,960	\$35,360

1008-Parks Department Laborer

Stuttgart	8264	Full	\$24,900	\$19,920	\$24,900	\$29,880
Farmington	7584	Full	\$45,996	\$35,282	\$40,902	\$50,304
Farmington	7584	Full	\$36,687	\$33,602	\$40,123	\$47,909
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$34,320	\$27,456	\$34,320	\$41,184
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Prairie Grove	7045	Full	\$38,480	\$30,784	\$38,480	\$46,176
Ward	6052	Full	\$25,438	\$20,350	\$25,438	\$30,526
Mena	5589	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mena	5589	Full	\$36,400	\$29,120	\$36,400	\$43,680
Sheridan	4920	Full	\$24,480	\$19,584	\$24,480	\$29,376
Sheridan	4920	Full	\$139,098	\$111,278	\$139,098	\$166,918
Dardanella	4517	Full	\$33,787	\$33,787	\$16,893	\$33,787
Dardanella	4517	Full	\$32,376	\$32,376	\$16,188	\$32,376
Nashville	4153	Full	\$26,000	\$20,800	\$26,000	\$31,200
Nashville	4153	Full	\$38,001	\$30,401	\$38,001	\$45,601
Nashville	4153	Full	\$29,307	\$23,446	\$29,307	\$35,168
Nashville	4153	Full	\$30,971	\$24,777	\$30,971	\$37,165
Alexander	3385	Full	\$33,280	\$26,624	\$33,280	\$39,936
Green Forest	2972	Full	\$33,350	\$26,680	\$33,350	\$40,020
Green Forest	2972	Full	\$29,400	\$23,520	\$29,400	\$35,280
Mountain View	2877	Full	\$31,512	\$25,210	\$31,512	\$37,814

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.

1100-Police Chief

Index Tab	
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 24 0
Exempt non-exempt:	10 3
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	31
Position Titles:	Chief Police Chief Police Department Police Officer
Reports To:	Mayor
Comments:	No Degree Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	32	\$45,786	\$49,104	\$61,288	\$62,982	\$67,867	\$77,340
Actual Incentive Paid Dollar 2022	0						
Education Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
EMT Pay	0						
Holiday Pay	5	\$2,089	\$2,180	\$3,256	\$3,786	\$3,875	\$4,351
Longevity Pay	1	\$250	\$250	\$250	\$250	\$250	\$250
Other Pay	2	\$2,283	\$2,283	\$2,661	\$2,283	\$3,038	\$3,038

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$72,110	\$67,360	\$72,110	\$86,532
Hope	8952	Full	\$77,340	\$61,872	\$77,340	\$92,808
Monticello	8442	Full	\$60,743	\$58,973	\$64,442	\$70,418
Beebe	8437	Full	\$62,982	\$50,386	\$62,982	\$75,578
Wynne	8314	Full	\$63,150	\$63,150	\$63,150	\$67,150
Stuttgart	8264	Full	\$65,000	\$52,000	\$65,000	\$78,000
Newport	8005	Full	\$61,082	\$48,866	\$61,082	\$73,298
Farmington	7584	Full	\$90,263	\$85,153	\$75,658	\$90,339
Trumann	7399	Full	\$57,990	\$46,392	\$57,990	\$69,588
Prairie Grove	7045	Full	\$87,037	\$69,630	\$87,037	\$104,444
Morrilton	6992	Full	\$69,373	\$55,498	\$69,373	\$83,248
Ward	6052	Full	\$64,970	\$51,976	\$64,970	\$77,964
Mena	5589	Full	\$54,600	\$43,680	\$54,600	\$65,520
Walnut Ridge	5384	Full	\$49,104	\$39,283	\$49,104	\$58,925

1100-Police Chief

Sheridan	4920	Full	\$78,001	\$62,401	\$78,001	\$93,601
Cherokee Village	4780	Full	\$48,880	\$39,104	\$48,880	\$58,656
Dardanelle	4517	Full	\$65,000	\$32,500	\$32,500	\$65,000
Shannon Hills	4490	Full	\$49,599	\$39,679	\$49,599	\$59,519
Vilonia	4288	Full	\$66,539	\$53,231	\$66,539	\$79,847
Nashville	4153	Full	\$51,542	\$41,234	\$51,542	\$61,850
Haskell	3956	Full	\$28,333	\$22,666	\$28,333	\$34,000
Haskell	3956	Full	\$43,896	\$35,117	\$43,896	\$52,675
Mcgehee	3849	Full	\$55,491	\$44,393	\$55,491	\$66,589
Elkins	3602	Full	\$75,733	\$60,586	\$75,733	\$90,880
Marianna	3575	Full	\$48,651	\$38,921	\$48,651	\$58,381
Alexander	3385	Full	\$75,000	\$60,000	\$75,000	\$90,000
Paris	3176	Full	\$48,370	\$38,696	\$48,370	\$58,044
Little Flock	3055	Full	\$63,653	\$50,922	\$63,653	\$76,384
Green Forest	2972	Full	\$67,350	\$53,880	\$67,350	\$80,820
Huntsville	2879	Full	\$67,867	\$54,294	\$67,867	\$81,440
Mountain View	2877	Full	\$45,781	\$36,625	\$45,781	\$54,937
Brinkley	2700	Full	\$45,786	\$36,629	\$45,786	\$54,943

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.

1101-Assistant Police Chief

Index Tab	
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 13 0
Exempt non-exempt:	1 10
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	9
Position Titles:	Assistant Chief Assistant Police Chief Assistant Police Chief Asst Police Chief Asst. Police Chief Police Captian Police Officer
Reports To:	Chief Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$41,600	\$41,600	\$49,093	\$41,600	\$55,380	\$65,142
Actual Incentive Paid Dollar 2022	0						
Education Pay	1	\$900	\$900	\$900	\$900	\$900	\$900
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$59,454	\$47,563	\$59,454	\$71,345
Monticello	8442	Full	\$53,969	\$49,389	\$53,969	\$58,973
Wynne	8314	Full	\$55,380	\$55,380	\$55,380	\$59,380
Morrilton	6992	Full	\$56,939	\$45,551	\$56,939	\$68,327
Mena	5589	Full	\$50,060	\$40,048	\$50,060	\$60,072
Sheridan	4920	Full	\$80,081	\$64,065	\$80,081	\$96,097
Dardanella	4517	Full	\$65,142	\$32,571	\$32,571	\$65,142
Haskell	3956	Full	\$25,416	\$20,333	\$25,416	\$30,499
Alexander	3385	Full	\$47,840	\$38,272	\$47,840	\$57,408
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920

1101-Assistant Police Chief

Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
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.						

1102-Police Major-Captain

Index Tab	
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):	0 6 2
Exempt non-exempt:	1 2
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	8
Position Titles:	Captain Captain/Code Police Captain
Reports To:	Chief Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$41,600	\$51,000	\$57,808	\$55,624	\$66,269	\$71,356
Actual Incentive Paid Dollar 2022	0						
Education Pay	1	\$600	\$600	\$600	\$600	\$600	\$600
EMT Pay	0						
Holiday Pay	2	\$2,427	\$2,427	\$2,870	\$2,427	\$3,313	\$3,313
Longevity Pay	1	\$250	\$250	\$250	\$250	\$250	\$250
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$59,868	\$56,868	\$59,868	\$71,842
Beebe	8437	Full	\$51,501	\$41,201	\$51,501	\$61,801
Beebe	8437	Full	\$49,525	\$39,620	\$49,525	\$59,430
Stuttgart	8264	Full	\$71,514	\$57,211	\$71,514	\$85,817
Newport	8005	Full	\$55,624	\$44,499	\$55,624	\$66,749
Farmington	7584	Full	\$71,356	\$54,734	\$65,356	\$78,038
Trumann	7399	Full	\$51,000	\$40,800	\$51,000	\$61,200
Trumann	7399	Full	\$41,600	\$33,280	\$41,600	\$49,920
Prairie Grove	7045	Full	\$66,269	\$53,015	\$66,269	\$79,523
Huntsville	2879	Full	\$59,821	\$47,857	\$59,821	\$71,785

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.

1103-Police Lieutenant

Index Tab	
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):	1 12 2
Exempt non-exempt:	4 6
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	18
Position Titles:	Lieutenant Patrol Lieutenant Police Lieutenant Police Lieutenant/Invest.
Reports To:	Assistant Police Chief / Captain Captain Chief Chief And Captain Chief Of Police Police Captain Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$41,350	\$49,525	\$53,786	\$53,447	\$58,153	\$65,978
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$1,884	\$1,884	\$2,027	\$1,884	\$2,170	\$2,170
Longevity Pay	1	\$250	\$250	\$250	\$250	\$250	\$250
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$58,153	\$54,903	\$58,153	\$69,784
Hope	8952	Full	\$54,461	\$43,569	\$54,461	\$65,353
Monticello	8442	Full	\$47,951	\$41,363	\$45,198	\$49,389
Beebe	8437	Full	\$49,525	\$39,620	\$49,525	\$59,430
Wynne	8314	Full	\$48,286	\$48,286	\$48,286	\$52,286
Stuttgart	8264	Full	\$63,945	\$51,156	\$63,945	\$76,734
Newport	8005	Full	\$52,654	\$42,123	\$52,654	\$63,185
Farmington	7584	Full	\$65,978	\$52,128	\$62,244	\$74,322
Ward	6052	Full	\$50,000	\$40,000	\$50,000	\$60,000
Sheridan	4920	Full	\$67,185	\$53,748	\$67,185	\$80,622
Dardanella	4517	Full	\$53,447	\$26,723	\$26,723	\$53,447
Vilonia	4288	Full	\$61,921	\$49,537	\$61,921	\$74,305
Nashville	4153	Full	\$51,251	\$41,001	\$51,251	\$61,501
Mcgehee	3849	Full	\$53,657	\$42,926	\$53,657	\$64,388

1103-Police Lieutenant

Marianna	3575	Full	\$37,502	\$30,002	\$37,502	\$45,002
Alexander	3385	Full	\$54,080	\$43,264	\$54,080	\$64,896
Green Forest	2972	Full	\$56,800	\$45,440	\$56,800	\$68,160
Mountain View	2877	Full	\$41,350	\$33,080	\$41,350	\$49,620
<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>						

1104-Police Sergeant

Index Tab	
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):	0 43 4
Exempt non-exempt:	0 23
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	26
Position Titles:	Corporal Patrol Sergeant Patrol Sergeant 1 Patrol Sergeant 2 Patrol Sergeant 3 Patrol Sergeant 4 Police Department Police Officer Police Sargaent Police Sargeant Police Sergeant Sergeant Sergeant/Investigative Det.
Reports To:	Chief Chief Of Police Lieutenant Police Captain Police Chief Police Lieutenant
Comments:	Shift Differential For Nights

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	56	\$38,883	\$44,283	\$48,458	\$48,441	\$53,975	\$57,191
Actual Incentive Paid Dollar 2022	0						
Education Pay	5	\$250	\$600	\$710	\$600	\$900	\$1,200
EMT Pay	0						
Holiday Pay	18	\$1,923	\$2,111	\$2,424	\$2,472	\$2,728	\$2,798
Longevity Pay	5	\$250	\$300	\$610	\$500	\$500	\$1,500
Other Pay	4	\$2	\$2	\$2	\$2	\$2	\$2

