



AML Salary Survey Results 2026 Pop 10000+

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

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

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

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Participating Cities

Total: 29

City Name	Population	Revenue	County	Contact Name	Contact Email	FT Personnel in Budget	FT Personnel Employed	Contact Phone
Batesville	11191	\$29,291,860	Independence	Chris Cash	ccash@batesvillearkansas.gov	155	150	870-698-2410
Bella Vista	30104	\$28,724,500	Benton	Glenda Kelderman	gkelderman@bellavistaar.gov	218	214	479-855-8237
Benton	35014	\$48,325,201	Saline	Mandy Spicer	mandy.spicer@bentonar.org	251	248	501-381-3710
Bentonville	54164	\$92,381,758	Benton	Katherine Bowen	kbowen@springdalear.gov	668	633	479-756-7714
Blytheville	13406	\$24,314,767	Mississippi	Dr. Alisha Williams	awilliams@cityofblytheville.com	203	218	870-763-3858
Bryant	20663	\$30,000,000	Saline	Charlotte Rue	crue@cityofbryant.com	240	234	501-943-0306
Cabot	26569	\$27,594,089	Lonoke	Matthew Hood	mhood@cabotar.gov	215	205	501-843-3566
Centerton	17870	\$18,178,469	Benton	Jocelyn Diaz	jdiaz@centertonar.gov	145	140	479-640-0624
Conway	64136	\$100,494,612	Faulkner	Lisa Mabry-Williams	lisa.williams@conwayarkansas.gov	598	585	501-450-7087
Forrest City	13015	\$35,647,585	St. Francis	Myralita Isom-Byers	misom@cityofforrestcityar.gov	144	124	870.633.--1315
Fort Smith	89142	\$164,879,383	Sebastian	Lindsey Kaelin	lkaelin@fortsmithar.gov	1012	995	479-784-2222
Harrison	13069	\$30,000,000	Boone	Danny Presley	dpresley@harrisonar.gov	161	161	870-204-5498
Jacksonville	29477	\$30,023,241	Pulaski	Charlette Nelson	cnelson@jacksonvillear.gov	326	289	501-982-4671
Jonesboro	78576	\$72,851,079	Craighead	Dewayne Douglas	ddouglas@jonesboroar.gov	634	514	870-933-4640
Little Rock	202591	\$350,389,573	Pulaski	Alicia Malloy	hr-classification@littlerock.gov	2265	2036	501-371-4536
Magnolia	11162	\$12,738,984	Columbia	Della Wooley	dwooley@magnolia-ar.gov	92	90	870-234-1375
Malvern	10867	\$7,618,577	Hot Spring	Donna Placker	dplacker@malvernar.gov	78	78	501-332-7613
Maumelle	19251	\$21,092,000	Pulaski	Doreen Mattes	dmattes@maumelle.org	201	188	501-851-2500
North Little Rock	64591	\$273,646,168	Pulaski	Robert Mauldin	rmauldin2@nlr.ar.gov	987	887	501-975-8855
Paragould	29537	\$31,704,762	Greene	Tisha Baldwin	tisha.baldwin@paragouldcityar.gov	267	251	870-239-7511
Pine Bluff	41253		Jefferson			0	0	
Rogers	69908	\$89,500,000	Benton	Thomas Dunlap	tdunlap@rogersar.gov	613	586	479-621-1117
Russellville	28940	\$20,638,768	Pope	Tanessa Vaughn	tvaughn@rsvlar.org	223	219	479-968-2098
Sherwood	32731	\$3,420,700	Pulaski	Jill Ross	jdross@sherwoodar.gov	272	248	501.833.--3703
Siloam Springs	17400	\$92,500,745	Benton	Crystal McNutt	cmcnutt@siloamsprings.com	321	303	479.238.--0905
Springdale	87320	\$92,381,758	Washington	Katherine Bowen	kbowen@springdalear.gov	668	633	479-756-7714
Texarkana	29387	\$64,342,155	Miller	Skylar Krause	skylar.krause@texarkanaar.gov	262	204	870-779-4997
Van Buren	23218	\$20,537,185	Crawford	Shawwna Reynolds	sreynolds@cityofvanburenar.gov	162	161	479-474-8936
West Memphis	24520		Crittenden	Yvonne Carr	ycarr@westmemphisar.gov	0	406	870-702-5121

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	24	26	1/24/1	\$93,765	\$115,982	\$104,000	\$142,800
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	10	11	1/10/0	\$50,923	\$105,393	\$81,909	\$165,000
City Manager or Chief of Staff	Administration	5	5	0/5/0	\$79,590	\$131,989	\$136,581	\$170,000
Executive Secretary	Administration	18	23	4/12/7	\$47,203	\$58,700	\$55,302	\$62,962
Council Member	Administration	19	145	15/123/0	\$7,736	\$11,363	\$12,154	\$15,444
City Clerk	Administration	8	8	1/7/0	\$15,600	\$59,422	\$45,375	\$94,628
City Clerk-Elected	Administration	7	7	2/5/0	\$20,653	\$51,148	\$53,522	\$75,238
City Clerk Treas-Elected	Administration	10	10	1/7/2	\$65,000	\$78,765	\$77,995	\$106,772
Treasurer	Administration	4	4	1/2/1	\$15,600	\$72,109	\$64,200	\$80,000
Deputy Clerk	Administration	13	23	1/21/1	\$40,113	\$50,777	\$48,797	\$57,330
City Attorney	Administration	23	24	0/22/2	\$52,436	\$100,915	\$117,000	\$142,656
Assistant City Attorney	Administration	6	8	0/7/1	\$75,000	\$87,491	\$93,580	\$100,200
Deputy City Attorney	Administration	7	16	0/16/0	\$81,906	\$101,122	\$104,541	\$108,708
Court Clerk	Administration	23	54	6/34/13	\$45,802	\$57,145	\$50,001	\$66,415
Deputy Court Clerk	Administration	19	129	10/108/11	\$37,129	\$40,930	\$39,753	\$45,514
District Judge	Administration	0	0	0/0/0				
Transcriptionist	Administration	2	5	0/4/1	\$40,394	\$42,657	\$42,619	\$44,970
Office Manager	Administration	15	32	5/18/5	\$44,345	\$53,623	\$50,879	\$60,770
Purchasing Agent	Administration	11	13	1/12/0	\$50,668	\$72,523	\$75,591	\$91,603
Administrative Assistant I	Administration	24	273	60/113/87	\$37,129	\$43,529	\$43,090	\$47,239
Code Enforcement Supervisor	Code Enforcement	12	13	2/9/1	\$56,749	\$65,585	\$60,033	\$66,657
Code Enforcement Officer - Senior	Code Enforcement	8	17	5/9/0	\$50,086	\$57,363	\$52,728	\$62,872
Code Enforcement Officer	Code Enforcement	23	97	11/79/3	\$41,428	\$44,914	\$45,469	\$47,216
Building Inspector	Code Enforcement	23	63	6/33/18	\$48,318	\$59,735	\$53,518	\$63,440
Electrical Inspector	Code Enforcement	6	8	0/7/1	\$44,616	\$50,360	\$52,541	\$56,638
Mechanical Inspector	Code Enforcement	4	5	0/5/0	\$57,595	\$58,638	\$61,126	\$61,506
Plumbing and Gas Inspector	Code Enforcement	4	4	0/4/0	\$50,523	\$55,795	\$53,934	\$57,595
Community Development/Planning Director	Engineering/Planning	20	23	4/14/3	\$75,006	\$95,813	\$85,696	\$118,709
Planner II	Engineering/Planning	12	21	1/17/3	\$55,143	\$66,616	\$69,264	\$78,501
Planner I	Engineering/Planning	11	16	1/14/0	\$45,906	\$54,872	\$55,000	\$60,317
City Engineer	Engineering/Planning	15	26	5/19/1	\$97,635	\$116,355	\$110,726	\$129,058
Engineering Specialist	Engineering/Planning	11	39	9/22/6	\$52,686	\$65,722	\$62,908	\$72,800

Engineering Technician - Senior	Engineering/Planning	5	7	0/6/1	\$68,328	\$80,229	\$76,670	\$90,147
GIS Analyst - Senior	Engineering/Planning	10	11	0/10/0	\$64,661	\$73,796	\$71,281	\$84,822
GIS Analyst	Engineering/Planning	7	10	3/6/1	\$57,304	\$60,529	\$59,134	\$65,874
Graphics Technician	Engineering/Planning	2	2	1/1/0	\$45,614	\$49,234	\$45,614	\$52,853
Land Surveyor	Engineering/Planning	2	2	1/1/0	\$41,787	\$67,756	\$41,787	\$93,725
Finance Director	Finance	20	20	1/18/0	\$102,235	\$121,320	\$114,920	\$132,770
Accountant	Finance	16	34	1/28/4	\$63,546	\$70,769	\$68,093	\$75,133
Accounting Clerk II	Finance	9	12	1/8/0	\$54,808	\$58,111	\$56,867	\$57,699
Accounting Clerk I	Finance	6	10	1/8/0	\$38,521	\$43,778	\$44,179	\$45,252
Accounting Clerk	Finance	8	12	1/10/1	\$36,847	\$44,186	\$42,494	\$47,986
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	21	40	7/28/5	\$45,614	\$50,670	\$48,840	\$54,579
Fire Chief	Fire Department	24	24	0/23/1	\$93,346	\$112,998	\$107,145	\$123,168
Assistant Fire Chief	Fire Department	18	26	0/25/1	\$87,838	\$101,869	\$96,262	\$116,508
Fire Battalion Chief	Fire Department	23	104	3/96/5	\$81,733	\$90,984	\$89,618	\$107,522
Fire Captain	Fire Department	26	484	0/452/32	\$72,441	\$78,952	\$79,790	\$88,961
Fire Lieutenant	Fire Department	11	111	1/109/1	\$57,612	\$64,675	\$67,529	\$70,010
Fire Apparatus Engineer (Driver)	Fire Department	16	391	0/357/34	\$60,599	\$66,853	\$64,478	\$77,925
Fire Inspector/Marshal	Fire Department	20	32	1/29/2	\$69,035	\$79,680	\$80,475	\$88,806
Firefighter	Fire Department	26	917	4/877/35	\$48,484	\$53,748	\$51,191	\$60,293
HR/Personnel Director	Human Resources	23	23	2/20/1	\$80,000	\$98,891	\$96,293	\$117,024
Human Resource Generalist	Human Resources	14	18	2/13/3	\$49,546	\$57,485	\$55,000	\$60,650
HR-Benefits Specialist	Human Resources	7	7	0/5/2	\$61,048	\$64,506	\$64,811	\$68,093
Human Resources Assistant	Human Resources	7	9	1/6/2	\$50,794	\$51,729	\$53,019	\$53,590
Payroll Administrator	Human Resources	16	17	0/11/6	\$50,440	\$60,413	\$53,404	\$67,267
Industrial Organizational Specialist	Human Resources	2	3	0/3/0	\$57,179	\$70,432	\$57,179	\$96,939
Information Systems Director	Information Systems	17	17	1/14/2	\$77,126	\$100,321	\$92,054	\$132,225
Systems Network Manager	Information Systems	8	11	3/8/0	\$79,019	\$87,749	\$86,587	\$100,505
Network Analyst	Information Systems	9	12	0/12/0	\$61,402	\$71,581	\$71,438	\$78,944
Network Coordinator	Information Systems	7	11	0/11/0	\$56,254	\$66,622	\$57,222	\$81,600
Programmer Analyst - Senior	Information Systems	2	7	0/7/0	\$90,468	\$100,744	\$105,910	\$105,910
Programmer Analyst	Information Systems	2	4	0/2/2	\$69,014	\$75,117	\$76,508	\$76,908
Systems Programmer	Information Systems	4	4	0/4/0	\$68,681	\$74,158	\$71,438	\$71,438
Information Support Specialist	Information Systems	13	30	3/24/3	\$50,024	\$56,620	\$55,143	\$63,759
Librarian	Library	5	27	0/27/0	\$60,313	\$71,252	\$62,718	\$77,502
Library Assistant	Library	5	50	1/45/4	\$17,796	\$31,558	\$26,425	\$40,995
Safety Loss Control Specialist	Operations	4	4	0/3/1	\$68,144	\$68,832	\$68,144	\$76,471
Airport Manager	Operations	9	9	2/5/2	\$59,563	\$71,890	\$63,910	\$76,887

Airport Attendant	Operations	9	21	3/17/1	\$35,426	\$42,466	\$43,090	\$50,394
Animal Control Director	Operations	10	10	1/9/0	\$59,446	\$76,252	\$73,881	\$92,777
Animal Control Field Officer	Operations	15	35	0/34/1	\$39,062	\$40,968	\$42,889	\$44,574
Animal Services Manager	Operations	14	17	1/13/3	\$48,354	\$56,617	\$53,518	\$61,880
Animal Services Officer	Operations	17	64	34/29/1	\$34,320	\$37,380	\$36,753	\$41,612
Building/Maintenance Supervisor	Operations	14	21	1/18/2	\$53,924	\$64,983	\$63,942	\$68,973
Building/Maintenance Worker	Operations	19	88	27/55/6	\$31,831	\$36,673	\$37,170	\$40,352
Fleet Supervisor	Operations	18	30	3/24/3	\$56,867	\$64,903	\$65,354	\$71,932
Fleet Maintenance Mechanic II	Operations	18	55	1/49/5	\$52,291	\$55,644	\$55,162	\$61,027
Fleet Maintenance Mechanic I	Operations	13	36	1/35/0	\$43,680	\$50,349	\$47,362	\$55,786
Horticulturist	Operations	5	7	2/5/0	\$50,064	\$53,393	\$54,616	\$57,740
Grounds Maintenance Supervisor	Operations	11	13	2/11/0	\$51,588	\$61,006	\$56,405	\$64,661
Grounds Maintenance Lead	Operations	9	18	1/16/1	\$38,480	\$42,551	\$42,916	\$46,301
Grounds Maintenance Laborer	Operations	14	69	0/60/8	\$33,314	\$35,093	\$35,048	\$37,440
Signal Repair Technician - Senior	Operations	8	8	0/6/2	\$43,157	\$61,319	\$54,921	\$73,012
Signal Repair Technician	Operations	6	11	4/6/1	\$41,101	\$48,600	\$43,540	\$55,577
Signal Technician II	Operations	6	15	2/11/2	\$56,253	\$63,412	\$60,122	\$67,835
Signal Technician I	Operations	4	9	2/7/0	\$47,791	\$49,825	\$49,878	\$56,784
Parks Director	Parks & Recreation	23	31	3/23/5	\$74,692	\$88,899	\$85,000	\$96,588
Parks Aquatics Manager	Parks & Recreation	11	16	3/13/0	\$44,366	\$55,562	\$54,900	\$60,257
Recreation Programmer	Parks & Recreation	13	160	97/57/6	\$13,802	\$24,831	\$14,487	\$37,336
Recreation Program Manager	Parks & Recreation	13	25	7/16/2	\$43,680	\$49,957	\$47,797	\$52,015
Recreation Facility Supervisor	Parks & Recreation	13	29	4/22/3	\$45,003	\$55,959	\$57,741	\$64,177
Therapeutic Recreation Coordinator	Parks & Recreation	2	2	0/2/0	\$58,492	\$63,082	\$58,492	\$67,672
Parks Supervisor	Parks & Recreation	19	102	4/91/7	\$45,003	\$49,910	\$48,360	\$53,750
Parks Equipment Operator	Parks & Recreation	14	82	1/78/3	\$35,356	\$37,961	\$37,566	\$39,956
Parks Department Laborer	Parks & Recreation	20	240	89/143/8	\$14,487	\$29,187	\$33,696	\$36,317
Police Chief	Police Department	25	25	1/23/1	\$95,000	\$110,446	\$106,600	\$121,355
Assistant Police Chief	Police Department	12	16	0/16/0	\$76,720	\$97,442	\$85,490	\$112,551
Police Major/Captain	Police Department	25	77	0/76/1	\$84,427	\$97,170	\$94,742	\$116,516
Police Lieutenant	Police Department	27	161	0/156/1	\$72,476	\$85,846	\$84,011	\$101,876
Police Sergeant	Police Department	27	311	0/297/10	\$63,211	\$79,329	\$79,292	\$93,024
Police Corporal	Police Department	15	208	31/175/2	\$64,799	\$72,034	\$73,157	\$79,160
Police Investigative Detective	Police Department	15	67	0/63/1	\$54,100	\$58,629	\$57,350	\$62,961
School Resource Officer	Police Department	11	55	0/55/0	\$50,772	\$56,944	\$54,100	\$61,131
Police Officer	Police Department	27	1495	14/1437/22	\$52,541	\$61,292	\$57,928	\$70,075
Police Property Room Supervisor	Police Department	14	18	2/14/2	\$44,081	\$46,717	\$47,196	\$51,484

Crime Scene Supervisor	Police Department	1	1	0/1/0	\$112,548	\$112,548	\$112,548	\$112,548
Crime Scene Specialist	Police Department	4	20	0/20/0	\$44,798	\$51,498	\$48,941	\$63,190
Communications Shift Supervisor	Police Department	13	50	5/38/6	\$57,970	\$65,764	\$63,759	\$69,000
Communications Dispatcher	Police Department	6	86	0/86/0	\$47,138	\$47,449	\$49,547	\$52,250
Police Dispatch	Police Department	7	89	0/87/2	\$43,839	\$46,745	\$46,349	\$47,965
Communications Call Taker	Police Department	3	28	0/26/1	\$41,226	\$43,182	\$42,890	\$42,890
Probation Officer - Senior	Police Department	3	14	0/13/1	\$49,733	\$53,374	\$52,572	\$57,034
Probation Officer	Police Department	7	11	1/8/2	\$49,200	\$54,854	\$53,045	\$60,174
Public Works Director	Public Works	18	24	7/16/1	\$74,864	\$98,323	\$92,700	\$109,607
Sanitation Superintendent	Public Works	10	12	0/8/4	\$60,000	\$75,813	\$70,000	\$71,562
Sanitation Supervisor	Public Works	12	24	6/17/1	\$48,963	\$59,272	\$58,957	\$70,547
Sanitation Equipment Operator III	Public Works	12	149	10/138/1	\$44,575	\$47,444	\$46,804	\$50,960
Sanitation Equipment Operator II	Public Works	10	55	9/45/1	\$40,498	\$45,569	\$45,843	\$50,149
Sanitation Equipment Operator I	Public Works	9	28	8/19/1	\$38,267	\$40,615	\$41,455	\$42,390
Sanitation Department Laborer	Public Works	12	122	27/94/1	\$34,070	\$37,442	\$35,660	\$39,520
Street Maintenance Superintendent	Public Works	22	23	2/19/2	\$64,272	\$79,981	\$72,946	\$98,485
Street Supervisor	Public Works	23	58	13/40/5	\$54,616	\$60,236	\$57,352	\$65,457
Street Equipment Operator	Public Works	23	224	15/184/25	\$39,250	\$43,703	\$43,680	\$47,882
Street Department Laborer	Public Works	20	147	0/118/27	\$34,050	\$38,559	\$36,691	\$40,555
Solid Waste Recycling Coordinator	Public Works	6	6	1/5/0	\$39,775	\$56,607	\$54,059	\$58,957
Solid Waste Recycling Operator/Collector	Public Works	1	1	0/1/0	\$26,737	\$26,737	\$26,737	\$26,737
Traffic Engineering Manager	Public Works	4	6	0/5/1	\$103,334	\$109,669	\$106,749	\$115,825
Traffic Engineer II	Public Works	2	2	0/2/0	\$70,065	\$81,233	\$70,065	\$92,401
Traffic Engineer I	Public Works	0	0	0/0/0				
Traffic Technician II	Public Works	4	4	2/2/0	\$42,358	\$53,106	\$52,098	\$57,845
Traffic Technician I	Public Works	6	8	2/5/1	\$38,508	\$44,753	\$43,826	\$50,270
Waste Water Manager	Public Works	10	22	1/20/1	\$58,697	\$72,390	\$66,019	\$80,802
Water / Waste Water Operator	Public Works	10	132	5/127/0	\$40,061	\$46,292	\$44,304	\$49,878
Utility Construction	Public Works	6	102	4/98/0	\$38,522	\$44,217	\$43,285	\$45,906
Water Manager	Public Works	6	10	0/8/2	\$50,960	\$58,260	\$57,054	\$68,785
Utility Billing and Receivable Clerk	Public Works	10	37	2/30/5	\$36,920	\$43,992	\$41,788	\$51,418

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
Little Rock	202591	80	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Over 106 Hours In 14 Days
Fort Smith	89142	80	112	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Springdale	87320	80	48	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire Shift Personnel - Hours Worked In Excess Of 182 Hours Per 24 Day Work Period
Jonesboro	78576			Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Rogers	69908	2176	3000	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire - Any Time Worked Over 106 Hours In 14 Days (48/96 Shift Schedule)
North Little Rock	64591	80	80	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Conway	64136			Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Bentonville	54164	80	48	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Fire Shift Personnel - Hours Worked In Excess Of 182 Hours Per 24 Day Work Period
Pine Bluff	41253					
Benton	35014	84	96			For Police Anything Over 84 Hours In A 2 Week Pay Period; For Fire Ot Occurs After 106 Hours Worked In A 2 Week Period
Sherwood	32731	84	tunderthecity			Using Option 2, But We Pay Ot For Anything Over 84 Hours In A 14- Day Period.
Bella Vista	30104	80	115	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).		
Paragould	29537	80	50		Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Police: Any Time Worked Over 86 Hours In 2 Weeks.
Jacksonville	29477	84	112	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
Texarkana	29387	80	56	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Russellville	28940	86	96			
Cabot	26569	86	120	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	

West Memphis	24520	86	112	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Van Buren	23218	86	121	Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Bryant	20663	80	112	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Maumelle	19251	84				Police Ot Paid After 84 Hours Worked In The Pay Period. Fire Ot Paid After 96 Hours Worked In A Three Week Pay Period
Centerton	17870	84	112	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
Siloam Springs	17400	80	112		Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Police - Over 86 In 2 Week Period / Fire - Over 106 In 2 Week Period.
Blytheville	13406	86	96	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Harrison	13069	84	96			Police - Any Time Worked Over 84 Hours In 2 Weeks Fire - Any Time Worked Over 96 Hours In 2 Weeks.
Forrest City	13015	86	106	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Batesville	11191	84	115	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Magnolia	11162					
Malvern	10867	84	96	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	

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):	2/24/1
Exempt/non-exempt:	22/1
Bonus Eligible (Y/N):	7/1
Full/Part Time:	24/2
Number of Organizations Reporting:	24
Position Titles:	Mayor Director Of Finance Asst Director Of Finance
Reports To:	Elected Na Citizens Elected Official Voters Mayor Director Of Finance Council
Comments:	Salary Calculated On 120% Of Top 3 Employees Elected No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	26	\$58,150	\$93,765	\$115,982	\$104,000	\$142,800	\$175,902
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
Little Rock	202591	Full	\$200,000	\$160,000	\$200,000	\$240,000
Fort Smith	89142	Part	\$30,000	\$24,000	\$30,000	\$36,000
Springdale	87320	Full	\$175,902	\$140,722	\$175,902	\$211,082
Rogers	69908	Full	\$183,601	\$146,881	\$183,601	\$220,321
North Little Rock	64591	Full	\$153,139	\$122,511	\$153,139	\$183,767
Conway	64136	Full	\$123,974	\$99,179	\$123,974	\$123,974
Bentonville	54164	Full	\$175,902	\$140,722	\$175,902	\$211,082
Pine Bluff	41253	Full	\$103,789	\$83,031	\$103,789	\$124,547
Benton	35014	Part	\$150,000	\$120,000	\$150,000	\$150,000
Sherwood	32731	Full	\$124,071	\$99,257	\$124,071	\$148,885
Paragould	29537	Full	\$142,800	\$114,240	\$142,800	\$171,360
Jacksonville	29477	Full	\$115,987	\$92,790	\$115,987	\$139,184
Jacksonville	29477	Full	\$92,110	\$73,688	\$92,110	\$110,532
Jacksonville	29477	Full	\$58,150	\$46,520	\$58,150	\$69,780

Russellville	28940	Full	\$93,783	\$75,026	\$93,783	\$112,540
Cabot	26569	Full	\$133,944	\$107,155	\$133,944	\$160,733
West Memphis	24520	Full	\$104,000	\$83,200	\$104,000	\$124,800
Van Buren	23218	Full	\$101,634	\$81,307	\$101,634	\$121,961
Bryant	20663	Full	\$43,201	\$34,561	\$43,201	\$51,841
Centerton	17870	Full	\$130,000	\$104,000	\$130,000	\$156,000
Blytheville	13406	Full	\$109,107	\$87,286	\$109,107	\$102,844
Harrison	13069	Full	\$90,000	\$90,000	\$90,000	\$90,000
Forrest City	13015	Full	\$93,765	\$75,012	\$93,765	\$112,518
Batesville	11191	Full	\$99,750	\$79,800	\$99,750	\$119,700
Magnolia	11162	Full	\$91,200	\$72,960	\$91,200	\$109,440
Malvern	10867	Full	\$95,714	\$76,571	\$95,714	\$114,857

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.08	\$115,982	\$93,478	\$115,982	\$135,298
45,000+	1	\$148,931	\$119,145	\$148,931	\$175,175
20,000 - 49,999	1.2	\$105,289	\$84,231	\$105,289	\$123,847
10,000 - 19,999	1	\$101,362	\$83,661	\$101,362	\$115,051
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/10/0
Exempt/non-exempt:	9/2
Bonus Eligible (Y/N):	5/2
Full/Part Time:	11/0
Number of Organizations Reporting:	10
Position Titles:	Mayor's Assistant Chief Of Staff 46 Deputy City Administrator * Mayor's Executive Assistant Chief Of Staff Mayor's Office Administrator Executive Assistant To The Mayor
Reports To:	Mayor City Administrator
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$50,918	\$50,923	\$105,393	\$81,909	\$165,000	\$173,408
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
Little Rock	202591	Full	\$122,100	\$97,680	\$122,100	\$146,520
Fort Smith	89142	Full	\$155,250	\$108,763	\$135,969	\$163,155
Fort Smith	89142	Full	\$165,000	\$108,763	\$135,969	\$163,155
Springdale	87320	Full	\$173,408	\$115,606	\$144,507	\$173,408
Rogers	69908	Full	\$80,017	\$68,865	\$86,081	\$107,601
Conway	64136	Full	\$81,909	\$65,527	\$81,909	\$81,909
Bentonville	54164	Full	\$173,408	\$115,606	\$144,507	\$173,408
Van Buren	23218	Full	\$50,923	\$40,738	\$50,923	\$61,108
Maumelle	19251	Full	\$50,217	\$40,174	\$50,217	\$60,260
Centerton	17870	Full	\$50,918	\$40,734	\$50,918	\$61,102
Harrison	13069	Full	\$56,170	\$56,170	\$56,170	\$56,170

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

Overall	1.1	\$105,393	\$78,057	\$96,297	\$113,436
45,000+	1.17	\$135,870	\$97,259	\$121,577	\$144,165
20,000 - 49,999	1	\$50,923	\$40,738	\$50,923	\$61,108
10,000 - 19,999	1	\$52,435	\$45,693	\$52,435	\$59,177

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

102- City Manager or Chief of Staff

Job Description:	Acts as the City's CEO and provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare, and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A/M/B):	0/5/0
Exempt/non-exempt:	4/0
Bonus Eligible (Y/N):	1/0
Full/Part Time:	5/0
Number of Organizations Reporting:	5
Position Titles:	City Manager Chief Of Staff Mayor Chief Of Staff
Reports To:	Mayor Board Of Directors
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$58,774	\$79,590	\$131,989	\$136,581	\$170,000	\$215,000
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
Little Rock	202591	Full	\$215,000	\$172,000	\$215,000	\$258,000
North Little Rock	64591	Full	\$136,581	\$109,265	\$136,581	\$163,897
Pine Bluff	41253	Full	\$58,774	\$47,019	\$58,774	\$70,529
Texarkana	29387	Full	\$170,000	\$170,000	\$170,000	\$170,000
Maumelle	19251	Full	\$79,590	\$63,672	\$79,590	\$95,508

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1	\$131,989	\$112,391	\$131,989	\$151,587	
45,000+	1	\$175,791	\$140,632	\$175,791	\$210,949	
20,000 - 49,999	1	\$114,387	\$108,510	\$114,387	\$120,264	
10,000 - 19,999	1	\$79,590	\$63,672	\$79,590	\$95,508	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	5/12/7
Exempt/non-exempt:	12/11
Bonus Eligible (Y/N):	6/10
Full/Part Time:	23/0
Number of Organizations Reporting:	18
Position Titles:	Mayor's Executive Assistant Executive Secretary Police Executive Assistant Ast. To Mayor Comm Dev Exec Asst To Mayor Executive Assistant - City Administration * Executive Assistant - Mayor's Office * Police Community Relations/Media Specialist Executive Administrative Assistant Paralegal Executive Assistant To The Mayor Director Of Operations Assistant To The Mayor Ex Administrative Assistant/Comm Co Executive Asst To Police Chief Executive Asst To The Mayor Assistant, Executive Deputy Chief Of Staff Administrative Assistant To Mayor
Reports To:	Mayor Police Captain Chief City Administrator Police Chief City Attorney City Adminstrtrator City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	23	\$41,200	\$47,203	\$58,700	\$55,302	\$62,962	\$81,827
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$1,703	\$1,703	\$1,703	\$1,703	\$1,703	\$1,703
Longevity Pay	1	\$1,320	\$1,320	\$1,320	\$1,320	\$1,320	\$1,320
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$81,827	\$65,462	\$81,827	\$98,192
Fort Smith	89142	Full	\$62,211	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$57,173	\$53,518	\$66,892	\$80,267
Springdale	87320	Full	\$103,380	\$84,825	\$106,031	\$127,237
North Little Rock	64591	Full	\$70,725	\$56,580	\$70,725	\$84,870
Conway	64136	Full	\$69,402	\$55,522	\$69,402	\$69,402
Conway	64136	Full	\$54,482	\$43,586	\$54,482	\$54,482
Bentonville	54164	Full	\$103,380	\$84,825	\$106,031	\$127,237
Pine Bluff	41253	Full	\$48,075	\$38,460	\$48,075	\$57,690
Sherwood	32731	Full	\$62,962	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$61,800	\$42,891	\$53,614	\$64,336

Jacksonville	29477	Full	\$42,848	\$34,278	\$42,848	\$51,418
Jacksonville	29477	Full	\$55,302	\$44,242	\$55,302	\$66,362
Jacksonville	29477	Full	\$56,650	\$45,320	\$56,650	\$67,980
Texarkana	29387	Full	\$41,891	\$34,902	\$41,891	\$50,939
Russellville	28940	Full	\$48,672	\$38,938	\$48,672	\$58,406
Cabot	26569	Full	\$41,200	\$38,764	\$43,610	\$48,455
West Memphis	24520	Full	\$53,394	\$42,715	\$53,394	\$64,073
Siloam Springs	17400	Full	\$57,680	\$56,327	\$70,409	\$84,491
Blytheville	13406	Full	\$37,766	\$30,213	\$37,766	\$38,133
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Batesville	11191	Full	\$51,834	\$41,467	\$51,834	\$62,201
Malvern	10867	Full	\$47,203	\$37,762	\$47,203	\$56,644

