



AML Salary Survey Results 2026 Pop 500-2499

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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Participating Cities

Total: 27

City Name	Population	Revenue	County	Contact Name	Contact Email	FT Personnel in Budget	FT Personnel Employed	Contact Phone
Bearden	776	\$3,273,900	Ouachita	Shalonda Hempstead	beardencity@windstream.net	5	5	870.687.--2204
Carlisle	2033	\$5,432,620	Lonoke	Sissy Ingle	single@carlislear.gov	18	18	870-552-9420
Cherry Valley	575	\$431,675	Cross	Stacey Bennett	sbennett@cherryvalleyar.gov	2	2	870-588-3323
Des Arc	1905	\$8,951,486	Prairie	Carlee Fisher	carlee@cityofdesarc.com	22	23	870-256-4316
Dover	1337	\$2,184,800	Pope	Christina Walker	treasurer@doverar.gov	14	14	479-331-3270
Dyer	772	\$304,175	Crawford	Angela Jones	ajones@cityofdyeer.com	5	5	479-997-8557 opt 1
Elm Springs	2361	\$2,200,430	Washington	Connie Newman	cityclerk@elmspringsar.gov	29	11	479-248-7323 ext 3
Eudora	1728	\$1,818,233	Chicot	Tomeka Butler	tomekabutler@eudoraar.com	26	10	870-355-4436
Eureka Springs	2166	\$14,000,078	Carroll	Jerry King	jerry.king@eurkeaspringsar.gov	110	99	479-253-9703
Gassville	2171	\$2,306,984	Baxter	Teresa Cooke	arapclerk@cityofgassville.gov	17	17	870-435-6439
Goshen	2102	\$1,760,700	Washington	Taylor Mccoy	tmccoy@goshenar.gov	10	9	479-879-7398
Greenland	1542	\$2,160,900	Washington	Misty Mccard	treasurer@greenlandar.gov	13	3	479-521-5760
Hazen	1481	\$4,301,207	Prairie	Becky Sayger	hazencomp@cityofhazen.org	19	19	870-255-4521
Holiday Island	2399	\$864,389	Carroll	Wesley Stille	clerk@cityofholidayisland.com	3	3	479-379-8042
Junction City	503	\$1,514,793	Union	Sandra Bryan	cityofjunctioncity@yahoo.com	12	0	870-924-4922
Keiser	751	\$507,557	Mississippi	Rick Creey	mayor@cityofkeiserar.gov	4	4	870-278-6334
Lakeview	775		Baxter			0	0	
Lavaca	2450	\$2,748,371	Sebastian	Susan Hayden	lavacity@pinncom.com	9	8	479-674-5616
Mansfield	1053	\$2,500,000	Sebastian	Joy Maly	jmaly@cityofmansfield.org	16	15	479-928-5552
Marked Tree	2286	\$3,037,630	Poinsett	Mark Chandler	mtclerktreasurer@gmail.com	18	17	870 358--3216
McCrary	1583		Woodruff	Ladonna Poindexter	cityadmn72101@outlook.com	14	14	870-731-2041
Mountainburg	528	\$930,000	Crawford	Susan Wilson	mayor@mountainburg.gov	5	5	479-369-2791
Mulberry	1543	\$14,057,226	Crawford	Steve Hurley	shurley@mulberryar.gov	17	17	479-997-1321
Plumerville	734	\$1,257,110	Conway	Lee Anne Edwards	cityclerk@hotmail.com	4	4	501-354-1160 ext 4
West Fork	2331	\$2,152,252	Washington	Kristie Drymon	city@westforkar.gov	36	24	479-839-2342
Wickes	637		Polk			0	0	
Yellville	1178	\$3,246,910	Marion	Shelia Batterton	sbatterton@yellvillear.gov	8	8	870-449-6581

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	26	27	0/22/4	\$15,200	\$25,795	\$23,600	\$35,000
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	4	4	0/3/0	\$45,760	\$35,000	\$45,760	\$47,239
City Manager or Chief of Staff	Administration	0	0	0/0/0				
Executive Secretary	Administration	2	2	0/2/0	\$30,538	\$36,069	\$30,538	\$41,600
Council Member	Administration	18	101	0/84/16	\$1,800	\$4,009	\$2,400	\$3,000
City Clerk	Administration	2	2	0/2/0	\$46,438	\$49,669	\$46,438	\$52,900
City Clerk-Elected	Administration	7	7	1/5/1	\$3,577	\$7,821	\$6,000	\$7,800
City Clerk Treas-Elected	Administration	11	11	2/6/2	\$7,560	\$24,516	\$18,000	\$41,475
Treasurer	Administration	7	7	0/3/4	\$4,200	\$30,729	\$9,029	\$56,222
Deputy Clerk	Administration	2	2	0/2/0	\$19,900	\$30,802	\$19,900	\$41,704
City Attorney	Administration	8	8	0/6/1	\$6,000	\$13,318	\$14,704	\$17,761
Assistant City Attorney	Administration	1	1	0/1/0	\$20,400	\$20,400	\$20,400	\$20,400
Deputy City Attorney	Administration	0	0	0/0/0				
Court Clerk	Administration	16	16	0/14/2	\$35,090	\$38,350	\$37,440	\$46,738
Deputy Court Clerk	Administration	5	6	0/4/2	\$36,400	\$39,600	\$38,563	\$43,056
District Judge	Administration	1	1	0/1/0				
Transcriptionist	Administration	0	0	0/0/0				
Office Manager	Administration	5	6	1/3/2	\$34,216	\$38,515	\$37,000	\$45,822
Purchasing Agent	Administration	0	0	0/0/0				
Administrative Assistant I	Administration	8	9	1/3/5	\$29,952	\$35,636	\$40,685	\$44,345
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	5	5	0/3/1	\$6,110	\$36,434	\$45,760	\$45,864
Building Inspector	Code Enforcement	6	6	0/4/2	\$7,200	\$33,605	\$25,710	\$56,785
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	1	1	0/1/0	\$14,308	\$14,308	\$14,308	\$14,308
Planner II	Engineering/Planning	1	5	0/5/0	\$2,862	\$2,862	\$2,862	\$2,862
Planner I	Engineering/Planning	1	1	0/0/1	\$50,087	\$50,087	\$50,087	\$50,087
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	7	7	2/3/2	\$52,703	\$58,963	\$60,000	\$78,362
Accountant	Finance	0	0	0/0/0				
Accounting Clerk II	Finance	1	1	0/0/1	\$42,850	\$42,850	\$42,850	\$42,850
Accounting Clerk I	Finance	0	0	0/0/0				
Accounting Clerk	Finance	1	1	1/0/0	\$39,520	\$39,520	\$39,520	\$39,520
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	3	3	1/2/0	\$50,448	\$41,168	\$50,448	\$58,240
Fire Chief	Fire Department	11	11	0/9/1	\$1,500	\$21,814	\$7,200	\$52,874
Assistant Fire Chief	Fire Department	3	3	0/3/0	\$2,000	\$24,280	\$2,000	\$69,207
Fire Battalion Chief	Fire Department	0	0	0/0/0				
Fire Captain	Fire Department	2	3	0/3/0	\$2,686	\$21,094	\$2,686	\$59,220
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	2	2	0/1/1	\$54,080	\$62,235	\$54,080	\$70,390
Firefighter	Fire Department	6	44	0/44/0	\$1,530	\$17,262	\$4,120	\$43,680
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	1	1	0/0/1	\$55,120	\$55,120	\$55,120	\$55,120
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	0/1/0	\$50,000	\$50,000	\$50,000	\$50,000
Library Assistant	Library	2	6	0/6/0	\$6,157	\$13,333	\$11,840	\$15,543
Safety Loss Control Specialist	Operations	0	0	0/0/0				
Airport Manager	Operations	2	2	0/2/0	\$8,000	\$13,600	\$8,000	\$19,200

Airport Attendant	Operations	1	1	1/0/0	\$6,600	\$6,600	\$6,600	\$6,600
Animal Control Director	Operations	0	0	0/0/0				
Animal Control Field Officer	Operations	1	1	0/0/1	\$26,961	\$26,961	\$26,961	\$26,961
Animal Services Manager	Operations	0	0	0/0/0				
Animal Services Officer	Operations	4	4	1/2/0	\$3,600	\$23,364	\$22,360	\$32,136
Building/Maintenance Supervisor	Operations	0	0	0/0/0				
Building/Maintenance Worker	Operations	2	2	2/0/0	\$3,875	\$5,419	\$3,875	\$6,963
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	0	0	0/0/0				
Grounds Maintenance Lead	Operations	1	1	0/0/1	\$43,326	\$43,326	\$43,326	\$43,326
Grounds Maintenance Laborer	Operations	3	3	0/2/1	\$30,484	\$26,288	\$30,484	\$34,237
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	3	3	1/1/1	\$65,704	\$55,968	\$65,704	\$77,200
Parks Aquatics Manager	Parks & Recreation	1	1	0/0/1	\$52,420	\$52,420	\$52,420	\$52,420
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	1	1	0/0/1	\$50,440	\$50,440	\$50,440	\$50,440
Parks Equipment Operator	Parks & Recreation	0	0	0/0/0				
Parks Department Laborer	Parks & Recreation	5	12	5/6/1	\$26,000	\$32,234	\$31,200	\$39,320
Police Chief	Police Department	22	22	1/19/1	\$49,920	\$58,266	\$54,080	\$70,499
Assistant Police Chief	Police Department	3	3	0/3/0	\$58,552	\$64,988	\$58,552	\$81,070
Police Major/Captain	Police Department	3	3	0/2/1	\$54,590	\$58,253	\$54,590	\$67,044
Police Lieutenant	Police Department	3	3	1/1/1	\$43,680	\$45,275	\$43,680	\$49,920
Police Sergeant	Police Department	11	11	2/9/0	\$42,120	\$50,357	\$54,600	\$61,069
Police Corporal	Police Department	4	5	0/5/0	\$10,000	\$32,584	\$42,230	\$45,240
Police Investigative Detective	Police Department	1	1	0/1/0	\$66,830	\$66,830	\$66,830	\$66,830
School Resource Officer	Police Department	4	5	1/3/1	\$45,744	\$46,965	\$47,226	\$47,819
Police Officer	Police Department	20	64	0/58/6	\$35,202	\$38,894	\$42,931	\$49,680
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	1	1	0/0/1	\$53,100	\$53,100	\$53,100	\$53,100
Communications Dispatcher	Police Department	0	0	0/0/0				
Police Dispatch	Police Department	2	12	0/4/5	\$38,600	\$39,835	\$38,600	\$40,710
Communications Call Taker	Police Department	1	1	0/0/1	\$34,778	\$34,778	\$34,778	\$34,778
Probation Officer - Senior	Police Department	0	0	0/0/0				
Probation Officer	Police Department	0	0	0/0/0				
Public Works Director	Public Works	13	13	3/8/2	\$49,317	\$62,178	\$58,490	\$68,765
Sanitation Superintendent	Public Works	0	0	0/0/0				
Sanitation Supervisor	Public Works	0	0	0/0/0				
Sanitation Equipment Operator III	Public Works	1	1	0/1/0	\$33,318	\$33,318	\$33,318	\$33,318
Sanitation Equipment Operator II	Public Works	1	1	0/1/0	\$35,381	\$35,381	\$35,381	\$35,381
Sanitation Equipment Operator I	Public Works	3	3	0/2/1	\$39,520	\$42,272	\$39,520	\$50,833
Sanitation Department Laborer	Public Works	4	12	0/4/8	\$13,801	\$25,437	\$29,994	\$31,803
Street Maintenance Superintendent	Public Works	2	2	0/0/2	\$52,900	\$55,810	\$52,900	\$58,720
Street Supervisor	Public Works	6	6	1/2/2	\$37,400	\$38,758	\$38,600	\$45,760
Street Equipment Operator	Public Works	2	2	0/2/0	\$41,600	\$44,959	\$41,600	\$48,318
Street Department Laborer	Public Works	16	42	2/24/16	\$24,505	\$33,743	\$37,500	\$41,600
Solid Waste Recycling Coordinator	Public Works	1	1	0/1/0	\$26,032	\$26,032	\$26,032	\$26,032
Solid Waste Recycling Operator/Collector	Public Works	1	1	0/1/0	\$11,653	\$11,653	\$11,653	\$11,653
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	5	6	0/5/1	\$41,360	\$49,858	\$46,800	\$61,294
Water / Waste Water Operator	Public Works	17	35	0/26/8	\$36,400	\$42,186	\$41,101	\$48,152
Utility Construction	Public Works	3	5	0/5/0	\$21,049	\$34,170	\$39,520	\$44,261
Water Manager	Public Works	3	3	0/2/1	\$54,080	\$52,685	\$54,080	\$60,294
Utility Billing and Receivable Clerk	Public Works	19	23	1/19/3	\$28,080	\$35,993	\$37,440	\$41,970

