



AML Salary Survey Results 2026 Pop 1-500

The following salary survey has been compiled to provide municipal officials with insight into staffing levels and compensation for various positions across Arkansas municipalities. Readers should note that duties and responsibilities may vary significantly between municipalities, even among positions with similar titles. Additionally, differences in cost of living and the financial condition of each municipality may contribute to variations in compensation.

Methodology

- a) Questionnaires were completed electronically, and responses were reviewed and compiled by JER HR Group.
- b) Reported salaries reflect actual annual compensation for positions with a single incumbent. Hourly wages were annualized using a standard 2,080-hour work year. All salary data is effective as of February 1 of the current year.
- c) Blank fields indicate that data was not provided.
- d) All valid submitted data was included. In limited cases, data was excluded or reclassified, particularly within salary categories to better align with comparable roles across municipalities. For example, where multiple levels of a position existed, compensation may have been reassigned to the level most consistent with peer data.
- e) Where salary range data was not provided, estimated ranges were calculated using a standard methodology of 80% (minimum) and 120% (maximum) of the midpoint. These calculated ranges may not reflect actual salary structures used by individual municipalities.

All data requests and responses are subject to interpretation based on the information provided. The League staff and JER HR Group accept responsibility for any errors resulting from misinterpretation. However, the data is considered sufficiently reliable to serve as a practical reference.

The League staff and JER HR Group extend their appreciation to the municipal officials and employees who contributed to this survey. Special acknowledgment is given to the members of the AML Survey Steering Committee for their oversight and guidance:

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

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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
<https://www.jerhrgroup.com>

Participating Cities

Total: 16

City Name	Population	Revenue	County	Contact Name	Contact Email	FT Personnel in Budget	FT Personnel Employed	Contact Phone
Alicia	143	\$23,500	Lawrence	Melba Verke	cityofalicia@gmail.com	0	0	870-886-2833
Allport	86	\$20,174	Lonoke	Jeremy Allen	allportrt@gmail.com	0	0	501-307-7470
Avoca	487	\$1,932,635	Benton	Nanette Barnes	townofavoca@sbcglobal.net	4	4	479-621-5921
Biscoe	305	\$117,280	Prairie	Sissy Reinhart	biscoewater@gmail.com	3	3	870-443-2226
Blue Mountain	88	\$42,885	Logan	Torie Hollingsworth	bluemtn.water.arkansas@gamil.com	0	0	479-947-2210
Hartford	499		Sebastian			0	0	
Hindsville	90	\$15,531	Madison	Whitney Wilson	hindsvilleclerk@gmail.com	0	0	479-957-5474
Leslie	375	\$653,250	Searcy	Alan Rippy	cityofleslie@windstream.net	1	1	870-447-2240
Letona	240	\$303,404	White	Bennett 501-278-0632	mayor	0	0	truck91@windstream.net
Lynn	258		Lawrence			0	0	
McNeil	381	\$273,957	Columbia	Dana Harris	dbburchfield@gmail.com	2	2	832-567-3626
Moorefield	126	\$294,105	Independence	Ann Heathwaite	gannh52@gmail.com	0	0	870-613-1726
Poyen	263		Grant	Riggan 501-337-6899	mayor	0	0	SRIGGAN@SBCGLOBAL.NET
St. Paul	111	\$82,000	Madison	Norma Preston	townofstpaul72760@gmail.com	0	0	479-677-2310
Ulm	175	\$73,150	Prairie	Maribeth Floyd	mkfloyd2014@outlook.com	4	4	870-241-3791
Watson	185	\$151,220	Desha	Candice Moore	cityofwatson@yahoo.com	7	7	870-644-3366

Summary by Job Title

Job Title	Department	Number of Orgs Reporting	Number of Incumbents	Number of matches (Above/Match/Below)	Base Pay 2026			
					25%	Mean	Median	75%
Mayor	Administration	14	14	1/10/2	\$4,200	\$8,643	\$6,000	\$7,800
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	0	0	0/0/0				
City Manager or Chief of Staff	Administration	0	0	0/0/0				
Executive Secretary	Administration	0	0	0/0/0				
Council Member	Administration	8	41	0/35/0	\$720	\$984	\$1,115	\$1,200
City Clerk	Administration	3	3	0/2/1	\$9,300	\$24,092	\$9,300	\$38,884
City Clerk-Elected	Administration	0	0	0/0/0				
City Clerk Treas-Elected	Administration	8	8	2/3/2	\$8,400	\$21,081	\$14,000	\$28,166
Treasurer	Administration	3	3	1/2/0	\$5,700	\$6,330	\$5,700	\$6,960
Deputy Clerk	Administration	0	0	0/0/0				
City Attorney	Administration	0	0	0/0/0				
Assistant City Attorney	Administration	0	0	0/0/0				
Deputy City Attorney	Administration	0	0	0/0/0				
Court Clerk	Administration	0	0	0/0/0				
Deputy Court Clerk	Administration	0	0	0/0/0				
District Judge	Administration	0	0	0/0/0				
Transcriptionist	Administration	0	0	0/0/0				
Office Manager	Administration	0	0	0/0/0				
Purchasing Agent	Administration	0	0	0/0/0				
Administrative Assistant I	Administration	0	0	0/0/0				
Code Enforcement Supervisor	Code Enforcement	0	0	0/0/0				
Code Enforcement Officer - Senior	Code Enforcement	0	0	0/0/0				
Code Enforcement Officer	Code Enforcement	1	1	0/1/0	\$3,232	\$3,232	\$3,232	\$3,232
Building Inspector	Code Enforcement	0	0	0/0/0				
Electrical Inspector	Code Enforcement	0	0	0/0/0				
Mechanical Inspector	Code Enforcement	0	0	0/0/0				
Plumbing and Gas Inspector	Code Enforcement	0	0	0/0/0				
Community Development/Planning Director	Engineering/Planning	0	0	0/0/0				
Planner II	Engineering/Planning	0	0	0/0/0				
Planner I	Engineering/Planning	1	4	0/4/0	\$510	\$550	\$510	\$585
City Engineer	Engineering/Planning	0	0	0/0/0				
Engineering Specialist	Engineering/Planning	0	0	0/0/0				

