



AML Salary Survey Results 2023: Pop. 500-2499

Introduction

AML Salary Survey Results 2023 500-2499.xlsx

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

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

METHODOLOGY:

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

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

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

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

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

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

Consultant's Statement

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

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

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Participating Cities

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>
Bonanza	587	\$4,900,000	Sebastian	Tania Wilson	cityofbonanza@gmail.com	4	4	479-638-8649
Bono	2409	\$3,399,062	Craighead	Kassy Dunivan Parrish	kdunivan@cityofbono.com	14	14	870-932-0100
Caddo Valley	595	\$1,465,296	Clark	Annie Wesson	adminassistant@thecityofcaddovalley.com	9	9	870-246-8283 X3
City Of Siloam Springs	733	\$85,945,843	Jackson	Crystal Mcnutt	cmcnutt@siloamsprings.com	296	288	479-238-0905
Cotter	886	\$2,782,328	Baxter	Stefanie Wright	cotterbookkeeping@infodash.com	11	11	870-435-6326
Des Arc	1905	\$7,196,176	Prairie	Carlee Fisher	carlee@cityofdesarc.com	23	23	870-256-4316
Diamond City	757	\$855,955	Boone	Eva West	dctreasurer@diamondcity.net	4	4	870-422-7212 ext 102
Dover	1337	\$1,169,545	Pope	Regina Kilgore	treasurer@doverar.com	13	12	479-331-3270
Dyer	772	\$984,678	Crawford	Robert Porter	mayor@cityofdycar.com	5	7	479-430-0448
Elm Springs	2361	\$4,900,000	Washington	Twila Taylor	ttaylor@elmsprings.net	0	0	
England	2477	\$1,644,223	Lonoke	Christina Peebles	cp Peebles@cityofengland.org	19	19	501-842-3911
Eudora	1728	\$1,958,479	Chicot	Tomeka Butler	tomekabutler@eudoraar.com	33	26	870-355-4436
Eureka Springs	2166	\$13,880,783	Carroll	Jerry King	jerry.king@eurekaspringsar.gov	130	86	479-253-9703
Fairfield Bay	2108	\$3,322,488	Van Buren	Rose Owen	ffbrt@cityoffairfieldbay.com	18	18	501-884-6500
Flippin	1345	\$350,000	Marion	Susan Collie	sacolliecof@gmail.com	18	18	870-453-8300
Gassville	2171	\$2,314,561	Baxter	Teresa Cooke	cog@yelcot.net	17	17	870-435-6439
Goshen	2102	\$1,454,490	Washington	Kaseana Williams	cityhall@cityofgoshenar.net	8	7	479-442-9128
Greenland	1213	\$4,900,000	Washington	Misty Mccard	treasurer@greenland-ar.com	8	8	479-521-5760
Greenwood	2068	\$12,332,494	Pike	Shannon Harris	sharris@gwark.com	80	73	479-996-2742
Greers Ferry	821	\$1,463,578	Cleburne	Treva James	tjames.gfcity@yahoo.com	8	8	501-825-7172
Hazen	1481	\$1,711,500	Prairie	Becky Sayger	hazencomp@cityofhazen.org	19	19	870-255-4521
Higginson	705	\$283,154	White	Patty Homsley	higginsoncity@gmail.com	2	2	501-742-3678
Holiday Island	2399	\$652,962	Carroll	Daniel Kees	mayor@cityofholidayisland.com	0	0	479-379-8041
Junction City	503	\$600,000	Union	Sandra Bryan	cityofjunctioncity@yahoo.com	18	2	870-924-4922
Knoxville	660	\$775,523	Johnson	John Tyson	knoxvillecity@centurytel.net	3	3	479-885-6523
Lamar	1719	\$1,317,497	Johnson	Johnessa Boze	lamar@arkansas.net	13	13	479-885-3865
Lincoln	2294	\$6,740,231	Washington	Belinda Beasley	cityhall@lincolnarkansas.com	31	30	479-500-6064
London	936	\$1,107,571	Pope	Amy Cottingham	london_cityhall@yahoo.com	5	5	479-293-4513
Luxora	942	\$921,080	Mississippi	Lee Brown	leecharlesbrown@yahoo.com	7	7	870-658-2233
Mansfield	1053	\$4,900,000	Sebastian	Becky Walker	cityofmansfieldrt@yahoo.com		15	479-928-5552
Marked Tree	2286	\$2,653,902	Poinsett	Susan Macerfe	mtclerktreasurer@gmail.com	26	25	870-358-3216
Marmaduke	1212	\$1,935,757	Greene	Betty Jackson	bjackson@marmadukear.com	16	16	870-597-2753
Mccrory	1583	\$708,139	Woodruff	Ladonna Poindexter	l_poindexter@hotmail.com	13	13	870-731-2041
Mountainburg	528	\$890,515	Crawford	Susan Wilson	cityofmtburg@yahoo.com	4	4	479-369-2791
Mulberry	1543	\$951,268	Crawford	Steve Hurley	shurley@cityofmulberry.org	14	14	479-997-1321
Murfreesboro	1495	\$4,900,000	Pike	Penny Lamb	citymurf@windstream.net		10	870-285-3732
Oxford	573	\$550,000	Izard	Julie Milburn	jmilburnoxfordcity@gmail.com	3	3	870-258-3174
Perryville	1373	\$2,462,273	Perry	Wendy Smithpeters	perryville.treasurer@yahoo.com	19	19	501-889-2862
Salem	1566	\$2,395,234	Fulton	Bertha Thornton	cityofsalemar@gmail.com	13	13	870-895-3478
Star City	2173	\$4,900,000	Lincoln	Alicia Hawkins	starcitytreasurer@yahoo.com	22	22	870-628-4166
Stephens	770	\$485,245	Ouachita	Marlene Fulkroad	cityofstephens@yahoo.com	1	1	870-786-5404
Turrell	517	\$4,900,000	Crittenden	Charles Webster	webstercew@yahoo.com	2	2	870-343-2537
Waldo	1151	\$4,900,000	Columbia	Jennifer Burton	cityofwaldo@suddenlinkmail.com	6	6	870-693-2198
Wilson	766	\$4,900,000	Mississippi	Linda Dawson	wilsoncityof@gmail.com	3	3	870-655-0102
Wooster	1042	\$1,639,438	Faulkner	Donna Pruitt	dpruitt@tcworks.net	8	7	501-679-2048
Wrightsville	1542	\$1,002,922	Pulaski	Mabeline Hansberry	mhansberry@cityofwrightsville-ar.org	6	4	501-454-9284
Yellville	1178	\$4,900,000	Marion	Melissa Dorsey	clerk@cityofyellville.org		9	870-449-6581
Total: 47								

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	21	21	1 12 2	\$25,000	\$38,096	\$40,080	\$48,000
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	6	6	1 4 0	\$39,894	\$43,301	\$41,548	\$45,760
Executive Secretary	Administration	2	2	0 2 0	\$28,142	\$34,071	\$28,142	\$40,000
Council Member	Administration	5	19	0 18 0	\$1,800	\$4,635	\$2,400	\$3,712
City Clerk	Administration	6	6	0 0 1	\$30,625	\$33,439	\$36,480	\$38,577
City Clerk-Elected	Administration	2	2	0 2 0	\$6,000	\$37,387	\$6,000	\$68,773
City Clerk Treas-Elected	Administration	10	10	0 5 3	\$27,787	\$37,078	\$40,613	\$48,000
Treasurer	Administration	3	3	1 0 0	\$28,493	\$32,681	\$28,493	\$44,550
Deputy Clerk	Administration	2	2	0 1 1	\$24,960	\$31,668	\$24,960	\$38,376
City Attorney	Administration	4	4	0 3 0	\$3,000	\$19,508	\$19,148	\$21,600
Assistant City Attorney	Administration	1	1	0 1 0	\$20,400	\$20,400	\$20,400	\$20,400
Court Clerk	Administration	18	18	0 15 1	\$33,280	\$36,243	\$35,505	\$39,332
Deputy Court Clerk	Administration	3	4	0 4 0	\$28,392	\$34,201	\$28,392	\$29,120
Office Manager	Administration	7	8	0 5 2	\$32,240	\$37,633	\$34,944	\$41,122
Administrative Assistant I	Administration	8	10	2 5 2	\$33,612	\$40,219	\$40,000	\$49,004
Code Enforcement Supervisor	Code Enforcement	1	1	0 1 0	\$48,126	\$48,126	\$48,126	\$48,126
Code Enforcement Officer	Code Enforcement	5	5	1 2 2	\$31,200	\$36,445	\$33,825	\$42,000
Building Inspector	Code Enforcement	4	4	0 3 1	\$38,147	\$43,680	\$44,096	\$45,011
Community Development/Planning Director	Engineering/Planning	3	3	1 1 1	\$52,000	\$53,033	\$52,000	\$71,095
Finance Director	Finance	8	8	1 5 1	\$40,435	\$55,706	\$50,856	\$58,187
Accountant	Finance	1	1	0 0 1	\$30,285	\$30,285	\$30,285	\$30,285
Accounting Clerk	Finance	1	1	1 0 0	\$47,881	\$47,881	\$47,881	\$47,881
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	3	3	0 2 1	\$40,049	\$38,310	\$40,049	\$44,720
Fire Chief	Fire Department	9	9	0 6 0	\$6,052	\$37,911	\$43,128	\$47,864
Assistant Fire Chief	Fire Department	2	2	0 2 0	\$39,520	\$48,218	\$39,520	\$56,915
Fire Captain	Fire Department	1	1	0 1 0	\$48,951	\$48,951	\$48,951	\$48,951
Fire Apparatus Engineer (Driver)	Fire Department	1	1	0 1 0	\$33,342	\$33,342	\$33,342	\$33,342
Fire Inspector/Marshal	Fire Department	1	1	0 1 0	\$52,000	\$52,000	\$52,000	\$52,000
Firefighter	Fire Department	2	10	0 10 0	\$41,013	\$42,680	\$41,013	\$44,982
Human Resource Generalist	Human Resources	1	1	0 0 0	\$39,894	\$39,894	\$39,894	\$39,894
HR-Benefits Specialist	Human Resources	1	1	0 0 1	\$39,520	\$39,520	\$39,520	\$39,520
Librarian	Library	1	1	0 1 0	\$42,681	\$42,681	\$42,681	\$42,681
Library Assistant	Library	1	1	0 1 0	\$33,654	\$33,654	\$33,654	\$33,654
Animal Control Director	Operations	1	1	0 1 0	\$29,952	\$29,952	\$29,952	\$29,952
Animal Control Field Officer	Operations	3	3	0 2 1	\$37,752	\$35,436	\$37,752	\$41,600
Animal Services Officer	Operations	1	1	1 0 0	\$31,200	\$31,200	\$31,200	\$31,200
Building/Maintenance Worker	Operations	2	2	0 2 0	\$28,080	\$31,890	\$28,080	\$35,700
Parks Director	Parks & Recreation	3	3	0 3 0	\$56,572	\$50,182	\$56,572	\$65,000
Parks Aquatics Manager	Parks & Recreation	1	1	0 0 1	\$38,896	\$38,896	\$38,896	\$38,896
Recreation Facility Supervisor	Parks & Recreation	1	2	1 0 1	\$26,000	\$36,250	\$26,000	\$46,500
Parks Supervisor	Parks & Recreation	2	2	0 1 1	\$37,440	\$41,600	\$37,440	\$45,760
Parks Department Laborer	Parks & Recreation	4	6	1 4 0	\$31,200	\$35,804	\$31,200	\$45,094
Police Chief	Police Department	31	31	0 21 3	\$45,000	\$53,285	\$49,587	\$60,900
Assistant Police Chief	Police Department	6	6	0 6 0	\$45,760	\$52,997	\$49,924	\$56,043
Police Major/Captain	Police Department	5	5	0 4 0	\$36,400	\$46,736	\$44,100	\$50,331
Police Lieutenant	Police Department	7	8	0 5 1	\$36,920	\$46,504	\$41,184	\$45,058
Police Sergeant	Police Department	12	16	0 13 2	\$36,400	\$46,578	\$45,656	\$54,392