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
Lavaca	2450	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Holiday Island	2399					
Elm Springs	2361	80.4				Any Overtime Accured Is Added To Their Comp Time To Be Used As Needed
West Fork	2331	84	80	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Marked Tree	2286	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Gassville	2171	80	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Eureka Springs	2166	86	144	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).		
Goshen	2102	84				Any Time Worked Over 86 Hours In A 2 Week Period.
Carlisle	2033					
Des Arc	1905	80	X()	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Eudora	1728	80	Vries	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
McCrary	1583	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mulberry	1543	84	sonlyrespondtocls	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Greenland	1542					
Hazen	1481	80	Vries	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Dover	1337	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Yellville	1178					
Mansfield	1053	264		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Bearden	776					
Lakeview	775					
Dyer	772					Fire Is Volunteer, Fire Chief Receives Small Salary -No Ot/Police Chief Is On Salary - No Ot
Keiser	751	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		

Plumerville	734	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Wickes	637					
Cherry Valley	575	0	0	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mountainburg	528	80	ONCLL			Chief Is Salary And Includes All Time Allowed, The Others Are Hourly And Paid
Junction City	503					

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):	2/22/4
Exempt/non-exempt:	14/2
Bonus Eligible (Y/N):	5/2
Full/Part Time:	11/16
Number of Organizations Reporting:	26
Position Titles:	Mayor
Reports To:	City Council Elected Mayor Council Citizens People Of The City
Comments:	\$2,500/Month

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	27	\$7,800	\$15,200	\$25,795	\$23,600	\$35,000	\$47,642
Actual Incentive Paid Dollar LastYear	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Lavaca	2450	Full	\$18,600	\$14,880	\$18,600	\$22,320
Holiday Island	2399	Full	\$24,000	\$19,200	\$24,000	\$28,800
Elm Springs	2361	Full	\$49,791	\$39,833	\$49,791	\$59,749
West Fork	2331	Part	\$20,053	\$16,042	\$20,053	\$24,064
Marked Tree	2286	Part	\$30,900	\$24,720	\$30,900	\$37,080
Marked Tree	2286	Part	\$30,900	\$24,720	\$30,900	\$37,080
Gassville	2171	Full	\$47,000	\$37,600	\$47,000	\$56,400
Eureka Springs	2166	Full	\$48,000	\$38,400	\$48,000	\$57,600
Goshen	2102	Part	\$22,000	\$17,600	\$22,000	\$26,400
Carlisle	2033	Part	\$30,000	\$24,000	\$30,000	\$36,000
Des Arc	1905	Full	\$26,160	\$20,928	\$26,160	\$31,392
Eudora	1728	Full	\$35,000	\$28,000	\$35,000	\$42,000
McCrary	1583	Part	\$14,400	\$11,520	\$14,400	\$17,280
Mulberry	1543	Full	\$42,984	\$34,387	\$42,984	\$51,581

Greenland	1542	Full	\$45,864	\$36,691	\$45,864	\$55,037
Hazen	1481	Part	\$24,000	\$19,200	\$24,000	\$28,800
Dover	1337	Part	\$18,000	\$14,400	\$18,000	\$21,600
Yellville	1178	Part	\$23,600	\$18,880	\$23,600	\$28,320
Mansfield	1053	Full	\$47,642	\$38,114	\$47,642	\$57,170
Bearden	776	Part	\$22,579	\$18,063	\$22,579	\$27,095
Lakeview	775	Part	\$15,200	\$12,160	\$15,200	\$18,240
Dyer	772	Part	\$9,600	\$7,680	\$9,600	\$11,520
Keiser	751	Part	\$6,500	\$6,500	\$6,500	\$6,500
Plumerville	734	Part	\$4,800	\$3,840	\$4,800	\$5,760
Cherry Valley	575	Part	\$7,800	\$6,240	\$7,800	\$9,360
Mountainburg	528	Part	\$12,000	\$9,600	\$12,000	\$14,400
Junction City	503	Full	\$19,101	\$15,281	\$19,101	\$22,921

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

101- Assistant to Mayor/Deputy City Administrator/Chief of Staff

Job Description:	Serves under the direction of the Mayor and provides management oversight for designated departments within the City; ensures that the directives of the Mayor or City Manager are accomplished and attends various internal meetings and external public meetings/events in their absence; requires a college degree from a four-year institution in a related public administration or business field; eight (8) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	1/3/0
Exempt/non-exempt:	2/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	3/1
Number of Organizations Reporting:	4
Position Titles:	Mayor's Asst. Chief Of Staff Assistant To The Mayor
Reports To:	Mayor Mayor/City Council
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$45,760	\$45,760	\$35,000	\$45,760	\$47,239	\$47,239
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
Eureka Springs	2166	Full	\$45,760	\$36,608	\$45,760	\$54,912
Goshen	2102	Part	\$12,000	\$9,600	\$12,000	\$14,400
Mulberry	1543	Full	\$47,239	\$37,791	\$47,239	\$56,687
Hazen	1481	Full				

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

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.
Total Matches (A/M/B):	5/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Adin Secretary Office Administrator
Reports To:	Mayor
Comments:	Secretsary For Police, Fire, Water. Mayor, Dog Catcher, Payroll, Hr, Etc

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$30,538	\$30,538	\$36,069	\$30,538	\$41,600	\$41,600
Actual Incentive Paid Dollar LastYear	1	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
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
Holiday Island	2399	Full	\$41,600	\$33,280	\$41,600	\$49,920
Cherry Valley	575	Full	\$30,538	\$24,430	\$30,538	\$36,646

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	15/84/16
Exempt/non-exempt:	53/1
Bonus Eligible (Y/N):	9/1
Full/Part Time:	12/89
Number of Organizations Reporting:	18
Position Titles:	Council Member City Council Member City Council City Council Person Council Alderman Councilman
Reports To:	Citizens Elected Mayor City Council
Comments:	\$250/Month Pay Per Meeting Attended. 8 Members Total

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	93	\$1,200	\$1,800	\$4,009	\$2,400	\$3,000	\$3,577
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
Lavaca	2450	Part	\$2,500	\$2,000	\$2,500	\$3,000
Lavaca	2450	Part	\$2,500	\$2,000	\$2,500	\$3,000
Lavaca	2450	Part	\$2,500	\$2,000	\$2,500	\$3,000
Lavaca	2450	Part	\$2,500	\$2,000	\$2,500	\$3,000
Lavaca	2450	Part	\$2,500	\$2,000	\$2,500	\$3,000
Lavaca	2450	Part	\$2,500	\$2,000	\$2,500	\$3,000
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
West Fork	2331	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440

Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Gassville	2171	Part	\$1,980	\$1,584	\$1,980	\$2,376
Gassville	2171	Part	\$1,980	\$1,584	\$1,980	\$2,376
Gassville	2171	Part	\$1,980	\$1,584	\$1,980	\$2,376
Gassville	2171	Part	\$1,980	\$1,584	\$1,980	\$2,376
Gassville	2171	Part	\$1,980	\$1,584	\$1,980	\$2,376
Gassville	2171	Part	\$1,980	\$1,584	\$1,980	\$2,376
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Carlisle	2033	Part	\$3,000	\$2,400	\$3,000	\$3,600
Carlisle	2033	Part	\$3,000	\$2,400	\$3,000	\$3,600
Carlisle	2033	Part	\$3,000	\$2,400	\$3,000	\$3,600
Carlisle	2033	Part	\$3,000	\$2,400	\$3,000	\$3,600
Carlisle	2033	Part	\$3,000	\$2,400	\$3,000	\$3,600
Carlisle	2033	Part	\$3,000	\$2,400	\$3,000	\$3,600
Des Arc	1905	Part	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Part	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Part	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Part	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Part	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Part	\$2,400	\$1,920	\$2,400	\$2,880
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160

Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Part	\$1,800	\$1,440	\$1,800	\$2,160
McCrary	1583	Part	\$1,200	\$960	\$1,200	\$1,440
Hazen	1481	Part	\$3,000	\$2,400	\$3,000	\$3,600
Hazen	1481	Part	\$3,000	\$2,400	\$3,000	\$3,600
Hazen	1481	Part	\$3,000	\$2,400	\$3,000	\$3,600
Hazen	1481	Part	\$3,000	\$2,400	\$3,000	\$3,600
Hazen	1481	Part	\$3,000	\$2,400	\$3,000	\$3,600
Hazen	1481	Part	\$3,000	\$2,400	\$3,000	\$3,600
Dover	1337	Part	\$4,800	\$3,840	\$4,800	\$5,760
Dover	1337	Part	\$4,800	\$3,840	\$4,800	\$5,760
Dover	1337	Part	\$4,800	\$3,840	\$4,800	\$5,760
Dover	1337	Part	\$4,800	\$3,840	\$4,800	\$5,760
Dover	1337	Part	\$4,800	\$3,840	\$4,800	\$5,760
Dover	1337	Part	\$4,380	\$3,504	\$4,380	\$5,256
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880
Lakeview	775	Part	\$840	\$672	\$840	\$1,008
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Cherry Valley	575	Part	\$156,000	\$124,800	\$156,000	\$187,200

Junction City	503	Full	\$1,169	\$935	\$1,169	\$1,403
Junction City	503	Full	\$1,169	\$935	\$1,169	\$1,403
Junction City	503	Full	\$1,169	\$935	\$1,169	\$1,403
Junction City	503	Full	\$1,169	\$935	\$1,169	\$1,403
Junction City	503	Full	\$1,169	\$935	\$1,169	\$1,403
Junction City	503	Full	\$1,169	\$935	\$1,169	\$1,403

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/2/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	City Clerk
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	\$46,438	\$46,438	\$49,669	\$46,438	\$52,900	\$52,900
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
Bearden	776	Full	\$52,900	\$42,320	\$52,900	\$63,480
Junction City	503	Full	\$46,438	\$37,150	\$46,438	\$55,726

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

106- City Clerk-Elected

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$3,577	\$3,577	\$7,821	\$6,000	\$7,800	\$23,374
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elm Springs	2361	Part	\$3,577	\$2,862	\$3,577	\$4,292
West Fork	2331	Part	\$6,170	\$4,936	\$6,170	\$7,404
Eudora	1728	Part	\$6,000	\$4,800	\$6,000	\$7,200
McCrary	1583	Part	\$5,184	\$4,147	\$5,184	\$6,221
Dover	1337	Part	\$7,800	\$6,240	\$7,800	\$9,360
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Lakeview	775	Part	\$23,374	\$18,699	\$23,374	\$28,049

