



AML Benefit Survey Results 2025 10000+.xlsx

The following salary survey has been compiled to give municipal officials insight into the staffing levels for various positions in Arkansas municipalities. Readers of this report should bear in mind that individual duties and responsibilities can and often do vary from municipality to municipality, even for individuals with similar titles. Also, cost of living and the financial status of each municipality may cause significant variances.

METHODOLOGY:

- a) Questionnaires were completed electronically and responses were interpreted and compiled by JER HR Group.
 - b) Salaries requested were to be the actual annual salary for positions with only one employee. Hourly positions were to be converted to an annual average by multiplying the hourly rate by 2080 hours. Salary data reflects an effective date as of February 1st of this year.
 - c) Where blank spaces exist, data was not provided.
 - d) JER HR Group included all valid data that was submitted. There were a few instances where data was either excluded or moved to a different category (particularly in the salary section) in order to be a better fit with the rest of the cities. For instance, where there were different levels of the same job, some salaries were moved to the level that best aligned with the other cities.
 - e) We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.
- All data requests and responses are subject to different interpretation based on the data submitted. The League staff and JER HR Group take full responsibility and apologize for any error in this report resulting from a misinterpretation of information. We do believe, however, the data is sufficiently valid to be useful as a guide. The League staff and JER HR Group appreciate the time and effort of the municipal officials and employees who participated in this project.

We would like to acknowledge the work done by the members of the AML Survey Steering Committee who oversaw the process and final product:

Glynis Lynch - Forrest City AR
Sue Edwards - Mountain Home AR
Lisa Mabry-Williams - Conway AR

Consultant's Statement

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

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

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

Survey Administrator:
Chris Devine
Senior Systems Engineer
surveys@jerhrgroup.com

The JER HR Group
<https://www.jerhrgroup.com>

Participating Cities

Participating Cities

<u>City Name</u>	<u>Contact Name</u>	<u>Contact Email</u>	<u>Contact Phone</u>
Batesville	Chris Cash	ccash@batesvillearkansas.gov	870-698-2410
Bella Vista	Glenda Kelderman	gkelderman@bellavistaar.gov	479-876-1255
Benton	Mandy Spicer	mandy.spicer@bentonar.org	501-776-5900
Cabot	Matthew Hood	mhood@cabotar.gov	501-843-3566
Conway	Lisa Mabry-Williams	lisa.williams@conwayarkansas.gov	501-450-7087
El Dorado	Paul Choate	mayor@eldoradoar.org	870-862-7911
Hot Springs	Brooke Gilbert	bgilbert@cityhs.net	501-321-6811
Jonesboro	Dewayne Douglas	ddouglas@jonesboro.org	870-932-1052
Malvern	Kim Taber	ktaber@malvernar.gov	501-332-3638
Marion	Glenda Caton	glenda@catonconsultingllc.com	870-739-5410
Maumelle	Doreen Mattes	dmattes@maumelle.org	501-851-2500
Mountain Home	Susan Edwards Strop	sedwards@cityofmountainhome.com	870-425-7042
North Little Rock	Robert Mauldin	rmauldin2@nlr.ar.gov	501-975-8855
Paragould	Tisha Baldwin	tisha.baldwin@paragouldcity.org	870-239-7500
Rogers	Jennifer Hoffman	jenniferhoffman@rwu.org	479-936-5425
Searcy	Kim Gordon	kgordon@cityofsearcy.org	501-268-2483
Siloam Springs	Misty McGlothlin	mmcglothlin@siloamsprings.com	479-524-5136
Springdale	Gina Lewis	glewis@springdalear.gov	479-756-7714
Texarkana	Skylar Krause	skylar.krause@txkusa.org	870-779-4997
Van Buren	Shawna Reynolds	sreynolds@vanburencity.org	479-474-8936
West Memphis	Charlie Suiter	csuiter@westmemphisar.gov	870-732-7500

Total: 21

Index
<u>401k Investment Options</u>
<u>401k Vesting Schedule</u>
<u>Benefit Changes This Year</u>
<u>Benefits Prorated for PT Empls</u>
<u>Benefits-General Comments</u>
<u>Cafe Plan Sect 125 Flex Spendin</u>
<u>Cafe Plan Sect 125 HSA</u>
<u>Cafeteria Plan Section 125</u>
<u>Changes-Loss of Grandfathered</u>
<u>Co-Pay Percents</u>
<u>Co-Pay Percents & Amounts</u>
<u>Cost Containment Features</u>
<u>Dental Annual & Lifetime Limits</u>
<u>Dental Care Monthly Premium \$</u>
<u>Dental Deductibles</u>
<u>Dental Premium Percents</u>
<u>Education Incentives</u>
<u>Flexible Work Arrangements</u>
<u>General Comments</u>
<u>HSA Incentives & Other Ben Plan</u>
<u>Health & Wellness Options</u>
<u>Health Care Grandfathered</u>
<u>Health Care Nature of Plan</u>
<u>Health Care Plan Misc</u>
<u>Health HDHP Deductible</u>
<u>Health HDHP Premium \$</u>
<u>Health HDHP Premium %</u>
<u>Health HMO Premium \$</u>
<u>Health HMO Premium %</u>
<u>Health Major Medical Premium \$</u>
<u>Health Major Medical Premium %</u>
<u>Health Major Medl Deductible</u>
<u>Health PPO Deductible</u>
<u>Health PPO Premium \$</u>
<u>Health PPO Premium %</u>
<u>Incentive Pay</u>
<u>Inclement Weather Days</u>
<u>Life Insurance</u>
<u>Long Term Disability</u>
<u>Mail Order Prescription Drugs</u>
<u>Mail Order Required</u>
<u>Military Pay</u>
<u>Other Benefits</u>
<u>Other Benefits-Contd</u>

<u>Other Holidays</u>
<u>Other Post Retirement Benefits</u>
<u>PPACA Mandates Already Met</u>
<u>PPACA Mandates Require Change</u>
<u>PTO Events</u>
<u>PTO Hrs Paid-Ext Illness</u>
<u>PTO-Wait Period-Buy-Sell</u>
<u>Paid Holidays</u>
<u>Paid Time Off</u>
<u>Personal-Sick Days</u>
<u>Post Retirement Benefits</u>
<u>Retail Prescription Drug</u>
<u>Retirement Design of Plan</u>
<u>Retirement Max Contributions</u>
<u>Retirement Plan Features</u>
<u>Short Term Disability</u>
<u>Total Benefits Cost</u>
<u>Vacation Days-Exempt</u>
<u>Vacation Days-NonExempt</u>
<u>Vision Care</u>
<u>Vision Lenses-Frames-Contacts</u>
<u>When Empls Elig for Bens</u>

[Index](#)

Total Benefits Cost

<u>City</u>	<u>Cost As % Of Payroll</u>	<u>Voluntary Benefits Total Dollar Amount Per Ft Employee</u>
	<u>(Excluding Holiday, Sick & Vaca Pay, Taxes, Social Security & Medicare)</u>	<u>(Excluding Taxes, Social Security & Medicare)</u>
Batesville		
Benton	34%	
Conway	35%	
El Dorado	14%	
Hot Springs	32%	
Jonesboro	35%	
Marion		
Maumelle	19%	
Mountain Home		
North Little Rock		
Paragould	30%	\$13,800
Rogers	15%	
Siloam Springs		
Springdale	8%	\$10,500
Van Buren	25%	
	<u>Averages</u>	
	24.7%	\$12,150
	<u>Counts</u>	
	10	2

[Index](#)

When Employees Are Eligible For Benefits

<u>City</u>	<u>Date of Hire</u>	<u>30 Days</u>	<u>60 Days</u>	<u>Other</u>
Batesville			Yes	
Benton		Yes		
Conway				1st of the month following 30 days after hire date
El Dorado			Yes	
Hot Springs			Yes	
Jonesboro				1st day of month after 30 days of employment
Marion				1st of the month following 30 days
Maumelle		Yes		
Mountain Home		Yes		
North Little Rock		Yes		First of the month after 30 days.
Paragould				1st of the month after 30 days of employment
Rogers		Yes		
Siloam Springs				first of the month following thirty days of employment
Springdale				1st of the month after 30 days of hire.
Van Buren			Yes	
<u>Counts</u>				
	0	5	4	7

[Index](#)