Summary

Police Corporal	Police Department	5	9	0 9 0	\$42,889	\$46,191	\$47,520	\$49,545
Police Investigative Detective	Police Department	5	5	0 3 1	\$44,319	\$49,805	\$47,740	\$54,641
School Resource Officer	Police Department	14	16	0 13 1	\$34,963	\$39,067	\$37,226	\$43,200
Police Officer	Police Department	28	71	2 54 3	\$35,280	\$37,896	\$37,398	\$43,200
Communications Shift Supervisor	Police Department	1	1	0 0 1	\$40,560	\$40,560	\$40,560	\$40,560
Communications Dispatcher	Police Department	1	4	0 0 4	\$25,708	\$27,710	\$26,769	\$29,120
Police Dispatch	Police Department	2	7	0 3 0	\$30,160	\$33,244	\$31,866	\$36,420
Public Works Director	Public Works	14	15	2 8 1	\$45,000	\$52,263	\$53,934	\$62,400
Sanitation Superintendent	Public Works	1	1	0 1 0	\$50,145	\$50,145	\$50,145	\$50,145
Sanitation Equipment Operator II	Public Works	1	2	0 2 0	\$36,171	\$38,282	\$36,171	\$40,393
Sanitation Equipment Operator I	Public Works	2	3	0 3 0	\$24,655	\$30,578	\$24,655	\$43,158
Sanitation Department Laborer	Public Works	2	3	0 1 2	\$28,080	\$20,266	\$28,080	\$32,178
Street Maintenance Superintendent	Public Works	7	7	0 2 3	\$32,000	\$40,484	\$45,760	\$52,000
Street Supervisor	Public Works	5	5	0 3 1	\$35,027	\$38,325	\$35,360	\$41,600
Street Equipment Operator	Public Works	8	10	1 9 0	\$34,573	\$41,192	\$42,000	\$44,880
Street Department Laborer	Public Works	17	39	0 23 12	\$26,956	\$31,195	\$32,053	\$33,945
Waste Water Manager	Public Works	7	7	0 4 1	\$40,868	\$50,410	\$52,416	\$60,000
Water / Waste Water Operator	Public Works	24	60	3 44 4	\$33,155	\$37,696	\$38,604	\$43,513
Utility Construction	Public Works	3	11	0 11 0	\$33,404	\$35,651	\$33,758	\$42,494
Water Manager	Public Works	11	11	0 7 1	\$40,127	\$48,783	\$47,465	\$58,911
Utility Billing and Receivable Clerk	Public Works	19	25	3 17 3	\$32,135	\$35,928	\$35,380	\$40,248

Police & Fire OT

Police & Fire Overtime Policies						
City	Population	Police work in a 2 week period?	Fire work in a 2 week period?	Police overtime policy	Fire overtime policy	Comments
England	2477					
Bono	2409	80				We Only Have 4 Officers.
Holiday Island	2399					
Elm Springs	2361					
Lincoln	2294	84			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Police Any Time Worked Over 43 Hours Per Work Week
Marked Tree	2286					
Star City	2173	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Gassville	2171	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.	
Eureka Springs	2166	86				Police Receive Ovt After 86 Hours In A 2 Week Period. Fire Receive Ovt After 106 Hours In A 2 Week Period.
Fairfield Bay	2108	80				Comp Time
Goshen	2102	86				Any Time Worked Over 86 Hours
Greenwood	2068	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.	
Des Arc	1905	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Eudora	1728	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Lamar	1719					
Mccrory	1583	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Salem	1566	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mulberry	1543	84				Volunteers That Only Work When A Fire Is Called In
Wrightsville	1542					
Murfreesboro	1495					
Hazen	1481	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Our Fire Department Is Paid On A Per Run Basis. Right Now They Are Considered Volunteer But Are Paid \$17.00 Per Hour Per Run Or Drill.
Perryville	1373	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Flippin	1345	40		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Dover	1337	80				Police Get 80 Hrs For 2 Weeks, 11 Hours Ot Straight, And 11 Ot Straight Anything Else Is Ot 80 Hours Straight For 2 Weeks, 11 Ot Straight
Greenland	1213	80				Police- Anything Over 40Hours A Week Will Be Counted As Comp Time
Marmaduke	1212	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Firemen Are Volunteer
Yellville	1178					
Waldo	1151	1		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mansfield	1053					
Wooster	1042					
Luxora	942	0				
London	936	95		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Cotter	886	240		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Greers Ferry	821	80				Small Departments - No Overtime
Dyer	772	60				
Stephens	770	20				We Only Have Part Time Police Officers And The Fire Is Voleneer
Wilson	766					
Diamond City	757					
City Of Siloam Springs	733					
Higginson	705	50				
Knoxville	660					

Police & Fire OT

				Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Caddo Valley	595					
Bonanza	587	8064				
Oxford	573					
Mountainburg	528	80				
Turrell	517	20				
Junction City	503					

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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

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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

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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

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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):	1 12 2
Exempt non-exempt:	9 3
Bonus Eligible (Y N):	7 3
Full Part Time:	7 0
Number of Organizations Reporting:	21
Position Titles:	Administration Elected Official Mayor Mayor Of Bonanza
Reports To:	City Council Council Mayor
Comments:	3,000.00 Insurance Stipend/500.00 End Of Year Bonus Elected Official

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$20,152	\$25,000	\$38,096	\$40,080	\$48,000	\$55,125
Actual Incentive Paid Dollar 2022	3	\$300	\$300	\$350	\$300	\$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
Bono	2409	Full	\$62,040	\$51,700	\$64,884	\$72,380
Elm Springs	2361	Full	\$43,846	\$35,077	\$43,846	\$52,615
Marked Tree	2286	Full	\$26,662	\$21,330	\$26,662	\$31,994
Star City	2173	Full	\$52,636	\$42,109	\$52,636	\$63,163
Gassville	2171	Full	\$40,250	\$32,200	\$40,250	\$48,300
Eureka Springs	2166	Full	\$48,000	\$38,400	\$48,000	\$57,600
Fairfield Bay	2108	Full	\$46,722	\$37,378	\$46,722	\$56,066
Greenwood	2068	Full	\$70,285	\$47,026	\$70,285	\$75,796
Des Arc	1905	Full	\$26,160	\$20,928	\$26,160	\$31,392
Eudora	1728	Full	\$35,000	\$28,000	\$35,000	\$42,000
Lamar	1719	Full	\$49,485	\$39,588	\$49,485	\$59,382
Mulberry	1543	Full	\$38,512	\$30,810	\$38,512	\$46,214
Perryville	1373	Full	\$20,152	\$16,122	\$20,152	\$24,182
Greenland	1213	Full	\$18,000	\$14,400	\$18,000	\$21,600

100-Mayor

Marmaduke	1212	Full	\$40,080	\$32,064	\$40,080	\$48,096
Waldo	1151	Full	\$24,000	\$19,200	\$24,000	\$28,800
Wooster	1042	Full	\$55,125	\$44,100	\$55,125	\$66,150
Cotter	886	Full	\$42,617	\$34,094	\$42,617	\$51,140
Caddo Valley	595	Full	\$11,440	\$11,440	\$11,440	\$17,824
Bonanza	587	Full	\$24,000	\$19,200	\$24,000	\$28,800
Turrell	517	Full	\$25,000	\$15,000	\$25,000	\$25,000
<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>						

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):	1 4 0
Exempt non-exempt:	2 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Assistant To Mayor Assistant To The Mayor City Hall Offices Manager Mayor's Assistant
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$39,894	\$39,894	\$43,301	\$41,548	\$45,760	\$55,646
Actual Incentive Paid Dollar 2022	1	\$2,644	\$2,644	\$2,644	\$2,644	\$2,644	\$2,644
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
Eureka Springs	2166	Full	\$45,760	\$36,608	\$45,760	\$54,912
Eudora	1728	Full	\$33,280	\$26,624	\$33,280	\$39,936
Lamar	1719	Full	\$43,680	\$34,944	\$43,680	\$52,416
Mulberry	1543	Full	\$41,548	\$33,238	\$41,548	\$49,858
Hazen	1481	Full	\$55,646	\$44,517	\$55,646	\$66,775
Marmaduke	1212	Full	\$39,894	\$31,915	\$39,894	\$47,873

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.

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.
Insufficient Data:	0

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):	0 2 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	2
Position Titles:	Executive Secretary Office And Finance Manger
Reports To:	City Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$28,142	\$28,142	\$34,071	\$28,142	\$40,000	\$40,000
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
Star City	2173	Full	\$28,142	\$22,514	\$28,142	\$33,770
Goshen	2102	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.

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 18 0
Exempt non-exempt:	5 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	City Council Council Council Member
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$1,800	\$1,800	\$4,635	\$2,400	\$3,712	\$3,712
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
Elm Springs	2361	Full	\$41,496	\$33,197	\$41,496	\$49,795
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Greenwood	2068	Full	\$3,712	\$2,970	\$3,712	\$4,454
Greenwood	2068	Full	\$3,712	\$2,970	\$3,712	\$4,454
Greenwood	2068	Full	\$3,712	\$2,970	\$3,712	\$4,454
Greenwood	2068	Full	\$3,712	\$2,970	\$3,712	\$4,454
Greenwood	2068	Full	\$3,712	\$2,970	\$3,712	\$4,454
Greenwood	2068	Full	\$3,712	\$2,970	\$3,712	\$4,454
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160

104-Council Member

Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Marmaduke	1212	Full	\$1,500	\$1,200	\$1,500	\$1,800
<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>						

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 0 1
Exempt non-exempt:	2 0
Bonus Eligible (Y N):	3 0
Full Part Time:	3 0
Number of Organizations Reporting:	6
Position Titles:	City 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	6	\$30,625	\$30,625	\$33,439	\$36,480	\$38,577	\$40,613
Actual Incentive Paid Dollar 2022	3	\$1,000	\$1,000	\$1,810	\$1,000	\$3,930	\$3,930
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
Flippin	1345	Full	\$37,440	\$29,952	\$37,440	\$44,928
Marmaduke	1212	Full	\$40,613	\$32,490	\$40,613	\$48,736
Wilson	766	Full	\$30,625	\$24,500	\$30,625	\$36,750
Higginson	705	Full	\$36,480	\$29,184	\$36,480	\$43,776
Turrell	517	Full	\$16,900	\$16,000	\$16,900	\$16,900
Junction City	503	Full	\$38,577	\$30,862	\$38,577	\$46,292

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 2 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	City Clerk Elected City Clerk/Treasurer
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$6,000	\$6,000	\$37,387	\$6,000	\$68,773	\$68,773
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
Greenwood	2068	Full	\$68,773	\$46,291	\$68,773	\$69,437
Eudora	1728	Full	\$6,000	\$4,800	\$6,000	\$7,200

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.

