



AML Salary Survey Results 2025 Pop 2500-9999

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:

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The JER HR Group
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Participating Cities

Total: 19

City Name	Population	Revenue	County	Contact Name	Contact Email	FT Personnel in Budget	FT Personnel Employed	Contact Phone
Alexander	3385			Jennifer Hill	jennifer.hill@cityofalexander.org	26	25	501-455-2585
Alma	5825	\$7,629,988		Ronda Teague	finance@cityofalma.org	51	50	479-632-4119
Brinkley	2700	\$4,293,265		Sarah Rollins	srollins.cityofbrinkley@gmail.com	30	27	870-734-1033
Cherokee Village	4780	\$2,756		Misty Casey	cityhall@cherokeevillage.org	31	29	870-257-5522
De Queen	6105			Heather Bruce	hbruce@cityofdequeen.com	0	69	870-584-3445
Elkins	3602	\$4,375,208		Gayla Stahman	gaylastahman@elkins.arkansas.gov	30	30	479-643-3400
Greenwood	9516	\$16,773,713		Danielle Smith	dsmith@gwark.com	72	69	479-996-2742
Hope	8952	\$15,070,094		Cindy Clark	finance@hopearkansas.net	0	101	870-722-2573
Hoxie	2598	\$1,134,000		Delinda Duckworth	dduckworth@hereinhoxie.com	20	20	870-886-2742
Johnson	3609	\$3,342,468		Jennifer Allen	jallen@cityofjohnson.com	33	31	479-521-7291
McGehee	3849					0	0	
Morrilton	6992	\$3		Megan Dennis	megan.dennis@cityofmorrilton.net	68	68	501-354-3484
Mountain View	2877	\$5,291,157		Ceredwyn Holt	ceredwynfh@gmail.com	60	50	870-269-3804
Newport	8005	\$8,239,194		Deana Meeks	hr@newportar.org	93	85	870-523-6568
Paris	3176	\$10,000,000		Mary Sullivan	cityclerk@paris-ar.net	40	40	479-963-2450
Pocahontas	7371			Terry King	tking@cityofpocahontas.com	55	55	870-892-9661
Ward	6052	\$8,313,181		Courtney Ruble	hr-finance@cityofward.com	57	57	501-843-7686
Warren	5453	\$3,856,500		Teresa Sandine	teresa.sandine@cityofwarren.us	57	47	870-226-6743
Wynne	8314	\$10,076,302		Meredith Mcknight	mmcknight@cityofwynne.com	62	62	870-208-1118

Summary by Job Title

Job Title	Department	Number of Orgs Reporting	Number of Incumbents	Number of matches (Above/Match/Below)	Base Pay 2025			
					25%	Mean	Median	75%
Mayor	Administration	17	17	0/13/2	\$48,447	\$63,004	\$58,376	\$77,160
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	3	3	0/2/1	\$60,000	\$68,000	\$60,000	\$76,000
City Manager or Chief of Staff	Administration	1	1	0/1/0	\$115,000	\$115,000	\$115,000	\$115,000
Executive Secretary	Administration	1	1	0/1/0	\$33,051	\$33,051	\$33,051	\$33,051
Council Member	Administration	14	65	0/64/0	\$3,908	\$4,654	\$4,691	\$5,624
City Clerk	Administration	2	2	1/1/0	\$5,000	\$15,521	\$5,000	\$26,042
City Clerk-Elected	Administration	7	7	0/4/1	\$6,335	\$31,919	\$35,069	\$52,700
City Clerk Treas-Elected	Administration	7	7	0/5/2	\$43,826	\$55,812	\$65,776	\$71,000
Treasurer	Administration	3	3	1/2/0	\$21,200	\$22,786	\$21,200	\$39,707
Deputy Clerk	Administration	4	6	0/5/1	\$35,360	\$40,132	\$36,379	\$43,985
City Attorney	Administration	12	12	0/11/0	\$20,778	\$35,397	\$38,230	\$48,667
Assistant City Attorney	Administration	1	1	0/1/0	\$19,470	\$19,470	\$19,470	\$19,470
Deputy City Attorney	Administration	0	0	0/0/0				
Court Clerk	Administration	11	11	0/6/3	\$35,193	\$40,201	\$40,729	\$48,000
Deputy Court Clerk	Administration	8	16	0/15/0	\$28,446	\$32,999	\$32,510	\$38,755
District Judge	Administration	4	4	0/2/0	\$2,962	\$5,853	\$3,050	\$7,400
Transcriptionist	Administration	0	0	0/0/0				
Office Manager	Administration	8	9	0/3/5	\$36,400	\$41,102	\$38,480	\$48,318
Purchasing Agent	Administration	1	1	1/0/0	\$54,308	\$54,308	\$54,308	\$54,308
Administrative Assistant I	Administration	9	25	5/10/8	\$33,758	\$39,109	\$36,754	\$45,635
Code Enforcement Supervisor	Code Enforcement	3	4	0/2/2	\$37,960	\$48,308	\$37,960	\$58,656
Code Enforcement Officer - Senior	Code Enforcement	4	4	0/1/2	\$35,300	\$46,138	\$44,720	\$46,709
Code Enforcement Officer	Code Enforcement	8	8	0/6/1	\$19,760	\$30,582	\$33,280	\$37,960
Building Inspector	Code Enforcement	5	5	0/3/2	\$46,541	\$52,916	\$53,000	\$58,323
Electrical Inspector	Code Enforcement	0	0	0/0/0				
Mechanical Inspector	Code Enforcement	0	0	0/0/0				
Plumbing and Gas Inspector	Code Enforcement	0	0	0/0/0				
Community Development/Planning Director	Engineering/Planning	3	3	0/2/1	\$76,585	\$95,362	\$76,585	\$154,500
Planner II	Engineering/Planning	1	1	0/1/0	\$55,620	\$55,620	\$55,620	\$55,620
Planner I	Engineering/Planning	1	1	0/1/0	\$40,706	\$40,706	\$40,706	\$40,706
City Engineer	Engineering/Planning	0	0	0/0/0				
Engineering Specialist	Engineering/Planning	0	0	0/0/0				

Engineering Technician - Senior	Engineering/Planning	0	0	0/0/0				
GIS Analyst - Senior	Engineering/Planning	1	1	0/0/1	\$70,100	\$70,100	\$70,100	\$70,100
GIS Analyst	Engineering/Planning	0	0	0/0/0				
Graphics Technician	Engineering/Planning	0	0	0/0/0				
Land Surveyor	Engineering/Planning	0	0	0/0/0				
Finance Director	Finance	8	8	0/4/2	\$44,920	\$60,742	\$52,000	\$71,000
Accountant	Finance	1	1	0/0/1	\$40,532	\$40,532	\$40,532	\$40,532
Accounting Clerk II	Finance	0	0	0/0/0				
Accounting Clerk I	Finance	0	0	0/0/0				
Accounting Clerk	Finance	2	3	0/2/1	\$29,120	\$37,764	\$29,120	\$46,408
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	4	4	0/2/2	\$31,262	\$40,085	\$36,878	\$37,440
Fire Chief	Fire Department	12	12	0/7/2	\$53,000	\$66,393	\$65,000	\$68,660
Assistant Fire Chief	Fire Department	2	2	0/1/1	\$41,000	\$53,707	\$41,000	\$66,414
Fire Battalion Chief	Fire Department	1	3	0/3/0	\$43,709	\$46,476	\$43,709	\$54,338
Fire Captain	Fire Department	7	20	0/12/0	\$42,237	\$45,762	\$45,893	\$48,000
Fire Lieutenant	Fire Department	2	2	0/1/0	\$53,652	\$54,696	\$53,652	\$55,739
Fire Apparatus Engineer (Driver)	Fire Department	2	2	0/2/0	\$35,000	\$45,213	\$35,000	\$55,425
Fire Inspector/Marshal	Fire Department	1	1	0/1/0	\$48,842	\$48,842	\$48,842	\$48,842
Firefighter	Fire Department	11	36	0/29/0	\$41,380	\$42,856	\$42,672	\$45,893
HR/Personnel Director	Human Resources	3	3	1/1/1	\$61,339	\$55,098	\$61,339	\$67,000
Human Resource Generalist	Human Resources	0	0	0/0/0				
HR-Benefits Specialist	Human Resources	0	0	0/0/0				
Human Resources Assistant	Human Resources	2	2	0/0/2	\$41,600	\$48,260	\$41,600	\$54,919
Payroll Administrator	Human Resources	2	2	0/1/1	\$43,985	\$46,339	\$43,985	\$48,693
Industrial Organizational Specialist	Human Resources	0	0	0/0/0				
Information Systems Director	Information Systems	0	0	0/0/0				
Systems Network Manager	Information Systems	0	0	0/0/0				
Network Analyst	Information Systems	0	0	0/0/0				
Network Coordinator	Information Systems	1	1	0/0/1	\$44,888	\$44,888	\$44,888	\$44,888
Programmer Analyst - Senior	Information Systems	0	0	0/0/0				
Programmer Analyst	Information Systems	0	0	0/0/0				
Systems Programmer	Information Systems	0	0	0/0/0				
Information Support Specialist	Information Systems	0	0	0/0/0				
Librarian	Library	1	1	0/0/0	\$46,350	\$46,350	\$46,350	\$46,350
Library Assistant	Library	1	3	0/0/0	\$10,023	\$13,320	\$10,023	\$20,750
Safety Loss Control Specialist	Operations	0	0	0/0/0				
Airport Manager	Operations	2	2	0/2/0	\$61,800	\$61,800	\$61,800	\$61,800

Airport Attendant	Operations	2	2	1/1/0	\$37,461	\$38,012	\$37,461	\$38,563
Animal Control Director	Operations	3	3	0/3/0	\$40,893	\$40,265	\$40,893	\$44,366
Animal Control Field Officer	Operations	9	11	0/7/3	\$31,075	\$35,503	\$34,278	\$39,414
Animal Services Manager	Operations	1	1	0/1/0				
Animal Services Officer	Operations	2	2	0/0/1	\$24,600	\$27,900	\$24,600	\$31,200
Building/Maintenance Supervisor	Operations	0	0	0/0/0				
Building/Maintenance Worker	Operations	0	0	0/0/0				
Fleet Supervisor	Operations	0	0	0/0/0				
Fleet Maintenance Mechanic II	Operations	1	1	0/1/0				
Fleet Maintenance Mechanic I	Operations	2	2	0/2/0	\$35,554	\$38,577	\$35,554	\$41,600
Horticulturist	Operations	1	2	0/1/1	\$31,824	\$35,612	\$31,824	\$39,400
Grounds Maintenance Supervisor	Operations	0	0	0/0/0				
Grounds Maintenance Lead	Operations	0	0	0/0/0				
Grounds Maintenance Laborer	Operations	0	0	0/0/0				
Signal Repair Technician - Senior	Operations	0	0	0/0/0				
Signal Repair Technician	Operations	0	0	0/0/0				
Signal Technician II	Operations	0	0	0/0/0				
Signal Technician I	Operations	0	0	0/0/0				
Parks Director	Parks & Recreation	8	8	0/8/0	\$50,128	\$57,137	\$58,864	\$62,480
Parks Aquatics Manager	Parks & Recreation	1	3	0/3/0				
Recreation Programmer	Parks & Recreation	1	1	0/1/0	\$56,650	\$56,650	\$56,650	\$56,650
Recreation Program Manager	Parks & Recreation	0	0	0/0/0				
Recreation Facility Supervisor	Parks & Recreation	1	1	0/1/0	\$29,547	\$29,547	\$29,547	\$29,547
Therapeutic Recreation Coordinator	Parks & Recreation	0	0	0/0/0				
Parks Supervisor	Parks & Recreation	5	5	0/2/1	\$37,353	\$42,003	\$46,218	\$47,840
Parks Equipment Operator	Parks & Recreation	3	4	1/3/0	\$27,040	\$33,065	\$27,040	\$38,604
Parks Department Laborer	Parks & Recreation	11	30	4/19/3	\$14,040	\$25,506	\$27,040	\$33,758
Police Chief	Police Department	17	17	0/11/1	\$58,664	\$66,121	\$67,000	\$74,200
Assistant Police Chief	Police Department	1	1	0/0/0	\$65,000	\$65,000	\$65,000	\$65,000
Police Major/Captain	Police Department	6	6	0/4/0	\$59,012	\$63,638	\$59,280	\$63,398
Police Lieutenant	Police Department	12	12	0/7/2	\$46,030	\$56,144	\$55,861	\$63,527
Police Sergeant	Police Department	16	28	0/20/0	\$48,342	\$51,179	\$54,775	\$55,779
Police Corporal	Police Department	8	14	0/12/0	\$49,074	\$50,868	\$50,407	\$53,996
Police Investigative Detective	Police Department	13	20	0/12/2	\$44,998	\$50,002	\$49,525	\$56,111
School Resource Officer	Police Department	9	20	0/13/0	\$44,200	\$49,074	\$50,429	\$53,208
Police Officer	Police Department	17	107	0/70/0	\$38,815	\$42,169	\$44,809	\$47,873
Police Property Room Supervisor	Police Department	0	0	0/0/0				

Crime Scene Supervisor	Police Department	0	0	0/0/0				
Crime Scene Specialist	Police Department	0	0	0/0/0				
Communications Shift Supervisor	Police Department	2	2	0/2/0	\$40,352	\$41,890	\$40,352	\$43,427
Communications Dispatcher	Police Department	4	10	0/8/2	\$36,816	\$36,958	\$36,816	\$36,962
Police Dispatch	Police Department	4	8	0/3/0	\$28,080	\$28,905	\$30,160	\$31,200
Communications Call Taker	Police Department	2	2	0/1/1	\$39,452	\$39,805	\$39,452	\$40,158
Probation Officer - Senior	Police Department	0	0	0/0/0				
Probation Officer	Police Department	1	1	0/1/0	\$39,116	\$39,116	\$39,116	\$39,116
Public Works Director	Public Works	8	9	1/6/1	\$63,671	\$73,152	\$71,770	\$85,654
Sanitation Superintendent	Public Works	3	4	0/3/1	\$52,488	\$60,028	\$58,656	\$59,809
Sanitation Supervisor	Public Works	3	3	0/1/1	\$51,209	\$52,776	\$51,209	\$58,240
Sanitation Equipment Operator III	Public Works	0	0	0/0/0				
Sanitation Equipment Operator II	Public Works	0	0	0/0/0				
Sanitation Equipment Operator I	Public Works	3	5	0/4/0	\$32,240	\$36,100	\$37,398	\$38,438
Sanitation Department Laborer	Public Works	8	30	0/26/0	\$31,200	\$32,929	\$32,760	\$37,690
Street Maintenance Superintendent	Public Works	3	3	0/2/1	\$57,784	\$56,118	\$57,784	\$69,569
Street Supervisor	Public Works	6	6	0/5/1	\$41,136	\$46,872	\$44,720	\$46,802
Street Equipment Operator	Public Works	8	25	0/24/0	\$34,840	\$43,395	\$40,518	\$51,190
Street Department Laborer	Public Works	15	49	0/24/16	\$31,200	\$36,802	\$38,209	\$43,056
Solid Waste Recycling Coordinator	Public Works	5	10	0/9/1	\$34,320	\$40,457	\$42,120	\$49,400
Solid Waste Recycling Operator/Collector	Public Works	3	5	0/3/2	\$34,320	\$37,415	\$36,442	\$41,080
Traffic Engineering Manager	Public Works	0	0	0/0/0				
Traffic Engineer II	Public Works	0	0	0/0/0				
Traffic Engineer I	Public Works	0	0	0/0/0				
Traffic Technician II	Public Works	0	0	0/0/0				
Traffic Technician I	Public Works	0	0	0/0/0				
Waste Water Manager	Public Works	8	8	1/6/0	\$45,760	\$57,416	\$53,310	\$66,955
Water / Waste Water Operator	Public Works	10	46	0/44/0	\$35,152	\$40,367	\$39,811	\$45,656
Utility Construction	Public Works	4	16	0/12/0	\$29,120	\$33,773	\$31,200	\$34,756
Water Manager	Public Works	3	3	1/1/0	\$49,857	\$53,674	\$49,857	\$69,564
Utility Billing and Receivable Clerk	Public Works	7	13	0/9/2	\$30,950	\$37,356	\$33,404	\$42,390