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	6/6/2
Exempt/non-exempt:	6/0
Bonus Eligible (Y/N):	3/0
Full/Part Time:	4/7
Number of Organizations Reporting:	11
Position Titles:	Clerk/Treasurer Recorder Treasurer Recorder-Treasurer Recorder/Treasurer City Recorder/Treasurer This Was An Appointed Position/ Not Elected. There Wasn't An Option.
Reports To:	City Council Mayor/City Council
Comments:	\$225+\$550/Month And \$29.17/Hour

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$4,800	\$7,560	\$24,516	\$18,000	\$41,475	\$46,738
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
Holiday Island	2399	Part	\$30,240	\$24,192	\$30,240	\$36,288
Marked Tree	2286	Part	\$29,479	\$23,583	\$29,479	\$35,375
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Goshen	2102	Part	\$12,000	\$9,600	\$12,000	\$14,400
Carlisle	2033	Full	\$66,181	\$52,945	\$66,181	\$79,417
Des Arc	1905	Part	\$4,800	\$3,840	\$4,800	\$5,760
Greenland	1542	Full	\$46,738	\$37,390	\$46,738	\$56,086
Hazen	1481	Part	\$10,800	\$8,640	\$10,800	\$12,960
Mansfield	1053	Full	\$41,475	\$33,180	\$41,475	\$49,770
Plumerville	734	Part	\$18,000	\$14,400	\$18,000	\$21,600
Cherry Valley	575	Part	\$7,560	\$6,048	\$7,560	\$9,072

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/3/4
Exempt/non-exempt:	3/3
Bonus Eligible (Y/N):	1/3
Full/Part Time:	5/2
Number of Organizations Reporting:	7
Position Titles:	City Treasurer Recorder/Treasurer Treasurer Rec/Treas Treasurer/Recorder Financial Director Bookkeeper
Reports To:	Mayor Elected Treasurer
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$4,200	\$4,200	\$30,729	\$9,029	\$56,222	\$59,796
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
Lavaca	2450	Full	\$59,796	\$35,460	\$48,000	\$60,587
Elm Springs	2361	Full	\$56,222	\$44,978	\$56,222	\$67,466
Gassville	2171	Part	\$4,200	\$3,360	\$4,200	\$5,040
Dover	1337	Full	\$52,125	\$41,700	\$52,125	\$62,550
Dyer	772	Part	\$3,000	\$2,400	\$3,000	\$3,600
Keiser	751	Full		\$37,398	\$41,350	\$45,302
Junction City	503	Full	\$9,029	\$7,223	\$9,029	\$10,835

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

109- Deputy Clerk

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$19,900	\$19,900	\$30,802	\$19,900	\$41,704	\$41,704
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
Eureka Springs	2166	Part	\$19,900	\$15,920	\$19,900	\$23,880
Yellville	1178	Full	\$41,704	\$33,363	\$41,704	\$50,045

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

110- City Attorney

Job Description:	Manages the legal department and affairs for the City; provides legal representation to the Mayor, City Council, and other entities of the City or may delegate some responsibilities to other attorneys and/or legal staff; requires completion of a juris doctorate degree; eight (8) years of active legal experience.
Total Matches (A/M/B):	0/6/1
Exempt/non-exempt:	4/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	1/7
Number of Organizations Reporting:	8
Position Titles:	City Attorney
Reports To:	Mayor / City Council Mayor Mayor/City Council
Comments:	\$1,359.35/Month \$150/Hr

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$6,000	\$6,000	\$13,318	\$14,704	\$17,761	\$27,600
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
Marked Tree	2286	Full	\$14,704	\$11,763	\$14,704	\$17,645
Carlisle	2033	Part	\$16,312	\$13,050	\$16,312	\$19,574
McCrary	1583	Part	\$8,208	\$6,566	\$8,208	\$9,850
Hazen	1481	Part	\$27,600	\$22,080	\$27,600	\$33,120
Yellville	1178	Part	\$2,640	\$2,112	\$2,640	\$3,168
Mansfield	1053	Part	\$17,761	\$14,209	\$17,761	\$21,313
Cherry Valley	575	Part	\$6,000	\$4,800	\$6,000	\$7,200
Junction City	503	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.

111- Assistant City Attorney

Job Description:	Assists the City Attorney with providing legal representation to the Mayor, City Council, and other entities of the City; may also assist in the prosecution of violations of municipal ordinances in Municipal Court, and appear in District Court and Federal Court as necessary; requires completion of a juris doctorate degree; five (5) years of active legal experience.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Prosecuting Attorney - Appointed
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	\$20,400	\$20,400	\$20,400	\$20,400	\$20,400	\$20,400
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$20,400	\$16,320	\$20,400	\$24,480

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

112 - Deputy City Attorney

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

Insufficient Data: 0

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

113- Court Clerk

Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A/M/B):	6/14/2
Exempt/non-exempt:	2/5
Bonus Eligible (Y/N):	8/5
Full/Part Time:	14/2
Number of Organizations Reporting:	16
Position Titles:	Cheif Deputy Clerk Court Clerk Chief Court Clerk Chief Clerk District Court Clerk
Reports To:	Mayor Chief Court Clerk District Judge/Mayor Mayor/Judge Finance Director
Comments:	\$19.87/Hour Was A Pt Part Of 2025

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	16	\$22,880	\$35,090	\$38,350	\$37,440	\$46,738	\$50,274
Actual Incentive Paid Dollar LastYear	2	\$250	\$250	\$1,918	\$250	\$3,586	\$3,586
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
Elm Springs	2361	Full	\$49,462	\$39,570	\$49,462	\$59,354
West Fork	2331	Full	\$37,440	\$22,880	\$37,440	\$60,000
Marked Tree	2286	Full	\$36,358	\$29,086	\$36,358	\$43,630
Gassville	2171	Full	\$35,090	\$28,072	\$35,090	\$42,108
Eureka Springs	2166	Full	\$48,070	\$38,456	\$48,070	\$57,684
Carlisle	2033	Full	\$41,600	\$33,280	\$41,600	\$49,920
Des Arc	1905	Full	\$40,951	\$32,761	\$40,951	\$49,141
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
McCrory	1583	Full	\$37,440	\$29,952	\$37,440	\$44,928
Mulberry	1543	Full	\$36,400	\$29,120	\$36,400	\$43,680
Greenland	1542	Full	\$46,738	\$37,390	\$46,738	\$56,086
Hazen	1481	Full	\$57,262	\$45,810	\$57,262	\$68,714
Dover	1337	Full	\$50,274	\$40,219	\$50,274	\$60,329
Yellville	1178	Full	\$38,584	\$30,867	\$38,584	\$46,301
Lakeview	775	Part	\$1,768	\$1,414	\$1,768	\$2,122

Plumerville	734	Part	\$33,280	\$26,624	\$33,280	\$39,936
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We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

114- Deputy Court Clerk

Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A/M/B):	10/4/2
Exempt/non-exempt:	1/4
Bonus Eligible (Y/N):	2/4
Full/Part Time:	6/0
Number of Organizations Reporting:	5
Position Titles:	Deputy Court Clerk District Deputy Court Clerk
Reports To:	Deputy Court Clerk Chief Clerk Court Clerk Finance Director
Comments:	\$15.88/Hour

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$36,400	\$36,400	\$39,600	\$38,563	\$43,056	\$44,970
Actual Incentive Paid Dollar LastYear	1	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
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
Elm Springs	2361	Full	\$44,970	\$35,976	\$44,970	\$53,964
Elm Springs	2361	Full	\$41,579	\$33,263	\$41,579	\$49,895
West Fork	2331	Full	\$43,056	\$22,880	\$43,056	\$60,000
Eureka Springs	2166	Full	\$36,400	\$29,120	\$36,400	\$43,680
Carlisle	2033	Full	\$33,030	\$26,424	\$33,030	\$39,636
Hazen	1481	Full	\$38,563	\$30,850	\$38,563	\$46,276

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

115- District Judge

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

Compensation Data

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

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hazen	1481	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.

116 - Transcriptionist

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

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

117- Office Manager

Job Description:	Responsible for overall front office activities, including directing and coordinating office services and developing and supervising programs for the maximum utilization of services and equipment.
Total Matches (A/M/B):	7/3/2
Exempt/non-exempt:	2/3
Bonus Eligible (Y/N):	3/3
Full/Part Time:	6/0
Number of Organizations Reporting:	5
Position Titles:	Office Manager Police Processing Clerk Assistant To Public Works Director Specialized Administrative Officer
Reports To:	Police Chief Public Works Director Mayor/City 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	6	\$34,216	\$34,216	\$38,515	\$37,000	\$45,822	\$47,944
Actual Incentive Paid Dollar LastYear	2	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
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
West Fork	2331	Full	\$40,105	\$22,880	\$40,105	\$40,590
Marked Tree	2286	Full	\$34,216	\$27,373	\$34,216	\$41,059
Eudora	1728	Full	\$26,000	\$20,800	\$26,000	\$31,200
Hazen	1481	Full	\$47,944	\$38,355	\$47,944	\$57,533
Hazen	1481	Full	\$45,822	\$36,658	\$45,822	\$54,986
Mountainburg	528	Full	\$37,000	\$29,600	\$37,000	\$44,400

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

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).
Total Matches (A/M/B):	62/3/5
Exempt/non-exempt:	0/4
Bonus Eligible (Y/N):	3/4
Full/Part Time:	7/2
Number of Organizations Reporting:	8
Position Titles:	Mayoral Assistant Administrative Assistant/Economic Developer Administrative Assistant Building Inspector Asst Administrative Associate And Farmers Market Manager Administrative Assistant I Administrative Assistant/Deputy Treasurer Admn Asst
Reports To:	Mayor Building Inspector Director Of Finance And Administration Mayor/City Council
Comments:	\$17/Hour, 16 Hours/Week \$1,000/Month

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$14,144	\$29,952	\$35,636	\$40,685	\$44,345	\$50,960
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
Marked Tree	2286	Full	\$38,501	\$30,801	\$38,501	\$46,201
Eureka Springs	2166	Full	\$44,138	\$35,310	\$44,138	\$52,966
Goshen	2102	Full	\$46,000	\$36,800	\$46,000	\$55,200
Carlisle	2033	Part	\$14,144	\$11,315	\$14,144	\$16,973
Carlisle	2033	Part	\$12,000	\$9,600	\$12,000	\$14,400
McCrorry	1583	Full	\$44,345	\$35,476	\$44,345	\$53,214
Greenland	1542	Full	\$50,960	\$40,768	\$50,960	\$61,152
Mansfield	1053	Full	\$40,685	\$32,548	\$40,685	\$48,822
Dyer	772	Full	\$29,952	\$23,962	\$29,952	\$35,942

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

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):	6/3/1
Exempt/non-exempt:	2/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	3/2
Number of Organizations Reporting:	5
Position Titles:	Administrative And Facilities Support Staff Code Enforcement Officer Code Enforcer Code Enforcement
Reports To:	Director Of Finance And Administration Mayor Mayor/Council
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$6,110	\$6,110	\$36,434	\$45,760	\$45,864	\$48,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Holiday Island	2399	Full	\$45,760	\$36,608	\$45,760	\$54,912
Marked Tree	2286	Part				
Goshen	2102	Full	\$48,000	\$38,400	\$48,000	\$57,600
Greenland	1542	Full	\$45,864	\$36,691	\$45,864	\$55,037
Lakeview	775	Part	\$6,110	\$4,888	\$6,110	\$7,332