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 5 3
Exempt non-exempt:	3 2
Bonus Eligible (Y N):	4 2
Full Part Time:	4 0
Number of Organizations Reporting:	10
Position Titles:	City Clerk City Clerk Treasurer City Hall Provides Mgmt For Depts Recorder/Treasurer
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$17,825	\$27,787	\$37,078	\$40,613	\$48,000	\$48,094
Actual Incentive Paid Dollar 2022	2	\$300	\$300	\$2,650	\$300	\$5,000	\$5,000
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
Marked Tree	2286	Full	\$27,787	\$22,230	\$27,787	\$33,344
Star City	2173	Full	\$48,094	\$38,475	\$48,094	\$57,713
Eureka Springs	2166	Full	\$48,000	\$38,400	\$48,000	\$57,600
Fairfield Bay	2108	Full	\$51,220	\$40,976	\$51,220	\$61,464
Perryville	1373	Full	\$19,417	\$15,534	\$19,417	\$23,301
Dover	1337	Full	\$40,913	\$32,730	\$40,913	\$49,096
Marmaduke	1212	Full	\$40,613	\$32,490	\$40,613	\$48,736
Greers Ferry	821	Full	\$43,912	\$35,130	\$43,912	\$52,694
Stephens	770	Full	\$33,000	\$26,400	\$33,000	\$39,600
Caddo Valley	595	Full	\$17,825	\$11,440	\$17,825	\$17,825

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):	1 0 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Administrative Elected Official Office Admin/City Treasurer
Reports To:	Mayor
Comments:	4,500.00 Insurance Stipend/4,000.00 Office Adminstipend

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$28,493	\$28,493	\$32,681	\$28,493	\$44,550	\$44,550
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
Bono	2409	Full	\$44,550	\$39,600	\$49,698	\$55,440
Greenland	1213	Full	\$25,000	\$20,000	\$25,000	\$30,000
Waldo	1151	Full	\$28,493	\$22,794	\$28,493	\$34,192

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):	0 1 1
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	City Clerk Deputy Clerk
Reports To:	Assistant To Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$24,960	\$24,960	\$31,668	\$24,960	\$38,376	\$38,376
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
Lincoln	2294	Full	\$38,376	\$30,701	\$38,376	\$46,051
Lamar	1719	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.

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):	0 3 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	City Attorney City Attorney Elected
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$3,000	\$3,000	\$19,508	\$19,148	\$21,600	\$34,283
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
Star City	2173	Full	\$19,148	\$15,318	\$19,148	\$22,978
Eureka Springs	2166	Full	\$21,600	\$17,280	\$21,600	\$25,920
Greenwood	2068	Full	\$34,283	\$34,283	\$34,283	\$51,308
Marmaduke	1212	Full	\$3,000	\$2,400	\$3,000	\$3,600

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.
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:	Prosecuting Attorney - Appointed
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$20,400	\$20,400	\$20,400	\$20,400	\$20,400	\$20,400
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
Eureka Springs	2166	Full	\$20,400	\$16,320	\$20,400	\$24,480

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.

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 15 1
Exempt non-exempt:	1 8
Bonus Eligible (Y N):	10 8
Full Part Time:	10 0
Number of Organizations Reporting:	18
Position Titles:	Chief Clerk Chief Court Clerk Court Clerk Court/Water Clerk District Court Clerk Mgs & Retains Court Records
Reports To:	Assistant To Mayor Chief Police District Judge/Mayor Judge Mayor
Comments:	Serves As Both Court Clerk & Water Clerk

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$29,054	\$33,280	\$36,243	\$35,505	\$39,332	\$40,913
Actual Incentive Paid Dollar 2022	3	\$2,644	\$2,644	\$2,081	\$2,644	\$3,300	\$3,300
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
England	2477	Full	\$35,360	\$28,288	\$35,360	\$42,432
Elm Springs	2361	Full	\$38,542	\$30,834	\$38,542	\$46,250
Lincoln	2294	Full	\$39,790	\$31,832	\$39,790	\$47,748
Star City	2173	Full	\$40,913	\$32,730	\$40,913	\$49,096
Gassville	2171	Full	\$29,054	\$23,243	\$29,054	\$34,865
Eureka Springs	2166	Full	\$38,438	\$30,750	\$38,438	\$46,126
Des Arc	1905	Full	\$33,280	\$26,624	\$33,280	\$39,936
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Lamar	1719	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mccrory	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mulberry	1543	Full	\$32,633	\$26,106	\$32,633	\$39,160
Hazen	1481	Full	\$54,080	\$43,264	\$54,080	\$64,896
Dover	1337	Full	\$37,627	\$30,102	\$37,627	\$45,152
Greenland	1213	Full	\$38,480	\$30,784	\$38,480	\$46,176

113-Court Clerk

Marmaduke	1212	Full	\$39,894	\$31,915	\$39,894	\$47,873
Cotter	886	Full	\$39,332	\$31,466	\$39,332	\$47,198
Greers Ferry	821	Full	\$30,000	\$24,000	\$30,000	\$36,000
Caddo Valley	595	Full	\$35,505	\$29,120	\$35,505	\$35,505
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):	0 4 0
Exempt non-exempt:	1 3
Bonus Eligible (Y N):	1 3
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Deputy Court Clerk District Deputy Court Clerk
Reports To:	Chief Clerk Court Clerk Deputy Court Clerk
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$28,392	\$28,392	\$34,201	\$28,392	\$29,120	\$50,898
Actual Incentive Paid Dollar 2022	1	\$2,495	\$2,495	\$2,495	\$2,495	\$2,495	\$2,495
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
Elm Springs	2361	Full	\$28,392	\$22,714	\$28,392	\$34,070
Elm Springs	2361	Full	\$28,392	\$22,714	\$28,392	\$34,070
Eureka Springs	2166	Full	\$29,120	\$23,296	\$29,120	\$34,944
Hazen	1481	Full	\$50,898	\$40,718	\$50,898	\$61,078

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

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.
Insufficient Data: 0	

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 2
Exempt non-exempt:	3 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	7
Position Titles:	Assistant To Public Works Director Office Manager Officer Manager Police Processing Clerk Receptionist
Reports To:	Mayor Police Chief Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$32,240	\$32,240	\$37,633	\$34,944	\$41,122	\$44,491
Actual Incentive Paid Dollar 2022	2	\$1,956	\$1,956	\$2,007	\$1,956	\$2,057	\$2,057
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
England	2477	Full	\$32,136	\$25,709	\$32,136	\$38,563
Elm Springs	2361	Full	\$44,491	\$35,593	\$44,491	\$53,389
Eudora	1728	Full	\$32,240	\$25,792	\$32,240	\$38,688
Hazen	1481	Full	\$42,266	\$33,813	\$42,266	\$50,719
Hazen	1481	Full	\$41,122	\$32,898	\$41,122	\$49,346
Perryville	1373	Full	\$40,622	\$32,498	\$40,622	\$48,747
Bonanza	587	Full	\$34,944	\$27,955	\$34,944	\$41,933
Mountainburg	528	Full	\$33,240	\$26,592	\$33,240	\$39,888

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
Insufficient Data:	0

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):	2 5 2
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	7 2
Full Part Time:	7 0
Number of Organizations Reporting:	8
Position Titles:	Admin Assistant Admin Assistant Fire Administrative Assistant Administrative Assistant Police Administrative Assistant/City Clerk Admn Asst Exec Assistant/Hr Director Police Admin Police Clerk Receptionist
Reports To:	Mayor Mayor/Clerk
Comments:	Filled Open Position Is Also Hr Director

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$25,708	\$33,612	\$40,219	\$40,000	\$49,004	\$49,483
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
England	2477	Full	\$40,000	\$32,000	\$40,000	\$48,000
Lincoln	2294	Full	\$39,790	\$31,832	\$39,790	\$47,748
Marked Tree	2286	Full	\$33,612	\$26,890	\$33,612	\$40,334
Star City	2173	Full	\$25,708	\$20,566	\$25,708	\$30,850
Greenwood	2068	Full	\$40,227	\$35,970	\$40,227	\$49,500
Greenwood	2068	Full	\$49,483	\$35,970	\$49,483	\$49,500
Greenwood	2068	Full	\$52,980	\$48,214	\$52,980	\$65,301
Mccrory	1583	Full	\$40,185	\$32,148	\$40,185	\$48,222
Salem	1566	Full	\$49,005	\$39,204	\$49,005	\$58,806
Wrightsville	1542	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.

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 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:	
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$48,126	\$48,126	\$48,126	\$48,126	\$48,126	\$48,126
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
Fairfield Bay	2108	Full	\$48,126	\$38,501	\$48,126	\$57,751

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.
Insufficient Data:	0

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 2 2
Exempt non-exempt:	2 2
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Building Inspector/Animal Control Code Enforce/Street Dept/Patrol Code Enforcement Officer Code Enforcement Officer/Building Inspector
Reports To:	Code Enforcement Supervisor Mayor Police Chief
Comments:	4,500 Insurance Stipend/500.00 End Of Year Bonus

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$26,000	\$31,200	\$36,445	\$33,825	\$42,000	\$49,200
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$2,304	\$2,304	\$2,304	\$2,304	\$2,304	\$2,304
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
England	2477	Full	\$42,000	\$33,600	\$42,000	\$50,400
Bono	2409	Full	\$33,825	\$33,000	\$41,415	\$46,200
Elm Springs	2361	Full	\$49,200	\$39,360	\$49,200	\$59,040
Fairfield Bay	2108	Full	\$26,000	\$20,800	\$26,000	\$31,200
Lamar	1719	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.

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 3 1
Exempt non-exempt:	1 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	4
Position Titles:	Building Inspector Building Inspector/Code Enforcement
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$38,147	\$38,147	\$43,680	\$44,096	\$45,011	\$47,465
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
Elm Springs	2361	Full	\$38,147	\$30,518	\$38,147	\$45,776
Lincoln	2294	Full	\$44,096	\$35,277	\$44,096	\$52,915
Eureka Springs	2166	Full	\$45,011	\$36,009	\$45,011	\$54,013
Greenwood	2068	Full	\$47,465	\$39,745	\$47,465	\$59,617

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):	1 1 1
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	3
Position Titles:	Historic Dist./Planning Dir. Planning Director Zoning Official/Hr Director
Reports To:	Mayor/Planning & Historic Commision Office Manager And City Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$52,000	\$52,000	\$53,033	\$52,000	\$71,095	\$71,095
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
Eureka Springs	2166	Full	\$36,004	\$28,803	\$36,004	\$43,205
Goshen	2102	Full	\$52,000	\$41,600	\$52,000	\$62,400
Greenwood	2068	Full	\$71,095	\$54,106	\$71,095	\$72,400

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.