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$53,015	\$52,015	\$53,015	\$63,618
Clarksville	9381	Full	\$55,015	\$52,015	\$55,015	\$66,018
Clarksville	9381	Full	\$52,515	\$52,015	\$52,515	\$63,018
Hope	8952	Full	\$41,870	\$33,496	\$41,870	\$50,244
Hope	8952	Full	\$45,136	\$36,109	\$45,136	\$54,163
Hope	8952	Full	\$45,136	\$36,109	\$45,136	\$54,163
Hope	8952	Full	\$44,283	\$35,426	\$44,283	\$53,140
Hope	8952	Full	\$44,283	\$35,426	\$44,283	\$53,140
Monticello	8442	Full	\$43,882	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$45,198	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$45,198	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$43,882	\$41,363	\$45,198	\$49,389
Stuttgart	8264	Full	\$57,191	\$45,753	\$57,191	\$68,629
Stuttgart	8264	Full	\$57,191	\$45,753	\$57,191	\$68,629

1104-Police Sergeant

Stuttgart	8264	Full	\$56,679	\$45,343	\$56,679	\$68,015
Newport	8005	Full	\$49,592	\$39,674	\$49,592	\$59,510
Farmington	7584	Full	\$57,504	\$49,646	\$59,280	\$70,783
Farmington	7584	Full	\$59,229	\$49,646	\$59,280	\$70,783
Farmington	7584	Full	\$58,101	\$46,481	\$58,101	\$69,721
Trumann	7399	Full	\$38,480	\$30,784	\$38,480	\$46,176
Trumann	7399	Full	\$36,400	\$29,120	\$36,400	\$43,680
Trumann	7399	Full	\$36,400	\$29,120	\$36,400	\$43,680
Prairie Grove	7045	Full	\$55,952	\$44,762	\$55,952	\$67,142
Prairie Grove	7045	Full	\$55,952	\$44,762	\$55,952	\$67,142
Prairie Grove	7045	Full	\$49,442	\$39,554	\$49,442	\$59,330
Prairie Grove	7045	Full	\$55,952	\$44,762	\$55,952	\$67,142
Morrilton	6992	Full	\$53,423	\$42,738	\$53,423	\$64,108
Morrilton	6992	Full	\$53,975	\$43,180	\$53,975	\$64,770
Morrilton	6992	Full	\$53,424	\$42,739	\$53,424	\$64,109
Ward	6052	Full	\$48,441	\$38,753	\$48,441	\$58,129
Mena	5589	Full	\$48,139	\$38,511	\$48,139	\$57,767
Mena	5589	Full	\$48,139	\$38,511	\$48,139	\$57,767
Mena	5589	Full	\$48,139	\$38,511	\$48,139	\$57,767
Walnut Ridge	5384	Full	\$44,451	\$35,561	\$44,451	\$53,341
Sheridan	4920	Full	\$50,984	\$40,787	\$50,984	\$61,181
Cherokee Village	4780	Full	\$39,145	\$31,316	\$39,145	\$46,974
Dardanelle	4517	Full	\$42,900	\$21,450	\$21,450	\$42,900
Vilonia	4288	Full	\$57,304	\$45,843	\$57,304	\$68,765
Nashville	4153	Full	\$47,590	\$38,072	\$47,590	\$57,108
Mcgehee	3849	Full	\$48,777	\$39,022	\$48,777	\$58,532
Elkins	3602	Full	\$54,560	\$43,648	\$54,560	\$65,472
Elkins	3602	Full	\$57,287	\$45,830	\$57,287	\$68,744
Elkins	3602	Full	\$50,316	\$40,253	\$50,316	\$60,379
Elkins	3602	Full	\$48,925	\$39,140	\$48,925	\$58,710
Elkins	3602	Full	\$42,230	\$33,784	\$42,230	\$50,676
Elkins	3602	Full	\$42,230	\$33,784	\$42,230	\$50,676
Elkins	3602	Full	\$48,925	\$39,140	\$48,925	\$58,710
Marianna	3575	Full	\$33,737	\$26,990	\$33,737	\$40,484
Alexander	3385	Full	\$46,800	\$37,440	\$46,800	\$56,160
Alexander	3385	Full	\$46,800	\$37,440	\$46,800	\$56,160
Little Flock	3055	Full	\$47,662	\$38,130	\$47,662	\$57,194
Little Flock	3055	Full	\$49,111	\$39,289	\$49,111	\$58,933
Green Forest	2972	Full	\$50,600	\$40,480	\$50,600	\$60,720
Huntsville	2879	Full	\$55,475	\$44,380	\$55,475	\$66,570
Mountain View	2877	Full	\$31,771	\$25,417	\$31,771	\$38,125
Brinkley	2700	Full	\$38,883	\$31,106	\$38,883	\$46,660

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.

1105-Police Corporal

Index Tab	
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):	0 20 2
Exempt non-exempt:	0 11
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	12
Position Titles:	Coropral Corporal Police Corporal Police Officer
Reports To:	Chief Chief Of Police Police Chief Police Sergeant Sergeant
Comments:	Shift Differential For Nights

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$35,360	\$40,622	\$46,637	\$47,527	\$51,674	\$53,872
Actual Incentive Paid Dollar 2022	0						
Education Pay	2	\$50	\$50	\$175	\$50	\$300	\$300
EMT Pay	0						
Holiday Pay	4	\$1,860	\$1,860	\$2,252	\$1,860	\$2,595	\$2,694
Longevity Pay	3	\$500	\$500	\$417	\$500	\$500	\$500
Other Pay	2	\$2	\$2	\$2	\$2	\$2	\$2

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$47,527	\$47,527	\$47,527	\$57,032
Clarksville	9381	Full	\$50,527	\$47,527	\$50,527	\$60,632
Clarksville	9381	Full	\$49,527	\$47,527	\$49,527	\$59,432
Hope	8952	Full	\$40,560	\$32,448	\$40,560	\$48,672
Hope	8952	Full	\$40,622	\$32,498	\$40,622	\$48,746
Hope	8952	Full	\$40,622	\$32,498	\$40,622	\$48,746
Stuttgart	8264	Full	\$57,191	\$45,753	\$57,191	\$68,629
Stuttgart	8264	Full	\$57,191	\$45,753	\$57,191	\$68,629
Farmington	7584	Full	\$52,158	\$45,030	\$53,768	\$64,202
Farmington	7584	Full	\$49,164	\$45,030	\$53,768	\$64,202
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432

1105-Police Corporal

Prairie Grove	7045	Full	\$53,872	\$43,098	\$53,872	\$64,646
Prairie Grove	7045	Full	\$51,896	\$41,517	\$51,896	\$62,275
Morrilton	6992	Full	\$51,674	\$41,339	\$51,674	\$62,009
Morrilton	6992	Full	\$51,658	\$41,326	\$51,658	\$61,990
Ward	6052	Full	\$45,995	\$36,796	\$45,995	\$55,194
Ward	6052	Full	\$45,995	\$36,796	\$45,995	\$55,194
Dardanella	4517	Full	\$43,981	\$21,990	\$21,990	\$43,981
Dardanella	4517	Full	\$42,693	\$21,346	\$21,346	\$42,693
Vilonia	4288	Full	\$52,998	\$42,398	\$52,998	\$63,598
Vilonia	4288	Full	\$52,998	\$42,398	\$52,998	\$63,598
Mcgehee	3849	Full	\$48,586	\$38,869	\$48,586	\$58,303
Mcgehee	3849	Full	\$48,952	\$39,162	\$48,952	\$58,742
Green Forest	2972	Full	\$43,400	\$34,720	\$43,400	\$52,080
Green Forest	2972	Full	\$44,600	\$35,680	\$44,600	\$53,520

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.

1106-Police Investigative Detec

Index Tab	
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 14 3
Exempt non-exempt:	0 14
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	13
Position Titles:	Cid Cid Detective Cid Detective Sgt Cid Lieutenant Cid Officer Criminal Investigator Detective Detective 1 Detective 2 Detective 3 Detective 4 Detective Cid Drug Task Force Investigator Investigator Police Detective Police Investigative Det Sergeant Cid Sergeant Detective
Reports To:	Chief Chief Of Police Lieutenant Police Captain Police Chief Police Lieutenant Sergeant Cid
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$41,870	\$43,472	\$48,884	\$48,339	\$54,476	\$58,902
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$1,738	\$1,738	\$2,004	\$1,999	\$2,108	\$2,170
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$44,283	\$35,426	\$44,283	\$53,140
Hope	8952	Full	\$41,870	\$33,496	\$41,870	\$50,244
Hope	8952	Full	\$55,256	\$44,205	\$55,256	\$66,307
Monticello	8442	Full	\$49,389	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$47,951	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$49,389	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$43,882	\$41,363	\$45,198	\$49,389
Wynne	8314	Full	\$45,576	\$45,576	\$45,576	\$49,576
Stuttgart	8264	Full	\$58,902	\$47,122	\$58,902	\$70,682
Stuttgart	8264	Full	\$63,945	\$51,156	\$63,945	\$76,734
Stuttgart	8264	Full	\$62,118	\$49,694	\$62,118	\$74,542
Newport	8005	Full	\$45,276	\$36,221	\$45,276	\$54,331
Farmington	7584	Full	\$52,699	\$42,886	\$51,208	\$61,145
Morrilton	6992	Full	\$54,476	\$43,581	\$54,476	\$65,371

1106-Police Investigative Detec

Morrilton	6992	Full	\$54,476	\$43,581	\$54,476	\$65,371
Morrilton	6992	Full	\$54,476	\$43,581	\$54,476	\$65,371
Ward	6052	Full	\$43,472	\$34,778	\$43,472	\$52,166
Ward	6052	Full	\$48,339	\$38,671	\$48,339	\$58,007
Ward	6052	Full	\$43,472	\$34,778	\$43,472	\$52,166
Walnut Ridge	5384	Full	\$40,154	\$32,123	\$40,154	\$48,185
Sheridan	4920	Full	\$51,484	\$41,187	\$51,484	\$61,781
Nashville	4153	Full	\$42,806	\$34,245	\$42,806	\$51,367
Nashville	4153	Full	\$42,494	\$33,995	\$42,494	\$50,993
Mcgehee	3849	Full	\$49,555	\$39,644	\$49,555	\$59,466
Mountain View	2877	Full	\$36,358	\$29,086	\$36,358	\$43,630
<p style="text-align: center;">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>						

1107-School Resource Officer

Index Tab	
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 26 2
Exempt non-exempt:	0 12
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	17
Position Titles:	Corporal/Sro Police Resource Officer School Resource Officer Sro
Reports To:	Assistant Police Chief / Captain Chief Chief Of Police Lieutenant Police Captain Police Chief Police Sergeant School Superintendent/Police Chief
Comments:	Corporal

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	38	\$39,728	\$40,520	\$46,505	\$43,766	\$53,040	\$56,348
Actual Incentive Paid Dollar 2022	0						
Education Pay	2	\$900	\$900	\$1,050	\$900	\$1,200	\$1,200
EMT Pay	0						
Holiday Pay	8	\$1,860	\$1,860	\$2,372	\$2,133	\$2,694	\$2,942
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$40,518	\$32,414	\$40,518	\$48,622
Hope	8952	Full	\$40,622	\$32,498	\$40,622	\$48,746
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Stuttgart	8264	Full	\$54,360	\$43,488	\$54,360	\$65,232
Stuttgart	8264	Full	\$54,360	\$43,488	\$54,360	\$65,232
Stuttgart	8264	Full	\$63,848	\$51,078	\$63,848	\$76,618
Newport	8005	Full	\$45,276	\$36,221	\$45,276	\$54,331
Farmington	7584	Full	\$47,309	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$47,309	\$40,844	\$48,769	\$58,233

