



# AML Salary Survey Results 2025 Pop 10000+

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: 23

City Name	Population	Revenue	County	Contact Name	Contact Email	FT Personnel in Budget	FT Personnel Employed	Contact Phone
Batesville	11191	\$90,300,000		Chris Cash	ccash@batesvillearkansas.gov	158	148	870-698-2410
Bella Vista	30104	\$24,734,300		Glenda Kelderman	gkelderman@bellavistaar.gov	200	195	479-876-1255
Benton	35014					0	0	
Bentonville	54164	\$252,378,496		Machele Bowen	mbowen@bentonvillear.com	702	670	479-271-3110
Blytheville	13406	\$23,606,570		Alisha Williams	awilliams@cityofblytheville.com	220	205	870-763-3858
Cabot	26569	\$22,281,472		Matthew Hood	mhood@cabotar.gov	226	216	501-843-3566
Conway	64134			Lisa Mabry-Williams	lisa.williams@conwayarkansas.gov	0	0	501-450-7087
Forrest City	13015	\$34,754,904		Glynis Lynch	glynch@cityofforrestcityar.com	181	155	870-633-1315
Fort Smith	89142	\$163,074,124		Kaelin Lindsey	lkaelin@fortsmithar.gov	1128	1031	479-784-2222
Harrison	13069	\$30,000,000		Danny Presley	dpresley@harrisonar.gov	161	161	870-204-5498
Hot Springs	37930	\$169,546,497		Brooke Gilbert	bgilbert@cityhs.net	675	670	501-321-6840
Maumelle	19251	\$21,430,097		Doreen Mattes	maumellehr@maumelle.org	210	181	501-851-2500
Mountain Home	12825	\$55,900,106		Sue Strop	sedwards@cityofmountainhome.com	201	198	870-425-7042
North Little Rock	64591	\$265,394,252		Robert Mauldin	rmauldin2@nlr.ar.gov	990	854	501-975-8855
Paragould	29537	\$32,227,225		Tisha Baldwin	tisha.baldwin@paragouldcity.org	247	233	870-239-7511
Pine Bluff	41253					0	0	
Rogers	69908			Jennifer Hoffman	jenniferhoffman@rwu.org	87	87	479-936-5425
Russellville	28940	\$1,743,108		Tanessa Vaughn	tvaughn@rsvlar.org	230	213	479-968-2098
Searcy	22937	\$30,267,477		Kim Gordon	kgordon@cityofsearcy.org	245	240	501-268-2483
Sherwood	32731			Jill Ross	jill@cityofsherwood.net	0	0	501-833-3703
Springdale	87176	\$86,092,386		Gina Lewis	glewis@springdalear.gov	667	615	479-756-7714
Texarkana	29387	\$37,127,970		Skylar Krause	skylar.krause@txkusa.org	261	16	870-779-4997
Van Buren	23218	\$19,440,225		Shawna Reynolds	sreynolds@vanburencity.org	168	167	479-474-8936

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	1/16/0	\$97,754	\$112,017	\$103,789	\$131,414
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	10	11	0/11/0	\$52,020	\$96,481	\$81,098	\$150,000
City Manager or Chief of Staff	Administration	3	5	0/2/0	\$126,318	\$161,395	\$170,000	\$184,329
Executive Secretary	Administration	14	18	3/12/2	\$41,600	\$54,987	\$50,817	\$62,795
Council Member	Administration	12	91	0/91/0	\$7,800	\$10,451	\$11,800	\$13,626
City Clerk	Administration	3	3	0/2/0	\$98,530	\$99,441	\$98,530	\$109,563
City Clerk-Elected	Administration	4	4	0/3/1	\$50,000	\$60,738	\$51,963	\$56,650
City Clerk Treas-Elected	Administration	9	9	1/7/1	\$71,521	\$84,703	\$78,856	\$103,295
Treasurer	Administration	1	1	0/0/1	\$87,838	\$87,838	\$87,838	\$87,838
Deputy Clerk	Administration	11	29	1/12/3	\$36,379	\$43,937	\$40,580	\$48,157
City Attorney	Administration	17	18	0/16/1	\$64,458	\$105,538	\$110,252	\$139,176
Assistant City Attorney	Administration	4	5	0/4/0	\$92,653	\$98,453	\$98,858	\$100,200
Deputy City Attorney	Administration	5	7	0/7/0	\$74,672	\$88,883	\$90,512	\$99,563
Court Clerk	Administration	16	41	5/30/5	\$43,118	\$51,096	\$48,618	\$60,444
Deputy Court Clerk	Administration	17	82	2/72/2	\$36,762	\$40,710	\$38,105	\$42,370
District Judge	Administration	0	0	0/0/0				
Transcriptionist	Administration	1	1	0/1/0	\$44,720	\$44,720	\$44,720	\$44,720
Office Manager	Administration	14	40	6/13/13	\$42,868	\$50,655	\$47,694	\$56,306
Purchasing Agent	Administration	7	8	1/7/0	\$44,949	\$60,916	\$53,248	\$74,843
Administrative Assistant I	Administration	19	208	35/117/38	\$36,207	\$41,945	\$41,038	\$46,564
Code Enforcement Supervisor	Code Enforcement	7	10	1/3/2	\$40,102	\$56,731	\$52,020	\$59,039
Code Enforcement Officer - Senior	Code Enforcement	4	5	2/1/1	\$49,545	\$59,060	\$56,726	\$65,485
Code Enforcement Officer	Code Enforcement	18	49	6/40/1	\$37,860	\$43,475	\$42,592	\$48,422
Building Inspector	Code Enforcement	15	40	0/23/10	\$48,000	\$55,043	\$53,160	\$59,737
Electrical Inspector	Code Enforcement	8	10	0/7/3	\$44,283	\$50,250	\$50,104	\$59,635
Mechanical Inspector	Code Enforcement	4	5	0/4/0	\$51,105	\$54,018	\$55,640	\$59,425
Plumbing and Gas Inspector	Code Enforcement	8	11	3/7/0	\$51,105	\$55,956	\$55,640	\$59,635
Community Development/Planning Director	Engineering/Planning	13	20	3/10/2	\$74,899	\$87,544	\$83,200	\$90,001
Planner II	Engineering/Planning	9	19	0/16/1	\$57,678	\$65,591	\$63,261	\$76,935
Planner I	Engineering/Planning	10	20	4/14/0	\$46,072	\$50,907	\$50,564	\$57,200
City Engineer	Engineering/Planning	14	21	6/14/0	\$99,126	\$111,639	\$109,440	\$126,609
Engineering Specialist	Engineering/Planning	7	17	3/7/4	\$52,861	\$68,245	\$65,086	\$80,038

<b>Engineering Technician - Senior</b>	<b>Engineering/Planning</b>	4	6	0/1/2	\$50,730	\$66,078	\$57,366	\$78,811
<b>GIS Analyst - Senior</b>	<b>Engineering/Planning</b>	8	8	0/8/0	\$69,347	\$77,892	\$78,394	\$85,092
<b>GIS Analyst</b>	<b>Engineering/Planning</b>	6	8	1/7/0	\$52,845	\$59,462	\$57,595	\$62,566
<b>Graphics Technician</b>	<b>Engineering/Planning</b>	1	1	0/1/0	\$48,713	\$48,713	\$48,713	\$48,713
<b>Land Surveyor</b>	<b>Engineering/Planning</b>	1	1	1/0/0	\$39,790	\$39,790	\$39,790	\$39,790
<b>Finance Director</b>	<b>Finance</b>	14	17	2/13/0	\$95,097	\$110,434	\$113,914	\$120,203
<b>Accountant</b>	<b>Finance</b>	12	25	3/15/2	\$58,000	\$62,700	\$66,268	\$70,115
<b>Accounting Clerk II</b>	<b>Finance</b>	5	6	1/3/0	\$44,740	\$48,847	\$48,880	\$54,497
<b>Accounting Clerk I</b>	<b>Finance</b>	2	2	0/2/0	\$55,000	\$57,411	\$55,000	\$59,821
<b>Accounting Clerk</b>	<b>Finance</b>	5	14	5/5/0	\$41,953	\$45,439	\$44,740	\$48,713
<b>Accounts Payable/Accounts Receivable Specialist/Coordinator</b>	<b>Finance</b>	14	25	4/15/3	\$43,590	\$50,028	\$47,778	\$55,307
<b>Fire Chief</b>	<b>Fire Department</b>	19	19	0/16/1	\$87,838	\$105,385	\$104,024	\$123,656
<b>Assistant Fire Chief</b>	<b>Fire Department</b>	13	20	0/17/2	\$80,238	\$98,211	\$94,036	\$116,508
<b>Fire Battalion Chief</b>	<b>Fire Department</b>	16	66	1/55/5	\$77,361	\$84,015	\$84,889	\$91,580
<b>Fire Captain</b>	<b>Fire Department</b>	19	294	0/245/33	\$68,344	\$72,739	\$74,246	\$76,650
<b>Fire Lieutenant</b>	<b>Fire Department</b>	6	38	0/33/5	\$56,351	\$58,562	\$61,152	\$65,180
<b>Fire Apparatus Engineer (Driver)</b>	<b>Fire Department</b>	14	356	0/259/79	\$52,636	\$59,140	\$59,880	\$64,312
<b>Fire Inspector/Marshal</b>	<b>Fire Department</b>	16	23	0/19/2	\$64,455	\$72,178	\$76,000	\$85,291
<b>Firefighter</b>	<b>Fire Department</b>	18	477	2/417/24	\$43,355	\$48,626	\$46,350	\$51,975
<b>HR/Personnel Director</b>	<b>Human Resources</b>	17	18	3/14/0	\$71,802	\$85,523	\$80,000	\$99,756
<b>Human Resource Generalist</b>	<b>Human Resources</b>	9	12	1/8/2	\$55,697	\$75,379	\$59,779	\$88,249
<b>HR-Benefits Specialist</b>	<b>Human Resources</b>	7	8	0/6/1	\$46,550	\$56,971	\$50,190	\$60,257
<b>Human Resources Assistant</b>	<b>Human Resources</b>	3	3	0/2/1	\$39,381	\$42,262	\$39,381	\$51,038
<b>Payroll Administrator</b>	<b>Human Resources</b>	12	13	0/11/1	\$44,720	\$53,499	\$50,911	\$56,600
<b>Industrial Organizational Specialist</b>	<b>Human Resources</b>	1	1	0/1/0	\$94,574	\$94,574	\$94,574	\$94,574
<b>Information Systems Director</b>	<b>Information Systems</b>	16	16	1/12/2	\$67,626	\$95,030	\$89,373	\$122,907
<b>Systems Network Manager</b>	<b>Information Systems</b>	10	14	3/7/2	\$66,643	\$78,988	\$81,427	\$85,729
<b>Network Analyst</b>	<b>Information Systems</b>	9	14	0/13/1	\$52,561	\$68,040	\$69,065	\$79,019
<b>Network Coordinator</b>	<b>Information Systems</b>	4	6	0/6/0	\$55,697	\$60,963	\$55,697	\$70,512
<b>Programmer Analyst - Senior</b>	<b>Information Systems</b>	2	2	0/1/1	\$96,939	\$117,214	\$96,939	\$137,488
<b>Programmer Analyst</b>	<b>Information Systems</b>	1	1	0/1/0	\$71,459	\$71,459	\$71,459	\$71,459
<b>Systems Programmer</b>	<b>Information Systems</b>	4	5	0/3/0	\$53,643	\$68,550	\$68,036	\$79,019
<b>Information Support Specialist</b>	<b>Information Systems</b>	12	29	1/19/1	\$44,928	\$53,338	\$50,876	\$60,723
<b>Librarian</b>	<b>Library</b>	4	19	0/14/5	\$58,024	\$70,913	\$64,438	\$83,723
<b>Library Assistant</b>	<b>Library</b>	3	35	2/28/5	\$16,949	\$29,088	\$25,166	\$43,590
<b>Safety Loss Control Specialist</b>	<b>Operations</b>	4	5	0/3/1	\$61,267	\$68,393	\$65,839	\$67,547
<b>Airport Manager</b>	<b>Operations</b>	8	10	2/6/0	\$58,073	\$67,888	\$60,545	\$74,825

<b>Airport Attendant</b>	<b>Operations</b>	5	25	1/8/0	\$35,075	\$37,678	\$37,134	\$39,520
<b>Animal Control Director</b>	<b>Operations</b>	7	7	1/6/0	\$58,053	\$72,289	\$70,625	\$88,359
<b>Animal Control Field Officer</b>	<b>Operations</b>	15	33	0/32/0	\$33,280	\$39,094	\$39,613	\$43,118
<b>Animal Services Manager</b>	<b>Operations</b>	6	7	0/6/0	\$42,203	\$50,857	\$47,000	\$61,267
<b>Animal Services Officer</b>	<b>Operations</b>	10	37	12/18/1	\$32,489	\$36,122	\$34,755	\$39,707
<b>Building/Maintenance Supervisor</b>	<b>Operations</b>	10	13	1/12/0	\$50,749	\$55,040	\$51,500	\$62,364
<b>Building/Maintenance Worker</b>	<b>Operations</b>	11	57	17/37/3	\$28,766	\$33,660	\$35,318	\$39,119
<b>Fleet Supervisor</b>	<b>Operations</b>	13	22	1/16/2	\$55,615	\$62,504	\$61,024	\$67,683
<b>Fleet Maintenance Mechanic II</b>	<b>Operations</b>	13	36	2/24/3	\$42,527	\$50,473	\$51,355	\$56,711
<b>Fleet Maintenance Mechanic I</b>	<b>Operations</b>	12	38	2/26/1	\$38,563	\$45,689	\$43,846	\$52,291
<b>Horticulturist</b>	<b>Operations</b>	2	5	1/4/0	\$48,713	\$50,985	\$48,713	\$52,015
<b>Grounds Maintenance Supervisor</b>	<b>Operations</b>	10	17	1/11/1	\$46,966	\$56,271	\$55,800	\$62,611
<b>Grounds Maintenance Lead</b>	<b>Operations</b>	7	25	2/17/3	\$38,084	\$43,468	\$39,395	\$47,236
<b>Grounds Maintenance Laborer</b>	<b>Operations</b>	11	62	0/50/3	\$31,990	\$32,977	\$32,760	\$34,755
<b>Signal Repair Technician - Senior</b>	<b>Operations</b>	7	8	0/6/2	\$53,439	\$63,655	\$59,450	\$72,289
<b>Signal Repair Technician</b>	<b>Operations</b>	4	6	0/4/2	\$39,707	\$42,880	\$39,707	\$44,875
<b>Signal Technician II</b>	<b>Operations</b>	3	6	1/5/0	\$53,575	\$142,268	\$53,575	\$68,355
<b>Signal Technician I</b>	<b>Operations</b>	4	7	1/3/2	\$42,602	\$45,891	\$47,318	\$48,193
<b>Parks Director</b>	<b>Parks &amp; Recreation</b>	17	23	2/17/2	\$75,000	\$90,862	\$87,838	\$94,373
<b>Parks Aquatics Manager</b>	<b>Parks &amp; Recreation</b>	6	8	1/6/1	\$42,000	\$53,001	\$54,357	\$58,760
<b>Recreation Programmer</b>	<b>Parks &amp; Recreation</b>	10	67	15/51/0	\$11,700	\$22,810	\$15,771	\$28,080
<b>Recreation Program Manager</b>	<b>Parks &amp; Recreation</b>	13	27	4/20/0	\$41,600	\$49,828	\$48,952	\$56,306
<b>Recreation Facility Supervisor</b>	<b>Parks &amp; Recreation</b>	11	25	4/16/5	\$50,753	\$55,557	\$60,000	\$66,950
<b>Therapeutic Recreation Coordinator</b>	<b>Parks &amp; Recreation</b>	3	3	0/2/0	\$51,500	\$50,256	\$51,500	\$57,065
<b>Parks Supervisor</b>	<b>Parks &amp; Recreation</b>	16	59	3/49/2	\$44,200	\$47,575	\$45,760	\$50,939
<b>Parks Equipment Operator</b>	<b>Parks &amp; Recreation</b>	12	59	2/51/0	\$33,672	\$37,238	\$36,581	\$40,810
<b>Parks Department Laborer</b>	<b>Parks &amp; Recreation</b>	13	158	49/94/5	\$14,343	\$28,684	\$32,320	\$34,985
<b>Police Chief</b>	<b>Police Department</b>	19	19	0/17/0	\$86,950	\$107,326	\$103,604	\$133,250
<b>Assistant Police Chief</b>	<b>Police Department</b>	9	13	0/12/0	\$71,697	\$92,255	\$82,359	\$112,551
<b>Police Major/Captain</b>	<b>Police Department</b>	16	46	0/45/0	\$83,317	\$94,381	\$94,468	\$108,139
<b>Police Lieutenant</b>	<b>Police Department</b>	19	97	0/88/0	\$67,452	\$79,017	\$83,694	\$86,923
<b>Police Sergeant</b>	<b>Police Department</b>	19	181	0/165/0	\$58,217	\$71,640	\$74,172	\$78,552
<b>Police Corporal</b>	<b>Police Department</b>	9	135	0/86/36	\$57,319	\$66,589	\$67,267	\$75,088
<b>Police Investigative Detective</b>	<b>Police Department</b>	12	59	0/54/0	\$52,540	\$58,692	\$58,011	\$64,971
<b>School Resource Officer</b>	<b>Police Department</b>	6	31	0/22/0	\$45,428	\$53,006	\$51,811	\$57,920
<b>Police Officer</b>	<b>Police Department</b>	19	781	14/696/0	\$47,291	\$53,824	\$52,950	\$59,446
<b>Police Property Room Supervisor</b>	<b>Police Department</b>	9	13	1/9/2	\$38,378	\$45,838	\$44,948	\$46,878

<b>Crime Scene Supervisor</b>	<b>Police Department</b>	1	3	0/0/0	\$61,567	\$59,965	\$61,567	\$62,047
<b>Crime Scene Specialist</b>	<b>Police Department</b>	6	15	0/10/0	\$36,702	\$45,054	\$42,761	\$48,911
<b>Communications Shift Supervisor</b>	<b>Police Department</b>	12	39	6/25/4	\$54,412	\$63,713	\$60,723	\$73,104
<b>Communications Dispatcher</b>	<b>Police Department</b>	6	69	0/63/0	\$45,988	\$49,393	\$49,722	\$53,851
<b>Police Dispatch</b>	<b>Police Department</b>	6	94	0/88/0	\$41,828	\$44,370	\$43,992	\$47,396
<b>Communications Call Taker</b>	<b>Police Department</b>	2	11	0/0/0	\$34,715	\$36,659	\$36,462	\$38,272
<b>Probation Officer - Senior</b>	<b>Police Department</b>	2	2	0/2/0	\$56,098	\$62,960	\$56,098	\$69,821
<b>Probation Officer</b>	<b>Police Department</b>	9	15	1/11/1	\$41,371	\$45,923	\$46,508	\$51,269
<b>Public Works Director</b>	<b>Public Works</b>	13	20	7/8/0	\$74,123	\$91,288	\$87,838	\$105,847
<b>Sanitation Superintendent</b>	<b>Public Works</b>	6	7	0/5/0	\$54,496	\$67,730	\$60,000	\$77,480
<b>Sanitation Supervisor</b>	<b>Public Works</b>	9	27	8/14/0	\$46,280	\$57,822	\$58,374	\$68,161
<b>Sanitation Equipment Operator III</b>	<b>Public Works</b>	11	147	7/106/0	\$40,561	\$44,019	\$43,846	\$48,547
<b>Sanitation Equipment Operator II</b>	<b>Public Works</b>	9	55	0/14/6	\$38,480	\$41,318	\$39,499	\$48,880
<b>Sanitation Equipment Operator I</b>	<b>Public Works</b>	7	24	7/15/0	\$36,420	\$38,270	\$37,888	\$39,520
<b>Sanitation Department Laborer</b>	<b>Public Works</b>	10	88	26/54/0	\$34,840	\$36,875	\$35,360	\$38,272
<b>Street Maintenance Superintendent</b>	<b>Public Works</b>	15	18	1/14/2	\$60,000	\$76,175	\$71,344	\$89,003
<b>Street Supervisor</b>	<b>Public Works</b>	18	60	7/48/1	\$49,347	\$55,929	\$55,681	\$60,736
<b>Street Equipment Operator</b>	<b>Public Works</b>	18	172	27/126/5	\$38,002	\$42,866	\$41,828	\$47,778
<b>Street Department Laborer</b>	<b>Public Works</b>	15	109	0/75/21	\$34,000	\$37,767	\$37,440	\$42,370
<b>Solid Waste Recycling Coordinator</b>	<b>Public Works</b>	4	4	1/2/0	\$37,881	\$48,098	\$40,830	\$55,307
<b>Solid Waste Recycling Operator/Collector</b>	<b>Public Works</b>	4	10	0/4/1	\$31,491	\$40,624	\$32,365	\$48,297
<b>Traffic Engineering Manager</b>	<b>Public Works</b>	2	2	0/1/0	\$74,339	\$90,016	\$74,339	\$105,692
<b>Traffic Engineer II</b>	<b>Public Works</b>	0	0	0/0/0				
<b>Traffic Engineer I</b>	<b>Public Works</b>	0	0	0/0/0				
<b>Traffic Technician II</b>	<b>Public Works</b>	5	6	2/2/1	\$42,120	\$55,798	\$53,102	\$62,469
<b>Traffic Technician I</b>	<b>Public Works</b>	5	11	2/3/0	\$32,489	\$41,536	\$41,059	\$49,347
<b>Waste Water Manager</b>	<b>Public Works</b>	9	18	1/13/2	\$57,135	\$70,825	\$67,466	\$82,035
<b>Water / Waste Water Operator</b>	<b>Public Works</b>	9	168	10/75/7	\$37,585	\$43,735	\$41,899	\$48,380
<b>Utility Construction</b>	<b>Public Works</b>	7	211	25/150/9	\$37,668	\$44,858	\$43,368	\$50,315
<b>Water Manager</b>	<b>Public Works</b>	7	29	4/11/3	\$61,567	\$78,188	\$77,563	\$85,051
<b>Utility Billing and Receivable Clerk</b>	<b>Public Works</b>	10	73	4/45/3	\$34,652	\$40,071	\$39,707	\$43,260



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
Fort Smith	89142	80	120	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Springdale	87176	80	48	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire Shift Personnel - Hours Worked In Excess Of 182 Hours Per 24 Day Work Period
Rogers	69908					
North Little Rock	64591	80	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Conway	64134	84.0	SeeBelow	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Bentonville	54164	80	106			
Pine Bluff	41253					
Hot Springs	37930	80	114	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Benton	35014					
Sherwood	32731					
Bella Vista	30104	40	53	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Paragould	29537	80	53		Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Texarkana	29387	80	212	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.	
Russellville	28940	86	96	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 53 hours in 7-day work period).	
Cabot	26569	86.5	120	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).	
Van Buren	23218	86	121			
Searcy	22937	80	96			Police Any Hours Worked Over 84 In A Two Week Pay Period. Fire Is Paid 12 Ot Every Other Pay Period Regardless Of Hours Worked.
Maumelle	19251	84	96			
Blytheville	13406	86	96	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	

Harrison	13069	80	102	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.	
Forrest City	13015	86	106	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 53 hours in 7-day work period).	
Mountain Home	12825	168	120	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 53 hours in 7-day work period).	
Batesville	11191				Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Police Overtime Anything Over 86Hrs In 2 Weeks,

# Job Titles

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

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):	1/16/0
Exempt/non-exempt:	13/1
Bonus Eligible (Y/N):	4/1
Full/Part Time:	16/1
Number of Organizations Reporting:	17
Position Titles:	Mayor
Reports To:	City Council     Citizens   Elected Official   Voters   Elected   Council
Comments:	Elected   No Pay Grade/Min/Mid/Max Pay Structure In Place   Elected Official

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	17	\$89,300	\$97,754	\$112,017	\$103,789	\$131,414	\$154,479
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
Fort Smith	89142	Part	\$30,000	\$30,000	\$30,000	\$30,000
Springdale	87176	Full	\$167,525	\$134,020	\$167,525	\$201,030
North Little Rock	64591	Full	\$149,403	\$119,522	\$149,403	\$179,284
Conway	64134	Full	\$122,746	\$98,197	\$122,746	\$122,746
Bentonville	54164	Full	\$154,479	\$123,583	\$154,479	\$185,375
Pine Bluff	41253	Full	\$103,789	\$83,031	\$103,789	\$124,547
Bella Vista	30104	Full	\$131,414	\$105,131	\$131,414	\$157,697
Paragould	29537	Full	\$140,000	\$112,000	\$140,000	\$168,000
Cabot	26569	Full	\$130,043	\$104,034	\$130,043	\$156,052
Van Buren	23218	Full	\$98,673	\$78,938	\$98,673	\$118,408
Searcy	22937	Full	\$99,456	\$79,565	\$99,456	\$119,347
Maumelle	19251	Full	\$107,374	\$85,899	\$107,374	\$128,849
Blytheville	13406	Full	\$98,888	\$79,110	\$98,888	\$102,843
Harrison	13069	Full	\$90,000	\$90,000	\$90,000	\$90,000



Forrest City	13015	Full	\$89,300	\$71,440	\$89,300	\$107,160
Mountain Home	12825	Full	\$93,439	\$74,751	\$93,439	\$112,127
Batesville	11191	Full	\$97,754	\$78,203	\$97,754	\$117,305

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$112,017	\$91,025	\$112,017	\$130,633
45,000+	1	\$124,831	\$101,064	\$124,831	\$143,687
20,000 - 49,999	1	\$117,229	\$93,783	\$117,229	\$140,675
10,000 - 19,999	1	\$96,126	\$79,901	\$96,126	\$109,714

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

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):	0/11/0
Exempt/non-exempt:	8/1
Bonus Eligible (Y/N):	3/1
Full/Part Time:	11/0
Number of Organizations Reporting:	10
Position Titles:	Chief Of Staff 46   Deputy City Administrator *   Mayor's Executive Assistant   Chief Of Staff   Mayor Chief Of Staff   Mayor   Executive Asst. To Mayor   Mayor's Assistant
Reports To:	Mayor   City Administrator
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	11	\$49,440	\$52,020	\$96,481	\$81,098	\$150,000	\$165,000
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
Fort Smith	89142	Full	\$150,000	\$108,763	\$135,969	\$163,155
Fort Smith	89142	Full	\$165,000	\$108,763	\$135,969	\$163,155
Springdale	87176	Full	\$165,150	\$110,100	\$137,626	\$165,150
North Little Rock	64591	Full	\$133,250	\$106,600	\$133,250	\$159,900
Conway	64134	Full	\$81,098	\$64,878	\$81,098	\$81,098
Pine Bluff	41253	Full	\$52,020	\$41,616	\$52,020	\$62,424
Russellville	28940	Full	\$90,468	\$72,374	\$90,468	\$108,562
Van Buren	23218	Full	\$49,440	\$39,552	\$49,440	\$59,328
Searcy	22937	Full	\$45,200	\$36,160	\$45,200	\$54,240
Maumelle	19251	Full	\$75,020	\$60,016	\$75,020	\$90,024
Harrison	13069	Full	\$54,641	\$54,641	\$54,641	\$54,641

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

Overall	1.1	\$96,481	\$73,042	\$90,064	\$105,607
45,000+	1.25	\$138,900	\$99,821	\$124,782	\$146,492
20,000 - 49,999	1	\$59,282	\$47,426	\$59,282	\$71,138
10,000 - 19,999	1	\$64,831	\$57,329	\$64,831	\$72,333

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/2/0
<b>Exempt/non-exempt:</b>	5/0
<b>Bonus Eligible (Y/N):</b>	3/0
<b>Full/Part Time:</b>	5/0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	City Manager   Deputy City Manager   Superintendent
<b>Reports To:</b>	Board Of Directors   City Manager   Commission
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	5	\$126,318	\$126,318	\$161,395	\$170,000	\$184,329	\$200,012
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
Rogers	69908	Full	\$184,329	\$138,299	\$172,889	\$207,459
Hot Springs	37930	Full	\$200,012	\$56,576	\$70,720	\$201,760
Hot Springs	37930	Full	\$126,318	\$56,576	\$70,720	\$201,760
Hot Springs	37930	Full	\$126,318	\$56,576	\$70,720	\$201,760
Texarkana	29387	Full	\$170,000	\$136,000	\$170,000	\$204,000

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.67	\$161,395	\$88,805	\$111,010	\$203,348	
45,000+	1	\$184,329	\$138,299	\$172,889	\$207,459	
20,000 - 49,999	2	\$155,662	\$76,432	\$95,540	\$202,320	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	3/12/2
Exempt/non-exempt:	7/8
Bonus Eligible (Y/N):	6/7
Full/Part Time:	18/0
Number of Organizations Reporting:	14
Position Titles:	Mayor's Executive Assistant   Executive Assistant   Executive Secretary   Police Executive Assistant   Ast. To Mayor Comm Dev   Executive Assistant - Mayor's Office *   Executive Assistant - City Administration *   Communications Coord   Office Assistant   Manager-Mayor's Office   Director Of Operations   Administrative Assistant   Ex Admin Asst/Comm Coord   Executive Operations Manager
Reports To:	Mayor     Police Captain   Chief   City Administrator   City Manager   Director Of Planning & Permits
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	18	\$36,666	\$41,600	\$54,987	\$50,817	\$62,795	\$74,381
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	1	\$1,320	\$1,320	\$1,320	\$1,320	\$1,320	\$1,320
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$55,239	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$60,107	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$98,457	\$80,785	\$100,981	\$121,178
North Little Rock	64591	Full	\$66,625	\$53,300	\$66,625	\$79,950
Conway	64134	Full	\$68,715	\$54,972	\$68,715	\$68,715
Bentonville	54164	Full	\$62,795	\$50,236	\$62,795	\$75,354
Bentonville	54164	Full	\$53,913	\$43,130	\$53,913	\$64,696
Pine Bluff	41253	Full	\$48,464	\$38,771	\$48,464	\$58,157
Hot Springs	37930	Full	\$61,734	\$52,000	\$64,480	\$79,040
Russellville	28940	Full	\$48,466	\$38,773	\$48,466	\$58,159
Cabot	26569	Full	\$45,848	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975

Maumelle	19251	Full	\$40,570	\$32,456	\$40,570	\$48,684
Maumelle	19251	Full	\$41,600	\$33,280	\$41,600	\$49,920
Blytheville	13406	Full	\$36,666	\$29,333	\$36,666	\$38,132
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountain Home	12825	Full	\$74,381	\$60,424	\$76,253	\$83,574
Batesville	11191	Full	\$50,817	\$40,654	\$50,817	\$60,980

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29	\$54,987	\$45,567	\$56,436	\$65,859
45,000+	1.4	\$66,550	\$55,637	\$69,545	\$81,490
20,000 - 49,999	1.25	\$48,902	\$41,261	\$49,553	\$58,261
10,000 - 19,999	1.2	\$46,566	\$37,406	\$46,878	\$53,954
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/91/0
Exempt/non-exempt:	45/30
Bonus Eligible (Y/N):	24/30
Full/Part Time:	32/59
Number of Organizations Reporting:	12
Position Titles:	Council Member   Planning Commission Member   Planning Commission Chair   City Council Member   Director - At Large   Director - Ward 1   Director - Ward 2   Director - Ward 3   Director - Ward 4   Council Member - Ward 1, Position 1   Council Member - Ward 4, Position 2   Council Member - Ward 3, Position 1   Council Member - Ward 2, Position 2   Council Member - Ward 3, Position 2   Council Member - Ward 2, Position 1   Council Member - Ward 4, Position 1   Council Member - Ward 1, Position 2
Reports To:	Voters     Mayor And Citizens   Citizens   Mayor   Elected   Elected Official   Elected Official
Comments:	Elected   Elected Official. Council Members Are Paid A Flat Rate Of \$700 Every Month.

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	91	\$3,600	\$7,800	\$10,451	\$11,800	\$13,626	\$15,564
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
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Fort Smith	89142	Part	\$7,800	\$7,800	\$7,800	\$7,800
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351

Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
Springdale	87176	Part	\$13,626	\$10,901	\$13,626	\$16,351
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
North Little Rock	64591	Full	\$17,500	\$14,000	\$17,500	\$21,000
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Bentonville	54164	Full	\$15,564	\$12,451	\$15,564	\$18,677
Pine Bluff	41253	Full	\$13,650	\$10,920	\$13,650	\$16,380
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Pine Bluff	41253	Full	\$13,650	\$10,920	\$13,650	\$16,380
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Pine Bluff	41253	Full	\$15,356	\$12,285	\$15,356	\$18,427
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Bella Vista	30104	Part	\$9,680	\$7,744	\$9,680	\$11,616
Bella Vista	30104	Part	\$9,680	\$7,744	\$9,680	\$11,616
Bella Vista	30104	Part	\$9,680	\$7,744	\$9,680	\$11,616
Bella Vista	30104	Part	\$9,680	\$7,744	\$9,680	\$11,616
Bella Vista	30104	Part	\$9,680	\$7,744	\$9,680	\$11,616
Bella Vista	30104	Part	\$9,680	\$7,744	\$9,680	\$11,616
Bella Vista	30104	Part	\$3,600	\$2,880	\$3,600	\$4,320
Bella Vista	30104	Part	\$4,320	\$3,456	\$4,320	\$5,184
Bella Vista	30104	Part	\$3,600	\$2,880	\$3,600	\$4,320
Bella Vista	30104	Part	\$3,600	\$2,880	\$3,600	\$4,320
Bella Vista	30104	Part	\$3,600	\$2,880	\$3,600	\$4,320
Bella Vista	30104	Part	\$3,600	\$2,880	\$3,600	\$4,320
Bella Vista	30104	Part	\$3,600	\$2,880	\$3,600	\$4,320



Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Paragould	29537	Part	\$12,000	\$9,600	\$12,000	\$14,400
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Cabot	26569	Full	\$11,800	\$9,440	\$11,800	\$14,160
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Maumelle	19251	Part	\$8,400	\$6,720	\$8,400	\$10,080
Blytheville	13406	Part	\$7,573	\$6,058	\$7,573	\$7,875
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374
Forrest City	13015	Part	\$6,978	\$5,582	\$6,978	\$8,374

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.58	\$10,451	\$8,481	\$10,451	\$12,408
45,000+	7.75	\$13,810	\$11,401	\$13,810	\$16,220
20,000 - 49,999	8.6	\$9,123	\$7,299	\$9,123	\$10,948
10,000 - 19,999	5.67	\$7,682	\$6,146	\$7,682	\$9,147

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

105- City Clerk

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	1/2/0
<b>Exempt/non-exempt:</b>	1/2
<b>Bonus Eligible (Y/N):</b>	1/2
<b>Full/Part Time:</b>	3/0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	City Clerk *   City Clerk
<b>Reports To:</b>	City Administrator   City Manager
<b>Comments:</b>	Not An Elected Position

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	3	\$98,530	\$98,530	\$99,441	\$98,530	\$109,563	\$109,563
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
Fort Smith	89142	Full	\$109,563	\$96,012	\$120,016	\$144,019
Hot Springs	37930	Full	\$90,230	\$70,720	\$91,520	\$137,280
Texarkana	29387	Full	\$98,530	\$70,741	\$93,496	\$122,554

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$99,441	\$79,158	\$101,677	\$134,618
45,000+	1	\$109,563	\$96,012	\$120,016	\$144,019
20,000 - 49,999	1	\$94,380	\$70,731	\$92,508	\$129,917

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	1/3/1
<b>Exempt/non-exempt:</b>	2/2
<b>Bonus Eligible (Y/N):</b>	0/2
<b>Full/Part Time:</b>	4/0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	City Clerk
<b>Reports To:</b>	Elected   Mayor And Citizens   Council
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	4	\$50,000	\$50,000	\$60,738	\$51,963	\$56,650	\$84,339
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
Pine Bluff	41253	Full	\$84,339	\$67,471	\$84,339	\$101,207
Blytheville	13406	Full	\$51,963	\$41,570	\$51,963	\$54,041
Mountain Home	12825	Full	\$50,000	\$40,000	\$50,000	\$60,000
Batesville	11191	Full	\$56,650	\$45,320	\$56,650	\$67,980

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$60,738	\$48,590	\$60,738	\$70,807
20,000 - 49,999	1	\$84,339	\$67,471	\$84,339	\$101,207
10,000 - 19,999	1	\$52,871	\$42,297	\$52,871	\$60,674

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	1/7/1
<b>Exempt/non-exempt:</b>	7/0
<b>Bonus Eligible (Y/N):</b>	3/0
<b>Full/Part Time:</b>	9/0
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	City Clerk/Treasurer   City Clerktreasurer   City Clerk-Treasurer   City Clerk - Treasurer   City Clerk / Treasurer
<b>Reports To:</b>	Elected Official   Citizens   Elected   Elected Official
<b>Comments:</b>	Elected   Elected Official

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	9	\$70,428	\$71,521	\$84,703	\$78,856	\$103,295	\$117,362
Actual Incentive Paid Dollar LastYear	1	\$3,520	\$3,520	\$3,520	\$3,520	\$3,520	\$3,520
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
Springdale	87176	Full	\$117,362	\$93,890	\$117,362	\$140,834
North Little Rock	64591	Full	\$103,295	\$82,636	\$103,295	\$123,954
Conway	64134	Full	\$80,925	\$64,740	\$80,925	\$80,925
Paragould	29537	Full	\$70,428	\$56,342	\$70,428	\$84,514
Cabot	26569	Full	\$103,663	\$82,930	\$103,663	\$124,396
Van Buren	23218	Full	\$75,722	\$60,578	\$75,722	\$90,866
Searcy	22937	Full	\$78,856	\$63,085	\$78,856	\$94,627
Maumelle	19251	Full	\$71,521	\$57,217	\$71,521	\$85,825
Forrest City	13015	Full	\$60,552	\$48,442	\$60,552	\$72,662

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$84,703	\$67,762	\$84,703	\$99,845
45,000+	1	\$100,527	\$80,422	\$100,527	\$115,238

20,000 - 49,999	1	\$82,167	\$65,734	\$82,167	\$98,601
10,000 - 19,999	1	\$66,037	\$52,829	\$66,037	\$79,244

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	1/0/1
<b>Exempt/non-exempt:</b>	1/0
<b>Bonus Eligible (Y/N):</b>	0/0
<b>Full/Part Time:</b>	1/0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Director Of Finance & Treasury
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	1	\$87,838	\$87,838	\$87,838	\$87,838	\$87,838	\$87,838
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
Mountain Home	12825	Full	\$87,838	\$74,693	\$81,848	\$87,838

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$87,838	\$74,693	\$81,848	\$87,838
10,000 - 19,999	1	\$87,838	\$74,693	\$81,848	\$87,838

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/12/3
Exempt/non-exempt:	4/22
Bonus Eligible (Y/N):	22/22
Full/Part Time:	29/0
Number of Organizations Reporting:	11
Position Titles:	Deputy Clerk   Deputy/ Ap-Clerk   Admin Support Clerk   Recordds Clerk   Assistant City Clerk *   Deputy Clerk (Trainee)   Deputy File Clerk   Deputy City Clerk   Deputy City Clerk - Records Administrator   Deputy City Clerk - Revenue Officer Senior   Chief Deputy City Clerk - Treasurer   Assistant City Clerk
Reports To:	City Clerk   City Clerk/Treasurer   Chief Court Clerk   Court Administrator     City Clerk / Treasurer   City Clerk-Treasurer
Comments:	Includes: Processing Payroll, Worker's Comp Issues, Accident Claims, City Benefits, Apers And Labor Reports

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	29	\$34,715	\$36,379	\$43,937	\$40,580	\$48,157	\$58,510
Actual Incentive Paid Dollar LastYear	1	\$23,120	\$23,120	\$23,120	\$23,120	\$23,120	\$23,120
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
Fort Smith	89142	Full	\$55,208	\$53,518	\$66,892	\$80,267
North Little Rock	64591	Full	\$48,157	\$35,935	\$43,680	\$53,093
North Little Rock	64591	Full	\$55,028	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$66,013	\$45,483	\$55,285	\$68,356
Pine Bluff	41253	Full	\$45,257	\$36,206	\$45,257	\$54,308
Hot Springs	37930	Full	\$42,515	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$39,956	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$39,332	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$36,379	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$40,580	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$37,544	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$36,379	\$29,120	\$41,600	\$49,920



Hot Springs	37930	Full	\$36,379	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$35,256	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$34,174	\$29,120	\$41,600	\$49,920
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Texarkana	29387	Full	\$58,510	\$39,166	\$49,546	\$63,336
Cabot	26569	Full	\$60,865	\$55,550	\$65,271	\$74,992
Cabot	26569	Full	\$50,131	\$40,400	\$46,460	\$52,520
Van Buren	23218	Full	\$45,000	\$36,000	\$45,000	\$54,000
Van Buren	23218	Full	\$55,000	\$44,000	\$55,000	\$66,000
Van Buren	23218	Full	\$40,170	\$32,136	\$40,170	\$48,204
Maumelle	19251	Full	\$38,520	\$30,816	\$38,520	\$46,224
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Batesville	11191	Full	\$47,840	\$38,272	\$47,840	\$57,408

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.64	\$43,937	\$34,619	\$45,201	\$54,266
45,000+	2	\$56,102	\$43,045	\$52,782	\$64,186
20,000 - 49,999	3.67	\$42,137	\$33,344	\$44,407	\$53,166
10,000 - 19,999	1	\$40,920	\$32,736	\$40,920	\$49,104

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/16/1
Exempt/non-exempt:	11/3
Bonus Eligible (Y/N):	6/3
Full/Part Time:	17/1
Number of Organizations Reporting:	17
Position Titles:	City Attorney   Staff Attorney   Attorney
Reports To:	Elected   Mayor     Elected Official   Citizens   Mayor / Council   City Attorney   Council   Elected Official   Attorney
Comments:	Elected   No Pay Grade/Min/Mid/Max Pay Structure In Place   Elected Official

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	18	\$42,436	\$64,458	\$105,538	\$110,252	\$139,176	\$153,628
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
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
Springdale	87176	Full	\$153,476	\$122,781	\$153,476	\$184,171
North Little Rock	64591	Full	\$139,176	\$111,341	\$139,176	\$167,011
Conway	64134	Full	\$125,383	\$100,306	\$125,383	\$125,383
Bentonville	54164	Full	\$153,628	\$122,902	\$153,628	\$184,354
Bentonville	54164	Full	\$124,987	\$99,990	\$124,987	\$149,984
Pine Bluff	41253	Full	\$149,942	\$119,954	\$149,942	\$179,930
Hot Springs	37930	Full	\$172,036	\$56,576	\$70,720	\$201,760
Bella Vista	30104	Full	\$135,190	\$101,298	\$126,622	\$151,946
Paragould	29537	Full	\$54,945	\$43,956	\$54,945	\$65,934
Russellville	28940	Full	\$104,206	\$83,365	\$104,206	\$125,047
Cabot	26569	Full	\$123,713	\$98,970	\$123,713	\$148,456
Searcy	22937	Full	\$69,360	\$55,488	\$69,360	\$83,232
Maumelle	19251	Full	\$110,252	\$88,202	\$110,252	\$132,302
Blytheville	13406	Full	\$86,206	\$68,965	\$86,206	\$89,654
Harrison	13069	Full	\$64,458	\$64,458	\$64,458	\$64,458

Forrest City	13015	Part	\$40,556	\$32,445	\$40,556	\$48,667
Mountain Home	12825	Full	\$49,730	\$39,784	\$49,730	\$59,676
Batesville	11191	Full	\$42,436	\$33,949	\$42,436	\$50,923

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.06	\$105,538	\$80,263	\$99,433	\$122,938
45,000+	1.25	\$139,330	\$111,464	\$139,330	\$162,181
20,000 - 49,999	1	\$115,627	\$79,944	\$99,930	\$136,615
10,000 - 19,999	1	\$65,606	\$54,634	\$65,606	\$74,280

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.

111- Assistant City Attorney

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/4/0
<b>Exempt/non-exempt:</b>	2/1
<b>Bonus Eligible (Y/N):</b>	1/1
<b>Full/Part Time:</b>	5/0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Chief Deputy City Atty   Deputy City Attorney   Assistant City Attorney   Assitant City Attorney
<b>Reports To:</b>	City Attorney   Deputy City Attorney
<b>Comments:</b>	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
<b>Annual Base Salary</b>	5	\$82,555	\$92,653	\$98,453	\$98,858	\$100,200	\$118,000
<b>Actual Incentive Paid Dollar LastYear</b>	0	Insufficient Data					
<b>Education Pay</b>	0	Insufficient Data					
<b>EMT Pay</b>	0	Insufficient Data					
<b>Holiday Pay</b>	0	Insufficient Data					
<b>Longevity Pay</b>	0	Insufficient Data					
<b>Other Pay</b>	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$118,000	\$94,400	\$118,000	\$141,600
North Little Rock	64591	Full	\$98,858	\$79,086	\$98,858	\$118,630
Conway	64134	Full	\$92,653	\$74,122	\$92,653	\$92,653
Pine Bluff	41253	Full	\$100,200	\$80,160	\$100,200	\$120,240
Hot Springs	37930	Full	\$82,555	\$56,576	\$70,720	\$201,760

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
<b>Overall</b>	1.25	\$98,453	\$76,869	\$96,086	\$134,977
<b>45,000+</b>	1.5	\$103,170	\$82,536	\$103,170	\$117,628
<b>20,000 - 49,999</b>	1	\$91,378	\$68,368	\$85,460	\$161,000

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.

112- Deputy City Attorney

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/7/0
<b>Exempt/non-exempt:</b>	4/2
<b>Bonus Eligible (Y/N):</b>	4/2
<b>Full/Part Time:</b>	7/0
<b>Number of Organizations Reporting:</b>	5
<b>Position Titles:</b>	Deputy City Attorney
<b>Reports To:</b>	City Attorney
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	7	\$74,672	\$74,672	\$88,883	\$90,512	\$99,563	\$125,000
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
Springdale	87176	Full	\$74,672	\$72,409	\$90,512	\$108,614
Springdale	87176	Full	\$90,512	\$72,409	\$90,512	\$108,614
Springdale	87176	Full	\$99,563	\$72,409	\$90,512	\$108,614
North Little Rock	64591	Full	\$125,000	\$100,000	\$125,000	\$150,000
Conway	64134	Full	\$81,095	\$64,876	\$81,095	\$81,095
Pine Bluff	41253	Full	\$55,139	\$44,111	\$55,139	\$66,167
Cabot	26569	Full	\$96,200	\$85,850	\$103,020	\$120,190

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.4	\$88,883	\$73,152	\$90,827	\$106,185
45,000+	1.67	\$94,168	\$76,421	\$95,526	\$111,387
20,000 - 49,999	1	\$75,670	\$64,981	\$79,080	\$93,178

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	5/30/5
Exempt/non-exempt:	8/21
Bonus Eligible (Y/N):	17/21
Full/Part Time:	40/1
Number of Organizations Reporting:	16
Position Titles:	Court Clerk   Deputy Court Clerk I   Deputy Court Clerk Ii   Deputy Court Clerk Iii   Chief Court Clerk   Investigator   Chief Dep Ct Clrk Div Ii   Chief Deputy Ct Clk 949   Chief Dep Ct Clrk Div I   Victim Services Coord Ii   Clerk   Deputy Court Clerk Ii *   City Clerk   Court Assistant   Chief Deputy Court Clerk   Chief Clerk   Chief Deputy Clerk   Deputy Clerk   Division Chief   District Court Clerk   C0-Chief Court Clerk - Department Head
Reports To:	Mayor     Court Clerk   District Judge   City Attorney   District Court Judge Div Ii   Chief Dep Head Clerk Div I Or Ii   District Court Judge Div I   District Court Clerk   Chief Court Clerk   Manager-District Court Office   Chief Deputy Court Clerk   City Manager / District Judge   Mayor/Judge
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	41	\$35,297	\$43,118	\$51,096	\$48,618	\$60,444	\$67,600
Actual Incentive Paid Dollar LastYear	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
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
Fort Smith	89142	Full	\$58,572	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$55,286	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$49,524	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Springdale	87176	Full	\$82,288	\$59,846	\$74,807	\$89,769
Springdale	87176	Full	\$61,922	\$48,329	\$60,412	\$72,495
Springdale	87176	Full	\$60,444	\$42,048	\$52,559	\$63,072
Springdale	87176	Full	\$48,618	\$42,048	\$52,559	\$63,072

Springdale	87176	Full	\$48,618	\$42,048	\$52,559	\$63,072
North Little Rock	64591	Full	\$67,675	\$54,140	\$67,675	\$81,210
North Little Rock	64591	Full	\$69,723	\$55,778	\$69,723	\$83,668
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Conway	64134	Full	\$66,072	\$52,858	\$66,072	\$66,072
Conway	64134	Full	\$45,002	\$36,002	\$45,002	\$45,002
Conway	64134	Full	\$66,072	\$52,858	\$66,072	\$66,072
Conway	64134	Full	\$44,354	\$35,483	\$44,354	\$44,354
Bentonville	54164	Full	\$37,107	\$29,686	\$37,107	\$44,528
Bentonville	54164	Full	\$36,046	\$28,837	\$36,046	\$43,255
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$43,118	\$34,494	\$43,118	\$51,742
Bentonville	54164	Full	\$48,609	\$38,887	\$48,609	\$58,331
Bella Vista	30104	Full	\$68,557	\$58,336	\$72,920	\$87,504
Texarkana	29387	Full	\$60,840	\$47,029	\$59,446	\$75,754
Russellville	28940	Full	\$49,382	\$39,506	\$49,382	\$59,258
Russellville	28940	Full	\$44,027	\$35,222	\$44,027	\$52,832
Russellville	28940	Full	\$40,083	\$32,066	\$40,083	\$48,100
Cabot	26569	Full	\$64,922	\$55,550	\$65,271	\$74,992
Van Buren	23218	Full	\$52,999	\$42,399	\$52,999	\$63,599
Van Buren	23218	Full	\$52,999	\$42,399	\$52,999	\$63,599
Searcy	22937	Full	\$67,600	\$54,080	\$67,600	\$81,120
Maumelle	19251	Full	\$33,093	\$26,474	\$33,093	\$39,712
Blytheville	13406	Full	\$54,753	\$43,802	\$54,753	\$56,943
Harrison	13069	Part	\$38,272	\$38,272	\$38,272	\$38,272
Forrest City	13015	Full	\$42,994	\$34,395	\$42,994	\$51,593
Mountain Home	12825	Full	\$54,205	\$39,770	\$50,336	\$56,306

## Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.56	\$51,096	\$42,016	\$52,217	\$60,835
45,000+	5.4	\$50,749	\$41,976	\$52,471	\$60,913
20,000 - 49,999	1.5	\$55,712	\$45,176	\$56,081	\$67,418
10,000 - 19,999	1	\$44,663	\$36,543	\$43,890	\$48,565

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

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):	2/72/2
Exempt/non-exempt:	9/60
Bonus Eligible (Y/N):	41/60
Full/Part Time:	81/1
Number of Organizations Reporting:	17
Position Titles:	Deputy Court Clerk   Chief Deputy Court Clerk   Telecommunicator Ii   Deputy Court Clerk Sr.   Deputy Court Clerk Nu04   Deputy Court Clerk Pt   Evidence Technician   Sr. Chief Deputy Clerk   Jr. Chief Deputy Clerk   Deputy Clerk   Deputy Court Clerk I *   Deputy Court Clerk I - State Division *   Deputy City Clerk/Admin Assistant   Senior Deputy Clerk   Chief Court Clerk   Court Administrator   Deputy Court Administrator   District Court Clerk   Court Docket Clerk
Reports To:	Court Clerk     Mayor   Chief Court Clerk   Chief Dep Head Clerk Div I Or Ii   Police Major Support Division   Clerk   District Court Clerk   City Clerk   Court Administrator   City Manager   Judge   Manager-District Court Office   District Judge   Division Chief   Chief Court Clerk - Department Head
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	82	\$34,160	\$36,762	\$40,710	\$38,105	\$42,370	\$51,088
Actual Incentive Paid Dollar LastYear	3	\$1,920	\$1,920	\$1,413	\$1,920	\$2,200	\$2,200
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
Fort Smith	89142	Full	\$49,483	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$40,226	\$37,860	\$47,325	\$56,790



Springdale	87176	Full	\$42,592	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
North Little Rock	64591	Full	\$53,002	\$42,402	\$53,002	\$63,602
North Little Rock	64591	Full	\$51,088	\$40,870	\$51,088	\$61,306
North Little Rock	64591	Full	\$53,273	\$42,618	\$53,273	\$63,928
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Part	\$28,687	\$22,950	\$28,687	\$28,687
Conway	64134	Full	\$38,231	\$30,585	\$38,231	\$38,231
Bentonville	54164	Full	\$65,977	\$52,782	\$65,977	\$79,172
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Pine Bluff	41253	Full	\$35,172	\$28,138	\$35,172	\$42,206
Pine Bluff	41253	Full	\$48,226	\$38,581	\$48,226	\$57,871
Pine Bluff	41253	Full	\$47,033	\$37,626	\$47,033	\$56,440
Pine Bluff	41253	Full	\$41,807	\$33,446	\$41,807	\$50,168
Pine Bluff	41253	Full	\$38,105	\$30,484	\$38,105	\$45,726
Pine Bluff	41253	Full	\$36,581	\$29,265	\$36,581	\$43,897
Pine Bluff	41253	Full	\$38,109	\$30,487	\$38,109	\$45,731
Hot Springs	37930	Full	\$49,545	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$51,584	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$68,411	\$56,576	\$70,720	\$201,760
Hot Springs	37930	Full	\$74,339	\$64,480	\$79,040	\$97,760
Hot Springs	37930	Full	\$46,800	\$43,680	\$54,080	\$66,560
Bella Vista	30104	Full	\$42,328	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$41,101	\$33,089	\$41,360	\$49,632
Texarkana	29387	Full	\$46,509	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$40,435	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$48,381	\$39,166	\$49,546	\$63,336

Russellville	28940	Full	\$56,813	\$45,450	\$56,813	\$68,176
Cabot	26569	Full	\$51,264	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$38,380	\$38,380	\$43,177	\$47,975
Van Buren	23218	Full	\$37,999	\$30,399	\$37,999	\$45,599
Van Buren	23218	Full	\$36,499	\$29,199	\$36,499	\$43,799
Van Buren	23218	Full	\$38,499	\$30,799	\$38,499	\$46,199
Van Buren	23218	Full	\$34,500	\$27,600	\$34,500	\$41,400
Van Buren	23218	Full	\$37,999	\$30,399	\$37,999	\$45,599
Van Buren	23218	Full	\$33,249	\$26,599	\$33,249	\$39,899
Van Buren	23218	Full	\$31,201	\$24,961	\$31,201	\$37,441
Searcy	22937	Full	\$40,040	\$32,032	\$40,040	\$48,048
Searcy	22937	Full	\$36,920	\$29,536	\$36,920	\$44,304
Searcy	22937	Full	\$38,480	\$30,784	\$38,480	\$46,176
Searcy	22937	Full	\$36,400	\$29,120	\$36,400	\$43,680
Searcy	22937	Full	\$35,880	\$28,704	\$35,880	\$43,056
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Maumelle	19251	Full	\$47,390	\$37,912	\$47,390	\$56,868
Blytheville	13406	Full	\$36,044	\$28,835	\$36,044	\$37,485
Forrest City	13015	Full	\$39,998	\$31,998	\$39,998	\$47,998
Forrest City	13015	Full	\$34,160	\$27,328	\$34,160	\$40,992
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$46,301	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$42,370	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$41,704	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$35,048	\$33,155	\$42,370	\$46,301

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.82	\$40,710	\$34,231	\$42,503	\$50,848
45,000+	6.8	\$40,445	\$35,387	\$44,235	\$50,091
20,000 - 49,999	4.63	\$42,134	\$34,599	\$42,515	\$54,069
10,000 - 19,999	2.75	\$36,740	\$29,417	\$37,108	\$42,354

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
	Insufficient Data: 0

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Cid Secretary
Reports To:	Cid Lieutenant
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	1	\$44,720	\$44,720	\$44,720	\$44,720	\$44,720	\$44,720
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
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$44,720	\$35,776	\$44,720	\$53,664
20,000 - 49,999	1	\$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.