Engineering Technician - Senior	Engineering/Planning	0	0	0/0/0				
GIS Analyst - Senior	Engineering/Planning	0	0	0/0/0				
GIS Analyst	Engineering/Planning	0	0	0/0/0				
Graphics Technician	Engineering/Planning	0	0	0/0/0				
Land Surveyor	Engineering/Planning	0	0	0/0/0				
Finance Director	Finance	0	0	0/0/0				
Accountant	Finance	0	0	0/0/0				
Accounting Clerk II	Finance	0	0	0/0/0				
Accounting Clerk I	Finance	0	0	0/0/0				
Accounting Clerk	Finance	0	0	0/0/0				
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	0	0	0/0/0				
Fire Chief	Fire Department	1	1	0/1/0	\$1,680	\$1,680	\$1,680	\$1,680
Assistant Fire Chief	Fire Department	1	1	0/1/0	\$1,680	\$1,680	\$1,680	\$1,680
Fire Battalion Chief	Fire Department	0	0	0/0/0				
Fire Captain	Fire Department	0	0	0/0/0				
Fire Lieutenant	Fire Department	0	0	0/0/0				
Fire Apparatus Engineer (Driver)	Fire Department	0	0	0/0/0				
Fire Inspector/Marshal	Fire Department	0	0	0/0/0				
Firefighter	Fire Department	1	9	0/9/0	\$1,200	\$1,200	\$1,200	\$1,200
HR/Personnel Director	Human Resources	0	0	0/0/0				
Human Resource Generalist	Human Resources	0	0	0/0/0				
HR-Benefits Specialist	Human Resources	0	0	0/0/0				
Human Resources Assistant	Human Resources	0	0	0/0/0				
Payroll Administrator	Human Resources	0	0	0/0/0				
Industrial Organizational Specialist	Human Resources	0	0	0/0/0				
Information Systems Director	Information Systems	0	0	0/0/0				
Systems Network Manager	Information Systems	0	0	0/0/0				
Network Analyst	Information Systems	0	0	0/0/0				
Network Coordinator	Information Systems	0	0	0/0/0				
Programmer Analyst - Senior	Information Systems	0	0	0/0/0				
Programmer Analyst	Information Systems	0	0	0/0/0				
Systems Programmer	Information Systems	0	0	0/0/0				
Information Support Specialist	Information Systems	0	0	0/0/0				
Librarian	Library	1	1	0/0/0	\$2,343	\$2,343	\$2,343	\$2,343
Library Assistant	Library	0	0	0/0/0				
Safety Loss Control Specialist	Operations	0	0	0/0/0				
Airport Manager	Operations	0	0	0/0/0				

Airport Attendant	Operations	0	0	0/0/0				
Animal Control Director	Operations	0	0	0/0/0				
Animal Control Field Officer	Operations	0	0	0/0/0				
Animal Services Manager	Operations	0	0	0/0/0				
Animal Services Officer	Operations	0	0	0/0/0				
Building/Maintenance Supervisor	Operations	0	0	0/0/0				
Building/Maintenance Worker	Operations	0	0	0/0/0				
Fleet Supervisor	Operations	0	0	0/0/0				
Fleet Maintenance Mechanic II	Operations	0	0	0/0/0				
Fleet Maintenance Mechanic I	Operations	0	0	0/0/0				
Horticulturist	Operations	0	0	0/0/0				
Grounds Maintenance Supervisor	Operations	1	1	0/1/0	\$40,600	\$40,600	\$40,600	\$40,600
Grounds Maintenance Lead	Operations	0	0	0/0/0				
Grounds Maintenance Laborer	Operations	1	1	0/1/0	\$31,800	\$31,800	\$31,800	\$31,800
Signal Repair Technician - Senior	Operations	0	0	0/0/0				
Signal Repair Technician	Operations	0	0	0/0/0				
Signal Technician II	Operations	0	0	0/0/0				
Signal Technician I	Operations	0	0	0/0/0				
Parks Director	Parks & Recreation	0	0	0/0/0				
Parks Aquatics Manager	Parks & Recreation	0	0	0/0/0				
Recreation Programmer	Parks & Recreation	0	0	0/0/0				
Recreation Program Manager	Parks & Recreation	0	0	0/0/0				
Recreation Facility Supervisor	Parks & Recreation	0	0	0/0/0				
Therapeutic Recreation Coordinator	Parks & Recreation	0	0	0/0/0				
Parks Supervisor	Parks & Recreation	0	0	0/0/0				
Parks Equipment Operator	Parks & Recreation	0	0	0/0/0				
Parks Department Laborer	Parks & Recreation	0	0	0/0/0				
Police Chief	Police Department	1	1	0/0/0	\$28,166	\$28,166	\$28,166	\$28,166
Assistant Police Chief	Police Department	0	0	0/0/0				
Police Major/Captain	Police Department	0	0	0/0/0				
Police Lieutenant	Police Department	0	0	0/0/0				
Police Sergeant	Police Department	0	0	0/0/0				
Police Corporal	Police Department	0	0	0/0/0				
Police Investigative Detective	Police Department	0	0	0/0/0				
School Resource Officer	Police Department	0	0	0/0/0				
Police Officer	Police Department	1	2	0/0/0	\$6,571	\$6,906	\$6,571	\$7,240
Police Property Room Supervisor	Police Department	0	0	0/0/0				