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

203- Building Inspector

Job Description:	Inspects buildings under construction to ensure compliance with City codes; requires completion of a standard high school course with coursework in the Building Trades, or two (2) years of vocational-technical school training in the Building Trades; two (2) years of experience in building construction; must possess certification per Standard Building Codes as a Building Inspector within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A/M/B):	6/4/2
Exempt/non-exempt:	4/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	2/4
Number of Organizations Reporting:	6
Position Titles:	Building Inspector Building Inspector/Code Enforcement Bldg Inspector
Reports To:	Building Inspector Mayor Director Of Finance And Administration
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$7,200	\$7,200	\$33,605	\$25,710	\$56,785	\$62,400
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Holiday Island	2399	Part	\$62,400	\$49,920	\$62,400	\$74,880
Elm Springs	2361	Full	\$47,133	\$37,706	\$47,133	\$56,560
Gassville	2171	Part	\$7,200	\$5,760	\$7,200	\$8,640
Eureka Springs	2166	Full	\$56,785	\$45,428	\$56,785	\$68,142
Goshen	2102	Part	\$25,710	\$20,568	\$25,710	\$30,852
Mansfield	1053	Part	\$2,400	\$1,920	\$2,400	\$2,880

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

204 - Electrical Inspector

Job Description:

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

Insufficient Data: 0

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

205 - Mechanical Inspector

Job Description:

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

Insufficient Data: 0

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

206 - Plumbing and Gas Inspector

Job Description:

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

Insufficient Data: 0

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

300- Community Development/Planning Director

Job Description:	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor's degree in Urban or Regional Planning, Urban Design, Civil Engineering, or a related area; five (5) years of experience in urban or regional planning in an administrative or professional capacity; four (4) years of supervisory/managerial experience.
Total Matches (A/M/B):	4/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Planning Commissioner
Reports To:	Planning Commissioner
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$14,308	\$14,308	\$14,308	\$14,308	\$14,308	\$14,308
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
Elm Springs	2361	Part	\$14,308	\$11,446	\$14,308	\$17,170

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

301- Planner II

Job Description:	Reviews the physical, developmental, and socioeconomic characteristics of areas for the development of plans, and meets with citizens, developers, and other interested parties to establish priorities for the development of these areas; provides supervision to Planner I and GIS Analyst; requires completion of a Bachelor's degree in Urban Planning, Regional Planning, Civil Engineering, or a related area; two (2) years of experience in urban planning, or a related area; one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	1/5/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/5
Number of Organizations Reporting:	1
Position Titles:	Planning Commission
Reports To:	Planning Commission
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$2,862	\$2,862	\$2,862	\$2,862	\$2,862	\$2,862
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
Elm Springs	2361	Part	\$2,862	\$2,290	\$2,862	\$3,434
Elm Springs	2361	Part	\$2,862	\$2,290	\$2,862	\$3,434
Elm Springs	2361	Part	\$2,862	\$2,290	\$2,862	\$3,434
Elm Springs	2361	Part	\$2,862	\$2,290	\$2,862	\$3,434
Elm Springs	2361	Part	\$2,862	\$2,290	\$2,862	\$3,434

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

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):	1/0/1
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Historic Dist./Planning Dir.
Reports To:	Mayor/Planning & Historic Commission
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$50,087	\$50,087	\$50,087	\$50,087	\$50,087	\$50,087
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
Eureka Springs	2166	Full	\$50,087	\$40,070	\$50,087	\$60,104

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

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.
Total Matches (A/M/B):	4/3/2
Exempt/non-exempt:	4/1
Bonus Eligible (Y/N):	4/1
Full/Part Time:	6/1
Number of Organizations Reporting:	7
Position Titles:	Comptroller Director Of Finance Director Of Finance And Administration Finance Director
Reports To:	Mayor Mayor/City Council
Comments:	Also Is The Payroll Administrator

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$52,703	\$52,703	\$58,963	\$60,000	\$78,362	\$86,820
Actual Incentive Paid Dollar LastYear	1	\$1,725	\$1,725	\$1,725	\$1,725	\$1,725	\$1,725
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
West Fork	2331	Full	\$78,362	\$50,000	\$78,362	\$80,000
Eureka Springs	2166	Full	\$86,820	\$69,456	\$86,820	\$104,184
Goshen	2102	Full	\$60,000	\$48,000	\$60,000	\$72,000
Des Arc	1905	Full	\$52,703	\$42,162	\$52,703	\$63,244
McCrorry	1583	Part	\$14,400	\$11,520	\$14,400	\$17,280
Mulberry	1543	Full	\$55,000	\$44,000	\$55,000	\$66,000
Hazen	1481	Full	\$65,458	\$52,366	\$65,458	\$78,550

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$42,850	\$42,850	\$42,850	\$42,850	\$42,850	\$42,850
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
Eureka Springs	2166	Full	\$42,850	\$34,280	\$42,850	\$51,420

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

403 - Accounting Clerk I

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

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

404- Accounting Clerk

Job Description:	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A/M/B):	2/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Billing Clerk
Reports To:	
Comments:	\$19.13/Hour

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$39,520	\$39,520	\$39,520	\$39,520	\$39,520	\$39,520
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
Carlisle	2033	Full	\$39,520	\$31,616	\$39,520	\$47,424

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

405- Accounts Payable/Accounts Receivable Specialist/Coordinator

Job Description:	Serves typically under the Finance Director and performs the AP/AR functions by ensuring expenses are paid and/or revenues are received in a timely manner; requires high school or GED completion; two (2) years of bookkeeping/accounting experience; one (1) year of general clerical experience.
Total Matches (A/M/B):	6/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	2/1
Full/Part Time:	2/1
Number of Organizations Reporting:	3
Position Titles:	Assist. Comptroller Senior Accounts Manager Bookkeeper
Reports To:	Director Of Finance Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$50,448	\$50,448	\$41,168	\$50,448	\$58,240	\$58,240
Actual Incentive Paid Dollar LastYear	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Gassville	2171	Full	\$50,448	\$40,358	\$50,448	\$60,538
Eureka Springs	2166	Full	\$58,240	\$46,592	\$58,240	\$69,888
Des Arc	1905	Part	\$14,817	\$11,854	\$14,817	\$17,780

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/9/1
Exempt/non-exempt:	6/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	5/6
Number of Organizations Reporting:	11
Position Titles:	Fire Chief Fire Chief-Volunteer
Reports To:	Mayor Fire Chiefff
Comments:	\$6,000 Annual Plus \$17.00 Per Hour Per Run Paid Set Amount For Position, Plus \$15.00 Per Fire Callout

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$1,200	\$1,500	\$21,814	\$7,200	\$52,874	\$65,104
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	2	\$2,754	\$2,754	\$3,265	\$2,754	\$3,775	\$3,775
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
West Fork	2331	Full	\$65,104	\$52,000	\$65,104	\$82,000
Marked Tree	2286	Full	\$7,200	\$5,760	\$7,200	\$8,640
Gassville	2171	Full	\$52,874	\$42,299	\$52,874	\$63,449
Eureka Springs	2166	Full	\$81,798	\$65,438	\$81,798	\$98,158
McCrory	1583	Part	\$5,400	\$4,320	\$5,400	\$6,480
Mulberry	1543	Part	\$5,000	\$4,000	\$5,000	\$6,000
Hazen	1481	Part	\$8,788	\$7,030	\$8,788	\$10,546
Mansfield	1053	Full	\$9,888	\$7,910	\$9,888	\$11,866
Bearden	776	Part	\$1,200	\$960	\$1,200	\$1,440
Dyer	772	Part	\$1,200	\$960	\$1,200	\$1,440
Keiser	751	Part	\$1,500	\$1,200	\$1,500	\$1,800

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/3/0
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/2
Number of Organizations Reporting:	3
Position Titles:	Asst. Fire Chief Assistant Fire Chief
Reports To:	Fire Chief
Comments:	\$17.00 Per Hour Per Run Paid Set Amount For Position, Plus \$15.00 Per Fire Callout

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$2,000	\$2,000	\$24,280	\$2,000	\$69,207	\$69,207
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$2,510	\$2,510	\$2,510	\$2,510	\$2,510	\$2,510
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$69,207	\$55,366	\$69,207	\$83,048
Mulberry	1543	Part	\$2,000	\$1,600	\$2,000	\$2,400
Hazen	1481	Part	\$1,632	\$1,306	\$1,632	\$1,958

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/3/0
Exempt/non-exempt:	2/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/2
Number of Organizations Reporting:	2
Position Titles:	Fire Captain
Reports To:	Fire Chief
Comments:	\$17.00 Per Hour Per Run

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$2,686	\$2,686	\$21,094	\$2,686	\$59,220	\$59,220
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$2,148	\$2,148	\$2,148	\$2,148	\$2,148	\$2,148
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$59,220	\$47,376	\$59,220	\$71,064
Hazen	1481	Part	\$1,377	\$1,102	\$1,377	\$1,652
Hazen	1481	Part	\$2,686	\$2,149	\$2,686	\$3,223

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$54,080	\$54,080	\$62,235	\$54,080	\$70,390	\$70,390
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	2	\$2,288	\$2,288	\$2,768	\$2,288	\$3,248	\$3,248
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
West Fork	2331	Full	\$54,080	\$38,000	\$54,080	\$62,000
Eureka Springs	2166	Full	\$70,390	\$56,312	\$70,390	\$84,468

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

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):	4/44/0
Exempt/non-exempt:	18/25
Bonus Eligible (Y/N):	0/0
Full/Part Time:	12/32
Number of Organizations Reporting:	6
Position Titles:	Firefighter Firefighter/Paramedic Fire Chief
Reports To:	Fire Chief Mayor
Comments:	I Put 16 Hours For P/T Firefighters. They Are Allowed To Work 32 Hrs Between Them Per Week. They Do Not Go Over That. \$17.00 Per Hour Per Run

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	44	\$663	\$1,530	\$17,262	\$4,120	\$43,680	\$55,566
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	12	\$1,783	\$1,848	\$1,985	\$1,972	\$2,056	\$2,243
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lavaca	2450	Part	\$16,168	\$12,934	\$16,168	\$19,402
Lavaca	2450	Part	\$15,700	\$12,560	\$15,700	\$18,840
West Fork	2331	Full	\$43,680	\$30,000	\$43,680	\$52,000
West Fork	2331	Full	\$43,680	\$30,000	\$43,680	\$52,000
Gassville	2171	Part	\$4,039	\$3,231	\$4,039	\$4,847
Gassville	2171	Part	\$7,523	\$6,018	\$7,523	\$9,028
Gassville	2171	Part	\$675	\$540	\$675	\$810
Gassville	2171	Part	\$2,705	\$2,164	\$2,705	\$3,246
Gassville	2171	Part	\$4,245	\$3,396	\$4,245	\$5,094
Gassville	2171	Part	\$6,239	\$4,991	\$6,239	\$7,487
Eureka Springs	2166	Full	\$55,566	\$44,453	\$55,566	\$66,679
Eureka Springs	2166	Full	\$63,900	\$51,120	\$63,900	\$76,680
Eureka Springs	2166	Full	\$54,371	\$43,497	\$54,371	\$65,245
Eureka Springs	2166	Full	\$53,150	\$42,520	\$53,150	\$63,780