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.28	\$58,700	\$47,791	\$59,453	\$69,814
45,000+	1.33	\$75,323	\$62,229	\$77,785	\$90,244
20,000 - 49,999	1.43	\$51,279	\$40,340	\$49,767	\$59,400
10,000 - 19,999	1	\$46,946	\$39,594	\$49,492	\$57,953
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	15/123/0
Exempt/non-exempt:	85/11
Bonus Eligible (Y/N):	62/11
Full/Part Time:	49/96
Number of Organizations Reporting:	19
Position Titles:	Council Member City Council Member Councilmember Planning Commission Chair Planning Commissioner Water Committee Water Committee Chair Director - At Large Director - Ward 1 Director - Ward 2 Director - Ward 3 Director - Ward 4 Alderman Councilman
Reports To:	Na Mayor And Citizens Citizens Mayor Elected Official Elected Elected Official
Comments:	Salary Calculated On 12% Of Top 3 Employees Elected

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	145	\$1,500	\$7,736	\$11,363	\$12,154	\$15,444	\$15,648
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Fort Smith	89142	Part	\$7,800	\$6,240	\$7,800	\$9,360
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168

Springdale	87320	Full	\$14,307	\$11,446	\$14,307	\$17,168
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
Rogers	69908	Part	\$15,444	\$12,355	\$15,444	\$18,533
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
North Little Rock	64591	Full	\$17,938	\$14,350	\$17,938	\$21,526
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Bentonville	54164	Full	\$14,307	\$11,446	\$14,307	\$17,168
Pine Bluff	41253	Part	\$13,650	\$10,920	\$13,650	\$16,380
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Pine Bluff	41253	Full	\$10,238	\$8,190	\$10,238	\$12,286
Pine Bluff	41253	Full	\$10,238	\$8,190	\$10,238	\$12,286
Pine Bluff	41253	Full	\$13,608	\$10,886	\$13,608	\$16,330
Pine Bluff	41253	Full	\$15,356	\$12,285	\$15,356	\$18,427
Pine Bluff	41253	Full	\$13,650	\$10,920	\$13,650	\$16,380
Pine Bluff	41253	Full	\$15,356	\$12,285	\$15,356	\$18,427
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648

Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Benton	35014	Part	\$15,648	\$12,518	\$15,648	\$15,648
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Sherwood	32731	Part	\$9,821	\$7,857	\$9,821	\$11,785
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Paragould	29537	Part	\$12,240	\$9,792	\$12,240	\$14,688
Jacksonville	29477	Part	\$8,594	\$6,875	\$8,594	\$10,313
Russellville	28940	Part	\$10,267	\$8,214	\$10,267	\$12,320
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
Cabot	26569	Full	\$12,154	\$9,723	\$12,154	\$14,585
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440

Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Van Buren	23218	Part	\$1,200	\$960	\$1,200	\$1,440
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$7,736	\$6,189	\$7,736	\$9,283
Bryant	20663	Part	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Part	\$1,800	\$1,440	\$1,800	\$2,160
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$86,548	\$69,238	\$86,548	\$103,858
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Part	\$1,500	\$1,200	\$1,500	\$1,800
Centerton	17870	Part	\$4,800	\$3,840	\$4,800	\$5,760
Centerton	17870	Part	\$4,800	\$3,840	\$4,800	\$5,760
Centerton	17870	Part	\$4,800	\$3,840	\$4,800	\$5,760
Centerton	17870	Part	\$4,800	\$3,840	\$4,800	\$5,760
Centerton	17870	Part	\$4,800	\$3,840	\$4,800	\$5,760
Centerton	17870	Part	\$4,800	\$3,840	\$4,800	\$5,760
Blytheville	13406	Part	\$10,812	\$8,650	\$10,812	\$10,000
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889

Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Forrest City	13015	Part	\$9,074	\$7,259	\$9,074	\$10,889
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200
Magnolia	11162	Part	\$6,000	\$4,800	\$6,000	\$7,200

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	7.63	\$11,363	\$9,090	\$11,363	\$13,399	
45,000+	7.8	\$14,117	\$11,294	\$14,117	\$16,941	
20,000 - 49,999	8.3	\$11,287	\$9,030	\$11,287	\$13,167	
10,000 - 19,999	5.75	\$6,965	\$5,572	\$6,965	\$8,229	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/7/0
Exempt/non-exempt:	4/2
Bonus Eligible (Y/N):	3/2
Full/Part Time:	6/2
Number of Organizations Reporting:	8
Position Titles:	City Clerk City Clerk * Deputy City Clerk
Reports To:	City Administrator City Clerk City Council Elected City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$15,600	\$15,600	\$59,422	\$45,375	\$94,628	\$113,398
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
Little Rock	202591	Full	\$94,628	\$73,431	\$93,258	\$113,084
Fort Smith	89142	Full	\$113,398	\$96,012	\$120,016	\$144,019
Paragould	29537	Part	\$10,404	\$8,323	\$10,404	\$12,485
Jacksonville	29477	Full	\$43,131	\$34,505	\$43,131	\$51,757
Texarkana	29387	Full	\$102,149	\$92,352	\$122,803	\$160,618
Russellville	28940	Part	\$50,689	\$40,551	\$50,689	\$60,827
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
Bryant	20663	Full	\$45,375	\$36,300	\$45,375	\$54,450

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$59,422	\$49,244	\$62,660	\$76,995
45,000+	1	\$104,013	\$84,722	\$106,637	\$128,552
20,000 - 49,999	1	\$44,558	\$37,419	\$48,000	\$59,809

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	5/5/0
Exempt/non-exempt:	5/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	4/3
Number of Organizations Reporting:	7
Position Titles:	City Clerk
Reports To:	Elected Na Mayor And Citizens
Comments:	Salary Calculated On 36% Of Top 3 Employees Elected

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$20,653	\$20,653	\$51,148	\$53,522	\$75,238	\$84,339
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Pine Bluff	41253	Full	\$84,339	\$67,471	\$84,339	\$101,207
Benton	35014	Part	\$46,944	\$37,555	\$46,944	\$46,944
Sherwood	32731	Part	\$20,653	\$16,522	\$20,653	\$24,784
Jacksonville	29477	Full	\$75,238	\$60,190	\$75,238	\$90,286
Centerton	17870	Part	\$19,559	\$15,647	\$19,559	\$23,471
Blytheville	13406	Full	\$53,522	\$42,818	\$53,522	\$54,042
Batesville	11191	Full	\$57,782	\$46,226	\$57,782	\$69,338

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1	\$51,148	\$40,919	\$51,148	\$58,582	
20,000 - 49,999	1	\$56,794	\$45,435	\$56,794	\$65,805	
10,000 - 19,999	1	\$43,621	\$34,897	\$43,621	\$48,950	

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

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):	6/7/2
Exempt/non-exempt:	8/1
Bonus Eligible (Y/N):	3/1
Full/Part Time:	8/2
Number of Organizations Reporting:	10
Position Titles:	City Clerk/Treasurer City Clerktreasurer City Clerk-Treasurer City Clerk /Treaurer City Treasurer
Reports To:	Elected Official Citizens Council Elected Official
Comments:	Elected

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	10	\$12,069	\$65,000	\$78,765	\$77,995	\$106,772	\$123,231
Actual Incentive Paid Dollar LastYear	1	\$1,820	\$1,820	\$1,820	\$1,820	\$1,820	\$1,820
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$123,231	\$98,585	\$123,231	\$147,877
Rogers	69908	Part	\$26,172	\$20,938	\$26,172	\$31,406
North Little Rock	64591	Full	\$105,878	\$84,702	\$105,878	\$127,054
Conway	64136	Full	\$81,734	\$65,387	\$81,734	\$81,734
Bentonville	54164	Full	\$123,231	\$98,585	\$123,231	\$147,877
Pine Bluff	41253	Part	\$12,069	\$9,655	\$12,069	\$14,483
Cabot	26569	Full	\$106,772	\$85,418	\$106,772	\$128,126
Van Buren	23218	Full	\$77,995	\$62,396	\$77,995	\$93,594
Forrest City	13015	Full	\$65,000	\$52,000	\$65,000	\$78,000
Malvern	10867	Full	\$65,564	\$52,451	\$65,564	\$78,677

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$78,765	\$63,012	\$78,765	\$92,883

45,000+	1	\$92,049	\$73,639	\$92,049	\$107,190
20,000 - 49,999	1	\$65,612	\$52,490	\$65,612	\$78,734
10,000 - 19,999	1	\$65,282	\$52,226	\$65,282	\$78,338

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

108- Treasurer

Job Description:	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
Total Matches (A/M/B):	2/2/1
Exempt/non-exempt:	2/0
Bonus Eligible (Y/N):	2/0
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Chief Financial Officer Treasurer
Reports To:	Mayor
Comments:	Combination Of Finance Director And Treasurer

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$15,600	\$15,600	\$72,109	\$64,200	\$80,000	\$128,637
Actual Incentive Paid Dollar LastYear	1	\$2,854	\$2,854	\$2,854	\$2,854	\$2,854	\$2,854
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Benton	35014	Full	\$128,637	\$110,000	\$128,637	\$140,000
Paragould	29537	Full	\$80,000	\$64,000	\$80,000	\$96,000
West Memphis	24520	Full	\$15,600	\$12,480	\$15,600	\$18,720
Magnolia	11162	Full	\$64,200	\$51,360	\$64,200	\$77,040

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$72,109	\$59,460	\$72,109	\$82,940
20,000 - 49,999	1	\$74,746	\$62,160	\$74,746	\$84,907
10,000 - 19,999	1	\$64,200	\$51,360	\$64,200	\$77,040

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.

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):	1/21/1
Exempt/non-exempt:	10/12
Bonus Eligible (Y/N):	10/12
Full/Part Time:	22/1
Number of Organizations Reporting:	13
Position Titles:	Deputy Clerk City Clerk Assistant Deputy/ Ap-Clerk Admin Support Clerk Records Clerk Finance Clerk Deputy City Clerk * Assistant City Clerk Deputy City Clerk Chief Deputy City Clerk/Treasurer Dep City Clerk/Rev Off Sr Deputy City Clerk Revenue Officer I Dep City Clerk Records Administrator Pt Deputy City Clerk/Revenue Officer Records Administrator Sr. Deputy City Clerk Jr. Deputy City Clerk
Reports To:	City Clerk City Clerk/Treasurer Clerk-Treasurer, Elected City Clerk-Treasurer Mayor Sr. Deputy Clerk
Comments:	Includes: Processing Payroll, Worker's Comp Issues, Accident Claims, City Benefits, Apers And Labor Reports Pay Bills, Receipts, Workers Comp., And Accident Claims

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	23	\$37,229	\$40,113	\$50,777	\$48,797	\$57,330	\$63,565
Actual Incentive Paid Dollar LastYear	3	\$600	\$600	\$670	\$600	\$890	\$890
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$63,565	\$50,852	\$63,565	\$76,278
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Rogers	69908	Full	\$91,312	\$68,865	\$86,081	\$107,601
North Little Rock	64591	Full	\$70,065	\$46,620	\$56,668	\$70,064
North Little Rock	64591	Full	\$56,405	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$37,229	\$29,783	\$37,229	\$44,675
North Little Rock	64591	Full	\$51,830	\$36,834	\$44,772	\$54,421
North Little Rock	64591	Part	\$29,979	\$23,983	\$29,979	\$35,975
Pine Bluff	41253	Full	\$45,257	\$36,206	\$45,257	\$54,308
Benton	35014	Full	\$40,113	\$32,510	\$40,113	\$52,707
Texarkana	29387	Full	\$60,840	\$47,029	\$59,446	\$75,754

Cabot	26569	Full	\$62,690	\$56,106	\$65,924	\$75,743
Cabot	26569	Full	\$51,634	\$40,804	\$46,924	\$53,045
West Memphis	24520	Full	\$57,330	\$45,864	\$57,330	\$68,796
West Memphis	24520	Full	\$42,744	\$34,195	\$42,744	\$51,293
West Memphis	24520	Full	\$42,744	\$34,195	\$42,744	\$51,293
Van Buren	23218	Full	\$46,350	\$37,080	\$46,350	\$55,620
Van Buren	23218	Full	\$56,650	\$45,320	\$56,650	\$67,980
Van Buren	23218	Full	\$46,350	\$37,080	\$46,350	\$55,620
Maumelle	19251	Full	\$39,677	\$31,742	\$39,677	\$47,612
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$48,797	\$39,038	\$48,797	\$58,556

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.77	\$50,777	\$40,176	\$49,682	\$60,060
45,000+	2	\$56,738	\$43,579	\$53,949	\$65,711
20,000 - 49,999	1.83	\$50,246	\$40,581	\$49,985	\$60,196
10,000 - 19,999	1.33	\$40,319	\$32,255	\$40,319	\$48,382

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/22/2
Exempt/non-exempt:	18/2
Bonus Eligible (Y/N):	7/2
Full/Part Time:	20/4
Number of Organizations Reporting:	23
Position Titles:	City Attorney Attorney Senior Staff Attorney
Reports To:	Elected Na Mayor Elected Official Citizens Mayor / Council Council Elected Official
Comments:	Salary Calculated On 90% Of Top 3 Employees Elected No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	23	\$20,000	\$52,436	\$100,915	\$117,000	\$142,656	\$161,150
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$190,113	\$127,808	\$162,316	\$196,824
Springdale	87320	Full	\$161,150	\$128,920	\$161,150	\$193,380
Rogers	69908	Part	\$19,392	\$15,514	\$19,392	\$23,270
Rogers	69908	Full	\$173,368	\$120,965	\$151,206	\$189,007
North Little Rock	64591	Full	\$142,656	\$114,125	\$142,656	\$171,187
Conway	64136	Full	\$126,637	\$101,310	\$126,637	\$126,637
Bentonville	54164	Full	\$161,150	\$128,920	\$161,150	\$193,380
Pine Bluff	41253	Full	\$149,942	\$119,954	\$149,942	\$179,930
Benton	35014	Part	\$117,360	\$93,888	\$117,360	\$117,360
Sherwood	32731	Full	\$100,000	\$80,000	\$100,000	\$120,000
Paragould	29537	Full	\$56,044	\$44,835	\$56,044	\$67,253
Jacksonville	29477	Full	\$120,344	\$96,275	\$120,344	\$144,413
Russellville	28940	Full	\$104,206	\$83,365	\$104,206	\$125,047
Cabot	26569	Full	\$127,424	\$101,939	\$127,424	\$152,909
West Memphis	24520	Full	\$117,000	\$93,600	\$117,000	\$140,400

Van Buren	23218	Full	\$16,319	\$13,055	\$16,319	\$19,583
Bryant	20663	Full	\$117,266	\$93,813	\$117,266	\$140,719
Centerton	17870	Full				
Blytheville	13406	Full	\$88,792	\$71,034	\$88,792	\$89,654
Harrison	13069	Full	\$66,263	\$66,263	\$66,263	\$66,263
Forrest City	13015	Part	\$42,636	\$34,109	\$42,636	\$51,163
Batesville	11191	Full	\$52,436	\$41,949	\$52,436	\$62,923
Magnolia	11162	Full	\$20,000	\$16,000	\$20,000	\$24,000
Malvern	10867	Part	\$50,555	\$40,444	\$50,555	\$60,666

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$100,915	\$79,482	\$98,743	\$115,477
45,000+	1.17	\$139,209	\$105,366	\$132,072	\$156,241
20,000 - 49,999	1	\$102,591	\$82,072	\$102,591	\$120,761
10,000 - 19,999	0.86	\$53,447	\$44,966	\$53,447	\$59,112

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

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):	0/7/1
Exempt/non-exempt:	5/3
Bonus Eligible (Y/N):	1/3
Full/Part Time:	7/1
Number of Organizations Reporting:	6
Position Titles:	Assistant City Attorney Chief Deputy City Atty Assitant City Attorney Staff Attorney
Reports To:	Mayor City Attorney
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$75,000	\$75,000	\$87,491	\$93,580	\$100,200	\$120,950
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
Little Rock	202591	Full	\$83,394	\$54,152	\$68,773	\$83,394
Rogers	69908	Full	\$94,577	\$89,705	\$112,131	\$140,164
North Little Rock	64591	Full	\$120,950	\$96,760	\$120,950	\$145,140
North Little Rock	64591	Full	\$101,330	\$81,064	\$101,330	\$121,596
North Little Rock	64591	Full	\$75,000	\$60,000	\$75,000	\$90,000
Conway	64136	Full	\$93,580	\$74,864	\$93,580	\$93,580
Pine Bluff	41253	Full	\$100,200	\$80,160	\$100,200	\$120,240
Blytheville	13406	Part	\$30,900	\$24,720	\$30,900	\$10,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$87,491	\$70,178	\$87,858	\$100,514
45,000+	1.5	\$94,805	\$76,091	\$95,294	\$112,312
20,000 - 49,999	1	\$100,200	\$80,160	\$100,200	\$120,240

10,000 - 19,999	1	\$30,900	\$24,720	\$30,900	\$10,000
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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.

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.
Total Matches (A/M/B):	0/16/0
Exempt/non-exempt:	15/1
Bonus Eligible (Y/N):	8/1
Full/Part Time:	16/0
Number of Organizations Reporting:	7
Position Titles:	Deputy City Attorney Associate Staff Attorney
Reports To:	City Attorney
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	16	\$80,782	\$81,906	\$101,122	\$104,541	\$108,708	\$119,061
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
Little Rock	202591	Full	\$119,061	\$91,655	\$116,402	\$141,149
Little Rock	202591	Full	\$114,119	\$91,655	\$116,402	\$141,149
Little Rock	202591	Full	\$108,708	\$91,655	\$116,402	\$141,149
Little Rock	202591	Full	\$108,708	\$91,655	\$116,402	\$141,149
Little Rock	202591	Full	\$108,708	\$91,655	\$116,402	\$141,149
Little Rock	202591	Full	\$108,708	\$91,655	\$116,402	\$141,149
Springdale	87320	Full	\$95,038	\$76,030	\$95,038	\$114,045
Springdale	87320	Full	\$104,541	\$76,030	\$95,038	\$114,045
Springdale	87320	Full	\$80,782	\$76,030	\$95,038	\$114,045
Rogers	69908	Full	\$80,100	\$68,865	\$86,081	\$107,601
North Little Rock	64591	Full	\$128,125	\$102,500	\$128,125	\$153,750
Conway	64136	Full	\$81,906	\$65,525	\$81,906	\$81,906
Bentonville	54164	Full	\$95,038	\$76,030	\$95,038	\$114,045
Bentonville	54164	Full	\$104,541	\$76,030	\$95,038	\$114,045
Bentonville	54164	Full	\$80,782	\$76,030	\$95,038	\$114,045

Cabot	26569	Full	\$99,086	\$86,709	\$104,050	\$121,392
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.29	\$101,122	\$83,107	\$104,300	\$124,738
45,000+	2.5	\$101,258	\$82,867	\$104,317	\$124,961
20,000 - 49,999	1	\$99,086	\$86,709	\$104,050	\$121,392

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	6/34/13
Exempt/non-exempt:	19/32
Bonus Eligible (Y/N):	24/32
Full/Part Time:	53/1
Number of Organizations Reporting:	23
Position Titles:	Court Clerk District Court Clerk Trial Coordinator Chief Court Clerk Investigator Chief Deputy Ct Clk 949 Chief Dep Ct Clrk Div I Victim Services Coord Ii Clerk District Court Clerk * City Clerk Municipal Court Clerk Deputy Court Clerk I Chief Clerk (Court) District Clerk Deputy Clerk Legal Asst/Cemetery Director Chief Deputy Clerk Probation Clerk Clerk, Court Chief Deputy Court Clerk Division Chief C0-Chief Court Clerk - Department Head
Reports To:	Court Clerk District Judge Judge City Attorney Chief Dep Head Clerk Div I Or Ii District Court Judge Div I Deputy City Administrator Mayor District Judge - Elected District Court Judge Attorney Community Development Director Chief Deputy Court Clerk City Manager/District Judge Mayor/Judge
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	54	\$44,798	\$45,802	\$57,145	\$50,001	\$66,415	\$75,228
Actual Incentive Paid Dollar LastYear	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,219	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$45,219	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$45,219	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$45,219	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$45,219	\$33,536	\$42,591	\$51,645

Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Fort Smith	89142	Full	\$115,594	\$96,012	\$120,016	\$144,019
Springdale	87320	Full	\$86,403	\$62,838	\$78,548	\$94,258
Springdale	87320	Full	\$65,019	\$50,746	\$63,432	\$76,119
Springdale	87320	Full	\$63,466	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$51,049	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$49,669	\$44,150	\$55,187	\$66,225
Rogers	69908	Full	\$82,243	\$63,655	\$79,568	\$99,460
North Little Rock	64591	Full	\$66,625	\$53,300	\$66,625	\$79,950
North Little Rock	64591	Full	\$71,466	\$57,173	\$71,466	\$85,759
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Conway	64136	Full	\$45,453	\$36,362	\$45,453	\$45,453
Conway	64136	Full	\$66,733	\$53,386	\$66,733	\$66,733
Conway	64136	Full	\$44,798	\$35,838	\$44,798	\$44,798
Bentonville	54164	Full	\$86,403	\$62,838	\$78,548	\$94,258
Bentonville	54164	Full	\$65,019	\$50,746	\$63,432	\$76,119
Bentonville	54164	Full	\$63,466	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$51,049	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$49,669	\$44,150	\$55,187	\$66,225
Pine Bluff	41253	Full	\$66,415	\$53,132	\$66,415	\$79,698
Sherwood	32731	Full	\$75,228	\$59,109	\$73,886	\$88,663
Jacksonville	29477	Full	\$50,001	\$40,001	\$50,001	\$60,001
Texarkana	29387	Full	\$66,394	\$56,451	\$76,274	\$90,834
Russellville	28940	Full	\$45,802	\$36,642	\$45,802	\$54,962
Russellville	28940	Full	\$39,874	\$31,899	\$39,874	\$47,849
Russellville	28940	Full	\$58,510	\$46,808	\$58,510	\$70,212
Russellville	28940	Full	\$49,379	\$39,503	\$49,379	\$59,255
Russellville	28940	Full	\$41,080	\$32,864	\$41,080	\$49,296
Russellville	28940	Full	\$42,869	\$34,295	\$42,869	\$51,443
Cabot	26569	Full	\$66,870	\$56,106	\$65,925	\$75,743
West Memphis	24520	Full	\$70,000	\$56,000	\$70,000	\$84,000
Van Buren	23218	Full	\$55,500	\$44,400	\$55,500	\$66,600
Van Buren	23218	Full	\$55,500	\$44,400	\$55,500	\$66,600
Bryant	20663	Full	\$73,486	\$58,789	\$73,486	\$88,183
Bryant	20663	Full	\$87,152	\$69,722	\$87,152	\$104,582
Maumelle	19251	Full	\$48,803	\$39,042	\$48,803	\$58,564
Centerton	17870	Full	\$57,429	\$45,943	\$57,429	\$68,915
Siloam Springs	17400	Full	\$67,288	\$60,377	\$75,471	\$90,566
Blytheville	13406	Full	\$56,396	\$45,117	\$56,396	\$56,943

Harrison	13069	Part	\$39,343	\$39,343	\$39,343	\$39,343
Forrest City	13015	Full	\$45,074	\$36,059	\$45,074	\$54,089
Malvern	10867	Full	\$41,898	\$33,518	\$41,898	\$50,278

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.35	\$57,145	\$44,968	\$56,218	\$66,454
45,000+	4.43	\$57,598	\$44,154	\$55,473	\$65,546
20,000 - 49,999	1.78	\$59,004	\$47,508	\$59,478	\$71,120
10,000 - 19,999	1	\$50,890	\$42,771	\$52,059	\$59,814

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	10/108/11
Exempt/non-exempt:	17/106
Bonus Eligible (Y/N):	59/106
Full/Part Time:	121/8
Number of Organizations Reporting:	19
Position Titles:	Deputy Court Clerk Ancillary District Court Clerk Deputy Court Clerk Sr. Chief Dep Ct Clrk Div Ii Deputy Court Clerk Nu04 Deputy Court Clerk Pt Evidence Technician Sr. Chief Deputy Clerk Jr. Chief Deputy Clerk Deputy Clerk Deputy Court Clerk I - State Division * Deputy Court Clerk I * Deputy Court Clerk Ii * Court Assistant Court Assistant (Part-Time) Deputy Clerk (Court) Assistant Clerk (Court) Assistant Clerk Pt Deputy Court Clerk I Deputy Court Clerk Ii Chief Deputy Court Clerk Case Coordinator - Court Deputy Court Clerk (Part-Time) Deputy Court Clerk (Part-Time) Deputy Chief Probation Officer Probation Officer Sr. Deputy Court Clerk
Reports To:	Mayor Chief Court Clerk Chief Dep Head Clerk Div I Or Ii Police Major Support Division Clerk Senior Deputy Court Clerk Municipal Court Clerk Judge District Judge - Elected Chief Clerk District Judge Division Chief District Court Clerk Chief Court Clerk - Department Head
Comments:	Hired After 1/1/26

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	127	\$32,041	\$37,129	\$40,930	\$39,753	\$45,514	\$52,366
Actual Incentive Paid Dollar LastYear	8	\$360	\$360	\$1,282	\$1,165	\$1,955	\$2,080
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$51,210	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$60,632	\$41,828	\$57,595	\$69,118
Fort Smith	89142	Full	\$57,221	\$41,828	\$57,595	\$69,118
Fort Smith	89142	Full	\$51,251	\$41,828	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,694	\$41,828	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,694	\$41,828	\$57,595	\$69,118

Fort Smith	89142	Full	\$46,072	\$41,828	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,694	\$41,828	\$57,595	\$69,118
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$43,480	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$44,722	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Part	\$16,416	\$13,133	\$16,416	\$19,699
Rogers	69908	Full	\$38,916	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$40,622	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$38,916	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$38,916	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$40,622	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$41,163	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$42,806	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$42,057	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$41,516	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$62,025	\$51,932	\$64,915	\$81,144
North Little Rock	64591	Full	\$56,378	\$45,102	\$56,378	\$67,654
North Little Rock	64591	Full	\$45,980	\$36,784	\$45,980	\$55,176
North Little Rock	64591	Full	\$45,514	\$36,411	\$45,514	\$54,617
North Little Rock	64591	Part	\$24,882	\$19,906	\$24,882	\$29,858
North Little Rock	64591	Part	\$24,882	\$19,906	\$24,882	\$29,858
North Little Rock	64591	Full	\$54,605	\$43,684	\$54,605	\$65,526
North Little Rock	64591	Full	\$53,531	\$42,825	\$53,531	\$64,237
North Little Rock	64591	Full	\$52,366	\$41,893	\$52,366	\$62,839
North Little Rock	64591	Full	\$46,904	\$37,523	\$46,904	\$56,285
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129

Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$66,733	\$53,386	\$66,733	\$66,733
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Part	\$28,974	\$23,179	\$28,974	\$28,974
Conway	64136	Full	\$38,613	\$30,890	\$38,613	\$38,613
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$43,480	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$44,722	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Part	\$16,416	\$13,133	\$16,416	\$19,699
Pine Bluff	41253	Full	\$35,172	\$28,138	\$35,172	\$42,206
Pine Bluff	41253	Full	\$48,226	\$38,581	\$48,226	\$57,871
Pine Bluff	41253	Full	\$47,033	\$37,626	\$47,033	\$56,440
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$38,105	\$30,484	\$38,105	\$45,726
Pine Bluff	41253	Full	\$36,581	\$29,265	\$36,581	\$43,897
Sherwood	32731	Full	\$67,848	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$59,550	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$48,880	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$39,874	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$39,874	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$39,686	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$39,666	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$38,501	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$37,378	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$38,501	\$38,499	\$48,124	\$57,748
Jacksonville	29477	Full	\$38,000	\$30,400	\$38,000	\$45,600
Texarkana	29387	Full	\$50,669	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$34,902	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$34,902	\$34,902	\$41,891	\$50,939

Texarkana	29387	Part	\$24,985	\$24,985	\$24,985	\$24,985
Texarkana	29387	Part	\$19,604	\$19,604	\$19,604	\$19,604
Texarkana	29387	Full	\$52,998	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$49,504	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$50,939	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$52,802	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$41,200	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$41,200	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$39,531	\$38,764	\$43,609	\$48,455
West Memphis	24520	Full	\$45,760	\$36,608	\$45,760	\$54,912
West Memphis	24520	Full	\$41,600	\$33,280	\$41,600	\$49,920
West Memphis	24520	Full	\$45,760	\$36,608	\$45,760	\$54,912
West Memphis	24520	Full				
West Memphis	24520	Full	\$41,600	\$33,280	\$41,600	\$49,920
West Memphis	24520	Full				
West Memphis	24520	Full	\$41,600	\$33,280	\$41,600	\$49,920
West Memphis	24520	Full	\$45,760	\$36,608	\$45,760	\$54,912
West Memphis	24520	Full	\$41,600	\$33,280	\$41,600	\$49,920
Van Buren	23218	Full	\$39,140	\$31,312	\$39,140	\$46,968
Van Buren	23218	Full	\$37,595	\$30,076	\$37,595	\$45,114
Van Buren	23218	Full	\$39,655	\$31,724	\$39,655	\$47,586
Van Buren	23218	Full	\$35,535	\$28,428	\$35,535	\$42,642
Van Buren	23218	Full	\$39,140	\$31,312	\$39,140	\$46,968
Van Buren	23218	Full	\$33,209	\$26,567	\$33,209	\$39,851
Van Buren	23218	Full	\$33,209	\$26,567	\$33,209	\$39,851
Bryant	20663	Full	\$56,867	\$45,494	\$56,867	\$68,240
Bryant	20663	Full	\$38,105	\$30,484	\$38,105	\$45,726
Bryant	20663	Full	\$36,628	\$29,302	\$36,628	\$43,954
Bryant	20663	Full	\$36,420	\$29,136	\$36,420	\$43,704
Maumelle	19251	Full	\$34,560	\$27,648	\$34,560	\$41,472
Maumelle	19251	Part	\$17,284	\$13,827	\$17,284	\$20,741
Centerton	17870	Full	\$45,760	\$36,608	\$45,760	\$54,912
Blytheville	13406	Full	\$37,125	\$29,700	\$37,125	\$37,486
Forrest City	13015	Full	\$42,078	\$33,662	\$42,078	\$50,494
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Malvern	10867	Full	\$32,041	\$25,633	\$32,041	\$38,449