Crime Scene Supervisor	Police Department	0	0	0/0/0				
Crime Scene Specialist	Police Department	0	0	0/0/0				
Communications Shift Supervisor	Police Department	0	0	0/0/0				
Communications Dispatcher	Police Department	0	0	0/0/0				
Police Dispatch	Police Department	0	0	0/0/0				
Communications Call Taker	Police Department	0	0	0/0/0				
Probation Officer - Senior	Police Department	0	0	0/0/0				
Probation Officer	Police Department	0	0	0/0/0				
Public Works Director	Public Works	1	1	0/0/0	\$18,100	\$18,100	\$18,100	\$18,100
Sanitation Superintendent	Public Works	0	0	0/0/0				
Sanitation Supervisor	Public Works	0	0	0/0/0				
Sanitation Equipment Operator III	Public Works	0	0	0/0/0				
Sanitation Equipment Operator II	Public Works	0	0	0/0/0				
Sanitation Equipment Operator I	Public Works	0	0	0/0/0				
Sanitation Department Laborer	Public Works	0	0	0/0/0				
Street Maintenance Superintendent	Public Works	0	0	0/0/0				
Street Supervisor	Public Works	0	0	0/0/0				
Street Equipment Operator	Public Works	1	2	0/0/0	\$6,571	\$7,548	\$6,571	\$8,524
Street Department Laborer	Public Works	2	2	0/2/0	\$12,480	\$16,796	\$12,480	\$21,112
Solid Waste Recycling Coordinator	Public Works	0	0	0/0/0				
Solid Waste Recycling Operator/Collector	Public Works	0	0	0/0/0				
Traffic Engineering Manager	Public Works	0	0	0/0/0				
Traffic Engineer II	Public Works	0	0	0/0/0				
Traffic Engineer I	Public Works	0	0	0/0/0				
Traffic Technician II	Public Works	0	0	0/0/0				
Traffic Technician I	Public Works	0	0	0/0/0				
Waste Water Manager	Public Works	1	1	1/0/0	\$6,000	\$6,000	\$6,000	\$6,000
Water / Waste Water Operator	Public Works	7	7	1/5/1	\$20,800	\$27,643	\$26,856	\$38,884
Utility Construction	Public Works	0	0	0/0/0				
Water Manager	Public Works	2	2	2/0/0	\$1,200	\$14,327	\$1,200	\$27,453
Utility Billing and Receivable Clerk	Public Works	3	3	1/1/0	\$21,558	\$20,689	\$21,558	\$27,040

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
Hartford	499					
Avoca	487	0	0			
McNeil	381					
Leslie	375					
Biscoe	305					Biscoe Does Not Have A Police Department. All Of Our Firefighters Are Volunteer And Are Paid Annually.
Poyen	263					
Lynn	258					
Letona	240					
Watson	185					
Ulm	175					
Alicia	143	0	0			
Moorefield	126	0	0			
St. Paul	111					
Hindsville	90					
Blue Mountain	88					
Allport	86					

Job Titles

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

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

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

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

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

100- Mayor

Job Description:	Functions as the Chief Executive Officer for the City; provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality of the city that they are elected into.
Total Matches (A/M/B):	2/10/2
Exempt/non-exempt:	6/2
Bonus Eligible (Y/N):	1/2
Full/Part Time:	7/7
Number of Organizations Reporting:	14
Position Titles:	Mayor Town Of Blue Mountain
Reports To:	Na Mayor State And Federal Regulations City Council Arkansas Municipal League Council
Comments:	Volunteer/ Takes \$0.00 \$650/Month

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$3,600	\$4,200	\$8,643	\$6,000	\$7,800	\$14,904
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
Hartford	499	Part	\$14,904	\$11,923	\$14,904	\$17,885
Avoca	487	Full	\$29,735	\$23,788	\$29,735	\$35,682
McNeil	381	Part	\$7,800	\$6,240	\$7,800	\$9,360
Leslie	375	Full	\$10,386	\$8,309	\$10,386	\$12,463
Biscoe	305	Full	\$6,000	\$4,800	\$6,000	\$7,200
Poyen	263	Full	\$7,200	\$5,760	\$7,200	\$8,640
Lynn	258	Part	\$6,096	\$4,877	\$6,096	\$7,315
Letona	240	Part	\$6,000	\$4,800	\$6,000	\$7,200
Watson	185	Full				
Ulm	175	Full	\$4,200	\$4,200	\$4,200	\$4,200
Alicia	143	Part	\$4,200	\$3,360	\$4,200	\$5,040
Hindsville	90	Part				
Blue Mountain	88	Full	\$3,600	\$2,880	\$3,600	\$3,600
Allport	86	Part	\$3,600	\$3,600	\$3,600	\$3,600

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

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.

Insufficient Data: 0

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

102 - City Manager or Chief of Staff

Job Description:

Acts as the City's CEO and provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare, and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality that they are elected into.

Insufficient Data: 0

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

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

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):	15/35/0
Exempt/non-exempt:	14/5
Bonus Eligible (Y/N):	0/5
Full/Part Time:	6/35
Number of Organizations Reporting:	8
Position Titles:	Council Member City Council Member Council Council Member 1 Council Member 2 Council Member 3 Council Member 4 Council Member 5
Reports To:	Mayor City Council
Comments:	\$25.00/Meeting

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	32	\$400	\$720	\$984	\$1,115	\$1,200	\$1,200
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hartford	499	Full	\$1,200	\$960	\$1,200	\$1,440
Hartford	499	Full	\$1,200	\$960	\$1,200	\$1,440
Hartford	499	Full	\$1,200	\$960	\$1,200	\$1,440
Hartford	499	Full	\$1,200	\$960	\$1,200	\$1,440
Hartford	499	Full	\$1,200	\$960	\$1,200	\$1,440
Hartford	499	Full	\$1,200	\$960	\$1,200	\$1,440
Avoca	487	Part	\$850	\$680	\$850	\$1,020
Avoca	487	Part	\$1,180	\$944	\$1,180	\$1,416
Avoca	487	Part	\$1,445	\$1,156	\$1,445	\$1,734
Avoca	487	Part	\$1,180	\$944	\$1,180	\$1,416
Avoca	487	Part	\$1,350	\$1,080	\$1,350	\$1,620
Leslie	375	Part	\$1,115	\$892	\$1,115	\$1,338
Leslie	375	Part	\$1,115	\$892	\$1,115	\$1,338
Leslie	375	Part	\$1,115	\$892	\$1,115	\$1,338