1107-School Resource Officer

Prairie Grove	7045	Full	\$53,872	\$43,098	\$53,872	\$64,646
Prairie Grove	7045	Full	\$53,040	\$42,432	\$53,040	\$63,648
Prairie Grove	7045	Full	\$42,058	\$33,646	\$42,058	\$50,470
Morrilton	6992	Full	\$53,424	\$42,739	\$53,424	\$64,109
Morrilton	6992	Full	\$51,658	\$41,326	\$51,658	\$61,990
Morrilton	6992	Full	\$50,767	\$40,614	\$50,767	\$60,920
Morrilton	6992	Full	\$50,778	\$40,622	\$50,778	\$60,934
Walnut Ridge	5384	Full	\$40,505	\$32,404	\$40,505	\$48,606
Sheridan	4920	Full	\$43,431	\$34,745	\$43,431	\$52,117
Sheridan	4920	Full	\$56,348	\$45,078	\$56,348	\$67,618
Dardanelle	4517	Full	\$57,890	\$28,945	\$28,945	\$57,890
Dardanelle	4517	Full	\$42,000	\$21,000	\$21,000	\$42,000
Dardanelle	4517	Full	\$42,000	\$21,000	\$21,000	\$42,000
Dardanelle	4517	Full	\$42,000	\$21,000	\$21,000	\$42,000
Vilonia	4288	Full	\$47,569	\$38,055	\$47,569	\$57,083
Nashville	4153	Full	\$36,067	\$28,854	\$36,067	\$43,280
Nashville	4153	Full	\$36,067	\$28,854	\$36,067	\$43,280
Mcgehee	3849	Full	\$50,630	\$40,504	\$50,630	\$60,756
Elkins	3602	Full	\$58,850	\$47,080	\$58,850	\$70,620
Elkins	3602	Full	\$54,559	\$43,647	\$54,559	\$65,471
Paris	3176	Full	\$42,640	\$34,112	\$42,640	\$51,168
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Green Forest	2972	Full	\$42,000	\$33,600	\$42,000	\$50,400
Green Forest	2972	Full	\$40,520	\$32,416	\$40,520	\$48,624

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.

1108-Police Officer

Index Tab	
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):	12 132 9
Exempt non-exempt:	0 91
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	30
Position Titles:	Jail Administrator Jailer Officer Patrol Officer Patrolman Patrolman 1 Patrolman 10 Patrolman 2 Patrolman 4 Patrolman 5 Patrolman 6 Patrolman 7 Patrolman 8 Patrolman 9 Patrolman Canine Handler Patrolman First Class Police Department Police Officer
Reports To:	Chief Chief Of Police Police Chief Police Lieutenant Police Sergeant Sergeant
Comments:	Certified No Degree Required Shift Differential For Nights Uncertified

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	209	\$27,851	\$33,852	\$39,335	\$40,061	\$43,766	\$49,871
Actual Incentive Paid Dollar 2022	0						
Education Pay	5	\$50	\$300	\$490	\$300	\$900	\$900
EMT Pay	0						
Holiday Pay	29	\$1,468	\$1,736	\$1,962	\$2,000	\$2,358	\$2,408
Longevity Pay	12	\$300	\$500	\$858	\$1,163	\$1,163	\$1,163
Other Pay	13	\$2	\$2	\$1,380	\$2	\$1,702	\$4,988

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$45,434	\$38,120	\$45,434	\$54,521
Clarksville	9381	Full	\$46,684	\$38,120	\$46,684	\$56,021
Clarksville	9381	Full	\$40,445	\$38,120	\$40,445	\$48,534
Clarksville	9381	Full	\$40,445	\$38,120	\$40,445	\$48,534
Clarksville	9381	Full	\$44,434	\$38,120	\$44,434	\$53,321
Clarksville	9381	Full	\$39,283	\$38,120	\$39,283	\$47,140
Clarksville	9381	Full	\$42,771	\$38,120	\$42,771	\$51,325
Clarksville	9381	Full	\$42,771	\$38,120	\$42,771	\$51,325
Clarksville	9381	Full	\$42,771	\$38,120	\$42,771	\$51,325
Clarksville	9381	Full	\$38,120	\$38,120	\$38,120	\$45,744
Hope	8952	Full	\$39,333	\$31,466	\$39,333	\$47,200
Hope	8952	Full	\$38,293	\$30,634	\$38,293	\$45,952
Hope	8952	Full	\$38,293	\$30,634	\$38,293	\$45,952
Hope	8952	Full	\$39,499	\$31,599	\$39,499	\$47,399

1108-Police Officer

Hope	8952	Full	\$39,395	\$31,516	\$39,395	\$47,274
Hope	8952	Full	\$38,293	\$30,634	\$38,293	\$45,952
Monticello	8442	Full	\$43,882	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$41,363	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$41,363	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$41,363	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$41,363	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$42,604	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$42,604	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$42,604	\$41,363	\$45,198	\$49,389
Monticello	8442	Full	\$36,750	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$34,641	\$34,641	\$37,853	\$41,363
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Beebe	8437	Full	\$39,728	\$31,782	\$39,728	\$47,674
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$43,766	\$43,766	\$43,766	\$47,766
Wynne	8314	Full	\$40,266	\$40,266	\$40,266	\$40,266
Wynne	8314	Full	\$40,266	\$40,266	\$40,266	\$40,266
Wynne	8314	Full	\$40,266	\$40,266	\$40,266	\$40,266
Stuttgart	8264	Full	\$51,156	\$40,925	\$51,156	\$61,387
Stuttgart	8264	Full	\$51,156	\$40,925	\$51,156	\$61,387
Stuttgart	8264	Full	\$54,360	\$43,488	\$54,360	\$65,232
Stuttgart	8264	Full	\$56,459	\$45,167	\$56,459	\$67,751
Stuttgart	8264	Full	\$56,459	\$45,167	\$56,459	\$67,751
Stuttgart	8264	Full	\$54,360	\$43,488	\$54,360	\$65,232
Stuttgart	8264	Full	\$58,945	\$47,156	\$58,945	\$70,734
Stuttgart	8264	Full	\$58,140	\$46,512	\$58,140	\$69,768
Newport	8005	Full	\$45,276	\$36,221	\$45,276	\$54,331
Farmington	7584	Full	\$48,728	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$53,246	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$44,593	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$47,309	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$56,489	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$47,309	\$40,844	\$48,769	\$58,233
Farmington	7584	Full	\$44,593	\$40,844	\$48,769	\$58,233
Farmington	7584	Full		\$40,844	\$48,769	\$58,233

1108-Police Officer

Farmington	7584	Full		\$40,844	\$48,769	\$58,233
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$31,200	\$24,960	\$31,200	\$37,440
Trumann	7399	Full	\$31,200	\$24,960	\$31,200	\$37,440
Trumann	7399	Full	\$31,200	\$24,960	\$31,200	\$37,440
Prairie Grove	7045	Full	\$51,896	\$41,517	\$51,896	\$62,275
Prairie Grove	7045	Full	\$53,872	\$43,098	\$53,872	\$64,646
Prairie Grove	7045	Full	\$47,091	\$37,673	\$47,091	\$56,509
Prairie Grove	7045	Full	\$42,058	\$33,646	\$42,058	\$50,470
Prairie Grove	7045	Full	\$40,061	\$32,049	\$40,061	\$48,073
Prairie Grove	7045	Full	\$40,061	\$32,049	\$40,061	\$48,073
Prairie Grove	7045	Full	\$40,061	\$32,049	\$40,061	\$48,073
Morrilton	6992	Full	\$49,865	\$39,892	\$49,865	\$59,838
Morrilton	6992	Full	\$42,432	\$33,946	\$42,432	\$50,918
Morrilton	6992	Full	\$49,865	\$39,892	\$49,865	\$59,838
Morrilton	6992	Full	\$49,875	\$39,900	\$49,875	\$59,850
Morrilton	6992	Full	\$50,778	\$40,622	\$50,778	\$60,934
Morrilton	6992	Full	\$42,441	\$33,953	\$42,441	\$50,929
Morrilton	6992	Full	\$43,736	\$34,989	\$43,736	\$52,483
Morrilton	6992	Full	\$49,875	\$39,900	\$49,875	\$59,850
Morrilton	6992	Full	\$49,871	\$39,897	\$49,871	\$59,845
Morrilton	6992	Full	\$49,871	\$39,897	\$49,871	\$59,845
Morrilton	6992	Full	\$49,865	\$39,892	\$49,865	\$59,838
Morrilton	6992	Full	\$49,875	\$39,900	\$49,875	\$59,850
Ward	6052	Full	\$41,146	\$32,917	\$41,146	\$49,375
Ward	6052	Full	\$41,146	\$32,917	\$41,146	\$49,375
Ward	6052	Full	\$41,146	\$32,917	\$41,146	\$49,375
Ward	6052	Full	\$41,146	\$32,917	\$41,146	\$49,375
Ward	6052	Full	\$43,570	\$34,856	\$43,570	\$52,284
Mena	5589	Full	\$43,996	\$35,197	\$43,996	\$52,795
Mena	5589	Full	\$43,996	\$35,197	\$43,996	\$52,795
Mena	5589	Full	\$43,996	\$35,197	\$43,996	\$52,795
Mena	5589	Full	\$43,996	\$35,197	\$43,996	\$52,795
Mena	5589	Full	\$41,198	\$32,958	\$41,198	\$49,438
Mena	5589	Full	\$43,996	\$35,197	\$43,996	\$52,795
Mena	5589	Full	\$43,996	\$35,197	\$43,996	\$52,795
Walnut Ridge	5384	Full	\$28,013	\$22,410	\$28,013	\$33,616
Walnut Ridge	5384	Full	\$28,013	\$22,410	\$28,013	\$33,616
Walnut Ridge	5384	Full	\$19,492	\$15,594	\$19,492	\$23,390
Walnut Ridge	5384	Full	\$17,933	\$14,346	\$17,933	\$21,520
Sheridan	4920	Full	\$55,204	\$44,163	\$55,204	\$66,245
Sheridan	4920	Full	\$39,208	\$31,366	\$39,208	\$47,050
Sheridan	4920	Full	\$40,352	\$32,282	\$40,352	\$48,422
Sheridan	4920	Full	\$45,283	\$36,226	\$45,283	\$54,340
Sheridan	4920	Full	\$49,484	\$39,587	\$49,484	\$59,381
Sheridan	4920	Full	\$61,798	\$49,438	\$61,798	\$74,158
Sheridan	4920	Full	\$40,102	\$32,082	\$40,102	\$48,122
Sheridan	4920	Full	\$59,136	\$47,309	\$59,136	\$70,963
Sheridan	4920	Full	\$55,766	\$44,613	\$55,766	\$66,919
Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421