Pro-Rate Benefits For Part-Time Employees

<u>City</u>	<u>Prorated</u>	<u>Comments</u>
Batesville		
Benton		
Conway		
El Dorado		
Hot Springs		
Jonesboro		
Marion		
Maumelle		
Mountain Home		
North Little Rock		
Paragould		
Rogers		
Siloam Springs		
Springdale		
Van Buren		

Count

0

[Index](#)

Health Care Plan: Major Medical Premium Percents

	<u>% Of Employee Premium Paid By</u>		<u>Plus Spouse Premium Paid By</u>		<u>Plus Children Premium Paid By</u>		<u>% Of Family Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville	10%						25%	
Benton								
Conway								
El Dorado	100%						0%	
Hot Springs								
Jonesboro								
Marion								
Maumelle	0%	100%	22%	77%	22%	77%	22%	77%
Mountain Home								
North Little Rock								
Paragould	0%	100%						
Rogers								
Siloam Springs								
Springdale								
Van Buren	100%		85%	15%	85%	15%	85%	15%
	<u>Averages</u>							
	42%	100%	53.5%	46%	53.5%	46%	33%	46%
	<u>Counts</u>							
	5	2	2	2	2	2	4	2

[Index](#)

Health Care Plan: Major Medical Monthly Premium Amounts

	<u>\$ Amounts Of Employee Premium Paid By</u>		<u>\$ Amounts Of Employee Plus Spouse Premium Paid By</u>		<u>\$ Amounts Of Employee Plus Children Premium Paid By</u>		<u>\$ Amounts Of Family Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton								
Conway	\$25	\$589	\$195	\$1,181	\$164	\$1,212	\$255	\$1,121
El Dorado								
Hot Springs	\$0	\$650	\$459	\$650	\$459	\$650	\$817	\$650
Jonesboro	\$166	\$406					\$356	\$872
Marion								
Maumelle								
Mountain Home								
North Little Rock	\$0	\$547					\$170	\$1,057
Paragould								
Rogers	\$57	\$513			\$157	\$629	\$309	\$1,007
Siloam Springs								
Springdale	\$117	\$253	\$311	\$726	\$278	\$462	\$422	\$986
Van Buren								
					<u>Averages</u>			
	\$60	\$493	\$321	\$852	\$264	\$738	\$388	\$948
					<u>Counts</u>			
	6	6	3	3	4	4	6	6

[Index](#)

Health Care Plan: PPO Monthly Premium Amounts

	<u>% Amounts Of Employee Premium Paid By</u>		<u>% Amounts Of Employee Plus Spouse Premium Paid By</u>		<u>% Amounts Of Employee Plus Children Premium Paid By</u>		<u>% Amounts Of Family Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton								
Conway	4%	95%	14%	86%	12%	88%	19%	81%
El Dorado								
Hot Springs								
Jonesboro	29%	71%					29%	71%
Marion								
Maumelle								
Mountain Home	20%	80%	20%	80%	20%	80%	20%	80%
North Little Rock	0%	100%					14%	86%
Paragould	0%	100%					54%	45%
Rogers	10%	90%			20%	80%	24%	76%
Siloam Springs								
Springdale	31%	68%	30%	70%	37%	62%	30%	70%
Van Buren								
					<u>Averages</u>			
	13.43%	86.29%	21.33%	78.67%	22.25%	77.5%	27.14%	72.71%
					<u>Counts</u>			
	7	7	3	3	4	4	7	7

[Index](#)

Health Care Plan: PPO Monthly Premium Amounts

	<u>\$ Amounts Of Employee</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Employee Plus</u> <u>Spouse</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Employee Plus</u> <u>Children</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Family</u> <u>Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton								
Conway	\$25	\$589	\$195	\$1,181	\$164	\$1,212	\$255	\$1,121
El Dorado								
Hot Springs	\$0	\$650	\$459	\$650	\$459	\$650	\$817	\$650
Jonesboro	\$166	\$406					\$356	\$872
Marion								
Maumelle								
Mountain Home								
North Little Rock	\$0	\$547					\$170	\$1,057
Paragould								
Rogers	\$57	\$513			\$157	\$629	\$309	\$1,007
Siloam Springs								
Springdale	\$117	\$253	\$311	\$726	\$278	\$462	\$422	\$986
Van Buren								
					<u>Averages</u>			
	\$60	\$493	\$321	\$852	\$264	\$738	\$388	\$948
					<u>Counts</u>			
	6	6	3	3	4	4	6	6

[Index](#)

Health Care Plan: HMO Monthly Premium Amounts

	<u>% Amounts Of Employee Premium Paid By</u>		<u>% Amounts Of Employee Plus Spouse Premium Paid By</u>		<u>% Amounts Of Employee Plus Children Premium Paid By</u>		<u>% Amounts Of Family Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton								
Conway								
El Dorado								
Hot Springs								
Jonesboro								
Marion								
Maumelle								
Mountain Home								
North Little Rock								
Paragould								
Rogers								
Siloam Springs								
Springdale								
Van Buren								
<u>Averages</u>								
<u>Counts</u>								
	0	0	0	0	0	0	0	0

[Index](#)

Health Care Plan: HMO Monthly Premium Amounts

	<u>\$ Amounts Of Employee</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Employee Plus</u> <u>Spouse</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Employee Plus</u> <u>Children</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Family</u> <u>Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton								
Conway								
El Dorado								
Hot Springs								
Jonesboro								
Marion								
Maumelle								
Mountain Home								
North Little Rock								
Paragould								
Rogers								
Siloam Springs								
Springdale								
Van Buren								
<u>Averages</u>								
<u>Counts</u>								
	0	0	0	0	0	0	0	0

[Index](#)

Health Care Plan: HDHP Monthly Premium Amounts

	<u>% Amounts Of Employee Premium Paid By</u>		<u>% Amounts Of Employee Plus Spouse Premium Paid By</u>		<u>% Amounts Of Employee Plus Children Premium Paid By</u>		<u>% Amounts Of Family Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton	0%	100%					25%	75%
Conway								
El Dorado								
Hot Springs								
Jonesboro								
Marion								
Maumelle								
Mountain Home								
North Little Rock								
Paragould	0%	100%					55%	45%
Rogers								
Siloam Springs								
Springdale	32%	67%	22%	77%	28%	71%	23%	76%
Van Buren								
					<u>Averages</u>			
	10.67%	89%	22%	77%	28%	71%	34.33%	65.33%
					<u>Counts</u>			
	3	3	1	1	1	1	3	3

[Index](#)

Health Care Plan: HDHP Monthly Premium Amounts

	<u>\$ Amounts Of Employee</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Employee Plus</u> <u>Spouse</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Employee Plus</u> <u>Children</u> <u>Premium Paid By</u>		<u>\$ Amounts Of Family</u> <u>Premium Paid By</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton	\$0	\$248					\$138	\$414
Conway								
El Dorado								
Hot Springs								
Jonesboro	\$52	\$416	\$210	\$648	\$184	\$486	\$250	\$960
Marion								
Maumelle								
Mountain Home								
North Little Rock								
Paragould								
Rogers								
Siloam Springs	\$23	\$193	\$49	\$408			\$73	\$612
Springdale	\$117	\$247	\$233	\$786	\$210	\$518	\$321	\$1,062
Van Buren								
					<u>Averages</u>			
	\$48	\$276	\$164	\$614	\$197	\$502	\$195	\$762
					<u>Counts</u>			
	4	4	3	3	2	2	4	4

[Index](#)

Health Care Plan: Major Medical Deductibles

<u>City</u>	<u>Annual Deductible Employee</u>	<u>Annual Deductible Employee & Spouse</u>	<u>Annual Deductible Employee & Children</u>	<u>Annual Deductible Family</u>
Batesville	\$1,200			
Benton				
Conway				
El Dorado	\$500			\$500
Hot Springs				
Jonesboro				
Marion				
Maumelle	\$3,000	\$3,000	\$3,000	\$3,000
Mountain Home				
North Little Rock				
Paragould				
Rogers				
Siloam Springs				
Springdale				
Van Buren	\$500	\$500	\$500	\$500
		<u>Averages</u>		
	\$1,300	\$1,750	\$1,750	\$1,333
		<u>Counts</u>		
	4	2	2	3

[Index](#)