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.68	\$40,930	\$35,238	\$44,054	\$51,988
45,000+	11.67	\$41,692	\$37,189	\$47,017	\$55,131
20,000 - 49,999	5.88	\$41,428	\$34,168	\$41,937	\$50,027
10,000 - 19,999	2	\$33,261	\$26,609	\$33,261	\$39,207

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

115 - District Judge

Job Description:	The District Judge presides over a District Court with County-wide jurisdiction, adjudicating cases and collecting Court fees. Sets policies and procedures for the Court and serves as the Chief Administrator for its staff. J.D. Degree with at least four (4) years of law experience or equivalent combination of education and experience.
	Insufficient Data: 0

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

116- Transcriptionist

Job Description:	Provides typed documents from dictation or hard copy for assigned division; requires completion of high school; two (2) years of clerical experience including one (1) year of transcription experience.
Total Matches (A/M/B):	0/4/1
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	1/5
Full/Part Time:	5/0
Number of Organizations Reporting:	2
Position Titles:	Transcriptionist Cid Secretary
Reports To:	Scu Secretary / Tac Officer
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$39,686	\$40,394	\$42,657	\$42,619	\$44,970	\$45,614
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
Little Rock	202591	Full	\$40,394	\$32,032	\$38,500	\$44,969
Little Rock	202591	Full	\$39,686	\$32,032	\$38,500	\$44,969
Little Rock	202591	Full	\$42,619	\$32,032	\$38,500	\$44,969
Little Rock	202591	Full	\$44,970	\$32,032	\$38,500	\$44,969
Paragould	29537	Full	\$45,614	\$36,491	\$45,614	\$54,737

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	2.5	\$42,657	\$32,924	\$39,923	\$46,923	
45,000+	4	\$41,917	\$32,032	\$38,500	\$44,969	
20,000 - 49,999	1	\$45,614	\$36,491	\$45,614	\$54,737	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	7/18/5
Exempt/non-exempt:	7/24
Bonus Eligible (Y/N):	17/24
Full/Part Time:	32/0
Number of Organizations Reporting:	15
Position Titles:	Water Billing Office Manager Police Office Manager Police Chief Secretary Fire Chief Secretary Senior Services Supervisor Front Desk Lead Communications Coordinat Executive Secretary/Civic Center Booking Agent Customer Service Manager Dispatch Office Manager Offmng - Office Manager Support Services Manager Admin Assist Public Works Scu Secretary / Tac Officer Aquatics Office Coordinator Street Office Manager Fire Office Manager Parks Office Manager Secretary Ii Code Enforcement Office Manager Constituent Services Liaison Records Manager Assistant Records Manager Admin. Assist. To Airport Manager Utility Office Manager
Reports To:	City Engineer Police Lieutenant Asst Chief Of Police Asst Chief Of Fire Community Services Director Community Center Manager Chief Of Staff Mayor Utility Manager Police Assistant Chief Director Captain (Support) Public Works Director Police Chief Aquatics Center Director Street Department Director Fire Chief Parks Director City Attorney Code Enforcement Director Captain/Administration Records Manager Airport Director General Manager
Comments:	Manages Mayor's Calendar, Provides Administrative Support, Manage Civic Center Rentals No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	32	\$39,381	\$44,345	\$53,623	\$50,879	\$60,770	\$63,262
Actual Incentive Paid Dollar LastYear	4	\$985	\$985	\$1,313	\$1,104	\$1,361	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$63,262	\$59,541	\$74,426	\$89,311
Springdale	87320	Full	\$51,582	\$48,547	\$60,684	\$72,821
Jonesboro	78576	Full	\$43,076	\$40,633	\$52,324	\$64,015
Jonesboro	78576	Full	\$46,467	\$40,633	\$52,324	\$64,015
Jonesboro	78576	Full	\$44,345	\$40,633	\$52,324	\$64,015
Jonesboro	78576	Full	\$67,225	\$40,633	\$52,324	\$64,015
Rogers	69908	Full	\$61,006	\$49,327	\$61,659	\$77,074
North Little Rock	64591	Full	\$63,033	\$50,426	\$63,033	\$75,640
Conway	64136	Full	\$50,879	\$40,703	\$50,879	\$50,879

Bentonville	54164	Full	\$63,262	\$59,541	\$74,426	\$89,311
Bentonville	54164	Full	\$51,582	\$48,547	\$60,684	\$72,821
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$52,507	\$42,006	\$52,507	\$63,008
Pine Bluff	41253	Full	\$45,944	\$36,755	\$45,944	\$55,133
Pine Bluff	41253	Full	\$39,381	\$31,505	\$39,381	\$47,257
Pine Bluff	41253	Full	\$39,381	\$31,505	\$39,381	\$47,257
Pine Bluff	41253	Full	\$51,046	\$40,837	\$51,046	\$61,255
Pine Bluff	41253	Full	\$41,236	\$32,989	\$41,236	\$49,483
Benton	35014	Full	\$51,500	\$43,453	\$51,500	\$63,424
Benton	35014	Full	\$49,745	\$38,496	\$49,745	\$53,540
Benton	35014	Full	\$61,321	\$43,453	\$61,321	\$63,424
Paragould	29537	Full	\$46,805	\$37,444	\$46,805	\$56,166
Paragould	29537	Full	\$56,815	\$45,452	\$56,815	\$68,178
Cabot	26569	Full	\$48,410	\$45,905	\$50,175	\$58,500
Cabot	26569	Full	\$41,200	\$38,764	\$43,610	\$48,455
West Memphis	24520	Full	\$47,653	\$38,122	\$47,653	\$57,184
West Memphis	24520	Full	\$85,877	\$68,702	\$85,877	\$103,052
Bryant	20663	Full	\$106,600	\$85,280	\$106,600	\$127,920
Harrison	13069	Full	\$49,029	\$49,029	\$49,029	\$49,029
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Forrest City	13015	Full	\$59,800	\$25,480	\$59,800	\$71,760
Batesville	11191	Full	\$60,770	\$48,616	\$60,770	\$72,924

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.13	\$53,623	\$43,847	\$55,296	\$65,346
45,000+	1.83	\$55,065	\$47,197	\$59,553	\$71,265
20,000 - 49,999	2.83	\$53,066	\$42,943	\$53,312	\$62,781
10,000 - 19,999	1.33	\$52,020	\$38,477	\$52,020	\$59,972

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

118- Purchasing Agent

Job Description:	Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor's degree in Business Administration, Accounting, Marketing, or a related area; four (4) years of experience in purchasing management or a related area; two (2) years of supervisory/ managerial experience.
Total Matches (A/M/B):	1/12/0
Exempt/non-exempt:	9/3
Bonus Eligible (Y/N):	5/3
Full/Part Time:	13/0
Number of Organizations Reporting:	11
Position Titles:	Purchasing Agent Purchasing Manager Grant Administrator Purchasing Specialist Manager, Procurement Manager, Purchasing Purchasing Technician Utility Plant And Purchasing Manager
Reports To:	Finance Director Chief Of Staff Mayor Chief Financial Officer Chief Operations Officer/City Engineer General Manager Sanitation Superintendent
Comments:	Does Not Supervise No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	13	\$41,600	\$50,668	\$72,523	\$75,591	\$91,603	\$110,881
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
Little Rock	202591	Full	\$110,881	\$82,330	\$104,559	\$126,788
Fort Smith	89142	Full	\$52,541	\$48,193	\$60,257	\$72,300
Rogers	69908	Full	\$91,603	\$89,705	\$112,131	\$140,164
North Little Rock	64591	Full	\$76,890	\$61,512	\$76,890	\$92,268
Conway	64136	Full	\$75,591	\$60,473	\$75,591	\$75,591
Conway	64136	Full	\$83,830	\$67,064	\$83,830	\$83,830
Texarkana	29387	Full	\$42,619	\$39,166	\$49,546	\$63,336
West Memphis	24520	Full	\$71,136	\$56,909	\$71,136	\$85,363
West Memphis	24520	Full	\$115,000	\$92,000	\$115,000	\$138,000
Bryant	20663	Full	\$41,600	\$33,280	\$41,600	\$49,920
Siloam Springs	17400	Full	\$93,713	\$62,475	\$78,094	\$93,713
Blytheville	13406	Full	\$36,723	\$29,378	\$36,723	\$37,079

Harrison	13069	Full	\$50,668	\$50,668	\$50,668	\$50,668
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.18	\$72,523	\$59,473	\$73,540	\$85,309
45,000+	1.2	\$81,889	\$68,213	\$85,543	\$98,490
20,000 - 49,999	1.33	\$67,589	\$55,339	\$69,321	\$84,155
10,000 - 19,999	1	\$60,368	\$47,507	\$55,162	\$60,487

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	67/113/87
Exempt/non-exempt:	14/240
Bonus Eligible (Y/N):	133/239
Full/Part Time:	271/2
Number of Organizations Reporting:	24
Position Titles:	City Attorney Assistant Mayor's Executive Assistant Admin Assistant-Cid Police Admin Assistant Administrative Assistant Communications Manager Community Outreach Coordinator Executive Assistant Fire Executive Assistant To Judge Grant Coordinator Police Administrative Assistant Public Works Administrative Assistant Records/Information Clerk/Permits Records/Warrants Clerk Mayor's Office Administrative Assistant Public Works Customer Service Rep Animal Services Representative Data Entry Representative Fire Admin Assistant Asst. Front Desk Admin Assistant-Parks&Rec Planning Assistant Fire Administrative Assistant Police Clerk Admin Assistant Ii Record's Clerk Administrative Asst. Ii Admin. Assist Ii Ca Admin. Asst. Ii Ca Administrative Assist Ii Adminstrative Asst. Ii Admin. Assist. Ii Fire Admin. Assist Ii Fire Administrative Ass. Ii Administrative Assist. I Permits Technician Permits Coordinator Planner I Secretary Police Admin Asst I Pd Admin. Asst Ii Pd Admin. Assistant I Terminal Agency Coord. Admin. Asst. Ii Pp Administrative Asst Ii Administrative Asst I Administrative Asst. I Special Projects Manager Administratie Asst./Special Projects Maintenance/Receptionist Secretary Secretary/Dispatcher Cid Secretary Cfo Administrative Assistant Dispatch Administrative Assistant Parks Administrative Assistant Public Works Admin Assistant Water Administrative Assistant Administrative Assistant - Police Dept Criminal Analysis Police Cadet Civilian Administrative Assistant - Fire Dept Communication Director Administrative Assistant - Engineer Admast - Admin Assistant Administrative Assistant For Mayor Administrative Assistant For District Clerk Economic Development Receptionist Police Adminsitrator Assistant Cid Administrator Assistant Police Records Clerk Police Administrative Assistant Ii Police Administrative Assistant I Police Administrative Assistant Iii Office Administrator (Fire) Office Administrator - Public Works Office Administrator (Parks) Administrative Assistant Ii (Parks) Administrative Assistant Ii (Senior Svc) Permits Clerk Grant Writer Admin Assistant P & D Parks Admin Asst Days Parks Admin Asst Nights Transit Admin Asst Hr Admin Asst Inspection And Zoning Admin Asst Street Admini Asst Fire Admin Asst Code Enforcement Admin Asst Community Development Admin Asst City Clerk Admin Asst Secretary I Records Clerk Tru Clerk Office Coordinator Legal Secretary Ii Permitting Clerk Administrative Assistant/Lineman Receptionist Adm Asst/Special Event Co Data Entry Ii Administrative Clerk Permits, Ww Records Clk Professional Standards Clerk Cid Secretary/Pgm. Compliance Data Entry/Filing Clerk Public Works Operations Assist Assistant, Administrative Executive Assistant Secretary/Receptionist Information Specialist Administrative Assistant/Paralegal Administrative Assistant/Training Receptionist/Collections Clerk Administrative Assistant/Facilities Administrative Assistant/Police Chief Administrative Assistant/Service Administrative Assistant/Cid Terminal Agency Coordinator Records Specialist Fleet Manager/Sm Cell Permits Receptionist/Clerical Administrative Specialist Project Manager Permit Clerk Customer Service (Part-Time) Media Relations Property/Evidence Tech Administrative Support Technician Offender Tracking/Accountability Clerk Operations Coordinator Domestic Case Coordinator Administrative Coordinator Department Training Coordinator Administrative Assistant Ii Administrative Assistant I Victim Witness Coordinator Code Enforcement Assistant Civilian Admin. Assist. To Airport Manager Administrative Assistant To Gm

Reports To:	City Attorney Mayor Police Lieutenant Streets & Drainage Director Public Works Director Animal Services Supervisor Police Sergeant Fire Chief Front Desk Lead Planning Director Police Chief Airport Director Police Major Support Division Community Center Director Engineering Director Director Permits & Inspections Planning & Dev. Director Administrative Asst. Ii Parks Director Cfo Dispatch Office Manager Parks Executive Director Chief Operations Officer/City Engineer Water/Sewer Operations Manager Police Captain Director Of Public Works Director Parks & Rec Director Office Administrator (Parks) Director Of Planning & Economic Development Planning & Develop Director Parks Asst Director Comm Ctr Scu Secretary / Tac Officer Transit Director Hr Director Inspection And Zoning Dir. Street Department Director Community Dev Director City Clerk Chief Fire Marshal Attorney Assistant Chief Parks Manager Maintenance Superintendent Street Superintendent Solid Waste Superintendent Deputy Chief Of Staff Executive Assistant Battalion Chief/Resource Development Assistant Fire Chief Library Director Parks & Recreation Director Sergeant/Service Lieutenant/Cid Records Manager Assistant Records Manager Senior Center Director Museum Director Chief Building Official City Manager Cid Captain Services Captain Operations Coordinator Public Works Superintendent Building Official Animal Services Director Code Enforcement Supervisor General Manager
Comments:	Requires More Education And/Or Administrative Experience Than Admin I. Duties May Vary By Dept. Pay Rate Is Higher Same Payrate And Repsonsibilities As Admin Asst. Ii Greet Guest, Answers And Transfers Phone Calls.. Organies Events, Record City Meetings, Manages Social Media Presence No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	273	\$33,322	\$37,129	\$43,529	\$43,090	\$47,239	\$56,100
Actual Incentive Paid Dollar LastYear	10	\$600	\$968	\$1,270	\$988	\$1,440	\$2,122
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$1,514	\$1,514	\$1,514	\$1,514	\$1,514	\$1,514
Longevity Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$52,707	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$45,469	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$57,720	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$46,030	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,523	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,421	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$51,688	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$46,509	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$46,509	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$46,509	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$53,851	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$46,509	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$54,912	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$43,306	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$44,366	\$38,224	\$48,545	\$58,865

Little Rock	202591	Full	\$38,626	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$45,053	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$53,851	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,504	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$47,757	\$38,224	\$48,545	\$58,865
Springdale	87320	Full	\$70,653	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$43,090	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$53,984	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$57,936	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$43,090	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$49,245	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$45,965	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$56,331	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$56,372	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$60,305	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$42,237	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$46,910	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$47,206	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$48,116	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$45,530	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$40,995	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$40,995	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$40,995	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$40,995	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$40,995	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$42,237	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$43,263	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$39,753	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$38,670	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$54,616	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$47,206	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$39,775	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$39,775	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$46,405	\$35,356	\$44,195	\$53,034
Jonesboro	78576	Full	\$34,590	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$36,670	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$52,332	\$34,590	\$44,266	\$53,942

Jonesboro	78576	Full	\$35,984	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$38,500	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$45,843	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$48,588	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$48,588	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$38,500	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$37,585	\$34,590	\$44,266	\$53,942
Jonesboro	78576	Full	\$39,416	\$34,590	\$44,266	\$53,942
Rogers	69908	Full	\$42,556	\$38,907	\$48,634	\$60,792
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$48,659	\$38,927	\$48,659	\$48,659
Conway	64136	Full	\$59,689	\$47,751	\$59,689	\$59,689
Conway	64136	Full	\$36,132	\$28,906	\$36,132	\$36,132
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$42,100	\$33,680	\$42,100	\$42,100
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788

Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Bentonville	54164	Full	\$70,653	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$43,090	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$53,984	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$57,936	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$43,090	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$49,245	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$45,965	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$56,331	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$56,372	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$60,305	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$42,237	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$46,910	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$47,206	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$48,116	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$45,530	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$40,995	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$40,995	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$40,995	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$40,995	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$42,237	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$43,263	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$39,753	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$38,670	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$54,616	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$47,206	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$39,775	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$39,775	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$46,405	\$35,356	\$44,195	\$53,034
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233

Pine Bluff	41253	Full	\$35,368	\$28,294	\$35,368	\$42,442
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$34,675	\$27,740	\$34,675	\$41,610
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$32,693	\$26,154	\$32,693	\$39,232
Pine Bluff	41253	Full	\$35,368	\$28,294	\$35,368	\$42,442
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$36,571	\$29,257	\$36,571	\$43,885
Pine Bluff	41253	Full	\$47,154	\$37,723	\$47,154	\$56,585
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$47,032	\$37,626	\$47,032	\$56,438
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$36,572	\$29,258	\$36,572	\$43,886
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Benton	35014	Full	\$55,692	\$39,125	\$55,692	\$57,750
Benton	35014	Full	\$42,473	\$36,496	\$42,473	\$52,540
Benton	35014	Full	\$32,500	\$32,500	\$32,500	\$51,540
Benton	35014	Full	\$46,084	\$32,500	\$46,084	\$51,540
Benton	35014	Full	\$35,360	\$32,500	\$35,360	\$51,540
Benton	35014	Full	\$45,820	\$33,842	\$45,820	\$45,839
Sherwood	32731	Full	\$39,312	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,398	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$49,941	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$62,816	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$52,021	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$59,550	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$38,501	\$38,499	\$48,124	\$57,748
Paragould	29537	Full	\$56,100	\$44,880	\$56,100	\$67,320
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$48,850	\$39,080	\$48,850	\$58,620
Jacksonville	29477	Full	\$44,903	\$35,922	\$44,903	\$53,884
Jacksonville	29477	Full	\$39,720	\$31,776	\$39,720	\$47,664
Jacksonville	29477	Full	\$32,441	\$25,953	\$32,441	\$38,929
Jacksonville	29477	Full	\$51,375	\$41,100	\$51,375	\$61,650

Jacksonville	29477	Full	\$41,927	\$33,542	\$41,927	\$50,312
Jacksonville	29477	Full	\$46,085	\$36,868	\$46,085	\$55,302
Texarkana	29387	Part	\$12,636	\$12,636	\$12,636	\$12,636
Texarkana	29387	Full	\$59,717	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$47,944	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$59,446	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$48,381	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$41,891	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$63,565	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$45,718	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$55,307	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$63,565	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$47,944	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$34,382	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$34,382	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$31,179	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$44,366	\$35,493	\$44,366	\$53,239
Russellville	28940	Full	\$51,979	\$41,583	\$51,979	\$62,375
Russellville	28940	Full	\$40,997	\$32,798	\$40,997	\$49,196
Russellville	28940	Full	\$38,355	\$30,684	\$38,355	\$46,026
Russellville	28940	Full	\$36,046	\$28,837	\$36,046	\$43,255
Russellville	28940	Full	\$36,504	\$29,203	\$36,504	\$43,805
Russellville	28940	Full	\$33,322	\$26,658	\$33,322	\$39,986
Russellville	28940	Full	\$57,533	\$46,026	\$57,533	\$69,040
Russellville	28940	Full	\$46,114	\$36,891	\$46,114	\$55,337
Russellville	28940	Full	\$44,450	\$35,560	\$44,450	\$53,340
Russellville	28940	Full	\$41,101	\$32,881	\$41,101	\$49,321
Russellville	28940	Full	\$30,909	\$24,727	\$30,909	\$37,091
Russellville	28940	Full	\$31,990	\$25,592	\$31,990	\$38,388
Russellville	28940	Full	\$44,429	\$35,543	\$44,429	\$53,315
Russellville	28940	Full	\$30,909	\$24,727	\$30,909	\$37,091
Russellville	28940	Full	\$37,440	\$29,952	\$37,440	\$44,928
Cabot	26569	Full	\$38,199	\$34,683	\$39,018	\$43,354
Cabot	26569	Full	\$41,200	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$39,531	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$39,531	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$39,140	\$36,724	\$41,314	\$45,905
Cabot	26569	Full	\$36,613	\$34,683	\$39,018	\$43,354
Cabot	26569	Full	\$36,613	\$34,683	\$39,018	\$43,354

Cabot	26569	Full	\$36,057	\$34,683	\$39,018	\$43,354
Cabot	26569	Full	\$39,231	\$34,683	\$39,018	\$43,354
West Memphis	24520	Full	\$39,270	\$31,416	\$39,270	\$47,124
West Memphis	24520	Full	\$65,333	\$52,266	\$65,333	\$78,400
Van Buren	23218	Full	\$42,236	\$33,789	\$42,236	\$50,683
Van Buren	23218	Full	\$43,260	\$34,608	\$43,260	\$51,912
Van Buren	23218	Full	\$45,320	\$36,256	\$45,320	\$54,384
Van Buren	23218	Full	\$47,069	\$37,655	\$47,069	\$56,483
Bryant	20663	Full	\$62,628	\$50,102	\$62,628	\$75,154
Bryant	20663	Full	\$55,910	\$44,728	\$55,910	\$67,092
Bryant	20663	Full	\$56,472	\$45,178	\$56,472	\$67,766
Bryant	20663	Full	\$55,868	\$44,694	\$55,868	\$67,042
Bryant	20663	Full	\$63,003	\$50,402	\$63,003	\$75,604
Bryant	20663	Full	\$1,500	\$1,200	\$1,500	\$1,800
Bryant	20663	Full	\$43,721	\$34,977	\$43,721	\$52,465
Bryant	20663	Full	\$64,147	\$51,318	\$64,147	\$76,976
Bryant	20663	Full	\$44,865	\$35,892	\$44,865	\$53,838
Bryant	20663	Full	\$42,473	\$33,978	\$42,473	\$50,968
Bryant	20663	Full	\$46,987	\$37,590	\$46,987	\$56,384
Maumelle	19251	Full	\$39,675	\$31,740	\$39,675	\$47,610
Maumelle	19251	Full	\$35,607	\$28,486	\$35,607	\$42,728
Maumelle	19251	Full	\$48,889	\$39,111	\$48,889	\$58,667
Maumelle	19251	Full	\$51,888	\$41,510	\$51,888	\$62,266
Maumelle	19251	Full	\$45,847	\$36,678	\$45,847	\$55,016
Maumelle	19251	Full	\$47,239	\$37,791	\$47,239	\$56,687
Maumelle	19251	Full	\$33,314	\$26,651	\$33,314	\$39,977
Maumelle	19251	Full	\$34,132	\$27,306	\$34,132	\$40,958
Maumelle	19251	Full	\$38,905	\$31,124	\$38,905	\$46,686
Centerton	17870	Full	\$56,430	\$45,144	\$56,430	\$67,716
Centerton	17870	Full	\$46,209	\$36,967	\$46,209	\$55,451
Centerton	17870	Full	\$46,509	\$37,207	\$46,509	\$55,811
Centerton	17870	Full	\$42,390	\$33,912	\$42,390	\$50,868
Centerton	17870	Full	\$45,240	\$36,192	\$45,240	\$54,288
Centerton	17870	Full	\$47,840	\$38,272	\$47,840	\$57,408
Siloam Springs	17400	Full	\$49,587	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$44,200	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$45,115	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$39,853	\$37,190	\$46,487	\$55,785
Harrison	13069	Full	\$48,259	\$48,259	\$48,259	\$48,259
Harrison	13069	Full	\$25,241	\$25,241	\$25,241	\$25,241

Harrison	13069	Full	\$56,342	\$56,342	\$56,342	\$56,342
Harrison	13069	Full	\$36,456	\$36,456	\$36,456	\$36,456
Harrison	13069	Full	\$42,978	\$42,978	\$42,978	\$42,978
Harrison	13069	Full	\$49,627	\$49,627	\$49,627	\$49,627
Harrison	13069	Full	\$48,327	\$48,327	\$48,327	\$48,327
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$34,216	\$27,373	\$34,216	\$41,059
Forrest City	13015	Full	\$35,776	\$28,621	\$35,776	\$42,931
Batesville	11191	Full	\$37,440	\$29,952	\$37,440	\$44,928
Magnolia	11162	Full	\$37,440	\$29,952	\$37,440	\$44,928
Magnolia	11162	Full	\$35,020	\$28,016	\$35,020	\$42,024
Magnolia	11162	Full	\$32,445	\$25,956	\$32,445	\$38,934
Magnolia	11162	Part	\$27,040	\$21,632	\$27,040	\$32,448
Magnolia	11162	Full	\$34,200	\$27,360	\$34,200	\$41,040
Magnolia	11162	Full	\$34,200	\$27,360	\$34,200	\$41,040
Magnolia	11162	Full	\$33,700	\$26,960	\$33,700	\$40,440

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.38		\$43,529	\$35,993	\$44,609	\$52,211
45,000+	22.17		\$45,328	\$37,924	\$47,605	\$54,906
20,000 - 49,999	9.18		\$42,312	\$34,158	\$42,161	\$50,559
10,000 - 19,999	5.57		\$40,543	\$34,158	\$40,727	\$47,297

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

200- Code Enforcement Supervisor

Job Description:	Directs housing and premise inspections and code enforcement activities for the City; provides supervision to Code Enforcement Officers - Senior; requires completion of high school, supplemented by two (2) years of vocational-technical school coursework in building trades, or a related area; two (2) years of experience in housing and premise code inspection and enforcement; one (1) year of supervisory experience; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A/M/B):	2/9/1
Exempt/non-exempt:	11/2
Bonus Eligible (Y/N):	2/2
Full/Part Time:	13/0
Number of Organizations Reporting:	12
Position Titles:	Code Enforcement Supervisor Code Compliance Admin Compliance Superintendent Asst Director Perm & Per Director, Neighborhood Services * Dce - Director Of Code Enforcement Supervisor, Code Enforcement Director Code Enforcement Code Enforcement Director
Reports To:	Mayor City Planning Director Public Works Director Director Permits & Inspections Deputy City Administrator Police Chief Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	13	\$50,470	\$56,749	\$65,585	\$60,033	\$66,657	\$93,275
Actual Incentive Paid Dollar LastYear	1	\$1,146	\$1,146	\$1,146	\$1,146	\$1,146	\$1,146
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$63,361	\$42,149	\$53,529	\$64,909
Little Rock	202591	Full	\$60,033	\$42,149	\$53,529	\$64,909
Fort Smith	89142	Full	\$99,373	\$96,012	\$120,016	\$144,019
Jonesboro	78576	Full	\$86,965	\$74,570	\$95,728	\$116,885
North Little Rock	64591	Full	\$93,275	\$74,620	\$93,275	\$111,930
Conway	64136	Full	\$59,629	\$47,703	\$59,629	\$59,629
Pine Bluff	41253	Full	\$52,020	\$41,616	\$52,020	\$62,424
Benton	35014	Full	\$42,414	\$42,414	\$42,414	\$72,576
Sherwood	32731	Full	\$64,375	\$54,760	\$68,450	\$82,140
Jacksonville	29477	Full	\$50,470	\$40,376	\$50,470	\$60,564
Van Buren	23218	Full	\$57,289	\$45,831	\$57,289	\$68,747

Centerton	17870	Full	\$66,657	\$53,326	\$66,657	\$79,988
Batesville	11191	Full	\$56,749	\$45,399	\$56,749	\$68,099

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.08	\$65,585	\$53,917	\$66,904	\$81,294
45,000+	1.2	\$77,106	\$62,867	\$79,284	\$93,714
20,000 - 49,999	1	\$53,314	\$44,999	\$54,129	\$69,290
10,000 - 19,999	1	\$61,703	\$49,362	\$61,703	\$74,044
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

201- Code Enforcement Officer - Senior

Job Description:	Inspects or supervises the inspection of dwellings, premises, and vacant lots for compliance with City codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleaned in compliance with City ordinances; provides general supervision to assigned Code Enforcement Officers; requires completion of high school; two (2) years of experience in housing and premise inspection or a related area; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A/M/B):	5/9/0
Exempt/non-exempt:	2/15
Bonus Eligible (Y/N):	5/15
Full/Part Time:	17/0
Number of Organizations Reporting:	8
Position Titles:	Sr Code Enf. Officer Cdensp - Code Enforce Special Src0 - Sr Code Enforcement Officer Senior Code Enforcement Officer Code Officer Supervisor Code Enforcement Officer Ii Neighborhood Services Director Code Enforcement Officer
Reports To:	Public Works Director Director Code Enforcement Director Mayor Neighborhood Services Director Planning Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	17	\$43,076	\$50,086	\$57,363	\$52,728	\$62,872	\$90,519
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
Little Rock	202591	Full	\$56,014	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,728	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$51,626	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$50,086	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,728	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$51,626	\$39,424	\$50,069	\$60,713
Springdale	87320	Full	\$90,519	\$80,479	\$100,560	\$120,641
Springdale	87320	Full	\$62,872	\$52,945	\$66,180	\$79,417
Jonesboro	78576	Full	\$43,076	\$38,693	\$49,516	\$60,340
Jonesboro	78576	Full	\$52,312	\$38,693	\$49,516	\$60,340
Jonesboro	78576	Full	\$55,286	\$42,573	\$54,670	\$66,768

North Little Rock	64591	Full	\$67,123	\$44,711	\$54,346	\$67,122
Conway	64136	Full	\$42,540	\$34,032	\$42,540	\$42,540
Bentonville	54164	Full	\$90,519	\$80,479	\$100,560	\$120,641
Bentonville	54164	Full	\$62,872	\$52,945	\$66,180	\$79,417
Sherwood	32731	Full	\$49,462	\$42,891	\$53,614	\$64,336
West Memphis	24520	Full	\$43,784	\$35,027	\$43,784	\$52,541

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.13	\$57,363	\$45,883	\$57,758	\$69,317
45,000+	2.5	\$58,795	\$46,806	\$58,965	\$70,767
20,000 - 49,999	1	\$46,623	\$38,959	\$48,699	\$58,438

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	11/79/3
Exempt/non-exempt:	3/91
Bonus Eligible (Y/N):	33/91
Full/Part Time:	96/1
Number of Organizations Reporting:	23
Position Titles:	Code Compliance Officer Stormwater Inspector Code Enforcement Officer Code Compliance Inspector Dwtn Parking Enforce Ofc Code Enforcemnt Off. I Code Enforcement Off. I Asst. Code Enforcement Officer Property Maintenance Inspector * Cdenof - Code Enforcement Officer Code Enforcement Officer I Code Officer Specialist, Code Compliance
Reports To:	Code Compliance Admin Streets & Drainage Director Mayor Public Works Director Police Chief Chief Of Staff Senior Code Enforcement Officer Director, Neighborhood Services Code Enforcement Supervisor Director Director Of Planning & Economic Development Code Enforcement Director Police Lieutenant Fire Marshal Senior Building Inspector Building Official
Comments:	New Employee In 2026, Did Not Work In 2025 Specializes In Stormwater Non-Uniformed In Addition To Code Enforcement, This Position Also Serves As Building, Electrical, Mechanical, And Plumbing And Gas Inspection Duties.