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
Insufficient Data:	0

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.
Insufficient Data:	0

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
Insufficient Data:	0

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):	1 5 1
Exempt non-exempt:	2 3
Bonus Eligible (Y N):	6 3
Full Part Time:	6 0
Number of Organizations Reporting:	8
Position Titles:	Bookkeeper City Office Manager/Grants Comptroller Director Of Finance Finance Director Water Clerk
Reports To:	Mayor
Comments:	Also Is The Payroll Administrator

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$40,435	\$40,435	\$55,706	\$50,856	\$58,187	\$88,967
Actual Incentive Paid Dollar 2022	2	\$250	\$250	\$1,520	\$250	\$2,789	\$2,789
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
Lincoln	2294	Full	\$58,187	\$46,550	\$58,187	\$69,824
Eureka Springs	2166	Full	\$65,998	\$52,798	\$65,998	\$79,198
Greenwood	2068	Full	\$88,967	\$58,304	\$88,967	\$90,955
Des Arc	1905	Full	\$47,840	\$38,272	\$47,840	\$57,408
Mulberry	1543	Full	\$35,624	\$28,499	\$35,624	\$42,749
Hazen	1481	Full	\$57,741	\$46,193	\$57,741	\$69,289
Wooster	1042	Full	\$50,856	\$40,685	\$50,856	\$61,027
Cotter	886	Full	\$40,435	\$32,348	\$40,435	\$48,522

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

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):	0 0 1
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	1
Position Titles:	Admin. Assistant
Reports To:	Recorder/Treasurer
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$30,285	\$30,285	\$30,285	\$30,285	\$30,285	\$30,285
Actual Incentive Paid Dollar 2022	1	\$300	\$300	\$300	\$300	\$300	\$300
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
Caddo Valley	595	Full	\$30,285	\$30,285	\$30,285	\$30,285

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.
Insufficient Data:	0

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.
Insufficient Data:	0

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):	1 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	1
Position Titles:	Financial Assistant
Reports To:	
Comments:	Also All Of Accounts Payable And Payroll Duties

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$47,881	\$47,881	\$47,881	\$47,881	\$47,881	\$47,881
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
Greenwood	2068	Full	\$47,881	\$31,061	\$47,881	\$49,500

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):	0 2 1
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	1 3
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Accts. Pay./ Accts. Rec. Office Assistant Senior Accounts Manager
Reports To:	Director Of Finance Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$40,049	\$40,049	\$38,310	\$40,049	\$44,720	\$44,720
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
Gassville	2171	Full	\$40,049	\$32,039	\$40,049	\$48,059
Eureka Springs	2166	Full	\$44,720	\$35,776	\$44,720	\$53,664
Cotter	886	Full	\$30,160	\$24,128	\$30,160	\$36,192

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 6 0
Exempt non-exempt:	3 2
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	9
Position Titles:	Fire Chief Volunteer Fire Chief
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$6,052	\$6,052	\$37,911	\$43,128	\$47,864	\$77,612
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$3,105	\$3,105	\$3,105	\$3,105	\$3,105	\$3,105
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Gassville	2171	Full	\$47,864	\$38,291	\$47,864	\$57,437
Eureka Springs	2166	Full	\$67,288	\$53,830	\$67,288	\$80,746
Fairfield Bay	2108	Full	\$43,128	\$34,502	\$43,128	\$51,754
Greenwood	2068	Full	\$77,612	\$58,817	\$77,612	\$79,038
Salem	1566	Full	\$11,000	\$8,800	\$11,000	\$13,200
Flippin	1345	Full	\$47,840	\$38,272	\$47,840	\$57,408
Marmaduke	1212	Full	\$6,052	\$4,842	\$6,052	\$7,262
Wilson	766	Full	\$2,500	\$2,000	\$2,500	\$3,000
Bonanza	587	Full				

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.

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 2 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
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	2	\$39,520	\$39,520	\$48,218	\$39,520	\$56,915	\$56,915
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$1,632	\$1,632	\$1,632	\$1,632	\$1,632	\$1,632
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$56,915	\$45,532	\$56,915	\$68,298
Flippin	1345	Full	\$39,520	\$31,616	\$39,520	\$47,424

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.

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.
Insufficient Data:	0

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 1 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Fire Captain
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$48,951	\$48,951	\$48,951	\$48,951	\$48,951	\$48,951
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$1,776	\$1,776	\$1,776	\$1,776	\$1,776	\$1,776
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$48,951	\$39,161	\$48,951	\$58,741

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.

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.
Insufficient Data:	0

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$33,342	\$33,342	\$33,342	\$33,342	\$33,342	\$33,342
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
Lincoln	2294	Full	\$33,342	\$26,674	\$33,342	\$40,010

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 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:	Fire Marshall
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$52,000	\$52,000	\$52,000	\$52,000	\$52,000	\$52,000
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	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.

507-Firefighter

Index Tab	
Job Title:	507 - Firefighter
Job Description:	Protects citizens
Total Matches (A M B):	0 10 0
Exempt non-exempt:	0 10
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Firefigher/Paaramedic Firefighter
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$31,200	\$41,013	\$42,680	\$41,013	\$44,982	\$47,628
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	9	\$1,488	\$1,488	\$1,595	\$1,536	\$1,632	\$1,872
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$41,013	\$32,810	\$41,013	\$49,216
Eureka Springs	2166	Full	\$41,013	\$32,810	\$41,013	\$49,216
Eureka Springs	2166	Full	\$44,982	\$35,986	\$44,982	\$53,978
Eureka Springs	2166	Full	\$42,336	\$33,869	\$42,336	\$50,803
Eureka Springs	2166	Full	\$44,982	\$35,986	\$44,982	\$53,978
Eureka Springs	2166	Full	\$41,013	\$32,810	\$41,013	\$49,216
Eureka Springs	2166	Full	\$51,623	\$41,298	\$51,623	\$61,948
Eureka Springs	2166	Full	\$41,013	\$32,810	\$41,013	\$49,216
Eureka Springs	2166	Full	\$47,628	\$38,102	\$47,628	\$57,154
Flippin	1345	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.

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.
Insufficient Data:	0

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.
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:	
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$39,894	\$39,894	\$39,894	\$39,894	\$39,894	\$39,894
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
Marmaduke	1212	Full	\$39,894	\$31,915	\$39,894	\$47,873

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.

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 Coordinator/Payroll Clerk
Reports To:	Director Of Finance
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$39,520	\$39,520	\$39,520	\$39,520	\$39,520	\$39,520
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
Eureka Springs	2166	Full	\$39,520	\$31,616	\$39,520	\$47,424

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.

603-Human Resources Assistant

Index Tab	
Job Title:	603 - Human Resources Assistant
Job Description:	Handles various HR duties including employment, insurance claims, Worker
Insufficient Data:	0

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.
Insufficient Data:	0

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$42,681	\$42,681	\$42,681	\$42,681	\$42,681	\$42,681
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
Lincoln	2294	Full	\$42,681	\$34,145	\$42,681	\$51,217

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 1 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	1
Position Titles:	Library F/T
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$33,654	\$33,654	\$33,654	\$33,654	\$33,654	\$33,654
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
Lincoln	2294	Full	\$33,654	\$26,923	\$33,654	\$40,385

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
Insufficient Data:	0

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.
Insufficient Data:	0

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):	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:	
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$29,952	\$29,952	\$29,952	\$29,952	\$29,952	\$29,952
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
Fairfield Bay	2108	Full	\$29,952	\$23,962	\$29,952	\$35,942

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):	0 2 1
Exempt non-exempt:	1 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	3
Position Titles:	Animal Control Officer Animal Control/Code Enforcement Officer
Reports To:	Animal Shelter Director Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$37,752	\$37,752	\$35,436	\$37,752	\$41,600	\$41,600
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
Fairfield Bay	2108	Full	\$26,956	\$21,565	\$26,956	\$32,347
Greenwood	2068	Full	\$37,752	\$29,302	\$37,752	\$43,954
Flippin	1345	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.

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.
Insufficient Data:	0

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$31,200	\$31,200	\$31,200	\$31,200	\$31,200	\$31,200
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
Mccrory	1583	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 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:	Building/Grounds Technician Fitness Center Maintenance
Reports To:	Mayor
Comments:	This Position Also Maintains The Grounds.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$28,080	\$28,080	\$31,890	\$28,080	\$35,700	\$35,700
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
England	2477	Full	\$28,080	\$22,464	\$28,080	\$33,696
Wrightsville	1542	Full	\$35,700	\$28,560	\$35,700	\$42,840

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.

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
Insufficient Data:	0

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.
Insufficient Data: 0	

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
Insufficient Data:	0

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.
Insufficient Data:	0

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.
Insufficient Data:	0

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.
Insufficient Data:	0

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):	0 3 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	2 0
Full Part Time:	2 0
Number of Organizations Reporting:	3
Position Titles:	Parks Director
Reports To:	Mayor/Parks Commision
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$56,572	\$56,572	\$50,182	\$56,572	\$65,000	\$65,000
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
Star City	2173	Full	\$28,974	\$23,179	\$28,974	\$34,769
Eureka Springs	2166	Full	\$65,000	\$52,000	\$65,000	\$78,000
Greenwood	2068	Full	\$56,572	\$44,737	\$56,572	\$67,106

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:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Lake Leatherwood Mgr
Reports To:	Parks Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$38,896	\$38,896	\$38,896	\$38,896	\$38,896	\$38,896
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
Eureka Springs	2166	Full	\$38,896	\$31,117	\$38,896	\$46,675

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.
Insufficient Data:	0

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.
Insufficient Data:	0

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):	1 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:	Fitness Center Director Fitness Director Assistant
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$26,000	\$26,000	\$36,250	\$26,000	\$46,500	\$46,500
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
England	2477	Full	\$46,500	\$37,200	\$46,500	\$55,800
England	2477	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.