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):	6/13/13
Exempt/non-exempt:	7/31
Bonus Eligible (Y/N):	17/31
Full/Part Time:	40/0
Number of Organizations Reporting:	14
Position Titles:	Water Billing Office Manager   Senior Services Supervisor   Front Desk Lead   Communications Coordinat   Executive Secretary/Civic Center Booking Agent   Customer Service Manager   Dispatch Office Manager   Airport Office Manager   Utilities Connection Coordinator   Transit Office Manager   Parks Office Manager   Permit Coordinator   Planning Office Manager   Public Works Office Manager   Solid Waste Office Manager   Office Administrator   Receptionist   Office Administrator - Parks   Chief Deputy Treasurer   Office Manager   Manager-District Court Office   Off Mgr.Admin.Chiefs Secretary   Office Manager/Inv Comptroller   Manager-Billing Office   Assistant Supervisor   Executive Office Manager   Administrative Asst Pw   Scu Secretary / Tac   Officer Manager   Records Manager   Assistant Records Manager
Reports To:	City Engineer   Community Services Director   Community Center Manager   Chief Of Staff   Mayor   Utility Manager   Police Assistant Chief   Airport Operations Manager   Intracity Transit Director   Parks And Trails Director   Planning Director   Public Works Director   Solid Waste Director   Fire Chief   Director Planning & Permits   Asst Director Of Parks   Director Of Finance & Treasury   Manager-Mayor's Office   Director Of Planning & Engineering   District Judge   Police Chief   Director Of Parks & Rec   Assistant Director   Manager-Water Warehouse   Director Of Public Works   Manager-Billing Office     Street Department Director   Parks And Recreation Director   Controller   Captain/Administration   Records Manager
Comments:	Manages Mayor's Calendar, Provides Administrative Support, Manage Civic Center Rentals   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	40	\$39,381	\$42,868	\$50,655	\$47,694	\$56,306	\$62,067
Actual Incentive Paid Dollar LastYear	1	\$1,560	\$1,560	\$1,560	\$1,560	\$1,560	\$1,560
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
Springdale	87176	Full	\$60,249	\$56,706	\$70,882	\$85,058
Springdale	87176	Full	\$49,125	\$46,236	\$57,795	\$69,353
Rogers	69908	Full	\$82,888	\$62,420	\$78,020	\$93,620
North Little Rock	64591	Full	\$58,466	\$46,773	\$58,466	\$70,159
Conway	64134	Full	\$50,375	\$40,300	\$50,375	\$50,375
Pine Bluff	41253	Full	\$45,043	\$36,034	\$45,043	\$54,052

Pine Bluff	41253	Full	\$45,942	\$36,754	\$45,942	\$55,130
Pine Bluff	41253	Full	\$52,508	\$42,006	\$52,508	\$63,010
Pine Bluff	41253	Full	\$39,381	\$31,505	\$39,381	\$47,257
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,755	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$45,614	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,137	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$55,701	\$44,561	\$55,701	\$66,841
Cabot	26569	Full	\$47,000	\$45,450	\$50,175	\$58,500
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Searcy	22937	Full	\$44,200	\$35,360	\$44,200	\$53,040
Maumelle	19251	Full	\$47,476	\$37,981	\$47,476	\$56,971
Maumelle	19251	Full	\$36,008	\$28,806	\$36,008	\$43,210
Maumelle	19251	Full	\$45,854	\$36,683	\$45,854	\$55,025
Harrison	13069	Full	\$47,694	\$47,694	\$47,694	\$47,694
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$57,720	\$25,480	\$57,720	\$69,264
Mountain Home	12825	Full	\$64,688	\$60,424	\$76,253	\$83,574
Mountain Home	12825	Full	\$52,770	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$53,248	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$67,059	\$60,424	\$76,253	\$83,574
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$51,355	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$62,067	\$43,617	\$54,288	\$62,067
Mountain Home	12825	Full	\$52,270	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$74,381	\$60,424	\$76,253	\$83,574
Mountain Home	12825	Full	\$53,248	\$39,770	\$50,336	\$56,306
Batesville	11191	Full	\$59,000	\$47,200	\$59,000	\$70,800

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.86	\$50,655	\$41,496	\$52,142	\$60,647
45,000+	1.25	\$60,221	\$50,487	\$63,108	\$73,713
20,000 - 49,999	3.4	\$44,191	\$38,304	\$47,330	\$56,690

10,000 - 19,999	3.6	\$54,103	\$42,014	\$53,642	\$60,754
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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.

118- Purchasing Agent

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	2/7/0
<b>Exempt/non-exempt:</b>	3/3
<b>Bonus Eligible (Y/N):</b>	1/3
<b>Full/Part Time:</b>	8/0
<b>Number of Organizations Reporting:</b>	7
<b>Position Titles:</b>	Purchasing & Compliance Manager   Purchasing Agent   Grant Administrator   Purchasing Manager   Store & Maintenance Clerk   Purchasing Technician
<b>Reports To:</b>	Finance Director   Chief Of Staff   Mayor   Chief Operations Officer/City Engineer   Director Of Public Works
<b>Comments:</b>	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	8	\$44,949	\$44,949	\$60,916	\$53,248	\$74,843	\$83,000
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
North Little Rock	64591	Full	\$75,014	\$60,011	\$75,014	\$90,017
Conway	64134	Full	\$74,843	\$59,874	\$74,843	\$74,843
Conway	64134	Full	\$83,000	\$66,400	\$83,000	\$83,000
Bentonville	54164	Full	\$71,323	\$57,058	\$71,323	\$85,588
Texarkana	29387	Full	\$44,949	\$39,166	\$49,546	\$63,336
Blytheville	13406	Full	\$35,653	\$28,522	\$35,653	\$37,079
Harrison	13069	Full	\$49,296	\$49,296	\$49,296	\$49,296
Mountain Home	12825	Full	\$53,248	\$39,770	\$50,336	\$56,306

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$60,916	\$50,012	\$61,126	\$67,433
45,000+	1.33	\$76,045	\$60,836	\$76,045	\$83,362



20,000 - 49,999	1	\$44,949	\$39,166	\$49,546	\$63,336
10,000 - 19,999	1	\$46,066	\$39,196	\$45,095	\$47,560

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

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):	40/117/38
Exempt/non-exempt:	12/182
Bonus Eligible (Y/N):	62/181
Full/Part Time:	205/3
Number of Organizations Reporting:	19
Position Titles:	City Attorney Assistant   Administrative Assistant Iii   Administrative Assistant I   Administrative Assistant Ii   Administrative Assistant I   Public Works Customer Service Rep   Animal Services Represenative   Data Entry Represenative   Police Admin Assistant   Fire Admin Assistant   Asst. Front Desk   Admin Assistant Ii   Record's Clerk   Administrative Asst. Ii   Admin. Assist Ii Ca   Admin. Asst. Ii Ca   Administrative Assist Ii   Admin. Assist. Ii Fire   Admin. Assist Ii Fire   Administrative Ass. Ii   Admininstrative Asst. I   Permits Technician   Permits Coordinator   Planning Technician   Secretary Police   Admin Asst I Pd   Admin. Asst Ii Pd   Admin. Assistant I   Terminal Agency Coord.   Admin. Asst. Ii Pp   Administrative Asst Ii   Administrative Asst I   Administrative Asst. I   Admin. Asst. Ii Street   Administrative Asst./Special Projects   Maintenance/Receptionist   Secretary   Secretary/Dispatcher   Cid Secretary   Administrative Assistant - Fire *   Administrative Assistant - Police *   Administrative Coordinator - Building Services   Administrative Coordinator - Utility Engineering *   Administrative Coordinator - Engineering *   Administrative Coordinator - Street & Traffic Control *   Administrative Coordinator - Utility Water Systems *   Administrative Coordinator - Parks & Recreation *   Administrative Coordinator - Cdbg *   Administrative Coordinator - Development Services *   Administrative Coordinator - Solid Waste *   Administrative Coordinator - Human Resources *   Administrative Coordinator - Utility Operations *   Administrative Coordinator - Police *   Administrative Coordinator - Information Technology *   Administrative Coordinator - Utility Systems *   Administrative Coordinator - Internal Audit *   Cfo Administrative Assistant   Dispatch Administrative Assistant   Fire Administrative Assistant   Parks Administrative Assistant   Public Works Admin Assistant   Water Administrative Assistant   Animal Services Secretary   Administrative Sec - Legal   Engineering Admin Secretary   Preventive Maintenance Coord   Hr Clerk   Parks Secretary   Police Administrative Secretary   Solid Waste Office Clerk   Office Clerk   Program/Adm Asst (P/T)   Street Secretary   Office Administrator   Admin Assistant Ii - Parks   Clerk/Receptionist   Office Assistant Iii   Parks Admin Assistant   Parks Laborer   Code Enf Secretary   Admin Asst P & D   Administrative Assistant   Administrative Coordinator   Administrative Secretary Iii   Aquatic Center Coordinator   Aquatics Office Coordinator   Records Clerk   Tru Clerk   Acct Clerk/Receptionist   Data Entry Ii   Adm Asst/Special Event Co   Admin Asst   Receptionist   Legal Asst/Cemetery Direc   Legal Secretary Ii   Assistant Aquatic Manager   Permits, Ww Records Clk   Public Works Operations Assist   Secretary/Receptionist   Administrative Assistant/Paralegal   Administrative Assistant/Training   Receptionist/Collections Clerk   Administrative Assistant/Facilities Coord   Administrative Assistant/Police Chief   Administrative Assistant/Services   Administrative Assistant/Cid   Terminal Agency Coordinator   Records Specialist   Fleet Manager/Sm Cell Permits   Receptionist/Clerical   Administrative Specialist   Executive Secretary   Customer Service Part Time   Media Relations Manager   Property And Evidence Tech   Offender Tracking And Accountability Clerk   Operations Coordinator   Domestic Violence Case Coordinator   Department Training Coordinator   Maintenance Secretary   Victim Witness Coordinator   Code Enforcement Assistant   Planning Assistant   Civilian

	City Attorney   Director Of Community Development Serv   Street Superintendent   Police Chief   Detective Lieutenant   Fire Chief   Battalion Chief     Public Works Director   Animal Services Supervisor   Police Sergeant   Front Desk Lead   Airport Director   Police Major Support Division   Community Center Director   Engineering Director   Director Permits & Inspections   Planning & Dev. Director   Administrative Asst. Ii   Mayor   Parks Director   Assistant Fire Chief   Director, Building Services   Deputy Director, Utility Engineering   Director, Engineering   Director - Street & Traffic Control   Program Manager - Utility Water System   Deputy Director, Parks & Recreation   Director, Community Development   Deputy Director, Planning & Zoning   Manager - Solid Waste Administration   Chief Human Resources Officer   Deputy Director, Utility Operations   Deputy Director, Police Administrative Services   Chief Information Officer   Deputy Director, Utility Systems   Director, Internal Audit   Cfo   Dispatch Office Manager   Parks Executive Director   Chief
Reports To:	Operations Officer/City Engineer   Water/Sewer Operations Manager   Animal Service Supervisor   Administrative Sec - Legal   City Engineer   Fleet Services Director   Human Resources Director   Parks And Trails Director   Solid Waste Office Manager   Sport Rec Operations Mgr   Street Manager   Police Captain   Director Of Public Works   Office Administrator - Parks   Office Manaer   Parks Asst Director Comm Cntr   Director Of Planning & Develop   Tac Officer   City Clerk   Transit Director   Hr Director   Ecd Director   Street Department Director   Code Enforcement Director   Inspection And Zoning Director   Aquatics Center Director   Director Of Finance   Director Of Parks   Attorney   Fire Marshal   Asst Police Chief   Executive Operations Manager   Battalion Chief/Resource Development   Assistant Chief   Library Director   Parks & Recreation Director   Planning Director   Cdbg Program Manager   Sergeant/Services   Lieutenant/Cid   Records Manager   Assistant Records Manager   Senior Center Director   City Manager   Cid Captain   Services Captain   Building Manager   Parks Superintendent   Animal Services Director   Code Enforcement Supervisor
Comments:	Requires More Education And/Or Administrative Experience Than Admin I. Duties May Vary By Dept. Pay Rate Is Higher   Same Payrate And Repsonsibilities As Admin Asst. Ii   Greet Guest, Answers And Transfers Phone Calls.. Organies Events, Record City Meetings, Manages Social Media Presence   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	208	\$31,990	\$36,207	\$41,945	\$41,038	\$46,564	\$53,649
Actual Incentive Paid Dollar LastYear	3	\$1,439	\$1,439	\$1,653	\$1,439	\$2,920	\$2,920
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	1	\$1,080	\$1,080	\$1,080	\$1,080	\$1,080	\$1,080
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$57,886	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$54,475	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$59,571	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$64,084	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$58,976	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$60,236	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$58,240	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$49,649	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300

Fort Smith	89142	Full	\$49,628	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$52,748	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$61,306	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Springdale	87176	Full	\$53,798	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,707	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$55,177	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$41,038	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$43,776	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$53,649	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$53,688	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$57,433	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$41,409	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$42,451	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$42,472	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$43,142	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$40,226	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$43,699	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$52,015	\$46,236	\$57,795	\$69,353
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$36,883	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$41,442	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564

North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$46,564	\$29,215	\$36,883	\$46,564
North Little Rock	64591	Full	\$43,928	\$29,215	\$36,883	\$46,564
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$48,177	\$38,542	\$48,177	\$48,177
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$35,774	\$28,619	\$35,774	\$35,774
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Part	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$41,683	\$33,346	\$41,683	\$41,683
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$46,325	\$37,060	\$46,325	\$46,325
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$36,762	\$29,410	\$36,762	\$36,762
Conway	64134	Full	\$46,982	\$37,586	\$46,982	\$46,982
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$35,360	\$28,288	\$35,360	\$42,432

Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Pine Bluff	41253	Full	\$31,212	\$24,970	\$31,212	\$37,454
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$37,394	\$29,915	\$37,394	\$44,873
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$38,760	\$31,008	\$38,760	\$46,512
Pine Bluff	41253	Full	\$41,263	\$33,010	\$41,263	\$49,516
Pine Bluff	41253	Full	\$35,368	\$28,294	\$35,368	\$42,442
Pine Bluff	41253	Full	\$35,367	\$28,294	\$35,367	\$42,440
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$47,154	\$37,723	\$47,154	\$56,585
Pine Bluff	41253	Full	\$31,356	\$25,085	\$31,356	\$37,627
Pine Bluff	41253	Full	\$47,032	\$37,626	\$47,032	\$56,438
Pine Bluff	41253	Full	\$31,355	\$25,084	\$31,355	\$37,626
Pine Bluff	41253	Full	\$31,355	\$25,084	\$31,355	\$37,626
Pine Bluff	41253	Full	\$36,572	\$29,258	\$36,572	\$43,886
Pine Bluff	41253	Full	\$31,356	\$25,085	\$31,356	\$37,627
Pine Bluff	41253	Full	\$36,572	\$29,258	\$36,572	\$43,886
Pine Bluff	41253	Full	\$36,528	\$29,222	\$36,528	\$43,834
Pine Bluff	41253	Full	\$31,357	\$25,086	\$31,357	\$37,628
Pine Bluff	41253	Full	\$31,356	\$25,085	\$31,356	\$37,627
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$51,584	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$48,464	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$34,652	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$46,966	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Part	\$18,231	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$41,308	\$35,360	\$43,680	\$52,000
Sherwood	32731	Full	\$36,316	\$29,053	\$36,316	\$43,579
Sherwood	32731	Full	\$38,168	\$30,534	\$38,168	\$45,802
Sherwood	32731	Full	\$45,510	\$36,408	\$45,510	\$54,612

Sherwood	32731	Full	\$57,824	\$46,259	\$57,824	\$69,389
Bella Vista	30104	Full	\$51,584	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$46,842	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$64,480	\$43,269	\$54,088	\$64,903
Bella Vista	30104	Full	\$51,168	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$50,003	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$40,019	\$39,197	\$48,995	\$58,794
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$55,701	\$44,561	\$55,701	\$66,841
Texarkana	29387	Full	\$41,059	\$34,902	\$41,891	\$50,939
Texarkana	29387	Part	\$12,636	\$10,109	\$12,636	\$15,163
Texarkana	29387	Full	\$58,510	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$45,718	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$46,509	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$46,072	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$62,213	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$52,541	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$62,213	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$46,509	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,981	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,752	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$33,717	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$39,062	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,555	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$42,500	\$34,000	\$42,500	\$51,000
Russellville	28940	Full	\$41,106	\$32,885	\$41,106	\$49,327
Russellville	28940	Full	\$57,540	\$46,032	\$57,540	\$69,048
Russellville	28940	Full	\$44,370	\$35,496	\$44,370	\$53,244
Russellville	28940	Full	\$33,326	\$26,661	\$33,326	\$39,991
Russellville	28940	Full	\$39,874	\$31,899	\$39,874	\$47,849
Russellville	28940	Full	\$45,000	\$36,000	\$45,000	\$54,000
Russellville	28940	Full	\$40,000	\$32,000	\$40,000	\$48,000
Russellville	28940	Full	\$34,645	\$27,716	\$34,645	\$41,574
Russellville	28940	Full	\$38,750	\$31,000	\$38,750	\$46,500

Russellville	28940	Full	\$51,976	\$41,581	\$51,976	\$62,371
Russellville	28940	Full	\$38,363	\$30,690	\$38,363	\$46,036
Russellville	28940	Full	\$37,427	\$29,942	\$37,427	\$44,912
Russellville	28940	Full	\$44,424	\$35,539	\$44,424	\$53,309
Russellville	28940	Full	\$36,576	\$29,261	\$36,576	\$43,891
Russellville	28940	Full	\$34,344	\$27,475	\$34,344	\$41,213
Russellville	28940	Full	\$30,910	\$24,728	\$30,910	\$37,092
Russellville	28940	Full	\$30,909	\$24,727	\$30,909	\$37,091
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$38,380	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$38,000	\$36,360	\$40,905	\$45,450
Cabot	26569	Full	\$35,000	\$34,340	\$38,632	\$42,925
Cabot	26569	Full	\$35,000	\$34,340	\$38,632	\$42,925
Cabot	26569	Full	\$35,000	\$34,340	\$38,632	\$42,925
Cabot	26569	Full	\$38,084	\$34,340	\$38,632	\$42,925
Van Buren	23218	Full	\$40,068	\$32,054	\$40,068	\$48,082
Van Buren	23218	Full	\$42,000	\$33,600	\$42,000	\$50,400
Van Buren	23218	Full	\$43,999	\$35,199	\$43,999	\$52,799
Van Buren	23218	Full	\$42,591	\$34,073	\$42,591	\$51,109
Maumelle	19251	Full	\$38,392	\$30,714	\$38,392	\$46,070
Maumelle	19251	Full	\$45,408	\$36,326	\$45,408	\$54,490
Maumelle	19251	Full	\$30,894	\$24,715	\$30,894	\$37,073
Harrison	13069	Full	\$46,945	\$46,945	\$46,945	\$46,945
Harrison	13069	Full	\$24,554	\$24,554	\$24,554	\$24,554
Harrison	13069	Full	\$54,808	\$54,808	\$54,808	\$54,808
Harrison	13069	Full	\$35,464	\$35,464	\$35,464	\$35,464
Harrison	13069	Full	\$41,808	\$41,808	\$41,808	\$41,808
Harrison	13069	Full	\$48,276	\$48,276	\$48,276	\$48,276
Harrison	13069	Full	\$47,011	\$47,011	\$47,011	\$47,011
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$32,136	\$25,709	\$32,136	\$38,563
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain Home	12825	Full	\$40,851	\$33,155	\$42,370	\$46,301
Batesville	11191	Full	\$36,207	\$28,966	\$36,207	\$43,448

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10.95	\$41,945	\$34,895	\$43,048	\$50,167



45,000+	18.4	\$44,795	\$37,036	\$46,341	\$52,863
20,000 - 49,999	11	\$40,022	\$33,106	\$40,886	\$49,134
10,000 - 19,999	3.4	\$37,724	\$33,723	\$37,814	\$41,593

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/3/2
Exempt/non-exempt:	4/5
Bonus Eligible (Y/N):	5/5
Full/Part Time:	10/0
Number of Organizations Reporting:	7
Position Titles:	Code Enforcement Supervisor   Asst Director Perm & Per   Director, Neighborhood Services *   Neighborhood Services Inspector   Code Enforcement Director
Reports To:	Mayor   Director Permits & Inspections   Deputy City Administrator   Planning Director   Chief Building Official
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	10	\$39,499	\$40,102	\$56,731	\$52,020	\$59,039	\$89,175
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
Fort Smith	89142	Full	\$96,012	\$96,012	\$120,016	\$144,019
North Little Rock	64591	Full	\$89,175	\$71,340	\$89,175	\$107,010
Conway	64134	Full	\$59,039	\$47,231	\$59,039	\$59,039
Pine Bluff	41253	Full	\$52,020	\$41,616	\$52,020	\$62,424
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Van Buren	23218	Full	\$55,620	\$44,496	\$55,620	\$66,744
Batesville	11191	Full	\$55,636	\$44,509	\$55,636	\$66,763

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.43	\$56,731	\$47,832	\$61,455	\$73,064
45,000+	1	\$81,409	\$71,528	\$89,410	\$103,356
20,000 - 49,999	2	\$44,574	\$36,539	\$48,447	\$58,968
10,000 - 19,999	1	\$55,636	\$44,509	\$55,636	\$66,763

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/1/1
Exempt/non-exempt:	1/3
Bonus Eligible (Y/N):	3/3
Full/Part Time:	5/0
Number of Organizations Reporting:	4
Position Titles:	Sr Code Enf. Officer   Neighborhood Services Manager   Code Officer Supervisor   Neighborhood Services Director   Senior Code Enforcement Officer
Reports To:	Public Works Director   Planning Director     Mayor   Neighborhood Services Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	5	\$42,119	\$49,545	\$59,060	\$56,726	\$65,485	\$81,427
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
Springdale	87176	Full	\$81,427	\$76,646	\$95,771	\$114,896
Springdale	87176	Full	\$56,726	\$50,423	\$63,029	\$75,635
North Little Rock	64591	Full	\$65,485	\$43,620	\$53,021	\$65,485
Conway	64134	Full	\$42,119	\$33,695	\$42,119	\$42,119
Hot Springs	37930	Full	\$49,545	\$47,840	\$58,240	\$70,720

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$59,060	\$50,445	\$62,436	\$73,771
45,000+	1.33	\$61,439	\$51,096	\$63,485	\$74,534
20,000 - 49,999	1	\$49,545	\$47,840	\$58,240	\$70,720

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

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):	6/40/1
Exempt/non-exempt:	3/35
Bonus Eligible (Y/N):	17/34
Full/Part Time:	49/0
Number of Organizations Reporting:	18
Position Titles:	Code Enforcement Officer   Code Enforcement Officer - Associate Degree   Code Compliance Inspector   Dwnr Parking Enforce Ofc   Code Enforcemnt Off. I   Code Enforcement Off. I   Asst. Code Enforcement Officer   Property Maintenance Inspector *   Electrical Inspector   Code Enforcement   Code Enforcement Officer/Licensing   Code Enf/Cont Admin
Reports To:	Sergeant     Mayor   Public Works Director   Chief Of Staff   Senior Code Enforcement Officer   Director, Neighborhood Services   Chief Building Official   Director Of Planning & Permits   Chief   Police Captain   Code Enforcement Director   Director Of Planning   Code Enforcement Supervisor
Comments:	In Addition To Code Enforcement, This Position Also Serves As Building, Electrical, Mechanical, And Plumbing And Gas Inspection Duties.

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	49	\$32,698	\$37,860	\$43,475	\$42,592	\$48,422	\$53,560
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$4	\$4	\$4	\$4	\$4	\$4
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$54,849	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$52,416	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$52,520	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$48,401	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,510	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,656	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Springdale	87176	Full	\$41,409	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$41,409	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$42,592	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$37,860	\$37,860	\$47,325	\$56,790

North Little Rock	64591	Full	\$45,272	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$52,408	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$47,536	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$47,536	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$55,028	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$55,028	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$66,013	\$52,810	\$66,013	\$79,216
Conway	64134	Full	\$39,468	\$31,574	\$39,468	\$39,468
Conway	64134	Full	\$39,468	\$31,574	\$39,468	\$39,468
Conway	64134	Full	\$39,468	\$31,574	\$39,468	\$39,468
Bentonville	54164	Full	\$49,316	\$39,453	\$49,316	\$59,179
Bentonville	54164	Full	\$53,040	\$42,432	\$53,040	\$63,648
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Pine Bluff	41253	Full	\$32,698	\$26,158	\$32,698	\$39,238
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720
Bella Vista	30104	Full	\$48,422	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$49,899	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$40,616	\$32,493	\$40,616	\$48,739
Paragould	29537	Full	\$41,566	\$33,253	\$41,566	\$49,879
Paragould	29537	Full	\$38,188	\$30,550	\$38,188	\$45,826
Texarkana	29387	Full	\$46,509	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$40,435	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$45,214	\$36,171	\$45,214	\$54,257
Russellville	28940	Full	\$37,190	\$29,752	\$37,190	\$44,628
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Van Buren	23218	Full	\$45,894	\$36,715	\$45,894	\$55,073
Van Buren	23218	Full	\$36,070	\$28,856	\$36,070	\$43,284
Searcy	22937	Full	\$53,560	\$42,848	\$53,560	\$64,272
Searcy	22937	Full	\$35,880	\$28,704	\$35,880	\$43,056
Maumelle	19251	Full	\$36,677	\$29,342	\$36,677	\$44,012
Blytheville	13406	Full	\$32,240	\$25,792	\$32,240	\$33,529
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mountain Home	12825	Full	\$47,507	\$38,006	\$47,507	\$57,008

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

Overall	2.72	\$43,475	\$35,926	\$44,454	\$52,731
45,000+	4.6	\$47,659	\$39,651	\$49,227	\$58,232
20,000 - 49,999	2.44	\$40,200	\$33,120	\$40,742	\$48,636
10,000 - 19,999	1	\$37,426	\$29,941	\$37,426	\$43,621

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/23/10
Exempt/non-exempt:	10/26
Bonus Eligible (Y/N):	22/26
Full/Part Time:	39/1
Number of Organizations Reporting:	15
Position Titles:	Building Inspector   Chief Building Inspector   Building Inspector Ii   Building Inspector *   Construction Inspector   Right Of Way Projects Manager   Planning Inspector   Residential Building Inspector   Planning Technician   Inspector   Asst Director Planning   P & D Inspector   Combination Tech Insp   Inspection Supervisor   Chief Building Official   Fire Inspector
Reports To:	Chief Building Inspector   Fire Chief     Code Enforcement Officer   Public Works Director   Director Permits & Inspections   Manager - Building Inspection & Plans   Planning Director   City Engineer   Chief Building Official   Director Of Planning & Permits   Director Of Planning & Develop   Inspection And Zoning Director   Utility Engineer   Mayor   Battalion Chief/Fire Marshal   Building Inspector Department Head
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	39	\$42,048	\$48,000	\$55,043	\$53,160	\$59,737	\$69,638
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
Fort Smith	89142	Full	\$56,451	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,640	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$117,024	\$89,162	\$111,451	\$133,741
Springdale	87176	Full	\$81,514	\$56,706	\$70,882	\$85,058
Springdale	87176	Full	\$44,676	\$42,048	\$52,559	\$63,072
Springdale	87176	Full	\$42,048	\$42,048	\$52,559	\$63,072
Springdale	87176	Full	\$43,362	\$42,048	\$52,559	\$63,072
Springdale	87176	Full	\$49,931	\$42,048	\$52,559	\$63,072
Springdale	87176	Full	\$48,618	\$42,048	\$52,559	\$63,072

Rogers	69908	Full	\$69,638	\$62,212	\$77,750	\$93,308
North Little Rock	64591	Full	\$59,635	\$40,315	\$49,004	\$59,635
North Little Rock	64591	Full	\$59,635	\$40,315	\$49,004	\$59,635
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Bentonville	54164	Full	\$50,190	\$40,152	\$50,190	\$60,228
Bentonville	54164	Full	\$55,224	\$44,179	\$55,224	\$66,269
Pine Bluff	41253	Full	\$40,718	\$32,574	\$40,718	\$48,862
Hot Springs	37930	Full	\$59,737	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$62,004	\$60,320	\$72,800	\$91,520
Hot Springs	37930	Full	\$48,360	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Sherwood	32731	Full	\$49,982	\$39,986	\$49,982	\$59,978
Sherwood	32731	Full				
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$83,562	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$45,000	\$36,000	\$45,000	\$54,000
Paragould	29537	Full	\$48,000	\$38,400	\$48,000	\$57,600
Paragould	29537	Part	\$19,908	\$15,926	\$19,908	\$23,890
Cabot	26569	Full	\$47,000	\$45,450	\$50,175	\$58,500
Cabot	26569	Full	\$53,672	\$45,450	\$50,175	\$58,500
Van Buren	23218	Full	\$51,358	\$41,086	\$51,358	\$61,630
Van Buren	23218	Full	\$43,709	\$34,967	\$43,709	\$52,451
Maumelle	19251	Full	\$53,160	\$42,528	\$53,160	\$63,792
Maumelle	19251	Full	\$53,160	\$42,528	\$53,160	\$63,792
Blytheville	13406	Full	\$60,581	\$48,465	\$60,581	\$63,004

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.6	\$55,043	\$44,441	\$55,086	\$65,123
45,000+	2.83	\$58,863	\$48,470	\$60,422	\$70,639
20,000 - 49,999	2.71	\$51,531	\$40,826	\$50,225	\$60,440
10,000 - 19,999	1.5	\$55,634	\$44,507	\$55,634	\$63,529

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

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.
Total Matches (A/M/B):	0/7/3
Exempt/non-exempt:	0/7
Bonus Eligible (Y/N):	2/7
Full/Part Time:	9/1
Number of Organizations Reporting:	8
Position Titles:	Code/Electrical Inspector   Building Inspector   Electrical Inspector *   Chief Electrical Inspector   Combination Tech Insp   Deputy Building Official   Electrical Inspector
Reports To:	Code Enforcement Supervisor     Manager - Building Inspection & Plans   Inspection And Zoning Director   Fire Marshal   Public Works Director
Comments:	Works An Average Of 15.5Hr/Wk @\$30/Hr

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	10	\$24,180	\$44,283	\$50,250	\$50,104	\$59,635	\$60,572
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
Fort Smith	89142	Full	\$64,500	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$58,219	\$53,518	\$66,892	\$80,267
North Little Rock	64591	Full	\$59,635	\$40,315	\$49,004	\$59,635
Bentonville	54164	Full	\$44,283	\$35,426	\$44,283	\$53,140
Pine Bluff	41253	Full	\$40,727	\$32,582	\$40,727	\$48,872
Texarkana	29387	Full	\$49,837	\$47,029	\$59,446	\$75,754
Russellville	28940	Full	\$50,104	\$40,083	\$50,104	\$60,125
Russellville	28940	Full	\$60,572	\$48,458	\$60,572	\$72,686
Searcy	22937	Full	\$50,440	\$40,352	\$50,440	\$60,528
Batesville	11191	Part	\$24,180	\$19,344	\$24,180	\$29,016

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$50,250	\$41,062	\$51,254	\$62,029
45,000+	1.33	\$56,659	\$45,694	\$56,768	\$68,327
20,000 - 49,999	1.25	\$50,336	\$41,701	\$52,258	\$63,593
10,000 - 19,999	1	\$24,180	\$19,344	\$24,180	\$29,016

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/4/0
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	2/3
Full/Part Time:	5/0
Number of Organizations Reporting:	4
Position Titles:	Building Inspector   Hvac/Mechanical Inspector *   Mechanical Inspector   Chief Mechanical Inspector
Reports To:	Manager - Building Inspection & Plans   Chief Building Official
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	5	\$44,283	\$51,105	\$54,018	\$55,640	\$59,425	\$59,635
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
Fort Smith	89142	Full	\$59,425	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,640	\$53,518	\$66,892	\$80,267
North Little Rock	64591	Full	\$59,635	\$40,315	\$49,004	\$59,635
Bentonville	54164	Full	\$44,283	\$35,426	\$44,283	\$53,140
Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$54,018	\$46,123	\$57,062	\$68,806
45,000+	1.33	\$54,746	\$45,694	\$56,768	\$68,327
20,000 - 49,999	1	\$51,105	\$47,840	\$58,240	\$70,720

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

206- Plumbing and Gas Inspector

Job Description:	Inspects plumbing, gas and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Plumbing Codes; requires completion of a high school diploma or GED; must possess an Arkansas State License as a Journeyman Plumber; must maintain licensure for the duration of employment in this position.
Total Matches (A/M/B):	3/7/0
Exempt/non-exempt:	0/8
Bonus Eligible (Y/N):	3/8
Full/Part Time:	11/0
Number of Organizations Reporting:	8
Position Titles:	Building Inspector   Hvac/Plumbing Inspector *   Plumbing Inspector *   Plumbing Inspector   Water Iv/Plumbing Inspector   Chief Plumbing And Gas Inspector   Construction Insp Tech   Inspector
Reports To:	Manager - Building Inspection & Plans   Chief Building Official   Director Of Planning & Engineering   Inspection Supervisor   Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	11	\$51,043	\$51,105	\$55,956	\$55,640	\$59,635	\$60,049
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
Fort Smith	89142	Full	\$55,640	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,640	\$53,518	\$66,892	\$80,267
Rogers	69908	Full	\$57,886	\$48,401	\$60,507	\$72,612
Rogers	69908	Full	\$60,049	\$48,401	\$60,507	\$72,612
Rogers	69908	Full	\$69,180	\$48,401	\$60,507	\$72,612
North Little Rock	64591	Full	\$59,635	\$40,315	\$49,004	\$59,635
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456
Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720
Texarkana	29387	Full	\$52,541	\$47,029	\$59,446	\$75,754
Searcy	22937	Full	\$54,080	\$43,264	\$54,080	\$64,896
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.38	\$55,956	\$45,994	\$57,324	\$68,989
45,000+	1.75	\$58,106	\$47,361	\$59,003	\$70,923
20,000 - 49,999	1	\$52,575	\$46,044	\$57,255	\$70,457
10,000 - 19,999	1	\$51,043	\$36,275	\$45,781	\$51,043

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	3/10/2
<b>Exempt/non-exempt:</b>	12/6
<b>Bonus Eligible (Y/N):</b>	10/6
<b>Full/Part Time:</b>	20/0
<b>Number of Organizations Reporting:</b>	13
<b>Position Titles:</b>	Director Of Community Development Services   Economic Development Director   Public Works Director   Planning & Develop. Dir   Deputy Director, Planning & Zoning *   Director, Community Development *   Planning And Zoning Manager   Chief Building Official   Planning Director   Building Safety Manager   Community Resource Center Director   Director Of Planning & Permits   Director Of Planning & Engineering   Director Of Community Planning   Economic & Community Development Director   Planning Dev. Director   Planning & Community Development Director   City Planner
<b>Reports To:</b>	Mayor   Deputy City Administrator   Planning Director   City Manager   Deputy City Manager     Public Works Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	20	\$66,394	\$74,899	\$87,544	\$83,200	\$90,001	\$113,774
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
Fort Smith	89142	Full	\$90,001	\$83,262	\$104,083	\$124,904
Fort Smith	89142	Full	\$100,063	\$96,012	\$120,016	\$144,019
Springdale	87176	Full	\$137,106	\$93,349	\$116,686	\$140,023
North Little Rock	64591	Full	\$113,774	\$91,019	\$113,774	\$136,529
Conway	64134	Full	\$74,263	\$59,410	\$74,263	\$74,263
Pine Bluff	41253	Full	\$76,405	\$61,124	\$76,405	\$91,686
Hot Springs	37930	Full	\$79,560	\$60,320	\$72,800	\$91,520
Hot Springs	37930	Full	\$88,233	\$64,480	\$79,040	\$97,760
Hot Springs	37930	Full	\$115,689	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$54,496	\$52,000	\$64,480	\$79,040



Hot Springs	37930	Full	\$85,009	\$70,720	\$91,520	\$137,280
Bella Vista	30104	Full	\$109,180	\$87,045	\$108,806	\$130,567
Texarkana	29387	Full	\$66,394	\$56,451	\$71,344	\$90,834
Cabot	26569	Full	\$83,200	\$65,650	\$77,138	\$88,627
Cabot	26569	Full	\$86,470	\$75,750	\$90,900	\$106,050
Van Buren	23218	Full	\$74,899	\$59,919	\$74,899	\$89,879
Searcy	22937	Full	\$76,000	\$60,800	\$76,000	\$91,200
Maumelle	19251	Full	\$78,922	\$63,138	\$78,922	\$94,706
Maumelle	19251	Full	\$73,384	\$58,707	\$73,384	\$88,061
Mountain Home	12825	Full	\$87,838	\$74,693	\$81,848	\$87,838

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.54	\$87,544	\$70,228	\$86,891	\$106,103
45,000+	1.25	\$103,041	\$84,611	\$105,764	\$123,948
20,000 - 49,999	1.71	\$82,961	\$65,415	\$81,238	\$102,644
10,000 - 19,999	1.5	\$80,048	\$65,513	\$78,051	\$90,202
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/16/1
<b>Exempt/non-exempt:</b>	8/10
<b>Bonus Eligible (Y/N):</b>	7/10
<b>Full/Part Time:</b>	19/0
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	Planning Manager   Deputy Direct Plan & Dev   Planner Ii   Planner I *   Senior Planner *   Planner Iii   Long Range Planner   City Planner   Director Planning & Dev   Design Technician   Assistant Planning Director   Senior Planner
<b>Reports To:</b>	Mayor   Planning & Dev. Director   Deputy Director, Planning & Zoning   Planning Director   Director Of Planning & Permits     Utility Engineer   Senior Engineer   Planning & Community Development Director   Assistant Planning Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	19	\$46,900	\$57,678	\$65,591	\$63,261	\$76,935	\$81,942
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
Fort Smith	89142	Full	\$58,277	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,640	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$70,512	\$70,512	\$88,150	\$105,768
Fort Smith	89142	Full	\$70,512	\$70,512	\$88,150	\$105,768
Fort Smith	89142	Full	\$80,250	\$70,512	\$88,150	\$105,768
Springdale	87176	Full	\$76,935	\$72,409	\$90,512	\$108,614
Springdale	87176	Full	\$55,800	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Rogers	69908	Full	\$58,926	\$49,961	\$62,441	\$74,942
Rogers	69908	Full	\$61,027	\$49,961	\$62,441	\$74,942

North Little Rock	64591	Full	\$79,087	\$63,270	\$79,087	\$94,904
Conway	64134	Full	\$73,733	\$58,986	\$73,733	\$73,733
Conway	64134	Full	\$63,261	\$50,609	\$63,261	\$63,261
Hot Springs	37930	Full	\$57,678	\$56,160	\$68,640	\$83,200
Hot Springs	37930	Full	\$57,678	\$56,160	\$68,640	\$83,200
Bella Vista	30104	Full	\$85,000	\$76,000	\$95,000	\$114,000
Paragould	29537	Full	\$81,942	\$65,554	\$81,942	\$98,330
Maumelle	19251	Full	\$66,178	\$52,942	\$66,178	\$79,414

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.11	\$65,591	\$58,494	\$72,953	\$86,188
45,000+	2.8	\$64,126	\$57,469	\$71,836	\$84,245
20,000 - 49,999	1.33	\$70,575	\$63,468	\$78,556	\$94,683
10,000 - 19,999	1	\$66,178	\$52,942	\$66,178	\$79,414

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/14/0
Exempt/non-exempt:	1/13
Bonus Eligible (Y/N):	9/13
Full/Part Time:	20/0
Number of Organizations Reporting:	10
Position Titles:	Planner   Planning Technician   Business Services Cord.   Planner I   Permit Officer   Planner Ii *   Short Term Rental Coordinator   Building Plans Examiner   Chief Inspector   Planning Secretary
Reports To:	Planning Manager     Chief Of Staff   Planning & Dev. Director   Director, Building Services   Deputy Director, Planning & Zoning   Chief Building Official   Planning Director   Director Of Planning & Permits   Director Of Planning   Assistant Planning Director   Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	20	\$41,184	\$46,072	\$50,907	\$50,564	\$57,200	\$58,718
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
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$58,225	\$48,193	\$60,257	\$72,300
Springdale	87176	Full	\$44,676	\$42,048	\$52,559	\$63,072
Conway	64134	Full	\$61,267	\$49,014	\$61,267	\$61,267
Conway	64134	Full	\$59,098	\$47,278	\$59,098	\$59,098
Bentonville	54164	Full	\$58,718	\$46,974	\$58,718	\$70,462
Bentonville	54164	Full	\$51,396	\$41,117	\$51,396	\$61,675
Bentonville	54164	Full	\$53,955	\$43,164	\$53,955	\$64,746
Bentonville	54164	Full	\$50,564	\$40,451	\$50,564	\$60,677
Bentonville	54164	Full	\$50,564	\$40,451	\$50,564	\$60,677
Hot Springs	37930	Full	\$49,899	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320

Bella Vista	30104	Full	\$57,325	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$41,184	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$57,200	\$43,269	\$54,086	\$64,903
Texarkana	29387	Full	\$37,045	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$47,429	\$37,943	\$47,429	\$56,915
Searcy	22937	Full	\$55,120	\$44,096	\$55,120	\$66,144
Maumelle	19251	Full	\$50,134	\$40,107	\$50,134	\$60,161

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$50,907	\$42,299	\$53,029	\$62,543
45,000+	2.75	\$52,782	\$44,621	\$55,779	\$64,746
20,000 - 49,999	1.6	\$48,426	\$39,379	\$49,611	\$59,811
10,000 - 19,999	1	\$50,134	\$40,107	\$50,134	\$60,161

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	6/14/0
Exempt/non-exempt:	12/5
Bonus Eligible (Y/N):	7/5
Full/Part Time:	20/1
Number of Organizations Reporting:	14
Position Titles:	City Engineer/ Water Systems Manager   Engineer   City Engineer   Special Projects Coordinator   Advanced Civil Engineer   Street Op. Director   Director, Engineering *   Chief Operations Officer/City Engineer   Chief City Engineer   Senior Engineer   Senior Engineer   Plant Manager   Utility Engineer   Civil Engineer   City Engineer/Public Works Director   Engineering Director   Deputy Director Of Engineering   Senior Projects Manager
Reports To:	Mayor   Director Of Community Development Serv     Engineering Director   Deputy City Administrator   City Engineer   Director Of Planning & Engineering   Utility Engineer   Superintendent   Director Of Public Works
Comments:	Not The Director Position   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	21	\$85,986	\$99,126	\$111,639	\$109,440	\$126,609	\$139,984
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
Fort Smith	89142	Full	\$128,962	\$100,276	\$125,340	\$150,404
Springdale	87176	Full	\$146,229	\$101,725	\$127,156	\$152,587
Springdale	87176	Full	\$93,381	\$76,646	\$95,771	\$114,896
Springdale	87176	Full	\$85,986	\$72,409	\$90,512	\$108,614
Rogers	69908	Full	\$126,609	\$88,358	\$110,448	\$132,537
Rogers	69908	Full	\$116,521	\$88,358	\$110,448	\$132,537
Rogers	69908	Full	\$139,984	\$107,286	\$134,118	\$160,929
Rogers	69908	Full	\$144,331	\$110,760	\$138,465	\$166,150
North Little Rock	64591	Full	\$121,975	\$97,580	\$121,975	\$146,370
North Little Rock	64591	Full	\$99,126	\$79,301	\$99,126	\$118,951

Conway	64134	Full	\$101,301	\$81,041	\$101,301	\$101,301
Conway	64134	Full	\$108,522	\$86,818	\$108,522	\$108,522
Bentonville	54164	Full	\$103,043	\$82,434	\$103,043	\$123,652
Hot Springs	37930	Full	\$104,915	\$70,720	\$91,520	\$137,280
Bella Vista	30104	Part	\$59,280	\$87,045	\$108,806	\$130,567
Russellville	28940	Full	\$119,194	\$95,355	\$119,194	\$143,033
Cabot	26569	Full	\$125,299	\$95,950	\$115,140	\$134,330
Searcy	22937	Full	\$95,000	\$76,000	\$95,000	\$114,000
Harrison	13069	Full	\$129,412	\$129,412	\$129,412	\$129,412
Mountain Home	12825	Full	\$85,904	\$72,738	\$79,976	\$85,904
Batesville	11191	Full	\$109,440	\$87,552	\$109,440	\$131,328

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.5	\$111,639	\$89,894	\$110,224	\$129,681	
45,000+	2.17	\$116,613	\$90,230	\$112,787	\$132,112	
20,000 - 49,999	1	\$100,738	\$85,014	\$105,932	\$131,842	
10,000 - 19,999	1	\$108,252	\$96,567	\$106,276	\$115,548	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	3/7/4
Exempt/non-exempt:	4/9
Bonus Eligible (Y/N):	12/9
Full/Part Time:	16/1
Number of Organizations Reporting:	7
Position Titles:	Staff Engineer   Staff Engineer Water   Staff Engineer Pt   Engineering Tech Iv *   Major Capital Project Manager   Utilities Project Manager   Autocad Drafter   Project Engineer   Special Projects Administrator   Stormwater/Floodplain Coordinator   Development Construction Coordinator   Development Construction Inspector   Active Transportation Coordinator
Reports To:	Engineering Director   Project Engineer - Engineering   City Engineer   Director Of Public Works   Deputy Director Of Engineering   Senior Projects Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	17	\$46,900	\$52,861	\$68,245	\$65,086	\$80,038	\$92,049
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
Fort Smith	89142	Full	\$64,640	\$50,336	\$62,899	\$75,483
Fort Smith	89142	Full	\$67,354	\$50,336	\$62,899	\$75,483
Springdale	87176	Full	\$92,049	\$64,034	\$80,043	\$96,051
Springdale	87176	Full	\$86,045	\$64,034	\$80,043	\$96,051
Springdale	87176	Full	\$64,851	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$52,861	\$48,329	\$60,412	\$72,495
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
North Little Rock	64591	Full	\$69,700	\$55,760	\$69,700	\$83,640
Conway	64134	Part	\$49,399	\$39,519	\$49,399	\$49,399
Bentonville	54164	Full	\$82,596	\$66,077	\$82,596	\$99,115
Bentonville	54164	Full	\$79,934	\$63,947	\$79,934	\$95,921



Bentonville	54164	Full	\$110,385	\$88,308	\$110,385	\$132,462
Hot Springs	37930	Full	\$80,038	\$76,960	\$93,600	\$114,400
Hot Springs	37930	Full	\$64,958	\$60,320	\$72,800	\$91,520
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Russellville	28940	Full	\$65,086	\$52,069	\$65,086	\$78,103

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.43	\$68,245	\$56,370	\$70,123	\$83,910
45,000+	2.6	\$70,278	\$56,429	\$70,533	\$83,880
20,000 - 49,999	2	\$61,636	\$56,177	\$68,792	\$84,006

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/1/2
Exempt/non-exempt:	0/6
Bonus Eligible (Y/N):	2/6
Full/Part Time:	6/0
Number of Organizations Reporting:	4
Position Titles:	Sr. Project Inspector (Eng)   Asst City Engineer   Senior Engineering Tech   Eng Asst/Tech I   Inspector   Engineering Technician
Reports To:	City Engineer   Senior Engineer   Director Of Public Works
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	6	\$50,730	\$50,730	\$66,078	\$57,366	\$78,811	\$89,627
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
Rogers	69908	Full	\$89,627	\$59,737	\$74,672	\$89,627
Hot Springs	37930	Full	\$72,030	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$78,811	\$76,960	\$93,600	\$114,400
Sherwood	32731	Full	\$57,366	\$45,893	\$57,366	\$68,839
Russellville	28940	Full	\$50,730	\$40,584	\$50,730	\$60,876
Russellville	28940	Full	\$47,905	\$38,324	\$47,905	\$57,486

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$66,078	\$51,556	\$63,752	\$76,991
45,000+	1	\$89,627	\$59,737	\$74,672	\$89,627
20,000 - 49,999	1.67	\$61,368	\$49,920	\$61,568	\$74,464

**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/8/0
Exempt/non-exempt:	2/5
Bonus Eligible (Y/N):	2/5
Full/Part Time:	8/0
Number of Organizations Reporting:	8
Position Titles:	Gis Coordinator   Gis Manager 986   Senior Gis Analyst *   Assistant Director   Gis/Mapping Analyst   Gis Technician   Gis Manager
Reports To:	Planning & Dev. Director   Chief Information Officer   Chief Operations Officer / City Engineer   Director Of Planning & Engineering   Utility Engineer   Director Of Public Works   Director Of Information Technology
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	8	\$69,347	\$69,347	\$77,892	\$78,394	\$85,092	\$93,620
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
Fort Smith	89142	Full	\$78,394	\$62,004	\$77,521	\$93,017
Springdale	87176	Full	\$90,048	\$64,034	\$80,043	\$96,051
Rogers	69908	Full	\$85,092	\$72,633	\$90,792	\$108,950
Conway	64134	Full	\$69,883	\$55,906	\$69,883	\$69,883
Bentonville	54164	Full	\$93,620	\$74,896	\$93,620	\$112,344
Russellville	28940	Full	\$55,882	\$44,706	\$55,882	\$67,058
Harrison	13069	Full	\$69,347	\$69,347	\$69,347	\$69,347
Mountain Home	12825	Full	\$80,870	\$71,282	\$78,437	\$84,427

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$77,892	\$64,351	\$76,941	\$87,635
45,000+	1	\$83,407	\$65,895	\$82,372	\$96,049

20,000 - 49,999	1	\$55,882	\$44,706	\$55,882	\$67,058
10,000 - 19,999	1	\$75,109	\$70,315	\$73,892	\$76,887
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.					

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.
Total Matches (A/M/B):	1/7/0
Exempt/non-exempt:	0/6
Bonus Eligible (Y/N):	3/6
Full/Part Time:	8/0
Number of Organizations Reporting:	6
Position Titles:	Gis Analyst   Gis Analyst *   Gis Specialist   Gis Technician   Drafting Technician
Reports To:	Program Manager - Mis & Gis   Gis Mapping Analyst   Director Of Public Works   Gis Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	8	\$52,845	\$52,845	\$59,462	\$57,595	\$62,566	\$69,867
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
Fort Smith	89142	Full	\$59,820	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$69,867	\$57,761	\$72,196	\$86,652
Springdale	87176	Full	\$56,318	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$48,329	\$48,329	\$60,412	\$72,495
Rogers	69908	Full	\$62,566	\$58,884	\$73,611	\$88,337
North Little Rock	64591	Full	\$68,355	\$45,483	\$55,285	\$68,356
Bentonville	54164	Full	\$57,595	\$46,076	\$57,595	\$69,114
Russellville	28940	Full	\$52,845	\$42,276	\$52,845	\$63,414

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$59,462	\$51,398	\$64,051	\$77,117
45,000+	1.4	\$60,407	\$52,701	\$65,651	\$79,075
20,000 - 49,999	1	\$52,845	\$42,276	\$52,845	\$63,414

**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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).
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:	Gis Technician Ii
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	1	\$48,713	\$48,713	\$48,713	\$48,713	\$48,713	\$48,713
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
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$48,713	\$38,970	\$48,713	\$58,456
45,000+	1	\$48,713	\$38,970	\$48,713	\$58,456

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.