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	97	\$37,689	\$41,428	\$44,914	\$45,469	\$47,216	\$51,160
Actual Incentive Paid Dollar LastYear	5	\$808	\$864	\$967	\$881	\$1,102	\$1,180
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$47,216	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$47,216	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$46,114	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$47,216	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$47,216	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$47,216	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,718	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493

Little Rock	202591	Full	\$45,718	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,718	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$44,678	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,718	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$46,114	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$46,114	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$46,114	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$47,216	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$45,469	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$43,930	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$44,678	\$34,736	\$44,115	\$53,493
Fort Smith	89142	Full	\$56,763	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$54,246	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$50,086	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$52,624	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$47,258	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,490	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$43,950	\$43,950	\$54,932	\$65,936
Springdale	87320	Full	\$48,289	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$45,530	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$44,150	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$48,289	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$49,669	\$44,150	\$55,187	\$66,225
Jonesboro	78576	Full	\$37,689	\$36,958	\$47,716	\$58,475
Jonesboro	78576	Full	\$40,164	\$36,958	\$47,716	\$58,475
Jonesboro	78576	Full	\$43,097	\$36,958	\$47,716	\$58,475

Jonesboro	78576	Full	\$37,689	\$36,958	\$47,716	\$58,475
Rogers	69908	Full	\$59,966	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$41,932	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$40,830	\$38,907	\$48,634	\$60,792
North Little Rock	64591	Full	\$56,405	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$51,160	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$51,160	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$48,724	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$44,195	\$38,176	\$46,404	\$56,404
Conway	64136	Full	\$39,863	\$31,890	\$39,863	\$39,863
Conway	64136	Full	\$39,863	\$31,890	\$39,863	\$39,863
Conway	64136	Full	\$39,863	\$31,890	\$39,863	\$39,863
Bentonville	54164	Full	\$48,289	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$45,530	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$44,150	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$48,289	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$49,669	\$44,150	\$55,187	\$66,225
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Benton	35014	Full	\$39,716	\$34,320	\$39,716	\$54,933
Benton	35014	Full	\$38,920	\$34,320	\$38,920	\$54,933
Benton	35014	Full	\$36,406	\$34,320	\$36,406	\$54,933
Benton	35014	Full	\$34,320	\$34,320	\$34,320	\$54,933
Benton	35014	Full	\$50,329	\$45,199	\$50,329	\$63,563
Benton	35014	Full	\$53,198	\$45,199	\$53,198	\$63,563
Sherwood	32731	Full	\$40,664	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$44,553	\$35,642	\$44,553	\$53,464
Paragould	29537	Full	\$41,428	\$33,142	\$41,428	\$49,714
Paragould	29537	Full	\$41,371	\$33,097	\$41,371	\$49,645
Jacksonville	29477	Full	\$38,000	\$30,400	\$38,000	\$45,600
Texarkana	29387	Full	\$47,944	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$41,662	\$30,389	\$36,400	\$44,242
Russellville	28940	Full	\$46,010	\$36,808	\$46,010	\$55,212
Cabot	26569	Full	\$41,200	\$38,764	\$43,609	\$48,455
Cabot	26569	Full	\$41,200	\$38,764	\$43,609	\$48,455
Van Buren	23218	Full	\$47,272	\$37,818	\$47,272	\$56,726
Van Buren	23218	Full	\$39,140	\$31,312	\$39,140	\$46,968
Bryant	20663	Full	\$62,004	\$49,603	\$62,004	\$74,405

Bryant	20663	Full	\$54,121	\$43,297	\$54,121	\$64,945
Bryant	20663	Full	\$47,008	\$37,606	\$47,008	\$56,410
Maumelle	19251	Full	\$36,420	\$29,136	\$36,420	\$43,704
Centerton	17870	Full	\$44,533	\$35,626	\$44,533	\$53,440
Siloam Springs	17400	Full	\$47,611	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Part	\$46,342	\$41,485	\$51,856	\$62,228
Blytheville	13406	Full	\$33,207	\$26,566	\$33,207	\$33,530
Forrest City	13015	Full	\$39,520	\$31,616	\$39,520	\$47,424

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.22	\$44,914	\$36,822	\$45,804	\$55,391
45,000+	8.25	\$46,239	\$37,595	\$47,344	\$56,977
20,000 - 49,999	2.5	\$42,290	\$35,380	\$42,436	\$52,399
10,000 - 19,999	1.2	\$41,272	\$34,319	\$42,899	\$50,426

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	6/33/18
Exempt/non-exempt:	14/48
Bonus Eligible (Y/N):	38/48
Full/Part Time:	63/0
Number of Organizations Reporting:	23
Position Titles:	Building Inspector Chief Building Inspector Building Permit/Inspector Deputy Building Official Site Inspector Building Inspector * Building Inspector Srcin - Sr Construction Inspector Cnstinsp - Construction Inspector Srinsp - Sr Inspector Building And Construction Inspector Inspector Building Inspector #1 Building Inspector #2 Combination Tech Insp Inspection And Zoning Director Building/Plans Inspector Civilian Fire Inspector Building Inspector Ii Chief Building Official Inspector, Building Fire Plans Examiner Fire Inspector Building Official
Reports To:	City Planning Director Code Enforcement Officer Public Works Director Mayor Chief Building Inspector Compliance Superintendent Director Permits & Inspections Manager - Building Inspection & Plans Director Of Public Works Director Director Of Planning & Economic Development Director Of Community Planning Planning & Develop Director Inspection And Zoning Dir. Assistant Chief Fire Marshal Senior Building Inspector Chief Building Official Battalion Chief/Fire Marshal City Manager Building Inspector Department Head Planning Manager
Comments:	Both Inspectors Do Building, Electric, Mechnic And Plumbing

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	63	\$44,150	\$48,318	\$59,735	\$53,518	\$63,440	\$85,590
Actual Incentive Paid Dollar LastYear	3	\$2,080	\$2,080	\$2,872	\$2,080	\$5,200	\$5,200
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,318	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$42,328	\$34,736	\$44,115	\$53,493
Fort Smith	89142	Full	\$53,518	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$57,595	\$53,518	\$66,892	\$80,267
Springdale	87320	Full	\$122,875	\$93,620	\$117,024	\$140,429
Springdale	87320	Full	\$85,590	\$59,541	\$74,426	\$89,311
Springdale	87320	Full	\$63,262	\$59,541	\$74,426	\$89,311
Springdale	87320	Full	\$44,150	\$44,150	\$55,187	\$66,225

Springdale	87320	Full	\$44,150	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$51,049	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$52,428	\$44,150	\$55,187	\$66,225
Jonesboro	78576	Full	\$49,649	\$42,573	\$54,670	\$66,768
Jonesboro	78576	Full	\$40,248	\$38,693	\$49,516	\$60,340
Jonesboro	78576	Full	\$46,259	\$42,573	\$54,670	\$66,768
Jonesboro	78576	Full	\$40,248	\$38,693	\$49,516	\$60,340
Jonesboro	78576	Full	\$50,648	\$42,573	\$54,670	\$66,768
Jonesboro	78576	Full	\$65,436	\$42,573	\$54,670	\$66,768
Rogers	69908	Full	\$49,358	\$49,327	\$61,659	\$77,074
Rogers	69908	Full	\$53,372	\$49,327	\$61,659	\$77,074
Rogers	69908	Full	\$51,168	\$49,327	\$61,659	\$77,074
Rogers	69908	Full	\$51,376	\$49,327	\$61,659	\$77,074
Rogers	69908	Full	\$54,953	\$49,327	\$61,659	\$77,074
North Little Rock	64591	Full	\$61,126	\$41,323	\$50,229	\$61,126
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Bentonville	54164	Full	\$122,875	\$93,620	\$117,024	\$140,429
Bentonville	54164	Full	\$85,590	\$59,541	\$74,426	\$89,311
Bentonville	54164	Full	\$63,262	\$59,541	\$74,426	\$89,311
Bentonville	54164	Full	\$44,150	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$44,150	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$51,049	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$52,428	\$44,150	\$55,187	\$66,225
Pine Bluff	41253	Full	\$40,718	\$32,574	\$40,718	\$48,862
Pine Bluff	41253	Full	\$40,718	\$32,574	\$40,718	\$48,862
Pine Bluff	41253	Full	\$88,161	\$70,529	\$88,161	\$105,793
Benton	35014	Full	\$59,091	\$41,652	\$59,091	\$59,091
Sherwood	32731	Full	\$56,638	\$50,432	\$63,040	\$75,648
Sherwood	32731	Full	\$92,179	\$59,109	\$73,886	\$88,663
Paragould	29537	Full	\$48,960	\$39,168	\$48,960	\$58,752
Paragould	29537	Full	\$45,900	\$36,720	\$45,900	\$55,080
Jacksonville	29477	Full	\$45,320	\$36,256	\$45,320	\$54,384
Texarkana	29387	Full	\$96,034	\$70,741	\$93,496	\$122,554
Russellville	28940	Full	\$50,107	\$40,086	\$50,107	\$60,128
Russellville	28940	Full	\$52,000	\$41,600	\$52,000	\$62,400
Russellville	28940	Full	\$62,691	\$50,153	\$62,691	\$75,229
Cabot	26569	Full	\$46,814	\$45,905	\$50,175	\$58,500
Cabot	26569	Full	\$55,282	\$45,905	\$50,175	\$58,500

West Memphis	24520	Full	\$75,021	\$60,017	\$75,021	\$90,025
West Memphis	24520	Full	\$65,975	\$52,780	\$65,975	\$79,170
Van Buren	23218	Full	\$52,899	\$42,319	\$52,899	\$63,479
Van Buren	23218	Full	\$45,021	\$36,017	\$45,021	\$54,025
Maumelle	19251	Full	\$49,018	\$39,214	\$49,018	\$58,822
Maumelle	19251	Full	\$56,409	\$45,127	\$56,409	\$67,691
Centerton	17870	Full	\$110,475	\$88,380	\$110,475	\$132,570
Centerton	17870	Full	\$64,896	\$51,917	\$64,896	\$77,875
Centerton	17870	Full	\$81,747	\$65,398	\$81,747	\$98,096
Centerton	17870	Full	\$53,997	\$43,198	\$53,997	\$64,796
Centerton	17870	Full	\$47,840	\$38,272	\$47,840	\$57,408
Siloam Springs	17400	Full	\$63,440	\$53,290	\$66,613	\$79,935
Siloam Springs	17400	Full	\$74,173	\$53,290	\$66,613	\$79,935
Blytheville	13406	Full	\$62,398	\$49,918	\$62,398	\$63,004
Magnolia	11162	Full	\$68,000	\$54,400	\$68,000	\$81,600

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.74	\$59,735	\$49,090	\$61,454	\$73,322
45,000+	4.13	\$57,920	\$49,265	\$61,826	\$73,892
20,000 - 49,999	1.9	\$58,923	\$46,555	\$58,071	\$69,429
10,000 - 19,999	2.2	\$66,581	\$52,946	\$66,182	\$78,339

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

204- Electrical Inspector

Job Description:	Schedules, performs, and maintains records of electrical inspections to ensure buildings being constructed are in compliance with Electrical Codes; requires completion of high school or two (2) years of vocational-technical training in the Building or Electrical Trades; two (2) years of experience in the installation of electrical wiring systems; must possess State of Arkansas Journeyman Electrician's License before employment; must possess certification as an Electrical Inspector within one (1) year of employment; must maintain licensure and certification for the duration of employment in this position.
Total Matches (A/M/B):	0/7/1
Exempt/non-exempt:	0/8
Bonus Eligible (Y/N):	1/8
Full/Part Time:	7/1
Number of Organizations Reporting:	6
Position Titles:	Code/Electrical Inspector Building Inspector Electrical Inspector * Electrical Inspector Chief Electrical Insp
Reports To:	Code Enforcement Supervisor City Planning Director Manager - Building Inspection & Plans Director Of Community Planning Building Official
Comments:	Works An Average Of 15.5Hr/Wk @\$30/Hr Both Inspectors Do Building, Electric, Mechnic And Plumbing

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$44,616	\$44,616	\$50,360	\$52,541	\$56,638	\$61,126
Actual Incentive Paid Dollar LastYear	1	\$1,176	\$1,176	\$1,176	\$1,176	\$1,176	\$1,176
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$50,523	\$34,736	\$44,115	\$53,493
Little Rock	202591	Full	\$44,616	\$34,736	\$44,115	\$53,493
Fort Smith	89142	Full	\$60,258	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$56,638	\$53,518	\$66,892	\$80,267
North Little Rock	64591	Full	\$61,126	\$41,323	\$50,229	\$61,126
Benton	35014	Full	\$52,998	\$41,652	\$52,998	\$59,091
Texarkana	29387	Full	\$52,541	\$47,029	\$59,446	\$75,754
Batesville	11191	Part	\$24,180	\$19,344	\$24,180	\$29,016

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$50,360	\$40,732	\$51,108	\$61,563

45,000+	1.67	\$54,632	\$43,566	\$54,449	\$65,729
20,000 - 49,999	1	\$52,770	\$44,341	\$56,222	\$67,423
10,000 - 19,999	1	\$24,180	\$19,344	\$24,180	\$29,016

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

205- Mechanical Inspector

Job Description:	Inspects heating, air, and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Mechanical Codes; requires completion of high school; two (2) years of experience in performing mechanical inspections for compliance with mechanical codes; must possess Arkansas State Mechanical Class A or B license before employment; must possess Arkansas state licensing as a Mechanical Inspector within one (1) year of employment; must possess Citation Authority Certification within one (1) year of employment; must maintain licenses and certification for the duration of employment in this position.
Total Matches (A/M/B):	0/5/0
Exempt/non-exempt:	0/5
Bonus Eligible (Y/N):	1/5
Full/Part Time:	5/0
Number of Organizations Reporting:	4
Position Titles:	Hvac/Mechanical Inspector * Mechanical Inspector Chief Mechanical Inspector Commercial Inspector
Reports To:	Manager - Building Inspection & Plans Director Of Community Planning
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	5	\$50,523	\$57,595	\$58,638	\$61,126	\$61,506	\$62,441
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$50,523	\$34,736	\$44,115	\$53,493
Fort Smith	89142	Full	\$61,506	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$57,595	\$53,518	\$66,892	\$80,267
Rogers	69908	Full	\$62,441	\$54,537	\$68,171	\$85,214
North Little Rock	64591	Full	\$61,126	\$41,323	\$50,229	\$61,126

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$58,638	\$47,526	\$59,260	\$72,073
45,000+	1.25	\$58,638	\$47,526	\$59,260	\$72,073

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

206- Plumbing and Gas Inspector

Job Description:	Inspects plumbing, gas and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Plumbing Codes; requires completion of a high school diploma or GED; must possess an Arkansas State License as a Journeyman Plumber; must maintain licensure for the duration of employment in this position.
Total Matches (A/M/B):	2/4/0
Exempt/non-exempt:	0/4
Bonus Eligible (Y/N):	0/4
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Hvac/Plumbing Inspector * Plumbing & Gas Inspector Chief Plumbing/Gas Insp Plumbing Inspector
Reports To:	Manager - Building Inspection & Plans Director Of Community Planning Building Official
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$50,523	\$50,523	\$55,795	\$53,934	\$57,595	\$61,126
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
Little Rock	202591	Full	\$50,523	\$34,736	\$44,115	\$53,493
Fort Smith	89142	Full	\$57,595	\$53,518	\$66,892	\$80,267
North Little Rock	64591	Full	\$61,126	\$41,323	\$50,229	\$61,126
Texarkana	29387	Full	\$53,934	\$47,029	\$59,446	\$75,754

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$55,795	\$44,152	\$55,171	\$67,660
45,000+	1	\$56,415	\$43,192	\$53,745	\$64,962
20,000 - 49,999	1	\$53,934	\$47,029	\$59,446	\$75,754

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.

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):	4/14/3
Exempt/non-exempt:	20/1
Bonus Eligible (Y/N):	12/1
Full/Part Time:	23/0
Number of Organizations Reporting:	20
Position Titles:	City Planning Director Director Of Planning & Development Economic Development Director Public Works Director Planning Director Planning & Develop. Dir Deputy Director, Planning & Zoning * Director Of Community Development Dop - Director Of Planning Director, Planning And Development Community Developer Community Engagement Director Director Of Planning & Economic Development Dir Community Planning Economic & Community Development Director Dir Of Community Development City Planner Director
Reports To:	Mayor Deputy City Administrator Director City Manager
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	23	\$68,037	\$75,006	\$95,813	\$85,696	\$118,709	\$132,849
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
Little Rock	202591	Full	\$142,185	\$106,769	\$135,597	\$164,424
Fort Smith	89142	Full	\$93,152	\$83,262	\$104,083	\$124,904
Springdale	87320	Full	\$122,521	\$98,017	\$122,521	\$147,024
Jonesboro	78576	Full	\$118,709	\$80,018	\$101,774	\$123,530
Rogers	69908	Full	\$163,633	\$115,755	\$144,693	\$180,867
Rogers	69908	Full	\$132,849	\$100,125	\$125,156	\$156,445
North Little Rock	64591	Full	\$117,875	\$94,300	\$117,875	\$141,450
Conway	64136	Full	\$75,006	\$60,005	\$75,006	\$75,006
Bentonville	54164	Full	\$122,521	\$98,017	\$122,521	\$147,024
Pine Bluff	41253	Full	\$76,405	\$61,124	\$76,405	\$91,686
Benton	35014	Full	\$85,000	\$56,100	\$85,000	\$92,400

Sherwood	32731	Full	\$72,100	\$59,109	\$73,886	\$88,663
Jacksonville	29477	Full	\$72,742	\$58,194	\$72,742	\$87,290
Texarkana	29387	Full	\$68,037	\$56,451	\$76,274	\$90,834
Russellville	28940	Full	\$62,000	\$49,600	\$62,000	\$74,400
Cabot	26569	Full	\$85,696	\$66,307	\$77,911	\$89,514
Cabot	26569	Full	\$86,470	\$75,750	\$90,900	\$106,050
Van Buren	23218	Full	\$77,147	\$61,718	\$77,147	\$92,576
Bryant	20663	Full	\$85,009	\$68,007	\$85,009	\$102,011
Maumelle	19251	Full	\$77,940	\$62,352	\$77,940	\$93,528
Maumelle	19251	Full	\$94,672	\$75,738	\$94,672	\$113,606
Centerton	17870	Full	\$115,990	\$92,792	\$115,990	\$139,188
Magnolia	11162	Full	\$56,040	\$44,832	\$56,040	\$67,248

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.15	\$95,813	\$74,971	\$94,397	\$112,594
45,000+	1.13	\$120,939	\$92,919	\$116,581	\$140,075
20,000 - 49,999	1.11	\$77,061	\$61,236	\$77,727	\$91,542
10,000 - 19,999	1.33	\$86,161	\$68,928	\$86,161	\$103,393
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/17/3
Exempt/non-exempt:	11/9
Bonus Eligible (Y/N):	15/9
Full/Part Time:	21/0
Number of Organizations Reporting:	12
Position Titles:	Planner Ii/Program Coordinator Deputy Director Planning Senior Planner * Economic Developer Planner Ii City Planner Planning & Development Director Director Sustainability Assistant Planning Director Senior Planner
Reports To:	Planning Director Planning & Dev. Director Deputy Director, Planning & Zoning Director Of Planning & Economic Development Director Of Community Planning Mayor Community Development Director Assistant Planning Director
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	21	\$50,694	\$55,143	\$66,616	\$69,264	\$78,501	\$83,059
Actual Incentive Paid Dollar LastYear	2	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$72,980	\$70,512	\$88,150	\$105,768
Fort Smith	89142	Full	\$72,980	\$70,512	\$88,150	\$105,768
Fort Smith	89142	Full	\$83,059	\$70,512	\$88,150	\$105,768
Springdale	87320	Full	\$59,541	\$59,541	\$74,426	\$89,311
Springdale	87320	Full	\$55,143	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$50,694	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$50,694	\$46,349	\$57,936	\$69,523
Rogers	69908	Full	\$79,497	\$68,865	\$86,081	\$107,601
Rogers	69908	Full	\$83,470	\$68,865	\$86,081	\$107,601
North Little Rock	64591	Full	\$81,064	\$64,851	\$81,064	\$97,277
Conway	64136	Full	\$74,470	\$59,576	\$74,470	\$74,470

Bentonville	54164	Full	\$59,541	\$59,541	\$74,426	\$89,311
Bentonville	54164	Full	\$55,143	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$50,694	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$50,694	\$46,349	\$57,936	\$69,523
Paragould	29537	Full	\$85,000	\$68,000	\$85,000	\$102,000
Russellville	28940	Full	\$78,501	\$62,801	\$78,501	\$94,201
Maumelle	19251	Full	\$59,134	\$47,307	\$59,134	\$70,961
Centerton	17870	Full	\$69,264	\$55,411	\$69,264	\$83,117
Siloam Springs	17400	Full	\$69,368	\$56,327	\$70,409	\$84,491
Magnolia	11162	Full	\$58,000	\$46,400	\$58,000	\$69,600

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.75	\$66,616	\$58,319	\$72,900	\$87,179
45,000+	2.5	\$65,311	\$59,230	\$74,040	\$88,426
20,000 - 49,999	1	\$81,751	\$65,400	\$81,751	\$98,101
10,000 - 19,999	1	\$63,942	\$51,361	\$64,202	\$77,042
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/14/0
Exempt/non-exempt:	7/9
Bonus Eligible (Y/N):	6/9
Full/Part Time:	16/0
Number of Organizations Reporting:	11
Position Titles:	City Planner Planner I Business Services Cord. Planner Ii Planning Technician Planner I * Planner Ii * Plngtch - Planner I Planner Asst Planning Director Planning Secretary
Reports To:	City Planning Director Planning Director Chief Of Staff Planning & Dev. Director Deputy Director, Planning & Zoning Director Planning & Develop Director City Planner
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	16	\$40,164	\$45,906	\$54,872	\$55,000	\$60,317	\$65,644
Actual Incentive Paid Dollar LastYear	2	\$1,008	\$1,008	\$1,804	\$1,008	\$2,600	\$2,600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$52,463	\$42,149	\$53,529	\$64,909
Fort Smith	89142	Full	\$60,317	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$57,587	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$60,263	\$48,193	\$60,257	\$72,300
Jonesboro	78576	Full	\$40,164	\$36,958	\$47,716	\$58,475
Rogers	69908	Full	\$72,571	\$63,655	\$79,568	\$99,460
Rogers	69908	Full	\$65,644	\$63,655	\$79,568	\$99,460
Conway	64136	Full	\$61,880	\$49,504	\$61,880	\$61,880
Conway	64136	Full	\$63,894	\$51,115	\$63,894	\$63,894
Conway	64136	Full	\$46,788	\$37,430	\$46,788	\$46,788
Benton	35014	Full	\$45,458	\$40,073	\$45,458	\$54,177
Sherwood	32731	Full	\$45,906	\$38,499	\$48,124	\$57,748
Paragould	29537	Full	\$55,000	\$44,000	\$55,000	\$66,000
Texarkana	29387	Full	\$37,752	\$30,389	\$36,400	\$44,242

Russellville	28940	Full	\$59,093	\$47,274	\$59,093	\$70,912
Centerton	17870	Full	\$53,165	\$42,532	\$53,165	\$63,798

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.45	\$54,872	\$46,404	\$57,764	\$67,786
45,000+	2	\$58,157	\$49,970	\$62,698	\$72,770
20,000 - 49,999	1	\$48,642	\$40,047	\$48,815	\$58,616
10,000 - 19,999	1	\$53,165	\$42,532	\$53,165	\$63,798
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

303- City Engineer

Job Description:	Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.
Total Matches (A/M/B):	5/19/1
Exempt/non-exempt:	23/3
Bonus Eligible (Y/N):	14/3
Full/Part Time:	26/0
Number of Organizations Reporting:	15
Position Titles:	City Engineer/ Water Systems Manager Special Projects Coordinator City Engineer Street Op. Director Advanced Civil Engineer Project Engineer - Street Engineering * Project Engineer - Utility Engineering * Chief Operations Officer/City Engineer Chfeng - Chief Engineer Manager, Civil Engineering Chief City Engineer Civil Engineer Staff Engineer Engineer, City Engineering Director Deputy Director Of Engineering Senior Projects Manager
Reports To:	Mayor Engineering Director Deputy Director, Street Engineering Deputy Director, Utility Engineering Director Chief City Engineer Public Works Director Engineer Community Development Director
Comments:	Not The Director Position No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	26	\$82,000	\$97,635	\$116,355	\$110,726	\$129,058	\$153,540
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
Little Rock	202591	Full	\$121,442	\$90,563	\$115,015	\$139,467
Fort Smith	89142	Full	\$81,506	\$75,000	\$83,333	\$91,666
Fort Smith	89142	Full	\$95,000	\$90,000	\$100,000	\$110,000
Fort Smith	89142	Full	\$120,000	\$120,000	\$133,333	\$146,666
Fort Smith	89142	Full	\$120,000	\$120,000	\$133,333	\$146,666
Springdale	87320	Full	\$153,540	\$106,811	\$133,514	\$160,216
Springdale	87320	Full	\$98,050	\$80,479	\$100,560	\$120,641
Springdale	87320	Full	\$90,285	\$76,030	\$95,038	\$114,045
Jonesboro	78576	Full	\$156,928	\$107,709	\$137,138	\$166,567
Rogers	69908	Full	\$151,112	\$100,125	\$125,156	\$156,445

North Little Rock	64591	Full	\$126,998	\$101,598	\$126,998	\$152,398
North Little Rock	64591	Full	\$105,062	\$84,050	\$105,062	\$126,074
Conway	64136	Full	\$109,607	\$87,686	\$109,607	\$109,607
Conway	64136	Full	\$102,314	\$81,851	\$102,314	\$102,314
Bentonville	54164	Full	\$153,540	\$106,811	\$133,514	\$160,216
Bentonville	54164	Full	\$98,050	\$80,479	\$100,560	\$120,641
Bentonville	54164	Full	\$90,285	\$76,030	\$95,038	\$114,045
Russellville	28940	Full	\$125,153	\$100,122	\$125,153	\$150,184
Russellville	28940	Full	\$77,306	\$61,845	\$77,306	\$92,767
Cabot	26569	Full	\$129,058	\$96,910	\$116,292	\$135,674
West Memphis	24520	Full	\$82,000	\$65,600	\$82,000	\$98,400
West Memphis	24520	Full	\$171,600	\$137,280	\$171,600	\$205,920
Centerton	17870	Full	\$97,635	\$78,108	\$97,635	\$117,162
Siloam Springs	17400	Full	\$110,726	\$86,039	\$107,549	\$129,059
Harrison	13069	Full	\$133,035	\$133,035	\$133,035	\$133,035
Batesville	11191	Full	\$125,000	\$100,000	\$125,000	\$150,000

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.73	\$116,355	\$94,006	\$114,042	\$132,687
45,000+	2.13	\$116,101	\$93,248	\$113,501	\$131,628
20,000 - 49,999	1.67	\$117,023	\$92,351	\$114,470	\$136,589
10,000 - 19,999	1	\$116,599	\$99,296	\$115,805	\$132,314

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

304- Engineering Specialist

Job Description:	Inspects, collects area data, surveys, and prepares drawings of projects planned for construction or under construction; responds to customer questions; requires completion of two (2) years of college or vocational technical coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in construction inspection, or a related area.
Total Matches (A/M/B):	9/22/6
Exempt/non-exempt:	14/21
Bonus Eligible (Y/N):	23/21
Full/Part Time:	38/1
Number of Organizations Reporting:	11
Position Titles:	Construction/Project Coordinator Construction/Project Coordinator Cfpm Engineering Intern Staff Engineer Pt Engineering Tech * Civeng - Civil Engineer Engineering Specialist Engineer Inspector Development Compliance Spec Ii Engineering Inspector Senior Engineering Inspector Eng Asst/Tech I Special Projects Administrator Special Projects Administrator/Infrastructure Stormwater/Floodplain Coordinator Engineering Technician Development Construction Coordinator Active Transportation Coordinator Utility Engineer Controls Field Engineer
Reports To:	Engineering Director Deputy Director, Street Engineering Deputy Director, Utility Engineering Director Chief City Engineer Engineer Deputy Director Of Engineering Senior Projects Manager General Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	39	\$51,771	\$52,686	\$65,722	\$62,908	\$72,800	\$90,348
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
Little Rock	202591	Full	\$52,686	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$51,771	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,686	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,686	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,686	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,686	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$52,686	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$50,086	\$39,424	\$50,069	\$60,713
Fort Smith	89142	Full	\$66,903	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$69,712	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$62,240	\$57,761	\$72,196	\$86,652

Fort Smith	89142	Full	\$62,908	\$57,761	\$72,196	\$86,652
Springdale	87320	Full	\$96,651	\$67,235	\$84,045	\$100,853
Springdale	87320	Full	\$90,348	\$67,235	\$84,045	\$100,853
Springdale	87320	Full	\$68,093	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$65,482	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$55,504	\$50,746	\$63,432	\$76,119
Springdale	87320	Full	\$52,143	\$46,349	\$57,936	\$69,523
Jonesboro	78576	Full	\$116,862	\$74,570	\$95,728	\$116,885
Jonesboro	78576	Full	\$81,390	\$74,570	\$95,728	\$116,885
Rogers	69908	Full	\$66,123	\$63,655	\$79,568	\$99,460
Rogers	69908	Full	\$53,622	\$49,327	\$61,659	\$77,074
Rogers	69908	Full	\$51,313	\$49,327	\$61,659	\$77,074
Rogers	69908	Full	\$74,880	\$58,445	\$73,056	\$91,320
North Little Rock	64591	Full	\$56,375	\$45,100	\$56,375	\$67,650
Conway	64136	Part	\$49,893	\$39,914	\$49,893	\$49,893
Bentonville	54164	Full	\$96,651	\$67,235	\$84,045	\$100,853
Bentonville	54164	Full	\$90,348	\$67,235	\$84,045	\$100,853
Bentonville	54164	Full	\$68,093	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$65,482	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$55,504	\$50,746	\$63,432	\$76,119
Bentonville	54164	Full	\$52,143	\$46,349	\$57,936	\$69,523
Russellville	28940	Full	\$53,269	\$42,615	\$53,269	\$63,923
West Memphis	24520	Full	\$75,712	\$60,570	\$75,712	\$90,854
West Memphis	24520	Full	\$72,800	\$58,240	\$72,800	\$87,360
Bryant	20663	Full	\$63,336	\$50,669	\$63,336	\$76,003
Bryant	20663	Full	\$61,360	\$49,088	\$61,360	\$73,632
Bryant	20663	Full	\$70,012	\$56,010	\$70,012	\$84,014
Bryant	20663	Full	\$80,017	\$64,014	\$80,017	\$96,020

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.55	\$65,722	\$53,094	\$66,657	\$80,321
45,000+	4	\$65,207	\$52,795	\$66,348	\$80,022
20,000 - 49,999	2.33	\$68,072	\$54,458	\$68,072	\$81,687