Leslie	375	Part	\$1,115	\$892	\$1,115	\$1,338
Leslie	375	Part	\$1,115	\$892	\$1,115	\$1,338
Leslie	375	Part	\$1,115	\$892	\$1,115	\$1,338
Biscoe	305	Part	\$720	\$576	\$720	\$864
Biscoe	305	Part	\$720	\$576	\$720	\$864
Biscoe	305	Part	\$720	\$576	\$720	\$864
Biscoe	305	Part	\$720	\$576	\$720	\$864
Biscoe	305	Part	\$720	\$576	\$720	\$864
Letona	240	Part	\$1,200	\$960	\$1,200	\$1,440
Letona	240	Part	\$1,200	\$960	\$1,200	\$1,440
Letona	240	Part	\$1,200	\$960	\$1,200	\$1,440
Letona	240	Part	\$1,200	\$960	\$1,200	\$1,440
Letona	240	Part	\$1,200	\$960	\$1,200	\$1,440
Watson	185	Part				
Watson	185	Part				
Watson	185	Part				
Watson	185	Part				
Alicia	143	Part	\$400	\$320	\$400	\$480
Alicia	143	Part	\$400	\$320	\$400	\$480
Alicia	143	Part	\$400	\$320	\$400	\$480
Alicia	143	Part	\$400	\$320	\$400	\$480
Alicia	143	Part	\$400	\$320	\$400	\$480
Hindsville	90	Part				
Hindsville	90	Part				
Hindsville	90	Part				
Hindsville	90	Part				
Hindsville	90	Part				

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

105- City Clerk

Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's administrative details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	1/2/1
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	0/2
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	City Clerk Recorder/Treasurer Clerk/Recorder/Treasurer
Reports To:	Mayor Mayor /City Council
Comments:	\$15/Hr

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$9,300	\$9,300	\$24,092	\$9,300	\$38,884	\$38,884
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
Biscoe	305	Full	\$38,884	\$31,107	\$38,884	\$46,661
Watson	185	Full				
Ulm	175	Full	\$9,300	\$9,300	\$9,300	\$9,300

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

106 - City Clerk-Elected

Job Description:

Serves as an elected official and performs and/or supervises the administrative services required to operate the City's administrative details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.

Insufficient Data: 0

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

107- City Clerk Treas-Elected

Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	6/3/2
Exempt/non-exempt:	4/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	4/4
Number of Organizations Reporting:	8
Position Titles:	Recorder Treasurer City Clerk - Tres. Elect. Town Of Blue Mountain Recorder/Treasurer City Clerk Treas-Elected Recorder / Treasurer
Reports To:	Na State And Federal Regulations City Council Mayor / Council Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$8,400	\$8,400	\$21,081	\$14,000	\$28,166	\$50,792
Actual Incentive Paid Dollar LastYear	1	\$700	\$700	\$700	\$700	\$700	\$700
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
Hartford	499	Part	\$28,166	\$22,533	\$28,166	\$33,799
Avoca	487	Full	\$50,792	\$40,634	\$50,792	\$60,950
Leslie	375	Full	\$32,800	\$26,240	\$32,800	\$39,360
Poyen	263	Full	\$8,400	\$6,720	\$8,400	\$10,080
Lynn	258	Part	\$9,288	\$7,430	\$9,288	\$11,146
St. Paul	111	Part	\$14,000	\$11,200	\$14,000	\$16,800
Blue Mountain	88	Full	\$21,600	\$21,600	\$21,600	\$21,600
Allport	86	Part	\$3,600	\$3,600	\$3,600	\$3,600

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

108- Treasurer

Job Description:	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
Total Matches (A/M/B):	2/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	0/3
Number of Organizations Reporting:	3
Position Titles:	Recorder/Treasurer Treasurer
Reports To:	Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$5,700	\$5,700	\$6,330	\$5,700	\$6,960	\$6,960
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
Biscoe	305	Part	\$5,700	\$4,560	\$5,700	\$6,840
Letona	240	Part	\$6,960	\$5,568	\$6,960	\$8,352
Hindsville	90	Part				

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

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

111 - Assistant City Attorney

Job Description:	Assists the City Attorney with providing legal representation to the Mayor, City Council, and other entities of the City; may also assist in the prosecution of violations of municipal ordinances in Municipal Court, and appear in District Court and Federal Court as necessary; requires completion of a juris doctorate degree; five (5) years of active legal experience.
	Insufficient Data: 0

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

112 - Deputy City Attorney

Job Description:

Provides staff legal support for complex cases and other legal matters involving the City; requires completion of Juris Doctorate degree; four (4) years of active legal experience; must possess an Arkansas law license and be in good standing with the Arkansas Bar.

Insufficient Data: 0

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

113 - Court Clerk

Job Description:

Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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

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

116 - Transcriptionist

Job Description:	Provides typed documents from dictation or hard copy for assigned division; requires completion of high school; two (2) years of clerical experience including one (1) year of transcription experience.
	Insufficient Data: 0

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

117 - Office Manager

Job Description:	Responsible for overall front office activities, including directing and coordinating office services and developing and supervising programs for the maximum utilization of services and equipment.
	Insufficient Data: 0

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

118 - Purchasing Agent

Job Description:

Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor's degree in Business Administration, Accounting, Marketing, or a related area; four (4) years of experience in purchasing management or a related area; two (2) years of supervisory/ managerial experience.