Health Care Plan: PPO Deductibles

<u>City</u>	<u>Annual Deductible Employee</u>	<u>Annual Deductible Employee & Spouse</u>	<u>Annual Deductible Employee & Children</u>	<u>Annual Deductible Family</u>
Batesville				
Benton	\$500			\$6,000
Conway	\$1,500	\$3,000	\$3,000	\$3,000
El Dorado				
Hot Springs	\$750	\$750	\$750	\$750
Jonesboro	\$750			\$1,500
Marion				
Maumelle				
Mountain Home	\$700	\$1,400	\$1,400	\$1,400
North Little Rock	\$1,200			\$6,000
Paragould	\$1,200			\$6,000
Rogers	\$750		\$1,500	\$1,500
Siloam Springs				
Springdale	\$500	\$1,000	\$1,000	\$1,000
Van Buren				
			<u>Averages</u>	
	\$872	\$1,537	\$1,530	\$3,016
			<u>Counts</u>	
	9	4	5	9

[Index](#)

Health Care Plan: HDHP Deductibles

<u>City</u>	<u>Annual Deductible Employee</u>	<u>Annual Deductible Employee & Spouse</u>	<u>Annual Deductible Employee & Children</u>	<u>Annual Deductible Family</u>
Batesville				
Benton	\$2,500			\$7,500
Conway				
El Dorado				
Hot Springs				
Jonesboro	\$4,000			\$8,000
Marion				
Maumelle				
Mountain Home				
North Little Rock				
Paragould	\$2,500			\$7,500
Rogers				
Siloam Springs	\$2,000			\$4,000
Springdale	\$5,000	\$10,000	\$10,000	\$10,000
Van Buren				
			<u>Averages</u>	
	\$3,200	\$10,000	\$10,000	\$7,400
			<u>Counts</u>	
	5	1	1	5

[Index](#)

Health Care Plan: Co-Pay Percents

<u>City</u>	<u>Major Medical %</u>	<u>PPO %</u>
Batesville	20%	
Benton		80%
Conway		20%
El Dorado	20%	
Hot Springs		20%
Jonesboro		20%
Marion		
Maumelle	80%	
Mountain Home		10%
North Little Rock		20%
Paragould		20%
Rogers	20%	20%
Siloam Springs	20%	
Springdale		80%
Van Buren	80%	
	<u>Averages</u>	
	40%	32.22%
	<u>Counts</u>	
	6	9

[Index](#)

Co-Pay Percentages & Amounts

<u>City</u>	<u>Office Visit \$</u>	<u>Office Visit %</u>	<u>Emergency Room \$</u>	<u>Emergency Room %</u>	<u>Specialist \$</u>	<u>Specialist %</u>
Batesville	\$20		\$250		\$20	
Benton	\$20		\$250		\$20	
Conway	\$20		\$100		\$40	
El Dorado						
Hot Springs	\$35		\$250		\$55	
Jonesboro	\$40		\$150		\$80	
Marion						
Maumelle	\$25		\$350		\$50	
Mountain Home	\$40			10%		10%
North Little Rock	\$20		\$250		\$20	
Paragould	\$20		\$250		\$20	
Rogers	\$35					
Siloam Springs						
Springdale	\$20			20%	\$40	
Van Buren	\$20		\$250		\$50	
				<u>Averages</u>		
	\$26		\$233	15%	\$39	10%
				<u>Counts</u>		
	12	0	9	2	10	1

[Index](#)

Cost Containment Features

<u>City</u>	<u>Mandatory Outpatient Schedule</u>	<u>Second Opinion Surgery</u>	<u>Preadmission Certification</u>	<u>Concurrent Hospital Review</u>	<u>Retrospective Hospital Review</u>	<u>Employee Wellness</u>	<u>Health Wellness Screening</u>	<u>Health Risk Assessment and \$ Incentives for Decreased Risk Factors</u>	<u>Premiums Cost Share Based on Employee's Salary/Pay Level</u>
Batesville			Yes			Yes	Yes		
Benton									
Conway			Yes				Yes		
El Dorado									
Hot Springs						Yes	Yes		
Jonesboro						Yes	Yes		
Marion									
Maumelle							Yes		
Mountain Home			Yes				Yes		
North Little Rock			Yes	Yes	Yes	Yes	Yes		
Paragould			Yes			Yes	Yes		
Rogers		Yes	Yes						
Siloam Springs						Yes	Yes		
Springdale		Yes				Yes			
Van Buren			Yes			Yes	Yes		
<u>Total Yes Responses</u>									
	0	2	7	1	1	8	10	0	0
<u>Counts</u>									
	0	2	7	1	1	8	10	0	0

[Index](#)

Health Care Plan Misc

<u>City</u>	<u>Maximum Lifetime Benefit</u>	<u>Insurance For Employee And Significant Other</u>
Batesville		
Benton		
Conway		
El Dorado		
Hot Springs	1000000	
Jonesboro		Yes
Marion		
Maumelle		
Mountain Home		
North Little Rock		
Paragould		
Rogers		Yes
Siloam Springs		Yes
Springdale		Yes
Van Buren		
		<u>Total Yes Responses</u>
		4

Counts

[Index](#)

Health Care Nature of Plan

<u>City</u>	<u>Terminated Emp. Benefits End Upon:</u>	<u>Fully Insured</u>	<u>Self-Funded</u>	<u>Retro-Spective</u>	<u>Stoploss Cost Plus</u>	<u>Minimum Premium Agreement</u>
Batesville			Yes			
Benton			Yes			
Conway		Yes				
El Dorado					Yes	
Hot Springs			Yes			
Jonesboro			Yes			
Marion						
Maumelle		Yes				
Mountain Home		Yes				
North Little Rock						
Paragould		Yes				
Rogers			Yes			
Siloam Springs			Yes			
Springdale			Yes			
Van Buren		Yes				
<u>Total Yes Responses</u>						
						0
						5
						7
						0
						1
						0

[Index](#)

HSA Incentives & Other Ben Plan

HSA Offered to Employees Last 12 Months as Incentive to Switch from HDHP?

No: 13

Yes: 2

City

Other Benefit Plan Offered:

Benton	The City offers in 2025 a regular health care plan as well as a high deductible plan both through Municipal Health. Low Option - \$1500 individual/\$3000 family deductible, \$20 PCP, \$40 Specialist, \$40 Urgent Care, Pharmacy \$10/40/60, ER Copay \$100, Hospital Admission \$200, Outpatient \$100, Telemedicine \$20 PCP, \$40 Specialist, Annual Cost sharing limit \$4500 individual, \$9000 family; High Option - \$500 individual/\$1000 family deductible, \$20 PCP, \$40 Specialist, \$40 Urgent Care, Pharmacy \$10/40/60, ER Copay \$100, Hospital Admission \$200, Outpatient \$100, Telemedicine \$20 PCP, \$40 Specialist, Annual Cost sharing limit \$3500 individual, \$7000 family
Conway	
Jonesboro	PPO AND HDHP
Mountain Home	GRANDFATHERED AND STANDARD PLAN
North Little Rock	We have 2 deductible options of \$500 and \$1200. Both are the same plan.
Paragould	1. Enhanced Copay Plan W/Rx 2. High Deductible Health Plan w/ Rx and HSA.
Springdale	1. Copay Plan 2. HDHP/HSA Plan
Van Buren	Municipal Health and American Fidelity for other insurances

Index
Health Care Grandfathered

Our Group Health Plan Is Considered Grandfathered:

No: 11

Yes: 3

[Index](#)

PPACA Mandates Require Change

<u>City</u>	<u>Expanded Young Adult Coverage to Age 26</u>	<u>Removal of Dollar Lifetime Limit Amts on Essential Benefits</u>	<u>Removal of Annual Dollar Limits on Esstnl Benefits</u>	<u>No Pre-Existing Condition Exclusions for Enrollees < Age 19</u>	<u>No Policy Rescissions</u>
Batesville	Yes	Yes			
Benton					
Conway	Yes				
El Dorado	Yes	Yes	Yes		
Hot Springs					
Jonesboro	Yes	Yes	Yes		
Marion					
Maumelle					
Mountain Home					
North Little Rock					
Paragould					
Rogers					Yes
Siloam Springs					
Springdale	Yes				
Van Buren	Yes				
				<u>Total Yes Responses</u>	
	6	3	2	0	1

[Index](#)