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):	0 1 1
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	2
Position Titles:	Park Supervisor Trails Coordinator
Reports To:	Parks Director Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$37,440	\$37,440	\$41,600	\$37,440	\$45,760	\$45,760
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
Eureka Springs	2166	Full	\$45,760	\$36,608	\$45,760	\$54,912
Flippin	1345	Full	\$37,440	\$29,952	\$37,440	\$44,928

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
Insufficient Data:	0

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 4 0
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	4
Position Titles:	Cemetery Sexton City Worker Maintenance Office Mgr Parks Department Laborer
Reports To:	Mayor Parks Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$31,200	\$31,200	\$35,804	\$31,200	\$45,094	\$47,840
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
Eureka Springs	2166	Full	\$36,608	\$29,286	\$36,608	\$43,930
Eureka Springs	2166	Full	\$47,840	\$38,272	\$47,840	\$57,408
Des Arc	1905	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Salem	1566	Full	\$45,094	\$36,076	\$45,094	\$54,113

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 21 3
Exempt non-exempt:	7 8
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	31
Position Titles:	Chief Of Police Police Police Chief
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	31	\$42,198	\$45,000	\$53,285	\$49,587	\$60,900	\$73,840
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	7	\$2,371	\$2,371	\$2,663	\$2,818	\$3,432	\$3,692
Longevity Pay	0						
Other Pay	2	\$2,000	\$2,000	\$5,300	\$2,000	\$8,600	\$8,600

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
England	2477	Full	\$50,000	\$40,000	\$50,000	\$60,000
Bono	2409	Full	\$63,250	\$55,000	\$69,025	\$77,000
Elm Springs	2361	Full	\$74,327	\$59,462	\$74,327	\$89,192
Lincoln	2294	Full	\$60,461	\$48,369	\$60,461	\$72,553
Marked Tree	2286	Full	\$47,847	\$38,278	\$47,847	\$57,416
Star City	2173	Full	\$50,148	\$40,118	\$50,148	\$60,178
Gassville	2171	Full	\$58,720	\$46,976	\$58,720	\$70,464
Eureka Springs	2166	Full	\$74,360	\$59,488	\$74,360	\$89,232
Fairfield Bay	2108	Full	\$46,000	\$36,800	\$46,000	\$55,200
Goshen	2102	Full	\$56,700	\$45,360	\$56,700	\$68,040
Greenwood	2068	Full	\$77,604	\$64,858	\$77,604	\$79,038
Des Arc	1905	Full	\$48,859	\$39,087	\$48,859	\$58,631
Eudora	1728	Full	\$45,000	\$36,000	\$45,000	\$54,000
Lamar	1719	Full	\$47,840	\$38,272	\$47,840	\$57,408

1100-Police Chief

Mccrory	1583	Full	\$49,587	\$39,670	\$49,587	\$59,504
Salem	1566	Full	\$62,769	\$50,215	\$62,769	\$75,323
Mulberry	1543	Full	\$42,198	\$33,758	\$42,198	\$50,638
Hazen	1481	Full	\$73,840	\$59,072	\$73,840	\$88,608
Perryville	1373	Full	\$47,373	\$37,898	\$47,373	\$56,848
Flippin	1345	Full	\$47,923	\$38,338	\$47,923	\$57,508
Dover	1337	Full	\$54,662	\$43,730	\$54,662	\$65,594
Greenland	1213	Full	\$60,900	\$48,720	\$60,900	\$73,080
Marmaduke	1212	Full	\$49,379	\$39,503	\$49,379	\$59,255
London	936	Full	\$65,500	\$52,400	\$65,500	\$78,600
Cotter	886	Full	\$43,097	\$34,478	\$43,097	\$51,716
Greers Ferry	821	Full	\$44,820	\$35,856	\$44,820	\$53,784
Wilson	766	Full	\$55,000	\$44,000	\$55,000	\$66,000
Higginson	705	Full	\$39,360	\$31,488	\$39,360	\$47,232
Caddo Valley	595	Full	\$44,200	\$35,360	\$44,200	\$44,200
Bonanza	587	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountainburg	528	Full	\$41,000	\$32,800	\$41,000	\$49,200

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.

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 6 0
Exempt non-exempt:	2 2
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	6
Position Titles:	Assistant Chief Assistant Fire Chief Assistant Police Chief Asst. Police Chief Police Police Assistant Chief
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$45,760	\$45,760	\$52,997	\$49,924	\$56,043	\$69,097
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	3	\$2,640	\$2,640	\$2,817	\$2,640	\$3,189	\$3,189
Longevity Pay	0						
Other Pay	1	\$9,400	\$9,400	\$9,400	\$9,400	\$9,400	\$9,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lincoln	2294	Full	\$56,043	\$44,834	\$56,043	\$67,252
Eureka Springs	2166	Full	\$69,097	\$55,278	\$69,097	\$82,916
Des Arc	1905	Full	\$45,760	\$36,608	\$45,760	\$54,912
Hazen	1481	Full	\$52,437	\$41,950	\$52,437	\$62,924
Flippin	1345	Full	\$49,924	\$39,939	\$49,924	\$59,909
Dover	1337	Full	\$44,720	\$35,776	\$44,720	\$53,664

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 4 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Captain Police Captain Police Department
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$28,800	\$36,400	\$46,736	\$44,100	\$50,331	\$74,048
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
Gassville	2171	Full	\$50,331	\$40,265	\$50,331	\$60,397
Goshen	2102	Full	\$44,100	\$35,280	\$44,100	\$52,920
Greenwood	2068	Full	\$74,048	\$53,360	\$74,048	\$74,064
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
Waldo	1151	Full	\$28,800	\$23,040	\$28,800	\$34,560

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):	0 5 1
Exempt non-exempt:	1 3
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Lieutenant Lieutenant-Cid Lieutenant-Patrol Police Dept Police Lieutenant
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$36,920	\$36,920	\$46,504	\$41,184	\$45,058	\$67,350
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$300	\$300	\$1,234	\$300	\$2,168	\$2,168
Longevity Pay	0						
Other Pay	1	\$5,300	\$5,300	\$5,300	\$5,300	\$5,300	\$5,300

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Marked Tree	2286	Full	\$37,940	\$30,352	\$37,940	\$45,528
Star City	2173	Full	\$41,184	\$32,947	\$41,184	\$49,421
Fairfield Bay	2108	Full	\$45,058	\$36,046	\$45,058	\$54,070
Greenwood	2068	Full	\$65,977	\$48,509	\$65,977	\$67,352
Greenwood	2068	Full	\$67,350	\$48,509	\$67,350	\$67,352
Mccrory	1583	Full	\$36,400	\$29,120	\$36,400	\$43,680
Marmaduke	1212	Full	\$41,200	\$32,960	\$41,200	\$49,440
Caddo Valley	595	Full	\$36,920	\$29,536	\$36,920	\$36,920

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.

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 13 2
Exempt non-exempt:	3 4
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	12
Position Titles:	Patrol Sargent Police Police Sergeant Police Sergeant/Det Sergeant - Patrol Sergeant-Cid Sergeant-Cid Sro Sergeant-Patrol
Reports To:	Police Chief Police Lieutenant
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$34,840	\$36,400	\$46,578	\$45,656	\$54,392	\$58,260
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$2,017	\$2,017	\$2,376	\$2,112	\$2,283	\$3,090
Longevity Pay	0						
Other Pay	1	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Star City	2173	Full	\$33,633	\$26,906	\$33,633	\$40,360
Gassville	2171	Full	\$47,937	\$38,350	\$47,937	\$57,524
Eureka Springs	2166	Full	\$66,955	\$53,564	\$66,955	\$80,346
Eureka Springs	2166	Full	\$47,520	\$38,016	\$47,520	\$57,024
Greenwood	2068	Full	\$55,952	\$43,658	\$55,952	\$58,267
Greenwood	2068	Full	\$58,260	\$43,658	\$58,260	\$58,267
Greenwood	2068	Full	\$58,260	\$43,658	\$58,260	\$58,267
Greenwood	2068	Full	\$54,392	\$43,658	\$54,392	\$58,267
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
Mccrory	1583	Full	\$34,840	\$27,872	\$34,840	\$41,808
Hazen	1481	Full	\$45,656	\$36,525	\$45,656	\$54,787
Flippin	1345	Full	\$40,414	\$32,331	\$40,414	\$48,497
Dover	1337	Full	\$39,540	\$31,632	\$39,540	\$47,448
Greenland	1213	Full	\$52,500	\$42,000	\$52,500	\$63,000

1104-Police Sergeant

Greers Ferry	821	Full	\$38,148	\$30,518	\$38,148	\$45,778
Caddo Valley	595	Full	\$34,840	\$27,872	\$34,840	\$34,840
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.						

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 9 0
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Officer-Cpl, K9 & Dea Officer-Patrol, Cpl Officer-Sro Cpl Police Corporal
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$38,417	\$42,889	\$46,191	\$47,520	\$49,545	\$53,352
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$2,112	\$2,112	\$2,117	\$2,112	\$2,121	\$2,121
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lincoln	2294	Full	\$42,889	\$34,311	\$42,889	\$51,467
Lincoln	2294	Full	\$45,344	\$36,275	\$45,344	\$54,413
Eureka Springs	2166	Full	\$47,520	\$38,016	\$47,520	\$57,024
Eureka Springs	2166	Full	\$47,736	\$38,189	\$47,736	\$57,283
Greenwood	2068	Full	\$52,956	\$38,807	\$52,956	\$53,360
Greenwood	2068	Full	\$53,352	\$38,807	\$53,352	\$53,360
Greenwood	2068	Full	\$49,545	\$38,807	\$49,545	\$53,360
Mccrory	1583	Full	\$37,960	\$30,368	\$37,960	\$45,552
Flippin	1345	Full	\$38,417	\$30,734	\$38,417	\$46,100

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

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 3 1
Exempt non-exempt:	2 2
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Detective Police Detective Police Investigative Detective Police Sargeant
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$44,083	\$44,319	\$49,805	\$47,740	\$54,641	\$58,240
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	3	\$2,521	\$2,521	\$1,836	\$2,521	\$2,688	\$2,688
Longevity Pay	0						
Other Pay	1	\$6,900	\$6,900	\$6,900	\$6,900	\$6,900	\$6,900

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Bono	2409	Full	\$47,740	\$38,500	\$48,318	\$53,900
Elm Springs	2361	Full	\$58,240	\$46,592	\$58,240	\$69,888
Marked Tree	2286	Full	\$44,083	\$35,266	\$44,083	\$52,900
Eureka Springs	2166	Full	\$54,641	\$43,713	\$54,641	\$65,569
Perryville	1373	Full	\$44,319	\$35,455	\$44,319	\$53,183

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.