Insufficient Data: 0

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

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).
Insufficient Data: 0

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

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.

Insufficient Data: 0

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

201 - Code Enforcement Officer - Senior

Job Description:

Inspects or supervises the inspection of dwellings, premises, and vacant lots for compliance with City codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleaned in compliance with City ordinances; provides general supervision to assigned Code Enforcement Officers; requires completion of high school; two (2) years of experience in housing and premise inspection or a related area; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.

Insufficient Data: 0

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	6/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Zoning Official
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$3,232	\$3,232	\$3,232	\$3,232	\$3,232	\$3,232
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
Avoca	487	Part	\$3,232	\$2,586	\$3,232	\$3,878

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

Insufficient Data: 0

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

204 - Electrical Inspector

Job Description:

Schedules, performs, and maintains records of electrical inspections to ensure buildings being constructed are in compliance with Electrical Codes; requires completion of high school or two (2) years of vocational-technical training in the Building or Electrical Trades; two (2) years of experience in the installation of electrical wiring systems; must possess State of Arkansas Journeyman Electrician's License before employment; must possess certification as an Electrical Inspector within one (1) year of employment; must maintain licensure and certification for the duration of employment in this position.

Insufficient Data: 0

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

205 - Mechanical Inspector

Job Description:

Inspects heating, air, and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Mechanical Codes; requires completion of high school; two (2) years of experience in performing mechanical inspections for compliance with mechanical codes; must possess Arkansas State Mechanical Class A or B license before employment; must possess Arkansas state licensing as a Mechanical Inspector within one (1) year of employment; must possess Citation Authority Certification within one (1) year of employment; must maintain licenses and certification for the duration of employment in this position.

Insufficient Data: 0

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

206 - Plumbing and Gas Inspector

Job Description:

Inspects plumbing, gas and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Plumbing Codes; requires completion of a high school diploma or GED; must possess an Arkansas State License as a Journeyman Plumber; must maintain licensure for the duration of employment in this position.

Insufficient Data: 0

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

300 - Community Development/Planning Director

Job Description:	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor's degree in Urban or Regional Planning, Urban Design, Civil Engineering, or a related area; five (5) years of experience in urban or regional planning in an administrative or professional capacity; four (4) years of supervisory/managerial experience.
	Insufficient Data: 0

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

301 - Planner II

Job Description:	Reviews the physical, developmental, and socioeconomic characteristics of areas for the development of plans, and meets with citizens, developers, and other interested parties to establish priorities for the development of these areas; provides supervision to Planner I and GIS Analyst; requires completion of a Bachelor's degree in Urban Planning, Regional Planning, Civil Engineering, or a related area; two (2) years of experience in urban planning, or a related area; one (1) year of supervisory/managerial experience.
	Insufficient Data: 0

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

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$510	\$510	\$550	\$510	\$585	\$595
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
Avoca	487	Part	\$510	\$408	\$510	\$612
Avoca	487	Part	\$585	\$468	\$585	\$702
Avoca	487	Part	\$595	\$476	\$595	\$714
Avoca	487	Part	\$510	\$408	\$510	\$612

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

303 - City Engineer

Job Description:

Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.

Insufficient Data: 0

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

304 - Engineering Specialist

Job Description:	Inspects, collects area data, surveys, and prepares drawings of projects planned for construction or under construction; responds to customer questions; requires completion of two (2) years of college or vocational technical coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in construction inspection, or a related area.
	Insufficient Data: 0

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

305 - Engineering Technician - Senior

Job Description:

Provides technical assistance by collecting and maintaining computerized files and records of information relating to street overlays, sidewalks, curb ramps and street conditions; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Computer Technology, Engineering Technology, or a related area; one (1) year of experience in providing technical support construction project planning; one (1) year of experience in microcomputer use including database administration, or a related area.

Insufficient Data: 0

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

306 - GIS Analyst - Senior

Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor's degree in Geography, Urban Planning, Computer Science or a related area; three (3) years of experience in the maintenance of a GIS database; at least two (2) years of experience in computer programming.
	Insufficient Data: 0

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

307 - GIS Analyst

Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor's degree in Urban Planning, Computer Science or a related area; two (2) years of experience in computerized geo-graphics and urban planning; one (1) year of experience in computer programming.
	Insufficient Data: 0

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

308 - Graphics Technician

Job Description:	Prepares and maintains maps and graphics for the Department of Planning and Development presentations and projects; one (1) year of coursework in drafting, mechanical drawing or a related area; one (1) year of experience in drafting or graphics involving mapping; and one (1) year of experience in computer aided drafting (CAD).
	Insufficient Data: 0

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

309 - Land Surveyor

Job Description:

Performs land surveys in support of Public Works projects; reviews subdivision plats; provides supervision to an Engineering Specialist; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in surveying and civil engineering data collection, or a related area; one (1) year of supervisory experience; must possess registration in Arkansas as a Land Surveyor within three (3) months of employment and maintain registration for the duration of employment in this position.

Insufficient Data: 0

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

400 - Finance Director

Job Description:

Manages the day-to-day accounting, budgeting and purchasing activities of the City; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports; requires a minimum of a college degree in Accounting and/or Finance plus eight (8) years of accounting/finance experience and five (5) years of supervisory/ managerial experience.

Insufficient Data: 0

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

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).

Insufficient Data: 0

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

402 - Accounting Clerk II

Job Description: Maintains accounting files and records; provides supervision to Accounting Clerks; requires completion of two (2) years of college or vocational technical school coursework in Bookkeeping, Accounting, or a related area; two (2) years of experience in bookkeeping.
Insufficient Data: 0

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

403 - Accounting Clerk I

Job Description:	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
	Insufficient Data: 0

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

404 - Accounting Clerk

Job Description:	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
	Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$1,680	\$1,680	\$1,680	\$1,680	\$1,680	\$1,680
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
Biscoe	305	Part	\$1,680	\$1,344	\$1,680	\$2,016

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.