PPACA Mandates Already Met

<u>City</u>	<u>Emergency Services Covered</u>	<u>Children Able to Select</u>	<u>Females May Obtain OB/GYN</u>	<u>No Cost-Sharing on</u>	<u>An External Appeals Process</u>
	<u>Regardless of Hospital</u> <u>Affiliation in Provider</u> <u>Network</u>	<u>Pediatrician as Primary Care</u> <u>Physician</u>	<u>Specialty Services w/o</u> <u>Primary Care Physician</u> <u>Referral</u>	<u>Preventive Services (Co-pays,</u> <u>deductibles, etc.)</u>	
Batesville	Yes			Yes	
Benton					
Conway	Yes	Yes	Yes	Yes	Yes
El Dorado					
Hot Springs					
Jonesboro			Yes	Yes	
Marion					
Maumelle					
Mountain Home		Yes	Yes		
North Little Rock					
Paragould					
Rogers					
Siloam Springs					
Springdale	Yes	Yes	Yes	Yes	Yes
Van Buren					
				<u>Total Yes Responses</u>	
	3	3	4	4	2

[Index](#)

Changes-Loss of Grandfathered

<u>City</u>	<u>Increased Deductible by More than Allowed Amount</u>	<u>Increased Out of Pocket by More than Allowed Amount</u>	<u>Increased Employee Coinsurance by More than Allowed Amount</u>	<u>Increased Copayments by More than Allowed Amount</u>	<u>Decreased Employer Contribution by More than Allowed Amount</u>	<u>Decreased a Limit for a Plan or Coverage</u>	<u>Elimination of Benefits</u>	<u>Merger or Acquisition</u>	<u>Change in Plan Eligibility</u>	<u>Question Does Not Apply to our Grandfathered Group Health Plan</u>
Batesville										Yes
Benton										
Conway									Yes	
El Dorado										
Hot Springs										
Jonesboro	Yes		Yes							
Marion										
Maumelle										
Mountain Home										
North Little Rock										
Paragould										
Rogers										
Siloam Springs										
Springdale	Yes									
Van Buren										Yes
<u>Total Yes Responses</u>										
	2	0	1	0	0	0	0	0	1	2

[Index](#)

Retail Prescription Drug

<u>Co-Pay Name Brand</u>		<u>Co-Pay Midrange</u>		<u>Co-Pay Generic</u>	
<u>Amount</u>	<u>Num of Cities</u>	<u>Amount</u>	<u>Num of Cities</u>	<u>Amount</u>	<u>Num of Cities</u>
\$30	1	\$25	1	\$7	1
\$50	3	\$30	2	\$10	6
\$60	3	\$35	1	\$15	4
\$65	2	\$40	3	\$30	1
\$80	1	\$45	2		
\$100	1	\$50	1		
Grand Total	11	Grand Total	10	Grand Total	12
Average \$	\$60.91	Average \$	\$38	Average \$	\$13.08
Mode \$	\$50	Mode \$	\$40	Mode \$	\$10

[Index](#)

Mail Order Prescription Drugs

<u>Co-Pay Name Brand</u>		<u>Co-Pay Midrange</u>		<u>Co-Pay Generic</u>	
<u>Amount</u>	<u>Num of Cities</u>	<u>Amount</u>	<u>Num of Cities</u>	<u>Amount</u>	<u>Num of Cities</u>
\$50	1	\$25	1	\$7	1
\$60	1	\$40	1	\$10	1
\$65	1	\$45	1	\$15	1
\$120	1	\$80	1	\$20	1
\$150	1	\$90	1	\$30	1
Grand Total	5	Grand Total	5	Grand Total	5
Average \$	\$89	Average \$	\$56	Average \$	\$16.4
Mode \$	\$	Mode \$	\$	Mode \$	\$

[Index](#)

Mail Order Required

<u>City</u>	<u>Have Retail Prescription Drug Benefit?</u>	<u>Have Mail Order Prescription Drug Benefit?</u>	<u>Have Preventive Prescription Drug Benefit?</u>	<u>Mail Order Required?</u>	<u>90-Day Mail Order Supply Required?</u>	<u>Other Mail Order Requirement</u>
Batesville	Yes	Yes	Yes			
Benton	Yes					
Conway	Yes	Yes				
El Dorado	Yes	Yes				
Hot Springs	Yes	Yes				
Jonesboro	Yes	Yes	Yes			
Marion						
Maumelle	Yes	Yes				
Mountain Home	Yes	Yes	Yes			
North Little Rock	Yes	Yes	Yes			
Paragould	Yes	Yes	Yes			
Rogers	Yes	Yes				
Siloam Springs	Yes	Yes	Yes			
Springdale	Yes	Yes	Yes			90 day supply for 60 day copay
Van Buren	Yes	Yes	Yes			
			<u>Total Yes Responses</u>			
	14	13	8	0	0	

[Index](#)

Dental Premium Percents

	<u>Employee</u>		<u>Employee Plus Spouse</u>		<u>Employee Plus Children</u>		<u>Employee Plus Family</u>	
<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville	0%	100%					0%	100%
Benton	0%	100%					25%	75%
Conway	21%	79%	23%	77%	26%	74%	29%	71%
El Dorado	100%						0%	
Hot Springs	0%	100%						
Jonesboro		100%						
Marion								
Maumelle	0%	100%	75%	25%	75%	25%	75%	25%
Mountain Home	20%	80%	20%	80%	20%	80%	20%	80%
North Little Rock	30%	70%					44%	56%
Paragould	0%							
Rogers	100%	0%			100%	0%	100%	0%
Siloam Springs	100%	0%	100%	0%	100%	0%	100%	0%
Springdale	30%	70%	30%	70%	30%	70%	30%	70%
Van Buren	100%		85%		85%		85%	
				<u>Averages</u>				
	38.54%	72.64%	55.5%	50.4%	62.29%	41.5%	46.18%	53%
				<u>Counts</u>				
	13	11	6	5	7	6	11	9

[Index](#)

Dental Care Monthly Premium \$

	<u>Employee</u>		<u>Employee Plus Spouse</u>		<u>Employee Plus Children</u>		<u>Employee Plus Family</u>	
	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>City</u>
Batesville								
Benton	\$0	\$25					\$6	\$18
Conway	\$5	\$20	\$12	\$41	\$16	\$47	\$22	\$55
El Dorado								
Hot Springs			\$21	\$20	\$25	\$20	\$41	\$20
Jonesboro		\$31					\$68	\$31
Marion								
Maumelle								
Mountain Home								
North Little Rock	\$8	\$18					\$28	\$36
Paragould	\$0	\$25					\$40	\$25
Rogers	\$26	\$0			\$48	\$0	\$109	\$0
Siloam Springs								
Springdale	\$9	\$22	\$20	\$47	\$18	\$42	\$31	\$72
Van Buren								
					<u>Averages</u>			
	\$8	\$20	\$17	\$36	\$26	\$27	\$43	\$32
					<u>Counts</u>			
	6	7	3	3	4	4	8	8

[Index](#)

Dental Deductibles

<u>City</u>	<u>Deductible Amount \$</u>		<u>% Basic Benefits</u>	<u>% Basic</u>	<u>% Major</u>	<u>Ortho-dontic %</u>	<u>Flat Fee \$</u>
	<u>Single</u>	<u>Family</u>	<u>PD</u>	<u>Restorative</u>	<u>Restorative</u>		
Batesville	\$50		100%	80%	80%		\$1,000
Benton	\$50		100%				\$1,000
Conway	\$50	\$150	100%	80%	50%	50%	\$1,000
El Dorado	\$50		100%	80%	80%		
Hot Springs	\$75	\$75	100%	100%	50%		\$4,000
Jonesboro	\$50	\$150	100%	80%	50%	50%	
Marion							
Maumelle	\$50	\$150	100%	80%	50%		\$1,500
Mountain Home	\$50	\$150	100%	80%	50%		\$2,000
North Little Rock	\$50		100%	80%	80%	80%	
Paragould	\$50		100%	80%	80%		\$1,000
Rogers	\$25	\$75	100%	100%	50%	50%	
Siloam Springs	\$50	\$150	100%	80%	50%		\$1,500
Springdale	\$50	\$150	100%	80%	50%		\$1,000
Van Buren	\$50						
<u>Averages</u>							
	\$50	\$131	100%	83.33%	60%	57.5%	\$1,555
<u>Modes</u>							
	\$50	\$150	100%	80%	50%	50%	\$1,000
<u>Counts</u>							
	14	8	13	12	12	4	9