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
Greenwood	9516	85	87.5			Comp Time
Hope	8952	80	112	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Fire Is Paid Overtime For Hours Worked Over 159 In A 21 Day Period
Wynne	8314	86	53	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Newport	8005	80	96	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any Overtime Worked Is Paid Through Comp Time. That Goes For The Fire Dept & The Police Dept. However, Sergeant's On The Police
Pocahontas	7371	80	80	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	
Morrilton	6992	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
De Queen	6105	80	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.	
Ward	6052	84	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Alma	5825			Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Warren	5453	86	192	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		We Do Not Pay Overtime To Our Fireman
Cherokee Village	4780	84	91	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.	
McGehee	3849					
Johnson	3609	84	96			Pd Hours Worked Over 86- Fd Hours Worked Over 120
Elkins	3602					
Alexander	3385	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Paris	3176	83		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Mountain View	2877	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		

Brinkley	2700	86	80	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Hoxie	2598	80	48	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		

Job Titles

ID	Position Title	Department
100	Mayor	Administration
101	Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration
102	City Manager or Chief of Staff	Administration
103	Executive Secretary	Administration
104	Council Member	Administration
105	City Clerk	Administration
106	City Clerk-Elected	Administration
107	City Clerk Treas-Elected	Administration
108	Treasurer	Administration
109	Deputy Clerk	Administration
110	City Attorney	Administration
111	Assistant City Attorney	Administration
112	Deputy City Attorney	Administration
113	Court Clerk	Administration
114	Deputy Court Clerk	Administration
115	District Judge	Administration
116	Transcriptionist	Administration
117	Office Manager	Administration
118	Purchasing Agent	Administration
119	Administrative Assistant I	Administration
200	Code Enforcement Supervisor	Code Enforcement
201	Code Enforcement Officer - Senior	Code Enforcement
202	Code Enforcement Officer	Code Enforcement
203	Building Inspector	Code Enforcement
204	Electrical Inspector	Code Enforcement
205	Mechanical Inspector	Code Enforcement
206	Plumbing and Gas Inspector	Code Enforcement

300	Community Development/Planning Director	Engineering/Planning
301	Planner II	Engineering/Planning
302	Planner I	Engineering/Planning
303	City Engineer	Engineering/Planning
304	Engineering Specialist	Engineering/Planning
305	Engineering Technician - Senior	Engineering/Planning
306	GIS Analyst - Senior	Engineering/Planning
307	GIS Analyst	Engineering/Planning
308	Graphics Technician	Engineering/Planning
309	Land Surveyor	Engineering/Planning
400	Finance Director	Finance
401	Accountant	Finance
402	Accounting Clerk II	Finance
403	Accounting Clerk I	Finance
404	Accounting Clerk	Finance
405	Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance
500	Fire Chief	Fire Department
501	Assistant Fire Chief	Fire Department
502	Fire Battalion Chief	Fire Department
503	Fire Captain	Fire Department
504	Fire Lieutenant	Fire Department
505	Fire Apparatus Engineer (Driver)	Fire Department
506	Fire Inspector/Marshal	Fire Department
507	Firefighter	Fire Department
600	HR/Personnel Director	Human Resources
601	Human Resource Generalist	Human Resources
602	HR-Benefits Specialist	Human Resources
603	Human Resources Assistant	Human Resources
604	Payroll Administrator	Human Resources
605	Industrial Organizational Specialist	Human Resources

700	Information Systems Director	Information Systems
701	Systems Network Manager	Information Systems
702	Network Analyst	Information Systems
703	Network Coordinator	Information Systems
704	Programmer Analyst - Senior	Information Systems
705	Programmer Analyst	Information Systems
706	Systems Programmer	Information Systems
707	Information Support Specialist	Information Systems
800	Librarian	Library
801	Library Assistant	Library
900	Safety Loss Control Specialist	Operations
901	Airport Manager	Operations
902	Airport Attendant	Operations
903	Animal Control Director	Operations
904	Animal Control Field Officer	Operations
905	Animal Services Manager	Operations
906	Animal Services Officer	Operations
907	Building/Maintenance Supervisor	Operations
908	Building/Maintenance Worker	Operations
909	Fleet Supervisor	Operations
910	Fleet Maintenance Mechanic II	Operations
911	Fleet Maintenance Mechanic I	Operations
912	Horticulturist	Operations
913	Grounds Maintenance Supervisor	Operations
914	Grounds Maintenance Lead	Operations
915	Grounds Maintenance Laborer	Operations
916	Signal Repair Technician - Senior	Operations
917	Signal Repair Technician	Operations
918	Signal Technician II	Operations
919	Signal Technician I	Operations

1000	Parks Director	Parks & Recreation
1001	Parks Aquatics Manager	Parks & Recreation
1002	Recreation Programmer	Parks & Recreation
1003	Recreation Program Manager	Parks & Recreation
1004	Recreation Facility Supervisor	Parks & Recreation
1005	Therapeutic Recreation Coordinator	Parks & Recreation
1006	Parks Supervisor	Parks & Recreation
1007	Parks Equipment Operator	Parks & Recreation
1008	Parks Department Laborer	Parks & Recreation
1100	Police Chief	Police Department
1101	Assistant Police Chief	Police Department
1102	Police Major/Captain	Police Department
1103	Police Lieutenant	Police Department
1104	Police Sergeant	Police Department
1105	Police Corporal	Police Department
1106	Police Investigative Detective	Police Department
1107	School Resource Officer	Police Department
1108	Police Officer	Police Department
1109	Police Property Room Supervisor	Police Department
1110	Crime Scene Supervisor	Police Department
1111	Crime Scene Specialist	Police Department
1112	Communications Shift Supervisor	Police Department
1113	Communications Dispatcher	Police Department
1114	Police Dispatch	Police Department
1115	Communications Call Taker	Police Department
1116	Probation Officer - Senior	Police Department
1117	Probation Officer	Police Department

1200	Public Works Director	Public Works
1201	Sanitation Superintendent	Public Works
1202	Sanitation Supervisor	Public Works
1203	Sanitation Equipment Operator III	Public Works
1204	Sanitation Equipment Operator II	Public Works
1205	Sanitation Equipment Operator I	Public Works
1206	Sanitation Department Laborer	Public Works
1207	Street Maintenance Superintendent	Public Works
1208	Street Supervisor	Public Works
1209	Street Equipment Operator	Public Works
1210	Street Department Laborer	Public Works
1211	Solid Waste Recycling Coordinator	Public Works
1212	Solid Waste Recycling Operator/Collector	Public Works
1214	Traffic Engineering Manager	Public Works
1215	Traffic Engineer II	Public Works
1216	Traffic Engineer I	Public Works
1217	Traffic Technician II	Public Works
1218	Traffic Technician I	Public Works
1219	Waste Water Manager	Public Works
1220	Water / Waste Water Operator	Public Works
1221	Utility Construction	Public Works
1222	Water Manager	Public Works
1223	Utility Billing and Receivable Clerk	Public Works

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):	1/13/2
Exempt/non-exempt:	6/2
Bonus Eligible (Y/N):	6/2
Full/Part Time:	15/2
Number of Organizations Reporting:	17
Position Titles:	Mayor
Reports To:	Citizens City Council Council
Comments:	Elected Non Salary Position

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	15	\$38,646	\$48,447	\$63,004	\$58,376	\$77,160	\$93,600
Actual Incentive Paid Dollar LastYear	2	\$600	\$600	\$675	\$600	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$78,377	\$49,744	\$78,377	\$80,177
Hope	8952	Part				
Wynne	8314	Full	\$69,760	\$69,760	\$69,760	\$69,760
Newport	8005	Full	\$76,453	\$61,162	\$76,453	\$91,744
Pocahontas	7371	Full				
Morrilton	6992	Full	\$76,491	\$61,193	\$76,491	\$91,789
De Queen	6105	Full	\$101,566	\$81,253	\$101,566	\$121,879
Ward	6052	Full	\$58,376	\$46,701	\$58,376	\$70,051
Alma	5825	Full	\$50,000	\$40,000	\$50,000	\$60,000
Warren	5453	Full	\$48,447	\$38,758	\$48,447	\$58,136
Cherokee Village	4780	Part	\$21,600	\$17,280	\$21,600	\$25,920
Johnson	3609	Full	\$93,600	\$74,880	\$93,600	\$112,320
Elkins	3602	Full	\$77,160	\$61,728	\$77,160	\$92,592
Alexander	3385	Full	\$48,200	\$38,560	\$48,200	\$57,840

Paris	3176	Full	\$53,700	\$42,960	\$53,700	\$64,440
Mountain View	2877	Full	\$52,680	\$42,144	\$52,680	\$63,216
Hoxie	2598	Full	\$38,646	\$30,917	\$38,646	\$46,375

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

101- Assistant to Mayor/Deputy 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):	0/2/1
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Office Mgr, Treasurer, Hr Director, Accounts Payable, Payroll Director Asst City Manager Administrative Assistant
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$60,000	\$60,000	\$68,000	\$60,000	\$76,000	\$76,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$76,000	\$60,800	\$76,000	\$91,200
Pocahontas	7371	Full				
Alexander	3385	Full	\$60,000	\$48,000	\$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.

102- City Manager or Chief of Staff

Job Description:	Acts as the City?s CEO and provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare, and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	City Manager
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$115,000	\$115,000	\$115,000	\$115,000	\$115,000	\$115,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$115,000	\$92,000	\$115,000	\$138,000

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.

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?s administrative activities and functions as well as potentially supervises other administrative staff. Education would be the equivalent to two years of college, plus five years related experience and/or training and two years related management/supervisory experience.
Total Matches (A/M/B):	3/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Executive Secretary
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$33,051	\$33,051	\$33,051	\$33,051	\$33,051	\$33,051
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Warren	5453	Full	\$33,051	\$26,441	\$33,051	\$39,661

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/64/0
Exempt/non-exempt:	20/6
Bonus Eligible (Y/N):	20/6
Full/Part Time:	7/58
Number of Organizations Reporting:	14
Position Titles:	Council Member Council Elected Council
Reports To:	Citizens Public City Council Mayor
Comments:	Elected Non Salary Position 6 Members

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	53	\$1,800	\$3,908	\$4,654	\$4,691	\$5,624	\$6,335
Actual Incentive Paid Dollar LastYear	12	\$350	\$350	\$550	\$350	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Part	\$3,908	\$3,126	\$3,908	\$4,690
Hope	8952	Part				
Hope	8952	Part				
Hope	8952	Part				
Hope	8952	Part				
Hope	8952	Part				
Hope	8952	Part				
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335

Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Newport	8005	Full	\$4,700	\$3,760	\$4,700	\$5,640
Pocahontas	7371	Part				
Pocahontas	7371	Part				
Pocahontas	7371	Part				
Pocahontas	7371	Part				
Pocahontas	7371	Part				
Pocahontas	7371	Part				
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
Morrilton	6992	Part	\$5,438	\$4,350	\$5,438	\$6,526
De Queen	6105	Part	\$4,200	\$3,360	\$4,200	\$5,040
De Queen	6105	Part	\$4,200	\$3,360	\$4,200	\$5,040
De Queen	6105	Part	\$4,200	\$3,360	\$4,200	\$5,040
De Queen	6105	Part	\$4,200	\$3,360	\$4,200	\$5,040
De Queen	6105	Part	\$4,200	\$3,360	\$4,200	\$5,040
De Queen	6105	Part	\$4,200	\$3,360	\$4,200	\$5,040
Ward	6052	Part	\$5,624	\$4,499	\$5,624	\$6,749
Ward	6052	Part	\$5,624	\$4,499	\$5,624	\$6,749
Ward	6052	Part	\$5,624	\$4,499	\$5,624	\$6,749
Ward	6052	Part	\$5,624	\$4,499	\$5,624	\$6,749
Ward	6052	Part	\$5,624	\$4,499	\$5,624	\$6,749
Ward	6052	Part	\$5,624	\$4,499	\$5,624	\$6,749
Warren	5453	Part	\$4,200	\$3,360	\$4,200	\$5,040
Johnson	3609	Part	\$3,300	\$2,640	\$3,300	\$3,960
Johnson	3609	Part	\$3,300	\$2,640	\$3,300	\$3,960
Johnson	3609	Part	\$3,300	\$2,640	\$3,300	\$3,960
Johnson	3609	Part	\$3,300	\$2,640	\$3,300	\$3,960
Johnson	3609	Part	\$3,300	\$2,640	\$3,300	\$3,960
Johnson	3609	Part	\$3,300	\$2,640	\$3,300	\$3,960
Alexander	3385	Part	\$2,400	\$1,920	\$2,400	\$2,880
Paris	3176	Part	\$6,900	\$5,520	\$6,900	\$8,280
Mountain View	2877	Part	\$4,691	\$3,753	\$4,691	\$5,629
Mountain View	2877	Part	\$4,691	\$3,753	\$4,691	\$5,629

Mountain View	2877	Part	\$4,691	\$3,753	\$4,691	\$5,629
Mountain View	2877	Part	\$4,691	\$3,753	\$4,691	\$5,629
Mountain View	2877	Part	\$4,691	\$3,753	\$4,691	\$5,629
Mountain View	2877	Part	\$4,691	\$3,753	\$4,691	\$5,629
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160
Hoxie	2598	Full	\$1,800	\$1,440	\$1,800	\$2,160

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

105- City Clerk

Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City?s administrative details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	1/1/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/2
Number of Organizations Reporting:	2
Position Titles:	City Clerk
Reports To:	Mayor
Comments:	Not Elected

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$5,000	\$5,000	\$15,521	\$5,000	\$26,042	\$26,042
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Part	\$5,000	\$4,000	\$5,000	\$6,000
Ward	6052	Part	\$26,042	\$20,834	\$26,042	\$31,250

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

106- City Clerk-Elected

Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City?s administrative details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	1/4/1
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	3/0
Full/Part Time:	5/2
Number of Organizations Reporting:	7
Position Titles:	City Clerk City Clerk/Treasurer City Clerk - Elected
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$6,335	\$6,335	\$31,919	\$35,069	\$52,700	\$63,998
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Wynne	8314	Part	\$6,335	\$6,335	\$6,335	\$6,335
Newport	8005	Full	\$63,998	\$51,198	\$63,998	\$76,798
Warren	5453	Full	\$45,328	\$36,262	\$45,328	\$54,394
Cherokee Village	4780	Part	\$17,500	\$14,000	\$17,500	\$21,000
Elkins	3602	Full	\$2,500	\$2,000	\$2,500	\$3,000
Paris	3176	Full	\$52,700	\$42,160	\$52,700	\$63,240
Hoxie	2598	Full	\$35,069	\$28,055	\$35,069	\$42,083

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	1/5/2
Exempt/non-exempt:	4/1
Bonus Eligible (Y/N):	3/1
Full/Part Time:	6/1
Number of Organizations Reporting:	7
Position Titles:	City Clerk Treasurer City Clerk/Treasurer City Clerk Treas-Elected Clerk/Treasurer Treasurer
Reports To:	Mayor/City Council City Council
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$43,826	\$43,826	\$55,812	\$65,776	\$71,000	\$73,452
Actual Incentive Paid Dollar LastYear	2	\$600	\$600	\$675	\$600	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$73,452	\$45,892	\$73,452	\$73,452
Pocahontas	7371	Full				
Morrilton	6992	Full	\$65,776	\$52,621	\$65,776	\$78,931
De Queen	6105	Full	\$66,996	\$53,597	\$66,996	\$80,395
Warren	5453	Part	\$13,822	\$11,058	\$13,822	\$16,586
Johnson	3609	Full	\$71,000	\$56,800	\$71,000	\$85,200
Mountain View	2877	Full	\$43,826	\$35,061	\$43,826	\$52,591

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$21,200	\$21,200	\$22,786	\$21,200	\$39,707	\$39,707
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Wynne	8314	Part	\$7,452	\$7,452	\$7,452	\$7,452
Cherokee Village	4780	Part	\$21,200	\$16,960	\$21,200	\$25,440
Hoxie	2598	Full	\$39,707	\$31,766	\$39,707	\$47,648

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.