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 13 1
Exempt non-exempt:	2 5
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	14
Position Titles:	Officer -Sro Patrol Officer/Sro Police Officer-Sro Police Resource Officer/Patrol Police Sro Resource Officer School Resource Officer Sro
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$33,633	\$34,963	\$39,067	\$37,226	\$43,200	\$44,179
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$1,902	\$1,902	\$2,062	\$1,920	\$2,184	\$2,240
Longevity Pay	0						
Other Pay	2	\$2,000	\$2,000	\$3,000	\$2,000	\$4,000	\$4,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
England	2477	Full	\$34,944	\$27,955	\$34,944	\$41,933
Lincoln	2294	Full	\$44,179	\$35,343	\$44,179	\$53,015
Star City	2173	Full	\$33,633	\$26,906	\$33,633	\$40,360
Eureka Springs	2166	Full	\$43,200	\$34,560	\$43,200	\$51,840
Greenwood	2068	Full	\$49,171	\$35,192	\$49,171	\$49,500
Des Arc	1905	Full	\$38,833	\$31,066	\$38,833	\$46,600
Lamar	1719	Full	\$36,400	\$29,120	\$36,400	\$43,680
Lamar	1719	Full	\$36,400	\$29,120	\$36,400	\$43,680
Salem	1566	Full	\$34,963	\$27,970	\$34,963	\$41,956
Hazen	1481	Full	\$43,680	\$34,944	\$43,680	\$52,416
Perryville	1373	Full	\$43,407	\$34,726	\$43,407	\$52,088
Perryville	1373	Full	\$37,226	\$29,781	\$37,226	\$44,671
Flippin	1345	Full	\$38,417	\$30,734	\$38,417	\$46,100
Dover	1337	Full	\$41,080	\$32,864	\$41,080	\$49,296

1107-School Resource Officer

Marmaduke	1212	Full	\$36,141	\$28,913	\$36,141	\$43,369
Greers Ferry	821	Full	\$33,400	\$26,720	\$33,400	\$40,080
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):	2 54 3
Exempt non-exempt:	13 23
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	28
Position Titles:	Certified Officer K-9 Officer Officer Patrol Patrol Officer Patrolman Police Police Dept Police Officer Police Officer #1 Police Officer #2
Reports To:	Police Chief Police Sergeant
Comments:	Moved To Auxilliary New Hire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	70	\$33,109	\$35,280	\$37,896	\$37,398	\$43,200	\$45,427
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	20	\$300	\$300	\$1,580	\$1,945	\$2,016	\$2,112
Longevity Pay	0						
Other Pay	5	\$2,000	\$2,000	\$3,340	\$2,000	\$5,300	\$5,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
England	2477	Full	\$35,256	\$28,205	\$35,256	\$42,307
England	2477	Full	\$35,256	\$28,205	\$35,256	\$42,307
England	2477	Full	\$35,256	\$28,205	\$35,256	\$42,307
England	2477	Full	\$35,256	\$28,205	\$35,256	\$42,307
England	2477	Full	\$4,056	\$3,245	\$4,056	\$4,867
England	2477	Full	\$29,120	\$23,296	\$29,120	\$34,944
Bono	2409	Full	\$42,350	\$38,500	\$48,318	\$53,900
Bono	2409	Full	\$42,350	\$38,500	\$48,318	\$53,900
Elm Springs	2361	Full	\$45,760	\$36,608	\$45,760	\$54,912
Elm Springs	2361	Full	\$47,840	\$38,272	\$47,840	\$57,408
Lincoln	2294	Full	\$44,179	\$35,343	\$44,179	\$53,015
Lincoln	2294	Full	\$40,643	\$32,514	\$40,643	\$48,772
Lincoln	2294	Full	\$44,179	\$35,343	\$44,179	\$53,015
Lincoln	2294	Full	\$42,411	\$33,929	\$42,411	\$50,893

1108-Police Officer

Marked Tree	2286	Full	\$35,772	\$28,618	\$35,772	\$42,926
Marked Tree	2286	Full	\$35,772	\$28,618	\$35,772	\$42,926
Marked Tree	2286	Full	\$35,772	\$28,618	\$35,772	\$42,926
Marked Tree	2286	Full				
Marked Tree	2286	Full	\$35,772	\$28,618	\$35,772	\$42,926
Star City	2173	Full	\$33,633	\$26,906	\$33,633	\$40,360
Star City	2173	Full	\$33,633	\$26,906	\$33,633	\$40,360
Gassville	2171	Full	\$36,404	\$29,123	\$36,404	\$43,685
Gassville	2171	Full	\$10,381	\$8,305	\$10,381	\$12,457
Eureka Springs	2166	Full	\$44,366	\$35,493	\$44,366	\$53,239
Eureka Springs	2166	Full	\$43,200	\$34,560	\$43,200	\$51,840
Eureka Springs	2166	Full	\$43,200	\$34,560	\$43,200	\$51,840
Eureka Springs	2166	Full	\$44,366	\$35,493	\$44,366	\$53,239
Eureka Springs	2166	Full	\$45,360	\$36,288	\$45,360	\$54,432
Eureka Springs	2166	Full	\$43,200	\$34,560	\$43,200	\$51,840
Fairfield Bay	2108	Full	\$39,052	\$31,242	\$39,052	\$46,862
Fairfield Bay	2108	Full	\$36,179	\$28,943	\$36,179	\$43,415
Fairfield Bay	2108	Full	\$37,189	\$29,751	\$37,189	\$44,627
Fairfield Bay	2108	Full	\$36,182	\$28,946	\$36,182	\$43,418
Fairfield Bay	2108	Full	\$36,166	\$28,933	\$36,166	\$43,399
Goshen	2102	Full	\$46,200	\$36,960	\$46,200	\$55,440
Goshen	2102	Full	\$39,375	\$31,500	\$39,375	\$47,250
Greenwood	2068	Full	\$45,427	\$35,192	\$45,427	\$49,500
Greenwood	2068	Full	\$45,427	\$35,192	\$45,427	\$49,500
Greenwood	2068	Full	\$49,566	\$35,192	\$49,566	\$49,500
Greenwood	2068	Full	\$41,995	\$35,192	\$41,995	\$49,500
Greenwood	2068	Full	\$45,427	\$35,192	\$45,427	\$49,500
Greenwood	2068	Full	\$45,427	\$35,192	\$45,427	\$49,500
Greenwood	2068	Full	\$45,427	\$35,192	\$45,427	\$49,500
Des Arc	1905	Full	\$36,400	\$29,120	\$36,400	\$43,680
Des Arc	1905	Full	\$39,811	\$31,849	\$39,811	\$47,773
Des Arc	1905	Full	\$36,400	\$29,120	\$36,400	\$43,680
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440
Lamar	1719	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mccrory	1583	Full	\$35,280	\$28,224	\$35,280	\$42,336
Salem	1566	Full	\$35,714	\$28,571	\$35,714	\$42,856
Mulberry	1543	Full	\$34,624	\$27,699	\$34,624	\$41,549
Mulberry	1543	Full	\$33,109	\$26,487	\$33,109	\$39,731
Mulberry	1543	Full	\$37,870	\$30,296	\$37,870	\$45,444
Hazen	1481	Full	\$39,998	\$31,998	\$39,998	\$47,998
Hazen	1481	Full	\$39,998	\$31,998	\$39,998	\$47,998
Perryville	1373	Full	\$43,407	\$34,726	\$43,407	\$52,088
Perryville	1373	Full	\$43,407	\$34,726	\$43,407	\$52,088
Flippin	1345	Full	\$37,398	\$29,918	\$37,398	\$44,878
Flippin	1345	Full	\$37,398	\$29,918	\$37,398	\$44,878
Dover	1337	Full	\$37,460	\$29,968	\$37,460	\$44,952
Greenland	1213	Full	\$41,000	\$32,800	\$41,000	\$49,200
Greenland	1213	Full	\$40,000	\$32,000	\$40,000	\$48,000
Greenland	1213	Full	\$40,000	\$32,000	\$40,000	\$48,000
Marmaduke	1212	Full	\$33,592	\$26,874	\$33,592	\$40,310
Cotter	886	Full	\$35,380	\$28,304	\$35,380	\$42,456
Cotter	886	Full	\$34,257	\$27,406	\$34,257	\$41,108
Greers Ferry	821	Full	\$36,774	\$29,419	\$36,774	\$44,129
Diamond City	757	Full	\$40,170	\$32,136	\$40,170	\$48,204

1108-Police Officer

Caddo Valley	595	Full	\$32,760	\$26,208	\$32,760	\$32,760
Bonanza	587	Full	\$14,784	\$11,827	\$14,784	\$17,741
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 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:	Dispatch Supervisor
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$40,560	\$40,560	\$40,560	\$40,560	\$40,560	\$40,560
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
Eureka Springs	2166	Full	\$40,560	\$32,448	\$40,560	\$48,672

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):	0 0 4
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	Dispatcher/Jailer
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$25,708	\$25,708	\$27,710	\$26,769	\$29,120	\$29,244
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
England	2477	Full	\$29,244	\$23,395	\$29,244	\$35,093
England	2477	Full	\$29,120	\$23,296	\$29,120	\$34,944
England	2477	Full	\$25,708	\$20,566	\$25,708	\$30,850
England	2477	Full	\$26,770	\$21,416	\$26,770	\$32,124

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 3 0
Exempt non-exempt:	0 7
Bonus Eligible (Y N):	0 3
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Dispatch Dispatch Supervisor Police Dispatch
Reports To:	Dispatch Supervisor Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$30,160	\$30,160	\$33,244	\$31,866	\$36,420	\$37,440
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$300	\$300	\$300	\$300	\$300	\$300
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Marked Tree	2286	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marked Tree	2286	Full	\$30,160	\$24,128	\$30,160	\$36,192
Marked Tree	2286	Full	\$31,304	\$25,043	\$31,304	\$37,565
Marked Tree	2286	Full	\$31,866	\$25,493	\$31,866	\$38,239
Eureka Springs	2166	Full	\$37,440	\$29,952	\$37,440	\$44,928
Eureka Springs	2166	Full	\$35,360	\$28,288	\$35,360	\$42,432
Eureka Springs	2166	Full	\$36,420	\$29,136	\$36,420	\$43,704

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.

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
Insufficient Data:	0

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 8 1
Exempt non-exempt:	7 4
Bonus Eligible (Y N):	6 4
Full Part Time:	6 0
Number of Organizations Reporting:	14
Position Titles:	City Maintance Manager Director Of Public Works Public Works Dir Public Works Director Public Works Leader
Reports To:	Mayor
Comments:	4,500Insurance Stipend/3,580.00 Certificate500.00 End Of Year Bonus

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$32,024	\$45,000	\$52,263	\$53,934	\$62,400	\$65,749
Actual Incentive Paid Dollar 2022	2	\$1,000	\$1,000	\$2,096	\$1,000	\$3,192	\$3,192
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
Bono	2409	Full	\$53,212	\$49,500	\$62,122	\$69,300
Lincoln	2294	Full	\$62,456	\$49,965	\$62,456	\$74,947
Marked Tree	2286	Full	\$56,270	\$45,016	\$56,270	\$67,524
Gassville	2171	Full	\$19,454	\$15,563	\$19,454	\$23,345
Gassville	2171	Full	\$57,791	\$46,233	\$57,791	\$69,349
Eureka Springs	2166	Full	\$62,400	\$49,920	\$62,400	\$74,880
Salem	1566	Full	\$80,787	\$64,630	\$80,787	\$96,945
Mulberry	1543	Full	\$38,952	\$31,162	\$38,952	\$46,742
Wrightsville	1542	Full	\$32,024	\$25,619	\$32,024	\$38,429
Hazen	1481	Full	\$65,749	\$52,599	\$65,749	\$78,899
Flippin	1345	Full	\$56,160	\$44,928	\$56,160	\$67,392
Marmaduke	1212	Full	\$50,460	\$40,368	\$50,460	\$60,552
Cotter	886	Full	\$53,934	\$43,147	\$53,934	\$64,721
Diamond City	757	Full	\$45,000	\$36,000	\$45,000	\$54,000