309- Land Surveyor

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

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	1	\$39,790	\$39,790	\$39,790	\$39,790	\$39,790	\$39,790
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
Batesville	11191	Full	\$39,790	\$31,832	\$39,790	\$47,748

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$39,790	\$31,832	\$39,790	\$47,748
10,000 - 19,999	1	\$39,790	\$31,832	\$39,790	\$47,748

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/13/0
Exempt/non-exempt:	11/3
Bonus Eligible (Y/N):	5/3
Full/Part Time:	17/0
Number of Organizations Reporting:	14
Position Titles:	Finance Director   Assistant Finance Director   Chief Financial Officer   Chief Financial Officer *   Chief Financial Officer (Cfo)   Director Of Finance   Controller
Reports To:	Mayor     City Administrator   Finance Director   Superintendent   City Manager
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	17	\$78,811	\$95,097	\$110,434	\$113,914	\$120,203	\$136,043
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
Fort Smith	89142	Full	\$132,123	\$104,520	\$130,644	\$156,769
Springdale	87176	Full	\$116,686	\$93,349	\$116,686	\$140,023
Rogers	69908	Full	\$117,956	\$105,206	\$131,497	\$157,809
North Little Rock	64591	Full	\$143,397	\$114,718	\$143,397	\$172,076
Conway	64134	Full	\$104,822	\$83,858	\$104,822	\$104,822
Bentonville	54164	Full	\$94,931	\$75,945	\$94,931	\$113,917
Bentonville	54164	Full	\$133,265	\$106,612	\$133,265	\$159,918
Pine Bluff	41253	Full	\$95,097	\$76,078	\$95,097	\$114,116
Hot Springs	37930	Full	\$120,203	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$78,811	\$76,960	\$93,600	\$114,400
Bella Vista	30104	Full	\$136,043	\$109,442	\$136,803	\$164,163
Texarkana	29387	Full	\$119,413	\$92,352	\$122,803	\$160,618
Texarkana	29387	Full	\$77,917	\$56,451	\$71,344	\$90,834

Russellville	28940	Full	\$90,265	\$72,212	\$90,265	\$108,318
Maumelle	19251	Full	\$99,257	\$79,406	\$99,257	\$119,108
Blytheville	13406	Full	\$103,286	\$82,629	\$103,286	\$107,417
Harrison	13069	Full	\$113,914	\$113,914	\$113,914	\$113,914

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.21		\$110,434	\$89,081	\$110,184	\$131,500
45,000+	1.17		\$120,454	\$97,744	\$122,177	\$143,619
20,000 - 49,999	1.4		\$102,536	\$79,174	\$100,205	\$127,104
10,000 - 19,999	1		\$105,486	\$91,983	\$105,486	\$113,480

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

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):	3/15/2
Exempt/non-exempt:	5/14
Bonus Eligible (Y/N):	13/14
Full/Part Time:	25/0
Number of Organizations Reporting:	12
Position Titles:	Accountant   Accounting Manager   District Court Account   Finance Manager   Staff Accountant   Accountant - Cafr/Budget Preparation   Accountant - Grants & Fixed Assets   Accountant Debt/Contract   Accountant Fixed Assests   Senior Accountant   Accountant Senior   Accountant-Grants/Bonds
Reports To:	City Clerk/Treasurer   Parks Assistant Director   District Court Judges   Chief Financial Officer/Director   Deputy Director, Finance   Cfo   Finance Director   Director Of Finance   Controller
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	25	\$42,203	\$58,000	\$62,700	\$66,268	\$70,115	\$76,911
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
Fort Smith	89142	Full	\$66,268	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$66,268	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$66,268	\$66,268	\$82,825	\$99,403
Springdale	87176	Full	\$71,677	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$68,264	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$63,794	\$56,706	\$70,882	\$85,058
Rogers	69908	Full	\$74,360	\$59,633	\$74,547	\$89,460
North Little Rock	64591	Full	\$76,911	\$50,593	\$61,496	\$76,911
North Little Rock	64591	Full	\$84,602	\$67,682	\$84,602	\$101,522
Conway	64134	Full	\$41,703	\$33,362	\$41,703	\$41,703
Conway	64134	Full	\$70,115	\$56,092	\$70,115	\$70,115

Bentonville	54164	Full	\$61,900	\$49,520	\$61,900	\$74,280
Bentonville	54164	Full	\$59,820	\$47,856	\$59,820	\$71,784
Bentonville	54164	Full	\$65,811	\$52,649	\$65,811	\$78,973
Bentonville	54164	Full	\$69,908	\$55,926	\$69,908	\$83,890
Pine Bluff	41253	Full	\$40,718	\$32,574	\$40,718	\$48,862
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$45,364	\$43,680	\$54,080	\$66,560
Texarkana	29387	Full	\$61,422	\$56,451	\$71,344	\$90,834
Cabot	26569	Full	\$80,000	\$65,650	\$77,138	\$88,627
Cabot	26569	Full	\$75,248	\$55,550	\$65,271	\$74,992
Maumelle	19251	Full	\$68,428	\$54,742	\$68,428	\$82,114
Harrison	13069	Full	\$58,000	\$58,000	\$58,000	\$58,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.08	\$62,700	\$52,930	\$65,221	\$77,067
45,000+	2.5	\$67,178	\$55,870	\$69,719	\$82,383
20,000 - 49,999	2	\$54,174	\$46,558	\$57,289	\$68,854
10,000 - 19,999	1	\$63,214	\$56,371	\$63,214	\$70,057
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/3/0
Exempt/non-exempt:	1/4
Bonus Eligible (Y/N):	3/4
Full/Part Time:	6/0
Number of Organizations Reporting:	5
Position Titles:	Accounting Clerk Ii   Bookkeeper/Hr   Accounting Tech Ii - Int Rec   Accounting Tech Ii - Business License   Accounting Clerk Senior   Grants Administrator
Reports To:	Finance Director   Utility Manager   Finance Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	6	\$44,740	\$44,740	\$48,847	\$48,880	\$54,497	\$55,028
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
North Little Rock	64591	Full	\$55,028	\$37,245	\$45,272	\$55,028
Hot Springs	37930	Full	\$44,740	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Texarkana	29387	Full	\$49,837	\$47,029	\$59,446	\$75,754
Blytheville	13406	Full	\$54,497	\$43,598	\$54,497	\$56,676
Forrest City	13015	Full	\$48,880	\$25,480	\$48,880	\$58,656

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.2	\$48,847	\$36,652	\$49,936	\$59,739	
45,000+	1	\$55,028	\$37,245	\$45,272	\$55,028	
20,000 - 49,999	1.5	\$44,893	\$37,863	\$50,322	\$62,691	
10,000 - 19,999	1	\$51,689	\$34,539	\$51,689	\$57,666	

**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Accounting Clerk Ii   Finance Clerk
Reports To:	Finance Director   City Clerk / Treasurer
Comments:	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	2	\$55,000	\$55,000	\$57,411	\$55,000	\$59,821	\$59,821
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
Bella Vista	30104	Full	\$59,821	\$51,413	\$64,267	\$77,120
Paragould	29537	Full	\$55,000	\$44,000	\$55,000	\$66,000

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$57,411	\$47,707	\$59,634	\$71,560
20,000 - 49,999	1	\$57,411	\$47,707	\$59,634	\$71,560

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



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):	5/5/0
Exempt/non-exempt:	0/10
Bonus Eligible (Y/N):	6/10
Full/Part Time:	14/0
Number of Organizations Reporting:	5
Position Titles:	Accounting Specialist Ii   Accounting Specialist Iii   Accounting Clerk   Accounting Clerk - Accounts Payable   Csr 1   Accounting Assistant   Finance Technician
Reports To:	Finance Director   Office Manager   Services Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	14	\$35,256	\$41,953	\$45,439	\$44,740	\$48,713	\$55,473
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
Rogers	69908	Full	\$47,382	\$40,331	\$50,419	\$60,507
Rogers	69908	Full	\$44,740	\$40,331	\$50,419	\$60,507
Rogers	69908	Full	\$44,740	\$40,331	\$50,419	\$60,507
Rogers	69908	Full	\$44,740	\$40,331	\$50,419	\$60,507
Rogers	69908	Full	\$55,473	\$40,331	\$50,419	\$60,507
Bentonville	54164	Full	\$41,953	\$33,562	\$41,953	\$50,344
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456
Hot Springs	37930	Full	\$35,256	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$35,256	\$29,120	\$41,600	\$49,920
Sherwood	32731	Full	\$37,169	\$29,735	\$37,169	\$44,603
Sherwood	32731	Full	\$46,592	\$37,274	\$46,592	\$55,910
Texarkana	29387	Full	\$56,701	\$47,029	\$59,446	\$75,754

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.8	\$45,439	\$37,458	\$47,614	\$57,454
45,000+	4.5	\$47,241	\$39,125	\$48,910	\$58,694
20,000 - 49,999	1.67	\$42,195	\$34,456	\$45,281	\$55,221
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/15/3
Exempt/non-exempt:	3/19
Bonus Eligible (Y/N):	8/19
Full/Part Time:	25/0
Number of Organizations Reporting:	14
Position Titles:	A&P Clerk   Accounts Payable/Accounts Receivable   Accounts Payable Account   Accounts Payable Specialist   Accounts Receivable Specialist   Accounts Receivable Specialist (Utility Billing)   Accounts Payable/Payroll Clerk   Accounts Receivable   Accounting Supervisor   Purchasing Supervisor   Purchasing Technician   Bookkeeper Ii   Bookkeeper I   Deputy Treasurer   Accounts Payable Supervisor   Assistant Deputy City Clerk   Accounting Assistant   Ar/Receptionist/Ins.   Acct Payable   Account Clerk I   Account Clerk Ii   Accounts Payable Technician   City Tax Collector
Reports To:	City Clerk   Finanace Director   Chief Financial Officer   Deputy Director, Finance   Cfo   Finance Director   Purchasing Supervisor   Director Of Finance   Director Of Finance & Treasury     Office Manager   City Clerk/Treasurer
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	25	\$38,334	\$43,590	\$50,028	\$47,778	\$55,307	\$62,961
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
Fort Smith	89142	Full	\$53,518	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$48,276	\$41,828	\$52,291	\$62,732
Springdale	87176	Full	\$43,590	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$41,355	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$49,942	\$39,954	\$49,942	\$59,931
Rogers	69908	Full	\$66,310	\$47,548	\$59,446	\$71,323
North Little Rock	64591	Full	\$79,381	\$63,505	\$79,381	\$95,257
Conway	64134	Full	\$52,355	\$41,884	\$52,355	\$52,355
Pine Bluff	41253	Full	\$33,958	\$27,166	\$33,958	\$40,750
Hot Springs	37930	Full	\$62,004	\$60,320	\$72,800	\$91,520

Hot Springs	37930	Full	\$62,961	\$60,320	\$72,800	\$91,520
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Texarkana	29387	Full	\$51,230	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$55,307	\$47,029	\$59,446	\$75,754
Searcy	22937	Full	\$46,280	\$37,024	\$46,280	\$55,536
Searcy	22937	Full	\$46,280	\$37,024	\$46,280	\$55,536
Maumelle	19251	Full	\$62,065	\$49,652	\$62,065	\$74,478
Maumelle	19251	Full	\$44,244	\$35,395	\$44,244	\$53,093
Blytheville	13406	Full	\$35,653	\$28,522	\$35,653	\$37,079
Harrison	13069	Full	\$46,945	\$46,945	\$46,945	\$46,945
Harrison	13069	Full	\$38,334	\$38,334	\$38,334	\$38,334
Mountain Home	12825	Full	\$55,557	\$47,778	\$59,363	\$68,390
Mountain Home	12825	Full	\$47,778	\$47,778	\$59,363	\$68,390
Batesville	11191	Full	\$44,720	\$35,776	\$44,720	\$53,664

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.79	\$50,028	\$43,021	\$52,678	\$62,374
45,000+	1.8	\$52,951	\$43,323	\$54,157	\$63,818
20,000 - 49,999	2	\$49,856	\$44,429	\$54,856	\$68,076
10,000 - 19,999	1.6	\$46,912	\$41,273	\$48,836	\$55,047

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/16/1
Exempt/non-exempt:	15/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	19/0
Number of Organizations Reporting:	19
Position Titles:	Fire Chief   Fire Chief/Param (2080 Hours/Year)   Fire Chief *   Chief Fire Administrator   Chief
Reports To:	Mayor     City Administrator   City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	19	\$66,837	\$87,838	\$105,385	\$104,024	\$123,656	\$141,399
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$960	\$960	\$960	\$960	\$960	\$960
EMT Pay	1	\$960	\$960	\$960	\$960	\$960	\$960
Holiday Pay	4	\$2,953	\$2,953	\$6,174	\$4,601	\$7,619	\$9,522
Longevity Pay	5	\$10	\$50	\$1,867	\$1,800	\$1,875	\$5,600
Other Pay	3	\$4,800	\$4,800	\$28,541	\$4,800	\$79,622	\$79,622

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$136,899	\$108,763	\$135,969	\$163,155
Springdale	87176	Full	\$158,270	\$110,100	\$137,626	\$165,150
North Little Rock	64591	Full	\$133,250	\$106,600	\$133,250	\$159,900
Conway	64134	Full	\$108,524	\$86,819	\$108,524	\$108,524
Bentonville	54164	Full	\$123,656	\$98,925	\$123,656	\$148,387
Pine Bluff	41253	Full	\$114,048	\$91,238	\$114,048	\$136,858
Bella Vista	30104	Full	\$141,399	\$109,442	\$136,803	\$164,163
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Texarkana	29387	Full	\$117,894	\$70,741	\$93,496	\$122,554
Russellville	28940	Full	\$98,143	\$78,514	\$98,143	\$117,772
Cabot	26569	Full	\$104,024	\$101,000	\$121,200	\$141,400
Van Buren	23218	Full	\$90,627	\$72,502	\$90,627	\$108,752
Searcy	22937	Full	\$79,170	\$63,336	\$79,170	\$95,004

Maumelle	19251	Full	\$106,712	\$85,370	\$106,712	\$128,054
Blytheville	13406	Full	\$82,807	\$66,246	\$82,807	\$99,368
Harrison	13069	Full	\$93,226	\$90,118	\$92,842	\$95,648
Forrest City	13015	Full	\$64,000	\$51,200	\$64,000	\$76,800
Mountain Home	12825	Full	\$87,838	\$74,693	\$81,848	\$87,838
Batesville	11191	Full	\$66,837	\$53,470	\$66,837	\$80,204

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$105,385	\$83,951	\$103,293	\$121,765
45,000+	1	\$132,120	\$102,241	\$127,805	\$149,023
20,000 - 49,999	1	\$105,038	\$82,847	\$103,561	\$125,063
10,000 - 19,999	1	\$83,570	\$70,183	\$82,508	\$94,652

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/17/2
Exempt/non-exempt:	15/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	20/0
Number of Organizations Reporting:	13
Position Titles:	Deputy Chief   Deputy Fire Chief/Param (2080 Hours/Year)   Fire Div Chief Advan Sta   Assistant Fire Chief *   Fire Division Chief   Fire Marshal/Div Chief   Assistant Chief   Assistant Fire Chief   Captain - Paramedic   Firefighter - Emt   Asst. Fire Chief
Reports To:	Fire Chief     Chief Fire Administrator   Fire Apparatus Engineer
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	20	\$66,613	\$80,238	\$98,211	\$94,036	\$116,508	\$124,384
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	2	\$240	\$240	\$888	\$240	\$1,536	\$1,536
EMT Pay	2	\$960	\$960	\$3,300	\$960	\$5,640	\$5,640
Holiday Pay	5	\$2,300	\$3,333	\$4,945	\$5,587	\$6,166	\$7,337
Longevity Pay	3	\$2,800	\$2,800	\$3,425	\$2,800	\$5,600	\$5,600
Other Pay	2	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$113,570	\$108,161	\$113,570	\$113,570
Springdale	87176	Full	\$117,046	\$87,785	\$117,046	\$131,677
Springdale	87176	Full	\$126,800	\$87,785	\$126,800	\$131,677
North Little Rock	64591	Full	\$112,020	\$89,616	\$112,020	\$134,424
Conway	64134	Full	\$94,036	\$75,229	\$94,036	\$94,036
Conway	64134	Full	\$94,036	\$75,229	\$94,036	\$94,036
Conway	64134	Full	\$94,036	\$75,229	\$94,036	\$94,036
Bentonville	54164	Full	\$126,568	\$101,254	\$126,568	\$151,882
Bentonville	54164	Full	\$124,384	\$99,507	\$124,384	\$149,261
Pine Bluff	41253	Full	\$116,508	\$93,206	\$116,508	\$139,810
Bella Vista	30104	Full	\$119,486	\$87,045	\$108,806	\$130,567
Bella Vista	30104	Full	\$110,899	\$87,045	\$108,806	\$130,567

Paragould	29537	Full	\$80,000	\$64,000	\$80,000	\$96,000
Texarkana	29387	Full	\$90,834	\$56,451	\$71,344	\$90,834
Russellville	28940	Full	\$66,613	\$53,290	\$66,613	\$79,936
Russellville	28940	Full	\$49,070	\$39,256	\$49,070	\$58,884
Searcy	22937	Full	\$79,587	\$63,670	\$79,587	\$95,504
Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462
Harrison	13069	Full	\$81,441	\$80,375	\$82,805	\$85,307
Harrison	13069	Full	\$80,238	\$80,375	\$82,805	\$85,307

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.54	\$98,211	\$78,707	\$96,795	\$109,589
45,000+	1.8	\$111,388	\$88,866	\$111,388	\$121,622
20,000 - 49,999	1.33	\$89,125	\$67,995	\$85,092	\$102,763
10,000 - 19,999	1.5	\$82,910	\$76,797	\$84,221	\$91,692

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/55/5
Exempt/non-exempt:	26/34
Bonus Eligible (Y/N):	0/0
Full/Part Time:	66/0
Number of Organizations Reporting:	16
Position Titles:	Battalion Chief   Battalion Chief/Param   Battallion Chief   Safety Training Officer   Fire Battalion Chief Bas   Fire Battalion Chief Adv   Battalion Chief/Trainer   Battailon Chief   Batallion Chief   Fire Training Officer *   Battalion Chief 1B *   Battalion Chief 1C *   Battalion Chief 2A *   Battalion Chief 2B *   Battalion Chief 2C *   Battalion Chief 1A *   Fire Battalion Chief   Training / Div Chief   Division Chief   Assistant Chief-Professional Standards   Assistant Chief-Fire, Building And Safety   Captain - Paramedic   Battalion Chief/Resource Development   Battalion Chief/Ems Compl-Accred
Reports To:	Deputy Chief     Fire Chief   Chief   Division Chief - Fire Training   Division Chief - Fire Operations   Fire Division Chief   Assistant Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	66	\$62,268	\$77,361	\$84,015	\$84,889	\$91,580	\$99,029
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	4	\$900	\$900	\$1,080	\$960	\$960	\$1,500
EMT Pay	5	\$600	\$600	\$2,688	\$960	\$5,640	\$5,640
Holiday Pay	23	\$96	\$96	\$2,888	\$3,513	\$4,220	\$4,834
Longevity Pay	15	\$50	\$1,800	\$2,847	\$2,800	\$4,200	\$5,600
Other Pay	11	\$1,200	\$1,200	\$2,664	\$1,200	\$6,020	\$6,020

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$81,229	\$77,361	\$81,229	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$85,291	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$85,291	\$85,291
Fort Smith	89142	Full	\$77,361	\$77,361	\$77,361	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$85,291	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$85,291	\$85,291
Fort Smith	89142	Full	\$77,361	\$77,361	\$77,361	\$85,291
Fort Smith	89142	Full	\$81,229	\$77,361	\$81,229	\$85,291
Springdale	87176	Full	\$102,848	\$84,148	\$102,848	\$126,221
Springdale	87176	Full	\$107,522	\$84,148	\$107,522	\$126,221
Springdale	87176	Full	\$93,497	\$84,148	\$93,497	\$126,221

Springdale	87176	Full	\$102,848	\$84,148	\$102,848	\$126,221
Springdale	87176	Full	\$112,197	\$84,148	\$112,197	\$126,221
Springdale	87176	Full	\$121,546	\$84,148	\$121,546	\$126,221
Springdale	87176	Full	\$112,197	\$84,148	\$112,197	\$126,221
Springdale	87176	Full	\$98,172	\$84,148	\$98,172	\$126,221
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
Conway	64134	Full	\$84,889	\$67,911	\$84,889	\$84,889
Conway	64134	Full	\$84,889	\$67,911	\$84,889	\$84,889
Conway	64134	Full	\$89,981	\$71,985	\$89,981	\$89,981
Conway	64134	Full	\$89,981	\$71,985	\$89,981	\$89,981
Conway	64134	Full	\$89,981	\$71,985	\$89,981	\$89,981
Conway	64134	Full	\$89,981	\$71,985	\$89,981	\$89,981
Bentonville	54164	Full	\$79,758	\$63,806	\$79,758	\$95,710
Bentonville	54164	Full	\$94,282	\$75,426	\$94,282	\$113,138
Bentonville	54164	Full	\$94,282	\$75,426	\$94,282	\$113,138
Pine Bluff	41253	Full	\$90,483	\$72,386	\$90,483	\$108,580
Pine Bluff	41253	Full	\$98,796	\$79,037	\$98,796	\$118,555
Pine Bluff	41253	Full	\$80,064	\$64,051	\$80,064	\$96,077
Bella Vista	30104	Full	\$89,020	\$74,828	\$93,536	\$112,242
Bella Vista	30104	Full	\$99,029	\$74,828	\$93,536	\$112,242
Bella Vista	30104	Full	\$94,015	\$74,828	\$93,536	\$112,242
Bella Vista	30104	Full	\$81,000	\$74,828	\$93,536	\$112,242
Texarkana	29387	Full	\$90,834	\$56,451	\$71,344	\$90,834
Texarkana	29387	Full	\$83,897	\$78,989	\$82,125	\$83,897
Texarkana	29387	Full	\$83,897	\$78,989	\$82,125	\$83,897
Russellville	28940	Full	\$75,017	\$60,014	\$75,017	\$90,020
Russellville	28940	Full	\$75,017	\$60,014	\$75,017	\$90,020
Russellville	28940	Full	\$61,540	\$49,232	\$61,540	\$73,848
Cabot	26569	Full	\$94,500	\$81,500	\$91,500	\$101,500
Cabot	26569	Full	\$91,975	\$81,500	\$91,500	\$101,500
Cabot	26569	Full	\$83,203	\$81,500	\$91,500	\$101,500
Cabot	26569	Full	\$83,963	\$81,500	\$91,500	\$101,500
Van Buren	23218	Full	\$67,803	\$54,242	\$67,803	\$81,364
Van Buren	23218	Full	\$67,803	\$54,242	\$67,803	\$81,364
Van Buren	23218	Full	\$67,803	\$54,242	\$67,803	\$81,364

Searcy	22937	Full	\$74,750	\$59,800	\$74,750	\$89,700
Searcy	22937	Full	\$74,750	\$59,800	\$74,750	\$89,700
Searcy	22937	Full	\$74,750	\$59,800	\$74,750	\$89,700
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462
Harrison	13069	Full	\$62,268	\$72,566	\$75,881	\$79,347
Harrison	13069	Full	\$58,685	\$72,566	\$75,881	\$79,347
Harrison	13069	Full	\$59,555	\$72,566	\$75,881	\$79,347
Forrest City	13015	Full	\$44,013	\$35,210	\$44,013	\$52,816
Forrest City	13015	Full	\$42,633	\$34,106	\$42,633	\$51,160
Forrest City	13015	Full	\$42,635	\$34,108	\$42,635	\$51,162
Mountain Home	12825	Full	\$80,931	\$57,170	\$71,315	\$80,931
Mountain Home	12825	Full	\$76,682	\$57,170	\$71,315	\$80,931

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.13	\$84,015	\$70,329	\$84,508	\$96,462
45,000+	6.2	\$92,151	\$76,454	\$92,151	\$103,328
20,000 - 49,999	3.29	\$81,909	\$68,113	\$81,927	\$95,821
10,000 - 19,999	3	\$67,032	\$58,754	\$69,711	\$79,952

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

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):	0/245/33
Exempt/non-exempt:	40/220
Bonus Eligible (Y/N):	0/0
Full/Part Time:	294/0
Number of Organizations Reporting:	19
Position Titles:	Fire Captain   Captain Emt   Captain Paramedic   Ems Coordinator   Fire Captain (2990 Hours/Year)   Fire Captain/Param (2990 Hours/Year)   Fire Captain Gen   Fire Captain Advanced   Fire Captain Adv Staff   Captain   Captain/Fire Prevention   Captain Ladder-1C *   Captain Ladder-7C *   Captain Pumper-1C *   Captain Pumper-2C *   Captain Pumper-4C *   Captain Pumper-5C *   Captain Pumper-7C *   Captain Ladder-1A *   Captain Ladder-7A *   Captain Pumper-1A *   Captain Pumper-2A *   Captain Pumper-4A *   Captain Pumper-5A *   Captain Pumper-7A *   Captain Ladder-1B *   Captain Ladder-7B *   Captain Pumper-1B *   Captain Pumper-2B *   Captain Pumper-4B *   Captain Pumper-5B *   Captain Pumper-7B *   Captain 12-B *   Captain Ladder-3B *   Captain Ladder-4B *   Captain Pumper-10B *   Captain Pumper-11B *   Captain Pumper-6B *   Captain Pumper-8B *   Captain 12-A *   Captain Ladder-3A *   Captain Ladder-4A *   Captain Pumper-10A *   Captain Pumper-6A *   Captain Pumper-8A *   Captain Pumper-11A *   Captain 12-C *   Captain Ladder-3C *   Captain Ladder-4C *   Captain Pumper-10C *   Captain Pumper-11C *   Captain Pumper-6C *   Captain Pumper-8C *   Fire Captain / Training Officer   Fire Captain/Medic   Captain/Emt   Administrative Captain   Emergency Vehicle Technician   Assistant Chief-Operations/Ems   Staff Captain - Deputy Fire Marshal   Staff Captain - Training   Battalion Chief - Emt   Captain - Emt   Captain - Paramedic   Engineer - Emt   Training Captain   Captain/Education Specialist   Captain/Logistics   Captain/Training Officer   Captain/Paramedic
Reports To:	Fire Chief   Battalion Chief   Deputy Chief     Battalion Chief 1C   Battalion Chief 1A   Battalion Chief 1B   Battalion Chief 2B   Battalion Chief 2A   Battalion Chief 2C   Fire Battalion Chief   Division Chief   Fire Lieutenant   Fire Battalion   Battalion Chief/Fire Marshal   Assistant Chief   Battalion Chief/Resource Development
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	294	\$62,042	\$68,344	\$72,739	\$74,246	\$76,650	\$83,644
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	15	\$348	\$612	\$883	\$864	\$1,200	\$1,536
EMT Pay	21	\$600	\$600	\$2,629	\$960	\$5,640	\$5,640
Holiday Pay	84	\$96	\$1,887	\$2,546	\$3,089	\$3,511	\$4,122
Longevity Pay	54	\$340	\$1,400	\$2,463	\$1,875	\$4,200	\$5,600
Other Pay	40	\$900	\$900	\$3,325	\$1,200	\$1,200	\$5,685

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$71,751	\$67,798	\$71,751	\$74,745
Fort Smith	89142	Full	\$71,751	\$67,798	\$71,751	\$74,745

[illegible]

Springdale	87176	Full	\$75,711	\$62,629	\$75,711	\$92,064
Springdale	87176	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87176	Full	\$78,982	\$62,629	\$78,982	\$92,064
Springdale	87176	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87176	Full	\$89,333	\$68,020	\$89,333	\$99,989
Springdale	87176	Full	\$89,333	\$68,020	\$89,333	\$99,989
Springdale	87176	Full	\$92,885	\$68,020	\$92,885	\$99,989
Springdale	87176	Full	\$85,780	\$68,020	\$85,780	\$99,989
Springdale	87176	Full	\$89,333	\$68,020	\$89,333	\$99,989
Springdale	87176	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87176	Full	\$92,885	\$68,020	\$92,885	\$99,989
Springdale	87176	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87176	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87176	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87176	Full	\$92,885	\$68,020	\$92,885	\$99,989
Springdale	87176	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87176	Full	\$82,229	\$68,020	\$82,229	\$99,989
Springdale	87176	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87176	Full	\$78,677	\$68,020	\$78,677	\$99,989
Springdale	87176	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87176	Full	\$78,982	\$62,629	\$78,982	\$92,064
Springdale	87176	Full	\$69,171	\$62,629	\$69,171	\$92,064
Springdale	87176	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87176	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87176	Full	\$85,523	\$62,629	\$85,523	\$92,064
Springdale	87176	Full	\$81,975	\$62,629	\$81,975	\$92,064
Springdale	87176	Full	\$69,171	\$62,629	\$69,171	\$92,064
Springdale	87176	Full	\$88,794	\$62,629	\$88,794	\$92,064
Springdale	87176	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87176	Full	\$75,711	\$62,629	\$75,711	\$92,064
Springdale	87176	Full	\$69,171	\$62,629	\$69,171	\$92,064
Springdale	87176	Full	\$81,975	\$62,629	\$81,975	\$92,064
North Little Rock	64591	Full	\$76,650	\$68,775	\$76,650	\$76,650
North Little Rock	64591	Full	\$68,775	\$68,775	\$68,775	\$76,650
North Little Rock	64591	Full	\$76,650	\$68,775	\$76,650	\$76,650
North Little Rock	64591	Full	\$68,775	\$68,775	\$68,775	\$76,650
North Little Rock	64591	Full	\$76,650	\$68,775	\$76,650	\$76,650
North Little Rock	64591	Full	\$76,650	\$68,775	\$76,650	\$76,650
North Little Rock	64591	Full	\$76,650	\$68,775	\$76,650	\$76,650
North Little Rock	64591	Full	\$76,650	\$68,775	\$76,650	\$76,650

[illegible]

[illegible]



Bentonville	54164	Full	\$76,479	\$61,183	\$76,479	\$91,775
Bentonville	54164	Full	\$76,479	\$61,183	\$76,479	\$91,775
Bentonville	54164	Full	\$77,250	\$61,800	\$77,250	\$92,700
Bentonville	54164	Full	\$76,479	\$61,183	\$76,479	\$91,775
Bentonville	54164	Full	\$74,246	\$59,397	\$74,246	\$89,095
Bentonville	54164	Full	\$74,246	\$59,397	\$74,246	\$89,095
Bentonville	54164	Full	\$77,250	\$61,800	\$77,250	\$92,700
Bentonville	54164	Full	\$92,766	\$74,213	\$92,766	\$111,319
Bentonville	54164	Full	\$87,833	\$70,266	\$87,833	\$105,400
Bentonville	54164	Full	\$84,554	\$67,643	\$84,554	\$101,465
Bentonville	54164	Full	\$93,979	\$75,183	\$93,979	\$112,775
Bentonville	54164	Full	\$93,979	\$75,183	\$93,979	\$112,775
Bentonville	54164	Full	\$93,979	\$75,183	\$93,979	\$112,775
Bentonville	54164	Full	\$92,877	\$74,302	\$92,877	\$111,452
Bentonville	54164	Full	\$74,246	\$59,397	\$74,246	\$89,095
Bentonville	54164	Full	\$74,246	\$59,397	\$74,246	\$89,095
Pine Bluff	41253	Full	\$82,144	\$65,715	\$82,144	\$98,573
Pine Bluff	41253	Full	\$71,234	\$56,987	\$71,234	\$85,481
Pine Bluff	41253	Full	\$80,629	\$64,503	\$80,629	\$96,755
Pine Bluff	41253	Full	\$72,882	\$58,306	\$72,882	\$87,458
Pine Bluff	41253	Full	\$82,140	\$65,712	\$82,140	\$98,568
Pine Bluff	41253	Full	\$73,334	\$58,667	\$73,334	\$88,001
Pine Bluff	41253	Full	\$82,144	\$65,715	\$82,144	\$98,573
Pine Bluff	41253	Full	\$67,482	\$53,986	\$67,482	\$80,978
Bella Vista	30104	Full	\$78,714	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$77,100	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$66,311	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$70,475	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$81,435	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$83,554	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$75,141	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$79,321	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$80,689	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$83,005	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$75,000	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$74,944	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$87,727	\$74,828	\$93,536	\$112,242
Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200
Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200
Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200

Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$71,555	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$66,908	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$66,908	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$65,776	\$65,776	\$69,435	\$71,555
Texarkana	29387	Full	\$65,776	\$65,776	\$69,435	\$71,555
Russellville	28940	Full	\$75,017	\$60,014	\$75,017	\$90,020
Russellville	28940	Full	\$65,040	\$52,032	\$65,040	\$78,048
Russellville	28940	Full	\$65,040	\$52,032	\$65,040	\$78,048
Russellville	28940	Full	\$67,945	\$54,356	\$67,945	\$81,534
Russellville	28940	Full	\$66,613	\$53,290	\$66,613	\$79,936
Russellville	28940	Full	\$65,307	\$52,246	\$65,307	\$78,368
Russellville	28940	Full	\$64,027	\$51,222	\$64,027	\$76,832
Russellville	28940	Full	\$64,027	\$51,222	\$64,027	\$76,832
Russellville	28940	Full	\$64,027	\$51,222	\$64,027	\$76,832
Russellville	28940	Full	\$61,540	\$49,232	\$61,540	\$73,848
Russellville	28940	Full	\$61,540	\$49,232	\$61,540	\$73,848
Russellville	28940	Full	\$55,802	\$44,642	\$55,802	\$66,962
Cabot	26569	Full	\$68,649	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$73,434	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$74,863	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$74,132	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$74,132	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$68,649	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$74,132	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$72,803	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$70,310	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$70,310	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$70,310	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$68,649	\$67,500	\$74,000	\$80,500

Van Buren	23218	Full	\$64,455	\$51,564	\$64,455	\$77,346
Van Buren	23218	Full	\$64,455	\$51,564	\$64,455	\$77,346
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$55,098	\$44,078	\$55,098	\$66,118
Van Buren	23218	Full	\$55,098	\$44,078	\$55,098	\$66,118
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$53,257	\$42,606	\$53,257	\$63,908
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$56,938	\$45,550	\$56,938	\$68,326
Van Buren	23218	Full	\$55,098	\$44,078	\$55,098	\$66,118
Van Buren	23218	Full	\$55,098	\$44,078	\$55,098	\$66,118
Searcy	22937	Full	\$63,537	\$50,830	\$63,537	\$76,244
Searcy	22937	Full	\$62,042	\$49,634	\$62,042	\$74,450
Searcy	22937	Full	\$64,285	\$51,428	\$64,285	\$77,142
Searcy	22937	Full	\$59,800	\$47,840	\$59,800	\$71,760
Searcy	22937	Full	\$64,285	\$51,428	\$64,285	\$77,142
Searcy	22937	Full	\$62,790	\$50,232	\$62,790	\$75,348
Searcy	22937	Full	\$64,285	\$51,428	\$64,285	\$77,142
Searcy	22937	Full	\$62,042	\$49,634	\$62,042	\$74,450
Searcy	22937	Full	\$60,547	\$48,438	\$60,547	\$72,656
Searcy	22937	Full	\$62,042	\$49,634	\$62,042	\$74,450
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$70,700	\$56,560	\$70,700	\$84,840
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Blytheville	13406	Full	\$63,462	\$50,770	\$63,462	\$76,154
Harrison	13069	Full	\$52,495	\$63,974	\$66,896	\$69,953
Harrison	13069	Full	\$51,731	\$63,974	\$66,896	\$69,953
Harrison	13069	Full	\$64,823	\$63,974	\$66,896	\$69,953
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433

Forrest City	13015	Full	\$39,383	\$31,506	\$39,383	\$47,260
Forrest City	13015	Full	\$38,964	\$31,171	\$38,964	\$46,757
Forrest City	13015	Full	\$38,694	\$30,955	\$38,694	\$46,433
Mountain Home	12825	Full	\$75,130	\$53,447	\$66,135	\$75,130
Mountain Home	12825	Full	\$75,130	\$53,447	\$66,135	\$75,130
Mountain Home	12825	Full	\$67,282	\$53,447	\$66,135	\$75,130
Mountain Home	12825	Full	\$72,370	\$53,447	\$66,135	\$75,130
Mountain Home	12825	Full	\$71,191	\$53,447	\$66,135	\$75,130
Mountain Home	12825	Full	\$68,678	\$54,942	\$68,678	\$82,414
Batesville	11191	Full	\$38,625	\$30,900	\$38,625	\$46,350
Batesville	11191	Full	\$38,625	\$30,900	\$38,625	\$46,350
Batesville	11191	Full	\$36,421	\$29,137	\$36,421	\$43,705

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	15.47	\$72,739	\$61,664	\$72,817	\$79,903
45,000+	35.6	\$76,737	\$65,410	\$76,737	\$81,772
20,000 - 49,999	11	\$68,579	\$57,935	\$68,824	\$79,060
10,000 - 19,999	4.67	\$60,402	\$49,572	\$60,445	\$70,672

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

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):	0/33/5
Exempt/non-exempt:	1/37
Bonus Eligible (Y/N):	0/0
Full/Part Time:	38/0
Number of Organizations Reporting:	6
Position Titles:	Fire Lieutenant   Fire Lieutenant/Medic
Reports To:	Fire Captain   Fire Chief   Division Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	38	\$44,593	\$56,351	\$58,562	\$61,152	\$65,180	\$69,372
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	1	\$53,910	\$53,910	\$53,910	\$53,910	\$53,910	\$53,910

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Pine Bluff	41253	Full	\$69,372	\$55,498	\$69,372	\$83,246
Pine Bluff	41253	Full	\$61,152	\$48,922	\$61,152	\$73,382
Pine Bluff	41253	Full	\$74,004	\$59,203	\$74,004	\$88,805
Pine Bluff	41253	Full	\$63,552	\$50,842	\$63,552	\$76,262
Pine Bluff	41253	Full	\$63,017	\$50,414	\$63,017	\$75,620
Pine Bluff	41253	Full	\$69,372	\$55,498	\$69,372	\$83,246
Pine Bluff	41253	Full	\$61,038	\$48,830	\$61,038	\$73,246
Pine Bluff	41253	Full	\$61,842	\$49,474	\$61,842	\$74,210
Pine Bluff	41253	Full	\$61,152	\$48,922	\$61,152	\$73,382
Pine Bluff	41253	Full	\$66,972	\$53,578	\$66,972	\$80,366
Pine Bluff	41253	Full	\$61,152	\$48,922	\$61,152	\$73,382
Pine Bluff	41253	Full	\$63,462	\$50,770	\$63,462	\$76,154
Pine Bluff	41253	Full	\$64,280	\$51,424	\$64,280	\$77,136

Pine Bluff	41253	Full	\$89,742	\$71,794	\$89,742	\$107,690
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Blytheville	13406	Full	\$56,351	\$45,081	\$56,351	\$67,621
Harrison	13069	Full	\$44,593	\$36,094	\$38,311	\$41,274
Harrison	13069	Full	\$44,593	\$36,094	\$38,311	\$41,274
Harrison	13069	Full	\$45,252	\$36,094	\$38,311	\$41,274
Harrison	13069	Full	\$44,593	\$36,094	\$38,311	\$41,274
Harrison	13069	Full	\$44,593	\$36,094	\$38,311	\$41,274
Harrison	13069	Full	\$44,593	\$36,094	\$38,311	\$41,274
Batesville	11191	Full	\$32,906	\$26,325	\$32,906	\$39,487
Batesville	11191	Full	\$31,928	\$25,542	\$31,928	\$38,314
Batesville	11191	Full	\$32,906	\$26,325	\$32,906	\$39,487

#### Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.33	\$58,562	\$46,902	\$57,552	\$68,321
20,000 - 49,999	8.5	\$66,712	\$53,370	\$66,712	\$80,055
10,000 - 19,999	5.25	\$51,963	\$41,666	\$50,137	\$58,822

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/259/79
Exempt/non-exempt:	4/274
Bonus Eligible (Y/N):	0/0
Full/Part Time:	355/1
Number of Organizations Reporting:	14
Position Titles:	Ff/Engineer/Param   Firefighter/Engineer (2990 Hours/Year)   Firefighter/Param (2990 Hours/Year)   Fire Apparatus Engineer (Driver)   Fire Engineer   Firefighter Eng. Basic   Firefighter Engineer Gen   Firefighter Engineer Adv   Firefighter Eng Adv Stf   Driver Ladder-1C *   Driver Ladder-7C *   Driver Pumper-1C *   Driver Pumper-2C *   Driver Pumper-4C *   Driver Pumper-5C *   Driver Pumper-7C *   Driver Rescue-1C *   Driver Ladder-1A *   Driver Ladder-7A *   Driver Pumper-1A *   Driver Pumper-2A *   Driver Pumper-4A *   Driver Pumper-5A *   Driver Pumper-7A *   Driver Rescue-1A *   Driver Ladder-1B *   Driver Ladder-7B *   Driver Pumper-2B *   Driver Pumper-4B *   Driver Pumper-5B *   Driver Pumper-7B *   Driver Rescue-1B *   Driver 12-B *   Driver Ladder-3B *   Driver Ladder-4B *   Driver Pumper-10B *   Driver Pumper-11B *   Driver Pumper-6B *   Driver Pumper-8B *   Driver 12-A *   Driver Ladder-3A *   Driver Ladder-4A *   Driver Pumper-10A *   Driver Pumper-11A *   Driver Pumper-6A *   Driver Pumper-8A *   Driver Ladder-4C *   Driver 12-C *   Driver Pumper-10C *   Driver Pumper-11C *   Driver Pumper-6C *   Driver Pumper-8C *   Engineer - Paramedic   Engineer - Emt   Lieutenant   Firefighter   Battalion Chief - Emt   Battalion Chief - Paramedic   Captain - Emt   Engineer - Paramedic   Engineer - Emt   Firefighter/Paramedicdriver   Firefighter/Driver   Fire Driver / Engineer   Driver
Reports To:	Fire Chief   Fire Captain   Battalion Chief 1C   Battalion Chief 1A   Battalion Chief 1B   Battalion Chief 2B   Battalion Chief 2A   Battalion Chief 2C   Captain   Fire Lieutenant   Captain Or Captain/Paramedic
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	356	\$50,000	\$52,636	\$59,140	\$59,880	\$64,312	\$66,674
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	8	\$372	\$372	\$751	\$732	\$897	\$1,340
EMT Pay	25	\$600	\$960	\$2,539	\$960	\$4,000	\$5,640
Holiday Pay	63	\$1,916	\$2,332	\$2,566	\$2,554	\$3,450	\$3,676
Longevity Pay	50	\$50	\$450	\$1,399	\$700	\$1,800	\$4,200
Other Pay	23	\$900	\$900	\$3,091	\$900	\$1,200	\$1,200

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$60,540	\$57,211	\$60,540	\$63,066
Fort Smith	89142	Full	\$60,540	\$57,211	\$60,540	\$63,066
Fort Smith	89142	Full	\$54,920	\$57,211	\$54,920	\$63,066
Fort Smith	89142	Full	\$57,657	\$57,211	\$57,657	\$63,066
Fort Smith	89142	Full	\$57,657	\$57,211	\$57,657	\$63,066

[illegible]



Fort Smith	89142	Full	\$60,540	\$57,211	\$60,540	\$63,066
Springdale	87176	Full	\$67,186	\$58,086	\$67,186	\$85,386
Springdale	87176	Full	\$76,286	\$58,086	\$76,286	\$85,386
Springdale	87176	Full	\$82,353	\$58,086	\$82,353	\$85,386
Springdale	87176	Full	\$73,253	\$58,086	\$73,253	\$85,386
Springdale	87176	Full	\$76,286	\$58,086	\$76,286	\$85,386
Springdale	87176	Full	\$70,219	\$58,086	\$70,219	\$85,386
Springdale	87176	Full	\$85,386	\$58,086	\$85,386	\$85,386
Springdale	87176	Full	\$73,253	\$58,086	\$73,253	\$85,386
Springdale	87176	Full	\$76,286	\$58,086	\$76,286	\$85,386
Springdale	87176	Full	\$85,386	\$58,086	\$85,386	\$85,386
Springdale	87176	Full	\$85,386	\$58,086	\$85,386	\$85,386
Springdale	87176	Full	\$59,237	\$49,001	\$59,237	\$72,032
Springdale	87176	Full	\$56,678	\$49,001	\$56,678	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87176	Full	\$64,355	\$49,001	\$64,355	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87176	Full	\$61,796	\$49,001	\$61,796	\$72,032
Springdale	87176	Full	\$69,474	\$49,001	\$69,474	\$72,032
Springdale	87176	Full	\$64,355	\$49,001	\$64,355	\$72,032
Springdale	87176	Full	\$61,796	\$49,001	\$61,796	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87176	Full	\$59,237	\$49,001	\$59,237	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87176	Full	\$61,796	\$49,001	\$61,796	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87176	Full	\$72,032	\$49,001	\$72,032	\$72,032
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$64,312	\$64,313	\$64,312	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675
North Little Rock	64591	Full	\$66,674	\$64,313	\$66,674	\$66,675

[illegible]

Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$59,109	\$47,287	\$59,109	\$59,109
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Conway	64134	Full	\$62,587	\$50,070	\$62,587	\$62,587
Bentonville	54164	Full	\$64,269	\$51,415	\$64,269	\$77,123
Bentonville	54164	Full	\$63,636	\$50,909	\$63,636	\$76,363
Bentonville	54164	Full	\$72,069	\$57,655	\$72,069	\$86,483
Bentonville	54164	Full	\$70,553	\$56,442	\$70,553	\$84,664
Bentonville	54164	Full	\$64,710	\$51,768	\$64,710	\$77,652
Bentonville	54164	Full	\$64,876	\$51,901	\$64,876	\$77,851
Bentonville	54164	Full	\$63,608	\$50,886	\$63,608	\$76,330
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$66,033	\$52,826	\$66,033	\$79,240
Bentonville	54164	Full	\$75,514	\$60,411	\$75,514	\$90,617
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$63,057	\$50,446	\$63,057	\$75,668
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$62,974	\$50,379	\$62,974	\$75,569
Bentonville	54164	Full	\$60,549	\$48,439	\$60,549	\$72,659

Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$60,549	\$48,439	\$60,549	\$72,659
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$62,395	\$49,916	\$62,395	\$74,874
Bentonville	54164	Full	\$61,927	\$49,542	\$61,927	\$74,312
Bentonville	54164	Full	\$53,549	\$42,839	\$53,549	\$64,259
Bentonville	54164	Full	\$51,316	\$41,053	\$51,316	\$61,579
Bentonville	54164	Full	\$51,316	\$41,053	\$51,316	\$61,579
Bentonville	54164	Full	\$66,667	\$53,334	\$66,667	\$80,000
Bentonville	54164	Full	\$56,746	\$45,397	\$56,746	\$68,095
Bentonville	54164	Full	\$67,466	\$53,973	\$67,466	\$80,959
Bentonville	54164	Full	\$54,486	\$43,589	\$54,486	\$65,383
Bentonville	54164	Full	\$54,486	\$43,589	\$54,486	\$65,383
Bentonville	54164	Full	\$50,820	\$40,656	\$50,820	\$60,984
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$48,863	\$39,090	\$48,863	\$58,636
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,820	\$40,656	\$50,820	\$60,984
Bentonville	54164	Full	\$51,840	\$41,472	\$51,840	\$62,208
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,820	\$40,656	\$50,820	\$60,984
Bentonville	54164	Full	\$50,820	\$40,656	\$50,820	\$60,984
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,655	\$40,524	\$50,655	\$60,786
Bentonville	54164	Full	\$50,655	\$40,524	\$50,655	\$60,786
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$50,324	\$40,259	\$50,324	\$60,389
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$48,863	\$39,090	\$48,863	\$58,636
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596

Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$49,663	\$39,730	\$49,663	\$59,596
Bentonville	54164	Full	\$48,863	\$39,090	\$48,863	\$58,636
Bentonville	54164	Full	\$48,863	\$39,090	\$48,863	\$58,636
Bentonville	54164	Full	\$49,525	\$39,620	\$49,525	\$59,430
Bentonville	54164	Full	\$48,863	\$39,090	\$48,863	\$58,636
Bentonville	54164	Full	\$48,863	\$39,090	\$48,863	\$58,636
Bentonville	54164	Full	\$54,431	\$43,545	\$54,431	\$65,317
Bentonville	54164	Full	\$54,431	\$43,545	\$54,431	\$65,317
Bentonville	54164	Full	\$54,431	\$43,545	\$54,431	\$65,317
Pine Bluff	41253	Full	\$54,892	\$43,914	\$54,892	\$65,870
Pine Bluff	41253	Full	\$54,662	\$43,730	\$54,662	\$65,594
Pine Bluff	41253	Full	\$67,482	\$53,986	\$67,482	\$80,978
Pine Bluff	41253	Full	\$50,836	\$40,669	\$50,836	\$61,003
Pine Bluff	41253	Full	\$55,036	\$44,029	\$55,036	\$66,043
Pine Bluff	41253	Full	\$56,523	\$45,218	\$56,523	\$67,828
Pine Bluff	41253	Full	\$54,136	\$43,309	\$54,136	\$64,963
Pine Bluff	41253	Full	\$52,636	\$42,109	\$52,636	\$63,163
Pine Bluff	41253	Full	\$55,110	\$44,088	\$55,110	\$66,132
Pine Bluff	41253	Full	\$59,028	\$47,222	\$59,028	\$70,834
Pine Bluff	41253	Full	\$55,336	\$44,269	\$55,336	\$66,403
Pine Bluff	41253	Full	\$54,892	\$43,914	\$54,892	\$65,870
Pine Bluff	41253	Full	\$50,836	\$40,669	\$50,836	\$61,003
Pine Bluff	41253	Full	\$55,903	\$44,722	\$55,903	\$67,084
Pine Bluff	41253	Full	\$61,587	\$49,270	\$61,587	\$73,904
Pine Bluff	41253	Full	\$55,157	\$44,126	\$55,157	\$66,188
Pine Bluff	41253	Full	\$54,136	\$43,309	\$54,136	\$64,963
Pine Bluff	41253	Full	\$52,936	\$42,349	\$52,936	\$63,523
Pine Bluff	41253	Full	\$54,592	\$43,674	\$54,592	\$65,510
Pine Bluff	41253	Full	\$61,452	\$49,162	\$61,452	\$73,742
Pine Bluff	41253	Full	\$58,523	\$46,818	\$58,523	\$70,228
Pine Bluff	41253	Full	\$56,621	\$45,297	\$56,621	\$67,945
Pine Bluff	41253	Full	\$57,034	\$45,627	\$57,034	\$68,441
Pine Bluff	41253	Full	\$55,768	\$44,614	\$55,768	\$66,922
Pine Bluff	41253	Full	\$58,712	\$46,970	\$58,712	\$70,454
Pine Bluff	41253	Full	\$58,937	\$47,150	\$58,937	\$70,724
Pine Bluff	41253	Full	\$50,836	\$40,669	\$50,836	\$61,003
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000

Paragould	29537	Full	\$63,411	\$50,729	\$63,411	\$76,093
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$62,168	\$49,734	\$62,168	\$74,602
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Part	\$4,628	\$3,702	\$4,628	\$5,554
Paragould	29537	Full	\$64,679	\$51,743	\$64,679	\$77,615
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801

Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$63,801	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$61,826	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$61,826	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$60,926	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$60,926	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$60,926	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$60,926	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$60,926	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$60,926	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$59,880	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$59,880	\$59,880	\$61,826	\$63,801
Texarkana	29387	Full	\$59,880	\$59,880	\$61,826	\$63,801
Russellville	28940	Full	\$70,690	\$56,552	\$70,690	\$84,828
Russellville	28940	Full	\$69,304	\$55,443	\$69,304	\$83,165
Russellville	28940	Full	\$65,307	\$52,246	\$65,307	\$78,368
Russellville	28940	Full	\$53,636	\$42,909	\$53,636	\$64,363
Russellville	28940	Full	\$53,636	\$42,909	\$53,636	\$64,363
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Cabot	26569	Full	\$68,749	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$64,329	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$59,511	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$60,342	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$57,850	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$57,850	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,189	\$55,500	\$61,000	\$66,500
Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278
Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278

Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278
Van Buren	23218	Full	\$49,189	\$39,351	\$49,189	\$59,027
Van Buren	23218	Full	\$49,189	\$39,351	\$49,189	\$59,027
Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278
Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278
Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278
Van Buren	23218	Full	\$49,189	\$39,351	\$49,189	\$59,027
Van Buren	23218	Full	\$49,189	\$39,351	\$49,189	\$59,027
Van Buren	23218	Full	\$49,189	\$39,351	\$49,189	\$59,027
Van Buren	23218	Full	\$50,232	\$40,186	\$50,232	\$60,278
Van Buren	23218	Full	\$49,189	\$39,351	\$49,189	\$59,027
Van Buren	23218	Full	\$47,103	\$37,682	\$47,103	\$56,524
Searcy	22937	Full	\$53,072	\$42,458	\$53,072	\$63,686
Searcy	22937	Full	\$53,072	\$42,458	\$53,072	\$63,686
Searcy	22937	Full	\$49,335	\$39,468	\$49,335	\$59,202
Searcy	22937	Full	\$51,577	\$41,262	\$51,577	\$61,892
Searcy	22937	Full	\$49,335	\$39,468	\$49,335	\$59,202
Searcy	22937	Full	\$53,072	\$42,458	\$53,072	\$63,686
Searcy	22937	Full	\$51,577	\$41,262	\$51,577	\$61,892
Searcy	22937	Full	\$50,830	\$40,664	\$50,830	\$60,996
Searcy	22937	Full	\$50,830	\$40,664	\$50,830	\$60,996
Searcy	22937	Full	\$50,830	\$40,664	\$50,830	\$60,996
Searcy	22937	Full	\$49,335	\$39,468	\$49,335	\$59,202
Searcy	22937	Full	\$48,587	\$38,870	\$48,587	\$58,304
Blytheville	13406	Full	\$50,436	\$40,349	\$50,436	\$60,523
Mountain Home	12825	Full	\$69,578	\$49,942	\$61,016	\$69,578
Mountain Home	12825	Full	\$69,578	\$49,942	\$61,016	\$69,578
Mountain Home	12825	Full	\$68,275	\$49,942	\$61,016	\$69,578
Mountain Home	12825	Full	\$64,491	\$49,942	\$61,016	\$69,578
Mountain Home	12825	Full	\$61,016	\$49,942	\$61,016	\$69,578
Mountain Home	12825	Full	\$59,838	\$49,942	\$61,016	\$69,578

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	25.43	\$59,140	\$50,484	\$59,129	\$65,900
45,000+	43	\$61,294	\$53,073	\$61,294	\$66,481
20,000 - 49,999	19.14	\$55,466	\$46,430	\$55,635	\$64,844
10,000 - 19,999	3.5	\$63,316	\$48,572	\$59,505	\$68,284

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

<b>Job Description:</b>	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
<b>Total Matches (A/M/B):</b>	0/19/2
<b>Exempt/non-exempt:</b>	7/15
<b>Bonus Eligible (Y/N):</b>	0/0
<b>Full/Part Time:</b>	23/0
<b>Number of Organizations Reporting:</b>	16
<b>Position Titles:</b>	Fire Inspector   Fire Inspector/Marshal   Fire Marshal   Fire Marshal-2 *   Fire Marshal-3 *   Fire Marshal-4 *   Fire Inspctor/Lieutenant   Deputy Fire Marshal/Capt   Fire Captain   Staff Captain - Deputy Fire Marshal   Captain - Emt   Engineer - Paramedic   Battalion Chief/Fire Marshal   Captain/Asst. Fire Marshal   Captain - Fire Marshall
<b>Reports To:</b>	Deputy Chief   Fire Chief   Chief   Division Chief - Fire Prevention   Fire Division Chief   Fire Battalion   Fire Inspector/Marshal     Assistant Chief   Battalion Chief/Fire Marshal
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	23	\$56,720	\$64,455	\$72,178	\$76,000	\$85,291	\$91,580
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3	\$960	\$960	\$1,240	\$960	\$1,800	\$1,800
EMT Pay	4	\$600	\$600	\$2,040	\$960	\$960	\$5,640
Holiday Pay	10	\$4	\$1,776	\$2,764	\$2,920	\$4,551	\$4,876
Longevity Pay	5	\$50	\$700	\$2,085	\$1,275	\$2,800	\$5,600
Other Pay	4	\$900	\$900	\$18,464	\$3,600	\$4,329	\$65,027

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$85,291	\$77,361	\$85,291	\$85,291
Fort Smith	89142	Full	\$77,361	\$77,361	\$77,361	\$85,291
Fort Smith	89142	Full	\$81,229	\$77,361	\$81,229	\$85,291
Springdale	87176	Full	\$102,848	\$84,148	\$102,848	\$126,221
Springdale	87176	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87176	Full	\$68,020	\$68,020	\$68,020	\$99,989
North Little Rock	64591	Full	\$91,580	\$73,264	\$91,580	\$109,896
Pine Bluff	41253	Full	\$90,936	\$72,749	\$90,936	\$109,123
Bella Vista	30104	Full	\$82,155	\$70,756	\$88,445	\$106,134
Paragould	29537	Full	\$76,000	\$60,800	\$76,000	\$91,200

Texarkana	29387	Full	\$78,989	\$78,989	\$82,125	\$83,897
Russellville	28940	Full	\$65,040	\$52,032	\$65,040	\$78,048
Russellville	28940	Full	\$65,307	\$52,246	\$65,307	\$78,368
Russellville	28940	Full	\$56,918	\$45,534	\$56,918	\$68,302
Cabot	26569	Full	\$86,226	\$81,500	\$91,500	\$101,500
Van Buren	23218	Full	\$64,455	\$51,564	\$64,455	\$77,346
Searcy	22937	Full	\$64,293	\$51,434	\$64,293	\$77,152
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Blytheville	13406	Full	\$67,468	\$53,974	\$67,468	\$80,962
Harrison	13069	Full	\$56,720	\$55,150	\$58,534	\$63,059
Harrison	13069	Full	\$53,917	\$55,150	\$58,534	\$63,059
Forrest City	13015	Full	\$3,480	\$2,784	\$3,480	\$4,176
Mountain Home	12825	Full	\$65,125	\$45,698	\$57,626	\$65,125