1108-Police Officer

Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421
Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421
Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421
Sheridan	4920	Full	\$26,000	\$20,800	\$26,000	\$31,200
Sheridan	4920	Full	\$31,054	\$24,843	\$31,054	\$37,265
Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421
Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421
Sheridan	4920	Full	\$27,851	\$22,281	\$27,851	\$33,421
Sheridan	4920	Full	\$29,994	\$23,995	\$29,994	\$35,993
Sheridan	4920	Full	\$43,035	\$34,428	\$43,035	\$51,642
Sheridan	4920	Full	\$38,896	\$31,117	\$38,896	\$46,675
Cherokee Village	4780	Full	\$30,576	\$24,461	\$30,576	\$36,691
Cherokee Village	4780	Full	\$33,852	\$27,082	\$33,852	\$40,622
Cherokee Village	4780	Full	\$33,852	\$27,082	\$33,852	\$40,622
Cherokee Village	4780	Full	\$34,398	\$27,518	\$34,398	\$41,278
Cherokee Village	4780	Full	\$33,306	\$26,645	\$33,306	\$39,967
Dardanelle	4517	Full	\$40,425	\$20,212	\$20,212	\$40,425
Dardanelle	4517	Full	\$39,950	\$19,975	\$19,975	\$39,950
Dardanelle	4517	Full	\$40,425	\$20,212	\$20,212	\$40,425
Dardanelle	4517	Full	\$40,425	\$20,212	\$20,212	\$40,425
Dardanelle	4517	Full	\$39,000	\$19,500	\$19,500	\$39,000
Shannon Hills	4490	Full	\$34,680	\$27,744	\$34,680	\$41,616
Vilonia	4288	Full	\$41,412	\$33,130	\$41,412	\$49,694
Vilonia	4288	Full	\$41,412	\$33,130	\$41,412	\$49,694
Vilonia	4288	Full	\$41,412	\$33,130	\$41,412	\$49,694
Nashville	4153	Full	\$37,793	\$30,234	\$37,793	\$45,352
Nashville	4153	Full	\$36,067	\$28,854	\$36,067	\$43,280
Nashville	4153	Full	\$35,692	\$28,554	\$35,692	\$42,830
Nashville	4153	Full	\$36,691	\$29,353	\$36,691	\$44,029
Nashville	4153	Full	\$38,438	\$30,750	\$38,438	\$46,126
Nashville	4153	Full	\$36,691	\$29,353	\$36,691	\$44,029
Nashville	4153	Full	\$37,523	\$30,018	\$37,523	\$45,028
Nashville	4153	Full	\$42,640	\$34,112	\$42,640	\$51,168
Nashville	4153	Full	\$36,691	\$29,353	\$36,691	\$44,029
Nashville	4153	Full	\$36,691	\$29,353	\$36,691	\$44,029
Haskell	3956	Full	\$1,063	\$850	\$1,063	\$1,276
Haskell	3956	Full	\$21,651	\$17,321	\$21,651	\$25,981
Haskell	3956	Full	\$40,250	\$32,200	\$40,250	\$48,300
Haskell	3956	Full	\$7,145	\$5,716	\$7,145	\$8,574
Haskell	3956	Full	\$38,489	\$30,791	\$38,489	\$46,187
Haskell	3956	Full	\$7,688	\$6,150	\$7,688	\$9,225
Haskell	3956	Full	\$39,750	\$31,800	\$39,750	\$47,700
Haskell	3956	Full	\$10,041	\$8,033	\$10,041	\$12,049
Mcgehee	3849	Full	\$48,862	\$39,090	\$48,862	\$58,634
Mcgehee	3849	Full	\$28,942	\$23,154	\$28,942	\$34,730
Marianna	3575	Full	\$32,136	\$25,709	\$32,136	\$38,563
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Paris	3176	Full	\$38,480	\$30,784	\$38,480	\$46,176
Little Flock	3055	Full	\$36,400	\$29,120	\$36,400	\$43,680
Little Flock	3055	Full	\$40,596	\$32,477	\$40,596	\$48,715

1108-Police Officer

Little Flock	3055	Full	\$40,596	\$32,477	\$40,596	\$48,715
Little Flock	3055	Full	\$40,212	\$32,170	\$40,212	\$48,254
Little Flock	3055	Full	\$40,212	\$32,170	\$40,212	\$48,254
Green Forest	2972	Full	\$49,000	\$39,200	\$49,000	\$58,800
Green Forest	2972	Full	\$40,450	\$32,360	\$40,450	\$48,540
Green Forest	2972	Full	\$39,000	\$31,200	\$39,000	\$46,800
Green Forest	2972	Full	\$35,360	\$28,288	\$35,360	\$42,432
Green Forest	2972	Full	\$33,800	\$27,040	\$33,800	\$40,560
Huntsville	2879	Full	\$45,136	\$36,109	\$45,136	\$54,163
Huntsville	2879	Full	\$43,694	\$34,955	\$43,694	\$52,433
Huntsville	2879	Full	\$42,298	\$33,838	\$42,298	\$50,758
Huntsville	2879	Full	\$45,136	\$36,109	\$45,136	\$54,163
Huntsville	2879	Full	\$39,639	\$31,711	\$39,639	\$47,567
Huntsville	2879	Full	\$39,639	\$31,711	\$39,639	\$47,567
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Mountain View	2877	Full	\$31,720	\$25,376	\$31,720	\$38,064
Mountain View	2877	Full	\$27,560	\$22,048	\$27,560	\$33,072
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$30,680	\$24,544	\$30,680	\$36,816
Brinkley	2700	Full	\$32,783	\$26,227	\$32,783	\$39,340
Brinkley	2700	Full	\$32,783	\$26,227	\$32,783	\$39,340
Brinkley	2700	Full	\$32,783	\$26,227	\$32,783	\$39,340
Brinkley	2700	Full	\$27,206	\$21,765	\$27,206	\$32,647
Brinkley	2700	Full	\$27,206	\$21,765	\$27,206	\$32,647
Brinkley	2700	Full	\$27,206	\$21,765	\$27,206	\$32,647
Brinkley	2700	Full	\$27,206	\$21,765	\$27,206	\$32,647
Brinkley	2700	Full	\$27,206	\$21,765	\$27,206	\$32,647
Hoxie	2598	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hoxie	2598	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hoxie	2598	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hoxie	2598	Full	\$31,200	\$24,960	\$31,200	\$37,440

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.

1109-Police Property Room Super

Index Tab	
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
Insufficient Data:	0

1110-Crime Scene Supervisor

Index Tab	
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.
Insufficient Data:	0

1111-Crime Scene Specialist

Index Tab	
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.
Insufficient Data:	0

1112-Communications Shift Super

Index Tab	
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):	0 4 2
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	911 Coordinator/Supervisor Chief Dispatcher Communications Shift Supervisor Dispatch Lieutenant Dispatch Supervisor Tac Sgt.
Reports To:	Chief Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$36,296	\$36,296	\$37,885	\$36,754	\$38,643	\$43,882
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$2,164	\$2,164	\$2,164	\$2,164	\$2,164	\$2,164
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$37,523	\$30,018	\$37,523	\$45,028
Monticello	8442	Full	\$43,882	\$41,363	\$45,198	\$49,389
Stuttgart	8264	Full	\$36,296	\$29,037	\$36,296	\$43,555
Newport	8005	Full	\$38,643	\$30,914	\$38,643	\$46,372
Trumann	7399	Full	\$36,400	\$29,120	\$36,400	\$43,680
Dardanella	4517	Full	\$35,700	\$17,850	\$17,850	\$35,700
Marianna	3575	Full	\$36,754	\$29,403	\$36,754	\$44,105

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.

1113-Communications Dispatcher

Index Tab	
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 21 3
Exempt non-exempt:	0 10
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	8
Position Titles:	911 Dispatch Admin Asst Communications Dispatcher Dispatch 1 Dispatch 2 Dispatch 3 Dispatch 4 Dispatch Sergeant Dispatcher Laso Police Clerk
Reports To:	Chief Chief Dispatcher Communication Shift Supervisor Dispatch Lieutenant
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	29	\$26,146	\$28,571	\$31,910	\$32,698	\$34,814	\$36,750
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$1,488	\$1,488	\$1,640	\$1,559	\$1,642	\$1,870
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$32,698	\$26,158	\$32,698	\$39,238
Hope	8952	Full	\$32,698	\$26,158	\$32,698	\$39,238
Hope	8952	Full	\$34,112	\$27,290	\$34,112	\$40,934
Hope	8952	Full	\$32,698	\$26,158	\$32,698	\$39,238
Hope	8952	Full	\$34,570	\$27,656	\$34,570	\$41,484
Hope	8952	Full	\$34,112	\$27,290	\$34,112	\$40,934
Monticello	8442	Full	\$36,750	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$35,680	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$34,641	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$35,680	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$38,998	\$34,641	\$37,853	\$41,363
Beebe	8437	Full	\$31,013	\$24,810	\$31,013	\$37,216
Beebe	8437	Full	\$35,173	\$28,138	\$35,173	\$42,208
Beebe	8437	Full	\$38,126	\$30,501	\$38,126	\$45,751

1113-Communications Dispatcher

Beebe	8437	Full	\$27,851	\$22,281	\$27,851	\$33,421
Beebe	8437	Full	\$28,683	\$22,946	\$28,683	\$34,420
Stuttgart	8264	Full	\$27,539	\$22,031	\$27,539	\$33,047
Stuttgart	8264	Full	\$31,366	\$25,093	\$31,366	\$37,639
Stuttgart	8264	Full	\$26,146	\$20,917	\$26,146	\$31,375
Stuttgart	8264	Full	\$24,960	\$19,968	\$24,960	\$29,952
Trumann	7399	Full	\$32,240	\$25,792	\$32,240	\$38,688
Morrilton	6992	Full	\$35,885	\$28,708	\$35,885	\$43,062
Morrilton	6992	Full	\$34,814	\$27,851	\$34,814	\$41,777
Dardanella	4517	Full	\$28,571	\$142,875	\$14,285	\$28,571
Dardanella	4517	Full	\$31,200	\$15,600	\$15,600	\$31,200
Dardanella	4517	Full	\$27,825	\$13,912	\$13,912	\$27,825
Dardanella	4517	Full	\$29,410	\$14,750	\$14,705	\$29,410
Dardanella	4517	Full	\$26,500	\$13,250	\$3,750	\$26,500
Marianna	3575	Full	\$25,438	\$20,350	\$25,438	\$30,526

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.