501- Assistant Fire Chief

Job Description:	Serves under the direction of the Fire Chief and is responsible for the administrative and technical aspects of the fire department and directs all employees and activities either directly or through subordinate officers; makes administrative and operational decisions pertaining to fire fighting, established policies and limitations of laws and regulations; requires an Associate's degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/ managerial experience.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Assistant Fire Chief
Reports To:	Fire Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$1,680	\$1,680	\$1,680	\$1,680	\$1,680	\$1,680
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
Biscoe	305	Part	\$1,680	\$1,344	\$1,680	\$2,016

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.

502 - Fire Battalion Chief

Job Description:	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
	Insufficient Data: 0

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

Insufficient Data: 0

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

504 - Fire Lieutenant

Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
	Insufficient Data: 0

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

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

506 - Fire Inspector/Marshal

Job Description:

Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program

Insufficient Data: 0

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

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):	4/9/0
Exempt/non-exempt:	9/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/9
Number of Organizations Reporting:	1
Position Titles:	Volunteer Firefighter
Reports To:	Fire Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440
Biscoe	305	Part	\$1,200	\$960	\$1,200	\$1,440

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

600 - HR/Personnel Director

Job Description:

Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.

Insufficient Data: 0

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

601 - Human Resource Generalist

Job Description:

Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.

Insufficient Data: 0

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

602 - HR-Benefits Specialist

Job Description: Serves as the administrator and point-of-contact for City benefits, including carrier selection, enrollment, orientation, and all associated records. BA/BS in HR Administration, Business Administration, Public Administration and 2 years related experience or 2 years college and 4 years related experience.

Insufficient Data: 0

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

603 - Human Resources Assistant

Job Description:

Handles various HR duties including employment, insurance claims, Worker's Comp issues and other assigned duties within the HR department; requires of an Associate's degree in Human Resources Administration or a related area; two (2) years of HR related experience.

Insufficient Data: 0

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

604 - Payroll Administrator

Job Description: Processes employee paychecks and earnings statements and tabulates records of employees' work hours so that payroll can be processed correctly and on time. Also reviews calculation reports, and other information in order to detect and reconcile payroll discrepancies.

Insufficient Data: 0

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

605 - Industrial Organizational Specialist

Job Description:

Applying professional and legal principles and techniques previously learned, performs duties auditing and analyzing City positions, writing job descriptions and structured oral interviews, providing training to various departments, and assisting in the development and administration of selection and promotional tools. MA/MS from an accredited college or university in Industrial/Organizational Psychology, Applied Psychology, or closely related field with course work in compensation, job analysis, psychological testing, statistics, and research methodology; and two years experience in compensation/classification, personnel selection, and job analysis; or an equivalent combination of education and experience in the duties to be performed.

Insufficient Data: 0

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

700 - Information Systems Director

Job Description:

Responsible for the planning, developing, implementing, administration, and evaluation of cost-effective state-of-the-art information technology services; oversees network operations, website management, records/imaging systems and several department specific software applications; seeks to increase efficiency and productivity through technology throughout the City; requires Bachelor's degree in Computer Science or a related area, five (5) years of experience in mainframe computer programming, plus working with various suites of software packages.

Insufficient Data: 0

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

701 - Systems Network Manager

Job Description:	Plans and directs activities related to computer systems network design, connectivity, and implementation; provides supervision to Network Analyst and Information Support Specialists; requires completion of a Bachelor's degree in Computer Science or a related area; four (4) years experience in designing and developing computer programs or a related area; four (4) years of experience in the installation and maintenance of networks, including software; two (2) years of experience in supervision of professional staff or project leadership in a data processing setting.
	Insufficient Data: 0

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

702 - Network Analyst

Job Description:

Designs, installs, monitors, and troubleshoots computer systems networks to meet data processing and information needs for City departments, including internal network access and Internet access; provides supervision to Network Coordinators; requires completion of an Associate's degree in Computer Science or a related area; four (4) years of experience in designing and implementing computer network systems; two (2) years of experience with LINNIX operating systems; two (2) years of experience in IP addressing, TCP/IP, and Windows NT; two (2) years of experience installing and configuring routers; one (1) year of supervisory/managerial experience.

Insufficient Data: 0

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

703 - Network Coordinator

Job Description:

Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.

Insufficient Data: 0

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

704 - Programmer Analyst - Senior

Job Description:

Designs, writes, edits, and debugs complex computer programs; serves as project leader in the development of specialized programs to meet major data processing needs of assigned City departments; provides supervision to Programmer Analyst and other assigned programming staff on a project basis or an assigned computer subsystem basis; requires completion of a Bachelor's degree in Computer Science or a related area; five (5) years of experience in mainframe computer programming.

Insufficient Data: 0

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

705 - Programmer Analyst

Job Description:

The Programmer/Analyst's role is to define, develop, test, analyze, and maintain new software applications in support of the achievement of business requirements. This includes writing, coding, testing, and analyzing software programs and applications.; requires completion of a Bachelor's degree in Computer Science or a related area, two (2) years of experience in computer programming, working in a Windows or Linux environment.

Insufficient Data: 0

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

706 - Systems Programmer

Job Description:

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

Insufficient Data: 0

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

707 - Information Support Specialist

Job Description:

Provides user support for microcomputers and associated hardware and software; requires completion of two (2) years of college coursework in Computer Science, Computer Information Systems, or a related area, or graduation from a vocational-technical school with an Associate's degree in Computer Information Systems or Computer Maintenance or a certificate in Electronic Technology, or a related area; two (2) years of experience in the installation, maintenance, and repair of microcomputers or in the installation and maintenance of microcomputer operating systems and software applications.