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

305- Engineering Technician - Senior

Job Description:	Provides technical assistance by collecting and maintaining computerized files and records of information relating to street overlays, sidewalks, curb ramps and street conditions; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Computer Technology, Engineering Technology, or a related area; one (1) year of experience in providing technical support construction project planning; one (1) year of experience in microcomputer use including database administration, or a related area.
Total Matches (A/M/B):	0/6/1
Exempt/non-exempt:	5/1
Bonus Eligible (Y/N):	4/1
Full/Part Time:	6/1
Number of Organizations Reporting:	5
Position Titles:	Public Works Engineer Pt Engineering Technician Project Engineer Development Compliance Manager Engineering Plans Reviewer
Reports To:	Director Of Public Works Chief City Engineer
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$68,328	\$68,328	\$80,229	\$76,670	\$90,147	\$112,569
Actual Incentive Paid Dollar LastYear	2	\$3,411	\$3,411	\$3,963	\$3,411	\$4,514	\$4,514
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Rogers	69908	Full	\$82,451	\$79,285	\$99,106	\$123,882
Rogers	69908	Full	\$90,147	\$63,655	\$79,568	\$99,460
Rogers	69908	Full	\$68,328	\$63,655	\$79,568	\$99,460
North Little Rock	64591	Full	\$76,670	\$61,336	\$76,670	\$92,004
Sherwood	32731	Full	\$69,992	\$50,432	\$63,040	\$75,648
Jacksonville	29477	Full	\$61,447	\$49,158	\$61,447	\$73,736
Bryant	20663	Part	\$112,569	\$90,055	\$112,569	\$135,083

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.4	\$80,229	\$65,368	\$81,710	\$99,896
45,000+	2	\$79,399	\$66,983	\$83,728	\$103,702
20,000 - 49,999	1	\$81,336	\$63,215	\$79,019	\$94,822

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

306- GIS Analyst - Senior

Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor's degree in Geography, Urban Planning, Computer Science or a related area; three (3) years of experience in the maintenance of a GIS database; at least two (2) years of experience in computer programming.
Total Matches (A/M/B):	0/10/0
Exempt/non-exempt:	5/6
Bonus Eligible (Y/N):	3/6
Full/Part Time:	11/0
Number of Organizations Reporting:	10
Position Titles:	Gis Manager 986 Senior Gis Analyst * Gis Coordinator Giscoor - Gis Coordinator Gis Programmer Analyst Geographic Info Syst Specialist Gis Project Manager Gis Analyst Gis Manager
Reports To:	Planning & Dev. Director Chief Informaiton Officer Chief Operations Officer / City Engineer Director Director Of Community Planning It Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$54,891	\$64,661	\$73,796	\$71,281	\$84,822	\$94,550
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
Little Rock	202591	Full	\$64,661	\$53,265	\$67,647	\$82,028
Little Rock	202591	Full	\$73,921	\$53,265	\$67,647	\$82,028
Fort Smith	89142	Full	\$81,138	\$62,004	\$77,521	\$93,017
Springdale	87320	Full	\$94,550	\$67,235	\$84,045	\$100,853
Jonesboro	78576	Full	\$51,292	\$51,300	\$66,212	\$81,124
Rogers	69908	Full	\$84,822	\$74,075	\$92,593	\$115,742
North Little Rock	64591	Full	\$70,065	\$46,620	\$56,668	\$70,064
Conway	64136	Full	\$70,582	\$56,466	\$70,582	\$70,582
Bentonville	54164	Full	\$94,550	\$67,235	\$84,045	\$100,853
Sherwood	32731	Full	\$54,891	\$46,083	\$57,604	\$69,125
Harrison	13069	Full	\$71,281	\$71,281	\$71,281	\$71,281

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.1	\$73,796	\$58,984	\$72,350	\$85,154
45,000+	1.13	\$76,176	\$59,052	\$74,107	\$88,477
20,000 - 49,999	1	\$54,891	\$46,083	\$57,604	\$69,125
10,000 - 19,999	1	\$71,281	\$71,281	\$71,281	\$71,281

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

307- GIS Analyst

Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor's degree in Urban Planning, Computer Science or a related area; two (2) years of experience in computerized geo-graphics and urban planning; one (1) year of experience in computer programming.
Total Matches (A/M/B):	3/6/1
Exempt/non-exempt:	2/8
Bonus Eligible (Y/N):	8/8
Full/Part Time:	10/0
Number of Organizations Reporting:	7
Position Titles:	Gis Analyst * Gis Analyst/Planner I Gis Technician Gis Analyst
Reports To:	Program Manager - Mis & Gis Director Of Planning & Economic Development Public Works Director Oneal,Brently Kell Gis Manager General Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	10	\$50,746	\$57,304	\$60,529	\$59,134	\$65,874	\$69,930
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$61,922	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$72,322	\$57,761	\$72,196	\$86,652
Springdale	87320	Full	\$59,134	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$50,746	\$50,746	\$63,432	\$76,119
Bentonville	54164	Full	\$59,134	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$50,746	\$50,746	\$63,432	\$76,119
Russellville	28940	Full	\$57,304	\$45,843	\$57,304	\$68,765
West Memphis	24520	Full	\$69,930	\$55,944	\$69,930	\$83,916
Maumelle	19251	Full	\$58,177	\$46,542	\$58,177	\$69,812
Siloam Springs	17400	Full	\$65,874	\$46,560	\$58,199	\$69,839

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.43	\$60,529	\$52,659	\$65,822	\$78,990

45,000+	2	\$59,001	\$55,283	\$69,102	\$82,928
20,000 - 49,999	1	\$63,617	\$50,894	\$63,617	\$76,340
10,000 - 19,999	1	\$62,026	\$46,551	\$58,188	\$69,826

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

308- Graphics Technician

Job Description:	Prepares and maintains maps and graphics for the Department of Planning and Development presentations and projects; one (1) year of coursework in drafting, mechanical drawing or a related area; one (1) year of experience in drafting or graphics involving mapping; and one (1) year of experience in computer aided drafting (CAD).
Total Matches (A/M/B):	1/1/0
Exempt/non-exempt:	0/2
Bonus Eligible (Y/N):	1/2
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Gis Technician Drafting Technician
Reports To:	Gis Analyst
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$45,614	\$45,614	\$49,234	\$45,614	\$52,853	\$52,853
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
Little Rock	202591	Full	\$45,614	\$38,854	\$46,685	\$54,516
Russellville	28940	Full	\$52,853	\$42,282	\$52,853	\$63,424

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$49,234	\$40,568	\$49,769	\$58,970
45,000+	1	\$45,614	\$38,854	\$46,685	\$54,516
20,000 - 49,999	1	\$52,853	\$42,282	\$52,853	\$63,424

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.

309- Land Surveyor

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

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$41,787	\$41,787	\$67,756	\$41,787	\$93,725	\$93,725
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
Siloam Springs	17400	Full	\$93,725	\$62,475	\$78,094	\$93,713
Batesville	11191	Full	\$41,787	\$33,430	\$41,787	\$50,144

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$67,756	\$47,952	\$59,941	\$71,929
10,000 - 19,999	1	\$67,756	\$47,952	\$59,941	\$71,929

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/18/0
Exempt/non-exempt:	19/0
Bonus Eligible (Y/N):	10/0
Full/Part Time:	20/0
Number of Organizations Reporting:	20
Position Titles:	Accounting Manager Finance Director Chief Financial Officer Chief Financial Officer * Chief Financial Officer (Cfo) Findr - Finance Director Director Of Finance & Accounting Director Of Finance Finance Director/Treasurer Director, Finance / City Treasurer
Reports To:	Chief Financial Officer Mayor City Administrator Director City Administtrator City Clerk/Treasurer City Manager
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	20	\$93,600	\$102,235	\$121,320	\$114,920	\$132,770	\$146,983
Actual Incentive Paid Dollar LastYear	1	\$2,151	\$2,151	\$2,151	\$2,151	\$2,151	\$2,151
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$196,708	\$127,808	\$162,316	\$196,824
Fort Smith	89142	Full	\$136,748	\$104,520	\$130,644	\$156,769
Springdale	87320	Full	\$122,521	\$98,017	\$122,521	\$147,024
Jonesboro	78576	Full	\$109,674	\$87,931	\$112,162	\$136,392
Rogers	69908	Full	\$174,990	\$131,385	\$164,231	\$205,289
North Little Rock	64591	Full	\$146,983	\$117,586	\$146,983	\$176,380
Conway	64136	Full	\$105,870	\$84,696	\$105,870	\$105,870
Bentonville	54164	Full	\$122,521	\$98,017	\$122,521	\$147,024
Pine Bluff	41253	Full	\$95,097	\$76,078	\$95,097	\$114,116
Benton	35014	Full	\$93,600	\$80,000	\$93,600	\$93,600
Sherwood	32731	Full	\$110,000	\$102,001	\$120,001	\$144,001

Texarkana	29387	Full	\$132,974	\$92,352	\$122,803	\$160,618
Russellville	28940	Full	\$92,522	\$74,018	\$92,522	\$111,026
West Memphis	24520	Full	\$115,000	\$92,000	\$115,000	\$138,000
Bryant	20663	Full	\$114,920	\$91,936	\$114,920	\$137,904
Maumelle	19251	Full	\$102,235	\$81,788	\$102,235	\$122,682
Centerton	17870	Full	\$97,782	\$78,226	\$97,782	\$117,338
Siloam Springs	17400	Full	\$132,770	\$104,275	\$130,344	\$156,413
Blytheville	13406	Full	\$106,385	\$85,108	\$106,385	\$107,417
Harrison	13069	Full	\$117,103	\$117,103	\$117,103	\$117,103

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$121,320	\$96,242	\$118,752	\$139,590
45,000+	1	\$139,502	\$106,245	\$133,406	\$158,946
20,000 - 49,999	1	\$107,730	\$86,912	\$107,706	\$128,467
10,000 - 19,999	1	\$111,255	\$93,300	\$110,770	\$124,191
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

401- Accountant

Job Description:	Reconciles, balances, and maintains accounts in accordance with Generally Accepted Accounting Principles (GAAP), and City ordinances, policies, and procedures; may provide supervision to Accounting Clerk(s); requires completion of a Bachelor's degree in Accounting or a related area; two (2) years of experience in accounting, management reporting, or auditing in a Generally Accepted Accounting Principles (GAAP) or Government Accounting Standards Board (GASB) environment; one (1) year of supervisory experience (for those positions which supervise).
Total Matches (A/M/B):	1/28/4
Exempt/non-exempt:	24/10
Bonus Eligible (Y/N):	14/10
Full/Part Time:	34/0
Number of Organizations Reporting:	16
Position Titles:	Accountant Accounting Manager District Court Account Finance Manager Staff Accountant Accountant I Fmng - Finance Manager Senior Accountant Accountant Senior Accountant Ii Interim Director, Finance Assistant Finance Director Accountant Grants/Bonds Controller
Reports To:	Chief Financial Officer City Clerk/Treasurer Parks Assistant Director District Court Judges Chief Financial Officer/Director Deputy Director, Finance Cfo Asst Director Of Finance Director Finance Director Comptroller Assistant Finance Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	34	\$59,624	\$63,546	\$70,769	\$68,093	\$75,133	\$86,717
Actual Incentive Paid Dollar LastYear	1	\$1,296	\$1,296	\$1,296	\$1,296	\$1,296	\$1,296
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$63,546	\$54,152	\$68,773	\$83,394
Little Rock	202591	Full	\$63,546	\$54,152	\$68,773	\$83,394
Little Rock	202591	Full	\$63,546	\$54,152	\$68,773	\$83,394
Little Rock	202591	Full	\$63,546	\$54,152	\$68,773	\$83,394
Little Rock	202591	Full	\$63,546	\$54,152	\$68,773	\$83,394
Little Rock	202591	Full	\$63,546	\$54,152	\$68,773	\$83,394
Fort Smith	89142	Full	\$66,269	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$68,588	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$68,588	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$68,588	\$66,268	\$82,825	\$99,403
Springdale	87320	Full	\$111,528	\$89,222	\$111,528	\$133,833

Springdale	87320	Full	\$66,983	\$59,541	\$74,426	\$89,311
Springdale	87320	Full	\$71,677	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$68,093	\$57,342	\$71,677	\$86,013
Jonesboro	78576	Full	\$75,133	\$60,238	\$76,838	\$93,437
North Little Rock	64591	Full	\$86,717	\$69,374	\$86,717	\$104,060
North Little Rock	64591	Full	\$78,834	\$51,857	\$63,033	\$78,833
North Little Rock	64591	Full	\$69,494	\$51,857	\$63,033	\$78,833
Conway	64136	Full	\$42,120	\$33,696	\$42,120	\$42,120
Conway	64136	Full	\$70,816	\$56,653	\$70,816	\$70,816
Bentonville	54164	Full	\$111,528	\$89,222	\$111,528	\$133,833
Bentonville	54164	Full	\$66,983	\$59,541	\$74,426	\$89,311
Bentonville	54164	Full	\$71,677	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$68,093	\$57,342	\$71,677	\$86,013
Benton	35014	Full	\$58,411	\$42,414	\$58,411	\$72,576
Sherwood	32731	Full	\$64,890	\$50,432	\$63,040	\$75,648
Jacksonville	29477	Full	\$43,260	\$34,608	\$43,260	\$51,912
Texarkana	29387	Full	\$76,274	\$56,451	\$76,274	\$90,834
Cabot	26569	Full	\$82,400	\$66,307	\$77,910	\$89,514
Cabot	26569	Full	\$77,505	\$66,307	\$77,911	\$89,514
West Memphis	24520	Full	\$64,558	\$51,646	\$64,558	\$77,470
Maumelle	19251	Full	\$70,484	\$56,387	\$70,484	\$84,581
Siloam Springs	17400	Full	\$95,769	\$60,377	\$75,471	\$90,566
Harrison	13069	Full	\$59,624	\$59,624	\$59,624	\$59,624

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.13	\$70,769	\$58,385	\$72,707	\$86,431
45,000+	3.43	\$71,374	\$60,023	\$75,213	\$89,851
20,000 - 49,999	1.17	\$66,757	\$52,595	\$65,909	\$78,210
10,000 - 19,999	1	\$75,292	\$58,796	\$68,526	\$78,257

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/8/0
Exempt/non-exempt:	2/9
Bonus Eligible (Y/N):	5/9
Full/Part Time:	12/0
Number of Organizations Reporting:	9
Position Titles:	Accounting Clerk Ii Accounting Manager Bookkeeper/Hr Purmng - Purchasing Finance Specialist Atiic - Accounting Tech Ii Collection Gfspc - Grant-Finance Specialist Accounting Clerk Senior Accounting Coordinator Financial Administrator Bookkeeper Ii Accountant, Staff Staff Accountant
Reports To:	Finanace Director Utility Manager Director Assistant Chief Financial Officer Accounting Manager Finance Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$52,000	\$54,808	\$58,111	\$56,867	\$57,699	\$63,086
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
Jonesboro	78576	Full	\$57,408	\$56,281	\$71,827	\$87,373
Jonesboro	78576	Full	\$44,096	\$38,693	\$49,516	\$60,340
Jonesboro	78576	Full	\$56,867	\$51,300	\$66,212	\$81,124
Rogers	69908	Full	\$57,699	\$51,932	\$64,915	\$81,144
Rogers	69908	Full	\$79,102	\$63,655	\$79,568	\$99,460
North Little Rock	64591	Full	\$56,405	\$38,176	\$46,404	\$56,404
Sherwood	32731	Full	\$57,450	\$37,192	\$46,490	\$55,788
Texarkana	29387	Full	\$63,086	\$56,451	\$76,274	\$90,834
Bryant	20663	Full	\$62,275	\$49,820	\$62,275	\$74,730
Siloam Springs	17400	Full	\$54,808	\$52,819	\$66,023	\$79,228
Blytheville	13406	Full	\$56,132	\$44,906	\$56,132	\$56,677
Forrest City	13015	Full	\$52,000	\$25,480	\$52,000	\$62,400

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$58,111	\$47,225	\$61,470	\$73,792
45,000+	2	\$58,596	\$50,006	\$63,074	\$77,641
20,000 - 49,999	1	\$60,937	\$47,821	\$61,680	\$73,784
10,000 - 19,999	1	\$54,313	\$41,068	\$58,052	\$66,102

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

403- Accounting Clerk I

Job Description:	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A/M/B):	1/8/0
Exempt/non-exempt:	1/9
Bonus Eligible (Y/N):	3/9
Full/Part Time:	10/0
Number of Organizations Reporting:	6
Position Titles:	Permit Technician At - Accounting Technician Accounting Clerk Ii Accounting Clerk Iii Finance Clerk Bookkeeper I Accountant I
Reports To:	City Planning Director Director Assistant Chief Financial Officer Treasurer
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	10	\$33,056	\$38,521	\$43,778	\$44,179	\$45,252	\$51,501
Actual Incentive Paid Dollar LastYear	2	\$734	\$734	\$831	\$734	\$928	\$928
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$44,970	\$32,032	\$38,500	\$44,969
Little Rock	202591	Full	\$44,179	\$32,032	\$38,500	\$44,969
Little Rock	202591	Full	\$44,970	\$32,032	\$38,500	\$44,969
Jonesboro	78576	Full	\$38,521	\$35,453	\$45,438	\$55,422
North Little Rock	64591	Full	\$45,252	\$35,456	\$43,096	\$52,384
Benton	35014	Full	\$41,830	\$34,320	\$41,830	\$54,933
Benton	35014	Full	\$33,056	\$29,160	\$33,056	\$42,232
Sherwood	32731	Full	\$37,398	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$51,501	\$46,083	\$57,604	\$69,125
Paragould	29537	Full	\$56,100	\$44,880	\$56,100	\$67,320

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.67	\$43,778	\$35,776	\$43,802	\$53,079
45,000+	1.67	\$43,578	\$33,401	\$40,807	\$48,543

20,000 - 49,999	1.67	\$43,977	\$38,151	\$46,796	\$57,616
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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.

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):	2/10/1
Exempt/non-exempt:	3/7
Bonus Eligible (Y/N):	7/7
Full/Part Time:	12/0
Number of Organizations Reporting:	8
Position Titles:	Front Desk Attendant Finance Clerk Accounts Payable District Clerk Payroll Accounting Clerk Centralized Accounting Clerk Accounting Clerk Acct Clerk/Receptionist Accounting Assistant Grants Administrator
Reports To:	Facility Manager Finance Director Director Of Financial Operations 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	\$36,847	\$36,847	\$44,186	\$42,494	\$47,986	\$54,350
Actual Incentive Paid Dollar LastYear	3	\$817	\$817	\$799	\$817	\$817	\$817
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Rogers	69908	Full	\$48,172	\$41,512	\$51,890	\$64,863
North Little Rock	64591	Full	\$58,492	\$39,589	\$48,121	\$58,492
Benton	35014	Full	\$36,847	\$32,496	\$36,847	\$48,224
Benton	35014	Full	\$36,847	\$32,496	\$36,847	\$48,224
Benton	35014	Full	\$34,472	\$32,496	\$34,472	\$48,224
Sherwood	32731	Full	\$47,986	\$36,314	\$45,392	\$54,471
Texarkana	29387	Full	\$47,216	\$39,166	\$49,546	\$63,336
Russellville	28940	Full	\$54,350	\$43,480	\$54,350	\$65,220
Russellville	28940	Full	\$42,494	\$33,995	\$42,494	\$50,993
Centerton	17870	Full	\$44,221	\$35,377	\$44,221	\$53,065
Magnolia	11162	Full	\$39,000	\$31,200	\$39,000	\$46,800
Magnolia	11162	Full	\$40,140	\$32,112	\$40,140	\$48,168

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
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Overall	1.5	\$44,186	\$35,853	\$43,610	\$54,173
45,000+	1	\$53,332	\$40,551	\$50,006	\$61,678
20,000 - 49,999	1.75	\$42,887	\$35,778	\$42,850	\$54,099
10,000 - 19,999	1.5	\$41,120	\$32,896	\$41,120	\$49,344

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	8/28/5
Exempt/non-exempt:	4/35
Bonus Eligible (Y/N):	21/35
Full/Part Time:	40/0
Number of Organizations Reporting:	21
Position Titles:	A&P Clerk Accounts Payable Coordinator Accounts Receivable Coordinator Accounts Payable/Accounts Receivable Accounts Payable Technician Finance Specialist-Receivables Finance Generalist Accounts Payable Account Accounts Payable Specialist Accounts Receivable Specialist Accounts Payable/Payroll Clerk Accounts Receivable Ems Billing Specialist Accts Payable Specialist Accts Receivable Clerk Acct Payable /Receivable Specialist A/P & Data Transparency Accounts Payable Supervisor Ap/Ar Specialist Accounts Receivable Supervisor Clerk Iii, Acct Pay/Rcv Coordinator Account Specialist Account Clerk City Tax Collector Jr. Bookkeeper
Reports To:	City Clerk Chief Financial Officer Finanace Director Finance Director Deputy Director, Finance Cfo Fire Chief Asst Director Of Finance City Clerk /Treasurer Assistant Chief Financial Officer Treasurer Accounting Manager City Clerk/Treasurer
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	40	\$40,310	\$45,614	\$50,670	\$48,840	\$54,579	\$62,317
Actual Incentive Paid Dollar LastYear	2	\$942	\$942	\$1,001	\$942	\$1,059	\$1,059
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,872	\$42,149	\$53,529	\$64,909
Little Rock	202591	Full	\$51,293	\$42,149	\$53,529	\$64,909
Little Rock	202591	Full	\$50,794	\$42,149	\$53,529	\$64,909
Fort Smith	89142	Full	\$55,390	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Springdale	87320	Full	\$55,187	\$44,150	\$55,187	\$66,225
Springdale	87320	Full	\$48,449	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$45,769	\$37,554	\$46,942	\$56,331
Rogers	69908	Full	\$41,454	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$46,072	\$36,302	\$45,378	\$56,722

North Little Rock	64591	Full	\$81,366	\$65,093	\$81,366	\$97,639
Conway	64136	Full	\$52,879	\$42,303	\$52,879	\$52,879
Bentonville	54164	Full	\$55,187	\$44,150	\$55,187	\$66,225
Bentonville	54164	Full	\$48,449	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$45,769	\$37,554	\$46,942	\$56,331
Benton	35014	Full	\$47,749	\$31,637	\$47,749	\$48,339
Benton	35014	Full	\$42,430	\$31,637	\$42,430	\$48,339
Sherwood	32731	Full	\$62,317	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$67,042	\$54,760	\$68,450	\$82,140
Paragould	29537	Full	\$52,500	\$42,000	\$52,500	\$63,000
Paragould	29537	Full	\$45,614	\$36,491	\$45,614	\$54,737
Jacksonville	29477	Full	\$49,254	\$39,403	\$49,254	\$59,105
Jacksonville	29477	Full	\$41,200	\$32,960	\$41,200	\$49,440
Jacksonville	29477	Full	\$38,568	\$30,854	\$38,568	\$46,282
Texarkana	29387	Full	\$52,998	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$56,701	\$47,029	\$59,446	\$75,754
West Memphis	24520	Full	\$49,088	\$39,270	\$49,088	\$58,906
West Memphis	24520	Full	\$52,624	\$42,099	\$52,624	\$63,149
Bryant	20663	Full	\$48,172	\$38,538	\$48,172	\$57,806
Maumelle	19251	Full	\$63,929	\$51,143	\$63,929	\$76,715
Maumelle	19251	Full	\$45,568	\$36,454	\$45,568	\$54,682
Centerton	17870	Full	\$47,944	\$38,355	\$47,944	\$57,533
Centerton	17870	Full	\$54,579	\$43,663	\$54,579	\$65,495
Siloam Springs	17400	Full	\$55,162	\$45,781	\$57,226	\$68,671
Siloam Springs	17400	Full	\$64,626	\$45,781	\$57,226	\$68,671
Blytheville	13406	Full	\$36,723	\$29,378	\$36,723	\$37,079
Harrison	13069	Full	\$48,259	\$48,259	\$48,259	\$48,259
Harrison	13069	Full	\$39,407	\$39,407	\$39,407	\$39,407
Batesville	11191	Full	\$40,310	\$32,248	\$40,310	\$48,372
Malvern	10867	Full	\$48,840	\$39,072	\$48,840	\$58,608

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.9	\$50,670	\$40,782	\$50,802	\$60,167
45,000+	2.14	\$51,681	\$42,201	\$52,921	\$63,235
20,000 - 49,999	2	\$50,447	\$39,195	\$49,875	\$59,619
10,000 - 19,999	1.57	\$49,577	\$40,867	\$49,092	\$56,681

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/23/1
Exempt/non-exempt:	19/3
Bonus Eligible (Y/N):	0/0
Full/Part Time:	24/0
Number of Organizations Reporting:	24
Position Titles:	Fire Chief Fire Chief * Chief Fire Administrator Chief (Fire) Chief, Fire
Reports To:	Mayor City Administrator City Manager
Comments:	Paramedic Pay Is Factored Into Education Pay For All Ranks Below Chief

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	24	\$68,175	\$93,346	\$112,998	\$107,145	\$123,168	\$166,183
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$1,420	\$1,420	\$1,420	\$1,420	\$1,420	\$1,420
EMT Pay	1	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
Holiday Pay	6	\$5,747	\$5,747	\$6,864	\$6,386	\$7,984	\$9,898
Longevity Pay	6	\$1,800	\$1,800	\$3,201	\$1,875	\$5,600	\$5,600
Other Pay	4	\$960	\$960	\$21,343	\$1,200	\$1,200	\$82,011

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$191,290	\$127,808	\$162,316	\$196,824
Fort Smith	89142	Full	\$135,000	\$108,763	\$135,969	\$163,155
Springdale	87320	Full	\$166,183	\$115,606	\$144,507	\$173,408
Rogers	69908	Full	\$155,845	\$141,946	\$157,718	\$197,148
North Little Rock	64591	Full	\$138,375	\$110,700	\$138,375	\$166,050
Conway	64136	Full	\$111,801	\$89,441	\$111,801	\$111,801
Bentonville	54164	Full	\$166,183	\$115,606	\$144,507	\$173,408
Pine Bluff	41253	Full	\$123,168	\$98,534	\$123,168	\$147,802
Benton	35014	Full	\$121,355	\$110,000	\$121,355	\$140,000
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Texarkana	29387	Full	\$122,553	\$70,740	\$93,496	\$122,553
Russellville	28940	Full	\$106,295	\$85,036	\$106,295	\$127,554
Cabot	26569	Full	\$107,145	\$102,010	\$122,412	\$142,814

West Memphis	24520	Full	\$99,841	\$79,873	\$99,841	\$119,809
Van Buren	23218	Full	\$93,346	\$74,677	\$93,346	\$112,015
Bryant	20663	Full	\$105,788	\$84,630	\$105,788	\$126,946
Centerton	17870	Full	\$113,036	\$90,429	\$113,036	\$135,643
Siloam Springs	17400	Full	\$110,641	\$104,275	\$130,344	\$156,413
Blytheville	13406	Full	\$85,291	\$68,233	\$85,291	\$102,349
Harrison	13069	Full	\$98,905	\$92,642	\$95,484	\$98,327
Forrest City	13015	Full	\$69,034	\$55,227	\$69,034	\$82,841
Batesville	11191	Full	\$68,175	\$54,540	\$68,175	\$81,810
Magnolia	11162	Full	\$62,000	\$49,600	\$62,000	\$74,400
Malvern	10867	Full	\$65,708	\$52,566	\$65,708	\$78,850

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$112,998	\$89,953	\$110,207	\$131,080
45,000+	1	\$152,097	\$115,696	\$142,170	\$168,828
20,000 - 49,999	1	\$108,277	\$86,833	\$106,745	\$128,166
10,000 - 19,999	1	\$84,099	\$70,939	\$86,134	\$101,329

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/25/1
Exempt/non-exempt:	23/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	26/0
Number of Organizations Reporting:	18
Position Titles:	Assistant Fire Chief Deputy Chief Of Operations Fire Asst Chief Adv St Fire Asst Chief Basic St Assistant Fire Chief - Administration * Assistant Fire Chief - Operations * Fire Division Chief Assisant Fire Chief Assistant Chief Asst Chief/Administration Chief, Deputy Fire Chief, Division Training Assistant Fire Chief/Battalion Chief-01
Reports To:	Fire Chief Chief Fire Administrator Chief Chief, Fire
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	26	\$85,370	\$87,838	\$101,869	\$96,262	\$116,508	\$128,514
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	5	\$380	\$1,000	\$1,183	\$1,500	\$1,500	\$1,536
EMT Pay	0	Insufficient Data					
Holiday Pay	9	\$5,002	\$5,428	\$6,099	\$5,876	\$6,391	\$7,551
Longevity Pay	7	\$1,875	\$1,875	\$3,931	\$4,200	\$5,600	\$5,600
Other Pay	9	\$1,000	\$1,000	\$1,187	\$1,200	\$1,200	\$1,440

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$113,649	\$113,649	\$113,649	\$119,331
Fort Smith	89142	Full	\$113,649	\$113,649	\$113,649	\$119,331
Springdale	87320	Full	\$121,923	\$87,785	\$121,923	\$131,677
Springdale	87320	Full	\$131,677	\$87,785	\$131,677	\$131,677
Rogers	69908	Full	\$128,514	\$124,363	\$138,181	\$172,726
North Little Rock	64591	Full	\$117,621	\$94,097	\$117,621	\$117,622
Conway	64136	Full	\$96,876	\$77,501	\$96,876	\$96,876
Conway	64136	Full	\$96,876	\$77,501	\$96,876	\$96,876
Conway	64136	Full	\$93,930	\$75,144	\$93,930	\$93,930
Bentonville	54164	Full	\$121,923	\$87,785	\$121,923	\$131,677
Bentonville	54164	Full	\$131,677	\$87,785	\$131,677	\$131,677
Pine Bluff	41253	Full	\$116,508	\$93,206	\$116,508	\$139,810

Benton	35014	Full	\$108,000	\$100,000	\$108,000	\$108,000
Paragould	29537	Full	\$85,000	\$68,000	\$85,000	\$102,000
Jacksonville	29477	Full	\$86,572	\$69,258	\$86,572	\$103,886
Texarkana	29387	Full	\$93,496	\$70,740	\$93,496	\$122,553
Texarkana	29387	Full	\$93,496	\$70,740	\$93,496	\$122,553
Russellville	28940	Full	\$85,370	\$68,296	\$85,370	\$102,444
West Memphis	24520	Full	\$87,838	\$70,270	\$87,838	\$105,406
Bryant	20663	Full	\$89,564	\$71,651	\$89,564	\$107,477
Centerton	17870	Full	\$96,262	\$77,010	\$96,262	\$115,514
Siloam Springs	17400	Full	\$102,606	\$86,039	\$107,548	\$129,058
Siloam Springs	17400	Full	\$96,172	\$70,329	\$87,912	\$105,494
Harrison	13069	Full	\$87,697	\$82,626	\$85,162	\$87,697
Harrison	13069	Full	\$86,401	\$82,626	\$85,162	\$87,697
Magnolia	11162	Full	\$65,295	\$52,236	\$65,295	\$78,354