Eureka Springs	2166	Full	\$49,150	\$39,320	\$49,150	\$58,980
Eureka Springs	2166	Full	\$61,845	\$49,476	\$61,845	\$74,214
Eureka Springs	2166	Full	\$46,675	\$37,340	\$46,675	\$56,010
Eureka Springs	2166	Full	\$55,560	\$44,448	\$55,560	\$66,672
Eureka Springs	2166	Full	\$57,910	\$46,328	\$57,910	\$69,492
Eureka Springs	2166	Full	\$56,682	\$45,346	\$56,682	\$68,018
Eureka Springs	2166	Part	\$2,626	\$2,101	\$2,626	\$3,151
Eureka Springs	2166	Part	\$2,320	\$1,856	\$2,320	\$2,784
Eureka Springs	2166	Part	\$5,410	\$4,328	\$5,410	\$6,492
Eureka Springs	2166	Part	\$5,870	\$4,696	\$5,870	\$7,044
Eureka Springs	2166	Part	\$5,870	\$4,696	\$5,870	\$7,044
Eureka Springs	2166	Part	\$1,545	\$1,236	\$1,545	\$1,854
Eureka Springs	2166	Part	\$4,120	\$3,296	\$4,120	\$4,944
Eureka Springs	2166	Part	\$8,240	\$6,592	\$8,240	\$9,888
Eureka Springs	2166	Part	\$4,635	\$3,708	\$4,635	\$5,562
Eureka Springs	2166	Part	\$2,317	\$1,854	\$2,317	\$2,780
Eureka Springs	2166	Part	\$2,626	\$2,101	\$2,626	\$3,151
McCrary	1583	Part	\$600	\$480	\$600	\$720
Hazen	1481	Part	\$986	\$789	\$986	\$1,183
Hazen	1481	Part	\$663	\$530	\$663	\$796
Hazen	1481	Part	\$187	\$150	\$187	\$224
Hazen	1481	Part	\$1,513	\$1,210	\$1,513	\$1,816
Hazen	1481	Part	\$867	\$694	\$867	\$1,040
Hazen	1481	Part	\$1,530	\$1,224	\$1,530	\$1,836
Hazen	1481	Part	\$408	\$326	\$408	\$490
Hazen	1481	Part	\$1,615	\$1,292	\$1,615	\$1,938
Hazen	1481	Part	\$476	\$381	\$476	\$571
Hazen	1481	Part	\$2,312	\$1,850	\$2,312	\$2,774
Hazen	1481	Part	\$2,448	\$1,958	\$2,448	\$2,938
Hazen	1481	Part	\$884	\$707	\$884	\$1,061

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$55,120	\$55,120	\$55,120	\$55,120	\$55,120	\$55,120
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
Eureka Springs	2166	Full	\$55,120	\$44,096	\$55,120	\$66,144

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

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
West Fork	2331	Full	\$50,000	\$34,000	\$50,000	\$73,800

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

801- Library Assistant

Job Description:	The Library Assistant assists the Librarian and others with the daily tasks of the library.
Total Matches (A/M/B):	1/6/0
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	1/5
Full/Part Time:	0/6
Number of Organizations Reporting:	2
Position Titles:	Library Assistant Library Clerk Youth Services
Reports To:	Librarian
Comments:	20 Hr/W 32 Hr/W 10 Hr/W

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$6,157	\$6,157	\$13,333	\$11,840	\$15,543	\$28,417
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
West Fork	2331	Part	\$13,627	\$22,880	\$13,627	\$31,980
West Fork	2331	Part	\$15,543	\$22,880	\$15,543	\$31,980
West Fork	2331	Part	\$28,417	\$26,000	\$28,417	\$40,935
West Fork	2331	Part	\$6,157	\$22,880	\$6,157	\$31,980
West Fork	2331	Part	\$11,840	\$22,880	\$11,840	\$31,980
Mansfield	1053	Part	\$4,413	\$3,530	\$4,413	\$5,296

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

900 - Safety Loss Control Specialist

Job Description:

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

Insufficient Data: 0

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

901- Airport Manager

Job Description:	Manages the overall day to day operational responsibilities of the city's airport; provides supervision to employees, ensures airport FAA compliance, monitors the airport budget and finances, and oversees airport security; manages various airport functions including fuel/oil sales and storage, maintenance, leases, construction, aircraft storage and airport property; requires completion of two (2) year college; minimum of five (5) to seven (7) years of airport management.
Total Matches (A/M/B):	1/2/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/2
Number of Organizations Reporting:	2
Position Titles:	Airport Manager
Reports To:	Mayor
Comments:	\$1,600/Month

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$8,000	\$8,000	\$13,600	\$8,000	\$19,200	\$19,200
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
Carlisle	2033	Part	\$19,200	\$15,360	\$19,200	\$23,040
Hazen	1481	Part	\$8,000	\$6,400	\$8,000	\$9,600

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.

902- Airport Attendant

Job Description:	Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.
Total Matches (A/M/B):	3/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Airport Clerk
Reports To:	
Comments:	\$550/Month

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$6,600	\$6,600	\$6,600	\$6,600	\$6,600	\$6,600
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
Carlisle	2033	Part	\$6,600	\$5,280	\$6,600	\$7,920

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

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.
Total Matches (A/M/B):	0/0/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Animal Control 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	1	\$26,961	\$26,961	\$26,961	\$26,961	\$26,961	\$26,961
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Des Arc	1905	Full	\$26,961	\$21,569	\$26,961	\$32,353

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	28/2/0
Exempt/non-exempt:	2/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	1/3
Number of Organizations Reporting:	4
Position Titles:	Animal Control Officer Animal Control
Reports To:	Animal Control Mayor
Comments:	\$15.45/Hour

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$3,600	\$3,600	\$23,364	\$22,360	\$32,136	\$35,360
Actual Incentive Paid Dollar LastYear	2	\$250	\$250	\$568	\$250	\$886	\$886
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
Carlisle	2033	Part	\$32,136	\$25,709	\$32,136	\$38,563
McCrory	1583	Full	\$35,360	\$28,288	\$35,360	\$42,432
Hazen	1481	Part	\$22,360	\$17,888	\$22,360	\$26,832
Cherry Valley	575	Part	\$3,600	\$2,880	\$3,600	\$4,320

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

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.
Total Matches (A/M/B):	22/0/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	0/2
Number of Organizations Reporting:	2
Position Titles:	Office Cleaner Custodian
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	\$3,875	\$3,875	\$5,419	\$3,875	\$6,963	\$6,963
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Des Arc	1905	Part	\$3,875	\$3,100	\$3,875	\$4,650
Mansfield	1053	Part	\$6,963	\$5,570	\$6,963	\$8,356

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

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.
	Insufficient Data: 0

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

914- Grounds Maintenance Lead

Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.
Total Matches (A/M/B):	1/0/1
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Street Department
Reports To:	Street Department
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$43,326	\$43,326	\$43,326	\$43,326	\$43,326	\$43,326
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
Elm Springs	2361	Full	\$43,326	\$34,661	\$43,326	\$51,991

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$30,484	\$30,484	\$26,288	\$30,484	\$34,237	\$34,237
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
Des Arc	1905	Full	\$30,484	\$24,387	\$30,484	\$36,581
Bearden	776	Full	\$34,237	\$27,390	\$34,237	\$41,084
Lakeview	775	Part	\$14,144	\$11,315	\$14,144	\$16,973

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

916 - Signal Repair Technician - Senior

Job Description:

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

Insufficient Data: 0

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

917 - Signal Repair Technician

Job Description:

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

Insufficient Data: 0

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

918 - Signal Technician II

Job Description:

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

Insufficient Data: 0

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

919 - Signal Technician I

Job Description:

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

Insufficient Data: 0

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

1000- Parks Director

Job Description:	Manages a comprehensive program to provide year round leisure, recreation and parks programs within the municipal park system including parks, trail system, lakes, golf course, cemetery, senior center, tennis center, etc.; delegates through various supervisors duties that will maintain the park infrastructure, support the community's cultural makeup, and adjust recreational facilities and programs to meet new recreational activities and changing demographics; requires a college degree in recreational management, kinesiology, or related fields and a minimum of seven (7) years of parks experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	4/1/1
Exempt/non-exempt:	2/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	2/1
Number of Organizations Reporting:	3
Position Titles:	Parks Director
Reports To:	Mayor/Parks Commision Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$65,704	\$65,704	\$55,968	\$65,704	\$77,200	\$77,200
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
West Fork	2331	Full	\$65,704	\$50,000	\$65,704	\$80,000
Eureka Springs	2166	Full	\$77,200	\$61,760	\$77,200	\$92,640
Carlisle	2033	Part	\$25,000	\$20,000	\$25,000	\$30,000

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

1001- Parks Aquatics Manager

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

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$52,420	\$52,420	\$52,420	\$52,420	\$52,420	\$52,420
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
Eureka Springs	2166	Full	\$52,420	\$41,936	\$52,420	\$62,904

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	5/0/1
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Trails Coordinator
Reports To:	Parks Director
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$50,440	\$50,440	\$50,440	\$50,440	\$50,440	\$50,440
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
Eureka Springs	2166	Full	\$50,440	\$40,352	\$50,440	\$60,528

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

1007 - Parks Equipment Operator

Job Description:

Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City's grounds, cemetery, and/or golf course; Performs maintenance on mowers, infielders, tractors and mules. Cleans and maintains shop, city vehicles and storage areas for all equipment; might also do welding, electrical work, painting, mechanical work, plumbing, landscaping, carpentry, etc.; requires one (1) to two (2) years of maintenance work experience.

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.
Total Matches (A/M/B):	99/6/1
Exempt/non-exempt:	1/10
Bonus Eligible (Y/N):	2/10
Full/Part Time:	8/4
Number of Organizations Reporting:	5
Position Titles:	Parks Department Laborer House Keeping Office Mgr Gardener Bait Shop Parks Laborer Parks General Laborer
Reports To:	Parks Director Lake Mgr Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$24,020	\$26,000	\$32,234	\$31,200	\$39,320	\$45,865
Actual Incentive Paid Dollar LastYear	1	\$250	\$250	\$250	\$250	\$250	\$250
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
West Fork	2331	Full	\$41,600	\$22,880	\$41,600	\$45,600
Marked Tree	2286	Part	\$13,801	\$11,041	\$13,801	\$16,561
Gassville	2171	Full	\$32,906	\$26,325	\$32,906	\$39,487
Eureka Springs	2166	Part	\$24,020	\$19,216	\$24,020	\$28,824
Eureka Springs	2166	Full	\$34,230	\$27,384	\$34,230	\$41,076
Eureka Springs	2166	Full	\$45,865	\$36,692	\$45,865	\$55,038
Eureka Springs	2166	Full	\$45,865	\$36,692	\$45,865	\$55,038
Eureka Springs	2166	Full	\$26,000	\$20,800	\$26,000	\$31,200
Eureka Springs	2166	Part	\$26,000	\$20,800	\$26,000	\$31,200
Eureka Springs	2166	Full	\$39,320	\$31,456	\$39,320	\$47,184
Eureka Springs	2166	Part	\$26,000	\$20,800	\$26,000	\$31,200
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440

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

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):	2/19/1
Exempt/non-exempt:	11/3
Bonus Eligible (Y/N):	0/0
Full/Part Time:	21/1
Number of Organizations Reporting:	22
Position Titles:	Police Chief Chief Of Police Chief Fire Department
Reports To:	Police Chief Mayor City Council Mayor/City Council Firechief/Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	22	\$43,359	\$49,920	\$58,266	\$54,080	\$70,499	\$84,323
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$260	\$260	\$260	\$260	\$260	\$260
EMT Pay	0	Insufficient Data					
Holiday Pay	5	\$2,305	\$2,501	\$2,751	\$2,687	\$2,702	\$3,559
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lavaca	2450	Full	\$58,536	\$45,036	\$61,135	\$77,166
Elm Springs	2361	Full	\$84,323	\$67,458	\$84,323	\$101,188
West Fork	2331	Full	\$63,864	\$52,000	\$63,864	\$82,000
Marked Tree	2286	Part	\$2,400	\$1,920	\$2,400	\$2,880
Gassville	2171	Full	\$51,171	\$40,937	\$51,171	\$61,405
Eureka Springs	2166	Full	\$84,390	\$67,512	\$84,390	\$101,268
Goshen	2102	Full	\$89,055	\$71,244	\$89,055	\$106,866
Carlisle	2033	Full	\$83,500	\$66,800	\$83,500	\$100,200
Des Arc	1905	Full	\$59,461	\$47,569	\$59,461	\$71,353
McCrary	1583	Full	\$54,080	\$43,264	\$54,080	\$64,896
Mulberry	1543	Full	\$47,450	\$37,960	\$47,450	\$56,940
Greenland	1542	Full	\$70,499	\$56,399	\$70,499	\$84,599