1200-Public Works Director

Junction City	503	Full	\$49,289	\$39,431	\$49,289	\$59,147
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):	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:	Sanitation Superintendant
Reports To:	Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$50,145	\$50,145	\$50,145	\$50,145	\$50,145	\$50,145
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
Gassville	2171	Full	\$50,145	\$40,116	\$50,145	\$60,174

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.
Insufficient Data:	0

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
Insufficient Data: 0	

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$36,171	\$36,171	\$38,282	\$36,171	\$40,393	\$40,393
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
Lincoln	2294	Full	\$36,171	\$28,937	\$36,171	\$43,405
Lincoln	2294	Full	\$40,393	\$32,314	\$40,393	\$48,472

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):	0 3 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	2
Position Titles:	Sanitation Sanitation Equip. Operator
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$24,655	\$24,655	\$30,578	\$24,655	\$43,158	\$43,158
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
Star City	2173	Full	\$24,655	\$19,724	\$24,655	\$29,586
Star City	2173	Full	\$23,920	\$19,136	\$23,920	\$28,704
Gassville	2171	Full	\$43,158	\$34,526	\$43,158	\$51,790

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 1 2
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	0 3
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Sanitation Dept. Laborer Sanitation Laborer
Reports To:	Mayor Sani/Street Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$28,080	\$28,080	\$20,266	\$28,080	\$32,178	\$32,178
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
Marked Tree	2286	Full	\$28,080	\$22,464	\$28,080	\$33,696
Marked Tree	2286	Full	\$32,178	\$25,742	\$32,178	\$38,614
Gassville	2171	Full	\$540	\$432	\$540	\$648

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 2 3
Exempt non-exempt:	3 2
Bonus Eligible (Y N):	3 2
Full Part Time:	3 0
Number of Organizations Reporting:	7
Position Titles:	Public Works Superintendent Street Director Street Manager Street Superintendent Street Supervisor Street/Sani Manager Streets
Reports To:	Director Of Public Works Mayor Mayor/City Council
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$32,000	\$32,000	\$40,484	\$45,760	\$52,000	\$64,581
Actual Incentive Paid Dollar 2022	2	\$100	\$100	\$175	\$100	\$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
Marked Tree	2286	Full	\$49,189	\$39,351	\$49,189	\$59,027
Eureka Springs	2166	Full	\$52,000	\$41,600	\$52,000	\$62,400
Greenwood	2068	Full	\$64,581	\$54,106	\$64,581	\$65,767
Greenland	1213	Full	\$45,760	\$36,608	\$45,760	\$54,912
Knoxville	660	Full	\$39,270	\$31,416	\$39,270	\$47,124
Oxford	573	Full	\$588	\$470	\$588	\$706
Mountainburg	528	Full	\$32,000	\$25,600	\$32,000	\$38,400

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.

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):	0 3 1
Exempt non-exempt:	0 2
Bonus Eligible (Y N):	3 2
Full Part Time:	3 0
Number of Organizations Reporting:	5
Position Titles:	Foreman/Lead Maintenance Public Works Supervisor Street Supervisor Supervisor
Reports To:	Director Of Public Works
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$33,280	\$35,027	\$38,325	\$35,360	\$41,600	\$46,357
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
Star City	2173	Full	\$46,357	\$37,086	\$46,357	\$55,628
Eureka Springs	2166	Full	\$35,360	\$28,288	\$35,360	\$42,432
Greenwood	2068	Full	\$35,027	\$30,318	\$35,027	\$46,528
Mccrory	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
London	936	Full	\$41,600	\$41,600	\$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.

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):	1 9 0
Exempt non-exempt:	2 2
Bonus Eligible (Y N):	6 2
Full Part Time:	6 0
Number of Organizations Reporting:	8
Position Titles:	Equipment Operator Equipment Operator/Water Ww Operator Public Works Shop Foreman/Street Superintendent St Operator Street Equip. Oper. Street/Maintenance Department
Reports To:	Office Manager And City Mayor Public Works Director
Comments:	2,040.00 Certificate Stipend/500.00 End Of Year Bonus

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$33,758	\$34,573	\$41,192	\$42,000	\$44,880	\$46,009
Actual Incentive Paid Dollar 2022	4	\$250	\$250	\$695	\$250	\$250	\$2,028
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
Bono	2409	Full	\$44,880	\$33,000	\$41,910	\$46,200
Star City	2173	Full	\$34,573	\$27,658	\$34,573	\$41,488
Gassville	2171	Full	\$40,803	\$32,642	\$40,803	\$48,964
Goshen	2102	Full	\$42,000	\$33,600	\$42,000	\$50,400
Greenwood	2068	Full	\$46,009	\$29,875	\$46,009	\$48,393
Greenwood	2068	Full	\$48,401	\$29,875	\$48,401	\$48,393
Greenwood	2068	Full	\$44,824	\$29,875	\$44,824	\$48,393
Mulberry	1543	Full	\$33,758	\$27,006	\$33,758	\$40,510
Hazen	1481	Full	\$42,598	\$34,078	\$42,598	\$51,118
Perryville	1373	Full	\$34,070	\$27,256	\$34,070	\$40,884

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 23 12
Exempt non-exempt:	1 16
Bonus Eligible (Y N):	22 16
Full Part Time:	22 0
Number of Organizations Reporting:	17
Position Titles:	Asst Street Supervisor City Worker Laborer/Maintenance Maintenance Ii Mechanic Ii Public Works Public Works Laborer Public Works Laborer #1 Public Works Laborer #2 Public Works Laborer #3 St Laborer Street Street Department Laborer Street Dept. Laborer Street Laborer Street Maintenance Street Worker
Reports To:	Code Enforcement Supervisor Director Of Public Works Mayor Public Works Director Public Works Leader Street Manager Water Manager
Comments:	Also Work As Code 1220 Water / Waste Water Operator Replaced Retiree

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	39	\$23,442	\$26,956	\$31,195	\$32,053	\$33,945	\$37,003
Actual Incentive Paid Dollar 2022	7	\$250	\$250	\$631	\$250	\$250	\$2,916
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
England	2477	Full	\$32,448	\$25,958	\$32,448	\$38,938
England	2477	Full	\$31,200	\$24,960	\$31,200	\$37,440
Marked Tree	2286	Full	\$28,080	\$22,464	\$28,080	\$33,696
Marked Tree	2286	Full	\$28,080	\$22,464	\$28,080	\$33,696
Marked Tree	2286	Full	\$32,053	\$25,642	\$32,053	\$38,464
Star City	2173	Full	\$27,560	\$22,048	\$27,560	\$33,072
Star City	2173	Full	\$33,563	\$26,850	\$33,563	\$40,276
Star City	2173	Full	\$22,880	\$18,304	\$22,880	\$27,456
Star City	2173	Full	\$23,920	\$19,136	\$23,920	\$28,704
Gassville	2171	Full	\$23,442	\$18,754	\$23,442	\$28,130
Eureka Springs	2166	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eureka Springs	2166	Full	\$33,280	\$26,624	\$33,280	\$39,936
Eureka Springs	2166	Full	\$33,342	\$26,674	\$33,342	\$40,010
Eureka Springs	2166	Full	\$33,945	\$27,156	\$33,945	\$40,734

1210-Street Department Laborer

Eureka Springs	2166	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eureka Springs	2166	Full	\$33,280	\$26,624	\$33,280	\$39,936
Fairfield Bay	2108	Full	\$26,956	\$21,565	\$26,956	\$32,347
Greenwood	2068	Full	\$30,596	\$26,678	\$30,596	\$37,034
Greenwood	2068	Full	\$33,966	\$26,678	\$33,966	\$37,034
Greenwood	2068	Full	\$30,992	\$26,678	\$30,992	\$37,034
Greenwood	2068	Full	\$32,968	\$28,644	\$32,968	\$40,813
Greenwood	2068	Full	\$37,003	\$28,664	\$37,003	\$40,813
Greenwood	2068	Full	\$44,928	\$42,075	\$44,928	\$48,509
Des Arc	1905	Full	\$33,280	\$26,624	\$33,280	\$39,936
Des Arc	1905	Full	\$26,000	\$20,800	\$26,000	\$31,200
Des Arc	1905	Full	\$34,778	\$27,822	\$34,778	\$41,734
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Mccrory	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Salem	1566	Full	\$35,006	\$28,005	\$35,006	\$42,008
Wrightsville	1542	Full	\$30,576	\$24,461	\$30,576	\$36,691
Wrightsville	1542	Full	\$26,468	\$21,174	\$26,468	\$31,762
Dover	1337	Full	\$35,547	\$28,438	\$35,547	\$42,656
Greenland	1213	Full	\$36,920	\$29,536	\$36,920	\$44,304
Waldo	1151	Full	\$26,458	\$21,166	\$26,458	\$31,750
Cotter	886	Full	\$38,188	\$30,550	\$38,188	\$45,826
Cotter	886	Full	\$37,627	\$30,102	\$37,627	\$45,152
Cotter	886	Full	\$33,696	\$26,957	\$33,696	\$40,435
Higginson	705	Full	\$26,130	\$20,904	\$26,130	\$31,356

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.
Insufficient Data: 0	

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.
Insufficient Data: 0	

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 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:	Waste Water Manager Waste Water Plant Manager Waste Water Sup. Waste Water Supervisor Waster Water Manager Wastewater Director
Reports To:	Director Of Public Works Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$40,868	\$40,868	\$50,410	\$52,416	\$60,000	\$60,000
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
Lincoln	2294	Full	\$56,492	\$45,194	\$56,492	\$67,790
Gassville	2171	Full	\$40,868	\$32,694	\$40,868	\$49,042
Eureka Springs	2166	Full	\$51,896	\$41,517	\$51,896	\$62,275
Greenwood	2068	Full	\$60,000	\$59,767	\$60,000	\$89,646
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440
Wooster	1042	Full	\$52,416	\$41,933	\$52,416	\$62,899
London	936	Full	\$60,000	\$60,000	\$60,000	\$72,000

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.