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.44	\$72,178	\$61,622	\$72,771	\$83,979
45,000+	2.33	\$86,617	\$75,076	\$86,617	\$98,853
20,000 - 49,999	1.25	\$73,032	\$61,760	\$74,502	\$87,107
10,000 - 19,999	1.2	\$53,911	\$45,693	\$53,733	\$61,414

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/417/24
Exempt/non-exempt:	1/421
Bonus Eligible (Y/N):	0/0
Full/Part Time:	474/3
Number of Organizations Reporting:	18
Position Titles:	Firefighter   Firefighter Emt   Firefighter Emt/Engineer   Firefighter Paramedic   Firefighter Paramedic/Engineer   Firefighter I (2990 Hours/Year)   Firefighter Ii (2990 Hours/Year)   Firefighter Ii/Param (2990 Hours/Year)   Firefighter Basic   Firefighter General   Firefighter Intermediate   Firefigther   Fire Fighter   Volunteer Firefighter   Firefighter Ladder-1C *   Firefighter Ladder-7C *   Firefighter Pumper-1C *   Firefighter Pumper-5C *   Firefighter Pumper-7C *   Firefighter Rescue-1C *   Firefighter Ladder-1A *   Firefighter Ladder-7A *   Firefighter Pumper-5A *   Firefighter Pumper-7A *   Firefighter Rescue-1A *   Firefighter Ladder-1B *   Firefighter Ladder-7B *   Firefighter Pumper-1B *   Firefighter Pumper-2B *   Firefighter Pumper-4B *   Firefighter Pumper-5B *   Firefighter Pumper-7B *   Firefighter Rescue-1B *   Firefighter Pumper-11B *   Firefighter Pumper-8B *   Firefighter Ladder-3A *   Firefighter Ladder-4A *   Firefighter Pumper-6A *   Firefighter Pumper-8A *   Firefighter Ladder-3C *   Firefighter Pumper-10C *   Firefighter Pumper-6C *   Firefighter Pumper-8C *   Firefighter Ii   Fire Lieutenant   Firefighter/Emt   Captain - Emt   Engineer - Paramedic   Firefighter - Emt   Firefighter - Paramedic   Firefigher   Firefighter/Paramedic   Driver
Reports To:	Fire Captain   Battalion Chief     Fire Chief   Captain   Battalion Chief 1C   Battalion Chief 1A   Battalion Chief 1B   Battalion Chief 2B   Battalion Chief 2A   Battalion Chief 2C   Fire Lieutenant   Fire Apparatus Engineer   Captain Or Captain/Paramedic
Comments:	505   All Firefighter Pay = Reguar + Holiday+Reg. Ot   Line W Includes Reg. Ot + Certification Pay

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	477	\$41,860	\$43,355	\$48,626	\$46,350	\$51,975	\$61,687
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	4	\$480	\$480	\$1,004	\$801	\$1,200	\$1,536
EMT Pay	36	\$600	\$600	\$2,293	\$960	\$4,000	\$5,640
Holiday Pay	185	\$96	\$96	\$1,497	\$1,656	\$2,222	\$2,664
Longevity Pay	53	\$50	\$450	\$824	\$700	\$700	\$1,400
Other Pay	52	\$900	\$900	\$2,840	\$1,200	\$2,400	\$5,348

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$42,020	\$41,680	\$42,020	\$53,237
Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$42,020	\$41,680	\$42,020	\$53,237

Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$44,116	\$41,680	\$44,116	\$53,237
Fort Smith	89142	Full	\$42,020	\$41,680	\$42,020	\$53,237
Fort Smith	89142	Full	\$46,329	\$41,680	\$46,329	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$46,329	\$41,680	\$46,329	\$53,237
Fort Smith	89142	Full	\$44,116	\$41,680	\$44,116	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$42,020	\$41,680	\$42,020	\$53,237
Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$42,020	\$41,680	\$42,020	\$53,237
Fort Smith	89142	Full	\$48,659	\$41,680	\$48,659	\$53,237
Fort Smith	89142	Full	\$44,116	\$41,680	\$44,116	\$53,237
Fort Smith	89142	Full	\$44,116	\$41,680	\$44,116	\$53,237
Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$40,010	\$41,680	\$40,010	\$53,237
Fort Smith	89142	Full	\$42,020	\$41,680	\$42,020	\$53,237
Fort Smith	89142	Full	\$44,116	\$41,680	\$44,116	\$53,237
Fort Smith	89142	Full	\$51,105	\$41,680	\$51,105	\$53,237
Fort Smith	89142	Full	\$46,329	\$41,680	\$46,329	\$53,237
Springdale	87176	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87176	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87176	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87176	Full	\$63,143	\$54,590	\$63,143	\$80,248
Springdale	87176	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87176	Full	\$63,143	\$54,590	\$63,143	\$80,248
Springdale	87176	Full	\$54,590	\$54,590	\$54,590	\$80,248
Springdale	87176	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87176	Full	\$60,293	\$54,590	\$60,293	\$80,248
Springdale	87176	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87176	Full	\$60,293	\$54,590	\$60,293	\$80,248
Springdale	87176	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87176	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87176	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87176	Full	\$63,143	\$54,590	\$63,143	\$80,248
Springdale	87176	Full	\$63,143	\$54,590	\$63,143	\$80,248

[illegible]

Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87176	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87176	Full	\$56,032	\$46,350	\$56,032	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$51,191	\$46,350	\$51,191	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$68,135	\$46,350	\$68,135	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
Springdale	87176	Full	\$46,350	\$46,350	\$46,350	\$68,135
North Little Rock	64591	Full	\$42,787	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$51,975	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$61,687	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$48,300	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$48,300	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$51,975	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$61,687	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$61,687	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$42,787	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$45,412	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$45,412	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$61,687	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$42,787	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$61,687	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$51,975	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$45,412	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$48,300	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$45,412	\$42,788	\$48,300	\$61,688

[illegible]

North Little Rock	64591	Full	\$42,787	\$42,788	\$48,300	\$61,688
North Little Rock	64591	Full	\$45,412	\$42,788	\$48,300	\$61,688
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$47,663	\$38,130	\$47,663	\$47,663
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$49,569	\$39,655	\$49,569	\$49,569
Conway	64134	Full	\$52,028	\$41,622	\$52,028	\$52,028
Conway	64134	Full	\$52,028	\$41,622	\$52,028	\$52,028
Conway	64134	Full	\$52,028	\$41,622	\$52,028	\$52,028
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625



Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$44,288	\$35,430	\$44,288	\$53,146
Bentonville	54164	Full	\$44,288	\$35,430	\$44,288	\$53,146
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$43,021	\$34,417	\$43,021	\$51,625
Bentonville	54164	Full	\$47,017	\$37,614	\$47,017	\$56,420
Bentonville	54164	Full	\$47,292	\$37,834	\$47,292	\$56,750
Bentonville	54164	Full	\$47,017	\$37,614	\$47,017	\$56,420
Bentonville	54164	Full	\$46,521	\$37,217	\$46,521	\$55,825
Bentonville	54164	Full	\$46,521	\$37,217	\$46,521	\$55,825
Bentonville	54164	Full	\$46,521	\$37,217	\$46,521	\$55,825
Bentonville	54164	Full	\$45,914	\$36,731	\$45,914	\$55,097
Bentonville	54164	Full	\$45,914	\$36,731	\$45,914	\$55,097
Bentonville	54164	Full	\$45,914	\$36,731	\$45,914	\$55,097
Bentonville	54164	Full	\$58,868	\$47,094	\$58,868	\$70,642
Pine Bluff	41253	Full	\$56,993	\$45,594	\$56,993	\$68,392
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$46,832	\$37,466	\$46,832	\$56,198
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$58,553	\$46,842	\$58,553	\$70,264
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$45,986	\$36,789	\$45,986	\$55,183
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$45,986	\$36,789	\$45,986	\$55,183
Pine Bluff	41253	Full	\$42,744	\$34,195	\$42,744	\$51,293

Pine Bluff	41253	Full	\$56,503	\$45,202	\$56,503	\$67,804
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$42,746	\$34,197	\$42,746	\$51,295
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$46,562	\$37,250	\$46,562	\$55,874
Pine Bluff	41253	Full	\$47,012	\$37,610	\$47,012	\$56,414
Pine Bluff	41253	Full	\$43,226	\$34,581	\$43,226	\$51,871
Pine Bluff	41253	Full	\$53,774	\$43,019	\$53,774	\$64,529
Pine Bluff	41253	Full	\$42,744	\$34,195	\$42,744	\$51,293
Pine Bluff	41253	Full	\$42,746	\$34,197	\$42,746	\$51,295
Pine Bluff	41253	Full	\$45,746	\$36,597	\$45,746	\$54,895
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$48,562	\$38,850	\$48,562	\$58,274
Pine Bluff	41253	Full	\$56,621	\$45,297	\$56,621	\$67,945
Pine Bluff	41253	Full	\$42,746	\$34,197	\$42,746	\$51,295
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Bella Vista	30104	Full	\$48,411	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$49,632	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$59,000	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$45,313	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,144	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$45,408	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$44,648	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,976	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,144	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,144	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$44,648	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$51,525	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$41,353	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$63,488	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$62,354	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$57,960	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$61,237	\$47,452	\$59,315	\$71,179

Bella Vista	30104	Full	\$58,922	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$56,322	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$58,266	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$54,379	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$56,920	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$56,192	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$55,880	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$52,240	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$57,726	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$51,200	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$51,200	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$60,404	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$52,149	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$63,440	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$66,240	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$73,838	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$65,000	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$63,000	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$89,660	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$90,151	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$67,853	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$68,562	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$76,550	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$77,055	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$63,960	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$65,107	\$60,734	\$75,917	\$91,101
Bella Vista	30104	Full	\$63,163	\$60,734	\$75,917	\$91,101
Texarkana	29387	Full	\$59,445	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$59,445	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$53,550	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$53,550	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$53,550	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$53,550	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$51,372	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$49,194	\$46,232	\$51,372	\$59,445

Texarkana	29387	Full	\$46,232	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$46,232	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$46,232	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$46,232	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$46,232	\$46,232	\$51,372	\$59,445
Texarkana	29387	Full	\$46,232	\$46,232	\$51,372	\$59,445
Russellville	28940	Full	\$67,945	\$54,356	\$67,945	\$81,534
Russellville	28940	Full	\$54,708	\$43,766	\$54,708	\$65,650
Russellville	28940	Full	\$54,708	\$43,766	\$54,708	\$65,650
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$54,161	\$43,329	\$54,161	\$64,993
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$51,052	\$40,842	\$51,052	\$61,262
Russellville	28940	Full	\$50,051	\$40,041	\$50,051	\$60,061
Russellville	28940	Full	\$50,051	\$40,041	\$50,051	\$60,061
Russellville	28940	Full	\$50,051	\$40,041	\$50,051	\$60,061
Russellville	28940	Full	\$49,070	\$39,256	\$49,070	\$58,884
Russellville	28940	Full	\$49,070	\$39,256	\$49,070	\$58,884
Russellville	28940	Full	\$49,070	\$39,256	\$49,070	\$58,884
Russellville	28940	Full	\$48,108	\$38,486	\$48,108	\$57,730
Russellville	28940	Full	\$47,164	\$37,731	\$47,164	\$56,597
Russellville	28940	Full	\$51,052	\$40,842	\$51,052	\$61,262
Russellville	28940	Full	\$48,108	\$38,486	\$48,108	\$57,730
Russellville	28940	Full	\$47,164	\$37,731	\$47,164	\$56,597
Russellville	28940	Full	\$47,164	\$37,731	\$47,164	\$56,597
Russellville	28940	Full	\$52,584	\$42,067	\$52,584	\$63,101
Russellville	28940	Full	\$46,240	\$36,992	\$46,240	\$55,488
Russellville	28940	Full	\$46,240	\$36,992	\$46,240	\$55,488
Russellville	28940	Full	\$47,164	\$37,731	\$47,164	\$56,597
Russellville	28940	Full	\$46,240	\$36,992	\$46,240	\$55,488
Cabot	26569	Full	\$47,893	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$47,094	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$45,465	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$46,423	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000

Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$44,123	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$42,094	\$43,500	\$49,250	\$55,000
Cabot	26569	Full	\$42,094	\$43,500	\$49,250	\$55,000
Van Buren	23218	Full	\$45,264	\$36,211	\$45,264	\$54,317
Van Buren	23218	Full	\$45,264	\$36,211	\$45,264	\$54,317
Van Buren	23218	Full	\$45,264	\$36,211	\$45,264	\$54,317
Van Buren	23218	Full	\$45,264	\$36,211	\$45,264	\$54,317
Van Buren	23218	Full	\$45,264	\$36,211	\$45,264	\$54,317
Van Buren	23218	Full	\$45,264	\$36,211	\$45,264	\$54,317
Van Buren	23218	Full	\$48,146	\$38,517	\$48,146	\$57,775
Van Buren	23218	Full	\$43,522	\$34,818	\$43,522	\$52,226
Van Buren	23218	Full	\$43,522	\$34,818	\$43,522	\$52,226
Van Buren	23218	Full	\$43,522	\$34,818	\$43,522	\$52,226
Van Buren	23218	Full	\$41,780	\$33,424	\$41,780	\$50,136
Van Buren	23218	Full	\$41,780	\$33,424	\$41,780	\$50,136
Van Buren	23218	Full	\$41,780	\$33,424	\$41,780	\$50,136
Van Buren	23218	Full	\$41,780	\$33,424	\$41,780	\$50,136
Van Buren	23218	Full	\$41,780	\$33,424	\$41,780	\$50,136
Van Buren	23218	Full	\$41,780	\$33,424	\$41,780	\$50,136
Van Buren	23218	Full	\$40,038	\$32,030	\$40,038	\$48,046
Van Buren	23218	Full	\$40,038	\$32,030	\$40,038	\$48,046
Van Buren	23218	Full	\$40,038	\$32,030	\$40,038	\$48,046
Van Buren	23218	Full	\$40,038	\$32,030	\$40,038	\$48,046
Searcy	22937	Full	\$44,850	\$35,880	\$44,850	\$53,820
Searcy	22937	Full	\$45,597	\$36,478	\$45,597	\$54,716
Searcy	22937	Full	\$45,597	\$36,478	\$45,597	\$54,716
Searcy	22937	Full	\$45,597	\$36,478	\$45,597	\$54,716
Searcy	22937	Full	\$45,597	\$36,478	\$45,597	\$54,716
Searcy	22937	Full	\$44,102	\$35,282	\$44,102	\$52,922
Searcy	22937	Full	\$44,102	\$35,282	\$44,102	\$52,922
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$43,355	\$34,684	\$43,355	\$52,026
Searcy	22937	Full	\$42,607	\$34,086	\$42,607	\$51,128
Searcy	22937	Full	\$42,607	\$34,086	\$42,607	\$51,128

Searcy	22937	Full	\$42,607	\$34,086	\$42,607	\$51,128
Searcy	22937	Full	\$42,607	\$34,086	\$42,607	\$51,128
Searcy	22937	Full	\$42,607	\$34,086	\$42,607	\$51,128
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,860	\$33,488	\$41,860	\$50,232
Searcy	22937	Full	\$41,112	\$32,890	\$41,112	\$49,334
Searcy	22937	Full	\$41,112	\$32,890	\$41,112	\$49,334
Searcy	22937	Full	\$41,112	\$32,890	\$41,112	\$49,334
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Blytheville	13406	Full	\$40,577	\$32,462	\$40,577	\$48,692
Harrison	13069	Full	\$44,593	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$42,908	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$37,534	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$36,428	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$36,428	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$36,428	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$36,428	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$36,428	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$36,428	\$28,632	\$30,381	\$50,004

Harrison	13069	Full	\$35,901	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$35,374	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$35,374	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$35,374	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$35,374	\$28,632	\$30,381	\$50,004
Harrison	13069	Full	\$35,374	\$28,632	\$30,381	\$50,004
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Part	\$3,120	\$2,496	\$3,120	\$3,744
Forrest City	13015	Part	\$3,120	\$2,496	\$3,120	\$3,744
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Full	\$34,726	\$27,781	\$34,726	\$41,671
Forrest City	13015	Part	\$3,120	\$2,496	\$3,120	\$3,744
Mountain Home	12825	Full	\$65,856	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$56,736	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$60,799	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$59,682	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$59,682	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$58,938	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$58,938	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$52,393	\$48,019	\$58,938	\$65,855
Mountain Home	12825	Full	\$52,393	\$48,019	\$58,938	\$65,855
Batesville	11191	Full	\$30,888	\$24,710	\$30,888	\$37,066
Batesville	11191	Full	\$30,888	\$24,710	\$30,888	\$37,066
Batesville	11191	Full	\$30,888	\$24,710	\$30,888	\$37,066

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	26.5	\$48,626	\$41,048	\$48,384	\$59,079
45,000+	46.8	\$50,300	\$43,279	\$49,416	\$61,097
20,000 - 49,999	26	\$49,284	\$41,171	\$50,344	\$59,822
10,000 - 19,999	10.17	\$40,241	\$32,122	\$38,574	\$49,123
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/14/0
Exempt/non-exempt:	12/2
Bonus Eligible (Y/N):	8/2
Full/Part Time:	18/0
Number of Organizations Reporting:	17
Position Titles:	Hr/Safety Director   Human Resource Assistant Manager   Human Resources Director   Hr/Personnel Director   Hr Director   Hr/Grant Administrator   Chief Human Resources Officer *   Hr Manager   Director Of Hr   Human Resources Coordinator   Hr
Reports To:	City Engineer     Mayor   City Administrator   Cfo   City Manager
Comments:	Manage All Aspect Of Grant Process, Help Develop Employee Policies, Assist In Preparing City Budgets   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	18	\$54,000	\$71,802	\$85,523	\$80,000	\$99,756	\$123,854
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
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
Fort Smith	89142	Full	\$123,854	\$100,276	\$125,340	\$150,404
Springdale	87176	Full	\$122,597	\$89,162	\$111,451	\$133,741
North Little Rock	64591	Full	\$126,587	\$101,270	\$126,587	\$151,904
Conway	64134	Full	\$95,339	\$76,271	\$95,339	\$95,339
Bentonville	54164	Full	\$73,465	\$58,772	\$73,465	\$88,158
Bentonville	54164	Full	\$96,470	\$77,176	\$96,470	\$115,764
Pine Bluff	41253	Full	\$100,199	\$80,159	\$100,199	\$120,239
Hot Springs	37930	Full	\$99,756	\$70,720	\$91,520	\$137,280
Paragould	29537	Full	\$75,000	\$60,000	\$75,000	\$90,000
Russellville	28940	Full	\$76,163	\$60,930	\$76,163	\$91,396
Cabot	26569	Full	\$95,843	\$80,800	\$96,960	\$113,120
Searcy	22937	Full	\$59,280	\$47,424	\$59,280	\$71,136



Maumelle	19251	Full	\$80,126	\$64,101	\$80,126	\$96,151
Blytheville	13406	Full	\$54,000	\$43,200	\$54,000	\$56,160
Harrison	13069	Full	\$80,000	\$80,000	\$80,000	\$80,000
Forrest City	13015	Full	\$50,003	\$40,002	\$50,003	\$60,004
Mountain Home	12825	Full	\$71,802	\$60,424	\$76,253	\$83,574
Batesville	11191	Full	\$58,929	\$47,143	\$58,929	\$70,715

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.06	\$85,523	\$68,768	\$84,838	\$100,282
45,000+	1.2	\$106,385	\$83,821	\$104,775	\$122,552
20,000 - 49,999	1	\$84,374	\$66,672	\$83,187	\$103,862
10,000 - 19,999	1	\$65,810	\$55,812	\$66,552	\$74,434

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/8/2
Exempt/non-exempt:	8/1
Bonus Eligible (Y/N):	4/1
Full/Part Time:	12/0
Number of Organizations Reporting:	9
Position Titles:	Hr Director   Hr Generalist   Human Resources Mgr 950   Deputy Director, Human Resources *   Hr Generalist Ii   H.R. Manager   Assistant Hr Director   Safety & Training Manager   Personnel Administrator
Reports To:	Mayor   Hr Director   Human Resources Director   Chief Human Resources Officer     Superintendent   Assistant Hr Director   City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	12	\$50,800	\$55,697	\$75,379	\$59,779	\$88,249	\$111,404
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
Fort Smith	89142	Full	\$100,980	\$87,526	\$109,387	\$131,268
Springdale	87176	Full	\$88,249	\$72,409	\$90,512	\$108,614
Springdale	87176	Full	\$67,756	\$50,423	\$63,029	\$75,635
Rogers	69908	Full	\$111,404	\$95,638	\$119,537	\$143,436
North Little Rock	64591	Full	\$49,912	\$37,245	\$45,272	\$55,028
North Little Rock	64591	Full	\$59,170	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$56,352	\$42,051	\$51,113	\$62,612
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Hot Springs	37930	Full	\$73,590	\$60,320	\$72,800	\$91,520
Bella Vista	30104	Full	\$130,860	\$101,298	\$126,622	\$151,946
Texarkana	29387	Full	\$59,779	\$56,451	\$71,344	\$90,834
Cabot	26569	Full	\$50,800	\$45,450	\$50,175	\$58,500

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$75,379	\$61,285	\$75,550	\$90,642
45,000+	1.6	\$73,690	\$58,988	\$73,208	\$86,863
20,000 - 49,999	1	\$78,757	\$65,880	\$80,235	\$98,200

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.

602- HR-Benefits Specialist

Job Description:	Serves as the administrator and point-of-contact for City benefits, including carrier selection, enrollment, orientation, and all associated records. BA/BS in HR Administration, Business Administration, Public Administration and 2 years related experience or 2 years college and 4 years related experience.
Total Matches (A/M/B):	0/6/1
Exempt/non-exempt:	2/3
Bonus Eligible (Y/N):	4/3
Full/Part Time:	8/0
Number of Organizations Reporting:	7
Position Titles:	Human Resources Administrator   Hr Benefits Coordinator   Human Resources Specialist   Benefits Administrator *   Employee Benefits Coordinator   Hr Specialist   Chief Administrator/ Benfits Manager   Benefits Administrator
Reports To:	Human Resource Director     Deputy Director, Human Resources   Hr Manager   Human Resources Director   Assistant Hr Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	8	\$46,550	\$46,550	\$56,971	\$50,190	\$60,257	\$86,024
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
Fort Smith	89142	Full	\$62,619	\$57,761	\$72,196	\$86,652
Springdale	87176	Full	\$59,878	\$50,423	\$63,029	\$75,635
North Little Rock	64591	Full	\$86,024	\$68,819	\$86,024	\$103,229
Bentonville	54164	Full	\$50,190	\$40,152	\$50,190	\$60,228
Bentonville	54164	Full	\$46,550	\$37,240	\$46,550	\$55,860
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Bella Vista	30104	Full	\$48,048	\$43,269	\$54,086	\$64,903
Harrison	13069	Full	\$60,257	\$60,257	\$60,257	\$60,257

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$56,971	\$49,680	\$60,282	\$70,885
45,000+	1.25	\$61,052	\$50,879	\$63,598	\$76,321
20,000 - 49,999	1	\$45,126	\$41,395	\$52,003	\$62,612

10,000 - 19,999	1	\$60,257	\$60,257	\$60,257	\$60,257
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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.

603- Human Resources Assistant

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/2/1
<b>Exempt/non-exempt:</b>	0/3
<b>Bonus Eligible (Y/N):</b>	1/3
<b>Full/Part Time:</b>	3/0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Hr Administrative Assistant   Hr Manager   Hr Coordinator
<b>Reports To:</b>	Director Of Hr   Hr Director   Assistant Hr Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	3	\$39,381	\$39,381	\$42,262	\$39,381	\$51,038	\$51,038
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
Springdale	87176	Full	\$51,038	\$44,142	\$55,177	\$66,213
Pine Bluff	41253	Full	\$39,381	\$31,505	\$39,381	\$47,257
Maumelle	19251	Full	\$36,366	\$29,093	\$36,366	\$43,639

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$42,262	\$34,913	\$43,641	\$52,370
45,000+	1	\$51,038	\$44,142	\$55,177	\$66,213
20,000 - 49,999	1	\$39,381	\$31,505	\$39,381	\$47,257
10,000 - 19,999	1	\$36,366	\$29,093	\$36,366	\$43,639

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/11/1
Exempt/non-exempt:	4/7
Bonus Eligible (Y/N):	4/7
Full/Part Time:	13/0
Number of Organizations Reporting:	12
Position Titles:	Finance/ Payroll Director   Hr Specialist   Payroll Officer Ii   Payroll Specialist   Payroll Administrator   Payroll Accountant   Payroll Manager   Accounting Clerk   Payroll Clerk   Accountant/Payroll
Reports To:	City Clerk   Human Resource Director   Chief Financial Officer   Deputy Director, Finance   Finance Director     Human Resources Director   Director Of Finance
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	13	\$39,780	\$44,720	\$53,499	\$50,911	\$56,600	\$65,019
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
Fort Smith	89142	Full	\$43,763	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$51,598	\$50,336	\$62,899	\$75,483
Springdale	87176	Full	\$65,019	\$46,236	\$57,795	\$69,353
North Little Rock	64591	Full	\$86,974	\$69,579	\$86,974	\$104,369
Conway	64134	Full	\$50,911	\$40,729	\$50,911	\$50,911
Pine Bluff	41253	Full	\$39,381	\$31,505	\$39,381	\$47,257
Hot Springs	37930	Full	\$47,548	\$43,680	\$54,080	\$66,560
Bella Vista	30104	Full	\$39,780	\$43,269	\$54,086	\$64,903
Paragould	29537	Full	\$65,000	\$52,000	\$65,000	\$78,000
Texarkana	29387	Full	\$49,837	\$47,029	\$59,446	\$75,754
Russellville	28940	Full	\$54,360	\$43,488	\$54,360	\$65,232
Searcy	22937	Full	\$44,720	\$35,776	\$44,720	\$53,664
Batesville	11191	Full	\$56,600	\$45,280	\$56,600	\$67,920

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.08	\$53,499	\$45,441	\$56,811	\$67,857
45,000+	1.25	\$59,653	\$49,742	\$62,174	\$72,570
20,000 - 49,999	1	\$48,661	\$42,392	\$53,010	\$64,481
10,000 - 19,999	1	\$56,600	\$45,280	\$56,600	\$67,920

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.



605- Industrial Organizational Specialist

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/1/0
<b>Exempt/non-exempt:</b>	0/0
<b>Bonus Eligible (Y/N):</b>	0/0
<b>Full/Part Time:</b>	1/0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Industrial/Organizational Specialist
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	1	\$94,574	\$94,574	\$94,574	\$94,574	\$94,574	\$94,574
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
North Little Rock	64591	Full	\$94,574	\$75,659	\$94,574	\$113,489

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$94,574	\$75,659	\$94,574	\$113,489
45,000+	1	\$94,574	\$75,659	\$94,574	\$113,489

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/12/2
Exempt/non-exempt:	11/2
Bonus Eligible (Y/N):	5/2
Full/Part Time:	16/0
Number of Organizations Reporting:	16
Position Titles:	It Director   Information Systems Director   Chief Technology Officer   Chief Information Officer *   Is Director   Operations Manager   Director Of It   It Manager   It Director/Rialto Mang   Director Of Information Technology
Reports To:	City Engineer   Mayor     Police Chief   City Administrator   Is Director   Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	16	\$56,306	\$67,626	\$95,030	\$89,373	\$122,907	\$128,355
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
Fort Smith	89142	Full	\$130,433	\$104,520	\$130,644	\$156,769
Springdale	87176	Full	\$128,355	\$93,349	\$116,686	\$140,023
Rogers	69908	Full	\$123,468	\$98,675	\$123,344	\$148,012
North Little Rock	64591	Full	\$127,100	\$101,680	\$127,100	\$152,520
Conway	64134	Full	\$91,522	\$73,218	\$91,522	\$91,522
Bentonville	54164	Full	\$108,784	\$87,027	\$108,784	\$130,541
Pine Bluff	41253	Full	\$67,626	\$54,101	\$67,626	\$81,151
Hot Springs	37930	Full	\$122,907	\$70,720	\$91,520	\$137,280
Bella Vista	30104	Full	\$116,800	\$101,298	\$126,622	\$151,946
Russellville	28940	Full	\$75,554	\$60,443	\$75,554	\$90,665
Cabot	26569	Full	\$89,373	\$80,800	\$96,960	\$113,120
Searcy	22937	Full	\$84,240	\$67,392	\$84,240	\$101,088
Blytheville	13406	Full	\$50,460	\$40,368	\$50,460	\$52,478

Harrison	13069	Full	\$85,750	\$85,750	\$85,750	\$85,750
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Batesville	11191	Full	\$61,800	\$49,440	\$61,800	\$74,160

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1		\$95,030	\$75,534	\$93,059	\$110,208
45,000+	1		\$118,277	\$93,078	\$116,347	\$136,564
20,000 - 49,999	1		\$92,750	\$72,459	\$90,420	\$112,542
10,000 - 19,999	1		\$63,579	\$53,832	\$62,087	\$67,174

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

701- Systems Network Manager

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	3/7/2
<b>Exempt/non-exempt:</b>	7/4
<b>Bonus Eligible (Y/N):</b>	6/4
<b>Full/Part Time:</b>	14/0
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	Systems Administrator   Info Sup Spec/Project Mg   Info Security Mgr 798   Telecom Manager   Network Infrastructure Mg Senior Systems Administrator - It *   Is Assistant Director   Is Network Engineer System Admin   Manager Of Enterprise Services   It Director   It System Admin   It Asst Director   Network Administrator   It Manager
<b>Reports To:</b>	Chief Technology Officer/Director   Information Technology Operations Director   Is Director   Mayor   It Manager   Director Of It   Director Of Information Technology
<b>Comments:</b>	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	14	\$61,360	\$66,643	\$78,988	\$81,427	\$85,729	\$96,283
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
Fort Smith	89142	Full	\$85,600	\$79,019	\$98,779	\$118,518
Springdale	87176	Full	\$81,427	\$76,646	\$95,771	\$114,896
Rogers	69908	Full	\$90,750	\$74,297	\$92,872	\$111,446
North Little Rock	64591	Full	\$96,437	\$77,150	\$96,437	\$115,724
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Conway	64134	Full	\$85,729	\$68,583	\$85,729	\$85,729
Conway	64134	Full	\$85,729	\$68,583	\$85,729	\$85,729
Conway	64134	Full	\$85,729	\$68,583	\$85,729	\$85,729
Bentonville	54164	Full	\$96,283	\$77,026	\$96,283	\$115,540
Hot Springs	37930	Full	\$80,038	\$76,960	\$93,600	\$114,400
Hot Springs	37930	Full	\$66,643	\$64,480	\$79,040	\$97,760

Paragould	29537	Full	\$73,000	\$58,400	\$73,000	\$87,600
Russellville	28940	Full	\$61,408	\$49,126	\$61,408	\$73,690
Searcy	22937	Full	\$61,360	\$49,088	\$61,360	\$73,632

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.4	\$78,988	\$66,607	\$82,960	\$95,435
45,000+	1.5	\$84,820	\$70,494	\$88,114	\$98,779
20,000 - 49,999	1.25	\$68,490	\$59,611	\$73,682	\$89,416

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/13/1
Exempt/non-exempt:	4/6
Bonus Eligible (Y/N):	5/6
Full/Part Time:	14/0
Number of Organizations Reporting:	9
Position Titles:	Network/It Support   Network Administrator   Systems Technician Ii   Systems Technician Iii   Network Coordinator   Network System Admin   Senior Network Administrator *   Network Technician   It Network Admin
Reports To:	It Director     Chief Technology Officer/Director   Police Major Support Division   Information Technology Operations Director   I.T. Director   It System Administrator   Director Of Information Technology
Comments:	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	14	\$48,713	\$52,561	\$68,040	\$69,065	\$79,019	\$85,600
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
Fort Smith	89142	Full	\$85,600	\$79,019	\$98,779	\$118,518
Fort Smith	89142	Full	\$79,019	\$79,019	\$98,779	\$118,518
Springdale	87176	Full	\$68,036	\$64,034	\$80,043	\$96,051
Springdale	87176	Full	\$78,041	\$64,034	\$80,043	\$96,051
Rogers	69908	Full	\$87,838	\$73,756	\$92,206	\$110,635
North Little Rock	64591	Full	\$73,809	\$59,047	\$73,809	\$88,571
Conway	64134	Full	\$69,065	\$55,252	\$69,065	\$69,065
Conway	64134	Full	\$78,162	\$62,530	\$78,162	\$78,162
Bentonville	54164	Full	\$49,358	\$39,486	\$49,358	\$59,230
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456
Bentonville	54164	Full	\$52,561	\$42,049	\$52,561	\$63,073

Pine Bluff	41253	Full	\$57,221	\$45,777	\$57,221	\$68,665
Bella Vista	30104	Full	\$83,355	\$66,684	\$83,355	\$100,026
Batesville	11191	Full	\$41,787	\$33,430	\$41,787	\$50,144

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.56	\$68,040	\$57,363	\$71,706	\$83,940
45,000+	1.83	\$70,018	\$59,745	\$74,683	\$86,939
20,000 - 49,999	1	\$70,288	\$56,230	\$70,288	\$84,346
10,000 - 19,999	1	\$41,787	\$33,430	\$41,787	\$50,144

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/6/0
Exempt/non-exempt:	3/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	6/0
Number of Organizations Reporting:	4
Position Titles:	Systems Technician I   Info Support Spec 910   Info Support Spec   Info Support Specialist   Network Administrator *   Network Engineer
Reports To:	Network Coordinator 909   Information Technology Operations Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	6	\$55,697	\$55,697	\$60,963	\$55,697	\$70,512	\$85,117
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
Fort Smith	89142	Full	\$70,512	\$70,512	\$88,150	\$105,768
North Little Rock	64591	Full	\$85,117	\$68,094	\$85,117	\$102,140
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Conway	64134	Full	\$55,697	\$44,558	\$55,697	\$55,697
Bentonville	54164	Full	\$43,056	\$34,445	\$43,056	\$51,667

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$60,963	\$51,121	\$63,902	\$71,111
45,000+	1.5	\$60,963	\$51,121	\$63,902	\$71,111



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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/1/1
<b>Exempt/non-exempt:</b>	1/0
<b>Bonus Eligible (Y/N):</b>	0/0
<b>Full/Part Time:</b>	2/0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Manager Of Application Development   Sr. Programming Developer
<b>Reports To:</b>	It Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	2	\$96,939	\$96,939	\$117,214	\$96,939	\$137,488	\$137,488
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
Rogers	69908	Full	\$137,488	\$105,518	\$131,913	\$158,288
North Little Rock	64591	Full	\$96,939	\$77,551	\$96,939	\$116,327

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$117,214	\$91,535	\$114,426	\$137,307
45,000+	1	\$117,214	\$91,535	\$114,426	\$137,307

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

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.
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:	Application Specialist
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	1	\$71,459	\$71,459	\$71,459	\$71,459	\$71,459	\$71,459
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
North Little Rock	64591	Full	\$71,459	\$57,167	\$71,459	\$85,751

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$71,459	\$57,167	\$71,459	\$85,751
45,000+	1	\$71,459	\$57,167	\$71,459	\$85,751

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

706- Systems Programmer

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/3/0
<b>Exempt/non-exempt:</b>	1/3
<b>Bonus Eligible (Y/N):</b>	3/3
<b>Full/Part Time:</b>	5/0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Database Administrator *   Is Business Systems Analyst   Is Gis Tech   Senior System Engineer   It Analyst
<b>Reports To:</b>	Information Technology Operations Director   Is Director     Director Of Information Technology
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	5	\$48,776	\$53,643	\$68,550	\$68,036	\$79,019	\$93,275
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
Fort Smith	89142	Full	\$79,019	\$79,019	\$98,779	\$118,518
Springdale	87176	Full	\$68,036	\$64,034	\$80,043	\$96,051
North Little Rock	64591	Full	\$93,275	\$74,620	\$93,275	\$111,930
Hot Springs	37930	Full	\$53,643	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$68,550	\$63,503	\$78,963	\$95,252
45,000+	1	\$80,110	\$72,558	\$90,699	\$108,833
20,000 - 49,999	2	\$51,210	\$49,920	\$61,360	\$74,880

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/19/1
Exempt/non-exempt:	3/18
Bonus Eligible (Y/N):	12/18
Full/Part Time:	29/0
Number of Organizations Reporting:	12
Position Titles:	It Tech   Network Support Specialist Ii   It Generalist   Telecom Coordinator   It Specialist *   Is Tech Ii   Is Tech I   Computer Specialist   It Support   It Specialist   It Support Assistant   Tech Support Specialist   Computer Services Technician
Reports To:	It Director     User Services Manager - It   Is Director   It System Administrator   It Manager   Services Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	29	\$37,024	\$44,928	\$53,338	\$50,876	\$60,723	\$69,065
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
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$58,011	\$48,193	\$60,257	\$72,300
Springdale	87176	Full	\$60,723	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$52,517	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$60,723	\$52,517	\$65,647	\$78,776
Rogers	69908	Full	\$79,976	\$61,131	\$76,419	\$91,707
North Little Rock	64591	Full	\$59,974	\$47,979	\$59,974	\$71,969
North Little Rock	64591	Full	\$50,436	\$40,349	\$50,436	\$60,523
North Little Rock	64591	Full	\$59,974	\$47,979	\$59,974	\$71,969
North Little Rock	64591	Full	\$66,192	\$52,954	\$66,192	\$79,430
North Little Rock	64591	Full	\$60,484	\$48,387	\$60,484	\$72,581

North Little Rock	64591	Full	\$68,355	\$54,684	\$68,355	\$82,026
North Little Rock	64591	Full	\$50,229	\$40,183	\$50,229	\$60,275
North Little Rock	64591	Full	\$58,358	\$46,686	\$58,358	\$70,030
Conway	64134	Full	\$69,065	\$55,252	\$69,065	\$69,065
Hot Springs	37930	Full	\$50,876	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$38,209	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$42,993	\$34,394	\$42,993	\$51,592
Sherwood	32731	Full	\$46,342	\$37,074	\$46,342	\$55,610
Bella Vista	30104	Full	\$69,430	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$48,000	\$38,400	\$48,000	\$57,600
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$61,568	\$50,500	\$59,337	\$68,175
Batesville	11191	Full	\$32,677	\$26,142	\$32,677	\$39,212

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	2.42	\$53,338	\$44,618	\$55,583	\$66,141	
45,000+	3	\$60,214	\$49,968	\$62,463	\$74,033	
20,000 - 49,999	2.17	\$46,993	\$39,865	\$49,406	\$59,106	
10,000 - 19,999	1	\$32,677	\$26,142	\$32,677	\$39,212	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/14/5
Exempt/non-exempt:	4/10
Bonus Eligible (Y/N):	18/10
Full/Part Time:	19/0
Number of Organizations Reporting:	4
Position Titles:	Library Director   Librarian   Librarian Ii   Senior Librarian   Director   Assistant Director   Children's Services Coordinator   Reference Librarian   Young Adult Librarian   Multicultural Outreach Librarian   Children's Librarian   Children's Multicultural Outreach Librarian
Reports To:	Mayor     Board   Library Director   Assistant Director   Children's Services Coordinator
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	19	\$55,800	\$58,024	\$70,913	\$64,438	\$83,723	\$99,184
Actual Incentive Paid Dollar LastYear	1	\$4,720	\$4,720	\$4,720	\$4,720	\$4,720	\$4,720
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
Springdale	87176	Full	\$99,184	\$93,349	\$116,686	\$140,023
Springdale	87176	Full	\$83,723	\$72,409	\$90,512	\$108,614
Springdale	87176	Full	\$86,045	\$64,034	\$80,043	\$96,051
Springdale	87176	Full	\$59,731	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$58,024	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$59,731	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$59,731	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$69,971	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$71,677	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$55,800	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$57,441	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$57,441	\$52,517	\$65,647	\$78,776
Bentonville	54164	Full	\$51,396	\$41,117	\$51,396	\$61,675
Bentonville	54164	Full	\$64,438	\$51,550	\$64,438	\$77,326

Bentonville	54164	Full	\$82,305	\$65,844	\$82,305	\$98,766
Bentonville	54164	Full	\$85,155	\$68,124	\$85,155	\$102,186
Bentonville	54164	Full	\$67,225	\$53,780	\$67,225	\$80,670
Bella Vista	30104	Full	\$113,900	\$91,118	\$113,897	\$136,676
Forrest City	13015	Full	\$64,438	\$51,550	\$64,438	\$77,326

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.75	\$70,913	\$59,900	\$74,875	\$89,850
45,000+	8.5	\$68,766	\$58,554	\$73,193	\$87,832
20,000 - 49,999	1	\$113,900	\$91,118	\$113,897	\$136,676
10,000 - 19,999	1	\$64,438	\$51,550	\$64,438	\$77,326

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/28/5
Exempt/non-exempt:	6/29
Bonus Eligible (Y/N):	11/29
Full/Part Time:	22/13
Number of Organizations Reporting:	3
Position Titles:	Library Assistant I   Substitute Library Assistant   Public Relations And Event Coordinator   Part Time Library Support   Cataloger   Assistant Library Director   Childrens Librarian   Circulation Manager   Aid   Children & Youth Services   Shelver   Circulation Asst   Operations Coordinator   Circulation Supervisor   Information Assistant   Circulation Clerk
Reports To:	Assistant Library Director   Library Director   Director   Assistant Director   Operations Coordinator   Circulation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	35	\$6,026	\$16,949	\$29,088	\$25,166	\$43,590	\$51,038
Actual Incentive Paid Dollar LastYear	1	\$1,694	\$1,694	\$1,694	\$1,694	\$1,694	\$1,694
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
Springdale	87176	Full	\$69,109	\$56,706	\$70,882	\$85,058
Springdale	87176	Full	\$51,038	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$42,592	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$46,142	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$43,590	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$38,002	\$35,766	\$44,707	\$53,649
Springdale	87176	Part	\$25,166	\$20,133	\$25,166	\$30,199
Springdale	87176	Part	\$25,166	\$20,133	\$25,166	\$30,199
Springdale	87176	Part	\$25,166	\$20,133	\$25,166	\$30,199
Springdale	87176	Part	\$25,166	\$20,133	\$25,166	\$30,199
Springdale	87176	Part	\$16,949	\$13,559	\$16,949	\$20,339
Springdale	87176	Part	\$16,949	\$13,559	\$16,949	\$20,339
Springdale	87176	Part	\$16,949	\$13,559	\$16,949	\$20,339

Springdale	87176	Part	\$16,949	\$13,559	\$16,949	\$20,339
Springdale	87176	Part	\$16,949	\$13,559	\$16,949	\$20,339
Springdale	87176	Part	\$16,949	\$13,559	\$16,949	\$20,339
Bella Vista	30104	Full	\$33,280	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$17,420	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$7,098	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$47,840	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$1,607	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$1,607	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$6,026	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$41,725	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$8,580	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$47,008	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Part	\$8,580	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$72,390	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$53,110	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$50,000	\$51,413	\$64,267	\$77,120
Forrest City	13015	Part	\$2,600	\$2,080	\$2,600	\$3,120
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Part	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$32,219	\$25,775	\$32,219	\$38,663

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.67	\$29,088	\$28,948	\$35,472	\$42,566
45,000+	17	\$31,287	\$26,344	\$32,930	\$39,516
20,000 - 49,999	14	\$28,305	\$35,241	\$42,269	\$50,723
10,000 - 19,999	4	\$22,485	\$17,988	\$22,485	\$26,982
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

900- Safety Loss Control 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.
Total Matches (A/M/B):	0/3/1
Exempt/non-exempt:	3/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	5/0
Number of Organizations Reporting:	4
Position Titles:	Safety/Loss Control Mgr   Hr Generalist *   Health & Safety Training Coordinator   Director Of Traffic Services And Safety
Reports To:	Human Resources Director   Chief Human Resources Officer
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	5	\$37,024	\$61,267	\$68,393	\$65,839	\$67,547	\$110,290
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
Fort Smith	89142	Full	\$67,547	\$62,004	\$77,521	\$93,017
Fort Smith	89142	Full	\$65,839	\$62,004	\$77,521	\$93,017
North Little Rock	64591	Full	\$110,290	\$88,232	\$110,290	\$132,348
Conway	64134	Full	\$61,267	\$49,014	\$61,267	\$61,267
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$68,393	\$59,323	\$74,056	\$86,330
45,000+	1.33	\$76,236	\$65,313	\$81,650	\$94,912
20,000 - 49,999	1	\$37,024	\$35,360	\$43,680	\$52,000

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.

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):	2/6/0
Exempt/non-exempt:	4/3
Bonus Eligible (Y/N):	6/3
Full/Part Time:	10/0
Number of Organizations Reporting:	8
Position Titles:	Airport Manager   Airport Ops Manager 948   Airport Director   Airport Operations Manager   Street Insp/Airport Mgr
Reports To:	Airport Director   Mayor   City Manager   Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	10	\$49,895	\$58,073	\$67,888	\$60,545	\$74,825	\$85,604
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
Springdale	87176	Full	\$52,000	\$50,423	\$63,029	\$75,635
North Little Rock	64591	Full	\$74,825	\$59,860	\$74,825	\$89,790
Conway	64134	Full	\$49,895	\$39,916	\$49,895	\$49,895
Conway	64134	Full	\$85,604	\$68,483	\$85,604	\$85,604
Bentonville	54164	Full	\$58,073	\$46,458	\$58,073	\$69,688
Hot Springs	37930	Full	\$92,830	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$73,902	\$68,640	\$85,280	\$104,000
Paragould	29537	Full	\$60,545	\$48,436	\$60,545	\$72,654
Russellville	28940	Full	\$59,450	\$47,560	\$59,450	\$71,340
Searcy	22937	Full	\$71,760	\$57,408	\$71,760	\$86,112

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

Overall	1.25	\$67,888	\$55,790	\$69,998	\$84,200
45,000+	1.25	\$64,079	\$53,028	\$66,285	\$74,122
20,000 - 49,999	1.25	\$71,697	\$58,553	\$73,711	\$94,277

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/8/0
Exempt/non-exempt:	0/23
Bonus Eligible (Y/N):	19/23
Full/Part Time:	24/1
Number of Organizations Reporting:	5
Position Titles:	Airport Line Tech Ii   Airport Line Technician   Airport Line Tech Pt   Line Attendant   Senior Line Attendant   Operations Technician   Pt Line Attendant   Ami Technician Ii   Ami Technician I   Ami Technician   Admin Asst/Lineman   Admin/Lineman   Service Line Tech   Maintenance Ii
Reports To:	Airport Operations Manager   Airport Ops Manager 948   Customer Operations Manager   Director Of Airport     Street Insp/Airport Mgr
Comments:	Previous Experience Preferred, But Not Required.