1114-Police Dispatch

Index Tab	
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 11 2
Exempt non-exempt:	0 5
Bonus Eligible (Y N):	6 5
Full Part Time:	6 0
Number of Organizations Reporting:	8
Position Titles:	911 Operator Dispatch Dispatch Supervisor Dispatcher Office Assistant/Dispatcher Office Manager/Dispatcher Police Department
Reports To:	911 Coordinator Chief Of Police Dispatch Supervisor Police Chief
Comments:	Dispatcher/Jailer Jail Administrator

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$26,780	\$27,560	\$32,118	\$31,200	\$33,529	\$38,883
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
Newport	8005	Full	\$37,187	\$29,750	\$37,187	\$44,624
Trumann	7399	Full	\$32,240	\$25,792	\$32,240	\$38,688
Trumann	7399	Full	\$32,240	\$25,792	\$32,240	\$38,688
Trumann	7399	Full	\$32,240	\$25,792	\$32,240	\$38,688
Trumann	7399	Full	\$31,200	\$24,960	\$31,200	\$37,440
Morrilton	6992	Full	\$38,883	\$31,106	\$38,883	\$46,660
Ward	6052	Full	\$36,420	\$29,136	\$36,420	\$43,704
Mcgehee	3849	Full	\$30,871	\$24,697	\$30,871	\$37,045
Mcgehee	3849	Full	\$50,788	\$40,630	\$50,788	\$60,946
Paris	3176	Full	\$32,760	\$26,208	\$32,760	\$39,312
Paris	3176	Full	\$30,160	\$24,128	\$30,160	\$36,192
Paris	3176	Full	\$28,080	\$22,464	\$28,080	\$33,696
Paris	3176	Full	\$29,120	\$23,296	\$29,120	\$34,944
Huntsville	2879	Full	\$41,417	\$33,134	\$41,417	\$49,700

1114-Police Dispatch

Huntsville	2879	Full	\$31,844	\$25,475	\$31,844	\$38,213
Brinkley	2700	Full	\$33,530	\$26,824	\$33,530	\$40,236
Brinkley	2700	Full	\$28,284	\$22,627	\$28,284	\$33,941
Brinkley	2700	Full	\$27,560	\$22,048	\$27,560	\$33,072
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
<p style="text-align: center;">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>						

1115-Communications Call Taker

Index Tab	
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.
Insufficient Data:	0

1116-Probation Officer - Senior

Index Tab	
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
Insufficient Data:	0

1117-Probation Officer

Index Tab	
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 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:	Probation Officer
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$35,609	\$35,609	\$35,609	\$35,609	\$35,609	\$35,609
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
Ward	6052	Full	\$35,609	\$28,487	\$35,609	\$42,731

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.

1200-Public Works Director

Index Tab	
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):	2 6 0
Exempt non-exempt:	4 3
Bonus Eligible (Y N):	3 3
Full Part Time:	3 0
Number of Organizations Reporting:	12
Position Titles:	Public Works Director Public Works Directr Public Works Manager Pw Director
Reports To:	Mayor
Comments:	No Degree Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$49,470	\$53,969	\$68,087	\$64,000	\$75,300	\$89,640
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Monticello	8442	Full	\$53,969	\$49,389	\$59,969	\$58,973
Wynne	8314	Full	\$63,150	\$63,150	\$63,150	\$67,150
Stuttgart	8264	Full	\$64,000	\$51,200	\$64,000	\$76,800
Newport	8005	Full	\$59,809	\$47,847	\$59,809	\$71,771
Trumann	7399	Full	\$101,000	\$80,800	\$101,000	\$121,200
Prairie Grove	7045	Full	\$89,640	\$71,712	\$89,640	\$107,568
Morrilton	6992	Full	\$76,599	\$61,279	\$76,599	\$91,919
Ward	6052	Full	\$71,461	\$57,169	\$71,461	\$85,753
Shannon Hills	4490	Full	\$49,470	\$39,576	\$49,470	\$59,364
Haskell	3956	Full	\$40,572	\$32,458	\$40,572	\$48,686
Gentry	3790	Full	\$72,071	\$57,657	\$72,071	\$86,485
Green Forest	2972	Full	\$75,300	\$60,240	\$75,300	\$90,360

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.

1201-Sanitation Superintendent

Index Tab	
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):	1 4 1
Exempt non-exempt:	1 3
Bonus Eligible (Y N):	3 3
Full Part Time:	3 0
Number of Organizations Reporting:	7
Position Titles:	Landfill Superintendent Landfill Supervisor Public Works Director Sanitation Department Head Sanitation Superintendent Sanitation Supervisor Water & Sewer Supervisor
Reports To:	Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$47,840	\$47,840	\$54,124	\$50,000	\$56,606	\$68,250
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Hope	8952	Full	\$55,994	\$44,795	\$55,994	\$67,193
Hope	8952	Full	\$49,036	\$39,229	\$49,036	\$58,843
Wynne	8314	Full	\$45,000	\$40,000	\$45,000	\$45,000
Stuttgart	8264	Full	\$50,000	\$40,000	\$50,000	\$60,000
Morrilton	6992	Full	\$60,265	\$48,212	\$60,265	\$72,318
Dardanelle	4517	Full	\$68,250	\$68,250	\$34,125	\$68,250
Elkins	3602	Full	\$56,606	\$45,285	\$56,606	\$67,927
Marianna	3575	Full	\$47,840	\$38,272	\$47,840	\$57,408

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.

1202-Sanitation Supervisor

Index Tab	
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):	0 0 1
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	2
Position Titles:	Foreman Sa/St Supervisor
Reports To:	Foreman Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$41,122	\$41,122	\$46,561	\$41,122	\$52,000	\$52,000
Actual Incentive Paid Dollar 2022	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Stuttgart	8264	Full	\$41,122	\$32,898	\$41,122	\$49,346
Paris	3176	Full	\$52,000	\$41,600	\$52,000	\$62,400

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.

1203-Sanitation Equipment Opera

Index Tab	
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):	0 9 0
Exempt non-exempt:	0 7
Bonus Eligible (Y N):	8 7
Full Part Time:	8 0
Number of Organizations Reporting:	6
Position Titles:	Class A Driver Equipment Operator Public Works Operator Sanitation Sewer Workers Street Supervisor
Reports To:	Mayor Public Works Director Public Works Manager Sanitation Supervisor Street Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$31,701	\$34,315	\$35,344	\$35,360	\$36,720	\$39,000
Actual Incentive Paid Dollar 2022	3	\$250	\$250	\$333	\$250	\$500	\$500
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
Monticello	8442	Full	\$31,701	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$31,699	\$29,011	\$31,701	\$34,641
Stuttgart	8264	Full	\$34,315	\$27,452	\$34,315	\$41,178
Stuttgart	8264	Full	\$34,674	\$27,739	\$34,674	\$41,609
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Walnut Ridge	5384	Full	\$39,233	\$31,386	\$39,233	\$47,080
Shannon Hills	4490	Full	\$36,720	\$29,376	\$36,720	\$44,064
Mountain View	2877	Full	\$39,000	\$31,200	\$39,000	\$46,800

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.

1204-Sanitation Equipment Opera

Index Tab	
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):	0 1 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	2
Position Titles:	Sanitation Laborer W/Cdl Sanitation Lead
Reports To:	Street And Sanitation Foreman Street/Sanitation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$33,793	\$33,793	\$37,687	\$33,793	\$47,362	\$47,362
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
Prairie Grove	7045	Full	\$47,362	\$37,890	\$47,362	\$56,834
Mcgehee	3849	Full	\$31,905	\$25,524	\$31,905	\$38,286
Mcgehee	3849	Full	\$33,793	\$27,034	\$33,793	\$40,552

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.

1205-Sanitation Equipment Opera

Index Tab	
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):	1 8 1
Exempt non-exempt:	0 6
Bonus Eligible (Y N):	5 6
Full Part Time:	5 0
Number of Organizations Reporting:	8
Position Titles:	Class B Driver Collector/Laborer Driver/Laborer Sa Truck Driver Sanitation Sanitation Dept Sanitation Equip Opr Iii Water & Sewer Worker Water Employee
Reports To:	Public Works Director Pw Director Sa/St Supervisor Sanitation Supervisor Street And Sanitation Foreman Water & Sewer Supervisor
Comments:	No Degree Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$28,236	\$33,030	\$35,254	\$34,986	\$37,294	\$39,250
Actual Incentive Paid Dollar 2022	3	\$250	\$250	\$250	\$250	\$250	\$250
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
Hope	8952	Full	\$34,840	\$27,872	\$34,840	\$41,808
Hope	8952	Full	\$37,274	\$29,819	\$37,274	\$44,729
Hope	8952	Full	\$37,294	\$29,835	\$37,294	\$44,753
Stuttgart	8264	Full	\$34,986	\$27,989	\$34,986	\$41,983
Stuttgart	8264	Full	\$34,819	\$27,855	\$34,819	\$41,783
Stuttgart	8264	Full	\$33,030	\$26,424	\$33,030	\$39,636
Newport	8005	Full	\$37,116	\$29,693	\$37,116	\$44,539
Prairie Grove	7045	Full	\$39,250	\$31,400	\$39,250	\$47,100
Prairie Grove	7045	Full	\$38,480	\$30,784	\$38,480	\$46,176
Shannon Hills	4490	Full	\$32,640	\$26,112	\$32,640	\$39,168
Elkins	3602	Full	\$46,207	\$36,966	\$46,207	\$55,448
Paris	3176	Full	\$24,128	\$19,302	\$24,128	\$28,954
Hoxie	2598	Full	\$28,236	\$22,589	\$28,236	\$33,883

1205-Sanitation Equipment Opera

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.

1206-Sanitation Department Labo

Index Tab	
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):	0 27 3
Exempt non-exempt:	0 24
Bonus Eligible (Y N):	20 24
Full Part Time:	20 0
Number of Organizations Reporting:	11
Position Titles:	Collector/Laborer Gatekeeper Laborer Public Works Laborer Sa Laborer Sanitation Department Laborer Sanitation Dept Sanitation Dept. Laborer Sanitation Laborer St Dept Laborer
Reports To:	Public Works Manager Pw Director Sa/St Supervisor Sanitation Superintendent Street And Sanitation Foreman Street Superintendent Street Supervisor Street/Sanitation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	39	\$24,960	\$26,125	\$28,946	\$27,435	\$31,200	\$36,982
Actual Incentive Paid Dollar 2022	13	\$250	\$250	\$365	\$250	\$500	\$500
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
Hope	8952	Full	\$30,160	\$24,128	\$30,160	\$36,192
Hope	8952	Full	\$30,160	\$24,128	\$30,160	\$36,192
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$30,160	\$24,128	\$30,160	\$36,192
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$38,189	\$30,551	\$38,189	\$45,827
Hope	8952	Full	\$32,510	\$26,008	\$32,510	\$39,012
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$34,944	\$27,955	\$34,944	\$41,933
Monticello	8442	Full	\$29,881	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$30,778	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$29,881	\$29,011	\$31,701	\$34,641
Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448
Stuttgart	8264	Full	\$24,960	\$19,968	\$24,960	\$29,952

1206-Sanitation Department Labo

Stuttgart	8264	Full	\$38,308	\$30,646	\$38,308	\$45,970
Stuttgart	8264	Full	\$24,960	\$19,968	\$24,960	\$29,952
Stuttgart	8264	Full	\$26,645	\$21,316	\$26,645	\$31,974
Stuttgart	8264	Full	\$26,125	\$20,900	\$26,125	\$31,350
Stuttgart	8264	Full	\$27,435	\$21,948	\$27,435	\$32,922
Newport	8005	Full	\$24,594	\$19,675	\$24,594	\$29,513
Prairie Grove	7045	Full	\$36,982	\$29,586	\$36,982	\$44,378
Prairie Grove	7045	Full	\$36,982	\$29,586	\$36,982	\$44,378
Sheridan	4920	Full	\$29,994	\$23,995	\$29,994	\$35,993
Mcgehee	3849	Full	\$26,343	\$21,074	\$26,343	\$31,612
Mcgehee	3849	Full	\$28,644	\$22,915	\$28,644	\$34,373
Marianna	3575	Full	\$25,168	\$20,134	\$25,168	\$30,202
Paris	3176	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paris	3176	Full	\$28,080	\$22,464	\$28,080	\$33,696
Paris	3176	Full	\$27,040	\$21,632	\$27,040	\$32,448
Paris	3176	Full	\$24,960	\$19,968	\$24,960	\$29,952
Paris	3176	Full	\$24,960	\$19,968	\$24,960	\$29,952
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Hoxie	2598	Full	\$24,965	\$19,972	\$24,965	\$29,958
Hoxie	2598	Full	\$19,968	\$15,974	\$19,968	\$23,962

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.