Hazen	1481	Full	\$77,106	\$61,685	\$77,106	\$92,527
Dover	1337	Full	\$59,114	\$47,291	\$59,114	\$70,937
Mansfield	1053	Full	\$52,530	\$42,024	\$52,530	\$63,036
Bearden	776	Full	\$61,820	\$49,456	\$61,820	\$74,184
Lakeview	775	Full	\$49,920	\$39,936	\$49,920	\$59,904
Dyer	772	Full	\$42,744	\$34,195	\$42,744	\$51,293
Keiser	751	Full	\$45,302	\$36,242	\$45,302	\$54,362
Plumerville	734	Full	\$51,230	\$40,984	\$51,230	\$61,476
Cherry Valley	575	Full	\$43,359	\$34,687	\$43,359	\$52,031
Mountainburg	528	Full	\$50,000	\$46,972	\$50,000	\$60,000

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

1101- Assistant Police Chief

Job Description:	Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate's degree from a two-year college or technical school; eight (8) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	0/3/0
Exempt/non-exempt:	2/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Assistant Chief Asst. Police Chief Assistant Police Chief
Reports To:	Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$58,552	\$58,552	\$64,988	\$58,552	\$81,070	\$81,070
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$2,702	\$2,702	\$2,702	\$2,702	\$2,702	\$2,702
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$81,070	\$64,856	\$81,070	\$97,284
Des Arc	1905	Full	\$55,343	\$44,274	\$55,343	\$66,412
Hazen	1481	Full	\$58,552	\$46,842	\$58,552	\$70,262

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

1102- Police Major/Captain

Job Description:	Under the direction of the Police Chief, manages the daily administrative and operational functions of the Police Department. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. Supervises and directs subordinate department supervisors and/or officers to ensure effective and efficient police services to the City; requires a high school diploma or general education degree (GED); serves at least two (2) years as Lieutenant, plus seven (7) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	0/2/1
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Police Major/Captain Police Captain Police Chief
Reports To:	Mayor Chief Of Police
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$54,590	\$54,590	\$58,253	\$54,590	\$67,044	\$67,044
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
Marked Tree	2286	Full	\$54,590	\$43,672	\$54,590	\$65,508
Gassville	2171	Full	\$53,124	\$42,499	\$53,124	\$63,749
Goshen	2102	Full	\$67,044	\$53,635	\$67,044	\$80,453

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

1103- Police Lieutenant

Job Description:	Provides supervision and direction of a designated department within the Police department. Supervises and directs subordinate officers, schedules equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a high School diploma plus specialized training and/or additional college courses seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A/M/B):	1/1/1
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Lieutenant Police Lieutenant
Reports To:	Chief Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$43,680	\$43,680	\$45,275	\$43,680	\$49,920	\$49,920
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$2,112	\$2,112	\$2,112	\$2,112	\$2,112	\$2,112
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Marked Tree	2286	Full	\$42,224	\$33,779	\$42,224	\$50,669
McCrary	1583	Full	\$43,680	\$34,944	\$43,680	\$52,416
Dover	1337	Full	\$49,920	\$39,936	\$49,920	\$59,904

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

1104- Police Sergeant

Job Description:	Typically supervises a designated shift of patrol officers and coordinates response on the patrol level or may supervise special assignments or units as directed by the Lieutenant or superior officers; responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City; requires a high School diploma plus specialized training and/or additional college courses five (5) years of related experience and/or training and a minimum of one (1) years of supervisory/managerial experience.
Total Matches (A/M/B):	2/9/0
Exempt/non-exempt:	1/7
Bonus Eligible (Y/N):	0/0
Full/Part Time:	10/1
Number of Organizations Reporting:	11
Position Titles:	Police Seargent Police Sergeant Sergeant
Reports To:	Chief Police Chief Police Sergeant Mayor Chief Of Police
Comments:	\$25.08/Hour

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$41,096	\$42,120	\$50,357	\$54,600	\$61,069	\$62,322
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$260	\$260	\$260	\$260	\$260	\$260
EMT Pay	0	Insufficient Data					
Holiday Pay	4	\$2,068	\$2,068	\$2,411	\$2,168	\$2,356	\$3,051
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lavaca	2450	Full	\$41,096	\$38,346	\$52,055	\$65,704
Elm Springs	2361	Full	\$61,069	\$48,855	\$61,069	\$73,283
West Fork	2331	Full	\$58,487	\$38,000	\$58,487	\$62,000
Gassville	2171	Full	\$57,376	\$45,901	\$57,376	\$68,851
Eureka Springs	2166	Full	\$64,071	\$51,257	\$64,071	\$76,885
Goshen	2102	Full	\$62,322	\$49,858	\$62,322	\$74,786
Carlisle	2033	Full	\$54,600	\$43,680	\$54,600	\$65,520
Des Arc	1905	Full	\$44,840	\$35,872	\$44,840	\$53,808
McCrary	1583	Full	\$42,120	\$33,696	\$42,120	\$50,544
Dover	1337	Full	\$48,880	\$39,104	\$48,880	\$58,656
Dyer	772	Part	\$19,066	\$15,253	\$19,066	\$22,879

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

1105- Police Corporal

Job Description:	A police corporal is responsible for the supervision, training and direction of police officers and may assume the duties and responsibilities of a Sergeant during the Sergeant's absence. In some departments, the rank of corporal is a designation of seniority and years served.
Total Matches (A/M/B):	31/5/0
Exempt/non-exempt:	0/3
Bonus Eligible (Y/N):	0/0
Full/Part Time:	3/2
Number of Organizations Reporting:	4
Position Titles:	Police Corporal Officer
Reports To:	Chief Of Police Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$10,000	\$10,000	\$32,584	\$42,230	\$45,240	\$55,449
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
Goshen	2102	Full	\$55,449	\$44,359	\$55,449	\$66,539
McCrory	1583	Full	\$45,240	\$36,192	\$45,240	\$54,288
Mansfield	1053	Full	\$42,230	\$33,784	\$42,230	\$50,676
Mountainburg	528	Part	\$10,000	\$10,000	\$10,000	\$12,000
Mountainburg	528	Part	\$10,000	\$10,000	\$10,000	\$12,000

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

1106- Police Investigative Detective

Job Description:	Conducts criminal investigations of persons suspected of violating criminal laws; processes crime scenes; collects evidence at the crime scene by utilizing photography, latent prints, and other investigative techniques; interviews suspects, witnesses and victims; writes reports and affidavits for arrest and search warrants; serves arrest and search warrants; prepares and updates case files, present investigative reports and evidence to prosecutor for prosecution; requires high school diploma or GED plus specialized training and/or additional college courses and seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Police Detective
Reports To:	Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$66,830	\$66,830	\$66,830	\$66,830	\$66,830	\$66,830
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
Eureka Springs	2166	Full	\$66,830	\$53,464	\$66,830	\$80,196

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

1107- School Resource Officer

Job Description:	A school resource officer is a law enforcement officer assigned to a K-12 school campus during the academic year and focuses on duties such as student safety and preventing juvenile delinquency.
Total Matches (A/M/B):	1/3/1
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	0/0
Full/Part Time:	5/0
Number of Organizations Reporting:	4
Position Titles:	Resource Officer Police Resource Officer/Patrol School Resource Officer
Reports To:	Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$38,242	\$45,744	\$46,965	\$47,226	\$47,819	\$55,793
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	3	\$2,207	\$2,207	\$2,076	\$2,207	\$2,480	\$2,480
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
West Fork	2331	Full	\$38,242	\$30,000	\$38,242	\$55,350
Eureka Springs	2166	Full	\$55,793	\$44,634	\$55,793	\$66,952
Des Arc	1905	Full	\$45,744	\$36,595	\$45,744	\$54,893
Des Arc	1905	Full	\$47,226	\$37,781	\$47,226	\$56,671
Hazen	1481	Full	\$47,819	\$38,255	\$47,819	\$57,383

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	17/58/6
Exempt/non-exempt:	9/31
Bonus Eligible (Y/N):	0/0
Full/Part Time:	50/14
Number of Organizations Reporting:	20
Position Titles:	Deputy Police Officer Dover Marshal Police Police Sergeant/Det Patrol Officer Police Patrolman K-9 Officer Police Officer - New
Reports To:	Police Officers Chief Police Chief Mayor Chief Of Police
Comments:	\$20.90/Hour Just Went To P/T At Beginning Of March

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	64	\$13,500	\$35,202	\$38,894	\$42,931	\$49,680	\$52,164
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	19	\$1,870	\$1,936	\$2,186	\$2,198	\$2,318	\$2,595
Longevity Pay	0	Insufficient Data					
Other Pay	2	\$1,092	\$1,092	\$1,092	\$1,092	\$1,092	\$1,092

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lavaca	2450	Full	\$35,360	\$37,330	\$50,539	\$63,791
Lavaca	2450	Part	\$4,168	\$3,334	\$4,168	\$5,002
Lavaca	2450	Part	\$4,409	\$3,527	\$4,409	\$5,291
Elm Springs	2361	Full	\$50,232	\$40,186	\$50,232	\$60,278
Elm Springs	2361	Full	\$51,958	\$41,566	\$51,958	\$62,350
Elm Springs	2361	Full	\$53,102	\$42,482	\$53,102	\$63,722
West Fork	2331	Full	\$49,140	\$30,000	\$49,140	\$55,350
West Fork	2331	Full	\$50,232	\$30,000	\$50,232	\$55,350
West Fork	2331	Full	\$48,048	\$30,000	\$48,048	\$55,350
Marked Tree	2286	Full	\$42,931	\$34,345	\$42,931	\$51,517
Marked Tree	2286	Full	\$16,869	\$13,495	\$16,869	\$20,243
Marked Tree	2286	Full	\$42,931	\$34,345	\$42,931	\$51,517
Marked Tree	2286	Full	\$42,931	\$34,345	\$42,931	\$51,517
Marked Tree	2286	Full	\$42,931	\$34,345	\$42,931	\$51,517