109- Deputy Clerk

Job Description:	Performs administrative/clerical work and other administrative tasks; assignments are delegated and supervised by the City Clerk and the incumbent is expected to work with citizens, elected officials and other city personnel in a helpful and courteous manner; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A/M/B):	1/5/1
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	2/2
Full/Part Time:	6/0
Number of Organizations Reporting:	4
Position Titles:	Deputy City Clerk Deputy Clerk
Reports To:	City Clerk
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$35,360	\$35,360	\$40,132	\$36,379	\$43,985	\$44,803
Actual Incentive Paid Dollar LastYear	1	\$750	\$750	\$750	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$43,985	\$35,188	\$43,985	\$52,782
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Morrilton	6992	Full	\$35,360	\$28,288	\$35,360	\$42,432
Morrilton	6992	Full	\$44,803	\$35,842	\$44,803	\$53,764
De Queen	6105	Full	\$36,379	\$29,103	\$36,379	\$43,655

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/11/0
Exempt/non-exempt:	3/1
Bonus Eligible (Y/N):	3/1
Full/Part Time:	8/4
Number of Organizations Reporting:	12
Position Titles:	City Attorney City Attourney Attorney
Reports To:	Mayor Mayor/City Council
Comments:	` Contract

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$15,000	\$20,778	\$35,397	\$38,230	\$48,667	\$49,012
Actual Incentive Paid Dollar LastYear	1	\$750	\$750	\$750	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Part	\$38,230	\$36,264	\$38,230	\$54,273
Hope	8952	Part	\$33,000	\$26,400	\$33,000	\$39,600
Wynne	8314	Full	\$43,846	\$43,846	\$43,846	\$43,846
Newport	8005	Full	\$49,012	\$39,210	\$49,012	\$58,814
Pocahontas	7371	Full				
Morrilton	6992	Full	\$49,832	\$39,866	\$49,832	\$59,798
De Queen	6105	Full	\$39,582	\$31,666	\$39,582	\$47,498
Ward	6052	Full	\$37,022	\$29,618	\$37,022	\$44,426
Warren	5453	Part	\$20,778	\$16,622	\$20,778	\$24,934
Cherokee Village	4780	Full	\$15,000	\$12,000	\$15,000	\$18,000
Alexander	3385	Part	\$14,400	\$11,520	\$14,400	\$17,280
Paris	3176	Full	\$48,667	\$38,934	\$48,667	\$58,400

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.

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:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Assistant City Attorney
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$19,470	\$19,470	\$19,470	\$19,470	\$19,470	\$19,470
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Morrilton	6992	Part	\$19,470	\$15,576	\$19,470	\$23,364

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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

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

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):	5/6/3
Exempt/non-exempt:	0/4
Bonus Eligible (Y/N):	4/4
Full/Part Time:	9/2
Number of Organizations Reporting:	11
Position Titles:	Court Clerk Chief Court Clerk District Court Clerk District Deputy Court Clerk
Reports To:	Judge And Office Manager Police Chief District Judge Chief Court Clerk Judge
Comments:	Performs All Duties Of District Court Office City Pays 1/2 Of Salary Half Salary Paid To County (2)

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$24,800	\$35,193	\$40,201	\$40,729	\$48,000	\$49,566
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$21,614	\$17,291	\$21,614	\$25,937
Newport	8005	Full	\$45,422	\$36,338	\$45,422	\$54,506
Morrilton	6992	Full	\$40,729	\$32,583	\$40,729	\$48,875
Ward	6052	Full	\$35,547	\$28,438	\$35,547	\$42,656
Alma	5825	Full	\$48,000	\$38,400	\$48,000	\$57,600
Warren	5453	Full	\$35,193	\$28,154	\$35,193	\$42,232
Cherokee Village	4780	Part	\$24,800	\$19,840	\$24,800	\$29,760
Johnson	3609	Full	\$49,566	\$39,653	\$49,566	\$59,479
Elkins	3602	Full	\$57,973	\$46,378	\$57,973	\$69,568
Alexander	3385	Full	\$36,400	\$29,120	\$36,400	\$43,680
Paris	3176	Part	\$46,965	\$37,572	\$46,965	\$56,358

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	2/15/0
Exempt/non-exempt:	0/8
Bonus Eligible (Y/N):	2/8
Full/Part Time:	16/0
Number of Organizations Reporting:	8
Position Titles:	Deputy Court Clerk District Court Clerk Chief Court Clerk Court Clerk Court Clerk I Court Clerk Ii
Reports To:	Chief Court Clerk Court Clerk Mayor District Court Judge
Comments:	City Pays 1/2 Of Salary

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	16	\$17,236	\$28,446	\$32,999	\$32,510	\$38,755	\$48,963
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$17,236	\$13,789	\$17,236	\$20,683
Hope	8952	Full	\$17,790	\$14,232	\$17,790	\$21,348
Hope	8952	Full	\$17,236	\$13,789	\$17,236	\$20,683
Wynne	8314	Full	\$39,353	\$37,440	\$18,720	\$37,440
Wynne	8314	Full	\$34,860	\$33,280	\$16,640	\$33,280
Wynne	8314	Full	\$32,510	\$31,200	\$32,510	\$31,200
Newport	8005	Full	\$31,472	\$25,178	\$31,472	\$37,766
Morrilton	6992	Full	\$35,726	\$28,581	\$35,726	\$42,871
Morrilton	6992	Full	\$38,755	\$31,004	\$38,755	\$46,506
Morrilton	6992	Full	\$31,446	\$25,157	\$31,446	\$37,735
Morrilton	6992	Full	\$28,446	\$22,757	\$28,446	\$34,135
Ward	6052	Full	\$43,035	\$34,428	\$43,035	\$51,642
Warren	5453	Full	\$28,600	\$22,880	\$28,600	\$34,320
Johnson	3609	Full	\$48,963	\$39,170	\$48,963	\$58,756
Johnson	3609	Full	\$33,280	\$26,624	\$33,280	\$39,936

Elkins	3602	Full	\$49,275	\$39,420	\$49,275	\$59,130
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We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	The District Judge presides over a District Court with County-wide jurisdiction, adjudicating cases and collecting Court fees. Sets policies and procedures for the Court and serves as the Chief Administrator for its staff. J.D. Degree with at least four (4) years of law experience or equivalent combination of education and experience.
Total Matches (A/M/B):	0/2/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	2/2
Number of Organizations Reporting:	4
Position Titles:	District Judge
Reports To:	
Comments:	Portion Of Salary Paid To State

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$2,962	\$2,962	\$5,853	\$3,050	\$7,400	\$10,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Cherokee Village	4780	Full	\$7,400	\$5,920	\$7,400	\$8,880
Elkins	3602	Full	\$2,962	\$2,370	\$2,962	\$3,554
Alexander	3385	Part	\$10,000	\$8,000	\$10,000	\$12,000
Paris	3176	Part	\$3,050	\$2,440	\$3,050	\$3,660

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

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

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

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):	6/3/5
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	3/4
Full/Part Time:	9/0
Number of Organizations Reporting:	8
Position Titles:	City Hall Receptionist County Clerk Customer Service/Sup li/Admin Asst Office Manager Police Clerk Mayors Assistant Water Office Manager
Reports To:	Water Dist. Director Mayor Police Chief Waste Water Manager Finance/Hr Director
Comments:	Also Assitant To Mayor And Planning Secretary Police Department Office Manager

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$35,110	\$36,400	\$41,102	\$38,480	\$48,318	\$51,000
Actual Incentive Paid Dollar LastYear	2	\$600	\$600	\$675	\$600	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$51,000	\$51,000	\$51,000	\$61,500
Morrilton	6992	Full	\$38,480	\$30,784	\$38,480	\$46,176
De Queen	6105	Full	\$50,835	\$40,668	\$50,835	\$61,002
Ward	6052	Full	\$48,318	\$38,654	\$48,318	\$57,982
Alma	5825	Full	\$31,690	\$25,352	\$31,690	\$38,028
Johnson	3609	Full	\$38,043	\$30,434	\$38,043	\$45,652
Johnson	3609	Full	\$35,110	\$28,088	\$35,110	\$42,132
Paris	3176	Full	\$36,400	\$29,120	\$36,400	\$43,680
Mountain View	2877	Full	\$40,040	\$32,032	\$40,040	\$48,048

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

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?s degree in Business Administration, Accounting, Marketing, or a related area; four (4) years of experience in purchasing management or a related area; two (2) years of supervisory/ managerial experience.
Total Matches (A/M/B):	2/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	A/P Clerk
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$54,308	\$54,308	\$54,308	\$54,308	\$54,308	\$54,308
Actual Incentive Paid Dollar LastYear	1	\$750	\$750	\$750	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
De Queen	6105	Full	\$54,308	\$43,446	\$54,308	\$65,170

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

119- Administrative Assistant I

Job Description:	Provides administrative support and researches and analyzes materials; requires completion of two (2) years of college coursework in Business Administration, Public Administration, or a related area; two (2) years of administrative experience; one (1) year of supervisory experience (for positions which supervise).
Total Matches (A/M/B):	40/10/8
Exempt/non-exempt:	0/7
Bonus Eligible (Y/N):	12/7
Full/Part Time:	24/1
Number of Organizations Reporting:	9
Position Titles:	Administrative Assistant Police Chief Secretary Admin Assistant Pd Admin Assistant Pz Admin Assistant Police Administrative Asst. County Deputy Clerk Police Clerk Receptionist Admin Asst Administrative Secretary Records Clerk Public Works Secretary Mayor's Secretary Admin Assist Police Departmente Secretary Cid Secretary
Reports To:	Office Manager Mayor Police Chief Building/Maint Supervisor Finance Director Hr Director/Mayor Exec Asst City Clerk Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	25	\$29,120	\$33,758	\$39,109	\$36,754	\$45,635	\$50,903
Actual Incentive Paid Dollar LastYear	9	\$600	\$600	\$700	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Part	\$24,420	\$28,220	\$24,420	\$37,004
Hope	8952	Full	\$36,254	\$29,003	\$36,254	\$43,505
Hope	8952	Full	\$41,787	\$33,430	\$41,787	\$50,144
Hope	8952	Full	\$33,758	\$27,006	\$33,758	\$40,510
Hope	8952	Full	\$39,187	\$31,350	\$39,187	\$47,024
Hope	8952	Full	\$45,968	\$36,774	\$45,968	\$55,162
Wynne	8314	Full	\$45,760	\$29,120	\$37,440	\$45,760
Wynne	8314	Full	\$35,152	\$29,120	\$31,200	\$33,280
Wynne	8314	Full	\$35,152	\$29,120	\$31,200	\$33,280
De Queen	6105	Full	\$55,702	\$44,562	\$55,702	\$66,842
De Queen	6105	Full	\$46,259	\$37,007	\$46,259	\$55,511
De Queen	6105	Full	\$43,784	\$35,027	\$43,784	\$52,541
De Queen	6105	Full	\$51,916	\$41,533	\$51,916	\$62,299

De Queen	6105	Full	\$45,635	\$36,508	\$45,635	\$54,762
De Queen	6105	Full	\$35,900	\$28,720	\$35,900	\$43,080
Alma	5825	Full	\$44,528	\$35,622	\$44,528	\$53,434
Cherokee Village	4780	Full	\$30,500	\$24,400	\$30,500	\$36,600
Cherokee Village	4780	Full	\$32,600	\$26,080	\$32,600	\$39,120
Cherokee Village	4780	Full	\$27,300	\$21,840	\$27,300	\$32,760
Elkins	3602	Full	\$50,903	\$40,722	\$50,903	\$61,084
Elkins	3602	Full	\$44,390	\$35,512	\$44,390	\$53,268
Alexander	3385	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountain View	2877	Full	\$36,754	\$29,403	\$36,754	\$44,105
Mountain View	2877	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	1/2/2						
Exempt/non-exempt:	0/3						
Bonus Eligible (Y/N):	1/3						
Full/Part Time:	4/0						
Number of Organizations Reporting:	3						
Position Titles:	Planning Director Code Enforcement Animal Control/Code Enforcement Officer						
Reports To:	Mayor Police Chief						
Comments:	Manages All Planning And Code Enforcement For The City And Is Fire Marshal						

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$37,960	\$37,960	\$48,308	\$37,960	\$58,656	\$58,656
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Wynne	8314	Full	\$37,960	\$29,120	\$33,280	\$37,440
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Alma	5825	Full	\$58,656	\$46,925	\$58,656	\$70,387

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 - Senior

Job Description:	Inspects or supervises the inspection of dwellings, premises, and vacant lots for compliance with City codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleaned in compliance with City ordinances; provides general supervision to assigned Code Enforcement Officers; requires completion of high school; two (2) years of experience in housing and premise inspection or a related area; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A/M/B):	2/1/2
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	2/1
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Code Enforcer And Inspector City Inspector Firefighter, Code Enforcement Officer, Assistant Chief Code Enforcement
Reports To:	Mayor
Comments:	Performes All Code Enforcement And All Permit Inspections

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$35,300	\$35,300	\$46,138	\$44,720	\$46,709	\$57,824
Actual Incentive Paid Dollar LastYear	1	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
De Queen	6105	Full	\$57,824	\$46,259	\$57,824	\$69,389
Alma	5825	Full	\$46,709	\$37,367	\$46,709	\$56,051
Cherokee Village	4780	Full	\$35,300	\$28,240	\$35,300	\$42,360
Mountain View	2877	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.