[Index](#)

Dental Care Monthly Premium \$

City	<u>Dental Annual Limit Basic</u>		<u>Orthodontic Lifetime</u>		<u>Basic Restorative Annual Limit</u>		<u>Major Restorative Annual Limit</u>	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
Batesville	\$1,200		\$1,200		\$1,200		\$1,000	
Benton	\$1,200						\$1,000	
Conway	\$1,000	\$1,000					\$1,000	
El Dorado	\$1,000	\$1,000						
Hot Springs	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
Jonesboro							\$1,000	
Marion								
Maumelle	\$1,750	\$1,750						
Mountain Home	\$2,000		\$2,000		\$2,000		\$2,000	
North Little Rock	\$1,200						\$1,000	
Paragould	\$1,200		\$1,200		\$1,200		\$1,000	
Rogers	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,000	\$1,000
Siloam Springs	\$2,000						\$1,500	
Springdale	\$1,000		\$1,000		\$1,000		\$1,000	
Van Buren								
	<u>Averages</u>							
	\$1,587	\$1,850	\$1,816	\$2,750	\$1,816	\$2,750	\$1,409	\$2,500
	<u>Modes</u>							
	\$1,200	\$1,000	\$1,200		\$1,200		\$1,000	
	<u>Counts</u>							
	12	5	6	2	6	2	11	2

[Index](#)

Vision Care

	<u>Vision Care Offered?</u>	<u>Exam Covered?</u>	<u>Exams Per Year</u>	<u>Exam Co-Pay</u>	<u>Exam Network?</u>	<u>Deductible Amount</u>		
<u>City</u>						<u>Single</u>	<u>Family</u>	<u>None</u>
Batesville	Yes	Yes	1	\$30	Yes			Yes
Benton	Yes	Yes	1	\$25	Yes			Yes
Conway	Yes	Yes	1	\$10	Yes			Yes
El Dorado	Yes	Yes						
Hot Springs	Yes	Yes	1	\$55	Yes	\$0	\$0	
Jonesboro	Yes	Yes		\$10	Yes			Yes
Marion	Yes							
Maumelle	Yes	Yes	1	\$0	Yes			Yes
Mountain Home	Yes	Yes	1	\$10	Yes			Yes
North Little Rock								
Paragould	Yes	Yes	1	\$25	Yes			Yes
Rogers	Yes	Yes	1	\$10	Yes			Yes
Siloam Springs	Yes	Yes	1		Yes			
Springdale	Yes	Yes	1	\$10	Yes			
Van Buren	Yes							
	<u>Count</u>	<u>Count</u>	<u>Mode</u>	<u>Mode</u>	<u>Count</u>	<u>Mode</u>	<u>Mode</u>	<u>Count</u>
	14	12	1	\$10	11	\$0	\$0	8

[Index](#)

Vision Lenses-Frames-Contacts

City	<u>Lenses</u>				<u>Frames</u>				<u>Contacts</u>			
	<u>Covered</u>	<u>Frequency</u>	<u>Co-Pay</u>	<u>Network?</u>	<u>Covered</u>	<u>Frequency</u>	<u>Co-Pay</u>	<u>Network?</u>	<u>Covered</u>	<u>Frequency</u>	<u>Co-Pay</u>	<u>Network?</u>
Batesville	Yes	1	\$30	Yes	Yes	1	\$0	Yes	Yes	1	\$0	Yes
Benton	Yes	1	\$25	Yes	Yes	1	\$0	Yes	Yes	1	\$0	Yes
Conway	Yes	1		Yes	Yes	1		Yes	Yes	1		Yes
El Dorado	Yes				Yes				Yes			
Hot Springs	Yes	1	\$25	Yes	Yes	1	\$55	Yes	Yes	1	\$55	Yes
Jonesboro	Yes		\$10	Yes	Yes		\$10	Yes	Yes		\$10	Yes
Marion												
Maumelle	Yes	1	\$0	Yes	Yes	0.5	\$130	Yes	Yes	1	\$130	Yes
Mountain Home	Yes	1	\$20	Yes	Yes		\$150	Yes	Yes	1	\$150	Yes
North Little Rock												
Paragould	Yes	1	\$25	Yes	Yes	1	\$0	Yes	Yes	1	\$0	Yes
Rogers	Yes	1	\$10	Yes	Yes	1	\$15	Yes	Yes	1	\$30	Yes
Siloam Springs	Yes	1		Yes	Yes			Yes	Yes	1		Yes
Springdale	Yes	1	\$20	Yes	Yes	0.5		Yes	Yes	1		Yes
Van Buren												
	<u>Count</u>	<u>Mode</u>	<u>Average</u>	<u>Count</u>	<u>Count</u>	<u>Mode</u>	<u>Average</u>	<u>Count</u>	<u>Count</u>	<u>Mode</u>	<u>Average</u>	<u>Count</u>
	12	1	\$18	11	12	1	\$45	11	12	1	\$46	11

[Index](#)

Short Term Disability

City	<u>Premiums</u>			<u>Ben Amt Rcvd</u>					<u>% Of Sal Based On</u>	<u>STD Comments</u>
	<u>City Paid</u>	<u>Emp Paid</u>	<u>Shared</u>	<u>Self Funded</u>	<u>Flat \$ Per Mo</u>	<u>% of Pay</u>	<u>Len Of Ben (Mon)</u>	<u>Sal Max Amount</u>		
Batesville										
Benton									60% of employee salary	STD - benefit is 60% of salary, maximum of \$1000 per week for 13 weeks
Conway		Yes								
El Dorado										
Hot Springs		Yes							Employee Purchase Length of Service	60% of salary
Jonesboro		Yes								
Marion										
Maumelle										
Mountain Home		Yes								We have 5 Plan Options with the following max covered salaries: \$649, \$1300, \$2275, \$3250, and \$9000. Benefits are paid in addition to any sick leave benefits.
North Little Rock		Yes					3 Months		Employee Purchase	
Paragould										
Rogers		Yes				60%	3 Months	\$5,000	Plan design Employee Purchase	Supplemental STD plan available through AFLAC
Siloam Springs		Yes								
Springdale										
Van Buren										
	<u>Count</u>	<u>Count</u>	<u>Count</u>	<u>Count</u>	<u>Average</u>	<u>Average</u>	<u>Average</u>	<u>Average</u>		
	0	7	0	0		60%	3 Months	\$5,000		

[Index](#)

Long Term Disability

[illegible]

[Index](#)

Life Insurance

	<u>Cost Per \$1,000 Coverage</u>	<u>Coverage 1x Salary</u>	<u>Coverage 2x Salary</u>	<u>Other Flat Amount</u>	<u>Max Amount Of Coverage</u>	<u>Dependent Life</u>	
	<u>City</u>	<u>City</u>	<u>Emp</u>	<u>City</u>	<u>Emp</u>	<u>\$ Cost Per \$1000</u>	
Batesville							Yes
Benton							No
Conway	\$0.215					\$0.215	No
El Dorado							No
Hot Springs	\$0.15						Yes
Jonesboro							Yes
Marion							No
Maumelle	\$0.165						Yes
Mountain Home	\$0.18						Yes
North Little Rock	\$0.23						Yes
Paragould	\$0.3						Yes
Rogers	\$0.15			\$0.15			Yes Yes
Siloam Springs							Yes
Springdale						\$2.38 \$1.02	Yes
Van Buren							No
Averages							Total Yes Responses
	\$0.2			\$0.15		\$1.3 \$1.02	2 10
Counts							
	7	0	0	1	0	2 1	11

[Index](#)

Retirement Design of Plan

<u>City</u>	<u>Defined Benefit</u>	<u>Defined Contribution</u>	<u>Both</u>
Batesville	Yes		
Benton	Yes		
Conway	Yes		
El Dorado			
Hot Springs			Yes
Jonesboro		Yes	
Marion			
Maumelle		Yes	
Mountain Home	Yes	Yes	
North Little Rock	Yes		
Paragould			Yes
Rogers	Yes		
Siloam Springs			Yes
Springdale		Yes	
Van Buren	Yes		
		<u>Total Yes Responses</u>	
		7	3

[Index](#)