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.44	\$101,869	\$83,080	\$101,968	\$113,898
45,000+	1.83	\$115,301	\$93,368	\$116,180	\$122,127
20,000 - 49,999	1.13	\$93,983	\$75,796	\$93,983	\$112,681
10,000 - 19,999	1.5	\$89,072	\$75,144	\$87,890	\$100,636
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

502- Fire Battalion Chief

Job Description:	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
Total Matches (A/M/B):	3/96/5
Exempt/non-exempt:	35/64
Bonus Eligible (Y/N):	0/0
Full/Part Time:	104/0
Number of Organizations Reporting:	23
Position Titles:	Fire Training Officer Battallion Chief Battalion Chief Battalion Chief - Training Battallion Chief Safety Training Officer Deputy Chief Of Training Battalion Chief/Paramedic Battalion Chief/Emt Fire Battalion Chief Adv Fire Battalion Chief Bas Fire Captain Senior Battalion Chief/Trainer Battailon Chief Battalion Chief 1A * Battalion Chief 1B * Battalion Chief 1C * Battalion Chief 2A * Battalion Chief 2B * Battalion Chief 2C * Fire Training Officer * Fire Battalion Chief Division Chief Battalion Chief (40 Hour) Division Chief - Training Battalion Chief (Fire) Fire Division Chief Ems Division Chief Chief, Battalion Battalion Chief/Resource Development Battalion Chief/Ems Complianceaccred Fire Battalion Chief-02 Fire Battalion Chief-03
Reports To:	Assistant Fire Chief Fire Chief Chief Assistant Fire Chief - Operations Assistant Fire Chief - Administration Fire Division Chief Chief, Fire
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	104	\$68,000	\$81,733	\$90,984	\$89,618	\$107,522	\$108,588
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	12	\$1,320	\$1,320	\$1,826	\$1,400	\$2,000	\$2,900
EMT Pay	17	\$2,400	\$2,400	\$2,534	\$2,400	\$2,400	\$2,400
Holiday Pay	40	\$2,999	\$3,348	\$4,543	\$3,866	\$4,833	\$9,484
Longevity Pay	29	\$1,872	\$2,640	\$3,521	\$3,360	\$4,200	\$5,600
Other Pay	29	\$960	\$1,000	\$1,516	\$1,200	\$1,200	\$3,621

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372

Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$99,634	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Little Rock	202591	Full	\$108,588	\$88,248	\$110,310	\$132,372
Fort Smith	89142	Full	\$89,618	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$89,618	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$89,618	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$85,350	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$89,618	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$85,350	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$81,286	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$89,618	\$81,286	\$85,350	\$89,618
Springdale	87320	Full	\$107,522	\$84,148	\$107,522	\$126,221
Springdale	87320	Full	\$112,197	\$84,148	\$112,197	\$126,221
Springdale	87320	Full	\$98,172	\$84,148	\$98,172	\$126,221
Springdale	87320	Full	\$107,522	\$84,148	\$107,522	\$126,221
Springdale	87320	Full	\$116,872	\$84,148	\$116,872	\$126,221
Springdale	87320	Full	\$126,221	\$84,148	\$126,221	\$126,221
Springdale	87320	Full	\$116,872	\$84,148	\$116,872	\$126,221
Springdale	87320	Full	\$102,848	\$84,148	\$102,848	\$126,221
Rogers	69908	Full	\$104,910	\$100,918	\$112,131	\$140,164
Rogers	69908	Full	\$105,960	\$100,918	\$112,131	\$140,164
Rogers	69908	Full	\$100,922	\$100,918	\$112,131	\$140,164
North Little Rock	64591	Full	\$96,161	\$76,929	\$96,161	\$96,160
North Little Rock	64591	Full	\$96,161	\$76,929	\$96,161	\$96,160
North Little Rock	64591	Full	\$96,161	\$76,929	\$96,161	\$96,160
North Little Rock	64591	Full	\$96,161	\$76,929	\$96,161	\$96,160
North Little Rock	64591	Full	\$96,161	\$76,929	\$96,161	\$96,160
Conway	64136	Full	\$92,699	\$74,159	\$92,699	\$92,699
Conway	64136	Full	\$92,699	\$74,159	\$92,699	\$92,699
Conway	64136	Full	\$92,699	\$74,159	\$92,699	\$92,699
Conway	64136	Full	\$92,699	\$74,159	\$92,699	\$92,699
Conway	64136	Full	\$87,453	\$69,962	\$87,453	\$87,453
Conway	64136	Full	\$87,453	\$69,962	\$87,453	\$87,453
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Bentonville	54164	Full	\$107,522	\$84,148	\$107,522	\$126,221

Bentonville	54164	Full	\$112,197	\$84,148	\$112,197	\$126,221
Bentonville	54164	Full	\$98,172	\$84,148	\$98,172	\$126,221
Bentonville	54164	Full	\$107,522	\$84,148	\$107,522	\$126,221
Bentonville	54164	Full	\$116,872	\$84,148	\$116,872	\$126,221
Bentonville	54164	Full	\$126,221	\$84,148	\$126,221	\$126,221
Bentonville	54164	Full	\$116,872	\$84,148	\$116,872	\$126,221
Bentonville	54164	Full	\$102,848	\$84,148	\$102,848	\$126,221
Pine Bluff	41253	Full	\$90,483	\$72,386	\$90,483	\$108,580
Pine Bluff	41253	Full	\$98,796	\$79,037	\$98,796	\$118,555
Pine Bluff	41253	Full	\$88,380	\$70,704	\$88,380	\$106,056
Benton	35014	Full	\$85,696	\$82,400	\$85,696	\$89,610
Benton	35014	Full	\$86,561	\$80,000	\$86,561	\$87,000
Benton	35014	Full	\$86,561	\$80,000	\$86,561	\$87,000
Benton	35014	Full	\$86,662	\$80,000	\$86,662	\$87,000
Paragould	29537	Full	\$76,000	\$60,800	\$76,000	\$91,200
Jacksonville	29477	Full	\$75,425	\$60,340	\$75,425	\$90,510
Jacksonville	29477	Full	\$74,395	\$59,516	\$74,395	\$89,274
Texarkana	29387	Full	\$83,781	\$78,988	\$82,125	\$83,896
Texarkana	29387	Full	\$83,781	\$78,988	\$82,125	\$83,896
Russellville	28940	Full	\$56,555	\$45,244	\$56,555	\$67,866
Russellville	28940	Full	\$54,392	\$43,514	\$54,392	\$65,270
Russellville	28940	Full	\$59,342	\$47,474	\$59,342	\$71,210
Russellville	28940	Full	\$84,366	\$67,493	\$84,366	\$101,239
Cabot	26569	Full	\$96,389	\$83,000	\$93,000	\$103,000
Cabot	26569	Full	\$97,343	\$83,000	\$93,000	\$103,000
Cabot	26569	Full	\$87,339	\$83,000	\$93,000	\$103,000
Cabot	26569	Full	\$88,040	\$83,000	\$93,000	\$103,000
West Memphis	24520	Full	\$68,000	\$54,400	\$68,000	\$81,600
West Memphis	24520	Full	\$68,000	\$54,400	\$68,000	\$81,600
West Memphis	24520	Full	\$68,000	\$54,400	\$68,000	\$81,600
Van Buren	23218	Full	\$69,838	\$55,870	\$69,838	\$83,806
Van Buren	23218	Full	\$69,838	\$55,870	\$69,838	\$83,806
Van Buren	23218	Full	\$66,389	\$53,111	\$66,389	\$79,667
Bryant	20663	Full	\$81,733	\$65,386	\$81,733	\$98,080
Bryant	20663	Full	\$78,199	\$62,559	\$78,199	\$93,839
Bryant	20663	Full	\$81,733	\$65,386	\$81,733	\$98,080
Bryant	20663	Full	\$83,553	\$66,842	\$83,553	\$100,264
Bryant	20663	Full	\$81,182	\$64,946	\$81,182	\$97,418
Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462
Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462

Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462
Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462
Centerton	17870	Full	\$93,350	\$74,680	\$93,350	\$112,020
Centerton	17870	Full	\$84,681	\$67,745	\$84,681	\$101,617
Centerton	17870	Full	\$75,159	\$60,127	\$75,159	\$90,191
Siloam Springs	17400	Full	\$95,193	\$70,338	\$90,727	\$111,116
Siloam Springs	17400	Full	\$91,000	\$70,338	\$90,727	\$111,116
Siloam Springs	17400	Full	\$97,784	\$70,338	\$90,727	\$111,116
Harrison	13069	Full	\$74,598	\$74,598	\$78,084	\$81,569
Harrison	13069	Full	\$75,717	\$74,598	\$78,084	\$81,569
Harrison	13069	Full	\$76,853	\$74,598	\$78,084	\$81,569
Forrest City	13015	Full	\$46,796	\$37,437	\$46,796	\$56,155
Forrest City	13015	Full	\$45,391	\$36,313	\$45,391	\$54,469
Forrest City	13015	Full	\$45,391	\$36,313	\$45,391	\$54,469
Malvern	10867	Full	\$52,618	\$42,094	\$52,618	\$63,142

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.52	\$90,984	\$75,004	\$91,356	\$103,932
45,000+	8	\$101,837	\$83,219	\$102,620	\$115,375
20,000 - 49,999	3.1	\$79,250	\$66,840	\$79,236	\$90,965
10,000 - 19,999	2.83	\$76,632	\$62,828	\$76,355	\$89,880

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.

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):	0/452/32
Exempt/non-exempt:	3/467
Bonus Eligible (Y/N):	0/0
Full/Part Time:	484/0
Number of Organizations Reporting:	26
Position Titles:	Fire Captain Fire Admin Captain Captain - Fire Captain Captain/Emt Captain/Fire Marshal Fire Captain Adv Staff Fire Captain Advanced Fire Captain Basic Fire Captain General Fire Captain Senior Fire Captain Sr Staff Captain/Fire Prevention Captain 12-A * Captain 12-B * Captain Ladder-11A * Captain Ladder-11B * Captain Ladder-11C * Captain Ladder-3A * Captain Ladder-3B * Captain Ladder-3C * Captain Ladder-7A * Captain Ladder-7B * Captain Ladder-7C * Captain Ladder-9A * Captain Ladder-9B * Captain Ladder-9C * Captain Pumper-10B * Captain Pumper-10C * Captain Pumper-1A * Captain Pumper-1B * Captain Pumper-1C * Captain Pumper-2A * Captain Pumper-2B * Captain Pumper-2C * Captain Pumper-4A * Captain Pumper-4B * Captain Pumper-4C * Captain Pumper-5A * Captain Pumper-5B * Captain Pumper-5C * Captain Pumper-6A * Captain Pumper-6B * Captain Pumper-6C * Captain Pumper-7A * Captain Pumper-7B * Captain Pumper-7C * Captain Pumper-8A * Captain Pumper-8B * Captain Pumper-8C * Captain Rescue-1A * Captain Rescue-1B * Captain Rescue-1C * Fire Captain / Training Officer Ems Supervisor Fire Captain (40 Hour) Fire Captain (56Hr) Captiain Captain (Fire) Fire Administrative Captain Captain/Pm-Fire Captain-Fire Captain-Fire-Tcq Captain/Paramedic Fire Captain Emt Training Captain Captain, Fire Captain, Training Ems Captain/Education Specialist Captain/Logistics Captain/Training Officer Fire Captain-01 Fire Captain-02 Fire Captain-03 Fire Captain-04 Fire Captain-05 Fire Captain-06 Fire Captain-07 Fire Captain-08 Fire Captain-09 Fire Captain-10 Fire Captain-11 Fire Captain-12 Fire Captain-13 Fire Captain-14 Fire Captain-15
Reports To:	Fire Chief Assistant Fire Chief Batallion Chief Battalion Chief Deputy Chief Of Fire Marshal Office Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Fire Battalion Chief Assistant Chief Chief, Fire Battalion Chief/Resource Development Battalion Cheifs
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	484	\$63,393	\$72,441	\$78,952	\$79,790	\$88,961	\$90,792
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	87	\$760	\$1,308	\$1,818	\$1,320	\$2,720	\$3,648
EMT Pay	129	\$2,400	\$2,400	\$2,447	\$2,400	\$2,400	\$2,400
Holiday Pay	173	\$2,609	\$2,952	\$4,383	\$3,465	\$4,929	\$7,938
Longevity Pay	138	\$1,200	\$1,725	\$2,900	\$2,800	\$4,200	\$5,600
Other Pay	120	\$900	\$1,000	\$1,939	\$1,200	\$1,200	\$3,200

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
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[illegible]

[illegible]

Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Little Rock	202591	Full	\$88,961	\$82,060	\$85,510	\$88,961
Fort Smith	89142	Full	\$71,810	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$68,403	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392

Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$71,810	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$71,810	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$71,810	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$68,403	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$71,810	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Fort Smith	89142	Full	\$75,392	\$68,403	\$71,810	\$75,392
Springdale	87320	Full	\$78,982	\$62,629	\$78,982	\$92,064
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$81,975	\$62,629	\$81,975	\$92,064
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989

Springdale	87320	Full	\$92,885	\$68,020	\$92,885	\$99,989
Springdale	87320	Full	\$92,885	\$68,020	\$92,885	\$99,989
Springdale	87320	Full	\$89,333	\$68,020	\$89,333	\$99,989
Springdale	87320	Full	\$92,885	\$68,020	\$92,885	\$99,989
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87320	Full	\$96,437	\$68,020	\$96,437	\$99,989
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$85,780	\$68,020	\$85,780	\$99,989
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$82,229	\$68,020	\$82,229	\$99,989
Springdale	87320	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87320	Full	\$81,975	\$62,629	\$81,975	\$92,064
Springdale	87320	Full	\$72,441	\$62,629	\$72,441	\$92,064
Springdale	87320	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87320	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87320	Full	\$88,794	\$62,629	\$88,794	\$92,064
Springdale	87320	Full	\$85,523	\$62,629	\$85,523	\$92,064
Springdale	87320	Full	\$72,441	\$62,629	\$72,441	\$92,064
Springdale	87320	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87320	Full	\$92,064	\$62,629	\$92,064	\$92,064
Springdale	87320	Full	\$78,982	\$62,629	\$78,982	\$92,064
Springdale	87320	Full	\$72,441	\$62,629	\$72,441	\$92,064
Springdale	87320	Full	\$85,523	\$62,629	\$85,523	\$92,064
Rogers	69908	Full	\$106,890	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$79,320	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$80,580	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$82,680	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$79,320	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$77,610	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$82,830	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$78,450	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$77,490	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$79,110	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$79,320	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$79,320	\$77,473	\$86,081	\$107,601

[illegible]

[illegible]

Conway	64136	Full	\$72,407	\$57,926	\$72,407	\$72,407
Conway	64136	Full	\$72,407	\$57,926	\$72,407	\$72,407
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Conway	64136	Full	\$79,790	\$63,832	\$79,790	\$79,790
Bentonville	54164	Full	\$78,982	\$62,629	\$78,982	\$92,064
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$81,975	\$62,629	\$81,975	\$92,064
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$92,885	\$68,020	\$92,885	\$99,989
Bentonville	54164	Full	\$92,885	\$68,020	\$92,885	\$99,989
Bentonville	54164	Full	\$89,333	\$68,020	\$89,333	\$99,989
Bentonville	54164	Full	\$92,885	\$68,020	\$92,885	\$99,989
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$96,437	\$68,020	\$96,437	\$99,989
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$96,437	\$68,020	\$96,437	\$99,989
Bentonville	54164	Full	\$96,437	\$68,020	\$96,437	\$99,989
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$85,780	\$68,020	\$85,780	\$99,989
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$82,229	\$68,020	\$82,229	\$99,989
Bentonville	54164	Full	\$92,064	\$62,629	\$92,064	\$92,064
Bentonville	54164	Full	\$81,975	\$62,629	\$81,975	\$92,064
Bentonville	54164	Full	\$72,441	\$62,629	\$72,441	\$92,064
Bentonville	54164	Full	\$92,064	\$62,629	\$92,064	\$92,064

Bentonville	54164	Full	\$92,064	\$62,629	\$92,064	\$92,064
Bentonville	54164	Full	\$88,794	\$62,629	\$88,794	\$92,064
Bentonville	54164	Full	\$85,523	\$62,629	\$85,523	\$92,064
Bentonville	54164	Full	\$72,441	\$62,629	\$72,441	\$92,064
Bentonville	54164	Full	\$92,064	\$62,629	\$92,064	\$92,064
Bentonville	54164	Full	\$92,064	\$62,629	\$92,064	\$92,064
Bentonville	54164	Full	\$78,982	\$62,629	\$78,982	\$92,064
Bentonville	54164	Full	\$72,441	\$62,629	\$72,441	\$92,064
Bentonville	54164	Full	\$85,523	\$62,629	\$85,523	\$92,064
Pine Bluff	41253	Full	\$82,144	\$65,715	\$82,144	\$98,573
Pine Bluff	41253	Full	\$71,234	\$56,987	\$71,234	\$85,481
Pine Bluff	41253	Full	\$72,882	\$58,306	\$72,882	\$87,458
Pine Bluff	41253	Full	\$82,140	\$65,712	\$82,140	\$98,568
Pine Bluff	41253	Full	\$73,334	\$58,667	\$73,334	\$88,001
Pine Bluff	41253	Full	\$82,144	\$65,715	\$82,144	\$98,573
Pine Bluff	41253	Full	\$80,040	\$64,032	\$80,040	\$96,048
Pine Bluff	41253	Full	\$70,857	\$56,686	\$70,857	\$85,028
Pine Bluff	41253	Full	\$89,742	\$71,794	\$89,742	\$107,690
Benton	35014	Full	\$76,527	\$70,040	\$76,527	\$81,370
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$72,855	\$68,000	\$72,855	\$79,000
Benton	35014	Full	\$72,855	\$68,000	\$72,855	\$79,000
Benton	35014	Full	\$70,720	\$68,000	\$70,720	\$79,000
Benton	35014	Full	\$72,134	\$68,000	\$72,134	\$79,000
Benton	35014	Full	\$73,577	\$68,000	\$73,577	\$79,000
Benton	35014	Full	\$72,134	\$68,000	\$72,134	\$79,000
Benton	35014	Full	\$72,855	\$68,000	\$72,855	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$72,855	\$68,000	\$72,855	\$79,000
Benton	35014	Full	\$72,134	\$68,000	\$72,134	\$79,000
Benton	35014	Full	\$72,134	\$68,000	\$72,134	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$73,577	\$68,000	\$73,577	\$79,000
Benton	35014	Full	\$70,720	\$68,000	\$70,720	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200
Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200
Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200

Paragould	29537	Full	\$73,500	\$58,800	\$73,500	\$88,200
Jacksonville	29477	Full	\$65,729	\$52,583	\$65,729	\$78,875
Jacksonville	29477	Full	\$74,395	\$59,516	\$74,395	\$89,274
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$71,456	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$66,816	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$66,816	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$65,685	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$66,816	\$65,685	\$69,339	\$71,456
Texarkana	29387	Full	\$65,685	\$65,685	\$69,339	\$71,456
Russellville	28940	Full	\$53,040	\$42,432	\$53,040	\$63,648
Russellville	28940	Full	\$52,686	\$42,149	\$52,686	\$63,223
Russellville	28940	Full	\$53,061	\$42,449	\$53,061	\$63,673
Russellville	28940	Full	\$53,830	\$43,064	\$53,830	\$64,596
Russellville	28940	Full	\$53,914	\$43,131	\$53,914	\$64,697
Russellville	28940	Full	\$73,923	\$59,138	\$73,923	\$88,708
Russellville	28940	Full	\$49,338	\$39,470	\$49,338	\$59,206
Russellville	28940	Full	\$53,040	\$42,432	\$53,040	\$63,648
Russellville	28940	Full	\$56,763	\$45,410	\$56,763	\$68,116
Russellville	28940	Full	\$53,352	\$42,682	\$53,352	\$64,022
Russellville	28940	Full	\$54,392	\$43,514	\$54,392	\$65,270
Russellville	28940	Full	\$57,221	\$45,777	\$57,221	\$68,665
Russellville	28940	Full	\$54,995	\$43,996	\$54,995	\$65,994
Cabot	26569	Full	\$70,720	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$74,077	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$77,993	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$77,993	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$74,077	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$77,269	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$71,543	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$71,543	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$78,059	\$69,000	\$75,500	\$82,000

Cabot	26569	Full	\$74,998	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$74,077	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$69,544	\$69,000	\$75,500	\$82,000
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
West Memphis	24520	Full	\$63,393	\$50,714	\$63,393	\$76,072
Van Buren	23218	Full	\$64,455	\$51,564	\$64,455	\$77,346
Van Buren	23218	Full	\$66,389	\$53,111	\$66,389	\$79,667
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$56,751	\$45,401	\$56,751	\$68,101
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Bryant	20663	Full	\$65,701	\$52,561	\$65,701	\$78,841
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$63,044	\$50,435	\$63,044	\$75,653
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$68,446	\$54,757	\$68,446	\$82,135
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604
Bryant	20663	Full	\$71,337	\$57,070	\$71,337	\$85,604

Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$67,855	\$54,284	\$67,855	\$81,426
Centerton	17870	Full	\$87,331	\$69,865	\$87,331	\$104,797
Centerton	17870	Full	\$69,509	\$55,607	\$69,509	\$83,411
Centerton	17870	Full	\$72,829	\$58,263	\$72,829	\$87,395
Centerton	17870	Full	\$74,838	\$59,870	\$74,838	\$89,806
Centerton	17870	Full	\$72,421	\$57,937	\$72,421	\$86,905
Centerton	17870	Full	\$70,529	\$56,423	\$70,529	\$84,635
Centerton	17870	Full	\$67,038	\$53,630	\$67,038	\$80,446
Siloam Springs	17400	Full	\$82,962	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$82,962	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$78,886	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$82,234	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$80,080	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$78,624	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$82,001	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$82,438	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$82,962	\$58,556	\$76,032	\$93,509
Siloam Springs	17400	Full	\$83,671	\$58,556	\$76,032	\$93,509
Blytheville	13406	Full	\$65,366	\$52,293	\$65,366	\$78,439
Harrison	13069	Full	\$65,766	\$65,766	\$68,839	\$71,911
Harrison	13069	Full	\$66,752	\$65,766	\$68,839	\$71,911
Harrison	13069	Full	\$69,802	\$65,766	\$68,839	\$71,911
Forrest City	13015	Full	\$41,450	\$33,160	\$41,450	\$49,740
Forrest City	13015	Full	\$41,450	\$33,160	\$41,450	\$49,740
Forrest City	13015	Full	\$41,450	\$33,160	\$41,450	\$49,740
Forrest City	13015	Full	\$42,139	\$33,711	\$42,139	\$50,567
Forrest City	13015	Full	\$41,450	\$33,160	\$41,450	\$49,740
Forrest City	13015	Full	\$41,450	\$33,160	\$41,450	\$49,740
Batesville	11191	Full	\$52,160	\$41,728	\$52,160	\$62,592
Batesville	11191	Full	\$52,160	\$41,728	\$52,160	\$62,592
Batesville	11191	Full	\$52,160	\$41,728	\$52,160	\$62,592

Magnolia	11162	Full	\$55,800	\$44,640	\$55,800	\$66,960
Magnolia	11162	Full	\$59,300	\$47,440	\$59,300	\$71,160
Magnolia	11162	Full	\$58,000	\$46,400	\$58,000	\$69,600
Malvern	10867	Full	\$42,834	\$34,267	\$42,834	\$51,401

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	18.62	\$78,952	\$67,286	\$78,167	\$84,819
45,000+	47	\$84,176	\$72,158	\$83,157	\$87,957
20,000 - 49,999	11.1	\$67,944	\$58,355	\$68,014	\$77,607
10,000 - 19,999	4.89	\$67,656	\$53,387	\$66,467	\$79,548

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

504- Fire Lieutenant

Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A/M/B):	1/109/1
Exempt/non-exempt:	2/106
Bonus Eligible (Y/N):	0/0
Full/Part Time:	111/0
Number of Organizations Reporting:	11
Position Titles:	Fire Lieutenant Lieutenant Lieutenant (Fire) Fire Administrative Lieutenant Step 8 Fire Lieutenant Step 6 Lieutenant, Fire Major Instructor
Reports To:	Fire Captain Fire Chief Captain Fire Administrative Captain Chief, Fire
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	111	\$56,695	\$57,612	\$64,675	\$67,529	\$70,010	\$70,010
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	46	\$1,320	\$1,320	\$2,244	\$1,320	\$3,648	\$3,648
EMT Pay	0	Insufficient Data					
Holiday Pay	47	\$6,660	\$6,904	\$6,677	\$6,904	\$6,904	\$6,904
Longevity Pay	46	\$720	\$840	\$1,414	\$1,200	\$1,680	\$2,400
Other Pay	1	\$55,527	\$55,527	\$55,527	\$55,527	\$55,527	\$55,527

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$70,008	\$56,006	\$70,008	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008
North Little Rock	64591	Full	\$70,010	\$56,008	\$70,010	\$70,008

[illegible]

Pine Bluff	41253	Full	\$66,867	\$53,494	\$66,867	\$80,240
Pine Bluff	41253	Full	\$62,862	\$50,290	\$62,862	\$75,434
Pine Bluff	41253	Full	\$63,192	\$50,554	\$63,192	\$75,830
Pine Bluff	41253	Full	\$66,972	\$53,578	\$66,972	\$80,366
Pine Bluff	41253	Full	\$54,892	\$43,914	\$54,892	\$65,870
Pine Bluff	41253	Full	\$63,012	\$50,410	\$63,012	\$75,614
Pine Bluff	41253	Full	\$69,291	\$55,433	\$69,291	\$83,149
Pine Bluff	41253	Full	\$64,280	\$51,424	\$64,280	\$77,136
Pine Bluff	41253	Full	\$65,579	\$52,463	\$65,579	\$78,695
Pine Bluff	41253	Full	\$63,677	\$50,942	\$63,677	\$76,412
Pine Bluff	41253	Full	\$55,768	\$44,614	\$55,768	\$66,922
Paragould	29537	Full	\$71,000	\$56,800	\$71,000	\$85,200
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Jacksonville	29477	Full	\$55,914	\$44,731	\$55,914	\$67,097
West Memphis	24520	Full	\$66,000	\$52,800	\$66,000	\$79,200
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
West Memphis	24520	Full	\$57,612	\$46,090	\$57,612	\$69,134
Siloam Springs	17400	Full	\$73,440	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$51,891	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$59,230	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$75,828	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$79,031	\$51,895	\$67,724	\$83,553

Siloam Springs	17400	Full	\$80,080	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$69,596	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$67,354	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$76,847	\$51,895	\$67,724	\$83,553
Siloam Springs	17400	Full	\$66,393	\$51,895	\$67,724	\$83,553
Blytheville	13406	Full	\$58,041	\$46,433	\$58,041	\$69,649
Harrison	13069	Full	\$56,695	\$56,695	\$60,759	\$64,824
Harrison	13069	Full	\$57,545	\$56,695	\$60,759	\$64,824
Harrison	13069	Full	\$58,408	\$56,695	\$60,759	\$64,824
Harrison	13069	Full	\$58,408	\$56,695	\$60,759	\$64,824
Harrison	13069	Full	\$58,408	\$56,695	\$60,759	\$64,824
Harrison	13069	Full	\$56,695	\$56,695	\$60,759	\$64,824
Batesville	11191	Full	\$44,480	\$35,584	\$44,480	\$53,376
Batesville	11191	Full	\$44,480	\$35,584	\$44,480	\$53,376
Batesville	11191	Full	\$44,480	\$35,584	\$44,480	\$53,376
Magnolia	11162	Full	\$45,300	\$36,240	\$45,300	\$54,360
Magnolia	11162	Full	\$45,300	\$36,240	\$45,300	\$54,360
Magnolia	11162	Full	\$41,500	\$33,200	\$41,500	\$49,800
Malvern	10867	Full	\$38,704	\$30,963	\$38,704	\$46,445

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10.09		\$64,675	\$51,942	\$64,638	\$71,572
45,000+	46		\$69,519	\$55,615	\$69,519	\$69,517
20,000 - 49,999	10.25		\$62,754	\$50,203	\$62,754	\$75,305
10,000 - 19,999	4		\$58,672	\$47,873	\$58,503	\$69,134

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

505- Fire Apparatus Engineer (Driver)

Job Description:	Drives fire equipment to the scene of an emergency and operates the equipment as required; requires serving as a current, regular status firefighter for at least two (2) years; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A/M/B):	0/357/34
Exempt/non-exempt:	1/390
Bonus Eligible (Y/N):	0/0
Full/Part Time:	391/0
Number of Organizations Reporting:	16
Position Titles:	Fire Driver Fire Engineer Fire Apparatus Engineer (Driver) Engineer/Emt Engineer/Paramedic Fire Engineer Sr Staff Firefighter Eng Basic Firefighter Engineer Adv Firefighter Engineer Gen Firefighter Engineer Sr Driver 12-A * Driver 12-B * Driver 12-C * Driver Ladder-11A * Driver Ladder-11B * Driver Ladder-11C * Driver Ladder-3A * Driver Ladder-3B * Driver Ladder-3C * Driver Ladder-7A * Driver Ladder-7B * Driver Ladder-7C * Driver Ladder-9A * Driver Ladder-9B * Driver Ladder-9C * Driver Pumper-10A * Driver Pumper-10B * Driver Pumper-10C * Driver Pumper-1A * Driver Pumper-1B * Driver Pumper-1C * Driver Pumper-2A * Driver Pumper-2B * Driver Pumper-2C * Driver Pumper-4A * Driver Pumper-4B * Driver Pumper-4C * Driver Pumper-5A * Driver Pumper-5B * Driver Pumper-5C * Driver Pumper-6A * Driver Pumper-6B * Driver Pumper-6C * Driver Pumper-7A * Driver Pumper-7B * Driver Pumper-7C * Driver Pumper-8A * Driver Pumper-8B * Driver Pumper-8C * Driver Rescue-1A * Driver Rescue-1B * Driver Rescue-1C * Temporary Driver * Fire Apparatus Engineer Fire Lieutenant Engineer Fire Equip Operator/Paramedic Fire Equipment Operator/Emt Firefighter/Engineer Firefighter/Emt Firefighter/Paramedicdriver Firefighter/Driver Driver Engineer -01 Driver Engineer -02 Driver Engineer -03 Driver Engineer -04 Driver Engineer -05 Driver Engineer -06 Driver Engineer -07 Driver Engineer -08 Driver Engineer -09 Driver Engineer -10 Driver Engineer -11 Driver Engineer -12 Driver Engineer -13 Driver Engineer -14 Driver Engineer -15 Driver Engineer -16 Driver Engineer -17 Driver Engineer -18 Driver
Reports To:	Fire Captain Fire Chief Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Division Chief - Fire Operations Assistant Chief Captain/Paramedic Captain Fire Captains
Comments:	Temp Position Until Able To Move To Permanent Driver Position