Insufficient Data: 0

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

800- Librarian

Job Description:	The Librarian manages and oversees the library and its collections and materials, performing a variety of related library and patron support services.
Total Matches (A/M/B):	0/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Library
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$2,343	\$2,343	\$2,343	\$2,343	\$2,343	\$2,343
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
Hartford	499	Part	\$2,343	\$1,874	\$2,343	\$2,812

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

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

900 - Safety Loss Control Specialist

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

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

901 - Airport Manager

Job Description:

Manages the overall day to day operational responsibilities of the city's airport; provides supervision to employees, ensures airport FAA compliance, monitors the airport budget and finances, and oversees airport security; manages various airport functions including fuel/oil sales and storage, maintenance, leases, construction, aircraft storage and airport property; requires completion of two (2) year college; minimum of five (5) to seven (7) years of airport management.

Insufficient Data: 0

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

902 - Airport Attendant

Job Description:

Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.

Insufficient Data: 0

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

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

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.
	Insufficient Data: 0

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

905 - Animal Services Manager

Job Description:

Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.

Insufficient Data: 0

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

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

907 - Building/Maintenance Supervisor

Job Description:

Oversee day to day operations with custodians and maintenance employees. Schedule employees and their work, purchase materials (including taking bids) and make sure the buildings and facilities are maintained. Provide direction as to work assignments, how to complete assignments and purpose of assignments. Perform employee evaluations. Evaluate jobs, decide if it is an in house project or bid it out if needed. May be on call 24 hours a day.

Insufficient Data: 0

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

908 - Building/Maintenance Worker

Job Description:

Maintain building in good repair, performing routine painting, plumbing, some electrical wiring (within scope of demonstrated skill) and other related maintenance activities as directed. Perform minor maintenance on heating and air conditioning equipment. Assist in servicing and cleaning bathroom plumbing facilities, disassembling and reassembling after their cleaning and/or repair. Perform construction work such as building cabinets, painting, plumbing, laying tile, assisting in remodeling projects, etc. Assist with preparation and cleaning of meeting rooms, gymnasium, banquet hall, etc. as needed prior to and following scheduled events. Respond to emergency needs. Perform cleaning duties as needed for backup.

Insufficient Data: 0

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

909 - Fleet Supervisor

Job Description:

The incumbent is responsible to supervise personnel, maintain communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in the City's facility on fleet vehicles. Review and analyze progress reports on vehicles and equipment undergoing repairs. Investigate and evaluate operational or administrative problems; implement new methods and procedures for operations automation to minimize operating costs and ensure more efficient utilization of manpower and materials. Monitor the performance of Fleet Operations personnel. Maintain records on equipment and employees. Prioritize and maintain workflow, establish schedules for preventive maintenance, recommend budget proposals, follow purchasing policy for acquisitions.

Insufficient Data: 0

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

910 - Fleet Maintenance Mechanic II

Job Description:

The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

912 - Horticulturist

Job Description:	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
	Insufficient Data: 0

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$40,600	\$40,600	\$40,600	\$40,600	\$40,600	\$40,600
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
Avoca	487	Full	\$40,600	\$32,480	\$40,600	\$48,720

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.

914 - Grounds Maintenance Lead

Job Description:

To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.

Insufficient Data: 0

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

915- Grounds Maintenance Laborer

Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include: mowing, weed eating, cleaning up and maintaining equipment, cutting and/or trimming trees, cleaning out ditches and storm drains, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city and other duties as assigned.
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:	Laborer
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$31,800	\$31,800	\$31,800	\$31,800	\$31,800	\$31,800
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Avoca	487	Full	\$31,800	\$25,440	\$31,800	\$38,160

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

916 - Signal Repair Technician - Senior

Job Description:

Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.

Insufficient Data: 0

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

917 - Signal Repair Technician

Job Description:

Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors.

Insufficient Data: 0

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

918 - Signal Technician II

Job Description:

Installs solid state electronic traffic devices and replaces defective traffic signals at various street locations; provides supervision to Signal Technicians I; requires completion of high school or vocational school, including training in basic electrical wiring; two (2) years of experience in the installation of electrical and electronic devices; one (1) year of supervisory experience; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for duration of employment in this position.

Insufficient Data: 0

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

919 - Signal Technician I

Job Description:

Troubleshoots, repairs and replaces defective traffic controllers and pedestrian signal devices; requires completion of high school or vocational school, including one (1) year of training in basic electrical wiring and electronic devices; one (1) year of experience in the installation of electronic devices; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License within 90 days of employment and maintain licensure for duration of employment in this position.

Insufficient Data: 0

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

1000 - Parks Director

Job Description:

Manages a comprehensive program to provide year round leisure, recreation and parks programs within the municipal park system including parks, trail system, lakes, golf course, cemetery, senior center, tennis center, etc.; delegates through various supervisors duties that will maintain the park infrastructure, support the community's cultural makeup, and adjust recreational facilities and programs to meet new recreational activities and changing demographics; requires a college degree in recreational management, kinesiology, or related fields and a minimum of seven (7) years of parks experience and five (5) years of supervisory/managerial experience.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

1002 - Recreation Programmer

Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
	Insufficient Data: 0

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

1003 - Recreation Program Manager

Job Description:

Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.

Insufficient Data: 0

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

1004 - Recreation Facility Supervisor

Job Description:

Supervises and facilitates programs to meet the recreational needs of citizens; ensures proper maintenance of recreation facilities and equipment; provides supervision to department personnel; requires completion of an Associate's degree or two (2) years of college coursework in Parks and Recreation Management, Recreation Administration, Parks Administration, Leisure Sciences, Physical Education, or a related area; two (2) years of experience in directing athletic or recreational programs; one (1) year of supervisory experience; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.