202- Code Enforcement Officer

Job Description:	Inspects dwellings, premises and vacant lots for compliance with City Codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleared in compliance with City ordinances; requires completion of high school; one (1) year of experience in housing and premise inspection or a related area; may need to obtain and maintain various certificates for the duration of employment in this position.
Total Matches (A/M/B):	6/6/1
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	2/3
Full/Part Time:	5/3
Number of Organizations Reporting:	8
Position Titles:	Code & Enforcement Code Enforcement Code Enforcement Officer Animal Control/Code Enforcement Officer
Reports To:	Police Chief And Mayor Building/Maint Supervisor Senior Code Enforcement Public Works Director Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$19,760	\$19,760	\$30,582	\$33,280	\$37,960	\$41,600
Actual Incentive Paid Dollar LastYear	1	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Wynne	8314	Part	\$37,960	\$29,120	\$33,280	\$37,440
Morrilton	6992	Full	\$33,280	\$26,624	\$33,280	\$39,936
Ward	6052	Full	\$38,563	\$30,850	\$38,563	\$46,276
Cherokee Village	4780	Full	\$24,600	\$19,680	\$24,600	\$29,520
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paris	3176	Part	\$19,760	\$15,808	\$19,760	\$23,712
Mountain View	2877	Full	\$34,840	\$27,872	\$34,840	\$41,808
Hoxie	2598	Part	\$14,050	\$11,240	\$14,050	\$16,860

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/3/2
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	1/3
Full/Part Time:	5/0
Number of Organizations Reporting:	5
Position Titles:	Building Inspector Building Official City Inspector
Reports To:	Planning Director Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$44,116	\$46,541	\$52,916	\$53,000	\$58,323	\$62,602
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$62,602	\$42,042	\$62,602	\$63,063
Hope	8952	Full	\$53,000	\$42,400	\$53,000	\$63,600
Newport	8005	Full	\$46,541	\$37,233	\$46,541	\$55,849
Ward	6052	Full	\$44,116	\$35,293	\$44,116	\$52,939
Johnson	3609	Full	\$58,323	\$46,658	\$58,323	\$69,988

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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?s License before employment; must possess certification as an Electrical Inspector within one (1) year of employment; must maintain licensure and certification for the duration of employment in this position.
	Insufficient Data: 0

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

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

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

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

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

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?s degree in Urban or Regional Planning, Urban Design, Civil Engineering, or a related area; five (5) years of experience in urban or regional planning in an administrative or professional capacity; four (4) years of supervisory/managerial experience.
Total Matches (A/M/B):	3/2/1
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Planning Director City Planner Nedc Director
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$76,585	\$76,585	\$95,362	\$76,585	\$154,500	\$154,500
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$76,585	\$57,234	\$76,585	\$76,585
Newport	8005	Full	\$154,500	\$123,600	\$154,500	\$185,400
Johnson	3609	Full	\$55,000	\$44,000	\$55,000	\$66,000

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.

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?s degree in Urban Planning, Regional Planning, Civil Engineering, or a related area; two (2) years of experience in urban planning, or a related area; one (1) year of supervisory/managerial experience.
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:	Director Of Chamber Of Commerce
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$55,620	\$55,620	\$55,620	\$55,620	\$55,620	\$55,620
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$55,620	\$44,496	\$55,620	\$66,744

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

302- Planner I

Job Description:	Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor?s degree in Urban Planning, Urban Design, or a related area; one (1) year of experience in urban planning or a related area.
Total Matches (A/M/B):	4/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Director Of Workforce Dev.
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$40,706	\$40,706	\$40,706	\$40,706	\$40,706	\$40,706
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$40,706	\$32,565	\$40,706	\$48,847

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

303 - City Engineer

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

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

304 - Engineering Specialist

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

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

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

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

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?s degree in Geography, Urban Planning, Computer Science or a related area; three (3) years of experience in the maintenance of a GIS database; at least two (2) years of experience in computer programming.
Total Matches (A/M/B):	0/0/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Gis & Technology Coordinator
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$70,100	\$70,100	\$70,100	\$70,100	\$70,100	\$70,100
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$70,100	\$56,080	\$70,100	\$84,120

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

307 - GIS Analyst

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?s degree in Urban Planning, Computer Science or a related area; two (2) years of experience in computerized geo-graphics and urban planning; one (1) year of experience in computer programming.
	Insufficient Data: 0

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

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

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

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

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

400- Finance Director

Job Description:	Manages the day-to-day accounting, budgeting and purchasing activities of the City; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports; requires a minimum of a college degree in Accounting and/or Finance plus eight (8) years of accounting/finance experience and five (5) years of supervisory/ managerial experience.
Total Matches (A/M/B):	2/4/2
Exempt/non-exempt:	2/1
Bonus Eligible (Y/N):	3/1
Full/Part Time:	8/0
Number of Organizations Reporting:	8
Position Titles:	Director Of Finance Finance Director Finance Officer Ncdc Finance Director Finance/Hr Director Deputy Treasurer
Reports To:	Mayor Treasurer
Comments:	Also Human Resource Director And A&P Secretary

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$44,920	\$44,920	\$60,742	\$52,000	\$71,000	\$96,213
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$96,213	\$61,674	\$96,213	\$96,213
Hope	8952	Full	\$71,000	\$56,800	\$71,000	\$85,200
Wynne	8314	Full	\$52,000	\$39,520	\$45,760	\$52,000
Newport	8005	Full	\$34,278	\$27,422	\$34,278	\$41,134
Ward	6052	Full	\$72,288	\$57,830	\$72,288	\$86,746
Alma	5825	Full	\$44,920	\$35,936	\$44,920	\$53,904
Elkins	3602	Full	\$67,400	\$53,920	\$67,400	\$80,880
Paris	3176	Full	\$47,840	\$38,272	\$47,840	\$57,408

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

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?s degree in Accounting or a related area; two (2) years of experience in accounting, management reporting, or auditing in a Generally Accepted Accounting Principles (GAAP) or Government Accounting Standards Board (GASB) environment; one (1) year of supervisory experience (for those positions which supervise).
Total Matches (A/M/B):	3/0/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Asst Director Of Finance
Reports To:	
Comments:	Also Asst Human Resource And A&P Clerk

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$40,532	\$40,532	\$40,532	\$40,532	\$40,532	\$40,532
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Alma	5825	Full	\$40,532	\$32,426	\$40,532	\$48,638

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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

403 - Accounting Clerk I

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

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

404- Accounting Clerk

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):	5/2/1
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	1/2
Full/Part Time:	3/0
Number of Organizations Reporting:	2
Position Titles:	Finance Assistant Support Services Manager Accounting Clerk 1
Reports To:	Finance Director Fire Chief Office Manager
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$29,120	\$29,120	\$37,764	\$29,120	\$46,408	\$46,408
Actual Incentive Paid Dollar LastYear	1	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full		\$32,856		\$52,362
Greenwood	9516	Full	\$46,408	\$38,049	\$46,408	\$52,362
Mountain View	2877	Full	\$29,120	\$23,296	\$29,120	\$34,944

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

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):	4/2/2
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	0/3
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Finance Assistant Ii Bookkeeper Finance Specialist Asst Tp Clerk/Treasurer
Reports To:	Finance Director Finance/Hr Director Clerk/Treasurer
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$31,262	\$31,262	\$40,085	\$36,878	\$37,440	\$54,760
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$54,760	\$43,834	\$54,760	\$65,750
Hope	8952	Full	\$36,878	\$29,502	\$36,878	\$44,254
Ward	6052	Full	\$37,440	\$29,952	\$37,440	\$44,928
Warren	5453	Full	\$31,262	\$25,010	\$31,262	\$37,514

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

500- Fire Chief

Job Description:	Responsible for the management, administration, and coordination of the City’s fire department activities through supervision of subordinate officers and review of their activities. Ensures optimal fire safety for its city and citizens through effective administrative and operational decisions pertaining to fire fighting, laws, regulations, and established policies; requires an equivalent level of education/experience of at least an associate’s degree in a related field and a minimum of a ten (10) years of general experience in a fire department position and eight (8) years of supervisory/managerial experience.
Total Matches (A/M/B):	0/7/2
Exempt/non-exempt:	5/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	12/0
Number of Organizations Reporting:	12
Position Titles:	Fire Chief Fire Marshall & Chief Fire Chief/Building Inspector Mayor
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$50,894	\$53,000	\$66,393	\$65,000	\$68,660	\$83,606
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	2	\$2,348	\$2,348	\$3,439	\$2,348	\$4,529	\$4,529
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$83,606	\$62,217	\$83,606	\$83,606
Hope	8952	Full	\$69,625	\$55,700	\$69,625	\$83,550
Wynne	8314	Full	\$67,000	\$67,000	\$67,000	\$67,000
Newport	8005	Full	\$64,801	\$51,841	\$64,801	\$77,761
Pocahontas	7371	Full	\$50,894	\$40,715	\$50,894	\$61,073
De Queen	6105	Full	\$68,660	\$54,928	\$68,660	\$82,392
Ward	6052	Full	\$61,897	\$49,518	\$61,897	\$74,276
Warren	5453	Full	\$46,820	\$37,456	\$46,820	\$56,184
Cherokee Village	4780	Full	\$53,000	\$42,400	\$53,000	\$63,600
Johnson	3609	Full	\$68,500	\$54,800	\$68,500	\$82,200
Elkins	3602	Full	\$96,910	\$77,528	\$96,910	\$116,292
Alexander	3385	Full	\$65,000	\$52,000	\$65,000	\$78,000

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.

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?s degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/ managerial experience.
Total Matches (A/M/B):	0/1/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Assistant Fire Chief
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$41,000	\$41,000	\$53,707	\$41,000	\$66,414	\$66,414
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$3,576	\$3,576	\$3,576	\$3,576	\$3,576	\$3,576
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elkins	3602	Full	\$66,414	\$53,131	\$66,414	\$79,697
Alexander	3385	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.

502- Fire Battalion Chief

Job Description:	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
Total Matches (A/M/B):	1/3/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/0
Number of Organizations Reporting:	1
Position Titles:	Firefighter Battalion Chief
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$43,709	\$43,709	\$46,476	\$43,709	\$54,338	\$54,338
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$43,709	\$34,967	\$43,709	\$52,451
Hope	8952	Full	\$54,338	\$43,470	\$54,338	\$65,206

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

503- Fire Captain

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):	0/12/0
Exempt/non-exempt:	0/10
Bonus Eligible (Y/N):	0/0
Full/Part Time:	20/0
Number of Organizations Reporting:	7
Position Titles:	Captain Fire Captain Battalion Chief Firefighter Fire Captain/Marshal Fire Chief
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	20	\$37,064	\$42,237	\$45,762	\$45,893	\$48,000	\$54,338
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3						
EMT Pay	3						
Holiday Pay	7	\$1,831	\$1,831	\$1,938	\$1,967	\$2,038	\$2,090
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$45,893	\$36,714	\$45,893	\$55,072
Hope	8952	Full	\$54,338	\$43,470	\$54,338	\$65,206
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$45,893	\$36,714	\$45,893	\$55,072
Wynne	8314	Full	\$46,954	\$17	\$46,954	\$17
Wynne	8314	Full	\$46,954	\$17	\$46,954	\$17
Wynne	8314	Full	\$46,954	\$17	\$46,954	\$17
Newport	8005	Full	\$55,720	\$44,576	\$55,720	\$66,864
Pocahontas	7371	Full	\$37,064	\$29,651	\$37,064	\$44,477
Pocahontas	7371	Full	\$44,172	\$35,338	\$44,172	\$53,006
Pocahontas	7371	Full	\$42,950	\$34,360	\$42,950	\$51,540
Pocahontas	7371	Full	\$42,237	\$33,790	\$42,237	\$50,684
Pocahontas	7371	Full	\$39,692	\$31,754	\$39,692	\$47,630

Pocahontas	7371	Full	\$42,630	\$34,104	\$42,630	\$51,156
Pocahontas	7371	Full	\$45,295	\$36,236	\$45,295	\$54,354
Cherokee Village	4780	Full	\$48,000	\$38,400	\$48,000	\$57,600
Cherokee Village	4780	Full	\$48,000	\$38,400	\$48,000	\$57,600
Cherokee Village	4780	Full	\$48,000	\$38,400	\$48,000	\$57,600
Johnson	3609	Full	\$56,116	\$44,893	\$56,116	\$67,339
Alexander	3385	Full	\$37,000	\$29,600	\$37,000	\$44,400

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.

504- Fire Lieutenant

Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Fire Captain Fire Lieutenant
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$53,652	\$53,652	\$54,696	\$53,652	\$55,739	\$55,739
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$53,652	\$42,922	\$53,652	\$64,382
Johnson	3609	Full	\$55,739	\$44,591	\$55,739	\$66,887

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

505- Fire Apparatus Engineer (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):	0/2/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Engineer Fire Captain
Reports To:	Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$35,000	\$35,000	\$45,213	\$35,000	\$55,425	\$55,425
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Johnson	3609	Full	\$55,425	\$44,340	\$55,425	\$66,510
Alexander	3385	Full	\$35,000	\$28,000	\$35,000	\$42,000

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.

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:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Fire Inspector
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$48,842	\$48,842	\$48,842	\$48,842	\$48,842	\$48,842
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Morrilton	6992	Full	\$48,842	\$39,074	\$48,842	\$58,610

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	Protects citizens? lives and property by responding to calls for firefighting or emergency rescue assistance; requires completion of high school; 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):	2/29/0
Exempt/non-exempt:	0/14
Bonus Eligible (Y/N):	0/0
Full/Part Time:	31/5
Number of Organizations Reporting:	11
Position Titles:	Firefighter Fire Chief Fire Fighter Captain Battalion Chief
Reports To:	Fire Chief Fire Captain
Comments:	\$15/Hr For Pt Budgeted In Full Not By Individual 15 Members

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	36	\$29,952	\$41,380	\$42,856	\$42,672	\$45,893	\$48,672
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	6						
EMT Pay	6						
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$45,893	\$36,714	\$45,893	\$55,072
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$54,338	\$43,470	\$54,338	\$65,206
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$41,380	\$33,104	\$41,380	\$49,656
Hope	8952	Full	\$42,195	\$33,756	\$42,195	\$50,634
Wynne	8314	Full	\$42,672	\$15	\$42,672	\$15
Wynne	8314	Full	\$42,672	\$15	\$42,672	\$15
Wynne	8314	Full	\$42,672	\$15	\$42,672	\$15
Wynne	8314	Full	\$42,672	\$15	\$42,672	\$15
Wynne	8314	Full	\$42,672	\$15	\$42,672	\$15
Wynne	8314	Full	\$42,672	\$15	\$42,672	\$15

Newport	8005	Full	\$45,111	\$36,089	\$45,111	\$54,133
De Queen	6105	Full	\$48,672	\$38,938	\$48,672	\$58,406
De Queen	6105	Full	\$46,259	\$37,007	\$46,259	\$55,511
De Queen	6105	Full	\$48,755	\$39,004	\$48,755	\$58,506
Ward	6052	Part	\$30,846	\$24,677	\$30,846	\$37,015
Ward	6052	Part	\$29,952	\$23,962	\$29,952	\$35,942
Warren	5453	Full	\$43,627	\$34,902	\$43,627	\$52,352
Cherokee Village	4780	Full	\$43,200	\$34,560	\$43,200	\$51,840
Cherokee Village	4780	Full	\$43,200	\$34,560	\$43,200	\$51,840
Cherokee Village	4780	Full	\$43,000	\$34,400	\$43,000	\$51,600
Cherokee Village	4780	Full	\$42,000	\$33,600	\$42,000	\$50,400
Cherokee Village	4780	Full	\$42,000	\$33,600	\$42,000	\$50,400
Cherokee Village	4780	Full	\$42,000	\$33,600	\$42,000	\$50,400
Johnson	3609	Full	\$48,041	\$38,433	\$48,041	\$57,649
Johnson	3609	Full	\$46,345	\$37,076	\$46,345	\$55,614
Johnson	3609	Full	\$46,345	\$37,076	\$46,345	\$55,614
Johnson	3609	Full	\$46,345	\$37,076	\$46,345	\$55,614
Johnson	3609	Part	\$139,400	\$111,520	\$139,400	\$167,280
Alexander	3385	Full	\$32,000	\$25,600	\$32,000	\$38,400
Paris	3176	Full	\$1,562	\$1,250	\$1,562	\$1,874
Hoxie	2598	Part	\$14,394	\$11,515	\$14,394	\$17,273
Hoxie	2598	Part	\$14,393	\$11,514	\$14,393	\$17,272

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	4/1/1
Exempt/non-exempt:	2/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Hr Director/Mayor Exec Asst Hr Administrator/Mayor Asst Human Resources Director/Grants Administrator
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$61,339	\$61,339	\$55,098	\$61,339	\$67,000	\$67,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$61,339	\$51,001	\$61,339	\$69,075
Wynne	8314	Full	\$67,000	\$67,000	\$67,000	\$67,000
Newport	8005	Full	\$36,956	\$29,565	\$36,956	\$44,347

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

601 - Human Resource Generalist

Job Description:	Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.
	Insufficient Data: 0
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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.
	Insufficient Data: 0

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	Handles various HR duties including employment, insurance claims, Worker?s Comp issues and other assigned duties within the HR department; requires of an Associate?s degree in Human Resources Administration or a related area; two (2) years of HR related experience.
Total Matches (A/M/B):	0/0/2
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	0/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Administrative Assistant Finance/Hr Assistant
Reports To:	Police Chief Mayor/Finace/Hr Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$41,600	\$41,600	\$48,260	\$41,600	\$54,919	\$54,919
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$54,919	\$38,049	\$54,919	\$57,075
Ward	6052	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.