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	391	\$55,157	\$60,599	\$66,853	\$64,478	\$77,925	\$77,925
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	41	\$540	\$872	\$1,191	\$1,000	\$1,500	\$1,820
EMT Pay	130	\$2,400	\$2,400	\$2,461	\$2,400	\$2,400	\$2,400
Holiday Pay	102	\$2,178	\$2,405	\$2,729	\$2,592	\$2,945	\$3,510
Longevity Pay	84	\$450	\$700	\$1,773	\$1,275	\$1,875	\$4,200
Other Pay	101	\$480	\$720	\$1,710	\$900	\$1,200	\$2,900

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$79,539	\$78,353	\$78,946	\$79,539
Little Rock	202591	Full	\$78,353	\$78,353	\$78,946	\$79,539

[illegible]

[illegible]

Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Little Rock	202591	Full	\$77,925	\$75,275	\$76,600	\$77,925
Fort Smith	89142	Full	\$63,627	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$63,627	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$60,599	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$63,627	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$57,716	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$60,599	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$63,627	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$63,627	\$57,716	\$60,599	\$63,627
Fort Smith	89142	Full	\$57,716	\$57,716	\$60,599	\$63,627

[illegible]

Springdale	87320	Full	\$85,386	\$58,086	\$85,386	\$85,386
Springdale	87320	Full	\$76,286	\$58,086	\$76,286	\$85,386
Springdale	87320	Full	\$79,319	\$58,086	\$79,319	\$85,386
Springdale	87320	Full	\$73,253	\$58,086	\$73,253	\$85,386
Springdale	87320	Full	\$70,219	\$58,086	\$70,219	\$85,386
Springdale	87320	Full	\$76,286	\$58,086	\$76,286	\$85,386
Springdale	87320	Full	\$79,319	\$58,086	\$79,319	\$85,386
Springdale	87320	Full	\$85,386	\$58,086	\$85,386	\$85,386
Springdale	87320	Full	\$85,386	\$58,086	\$85,386	\$85,386
Springdale	87320	Full	\$61,796	\$49,001	\$61,796	\$72,032
Springdale	87320	Full	\$59,237	\$49,001	\$59,237	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$66,914	\$49,001	\$66,914	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$64,355	\$49,001	\$64,355	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$66,914	\$49,001	\$66,914	\$72,032
Springdale	87320	Full	\$64,355	\$49,001	\$64,355	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$61,796	\$49,001	\$61,796	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$64,355	\$49,001	\$64,355	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Springdale	87320	Full	\$72,032	\$49,001	\$72,032	\$72,032
Rogers	69908	Full	\$71,310	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$68,730	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$69,330	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$69,000	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$87,270	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$70,110	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$64,620	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$70,110	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$64,540	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$64,530	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$68,070	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$70,380	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$64,620	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$73,740	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$72,900	\$61,354	\$68,171	\$85,214

Rogers	69908	Full	\$62,040	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,340	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$70,080	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,190	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$70,020	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,350	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$66,540	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$61,590	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$61,470	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$57,390	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$57,150	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$56,640	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$56,640	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$56,850	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$56,130	\$55,493	\$61,659	\$77,074
Rogers	69908	Full	\$55,500	\$55,493	\$61,659	\$77,074
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$57,313	\$45,850	\$57,313	\$57,313
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$64,478	\$51,582	\$64,478	\$64,478
Conway	64136	Full	\$60,894	\$48,715	\$60,894	\$60,894

Conway	64136	Full	\$60,894	\$48,715	\$60,894	\$60,894
Conway	64136	Full	\$60,894	\$48,715	\$60,894	\$60,894
Conway	64136	Full	\$60,894	\$48,715	\$60,894	\$60,894
Conway	64136	Full	\$60,894	\$48,715	\$60,894	\$60,894
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Conway	64136	Full	\$65,650	\$52,520	\$65,650	\$65,650
Bentonville	54164	Full	\$70,219	\$58,086	\$70,219	\$85,386
Bentonville	54164	Full	\$79,319	\$58,086	\$79,319	\$85,386
Bentonville	54164	Full	\$85,386	\$58,086	\$85,386	\$85,386
Bentonville	54164	Full	\$76,286	\$58,086	\$76,286	\$85,386
Bentonville	54164	Full	\$79,319	\$58,086	\$79,319	\$85,386
Bentonville	54164	Full	\$73,253	\$58,086	\$73,253	\$85,386
Bentonville	54164	Full	\$70,219	\$58,086	\$70,219	\$85,386
Bentonville	54164	Full	\$76,286	\$58,086	\$76,286	\$85,386
Bentonville	54164	Full	\$79,319	\$58,086	\$79,319	\$85,386
Bentonville	54164	Full	\$85,386	\$58,086	\$85,386	\$85,386
Bentonville	54164	Full	\$85,386	\$58,086	\$85,386	\$85,386
Bentonville	54164	Full	\$61,796	\$49,001	\$61,796	\$72,032
Bentonville	54164	Full	\$59,237	\$49,001	\$59,237	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$66,914	\$49,001	\$66,914	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$64,355	\$49,001	\$64,355	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$66,914	\$49,001	\$66,914	\$72,032
Bentonville	54164	Full	\$64,355	\$49,001	\$64,355	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$61,796	\$49,001	\$61,796	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$64,355	\$49,001	\$64,355	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Bentonville	54164	Full	\$72,032	\$49,001	\$72,032	\$72,032
Pine Bluff	41253	Full	\$56,993	\$45,594	\$56,993	\$68,392
Pine Bluff	41253	Full	\$54,892	\$43,914	\$54,892	\$65,870
Pine Bluff	41253	Full	\$46,832	\$37,466	\$46,832	\$56,198

Pine Bluff	41253	Full	\$50,534	\$40,427	\$50,534	\$60,641
Pine Bluff	41253	Full	\$58,553	\$46,842	\$58,553	\$70,264
Pine Bluff	41253	Full	\$54,662	\$43,730	\$54,662	\$65,594
Pine Bluff	41253	Full	\$59,028	\$47,222	\$59,028	\$70,834
Pine Bluff	41253	Full	\$55,157	\$44,126	\$55,157	\$66,188
Pine Bluff	41253	Full	\$54,136	\$43,309	\$54,136	\$64,963
Pine Bluff	41253	Full	\$52,634	\$42,107	\$52,634	\$63,161
Pine Bluff	41253	Full	\$52,850	\$42,280	\$52,850	\$63,420
Pine Bluff	41253	Full	\$54,592	\$43,674	\$54,592	\$65,510
Pine Bluff	41253	Full	\$61,664	\$49,331	\$61,664	\$73,997
Pine Bluff	41253	Full	\$61,889	\$49,511	\$61,889	\$74,267
Pine Bluff	41253	Full	\$50,836	\$40,669	\$50,836	\$61,003
Benton	35014	Full	\$61,070	\$57,000	\$61,070	\$71,000
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$62,279	\$57,000	\$62,279	\$71,000
Benton	35014	Full	\$61,675	\$57,000	\$61,675	\$71,000
Benton	35014	Full	\$61,675	\$57,000	\$61,675	\$71,000
Benton	35014	Full	\$59,280	\$57,000	\$59,280	\$71,000
Benton	35014	Full	\$61,977	\$57,000	\$61,977	\$71,000
Benton	35014	Full	\$61,977	\$57,000	\$61,977	\$71,000
Benton	35014	Full	\$60,762	\$57,000	\$60,762	\$71,000
Benton	35014	Full	\$62,597	\$57,000	\$62,597	\$71,000
Benton	35014	Full	\$62,597	\$57,000	\$62,597	\$71,000
Benton	35014	Full	\$63,217	\$57,000	\$63,217	\$71,000
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$61,070	\$57,000	\$61,070	\$71,000
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$62,884	\$57,000	\$62,884	\$71,000
Texarkana	29387	Full	\$63,713	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$63,713	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$63,713	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$63,713	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$61,741	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$61,741	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$61,741	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$60,842	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$60,842	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$60,842	\$59,798	\$61,741	\$63,713

Texarkana	29387	Full	\$60,842	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$60,842	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$59,798	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$59,798	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$59,798	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$59,798	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$59,798	\$59,798	\$61,741	\$63,713
Texarkana	29387	Full	\$59,798	\$59,798	\$61,741	\$63,713
Russellville	28940	Full	\$45,968	\$36,774	\$45,968	\$55,162
Russellville	28940	Full	\$45,968	\$36,774	\$45,968	\$55,162
Russellville	28940	Full	\$45,968	\$36,774	\$45,968	\$55,162
Russellville	28940	Full	\$45,968	\$36,774	\$45,968	\$55,162
Russellville	28940	Full	\$43,098	\$34,478	\$43,098	\$51,718
Russellville	28940	Full	\$42,266	\$33,813	\$42,266	\$50,719
Russellville	28940	Full	\$42,266	\$33,813	\$42,266	\$50,719
Russellville	28940	Full	\$42,266	\$33,813	\$42,266	\$50,719
Russellville	28940	Full	\$46,446	\$37,157	\$46,446	\$55,735
Russellville	28940	Full	\$43,098	\$34,478	\$43,098	\$51,718
Russellville	28940	Full	\$43,098	\$34,478	\$43,098	\$51,718
Russellville	28940	Full	\$41,059	\$32,847	\$41,059	\$49,271
Russellville	28940	Full	\$42,266	\$33,813	\$42,266	\$50,719
Russellville	28940	Full	\$42,266	\$33,813	\$42,266	\$50,719
Cabot	26569	Full	\$70,819	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$60,420	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,886	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$61,309	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$58,709	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$67,890	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$58,709	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$58,709	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$58,018	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$58,709	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$62,164	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,886	\$57,000	\$62,500	\$68,000
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087

Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$51,739	\$41,391	\$51,739	\$62,087
Van Buren	23218	Full	\$50,665	\$40,532	\$50,665	\$60,798
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$67,855	\$54,284	\$67,855	\$81,426
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$65,180	\$52,144	\$65,180	\$78,216
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$60,040	\$48,032	\$60,040	\$72,048
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Centerton	17870	Full	\$59,725	\$47,780	\$59,725	\$71,670
Centerton	17870	Full	\$51,863	\$41,490	\$51,863	\$62,236
Centerton	17870	Full	\$59,405	\$47,524	\$59,405	\$71,286
Centerton	17870	Full	\$65,316	\$52,253	\$65,316	\$78,379
Centerton	17870	Full	\$51,106	\$40,885	\$51,106	\$61,327
Centerton	17870	Full	\$65,345	\$52,276	\$65,345	\$78,414
Centerton	17870	Full	\$67,558	\$54,046	\$67,558	\$81,070
Centerton	17870	Full	\$68,694	\$54,955	\$68,694	\$82,433
Blytheville	13406	Full	\$51,949	\$41,559	\$51,949	\$62,339
Batesville	11191	Full	\$43,400	\$34,720	\$43,400	\$52,080

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	24.44	\$66,853	\$59,210	\$66,444	\$71,703
45,000+	46.5	\$70,809	\$63,117	\$70,139	\$74,058
20,000 - 49,999	15	\$56,171	\$49,766	\$56,471	\$64,219
10,000 - 19,999	5.5	\$60,376	\$48,301	\$60,376	\$72,451

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/29/2
Exempt/non-exempt:	9/23
Bonus Eligible (Y/N):	0/0
Full/Part Time:	32/0
Number of Organizations Reporting:	20
Position Titles:	Fire Marshal Fire Inspector/Marshal Fire Marshal Deputy Chief Of Fire Marshal Office Fire Marshal-2 * Fire Marshal-3 * Fire Inspector/Lieutenant Fire Captain - Deputy Fire Marshal Division Chief - Fire Marshal Captain/Pm-Fire Prevention Deputy Fire Marshal Fire Marshal B. Chief Battalion Chief/Fire Marshal Captain/Assistant Fire Marshal Captain - Fire Marshal Fire Division Chief Deputy Inspector
Reports To:	Assistant Fire Chief Fire Chief Chief Assistant Fire Chief - Administration Fire Division Chief Division Chief - Fire Marshal Fire Marshal Chief, Fire Battalion Chief/Fire Marshal
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	32	\$58,647	\$69,035	\$79,680	\$80,475	\$88,806	\$99,989
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	3	\$1,520	\$1,520	\$1,547	\$1,520	\$1,800	\$1,800
EMT Pay	0	Insufficient Data					
Holiday Pay	12	\$3,502	\$3,502	\$4,360	\$4,180	\$4,915	\$5,156
Longevity Pay	10	\$700	\$1,350	\$3,153	\$3,042	\$4,200	\$5,600
Other Pay	7	\$2,900	\$2,900	\$12,181	\$3,600	\$4,329	\$66,978

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$89,618	\$81,286	\$85,350	\$89,618
Fort Smith	89142	Full	\$85,350	\$81,286	\$85,350	\$89,618
Springdale	87320	Full	\$107,522	\$84,148	\$107,522	\$126,221
Springdale	87320	Full	\$99,989	\$68,020	\$99,989	\$99,989
Springdale	87320	Full	\$71,573	\$68,020	\$71,573	\$99,989
Rogers	69908	Full	\$93,655	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$80,599	\$77,473	\$86,081	\$107,601
Rogers	69908	Full	\$81,251	\$77,473	\$86,081	\$107,601
North Little Rock	64591	Full	\$96,159	\$76,927	\$96,159	\$96,160

Bentonville	54164	Full	\$107,522	\$84,148	\$107,522	\$126,221
Bentonville	54164	Full	\$99,989	\$68,020	\$99,989	\$99,989
Bentonville	54164	Full	\$71,573	\$68,020	\$71,573	\$99,989
Pine Bluff	41253	Full	\$90,936	\$72,749	\$90,936	\$109,123
Benton	35014	Full	\$88,284	\$82,400	\$88,284	\$89,610
Jacksonville	29477	Full	\$69,502	\$55,602	\$69,502	\$83,402
Texarkana	29387	Full	\$78,988	\$78,988	\$82,125	\$83,896
Russellville	28940	Full	\$69,035	\$55,228	\$69,035	\$82,842
Russellville	28940	Full	\$69,035	\$55,228	\$69,035	\$82,842
Russellville	28940	Full	\$80,475	\$64,380	\$80,475	\$96,570
Cabot	26569	Full	\$88,806	\$83,000	\$93,000	\$103,000
West Memphis	24520	Full	\$70,000	\$56,000	\$70,000	\$84,000
West Memphis	24520	Full	\$67,000	\$53,600	\$67,000	\$80,400
Van Buren	23218	Full	\$58,647	\$46,918	\$58,647	\$70,376
Maumelle	19251	Full	\$76,755	\$61,404	\$76,755	\$92,106
Maumelle	19251	Full	\$87,052	\$69,642	\$87,052	\$104,462
Centerton	17870	Full	\$88,525	\$70,820	\$88,525	\$106,230
Siloam Springs	17400	Full	\$84,864	\$70,329	\$87,912	\$105,494
Blytheville	13406	Full	\$69,492	\$55,594	\$69,492	\$83,390
Harrison	13069	Full	\$61,076	\$56,695	\$60,759	\$64,824
Harrison	13069	Full	\$57,545	\$56,695	\$60,759	\$64,824
Forrest City	13015	Full	\$53,742	\$42,994	\$53,742	\$64,490
Malvern	10867	Full	\$55,193	\$44,154	\$55,193	\$66,232

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.6	\$79,680	\$67,022	\$80,047	\$92,772
45,000+	2.4	\$90,400	\$76,025	\$90,273	\$104,216
20,000 - 49,999	1.38	\$75,519	\$64,008	\$76,185	\$87,824
10,000 - 19,999	1.29	\$70,472	\$58,703	\$71,132	\$83,561
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/877/35
Exempt/non-exempt:	2/879
Bonus Eligible (Y/N):	0/0
Full/Part Time:	905/12
Number of Organizations Reporting:	26
Position Titles:	Firefighter Engineer Firefighter/Emt Firefighter/Paramedic Firefighter Advanced Firefighter Basic Firefighter General Firefighter Intermediate Firefigther Volunteer Firefighter Firefigther Captain Firefighter 12-B * Firefighter Ladder-11A * Firefighter Ladder-11B * Firefighter Ladder-11C * Firefighter Ladder-3A * Firefighter Ladder-3B * Firefighter Ladder-3C * Firefighter Ladder-7A * Firefighter Ladder-7B * Firefighter Ladder-7C * Firefighter Ladder-9A * Firefighter Ladder-9B * Firefighter Ladder-9C * Firefighter Pumper-10A * Firefighter Pumper-10C * Firefighter Pumper-1A * Firefighter Pumper-1B * Firefighter Pumper-1C * Firefighter Pumper-2A * Firefighter Pumper-2B * Firefighter Pumper-2C * Firefighter Pumper-4A * Firefighter Pumper-4B * Firefighter Pumper-4C * Firefighter Pumper-5A * Firefighter Pumper-5B * Firefighter Pumper-5C * Firefighter Pumper-6A * Firefighter Pumper-6B * Firefighter Pumper-6C * Firefighter Pumper-7A * Firefighter Pumper-7B * Firefighter Pumper-7C * Firefighter Pumper-8A * Firefighter Pumper-8B * Firefighter Pumper-8C * Firefighter Rescue-1A * Firefighter Rescue-1B * Firefighter Rescue-1C * Firefighter - Provisional * Firefighter (40 Hour) Firefighter (56Hr) Firefighter (Recruit Schl) Fire Chief Firefighter / Emt Step 15 Firefighter / Emt Step 14 Firefighter / Emt Step 8 Firefighter / Emt Step 5 Firefighter / Emt Step 7 Firefighter / Emt Step 6 Firefighter / Emt Step 2 Firefighter / Emt Step 3 Firefighter / Emt Step 1 Firefighter / Emt Step 4 Friefighter Engineer/Emt Firefighter/Emt, Pt Firefighter/Paramedic, Pt Firefighter, Pt Paramedic, Pt Firefighter-01 Firefighter-02 Firefighter-03 Firefighter-04 Firefighter-05 Firefighter-06 Firefighter-07 Firefighter-08 Firefighter-09 Firefighter-10 Firefighter-11 Firefighter-12 Firefighter-13 Firefighter-14 Firefighter-15 Firefighter-16 Firefighter-17 Driver Captain Paramedic Firefighter 1 Paramedic
Reports To:	Fire Captain Fire Chief Captain Battalion Chief 2B Battalion Chief 2A Battalion Chief 2C Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Fire Lieutenant Mayor Assistant Chief Chief, Fire Captain/Paramedic Fire Captains
Comments:	All Firefighter Pay = Reguar + Holiday+Reg. Ot Line W Includes Reg. Ot + Certification Pay

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	917	\$43,944	\$48,484	\$53,748	\$51,191	\$60,293	\$68,845
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	92	\$240	\$600	\$1,031	\$720	\$1,320	\$1,536
EMT Pay	184	\$2,400	\$2,400	\$2,432	\$2,400	\$2,400	\$2,400
Holiday Pay	338	\$1,603	\$1,669	\$2,608	\$1,982	\$2,568	\$5,002
Longevity Pay	146	\$150	\$240	\$747	\$700	\$700	\$1,400
Other Pay	120	\$400	\$900	\$1,758	\$1,200	\$2,100	\$2,948

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
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Little Rock	202591	Full	\$73,028	\$50,128	\$61,578	\$73,028
Little Rock	202591	Full	\$73,028	\$50,128	\$61,578	\$73,028
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518

Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518

Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518

Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518

Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$49,038	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$67,092	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$71,518	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$62,637	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$55,444	\$49,038	\$60,278	\$71,518
Little Rock	202591	Full	\$50,128	\$50,128	\$61,578	\$73,028
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$46,359	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$46,359	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$51,135	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$48,689	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$48,689	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$48,689	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$46,359	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$48,689	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697

Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$46,359	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$46,359	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$46,359	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$44,146	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$51,135	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$51,135	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$48,689	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$53,697	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$42,049	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$42,049	\$42,049	\$46,359	\$53,697
Fort Smith	89142	Full	\$42,049	\$42,049	\$46,359	\$53,697
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$60,293	\$54,590	\$60,293	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$71,696	\$54,590	\$71,696	\$80,248
Springdale	87320	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$71,696	\$54,590	\$71,696	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$63,143	\$54,590	\$63,143	\$80,248
Springdale	87320	Full	\$60,293	\$54,590	\$60,293	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$60,293	\$54,590	\$60,293	\$80,248
Springdale	87320	Full	\$60,293	\$54,590	\$60,293	\$80,248
Springdale	87320	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87320	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$74,546	\$54,590	\$74,546	\$80,248
Springdale	87320	Full	\$65,994	\$54,590	\$65,994	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248

Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$68,845	\$54,590	\$68,845	\$80,248
Springdale	87320	Full	\$57,441	\$54,590	\$57,441	\$80,248
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$51,191	\$46,350	\$51,191	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$56,032	\$46,350	\$56,032	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$53,611	\$46,350	\$53,611	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$68,135	\$46,350	\$68,135	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$60,874	\$46,350	\$60,874	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$56,032	\$46,350	\$56,032	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$53,611	\$46,350	\$53,611	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$51,191	\$46,350	\$51,191	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$53,611	\$46,350	\$53,611	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$51,191	\$46,350	\$51,191	\$68,135

Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$51,191	\$46,350	\$51,191	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$53,611	\$46,350	\$53,611	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$51,191	\$46,350	\$51,191	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$68,135	\$46,350	\$68,135	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Springdale	87320	Full	\$48,771	\$46,350	\$48,771	\$68,135
Rogers	69908	Full	\$52,950	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$56,820	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,918	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$54,090	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$54,330	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$53,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$53,310	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$58,140	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$53,010	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$52,860	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$53,910	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$53,910	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$55,740	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$53,850	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$54,990	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$51,630	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$51,540	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$51,630	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$54,780	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933

Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$51,360	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$51,900	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,910	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,760	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$50,970	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$52,440	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,680	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,620	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,620	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$54,090	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$49,620	\$49,631	\$55,146	\$68,933
Rogers	69908	Full	\$62,190	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$61,380	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$61,830	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$59,940	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$59,430	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$59,100	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$58,440	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$58,440	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$59,430	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$58,440	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$58,440	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$62,100	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$58,440	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$61,380	\$58,424	\$64,915	\$81,144
Rogers	69908	Full	\$59,880	\$58,424	\$64,915	\$81,144
North Little Rock	64591	Full	\$64,773	\$51,818	\$64,773	\$64,772
North Little Rock	64591	Full	\$64,773	\$51,818	\$64,773	\$64,772
North Little Rock	64591	Full	\$64,773	\$51,818	\$64,773	\$64,772

[illegible]

North Little Rock	64591	Full	\$47,684	\$38,147	\$47,684	\$47,683
North Little Rock	64591	Full	\$47,684	\$38,147	\$47,684	\$47,683
North Little Rock	64591	Full	\$47,684	\$38,147	\$47,684	\$47,683
North Little Rock	64591	Full	\$47,684	\$38,147	\$47,684	\$47,683
North Little Rock	64591	Full	\$47,684	\$38,147	\$47,684	\$47,683
North Little Rock	64591	Full	\$47,684	\$38,147	\$47,684	\$47,683
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
North Little Rock	64591	Full	\$44,928	\$35,942	\$44,928	\$44,927
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$54,150	\$43,320	\$54,150	\$54,150
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$48,140	\$38,512	\$48,140	\$48,140
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065

Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$50,065	\$40,052	\$50,065	\$50,065
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Conway	64136	Full	\$53,598	\$42,878	\$53,598	\$53,598
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$60,293	\$54,590	\$60,293	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$71,696	\$54,590	\$71,696	\$80,248
Bentonville	54164	Full	\$65,994	\$54,590	\$65,994	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$71,696	\$54,590	\$71,696	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$63,143	\$54,590	\$63,143	\$80,248
Bentonville	54164	Full	\$60,293	\$54,590	\$60,293	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$60,293	\$54,590	\$60,293	\$80,248
Bentonville	54164	Full	\$60,293	\$54,590	\$60,293	\$80,248
Bentonville	54164	Full	\$65,994	\$54,590	\$65,994	\$80,248
Bentonville	54164	Full	\$65,994	\$54,590	\$65,994	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$74,546	\$54,590	\$74,546	\$80,248
Bentonville	54164	Full	\$65,994	\$54,590	\$65,994	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248

Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$68,845	\$54,590	\$68,845	\$80,248
Bentonville	54164	Full	\$57,441	\$54,590	\$57,441	\$80,248
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$51,191	\$46,350	\$51,191	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$56,032	\$46,350	\$56,032	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$53,611	\$46,350	\$53,611	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$68,135	\$46,350	\$68,135	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$60,874	\$46,350	\$60,874	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$56,032	\$46,350	\$56,032	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$53,611	\$46,350	\$53,611	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$51,191	\$46,350	\$51,191	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$53,611	\$46,350	\$53,611	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$51,191	\$46,350	\$51,191	\$68,135

Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$51,191	\$46,350	\$51,191	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$53,611	\$46,350	\$53,611	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$51,191	\$46,350	\$51,191	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$68,135	\$46,350	\$68,135	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Bentonville	54164	Full	\$48,771	\$46,350	\$48,771	\$68,135
Pine Bluff	41253	Full	\$42,744	\$34,195	\$42,744	\$51,293
Pine Bluff	41253	Full	\$42,744	\$34,195	\$42,744	\$51,293
Pine Bluff	41253	Full	\$44,246	\$35,397	\$44,246	\$53,095
Pine Bluff	41253	Full	\$50,836	\$40,669	\$50,836	\$61,003
Pine Bluff	41253	Full	\$45,746	\$36,597	\$45,746	\$54,895
Pine Bluff	41253	Full	\$45,986	\$36,789	\$45,986	\$55,183
Pine Bluff	41253	Full	\$42,744	\$34,195	\$42,744	\$51,293
Pine Bluff	41253	Full	\$55,336	\$44,269	\$55,336	\$66,403
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$52,274	\$41,819	\$52,274	\$62,729
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$59,487	\$47,590	\$59,487	\$71,384
Pine Bluff	41253	Full	\$54,136	\$43,309	\$54,136	\$64,963
Pine Bluff	41253	Full	\$52,636	\$42,109	\$52,636	\$63,163
Pine Bluff	41253	Full	\$43,946	\$35,157	\$43,946	\$52,735
Pine Bluff	41253	Full	\$44,246	\$35,397	\$44,246	\$53,095
Pine Bluff	41253	Full	\$44,246	\$35,397	\$44,246	\$53,095
Pine Bluff	41253	Full	\$44,546	\$35,637	\$44,546	\$53,455
Pine Bluff	41253	Full	\$44,246	\$35,397	\$44,246	\$53,095
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733

Pine Bluff	41253	Full	\$44,546	\$35,637	\$44,546	\$53,455
Pine Bluff	41253	Full	\$44,246	\$35,397	\$44,246	\$53,095
Pine Bluff	41253	Full	\$46,346	\$37,077	\$46,346	\$55,615
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$53,774	\$43,019	\$53,774	\$64,529
Pine Bluff	41253	Full	\$50,836	\$40,669	\$50,836	\$61,003
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$44,411	\$35,529	\$44,411	\$53,293
Pine Bluff	41253	Full	\$44,919	\$35,935	\$44,919	\$53,903
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$42,744	\$34,195	\$42,744	\$51,293
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$60,268	\$48,214	\$60,268	\$72,322
Pine Bluff	41253	Full	\$44,546	\$35,637	\$44,546	\$53,455
Pine Bluff	41253	Full	\$43,944	\$35,155	\$43,944	\$52,733
Pine Bluff	41253	Full	\$44,246	\$35,397	\$44,246	\$53,095
Pine Bluff	41253	Full	\$49,408	\$39,526	\$49,408	\$59,290
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000

Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$64,679	\$51,743	\$64,679	\$77,615
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200

Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Part	\$4,500	\$3,600	\$4,500	\$5,400
Jacksonville	29477	Full	\$46,664	\$37,331	\$46,664	\$55,997
Texarkana	29387	Full	\$59,363	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$59,363	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$53,476	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$53,476	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$50,054	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$50,054	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$50,054	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$50,054	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$49,126	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$49,126	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$49,126	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$49,126	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$49,126	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$49,126	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$46,168	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$46,168	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$46,168	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$46,168	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$46,168	\$46,168	\$53,476	\$59,363
Texarkana	29387	Full	\$46,168	\$46,168	\$53,476	\$59,363
Russellville	28940	Full	\$39,499	\$31,599	\$39,499	\$47,399
Russellville	28940	Full	\$37,253	\$29,802	\$37,253	\$44,704
Russellville	28940	Full	\$42,432	\$33,946	\$42,432	\$50,918
Russellville	28940	Full	\$37,981	\$30,385	\$37,981	\$45,577
Russellville	28940	Full	\$43,971	\$35,177	\$43,971	\$52,765
Russellville	28940	Full	\$43,181	\$34,545	\$43,181	\$51,817
Russellville	28940	Full	\$37,981	\$30,385	\$37,981	\$45,577

Russellville	28940	Full	\$37,253	\$29,802	\$37,253	\$44,704
Russellville	28940	Full	\$38,730	\$30,984	\$38,730	\$46,476
Russellville	28940	Full	\$38,730	\$30,984	\$38,730	\$46,476
Russellville	28940	Full	\$38,730	\$30,984	\$38,730	\$46,476
Russellville	28940	Full	\$38,002	\$30,402	\$38,002	\$45,602
Russellville	28940	Full	\$35,797	\$28,638	\$35,797	\$42,956
Russellville	28940	Full	\$36,504	\$29,203	\$36,504	\$43,805
Russellville	28940	Full	\$45,968	\$36,774	\$45,968	\$55,162
Russellville	28940	Full	\$42,266	\$33,813	\$42,266	\$50,719
Russellville	28940	Full	\$44,762	\$35,810	\$44,762	\$53,714
Russellville	28940	Full	\$43,950	\$35,160	\$43,950	\$52,740
Russellville	28940	Full	\$36,546	\$29,237	\$36,546	\$43,855
Russellville	28940	Full	\$43,971	\$35,177	\$43,971	\$52,765
Russellville	28940	Full	\$43,514	\$34,811	\$43,514	\$52,217
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$46,269	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$50,153	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$47,816	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$49,527	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,447	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$48,507	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,018	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,018	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,018	\$45,000	\$50,750	\$56,500
Cabot	26569	Full	\$45,018	\$45,000	\$50,750	\$56,500
West Memphis	24520	Full	\$63,101	\$50,481	\$63,101	\$75,721
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374