Insufficient Data: 0

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

1005 - Therapeutic Recreation Coordinator

Job Description:

Develops, organizes, and supervises recreational activities for children and adults with disabilities; provides supervision to regular part-time, temporary, contractual, and volunteer personnel; requires completion of a Bachelor's degree in Therapeutic Recreation, or a related area; at least two (2) years of experience in therapeutic recreation, or in developing or teaching recreational activities for children or adults with disabilities, or a related area; must possess standard first aid and community CPR certifications, or other certifications which incorporate standard first aid and infant, child, and adult CPR, within 90 days of employment; must possess certification with the National Council for Certification of Therapeutic Recreation Specialists within 18 months of employment; must maintain certifications for the duration of employment in this position.

Insufficient Data: 0

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

1006 - Parks Supervisor

Job Description:

Supervises a group of equipment/operators and laborers to ensure the proper maintenance of parks, medians, cemetery, athletic fields and public grounds; Assigns work and projects and will participate in the work itself as needed; requires high school education plus four (4) years of parks maintenance experience and two (2) years as a lead equipment/operator.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$28,166	\$28,166	\$28,166	\$28,166	\$28,166	\$28,166
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
Hartford	499	Full	\$28,166	\$22,533	\$28,166	\$33,799

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

1101 - Assistant Police Chief

Job Description:

Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate's degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/managerial experience.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.
	Insufficient Data: 0

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

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):	17/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/2
Number of Organizations Reporting:	1
Position Titles:	Officer
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$6,571	\$6,571	\$6,906	\$6,571	\$7,240	\$7,240
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
Hartford	499	Part	\$7,240	\$5,792	\$7,240	\$8,688
Hartford	499	Part	\$6,571	\$5,257	\$6,571	\$7,885

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

1109 - Police Property Room Supervisor

Job Description:

Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience

Insufficient Data: 0

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

1110 - Crime Scene Supervisor

Job Description:

Plans and directs the work activities of the Crime Scene Unit; provides supervision to Crime Scene Technicians and Latent Fingerprint Examiner; requires completion of two years of college course work in Criminal Justice, Criminology, Forensic Science, or a related area, two (2) years of experience in crime scene investigation or a related area, and one (1) year of supervisory/managerial experience.

Insufficient Data: 0

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

1111 - Crime Scene Specialist

Job Description:

Gathers physical evidence at crime scenes which will lead to the arrest and conviction of individuals responsible for the crimes; requires completion of two (2) years of college coursework in Criminal Justice, Criminology, Forensic Science, or a related area; one (1) year of experience in crime scene investigation or a related area; must obtain certification as a Professional Law Enforcement Instructor through State Minimum Standards within one (1) year of employment and maintain certification for the duration of employment in this position.

Insufficient Data: 0

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

1112 - Communications Shift Supervisor

Job Description:

Supervises the operations of an assigned shift in the Communications Center; provides supervision to 911 Dispatchers and 911 Call Takers; requires completion of high school; four (4) years of experience in public safety dispatching; one (1) year of supervisory/managerial experience.

Insufficient Data: 0

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

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.
Insufficient Data: 0

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

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.

Insufficient Data: 0

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

1115 - Communications Call Taker

Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of general clerical experience.
	Insufficient Data: 0

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

1116 - Probation Officer - Senior

Job Description:

Supervises the Probation Division of Municipal Court and designs corrective action plans and programs for probationers; provides supervision to Probation Officers and Batterers Treatment Program Coordinator; requires completion of a Bachelor's degree in Criminal Justice, Psychology, Sociology, or a related area; two (2) years of experience in probation, counseling, or a related area; one (1) year of supervisory experience; must possess certification as Specialized Police Personnel before employment and maintain certification for the duration of employment in this position.

Insufficient Data: 0

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

1117 - Probation Officer

Job Description:

Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor's degree in Criminal Justice, Psychology, Sociology, or a related area; one (1) year of experience in probation, law enforcement, counseling, or a related area; must possess certification as Specialized Police Personnel within one (1) year of employment and maintain certification for the duration of employment in this position.

Insufficient Data: 0

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

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):	10/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Water Super
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$18,100	\$18,100	\$18,100	\$18,100	\$18,100	\$18,100
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
Hartford	499	Part	\$18,100	\$14,480	\$18,100	\$21,720

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.

1201 - Sanitation Superintendent

Job Description:

In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.

Insufficient Data: 0

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

1202 - Sanitation Supervisor

Job Description:

Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.

Insufficient Data: 0

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

1203 - Sanitation Equipment Operator III

Job Description:

Operates an automated sideloader refuse collection truck and/or knuckleboom truck in a safe and efficient manner to ensure the collection of solid waste materials on an assigned route; requires completion of grade school, one (1) year of experience in the operation of a heavy-duty transport vehicle, two (2) years of experience at the level of Solid Waste Equipment Operator, and one (1) year experience in the operation of automated refuse collection vehicles or knuckleboom trucks; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for the duration of employment in this position.

Insufficient Data: 0

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

1204 - Sanitation Equipment Operator II

Job Description:

Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for the duration of employment in this position.

Insufficient Data: 0

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

1205 - Sanitation Equipment Operator I

Job Description:

Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for the duration of employment in this position plus one (1) year of related experience and/or training; or equivalent combination of education and experience.

Insufficient Data: 0

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

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.
	Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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.

Insufficient Data: 0

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

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):	15/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/2
Number of Organizations Reporting:	1
Position Titles:	Street
Reports To:	
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$6,571	\$6,571	\$7,548	\$6,571	\$8,524	\$8,524
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
Hartford	499	Part	\$8,524	\$6,819	\$8,524	\$10,229
Hartford	499	Part	\$6,571	\$5,257	\$6,571	\$7,885

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$12,480	\$12,480	\$16,796	\$12,480	\$21,112	\$21,112
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
Leslie	375	Part	\$12,480	\$9,984	\$12,480	\$14,976
Biscoe	305	Part	\$21,112	\$16,890	\$21,112	\$25,334

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

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

1212 - Solid Waste Recycling Operator/Collector

Job Description: Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
Insufficient Data: 0

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