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 44 4
Exempt non-exempt:	10 14
Bonus Eligible (Y N):	33 14
Full Part Time:	33 0
Number of Organizations Reporting:	24
Position Titles:	Assistant Water Superintendent Asst Water Sewer Supv Backflow Control Specialist City Worker Equipment Operator Gas Operator Laborer I Laborer II Mechanic/Maintenance II Public Works Senior Operator Senior Operator II Sewer Waste Water Operator Waster Water Operator Wastewater Operator Wastewater Operator Maint Foreman II Wastewater Operator Maint II Wastewater Operator Maint III Wastewater Plan Operator Water Water Dept Water Dept Laborer Water Operator Water Operator Maint Water Operator Maint Foreman I Water Operator Maint I Water Operator Maint II Water Operator Maint III Water Plant Director Water Plant Operator Water Ww Operator Water/Wast Operator Water/Waste Water Operator Water/Wastewater Operator
Reports To:	Mayor Mayor/City Council Public Woks Director Public Works Director Waste Water Manager Water Manager Water/Wastewater Manager
Comments:	1,020 Certificate Stipend/500.00 End Of Year Bonus 4,500 Insurance Stipend/2040.00 Certificate 4,500 Insurance Stipend/500.00 End Of Year Bonus Moved To Pt

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	60	\$22,880	\$33,155	\$37,696	\$38,604	\$43,513	\$48,235
Actual Incentive Paid Dollar 2022	22	\$250	\$250	\$580	\$250	\$1,000	\$1,956
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
Bono	2409	Full	\$40,425	\$33,000	\$41,415	\$46,200
Bono	2409	Full	\$33,825	\$33,000	\$41,415	\$46,200
Bono	2409	Full	\$35,475	\$33,000	\$41,415	\$46,200
Lincoln	2294	Full	\$42,494	\$33,995	\$42,494	\$50,993
Lincoln	2294	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$5,200	\$4,160	\$5,200	\$6,240
Marked Tree	2286	Full	\$30,160	\$24,128	\$30,160	\$36,192
Star City	2173	Full	\$41,450	\$33,160	\$41,450	\$49,740
Gassville	2171	Full	\$13,908	\$11,126	\$13,908	\$16,690
Gassville	2171	Full	\$12,346	\$9,877	\$12,346	\$14,815
Eureka Springs	2166	Full	\$35,360	\$28,288	\$35,360	\$42,432
Greenwood	2068	Full	\$57,720	\$48,509	\$57,720	\$57,726
Greenwood	2068	Full	\$34,174	\$35,508	\$34,174	\$40,263
Greenwood	2068	Full	\$44,158	\$40,263	\$44,158	\$44,183

1220-Water - Waste Water Operat

Greenwood	2068	Full	\$43,139	\$40,263	\$43,139	\$44,183
Greenwood	2068	Full	\$39,291	\$40,263	\$39,291	\$44,183
Greenwood	2068	Full	\$56,992	\$48,509	\$56,992	\$56,998
Greenwood	2068	Full	\$46,384	\$40,263	\$46,384	\$46,643
Greenwood	2068	Full	\$48,235	\$42,075	\$48,235	\$48,509
Greenwood	2068	Full	\$43,992	\$40,263	\$43,992	\$44,183
Greenwood	2068	Full	\$48,505	\$44,288	\$48,505	\$48,509
Greenwood	2068	Full	\$41,891	\$40,263	\$41,891	\$44,183
Greenwood	2068	Full	\$33,155	\$30,318	\$33,155	\$35,508
Greenwood	2068	Full	\$33,155	\$30,318	\$33,155	\$35,508
Greenwood	2068	Full	\$36,400	\$35,508	\$36,400	\$40,263
Greenwood	2068	Full	\$86,900	\$59,767	\$86,900	\$89,646
Des Arc	1905	Full	\$47,819	\$38,255	\$47,819	\$57,383
Des Arc	1905	Full	\$42,973	\$34,378	\$42,973	\$51,568
Eudora	1728	Full	\$31,886	\$25,509	\$31,886	\$38,263
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Lamar	1719	Full	\$37,440	\$29,952	\$37,440	\$44,928
Mccrory	1583	Full	\$32,240	\$25,792	\$32,240	\$38,688
Salem	1566	Full	\$45,094	\$36,076	\$45,094	\$54,113
Mulberry	1543	Full	\$36,008	\$28,806	\$36,008	\$43,210
Hazen	1481	Full	\$40,290	\$32,232	\$40,290	\$48,348
Hazen	1481	Full	\$40,290	\$32,232	\$40,290	\$48,348
Hazen	1481	Full	\$43,680	\$34,944	\$43,680	\$52,416
Hazen	1481	Full	\$40,290	\$32,232	\$40,290	\$48,348
Perryville	1373	Full	\$34,070	\$27,256	\$34,070	\$40,884
Perryville	1373	Full	\$34,070	\$27,256	\$34,070	\$40,884
Perryville	1373	Full	\$35,734	\$28,588	\$35,734	\$42,881
Perryville	1373	Full	\$37,752	\$30,202	\$37,752	\$45,302
Perryville	1373	Full	\$42,786	\$34,228	\$42,786	\$51,343
Perryville	1373	Full	\$43,514	\$34,811	\$43,514	\$52,216
Perryville	1373	Full	\$43,514	\$34,811	\$43,514	\$52,216
Flippin	1345	Full	\$48,921	\$39,137	\$48,921	\$58,705
Flippin	1345	Full	\$36,920	\$29,536	\$36,920	\$44,304
Dover	1337	Full	\$36,233	\$28,986	\$36,233	\$43,480
Dover	1337	Full	\$43,180	\$34,544	\$43,180	\$51,816
Marmaduke	1212	Full	\$38,604	\$30,883	\$38,604	\$46,325
Waldo	1151	Full	\$27,475	\$21,980	\$27,475	\$32,970
Wooster	1042	Full	\$41,912	\$33,530	\$41,912	\$50,294
Wooster	1042	Full	\$43,680	\$34,944	\$43,680	\$52,416
Diamond City	757	Full	\$35,360	\$28,288	\$35,360	\$42,432
Diamond City	757	Full	\$31,200	\$24,960	\$31,200	\$37,440
Knoxville	660	Full	\$49,858	\$39,886	\$49,858	\$59,830
Bonanza	587	Full	\$24,425	\$19,540	\$24,425	\$29,310
Mountainburg	528	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.

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):	0 11 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	10 1
Full Part Time:	10 0
Number of Organizations Reporting:	3
Position Titles:	Consolidated Maint. Lead Consolidated Maint. Water Utility Laborer Wastewater Technician
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	11	\$26,000	\$33,404	\$35,651	\$33,758	\$42,494	\$42,494
Actual Incentive Paid Dollar 2022	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lincoln	2294	Full	\$33,654	\$26,923	\$33,654	\$40,385
Lincoln	2294	Full	\$42,494	\$33,995	\$42,494	\$50,993
Lincoln	2294	Full	\$40,726	\$32,581	\$40,726	\$48,871
Lincoln	2294	Full	\$42,494	\$33,995	\$42,494	\$50,993
Lincoln	2294	Full	\$48,318	\$38,654	\$48,318	\$57,982
Lincoln	2294	Full	\$33,404	\$26,723	\$33,404	\$40,085
Des Arc	1905	Full	\$34,715	\$27,772	\$34,715	\$41,658
Des Arc	1905	Full	\$26,000	\$20,800	\$26,000	\$31,200
Des Arc	1905	Full	\$33,717	\$26,974	\$33,717	\$40,460
Des Arc	1905	Full	\$22,880	\$18,304	\$22,880	\$27,456
Mulberry	1543	Full	\$33,758	\$27,006	\$33,758	\$40,510

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.

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):	0 7 1
Exempt non-exempt:	2 6
Bonus Eligible (Y N):	6 6
Full Part Time:	6 0
Number of Organizations Reporting:	11
Position Titles:	Water Water Dept Spvr Water Distribution Operator Water Manager Water Office Manager Water Superintendent Water Supervisor Water Tech Sup. Water/Sewer Supv Water/Wastewater Manager
Reports To:	Mayor Mayor/City Council Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$37,440	\$40,127	\$48,783	\$47,465	\$58,911	\$60,798
Actual Incentive Paid Dollar 2022	3	\$250	\$250	\$450	\$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
Greenwood	2068	Full	\$84,322	\$59,767	\$84,322	\$89,646
Lamar	1719	Full	\$41,808	\$33,446	\$41,808	\$50,170
Mccrory	1583	Full	\$47,465	\$37,972	\$47,465	\$56,958
Mulberry	1543	Full	\$40,127	\$32,102	\$40,127	\$48,152
Perryville	1373	Full	\$58,911	\$47,129	\$58,911	\$70,693
Flippin	1345	Full	\$37,440	\$29,952	\$37,440	\$44,928
Dover	1337	Full	\$60,798	\$48,638	\$60,798	\$72,958
Wooster	1042	Full	\$49,275	\$39,420	\$49,275	\$59,130
London	936	Full	\$41,600	\$41,600	\$41,600	\$49,920
Knoxville	660	Full	\$53,664	\$42,931	\$53,664	\$64,397
Oxford	573	Full	\$21,200	\$16,960	\$21,200	\$25,440

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.

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):	3 17 3
Exempt non-exempt:	4 10
Bonus Eligible (Y N):	12 10
Full Part Time:	12 0
Number of Organizations Reporting:	19
Position Titles:	A/R Receivable Accounts Clerk Billing Clerk Billing Supervisor Customer Service Rep I Customer Service Rep II Customr Service/Supervisor II Office Clerk Public Works Utility Billing Clerk Utility Clerk Water Water Admin Clerk Water Clerk Water Dept Water Office Clerk Water/Police Clerk
Reports To:	Assistant To The Mayor Billing Supervisor Director Of Public Works/Finance Mayor Office Admin/City Treasurer Public Works Director Water Manager
Comments:	4,500 Insurance Stipend 500.00 End Of Year Bonus Mid Year Hire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$26,458	\$32,135	\$35,928	\$35,380	\$40,248	\$44,657
Actual Incentive Paid Dollar 2022	6	\$250	\$250	\$758	\$250	\$1,000	\$2,495
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
Bono	2409	Full	\$33,000	\$33,000	\$41,415	\$46,200
Bono	2409	Full	\$37,950	\$33,000	\$41,415	\$46,200
Lincoln	2294	Full	\$35,339	\$28,271	\$35,339	\$42,407
Marked Tree	2286	Full	\$28,080	\$22,464	\$28,080	\$33,696
Star City	2173	Full	\$38,752	\$31,002	\$38,752	\$46,502
Gassville	2171	Full	\$38,359	\$30,687	\$38,359	\$46,031
Gassville	2171	Full	\$18,010	\$14,408	\$18,010	\$21,612
Eureka Springs	2166	Full	\$35,360	\$28,288	\$35,360	\$42,432
Eureka Springs	2166	Full	\$41,600	\$33,280	\$41,600	\$49,920
Greenwood	2068	Full	\$35,380	\$30,318	\$35,380	\$35,508
Greenwood	2068	Full	\$40,248	\$35,508	\$40,248	\$40,263
Greenwood	2068	Full	\$44,657	\$44,183	\$44,657	\$48,509
Des Arc	1905	Full	\$43,680	\$34,944	\$43,680	\$52,416
Des Arc	1905	Full	\$31,200	\$24,960	\$31,200	\$37,440

1223-Utility Billing and Receiv

Eudora	1728	Full	\$24,960	\$19,968	\$24,960	\$29,952
Mccrory	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mulberry	1543	Full	\$29,257	\$23,406	\$29,257	\$35,108
Hazen	1481	Full	\$51,688	\$41,350	\$51,688	\$62,026
Perryville	1373	Full	\$38,813	\$31,050	\$38,813	\$46,575
Flippin	1345	Full	\$42,120	\$33,696	\$42,120	\$50,544
Dover	1337	Full	\$37,606	\$30,085	\$37,606	\$45,127
Waldo	1151	Full	\$26,458	\$21,166	\$26,458	\$31,750
London	936	Full	\$46,800	\$46,800	\$46,800	\$56,160
Caddo Valley	595	Full	\$32,135	\$25,750	\$32,135	\$32,135
Oxford	573	Full	\$33,480	\$26,784	\$33,480	\$40,176

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.