Retirement Max Contributions

		<u>Eligibility Max Employee Contribution</u>						<u>Eligibility Max Employee Contribution</u>					
		<u>401(k)</u>		<u>401(a)</u>		<u>401(b)</u>		<u>401(k)</u>		<u>401(a)</u>		<u>401(b)</u>	
<u>City</u>	<u>Period</u>	<u>%</u>	<u>\$</u>	<u>%</u>	<u>\$</u>	<u>%</u>	<u>\$</u>	<u>%</u>	<u>\$</u>	<u>%</u>	<u>\$</u>	<u>%</u>	<u>\$</u>
Batesville													
Benton	Less than 6 mos												
Conway	Less than 6 mos												
El Dorado	Less than 6 mos							5%					
Hot Springs													
Jonesboro	Less than 6 mos									5%			
Marion													
Maumelle	After 1 year												
Mountain Home	Less than 6 mos												
North Little Rock	Less than 6 mos					5%						12%	
Paragould				5%						15%			
Rogers													
Siloam Springs	After 1 year									12%			
Springdale	Less than 6 mos			3%						6%			
Van Buren													
		<u>Averages</u>											
				4%		5%		5%		9.5%		12%	
		<u>Counts</u>											
		0	0	2	0	1	0	1	0	4	0	1	0

[Index](#)

401k Vesting Schedule

<u>City</u>	<u>Vesting Schedule Description</u>
Batesville	
Benton	We have a defined benefit pension plan. The vesting schedule is: 25% vested at 5 years reaching 100% after 15 years of employment.
Conway	
El Dorado	
Hot Springs	
Jonesboro	4 years at 25% per year
Marion	
Maumelle	6 year vesting Year 0-1=0, 2=20%, 3=40%, 4=60%, 5=80%, 6=100%
Mountain Home	
North Little Rock	10 years for full- time employees; 2 years for appointees.
Paragould	APERS 401(a) - 5 years LOPFI - 10 years
Rogers	5 years
Siloam Springs	100% vested at a year
Springdale	1 year - 20%, 2 years - 40%, 3 years - 60%, 4 years - 80%, 5 years - Fully Vested.
Van Buren	

[Index](#)

401k Investment Options

<u>City</u>	<u>Policy Criteria</u>	<u>Single Funds</u>	<u>Targeted Funds</u>
Batesville			
Benton			
Conway			
El Dorado			Yes
Hot Springs			
Jonesboro	Yes		
Marion			
Maumelle	Yes		
Mountain Home			Yes
North Little Rock			
Paragould			
Rogers			
Siloam Springs		Yes	Yes
Springdale	Yes		
Van Buren			
		<u>Total Yes Responses</u>	
	3	1	3

[Index](#)

Retirement Plan Features

<u>City</u>	<u>Employee Loans Against Retirement</u>	<u>Retirement Plan Auto Enroll</u>	<u>Retirement Plan Investment Defaults</u>	<u>Retirement Plan Auto Annual Increase</u>	<u>Post Retirement Benefits Offered</u>
Batesville					
Benton		Yes			
Conway					Yes
El Dorado	Yes		Yes		
Hot Springs					
Jonesboro	Yes				Yes
Marion					
Maumelle	Yes		Yes		
Mountain Home	Yes				Yes
North Little Rock		Yes			Yes
Paragould		Yes		Yes	Yes
Rogers		Yes			Yes
Siloam Springs	Yes	Yes	Yes		Yes
Springdale			Yes		
Van Buren					
			<u>Total Yes Responses</u>		
	5	5	4	1	7

[Index](#)

Post Retirement Benefits

Eligibility Requirements

Benefits Tied To

<u>City</u>	<u>Prior To Age 65</u>	<u>After Age 65</u>	<u>Length Of Service</u>	<u>Credited Plan</u>	<u>Hire Date</u>
Batesville					
Benton			Yes		
Conway	Yes	Yes	Yes		Yes
El Dorado					
Hot Springs					
Jonesboro	Yes		Yes		
Marion					
Maumelle					
Mountain Home	Yes			Yes	
North Little Rock	Yes		Yes		
Paragould	Yes	Yes		Yes	
Rogers	Yes	Yes	Yes	Yes	
Siloam Springs			Yes		
Springdale					
Van Buren					
<u>Total Yes Responses</u>					
	6	3	6	3	1

[Index](#)

Other Post Retirement Benefits

<u>City</u>	<u>Offered More Than Cobra</u>	<u>Access To Benefits</u>	<u>Subsidy On Benefits Offered</u>	<u>Other Post Retirement Benefits Offered</u>
Batesville	Yes			
Benton		Yes		
Conway	Yes	Yes		Employee may continue City Health & Dental benefits if they pay the City portion of the premium plus the employee's portion of the premium. Employees are required to transition from active employment directly to a pension receiving retirement to be eligible.
El Dorado	Yes	Yes		
Maumelle	Yes			Statutory requirement for Fire and Police ONLY
Mountain Home	Yes	Yes		Retirees may carry health and dental plans at 100% cost.
North Little Rock		Yes		Retirees and their dependents can enroll in our insurance plan at full premium cost (paid by retiree) until they are eligible for Medicare.
Paragould	Yes	Yes		
Rogers		Yes		Retirees can continue health insurance by paying the Cobra rate. Age 60 or older – Hired Prior to 07/01/2013 – 5 years of service Age 60 or older – Hired 07/01/2013 or later – 10 years of service Age 55 or older – At least 20 years of service
Springdale	Yes	Yes		
		<u>Counts</u>		
	7	8	0	

[Index](#)

Cafeteria Plan Section 125

<u>City</u>	<u>Plan Offered</u>	<u>Health Plan</u>	<u>Dental</u>	<u>Dep. Care</u>	<u>Life Ins.</u>	<u>LTD</u>	<u>Supp. Ins.</u>	<u>Other</u>
Batesville	Yes	Yes	Yes				Yes	
Benton	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Conway	Yes	Yes	Yes	Yes				
El Dorado	Yes	Yes	Yes	Yes			Yes	
Hot Springs	Yes	Yes	Yes				Yes	
Jonesboro	Yes	Yes	Yes	Yes		Yes		
Marion								
Maumelle	Yes			Yes				
Mountain Home	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
North Little Rock	Yes	Yes	Yes	Yes				
Paragould	Yes	Yes	Yes		Yes		Yes	
Rogers	Yes	Yes	Yes	Yes			Yes	
Siloam Springs	Yes	Yes						
Springdale	Yes	Yes	Yes	Yes			Yes	
Van Buren	Yes	Yes	Yes		Yes		Yes	
<u>Total Yes Responses</u>								
	14	13	12	9	4	3	9	0

[Index](#)

Cafe Plan Sect 125 Flex Spending

Flexible Dollars May Be Used For:

<u>City</u>	<u>Allow?</u>	<u>Debit Card?</u>	<u>Medical</u>	<u>Dental</u>	<u>Dep. Care</u>	<u>Other</u>
Batesville	Yes	Yes	Yes	Yes	Yes	
Benton	Yes	Yes	Yes	Yes	Yes	
Conway	Yes	Yes	Yes	Yes	Yes	
El Dorado	Yes	Yes	Yes	Yes	Yes	
Hot Springs	Yes	Yes	Yes	Yes	Yes	
Jonesboro	Yes	Yes	Yes	Yes	Yes	
Marion						
Maumelle	Yes	Yes				
Mountain Home	Yes	Yes	Yes	Yes	Yes	
North Little Rock	Yes	Yes	Yes	Yes	Yes	
Paragould						
Rogers	Yes	Yes	Yes	Yes	Yes	
Siloam Springs						
Springdale	Yes	Yes	Yes	Yes	Yes	
Van Buren	Yes	Yes				
			<u>Total Yes Responses</u>			
			12	12	10	10
						0

[Index](#)

Cafe Plan Sect 125 HSA

<u>City</u>	<u>Offer?</u>	<u>Debit Card?</u>	<u>Deductible Reimbursement Available</u>
Batesville			
Benton	Yes	Yes	Yes
Conway			
El Dorado			
Hot Springs			
Jonesboro	Yes	Yes	
Marion			
Maumelle			
Mountain Home			
North Little Rock			
Paragould	Yes	Yes	
Rogers			
Siloam Springs	Yes	Yes	Yes
Springdale	Yes	Yes	
Van Buren			
		<u>Total Yes Responses</u>	
	5	5	2

[Index](#)