604- Payroll Administrator

Job Description:	Processes employee paychecks and earnings statements and tabulates records of employees' work hours so that payroll can be processed correctly and on time. Also reviews calculation reports, and other information in order to detect and reconcile payroll discrepancies.
Total Matches (A/M/B):	0/1/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Payroll Clerk Payroll Administrator
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$43,985	\$43,985	\$46,339	\$43,985	\$48,693	\$48,693
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$43,985	\$35,188	\$43,985	\$52,782
Morrilton	6992	Full	\$48,693	\$38,954	\$48,693	\$58,432

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

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

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

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?s degree in Computer Science or a related area, five (5) years of experience in mainframe computer programming, plus working with various suites of software packages.
	Insufficient Data: 0

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

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?s degree in Computer Science or a related area; four (4) years experience in designing and developing computer programs or a related area; four (4) years of experience in the installation and maintenance of networks, including software; two (2) years of experience in supervision of professional staff or project leadership in a data processing setting.
	Insufficient Data: 0

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

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?s degree in Computer Science or a related area; four (4) years of experience in designing and implementing computer network systems; two (2) years of experience with LINNIX operating systems; two (2) years of experience in IP addressing, TCP/IP, and Windows NT; two (2) years of experience installing and configuring routers; one (1) year of supervisory/managerial experience.
	Insufficient Data: 0

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

703- Network Coordinator

Job Description:	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
Total Matches (A/M/B):	0/0/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Management Information Director
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$44,888	\$44,888	\$44,888	\$44,888	\$44,888	\$44,888
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$44,888	\$35,910	\$44,888	\$53,866

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

704 - Programmer Analyst - Senior

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?s degree in Computer Science or a related area; five (5) years of experience in mainframe computer programming.
	Insufficient Data: 0

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

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?s degree in Computer Science or a related area, two (2) years of experience in computer programming, working in a Windows or Linux environment.
	Insufficient Data: 0

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

706 - Systems Programmer

Job Description:	Ensures the efficient and effective operation of the City?s mainframe computer system by installing, testing, and debugging systems-level software; provides technical information and advice to Computer Systems, Applications, and Operations personnel regarding systems-level software functioning; requires completion of a Bachelor?s degree in Computer Science or a related area; four (4) years of experience in computer programming; two (2) years of experience in computer systems analysis and systems-level software operation.
	Insufficient Data: 0

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

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?s degree in Computer Information Systems or Computer Maintenance or a certificate in Electronic Technology, or a related area; two (2) years of experience in the installation, maintenance, and repair of microcomputers or in the installation and maintenance of microcomputer operating systems and software applications.
	Insufficient Data: 0

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

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

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$46,350	\$46,350	\$46,350	\$46,350	\$46,350	\$46,350
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elkins	3602	Full	\$46,350	\$37,080	\$46,350	\$55,620

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	The Library Assistant assists the Librarian and others with the daily tasks of the library.
Total Matches (A/M/B):	2/0/0
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	3/3
Full/Part Time:	3/0
Number of Organizations Reporting:	1
Position Titles:	Librarian
Reports To:	Library Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$10,023	\$10,023	\$13,320	\$10,023	\$20,750	\$20,750
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elkins	3602	Full	\$20,750	\$16,600	\$20,750	\$24,900
Elkins	3602	Full	\$10,023	\$8,018	\$10,023	\$12,028
Elkins	3602	Full	\$9,188	\$7,350	\$9,188	\$11,026

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 Specialist

Job Description:	To administer the City's safety and loss control program to reduce the cost of the City's Workers' Compensation and disability claims, and to ensure the City is in compliance with state laws and regulations regarding work place safety and Occupational Safety and Health Administration (OSHA) rules and regulations regarding chemicals; requires completion of a Bachelor's Degree in Industrial Engineering, Safety, Applied Psychology, or a related area; at least two (2) years of experience in risk management, safety administration or a related field.
	Insufficient Data: 0

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

901- Airport Manager

Job Description:	Manages the overall day to day operational responsibilities of the city?s airport; provides supervision to employees, ensures airport FAA compliance, monitors the airport budget and finances, and oversees airport security; manages various airport functions including fuel/oil sales and storage, maintenance, leases, construction, aircraft storage and airport property; requires completion of two (2) year college; minimum of five (5) to seven (7) years of airport management.
Total Matches (A/M/B):	2/2/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Airport Manager
Reports To:	Airport Commioners
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$61,800	\$61,800	\$61,800	\$61,800	\$61,800	\$61,800
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$61,800	\$49,440	\$61,800	\$74,160
Pocahontas	7371	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.

902- Airport Attendant

Job Description:	Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.
Total Matches (A/M/B):	2/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Airport Maintenance Airport Attendant
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$37,461	\$37,461	\$38,012	\$37,461	\$38,563	\$38,563
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$37,461	\$29,969	\$37,461	\$44,953
Newport	8005	Full	\$38,563	\$30,850	\$38,563	\$46,276

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

903- Animal Control Director

Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A/M/B):	1/3/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Animal Control Animal Control Officer Animal Control Director
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$40,893	\$40,893	\$40,265	\$40,893	\$44,366	\$44,366
Actual Incentive Paid Dollar LastYear	1	\$750	\$750	\$750	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$40,893	\$32,714	\$40,893	\$49,072
Newport	8005	Full	\$35,537	\$28,430	\$35,537	\$42,644
De Queen	6105	Full	\$44,366	\$35,493	\$44,366	\$53,239

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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):	0/7/3
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	2/5
Full/Part Time:	11/0
Number of Organizations Reporting:	9
Position Titles:	Animal Control & Code Enforcement Animal Control Officer Code Enforcement/Animal Control Animal Control/Code Enforcement Officer Animal Control Officer Animal Control Animal Control Director
Reports To:	Mayor Police Chief Chief Police
Comments:	Also Performs Code Enforcement And Permit Inspections

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	10	\$24,315	\$31,075	\$35,503	\$34,278	\$39,414	\$41,899
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$41,899	\$30,996	\$41,899	\$46,495
Hope	8952	Full	\$35,381	\$28,305	\$35,381	\$42,457
Pocahontas	7371	Full				
Morrilton	6992	Full	\$37,138	\$29,710	\$37,138	\$44,566
Morrilton	6992	Full	\$34,278	\$27,422	\$34,278	\$41,134
Ward	6052	Full	\$33,217	\$26,574	\$33,217	\$39,860
Ward	6052	Full	\$31,075	\$24,860	\$31,075	\$37,290
Alma	5825	Full	\$39,414	\$31,531	\$39,414	\$47,297
Warren	5453	Full	\$24,315	\$19,452	\$24,315	\$29,178
Cherokee Village	4780	Full	\$27,000	\$21,600	\$27,000	\$32,400
Elkins	3602	Full	\$51,310	\$41,048	\$51,310	\$61,572

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Animal Control Director
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	0	Insufficient Data					
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Pocahontas	7371	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.

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):	12/0/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Animal Control Tech
Reports To:	Animal Control Officer
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$24,600	\$24,600	\$27,900	\$24,600	\$31,200	\$31,200
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Cherokee Village	4780	Full	\$24,600	\$19,680	\$24,600	\$29,520
Paris	3176	Full	\$31,200	\$24,960	\$31,200	\$37,440

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

907 - Building/Maintenance 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

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

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. Respond to emergency needs. Perform cleaning duties as needed for backup.
	Insufficient Data: 0

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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?s facility on fleet vehicles. Review and analyze progress reports on vehicles and equipment undergoing repairs. Investigate and evaluate operational or administrative problems; implement new methods and procedures for operations automation to minimize operating costs and ensure more efficient utilization of manpower and materials. Monitor the performance of Fleet Operations personnel. Maintain records on equipment and employees. Prioritize and maintain workflow, establish schedules for preventive maintenance, recommend budget proposals, follow purchasing policy for acquisitions.
	Insufficient Data: 0

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

910- Fleet Maintenance Mechanic II

Job Description:	The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.
Total Matches (A/M/B):	2/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Mechanic Ii
Reports To:	Water Dist. Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	0	Insufficient Data					
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full		\$44,507		\$51,313

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

911- Fleet Maintenance Mechanic 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 ?shooting electrical malfunctions. Test vehicles to locate defects and to check repair work. Make road and field calls, repairing vehicles when possible or towing vehicles as needed.
Total Matches (A/M/B):	2/2/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Mechanic
Reports To:	Street Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$35,554	\$35,554	\$38,577	\$35,554	\$41,600	\$41,600
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$35,554	\$28,220	\$35,554	\$44,507
Hope	8952	Full	\$41,600	\$33,280	\$41,600	\$49,920

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

912- Horticulturist

Job Description:	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	1/1/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	2/0
Number of Organizations Reporting:	1
Position Titles:	Streetscape Supervisor Streetscape Assistant
Reports To:	
Comments:	Also Assist Street Duties

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$31,824	\$31,824	\$35,612	\$31,824	\$39,400	\$39,400
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Alma	5825	Full	\$39,400	\$31,520	\$39,400	\$47,280
Alma	5825	Full	\$31,824	\$25,459	\$31,824	\$38,189

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

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

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

914 - Grounds Maintenance Lead

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

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

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

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

916 - Signal Repair Technician - 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

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

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

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

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

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

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

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

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?s cultural makeup, and adjust recreational facilities and programs to meet new recreational activities and changing demographics; requires a college degree in recreational management, kinesiology, or related fields and a minimum of seven (7) years of parks experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	2/8/0
Exempt/non-exempt:	3/2
Bonus Eligible (Y/N):	2/2
Full/Part Time:	8/0
Number of Organizations Reporting:	8
Position Titles:	Parks & Rec Dept Head Parks Director Parks, Rec, & Tourism Director Parks & Recreation Director
Reports To:	Parks Commission Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$50,128	\$50,128	\$57,137	\$58,864	\$62,480	\$67,000
Actual Incentive Paid Dollar LastYear	1	\$750	\$750	\$750	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$62,480	\$47,323	\$62,480	\$70,985
Hope	8952	Full	\$58,071	\$46,457	\$58,071	\$69,685
Wynne	8314	Full	\$67,000	\$6,700	\$67,000	\$67,000
Newport	8005	Full	\$61,802	\$49,442	\$61,802	\$74,162
Pocahontas	7371	Full				
De Queen	6105	Full	\$58,864	\$47,091	\$58,864	\$70,637
Ward	6052	Full	\$50,128	\$40,102	\$50,128	\$60,154
Warren	5453	Full	\$41,616	\$33,293	\$41,616	\$49,939

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	0	Insufficient Data					
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	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.

1002- Recreation Programmer

Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
Total Matches (A/M/B):	15/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Program Coordinator
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$56,650	\$56,650	\$56,650	\$56,650	\$56,650	\$56,650
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Morrilton	6992	Full	\$56,650	\$45,320	\$56,650	\$67,980

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

1003 - Recreation Program Manager

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

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

1004- Recreation Facility 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 this position.
Total Matches (A/M/B):	4/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Parks Director
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$29,547	\$29,547	\$29,547	\$29,547	\$29,547	\$29,547
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Morrilton	6992	Full	\$29,547	\$23,638	\$29,547	\$35,456

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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's degree in Therapeutic Recreation, or a related area; at least two (2) years of experience in therapeutic recreation, or in developing or teaching recreational activities for children or adults with disabilities, 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 90 days of employment; must possess certification with the National Council for Certification of Therapeutic Recreation Specialists within 18 months of employment; must maintain certifications for the duration of employment in this position.
	Insufficient Data: 0

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

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):	3/2/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	3/0
Full/Part Time:	5/0
Number of Organizations Reporting:	5
Position Titles:	Parks Senior Employeee Sports Complex Supervisor Park Maintenance Supervisor Parks Supervisor
Reports To:	Street Supervisor
Comments:	Maintains All Parks, Facilities Including City Hall And Library And Supervises 2 Employees,

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$30,398	\$37,353	\$42,003	\$46,218	\$47,840	\$48,204
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$46,218	\$36,974	\$46,218	\$55,462
Newport	8005	Full	\$30,398	\$24,318	\$30,398	\$36,478
Alma	5825	Full	\$37,353	\$29,882	\$37,353	\$44,824
Elkins	3602	Full	\$48,204	\$38,563	\$48,204	\$57,845
Paris	3176	Full	\$47,840	\$38,272	\$47,840	\$57,408

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

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?s grounds, cemetery, and/or golf course; Performs maintenance on mowers, infielders, tractors and mules. Cleans and maintains shop, city vehicles and storage areas for all equipment; might also do welding, electrical work, painting, mechanical work, plumbing, landscaping, carpentry, etc.; requires one (1) to two (2) years of maintenance work experience.
Total Matches (A/M/B):	3/3/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	4/0
Number of Organizations Reporting:	3
Position Titles:	Cemetery Caretaker Parks Labor Maint Ii Parks Maintenance
Reports To:	Parks Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$27,040	\$27,040	\$33,065	\$27,040	\$38,604	\$39,576
Actual Incentive Paid Dollar LastYear	1	\$750	\$750	\$750	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$39,576	\$30,299	\$39,576	\$43,175
Morrilton	6992	Full	\$27,040	\$21,632	\$27,040	\$32,448
Morrilton	6992	Full	\$27,040	\$21,632	\$27,040	\$32,448
De Queen	6105	Full	\$38,604	\$30,883	\$38,604	\$46,325

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

1008- Parks Department Laborer

Job Description:	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City?s grounds, cemetery, and/or golf course to ensure appealing and well maintained properties; requires some previous experience working with various types of maintenance equipment.
Total Matches (A/M/B):	58/19/3
Exempt/non-exempt:	0/12
Bonus Eligible (Y/N):	12/12
Full/Part Time:	19/11
Number of Organizations Reporting:	11
Position Titles:	Parks Laborer Right Of Way Specialist Park Worker Parks Labor Maint I Maintenance Park Maintenance Greeter Train Depot Downtown Maintenance Weekend Depot Grounds Keeper Golf Course Manager Golf Course Laborer Parks Department Laborer Parks & Recreation Laborer
Reports To:	Office Manager And Mayor Parks Director Mayor Golf Course Manager Parks And Recreation Director Park Director Parks & Recreation Director
Comments:	Assist In Maintaining Parks And City Facilities Works Average 24 Hrs Per Week Works Average Of 15 Hrs Per Week