Marked Tree	2286	Full	\$42,931	\$34,345	\$42,931	\$51,517
Gassville	2171	Full	\$44,960	\$35,968	\$44,960	\$53,952
Gassville	2171	Part	\$35,202	\$28,162	\$35,202	\$42,242
Gassville	2171	Part	\$7,397	\$5,918	\$7,397	\$8,876
Gassville	2171	Part	\$2,820	\$2,256	\$2,820	\$3,384
Eureka Springs	2166	Full	\$49,680	\$39,744	\$49,680	\$59,616
Eureka Springs	2166	Full	\$52,164	\$41,731	\$52,164	\$62,597
Eureka Springs	2166	Full	\$58,401	\$46,721	\$58,401	\$70,081
Eureka Springs	2166	Full	\$58,401	\$46,721	\$58,401	\$70,081
Eureka Springs	2166	Full	\$57,267	\$45,814	\$57,267	\$68,720
Eureka Springs	2166	Full	\$52,164	\$41,731	\$52,164	\$62,597
Eureka Springs	2166	Full	\$52,164	\$41,731	\$52,164	\$62,597
Eureka Springs	2166	Full	\$52,164	\$41,731	\$52,164	\$62,597
Eureka Springs	2166	Full	\$45,864	\$36,691	\$45,864	\$55,037
Goshen	2102	Full	\$53,725	\$42,980	\$53,725	\$64,470
Carlisle	2033	Full	\$45,646	\$36,517	\$45,646	\$54,775
Carlisle	2033	Full	\$45,646	\$36,517	\$45,646	\$54,775
Carlisle	2033	Full	\$45,646	\$36,517	\$45,646	\$54,775
Carlisle	2033	Full	\$45,646	\$36,517	\$45,646	\$54,775
Des Arc	1905	Full	\$36,296	\$29,037	\$36,296	\$43,555
Des Arc	1905	Full	\$42,765	\$34,212	\$42,765	\$51,318
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
Eudora	1728	Full	\$45,000	\$36,000	\$45,000	\$54,000
McCrary	1583	Full	\$38,480	\$30,784	\$38,480	\$46,176
Mulberry	1543	Full	\$43,660	\$34,928	\$43,660	\$52,392
Mulberry	1543	Full	\$37,080	\$29,664	\$37,080	\$44,496
Mulberry	1543	Full	\$36,050	\$28,840	\$36,050	\$43,260
Greenland	1542	Full	\$60,770	\$48,616	\$60,770	\$72,924
Greenland	1542	Full	\$52,000	\$41,600	\$52,000	\$62,400
Greenland	1542	Full	\$51,000	\$40,800	\$51,000	\$61,200
Greenland	1542	Full	\$50,000	\$40,000	\$50,000	\$60,000
Greenland	1542	Part	\$13,500	\$10,800	\$13,500	\$16,200
Greenland	1542	Full	\$48,000	\$38,400	\$48,000	\$57,600
Hazen	1481	Full	\$49,421	\$39,537	\$49,421	\$59,305
Hazen	1481	Full	\$47,819	\$38,255	\$47,819	\$57,383
Hazen	1481	Full	\$47,819	\$38,255	\$47,819	\$57,383
Hazen	1481	Part	\$8,960	\$7,168	\$8,960	\$10,752
Hazen	1481	Part	\$3,920	\$3,136	\$3,920	\$4,704
Dover	1337	Full	\$44,450	\$35,560	\$44,450	\$53,340

Dover	1337	Part	\$22,225	\$17,780	\$22,225	\$26,670
Mansfield	1053	Full	\$41,200	\$32,960	\$41,200	\$49,440
Mansfield	1053	Part	\$24,723	\$19,778	\$24,723	\$29,668
Bearden	776	Part	\$17,472	\$13,978	\$17,472	\$20,966
Bearden	776	Part	\$18,637	\$14,910	\$18,637	\$22,364
Bearden	776	Part	\$17,472	\$13,978	\$17,472	\$20,966
Lakeview	775	Full	\$41,080	\$32,864	\$41,080	\$49,296
Lakeview	775	Full	\$38,480	\$30,784	\$38,480	\$46,176
Plumerville	734	Full	\$39,000	\$31,200	\$39,000	\$46,800
Cherry Valley	575	Part	\$21,216	\$16,973	\$21,216	\$25,459

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

1109 - Police Property Room Supervisor

Job Description:

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

Insufficient Data: 0

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

1110 - Crime Scene Supervisor

Job Description:

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

Insufficient Data: 0

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

1111 - Crime Scene Specialist

Job Description:

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

Insufficient Data: 0

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

1112- Communications Shift Supervisor

Job Description:	Supervises the operations of an assigned shift in the Communications Center; provides supervision to 911 Dispatchers and 911 Call Takers; requires completion of high school; four (4) years of experience in public safety dispatching; one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	5/0/1
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Dispatch Supervisor
Reports To:	Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$53,100	\$53,100	\$53,100	\$53,100	\$53,100	\$53,100
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
Eureka Springs	2166	Full	\$53,100	\$42,480	\$53,100	\$63,720

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.

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.
Total Matches (A/M/B):	0/4/5
Exempt/non-exempt:	0/12
Bonus Eligible (Y/N):	0/12
Full/Part Time:	9/3
Number of Organizations Reporting:	2
Position Titles:	Dispatch
Reports To:	Dispatch Supervisor Police Chief
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$34,216	\$38,600	\$39,835	\$38,600	\$40,710	\$47,050
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Marked Tree	2286	Full				
Marked Tree	2286	Full	\$34,216	\$27,373	\$34,216	\$41,059
Marked Tree	2286	Part				
Marked Tree	2286	Full				
Marked Tree	2286	Full				
Marked Tree	2286	Full				
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Eureka Springs	2166	Full	\$47,050	\$37,640	\$47,050	\$56,460
Eureka Springs	2166	Full	\$40,710	\$32,568	\$40,710	\$48,852
Eureka Springs	2166	Full	\$38,600	\$30,880	\$38,600	\$46,320
Eureka Springs	2166	Full	\$38,600	\$30,880	\$38,600	\$46,320

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

1115- Communications Call Taker

Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of general clerical experience.
Total Matches (A/M/B):	0/0/1
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Police Administrative Assistant
Reports To:	
Comments:	\$16.72/Hour

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$34,778	\$34,778	\$34,778	\$34,778	\$34,778	\$34,778
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
Carlisle	2033	Full	\$34,778	\$27,822	\$34,778	\$41,734

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	10/8/2
Exempt/non-exempt:	6/1
Bonus Eligible (Y/N):	7/1
Full/Part Time:	13/0
Number of Organizations Reporting:	13
Position Titles:	Public Works Director Municipal Services Superintendent Supervisor Utility Superintendent Director Of Public Works Street/Water/Sewer Director Public Works
Reports To:	Mayor
Comments:	Also Responsible For Code Enforcement

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$47,845	\$49,317	\$62,178	\$58,490	\$68,765	\$84,000
Actual Incentive Paid Dollar LastYear	2	\$250	\$250	\$2,105	\$250	\$3,960	\$3,960
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
West Fork	2331	Full	\$84,000	\$52,000	\$84,000	\$92,250
Gassville	2171	Full	\$63,155	\$50,524	\$63,155	\$75,786
Eureka Springs	2166	Full	\$85,000	\$68,000	\$85,000	\$102,000
Carlisle	2033	Full	\$72,202	\$57,762	\$72,202	\$86,642
Des Arc	1905	Full	\$49,317	\$39,454	\$49,317	\$59,180
Mulberry	1543	Full	\$45,760	\$36,608	\$45,760	\$54,912
Hazen	1481	Full	\$68,765	\$55,012	\$68,765	\$82,518
Dover	1337	Full	\$58,490	\$46,792	\$58,490	\$70,188
Yellville	1178	Full	\$50,669	\$40,535	\$50,669	\$60,803
Mansfield	1053	Full	\$47,845	\$38,276	\$47,845	\$57,414
Bearden	776	Full	\$58,032	\$46,426	\$58,032	\$69,638
Keiser	751	Full		\$39,332	\$40,539	\$41,787
Junction City	503	Full	\$62,904	\$50,323	\$62,904	\$75,485

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

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.
Total Matches (A/M/B):	10/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Sanitation Equipment Operator Iii
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	\$33,318	\$33,318	\$33,318	\$33,318	\$33,318	\$33,318
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
Mansfield	1053	Full	\$33,318	\$26,654	\$33,318	\$39,982

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

1204- Sanitation Equipment Operator II

Job Description:	Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for the duration of employment in this position.
Total Matches (A/M/B):	9/1/0
Exempt/non-exempt:	0/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Sanitation Equipment Operator Ii
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	\$35,381	\$35,381	\$35,381	\$35,381	\$35,381	\$35,381
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
Mansfield	1053	Full	\$35,381	\$28,305	\$35,381	\$42,457

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

1205- Sanitation Equipment Operator I

Job Description:	Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for the duration of employment in this position plus one (1) year of related experience and/or training; or equivalent combination of education and experience.
Total Matches (A/M/B):	8/2/1
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	2/1
Full/Part Time:	3/0
Number of Organizations Reporting:	3
Position Titles:	Cslc Superintendant Sanitation Equipment Operator I Public Works
Reports To:	Mayor Street Manager
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$39,520	\$39,520	\$42,272	\$39,520	\$50,833	\$50,833
Actual Incentive Paid Dollar LastYear	1	\$250	\$250	\$250	\$250	\$250	\$250
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
Marked Tree	2286	Full	\$39,520	\$31,616	\$39,520	\$47,424
Gassville	2171	Full	\$50,833	\$40,666	\$50,833	\$61,000
Mansfield	1053	Full	\$36,462	\$29,170	\$36,462	\$43,754

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

1206- Sanitation Department Laborer

Job Description:	Under the guidance of a Sanitation Supervisor, runs routes to remove waste from public locations in a safe manner and helps to maintain a clean city; requires a high school diploma or GED.
Total Matches (A/M/B):	42/4/8
Exempt/non-exempt:	2/8
Bonus Eligible (Y/N):	4/8
Full/Part Time:	4/8
Number of Organizations Reporting:	4
Position Titles:	Cslc 2 Cslc3 City Worker Laborer Public Works
Reports To:	Mayor Public Woprks Director Street Manager
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$13,210	\$13,801	\$25,437	\$29,994	\$31,803	\$38,379
Actual Incentive Paid Dollar LastYear	2	\$250	\$250	\$250	\$250	\$250	\$250
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
Marked Tree	2286	Part				
Marked Tree	2286	Part				
Marked Tree	2286	Part	\$13,801	\$11,041	\$13,801	\$16,561
Marked Tree	2286	Part				
Gassville	2171	Full	\$38,379	\$30,703	\$38,379	\$46,055
Gassville	2171	Full	\$13,210	\$10,568	\$13,210	\$15,852
Mansfield	1053	Full	\$31,803	\$25,442	\$31,803	\$38,164
Mansfield	1053	Full	\$29,994	\$23,995	\$29,994	\$35,993
Keiser	751	Part		\$13,218	\$13,624	\$14,040
Keiser	751	Part		\$13,218	\$13,624	\$14,040
Keiser	751	Part		\$13,218	\$13,624	\$14,040
Keiser	751	Part		\$13,218	\$13,624	\$14,040

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

1207- Street Maintenance Superintendent

Job Description:	Directs the activities and overall operations of the Street Section of the Public Works Division; provides supervision to street supervisors and their personnel; requires a high school diploma or GED and four (4) years of experience in street repair and maintenance, or street construction; two (2) years of supervisory/managerial experience.
Total Matches (A/M/B):	3/0/2
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	0/2
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Public Works Superintendent Public Works
Reports To:	Director Of Public Works 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	\$52,900	\$52,900	\$55,810	\$52,900	\$58,720	\$58,720
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Marked Tree	2286	Full	\$58,720	\$46,976	\$58,720	\$70,464
Eureka Springs	2166	Full	\$52,900	\$42,320	\$52,900	\$63,480

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

1208- Street Supervisor

Job Description:	Assigns and supervises work crews and equipment operators in the course of street repair and construction; oversees the day-to-day performance of crews working in the maintenance of right-of-ways; completing hot mix overlays, chip seals, patching, and grass cutting; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A/M/B):	15/2/2
Exempt/non-exempt:	2/3
Bonus Eligible (Y/N):	3/3
Full/Part Time:	5/1
Number of Organizations Reporting:	6
Position Titles:	Street Supervisor Public Works Supervisor Street 1 Street Maint Super Utility Supervisor
Reports To:	Mayor Director Of Public Works Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$37,400	\$37,400	\$38,758	\$38,600	\$45,760	\$48,035
Actual Incentive Paid Dollar LastYear	2	\$250	\$250	\$1,125	\$250	\$2,000	\$2,000
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
West Fork	2331	Full	\$45,760	\$41,500	\$45,760	\$61,500
Gassville	2171	Full	\$48,035	\$38,428	\$48,035	\$57,642
Eureka Springs	2166	Full	\$44,250	\$35,400	\$44,250	\$53,100
McCrary	1583	Full	\$37,400	\$29,920	\$37,400	\$44,880
Cherry Valley	575	Part	\$18,500	\$14,800	\$18,500	\$22,200
Mountainburg	528	Full	\$38,600	\$30,880	\$38,600	\$46,320