1207-Street Maintenance Superin

Index Tab	
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):	0 6 1
Exempt non-exempt:	3 1
Bonus Eligible (Y N):	5 1
Full Part Time:	5 0
Number of Organizations Reporting:	10
Position Titles:	Public Works Supervisor Street & Sanitaion Supervisor Street Super Street Superintendent Street Supervisor Supervisor
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$36,250	\$44,500	\$51,210	\$52,000	\$54,544	\$58,689
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$625	\$250	\$1,000	\$1,000
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
Clarksville	9381	Full	\$54,544	\$43,635	\$54,544	\$65,453
Hope	8952	Full	\$52,000	\$41,600	\$52,000	\$62,400
Stuttgart	8264	Full	\$44,500	\$35,600	\$44,500	\$53,400
Farmington	7584	Full	\$74,923	\$57,471	\$68,624	\$81,940
Cherokee Village	4780	Full	\$38,659	\$30,927	\$38,659	\$46,391
Vilonia	4288	Full	\$46,176	\$36,941	\$46,176	\$55,411
Mcgehee	3849	Full	\$53,223	\$42,578	\$53,223	\$63,868
Little Flock	3055	Full	\$58,689	\$46,951	\$58,689	\$70,427
Green Forest	2972	Full	\$36,250	\$29,000	\$36,250	\$43,500
Huntsville	2879	Full	\$53,140	\$42,512	\$53,140	\$63,768

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.

1208-Street Supervisor

Index Tab	
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):	1 13 3
Exempt non-exempt:	1 9
Bonus Eligible (Y N):	6 9
Full Part Time:	6 0
Number of Organizations Reporting:	16
Position Titles:	Public Works Public Works Foreman Street & Sanitaion Assistant Supervisor Street And Sanitation Foreman Street Department Lead Street Dept Street Foreman Street Manager Street Superintendant Street Supervisor Street Technician Street Worker Streets & Parks Supervisor
Reports To:	Mayor Public Works Director Public Works Manager Street And Sanitation Foreman Street Supervisor Street/Sanitation Supervisor
Comments:	900 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$29,125	\$34,195	\$42,353	\$42,316	\$47,382	\$52,770
Actual Incentive Paid Dollar 2022	1	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
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
Clarksville	9381	Full	\$45,322	\$36,258	\$45,322	\$54,386
Monticello	8442	Full	\$36,750	\$36,641	\$37,853	\$41,363
Beebe	8437	Full	\$47,382	\$37,906	\$47,382	\$56,858
Trumann	7399	Full	\$60,000	\$48,000	\$60,000	\$72,000
Prairie Grove	7045	Full	\$52,770	\$42,216	\$52,770	\$63,324
Prairie Grove	7045	Full	\$38,480	\$37,003	\$38,480	\$46,176
Prairie Grove	7045	Full	\$39,250	\$37,003	\$39,250	\$47,100
Prairie Grove	7045	Full	\$40,414	\$37,003	\$40,414	\$48,497
Ward	6052	Full	\$43,680	\$34,944	\$43,680	\$52,416
Mena	5589	Full	\$45,032	\$36,026	\$45,032	\$54,038
Walnut Ridge	5384	Full	\$29,125	\$23,300	\$29,125	\$34,950
Walnut Ridge	5384	Full	\$17,670	\$14,136	\$17,670	\$21,204
Shannon Hills	4490	Full	\$30,611	\$24,489	\$30,611	\$36,733
Nashville	4153	Full	\$45,552	\$36,442	\$45,552	\$54,662

1208-Street Supervisor

Mcgehee	3849	Full	\$42,316	\$33,853	\$42,316	\$50,779
Gentry	3790	Full	\$50,907	\$40,726	\$50,907	\$61,088
Elkins	3602	Full	\$52,574	\$42,059	\$52,574	\$63,089
Alexander	3385	Full	\$62,400	\$49,920	\$62,400	\$74,880
Brinkley	2700	Full	\$34,195	\$27,356	\$34,195	\$41,034
Hoxie	2598	Full	\$32,635	\$26,108	\$32,635	\$39,162
<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>						

1209-Street Equipment Operator

Index Tab	
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):	3 25 0
Exempt non-exempt:	0 34
Bonus Eligible (Y N):	19 34
Full Part Time:	19 0
Number of Organizations Reporting:	16
Position Titles:	Asst Street Superintendent Class A Driver Class B Driver Driver/Laborer Equipment Operator Heavy Equip Operator Public Works Public Works Maintenance Skilled Operator St Equipment Operator Street Street Equip. Operator Street Equipment Street Equipment Operator Street Heavy Equip. Oper Street Or Road Construction Truck/Tractor
Reports To:	Mayor Public Works Foreman Pw Director Sa/St Supervisor Street Department Lead Street Supervisor Supervisor
Comments:	300 Per Year Longevity Pay 900 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	55	\$30,451	\$32,136	\$38,563	\$40,581	\$42,390	\$43,785
Actual Incentive Paid Dollar 2022	11	\$250	\$250	\$1,532	\$2,600	\$2,600	\$2,600
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
Clarksville	9381	Full	\$44,908	\$35,926	\$44,908	\$53,890
Clarksville	9381	Full	\$43,785	\$35,028	\$43,785	\$52,542
Clarksville	9381	Full	\$42,785	\$34,228	\$42,785	\$51,342
Clarksville	9381	Full	\$41,785	\$33,428	\$41,785	\$50,142
Hope	8952	Full	\$42,786	\$34,229	\$42,786	\$51,343
Hope	8952	Full	\$32,282	\$25,826	\$32,282	\$38,738
Hope	8952	Full	\$38,834	\$31,067	\$38,834	\$46,601
Wynne	8314	Full	\$42,390	\$42,390	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440

1209-Street Equipment Operator

Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Wynne	8314	Full	\$42,390	\$26,000	\$42,390	\$37,440
Stuttgart	8264	Full	\$36,338	\$29,070	\$36,338	\$43,606
Stuttgart	8264	Full	\$31,200	\$24,960	\$31,200	\$37,440
Stuttgart	8264	Full	\$34,840	\$27,872	\$34,840	\$41,808
Stuttgart	8264	Full	\$37,274	\$29,819	\$37,274	\$44,729
Stuttgart	8264	Full	\$40,643	\$32,514	\$40,643	\$48,772
Newport	8005	Full	\$31,264	\$25,011	\$31,264	\$37,517
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Morrilton	6992	Full	\$29,525	\$23,620	\$29,525	\$35,430
Morrilton	6992	Full	\$40,041	\$32,033	\$40,041	\$48,049
Morrilton	6992	Full	\$39,984	\$31,987	\$39,984	\$47,981
Morrilton	6992	Full	\$29,238	\$23,390	\$29,238	\$35,086
Morrilton	6992	Full	\$40,982	\$32,786	\$40,982	\$49,178
Morrilton	6992	Full	\$47,664	\$38,131	\$47,664	\$57,197
Morrilton	6992	Full	\$32,136	\$25,709	\$32,136	\$38,563
Morrilton	6992	Full	\$50,202	\$40,162	\$50,202	\$60,242
Ward	6052	Full	\$43,139	\$34,511	\$43,139	\$51,767
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Mena	5589	Full	\$40,581	\$32,465	\$40,581	\$48,697
Sheridan	4920	Full	\$31,595	\$25,276	\$31,595	\$37,914
Cherokee Village	4780	Full	\$32,157	\$25,726	\$32,157	\$38,588
Cherokee Village	4780	Full	\$28,517	\$22,814	\$28,517	\$34,220
Cherokee Village	4780	Full	\$30,451	\$24,361	\$30,451	\$36,541
Cherokee Village	4780	Full	\$30,451	\$24,361	\$30,451	\$36,541
Cherokee Village	4780	Full	\$31,096	\$24,877	\$31,096	\$37,315
Cherokee Village	4780	Full	\$31,096	\$24,877	\$31,096	\$37,315
Gentry	3790	Full	\$50,907	\$40,726	\$50,907	\$61,088
Gentry	3790	Full	\$50,907	\$40,726	\$50,907	\$61,088
Marianna	3575	Full	\$38,022	\$30,418	\$38,022	\$45,626
Paris	3176	Full	\$28,080	\$22,464	\$28,080	\$33,696
Brinkley	2700	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hoxie	2598	Full	\$24,960	\$19,968	\$24,960	\$29,952

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.

1210-Street Department Laborer

Index Tab	
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):	0 43 10
Exempt non-exempt:	0 32
Bonus Eligible (Y N):	27 32
Full Part Time:	27 0
Number of Organizations Reporting:	26
Position Titles:	Driver/Laborer Gen. Laborer Laborer Public Works Public Works Laborer Public Works Laborer I Public Works Laborer II Street Crew Street Department Laborer Street Dept Worker Street Dept. Laborer Street Labor Street Laborer Street Maintenance Street Or Road Construction Street Worker Streets & Parks Laborer Truck Driver/Laborer Truckdriver/Laborer
Reports To:	Public Works Director Public Works Supervisor Pw Director Street & Parks Supervisor Street Department Lead Street Manager Street Superintendent Street Supervisor Street/Sanitation Supervisor Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	70	\$7,244	\$26,377	\$29,250	\$30,160	\$35,006	\$38,480
Actual Incentive Paid Dollar 2022	12	\$250	\$250	\$479	\$500	\$500	\$1,000
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
Clarksville	9381	Full	\$38,037	\$30,430	\$38,037	\$45,644
Hope	8952	Full	\$32,573	\$26,058	\$32,573	\$39,088
Hope	8952	Full	\$35,090	\$28,072	\$35,090	\$42,108
Hope	8952	Full	\$34,882	\$27,906	\$34,882	\$41,858
Monticello	8442	Full	\$29,011	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$30,778	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$29,881	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$27,345	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$27,345	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$29,011	\$24,296	\$26,549	\$29,011
Beebe	8437	Full	\$35,110	\$28,088	\$35,110	\$42,132
Beebe	8437	Full	\$36,421	\$29,137	\$36,421	\$43,705
Beebe	8437	Full	\$36,421	\$29,137	\$36,421	\$43,705
Stuttgart	8264	Full	\$29,120	\$23,296	\$29,120	\$34,944