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	30	\$12,480	\$14,040	\$25,506	\$27,040	\$33,758	\$37,510
Actual Incentive Paid Dollar LastYear	9	\$350	\$350	\$600	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$37,510	\$28,220	\$37,510	\$39,174
Hope	8952	Full	\$33,758	\$27,006	\$33,758	\$40,510
Hope	8952	Full	\$33,758	\$27,006	\$33,758	\$40,510
Hope	8952	Full	\$30,160	\$24,128	\$30,160	\$36,192
Hope	8952	Part	\$18,396	\$14,717	\$18,396	\$22,075
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Part	\$9,266	\$7,413	\$9,266	\$11,119
Wynne	8314	Full	\$24,960	\$24,960	\$29,120	\$35,360
Wynne	8314	Full	\$24,960	\$24,960	\$29,120	\$35,360
Wynne	8314	Full	\$24,960	\$24,960	\$29,120	\$35,360
Wynne	8314	Part	\$12,480	\$24,960	\$29,120	\$35,360
Newport	8005	Full	\$29,120	\$23,296	\$29,120	\$34,944

De Queen	6105	Full	\$37,502	\$30,002	\$37,502	\$45,002
De Queen	6105	Full	\$42,515	\$34,012	\$42,515	\$51,018
De Queen	6105	Full	\$34,174	\$27,339	\$34,174	\$41,009
De Queen	6105	Full	\$49,108	\$39,286	\$49,108	\$58,930
De Queen	6105	Full	\$41,204	\$32,963	\$41,204	\$49,445
Ward	6052	Full	\$27,040	\$21,632	\$27,040	\$32,448
Ward	6052	Part	\$27,040	\$21,632	\$27,040	\$32,448
Alma	5825	Full	\$28,457	\$22,766	\$28,457	\$34,148
Warren	5453	Part	\$13,218	\$10,574	\$13,218	\$15,862
Alexander	3385	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paris	3176	Part	\$12,844	\$10,275	\$12,844	\$15,413
Paris	3176	Part	\$12,844	\$10,275	\$12,844	\$15,413
Paris	3176	Part	\$12,844	\$10,275	\$12,844	\$15,413
Paris	3176	Full	\$9,256	\$7,405	\$9,256	\$11,107
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696
Mountain View	2877	Part	\$16,640	\$13,312	\$16,640	\$19,968
Mountain View	2877	Part	\$14,560	\$11,648	\$14,560	\$17,472
Mountain View	2877	Part	\$14,040	\$11,232	\$14,040	\$16,848

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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?s degree (B.A. or B.S.) from four year college or university and 11-15 years of related experience and/or training and a minimum of five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	0/11/1
Exempt/non-exempt:	6/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	17/0
Number of Organizations Reporting:	17
Position Titles:	Police Chief Chief Of Police Chief
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	17	\$49,941	\$58,664	\$66,121	\$67,000	\$74,200	\$83,772
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
EMT Pay	0	Insufficient Data					
Holiday Pay	3	\$3,007	\$3,007	\$3,275	\$3,007	\$4,512	\$4,512
Longevity Pay	1	\$500	\$500	\$500	\$500	\$500	\$500
Other Pay	1	\$300	\$300	\$300	\$300	\$300	\$300

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$80,732	\$68,607	\$80,732	\$83,606
Hope	8952	Full	\$74,200	\$59,360	\$74,200	\$89,040
Wynne	8314	Full	\$67,000	\$67,000	\$67,000	\$67,000
Newport	8005	Full	\$64,801	\$51,841	\$64,801	\$77,761
Pocahontas	7371	Full	\$65,155	\$52,124	\$65,155	\$78,186
Morrilton	6992	Full	\$71,454	\$57,163	\$71,454	\$85,745
De Queen	6105	Full	\$68,660	\$54,928	\$68,660	\$82,392
Ward	6052	Full	\$69,060	\$55,248	\$69,060	\$82,872
Alma	5825	Full	\$78,000	\$62,400	\$78,000	\$93,600
Warren	5453	Full	\$58,664	\$46,931	\$58,664	\$70,397
Cherokee Village	4780	Full	\$51,800	\$41,440	\$51,800	\$62,160
Johnson	3609	Full	\$83,772	\$67,018	\$83,772	\$100,526

Elkins	3602	Full	\$83,803	\$67,042	\$83,803	\$100,564
Alexander	3385	Full	\$65,000	\$52,000	\$65,000	\$78,000
Paris	3176	Full	\$50,000	\$40,000	\$50,000	\$60,000
Mountain View	2877	Full	\$49,941	\$39,953	\$49,941	\$59,929
Hoxie	2598	Full	\$42,016	\$33,613	\$42,016	\$50,419

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

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?s degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	0/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Assistant Police Chief
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000	\$65,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Morrilton	6992	Full	\$65,000	\$52,000	\$65,000	\$78,000

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.

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:	1/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	6/0
Number of Organizations Reporting:	6
Position Titles:	Captian Captain Police Captain
Reports To:	Police Chief Chief Of Police
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$59,012	\$59,012	\$63,638	\$59,280	\$63,398	\$78,345
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$2,901	\$2,901	\$2,901	\$2,901	\$2,901	\$2,901
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$78,345	\$56,444	\$78,345	\$78,345
Wynne	8314	Full	\$59,280	\$59,280	\$59,280	\$59,280
Newport	8005	Full	\$59,012	\$47,210	\$59,012	\$70,814
Pocahontas	7371	Full	\$62,873	\$50,298	\$62,873	\$75,448
De Queen	6105	Full	\$63,398	\$50,718	\$63,398	\$76,078
Alma	5825	Full	\$58,920	\$47,136	\$58,920	\$70,704

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.

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):	0/7/2						
Exempt/non-exempt:	4/1						
Bonus Eligible (Y/N):	0/0						
Full/Part Time:	12/0						
Number of Organizations Reporting:	12						
Position Titles:	Lieutenant Police Lieutenant Patrol Lieutenant						
Reports To:	Police Chief						
Comments:							

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$44,200	\$46,030	\$56,144	\$55,861	\$63,527	\$66,047
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	2	\$2,124	\$2,124	\$2,846	\$2,124	\$3,568	\$3,568
Longevity Pay	1	\$750	\$750	\$750	\$750	\$750	\$750
Other Pay	1	\$300	\$300	\$300	\$300	\$300	\$300

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$66,047	\$51,313	\$66,047	\$71,245
Hope	8952	Full	\$63,527	\$50,822	\$63,527	\$76,232
Wynne	8314	Full	\$58,656	\$58,656	\$58,656	\$58,656
Newport	8005	Full	\$55,861	\$44,689	\$55,861	\$67,033
De Queen	6105	Full	\$59,633	\$47,706	\$59,633	\$71,560
Ward	6052	Full	\$53,148	\$42,518	\$53,148	\$63,778
Alma	5825	Full	\$54,629	\$43,703	\$54,629	\$65,555
Cherokee Village	4780	Full	\$40,200	\$32,160	\$40,200	\$48,240
Johnson	3609	Full	\$65,520	\$52,416	\$65,520	\$78,624
Elkins	3602	Full	\$66,272	\$53,018	\$66,272	\$79,526
Paris	3176	Full	\$44,200	\$35,360	\$44,200	\$53,040
Mountain View	2877	Full	\$46,030	\$36,824	\$46,030	\$55,236

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/20/0
Exempt/non-exempt:	0/10
Bonus Eligible (Y/N):	0/0
Full/Part Time:	28/0
Number of Organizations Reporting:	16
Position Titles:	Sergeant Police Sergeant Sargeant Patrol Officer
Reports To:	Police Chief Chief Of Police Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	28	\$38,300	\$48,342	\$51,179	\$54,775	\$55,779	\$61,122
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	4			\$200		\$400	\$400
EMT Pay	0	Insufficient Data					
Holiday Pay	5	\$2,006	\$2,501	\$2,764	\$2,733	\$3,291	\$3,291
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$55,913	\$46,182	\$55,913	\$61,635
Hope	8952	Full	\$54,775	\$43,820	\$54,775	\$65,730
Hope	8952	Full	\$55,779	\$44,623	\$55,779	\$66,935
Hope	8952	Full	\$54,775	\$43,820	\$54,775	\$65,730
Hope	8952	Full	\$53,617	\$42,894	\$53,617	\$64,340
Wynne	8314	Full	\$48,342	\$21	\$48,342	\$21
Wynne	8314	Full	\$48,342	\$21	\$48,342	\$21
Newport	8005	Full	\$52,612	\$42,090	\$52,612	\$63,134
Pocahontas	7371	Full	\$54,204	\$43,363	\$54,204	\$65,045
Pocahontas	7371	Full	\$59,234	\$47,387	\$59,234	\$71,081
Morrilton	6992	Full	\$55,016	\$44,013	\$55,016	\$66,019
Morrilton	6992	Full	\$55,594	\$44,475	\$55,594	\$66,713
Morrilton	6992	Full	\$55,026	\$44,021	\$55,026	\$66,031
Morrilton	6992	Full	\$55,016	\$44,013	\$55,016	\$66,019

Morrilton	6992	Full	\$55,016	\$44,013	\$55,016	\$66,019
De Queen	6105	Full	\$56,929	\$45,543	\$56,929	\$68,315
Ward	6052	Full	\$49,046	\$39,237	\$49,046	\$58,855
Alma	5825	Full	\$50,334	\$40,267	\$50,334	\$60,401
Alma	5825	Full	\$51,594	\$41,275	\$51,594	\$61,913
Warren	5453	Full	\$40,985	\$32,788	\$40,985	\$49,182
Cherokee Village	4780	Full	\$38,300	\$30,640	\$38,300	\$45,960
Johnson	3609	Full	\$66,169	\$52,935	\$66,169	\$79,403
Johnson	3609	Full	\$65,437	\$52,350	\$65,437	\$78,524
Elkins	3602	Full	\$61,122	\$48,898	\$61,122	\$73,346
Elkins	3602	Full	\$61,122	\$48,898	\$61,122	\$73,346
Alexander	3385	Full	\$49	\$39	\$49	\$59
Mountain View	2877	Full	\$43,472	\$34,778	\$43,472	\$52,166
Hoxie	2598	Full	\$35,194	\$28,155	\$35,194	\$42,233

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/12/0
Exempt/non-exempt:	0/6
Bonus Eligible (Y/N):	0/0
Full/Part Time:	14/0
Number of Organizations Reporting:	8
Position Titles:	Corporal Police Corporal Coropral Patrol Officer
Reports To:	Police Chief Chief Of Police
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	14	\$46,550	\$49,074	\$50,868	\$50,407	\$53,996	\$55,086
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	2	\$400	\$400	\$400	\$400	\$400	\$400
EMT Pay	0	Insufficient Data					
Holiday Pay	4	\$2,317	\$2,317	\$2,678	\$2,463	\$2,966	\$2,966
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$56,444	\$41,050	\$56,444	\$56,444
Hope	8952	Full	\$51,127	\$40,902	\$51,127	\$61,352
Hope	8952	Full	\$50,341	\$40,273	\$50,341	\$60,409
Hope	8952	Full	\$50,407	\$40,326	\$50,407	\$60,488
Hope	8952	Full	\$49,074	\$39,259	\$49,074	\$58,889
Pocahontas	7371	Full	\$50,202	\$40,162	\$50,202	\$60,242
Pocahontas	7371	Full	\$53,381	\$42,705	\$53,381	\$64,057
Morrilton	6992	Full	\$53,208	\$42,566	\$53,208	\$63,850
De Queen	6105	Full	\$53,996	\$43,197	\$53,996	\$64,795
Ward	6052	Full	\$46,550	\$37,240	\$46,550	\$55,860
Ward	6052	Full	\$46,550	\$37,240	\$46,550	\$55,860
Warren	5453	Full	\$40,695	\$32,556	\$40,695	\$48,834
Elkins	3602	Full	\$55,086	\$44,069	\$55,086	\$66,103
Elkins	3602	Full	\$55,086	\$44,069	\$55,086	\$66,103

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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):	0/12/2
Exempt/non-exempt:	0/7
Bonus Eligible (Y/N):	0/0
Full/Part Time:	19/1
Number of Organizations Reporting:	13
Position Titles:	Detective Investigator Corporal Cid Sergeant Detective Corporal Detective Cid Lieutenant Cid Police Detective Sergeant Police Detective Police Investigative Det Police Investigative Detective Cid Officer Police Inverstgative
Reports To:	Police Chief Lieutenant
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	20	\$35,194	\$44,998	\$50,002	\$49,525	\$56,111	\$56,929
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1						
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$1,894	\$1,894	\$1,894	\$1,894	\$1,894	\$1,894
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$56,444	\$41,050	\$56,444	\$56,444
Hope	8952	Full	\$53,123	\$42,498	\$53,123	\$63,748
Hope	8952	Full	\$49,525	\$39,620	\$49,525	\$59,430
Hope	8952	Full	\$64,400	\$51,520	\$64,400	\$77,280
Hope	8952	Full	\$49,525	\$39,620	\$49,525	\$59,430
Wynne	8314	Full	\$44,969	\$21	\$44,969	\$21
Newport	8005	Full	\$55,861	\$44,689	\$55,861	\$67,033
Morrilton	6992	Full	\$56,111	\$44,889	\$56,111	\$67,333
Morrilton	6992	Full	\$56,111	\$44,889	\$56,111	\$67,333
Morrilton	6992	Full	\$56,111	\$44,889	\$56,111	\$67,333
De Queen	6105	Full	\$56,929	\$45,543	\$56,929	\$68,315
Ward	6052	Full	\$47,278	\$37,822	\$47,278	\$56,734

Ward	6052	Full	\$51,376	\$41,101	\$51,376	\$61,651
Alma	5825	Full	\$44,998	\$35,998	\$44,998	\$53,998
Alma	5825	Full	\$47,278	\$37,822	\$47,278	\$56,734
Warren	5453	Full	\$45,925	\$36,740	\$45,925	\$55,110
Cherokee Village	4780	Part	\$24,100	\$19,280	\$24,100	\$28,920
Johnson	3609	Full	\$63,744	\$50,995	\$63,744	\$76,493
Mountain View	2877	Full	\$41,038	\$32,830	\$41,038	\$49,246
Hoxie	2598	Full	\$35,194	\$28,155	\$35,194	\$42,233

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/13/0
Exempt/non-exempt:	0/4
Bonus Eligible (Y/N):	0/0
Full/Part Time:	20/0
Number of Organizations Reporting:	9
Position Titles:	Sro Patrolman Sergeant/Sro Corporal/Sro Officer Sro Sro-Corporal School Resource Officer
Reports To:	Police Chief Chief Of Police
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	20	\$34,424	\$44,200	\$49,074	\$50,429	\$53,208	\$55,027
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3	\$400	\$400	\$400	\$400	\$400	\$400
EMT Pay	0	Insufficient Data					
Holiday Pay	6	\$2,185	\$2,185	\$2,730	\$2,229	\$3,291	\$3,625
Longevity Pay	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Other Pay	1	\$300	\$300	\$300	\$300	\$300	\$300

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$49,280	\$37,226	\$49,280	\$52,362
Hope	8952	Full	\$50,560	\$40,448	\$50,560	\$60,672
Hope	8952	Full	\$50,429	\$40,343	\$50,429	\$60,515
Newport	8005	Full	\$52,612	\$42,090	\$52,612	\$63,134
Pocahontas	7371	Full	\$47,351	\$37,881	\$47,351	\$56,821
Pocahontas	7371	Full	\$48,303	\$38,642	\$48,303	\$57,964
Pocahontas	7371	Full	\$46,991	\$37,593	\$46,991	\$56,389
Morrilton	6992	Full	\$55,027	\$44,022	\$55,027	\$66,032
Morrilton	6992	Full	\$53,206	\$42,565	\$53,206	\$63,847
Morrilton	6992	Full	\$53,208	\$42,566	\$53,208	\$63,850
Morrilton	6992	Full	\$52,301	\$41,841	\$52,301	\$62,761
De Queen	6105	Full	\$53,560	\$42,848	\$53,560	\$64,272
Alma	5825	Full	\$37,255	\$29,804	\$37,255	\$44,706
Alma	5825	Full	\$36,344	\$29,075	\$36,344	\$43,613
Alma	5825	Full	\$34,424	\$27,539	\$34,424	\$41,309
Alma	5825	Full	\$34,424	\$27,539	\$34,424	\$41,309