Health & Wellness Options

<u>City</u>	<u>Health Screening</u>	<u>Blood Screening & Review of Personal Report</u>	<u>Incentives for Improved Health Factors</u>	<u>Health & Wellness Coaching</u>	<u>Non-Employment of Smokers</u>	<u>Discounted Fee or Paid Membership Fee - Athletic/Exercise Facility</u>	<u>Lifestyle</u>	<u>BMI</u>
Batesville								
Benton								
Conway	Yes					Yes		
El Dorado								
Hot Springs	Yes	Yes	Yes	Yes				
Jonesboro	Yes	Yes		Yes				
Marion								
Maumelle	Yes		Yes	Yes				
Mountain Home	Yes	Yes		Yes		Yes		
North Little Rock	Yes	Yes	Yes	Yes		Yes		
Paragould	Yes					Yes		
Rogers		Yes						
Siloam Springs	Yes	Yes	Yes	Yes		Yes		
Springdale	Yes			Yes		Yes		
Van Buren								
					<u>Total Yes Responses</u>			
	9	6	4	7	0	6	0	0

Benefits-General Comments

<u>City</u>	<u>Benefits General Comments</u>
Conway	An employee assistance plan is offered to our employees and their family members at no cost to the employee. SWEAP is the provider.
North Little Rock	Life insurance: The basic amount covered by the City is \$25,000. Employees may purchase voluntary up to a max of \$500,000, not to exceed 5 times their annual base salary.
Paragould	Above answers on retirement reflects APERS guidelines. APERS is 5.5% for employees and 15.32% for employer. Our uniformed officers are covered under LOPFI retirement. Fire employees pay 9.5% of wages, Police employees pay 3.5% of wages, City pays in 24% of wages.

[Index](#)

Paid Holidays

<u>City</u>	<u># Of Paid Holidays</u>	<u>New Years Day</u>	<u>MLK Day</u>	<u>Presidents Day</u>	<u>Good Friday</u>	<u>Memorial Day</u>	<u>July 4th</u>	<u>Labor Day</u>	<u>Veterans Day</u>	<u>T'giving Thurs</u>	<u>T'giving Fri</u>	<u>Christmas Eve</u>	<u>Christmas Day</u>
Batesville	13	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Benton	12	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Conway	12	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes
El Dorado	15	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Hot Springs	11	Yes	Yes			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Jonesboro	11	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Marion													
Maumelle	12	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Mountain Home		Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
North Little Rock	12	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Paragould	12	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Rogers	12	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Siloam Springs	13	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Springdale	12	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<u>Average</u>							<u>Total Yes Responses</u>						
	12.25	13	13	12	3	13	13	13	13	13	12	13	13

[Index](#)

Other Holidays

<u>City</u>	<u>Floating Holidays Offered?</u>	<u>Number Of Floating Holidays</u>	<u>Other Paid Holidays/Time Off</u>
Batesville	No		June 19th, new year's eve
Benton	No		Juneteenth
Conway	No		Juneteenth, employee's birthday. Mayor declares Day after Thanksgiving
El Dorado	No	1	
Hot Springs	No		Juneteenth
Jonesboro	No		
Marion	No		
Maumelle	No		Juneteenth
Mountain Home	No		Juneteenth
North Little Rock	No		Juneteenth
Paragould	No		Juneteenth
Rogers	No	1	
Siloam Springs	No	1	
Springdale	No	1	Floating Holiday Noted is Employee's Birthday

[Index](#)

Personal-Sick Days

<u>City</u>	<u>Paid Personal Days</u>	<u>Paid Sick Days</u>		<u>Uniform Schedule</u>	<u>Service Schedule</u>	<u>Carry Sick Days Over To The New</u>	<u>Sick Days Max Carry Over Each</u>
		<u>Exempt</u>	<u>Non-Exempt</u>			<u>Year</u>	<u>Year</u>
Batesville	1	12	12			Yes	11
Benton	3	17	17		Yes	Yes	720
Conway		12	12			Yes	480
El Dorado	14	15			Yes	Yes	60
Hot Springs						Yes	
Jonesboro	0	12	12				
Marion							
Maumelle	3	160	160	Yes		Yes	1040
Mountain Home	2	12	12		Yes	Yes	1440
North Little Rock						Yes	
Paragould	0				Yes	Yes	480
Rogers	0	12	12	Yes		Yes	12
Siloam Springs		12		Yes		Yes	480
Springdale		20	20			Yes	90
		<u>Averages</u>			<u>Total Yes Responses</u>		<u>Average</u>
	2.88	28.4	32.13	3	4	12	481.3

[Index](#)**Vacation Days-Exempt****Vacation Days Per Years Of Service**

City	<u>6M</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15- 20</u>	<u>21- 25</u>	<u>25+</u>
<u>Batesville</u>	<u>0</u>	<u>5</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>21</u>	<u>25</u>	<u>25</u>
<u>Benton</u>		<u>120</u>	<u>120</u>	<u>120</u>	<u>120</u>	<u>120</u>	<u>120</u>	<u>120</u>	<u>120</u>	<u>120</u>	<u>160</u>	<u>160</u>	<u>160</u>	<u>160</u>	<u>160</u>	<u>200</u>	<u>200</u>	<u>200</u>
<u>Conway</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>12</u>	<u>12</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>17</u>	<u>17</u>	<u>17</u>	<u>20</u>	<u>20</u>	<u>22</u>
<u>El Dorado</u>		<u>14</u>				<u>15</u>					<u>20</u>							
<u>Hot Springs</u>																		
<u>Jonesboro</u>	<u>5</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	
<u>Marion</u>																		
<u>Maumelle</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>20</u>	<u>22</u>	<u>22</u>
<u>Mountain Home</u>	<u>0</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	<u>20</u>	<u>20</u>
<u>North Little Rock</u>	<u>0</u>	<u>10</u>	<u>10</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>22</u>	<u>22</u>
<u>Paragould</u>	<u>2</u>	<u>3</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>12</u>	<u>12</u>	<u>12</u>	<u>12</u>	<u>12</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>18</u>	<u>18</u>
<u>Rogers</u>		<u>12</u>	<u>12</u>	<u>15</u>	<u>15</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>18</u>	<u>21</u>	<u>21</u>	<u>21</u>	<u>21</u>	<u>23</u>	<u>23</u>
<u>Siloam Springs</u>	<u>5</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>10</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>
<u>Springdale</u>	<u>5</u>	<u>10</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>15</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>	<u>25</u>	<u>25</u>
<u>Averages</u>																		
	4.11	18.67	20.64	22	22	22.5	23.73	24.27	24.36	24.45	28.75	30.64	31	31.09	31.18	35.91	37.73	39.7

[Index](#)**Vacation Days-NonExempt****Vacation Days Per Years Of Service**

City	<u>6M</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15- 20</u>	<u>21- 25</u>	<u>25+</u>
Batesville	0	5	10	10	10	10	10	15	15	15	15	15	15	15	15	21	25	25
Benton		120	120	120	120	120	120	120	120	120	160	160	160	160	160	200	200	200
Conway	10	10	10	12	12	15	15	15	15	15	16	17	17	17	17	20	20	22
El Dorado																		
Hot Springs																		
Jonesboro	5	10	10	10	10	15	15	15	15	15	20	20	20	20	20	20		
Marion																		
Maumelle	10	10	10	15	15	15	15	15	15	15	18	18	18	18	18	20	22	22
Mountain Home	0	10	10	10	10	10	11	12	13	14	15	16	17	18	19	20	20	20
North Little Rock	0	10	10	15	15	15	15	15	15	15	18	18	18	18	18	18	22	22
Paragould	2	3	10	10	10	12	12	12	12	12	15	15	15	15	15	15	18	18
Rogers		12	12	15	15	18	18	18	18	18	18	18	21	21	21	21	23	23
Siloam Springs	5	10	10	10	10	10	15	15	15	15	15	20	20	20	20	20	20	20
Springdale	5	10	15	15	15	15	15	15	15	15	15	20	20	20	20	20	25	25
<u>Averages</u>																		
	4.11	19.09	20.64	22	22	23.18	23.73	24.27	24.36	24.45	29.55	30.64	31	31.09	31.18	35.91	37.73	39.7