1210-Street Department Laborer

Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448
Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448
Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448
Stuttgart	8264	Full	\$30,493	\$24,394	\$30,493	\$36,592
Newport	8005	Full	\$24,594	\$19,675	\$24,594	\$29,513
Farmington	7584	Full	\$46,408	\$38,899	\$46,477	\$55,460
Farmington	7584	Full	\$48,728	\$40,844	\$48,769	\$58,233
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$22,880	\$18,304	\$22,880	\$27,456
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Morrilton	6992	Full	\$42,302	\$33,842	\$42,302	\$50,762
Ward	6052	Full	\$32,510	\$26,008	\$32,510	\$39,012
Walnut Ridge	5384	Full	\$26,051	\$20,841	\$26,051	\$31,261
Walnut Ridge	5384	Full	\$24,142	\$19,314	\$24,142	\$28,970
Walnut Ridge	5384	Full	\$27,192	\$21,754	\$27,192	\$32,630
Sheridan	4920	Full	\$31,075	\$24,860	\$31,075	\$37,290
Sheridan	4920	Full	\$32,947	\$26,358	\$32,947	\$39,536
Sheridan	4920	Full	\$29,994	\$23,995	\$29,994	\$35,993
Sheridan	4920	Full	\$29,994	\$23,995	\$29,994	\$35,993
Dardanelle	4517	Full	\$47,779	\$47,779	\$23,889	\$47,779
Dardanelle	4517	Full	\$41,270	\$41,270	\$20,635	\$41,270
Dardanelle	4517	Full	\$31,200	\$31,200	\$15,600	\$31,200
Dardanelle	4517	Full	\$31,200	\$31,200	\$15,600	\$31,200
Shannon Hills	4490	Full	\$27,540	\$22,032	\$27,540	\$33,048
Nashville	4153	Full	\$33,280	\$26,624	\$33,280	\$39,936
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Nashville	4153	Full	\$35,006	\$28,005	\$35,006	\$42,007
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Nashville	4153	Full	\$29,120	\$23,296	\$29,120	\$34,944
Haskell	3956	Full	\$5,038	\$4,030	\$5,038	\$6,045
Haskell	3956	Full	\$7,231	\$5,785	\$7,231	\$8,677
Haskell	3956	Full	\$5,867	\$4,694	\$5,867	\$7,040
Haskell	3956	Full	\$3,074	\$2,459	\$3,074	\$3,689
Haskell	3956	Full	\$2,417	\$1,933	\$2,417	\$2,900
Haskell	3956	Full	\$5,028	\$4,022	\$5,028	\$6,034
Haskell	3956	Full	\$7,244	\$5,795	\$7,244	\$8,693
Mcgehee	3849	Full	\$25,867	\$20,694	\$25,867	\$31,040
Mcgehee	3849	Full	\$26,377	\$21,102	\$26,377	\$31,652
Elkins	3602	Full	\$39,420	\$31,536	\$39,420	\$47,304
Elkins	3602	Full	\$36,420	\$29,136	\$36,420	\$43,704
Marianna	3575	Full	\$25,168	\$20,134	\$25,168	\$30,202
Alexander	3385	Full	\$38,480	\$30,784	\$38,480	\$46,176
Little Flock	3055	Full	\$38,480	\$30,784	\$38,480	\$46,176
Green Forest	2972	Full	\$26,000	\$20,800	\$26,000	\$31,200
Huntsville	2879	Full	\$37,936	\$30,349	\$37,936	\$45,523
Huntsville	2879	Full	\$37,936	\$30,349	\$37,936	\$45,523
Huntsville	2879	Full	\$37,936	\$30,349	\$37,936	\$45,523
Mountain View	2877	Full	\$34,840	\$27,872	\$34,840	\$41,808
Mountain View	2877	Full	\$31,512	\$25,210	\$31,512	\$37,814
Mountain View	2877	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain View	2877	Full	\$30,160	\$24,128	\$30,160	\$36,192
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696
Brinkley	2700	Full	\$29,120	\$23,296	\$29,120	\$34,944
Brinkley	2700	Full	\$24,960	\$19,968	\$24,960	\$29,952
Brinkley	2700	Full	\$24,960	\$19,968	\$24,960	\$29,952

1210-Street Department Laborer

Hoxie	2598	Full	\$19,968	\$15,974	\$19,968	\$23,962
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.						

1211-Solid Waste Recycling Coor

Index Tab	
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):	1 8 0
Exempt non-exempt:	0 4
Bonus Eligible (Y N):	2 4
Full Part Time:	2 0
Number of Organizations Reporting:	5
Position Titles:	Landfill Operator Recycle Recycle Gen. Laborer Solid Waste Manager
Reports To:	Parks Director Public Works Manager Pw Director Sanitation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$33,592	\$34,278	\$37,025	\$36,753	\$40,706	\$40,706
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$250	\$250	\$250	\$250
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
Clarksville	9381	Full	\$37,433	\$29,946	\$37,433	\$44,920
Monticello	8442	Full	\$36,753	\$34,641	\$37,853	\$41,363
Stuttgart	8264	Full	\$33,592	\$26,874	\$33,592	\$40,310
Stuttgart	8264	Full	\$37,336	\$29,869	\$37,336	\$44,803
Newport	8005	Full	\$36,327	\$29,062	\$36,327	\$43,592
Morrilton	6992	Full	\$40,706	\$32,565	\$40,706	\$48,847
Morrilton	6992	Full	\$45,333	\$36,266	\$45,333	\$54,400
Morrilton	6992	Full	\$28,387	\$22,710	\$28,387	\$34,064
Morrilton	6992	Full	\$34,278	\$27,422	\$34,278	\$41,134
Morrilton	6992	Full	\$40,706	\$32,565	\$40,706	\$48,847
Morrilton	6992	Full	\$36,421	\$29,137	\$36,421	\$43,705

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.

1212-Solid Waste Recycling Oper

Index Tab	
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):	0 2 2
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	0 2
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Public Works Operator Street Laborer
Reports To:	Public Works Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$31,701	\$31,701	\$34,193	\$33,789	\$34,641	\$36,640
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
Monticello	8442	Full	\$34,641	\$29,011	\$31,701	\$34,641
Monticello	8442	Full	\$31,701	\$29,011	\$31,701	\$34,641
Morrilton	6992	Full	\$33,789	\$27,031	\$33,789	\$40,547
Morrilton	6992	Full	\$36,640	\$29,312	\$36,640	\$43,968

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.

1214-Traffic Engineering Manage

Index Tab	
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.
Insufficient Data: 0	

1215-Traffic Engineer II

Index Tab	
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
Insufficient Data: 0	

1216-Traffic Engineer I

Index Tab	
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	

1217-Traffic Technician II

Index Tab	
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.
Insufficient Data: 0	

1218-Traffic Technician I

Index Tab	
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.
Insufficient Data: 0	

1219-Waste Water Manager

Index Tab	
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):	0 9 1
Exempt non-exempt:	1 8
Bonus Eligible (Y N):	7 8
Full Part Time:	7 0
Number of Organizations Reporting:	12
Position Titles:	Plant Superintendent Public Works Foreman Supervisor Waste Water Superintendant Waste Water Manager Waste Water Supervisor Wastewater Superintendent Water Plant Operator Ww Manager Ww Plant Manager
Reports To:	Mayor Public Works Dir Public Works Director Water Manager Water Superintendent Wt/Sw Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$38,708	\$41,600	\$48,593	\$43,680	\$56,742	\$68,065
Actual Incentive Paid Dollar 2022	4	\$250	\$250	\$313	\$250	\$250	\$500
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
Hope	8952	Full	\$56,742	\$45,394	\$56,742	\$68,090
Stuttgart	8264	Full	\$40,352	\$32,282	\$40,352	\$48,422
Stuttgart	8264	Full	\$43,139	\$34,511	\$43,139	\$51,767
Stuttgart	8264	Full	\$42,536	\$34,029	\$42,536	\$51,043
Newport	8005	Full	\$68,065	\$54,452	\$68,065	\$81,678
Trumann	7399	Full	\$41,600	\$33,280	\$41,600	\$49,920
Morrilton	6992	Full	\$68,959	\$55,167	\$68,959	\$82,751
Dardanelle	4517	Full	\$54,488	\$54,488	\$27,244	\$54,488
Nashville	4153	Full	\$38,708	\$30,966	\$38,708	\$46,450
Gentry	3790	Full	\$50,907	\$40,726	\$50,907	\$61,088
Marianna	3575	Full	\$29,744	\$23,795	\$29,744	\$35,693
Paris	3176	Full	\$43,680	\$34,944	\$43,680	\$52,416
Green Forest	2972	Full	\$57,700	\$46,160	\$57,700	\$69,240
Mountain View	2877	Full	\$43,680	\$34,944	\$43,680	\$52,416

1219-Waste Water Manager

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.

1220-Water - Waste Water Operat

Index Tab	
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):	3 62 2
Exempt non-exempt:	2 46
Bonus Eligible (Y N):	34 46
Full Part Time:	34 0
Number of Organizations Reporting:	18
Position Titles:	Class A Driver Equipment Operator Foreman Lab Tech Laborer Laborer Ii Press Drier Operator Public Works Maintenance Public Works Operator Skill Laborer Sw Operator Waste Water Waste Water Operator Waste Water Plant Supervisor Wastewater Operator Water Water / Waste Water Operator Water Operation Foreman Water Operations Water Operator Water Plant Operator Water Treatment Operator Water Treatment Plant Supervisor Water/ Sewer Laborer Water/Waste Water Op Water/Wastewater Operator Water/Ww Operator Waterworks Operations Wt Operator
Reports To:	Mayor Public Works Director Street Supervisor Waste Water Manager Water Manager Water Operations Foreman Water Superintendent Water Supervisor Wt/Sw Supervisor Ww Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	85	\$27,040	\$31,200	\$37,032	\$35,381	\$42,952	\$48,734
Actual Incentive Paid Dollar 2022	14	\$250	\$250	\$321	\$250	\$500	\$500
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
Hope	8952	Full	\$31,970	\$25,576	\$31,970	\$38,364
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$33,176	\$26,541	\$33,176	\$39,811
Hope	8952	Full	\$57,366	\$45,893	\$57,366	\$68,839
Hope	8952	Full	\$34,216	\$27,373	\$34,216	\$41,059
Hope	8952	Full	\$44,886	\$35,909	\$44,886	\$53,863
Hope	8952	Full	\$45,261	\$36,209	\$45,261	\$54,313
Monticello	8442	Full	\$34,641	\$29,011	\$31,701	\$34,641
Stuttgart	8264	Full	\$29,203	\$23,362	\$29,203	\$35,044
Stuttgart	8264	Full	\$30,451	\$24,361	\$30,451	\$36,541
Stuttgart	8264	Full	\$35,880	\$28,704	\$35,880	\$43,056
Stuttgart	8264	Full	\$30,181	\$24,145	\$30,181	\$36,217
Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448
Stuttgart	8264	Full	\$27,040	\$21,632	\$27,040	\$32,448