Elkins	3602	Full	\$67,325	\$53,860	\$67,325	\$80,790
Elkins	3602	Full	\$61,123	\$48,898	\$61,123	\$73,348
Elkins	3602	Full	\$53,560	\$42,848	\$53,560	\$64,272
Paris	3176	Full	\$44,200	\$35,360	\$44,200	\$53,040

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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?s degree from a two-year college and 12 to 18 months of previous work related experience.
Total Matches (A/M/B):	14/70/0
Exempt/non-exempt:	0/47
Bonus Eligible (Y/N):	0/0
Full/Part Time:	100/7
Number of Organizations Reporting:	17
Position Titles:	Police Officer Patrolman Police Chief Patrol Officer Officer Patrolmen
Reports To:	Police Chef Police Chief Chief Of Police Sergeant
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	107	\$31,200	\$38,815	\$42,169	\$44,809	\$47,873	\$51,376
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	15						
EMT Pay	0	Insufficient Data					
Holiday Pay	18	\$1,122	\$1,584	\$1,892	\$1,728	\$2,095	\$2,884
Longevity Pay	5	\$500	\$500	\$500	\$500	\$500	\$500
Other Pay	7	\$150	\$150	\$257	\$300	\$300	\$300

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$49,280	\$37,226	\$49,280	\$52,362
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20

Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Wynne	8314	Full	\$44,809	\$20	\$44,809	\$20
Newport	8005	Full	\$48,033	\$38,426	\$48,033	\$57,640
Pocahontas	7371	Full	\$44,443	\$35,554	\$44,443	\$53,332
Pocahontas	7371	Full	\$45,149	\$36,119	\$45,149	\$54,179
Pocahontas	7371	Full	\$21,170	\$16,936	\$21,170	\$25,404
Pocahontas	7371	Full	\$45,394	\$36,315	\$45,394	\$54,473
Pocahontas	7371	Full	\$42,101	\$33,681	\$42,101	\$50,521
Pocahontas	7371	Full	\$24,329	\$19,463	\$24,329	\$29,195
Pocahontas	7371	Full	\$47,827	\$38,262	\$47,827	\$57,392
Pocahontas	7371	Full	\$40,974	\$32,779	\$40,974	\$49,169
Morrilton	6992	Full	\$51,355	\$41,084	\$51,355	\$61,626
Morrilton	6992	Full	\$45,906	\$36,725	\$45,906	\$55,087
Morrilton	6992	Full	\$51,361	\$41,089	\$51,361	\$61,633
Morrilton	6992	Full	\$52,302	\$41,842	\$52,302	\$62,762
Morrilton	6992	Full	\$51,355	\$41,084	\$51,355	\$61,626
Morrilton	6992	Full	\$51,355	\$41,084	\$51,355	\$61,626
Morrilton	6992	Full	\$51,355	\$41,084	\$51,355	\$61,626
Morrilton	6992	Full	\$51,376	\$41,101	\$51,376	\$61,651
Morrilton	6992	Full	\$52,290	\$41,832	\$52,290	\$62,748
Morrilton	6992	Full	\$51,371	\$41,097	\$51,371	\$61,645
Morrilton	6992	Full	\$45,906	\$36,725	\$45,906	\$55,087
Morrilton	6992	Full	\$51,367	\$41,094	\$51,367	\$61,640
De Queen	6105	Full	\$48,505	\$38,804	\$48,505	\$58,206
De Queen	6105	Full	\$49,836	\$39,869	\$49,836	\$59,803
De Queen	6105	Full	\$46,342	\$37,074	\$46,342	\$55,610
De Queen	6105	Full	\$47,507	\$38,006	\$47,507	\$57,008
De Queen	6105	Full	\$48,609	\$38,887	\$48,609	\$58,331
De Queen	6105	Full	\$36,400	\$29,120	\$36,400	\$43,680
De Queen	6105	Full	\$42,848	\$34,278	\$42,848	\$51,418
De Queen	6105	Full	\$47,507	\$38,006	\$47,507	\$57,008
De Queen	6105	Full	\$56,929	\$45,543	\$56,929	\$68,315
De Queen	6105	Full	\$47,507	\$38,006	\$47,507	\$57,008

Ward	6052	Full	\$41,641	\$33,313	\$41,641	\$49,969
Ward	6052	Full	\$41,641	\$33,313	\$41,641	\$49,969
Ward	6052	Full	\$41,641	\$33,313	\$41,641	\$49,969
Ward	6052	Full	\$41,641	\$33,313	\$41,641	\$49,969
Ward	6052	Full	\$41,641	\$33,313	\$41,641	\$49,969
Ward	6052	Full	\$43,784	\$35,027	\$43,784	\$52,541
Ward	6052	Full	\$41,641	\$33,313	\$41,641	\$49,969
Ward	6052	Full	\$35,089	\$28,071	\$35,089	\$42,107
Ward	6052	Full	\$44,116	\$35,293	\$44,116	\$52,939
Alma	5825	Full	\$47,278	\$37,822	\$47,278	\$56,734
Alma	5825	Full	\$42,619	\$34,095	\$42,619	\$51,143
Alma	5825	Full	\$42,619	\$34,095	\$42,619	\$51,143
Alma	5825	Full	\$40,173	\$32,138	\$40,173	\$48,208
Alma	5825	Full	\$40,173	\$32,138	\$40,173	\$48,208
Alma	5825	Full	\$38,815	\$31,052	\$38,815	\$46,578
Alma	5825	Full	\$37,498	\$29,998	\$37,498	\$44,998
Warren	5453	Full	\$40,404	\$32,323	\$40,404	\$48,485
Cherokee Village	4780	Full	\$36,600	\$29,280	\$36,600	\$43,920
Cherokee Village	4780	Full	\$36,300	\$29,040	\$36,300	\$43,560
Cherokee Village	4780	Full	\$36,300	\$29,040	\$36,300	\$43,560
Cherokee Village	4780	Full	\$36,300	\$29,040	\$36,300	\$43,560
Cherokee Village	4780	Full	\$36,300	\$29,040	\$36,300	\$43,560
Johnson	3609	Full	\$53,539	\$42,831	\$53,539	\$64,247
Johnson	3609	Full	\$63,629	\$50,903	\$63,629	\$76,355
Johnson	3609	Full	\$63,629	\$50,903	\$63,629	\$76,355
Johnson	3609	Full	\$59,625	\$47,700	\$59,625	\$71,550
Johnson	3609	Full	\$58,481	\$46,785	\$58,481	\$70,177
Johnson	3609	Full	\$50,244	\$40,195	\$50,244	\$60,293
Elkins	3602	Full	\$53,560	\$42,848	\$53,560	\$64,272
Elkins	3602	Full	\$53,560	\$42,848	\$53,560	\$64,272
Elkins	3602	Full	\$50,000	\$40,000	\$50,000	\$60,000
Alexander	3385	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paris	3176	Full	\$41,542	\$33,234	\$41,542	\$49,850
Paris	3176	Full	\$41,542	\$33,234	\$41,542	\$49,850
Paris	3176	Full	\$43,700	\$34,960	\$43,700	\$52,440
Paris	3176	Full	\$39,923	\$31,938	\$39,923	\$47,908
Paris	3176	Full	\$39,923	\$31,938	\$39,923	\$47,908
Paris	3176	Part	\$19,760	\$15,808	\$19,760	\$23,712
Paris	3176	Part	\$19,760	\$15,808	\$19,760	\$23,712
Mountain View	2877	Full	\$36,400	\$29,120	\$36,400	\$43,680

Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain View	2877	Full	\$37,440	\$29,952	\$37,440	\$44,928
Mountain View	2877	Full	\$37,440	\$29,952	\$37,440	\$44,928
Mountain View	2877	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountain View	2877	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hoxie	2598	Full	\$34,112	\$27,290	\$34,112	\$40,934
Hoxie	2598	Full	\$34,112	\$27,290	\$34,112	\$40,934
Hoxie	2598	Part	\$5,408	\$4,326	\$5,408	\$6,490
Hoxie	2598	Part	\$5,408	\$4,326	\$5,408	\$6,490
Hoxie	2598	Part	\$5,408	\$4,326	\$5,408	\$6,490
Hoxie	2598	Part	\$5,408	\$4,326	\$5,408	\$6,490
Hoxie	2598	Part	\$5,408	\$4,326	\$5,408	\$6,490

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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

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

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

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

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

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

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):	6/2/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Dispatch Supervisor 911 Supervisor
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$40,352	\$40,352	\$41,890	\$40,352	\$43,427	\$43,427
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$40,352	\$32,282	\$40,352	\$48,422
Newport	8005	Full	\$43,427	\$34,742	\$43,427	\$52,112

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	0/8/2
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	10/0
Number of Organizations Reporting:	4
Position Titles:	Adminstrive Asst Dispatcher Admin Asstistant 911 Dispatcher
Reports To:	
Comments:	Administrative Asst. To Police Dept

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	10	\$33,120	\$36,816	\$36,958	\$36,816	\$36,962	\$37,461
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$36,816	\$29,453	\$36,816	\$44,179
Hope	8952	Full	\$36,816	\$29,453	\$36,816	\$44,179
Hope	8952	Full	\$36,816	\$29,453	\$36,816	\$44,179
Hope	8952	Full	\$37,461	\$29,969	\$37,461	\$44,953
Hope	8952	Full	\$36,816	\$29,453	\$36,816	\$44,179
Hope	8952	Full	\$36,816	\$29,453	\$36,816	\$44,179
Newport	8005	Full	\$40,996	\$32,797	\$40,996	\$49,195
Morrilton	6992	Full	\$36,962	\$29,570	\$36,962	\$44,354
Morrilton	6992	Full	\$36,962	\$29,570	\$36,962	\$44,354
Alma	5825	Full	\$33,120	\$26,496	\$33,120	\$39,744

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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:	0/2
Bonus Eligible (Y/N):	0/1
Full/Part Time:	7/1
Number of Organizations Reporting:	4
Position Titles:	Police Dispatch
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$28,080	\$28,080	\$28,905	\$30,160	\$31,200	\$40,050
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	3	\$750	\$750	\$833	\$750	\$1,000	\$1,000
Other Pay	5	\$150	\$300	\$270	\$300	\$300	\$300

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Morrilton	6992	Full	\$40,050	\$32,040	\$40,050	\$48,060
Ward	6052	Full	\$38,708	\$30,966	\$38,708	\$46,450
Warren	5453	Full	\$30,180	\$24,144	\$30,180	\$36,216
Paris	3176	Full	\$30,160	\$24,128	\$30,160	\$36,192
Paris	3176	Full	\$31,200	\$24,960	\$31,200	\$37,440
Paris	3176	Full	\$28,080	\$22,464	\$28,080	\$33,696
Paris	3176	Full	\$28,080	\$22,464	\$28,080	\$33,696
Paris	3176	Part	\$4,784	\$3,827	\$4,784	\$5,741

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.

1115- Communications Call Taker

Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of general clerical experience.
Total Matches (A/M/B):	0/1/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/1
Number of Organizations Reporting:	2
Position Titles:	Community Service Coordinator 911 Dispatcher
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$39,452	\$39,452	\$39,805	\$39,452	\$40,158	\$40,158
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$39,452	\$31,562	\$39,452	\$47,342
De Queen	6105	Part	\$40,158	\$32,126	\$40,158	\$48,190

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

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?s degree in Criminal Justice, Psychology, Sociology, or a related area; two (2) years of experience in probation, counseling, or a related area; one (1) year of supervisory experience; must possess certification as Specialized Police Personnel before employment and maintain certification for the duration of employment in this position.
	Insufficient Data: 0

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

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?s degree in Criminal Justice, Psychology, Sociology, or a related area; one (1) year of experience in probation, law enforcement, counseling, or a related area; must possess certification as Specialized Police Personnel within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A/M/B):	1/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Probation Officer
Reports To:	Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$39,116	\$39,116	\$39,116	\$39,116	\$39,116	\$39,116
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Ward	6052	Full	\$39,116	\$31,293	\$39,116	\$46,939

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

1200- Public Works Director

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?s degree in an engineering field, preferably civil and a professional engineer designation; minimum of a ten (10) years of general experience in public works or related area and eight (8) years of supervisory/managerial experience.
Total Matches (A/M/B):	8/6/1
Exempt/non-exempt:	3/1
Bonus Eligible (Y/N):	4/1
Full/Part Time:	9/0
Number of Organizations Reporting:	8
Position Titles:	Public Works Director Operations Director Water Dist Director Public Works Supervisor
Reports To:	Mayor Water Commission
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$63,451	\$63,671	\$73,152	\$71,770	\$85,654	\$94,832
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$94,832	\$63,221	\$94,832	\$94,827
Wynne	8314	Full	\$67,000	\$67,000	\$67,000	\$67,000
Newport	8005	Full	\$63,451	\$50,761	\$63,451	\$76,141
Morrilton	6992	Full	\$85,654	\$68,523	\$85,654	\$102,785
Ward	6052	Full	\$75,960	\$60,768	\$75,960	\$91,152
Alma	5825	Full	\$86,028	\$68,822	\$86,028	\$103,234
Alma	5825	Full	\$63,671	\$50,937	\$63,671	\$76,405
Johnson	3609	Full	\$50,000	\$40,000	\$50,000	\$60,000
Elkins	3602	Full	\$71,770	\$57,416	\$71,770	\$86,124

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.

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):	0/3/1
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	4/0
Number of Organizations Reporting:	3
Position Titles:	Sanitation Supervisor Landfill Supervisor Landfill Superintendent Public Works Assitant Director
Reports To:	Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$52,488	\$52,488	\$60,028	\$58,656	\$59,809	\$69,160
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$59,809	\$47,847	\$59,809	\$71,771
Hope	8952	Full	\$52,488	\$41,990	\$52,488	\$62,986
Wynne	8314	Full	\$58,656	\$58,656	\$58,656	\$58,656
Morrilton	6992	Full	\$69,160	\$55,328	\$69,160	\$82,992

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

Job Description:	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A/M/B):	8/1/1
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	0/2
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Wastewater Lead Tech Public Works Crew Leader
Reports To:	Public Works Director Public Works Assistant Director
Comments:	Position Supervisor Street Also

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$51,209	\$51,209	\$52,776	\$51,209	\$58,240	\$58,240
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Wynne	8314	Full	\$48,880	\$47,840	\$22,880	\$47,840
Ward	6052	Full	\$51,209	\$40,967	\$51,209	\$61,451
Paris	3176	Full	\$58,240	\$46,592	\$58,240	\$69,888

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.