Index																		
Paid Time Off																		
PTO Hours Per Years Of Service																		
<u>City</u>	<u>6M</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15-20</u>	<u>21-25</u>	<u>25+</u>
Batesville																		
Benton																		
Conway																		
El Dorado																		
Hot Springs		21	21	21	23	23	23	23	28	28	28	28	31	31	31	31	31	31
Jonesboro																		
Marion																		
Maumelle																		
Mountain Home																		
North Little Rock																		
Paragould																		
Rogers																		
Siloam Springs																		
Springdale																		
									<u>Averages</u>									
		21	21	21	23	23	23	23	28	28	28	28	31	31	31	31	31	31

[Index](#)**PTO Events****Included In PTO**

<u>City</u>	<u>Personal</u>	<u>Sick</u>	<u>Vacation</u>	<u>Funeral</u>	<u>Holidays</u>	<u>Inclement Weather</u>	<u>Other</u>
Batesville							
Benton							
Conway							
El Dorado							
Hot Springs	Yes	Yes	Yes				
Jonesboro		Yes	Yes	Yes	Yes	Yes	Catastrophic Sick Bank up to 24 weeks
Marion							
Maumelle							
Mountain Home							
North Little Rock							
Paragould							
Rogers							
Siloam Springs							
Springdale							
<u>Total Yes Responses</u>							
	1	2	2	1	1	1	

[Index](#)

PTO-Wait Period-Buy-Sell	
--------------------------	--

Included In PTO	
-----------------	--

Cash Option

[illegible]

[Index](#)

PTO Hrs Paid-Ext Illness	
1	0
2	0
3	0
4	0
5	0
6	0
7	0
8	0
9	0
10	0
11	0
12	0
13	0
14	0
15	0
16	0
17	0
18	0
19	0
20	0
21	0
22	0
23	0
24	0
25	0
26	0
27	0
28	0
29	0
30	0
31	0
32	0
33	0
34	0
35	0
36	0
37	0
38	0
39	0
40	0
41	0
42	0
43	0
44	0
45	0
46	0
47	0
48	0
49	0
50	0
51	0
52	0
53	0
54	0
55	0
56	0
57	0
58	0
59	0
60	0
61	0
62	0
63	0
64	0
65	0
66	0
67	0
68	0
69	0
70	0
71	0
72	0
73	0
74	0
75	0
76	0
77	0
78	0
79	0
80	0
81	0
82	0
83	0
84	0
85	0
86	0
87	0
88	0
89	0
90	0
91	0
92	0
93	0
94	0
95	0
96	0
97	0
98	0
99	0
100	0

[illegible]

[Index](#)

Education Incentives

License/Certifications

<u>City</u>	<u>Educ Incentiv Prog?</u>	<u>Pay Edu Inst.</u>	<u>Pay Emp Prior To Completion</u>	<u>Pay Emp W/Passing Grade</u>	<u>% Based On Grade Recvd</u>	<u>Co Pay</u>	<u>Emp Pay</u>	<u>Share</u>	<u>Co. Pays + Renewal</u>	<u>Higher Pay For Certs</u>
Batesville	Yes					Yes			Yes	Yes
Benton										
Conway										
El Dorado										
Hot Springs	Yes			Yes		Yes				
Jonesboro										
Marion										
Maumelle	Yes		Yes	Yes		Yes				
Mountain Home	Yes			Yes		Yes				Yes
North Little Rock	Yes									
Paragould	Yes	Yes							Yes	
Rogers	Yes	Yes		Yes		Yes			Yes	
Siloam Springs	Yes			Yes					Yes	
Springdale		Yes				Yes				Yes
<u>Total Yes Responses</u>										
	8	3	1	5	0	6	0	0	4	3

[Index](#)

Benefit Changes This Year

<u>City</u>	<u>Change</u>
Benton	Offered a HDHP to the offering
Mountain Home	Added a Standard Plan option for health
Springdale	Deductible and MOOP changes.

[Index](#)

Military Pay

<u>City</u>	<u>Offered Beyond 2 Wk Annual Duty</u>	<u>Amount</u>	<u>Duration Days</u>	<u>Comments</u>
Batesville				
Benton				
Conway	Yes		21	30 days additional if deployed to active duty
El Dorado				
Hot Springs				
Jonesboro				
Marion				
Maumelle	Yes			Statutory Requirement
Mountain Home				
North Little Rock	Yes		15	
Paragould	Yes		21	
Rogers	Yes		30	
Siloam Springs				
Springdale	Yes			
	<u>Total Yes Responses</u>		<u>Averages</u>	
	6		21.75	

[Index](#)

Incentive Pay

<u>City</u>	<u>% Of Exempt Eligible</u>	<u>% Of Non-Exempt Eligible</u>
Batesville	0%	0%
Benton	0%	0%
Conway		
El Dorado	0%	0%
Hot Springs		50%
Jonesboro	0%	0%
Marion		
Maumelle	0%	0%
Mountain Home		
North Little Rock		
Paragould	3%	42%
Rogers	0%	0%
Siloam Springs		
Springdale		
	<u>Averages</u>	
	0.43%	11.5%

Index
Other Benefits
Employer Paid Parking

<u>City</u>	<u>Paid PkgProvided</u>	<u>\$ Per Mnth</u>	<u>Pre Tax?</u>
Batesville			
Benton			
Conway			
El Dorado			
Hot Springs			
Jonesboro			
Marion			
Maumelle			
Mountain Home			
North Little Rock			
Paragould			
Rogers			
Siloam Springs			
Springdale			

[Index](#)

Other Benefits-Contd

<u>City</u>	<u>Offer Long-Term Care</u>	<u>Empl Assist Progr</u>	<u>Payroll Deduct Legal Ben</u>	<u>Extra \$\$ For Bilingual</u>	<u>Volunteer Time Away From Work</u>	<u>Suppl Emp. Paid Benefits</u>	<u>Pet Insurance</u>	<u>Donate Leave To Others?</u>	<u>Fitness/wellness incentive</u>
Batesville		Yes				Yes		Yes	
Benton		Yes	Yes						
Conway		Yes	Yes			Yes		Yes	
El Dorado									
Hot Springs		Yes				Yes		Yes	
Jonesboro		Yes				Yes			
Marion									
Maumelle		Yes							
Mountain Home						Yes		Yes	
North Little Rock		Yes	Yes			Yes		Yes	Yes
Paragould		Yes	Yes			Yes		Yes	
Rogers		Yes				Yes		Yes	
Siloam Springs		Yes				Yes	Yes		Yes
Springdale		Yes	Yes	Yes		Yes	Yes	Yes	
<u>Total Yes Responses</u>									
	0	11	5	1	0	10	2	8	2

[Index](#)

Flexible Work Arrangements

<u>City</u>	<u>Job Sharing</u>	<u>Telecommuting As Option</u>	<u>Flexible Work Schedules</u>
Batesville			
Benton			
Conway			
El Dorado			
Hot Springs			
Jonesboro			
Marion			
Maumelle			Yes
Mountain Home			
North Little Rock			Yes
Paragould			
Rogers			
Siloam Springs			
Springdale			Yes
		<u>Total Yes Responses</u>	
	0	0	3

[Index](#)

Inclement Weather Days

If Business Is Closed Days Off If Business Is Open Days Off
Are: Are:

Other Policy

<u>City</u>	<u>Paid By</u>	<u>Unpaid By</u>	<u>Paid By</u>	<u>Unpaid By</u>	
Batesville	Yes		Yes		if employee can't make it to work due to weather they may use vacation time
Benton	Yes				employee may use vacation hours to supplement pay
Conway	Yes		Yes		
El Dorado	Yes		Yes		
Hot Springs	Yes		Yes		
Jonesboro	Yes		Yes		employee must use PTO
Marion					
Maumelle	Yes		Yes		
Mountain Home		Yes	Yes		
North Little Rock	Yes				Must use vacation or personal leave.
Paragould	Yes		Yes		
Rogers	Yes		Yes		
Siloam Springs	Yes		Yes		
Springdale	Yes		Yes	Yes	Paid by employer if the employee is using a holiday or using PTO.

Index

General Comments

<u>City</u>	<u>Comments</u>
North Little Rock	Part B: Personal Leave accrues at the following rate (no carryover): 2-5 yrs of service - 2 days per year; 5-10 yrs - 4 days; 10-15 yrs - 5 days; 15+ yrs - 6 days. Part C: Sick Leave accrues at 6.15 hours per pay period - 20 days per year. No limit on maximum accumulation.
Springdale	Payment for training and certifications is based on the department. For example, our officers can take college classes to receive higher pay.