1220-Water - Waste Water Operat

Stuttgart	8264	Full	\$35,160	\$28,128	\$35,160	\$42,192
Stuttgart	8264	Full	\$35,381	\$28,305	\$35,381	\$42,457
Stuttgart	8264	Full	\$31,346	\$25,077	\$31,346	\$37,615
Stuttgart	8264	Full	\$29,765	\$23,812	\$29,765	\$35,718
Stuttgart	8264	Full	\$29,765	\$23,812	\$29,765	\$35,718
Newport	8005	Full	\$35,968	\$28,774	\$35,968	\$43,162
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Prairie Grove	7045	Full	\$50,176	\$40,141	\$50,176	\$60,211
Prairie Grove	7045	Full	\$55,390	\$44,312	\$55,390	\$66,468
Prairie Grove	7045	Full	\$40,414	\$32,331	\$40,414	\$48,497
Prairie Grove	7045	Full	\$44,616	\$35,693	\$44,616	\$53,539
Prairie Grove	7045	Full	\$55,390	\$44,312	\$55,390	\$66,468
Prairie Grove	7045	Full	\$48,734	\$37,003	\$48,734	\$58,481
Prairie Grove	7045	Full	\$40,851	\$37,003	\$40,851	\$49,021
Prairie Grove	7045	Full	\$38,480	\$37,003	\$38,480	\$46,176
Prairie Grove	7045	Full	\$37,003	\$37,003	\$37,003	\$44,404
Prairie Grove	7045	Full	\$37,003	\$37,003	\$37,003	\$44,404
Morrilton	6992	Full	\$50,621	\$40,497	\$50,621	\$60,745
Morrilton	6992	Full	\$41,455	\$33,164	\$41,455	\$49,746
Ward	6052	Full	\$33,945	\$27,156	\$33,945	\$40,734
Ward	6052	Full	\$48,172	\$38,538	\$48,172	\$57,806
Ward	6052	Full	\$48,630	\$38,904	\$48,630	\$58,356
Ward	6052	Full	\$44,678	\$35,742	\$44,678	\$53,614
Ward	6052	Full	\$33,113	\$26,490	\$33,113	\$39,736
Ward	6052	Full	\$33,113	\$26,490	\$33,113	\$39,736
Ward	6052	Full	\$42,952	\$34,362	\$42,952	\$51,542
Ward	6052	Full	\$31,761	\$25,409	\$31,761	\$38,113
Sheridan	4920	Full	\$39,206	\$31,365	\$39,206	\$47,047
Sheridan	4920	Full	\$39,206	\$31,365	\$39,206	\$47,047
Sheridan	4920	Full	\$86,120	\$68,896	\$86,120	\$103,344
Sheridan	4920	Full	\$36,421	\$29,137	\$36,421	\$43,705
Sheridan	4920	Full	\$39,206	\$31,365	\$39,206	\$47,047
Dardanelle	4517	Full	\$45,391	\$45,391	\$22,695	\$45,391
Dardanelle	4517	Full	\$38,482	\$38,482	\$19,242	\$38,482
Dardanelle	4517	Full	\$31,720	\$31,700	\$15,860	\$31,720
Dardanelle	4517	Full	\$43,980	\$43,980	\$21,990	\$43,980
Dardanelle	4517	Full	\$31,200	\$31,200	\$15,600	\$31,200
Dardanelle	4517	Full	\$31,200	\$31,200	\$15,600	\$31,200
Dardanelle	4517	Full	\$45,000	\$45,000	\$22,500	\$45,000
Nashville	4153	Full	\$37,731	\$30,185	\$37,731	\$45,277
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Nashville	4153	Full	\$36,379	\$29,103	\$36,379	\$43,655
Nashville	4153	Full	\$39,353	\$31,482	\$39,353	\$47,224
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Haskell	3956	Full	\$31,155	\$24,924	\$31,155	\$37,386
Haskell	3956	Full	\$25,050	\$20,040	\$25,050	\$30,060
Haskell	3956	Full	\$11,977	\$9,582	\$11,977	\$14,372
Haskell	3956	Full	\$34,435	\$27,548	\$34,435	\$41,322
Haskell	3956	Full	\$13,852	\$11,082	\$13,852	\$16,622
Haskell	3956	Full	\$21,389	\$17,111	\$21,389	\$25,667
Gentry	3790	Full	\$50,907	\$40,726	\$50,907	\$61,088
Marianna	3575	Full	\$26,458	\$21,166	\$26,458	\$31,750
Paris	3176	Full	\$31,720	\$25,376	\$31,720	\$38,064
Paris	3176	Full	\$36,920	\$29,536	\$36,920	\$44,304
Green Forest	2972	Full	\$40,250	\$32,200	\$40,250	\$48,300

1220-Water - Waste Water Operat

Green Forest	2972	Full	\$34,000	\$27,200	\$34,000	\$40,800
Green Forest	2972	Full	\$44,250	\$35,400	\$44,250	\$53,100
Green Forest	2972	Full	\$33,000	\$26,400	\$33,000	\$39,600
Green Forest	2972	Full	\$33,500	\$26,800	\$33,500	\$40,200
Green Forest	2972	Full	\$32,000	\$25,600	\$32,000	\$38,400
Green Forest	2972	Full	\$35,400	\$28,320	\$35,400	\$42,480
Green Forest	2972	Full	\$60,800	\$48,640	\$60,800	\$72,960
Green Forest	2972	Full	\$44,200	\$35,360	\$44,200	\$53,040
Green Forest	2972	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mountain View	2877	Full	\$39,000	\$31,200	\$39,000	\$46,800
Mountain View	2877	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mountain View	2877	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696
Hoxie	2598	Full	\$27,040	\$21,632	\$27,040	\$32,448
Hoxie	2598	Full	\$24,900	\$19,920	\$24,900	\$29,880
Hoxie	2598	Full	\$12,480	\$9,984	\$12,480	\$14,976

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.

1221-Utility Construction

Index Tab	
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):	4 21 1
Exempt non-exempt:	0 16
Bonus Eligible (Y N):	17 16
Full Part Time:	17 0
Number of Organizations Reporting:	6
Position Titles:	Distribution Crew Distribution Superintendent Meter Reader Public Works Laborer Public Works Operator Repair Crew Equip Operator Utility Construction Water Laborer Water/Sewer Supervisor Wt/Sw Laborer Wt/Sw Supervisor
Reports To:	Mayor Public Works Manager Waste Water Manager Water Manager Water/Sewer Supervisor Wt/Sw Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	27	\$26,000	\$29,011	\$33,192	\$31,200	\$35,859	\$38,480
Actual Incentive Paid Dollar 2022	7	\$500	\$500	\$464	\$500	\$500	\$500
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
Monticello	8442	Full	\$37,853	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$35,680	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$29,011	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$28,166	\$24,296	\$26,549	\$29,011
Monticello	8442	Full	\$29,011	\$24,296	\$26,549	\$29,011
Stuttgart	8264	Full	\$35,859	\$28,687	\$35,859	\$43,031
Trumann	7399	Full	\$37,440	\$29,952	\$37,440	\$44,928
Trumann	7399	Full	\$37,440	\$29,952	\$37,440	\$44,928
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$35,360	\$28,288	\$35,360	\$42,432
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$41,600	\$33,280	\$41,600	\$49,920
Nashville	4153	Full	\$38,480	\$30,784	\$38,480	\$46,176
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440

1221-Utility Construction

Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Paris	3176	Full	\$60,320	\$48,256	\$60,320	\$72,384
Paris	3176	Full	\$31,720	\$25,376	\$31,720	\$38,064
Paris	3176	Full	\$30,160	\$24,128	\$30,160	\$36,192
Paris	3176	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain View	2877	Full	\$26,520	\$21,216	\$26,520	\$31,824
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$30,160	\$24,128	\$30,160	\$36,192
Mountain View	2877	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain View	2877	Full	\$24,600	\$19,680	\$24,600	\$29,520
<p style="text-align: center;">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>						

1222-Water Manager

Index Tab	
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):	1 5 0
Exempt non-exempt:	0 6
Bonus Eligible (Y N):	4 6
Full Part Time:	4 0
Number of Organizations Reporting:	7
Position Titles:	Asst Manager Public Works Foreman Utility Bill & Receive Clerk Water Operator/Manager Water Plant Superintendant Waterworks Operations Wt Plant Manager
Reports To:	Office Mangager Public Works Dir Public Works Director Public Works Manager Wt/Sw Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$32,656	\$32,656	\$49,859	\$48,422	\$50,960	\$81,761
Actual Incentive Paid Dollar 2022	3	\$500	\$500	\$417	\$500	\$500	\$500
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
Monticello	8442	Full	\$81,761	\$65,409	\$81,761	\$98,113
Stuttgart	8264	Full	\$41,496	\$33,197	\$41,496	\$49,795
Sheridan	4920	Full	\$67,708	\$54,166	\$67,708	\$81,250
Nashville	4153	Full	\$48,422	\$38,738	\$48,422	\$58,106
Gentry	3790	Full	\$50,907	\$40,726	\$50,907	\$61,088
Paris	3176	Full	\$50,960	\$40,768	\$50,960	\$61,152
Mountain View	2877	Full	\$24,960	\$19,968	\$24,960	\$29,952
Mountain View	2877	Full	\$32,656	\$26,125	\$32,656	\$39,187

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.

1223-Utility Billing and Receiv

Index Tab	
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):	0 21 1
Exempt non-exempt:	1 17
Bonus Eligible (Y N):	13 17
Full Part Time:	13 0
Number of Organizations Reporting:	13
Position Titles:	Accounts Receivable Clerk Accts. Receivable Clerk Clerk Office Clerk Office Manager Utility Billing And Receivable Clerk Utility Billing And Recievable Clerk Utility Billing Clerk Water Clerk Water Clerk li Water Clerk lii Water Clerk liii Water Dept Clerk Water Dept Office Manager Water Office Manager
Reports To:	Mayor Office Manager Operations Manager Public Works Dir Public Works Director Treasurer Water & Sewer Supervisor Water Dept Office Manager Water Office Manager Water Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$26,000	\$31,000	\$32,106	\$31,701	\$33,508	\$38,845
Actual Incentive Paid Dollar 2022	4	\$250	\$250	\$250	\$250	\$250	\$250
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
Monticello	8442	Full	\$55,588	\$49,389	\$53,969	\$58,973
Monticello	8442	Full	\$34,641	\$34,641	\$37,853	\$41,363
Monticello	8442	Full	\$31,701	\$29,011	\$31,701	\$34,641
Stuttgart	8264	Full	\$47,424	\$37,939	\$47,424	\$56,909
Stuttgart	8264	Full	\$31,720	\$25,376	\$31,720	\$38,064
Stuttgart	8264	Full	\$31,720	\$25,376	\$31,720	\$38,064
Stuttgart	8264	Full	\$27,706	\$22,165	\$27,706	\$33,247
Trumann	7399	Full	\$31,200	\$24,960	\$31,200	\$37,440
Trumann	7399	Full	\$33,280	\$26,624	\$33,280	\$39,936
Trumann	7399	Full	\$32,240	\$25,792	\$32,240	\$38,688
Prairie Grove	7045	Full	\$38,845	\$31,076	\$38,845	\$46,614
Prairie Grove	7045	Full	\$335	\$268	\$335	\$402
Ward	6052	Full	\$31,428	\$25,142	\$31,428	\$37,714
Ward	6052	Full	\$33,508	\$26,806	\$33,508	\$40,210

1223-Utility Billing and Receiv

Dardanella	4517	Full	\$31,200	\$31,200	\$10,600	\$31,200
Dardanella	4517	Full	\$32,240	\$32,240	\$16,120	\$32,240
Shannon Hills	4490	Full	\$29,580	\$23,664	\$29,580	\$35,496
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Nashville	4153	Full	\$31,200	\$24,960	\$31,200	\$37,440
Elkins	3602	Full	\$37,513	\$30,010	\$37,513	\$45,016
Marianna	3575	Full	\$27,250	\$21,800	\$27,250	\$32,700
Paris	3176	Full	\$32,240	\$25,792	\$32,240	\$38,688
Green Forest	2972	Full	\$38,000	\$30,400	\$38,000	\$45,600
Green Forest	2972	Full	\$31,000	\$24,800	\$31,000	\$37,200
Hoxie	2598	Full	\$26,000	\$20,800	\$26,000	\$31,200
Hoxie	2598	Full	\$26,000	\$20,800	\$26,000	\$31,200
<p style="text-align: center;">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>						