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	25	\$33,072	\$35,075	\$37,678	\$37,134	\$39,520	\$43,784
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
Springdale	87176	Full	\$41,038	\$33,672	\$42,091	\$50,508
Conway	64134	Full	\$38,669	\$30,935	\$38,669	\$38,669
Conway	64134	Full	\$38,669	\$30,935	\$38,669	\$38,669
Conway	64134	Full	\$35,075	\$28,060	\$35,075	\$35,075
Conway	64134	Part	\$31,326	\$25,061	\$31,326	\$31,326
Hot Springs	37930	Full	\$52,187	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$42,120	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$38,209	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$37,606	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$38,209	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000

Hot Springs	37930	Full	\$35,900	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$35,900	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$43,784	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$43,784	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Russellville	28940	Full	\$36,038	\$28,830	\$36,038	\$43,246
Russellville	28940	Full	\$37,134	\$29,707	\$37,134	\$44,561
Searcy	22937	Full	\$39,520	\$31,616	\$39,520	\$47,424
Searcy	22937	Full	\$39,520	\$31,616	\$39,520	\$47,424

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5	\$37,678	\$32,366	\$40,395	\$47,358
45,000+	2.5	\$36,955	\$29,733	\$37,166	\$38,849
20,000 - 49,999	6.67	\$37,859	\$33,024	\$41,203	\$49,485

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/6/0
Exempt/non-exempt:	4/2
Bonus Eligible (Y/N):	2/2
Full/Part Time:	7/0
Number of Organizations Reporting:	7
Position Titles:	Community Services Director   Director Of Animal Services   Animal Shelter Director   Animal Control Director   Director Animal Control   Animal Services Director
Reports To:	Mayor     City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	7	\$58,053	\$58,053	\$72,289	\$70,625	\$88,359	\$103,372
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
Springdale	87176	Full	\$88,359	\$80,785	\$100,981	\$121,178
North Little Rock	64591	Full	\$76,874	\$61,499	\$76,874	\$92,249
Pine Bluff	41253	Full	\$48,084	\$38,467	\$48,084	\$57,701
Texarkana	29387	Full	\$58,053	\$47,029	\$59,446	\$75,754
Russellville	28940	Full	\$70,625	\$56,500	\$70,625	\$84,750
Cabot	26569	Full	\$103,372	\$95,950	\$115,140	\$134,330
Maumelle	19251	Full	\$60,653	\$48,522	\$60,653	\$72,784

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$72,289	\$61,250	\$75,972	\$91,249
45,000+	1	\$82,617	\$71,142	\$88,928	\$106,713
20,000 - 49,999	1	\$70,034	\$59,487	\$73,324	\$88,134
10,000 - 19,999	1	\$60,653	\$48,522	\$60,653	\$72,784



**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/32/0
Exempt/non-exempt:	2/22
Bonus Eligible (Y/N):	12/21
Full/Part Time:	32/1
Number of Organizations Reporting:	15
Position Titles:	Animal Control Officer   Animal Services Supervisor   Animal Control Field Officer   Animal Welfare Officer   Animal Control Officer/Lead   Animal Services Coordinator   Lead Animal Control Officer   Animal Control Supervisor   Animal Control Officer II   Animal Control Officer I
Reports To:	Animal Control Supervisor   Sergeant     Police Chief   Animal Welfare Manager   Police Lieutenant   Animal Services Supervisor   Public Works Director   Animal Control Director   Director Of Animal Control   Animal Services Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	33	\$32,693	\$33,280	\$39,094	\$39,613	\$43,118	\$46,948
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
Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$42,451	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$42,451	\$39,954	\$49,942	\$59,931
North Little Rock	64591	Full	\$44,712	\$38,624	\$46,948	\$57,065
North Little Rock	64591	Full	\$46,948	\$38,624	\$46,948	\$57,065
North Little Rock	64591	Full	\$42,583	\$38,624	\$46,948	\$57,065
North Little Rock	64591	Full	\$38,624	\$38,624	\$46,948	\$57,065
North Little Rock	64591	Full	\$57,065	\$38,624	\$46,948	\$57,065
North Little Rock	64591	Full	\$46,948	\$38,624	\$46,948	\$57,065
Conway	64134	Full	\$38,782	\$31,026	\$38,782	\$38,782
Conway	64134	Full	\$38,782	\$31,026	\$38,782	\$38,782

Conway	64134	Full	\$38,782	\$31,026	\$38,782	\$38,782
Bentonville	54164	Full	\$43,118	\$34,494	\$43,118	\$51,742
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$36,532	\$29,226	\$36,532	\$43,838
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720
Bella Vista	30104	Full	\$42,203	\$32,993	\$38,815	\$46,578
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Texarkana	29387	Full	\$39,062	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$31,054	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$44,128	\$35,302	\$44,128	\$52,954
Russellville	28940	Full	\$42,963	\$34,370	\$42,963	\$51,556
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Searcy	22937	Full	\$34,257	\$27,406	\$34,257	\$41,108
Maumelle	19251	Full	\$39,613	\$31,690	\$39,613	\$47,536
Blytheville	13406	Full	\$29,775	\$23,820	\$29,775	\$30,966
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936
Forrest City	13015	Part	\$13,520	\$10,816	\$13,520	\$16,224
Batesville	11191	Full	\$33,093	\$26,474	\$33,093	\$39,712

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.2	\$39,094	\$32,758	\$40,489	\$47,929
45,000+	3.5	\$43,118	\$37,081	\$45,780	\$53,586
20,000 - 49,999	2	\$38,370	\$31,605	\$38,995	\$46,934
10,000 - 19,999	1.25	\$29,856	\$23,885	\$29,856	\$34,875
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/6/0
Exempt/non-exempt:	0/6
Bonus Eligible (Y/N):	4/6
Full/Part Time:	7/0
Number of Organizations Reporting:	6
Position Titles:	Animal Control Supervisor   Animal Services Manager   Animal Services Supervisor   Field Services Supervisor   Animal Welfare Manager   Kennel Supervisor
Reports To:	Mayor     Community Services Director   Police Chief   Police Lieutenant   Animal Services Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	7	\$42,203	\$42,203	\$50,857	\$47,000	\$61,267	\$71,323
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
Conway	64134	Full	\$61,267	\$49,014	\$61,267	\$61,267
Bentonville	54164	Full	\$71,323	\$57,058	\$71,323	\$85,588
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Texarkana	29387	Full	\$37,045	\$26,998	\$32,344	\$39,374
Cabot	26569	Full	\$51,959	\$45,450	\$50,175	\$58,500
Cabot	26569	Full	\$47,000	\$45,450	\$50,175	\$58,500
Batesville	11191	Full	\$45,204	\$36,163	\$45,204	\$54,245

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.17	\$50,857	\$42,808	\$51,487	\$59,685	
45,000+	1	\$66,295	\$53,036	\$66,295	\$73,427	
20,000 - 49,999	1.33	\$44,552	\$39,355	\$45,654	\$54,174	
10,000 - 19,999	1	\$45,204	\$36,163	\$45,204	\$54,245	

**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	12/18/1
Exempt/non-exempt:	0/35
Bonus Eligible (Y/N):	20/35
Full/Part Time:	37/0
Number of Organizations Reporting:	10
Position Titles:	Animal Services Officer   Kennel Tech   Groundskeeper   Animal Services Warden *   Supervisor - Animal Services *   Animal Control   Animal Control Officer   Animal Technician   Animal Caretaker   Kennel Technician
Reports To:	Field Services Supervisor   Animal Welfare Manager   Supervisor - Animal Services   Police Captain   Assistant Police Chief   Animal Service Supervisor   Animal Services Supervisor   Director Of Animal Control   Animal Services Director
Comments:	Does Not Go Out Into The Field Or Issue Citations Like Animal Welfare Officers   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	37	\$30,966	\$32,489	\$36,122	\$34,755	\$39,707	\$43,038
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
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$43,264	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$36,884	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$36,884	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$36,829	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$36,829	\$33,672	\$42,091	\$50,508

Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Bentonville	54164	Full	\$38,064	\$30,451	\$38,064	\$45,677
Bentonville	54164	Full	\$38,084	\$30,467	\$38,084	\$45,701
Hot Springs	37930	Full	\$33,009	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$32,489	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$32,489	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Texarkana	29387	Full	\$28,226	\$25,064	\$29,266	\$35,610
Russellville	28940	Full	\$30,966	\$24,773	\$30,966	\$37,159
Russellville	28940	Full	\$30,966	\$24,773	\$30,966	\$37,159
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$45,120	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$43,038	\$40,400	\$46,460	\$52,520
Maumelle	19251	Full	\$33,850	\$27,080	\$33,850	\$40,620
Maumelle	19251	Full	\$32,950	\$26,360	\$32,950	\$39,540
Maumelle	19251	Full	\$31,172	\$24,938	\$31,172	\$37,406
Maumelle	19251	Full	\$30,336	\$24,269	\$30,336	\$36,403
Harrison	13069	Full	\$41,995	\$41,995	\$41,995	\$41,995

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.7	\$36,122	\$32,940	\$40,676	\$47,906
45,000+	5	\$37,696	\$35,181	\$43,975	\$51,726
20,000 - 49,999	3	\$34,358	\$30,877	\$37,935	\$45,171
10,000 - 19,999	2.5	\$34,061	\$28,928	\$34,061	\$39,193

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

907- Building/Maintenance Supervisor

Job Description:	Oversee day to day operations with custodians and maintenance employees. Schedule employees and their work, purchase materials (including taking bids) and make sure the buildings and facilities are maintained. Provide direction as to work assignments, how to complete assignments and purpose of assignments. Perform employee evaluations. Evaluate jobs, decide if it is an in house project or bid it out if needed. May be on call 24 hours a day.
Total Matches (A/M/B):	2/12/0
Exempt/non-exempt:	3/8
Bonus Eligible (Y/N):	5/8
Full/Part Time:	13/0
Number of Organizations Reporting:	10
Position Titles:	Building Maintenance   Maintenance Manager   Manager   Bldg Maint Supervisor   Building Maintenance Supervisor   Maintenance Supt.   Maintenance Tech   Maint. Dept Head   Maintenance Supervisor/Admin   Building Maintenance Manager   Assistant Maintenance Manager   Maintenance Supervisor
Reports To:	Maintenance Supervisor     Mayor   Director Of Public Works   Chief Of Staff   Parks Superintendent   City Manager   Building Manager   Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	13	\$40,350	\$50,749	\$55,040	\$51,500	\$62,364	\$71,344
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
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
Springdale	87176	Full	\$62,364	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$58,024	\$54,611	\$68,264	\$81,917
North Little Rock	64591	Full	\$60,474	\$48,379	\$60,474	\$72,569
Conway	64134	Full	\$51,500	\$41,200	\$51,500	\$51,500
Pine Bluff	41253	Full	\$50,749	\$40,599	\$50,749	\$60,899
Texarkana	29387	Full	\$71,344	\$56,451	\$71,344	\$90,834
Texarkana	29387	Full	\$63,565	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$44,179	\$34,902	\$41,891	\$50,939
Russellville	28940	Full	\$40,350	\$32,280	\$40,350	\$48,420
Cabot	26569	Full	\$50,773	\$42,420	\$48,300	\$54,600
Searcy	22937	Full	\$76,000	\$60,800	\$76,000	\$91,200
Maumelle	19251	Full	\$50,839	\$40,671	\$50,839	\$61,007



Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
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Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.3	\$55,040	\$44,627	\$55,397	\$66,219
45,000+	1.33	\$58,091	\$49,177	\$61,471	\$71,190
20,000 - 49,999	1.4	\$56,709	\$44,926	\$55,440	\$67,521
10,000 - 19,999	1	\$43,100	\$34,480	\$43,100	\$51,719
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	19/37/3
Exempt/non-exempt:	4/53
Bonus Eligible (Y/N):	20/53
Full/Part Time:	51/6
Number of Organizations Reporting:	11
Position Titles:	Building/Maintenance Worker   Construction Laborer Ii   Construction Laborer   Maintenance Specialist I   Custodian Ii   Custodian Ii   Maintenance Spec Ii   Maintenance Spec I   Maintenance   Maintenance/Receptionist   Receptionist   Custodian - Parks #1   Bldg Maint Operator Iii/Cdl   Bldg Maint Operator Ii/Cdl   Custodian   Custodian - Parks #2   Maintenance Operator   Janitor   Aquatics Maintenance   Parks & Rec Employee   Parks Pool Maintenance   Building Maintenance   Maintenance Ii   Maintenance I/Admin   Maintenance/Grounds   Property Maintenance Technician   Maintenance Supervisor   Maintenance Techncian   Lead Janitor   Facility Mainenance   Housekeeping
Reports To:	Hr/Personnel Director   Community Services Director   Police Major Support Division   Crew Leader Pp     Civic Center Manager   Parks Director   Office Administrator - Parks   Director Of Public Works   Office Administrator   City Clerk/Treasurer   Office Adminstrator   Bldg Maint Supervisor/Cdl   Police Captain   Manager-Mayor's Office   Mayor   Parks Asst Director Maintenance   Parks Asst Director Comm Cntr   Maintenance Supervisor/Admin   Public Works Director   Museum Director   Facilities Manager   Senior Center Director   Services Captain   Building Manager   Police Chief
Comments:	Custodian Duties Only   14.3   15.50/Hr

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	57	\$14,869	\$28,766	\$33,660	\$35,318	\$39,119	\$44,179
Actual Incentive Paid Dollar LastYear	2	\$360	\$360	\$420	\$360	\$480	\$480
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
Springdale	87176	Full	\$39,119	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$42,472	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$35,464	\$31,578	\$39,350	\$47,121
Springdale	87176	Full	\$36,435	\$31,578	\$39,350	\$47,121
Springdale	87176	Full	\$35,464	\$31,578	\$39,350	\$47,121

Springdale	87176	Full	\$50,296	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$32,550	\$31,578	\$39,350	\$47,121
Springdale	87176	Full	\$32,550	\$31,578	\$39,350	\$47,121
Springdale	87176	Part	\$12,157	\$9,726	\$12,157	\$14,588
Springdale	87176	Part	\$12,157	\$9,726	\$12,157	\$14,588
Conway	64134	Full	\$36,771	\$29,417	\$36,771	\$36,771
Conway	64134	Full	\$36,771	\$29,417	\$36,771	\$36,771
Conway	64134	Full	\$35,914	\$28,731	\$35,914	\$35,914
Conway	64134	Full	\$35,914	\$28,731	\$35,914	\$35,914
Conway	64134	Full	\$35,760	\$28,608	\$35,760	\$35,760
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Paragould	29537	Full	\$38,188	\$30,550	\$38,188	\$45,826
Paragould	29537	Full	\$48,547	\$38,838	\$48,547	\$58,256
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Part	\$10,665	\$8,532	\$10,665	\$12,798
Paragould	29537	Part	\$10,665	\$8,532	\$10,665	\$12,798
Texarkana	29387	Full	\$44,179	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$48,381	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$44,179	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$39,562	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$36,462	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,648	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$35,318	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$32,344	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$31,179	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$28,766	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$28,766	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$36,872	\$29,498	\$36,872	\$44,246
Cabot	26569	Full	\$42,981	\$36,360	\$40,905	\$45,450
Cabot	26569	Full	\$42,000	\$34,340	\$38,632	\$42,925
Cabot	26569	Full	\$42,000	\$36,360	\$40,905	\$45,450
Van Buren	23218	Full	\$29,836	\$23,869	\$29,836	\$35,803
Van Buren	23218	Full	\$59,989	\$47,991	\$59,989	\$71,987
Van Buren	23218	Full	\$39,655	\$31,724	\$39,655	\$47,586
Maumelle	19251	Full	\$30,160	\$24,128	\$30,160	\$36,192
Maumelle	19251	Full	\$36,549	\$29,239	\$36,549	\$43,859
Maumelle	19251	Full	\$35,285	\$28,228	\$35,285	\$42,342
Maumelle	19251	Part	\$14,869	\$11,895	\$14,869	\$17,843
Maumelle	19251	Full	\$30,160	\$24,128	\$30,160	\$36,192
Maumelle	19251	Full	\$32,240	\$25,792	\$32,240	\$38,688

Maumelle	19251	Part	\$14,869	\$11,895	\$14,869	\$17,843
Maumelle	19251	Full	\$32,240	\$25,792	\$32,240	\$38,688
Maumelle	19251	Full	\$32,240	\$25,792	\$32,240	\$38,688
Blytheville	13406	Full	\$25,334	\$20,267	\$25,334	\$26,347
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.18	\$33,660	\$27,594	\$33,995	\$39,875
45,000+	8	\$34,034	\$28,584	\$35,692	\$40,101
20,000 - 49,999	4.6	\$36,947	\$30,462	\$36,854	\$44,190
10,000 - 19,999	4.5	\$29,126	\$23,048	\$28,834	\$34,159
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

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.
Total Matches (A/M/B):	1/16/2
Exempt/non-exempt:	6/15
Bonus Eligible (Y/N):	6/15
Full/Part Time:	22/0
Number of Organizations Reporting:	13
Position Titles:	Purchasing/ Pw Shop Supervisor   Lead Mechanic   Support Services Coordinator   Fleet Manager   Fleet & Facilities Sup   Fleet & Facilities Mgr   Foreman   Fleet Coordinator - Police *   Supervisor - Transit Maintenance *   Supervisor - Solid Waste Fleet Maintenance *   Supervisor - Utility Fleet Maintenance *   Manager - Solid Waste Fleet Maintenance *   Fleet Services Director   Shop Manager   Fleet Maint Supervisor/Cdl   Shop Foreman   Director Of Vehicle Maintenance   Fleet Superintendent   Mechanic Supervisor   Shop Supervisor   Property And Vehichle Maintenance Supervisor
Reports To:	Mayor   Street Director   Police Sergeant   Police Major Support Division   Fleet & Facilites Manager   Sanitation Director   Public Works Director   Sergeant   Superintendent - Transit   Manager - Solid Waste Fleet Maintenance   Program Manager - Utility Business Operations & Logistics   Deputy Director, Solid Waste   Finance Director   Fleet Services Director   Director Of Public Works   Assistant Director     Sergeant/Services   Services Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	22	\$44,012	\$55,615	\$62,504	\$61,024	\$67,683	\$75,774
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
Fort Smith	89142	Full	\$44,012	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$66,688	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$63,148	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$57,761	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$71,024	\$66,268	\$82,825	\$99,403
Springdale	87176	Full	\$64,605	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$65,456	\$59,846	\$74,807	\$89,769

North Little Rock	64591	Full	\$91,042	\$72,834	\$91,042	\$109,250
Conway	64134	Full	\$66,072	\$52,858	\$66,072	\$66,072
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374
Conway	64134	Full	\$71,220	\$56,976	\$71,220	\$71,220
Hot Springs	37930	Full	\$104,249	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$67,683	\$64,480	\$79,040	\$97,760
Sherwood	32731	Full	\$75,774	\$60,619	\$75,774	\$90,929
Texarkana	29387	Full	\$49,546	\$39,166	\$49,546	\$63,336
Russellville	28940	Full	\$55,418	\$44,334	\$55,418	\$66,502
Cabot	26569	Full	\$61,024	\$50,500	\$59,337	\$68,175
Cabot	26569	Full	\$40,000	\$38,380	\$43,177	\$47,975
Maumelle	19251	Full	\$55,615	\$44,492	\$55,615	\$66,738
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Batesville	11191	Full	\$55,752	\$44,602	\$55,752	\$66,902

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.69	\$62,504	\$51,780	\$64,460	\$76,633
45,000+	2.75	\$65,400	\$55,877	\$69,844	\$80,259
20,000 - 49,999	1.4	\$64,813	\$52,600	\$64,830	\$81,708
10,000 - 19,999	1	\$50,498	\$39,080	\$49,006	\$57,783

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/24/3
Exempt/non-exempt:	4/31
Bonus Eligible (Y/N):	14/31
Full/Part Time:	35/1
Number of Organizations Reporting:	13
Position Titles:	Mechanic   Fleet Maintenance Mechanic Ii   Fleet Maint Tech Adv   Heavy Eqpt Mechanic Iii   Hvy Eqpt Mechanic Iii   Hvy Eqpt Mechanic Ii   Hvy Eqpt Mechanic Ii San   Heavy Equip. Mech.Ii   Diesel Mechanic   Heavy Equipment Mechanic - Transit *   Chief Mechanic - Solid Waste Fleet Maintenance (2Nd Shift) *   Chief Mechanic - Utility Fleet Maintenance *   Emergency Vehicle Technician *   Lead Mechanic   Fleet Mechanic - Tech Ii   Sr. Fleet Mechanic   Fleet Service Writer   Fleet Maint Mechanic Lead - Cdl   Technician Iii   Street Worker
Reports To:	Pw Shop Supervisor   Public Works Director   Lead Mechanic     Fleet & Facilities Supervisor Or Manager   Asst. Street Superintendent   Supervisor - Transit Maintenance   Manager - Solid Waste Fleet Maintenance   Supervisor - Utility Fleet Maintenance   Assistant Fire Chief   Chief Operations Officer / City Engineer   Fleet Services Director   Director Of Public Works   Assistant Chief   Fleet Manager   Shop Supervisor   Street Department Director
Comments:	Marked As Less To Prevent Heavy Equipment Iii And Heavy Equipment Ii From Being Considered To Match Each Other. Heavy Equipment Iii Is A Step Above Heavy Equipment Ii.   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	36	\$38,563	\$42,527	\$50,473	\$51,355	\$56,711	\$66,040
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
Fort Smith	89142	Full	\$45,760	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Part	\$21,898	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$46,924	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$51,355	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$57,865	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$55,640	\$48,193	\$60,257	\$72,300
Springdale	87176	Full	\$70,570	\$52,517	\$65,647	\$78,776

Springdale	87176	Full	\$61,454	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$58,302	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$52,418	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$52,418	\$44,142	\$55,177	\$66,213
North Little Rock	64591	Full	\$64,754	\$40,628	\$51,292	\$64,754
Conway	64134	Full	\$69,991	\$55,993	\$69,991	\$69,991
Conway	64134	Full	\$55,029	\$44,023	\$55,029	\$55,029
Conway	64134	Full	\$55,029	\$44,023	\$55,029	\$55,029
Conway	64134	Full	\$52,133	\$41,706	\$52,133	\$52,133
Conway	64134	Full	\$52,133	\$41,706	\$52,133	\$52,133
Conway	64134	Full	\$52,133	\$41,706	\$52,133	\$52,133
Hot Springs	37930	Full	\$43,451	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$43,451	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$42,120	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$36,379	\$29,120	\$41,600	\$49,920
Sherwood	32731	Full	\$56,721	\$45,377	\$56,721	\$68,065
Sherwood	32731	Full	\$67,308	\$53,846	\$67,308	\$80,770
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Van Buren	23218	Full	\$40,878	\$32,702	\$40,878	\$49,054
Van Buren	23218	Full	\$56,711	\$45,369	\$56,711	\$68,053
Maumelle	19251	Full	\$42,527	\$34,022	\$42,527	\$51,032
Blytheville	13406	Full	\$39,305	\$31,444	\$39,305	\$40,877
Harrison	13069	Full	\$66,040	\$66,040	\$66,040	\$66,040
Harrison	13069	Full	\$49,296	\$49,296	\$49,296	\$49,296
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Batesville	11191	Full	\$47,923	\$38,338	\$47,923	\$57,508
Batesville	11191	Full	\$38,563	\$30,850	\$38,563	\$46,276

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.77	\$50,473	\$43,128	\$53,041	\$61,043
45,000+	4.75	\$53,827	\$45,672	\$57,119	\$65,168
20,000 - 49,999	2.5	\$47,324	\$40,489	\$50,312	\$60,342
10,000 - 19,999	1.4	\$45,871	\$39,992	\$45,871	\$50,851

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/26/1
Exempt/non-exempt:	1/30
Bonus Eligible (Y/N):	11/30
Full/Part Time:	38/0
Number of Organizations Reporting:	12
Position Titles:	Fleet Maintenance Mechanic I   Fleet Main Tech Entry   Heavy Eqpy Mechanic I   Heavy Equip Mechanic 1   Asst. Diesel Mechanic   Heavy Equipment Mechanic - Solid Waste *   Heavy Equipment Mechanic - Solid Waste (2Nd Shift) *   Heavy Equipment Mechanic - Utilities *   Supply Assistant   Apprentice Mechanic - Tech I   Supply Supervisor   Fleet Mechanic   Apprentice Fleet Mechanic   Supply Clerk   Apprentice Fleet Technician   Fleet Maint Mechanic I   Shop Mechanic   Technician I   Technician Ii   Mechanic   Plant Maint Tech   Plant Maint Tech 2   Services Support Communications Tech
Reports To:	Public Works Director   Police Major Support Division   Fleet & Facilities Supervisor Or Manager   Manager - Solid Waste Fleet Maintenance   Supervisor - Utility Fleet Maintenance   Fleet Services Director   Director Of Public Works   Fleet Maint Supervisor   Foreman     Asst Director Sanitation   Plant Maintenance Supervisor   Services Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	38	\$34,320	\$38,563	\$45,689	\$43,846	\$52,291	\$58,655
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
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,760	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$52,291	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$44,116	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Rogers	69908	Full	\$52,000	\$47,174	\$58,968	\$69,492
Rogers	69908	Full	\$57,824	\$50,502	\$63,107	\$75,732
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$62,585	\$39,266	\$49,573	\$62,585
Conway	64134	Full	\$49,738	\$39,790	\$49,738	\$49,738
Conway	64134	Full	\$49,237	\$39,390	\$49,237	\$49,237
Conway	64134	Full	\$49,237	\$39,390	\$49,237	\$49,237
Hot Springs	37930	Full	\$33,009	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$36,379	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,120	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$35,817	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$35,817	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Paragould	29537	Full	\$46,800	\$37,440	\$46,800	\$56,160
Texarkana	29387	Full	\$67,288	\$47,029	\$59,446	\$75,754
Searcy	22937	Full	\$56,264	\$45,011	\$56,264	\$67,517
Searcy	22937	Full	\$57,678	\$46,142	\$57,678	\$69,214
Searcy	22937	Full	\$53,560	\$42,848	\$53,560	\$64,272
Maumelle	19251	Full	\$38,563	\$30,850	\$38,563	\$46,276
Maumelle	19251	Full	\$34,879	\$27,903	\$34,879	\$41,855
Blytheville	13406	Full	\$28,974	\$23,179	\$28,974	\$30,132
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain Home	12825	Full	\$46,654	\$36,275	\$45,781	\$51,043

**Averages by Population Group**

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.17	\$45,689	\$38,053	\$48,206	\$57,297
45,000+	5	\$48,871	\$41,301	\$51,722	\$61,102
20,000 - 49,999	3.25	\$44,261	\$36,485	\$47,298	\$57,289
10,000 - 19,999	1.25	\$36,678	\$29,133	\$36,503	\$42,098

**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/4/0
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	5/2
Full/Part Time:	5/0
Number of Organizations Reporting:	2
Position Titles:	Horticulturist   Maintenance Specialist/Horticulture
Reports To:	Building Maintenance Supervisor   Landscape Foreman
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	5	\$47,680	\$48,713	\$50,985	\$48,713	\$52,015	\$57,803
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
Springdale	87176	Full	\$47,680	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$52,015	\$46,236	\$57,795	\$69,353
Bentonville	54164	Full	\$57,803	\$46,242	\$57,803	\$69,364
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456
Bentonville	54164	Full	\$48,713	\$38,970	\$48,713	\$58,456

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.5	\$50,985	\$43,331	\$54,164	\$64,996
45,000+	2.5	\$50,985	\$43,331	\$54,164	\$64,996

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/11/1
Exempt/non-exempt:	3/9
Bonus Eligible (Y/N):	10/9
Full/Part Time:	17/0
Number of Organizations Reporting:	10
Position Titles:	Landscape/Cemetery Supervisor   Parks & Recreation Planner   Parks Foreman   Grounds Supervisor   Pest Control Office/Training Officer   Supervisor - Utility Grounds Maintenance *   Building And Grounds Foreman   Building And Grounds Supervisor/Safety Officer   Transit Field Supervisor   Prop Maintenance Supervisor   Urban Forester Supervisor   Grounds Maint Supervisor/Cdl   General Parks Supervisor   Landscape Foreman
Reports To:	Mayor     Crew Leader Pp   Public Works Director   Program Manager - Utility Easement & Station Maintenance   Chief Operations Officer / City Engineer   Intracity Transit Director   Urban Forester   Director Of Public Works
Comments:	Sends Notices To Citizens When Grass Is Too High. Prepares Reports For Liens   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	17	\$46,072	\$46,966	\$56,271	\$55,800	\$62,611	\$67,704
Actual Incentive Paid Dollar LastYear	1	\$3,592	\$3,592	\$3,592	\$3,592	\$3,592	\$3,592
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
Fort Smith	89142	Full	\$61,524	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$55,800	\$52,517	\$65,647	\$78,776
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
Conway	64134	Full	\$46,786	\$37,429	\$46,786	\$46,786
Bentonville	54164	Full	\$80,454	\$64,363	\$80,454	\$96,545
Bentonville	54164	Full	\$67,704	\$54,163	\$67,704	\$81,245
Bentonville	54164	Full	\$61,630	\$49,304	\$61,630	\$73,956
Bentonville	54164	Full	\$59,342	\$47,474	\$59,342	\$71,210
Hot Springs	37930	Full	\$47,548	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$46,072	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$46,072	\$43,680	\$54,080	\$66,560

Hot Springs	37930	Full	\$49,046	\$43,680	\$54,080	\$66,560
Maumelle	19251	Full	\$50,090	\$40,072	\$50,090	\$60,108
Harrison	13069	Full	\$46,966	\$46,966	\$46,966	\$46,966
Harrison	13069	Full	\$62,900	\$62,900	\$62,900	\$62,900
Forrest City	13015	Full	\$45,760	\$36,608	\$45,760	\$54,912
Batesville	11191	Full	\$66,300	\$53,040	\$66,300	\$79,560

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.7	\$56,271	\$47,949	\$58,112	\$68,358
45,000+	1.6	\$61,981	\$50,102	\$62,446	\$73,925
20,000 - 49,999	4	\$47,185	\$43,680	\$54,080	\$66,560
10,000 - 19,999	1.25	\$54,403	\$47,917	\$54,403	\$60,889
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	2/17/3
Exempt/non-exempt:	1/7
Bonus Eligible (Y/N):	22/7
Full/Part Time:	25/0
Number of Organizations Reporting:	7
Position Titles:	Landscape Lead   Crew Leader - Parks   Parks Maintenance Worker Iii   Grounds Maintenance Lead   Supervisor   Groundskeeper Lead   Greenhouse Coordinator   Grounds Crew Leader I   Facilities Operations Manager   Grounds Maint Sr   Maintenance Superintendent   Project Manager   Maintenance Crew Lead   Comm. Serv. Supervisor
Reports To:	Landscape Supervisor     Public Works Director   Pest Control Officer   Distribution Supervisor   Parks And Trails Director   Utilities Director   Grounds Maint Supervisor/Cdl
Comments:	Treat Water To Decrease Mosquitoes

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	25	\$36,400	\$38,084	\$43,468	\$39,395	\$47,236	\$55,244
Actual Incentive Paid Dollar LastYear	1	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
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
Bentonville	54164	Full	\$55,244	\$44,195	\$55,244	\$66,293
Bentonville	54164	Full	\$47,236	\$37,789	\$47,236	\$56,683
Bentonville	54164	Full	\$47,465	\$37,972	\$47,465	\$56,958
Bentonville	54164	Full	\$48,630	\$38,904	\$48,630	\$58,356
Bentonville	54164	Full	\$43,742	\$34,994	\$43,742	\$52,490
Bentonville	54164	Full	\$45,489	\$36,391	\$45,489	\$54,587
Bentonville	54164	Full	\$48,651	\$38,921	\$48,651	\$58,381
Bentonville	54164	Full	\$38,958	\$31,166	\$38,958	\$46,750
Bentonville	54164	Full	\$40,456	\$32,365	\$40,456	\$48,547
Bentonville	54164	Full	\$39,395	\$31,516	\$39,395	\$47,274
Bentonville	54164	Full	\$39,228	\$31,382	\$39,228	\$47,074

Bentonville	54164	Full	\$38,084	\$30,467	\$38,084	\$45,701
Bentonville	54164	Full	\$38,064	\$30,451	\$38,064	\$45,677
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$81,161	\$68,640	\$85,280	\$104,000
Searcy	22937	Full	\$58,656	\$46,925	\$58,656	\$70,387
Searcy	22937	Full	\$38,480	\$30,784	\$38,480	\$46,176
Searcy	22937	Full	\$38,480	\$30,784	\$38,480	\$46,176
Searcy	22937	Full	\$44,720	\$35,776	\$44,720	\$53,664
Maumelle	19251	Full	\$39,634	\$31,707	\$39,634	\$47,561
Blytheville	13406	Full	\$33,908	\$27,126	\$33,908	\$35,264
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Batesville	11191	Full	\$37,523	\$30,018	\$37,523	\$45,028

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.57	\$43,468	\$35,261	\$44,175	\$52,892
45,000+	13	\$43,896	\$35,116	\$43,896	\$52,675
20,000 - 49,999	3.5	\$48,199	\$40,221	\$50,722	\$61,223
10,000 - 19,999	1.25	\$35,733	\$28,690	\$35,733	\$41,794

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/50/3
Exempt/non-exempt:	3/40
Bonus Eligible (Y/N):	37/40
Full/Part Time:	61/1
Number of Organizations Reporting:	11
Position Titles:	Landscape Operator/Laborer   Landscape Laborer   Parks Maintenance Worker I   Parks Maintenance Worker Ii   Grounds Maintenance Laborer   Grounds Keeper   Groundskeeper Pw   Maintenance   Groundskeeper   Grounds Maintenance Person *   Building And Grounds Operator Ii   Maintenance Worker   Landscape/Maintenance Worker   Maintenance Technician   Property Maintenance Technician   Rain Garden Maintenance Worker   Groundskeeper/Maintenance Worker   Laborer I   Grounds Maint Operator I   Maintenance I   Maintenance Ii   Landscape Maintenance
Reports To:	Landscape Supervisor     Public Works Director   Grounds Supervisor Pp   Parks Director   Groundskeeper Lead   Supervisor - Utility Grounds Maintenance   Building And Grounds Foreman   Parks And Trails Director   Property Maintenance Supervisor   Stormwater Manager   Utilities Director   Grounds Maint Lead/Cdl   Grounds Maintenance Lead/Sr   Landscape Foreman
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	62	\$29,120	\$31,990	\$32,977	\$32,760	\$34,755	\$35,777
Actual Incentive Paid Dollar LastYear	2	\$338	\$338	\$1,069	\$338	\$1,800	\$1,800
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
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508



Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$32,739	\$26,191	\$32,739	\$39,287
Bentonville	54164	Full	\$33,737	\$26,990	\$33,737	\$40,484
Bentonville	54164	Full	\$35,318	\$28,254	\$35,318	\$42,382
Bentonville	54164	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hot Springs	37930	Full	\$32,489	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Searcy	22937	Full	\$36,400	\$29,120	\$36,400	\$43,680
Searcy	22937	Full	\$35,360	\$28,288	\$35,360	\$42,432
Searcy	22937	Full	\$35,880	\$28,704	\$35,880	\$43,056
Searcy	22937	Full	\$33,800	\$27,040	\$33,800	\$40,560
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$33,280	\$26,624	\$33,280	\$39,936
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Maumelle	19251	Full	\$39,484	\$31,587	\$39,484	\$47,381
Maumelle	19251	Part	\$14,869	\$11,895	\$14,869	\$17,843
Maumelle	19251	Full	\$33,529	\$26,823	\$33,529	\$40,235
Maumelle	19251	Full	\$33,304	\$26,643	\$33,304	\$39,965
Maumelle	19251	Full	\$33,314	\$26,651	\$33,314	\$39,977
Maumelle	19251	Full	\$31,200	\$24,960	\$31,200	\$37,440
Maumelle	19251	Full	\$31,200	\$24,960	\$31,200	\$37,440

Blytheville	13406	Full	\$25,459	\$20,367	\$25,459	\$26,477
Harrison	13069	Full	\$43,846	\$43,846	\$43,846	\$43,846
Harrison	13069	Full	\$43,846	\$43,846	\$43,846	\$43,846
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$28,080	\$25,480	\$28,080	\$33,696
Batesville	11191	Full	\$36,400	\$29,120	\$36,400	\$43,680
Batesville	11191	Full	\$32,552	\$26,042	\$32,552	\$39,062
Batesville	11191	Full	\$29,994	\$23,995	\$29,994	\$35,993
Batesville	11191	Full	\$30,056	\$24,045	\$30,056	\$36,067
Batesville	11191	Full	\$33,093	\$26,474	\$33,093	\$39,712

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.64	\$32,977	\$28,348	\$35,172	\$41,643
45,000+	6.5	\$34,033	\$29,857	\$37,322	\$43,986
20,000 - 49,999	8	\$33,078	\$28,522	\$36,238	\$43,953
10,000 - 19,999	4	\$31,523	\$26,246	\$31,523	\$36,747

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

916- Signal Repair Technician - Senior

Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	0/6/2
Exempt/non-exempt:	2/5
Bonus Eligible (Y/N):	2/5
Full/Part Time:	8/0
Number of Organizations Reporting:	7
Position Titles:	Signal Repair Technician - Senior   Traffic Signal Manager   Supervisor - Traffic Control *   Chief Signal Technician   Signal Light Superintendent   Traffic Superintendent   Signalization Supervisor   Signalization Foreman
Reports To:	Public Works Director   Engineering Director   Manager - Traffic Control     Street Department Director   Director Of Public Works   Signalization Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	8	\$53,439	\$53,439	\$63,655	\$59,450	\$72,289	\$84,168
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
Fort Smith	89142	Full	\$59,450	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$80,043	\$64,034	\$80,043	\$96,051
Springdale	87176	Full	\$63,029	\$52,517	\$65,647	\$78,776
North Little Rock	64591	Full	\$84,168	\$55,138	\$67,021	\$84,168
Conway	64134	Full	\$72,289	\$57,831	\$72,289	\$72,289
Pine Bluff	41253	Full	\$54,921	\$43,937	\$54,921	\$65,905
Russellville	28940	Full	\$53,439	\$42,751	\$53,439	\$64,127
Blytheville	13406	Full	\$41,900	\$33,520	\$41,900	\$43,576

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$63,655	\$50,406	\$62,769	\$73,145
45,000+	1.25	\$71,796	\$56,608	\$70,378	\$82,310

20,000 - 49,999	1	\$54,180	\$43,344	\$54,180	\$65,016
10,000 - 19,999	1	\$41,900	\$33,520	\$41,900	\$43,576

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/4/2
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	1/5
Full/Part Time:	6/0
Number of Organizations Reporting:	4
Position Titles:	Traffic Signal Specialist *   Signal Light Technician   Traffic Tech   Facilities Super
Reports To:	Supervisor - Traffic Control   Street Department Director   Director Of Public Works
Comments:	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	6	\$39,707	\$39,707	\$42,880	\$39,707	\$44,875	\$52,000
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
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Pine Bluff	41253	Full	\$43,540	\$34,832	\$43,540	\$52,248
Russellville	28940	Full	\$44,875	\$35,900	\$44,875	\$53,850
Russellville	28940	Full	\$37,451	\$29,961	\$37,451	\$44,941
Searcy	22937	Full	\$52,000	\$41,600	\$52,000	\$62,400

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$42,880	\$36,951	\$46,187	\$55,423
45,000+	2	\$39,707	\$39,707	\$49,628	\$59,550
20,000 - 49,999	1.33	\$44,467	\$35,573	\$44,467	\$53,360

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

918- Signal Technician II

Job Description:	Installs solid state electronic traffic devices and replaces defective traffic signals at various street locations; provides supervision to Signal Technicians I; requires completion of high school or vocational school, including training in basic electrical wiring; two (2) years of experience in the installation of electrical and electronic devices; one (1) year of supervisory experience; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for duration of employment in this position.
Total Matches (A/M/B):	1/5/0
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	4/5
Full/Part Time:	6/0
Number of Organizations Reporting:	3
Position Titles:	Traffic Signal Tech Iii   Signal Systems Technician   Signalization Technician
Reports To:	Traffic Signal Manager     Signalization Foreman
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	6	\$53,575	\$53,575	\$142,268	\$53,575	\$68,355	\$564,605
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
Springdale	87176	Full	\$564,605	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$53,575	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$53,575	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$50,423	\$50,423	\$63,029	\$75,635
North Little Rock	64591	Full	\$68,355	\$45,483	\$55,285	\$68,356
Conway	64134	Full	\$63,074	\$50,459	\$63,074	\$63,074

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$142,268	\$49,606	\$61,746	\$72,328
45,000+	2	\$142,268	\$49,606	\$61,746	\$72,328

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	1/3/2
Exempt/non-exempt:	1/4
Bonus Eligible (Y/N):	0/4
Full/Part Time:	7/0
Number of Organizations Reporting:	4
Position Titles:	Signal Technician I   Traffic Signal Tech   Traffic Signal Tech I   Traffic Signal Technician *   Signal Construction Technician
Reports To:	Public Works Director     Traffic Signal Manager   Supervisor - Traffic Control
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	7	\$42,602	\$42,602	\$45,891	\$47,318	\$48,193	\$58,655
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
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$48,193	\$48,193	\$60,257	\$72,300
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$46,460	\$36,801	\$46,460	\$58,655
Conway	64134	Full	\$42,602	\$34,082	\$42,602	\$42,602
Conway	64134	Full	\$47,318	\$37,854	\$47,318	\$47,318
Blytheville	13406	Full	\$29,817	\$23,854	\$29,817	\$31,009

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.75	\$45,891	\$37,968	\$47,596	\$54,691	
45,000+	2	\$48,570	\$40,321	\$50,559	\$58,638	
10,000 - 19,999	1	\$29,817	\$23,854	\$29,817	\$31,009	

**We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/17/2
Exempt/non-exempt:	17/3
Bonus Eligible (Y/N):	9/3
Full/Part Time:	23/0
Number of Organizations Reporting:	17
Position Titles:	Parks Director   Parks & Recreation Deputy Director   Parks & Recreation Director   General Director   Parks Assistant Director   Community Center Dir   Assistant Parks Director   Parks & Recreation Dir   Director   Director, Parks & Recreation *   Parks Executive Director   Parks And Trails Director   Director Of Parks & Rec   Director Of Senior Svcs     Parks & Rec Director   Parks Superintendent
Reports To:	Mayor     General Director   Parks & Recreation Director   Deputy City Administrator   Parks And Trails Director   Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place   Director Of Traffic Services And Safety Is Also The Director Of Parks & Recreation

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	22	\$72,485	\$75,000	\$90,862	\$87,838	\$94,373	\$113,483
Actual Incentive Paid Dollar LastYear	1	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750
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
Fort Smith	89142	Full	\$108,542	\$100,276	\$125,340	\$150,404
Springdale	87176	Full	\$137,106	\$93,349	\$116,686	\$140,023
Springdale	87176	Full	\$72,485	\$68,221	\$85,277	\$102,332
North Little Rock	64591	Full				
Conway	64134	Full	\$94,373	\$75,498	\$94,373	\$94,373
Conway	64134	Full	\$72,918	\$58,334	\$72,918	\$72,918
Conway	64134	Full	\$94,373	\$75,498	\$94,373	\$94,373
Bentonville	54164	Full	\$94,224	\$75,379	\$94,224	\$113,069
Bentonville	54164	Full	\$150,737	\$120,590	\$150,737	\$180,884

Pine Bluff	41253	Full	\$82,562	\$66,050	\$82,562	\$99,074
Hot Springs	37930	Full	\$88,441	\$70,720	\$91,520	\$137,280
Paragould	29537	Full	\$75,000	\$60,000	\$75,000	\$90,000
Texarkana	29387	Full	\$82,430	\$56,451	\$71,344	\$90,834
Russellville	28940	Full	\$84,903	\$67,922	\$84,903	\$101,884
Cabot	26569	Full	\$113,483	\$95,950	\$115,140	\$134,330
Cabot	26569	Full	\$75,000	\$75,750	\$90,900	\$106,050
Van Buren	23218	Full	\$66,999	\$53,599	\$66,999	\$80,399
Maumelle	19251	Full	\$103,157	\$82,526	\$103,157	\$123,788
Maumelle	19251	Full	\$89,224	\$71,379	\$89,224	\$107,069
Harrison	13069	Full	\$88,275	\$88,275	\$88,275	\$88,275
Forrest City	13015	Full	\$60,655	\$48,524	\$60,655	\$72,786
Mountain Home	12825	Full	\$87,838	\$74,693	\$81,848	\$87,838
Batesville	11191	Full	\$76,240	\$60,992	\$76,240	\$91,488

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29	\$90,862	\$74,544	\$91,441	\$107,249
45,000+	1.6	\$103,095	\$83,393	\$104,241	\$118,547
20,000 - 49,999	1.14	\$83,602	\$68,305	\$84,796	\$104,981
10,000 - 19,999	1.2	\$84,232	\$71,065	\$83,233	\$95,207

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/6/1
Exempt/non-exempt:	5/3
Bonus Eligible (Y/N):	2/3
Full/Part Time:	8/0
Number of Organizations Reporting:	6
Position Titles:	Aquatics Director   Aquatics Manager   Asst. Aquatics Manager   Expo Manager   Supervisor/Lifeguard/Training Director   Aquatics Center Director   Aquatic Manager
Reports To:	Park Director   Parks Assistant Director   Aquatics Manager     Assistant Parks & Rec Director   Parks Director   Mayor   Director Of Parks
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	8	\$42,000	\$42,000	\$53,001	\$54,357	\$58,760	\$72,100
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
Conway	64134	Full	\$72,100	\$57,680	\$72,100	\$72,100
Conway	64134	Full	\$54,357	\$43,486	\$54,357	\$54,357
Pine Bluff	41253	Full	\$47,106	\$37,685	\$47,106	\$56,527
Russellville	28940	Full	\$55,362	\$44,290	\$55,362	\$66,434
Cabot	26569	Full	\$60,000	\$65,650	\$77,138	\$88,627
Cabot	26569	Full	\$42,000	\$65,650	\$77,138	\$88,627
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Batesville	11191	Full	\$58,760	\$47,008	\$58,760	\$70,512

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.33	\$53,001	\$48,613	\$59,535	\$67,296	
45,000+	2	\$63,229	\$50,583	\$63,229	\$63,229	

20,000 - 49,999	1.33	\$51,117	\$53,319	\$64,186	\$75,054
10,000 - 19,999	1	\$46,540	\$37,232	\$46,540	\$55,848
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.					

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):	15/51/0
Exempt/non-exempt:	1/49
Bonus Eligible (Y/N):	9/49
Full/Part Time:	15/52
Number of Organizations Reporting:	10
Position Titles:	Sports Coordinator   Programmer   Game Time Programmer   Tennis Manager   Program Coordinator   Asst. Program Coordinator   Parks Activities Coordinator   Recreational Aide   Recreation Assistant   Recreational Aide Ii   Recreation Aide 1   Recreation Aide 2   Recreation Aide   Recreation Program Aide
Reports To:	Parks Director   Programs Manager   Game Time At The Ground Manager   Assistant Parks & Rec Director   Asst Director Of Parks   Office Administrator - Parks   Office Administrator   Manager Recreation Services     Recreation Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	66	\$11,440	\$11,700	\$22,810	\$15,771	\$28,080	\$40,000
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
Springdale	87176	Full	\$54,159	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$55,800	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$54,159	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$55,800	\$52,517	\$65,647	\$78,776
North Little Rock	64591	Part	\$25,968	\$20,774	\$25,968	\$31,162
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175

North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$32,240	\$25,792	\$32,240	\$38,688
North Little Rock	64591	Part	\$25,968	\$20,774	\$25,968	\$31,162
North Little Rock	64591	Part	\$32,240	\$25,792	\$32,240	\$38,688
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
North Little Rock	64591	Part	\$32,240	\$25,792	\$32,240	\$38,688
North Little Rock	64591	Part	\$25,968	\$20,774	\$25,968	\$31,162
North Little Rock	64591	Part	\$25,968	\$20,774	\$25,968	\$31,162
North Little Rock	64591	Part	\$25,979	\$20,783	\$25,979	\$31,175
Conway	64134	Full	\$29,985	\$23,988	\$29,985	\$29,985
Sherwood	32731	Full				
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$40,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$40,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Searcy	22937	Full	\$37,960	\$30,368	\$37,960	\$45,552
Maumelle	19251	Full	\$38,841	\$31,073	\$38,841	\$46,609
Maumelle	19251	Part	\$11,700	\$9,360	\$11,700	\$14,040
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,960	\$9,568	\$11,960	\$14,352
Maumelle	19251	Part	\$11,960	\$9,568	\$11,960	\$14,352
Maumelle	19251	Part	\$18,452	\$14,762	\$18,452	\$22,142
Maumelle	19251	Part	\$11,700	\$9,360	\$11,700	\$14,040
Maumelle	19251	Part	\$11,700	\$9,360	\$11,700	\$14,040
Maumelle	19251	Part	\$11,700	\$9,360	\$11,700	\$14,040
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,700	\$9,360	\$11,700	\$14,040
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Maumelle	19251	Part	\$11,440	\$9,152	\$11,440	\$13,728
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Mountain Home	12825	Part	\$16,339	\$14,698	\$15,187	\$16,339
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,771	\$14,640	\$15,014	\$15,771
Mountain Home	12825	Part	\$16,639	\$14,698	\$15,187	\$16,339
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Mountain Home	12825	Part	\$15,571	\$14,640	\$15,014	\$15,571
Batesville	11191	Full	\$40,000	\$32,000	\$40,000	\$48,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.6	\$22,810	\$19,666	\$23,644	\$27,587
45,000+	7	\$32,586	\$27,694	\$34,618	\$41,256
20,000 - 49,999	1.67	\$40,392	\$38,394	\$44,760	\$51,126
10,000 - 19,999	10	\$15,480	\$13,110	\$15,242	\$17,468

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	4/20/0
Exempt/non-exempt:	5/16
Bonus Eligible (Y/N):	10/16
Full/Part Time:	26/1
Number of Organizations Reporting:	13
Position Titles:	Recreation Superintendent   Recreation Services Manager   Programs Manager   Prog & Marketing Manager   Programs & Marketing Mgr   Beaverfork Programs Mgr   Soccer Complex Ops Mgr   Parks Sports Coordinator   Public Information Director   Public Info Coordinator   Sports Recreation Operations Manager   Recreational Aide   Program Coordinator   Recreation Program Coordinator   Program Leader   Athletics Director   Labor Center Manager   Youth Sports Director   Athletic Director   Program Assistant   Facilities Manager
Reports To:	Park Director     Parks Assistant Director   Assistant Parks & Rec Director   Parks Executive Director   City Manager   Public Info Director   Sport Rec Operations Mgr   Office Administrator - Parks   Recreation Programs Manager   Parks & Recreation Director   Director Of Parks   Recreation Superintendent   Parks Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	27	\$36,884	\$41,600	\$49,828	\$48,952	\$56,306	\$71,323
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
Springdale	87176	Full	\$36,884	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$39,043	\$37,860	\$47,325	\$56,790
North Little Rock	64591	Full	\$48,952	\$33,133	\$40,273	\$48,952
North Little Rock	64591	Full	\$48,952	\$33,133	\$40,273	\$48,952
North Little Rock	64591	Full	\$48,952	\$33,133	\$40,273	\$48,952
North Little Rock	64591	Full	\$42,287	\$33,133	\$40,273	\$48,952
North Little Rock	64591	Full	\$40,273	\$33,133	\$40,273	\$48,952
Conway	64134	Full	\$48,745	\$38,996	\$48,745	\$48,745



Conway	64134	Full	\$48,745	\$38,996	\$48,745	\$48,745
Conway	64134	Full	\$50,911	\$40,729	\$50,911	\$50,911
Conway	64134	Full	\$56,650	\$45,320	\$56,650	\$56,650
Bentonville	54164	Full	\$71,323	\$57,058	\$71,323	\$85,588
Hot Springs	37930	Full	\$81,140	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$45,614	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$80,038	\$70,720	\$91,520	\$137,280
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$45,760	\$36,608	\$45,760	\$54,912
Texarkana	29387	Full	\$39,062	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$53,664	\$42,931	\$53,664	\$64,397
Cabot	26569	Full	\$67,600	\$65,650	\$77,138	\$88,627
Maumelle	19251	Part	\$11,441	\$9,153	\$11,441	\$13,729
Harrison	13069	Full	\$31,200	\$31,200	\$31,200	\$31,200
Mountain Home	12825	Full	\$51,355	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$52,270	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$56,306	\$52,312	\$65,811	\$75,088
Batesville	11191	Full	\$65,000	\$52,000	\$65,000	\$78,000

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	2.08	\$49,828	\$41,026	\$50,852	\$60,865	
45,000+	3	\$48,476	\$38,366	\$47,481	\$53,820	
20,000 - 49,999	1.8	\$55,120	\$47,011	\$58,791	\$76,322	
10,000 - 19,999	1.5	\$44,595	\$37,367	\$45,687	\$51,772	

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	4/16/5
<b>Exempt/non-exempt:</b>	6/8
<b>Bonus Eligible (Y/N):</b>	12/8
<b>Full/Part Time:</b>	23/2
<b>Number of Organizations Reporting:</b>	11
<b>Position Titles:</b>	Recreation Facilities Manager   Recreation Program Supervisor   Game Time At The Ground Manager   Community Center Manager   Event Center Manager   Operations Manager   Lifeguard   Parks Ground Maintenance Supervisor   Parks Building Maintenance Supervisor   Asst Director Of Parks   Office Administrator   Manager Recreation Serv.   Recreation Center Director   Parks Asst Director Cc   Center Staff Supervisor   Recreation Superintendent
<b>Reports To:</b>	General Director (Parks)   Parks Assistant Director   Supervisor   Parks Head Maintenance   Parks Executive Director   Director Of Parks & Rec   Director Of Senior Svcs   Parks & Recreation Director
<b>Comments:</b>	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	25	\$29,120	\$50,753	\$55,557	\$60,000	\$66,950	\$72,485
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
Springdale	87176	Full	\$72,485	\$68,221	\$85,277	\$102,332
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
Conway	64134	Full	\$66,950	\$53,560	\$66,950	\$66,950
Bentonville	54164	Full	\$69,888	\$55,910	\$69,888	\$83,866
Bentonville	54164	Full	\$68,494	\$54,795	\$68,494	\$82,193
Bentonville	54164	Full	\$58,884	\$47,107	\$58,884	\$70,661

Bentonville	54164	Full	\$49,129	\$39,303	\$49,129	\$58,955
Bentonville	54164	Full	\$54,038	\$43,230	\$54,038	\$64,846
Bentonville	54164	Full	\$51,625	\$41,300	\$51,625	\$61,950
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Cabot	26569	Full	\$67,600	\$65,650	\$77,138	\$88,627
Cabot	26569	Full	\$57,200	\$55,550	\$65,271	\$74,992
Cabot	26569	Full	\$43,992	\$42,420	\$48,300	\$54,600
Searcy	22937	Full	\$39,520	\$31,616	\$39,520	\$47,424
Maumelle	19251	Full	\$83,854	\$67,083	\$83,854	\$100,625
Maumelle	19251	Full	\$50,753	\$40,602	\$50,753	\$60,904
Harrison	13069	Full	\$60,486	\$60,486	\$60,486	\$60,486
Harrison	13069	Full	\$51,168	\$51,168	\$51,168	\$51,168
Forrest City	13015	Part	\$13,520	\$10,816	\$13,520	\$16,224
Forrest City	13015	Part	\$13,520	\$10,816	\$13,520	\$16,224
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountain Home	12825	Full	\$76,253	\$60,424	\$76,253	\$83,574

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.27	\$55,557	\$45,582	\$55,106	\$64,160
45,000+	3	\$61,828	\$47,636	\$59,061	\$70,183
20,000 - 49,999	1.67	\$53,662	\$48,647	\$58,046	\$67,529
10,000 - 19,999	2	\$47,334	\$40,586	\$47,334	\$53,019

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Aquatics Coordinator   Trails Coordinator   Program Coordinator (Therapeutic Recreation)
Reports To:	Parks And Trails Director
Comments:	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	3	\$51,500	\$51,500	\$50,256	\$51,500	\$57,065	\$57,065
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
North Little Rock	64591	Full	\$57,065	\$38,624	\$46,948	\$57,065
Conway	64134	Full	\$51,500	\$41,200	\$51,500	\$51,500
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$50,256	\$39,781	\$49,456	\$56,295
45,000+	1	\$54,283	\$39,912	\$49,224	\$54,283
20,000 - 49,999	1	\$42,203	\$39,520	\$49,920	\$60,320

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	3/49/2
Exempt/non-exempt:	9/45
Bonus Eligible (Y/N):	20/45
Full/Part Time:	58/1
Number of Organizations Reporting:	16
Position Titles:	Parks Maintenance Supervisor   Outdoor Sports Complex Supervisor   Community Center Front Desk Supervisor   Concessions Supervisor   Golf Course/Greenskeeper Supervisor   Maintenance Manager   Asst Maint Manager   Monitor Supervisor   Grounds Supervisor Ii   Parks Superintendent   Facilities Manager   Grounds Supervisor Nu26   Supervisor - Park Facilities *   Supervisor - Park Maintenance *   Parks Aquatics Manager   Parks Concession Manager   Parks Fields Supervsior   Parks Crew Leader I   Facility Manager - Rolling Oaks   Facility Manager - Diamond Center   Recreational Aide   Grounds Supervisor   Building Supervisor   Parks Maintenance Crew Leader   Parks Asst Director Maint   Cemetery Sexton   Parks Maintenance #1   Turf Manager   Maintenance Supt.   Maintenance Foreman   Head Lifeguard   P&R Director   Superintendent   Maintenance Specialist/Turffields   Maintenance Specialist/Aquatics   Maintenance Crew Lead   Trails Crew Lead   Field Crew Lead   Parks Foreman
Reports To:	Park Director   Parks Director   Parks Assistant Director   Maintenance Manager   Assistant Parks & Rec Director   Parks Superintendent   Deputy Director, Parks & Recreation   Parks Executive Director   Parks And Trails Director   Asst Director Of Parks   Office Administrator - Parks   Director Of Parks & Rec     Parks & Recreation Director   Public Works Director   Parks Asst Director Maintenance   Parks And Recreation Director   Director Of Parks   Building Maintenance Supervisor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	57	\$38,480	\$44,200	\$47,575	\$45,760	\$50,939	\$60,673
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
Fort Smith	89142	Full	\$71,297	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$64,427	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$46,236	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$46,236	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$44,948	\$39,954	\$49,942	\$59,931

Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$51,191	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$39,954	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$41,203	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$39,954	\$39,954	\$49,942	\$59,931
North Little Rock	64591	Full	\$49,043	\$30,770	\$38,847	\$49,043
North Little Rock	64591	Full	\$49,043	\$30,770	\$38,847	\$49,043
North Little Rock	64591	Full	\$49,043	\$30,770	\$38,847	\$49,043
North Little Rock	64591	Full	\$43,648	\$30,770	\$38,847	\$49,043
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$66,072	\$52,858	\$66,072	\$66,072
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$48,890	\$39,112	\$48,890	\$48,890
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$48,890	\$39,112	\$48,890	\$48,890
Conway	64134	Full	\$44,558	\$35,646	\$44,558	\$44,558
Conway	64134	Full	\$48,890	\$39,112	\$48,890	\$48,890
Pine Bluff	41253	Full	\$49,844	\$39,875	\$49,844	\$59,813
Hot Springs	37930	Full	\$60,673	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$54,392	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$38,209	\$35,360	\$43,680	\$52,000
Sherwood	32731	Full				
Sherwood	32731	Full				
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Paragould	29537	Full	\$47,840	\$38,272	\$47,840	\$57,408
Paragould	29537	Full	\$45,760	\$36,608	\$45,760	\$54,912
Paragould	29537	Full	\$49,920	\$39,936	\$49,920	\$59,904
Texarkana	29387	Full	\$50,939	\$34,902	\$41,891	\$50,939
Russellville	28940	Full	\$56,077	\$44,862	\$56,077	\$67,292
Russellville	28940	Full	\$30,690	\$24,552	\$30,690	\$36,828
Cabot	26569	Full	\$55,000	\$55,550	\$65,271	\$74,992
Cabot	26569	Full	\$42,000	\$55,550	\$65,271	\$74,992

Searcy	22937	Full	\$72,800	\$58,240	\$72,800	\$87,360
Maumelle	19251	Full	\$44,797	\$35,838	\$44,797	\$53,756
Maumelle	19251	Full	\$53,795	\$43,036	\$53,795	\$64,554
Maumelle	19251	Part	\$11,444	\$9,155	\$11,444	\$13,733
Harrison	13069	Full	\$62,574	\$62,574	\$62,574	\$62,574
Harrison	13069	Full	\$31,990	\$31,990	\$31,990	\$31,990
Mountain Home	12825	Full	\$59,758	\$43,617	\$54,288	\$62,067
Mountain Home	12825	Full	\$57,574	\$43,617	\$54,288	\$62,067
Batesville	11191	Full	\$48,880	\$39,104	\$48,880	\$58,656
Batesville	11191	Full	\$47,632	\$38,106	\$47,632	\$57,158
Batesville	11191	Full	\$38,480	\$30,784	\$38,480	\$46,176
Batesville	11191	Full	\$33,800	\$27,040	\$33,800	\$40,560
Batesville	11191	Full	\$44,200	\$35,360	\$44,200	\$53,040

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.56	\$47,575	\$39,511	\$48,752	\$55,683
45,000+	7.75	\$47,184	\$38,856	\$48,619	\$54,121
20,000 - 49,999	1.75	\$51,010	\$43,385	\$53,252	\$63,563
10,000 - 19,999	3	\$44,577	\$36,685	\$43,847	\$50,528

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	3/51/0
Exempt/non-exempt:	1/58
Bonus Eligible (Y/N):	24/58
Full/Part Time:	59/0
Number of Organizations Reporting:	12
Position Titles:	Golf Mechanic/Maintenance   Grennskeeper   Senior Maintenance Person - Operator *   Parks Concessions And Sports Manger   Sports Complex Foreman   Parks Equipment Operator   Parks Maint Operator I   Maintenance & Building Coordin   Laborer   Downtown Maintenance   Parks Maintenance   Parks Maintenance #2   Light Equipment Operator   Equipment Operator   Maintenance I   Park Maintenance Generalist   Asst Maint Crew Lead   Maintenance Ii
Reports To:	Golf Course/Greenskeeper Supervisor   Supervisor - Park Maintenance   Parks Head Maintenance   Parks Executive Director   Parks And Trails Director   Grounds Maint Lead/Cdl   Building Supervisor   Grounds Supervisor   Parks & Recreation Director   Parks Asst Director Maintenance   Parks And Recreation Director   Director Of Parks     Building Maintenance Supervisor   Parks Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	59	\$30,893	\$33,672	\$37,238	\$36,581	\$40,810	\$45,406
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
Fort Smith	89142	Full	\$42,536	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$47,569	\$39,707	\$49,628	\$59,550
Springdale	87176	Full	\$46,142	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$37,881	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$37,881	\$33,672	\$42,091	\$50,508



Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Pine Bluff	41253	Full	\$36,581	\$29,265	\$36,581	\$43,897
Hot Springs	37930	Full	\$34,652	\$31,200	\$39,520	\$47,840
Sherwood	32731	Full	\$36,108	\$28,886	\$36,108	\$43,330
Sherwood	32731	Full	\$37,190	\$29,752	\$37,190	\$44,628
Sherwood	32731	Full	\$39,499	\$31,599	\$39,499	\$47,399
Sherwood	32731	Full	\$41,828	\$33,462	\$41,828	\$50,194
Sherwood	32731	Full	\$46,217	\$36,974	\$46,217	\$55,460
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Texarkana	29387	Full	\$42,619	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$33,030	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$38,395	\$30,716	\$38,395	\$46,074
Russellville	28940	Full	\$38,395	\$30,716	\$38,395	\$46,074
Russellville	28940	Full	\$31,506	\$25,205	\$31,506	\$37,807
Russellville	28940	Full	\$35,887	\$28,710	\$35,887	\$43,064
Maumelle	19251	Full	\$30,957	\$24,766	\$30,957	\$37,148
Maumelle	19251	Full	\$30,722	\$24,578	\$30,722	\$36,866
Maumelle	19251	Full	\$30,893	\$24,714	\$30,893	\$37,072
Maumelle	19251	Full	\$31,021	\$24,817	\$31,021	\$37,225
Maumelle	19251	Full	\$29,822	\$23,858	\$29,822	\$35,786
Maumelle	19251	Full	\$29,822	\$23,858	\$29,822	\$35,786
Maumelle	19251	Full	\$29,822	\$23,858	\$29,822	\$35,786
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Harrison	13069	Full	\$37,315	\$37,315	\$37,315	\$37,315
Harrison	13069	Full	\$50,107	\$50,107	\$50,107	\$50,107
Mountain Home	12825	Full	\$46,301	\$33,155	\$42,370	\$46,301

Mountain Home	12825	Full	\$45,406	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$43,576	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$42,598	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$40,810	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$37,170	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$35,589	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$38,771	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$35,589	\$32,427	\$39,853	\$45,406
Batesville	11191	Full	\$38,480	\$30,784	\$38,480	\$46,176
Batesville	11191	Full	\$34,520	\$27,616	\$34,520	\$41,424

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.92	\$37,238	\$31,893	\$39,412	\$46,675
45,000+	9	\$36,682	\$34,575	\$43,219	\$51,862
20,000 - 49,999	3.33	\$38,427	\$31,368	\$39,186	\$47,266
10,000 - 19,999	5.25	\$36,583	\$30,095	\$36,363	\$41,666
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	58/94/5
Exempt/non-exempt:	12/122
Bonus Eligible (Y/N):	26/122
Full/Part Time:	111/47
Number of Organizations Reporting:	13
Position Titles:	Custodian   Maintenance Laborer   Gt Maintenance Laborer   Grounds Keeper P&R   Facility Monitor   Grounds Keeper   Grounds Keeper 802   Grounds Keeper Pr   Groundskeeper Pr   Groundskeeper   Pt Facility Monitor   Facility Monitor Pt   Grounds Maintenance Pt   Grounds Keeper Pt   Groundskeeper Pt   Maintenance Person - Oak Cemetery *   Maintenance Person - Parks & Recreation *   Maintenance Person - Riverfront/Downtown *   Parks Ground Maintenance   Parks Creekside Maintenance   Parks Maintenance Leadman Ii   Parks Maintenance   Parks Maintenance Technician   Irrigation Technician   Parks Maintenance Worker   Parks Mower   Sports Facilities Technician   Grounds Maint Lead   Maintenance Man   Ops Worker 1   Ops Worker   Ops Worker I   Maintenance I/Sanitation   Adc Work Release - Parks   Parks Department Laborer
Reports To:	Parks Maintenance Supervisor   Maintenance Supervisor   Monitor Supervisor   Supervisor - Park Maintenance   Supervisor - Park Facilities   Parks Ground Maintenance Supervisor   Parks Building Maintenance Supervisor   Parks And Trails Director   Sport Rec Operations Mgr   Facility Manager     Maintenance Supertindent   Parks And Recreation Director   Director Of Parks   Building Maintenance Supervisor   Parks Superintendent   Parks Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	158	\$14,343	\$14,343	\$28,684	\$32,320	\$34,985	\$38,240
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
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185

Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,838	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Springdale	87176	Full	\$31,578	\$31,578	\$39,350	\$47,121
Springdale	87176	Full	\$31,578	\$31,578	\$39,350	\$47,121
Springdale	87176	Full	\$31,578	\$31,578	\$39,350	\$47,121
North Little Rock	64591	Full	\$39,934	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$39,934	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$33,530	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$39,934	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755

[illegible]

Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$28,687	\$22,950	\$28,687	\$28,687
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$28,687	\$22,950	\$28,687	\$28,687
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Conway	64134	Part	\$14,343	\$11,474	\$14,343	\$14,343
Pine Bluff	41253	Full	\$38,240	\$30,592	\$38,240	\$45,888
Pine Bluff	41253	Full	\$31,220	\$24,976	\$31,220	\$37,464
Pine Bluff	41253	Full	\$31,212	\$24,970	\$31,212	\$37,454
Pine Bluff	41253	Full	\$31,212	\$24,970	\$31,212	\$37,454
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$34,049	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456

Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Russellville	28940	Full	\$31,851	\$25,481	\$31,851	\$38,221
Russellville	28940	Full	\$31,202	\$24,962	\$31,202	\$37,442
Russellville	28940	Full	\$31,202	\$24,962	\$31,202	\$37,442
Russellville	28940	Full	\$30,466	\$24,373	\$30,466	\$36,559
Russellville	28940	Full	\$30,466	\$24,373	\$30,466	\$36,559
Russellville	28940	Full	\$30,466	\$24,373	\$30,466	\$36,559
Russellville	28940	Full	\$30,466	\$24,373	\$30,466	\$36,559
Cabot	26569	Full	\$41,253	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$39,256	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$32,320	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$32,320	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$32,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Van Buren	23218	Full	\$47,721	\$38,177	\$47,721	\$57,265
Van Buren	23218	Full	\$34,108	\$27,286	\$34,108	\$40,930
Van Buren	23218	Full	\$29,994	\$23,995	\$29,994	\$35,993
Maumelle	19251	Full	\$34,985	\$27,988	\$34,985	\$41,982
Maumelle	19251	Full	\$33,810	\$27,048	\$33,810	\$40,572
Harrison	13069	Full	\$29,848	\$29,848	\$29,848	\$29,848
Harrison	13069	Full	\$29,848	\$29,848	\$29,848	\$29,848
Harrison	13069	Full	\$37,315	\$37,315	\$37,315	\$37,315
Harrison	13069	Full	\$29,120	\$29,120	\$29,120	\$29,120
Batesville	11191	Full	\$34,840	\$27,872	\$34,840	\$41,808
Batesville	11191	Full	\$32,136	\$25,709	\$32,136	\$38,563

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	12.15	\$28,684	\$24,115	\$29,815	\$34,030
45,000+	27.75	\$27,192	\$22,444	\$28,127	\$31,714
20,000 - 49,999	6.5	\$32,102	\$27,800	\$34,020	\$40,187
10,000 - 19,999	2.67	\$32,738	\$29,343	\$32,738	\$36,132

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/17/0
Exempt/non-exempt:	15/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	19/0
Number of Organizations Reporting:	19
Position Titles:	Police Chief   Police Chief - Graduate Degree   Police Chief Interim   Chief   Police Chief *   Chief Of Police
Reports To:	Mayor     City Administrator   City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	19	\$68,000	\$86,950	\$107,326	\$103,604	\$133,250	\$145,113
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3	\$960	\$960	\$728	\$960	\$1,200	\$1,200
EMT Pay	0	Insufficient Data					
Holiday Pay	5	\$1	\$4	\$3,693	\$4,543	\$6,296	\$7,619
Longevity Pay	3	\$50	\$50	\$1,887	\$50	\$5,600	\$5,600
Other Pay	5	\$1	\$1,200	\$16,643	\$1,200	\$1,800	\$79,016

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$145,113	\$108,763	\$135,969	\$163,155
Springdale	87176	Full	\$158,270	\$110,100	\$137,626	\$165,150
North Little Rock	64591	Full	\$133,250	\$106,600	\$133,250	\$159,900
Conway	64134	Full	\$108,524	\$86,819	\$108,524	\$108,524
Bentonville	54164	Full	\$142,771	\$114,217	\$142,771	\$171,325
Pine Bluff	41253	Full	\$123,169	\$98,535	\$123,169	\$147,803
Bella Vista	30104	Full	\$136,925	\$109,442	\$136,803	\$164,163
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Texarkana	29387	Full	\$109,138	\$92,352	\$122,803	\$160,618
Russellville	28940	Full	\$92,935	\$74,348	\$92,935	\$111,522
Cabot	26569	Full	\$122,896	\$101,000	\$121,200	\$141,400
Van Buren	23218	Full	\$86,950	\$69,560	\$86,950	\$104,340



Searcy	22937	Full	\$82,940	\$66,352	\$82,940	\$99,528
Maumelle	19251	Full	\$103,604	\$82,883	\$103,604	\$124,325
Blytheville	13406	Full	\$81,457	\$65,166	\$81,457	\$97,748
Harrison	13069	Full	\$92,818	\$89,542	\$92,612	\$95,789
Forrest City	13015	Full	\$67,600	\$54,080	\$67,600	\$81,120
Mountain Home	12825	Full	\$87,838	\$78,427	\$85,940	\$92,230
Batesville	11191	Full	\$68,000	\$54,400	\$68,000	\$81,600

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$107,326	\$86,241	\$106,271	\$125,486
45,000+	1	\$137,586	\$105,300	\$131,628	\$153,611
20,000 - 49,999	1	\$106,244	\$85,949	\$107,725	\$130,422
10,000 - 19,999	1	\$83,553	\$70,750	\$83,202	\$95,469

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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/12/0
<b>Exempt/non-exempt:</b>	12/1
<b>Bonus Eligible (Y/N):</b>	0/0
<b>Full/Part Time:</b>	13/0
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	Assistant Police Chief   Deputy Director, Police Administrative Services *   Deputy Police Chief - Non-Uniform Bureau *   Deputy Police Chief - Uniform Bureau *   Police Assistant Chief   Assistant Chief   Deputy Police Chief
<b>Reports To:</b>	Police Chief     Chief Of Police   Chief
<b>Comments:</b>	Non-Uniform Position

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	13	\$69,210	\$71,697	\$92,255	\$82,359	\$112,551	\$112,736
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	4	\$25	\$25	\$546	\$240	\$960	\$960
EMT Pay	0	Insufficient Data					
Holiday Pay	5	\$4	\$3,220	\$3,381	\$3,366	\$3,423	\$6,892
Longevity Pay	2	\$50	\$50	\$2,825	\$50	\$5,600	\$5,600
Other Pay	7	\$1,200	\$1,200	\$11,524	\$1,800	\$2,000	\$72,044

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$103,607	\$83,262	\$104,083	\$124,904
Fort Smith	89142	Full	\$112,551	\$107,128	\$112,551	\$112,551
Fort Smith	89142	Full	\$112,551	\$107,128	\$112,551	\$112,551
Springdale	87176	Full	\$142,521	\$98,687	\$142,521	\$148,008
Conway	64134	Full	\$99,214	\$79,371	\$99,214	\$99,214
Pine Bluff	41253	Full	\$112,736	\$90,189	\$112,736	\$135,283
Russellville	28940	Full	\$71,697	\$57,358	\$71,697	\$86,036
Russellville	28940	Full	\$69,210	\$55,368	\$69,210	\$83,052
Russellville	28940	Full	\$68,004	\$54,403	\$68,004	\$81,605
Van Buren	23218	Full	\$70,133	\$56,106	\$70,133	\$84,160
Blytheville	13406	Full	\$74,485	\$59,588	\$74,485	\$89,382
Harrison	13069	Full	\$80,250	\$75,321	\$78,566	\$82,818
Mountain Home	12825	Full	\$82,359	\$74,846	\$82,359	\$88,649

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.44	\$92,255	\$76,827	\$92,162	\$102,170
45,000+	1.67	\$114,089	\$95,115	\$114,184	\$119,446
20,000 - 49,999	1.67	\$78,356	\$62,685	\$78,356	\$94,027
10,000 - 19,999	1	\$79,031	\$69,918	\$78,470	\$86,950

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/45/0
Exempt/non-exempt:	28/13
Bonus Eligible (Y/N):	0/0
Full/Part Time:	46/0
Number of Organizations Reporting:	16
Position Titles:	Captain   Police Captain   Police Major/Captain   Police Major   Police Captain *   Police Patrol Captain   Deputy Chief   Major   Captain/Patrol   Captain/Cid   Captain/Administration   Captain/Services   Service Captain
Reports To:	Police Chief     Deputy Police Chief - Uniform Bureau   Deputy Police Chief - Non-Uniform Bureau   Police Assistant Chief   Chief Of Police   Chief   Assistant Chief
Comments:	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	46	\$72,891	\$83,317	\$94,381	\$94,468	\$108,139	\$117,249
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3	\$1,536	\$1,536	\$1,208	\$1,536	\$1,536	\$1,536
EMT Pay	0	Insufficient Data					
Holiday Pay	7	\$5,192	\$5,192	\$5,711	\$5,692	\$6,280	\$6,280
Longevity Pay	7	\$1,350	\$1,350	\$2,989	\$2,800	\$5,600	\$5,600
Other Pay	8	\$1,200	\$1,200	\$9,484	\$1,200	\$2,000	\$65,072

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$102,026	\$94,741	\$102,026	\$102,026
Fort Smith	89142	Full	\$97,110	\$94,741	\$97,110	\$102,026
Fort Smith	89142	Full	\$102,026	\$94,741	\$102,026	\$102,026
Fort Smith	89142	Full	\$102,026	\$94,741	\$102,026	\$102,026
Springdale	87176	Full	\$129,264	\$89,499	\$129,264	\$134,240
Springdale	87176	Full	\$129,264	\$89,499	\$129,264	\$134,240
Springdale	87176	Full	\$119,316	\$89,499	\$119,316	\$134,240
Springdale	87176	Full	\$129,264	\$89,499	\$129,264	\$134,240
North Little Rock	64591	Full	\$108,989	\$87,191	\$108,989	\$130,787
North Little Rock	64591	Full	\$108,989	\$87,191	\$108,989	\$130,787
North Little Rock	64591	Full	\$108,989	\$87,191	\$108,989	\$130,787

North Little Rock	64591	Full	\$108,989	\$87,191	\$108,989	\$130,787
Conway	64134	Full	\$94,827	\$75,862	\$94,827	\$94,827
Conway	64134	Full	\$94,827	\$75,862	\$94,827	\$94,827
Conway	64134	Full	\$94,827	\$75,862	\$94,827	\$94,827
Bentonville	54164	Full	\$108,139	\$86,511	\$108,139	\$129,767
Bentonville	54164	Full	\$106,038	\$84,830	\$106,038	\$127,246
Bentonville	54164	Full	\$109,262	\$87,410	\$109,262	\$131,114
Bentonville	54164	Full	\$117,249	\$93,799	\$117,249	\$140,699
Pine Bluff	41253	Full	\$99,389	\$79,511	\$99,389	\$119,267
Pine Bluff	41253	Full	\$101,534	\$81,227	\$101,534	\$121,841
Pine Bluff	41253	Full	\$83,317	\$66,654	\$83,317	\$99,980
Pine Bluff	41253	Full	\$86,016	\$68,813	\$86,016	\$103,219
Pine Bluff	41253	Full	\$94,468	\$75,574	\$94,468	\$113,362
Pine Bluff	41253	Full	\$74,863	\$59,890	\$74,863	\$89,836
Bella Vista	30104	Full	\$108,642	\$78,901	\$98,625	\$118,351
Paragould	29537	Full	\$77,500	\$62,000	\$77,500	\$93,000
Paragould	29537	Full	\$77,500	\$62,000	\$77,500	\$93,000
Paragould	29537	Full	\$77,500	\$62,000	\$77,500	\$93,000
Texarkana	29387	Full	\$90,002	\$90,002	\$93,018	\$98,010
Texarkana	29387	Full	\$90,002	\$90,002	\$93,018	\$98,010
Texarkana	29387	Full	\$90,002	\$90,002	\$93,018	\$98,010
Cabot	26569	Full	\$97,459	\$81,500	\$91,500	\$101,500
Cabot	26569	Full	\$88,144	\$81,500	\$91,500	\$101,500
Cabot	26569	Full	\$87,019	\$81,500	\$91,500	\$101,500
Cabot	26569	Full	\$83,205	\$81,500	\$91,500	\$101,500
Van Buren	23218	Full	\$64,880	\$51,904	\$64,880	\$77,856
Van Buren	23218	Full	\$64,880	\$51,904	\$64,880	\$77,856
Searcy	22937	Full	\$79,430	\$63,544	\$79,430	\$95,316
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Blytheville	13406	Full	\$67,513	\$54,010	\$67,513	\$81,016
Harrison	13069	Full	\$72,891	\$69,395	\$71,928	\$75,223
Batesville	11191	Full	\$64,000	\$51,200	\$64,000	\$76,800

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary		Minimum	Maximum
Overall	2.88		\$94,381		\$77,833	\$107,182
45,000+	3.8		\$109,022		\$87,677	\$120,080
20,000 - 49,999	2.86		\$85,788		\$72,996	\$99,796

10,000 - 19,999	1.75	\$79,191	\$64,936	\$79,053	\$93,280
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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.

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):	0/88/0
Exempt/non-exempt:	19/68
Bonus Eligible (Y/N):	0/0
Full/Part Time:	96/1
Number of Organizations Reporting:	19
Position Titles:	Lieutenant   Detective Lieutenant   Lieutenant - Associate Degree   Lieutenant - Bachelor Degree   Police Lieutenant   Lieutenant (Patrol)   Lieutenant Patrol   Lieutenant *   Police Sro Lieutenant   Patrol Lieutenant   Cid Lieutenant   Dtf Lieutenant   Lieutenant/Patrol   Lieutenant/Cid   Lieutenant/Services   Lieutenant/Administration   Sro Lieutenant
Reports To:	Captain   Police Captain     Police Chief   Deputy Director, Police Administrative Services   Police Patrol Captain   Assistant Chief   Captain/Patrol   Captain/Cid   Captain/Services   Captain/Administration   Chief Of Police
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	97	\$56,182	\$67,452	\$79,017	\$83,694	\$86,923	\$97,957
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	14	\$240	\$684	\$998	\$996	\$1,452	\$1,500
EMT Pay	0	Insufficient Data					
Holiday Pay	25	\$96	\$2,219	\$4,193	\$3,195	\$5,000	\$5,552
Longevity Pay	15	\$825	\$1,125	\$2,684	\$1,800	\$4,200	\$5,600
Other Pay	29	\$600	\$1,200	\$3,615	\$1,800	\$2,000	\$2,400

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$85,883	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$88,025	\$83,782	\$88,025	\$90,230
Fort Smith	89142	Full	\$90,230	\$83,782	\$90,230	\$90,230
Fort Smith	89142	Full	\$83,782	\$83,782	\$83,782	\$90,230
Fort Smith	89142	Full	\$88,025	\$83,782	\$88,025	\$90,230
Fort Smith	89142	Full	\$90,230	\$83,782	\$90,230	\$90,230
Fort Smith	89142	Full	\$85,883	\$83,782	\$85,883	\$90,230
Springdale	87176	Full	\$102,930	\$84,224	\$102,930	\$126,316
Springdale	87176	Full	\$107,603	\$84,224	\$107,603	\$126,316
Springdale	87176	Full	\$112,283	\$84,224	\$112,283	\$126,316
Springdale	87176	Full	\$126,316	\$84,224	\$126,316	\$126,316

Springdale	87176	Full	\$107,603	\$84,224	\$107,603	\$126,316
Springdale	87176	Full	\$112,283	\$84,224	\$112,283	\$126,316
Springdale	87176	Full	\$102,930	\$84,224	\$102,930	\$126,316
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
North Little Rock	64591	Full	\$97,957	\$78,366	\$97,957	\$117,548
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Conway	64134	Full	\$86,030	\$68,824	\$86,030	\$86,030
Bentonville	54164	Full	\$84,115	\$67,292	\$84,115	\$100,938
Bentonville	54164	Full	\$84,115	\$67,292	\$84,115	\$100,938
Bentonville	54164	Full	\$86,632	\$69,306	\$86,632	\$103,958
Bentonville	54164	Full	\$88,379	\$70,703	\$88,379	\$106,055
Bentonville	54164	Full	\$86,923	\$69,538	\$86,923	\$104,308
Bentonville	54164	Full	\$102,003	\$81,602	\$102,003	\$122,404
Pine Bluff	41253	Full	\$67,708	\$54,166	\$67,708	\$81,250
Pine Bluff	41253	Full	\$67,708	\$54,166	\$67,708	\$81,250
Pine Bluff	41253	Full	\$67,708	\$54,166	\$67,708	\$81,250
Pine Bluff	41253	Full	\$66,208	\$52,966	\$66,208	\$79,450
Pine Bluff	41253	Full	\$74,786	\$59,829	\$74,786	\$89,743
Pine Bluff	41253	Full	\$72,086	\$57,669	\$72,086	\$86,503
Pine Bluff	41253	Full	\$65,952	\$52,762	\$65,952	\$79,142
Bella Vista	30104	Full	\$78,478	\$66,684	\$83,355	\$100,026
Bella Vista	30104	Full	\$86,133	\$66,684	\$83,355	\$100,026
Bella Vista	30104	Full	\$89,440	\$66,684	\$83,355	\$100,026
Bella Vista	30104	Full	\$86,944	\$66,684	\$83,355	\$100,026
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000



Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Texarkana	29387	Full	\$84,011	\$84,011	\$85,509	\$87,006
Texarkana	29387	Full	\$84,011	\$84,011	\$85,509	\$87,006
Texarkana	29387	Full	\$84,011	\$84,011	\$85,509	\$87,006
Texarkana	29387	Full	\$84,011	\$84,011	\$85,509	\$87,006
Russellville	28940	Full	\$67,452	\$53,962	\$67,452	\$80,942
Russellville	28940	Full	\$66,279	\$53,023	\$66,279	\$79,535
Russellville	28940	Full	\$61,815	\$49,452	\$61,815	\$74,178
Russellville	28940	Full	\$61,815	\$49,452	\$61,815	\$74,178
Russellville	28940	Full	\$62,898	\$50,318	\$62,898	\$75,478
Russellville	28940	Full	\$62,898	\$50,318	\$62,898	\$75,478
Cabot	26569	Full	\$83,743	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$83,694	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$76,505	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$83,694	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$70,368	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$71,713	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$70,368	\$67,500	\$74,000	\$80,500
Cabot	26569	Full	\$75,491	\$67,500	\$74,000	\$80,500
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Searcy	22937	Full	\$63,461	\$50,769	\$63,461	\$76,153
Searcy	22937	Full	\$64,106	\$51,285	\$64,106	\$76,927
Searcy	22937	Full	\$68,764	\$55,011	\$68,764	\$82,517
Searcy	22937	Full	\$62,795	\$50,236	\$62,795	\$75,354
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$74,247	\$59,398	\$74,247	\$89,096
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$74,247	\$59,398	\$74,247	\$89,096
Maumelle	19251	Full	\$74,247	\$59,398	\$74,247	\$89,096
Blytheville	13406	Full	\$62,865	\$50,292	\$62,865	\$75,438
Harrison	13069	Full	\$61,790	\$62,245	\$64,286	\$66,932

Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Mountain Home	12825	Part	\$65,171	\$45,798	\$57,002	\$65,171
Batesville	11191	Full	\$54,000	\$43,200	\$54,000	\$64,800

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.11	\$79,017	\$65,111	\$78,700	\$89,704
45,000+	7.8	\$93,797	\$76,803	\$93,797	\$104,427
20,000 - 49,999	5.5	\$70,833	\$59,136	\$70,261	\$81,386
10,000 - 19,999	2.33	\$63,569	\$51,317	\$63,163	\$74,836

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

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):	0/165/0
Exempt/non-exempt:	7/154
Bonus Eligible (Y/N):	0/0
Full/Part Time:	177/4
Number of Organizations Reporting:	19
Position Titles:	Sergeant   Detective Sergeant   Sergeant - Bachelor Degree   Police Sergeant   Sgt.   Sergeant/Special Services   Sergeant *   Police Detective Sergeant   Police Sro Sergeant   Police Patrol Sergeant   Patrol Sergeant   Cid Sergeant   Scu Sergeant   Seargent   Sro Sergeant   Sergeant/Training   Sergeant/Patrol   Sergeant/Cid   Sergeant/Building Security   Sergeant/Administration   Sergeant/Sro-Pio   Sergeant/Sro   Sergeant/Cit-Sw
Reports To:	Lieutenant   Detective Lieutenant     Police Chief   Police Captain   Police Lieutenant   Police Sro Lieutenant   Patrol Lieutenant   Cid Lieutenant   Lieutenant/Services   Lieutenant/Patrol   Lieutenant/Cid   Lieutenant/Administration   Chief Of Police
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	181	\$55,507	\$58,217	\$71,640	\$74,172	\$78,552	\$89,132
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	20	\$25	\$588	\$1,014	\$1,080	\$1,500	\$1,500
EMT Pay	0	Insufficient Data					
Holiday Pay	49	\$96	\$2,654	\$3,190	\$3,945	\$4,328	\$4,799
Longevity Pay	34	\$50	\$600	\$2,052	\$1,400	\$2,800	\$5,600
Other Pay	51	\$600	\$900	\$2,376	\$1,200	\$2,000	\$2,000

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$70,595	\$70,595	\$70,595	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$77,916	\$70,595	\$77,916	\$77,916
Fort Smith	89142	Full	\$72,363	\$70,595	\$72,363	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$77,916	\$70,595	\$77,916	\$77,916

Fort Smith	89142	Full	\$70,595	\$70,595	\$70,595	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Fort Smith	89142	Full	\$70,595	\$70,595	\$70,595	\$77,916
Fort Smith	89142	Full	\$74,172	\$70,595	\$74,172	\$77,916
Springdale	87176	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87176	Full	\$82,275	\$71,100	\$82,275	\$104,623
Springdale	87176	Full	\$97,178	\$71,100	\$97,178	\$104,623
Springdale	87176	Full	\$74,825	\$71,100	\$74,825	\$104,623
Springdale	87176	Full	\$86,002	\$71,100	\$86,002	\$104,623
Springdale	87176	Full	\$89,726	\$71,100	\$89,726	\$104,623
Springdale	87176	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87176	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87176	Full	\$82,275	\$71,100	\$82,275	\$104,623
Springdale	87176	Full	\$89,726	\$71,100	\$89,726	\$104,623
Springdale	87176	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87176	Full	\$86,002	\$71,100	\$86,002	\$104,623
Springdale	87176	Full	\$89,726	\$71,100	\$89,726	\$104,623
Springdale	87176	Full	\$78,552	\$71,100	\$78,552	\$104,623
Springdale	87176	Full	\$89,726	\$71,100	\$89,726	\$104,623
Springdale	87176	Full	\$97,178	\$71,100	\$97,178	\$104,623
Springdale	87176	Full	\$100,901	\$71,100	\$100,901	\$104,623
Springdale	87176	Full	\$86,002	\$71,100	\$86,002	\$104,623
Springdale	87176	Full	\$97,178	\$71,100	\$97,178	\$104,623
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958

North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
North Little Rock	64591	Full	\$89,132	\$71,306	\$89,132	\$106,958
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Conway	64134	Full	\$78,507	\$62,806	\$78,507	\$78,507
Bentonville	54164	Full	\$76,689	\$61,351	\$76,689	\$92,027
Bentonville	54164	Full	\$74,443	\$59,554	\$74,443	\$89,332
Bentonville	54164	Full	\$78,208	\$62,566	\$78,208	\$93,850
Bentonville	54164	Full	\$76,689	\$61,351	\$76,689	\$92,027
Bentonville	54164	Full	\$78,208	\$62,566	\$78,208	\$93,850
Bentonville	54164	Full	\$76,689	\$61,351	\$76,689	\$92,027
Bentonville	54164	Full	\$74,443	\$59,554	\$74,443	\$89,332
Bentonville	54164	Full	\$74,443	\$59,554	\$74,443	\$89,332
Bentonville	54164	Full	\$79,768	\$63,814	\$79,768	\$95,722
Bentonville	54164	Full	\$78,208	\$62,566	\$78,208	\$93,850
Bentonville	54164	Full	\$83,657	\$66,926	\$83,657	\$100,388
Bentonville	54164	Full	\$74,443	\$59,554	\$74,443	\$89,332
Pine Bluff	41253	Full	\$62,312	\$49,850	\$62,312	\$74,774
Pine Bluff	41253	Full	\$67,708	\$54,166	\$67,708	\$81,250
Pine Bluff	41253	Full	\$58,812	\$47,050	\$58,812	\$70,574
Pine Bluff	41253	Full	\$74,786	\$59,829	\$74,786	\$89,743
Pine Bluff	41253	Full	\$72,086	\$57,669	\$72,086	\$86,503

Pine Bluff	41253	Full	\$60,496	\$48,397	\$60,496	\$72,595
Pine Bluff	41253	Full	\$57,493	\$45,994	\$57,493	\$68,992
Pine Bluff	41253	Full	\$57,911	\$46,329	\$57,911	\$69,493
Pine Bluff	41253	Full	\$57,796	\$46,237	\$57,796	\$69,355
Pine Bluff	41253	Full	\$65,224	\$52,179	\$65,224	\$78,269
Pine Bluff	41253	Full	\$65,008	\$52,006	\$65,008	\$78,010
Pine Bluff	41253	Full	\$69,405	\$55,524	\$69,405	\$83,286
Pine Bluff	41253	Full	\$65,280	\$52,224	\$65,280	\$78,336
Pine Bluff	41253	Full	\$59,881	\$47,905	\$59,881	\$71,857
Pine Bluff	41253	Full	\$73,451	\$58,761	\$73,451	\$88,141
Pine Bluff	41253	Full	\$57,684	\$46,147	\$57,684	\$69,221
Pine Bluff	41253	Full	\$67,364	\$53,891	\$67,364	\$80,837
Pine Bluff	41253	Full	\$62,335	\$49,868	\$62,335	\$74,802
Pine Bluff	41253	Full	\$56,646	\$45,317	\$56,646	\$67,975
Bella Vista	30104	Full	\$79,872	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$66,997	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$73,237	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$70,387	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$78,728	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Paragould	29537	Full	\$70,020	\$56,016	\$70,020	\$84,024
Paragould	29537	Full	\$70,540	\$56,432	\$70,540	\$84,648
Paragould	29537	Full	\$62,688	\$50,150	\$62,688	\$75,226
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Paragould	29537	Full	\$69,040	\$55,232	\$69,040	\$82,848
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Russellville	28940	Full	\$57,634	\$46,107	\$57,634	\$69,161
Russellville	28940	Full	\$58,634	\$46,907	\$58,634	\$70,361
Russellville	28940	Full	\$56,654	\$45,323	\$56,654	\$67,985
Russellville	28940	Full	\$58,634	\$46,907	\$58,634	\$70,361
Russellville	28940	Full	\$57,634	\$46,107	\$57,634	\$69,161

Russellville	28940	Full	\$56,654	\$45,323	\$56,654	\$67,985
Russellville	28940	Full	\$56,654	\$45,323	\$56,654	\$67,985
Russellville	28940	Full	\$56,654	\$45,323	\$56,654	\$67,985
Russellville	28940	Full	\$56,654	\$45,323	\$56,654	\$67,985
Cabot	26569	Full	\$64,916	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$60,001	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$60,001	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,163	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$60,001	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,163	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$56,163	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$55,507	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$55,507	\$55,500	\$61,000	\$66,500
Cabot	26569	Full	\$55,507	\$55,500	\$61,000	\$66,500
Van Buren	23218	Full	\$51,811	\$41,449	\$51,811	\$62,173
Van Buren	23218	Full	\$51,811	\$41,449	\$51,811	\$62,173
Van Buren	23218	Full	\$51,811	\$41,449	\$51,811	\$62,173
Van Buren	23218	Full	\$51,811	\$41,449	\$51,811	\$62,173
Searcy	22937	Full	\$54,205	\$43,364	\$54,205	\$65,046
Searcy	22937	Full	\$59,030	\$47,224	\$59,030	\$70,836
Searcy	22937	Full	\$57,470	\$45,976	\$57,470	\$68,964
Searcy	22937	Full	\$55,515	\$44,412	\$55,515	\$66,618
Searcy	22937	Full	\$56,160	\$44,928	\$56,160	\$67,392
Searcy	22937	Full	\$56,160	\$44,928	\$56,160	\$67,392
Searcy	22937	Full	\$54,870	\$43,896	\$54,870	\$65,844
Searcy	22937	Full	\$57,470	\$45,976	\$57,470	\$68,964
Maumelle	19251	Full	\$62,668	\$50,134	\$62,668	\$75,202
Maumelle	19251	Full	\$62,668	\$50,134	\$62,668	\$75,202
Maumelle	19251	Full	\$60,842	\$48,674	\$60,842	\$73,010
Maumelle	19251	Full	\$62,668	\$50,134	\$62,668	\$75,202
Maumelle	19251	Full	\$62,668	\$50,134	\$62,668	\$75,202
Maumelle	19251	Full	\$62,668	\$50,134	\$62,668	\$75,202
Blytheville	13406	Full	\$58,217	\$46,574	\$58,217	\$69,860
Harrison	13069	Full	\$57,844	\$55,421	\$57,285	\$59,702
Harrison	13069	Full	\$55,509	\$55,421	\$57,285	\$59,702
Harrison	13069	Full	\$54,146	\$55,422	\$57,285	\$59,702
Harrison	13069	Full	\$53,713	\$55,423	\$57,285	\$59,702
Harrison	13069	Full	\$53,713	\$55,424	\$57,285	\$59,702
Harrison	13069	Full	\$54,146	\$55,425	\$57,285	\$59,702
Harrison	13069	Full	\$54,422	\$55,426	\$57,285	\$59,702

Harrison	13069	Full	\$60,324	\$55,427	\$57,285	\$59,702
Forrest City	13015	Full	\$45,838	\$36,670	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$36,670	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$36,670	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$36,670	\$45,838	\$55,006
Mountain Home	12825	Part	\$60,999	\$43,767	\$54,840	\$62,047
Mountain Home	12825	Part	\$55,162	\$43,767	\$54,840	\$62,047
Mountain Home	12825	Part	\$56,806	\$43,767	\$54,840	\$62,047
Mountain Home	12825	Part	\$56,806	\$43,767	\$54,840	\$62,047
Batesville	11191	Full	\$49,000	\$39,200	\$49,000	\$58,800
Batesville	11191	Full	\$53,000	\$42,400	\$53,000	\$63,600

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	9.53		\$71,640	\$59,733	\$71,878	\$82,010
45,000+	17		\$83,350	\$68,282	\$83,350	\$94,262
20,000 - 49,999	8.88		\$63,250	\$53,733	\$63,799	\$73,865
10,000 - 19,999	4.17		\$55,654	\$47,706	\$55,816	\$63,484

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



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):	0/86/36
Exempt/non-exempt:	8/82
Bonus Eligible (Y/N):	0/0
Full/Part Time:	129/6
Number of Organizations Reporting:	9
Position Titles:	Corporal   Corporal - Bachelor Degree   Corporal - Graduate Degree   Police Corporal   Officer/Corporal *   Police Sro Corporal   Police Patrol Corporal   Police Detective Corporal   Patrol Corporal   Sro Corporal   Corporal/Detective   Corporal/Training   Corporal/Sro   Corporal/Patrol
Reports To:	Sergeant   Lieutenant     Police Sergeant   Police Patrol Sergeant   Police Detective Sergeant   Patrol Sergaent   Assistant Chief   Sergeant/Cid   Sergeant/Training   Sergeant/Sro   Sergeant/Patrol   Police Chief
Comments:	Corporal

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	135	\$48,922	\$57,319	\$66,589	\$67,267	\$75,088	\$82,888
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	9	\$25	\$25	\$179	\$25	\$25	\$960
EMT Pay	0	Insufficient Data					
Holiday Pay	53	\$4	\$96	\$2,707	\$3,398	\$3,899	\$4,121
Longevity Pay	39	\$700	\$1,400	\$2,104	\$1,400	\$2,800	\$4,200
Other Pay	42	\$600	\$900	\$1,376	\$1,200	\$1,800	\$2,400

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$65,624	\$50,003	\$65,624	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462

Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$64,043	\$50,003	\$64,043	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$64,043	\$50,003	\$64,043	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$77,463	\$61,383	\$77,463	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87176	Full	\$67,816	\$61,383	\$67,816	\$90,325
Springdale	87176	Full	\$67,816	\$61,383	\$67,816	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$77,463	\$61,383	\$77,463	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87176	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87176	Full	\$77,463	\$61,383	\$77,463	\$90,325
Springdale	87176	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87176	Full	\$67,816	\$61,383	\$67,816	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$67,816	\$61,383	\$67,816	\$90,325

Springdale	87176	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87176	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87176	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bentonville	54164	Full	\$66,664	\$53,331	\$66,664	\$79,997
Bentonville	54164	Full	\$73,611	\$58,889	\$73,611	\$88,333
Bentonville	54164	Full	\$75,088	\$60,070	\$75,088	\$90,106
Bentonville	54164	Full	\$69,368	\$55,494	\$69,368	\$83,242
Bentonville	54164	Full	\$69,368	\$55,494	\$69,368	\$83,242
Bentonville	54164	Full	\$75,088	\$60,070	\$75,088	\$90,106
Bentonville	54164	Full	\$70,761	\$56,609	\$70,761	\$84,913
Bentonville	54164	Full	\$70,761	\$56,609	\$70,761	\$84,913
Bentonville	54164	Full	\$72,155	\$57,724	\$72,155	\$86,586
Bentonville	54164	Full	\$73,611	\$58,889	\$73,611	\$88,333
Bentonville	54164	Full	\$76,606	\$61,285	\$76,606	\$91,927
Bentonville	54164	Full	\$70,761	\$56,609	\$70,761	\$84,913
Bentonville	54164	Full	\$76,606	\$61,285	\$76,606	\$91,927
Bentonville	54164	Full	\$82,888	\$66,310	\$82,888	\$99,466
Bentonville	54164	Full	\$76,606	\$61,285	\$76,606	\$91,927
Bentonville	54164	Full	\$78,124	\$62,499	\$78,124	\$93,749
Bentonville	54164	Full	\$88,379	\$70,703	\$88,379	\$106,055
Bentonville	54164	Full	\$79,684	\$63,747	\$79,684	\$95,621
Bentonville	54164	Full	\$88,379	\$70,703	\$88,379	\$106,055
Bentonville	54164	Full	\$79,684	\$63,747	\$79,684	\$95,621
Bentonville	54164	Full	\$82,888	\$66,310	\$82,888	\$99,466
Bentonville	54164	Full	\$78,124	\$62,499	\$78,124	\$93,749
Bentonville	54164	Full	\$69,368	\$55,494	\$69,368	\$83,242
Bentonville	54164	Full	\$69,368	\$55,494	\$69,368	\$83,242
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bentonville	54164	Full	\$68,016	\$54,413	\$68,016	\$81,619
Bentonville	54164	Full	\$68,016	\$54,413	\$68,016	\$81,619
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bentonville	54164	Full	\$66,664	\$53,331	\$66,664	\$79,997
Bentonville	54164	Full	\$66,664	\$53,331	\$66,664	\$79,997
Bentonville	54164	Full	\$66,664	\$53,331	\$66,664	\$79,997
Bentonville	54164	Full	\$66,664	\$53,331	\$66,664	\$79,997
Bentonville	54164	Full	\$66,664	\$53,331	\$66,664	\$79,997
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675

Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bentonville	54164	Full	\$64,729	\$51,783	\$64,729	\$77,675
Bella Vista	30104	Full	\$56,805	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,298	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$56,534	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,069	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$63,086	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$59,592	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,818	\$51,413	\$64,267	\$77,120
Russellville	28940	Full	\$57,319	\$45,855	\$57,319	\$68,783
Russellville	28940	Full	\$57,319	\$45,855	\$57,319	\$68,783
Russellville	28940	Full	\$53,135	\$42,508	\$53,135	\$63,762
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Searcy	22937	Full	\$50,877	\$40,702	\$50,877	\$61,052
Searcy	22937	Full	\$49,587	\$39,670	\$49,587	\$59,504
Searcy	22937	Full	\$48,277	\$38,622	\$48,277	\$57,932
Searcy	22937	Full	\$48,922	\$39,138	\$48,922	\$58,706
Searcy	22937	Full	\$48,922	\$39,138	\$48,922	\$58,706
Searcy	22937	Full	\$49,587	\$39,670	\$49,587	\$59,504
Harrison	13069	Full	\$47,267	\$48,404	\$49,926	\$51,826
Harrison	13069	Full	\$47,267	\$48,404	\$49,926	\$51,826
Harrison	13069	Full	\$52,370	\$48,404	\$49,926	\$51,826
Harrison	13069	Full	\$52,370	\$48,404	\$49,926	\$51,826
Harrison	13069	Full	\$52,018	\$48,404	\$49,926	\$51,826
Harrison	13069	Full	\$50,903	\$50,630	\$52,155	\$54,055
Harrison	13069	Full	\$51,345	\$50,630	\$52,155	\$54,055
Harrison	13069	Full	\$54,046	\$50,630	\$52,155	\$54,055
Harrison	13069	Full	\$53,683	\$50,630	\$52,155	\$54,055
Mountain Home	12825	Part	\$55,910	\$41,758	\$52,853	\$59,121
Mountain Home	12825	Full	\$51,848	\$41,758	\$52,853	\$59,121
Mountain Home	12825	Part	\$53,923	\$41,758	\$52,853	\$59,121
Mountain Home	12825	Part	\$59,121	\$47,297	\$59,121	\$70,945
Mountain Home	12825	Part	\$54,884	\$43,907	\$54,884	\$65,861

Mountain Home	12825	Part	\$47,982	\$38,386	\$47,982	\$57,578
Mountain Home	12825	Part	\$52,853	\$42,282	\$52,853	\$63,424

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	15	\$66,589	\$53,490	\$66,763	\$76,414
45,000+	31.67	\$72,583	\$57,376	\$72,583	\$82,761
20,000 - 49,999	6	\$52,345	\$42,865	\$53,581	\$64,297
10,000 - 19,999	8	\$52,362	\$46,355	\$51,978	\$56,908
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/54/0
Exempt/non-exempt:	7/51
Bonus Eligible (Y/N):	1/1
Full/Part Time:	59/0
Number of Organizations Reporting:	12
Position Titles:	Detective   Cid Corporal   Detective Sergeant   Police Investigative Detective   Detectice Sergeant   Officer/Corporal *   Lieutenant *   Property & Evidence Technician   Police Officer   Cid Detective   Sergeant- Detective   Investigation Sergeant   Investigation Corporal   Investigation Lieutenant   Investigation Captain   Investigation Officer
Reports To:	Police Chief   Detective Sergeant   Detective Lieutenant     Sergeant   Police Captain   Cid Sergeant   Lieutenant   Assistant Chief   Sergeant/Cid
Comments:	Corporal

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	59	\$46,953	\$52,540	\$58,692	\$58,011	\$64,971	\$67,512
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	4	\$600	\$600	\$1,140	\$960	\$1,200	\$1,800
EMT Pay	0	Insufficient Data					
Holiday Pay	16	\$2,167	\$2,257	\$2,727	\$2,748	\$3,077	\$3,204
Longevity Pay	10	\$600	\$700	\$960	\$700	\$1,400	\$1,400
Other Pay	17	\$300	\$720	\$4,768	\$1,200	\$1,500	\$2,400

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$59,446	\$50,003	\$59,446	\$62,462
Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462

Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$65,624	\$50,003	\$65,624	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$90,230	\$83,782	\$90,230	\$90,230
Springdale	87176	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87176	Full	\$59,891	\$52,267	\$59,891	\$75,134
Springdale	87176	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87176	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87176	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87176	Full	\$72,593	\$52,267	\$72,593	\$75,134
Springdale	87176	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87176	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87176	Full	\$62,430	\$52,267	\$62,430	\$75,134
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Bella Vista	30104	Full	\$70,200	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$67,413	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$56,805	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$59,696	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$69,888	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$62,688	\$50,150	\$62,688	\$75,226
Paragould	29537	Full	\$63,411	\$50,729	\$63,411	\$76,093
Russellville	28940	Full	\$61,754	\$49,403	\$61,754	\$74,105
Russellville	28940	Full	\$50,561	\$40,449	\$50,561	\$60,673
Russellville	28940	Full	\$48,363	\$38,690	\$48,363	\$58,036
Russellville	28940	Full	\$48,363	\$38,690	\$48,363	\$58,036
Van Buren	23218	Full	\$51,811	\$41,449	\$51,811	\$62,173
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$56,182	\$44,946	\$56,182	\$67,418
Van Buren	23218	Full	\$64,880	\$51,904	\$64,880	\$77,856
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020

Searcy	22937	Full	\$46,779	\$37,423	\$46,779	\$56,135
Maumelle	19251	Full	\$55,545	\$44,436	\$55,545	\$66,654
Blytheville	13406	Full	\$65,623	\$52,498	\$65,623	\$78,748
Forrest City	13015	Full	\$46,956	\$37,565	\$46,956	\$56,347
Forrest City	13015	Full	\$46,953	\$37,562	\$46,953	\$56,344
Forrest City	13015	Full	\$46,956	\$37,565	\$46,956	\$56,347
Batesville	11191	Full	\$53,500	\$42,800	\$53,500	\$64,200
Batesville	11191	Full	\$53,500	\$42,800	\$53,500	\$64,200

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.92	\$58,692	\$48,199	\$58,653	\$66,292
45,000+	16.5	\$61,751	\$51,644	\$61,751	\$66,759
20,000 - 49,999	3.17	\$55,579	\$44,433	\$55,460	\$66,595
10,000 - 19,999	1.75	\$52,719	\$42,175	\$52,719	\$63,263

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/22/0
Exempt/non-exempt:	9/20
Bonus Eligible (Y/N):	0/0
Full/Part Time:	31/0
Number of Organizations Reporting:	6
Position Titles:	Police Sro   S.R.O. Lieutenant   Sro Corporal   Sro First Class   Sro Sergeant   School Resource Officer   Sro Supervisor   Sro   Sro Officer
Reports To:	Police Sro Corporal   Assistant Chief   Sro Sergeant   Sro Corporal   Sro Lieutenant   Scu Sergeant     Sergeant/Sro   Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	31	\$43,350	\$45,428	\$53,006	\$51,811	\$57,920	\$66,493
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	7	\$25	\$25	\$25	\$25	\$25	\$25
EMT Pay	0	Insufficient Data					
Holiday Pay	12	\$4	\$4	\$1,338	\$4	\$3,026	\$3,537
Longevity Pay	7	\$50	\$50	\$336	\$50	\$700	\$1,400
Other Pay	9	\$25	\$25	\$578	\$300	\$1,200	\$1,500

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87176	Full	\$75,134	\$52,267	\$75,134	\$75,134
Springdale	87176	Full	\$70,050	\$52,267	\$70,050	\$75,134
Springdale	87176	Full	\$75,134	\$52,267	\$75,134	\$75,134
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$60,949	\$48,759	\$60,949	\$73,139
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$66,493	\$53,194	\$66,493	\$79,792
Van Buren	23218	Full	\$38,245	\$30,596	\$38,245	\$45,894
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$51,811	\$41,449	\$51,811	\$62,173
Van Buren	23218	Full	\$46,517	\$37,214	\$46,517	\$55,820
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194

Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$38,245	\$30,596	\$38,245	\$45,894
Searcy	22937	Full	\$46,779	\$37,423	\$46,779	\$56,135
Searcy	22937	Full	\$46,779	\$37,423	\$46,779	\$56,135
Harrison	13069	Full	\$45,428	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$45,428	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$45,428	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$45,428	\$42,005	\$44,110	\$46,891
Mountain Home	12825	Full	\$62,746	\$45,798	\$57,002	\$65,171
Mountain Home	12825	Full	\$55,912	\$41,758	\$52,853	\$59,121
Mountain Home	12825	Full	\$56,282	\$39,771	\$50,822	\$56,282
Mountain Home	12825	Full	\$57,920	\$43,767	\$54,840	\$62,047
Mountain Home	12825	Full	\$55,386	\$39,771	\$50,822	\$56,282
Mountain Home	12825	Full	\$56,282	\$45,026	\$56,282	\$67,538
Mountain Home	12825	Full	\$56,282	\$45,026	\$56,282	\$67,538

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.17	\$53,006	\$42,152	\$52,129	\$60,061
45,000+	5	\$68,019	\$52,267	\$68,019	\$75,134
20,000 - 49,999	5	\$48,038	\$38,430	\$48,038	\$57,645
10,000 - 19,999	5.5	\$52,957	\$42,631	\$50,486	\$56,504

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	14/696/0
Exempt/non-exempt:	20/687
Bonus Eligible (Y/N):	0/0
Full/Part Time:	745/36
Number of Organizations Reporting:	19
Position Titles:	Police Officer   Police Officer - Associate Degree   Police Officer - Bachelor Degree   Pt Police Officer   Police Officer I   Police Officer Ii   Patrol Officer   Dectective   Detective   K-9 Officer   Police Officer Ent Level   Police Officer Level 2   Police Officer Level 10   Police Officer Level 4   Police Officer Level 6   Police Officer Level 8   Auxilary Police   Patrol Officer - Street Crime   Patrolman   Patrol Oficer   Auxi   Officer/Corporal *   Police Patrolman   Patrol First Class   Part-Time Officer   Part Time Police Officer Ii   Part Time Police Officer   Part-Time Patrol Officer   Part-Time Police Officer   Officer First Class   Dtf   Cid   Caw   Court Liason   Specialized And Transport - Part Time   Service Officer
Reports To:	Sergeant   Lieutenant   Corporal     Police Chief   Police Patrol Corporal   Police Sergeant   Patrol Corporal   Sergeant/Building Security   Sergeant/Patrol   Chief Of Police
Comments:	Officers \$16 Non Certified, \$17 Certified \$18 After 1 Year   Street Crime \$100 A Pay Period

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	781	\$43,000	\$47,291	\$53,824	\$52,950	\$59,446	\$73,202
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	72	\$25	\$1,000	\$1,175	\$1,500	\$1,500	\$1,500
EMT Pay	0	Insufficient Data					
Holiday Pay	186	\$96	\$2,117	\$2,298	\$2,412	\$3,045	\$3,637
Longevity Pay	50	\$50	\$150	\$683	\$675	\$700	\$1,400
Other Pay	151	\$300	\$360	\$1,345	\$1,000	\$1,500	\$2,000

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$59,446	\$50,003	\$59,446	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$53,851	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462

Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$53,851	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$60,944	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$59,446	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$59,446	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$53,851	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$53,851	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$53,851	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$59,446	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$59,446	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462

Fort Smith	89142	Full	\$56,596	\$50,003	\$56,596	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$53,851	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$50,003	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$58,011	\$62,462
Fort Smith	89142	Full	\$52,540	\$50,003	\$52,540	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$51,251	\$62,462
Springdale	87176	Full	\$75,134	\$52,267	\$75,134	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$59,891	\$52,267	\$59,891	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$75,134	\$52,267	\$75,134	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134

Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$75,134	\$52,267	\$75,134	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$70,050	\$52,267	\$70,050	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$52,267	\$52,267	\$52,267	\$75,134
Springdale	87176	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87176	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87176	Full	\$62,430	\$52,267	\$62,430	\$75,134
Springdale	87176	Full	\$57,350	\$52,267	\$57,350	\$75,134

[illegible]

North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$60,893	\$76,116	\$91,339
North Little Rock	64591	Full	\$76,116	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909



North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$76,116	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,985	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$76,116	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$76,116	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$76,116	\$52,950	\$61,775	\$73,909

North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$58,465	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,985	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$61,775	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$52,950	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$65,084	\$52,950	\$61,775	\$73,909
North Little Rock	64591	Full	\$73,909	\$52,950	\$61,775	\$73,909
Conway	64134	Full	\$50,923	\$40,738	\$50,923	\$50,923
Conway	64134	Full	\$50,923	\$40,738	\$50,923	\$50,923
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$50,923	\$40,738	\$50,923	\$50,923
Conway	64134	Full	\$50,923	\$40,738	\$50,923	\$50,923

[illegible]

Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$56,228	\$44,982	\$56,228	\$56,228
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$59,410	\$47,528	\$59,410	\$59,410
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532

Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$61,532	\$49,226	\$61,532	\$61,532
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Conway	64134	Full	\$71,080	\$56,864	\$71,080	\$71,080
Bentonville	54164	Full	\$51,667	\$41,334	\$51,667	\$62,000
Bentonville	54164	Full	\$51,667	\$41,334	\$51,667	\$62,000
Bentonville	54164	Full	\$51,667	\$41,334	\$51,667	\$62,000
Bentonville	54164	Full	\$51,667	\$41,334	\$51,667	\$62,000
Bentonville	54164	Full	\$60,860	\$48,688	\$60,860	\$73,032
Bentonville	54164	Full	\$60,860	\$48,688	\$60,860	\$73,032
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$60,860	\$48,688	\$60,860	\$73,032
Bentonville	54164	Full	\$59,696	\$47,757	\$59,696	\$71,635
Bentonville	54164	Full	\$59,696	\$47,757	\$59,696	\$71,635
Bentonville	54164	Full	\$59,696	\$47,757	\$59,696	\$71,635
Bentonville	54164	Full	\$59,009	\$47,207	\$59,009	\$70,811
Bentonville	54164	Full	\$59,009	\$47,207	\$59,009	\$70,811
Bentonville	54164	Full	\$59,009	\$47,207	\$59,009	\$70,811
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237

Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$58,531	\$46,825	\$58,531	\$70,237
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Bentonville	54164	Full	\$56,825	\$45,460	\$56,825	\$68,190
Pine Bluff	41253	Full	\$53,254	\$42,603	\$53,254	\$63,905
Pine Bluff	41253	Full	\$53,842	\$43,074	\$53,842	\$64,610
Pine Bluff	41253	Full	\$46,246	\$36,997	\$46,246	\$55,495
Pine Bluff	41253	Full	\$53,254	\$42,603	\$53,254	\$63,905
Pine Bluff	41253	Full	\$50,096	\$40,077	\$50,096	\$60,115
Pine Bluff	41253	Full	\$44,447	\$35,558	\$44,447	\$53,336
Pine Bluff	41253	Full	\$52,515	\$42,012	\$52,515	\$63,018
Pine Bluff	41253	Full	\$48,409	\$38,727	\$48,409	\$58,091
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$55,313	\$44,250	\$55,313	\$66,376
Pine Bluff	41253	Full	\$45,895	\$36,716	\$45,895	\$55,074
Pine Bluff	41253	Full	\$41,701	\$33,361	\$41,701	\$50,041
Pine Bluff	41253	Full	\$48,264	\$38,611	\$48,264	\$57,917
Pine Bluff	41253	Full	\$44,158	\$35,326	\$44,158	\$52,990
Pine Bluff	41253	Full	\$47,929	\$38,343	\$47,929	\$57,515
Pine Bluff	41253	Full	\$53,320	\$42,656	\$53,320	\$63,984
Pine Bluff	41253	Full	\$45,895	\$36,716	\$45,895	\$55,074
Pine Bluff	41253	Full	\$45,947	\$36,758	\$45,947	\$55,136
Pine Bluff	41253	Full	\$49,152	\$39,322	\$49,152	\$58,982
Pine Bluff	41253	Full	\$53,320	\$42,656	\$53,320	\$63,984
Pine Bluff	41253	Full	\$50,752	\$40,602	\$50,752	\$60,902
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$48,445	\$38,756	\$48,445	\$58,134
Pine Bluff	41253	Full	\$51,138	\$40,910	\$51,138	\$61,366
Pine Bluff	41253	Full	\$50,001	\$40,001	\$50,001	\$60,001
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682

Pine Bluff	41253	Full	\$48,039	\$38,431	\$48,039	\$57,647
Pine Bluff	41253	Full	\$47,355	\$37,884	\$47,355	\$56,826
Pine Bluff	41253	Full	\$53,408	\$42,726	\$53,408	\$64,090
Pine Bluff	41253	Full	\$45,961	\$36,769	\$45,961	\$55,153
Pine Bluff	41253	Full	\$53,191	\$42,553	\$53,191	\$63,829
Pine Bluff	41253	Full	\$54,460	\$43,568	\$54,460	\$65,352
Pine Bluff	41253	Full	\$45,046	\$36,037	\$45,046	\$54,055
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$48,472	\$38,778	\$48,472	\$58,166
Pine Bluff	41253	Full	\$55,914	\$44,731	\$55,914	\$67,097
Pine Bluff	41253	Full	\$50,687	\$40,550	\$50,687	\$60,824
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$48,447	\$38,758	\$48,447	\$58,136
Pine Bluff	41253	Full	\$53,782	\$43,026	\$53,782	\$64,538
Pine Bluff	41253	Full	\$44,747	\$35,798	\$44,747	\$53,696
Pine Bluff	41253	Full	\$46,777	\$37,422	\$46,777	\$56,132
Pine Bluff	41253	Full	\$57,796	\$46,237	\$57,796	\$69,355
Pine Bluff	41253	Full	\$46,546	\$37,237	\$46,546	\$55,855
Pine Bluff	41253	Full	\$46,198	\$36,958	\$46,198	\$55,438
Pine Bluff	41253	Full	\$45,895	\$36,716	\$45,895	\$55,074
Bella Vista	30104	Full	\$55,224	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$54,642	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$49,421	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$53,581	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$50,357	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$60,424	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$50,669	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$52,562	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$50,357	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$53,040	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$55,952	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$51,667	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$52,957	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Part	\$10,400	\$8,320	\$10,400	\$12,480
Paragould	29537	Full	\$62,688	\$50,150	\$62,688	\$75,226

Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$55,723	\$44,578	\$55,723	\$66,868
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$43,360	\$34,688	\$43,360	\$52,032
Paragould	29537	Full	\$54,100	\$43,280	\$54,100	\$64,920
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$52,540	\$42,032	\$52,540	\$63,048
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$54,683	\$43,746	\$54,683	\$65,620
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$59,753	\$47,802	\$59,753	\$71,704
Texarkana	29387	Full	\$71,843	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$71,843	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$71,843	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$69,805	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$68,307	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$66,706	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$66,706	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$68,307	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$63,045	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$63,045	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$66,706	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$60,112	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$60,112	\$58,053	\$66,706	\$71,843



Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$66,706	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$60,112	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$63,045	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$60,112	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$63,045	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$58,053	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$68,307	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Full	\$66,706	\$58,053	\$66,706	\$71,843
Texarkana	29387	Full	\$75,026	\$75,026	\$76,523	\$78,021
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Texarkana	29387	Part	\$7,196	\$5,757	\$7,196	\$8,635
Russellville	28940	Full	\$50,561	\$40,449	\$50,561	\$60,673

Russellville	28940	Full	\$48,363	\$38,690	\$48,363	\$58,036
Russellville	28940	Full	\$48,363	\$38,690	\$48,363	\$58,036
Russellville	28940	Full	\$48,363	\$38,690	\$48,363	\$58,036
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$48,363	\$38,690	\$48,363	\$58,036
Russellville	28940	Full	\$44,613	\$35,690	\$44,613	\$53,536
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$50,561	\$40,449	\$50,561	\$60,673
Russellville	28940	Full	\$46,220	\$36,976	\$46,220	\$55,464
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$44,613	\$35,690	\$44,613	\$53,536
Russellville	28940	Full	\$44,613	\$35,690	\$44,613	\$53,536
Russellville	28940	Full	\$47,291	\$37,833	\$47,291	\$56,749
Russellville	28940	Full	\$50,561	\$40,449	\$50,561	\$60,673
Russellville	28940	Full	\$44,613	\$35,690	\$44,613	\$53,536
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$44,613	\$35,690	\$44,613	\$53,536
Russellville	28940	Full	\$44,613	\$35,690	\$44,613	\$53,536
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822
Russellville	28940	Full	\$45,685	\$36,548	\$45,685	\$54,822

Cabot	26569	Full	\$64,818	\$43,500	\$64,818	\$77,782
Cabot	26569	Full	\$49,959	\$43,500	\$49,959	\$59,951
Cabot	26569	Full	\$49,630	\$43,500	\$49,630	\$59,556
Cabot	26569	Full	\$48,807	\$43,500	\$48,807	\$58,568
Cabot	26569	Full	\$48,243	\$43,500	\$48,243	\$57,892
Cabot	26569	Full	\$47,373	\$43,500	\$47,373	\$56,848
Cabot	26569	Full	\$47,373	\$43,500	\$47,373	\$56,848
Cabot	26569	Full	\$47,373	\$43,500	\$47,373	\$56,848
Cabot	26569	Full	\$44,787	\$43,500	\$44,787	\$53,744
Cabot	26569	Full	\$44,787	\$43,500	\$44,787	\$53,744
Cabot	26569	Full	\$46,459	\$43,500	\$46,459	\$55,751
Cabot	26569	Full	\$46,103	\$43,500	\$46,103	\$55,324
Cabot	26569	Full	\$45,845	\$43,500	\$45,845	\$55,014
Cabot	26569	Full	\$45,821	\$43,500	\$45,821	\$54,985
Cabot	26569	Full	\$45,163	\$43,500	\$45,163	\$54,196
Cabot	26569	Full	\$45,186	\$43,500	\$45,186	\$54,223
Cabot	26569	Full	\$45,069	\$43,500	\$45,069	\$54,083
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$44,152	\$43,500	\$44,152	\$52,982
Cabot	26569	Full	\$43,500	\$43,500	\$43,500	\$52,200
Cabot	26569	Full	\$43,500	\$43,500	\$43,500	\$52,200
Cabot	26569	Full	\$43,500	\$43,500	\$43,500	\$52,200
Cabot	26569	Full	\$43,500	\$43,500	\$43,500	\$52,200
Cabot	26569	Full	\$43,500	\$43,500	\$43,500	\$52,200
Cabot	26569	Full	\$43,500	\$43,500	\$43,500	\$52,200
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020

Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Van Buren	23218	Full	\$43,350	\$34,680	\$43,350	\$52,020
Searcy	22937	Full	\$50,232	\$40,186	\$50,232	\$60,278
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$46,779	\$37,423	\$46,779	\$56,135
Searcy	22937	Full	\$46,779	\$37,423	\$46,779	\$56,135
Searcy	22937	Full	\$46,780	\$37,424	\$46,780	\$56,136
Searcy	22937	Full	\$45,461	\$36,369	\$45,461	\$54,553
Searcy	22937	Full	\$44,824	\$35,859	\$44,824	\$53,789
Searcy	22937	Full	\$44,179	\$35,343	\$44,179	\$53,015
Searcy	22937	Full	\$44,179	\$35,343	\$44,179	\$53,015
Searcy	22937	Full	\$44,179	\$35,343	\$44,179	\$53,015
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$39,374	\$31,499	\$39,374	\$47,249
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$43,534	\$34,827	\$43,534	\$52,241
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$42,868	\$34,294	\$42,868	\$51,442
Searcy	22937	Full	\$41,371	\$33,097	\$41,371	\$49,645
Searcy	22937	Full	\$41,371	\$33,097	\$41,371	\$49,645
Searcy	22937	Full	\$39,374	\$31,499	\$39,374	\$47,249
Searcy	22937	Full	\$39,374	\$31,499	\$39,374	\$47,249

Searcy	22937	Full	\$39,374	\$31,499	\$39,374	\$47,249
Searcy	22937	Full	\$46,134	\$36,907	\$46,134	\$55,361
Searcy	22937	Full	\$45,469	\$36,375	\$45,469	\$54,563
Searcy	22937	Full	\$43,524	\$34,819	\$43,524	\$52,229
Searcy	22937	Full	\$41,371	\$33,097	\$41,371	\$49,645
Searcy	22937	Full	\$45,469	\$36,375	\$45,469	\$54,563
Searcy	22937	Full	\$44,179	\$35,343	\$44,179	\$53,015
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$55,545	\$44,436	\$55,545	\$66,654
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$48,506	\$38,805	\$48,506	\$58,207
Blytheville	13406	Full	\$51,245	\$40,996	\$51,245	\$61,494
Harrison	13069	Full	\$41,710	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$43,796	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$41,214	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$42,226	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$41,214	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$41,214	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$41,710	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$41,214	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$43,578	\$42,005	\$44,110	\$46,891
Harrison	13069	Full	\$42,533	\$42,005	\$44,110	\$46,891

Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Full	\$3,012	\$2,410	\$3,012	\$3,614
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Full	\$4,048	\$3,238	\$4,048	\$4,858
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Mountain Home	12825	Part	\$50,035	\$39,771	\$50,822	\$56,282
Mountain Home	12825	Part	\$30,982	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$27,799	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$26,676	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$30,982	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$50,035	\$39,771	\$50,822	\$56,282
Mountain Home	12825	Part	\$30,982	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$46,279	\$38,089	\$48,070	\$53,595
Mountain Home	12825	Part	\$47,109	\$38,089	\$48,070	\$53,595
Mountain Home	12825	Part	\$51,782	\$39,771	\$50,822	\$56,282
Mountain Home	12825	Part	\$24,544	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$46,279	\$38,089	\$48,070	\$53,595
Mountain Home	12825	Part	\$48,070	\$38,089	\$48,070	\$53,595
Mountain Home	12825	Part	\$50,035	\$39,771	\$50,822	\$56,282
Mountain Home	12825	Part	\$48,987	\$38,089	\$48,070	\$53,595
Mountain Home	12825	Part	\$30,982	\$24,554	\$27,799	\$30,982
Mountain Home	12825	Part	\$30,982	\$24,554	\$27,799	\$30,982

Batesville	11191	Full	\$41,000	\$32,800	\$41,000	\$49,200
Batesville	11191	Full	\$42,500	\$34,000	\$42,500	\$51,000
Batesville	11191	Full	\$45,000	\$36,000	\$45,000	\$54,000
Batesville	11191	Full	\$49,000	\$39,200	\$49,000	\$58,800
Batesville	11191	Full	\$45,500	\$36,400	\$45,500	\$54,600
Batesville	11191	Full	\$45,000	\$36,000	\$45,000	\$54,000
Batesville	11191	Full	\$45,000	\$36,000	\$45,000	\$54,000
Batesville	11191	Full	\$43,000	\$34,400	\$43,000	\$51,600
Batesville	11191	Full	\$43,000	\$34,400	\$43,000	\$51,600
Batesville	11191	Full	\$42,500	\$34,000	\$42,500	\$51,000
Batesville	11191	Full	\$37,500	\$30,000	\$37,500	\$45,000

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	41.11		\$53,824	\$45,614	\$53,892	\$62,942
45,000+	84.8		\$60,434	\$51,354	\$59,931	\$69,819
20,000 - 49,999	34.13		\$47,698	\$40,421	\$48,621	\$57,132
10,000 - 19,999	14		\$40,372	\$33,516	\$40,541	\$47,108

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

1109- Police Property Room Supervisor

Job Description:	Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience
Total Matches (A/M/B):	1/9/2
Exempt/non-exempt:	4/8
Bonus Eligible (Y/N):	3/6
Full/Part Time:	12/1
Number of Organizations Reporting:	9
Position Titles:	Property Clerk   Records Clerk - Bachelor Degree   Police Property Room Supervisor   Lead Evidence Tech   Sergeant *   Records Supervisor   Property And Evidence Custodian   Qtrmaster-Corporal   Evidence Technician   Civilian
Reports To:	Sergeant   Police Chief   Police Major Support Division   Lieutenant     Assistant Chief   Sergeant/Services
Comments:	Also Serves As Crime Scene Supervisor

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	13	\$37,024	\$38,378	\$45,838	\$44,948	\$46,878	\$57,118
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$240	\$240	\$240	\$240	\$240	\$240
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$2,520	\$2,520	\$2,520	\$2,520	\$2,520	\$2,520
Longevity Pay	0	Insufficient Data					
Other Pay	2	\$1,440	\$1,440	\$18,689	\$1,440	\$35,937	\$35,937

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$77,916	\$70,595	\$77,916	\$77,916
Springdale	87176	Full	\$44,948	\$39,954	\$49,942	\$59,931
Springdale	87176	Full	\$44,948	\$39,954	\$49,942	\$59,931
North Little Rock	64591	Full	\$57,118	\$45,694	\$57,118	\$68,542
Conway	64134	Full	\$46,786	\$37,429	\$46,786	\$46,786
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Bella Vista	30104	Part	\$25,052	\$35,124	\$43,906	\$52,686
Bella Vista	30104	Full	\$37,440	\$35,124	\$43,906	\$52,686
Russellville	28940	Full	\$53,135	\$42,508	\$53,135	\$63,762
Van Buren	23218	Full	\$42,591	\$34,073	\$42,591	\$51,109
Van Buren	23218	Full	\$46,878	\$37,502	\$46,878	\$56,254
Van Buren	23218	Full	\$43,683	\$34,946	\$43,683	\$52,420
Blytheville	13406	Full	\$38,378	\$30,702	\$38,378	\$46,054



Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.44	\$45,838	\$39,920	\$49,066	\$56,929
45,000+	1.25	\$54,343	\$46,725	\$56,341	\$62,621
20,000 - 49,999	1.75	\$40,829	\$36,377	\$45,397	\$54,417
10,000 - 19,999	1	\$38,378	\$30,702	\$38,378	\$46,054

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/0/0
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/0
Number of Organizations Reporting:	1
Position Titles:	Cid Lieutenant   C.I.D. Sergeant   Cid First Class
Reports To:	Assistant Chief   Cid Lieutentant   Cid Corporal
Comments:	

Compensation Data

	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	3	\$61,567	\$61,567	\$59,965	\$61,567	\$62,047	\$62,047
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3	\$25	\$25	\$25	\$25	\$25	\$25
EMT Pay	0	Insufficient Data					
Holiday Pay	3	\$4	\$4	\$4	\$4	\$4	\$4
Longevity Pay	3	\$50	\$50	\$50	\$50	\$50	\$50
Other Pay	3	\$25	\$25	\$25	\$25	\$25	\$25

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Mountain Home	12825	Full	\$61,567	\$45,798	\$57,002	\$65,171
Mountain Home	12825	Full	\$62,047	\$43,767	\$54,840	\$62,047
Mountain Home	12825	Full	\$56,282	\$39,771	\$50,822	\$56,282

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3	\$59,965	\$43,112	\$54,221	\$61,167
10,000 - 19,999	3	\$59,965	\$43,112	\$54,221	\$61,167

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/10/0
Exempt/non-exempt:	0/15
Bonus Eligible (Y/N):	4/12
Full/Part Time:	15/0
Number of Organizations Reporting:	6
Position Titles:	Inv Asst Crime Spec I   Asst Sex Off Victim Serv   Officer/Corporal *   Criminal Intelligence Specialist   Police Property Maintenance Tech   Police Crime Scene Technician   Criminal Intelligence Tech   Cid Technician   Cid Corporal   Crime Scene Tech
Reports To:	Police Major Investigations   Sergeant   Police Chief   Police Captain   Cid Sergeant
Comments:	Also Serves As A Detective, Corporal

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	15	\$36,702	\$36,702	\$45,054	\$42,761	\$48,911	\$62,462
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$25	\$25	\$25	\$25	\$25	\$25
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$4	\$4	\$4	\$4	\$4	\$4
Longevity Pay	1	\$50	\$50	\$50	\$50	\$50	\$50
Other Pay	1	\$25	\$25	\$25	\$25	\$25	\$25

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$67,267	\$50,003	\$67,267	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$62,462	\$62,462
Conway	64134	Full	\$39,720	\$31,776	\$39,720	\$39,720
Conway	64134	Full	\$37,513	\$30,010	\$37,513	\$37,513
Pine Bluff	41253	Full	\$42,761	\$34,209	\$42,761	\$51,313
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$42,761	\$34,209	\$42,761	\$51,313
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720

Hot Springs	37930	Full	\$41,558	\$39,520	\$49,920	\$60,320
Maumelle	19251	Full	\$48,911	\$39,129	\$48,911	\$58,693
Mountain Home	12825	Full	\$59,121	\$41,758	\$52,853	\$59,121

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.5	\$45,054	\$37,012	\$46,658	\$52,790
45,000+	2	\$51,741	\$40,448	\$51,741	\$50,539
20,000 - 49,999	4.5	\$40,091	\$34,722	\$43,461	\$52,430
10,000 - 19,999	1	\$54,016	\$40,443	\$50,882	\$58,907

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	6/25/4
Exempt/non-exempt:	6/27
Bonus Eligible (Y/N):	12/24
Full/Part Time:	39/0
Number of Organizations Reporting:	12
Position Titles:	Dispatch Supervisor   Training Coordinator   Telecommunicator Shift Supv.   Communication Shift Supervisor   Dispatch Lead   911 Communications Dir   Training/Qa Manager   Deputy Director   Lead Telecommunicator 3   Lead Telecommunicator 1   Lead Telecommunicator 2   Operations Manager   Lead Telecommunicator I   Desk Sergeant   Supervisor - Police Dispatch *   Police 911 Dispatch Supervisor   Lead Dispatcher   Communications Supv. Sergeant   Deputy Coordinator/Lead Public Safety Dispatcher   Lead Public Safety Dispatcher   E911 Director   Asst E911 Director   Cad Mgr / E911 Dispatch   Dispatch Manager   Assistant Dispatch Manager   Senior Dispatcher
Reports To:	Dispatch Supervisor   Lieutenant     Police Chief   Police Captain   Police Assistant Chief   Assistant Police Chief   Mayor   E911 Director   Captain/Administration   Dispatch Manager
Comments:	Director Of Ceoc (Dispatch) Newly Added Position In 2024

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	39	\$52,769	\$54,412	\$63,713	\$60,723	\$73,104	\$78,548
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Other Pay	1	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$53,622	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$54,412	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,622	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,622	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$78,548	\$59,846	\$74,807	\$89,769
Springdale	87176	Full	\$73,384	\$54,611	\$68,264	\$81,917
Springdale	87176	Full	\$64,005	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$59,082	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$57,441	\$52,517	\$65,647	\$78,776
Springdale	87176	Full	\$60,723	\$52,517	\$65,647	\$78,776

North Little Rock	64591	Full	\$84,050	\$67,240	\$84,050	\$100,860
North Little Rock	64591	Full	\$62,694	\$50,155	\$62,694	\$75,233
North Little Rock	64591	Full	\$73,824	\$59,059	\$73,824	\$88,589
Conway	64134	Full	\$100,940	\$80,752	\$100,940	\$100,940
Conway	64134	Full	\$66,677	\$53,342	\$66,677	\$66,677
Conway	64134	Full	\$73,104	\$58,483	\$73,104	\$73,104
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$60,250	\$48,200	\$60,250	\$60,250
Conway	64134	Full	\$55,965	\$44,772	\$55,965	\$55,965
Conway	64134	Full	\$58,108	\$46,486	\$58,108	\$58,108
Conway	64134	Full	\$73,104	\$58,483	\$73,104	\$73,104
Conway	64134	Full	\$55,965	\$44,772	\$55,965	\$55,965
Bentonville	54164	Full	\$54,204	\$43,363	\$54,204	\$65,045
Bentonville	54164	Full	\$52,769	\$42,215	\$52,769	\$63,323
Bentonville	54164	Full	\$61,609	\$49,287	\$61,609	\$73,931
Hot Springs	37930	Full	\$67,392	\$56,160	\$68,640	\$83,200
Hot Springs	37930	Full	\$58,905	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$58,905	\$52,000	\$64,480	\$79,040
Bella Vista	30104	Full	\$73,174	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$62,275	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Paragould	29537	Full	\$65,000	\$52,000	\$65,000	\$78,000
Paragould	29537	Full	\$63,913	\$51,130	\$63,913	\$76,696
Cabot	26569	Full	\$54,540	\$50,500	\$59,337	\$68,175
Cabot	26569	Full	\$52,029	\$50,500	\$59,337	\$68,175
Blytheville	13406	Full	\$65,394	\$52,315	\$65,394	\$78,473
Forrest City	13015	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.25	\$63,713	\$52,765	\$65,706	\$75,517
45,000+	5.2	\$64,287	\$53,835	\$67,292	\$75,978
20,000 - 49,999	2.5	\$65,113	\$53,294	\$65,599	\$78,529
10,000 - 19,999	1	\$54,066	\$41,733	\$52,312	\$61,476

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.

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):	0/63/0
Exempt/non-exempt:	1/36
Bonus Eligible (Y/N):	22/26
Full/Part Time:	63/6
Number of Organizations Reporting:	6
Position Titles:	Communications Dispatcher   Dispatcher   Dispatcher 2   Dispatcher 1   Dispatcher I   Communications Officer   Communications   Part-Time Communications   Public Safety Dispatcher   E911 Dispatcher   E911 Dispatcher Sv
Reports To:	Police Chief   Dispatch Lead   Dispatch Supervisor   Police Assistant Chief   Communications Sergaent     E911 Dispatcher Supervisor   Asst E911 Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	69	\$40,030	\$45,988	\$49,393	\$49,722	\$53,851	\$61,631
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	1	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$55,900	\$44,720	\$55,900	\$67,080
North Little Rock	64591	Full	\$45,988	\$36,790	\$45,988	\$55,186
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$53,239	\$42,591	\$53,239	\$63,887
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$50,703	\$40,562	\$50,703	\$60,844
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$45,988	\$36,790	\$45,988	\$55,186
North Little Rock	64591	Full	\$53,239	\$42,591	\$53,239	\$63,887
North Little Rock	64591	Full	\$45,988	\$36,790	\$45,988	\$55,186
North Little Rock	64591	Full	\$58,695	\$46,956	\$58,695	\$70,434
North Little Rock	64591	Full	\$56,839	\$45,471	\$56,839	\$68,207
North Little Rock	64591	Full	\$48,256	\$38,605	\$48,256	\$57,907

North Little Rock	64591	Full	\$50,703	\$40,562	\$50,703	\$60,844
North Little Rock	64591	Full	\$51,937	\$41,550	\$51,937	\$62,324
North Little Rock	64591	Full	\$45,988	\$36,790	\$45,988	\$55,186
North Little Rock	64591	Full	\$45,990	\$36,792	\$45,990	\$55,188
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$48,289	\$38,631	\$48,289	\$57,947
North Little Rock	64591	Full	\$45,988	\$36,790	\$45,988	\$55,186
North Little Rock	64591	Full	\$45,988	\$36,790	\$45,988	\$55,186
North Little Rock	64591	Full	\$61,631	\$49,305	\$61,631	\$73,957
North Little Rock	64591	Full	\$48,289	\$38,631	\$48,289	\$57,947
North Little Rock	64591	Full	\$48,289	\$38,631	\$48,289	\$57,947
North Little Rock	64591	Full	\$55,900	\$44,720	\$55,900	\$67,080
North Little Rock	64591	Part	\$46,237	\$36,990	\$46,237	\$55,484
North Little Rock	64591	Part	\$47,840	\$38,272	\$47,840	\$57,408
North Little Rock	64591	Part	\$44,814	\$35,851	\$44,814	\$53,777
North Little Rock	64591	Part	\$48,110	\$38,488	\$48,110	\$57,732
North Little Rock	64591	Part	\$47,840	\$38,272	\$47,840	\$57,408
Hot Springs	37930	Full	\$53,851	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$50,606	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$48,276	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$48,276	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$43,534	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$59,411	\$47,529	\$59,411	\$71,293
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$60,515	\$48,412	\$60,515	\$72,618
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$55,208	\$44,166	\$55,208	\$66,250
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200



Cabot	26569	Full	\$49,722	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,661	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$41,099	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$38,380	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,030	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,613	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,030	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,030	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,030	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,030	\$38,380	\$43,177	\$47,975
Cabot	26569	Full	\$40,030	\$38,380	\$43,177	\$47,975
Blytheville	13406	Full	\$33,495	\$26,796	\$33,495	\$40,194
Mountain Home	12825	Full	\$42,370	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$42,370	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$43,139	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Part	\$27,035	\$24,055	\$26,364	\$28,330

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.5	\$49,393	\$40,663	\$50,105	\$59,433
45,000+	32	\$52,139	\$41,711	\$52,139	\$62,567
20,000 - 49,999	10.67	\$48,477	\$41,271	\$50,057	\$59,103
10,000 - 19,999	2.5	\$37,682	\$30,063	\$37,394	\$41,485

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/88/0
Exempt/non-exempt:	0/75
Bonus Eligible (Y/N):	23/75
Full/Part Time:	90/4
Number of Organizations Reporting:	6
Position Titles:	Dispatcher I   Dispatcher Ii - Associate Degree   Lead Dispatcher   Telecommunicator Ii   Telecommunicator Iii   Telecommunicator 3   Telecommunicator 2   Telecommunicator 1   Telecommun. Trainee 4   Telecommun. Trainee 5   Telecommunicator Train 4   Telecommunicator I   Telecommunicator 2 Pt   911 Telecommunicator *   Police Dispatcher   Police Dispatcher Trainee   Police Dispatcher 1 - Trainee   Dispatcher/Quality Control   Dispatcher
Reports To:	Dispatch Supervisor   Lead Dispatch     Supervisor - Police Dispatch   Police Assistant Chief   Assistant Dispatch Manager   Senior Dispatcher
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	94	\$39,707	\$41,828	\$44,370	\$43,992	\$47,396	\$49,441
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
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$42,099	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$42,099	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$47,070	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,780	\$41,828	\$52,291	\$62,732
Springdale	87176	Full	\$58,302	\$50,423	\$63,029	\$75,635
Springdale	87176	Full	\$45,521	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$52,000	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$45,521	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$63,453	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$46,900	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$45,521	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$44,142	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$45,521	\$44,142	\$55,177	\$66,213
Springdale	87176	Part	\$32,556	\$26,045	\$32,556	\$39,067
Springdale	87176	Part	\$33,106	\$26,485	\$33,106	\$39,727
Conway	64134	Full	\$48,467	\$38,774	\$48,467	\$48,467
Conway	64134	Full	\$48,467	\$38,774	\$48,467	\$48,467
Conway	64134	Full	\$47,396	\$37,917	\$47,396	\$47,396
Conway	64134	Full	\$47,396	\$37,917	\$47,396	\$47,396
Conway	64134	Full	\$47,396	\$37,917	\$47,396	\$47,396
Conway	64134	Full	\$45,547	\$36,438	\$45,547	\$45,547
Conway	64134	Full	\$47,396	\$37,917	\$47,396	\$47,396
Conway	64134	Full	\$45,547	\$36,438	\$45,547	\$45,547
Conway	64134	Full	\$42,869	\$34,295	\$42,869	\$42,869
Conway	64134	Full	\$42,869	\$34,295	\$42,869	\$42,869
Conway	64134	Full	\$43,405	\$34,724	\$43,405	\$43,405
Conway	64134	Full	\$42,869	\$34,295	\$42,869	\$42,869
Conway	64134	Full	\$47,396	\$37,917	\$47,396	\$47,396

Conway	64134	Full	\$45,547	\$36,438	\$45,547	\$45,547
Conway	64134	Full	\$45,547	\$36,438	\$45,547	\$45,547
Conway	64134	Full	\$42,869	\$34,295	\$42,869	\$42,869
Conway	64134	Full	\$42,869	\$34,295	\$42,869	\$42,869
Conway	64134	Full	\$45,547	\$36,438	\$45,547	\$45,547
Conway	64134	Part	\$23,698	\$18,958	\$23,698	\$23,698
Conway	64134	Part	\$23,698	\$18,958	\$23,698	\$23,698
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bentonville	54164	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bentonville	54164	Full	\$60,070	\$48,056	\$60,070	\$72,084
Bentonville	54164	Full	\$51,625	\$41,300	\$51,625	\$61,950
Bentonville	54164	Full	\$51,625	\$41,300	\$51,625	\$61,950
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$48,006	\$38,405	\$48,006	\$57,607
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$49,441	\$39,553	\$49,441	\$59,329
Bentonville	54164	Full	\$48,006	\$38,405	\$48,006	\$57,607
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Bella Vista	30104	Full	\$43,992	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$40,955	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$40,518	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$42,848	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$40,518	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$39,520	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$39,520	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$39,520	\$37,160	\$46,451	\$55,741

Bella Vista	30104	Full	\$44,761	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$51,938	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$51,729	\$45,304	\$56,631	\$67,957

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	15.67	\$44,370	\$39,155	\$48,977	\$56,952
45,000+	19.25	\$44,689	\$39,173	\$48,967	\$56,506
20,000 - 49,999	8.5	\$42,924	\$39,071	\$49,023	\$58,974

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

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):	0/0/0
Exempt/non-exempt:	2/9
Bonus Eligible (Y/N):	10/8
Full/Part Time:	11/0
Number of Organizations Reporting:	2
Position Titles:	Dispatcher/Public Relations   Peer Recovery Specialist   Police Service Assistant   Police Records Clerk   Police Administrative Assistant   Police Cid Secretary   Police Service Assistant - Parking
Reports To:	Court Administrator   Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	11	\$34,715	\$34,715	\$36,659	\$36,462	\$38,272	\$42,203
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
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.5	\$36,659	\$32,713	\$43,113	\$51,811

20,000 - 49,999	10	\$37,205	\$33,488	\$44,304	\$53,248
10,000 - 19,999	1	\$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.

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.
Total Matches (A/M/B):	0/2/0
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	0/2
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Probation Officer/Bailif   Deputy Chief Probation Officer
Reports To:	Judge   District Court Clerk
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	2	\$56,098	\$56,098	\$62,960	\$56,098	\$69,821	\$69,821
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
Texarkana	29387	Full	\$56,098	\$39,166	\$49,546	\$63,336
Maumelle	19251	Full	\$69,821	\$55,857	\$69,821	\$83,785

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$62,960	\$47,511	\$59,684	\$73,561
20,000 - 49,999	1	\$56,098	\$39,166	\$49,546	\$63,336
10,000 - 19,999	1	\$69,821	\$55,857	\$69,821	\$83,785

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



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):	1/11/1
Exempt/non-exempt:	0/9
Bonus Eligible (Y/N):	5/8
Full/Part Time:	15/0
Number of Organizations Reporting:	9
Position Titles:	Inmate Release Supervisor   Probation Officer *   Probation Officer   City Probation Officer   Chief Probation Officer   Probation Clerk   Court Services Officer
Reports To:	Sergeant   District Court Clerk   Court Administrator   District Judge     Court Clerk
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	15	\$34,715	\$41,371	\$45,923	\$46,508	\$51,269	\$56,272
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
Fort Smith	89142	Full	\$46,508	\$43,950	\$54,932	\$65,936
Springdale	87176	Full	\$63,072	\$42,048	\$52,559	\$63,072
North Little Rock	64591	Full	\$56,272	\$45,018	\$56,272	\$67,526
North Little Rock	64591	Full	\$48,223	\$38,578	\$48,223	\$57,868
North Little Rock	64591	Full	\$47,278	\$37,822	\$47,278	\$56,734
North Little Rock	64591	Full	\$51,269	\$41,015	\$51,269	\$61,523
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$35,817	\$29,120	\$41,600	\$49,920
Texarkana	29387	Full	\$48,714	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$41,662	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$42,877	\$34,302	\$42,877	\$51,452
Searcy	22937	Full	\$54,080	\$43,264	\$54,080	\$64,896
Searcy	22937	Full	\$41,371	\$33,097	\$41,371	\$49,645
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Mountain Home	12825	Full	\$45,781	\$36,275	\$45,781	\$51,043
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.67	\$45,923	\$36,257	\$45,822	\$54,810
45,000+	2	\$52,104	\$41,405	\$51,756	\$62,110
20,000 - 49,999	1.75	\$42,748	\$33,456	\$42,831	\$51,574
10,000 - 19,999	1	\$38,491	\$30,618	\$38,491	\$44,242

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	8/8/0
Exempt/non-exempt:	12/8
Bonus Eligible (Y/N):	7/8
Full/Part Time:	20/0
Number of Organizations Reporting:	13
Position Titles:	Public Works Director   Street Director   Permits & Inspections Dr   Sanitation Director   Engineering Director   Utility Manager   Director, Utilities *   Solid Waste Director   Utilities Director   Director Of Public Works   Pw Director   Sanitation/Recycling Supv.   Public Works Direcotr   Assistant Public Works Director
Reports To:	Mayor   City Administrator   Deputy City Manager   Commercial Manager   Utilities Director     City Manager   Public Works Director
Comments:	No Engineering In Job Description   Sanitation/Landfill Services Only   Director Of Engineering At Transportation Department   Includes: Shop, Pest Control, Solid Waste And Street Departments

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	20	\$65,520	\$74,123	\$91,288	\$87,838	\$105,847	\$114,420
Actual Incentive Paid Dollar LastYear	1	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200
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
Fort Smith	89142	Full	\$129,831	\$104,520	\$130,644	\$156,769
Springdale	87176	Full	\$119,603	\$93,349	\$116,686	\$140,023
Conway	64134	Full	\$74,123	\$59,298	\$74,123	\$74,123
Conway	64134	Full	\$71,463	\$57,170	\$71,463	\$71,463
Conway	64134	Full	\$105,847	\$84,678	\$105,847	\$105,847
Conway	64134	Full	\$108,522	\$86,818	\$108,522	\$108,522
Hot Springs	37930	Full	\$91,249	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$108,222	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$114,420	\$70,720	\$91,520	\$137,280
Sherwood	32731	Full	\$68,536	\$54,829	\$68,536	\$82,243
Paragould	29537	Full	\$85,000	\$68,000	\$85,000	\$102,000

Texarkana	29387	Full	\$101,067	\$70,741	\$93,496	\$122,554
Texarkana	29387	Full	\$93,496	\$70,741	\$93,496	\$122,554
Russellville	28940	Full	\$82,727	\$66,182	\$82,727	\$99,272
Cabot	26569	Full	\$83,200	\$80,800	\$96,960	\$113,120
Maumelle	19251	Full	\$90,381	\$72,305	\$90,381	\$108,457
Blytheville	13406	Full	\$61,674	\$49,339	\$61,674	\$64,140
Forrest City	13015	Full	\$65,520	\$52,416	\$65,520	\$78,624
Forrest City	13015	Full	\$83,033	\$66,426	\$83,033	\$99,640
Mountain Home	12825	Full	\$87,838	\$74,693	\$81,848	\$87,838

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.54	\$91,288	\$71,223	\$89,226	\$107,451
45,000+	2	\$101,565	\$80,972	\$101,214	\$109,458
20,000 - 49,999	1.5	\$91,991	\$69,272	\$88,308	\$117,065
10,000 - 19,999	1.25	\$77,689	\$63,036	\$76,491	\$87,740
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/5/0
<b>Exempt/non-exempt:</b>	2/3
<b>Bonus Eligible (Y/N):</b>	4/3
<b>Full/Part Time:</b>	7/0
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Sanitation Manager   Commercial Field Superintendent   Special Services Superintendent   Sanitation Supervisor/Cdl/Ts   Sanitation Director   Asst Director Sanitation   Director Of Sanitation
<b>Reports To:</b>	Mayor   Residential Manager   Commercial Manager   Director Of Public Works     Public Works Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	7	\$54,496	\$54,496	\$67,730	\$60,000	\$77,480	\$99,425
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
North Little Rock	64591	Full	\$99,425	\$79,540	\$99,425	\$119,310
Hot Springs	37930	Full	\$54,496	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$54,496	\$52,000	\$64,480	\$79,040
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Searcy	22937	Full	\$77,480	\$61,984	\$77,480	\$92,976
Maumelle	19251	Full	\$68,214	\$54,571	\$68,214	\$81,857
Batesville	11191	Full	\$60,000	\$48,000	\$60,000	\$72,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.17	\$67,730	\$56,585	\$70,583	\$85,175
45,000+	1	\$99,425	\$79,540	\$99,425	\$119,310
20,000 - 49,999	1.33	\$61,618	\$53,496	\$66,610	\$80,764

10,000 - 19,999	1	\$64,107	\$51,286	\$64,107	\$76,928
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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.

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):	8/14/0
Exempt/non-exempt:	12/10
Bonus Eligible (Y/N):	8/10
Full/Part Time:	27/0
Number of Organizations Reporting:	9
Position Titles:	Crew Leader - Public Works   Landfill Operations Sup   Comm. Collections Sup   Recycling Ops Supervisor   Landfill Ops Manager   Resid Collections Sup   Recycling Ops Manager   Collections Manager   Collections Manager 947   Safety Specialist   Sanitation Supervisor   Foreman   Manager - Commercial & Industrial Collections *   Manager - Landfill Services *   Manager - Residential Collections *   Manager - Solid Waste Administration *   Wastewater Maintenance Lead   Commercial Manager   Litter Control Leader   Weld Shop Supervisor - Sw   Leaf/Mulch Driver   Transfer Station Supervisor   Sanitation Lead/Cdl/Ts   Route Supervisor
Reports To:	Landfill Operations Manager   Commerical Collections Manager   Recycling Operations Manager   Sanitation Director   Residential Collections Manager   Public Works Director   Deputy Director, Solid Waste   Wastewater Systems Manager   Solid Waste Director   Residential Manager   Commercial Manager   Director Of Public Works
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	27	\$38,875	\$46,280	\$57,822	\$58,374	\$68,161	\$71,220
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
Fort Smith	89142	Full	\$68,161	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$67,518	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$70,494	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$83,806	\$66,268	\$82,825	\$99,403
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374

Conway	64134	Full	\$71,220	\$56,976	\$71,220	\$71,220
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374
Conway	64134	Full	\$71,220	\$56,976	\$71,220	\$71,220
Conway	64134	Full	\$71,220	\$56,976	\$71,220	\$71,220
Conway	64134	Full	\$71,220	\$56,976	\$71,220	\$71,220
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374
Bentonville	54164	Full	\$60,486	\$48,389	\$60,486	\$72,583
Bentonville	54164	Full	\$50,273	\$40,218	\$50,273	\$60,328
Hot Springs	37930	Full	\$67,683	\$64,480	\$79,040	\$97,760
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$50,107	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720
Searcy	22937	Full	\$46,280	\$37,024	\$46,280	\$55,536
Maumelle	19251	Full	\$42,869	\$34,295	\$42,869	\$51,443
Harrison	13069	Full	\$44,742	\$44,742	\$44,742	\$44,742
Forrest City	13015	Full	\$46,280	\$37,024	\$46,280	\$55,536
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	3	\$57,822	\$48,217	\$59,787	\$67,422	
45,000+	4.25	\$64,865	\$52,893	\$65,943	\$72,500	
20,000 - 49,999	3	\$48,031	\$42,917	\$53,820	\$65,416	
10,000 - 19,999	1.33	\$42,573	\$36,295	\$42,573	\$48,850	

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



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.
Total Matches (A/M/B):	7/106/0
Exempt/non-exempt:	4/126
Bonus Eligible (Y/N):	41/126
Full/Part Time:	147/0
Number of Organizations Reporting:	11
Position Titles:	Sanitation Driver   Sanitation Equipment Operator Iii   Commercial Driver V   Equipment Operator Iii   Const Spec Int. Adv 933   Commercial Driver Iv   Commercial Driver Iii   Construction Spec Gen   Commercial Driver I   Commercial Driver Iisant   Constr. Specialist Gen   Commercial Driver Ii   Const Spec Gen   Constr. Spec Gen San 931   Commerical Driver I   Const Specialist Iv   Sanitation Driver (Side Arm)   Equipment Operator - Residential Collections *   Equipment Operator - Industrial Collections *   Equipment Operator - Commercial Collections *   Transit Driver   Transit Driver/Dispatcher   Service Worker/Transit Driver   Residential Manager   Residential Driver   Residential Helper   Residential Superintendent   Relief A Driver   Residential Worker   Relief Truck Driver/Class A   Residential Driver - Earth Angel   Sanitation Op Iii/Cdl/Ts   Senior Driver   Sanitation #1 Driver   Cdl Operator   Sanitation Operator
Reports To:	Sanitation Manager   Public Works Director   Collections Or Recycling Operation Supervisor Or Manager   Landfill Operations Or Recycling Operations Supervisor Or Manager   Landfill Operations Supervisor Or Manager   Residential Or Commerical Collections Supervisor Or Manager   Asst. Street Superintendent   Supervisor   Manager - Residential Collections   Manager - Commercial & Industrial Collections   Supervisor - Commercial Collections   Intracity Transit Director   Solid Waste Director   Residential Manager   Commercial Manager   Sanitation Lead/Cdl/Ts   Sanitation Lead     Asst Director Sanitation
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	147	\$38,480	\$40,561	\$44,019	\$43,846	\$48,547	\$53,265
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
Fort Smith	89142	Full	\$50,377	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$49,566	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$46,924	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$51,376	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$45,760	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,678	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,283	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,012	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,513	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,513	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$47,881	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,348	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,432	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$50,024	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$49,940	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,678	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,742	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,513	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,036	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,678	\$41,828	\$52,291	\$62,732

North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$51,966	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
Conway	64134	Full	\$52,960	\$42,368	\$52,960	\$52,960
Conway	64134	Full	\$52,960	\$42,368	\$52,960	\$52,960
Conway	64134	Full	\$44,029	\$35,223	\$44,029	\$44,029
Conway	64134	Full	\$52,960	\$42,368	\$52,960	\$52,960
Conway	64134	Full	\$52,960	\$42,368	\$52,960	\$52,960
Conway	64134	Full	\$47,193	\$37,754	\$47,193	\$47,193
Conway	64134	Full	\$50,753	\$40,602	\$50,753	\$50,753
Conway	64134	Full	\$48,547	\$38,838	\$48,547	\$48,547
Conway	64134	Full	\$48,547	\$38,838	\$48,547	\$48,547
Conway	64134	Full	\$48,547	\$38,838	\$48,547	\$48,547
Conway	64134	Full	\$40,561	\$32,449	\$40,561	\$40,561
Conway	64134	Full	\$48,547	\$38,838	\$48,547	\$48,547
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$40,561	\$32,449	\$40,561	\$40,561
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$40,561	\$32,449	\$40,561	\$40,561
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$40,561	\$32,449	\$40,561	\$40,561
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133

Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$50,753	\$40,602	\$50,753	\$50,753
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$67,683	\$64,480	\$79,040	\$97,760
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$54,496	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full	\$54,558	\$43,646	\$54,558	\$65,470
Sherwood	32731	Full	\$54,558	\$43,646	\$54,558	\$65,470
Sherwood	32731	Full	\$54,558	\$43,646	\$54,558	\$65,470
Sherwood	32731	Full	\$54,558	\$43,646	\$54,558	\$65,470
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656

Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Searcy	22937	Full	\$36,920	\$29,536	\$36,920	\$44,304
Searcy	22937	Full	\$40,560	\$32,448	\$40,560	\$48,672
Searcy	22937	Full	\$39,520	\$31,616	\$39,520	\$47,424
Searcy	22937	Full	\$41,600	\$33,280	\$41,600	\$49,920
Searcy	22937	Full	\$41,600	\$33,280	\$41,600	\$49,920
Searcy	22937	Full	\$37,960	\$30,368	\$37,960	\$45,552
Maumelle	19251	Full	\$54,095	\$43,276	\$54,095	\$64,914
Maumelle	19251	Full	\$45,355	\$36,284	\$45,355	\$54,426
Maumelle	19251	Full	\$43,169	\$34,535	\$43,169	\$51,803
Maumelle	19251	Full	\$38,563	\$30,850	\$38,563	\$46,276
Blytheville	13406	Full	\$29,060	\$23,248	\$29,060	\$30,222
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Batesville	11191	Full	\$35,298	\$28,238	\$35,298	\$42,358
Batesville	11191	Full	\$38,625	\$30,900	\$38,625	\$46,350
Batesville	11191	Full	\$36,420	\$29,136	\$36,420	\$43,704
Batesville	11191	Full	\$38,625	\$30,900	\$38,625	\$46,350
Batesville	11191	Full	\$35,300	\$28,240	\$35,300	\$42,360
Batesville	11191	Full	\$3,500	\$2,800	\$3,500	\$4,200

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	13.36	\$44,019	\$37,591	\$47,153	\$54,840
45,000+	29.67	\$45,869	\$38,830	\$48,592	\$55,123
20,000 - 49,999	11.25	\$42,522	\$37,557	\$47,374	\$57,561
10,000 - 19,999	3.25	\$36,536	\$29,229	\$36,536	\$43,486

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/14/6
Exempt/non-exempt:	2/45
Bonus Eligible (Y/N):	38/45
Full/Part Time:	54/1
Number of Organizations Reporting:	9
Position Titles:	Sanitation Equipment Operator Ii   Equipment Operator Ii   Sanitation Driver (Rolloff)   Relief Sanitation Driver   Driver   Relief Dumpster/Packer   Equipment Operator - Commercial Collections *   Commercial Roll-Off Driver   Caps Truck Driver   Commercial Front-Load Driver   Cardboard Truck Driver   Special Services Truck Driver   Commercial Frontload Truck Driver   Commercial Roll Off Driver   Sr Tractor Trailer Driver   Relief Truck Driver Class B   Sr. Tractor Trailer Driver   Residential Helper   Residential Worker   Tractor Trailer Driver   Relief Truck Driver   Relief Truck Driver/Class B   Truck Driver   Truck Driver/Collector   Sanitation #1 Driver   Cdl Operator   Sanitation Operator
Reports To:	Public Works Director     Supervisor   Foreman   Supervisor - Commercial Collections   Commercial Manager   Residential Manager   Street Manager   Asst Director Sanitation
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	55	\$31,491	\$38,480	\$41,318	\$39,499	\$48,880	\$52,977
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
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
North Little Rock	64591	Full	\$50,250	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
Conway	64134	Full	\$41,044	\$32,835	\$41,044	\$41,044
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160

Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$41,392	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,747	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$41,392	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$44,928	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$37,689	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Sherwood	32731	Full	\$51,147	\$40,918	\$51,147	\$61,376
Sherwood	32731	Full	\$51,147	\$40,918	\$51,147	\$61,376
Sherwood	32731	Full	\$51,147	\$40,918	\$51,147	\$61,376
Sherwood	32731	Full	\$52,977	\$42,382	\$52,977	\$63,572
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Searcy	22937	Full	\$41,600	\$33,280	\$41,600	\$49,920

Searcy	22937	Full	\$39,000	\$31,200	\$39,000	\$46,800
Blytheville	13406	Full	\$30,966	\$24,773	\$30,966	\$32,204
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Forrest City	13015	Part	\$18,200	\$14,560	\$18,200	\$21,840
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.11	\$41,318	\$33,801	\$44,017	\$53,489
45,000+	2.67	\$49,666	\$34,132	\$42,977	\$52,523
20,000 - 49,999	10.5	\$40,926	\$34,785	\$45,735	\$55,694
10,000 - 19,999	2.5	\$31,257	\$25,006	\$31,257	\$36,518

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	7/15/0
Exempt/non-exempt:	1/18
Bonus Eligible (Y/N):	9/18
Full/Part Time:	24/0
Number of Organizations Reporting:	7
Position Titles:	Sanitation Worker   Sanitation Equipment Operator I   Equipment Operator I   Equip Oper I Sant 925   Knuckleboom/Cdl   Cdl Driver   Small Truck Garbage Collector/Driver   Sanitation #2 Driver   Cdl Operator   Sanitation Operator
Reports To:	Sanitation Manager   Public Works Director   Landfill Operations Or Recycling Operations Supervisor Or Manager   Foreman   Asst Director Sanitation
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	24	\$35,360	\$36,420	\$38,270	\$37,888	\$39,520	\$41,600
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
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
Conway	64134	Full	\$37,888	\$30,310	\$37,888	\$37,888
Conway	64134	Full	\$37,888	\$30,310	\$37,888	\$37,888
Conway	64134	Full	\$37,888	\$30,310	\$37,888	\$37,888
Conway	64134	Full	\$37,888	\$30,310	\$37,888	\$37,888
Conway	64134	Full	\$37,888	\$30,310	\$37,888	\$37,888
Conway	64134	Full	\$37,888	\$30,310	\$37,888	\$37,888
Sherwood	32731	Full	\$46,488	\$37,190	\$46,488	\$55,786
Sherwood	32731	Full	\$47,444	\$37,955	\$47,444	\$56,933
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920

Searcy	22937	Full	\$41,600	\$33,280	\$41,600	\$49,920
Searcy	22937	Full	\$40,040	\$32,032	\$40,040	\$48,048
Searcy	22937	Full	\$41,600	\$33,280	\$41,600	\$49,920
Searcy	22937	Full	\$39,000	\$31,200	\$39,000	\$46,800
Searcy	22937	Full	\$36,920	\$29,536	\$36,920	\$44,304
Blytheville	13406	Full	\$25,209	\$20,167	\$25,209	\$26,217
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$33,100	\$26,480	\$33,100	\$39,720
Batesville	11191	Full	\$39,166	\$31,333	\$39,166	\$46,999
Batesville	11191	Full	\$36,420	\$29,136	\$36,420	\$43,704

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.43	\$38,270	\$30,616	\$38,270	\$43,861
45,000+	6	\$37,888	\$30,310	\$37,888	\$37,888
20,000 - 49,999	3.67	\$41,016	\$32,813	\$41,016	\$49,219
10,000 - 19,999	2.33	\$34,282	\$27,426	\$34,282	\$40,562

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

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):	26/54/0
Exempt/non-exempt:	1/57
Bonus Eligible (Y/N):	37/57
Full/Part Time:	88/0
Number of Organizations Reporting:	10
Position Titles:	Sanitation Department Laborer   Collector V   Collector Iv   Collector Iii   Collector I   Collector Ii   Collector I 918   Small Truck Garbage Collector   Laborer   Collector - Residential Collections *   Sewer Laborer   Painter/Welder Fabricator   Maintenance Operator   Welder/Machinist   Commercial Helper/Driver   Commercial Helper/Driver Fl   Thrower   Helper   Sanitation Laborer   Sanitation Crew
Reports To:	Public Works Director   Collections Or Recycling Operation Supervisor Or Manager   Foreman   Manager - Residential Collections   Sewer Crew Leader   Commercial Manager   Street Manager   Sanitation Lead/Cdl/Ts     Asst Director Sanitation
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	87	\$32,032	\$34,840	\$36,875	\$35,360	\$38,272	\$44,870
Actual Incentive Paid Dollar LastYear	1	\$480	\$480	\$480	\$480	\$480	\$480
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
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$42,330	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870

North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$41,927	\$33,542	\$41,927	\$41,927
Conway	64134	Full	\$41,927	\$33,542	\$41,927	\$41,927
Conway	64134	Full	\$41,927	\$33,542	\$41,927	\$41,927
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$37,513	\$30,010	\$37,513	\$37,513
Conway	64134	Full	\$37,513	\$30,010	\$37,513	\$37,513
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Conway	64134	Full	\$35,307	\$28,246	\$35,307	\$35,307
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$34,049	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$37,689	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928

Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Searcy	22937	Full	\$37,440	\$29,952	\$37,440	\$44,928
Searcy	22937	Full	\$45,760	\$36,608	\$45,760	\$54,912
Searcy	22937	Full	\$37,440	\$29,952	\$37,440	\$44,928
Searcy	22937	Full	\$37,440	\$29,952	\$37,440	\$44,928
Searcy	22937	Full	\$37,440	\$29,952	\$37,440	\$44,928
Searcy	22937	Full	\$36,920	\$29,536	\$36,920	\$44,304
Searcy	22937	Full	\$35,880	\$28,704	\$35,880	\$43,056
Searcy	22937	Full	\$33,800	\$27,040	\$33,800	\$40,560
Searcy	22937	Full	\$33,800	\$27,040	\$33,800	\$40,560
Searcy	22937	Full	\$35,360	\$28,288	\$35,360	\$42,432
Searcy	22937	Full	\$35,360	\$28,288	\$35,360	\$42,432
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Searcy	22937	Full	\$34,840	\$27,872	\$34,840	\$41,808
Searcy	22937	Full	\$33,800	\$27,040	\$33,800	\$40,560
Searcy	22937	Full	\$33,800	\$27,040	\$33,800	\$40,560
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Maumelle	19251	Full	\$32,032	\$25,626	\$32,032	\$38,438
Maumelle	19251	Full	\$32,032	\$25,626	\$32,032	\$38,438
Maumelle	19251	Full	\$32,136	\$25,709	\$32,136	\$38,563
Maumelle	19251	Full				
Blytheville	13406	Full	\$25,084	\$20,067	\$25,084	\$26,087
Harrison	13069	Full	\$38,158	\$38,158	\$38,158	\$38,158
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	8.7	\$36,875	\$29,344	\$36,917	\$42,265

45,000+	13	\$39,097	\$30,313	\$37,971	\$41,088
20,000 - 49,999	12.33	\$36,605	\$29,727	\$37,890	\$45,715
10,000 - 19,999	2.75	\$29,906	\$24,618	\$29,906	\$34,828

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/14/2
Exempt/non-exempt:	8/7
Bonus Eligible (Y/N):	6/7
Full/Part Time:	18/0
Number of Organizations Reporting:	15
Position Titles:	Street Dept. Manager   Street Superintendent   Street Department Manager   Street Superientendent   Concrete Crew Leader 33   Maintenance Manager   Deputy Director, Street & Traffic Control *   Director, Street & Traffic Control *   Street Field Superintendent   Street Maint Supervisor/Cdl   Construction Ops Coordinator/Cdl   Assistant Director   Street Department Director   Asst. Director Street   Operations Manager   Construction Superintendent   Streets Superintendent
Reports To:	Mayor     Street Director   Job Supervisor   Street Operations Director   Director - Street & Traffic Control   Deputy City Administrator   Street Manager   Director Of Public Works   Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	18	\$54,496	\$60,000	\$76,175	\$71,344	\$89,003	\$100,715
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
Fort Smith	89142	Full	\$100,715	\$83,262	\$104,083	\$124,904
Fort Smith	89142	Full	\$115,405	\$100,276	\$125,340	\$150,404
Springdale	87176	Full	\$93,805	\$68,221	\$85,277	\$102,332
North Little Rock	64591	Full	\$99,425	\$79,540	\$99,425	\$119,310
Conway	64134	Full	\$59,580	\$47,664	\$59,580	\$59,580
Conway	64134	Full	\$65,220	\$52,176	\$65,220	\$65,220
Bentonville	54164	Full	\$88,420	\$70,736	\$88,420	\$106,104
Hot Springs	37930	Full	\$54,496	\$52,000	\$64,480	\$79,040
Bella Vista	30104	Full	\$78,555	\$74,828	\$93,536	\$112,242
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Texarkana	29387	Full	\$71,344	\$56,451	\$71,344	\$90,834
Russellville	28940	Full	\$83,483	\$66,786	\$83,483	\$100,180