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?s License before employment and maintain licensure for the duration of employment in this position.
	Insufficient Data: 0

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

1204 - Sanitation Equipment 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?s License before employment and maintain licensure for the duration of employment in this position.
	Insufficient Data: 0

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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?s License before employment and maintain licensure for the duration of employment in this position plus one (1) year of related experience and/or training; or equivalent combination of education and experience.
Total Matches (A/M/B):	7/4/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	5/0
Number of Organizations Reporting:	3
Position Titles:	Driver/Laborer Sanitation Worker
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$29,994	\$32,240	\$36,100	\$37,398	\$38,438	\$42,432
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$42,432	\$33,946	\$42,432	\$50,918
Hope	8952	Full	\$37,398	\$29,918	\$37,398	\$44,878
Hope	8952	Full	\$38,438	\$30,750	\$38,438	\$46,126
Newport	8005	Full	\$29,994	\$23,995	\$29,994	\$35,993
Paris	3176	Full	\$32,240	\$25,792	\$32,240	\$38,688

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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):	26/26/0
Exempt/non-exempt:	0/8
Bonus Eligible (Y/N):	18/8
Full/Part Time:	26/4
Number of Organizations Reporting:	8
Position Titles:	Sanitaiton Worker Sanitation Truck Driver Sanitation Worker Sanitation Driver Water & Sewer Worker Collector/Laborer Laborer Gatekeeper Sanitaton Driver Sanitation Dept Laborer
Reports To:	Public Works Director Street Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	29	\$13,702	\$31,200	\$32,929	\$32,760	\$37,690	\$46,533
Actual Incentive Paid Dollar LastYear	12	\$600	\$600	\$663	\$600	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$33,758	\$27,006	\$33,758	\$40,510
Hope	8952	Full	\$32,677	\$26,142	\$32,677	\$39,212
Hope	8952	Full	\$33,758	\$27,006	\$33,758	\$40,510
Hope	8952	Full	\$32,198	\$25,758	\$32,198	\$38,638
Hope	8952	Full	\$32,677	\$26,142	\$32,677	\$39,212
Hope	8952	Full	\$33,238	\$26,590	\$33,238	\$39,886
Hope	8952	Full	\$36,234	\$28,987	\$36,234	\$43,481
Hope	8952	Full	\$37,690	\$30,152	\$37,690	\$45,228
Hope	8952	Full	\$41,100	\$32,880	\$41,100	\$49,320
Newport	8005	Full	\$29,994	\$23,995	\$29,994	\$35,993
Pocahontas	7371	Full				
De Queen	6105	Full	\$34,174	\$27,339	\$34,174	\$41,009
De Queen	6105	Full	\$36,379	\$29,103	\$36,379	\$43,655
De Queen	6105	Full	\$37,980	\$30,384	\$37,980	\$45,576
De Queen	6105	Full	\$41,100	\$32,880	\$41,100	\$49,320

De Queen	6105	Full	\$49,940	\$39,952	\$49,940	\$59,928
Elkins	3602	Full	\$46,533	\$37,226	\$46,533	\$55,840
Elkins	3602	Full	\$49,275	\$39,420	\$49,275	\$59,130
Paris	3176	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paris	3176	Part	\$11,648	\$9,318	\$11,648	\$13,978
Mountain View	2877	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$31,720	\$25,376	\$31,720	\$38,064
Mountain View	2877	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hoxie	2598	Part	\$13,702	\$10,962	\$13,702	\$16,442
Hoxie	2598	Part	\$14,050	\$11,240	\$14,050	\$16,860
Hoxie	2598	Part	\$13,702	\$10,962	\$13,702	\$16,442

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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):	1/2/1
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Street Superintendent Street Director
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$57,784	\$57,784	\$56,118	\$57,784	\$69,569	\$69,569
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$69,569	\$57,234	\$69,569	\$69,569
Hope	8952	Full	\$57,784	\$46,227	\$57,784	\$69,341
Cherokee Village	4780	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.

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):	7/5/1
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	4/2
Full/Part Time:	6/0
Number of Organizations Reporting:	6
Position Titles:	Street Lead Street /Sanitation Supervisor Street Foreman/Lead Maint Supervisor Street Supervisor
Reports To:	Street Director Mayor
Comments:	Assist With Facility Maintenance And Water Facilities

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$41,136	\$41,136	\$46,872	\$44,720	\$46,802	\$65,374
Actual Incentive Paid Dollar LastYear	2	\$600	\$600	\$675	\$600	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$41,136	\$32,070	\$41,136	\$101,920
De Queen	6105	Full	\$65,374	\$52,299	\$65,374	\$78,449
Alma	5825	Full	\$46,530	\$37,224	\$46,530	\$55,836
Warren	5453	Full	\$46,802	\$37,442	\$46,802	\$56,162
Mountain View	2877	Full	\$44,720	\$35,776	\$44,720	\$53,664
Hoxie	2598	Full	\$36,670	\$29,336	\$36,670	\$44,004

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

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?s License and maintain licensure for the duration of employment in this position.
Total Matches (A/M/B):	28/24/0
Exempt/non-exempt:	0/13
Bonus Eligible (Y/N):	0/13
Full/Part Time:	24/1
Number of Organizations Reporting:	8
Position Titles:	Street Equipment Operator Asst Street Superintendent Driver/Laborer Equipment Operator Street Equ Operator
Reports To:	Street Superintendent Street Director Street Supervisor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	15	\$33,280	\$34,840	\$43,395	\$40,518	\$51,190	\$56,284
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$51,190	\$31,602	\$51,190	\$51,190
Hope	8952	Full	\$45,758	\$36,606	\$45,758	\$54,910
Hope	8952	Full	\$40,518	\$32,414	\$40,518	\$48,622
Hope	8952	Full	\$40,518	\$32,414	\$40,518	\$48,622
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				
Pocahontas	7371	Full				

Pocahontas	7371	Full				
Morrilton	6992	Full	\$34,320	\$27,456	\$34,320	\$41,184
Morrilton	6992	Full	\$49,400	\$39,520	\$49,400	\$59,280
Morrilton	6992	Full	\$51,480	\$41,184	\$51,480	\$61,776
Morrilton	6992	Full	\$36,920	\$29,536	\$36,920	\$44,304
Morrilton	6992	Full	\$63,960	\$51,168	\$63,960	\$76,752
Morrilton	6992	Full	\$36,920	\$29,536	\$36,920	\$44,304
Morrilton	6992	Full	\$34,840	\$27,872	\$34,840	\$41,808
Ward	6052	Full	\$45,843	\$36,674	\$45,843	\$55,012
Warren	5453	Full	\$56,285	\$45,028	\$56,285	\$67,542
Cherokee Village	4780	Part	\$29,700	\$23,760	\$29,700	\$35,640
Paris	3176	Full	\$33,280	\$26,624	\$33,280	\$39,936

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

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):	1/24/16
Exempt/non-exempt:	0/21
Bonus Eligible (Y/N):	18/21
Full/Part Time:	45/4
Number of Organizations Reporting:	15
Position Titles:	Streets Laborer Street Laborer Street Labor Street Worker Street Laborer/Maint Truckdriver/Laborer Driver/Laborer Truck Driver/Laborer Public Works Laborer Street Dept. Laborer Street Department Worker Street Department Laborer Public Works Operator
Reports To:	Office Manager And Mayor Street Superintendent Public Works Director Street Director Mayor Street Supervisor
Comments:	Also Operates Equipment

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	49	\$27,040	\$31,200	\$36,802	\$38,209	\$43,056	\$46,425
Actual Incentive Paid Dollar LastYear	8	\$600	\$600	\$694	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$28,861	\$28,220	\$28,861	\$39,174
Hope	8952	Full	\$39,270	\$31,416	\$39,270	\$47,124
Hope	8952	Full	\$37,918	\$30,334	\$37,918	\$45,502
Hope	8952	Full	\$37,835	\$30,268	\$37,835	\$45,402
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600

Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Wynne	8314	Full	\$43,056	\$24,960	\$33,280	\$41,600
Newport	8005	Full	\$29,994	\$23,995	\$29,994	\$35,993
Morrilton	6992	Full	\$50,440	\$40,352	\$50,440	\$60,528
De Queen	6105	Full	\$46,446	\$37,157	\$46,446	\$55,735
De Queen	6105	Full	\$38,209	\$30,567	\$38,209	\$45,851
De Queen	6105	Full	\$38,209	\$30,567	\$38,209	\$45,851
De Queen	6105	Full	\$42,244	\$33,795	\$42,244	\$50,693
De Queen	6105	Full	\$48,713	\$38,970	\$48,713	\$58,456
Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$46,425	\$37,140	\$46,425	\$55,710
Ward	6052	Full	\$34,278	\$27,422	\$34,278	\$41,134
Alma	5825	Full	\$36,151	\$28,921	\$36,151	\$43,381
Alma	5825	Full	\$33,255	\$26,604	\$33,255	\$39,906
Cherokee Village	4780	Part	\$24,100	\$19,280	\$24,100	\$28,920
Cherokee Village	4780	Full	\$32,600	\$26,080	\$32,600	\$39,120
Cherokee Village	4780	Full	\$31,200	\$24,960	\$31,200	\$37,440
Johnson	3609	Full	\$45,074	\$36,059	\$45,074	\$54,089
Elkins	3602	Full	\$40,105	\$32,084	\$40,105	\$48,126
Elkins	3602	Full	\$42,248	\$33,798	\$42,248	\$50,698
Elkins	3602	Full	\$50,989	\$40,791	\$50,989	\$61,187
Alexander	3385	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paris	3176	Full	\$29,120	\$23,296	\$29,120	\$34,944
Paris	3176	Full	\$31,200	\$24,960	\$31,200	\$37,440
Paris	3176	Full	\$29,120	\$23,296	\$29,120	\$34,944
Paris	3176	Full	\$27,040	\$21,632	\$27,040	\$32,448
Paris	3176	Part	\$12,844	\$10,275	\$12,844	\$15,413
Paris	3176	Part	\$12,844	\$10,275	\$12,844	\$15,413
Mountain View	2877	Full	\$35,880	\$28,704	\$35,880	\$43,056
Mountain View	2877	Full	\$35,880	\$28,704	\$35,880	\$43,056
Mountain View	2877	Full	\$33,800	\$27,040	\$33,800	\$40,560
Hoxie	2598	Full	\$28,787	\$23,030	\$28,787	\$34,544
Hoxie	2598	Part	\$14,050	\$11,240	\$14,050	\$16,860
Hoxie	2598	Full	\$27,726	\$22,181	\$27,726	\$33,271

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 Coordinator

Job Description:	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
Total Matches (A/M/B):	1/9/1
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	1/3
Full/Part Time:	9/1
Number of Organizations Reporting:	5
Position Titles:	Recycle Center Employee Public Works Laborer Landfill Operator Recycling Supervisor Street Supervisor
Reports To:	Street Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$31,065	\$34,320	\$40,457	\$42,120	\$49,400	\$54,600
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Part	\$18,200	\$28,220	\$18,200	\$39,174
Newport	8005	Full	\$31,065	\$24,852	\$31,065	\$37,278
Pocahontas	7371	Full				
Morrilton	6992	Full	\$50,440	\$40,352	\$50,440	\$60,528
Morrilton	6992	Full	\$54,600	\$43,680	\$54,600	\$65,520
Morrilton	6992	Full	\$42,120	\$33,696	\$42,120	\$50,544
Morrilton	6992	Full	\$49,400	\$39,520	\$49,400	\$59,280
Morrilton	6992	Full	\$34,320	\$27,456	\$34,320	\$41,184
Morrilton	6992	Full	\$45,240	\$36,192	\$45,240	\$54,288
Johnson	3609	Full	\$38,730	\$30,984	\$38,730	\$46,476

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

1212- Solid Waste Recycling Operator/Collector

Job Description:	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
Total Matches (A/M/B):	0/3/2
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	1/2
Full/Part Time:	5/0
Number of Organizations Reporting:	3
Position Titles:	Public Works Laborer Street Laborer Recycling Worker
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$29,994	\$34,320	\$37,415	\$36,442	\$41,080	\$45,240
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Newport	8005	Full	\$29,994	\$23,995	\$29,994	\$35,993
Morrilton	6992	Full	\$41,080	\$32,864	\$41,080	\$49,296
Morrilton	6992	Full	\$45,240	\$36,192	\$45,240	\$54,288
Johnson	3609	Full	\$36,442	\$29,154	\$36,442	\$43,730
Johnson	3609	Full	\$34,320	\$27,456	\$34,320	\$41,184

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

1214 - Traffic Engineering 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

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

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?s degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience at the level of Traffic Engineer I or a related area; two (2) years of supervisory experience; 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

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

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?s degree in Traffic Engineering, Civil Engineering, or a related area; one (1) year of experience in traffic or civil engineering; must possess registration as an Engineer Intern (EI) before employment; must possess registration in the State of Arkansas as an Engineer Intern (EI) within one (1) year of employment; must maintain registration for the duration of employment in this position.
	Insufficient Data: 0

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

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

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

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

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

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?s degree (A.A.) from two year college or technical school and 11-15 years of related experience and/or training and a minimum of 11-15 years of management experience.
Total Matches (A/M/B):	2/6/0
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	3/2
Full/Part Time:	8/0
Number of Organizations Reporting:	8
Position Titles:	Waste Water Dept. Head Waste Water Director Wastewater Superintendent Waste Water Supervisor Waste Water Manager Public Works Foreman
Reports To:	Water Commission Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$45,760	\$45,760	\$57,416	\$53,310	\$66,955	\$73,163
Actual Incentive Paid Dollar LastYear	2	\$600	\$600	\$675	\$600	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$72,000	\$63,221	\$72,000	\$94,827
Hope	8952	Full	\$60,579	\$48,463	\$60,579	\$72,695
Newport	8005	Full	\$38,158	\$30,526	\$38,158	\$45,790
Morrilton	6992	Full	\$73,163	\$58,530	\$73,163	\$87,796
De Queen	6105	Full	\$66,955	\$53,564	\$66,955	\$80,346
Ward	6052	Full	\$53,310	\$42,648	\$53,310	\$63,972
Paris	3176	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mountain View	2877	Full	\$49,400	\$39,520	\$49,400	\$59,280

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

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):	10/44/0
Exempt/non-exempt:	0/12
Bonus Eligible (Y/N):	27/12
Full/Part Time:	45/1
Number of Organizations Reporting:	10
Position Titles:	Water Treatment Wastewater Sewer Plant Worker Sewer Plant Operator Sewer Plant Waste Water Employee Water Plant Operator Water Production Foreman Water Production Worker Water Production Water Operator Maint Ii Laborer Lab Tech Water Woker Water Worker Waste Water Operator Water/Waste Water Op Waste Water Operator Water/Wastewater Operator
Reports To:	Water Treatment Superint. Waste Water Manager Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	46	\$29,848	\$35,152	\$40,367	\$39,811	\$45,656	\$49,059
Actual Incentive Paid Dollar LastYear	18	\$600	\$750	\$717	\$750	\$750	\$750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$40,450	\$37,561	\$40,450	\$42,590
Hope	8952	Full	\$38,709	\$30,967	\$38,709	\$46,451
Hope	8952	Full	\$35,880	\$28,704	\$35,880	\$43,056
Hope	8952	Full	\$32,677	\$26,142	\$32,677	\$39,212
Hope	8952	Full	\$40,498	\$32,398	\$40,498	\$48,598
Hope	8952	Full	\$61,235	\$48,988	\$61,235	\$73,482
Hope	8952	Full	\$48,069	\$38,455	\$48,069	\$57,683
Hope	8952	Full	\$39,374	\$31,499	\$39,374	\$47,249
Newport	8005	Full	\$31,065	\$24,852	\$31,065	\$37,278
Morrilton	6992	Full	\$54,288	\$43,430	\$54,288	\$65,146
Morrilton	6992	Full	\$46,983	\$37,586	\$46,983	\$56,380
De Queen	6105	Full	\$35,900	\$28,720	\$35,900	\$43,080