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

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):	15/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	1/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Shop Foreman/Street Superintendent Equipment Operator
Reports To:	Public Works Director
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$41,600	\$41,600	\$44,959	\$41,600	\$48,318	\$48,318
Actual Incentive Paid Dollar LastYear	1	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
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
Mulberry	1543	Full	\$41,600	\$33,280	\$41,600	\$49,920
Hazen	1481	Full	\$48,318	\$38,654	\$48,318	\$57,982

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

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):	2/24/16
Exempt/non-exempt:	2/26
Bonus Eligible (Y/N):	10/26
Full/Part Time:	30/12
Number of Organizations Reporting:	16
Position Titles:	Street Department Laborer Street Operator Street Department Public Works Laborer Street2 Infrastructure And Facilities Management Street Laborer Street/Water/Sewer Laborer Public Works Asst Street Supervisor General Laborer Public Works General Laborer
Reports To:	Utility Superintendent Public Works Supervisor Director Of Public Works Mayor Director Of Finance And Administration Public Works Director Street Laborer
Comments:	\$15/Hour, 16 Hours/Week \$15.68/Hour \$16.15/Hour \$15/Hour Seasonal Up To 29 Hours Per Week

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	40	\$13,801	\$24,505	\$33,743	\$37,500	\$41,600	\$42,640
Actual Incentive Paid Dollar LastYear	1	\$250	\$250	\$250	\$250	\$250	\$250
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
West Fork	2331	Full	\$42,640	\$22,880	\$42,640	\$45,600
West Fork	2331	Full	\$37,440	\$22,880	\$37,440	\$45,600
Marked Tree	2286	Full	\$36,088	\$28,870	\$36,088	\$43,306
Marked Tree	2286	Part	\$13,801	\$11,041	\$13,801	\$16,561
Marked Tree	2286	Part	\$13,801	\$11,041	\$13,801	\$16,561
Marked Tree	2286	Full				
Marked Tree	2286	Part				
Marked Tree	2286	Part	\$13,801	\$11,041	\$13,801	\$16,561
Marked Tree	2286	Part	\$13,801	\$11,041	\$13,801	\$16,561
Gassville	2171	Full	\$37,520	\$30,016	\$37,520	\$45,024
Eureka Springs	2166	Full	\$41,500	\$33,200	\$41,500	\$49,800
Eureka Springs	2166	Full	\$41,500	\$33,200	\$41,500	\$49,800
Eureka Springs	2166	Full	\$40,500	\$32,400	\$40,500	\$48,600

Eureka Springs	2166	Full	\$42,050	\$33,640	\$42,050	\$50,460
Eureka Springs	2166	Full	\$42,500	\$34,000	\$42,500	\$51,000
Eureka Springs	2166	Full	\$41,500	\$33,200	\$41,500	\$49,800
Eureka Springs	2166	Full	\$42,050	\$33,640	\$42,050	\$50,460
Eureka Springs	2166	Full	\$37,500	\$30,000	\$37,500	\$45,000
Eureka Springs	2166	Full	\$39,500	\$31,600	\$39,500	\$47,400
Goshen	2102	Full	\$48,000	\$38,400	\$48,000	\$57,600
Goshen	2102	Full	\$48,000	\$38,400	\$48,000	\$57,600
Carlisle	2033	Part	\$12,480	\$9,984	\$12,480	\$14,976
Carlisle	2033	Full	\$32,240	\$25,792	\$32,240	\$38,688
Carlisle	2033	Full	\$33,592	\$26,874	\$33,592	\$40,310
Carlisle	2033	Part	\$31,200	\$24,960	\$31,200	\$37,440
Eudora	1728	Full	\$31,866	\$25,493	\$31,866	\$38,239
McCroxy	1583	Full	\$42,640	\$34,112	\$42,640	\$51,168
Mulberry	1543	Part	\$24,505	\$19,604	\$24,505	\$29,406
Mulberry	1543	Part	\$19,918	\$15,934	\$19,918	\$23,902
Mulberry	1543	Part	\$15,600	\$12,480	\$15,600	\$18,720
Greenland	1542	Full	\$51,418	\$41,134	\$51,418	\$61,702
Greenland	1542	Full	\$45,864	\$36,691	\$45,864	\$55,037
Greenland	1542	Full	\$41,600	\$33,280	\$41,600	\$49,920
Hazen	1481	Part	\$15,500	\$12,400	\$15,500	\$18,600
Dover	1337	Full	\$41,558	\$33,246	\$41,558	\$49,870
Yellville	1178	Full	\$39,104	\$31,283	\$39,104	\$46,925
Yellville	1178	Full	\$42,141	\$33,713	\$42,141	\$50,569
Yellville	1178	Full	\$38,792	\$31,034	\$38,792	\$46,550
Mansfield	1053	Full	\$33,966	\$27,173	\$33,966	\$40,759
Dyer	772	Part	\$17,472	\$13,978	\$17,472	\$20,966
Junction City	503	Full	\$34,195	\$27,356	\$34,195	\$41,034
Junction City	503	Full	\$30,576	\$24,461	\$30,576	\$36,691

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

1211- Solid Waste Recycling Coordinator

Job Description:	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
Total Matches (A/M/B):	1/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Abc Center Operator
Reports To:	Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$26,032	\$26,032	\$26,032	\$26,032	\$26,032	\$26,032
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
Lavaca	2450	Part	\$26,032	\$20,826	\$26,032	\$31,238

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

1212- Solid Waste Recycling Operator/Collector

Job Description:	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	0/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	0/1
Number of Organizations Reporting:	1
Position Titles:	Recycle Labor
Reports To:	Public Works Director
Comments:	Up To 12 Hours Per Week

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$11,653	\$11,653	\$11,653	\$11,653	\$11,653	\$11,653
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
Mulberry	1543	Part	\$11,653	\$9,322	\$11,653	\$13,984

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

1214 - Traffic Engineering Manager

Job Description:

Manages the traffic engineering functions for the City; provides supervision to the Administrative Technician, Traffic Engineer II, Traffic Operations Supervisor, Traffic Systems Manager, and Traffic Technician III; requires completion of a Bachelor's degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience in traffic engineering management with a state or local government; two (2) years of supervisory experience, which includes the supervision of professional staff; must possess registration as a Professional Engineer (PE) before employment; must possess registration in the State of Arkansas as a Professional Engineer (PE) within one (1) year of employment; must maintain registration for the duration of employment in this position.

Insufficient Data: 0

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

1215 - Traffic Engineer II

Job Description:

Plans and ensures implementation of a safe and efficient traffic control system for the City; provides supervision to Traffic Engineer I and Traffic Technicians I and II; requires completion of a Bachelor's degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience at the level of Traffic Engineer I or a related area; two (2) years of supervisory experience; must possess registration as a Professional Engineer (PE) before employment; must possess registration in the State of Arkansas as a Professional Engineer (PE) within one (1) year of employment; must maintain registration for the duration of employment in this position.

Insufficient Data: 0

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

1216 - Traffic Engineer I

Job Description:

Plans and ensures implementation of a safe and efficient traffic control system for the City; requires completion of a Bachelor's degree in Traffic Engineering, Civil Engineering, or a related area; one (1) year of experience in traffic or civil engineering; must possess registration as an Engineer Intern (EI) before employment; must possess registration in the State of Arkansas as an Engineer Intern (EI) within one (1) year of employment; must maintain registration for the duration of employment in this position.

Insufficient Data: 0

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

1217 - Traffic Technician II

Job Description: Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school; two (2) years of experience at the level of Traffic Technician I or a related area.

Insufficient Data: 0

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

1218 - Traffic Technician I

Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school.
	Insufficient Data: 0

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

1219- Waste Water Manager

Job Description:	The incumbent operates the waste water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on waste water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate's degree (A.A.) from two year college or technical school and 11-15 years of related experience and/or training and a minimum of 11-15 years of management experience.
Total Matches (A/M/B):	2/5/1
Exempt/non-exempt:	3/0
Bonus Eligible (Y/N):	5/0
Full/Part Time:	6/0
Number of Organizations Reporting:	5
Position Titles:	Utility Supervisor Waster Water Manager Wwtf Manager Wwtf 3 Waste Water Plant Supervisor Water Superintendent
Reports To:	Utility Superintendent Director Of Public Works Mayor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$41,360	\$41,360	\$49,858	\$46,800	\$61,294	\$64,500
Actual Incentive Paid Dollar LastYear	2	\$250	\$250	\$250	\$250	\$250	\$250
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
Gassville	2171	Full	\$41,360	\$33,088	\$41,360	\$49,632
Gassville	2171	Full	\$38,396	\$30,717	\$38,396	\$46,075
Eureka Springs	2166	Full	\$64,500	\$51,600	\$64,500	\$77,400
Dover	1337	Full	\$46,800	\$37,440	\$46,800	\$56,160
Mansfield	1053	Full	\$61,294	\$49,035	\$61,294	\$73,553
Plumerville	734	Full	\$46,800	\$37,440	\$46,800	\$56,160

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.

1220- Water / Waste Water Operator

Job Description:	Performs work necessary to operate water/wastewater treatment plants, lift stations and water wells. Duties include checking to make sure pumps are working properly, loading chemicals, greasing equipment, packing pumps and adjusting controls. Performs minor maintenance repairs and preventive maintenance on equipment and systems. Works within established safety policies and procedures and monitors and maintains a safe working environment.
Total Matches (A/M/B):	6/26/8
Exempt/non-exempt:	5/15
Bonus Eligible (Y/N):	21/15
Full/Part Time:	34/1
Number of Organizations Reporting:	17
Position Titles:	Water Labor Water Department Laborer Water Manager Wastewater Operator Water Operator Waste Water Operator Public Works Supervisor Public Works Water/Waste Water Operator Waster Water Operator Wwtf 2 Gas Operator Water/Wastewater Operator Water / Waste Water Operator Asst Water Sewer Sup Water Assistant Water Superintendent Sewer Laborer
Reports To:	Water Board President- Services Are Contracted Out Utility Superintendent And Utility Supervisor Mayor Public Works Supervisor Waste Water Manager Public Works Director Water Manager Water Super
Comments:	\$18.54/Hour \$20.98/Hour \$23.15/Hour Supervisory

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	33	\$31,824	\$36,400	\$42,186	\$41,101	\$48,152	\$55,240
Actual Incentive Paid Dollar LastYear	8	\$520	\$520	\$1,106	\$1,040	\$1,500	\$1,500
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
Lavaca	2450	Full	\$58,485	\$37,440	\$50,824	\$64,150
Lavaca	2450	Full	\$55,240	\$35,360	\$48,000	\$60,586
Lavaca	2450	Full	\$39,890	\$35,360	\$48,000	\$60,586
Marked Tree	2286	Full	\$32,011	\$25,609	\$32,011	\$38,413
Marked Tree	2286	Full				
Marked Tree	2286	Full	\$35,298	\$28,238	\$35,298	\$42,358
Marked Tree	2286	Full				
Gassville	2171	Full	\$23,774	\$19,019	\$23,774	\$28,529
Eureka Springs	2166	Full	\$43,680	\$34,944	\$43,680	\$52,416
Eureka Springs	2166	Full	\$38,250	\$30,600	\$38,250	\$45,900
Carlisle	2033	Full	\$38,480	\$30,784	\$38,480	\$46,176