Cabot	26569	Full	\$62,400	\$60,600	\$71,205	\$81,810
Searcy	22937	Full	\$89,003	\$71,202	\$89,003	\$106,804
Maumelle	19251	Full	\$60,030	\$48,024	\$60,030	\$72,036
Maumelle	19251	Full	\$51,106	\$40,885	\$51,106	\$61,327
Mountain Home	12825	Full	\$80,870	\$72,738	\$79,976	\$85,904
Batesville	11191	Full	\$57,300	\$45,840	\$57,300	\$68,760

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.2	\$76,175	\$63,291	\$78,267	\$92,155
45,000+	1.4	\$88,939	\$71,696	\$89,621	\$103,979
20,000 - 49,999	1	\$71,326	\$61,410	\$76,150	\$91,844
10,000 - 19,999	1.33	\$62,327	\$51,872	\$62,103	\$72,007

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	7/48/1
Exempt/non-exempt:	8/42
Bonus Eligible (Y/N):	16/42
Full/Part Time:	60/0
Number of Organizations Reporting:	18
Position Titles:	Crew Leader   Field Operations Technician   Operator I   Operator Ii   Assistant Superintendent   Asphalt Supervisor   Crew Leader - Street   Street Supervisor   Asst. Street Superint   Construction Inspector   Construction Manager 901   Crew Leader 832   Right Of Way Inspector   Foremean   Supervisor - Street Construction *   Supervisor - Street Drainage *   Supervisor - Street Maintenance *   Street Department Manager   Street Foreman   Stormwater Manager   Street Manager   Crew Supervisor   Street Lead Operator/Cdl   Maintenance Foreman   Construction Foreman   Street Construction Foreman   Street Director   Operations Superintendant   Street Crew Supervisor   Concrete Foreman   Signs & Markings Supervisor   Streets Foreman   Asphalt Foreman   Environmental Foreman
Reports To:	Assistant Superintendent   Crew Leader   Street Superintendant     Public Works Director   Street Maintenance Superintendent   Street Operations Director   Job Supervisor   Deputy Director, Street & Traffic Control   Chief Operations Officer / City Engineer   Street Department Manager   Deputy City Manager   Street Manager   Director Of Public Works   Assistant Director   Mayor   Construction Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	60	\$38,938	\$49,347	\$55,929	\$55,681	\$60,736	\$71,052
Actual Incentive Paid Dollar LastYear	1	\$480	\$480	\$480	\$480	\$480	\$480
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
Fort Smith	89142	Full	\$72,290	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$72,290	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$60,436	\$53,518	\$66,892	\$80,267
Springdale	87176	Full	\$52,015	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$53,460	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$53,460	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$68,036	\$64,034	\$80,043	\$96,051
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612

North Little Rock	64591	Full	\$59,170	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$62,611	\$42,051	\$51,113	\$62,612
North Little Rock	64591	Full	\$56,352	\$42,051	\$51,113	\$62,612
Conway	64134	Full	\$47,342	\$37,874	\$47,342	\$47,342
Conway	64134	Full	\$72,275	\$57,820	\$72,275	\$72,275
Conway	64134	Full	\$88,191	\$70,553	\$88,191	\$88,191
Conway	64134	Full	\$65,220	\$52,176	\$65,220	\$65,220
Conway	64134	Full	\$55,167	\$44,134	\$55,167	\$55,167
Conway	64134	Full	\$55,167	\$44,134	\$55,167	\$55,167
Conway	64134	Full	\$65,220	\$52,176	\$65,220	\$65,220
Bentonville	54164	Full	\$60,736	\$48,589	\$60,736	\$72,883
Bentonville	54164	Full	\$53,830	\$43,064	\$53,830	\$64,596
Bentonville	54164	Full	\$55,868	\$44,694	\$55,868	\$67,042
Bentonville	54164	Full	\$55,972	\$44,778	\$55,972	\$67,166
Bentonville	54164	Full	\$55,993	\$44,794	\$55,993	\$67,192
Pine Bluff	41253	Full	\$70,936	\$56,749	\$70,936	\$85,123
Hot Springs	37930	Full	\$59,488	\$56,160	\$68,640	\$83,200
Hot Springs	37930	Full	\$66,643	\$64,480	\$79,040	\$97,760
Hot Springs	37930	Full	\$49,545	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$49,545	\$47,840	\$58,240	\$70,720
Bella Vista	30104	Full	\$57,387	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$54,642	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$57,845	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$54,683	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$41,350	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,646	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,938	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,646	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,293	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$41,350	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$74,880	\$74,828	\$93,536	\$112,242
Texarkana	29387	Full	\$55,307	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$59,446	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$47,029	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$47,029	\$47,029	\$59,446	\$75,754
Russellville	28940	Full	\$58,606	\$46,885	\$58,606	\$70,327
Cabot	26569	Full	\$57,200	\$55,550	\$65,271	\$74,992

Van Buren	23218	Full	\$72,908	\$58,326	\$72,908	\$87,490
Searcy	22937	Full	\$60,736	\$48,589	\$60,736	\$72,883
Maumelle	19251	Full	\$55,681	\$44,545	\$55,681	\$66,817
Blytheville	13406	Full	\$37,148	\$29,718	\$37,148	\$38,633
Harrison	13069	Full	\$71,052	\$71,052	\$71,052	\$71,052
Harrison	13069	Full	\$53,040	\$53,040	\$53,040	\$53,040
Harrison	13069	Full	\$49,347	\$49,347	\$49,347	\$49,347
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$54,205	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$53,248	\$39,770	\$50,336	\$56,306

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.33	\$55,929	\$46,310	\$53,887	\$66,344
45,000+	4.6	\$61,031	\$48,534	\$60,415	\$68,818
20,000 - 49,999	3.38	\$52,937	\$45,423	\$49,618	\$68,520
10,000 - 19,999	2	\$52,273	\$43,590	\$50,401	\$54,779

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

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):	28/126/5
Exempt/non-exempt:	0/142
Bonus Eligible (Y/N):	65/142
Full/Part Time:	172/0
Number of Organizations Reporting:	18
Position Titles:	Street Dept Crew Leader   Operator Ii   Operator Iii   Heavy Equipment Operator I   Heavy Equipment Operator Ii   Heavy Equipment Operator Iii   Equipment Operator   Const. Specialist Inter   Construction Spec Gen I   Construction Special Int   Consturction Spec Int   Equipment Operator Iv   Maint Spec I 891   Maint Specialist Ii 892   Maintenance Spec Iii   Maintenance Specialist I   Heavy Equipment Operator   Sweeper Operator/Relief Cdl   Heavy Equipmen Operator/Bucket Truck   Equipment Operator - Sidewalk Construction *   Equipment Operator - Street Drainage *   Equipment Operator - Street Maintenance *   Equipment Operator - Street Construction *   Street Operator I   Street Operator Iii   Equipment Operator/Truck Driver   Uf Equipment Operator   Street Equipment Operator   Street Operator Iii/Cdl   Grounds Maint Operator I   Equip Op/Concrete Fnshr   Light Equipment Operator   Street #1 Driver   Equipment Operator I   Equipment Op   Equip Op I   Cdl Operator   Concrete Finisher   Heavy Equipment/Cdl Trainer   Maintenance Ii
Reports To:	Street Dept. Manager   Crew Leader     Street Maintenance Superintendent   Asst. Street Superintendent   Public Works Director   Supervisor - Street Construction   Supervisor - Street Drainage   Supervisor - Street Maintenance   Street Foreman   Urban Forester   Street Manager   Street Lead Operator/Cdl   Grounds Maint Lead/Cdl   Director Of Public Works   Foreman   Asst Director Street   Street Department Director   Concrete Foreman   Construction Foreman
Comments:	Grade Above Construction Specialist Gen   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	170	\$35,700	\$38,002	\$42,866	\$41,828	\$47,778	\$51,043
Actual Incentive Paid Dollar LastYear	2	\$120	\$120	\$121	\$120	\$122	\$122
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
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$43,326	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,251	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368

Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$49,566	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$42,931	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,782	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$50,648	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,702	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,846	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,494	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,494	\$41,828	\$52,291	\$62,732
Springdale	87176	Full	\$45,521	\$44,142	\$55,177	\$66,213
Springdale	87176	Full	\$43,776	\$37,860	\$47,325	\$56,790
Springdale	87176	Full	\$41,355	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$41,355	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$43,590	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$42,472	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$53,649	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$39,119	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$38,002	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$36,884	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$52,531	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$37,881	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$33,672	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$37,881	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$34,724	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
Springdale	87176	Full	\$35,777	\$33,672	\$42,091	\$50,508
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655

North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$58,655	\$36,801	\$46,460	\$58,655
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$50,250	\$33,419	\$42,191	\$53,265
North Little Rock	64591	Full	\$53,265	\$33,419	\$42,191	\$53,265
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$44,133	\$35,306	\$44,133	\$44,133
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$45,449	\$36,359	\$45,449	\$45,449
Conway	64134	Full	\$46,340	\$37,072	\$46,340	\$46,340
Conway	64134	Full	\$49,777	\$39,822	\$49,777	\$49,777
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Conway	64134	Full	\$35,914	\$28,731	\$35,914	\$35,914
Conway	64134	Full	\$38,020	\$30,416	\$38,020	\$38,020
Conway	64134	Full	\$38,020	\$30,416	\$38,020	\$38,020
Conway	64134	Full	\$34,755	\$27,804	\$34,755	\$34,755
Bentonville	54164	Full	\$43,305	\$34,644	\$43,305	\$51,966
Bentonville	54164	Full	\$46,363	\$37,090	\$46,363	\$55,636
Bentonville	54164	Full	\$40,580	\$32,464	\$40,580	\$48,696
Bentonville	54164	Full	\$38,334	\$30,667	\$38,334	\$46,001
Bentonville	54164	Full	\$42,016	\$33,613	\$42,016	\$50,419
Bentonville	54164	Full	\$40,164	\$32,131	\$40,164	\$48,197
Bentonville	54164	Full	\$38,875	\$31,100	\$38,875	\$46,650
Bentonville	54164	Full	\$42,619	\$34,095	\$42,619	\$51,143
Bentonville	54164	Full	\$37,024	\$29,619	\$37,024	\$44,429
Bentonville	54164	Full	\$37,585	\$30,068	\$37,585	\$45,102
Bentonville	54164	Full	\$37,024	\$29,619	\$37,024	\$44,429
Bentonville	54164	Full	\$41,849	\$33,479	\$41,849	\$50,219
Bentonville	54164	Full	\$44,304	\$35,443	\$44,304	\$53,165
Bentonville	54164	Full	\$43,243	\$34,594	\$43,243	\$51,892
Bentonville	54164	Full	\$49,150	\$39,320	\$49,150	\$58,980
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$52,011	\$41,609	\$52,011	\$62,413
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571

Pine Bluff	41253	Full	\$47,969	\$38,375	\$47,969	\$57,563
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$33,592	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$35,900	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,185	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Bella Vista	30104	Full	\$47,778	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$47,778	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$47,778	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$57,845	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920

Texarkana	29387	Full	\$37,752	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$33,717	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$31,054	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$41,735	\$33,388	\$41,735	\$50,082
Russellville	28940	Full	\$45,706	\$36,565	\$45,706	\$54,847
Russellville	28940	Full	\$45,706	\$36,565	\$45,706	\$54,847
Russellville	28940	Full	\$45,706	\$36,565	\$45,706	\$54,847
Russellville	28940	Full	\$39,881	\$31,905	\$39,881	\$47,857
Russellville	28940	Full	\$36,610	\$29,288	\$36,610	\$43,932
Russellville	28940	Full	\$35,700	\$28,560	\$35,700	\$42,840
Russellville	28940	Full	\$36,277	\$29,022	\$36,277	\$43,532
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Cabot	26569	Full	\$42,000	\$40,400	\$46,460	\$52,520
Searcy	22937	Full	\$41,080	\$32,864	\$41,080	\$49,296
Searcy	22937	Full	\$36,920	\$29,536	\$36,920	\$44,304
Searcy	22937	Full	\$41,080	\$32,864	\$41,080	\$49,296
Maumelle	19251	Full	\$50,282	\$40,226	\$50,282	\$60,338
Maumelle	19251	Full	\$45,655	\$36,524	\$45,655	\$54,786
Maumelle	19251	Full	\$39,484	\$31,587	\$39,484	\$47,381
Maumelle	19251	Full	\$36,400	\$29,120	\$36,400	\$43,680
Maumelle	19251	Full	\$33,800	\$27,040	\$33,800	\$40,560
Maumelle	19251	Full	\$42,102	\$33,682	\$42,102	\$50,522
Maumelle	19251	Full				
Maumelle	19251	Full				
Harrison	13069	Full	\$46,073	\$46,073	\$46,073	\$46,073
Harrison	13069	Full	\$46,073	\$46,073	\$46,073	\$46,073
Harrison	13069	Full	\$46,073	\$46,073	\$46,073	\$46,073
Harrison	13069	Full	\$46,073	\$46,073	\$46,073	\$46,073
Harrison	13069	Full	\$49,347	\$49,347	\$49,347	\$49,347
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Mountain Home	12825	Full	\$50,232	\$36,275	\$45,781	\$51,043



Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$50,232	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$44,866	\$36,275	\$45,781	\$51,043
Batesville	11191	Full	\$40,850	\$32,680	\$40,850	\$49,020

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	9.44	\$42,866	\$35,831	\$44,511	\$52,623
45,000+	16.4	\$43,633	\$36,293	\$45,430	\$53,697
20,000 - 49,999	8.38	\$41,467	\$34,999	\$43,799	\$52,601
10,000 - 19,999	4.2	\$44,329	\$36,683	\$43,197	\$48,499
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/75/21
Exempt/non-exempt:	10/74
Bonus Eligible (Y/N):	49/74
Full/Part Time:	109/0
Number of Organizations Reporting:	15
Position Titles:	Dump Truck Driver/Laborer   Street Department Laborer   Laborer   Tractor Driver   Maintenance Person - Traffic Control *   Urban Forester   Stormwater Maintenance Technician   Crew Leader   Concrete Finisher   Concrete Worker   Traffic Clerk   Truck Driver With Cdl   Truck Driver W/Cdl   Laborer W/Cdl   Helper   Street #1 Driver   Street #2 Driver   Street Laborer   Welder   Sign And Utility Helper   Equipment Operator   Drainage Crew   Street Crew   Sign Foreman   Sign & Markings Tech   Adc Work Release - Streets   Street Worker
Reports To:	Street Dept. Manager   Public Works Director   Street Maintenance Superintendent   Supervisor   Foreman   Manager - Traffic Control   Stormwater Manager   Street Manager   Traffic Services Manager     Asst Director Street   Street Department Director   Director Of Public Works   Signs & Markings Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	109	\$29,369	\$34,000	\$37,767	\$37,440	\$42,370	\$44,870
Actual Incentive Paid Dollar LastYear	2	\$240	\$240	\$360	\$240	\$480	\$480
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
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Springdale	87176	Full	\$52,015	\$46,236	\$57,795	\$69,353
Springdale	87176	Full	\$38,002	\$35,766	\$44,707	\$53,649
Springdale	87176	Full	\$36,884	\$35,766	\$44,707	\$53,649
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870

North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$42,330	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$39,934	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$37,674	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$35,541	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
North Little Rock	64591	Full	\$44,870	\$28,152	\$35,541	\$44,870
Pine Bluff	41253	Full	\$37,329	\$29,863	\$37,329	\$44,795
Pine Bluff	41253	Full	\$37,340	\$29,872	\$37,340	\$44,808
Hot Springs	37930	Full	\$59,488	\$56,160	\$68,640	\$83,200
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,256	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Texarkana	29387	Full	\$22,880	\$18,304	\$22,880	\$27,456
Russellville	28940	Full	\$35,200	\$28,160	\$35,200	\$42,240
Russellville	28940	Full	\$33,904	\$27,123	\$33,904	\$40,685
Russellville	28940	Full	\$34,700	\$27,760	\$34,700	\$41,640

Russellville	28940	Full	\$33,902	\$27,122	\$33,902	\$40,682
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,118	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,118	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Cabot	26569	Full	\$34,000	\$32,320	\$36,360	\$40,400
Van Buren	23218	Full	\$38,007	\$30,406	\$38,007	\$45,608
Van Buren	23218	Full	\$38,778	\$31,022	\$38,778	\$46,534
Van Buren	23218	Full	\$54,590	\$43,672	\$54,590	\$65,508
Van Buren	23218	Full	\$50,734	\$40,587	\$50,734	\$60,881
Van Buren	23218	Full	\$41,713	\$33,370	\$41,713	\$50,056
Van Buren	23218	Full	\$43,963	\$35,170	\$43,963	\$52,756
Van Buren	23218	Full	\$45,185	\$36,148	\$45,185	\$54,222
Van Buren	23218	Full	\$41,799	\$33,439	\$41,799	\$50,159
Van Buren	23218	Full	\$38,564	\$30,851	\$38,564	\$46,277
Van Buren	23218	Full	\$38,564	\$30,851	\$38,564	\$46,277
Searcy	22937	Full	\$37,960	\$30,368	\$37,960	\$45,552
Searcy	22937	Full	\$33,800	\$27,040	\$33,800	\$40,560
Searcy	22937	Full	\$37,960	\$30,368	\$37,960	\$45,552
Searcy	22937	Full	\$34,320	\$27,456	\$34,320	\$41,184
Searcy	22937	Full	\$32,760	\$26,208	\$32,760	\$39,312
Blytheville	13406	Full	\$26,332	\$21,066	\$26,332	\$27,385
Forrest City	13015	Full	\$29,369	\$23,495	\$29,369	\$35,243
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$29,369	\$23,495	\$29,369	\$35,243
Forrest City	13015	Full	\$29,369	\$23,495	\$29,369	\$35,243
Forrest City	13015	Full	\$29,369	\$23,495	\$29,369	\$35,243
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Mountain Home	12825	Full	\$46,301	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$46,654	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$44,741	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$46,654	\$36,275	\$45,781	\$51,043

Mountain Home	12825	Full	\$45,781	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$42,370	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$44,866	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$44,866	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$44,075	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$43,139	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$38,938	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$40,851	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$38,938	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$38,938	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$38,938	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$32,427	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$32,427	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$35,589	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$32,427	\$32,427	\$39,853	\$45,406
Batesville	11191	Full	\$33,100	\$26,480	\$33,100	\$39,720
Batesville	11191	Full	\$33,600	\$26,880	\$33,600	\$40,320
Batesville	11191	Full	\$34,200	\$27,360	\$34,200	\$41,040

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.27	\$37,767	\$30,650	\$38,213	\$45,281
45,000+	8	\$41,204	\$30,451	\$38,327	\$47,661
20,000 - 49,999	6.5	\$37,202	\$31,402	\$38,763	\$46,044
10,000 - 19,999	8.25	\$36,156	\$29,610	\$37,262	\$42,347

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.

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):	1/2/0
Exempt/non-exempt:	1/3
Bonus Eligible (Y/N):	2/3
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Special Project Manager   Lead Operator - Recycling   Maintenance Ii   Recycling Coordinator
Reports To:	Sanitaiton Director   Residential Manager   Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	4	\$37,881	\$37,881	\$48,098	\$40,830	\$55,307	\$58,374
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
Springdale	87176	Full	\$37,881	\$33,672	\$42,091	\$50,508
Conway	64134	Full	\$58,374	\$46,699	\$58,374	\$58,374
Hot Springs	37930	Full	\$40,830	\$39,520	\$47,840	\$58,240
Texarkana	29387	Full	\$55,307	\$47,029	\$59,446	\$75,754

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1	\$48,098	\$41,730	\$51,938	\$60,719	
45,000+	1	\$48,128	\$40,186	\$50,233	\$54,441	
20,000 - 49,999	1	\$48,069	\$43,275	\$53,643	\$66,997	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/4/1
Exempt/non-exempt:	1/6
Bonus Eligible (Y/N):	8/6
Full/Part Time:	10/0
Number of Organizations Reporting:	4
Position Titles:	Wrrf Compost Foreman   Wrrf Compost Tech Ii   Solid Waste Recycling Operator/Collector   Recycling Operator   Leaf/Mulch Driver   Container Delivery Driver   Residential Worker Leaf/Mulch   Environmental Equipment Operator
Reports To:	Public Works Director   Residential Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	10	\$25,958	\$31,491	\$40,624	\$32,365	\$48,297	\$59,155
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
Bentonville	54164	Full	\$66,518	\$53,214	\$66,518	\$79,822
Bentonville	54164	Full	\$48,297	\$38,638	\$48,297	\$57,956
Bentonville	54164	Full	\$59,155	\$47,324	\$59,155	\$70,986
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Texarkana	29387	Full	\$32,365	\$30,389	\$36,400	\$44,242
Blytheville	13406	Full	\$25,958	\$20,766	\$25,958	\$26,996

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.5	\$40,624	\$34,425	\$44,017	\$52,960
45,000+	3	\$57,990	\$46,392	\$57,990	\$69,588
20,000 - 49,999	3	\$34,386	\$30,718	\$40,040	\$48,974

10,000 - 19,999	1	\$25,958	\$20,766	\$25,958	\$26,996
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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.



1214- Traffic Engineering Manager

<b>Job Description:</b>	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.
<b>Total Matches (A/M/B):</b>	0/1/0
<b>Exempt/non-exempt:</b>	1/1
<b>Bonus Eligible (Y/N):</b>	1/1
<b>Full/Part Time:</b>	2/0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Traffic Engineer   Traffic Services Manager
<b>Reports To:</b>	Engineering Director   Traffic Services Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	2	\$74,339	\$74,339	\$90,016	\$74,339	\$105,692	\$105,692
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
Conway	64134	Full	\$105,692	\$84,554	\$105,692	\$105,692
Hot Springs	37930	Full	\$74,339	\$64,480	\$79,040	\$97,760

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1	\$90,016	\$74,517	\$92,366	\$101,726	
45,000+	1	\$105,692	\$84,554	\$105,692	\$105,692	
20,000 - 49,999	1	\$74,339	\$64,480	\$79,040	\$97,760	

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

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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

<b>Job Description:</b>	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

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	2/2/1
Exempt/non-exempt:	1/3
Bonus Eligible (Y/N):	4/3
Full/Part Time:	6/0
Number of Organizations Reporting:	5
Position Titles:	Traffic Operations Center Specialist   Traffic Technician   Lead Traffic Technician   Sign & Pav Mark Tec Ii   Sidewalk/Traffic Coordinator *   Traffic Signal Technician Ii
Reports To:	Mayor   Deputy Director, Street & Traffic Control   Traffic Services Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	6	\$42,120	\$42,120	\$55,798	\$53,102	\$62,469	\$78,998
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
Fort Smith	89142	Full	\$62,469	\$50,336	\$62,899	\$75,483
Conway	64134	Full	\$41,939	\$33,551	\$41,939	\$41,939
Bentonville	54164	Full	\$78,998	\$63,198	\$78,998	\$94,798
Bentonville	54164	Full	\$53,102	\$42,482	\$53,102	\$63,722
Hot Springs	37930	Full	\$42,120	\$39,520	\$47,840	\$58,240
Cabot	26569	Full	\$56,160	\$50,500	\$59,337	\$68,175

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.2	\$55,798	\$46,598	\$57,353	\$67,060	
45,000+	1.33	\$59,127	\$47,392	\$59,235	\$68,986	
20,000 - 49,999	1	\$49,140	\$45,010	\$53,589	\$63,208	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	2/3/0
Exempt/non-exempt:	1/10
Bonus Eligible (Y/N):	7/10
Full/Part Time:	11/0
Number of Organizations Reporting:	5
Position Titles:	Traffic Technician   Sign Pavement Mark Tec I   Traffic Systems Technician   Traffic Maint Comm Technician   Traffic Lights Supervisor   Signs & Marking Technician   Parking Meter Technician   Traffic Signal Technician
Reports To:	Lead Traffic Technician   Traffic Signal Tech Iii   Street Department Manager   Traffic Services Manager   Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	11	\$32,489	\$32,489	\$41,536	\$41,059	\$49,347	\$51,105
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
Conway	64134	Full	\$38,126	\$30,501	\$38,126	\$38,126
Hot Springs	37930	Full	\$52,208	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$32,489	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$32,489	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Texarkana	29387	Full	\$41,059	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$42,619	\$39,166	\$49,546	\$63,336
Cabot	26569	Full	\$49,000	\$42,420	\$48,300	\$54,600
Harrison	13069	Full	\$49,347	\$49,347	\$49,347	\$49,347

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.2	\$41,536	\$37,325	\$45,048	\$52,992

45,000+	1	\$38,126	\$30,501	\$38,126	\$38,126
20,000 - 49,999	3	\$41,047	\$36,748	\$45,340	\$55,048
10,000 - 19,999	1	\$49,347	\$49,347	\$49,347	\$49,347

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.

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):	2/13/2
Exempt/non-exempt:	5/12
Bonus Eligible (Y/N):	4/12
Full/Part Time:	18/0
Number of Organizations Reporting:	9
Position Titles:	Waste Water Manager   Wrrf Manager   Wastewater Supervisor   Program Manager - Utility Treatment *   Program Manager - Utility Sewer System *   Sewer Crew Leader   Sewer Foreman   Wastewater Lead Man   Wastewater Systems Manager   Water And Sewer Operations Supervisor   Water/Sewer Operations Manager   Maintenance Supervisor   Lift Stations Manager   Assistant Director   Plant Supervisor   Asst Pollution Ctrl Mgr
Reports To:	City Engineer     Mayor   Utility Manager   Deputy Director, Utility Operations   Deputy Director, Utility Systems   Sewer Foreman   Wastewater Systems Manager   Chief Operations Officer / City Engineer   Water Facilities Operations Mgr   Lift Station Manager   Director Of Public Works   Assistant Director   Plant Managaer
Comments:	Serves As Both Waste Water And Water Manager For Treatment Plants   Waste Water (Sewer) Line Maintenance   No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	18	\$48,776	\$57,135	\$70,825	\$67,466	\$82,035	\$101,316
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
Fort Smith	89142	Full	\$83,397	\$74,776	\$93,454	\$112,153
Fort Smith	89142	Full	\$74,776	\$74,776	\$93,454	\$112,153
Rogers	69908	Full	\$118,019	\$84,884	\$106,100	\$127,316
Bentonville	54164	Full	\$101,316	\$81,053	\$101,316	\$121,579
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$78,665	\$68,640	\$85,280	\$104,000
Blytheville	13406	Full	\$67,466	\$53,973	\$67,466	\$70,164
Harrison	13069	Full	\$40,560	\$40,560	\$40,560	\$40,560

Harrison	13069	Full	\$51,814	\$51,814	\$51,814	\$51,814
Harrison	13069	Full	\$54,371	\$54,371	\$54,371	\$54,371
Harrison	13069	Full	\$57,142	\$57,142	\$57,142	\$57,142
Harrison	13069	Full	\$90,677	\$90,677	\$90,677	\$90,677
Harrison	13069	Full	\$57,135	\$57,135	\$57,135	\$57,135
Harrison	13069	Full	\$76,535	\$76,535	\$76,535	\$76,535
Forrest City	13015	Full	\$62,400	\$25,480	\$62,400	\$74,880
Mountain Home	12825	Full	\$82,035	\$71,282	\$78,437	\$84,427
Mountain Home	12825	Full	\$62,067	\$46,317	\$54,288	\$62,067
Batesville	11191	Full	\$67,702	\$54,162	\$67,702	\$81,242

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$70,825	\$61,745	\$72,021	\$80,496
45,000+	1.33	\$94,377	\$78,872	\$98,581	\$118,300
20,000 - 49,999	2	\$63,721	\$58,240	\$71,760	\$87,360
10,000 - 19,999	2.4	\$64,159	\$56,621	\$63,211	\$66,751
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					



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):	10/75/7
Exempt/non-exempt:	1/161
Bonus Eligible (Y/N):	79/161
Full/Part Time:	168/0
Number of Organizations Reporting:	9
Position Titles:	Senior Operator   Operator   Water Plant Supervisor   Water Plant Maintenance   Wrrf Operations Tech I   Wrrf Operations Tech Ii   Wrrf Operations Tech Iii   Water / Waste Water Operator   Collections Foreman   Collections Operator   Wastewater Operator   Water Plant Operator I-Iv - Lee Creek *   Wastewater Plant Operator I-Iv - P Street *   Water Plant Operator I-Iv - Lake Fort Smith *   Wastewater Plant Operator I-Iv - Massard *   Chief Operator - Massard *   Chief Operator - Lee Creek *   Chief Operator - Lake Fort Smith *   Chief Operator - P Street *   Sewer Operator I   Sewer Operator Ii   Wastewater Operator Ii   Wastewater Treatment Operator Ii   Water Laborer   Water Operator I   Utilities Maintenance Controller   Electrical Technician   Instrumentation Technician   Crew Leader   Equipment Operator   Water Distribution Equipment Operator 4   Sr. Equipment Operator   Water Lab/Sampling Technician   Plant Operator   Plant Operator Trainee   Pre-Treatment Coordinator   Pre-Treatment Assistant   Preventative Maintenance Coordinator   Lab Supervisor   Maintenance Tech   Lab Technician   Wastewater Collection Crew Leader I   Wastewater Collection Field Supervisor   Wastewater Collection Crew Leader Ii   Wastewater Collection Equipment Operator 4 (Sr)   Utilities Equipment Operator Iii   Maintenance Technician   Welder/Fabricator   Utilities Maintenance Tech   Utilities Crew Leader   Maintenance Technician 1   Utilities Maint Tech   Water Iv   Apprentice Operator   Maintenance Supervisor   Wwtp Operator Iii   Lab Tech   Wastewater Iii   Plant Operations Tech   Plant Operations Tech 1   Fats, Oils, & Grease   Plant Operations Tech 2   Environmental Tech   Environmental Specialist   Pretreatment Coordinator
Reports To:	Waste Water Manager   Water Plant Manager   Collections Supervisor   Collection Foreman   Wastewater Supervisor   Supervisor - Lee Creek Water Plant   Supervisor - P Street Wastewater Plant   Supervisor - Lake Fort Smith Water Plant   Supervisor - Massard Wastewater Plant   Sewer Crew Leader   Wastewater Systems Manager   Water Foreman   Utilities Director   Water Distribution Manager   Water Facilities Operations Mgr   Facilities Operations Manager   Lab Supervisor   Pre-Treatment Coordinator   Chief Plant Operator   Preventative Maint Coordinator   Compost Crew Leader Ii   Utility Field Supervisor   Wastewater Collections Manager   Lift Station Manager   Lift Station Superintendent   Plant Supervisor   Assistant Director   Assiistant Pollution Control Mgr   Solids Handling Supervisor   Environment Services Supervisor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	168	\$33,072	\$37,585	\$43,735	\$41,899	\$48,380	\$56,306
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
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$48,193	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$48,110	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$52,852	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,073	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$56,368	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$48,380	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$60,382	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$55,348	\$46,072	\$57,595	\$69,118

Fort Smith	89142	Full	\$48,214	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,798	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,155	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Rogers	69908	Full	\$48,131	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$48,152	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$57,241	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$59,779	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$54,641	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$59,384	\$47,340	\$59,176	\$71,011
Rogers	69908	Full	\$54,828	\$48,131	\$60,174	\$72,217
Rogers	69908	Full	\$53,705	\$48,297	\$60,382	\$72,446
Rogers	69908	Full	\$62,192	\$49,753	\$62,171	\$74,609
Rogers	69908	Full	\$77,334	\$51,563	\$64,459	\$77,334
Bentonville	54164	Full	\$44,470	\$35,576	\$44,470	\$53,364
Bentonville	54164	Full	\$39,249	\$31,399	\$39,249	\$47,099
Bentonville	54164	Full	\$47,694	\$38,155	\$47,694	\$57,233
Bentonville	54164	Full	\$45,156	\$36,125	\$45,156	\$54,187
Bentonville	54164	Full	\$45,364	\$36,291	\$45,364	\$54,437
Bentonville	54164	Full	\$62,795	\$50,236	\$62,795	\$75,354
Hot Springs	37930	Full	\$61,963	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$52,208	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$58,905	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$53,643	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$55,016	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$62,316	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$55,016	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$45,614	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$44,928	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,747	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,747	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$38,875	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$38,792	\$35,360	\$43,680	\$52,000

Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,592	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$38,043	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$60,070	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$51,480	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$44,137	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$44,137	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$39,499	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$48,568	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$37,024	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$49,316	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$62,691	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$49,316	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,054	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$48,568	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,054	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$40,102	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$33,592	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760

Hot Springs	37930	Full	\$38,272	\$33,280	\$45,760	\$56,160
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$39,561	\$39,520	\$47,840	\$58,240
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$34,715	\$29,120	\$41,600	\$49,920
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,012	\$29,120	\$37,440	\$45,760
Blytheville	13406	Full	\$54,717	\$43,774	\$54,717	\$56,905
Harrison	13069	Full	\$39,988	\$39,988	\$39,988	\$39,988
Harrison	13069	Full	\$39,988	\$39,988	\$39,988	\$39,988
Harrison	13069	Full	\$41,899	\$41,899	\$41,899	\$41,899
Harrison	13069	Full	\$51,869	\$51,869	\$51,869	\$51,869
Harrison	13069	Full	\$48,377	\$48,377	\$48,377	\$48,377
Harrison	13069	Full	\$48,377	\$48,377	\$48,377	\$48,377
Harrison	13069	Full	\$35,464	\$35,464	\$35,464	\$35,464
Harrison	13069	Full	\$47,112	\$47,112	\$47,112	\$47,112
Harrison	13069	Full	\$40,066	\$40,066	\$40,066	\$40,066
Harrison	13069	Full	\$39,988	\$39,988	\$39,988	\$39,988
Harrison	13069	Full	\$39,988	\$39,988	\$39,988	\$39,988
Harrison	13069	Full	\$39,988	\$39,988	\$39,988	\$39,988
Harrison	13069	Full	\$39,988	\$39,988	\$39,988	\$39,988
Forrest City	13015	Full	\$37,440	\$25,480	\$37,440	\$44,928
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Forrest City	13015	Full	\$32,240	\$25,480	\$32,240	\$38,688
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$56,306	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$59,121	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$48,693	\$34,653	\$44,158	\$48,693
Mountain Home	12825	Full	\$40,513	\$34,653	\$44,158	\$48,693
Mountain Home	12825	Full	\$48,693	\$34,653	\$44,158	\$48,693
Mountain Home	12825	Full	\$62,067	\$46,317	\$54,288	\$62,067
Mountain Home	12825	Full	\$53,602	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$53,602	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$53,602	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$53,602	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$53,602	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$51,783	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$50,822	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$40,539	\$34,653	\$44,158	\$48,693

Batesville	11191	Full	\$48,276	\$38,621	\$48,276	\$57,931
Batesville	11191	Full	\$37,294	\$29,835	\$37,294	\$44,753
Batesville	11191	Full	\$45,075	\$36,060	\$45,075	\$54,090
Batesville	11191	Full	\$41,850	\$33,480	\$41,850	\$50,220
Batesville	11191	Full	\$35,984	\$28,787	\$35,984	\$43,181
Batesville	11191	Full	\$47,132	\$37,706	\$47,132	\$56,558
Batesville	11191	Full	\$47,000	\$37,600	\$47,000	\$56,400
Batesville	11191	Full	\$39,375	\$31,500	\$39,375	\$47,250
Batesville	11191	Full	\$33,862	\$27,090	\$33,862	\$40,634

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	18.67	\$43,735	\$38,291	\$47,650	\$56,442
45,000+	19.67	\$45,874	\$42,030	\$52,537	\$63,048
20,000 - 49,999	70	\$40,958	\$35,538	\$45,552	\$55,328
10,000 - 19,999	7.8	\$45,482	\$37,577	\$44,023	\$48,447

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

1221- Utility Construction

Job Description:	This is a position consisting of a heavy labor and mechanical nature involving the maintenance of the City water distribution system, the City wastewater collection system and related facilities as well as the fields of street maintenance, repair, construction and related activities. Repair and replace damaged water and sewer mains and related components. Installation, repair, and maintenance of water meters and fire hydrants. Tapping of water mains and installation of new water service connections. Maintain records of all work performed, in both written and computerized form. Set up and remove traffic control devices such as cones, flares, barriers, flashers, flags, etc. May be required to direct traffic. Operate heavy equipment: back hoe, track hoe, dump truck etc. Class "B" Commercial Driver's License. Must acquire entry level water/wastewater distribution/collection technician certification from the State Department of Environmental Quality within 6 months.
Total Matches (A/M/B):	25/150/9
Exempt/non-exempt:	11/200
Bonus Eligible (Y/N):	37/200
Full/Part Time:	211/0
Number of Organizations Reporting:	7
Position Titles:	Construction Manager   Crew Leader   Construction Worker   Meter Tech   Location Speicalist   Distribution Foreman   Distribution Operator   Distribution Crewman   Maintenance Person - Meter Maintenance *   Equipment Operator - Water Line Maintenance *   Equipment Operator - Water Quality *   Equipment Operator - Sewer Line Maintenance *   Equipment Operator - Sewer Repair *   Equipment Operator - Sso Response *   Equipment Operator - Sewer Assessment *   Wastewater Mechanic *   Customer Service Technician *   Leadsperson - Meter Maintenance *   Service Leadsperson - Water Line Maintenance (1) *   Water Mechanic *   Leadsperson - Sewer Assessment *   Leadsperson - Utility Locator *   Leadsperson - Utility Traffic Control *   Service Leadsperson - Water Quality *   Leadsperson - Sewer Repair *   Technician - Sso Response *   Foreperson - Meter Maintenance *   Meter Testing Technician *   Chief Maintenance Mechanic (Wastewater) *   Foreperson - Water Line Maintenance (1) *   Chief Maintenance Mechanic (Water) *   Foreperson - Water Line Maintenance (2) *   Foreperson - Water Line Maintenance (3) *   Foreperson - Water Quality *   Supervisor - Sewer Assessment *   Supervisor - Sewer Line Maintenance *   Supervisor - Sewer Line Repair *   Supervisor - Sso Response *   Supervisor - Meter Maintenance *   Supervisor - Water Line Maintenance (1) *   Supervisor - Water Line Maintenance (2) *   Supervisor - Water Line Maintenance (3) *   Supervisor - Wastewater Maintenance *   Supervisor - Water Maintenance *   Water Construction Inspector   Utilities System Technician   Maintenance Controller   Utilities Systems Coordinator   Backflow Prevention Coordinator   Construction Technician   Construction Tech   Chief Plant Operator   Chief Plant Maintenance Superintendent   Compost Crew Leader Ii   Compost Operator I   Compost Facility Operations Manager   Compost Clerk   Compost Operator   Motor Shop Technician Ii   Manager-Water Warehouse   Foreman With Cert. Iv   Foreman   Equipment Operator   Meter Maintenance   Foreman W/ Water/Wastewater Iv   Laborer/Truck Driver W/Cdl   Water/Wastewater Iii   Laborer   Foreman W/Cert Iv   Heavy Equipment Operator   Equipment Operator-Vac Truck   Laborer/Truckdriver W/Cdl   Field Technician 1   Field Technician 2   Field Operator 1   Field Operator 2   System Analyst   Locates   Scada/Instrumentation   Crew Lead
Reports To:	City Engineer   Construction Manager   Office Manager   Distribution Supervisor   Supervisor - Meter Maintenance   Supervisor - Water Line Maintenance (1)   Supervisor - Water Line Maintenance (2)   Supervisor - Water Line Maintenance (3)   Supervisor - Water Quality   Supervisor - Sewer Line Maintenance   Supervisor - Sewer Line Repair   Supervisor - Sso Response   Supervisor - Sewer Assessment   Supervisor - Wastewater Maintenance   Program Manager - Citizen Services   Supervisor - Water Maintenance   Program Manager - Utility Sewer System   Program Manager - Utility Water System   Program Manager - Utility Easement & Station Maintenance   Wastewater Systems Manager   Utilities Director   Water Distribution Manager   Water Facilities Operations Mgr   Plant Supervisor   Facilities Operations Manager   Compost Crew Leader Ii   Lift Station Manager   Lift Station Superintendent   Director Of Public Works   Manager-Water Warehouse   Foreman   Utility System Supervisor   Meter & Services Supervisor   Maintenance Supervisor   Warehouse Supervisor   Cityworks Coord/Tech Ops Supr   Field Operators Supervisor   Technical Manager
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	211	\$35,256	\$37,668	\$44,858	\$43,368	\$50,315	\$58,635
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
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,796	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,672	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,313	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,668	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,084	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,585	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550



Fort Smith	89142	Full	\$41,142	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$44,220	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,680	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,908	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,555	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,908	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$51,958	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,908	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,116	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,908	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,116	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$50,315	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,116	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,556	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,513	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,472	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,116	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,555	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$43,908	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,180	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,116	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,368	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$42,265	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,345	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,828	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$46,321	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$49,275	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$57,449	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,321	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$53,414	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,801	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$65,666	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,452	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$54,087	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$60,528	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,403	\$53,518	\$66,892	\$80,267
Rogers	69908	Full	\$42,328	\$38,084	\$47,611	\$57,137
Rogers	69908	Full	\$42,328	\$38,084	\$47,611	\$57,137
Rogers	69908	Full	\$43,014	\$38,084	\$47,611	\$57,137
Rogers	69908	Full	\$43,014	\$38,084	\$47,611	\$57,137

Rogers	69908	Full	\$43,014	\$38,084	\$47,611	\$57,137
Rogers	69908	Full	\$40,456	\$38,084	\$47,611	\$57,137
Rogers	69908	Full	\$48,131	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$48,131	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$49,545	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$49,504	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$48,131	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$51,168	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$49,753	\$43,534	\$54,433	\$65,312
Rogers	69908	Full	\$60,465	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$54,579	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$56,305	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$60,465	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$52,832	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$51,084	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$56,721	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$56,742	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$54,579	\$46,321	\$57,907	\$69,492
Rogers	69908	Full	\$60,236	\$48,131	\$60,174	\$72,217
Rogers	69908	Full	\$57,345	\$48,131	\$60,174	\$72,217
Rogers	69908	Full	\$68,286	\$49,753	\$62,171	\$74,609
Rogers	69908	Full	\$72,030	\$50,876	\$63,585	\$76,294
Rogers	69908	Full	\$59,737	\$50,876	\$63,585	\$76,294
Rogers	69908	Full	\$71,635	\$52,416	\$65,520	\$78,624
Rogers	69908	Full	\$68,993	\$52,416	\$65,520	\$78,624
Rogers	69908	Full	\$60,112	\$52,416	\$65,520	\$78,624
Rogers	69908	Full	\$63,377	\$54,662	\$68,328	\$81,993
Rogers	69908	Full	\$68,286	\$54,662	\$68,328	\$81,993
Hot Springs	37930	Full	\$64,937	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$52,208	\$43,680	\$54,080	\$66,560
Hot Springs	37930	Full	\$45,614	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,220	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$31,990	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$48,776	\$47,840	\$58,240	\$70,720

Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$51,916	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$51,105	\$47,840	\$58,240	\$70,720
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$60,777	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Hot Springs	37930	Full	\$32,489	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$33,508	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$33,009	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,491	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$35,256	\$29,120	\$41,600	\$49,920
Harrison	13069	Full	\$54,442	\$54,442	\$54,442	\$54,442
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Forrest City	13015	Full	\$47,403	\$25,480	\$47,403	\$56,884
Forrest City	13015	Full	\$37,502	\$25,480	\$37,502	\$45,002
Forrest City	13015	Full	\$43,472	\$25,480	\$43,472	\$52,166
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$30,160	\$25,480	\$30,160	\$36,192
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Mountain Home	12825	Full	\$71,802	\$60,424	\$76,253	\$83,574
Mountain Home	12825	Full	\$58,635	\$43,617	\$54,288	\$62,067
Mountain Home	12825	Full	\$52,270	\$39,770	\$50,336	\$56,306
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$48,381	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$46,654	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$44,866	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$43,971	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$62,067	\$43,617	\$54,288	\$62,067
Mountain Home	12825	Full	\$35,048	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$39,874	\$37,877	\$48,402	\$53,602
Mountain Home	12825	Full	\$35,589	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$46,301	\$33,155	\$42,370	\$46,301

Mountain Home	12825	Full	\$62,067	\$43,617	\$54,288	\$62,067
Mountain Home	12825	Full	\$45,781	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$51,043	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$62,067	\$46,317	\$54,288	\$62,067
Mountain Home	12825	Full	\$60,819	\$46,317	\$54,288	\$62,067
Mountain Home	12825	Full	\$57,574	\$46,317	\$54,288	\$62,067
Mountain Home	12825	Full	\$49,317	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$47,549	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$44,866	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$45,781	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$38,168	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$37,003	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$34,029	\$32,427	\$39,853	\$45,406
Mountain Home	12825	Full	\$36,275	\$36,275	\$45,781	\$51,043
Mountain Home	12825	Full	\$32,427	\$32,427	\$39,853	\$45,406
Batesville	11191	Full	\$66,000	\$52,800	\$66,000	\$79,200
Batesville	11191	Full	\$44,500	\$35,600	\$44,500	\$53,400
Batesville	11191	Full	\$46,000	\$36,800	\$46,000	\$55,200
Batesville	11191	Full	\$38,500	\$30,800	\$38,500	\$46,200
Batesville	11191	Full	\$40,500	\$32,400	\$40,500	\$48,600
Batesville	11191	Full	\$31,200	\$24,960	\$31,200	\$37,440
Batesville	11191	Full	\$35,300	\$28,240	\$35,300	\$42,360

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	30.14	\$44,858	\$40,357	\$50,592	\$60,221
45,000+	68.5	\$45,774	\$42,872	\$53,591	\$64,306
20,000 - 49,999	27	\$40,341	\$36,361	\$45,760	\$55,621
10,000 - 19,999	11.75	\$44,785	\$35,323	\$44,627	\$50,959
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

1222- Water Manager

Job Description:	The incumbent operates the water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate?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):	5/11/3
Exempt/non-exempt:	7/21
Bonus Eligible (Y/N):	14/21
Full/Part Time:	29/0
Number of Organizations Reporting:	7
Position Titles:	Director Water Utility   Water Manager   Distribution Supervisor   Water Treatment Supervisor   Program Manager - Utility Water System *   Mco Manager   Assistant Utilities Director   Water Distribution Manager   Water Distribution Superintendent Ii   Water Superintendent   Water Facilities Operations Mgr   Water Production Supt   Wastewater Treatment Plant Supervisor   Wastewater Collections Mgr   Ww Lift Station Superintendent   Plant Supervisor   Maintenance Supervisor   Cityworks/Tech Opr. Supr   Field Operations Supr   Meter & Services Supr   Solids Handling Supr   Utility System Supervisor   Warehouse Supervisor   Environmental Services Suprervisor   Plant Maintenance Supervisor   Technical Manager   Operations Manager
Reports To:	Mayor   Utility Manager   Deputy Director, Utility Systems   Deputy City Manager   Utilities Director   Water Distribution Manager   Water Facilities Operations Mgr   Facilities Operations Manager   Lift Station Manager   Assistant Director   Plant Supervisor   Operations Manager   Plant Manager   Superintendent
Comments:	Water Line Maintenance

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	29	\$53,643	\$61,567	\$78,188	\$77,563	\$85,051	\$102,814
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
Fort Smith	89142	Full	\$76,186	\$74,776	\$93,454	\$112,153
Rogers	69908	Full	\$68,078	\$62,212	\$77,750	\$93,308
Rogers	69908	Full	\$85,966	\$62,212	\$77,750	\$93,308
Rogers	69908	Full	\$82,430	\$62,212	\$77,750	\$93,308
Rogers	69908	Full	\$82,056	\$62,212	\$77,750	\$93,308
Rogers	69908	Full	\$70,491	\$62,212	\$77,750	\$93,308
Rogers	69908	Full	\$81,036	\$62,212	\$77,750	\$93,308

Rogers	69908	Full	\$85,571	\$62,212	\$77,750	\$93,308
Rogers	69908	Full	\$84,552	\$62,628	\$78,291	\$93,953
Rogers	69908	Full	\$81,827	\$62,795	\$78,499	\$94,182
Rogers	69908	Full	\$102,814	\$74,339	\$92,934	\$111,508
Rogers	69908	Full	\$133,972	\$100,651	\$125,819	\$150,987
Bentonville	54164	Full	\$167,897	\$134,318	\$167,897	\$201,476
Hot Springs	37930	Full	\$85,883	\$70,720	\$91,520	\$137,280
Hot Springs	37930	Full	\$93,558	\$76,960	\$93,600	\$114,400
Hot Springs	37930	Full	\$85,051	\$68,640	\$85,280	\$104,000
Hot Springs	37930	Full	\$66,726	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$65,707	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$83,740	\$68,640	\$85,280	\$104,000
Hot Springs	37930	Full	\$57,990	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$64,688	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$77,563	\$56,160	\$68,640	\$83,200
Hot Springs	37930	Full	\$53,643	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$53,643	\$52,000	\$64,480	\$79,040
Blytheville	13406	Full	\$53,230	\$42,584	\$53,230	\$55,359
Forrest City	13015	Full	\$47,840	\$25,480	\$47,840	\$57,408
Forrest City	13015	Full	\$55,120	\$25,480	\$55,120	\$66,144
Mountain Home	12825	Full	\$61,567	\$43,617	\$54,288	\$62,067
Mountain Home	12825	Full	\$58,635	\$43,617	\$54,288	\$62,067

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.14	\$78,188	\$61,341	\$77,831	\$94,399
45,000+	4.33	\$92,529	\$72,692	\$90,857	\$109,032
20,000 - 49,999	11	\$71,654	\$59,375	\$73,745	\$92,465
10,000 - 19,999	1.67	\$55,278	\$36,156	\$52,953	\$60,609

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

1223- Utility Billing and Receivable Clerk

Job Description:	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
Total Matches (A/M/B):	4/45/3
Exempt/non-exempt:	1/49
Bonus Eligible (Y/N):	33/49
Full/Part Time:	73/0
Number of Organizations Reporting:	10
Position Titles:	Senior Clerk   Customer Service Clerk   Customer Billing Rep I   Customer Billing Rep Ii   Customer Service Rep I   Utility Billing And Receivable Clerk   Customer Service Asst. Manager   Teller   Clerk   Customer Service Representative *   Water Billing Clerk   Billing Clerk   Billing Coordinator   Customer Service Manager   Customer Service Representative   Customer Service Coordinator   Customer Operations Manager   Customer Operations Coordinator   Customer Operations Secretary   Utilities Purchasing Coordinator   Utility Purchasing Assistant   Customer Service Representative Ii   Csr 2
Reports To:	Water Office Manager     Water Manager   Office Manager   Distribution Supervisor   Supervisor - Customer Service   Accounts Receivable   Mco Manager   Customer Service Manager   Customer Operations Manager   Utilities Director   Facilities Operations Manager   Manager-Billing Office
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 <sup>th</sup> %tile	25 <sup>th</sup> %tile	Mean	Median	75 <sup>th</sup> %tile	90 <sup>th</sup> %tile
Annual Base Salary	73	\$33,072	\$34,652	\$40,071	\$39,707	\$43,260	\$50,876
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
Fort Smith	89142	Full	\$49,857	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550



Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Rogers	69908	Full	\$47,652	\$42,681	\$53,352	\$64,022
Rogers	69908	Full	\$54,184	\$42,681	\$53,352	\$64,022
North Little Rock	64591	Full	\$38,828	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$35,218	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$33,541	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$44,947	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$47,195	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$33,541	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$33,541	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$47,195	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$47,195	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$44,947	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$47,195	\$31,943	\$38,827	\$47,195
North Little Rock	64591	Full	\$53,093	\$35,935	\$43,680	\$53,093
North Little Rock	64591	Full	\$53,093	\$35,935	\$43,680	\$53,093
North Little Rock	64591	Full	\$53,093	\$35,935	\$43,680	\$53,093
Bentonville	54164	Full	\$36,108	\$28,886	\$36,108	\$43,330
Bentonville	54164	Full	\$54,392	\$43,514	\$54,392	\$65,270
Bentonville	54164	Full	\$41,828	\$33,462	\$41,828	\$50,194
Bentonville	54164	Full	\$39,457	\$31,566	\$39,457	\$47,348
Bentonville	54164	Full	\$38,542	\$30,834	\$38,542	\$46,250
Bentonville	54164	Full	\$33,716	\$26,973	\$33,716	\$40,459
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$35,297	\$28,238	\$35,297	\$42,356
Bentonville	54164	Full	\$34,320	\$27,456	\$34,320	\$41,184
Hot Springs	37930	Full	\$42,432	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$48,568	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$54,496	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$35,193	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,652	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,652	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$42,203	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$34,652	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840

Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$34,112	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$33,072	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$32,552	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$32,552	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$53,643	\$52,000	\$64,480	\$79,040
Hot Springs	37930	Full	\$42,868	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$32,552	\$31,200	\$39,520	\$47,840
Hot Springs	37930	Full	\$50,876	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$36,462	\$35,360	\$43,680	\$52,000
Blytheville	13406	Full	\$36,028	\$28,822	\$36,028	\$37,469
Harrison	13069	Full	\$30,784	\$30,784	\$30,784	\$30,784
Harrison	13069	Full	\$30,784	\$30,784	\$30,784	\$30,784
Forrest City	13015	Full	\$43,260	\$25,480	\$43,260	\$51,912
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Forrest City	13015	Full	\$34,840	\$25,480	\$34,840	\$41,808
Mountain Home	12825	Full	\$38,938	\$34,653	\$44,158	\$48,693
Mountain Home	12825	Full	\$42,370	\$33,155	\$42,370	\$46,301
Mountain Home	12825	Full	\$37,003	\$33,155	\$42,370	\$46,301
Batesville	11191	Full	\$48,100	\$38,480	\$48,100	\$57,720
Batesville	11191	Full	\$38,625	\$30,900	\$38,625	\$46,350
Batesville	11191	Full	\$32,100	\$25,680	\$32,100	\$38,520

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.3	\$40,071	\$34,471	\$42,992	\$51,420
45,000+	10	\$41,729	\$35,483	\$43,955	\$52,962
20,000 - 49,999	21	\$38,666	\$34,964	\$44,076	\$53,387
10,000 - 19,999	2.4	\$37,003	\$30,238	\$37,885	\$42,840
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					