West Memphis	24520	Full	\$62,751	\$50,201	\$62,751	\$75,301
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$62,751	\$50,201	\$62,751	\$75,301
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$62,751	\$50,201	\$62,751	\$75,301
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$50,312	\$40,250	\$50,312	\$60,374
West Memphis	24520	Full	\$62,751	\$50,201	\$62,751	\$75,301
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$49,591	\$39,673	\$49,591	\$59,509
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$44,828	\$35,862	\$44,828	\$53,794
Van Buren	23218	Full	\$44,828	\$35,862	\$44,828	\$53,794
Van Buren	23218	Full	\$44,828	\$35,862	\$44,828	\$53,794
Van Buren	23218	Full	\$44,828	\$35,862	\$44,828	\$53,794
Van Buren	23218	Full	\$50,665	\$40,532	\$50,665	\$60,798
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$46,623	\$37,298	\$46,623	\$55,948
Van Buren	23218	Full	\$44,828	\$35,862	\$44,828	\$53,794
Van Buren	23218	Full	\$44,828	\$35,862	\$44,828	\$53,794
Van Buren	23218	Full	\$43,034	\$34,427	\$43,034	\$51,641
Van Buren	23218	Full	\$41,239	\$32,991	\$41,239	\$49,487
Van Buren	23218	Full	\$41,239	\$32,991	\$41,239	\$49,487
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$55,773	\$44,618	\$55,773	\$66,928

Bryant	20663	Full	\$51,364	\$41,091	\$51,364	\$61,637
Bryant	20663	Full	\$53,525	\$42,820	\$53,525	\$64,230
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$51,364	\$41,091	\$51,364	\$61,637
Bryant	20663	Full	\$53,525	\$42,820	\$53,525	\$64,230
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$55,773	\$44,618	\$55,773	\$66,928
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$51,364	\$41,091	\$51,364	\$61,637
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$58,109	\$46,487	\$58,109	\$69,731
Bryant	20663	Full	\$52,166	\$41,733	\$52,166	\$62,599
Bryant	20663	Full	\$48,823	\$39,058	\$48,823	\$58,588
Bryant	20663	Full	\$46,896	\$37,517	\$46,896	\$56,275
Bryant	20663	Full	\$50,107	\$40,086	\$50,107	\$60,128
Bryant	20663	Full	\$50,107	\$40,086	\$50,107	\$60,128
Bryant	20663	Full	\$43,275	\$34,620	\$43,275	\$51,930
Bryant	20663	Full	\$43,275	\$34,620	\$43,275	\$51,930
Bryant	20663	Full	\$43,275	\$34,620	\$43,275	\$51,930
Bryant	20663	Full	\$41,552	\$33,242	\$41,552	\$49,862
Bryant	20663	Full	\$41,552	\$33,242	\$41,552	\$49,862
Bryant	20663	Full	\$48,823	\$39,058	\$48,823	\$58,588
Bryant	20663	Full	\$52,166	\$41,733	\$52,166	\$62,599
Bryant	20663	Full	\$52,166	\$41,733	\$52,166	\$62,599
Bryant	20663	Full	\$52,166	\$41,733	\$52,166	\$62,599
Bryant	20663	Full	\$52,166	\$41,733	\$52,166	\$62,599
Maumelle	19251	Full	\$52,560	\$42,048	\$52,560	\$63,072
Maumelle	19251	Full	\$46,610	\$37,288	\$46,610	\$55,932
Maumelle	19251	Full	\$48,205	\$38,564	\$48,205	\$57,846
Maumelle	19251	Full	\$48,205	\$38,564	\$48,205	\$57,846
Maumelle	19251	Full	\$109,905	\$87,924	\$109,905	\$131,886
Maumelle	19251	Full	\$46,610	\$37,288	\$46,610	\$55,932
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736

Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$44,780	\$35,824	\$44,780	\$53,736
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$41,084	\$32,867	\$41,084	\$49,301
Centerton	17870	Part	\$21,840	\$17,472	\$21,840	\$26,208
Centerton	17870	Full	\$49,883	\$39,906	\$49,883	\$59,860
Centerton	17870	Full	\$45,893	\$36,714	\$45,893	\$55,072
Centerton	17870	Full	\$64,559	\$51,647	\$64,559	\$77,471
Centerton	17870	Full	\$47,640	\$38,112	\$47,640	\$57,168
Centerton	17870	Full	\$43,680	\$34,944	\$43,680	\$52,416
Centerton	17870	Full	\$55,212	\$44,170	\$55,212	\$66,254
Centerton	17870	Full	\$43,680	\$34,944	\$43,680	\$52,416
Centerton	17870	Full	\$49,184	\$39,347	\$49,184	\$59,021
Centerton	17870	Full	\$45,893	\$36,714	\$45,893	\$55,072
Centerton	17870	Full	\$53,173	\$42,538	\$53,173	\$63,808
Centerton	17870	Full	\$59,696	\$47,757	\$59,696	\$71,635
Centerton	17870	Full	\$48,368	\$38,694	\$48,368	\$58,042
Centerton	17870	Full	\$56,609	\$45,287	\$56,609	\$67,931
Centerton	17870	Full	\$43,680	\$34,944	\$43,680	\$52,416
Centerton	17870	Full	\$50,989	\$40,791	\$50,989	\$61,187
Centerton	17870	Full	\$53,581	\$42,865	\$53,581	\$64,297
Centerton	17870	Full	\$51,106	\$40,885	\$51,106	\$61,327
Centerton	17870	Full	\$71,111	\$56,889	\$71,111	\$85,333
Centerton	17870	Full	\$62,841	\$50,273	\$62,841	\$75,409
Centerton	17870	Full	\$70,267	\$56,214	\$70,267	\$84,320
Centerton	17870	Full	\$71,315	\$57,052	\$71,315	\$85,578
Centerton	17870	Full	\$80,167	\$64,134	\$80,167	\$96,200
Centerton	17870	Full	\$70,267	\$56,214	\$70,267	\$84,320
Centerton	17870	Full	\$62,084	\$49,667	\$62,084	\$74,501
Centerton	17870	Full	\$70,267	\$56,214	\$70,267	\$84,320
Centerton	17870	Full	\$59,696	\$47,757	\$59,696	\$71,635
Centerton	17870	Full	\$70,267	\$56,214	\$70,267	\$84,320
Siloam Springs	17400	Full	\$53,522	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$46,184	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$41,874	\$41,865	\$55,663	\$69,461

Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$58,997	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$43,971	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$43,971	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$41,874	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$43,971	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$48,484	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$55,386	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$41,874	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$58,356	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$60,103	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$65,199	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$56,958	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$69,130	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$61,559	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$69,459	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$63,714	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$69,130	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$68,723	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$63,481	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$59,783	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$54,454	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Full	\$61,588	\$41,865	\$55,663	\$69,461
Siloam Springs	17400	Part	\$44,873	\$35,898	\$44,873	\$53,848
Siloam Springs	17400	Part	\$39,807	\$31,846	\$39,807	\$47,768
Siloam Springs	17400	Part	\$49,183	\$39,346	\$49,183	\$59,020
Siloam Springs	17400	Part	\$50,872	\$40,698	\$50,872	\$61,046
Siloam Springs	17400	Part	\$52,911	\$42,329	\$52,911	\$63,493
Siloam Springs	17400	Part	\$50,406	\$40,325	\$50,406	\$60,487
Siloam Springs	17400	Part	\$60,744	\$48,595	\$60,744	\$72,893
Blytheville	13406	Full	\$41,794	\$33,435	\$41,794	\$50,153
Harrison	13069	Full	\$35,318	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$35,842	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,366	\$35,318	\$39,087	\$42,856

Harrison	13069	Full	\$36,366	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,915	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,915	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,915	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,915	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,915	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$36,915	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$37,464	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$37,464	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$38,039	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$38,039	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$38,039	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$38,039	\$35,318	\$39,087	\$42,856
Harrison	13069	Full	\$38,039	\$35,318	\$39,087	\$42,856
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Part	\$3,120	\$2,496	\$3,120	\$3,744
Forrest City	13015	Part	\$3,120	\$2,496	\$3,120	\$3,744
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$41,450	\$33,160	\$41,450	\$49,740
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Full	\$37,482	\$29,986	\$37,482	\$44,978
Forrest City	13015	Part	\$3,120	\$2,496	\$3,120	\$3,744
Batesville	11191	Full	\$41,750	\$33,400	\$41,750	\$50,100
Batesville	11191	Full	\$41,750	\$33,400	\$41,750	\$50,100
Batesville	11191	Full	\$41,750	\$33,400	\$41,750	\$50,100
Batesville	11191	Full	\$41,750	\$33,400	\$41,750	\$50,100
Magnolia	11162	Full	\$40,500	\$32,400	\$40,500	\$48,600
Magnolia	11162	Full	\$40,500	\$32,400	\$40,500	\$48,600
Magnolia	11162	Full	\$40,500	\$32,400	\$40,500	\$48,600
Magnolia	11162	Full	\$40,500	\$32,400	\$40,500	\$48,600
Magnolia	11162	Full	\$38,000	\$30,400	\$38,000	\$45,600
Malvern	10867	Full	\$36,703	\$29,362	\$36,703	\$44,044

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

Overall	35.27	\$53,748	\$44,773	\$53,378	\$63,787
45,000+	77	\$57,102	\$47,696	\$56,058	\$67,139
20,000 - 49,999	24.9	\$49,612	\$41,676	\$50,127	\$59,343
10,000 - 19,999	14.33	\$47,720	\$38,541	\$48,453	\$58,365

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

600- HR/Personnel Director

Job Description:	Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.
Total Matches (A/M/B):	2/20/1
Exempt/non-exempt:	20/2
Bonus Eligible (Y/N):	12/2
Full/Part Time:	23/0
Number of Organizations Reporting:	23
Position Titles:	Hr/Safety Director Hr/Personnel Director Human Resources Director Hr Director Hr/Grant Administrator Director, Human Resources * Hr Manager Director Of Human Resources Chief People Officer Director Of Hr Director Of Hr & Development Hr Director, Human Resource Personnel Administrator
Reports To:	City Engineer Mayor City Administrator Cfo City Administrttor City Manager
Comments:	Manage All Aspect Of Grant Process, Help Develop Employee Policies, Assist In Preparing City Budgets No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	23	\$63,336	\$80,000	\$98,891	\$96,293	\$117,024	\$132,225
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$191,532	\$127,808	\$162,316	\$196,824
Fort Smith	89142	Full	\$125,000	\$100,276	\$125,340	\$150,404
Springdale	87320	Full	\$117,024	\$93,620	\$117,024	\$140,429
Rogers	69908	Full	\$142,043	\$105,335	\$131,668	\$164,585
North Little Rock	64591	Full	\$132,225	\$105,780	\$132,225	\$158,670
Conway	64136	Full	\$96,293	\$77,034	\$96,293	\$96,293
Bentonville	54164	Full	\$117,024	\$93,620	\$117,024	\$140,429
Pine Bluff	41253	Full	\$100,199	\$80,159	\$100,199	\$120,239
Sherwood	32731	Full	\$95,604	\$81,264	\$95,605	\$114,726
Paragould	29537	Full	\$80,000	\$64,000	\$80,000	\$96,000
Jacksonville	29477	Full	\$83,739	\$66,991	\$83,739	\$100,487
Texarkana	29387	Full	\$78,333	\$70,741	\$93,496	\$122,554

Russellville	28940	Full	\$79,963	\$63,970	\$79,963	\$95,956
Cabot	26569	Full	\$98,718	\$81,608	\$97,930	\$114,251
West Memphis	24520	Full	\$104,000	\$83,200	\$104,000	\$124,800
Bryant	20663	Full	\$100,609	\$80,487	\$100,609	\$120,731
Maumelle	19251	Full	\$82,525	\$66,020	\$82,525	\$99,030
Centerton	17870	Full	\$88,550	\$70,840	\$88,550	\$106,260
Siloam Springs	17400	Full	\$107,862	\$104,275	\$130,344	\$156,413
Blytheville	13406	Full	\$63,336	\$50,669	\$63,336	\$56,160
Harrison	13069	Full	\$82,240	\$82,240	\$82,240	\$82,240
Forrest City	13015	Full	\$46,966	\$37,573	\$46,966	\$56,359
Batesville	11191	Full	\$60,697	\$48,558	\$60,697	\$72,836

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1		\$98,891	\$79,829	\$98,786	\$116,812
45,000+	1		\$131,592	\$100,496	\$125,984	\$149,662
20,000 - 49,999	1		\$91,241	\$74,713	\$92,838	\$112,194
10,000 - 19,999	1		\$76,025	\$65,739	\$79,237	\$89,900

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

601- Human Resource Generalist

Job Description:	Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.
Total Matches (A/M/B):	2/13/3
Exempt/non-exempt:	6/10
Bonus Eligible (Y/N):	11/10
Full/Part Time:	16/2
Number of Organizations Reporting:	14
Position Titles:	Payroll Coordinator Human Resources Manager Hr Generalist Hr Manager Human Resources Mgr 950 Human Resources Generalist Hr Hr Generalist Ii Generalist, Human Resources Assistant Hr Director Administrative Assistant To Hr Director
Reports To:	Chief Financial Officer Hr Director Human Resources Director Director Of Human Resources Human Resource Director
Comments:	Handles Payroll As Well As All Hr Duties

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	18	\$42,034	\$49,546	\$57,485	\$55,000	\$60,650	\$92,661
Actual Incentive Paid Dollar LastYear	1	\$1,018	\$1,018	\$1,018	\$1,018	\$1,018	\$1,018
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$92,661	\$76,030	\$95,038	\$114,045
North Little Rock	64591	Full	\$53,719	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$60,650	\$43,102	\$52,391	\$64,177
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Bentonville	54164	Full	\$92,661	\$76,030	\$95,038	\$114,045
Benton	35014	Full	\$52,000	\$31,460	\$52,000	\$56,841
Sherwood	32731	Full	\$58,698	\$46,083	\$57,604	\$69,125
Jacksonville	29477	Full	\$44,290	\$35,432	\$44,290	\$53,148
Cabot	26569	Full	\$57,680	\$51,005	\$59,931	\$68,857
West Memphis	24520	Full	\$55,000	\$44,000	\$55,000	\$66,000
West Memphis	24520	Part	\$43,264	\$34,611	\$43,264	\$51,917
Bryant	20663	Full	\$75,004	\$60,003	\$75,004	\$90,005

Maumelle	19251	Full	\$42,034	\$33,627	\$42,034	\$50,441
Centerton	17870	Full	\$58,968	\$47,174	\$58,968	\$70,762
Siloam Springs	17400	Full	\$53,123	\$43,633	\$54,541	\$65,449
Siloam Springs	17400	Full	\$49,546	\$43,633	\$54,541	\$65,449
Magnolia	11162	Part	\$25,000	\$20,000	\$25,000	\$30,000

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29		\$57,485	\$45,117	\$56,650	\$67,061
45,000+	1.5		\$70,020	\$53,574	\$66,253	\$78,184
20,000 - 49,999	1.17		\$55,134	\$43,228	\$55,299	\$65,128
10,000 - 19,999	1.25		\$45,734	\$37,614	\$47,017	\$56,420

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.

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):	0/5/2
Exempt/non-exempt:	4/3
Bonus Eligible (Y/N):	2/3
Full/Part Time:	7/0
Number of Organizations Reporting:	7
Position Titles:	Benefits Administrator * Employee Benefits Coordinator Benefits Analyst Chief Administrator/Benefits Manager Human Resource Manager Benefits Administrator
Reports To:	Director, Human Resources Hr Manager Human Resources Director Hr Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$61,048	\$61,048	\$64,506	\$64,811	\$68,093	\$88,175
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$61,048	\$42,149	\$53,529	\$64,909
Fort Smith	89142	Full	\$64,811	\$57,761	\$72,196	\$86,652
Springdale	87320	Full	\$68,093	\$57,342	\$71,677	\$86,013
North Little Rock	64591	Full	\$88,175	\$70,540	\$88,175	\$105,810
Bentonville	54164	Full	\$68,093	\$57,342	\$71,677	\$86,013
Pine Bluff	41253	Full	\$39,381	\$31,505	\$39,381	\$47,257
Harrison	13069	Full	\$61,944	\$61,944	\$61,944	\$61,944

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$64,506	\$54,083	\$65,511	\$76,943
45,000+	1	\$70,044	\$57,027	\$71,451	\$85,879
20,000 - 49,999	1	\$39,381	\$31,505	\$39,381	\$47,257
10,000 - 19,999	1	\$61,944	\$61,944	\$61,944	\$61,944

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

603- Human Resources Assistant

Job Description:	Handles various HR duties including employment, insurance claims, Worker's Comp issues and other assigned duties within the HR department; requires of an Associate's degree in Human Resources Administration or a related area; two (2) years of HR related experience.
Total Matches (A/M/B):	1/6/2
Exempt/non-exempt:	0/7
Bonus Eligible (Y/N):	6/7
Full/Part Time:	8/1
Number of Organizations Reporting:	7
Position Titles:	Hr Coordinator Human Resources Specialist I Part-Time Worker Hr Coordinator Ii Assistant Ii, Administrative
Reports To:	Human Resources Director Hr Director Assistant Hr Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$44,200	\$50,794	\$51,729	\$53,019	\$53,590	\$64,708
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
Little Rock	202591	Full	\$50,794	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,794	\$38,224	\$48,545	\$58,865
Springdale	87320	Full	\$53,590	\$46,349	\$57,936	\$69,523
Rogers	69908	Full	\$64,708	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$64,708	\$58,445	\$73,056	\$91,320
North Little Rock	64591	Part	\$30,160	\$24,128	\$30,160	\$36,192
Bentonville	54164	Full	\$53,590	\$46,349	\$57,936	\$69,523
Bryant	20663	Full	\$53,019	\$42,415	\$53,019	\$63,623
Siloam Springs	17400	Full	\$44,200	\$41,485	\$51,856	\$62,228

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29	\$51,729	\$43,785	\$54,901	\$66,829
45,000+	1.4	\$52,621	\$44,309	\$55,605	\$67,944
20,000 - 49,999	1	\$53,019	\$42,415	\$53,019	\$63,623

10,000 - 19,999	1	\$44,200	\$41,485	\$51,856	\$62,228
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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.

604- Payroll Administrator

Job Description:	Processes employee paychecks and earnings statements and tabulates records of employees' work hours so that payroll can be processed correctly and on time. Also reviews calculation reports, and other information in order to detect and reconcile payroll discrepancies.
Total Matches (A/M/B):	0/11/6
Exempt/non-exempt:	8/9
Bonus Eligible (Y/N):	6/9
Full/Part Time:	17/0
Number of Organizations Reporting:	16
Position Titles:	Finance/ Payroll Director Payroll Officer Ii Payroll Administrator Payroll Specialist Payroll Clerk Manager, Payroll Payroll Administration Payroll Manager Payroll Accountant Payroll A/R Specialist Accountant, Staff Sr. Computer Oper/Payroll Specialist
Reports To:	City Clerk Chief Financial Officer Deputy Director, Finance Director Of Human Resources City Clerk /Treasurer Human Resources Director Finance Director Accounting Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	17	\$45,302	\$50,440	\$60,413	\$53,404	\$67,267	\$86,958
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
Little Rock	202591	Full	\$86,958	\$73,431	\$93,258	\$113,084
Fort Smith	89142	Full	\$53,404	\$50,336	\$62,899	\$75,483
Fort Smith	89142	Full	\$45,302	\$41,828	\$52,291	\$62,732
Springdale	87320	Full	\$83,730	\$59,541	\$74,426	\$89,311
Rogers	69908	Full	\$48,339	\$41,512	\$51,890	\$64,863
North Little Rock	64591	Full	\$89,149	\$71,319	\$89,149	\$106,979
Conway	64136	Full	\$51,420	\$41,136	\$51,420	\$51,420
Bentonville	54164	Full	\$83,730	\$59,541	\$74,426	\$89,311
Pine Bluff	41253	Full	\$45,944	\$36,755	\$45,944	\$55,133
Sherwood	32731	Full	\$50,440	\$46,083	\$57,604	\$69,125
Paragould	29537	Full	\$66,300	\$53,040	\$66,300	\$79,560
Jacksonville	29477	Full	\$38,000	\$30,400	\$38,000	\$45,600
Texarkana	29387	Full	\$51,230	\$47,029	\$59,446	\$75,754

West Memphis	24520	Full	\$56,347	\$45,078	\$56,347	\$67,616
Siloam Springs	17400	Full	\$67,267	\$52,819	\$66,023	\$79,228
Batesville	11191	Full	\$57,782	\$46,226	\$57,782	\$69,338
Malvern	10867	Full	\$51,672	\$41,338	\$51,672	\$62,006

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.06		\$60,413	\$49,259	\$61,699	\$73,914
45,000+	1.14		\$67,754	\$54,831	\$68,720	\$81,648
20,000 - 49,999	1		\$51,377	\$43,064	\$53,940	\$65,465
10,000 - 19,999	1		\$58,907	\$46,794	\$58,492	\$70,191

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/3/0
Exempt/non-exempt:	1/2
Bonus Eligible (Y/N):	0/2
Full/Part Time:	3/0
Number of Organizations Reporting:	2
Position Titles:	Civil Service Testing And Promotion Analyst Classification And Compensation Analyst I Indust/Organ Specialist
Reports To:	Human Resources Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$57,179	\$57,179	\$70,432	\$57,179	\$96,939	\$96,939
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
Little Rock	202591	Full	\$57,179	\$42,149	\$53,529	\$64,909
Little Rock	202591	Full	\$57,179	\$42,149	\$53,529	\$64,909
North Little Rock	64591	Full	\$96,939	\$77,551	\$96,939	\$116,327

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$70,432	\$53,950	\$67,999	\$82,048
45,000+	1.5	\$70,432	\$53,950	\$67,999	\$82,048

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

700- Information Systems Director

Job Description:	Responsible for the planning, developing, implementing, administration, and evaluation of cost-effective state-of-the-art information technology services; oversees network operations, website management, records/imaging systems and several department specific software applications; seeks to increase efficiency and productivity through technology throughout the City; requires Bachelor's degree in Computer Science or a related area, five (5) years of experience in mainframe computer programming, plus working with various suites of software packages.
Total Matches (A/M/B):	1/14/2
Exempt/non-exempt:	16/1
Bonus Eligible (Y/N):	6/1
Full/Part Time:	17/0
Number of Organizations Reporting:	17
Position Titles:	It Director Information Systems Director Chief Technology Officer Chief Information Officer * Director Of Information Technology Chief Information Officer Director Director Of It Manager, It
Reports To:	City Engineer Police Chief Mayor Deputy City Administrator Community Development Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	17	\$61,857	\$77,126	\$100,321	\$92,054	\$132,225	\$134,998
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$168,962	\$106,769	\$135,597	\$164,424
Fort Smith	89142	Full	\$134,998	\$104,520	\$130,644	\$156,769
Springdale	87320	Full	\$134,772	\$98,017	\$122,521	\$147,024
Rogers	69908	Full	\$129,147	\$105,335	\$131,668	\$164,585
North Little Rock	64591	Full	\$132,225	\$105,780	\$132,225	\$158,670
Conway	64136	Full	\$92,437	\$73,950	\$92,437	\$92,437
Bentonville	54164	Full	\$134,772	\$98,017	\$122,521	\$147,024
Pine Bluff	41253	Full	\$74,812	\$59,850	\$74,812	\$89,774
Sherwood	32731	Full	\$90,000	\$81,264	\$95,605	\$114,726
Paragould	29537	Full	\$80,000	\$64,000	\$80,000	\$96,000
Jacksonville	29477	Full	\$77,126	\$61,701	\$77,126	\$92,551
Cabot	26569	Full	\$92,054	\$81,608	\$97,930	\$114,251
Siloam Springs	17400	Full	\$99,164	\$82,112	\$102,640	\$123,168

Blytheville	13406	Full	\$51,974	\$41,579	\$51,974	\$52,478
Harrison	13069	Full	\$88,151	\$88,151	\$88,151	\$88,151
Batesville	11191	Full	\$63,000	\$50,400	\$63,000	\$75,600
Malvern	10867	Full	\$61,857	\$49,486	\$61,857	\$74,228

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$100,321	\$79,561	\$97,689	\$114,815
45,000+	1	\$132,473	\$98,913	\$123,945	\$147,276
20,000 - 49,999	1	\$82,798	\$69,684	\$85,095	\$101,461
10,000 - 19,999	1	\$72,829	\$62,346	\$73,524	\$82,725

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	3/8/0
Exempt/non-exempt:	10/1
Bonus Eligible (Y/N):	5/1
Full/Part Time:	11/0
Number of Organizations Reporting:	8
Position Titles:	Info Sup Spec/Project Mg Info Security Mgr 798 Telecom Manager Senior Systems Administrator - It * Manager Of Enterprise Services Senior Network Administrator It Director It Manager Data Processing Director
Reports To:	Chief Technology Officer/Director Information Technology Operations Director It Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$75,554	\$79,019	\$87,749	\$86,587	\$100,505	\$101,814
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$88,596	\$79,019	\$98,779	\$118,518
Fort Smith	89142	Full	\$79,019	\$79,019	\$98,779	\$118,518
Springdale	87320	Full	\$85,498	\$80,479	\$100,560	\$120,641
Rogers	69908	Full	\$100,505	\$84,495	\$105,618	\$132,023
North Little Rock	64591	Full	\$101,814	\$81,451	\$101,814	\$122,177
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Conway	64136	Full	\$86,587	\$69,270	\$86,587	\$86,587
Conway	64136	Full	\$86,587	\$69,270	\$86,587	\$86,587
Bentonville	54164	Full	\$85,498	\$80,479	\$100,560	\$120,641
Russellville	28940	Full	\$75,554	\$60,443	\$75,554	\$90,665
West Memphis	24520	Full	\$119,326	\$95,461	\$119,326	\$143,191

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.38	\$87,749	\$74,944	\$93,674	\$108,709
45,000+	1.5	\$85,595	\$74,276	\$92,838	\$106,883
20,000 - 49,999	1	\$97,440	\$77,952	\$97,440	\$116,928

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

702- Network Analyst

Job Description:	Designs, installs, monitors, and troubleshoots computer systems networks to meet data processing and information needs for City departments, including internal network access and Internet access; provides supervision to Network Coordinators; requires completion of an Associate's degree in Computer Science or a related area; four (4) years of experience in designing and implementing computer network systems; two (2) years of experience with LINNIX operating systems; two (2) years of experience in IP addressing, TCP/IP, and Windows NT; two (2) years of experience installing and configuring routers; one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	0/12/0
Exempt/non-exempt:	5/7
Bonus Eligible (Y/N):	5/7
Full/Part Time:	12/0
Number of Organizations Reporting:	9
Position Titles:	Network/It Support Net Infrastructure Mgr Network System Admin Senior Network Administrator * Network Analyst Network Administrator It Asst Director Analyst, System Support
Reports To:	It Director Chief Technology Officer/Director Police Major Support Division Information Technology Operations Director Manager Of Enterprise Services It Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$52,624	\$61,402	\$71,581	\$71,438	\$78,944	\$86,587
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
Little Rock	202591	Full	\$78,038	\$59,567	\$75,650	\$91,733
Fort Smith	89142	Full	\$81,785	\$79,019	\$98,779	\$118,518
Fort Smith	89142	Full	\$88,596	\$79,019	\$98,779	\$118,518
Springdale	87320	Full	\$71,438	\$67,235	\$84,045	\$100,853
North Little Rock	64591	Full	\$75,655	\$60,524	\$75,655	\$90,786
Conway	64136	Full	\$86,587	\$69,270	\$86,587	\$86,587
Conway	64136	Full	\$78,944	\$63,155	\$78,944	\$78,944
Bentonville	54164	Full	\$71,438	\$67,235	\$84,045	\$100,853
Russellville	28940	Full	\$61,402	\$49,122	\$61,402	\$73,682
Siloam Springs	17400	Full	\$52,624	\$46,560	\$58,199	\$69,839
Siloam Springs	17400	Full	\$69,846	\$46,560	\$58,199	\$69,839

Batesville	11191	Full	\$42,619	\$34,095	\$42,619	\$51,143
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$71,581	\$60,113	\$75,242	\$87,608
45,000+	1.33	\$79,060	\$68,128	\$85,311	\$98,349
20,000 - 49,999	1	\$61,402	\$49,122	\$61,402	\$73,682
10,000 - 19,999	1.5	\$55,030	\$42,405	\$53,006	\$63,607

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

703- Network Coordinator

Job Description:	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
Total Matches (A/M/B):	0/11/0
Exempt/non-exempt:	6/5
Bonus Eligible (Y/N):	2/5
Full/Part Time:	11/0
Number of Organizations Reporting:	7
Position Titles:	Info Support Spec 910 Info Support Spec Network Coordinator Network Administrator * Network Engineer Network Administrator Systems Administrator Network Support Specialist
Reports To:	Network Coordinator 909 Information Technology Operations Director Manager Of Enterprise Services It Director General Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$51,501	\$56,254	\$66,622	\$57,222	\$81,600	\$86,944
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$72,980	\$70,512	\$88,150	\$105,768
Rogers	69908	Full	\$86,944	\$63,655	\$79,568	\$99,460
North Little Rock	64591	Full	\$91,607	\$73,286	\$91,607	\$109,928
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Conway	64136	Full	\$56,254	\$45,003	\$56,254	\$56,254
Conway	64136	Full	\$69,755	\$55,804	\$69,755	\$69,755
Pine Bluff	41253	Full	\$57,221	\$45,777	\$57,221	\$68,665
Pine Bluff	41253	Full	\$57,222	\$45,778	\$57,222	\$68,666
Sherwood	32731	Full	\$51,501	\$46,083	\$57,604	\$69,125
Sherwood	32731	Full	\$51,501	\$46,083	\$57,604	\$69,125
West Memphis	24520	Full	\$81,600	\$65,280	\$81,600	\$97,920

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.57	\$66,622	\$54,751	\$68,440	\$79,175
45,000+	1.5	\$72,299	\$58,877	\$73,598	\$82,903
20,000 - 49,999	1.67	\$59,809	\$49,800	\$62,250	\$74,700
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/7/0
Exempt/non-exempt:	7/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	7/0
Number of Organizations Reporting:	2
Position Titles:	Software Engineer Ii Manager Of Application Development
Reports To:	It Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$90,468	\$90,468	\$100,744	\$105,910	\$105,910	\$105,910
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
Little Rock	202591	Full	\$105,910	\$69,886	\$88,756	\$107,625
Little Rock	202591	Full	\$88,756	\$69,886	\$88,756	\$107,625
Little Rock	202591	Full	\$105,910	\$69,886	\$88,756	\$107,625
Little Rock	202591	Full	\$105,910	\$69,886	\$88,756	\$107,625
Little Rock	202591	Full	\$90,468	\$69,886	\$88,756	\$107,625
Little Rock	202591	Full	\$105,910	\$69,886	\$88,756	\$107,625
North Little Rock	64591	Full	\$102,344	\$81,875	\$102,344	\$122,813

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.5	\$100,744	\$71,599	\$90,697	\$109,795
45,000+	3.5	\$100,744	\$71,599	\$90,697	\$109,795

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

705- Programmer Analyst

Job Description:	The Programmer/Analyst's role is to define, develop, test, analyze, and maintain new software applications in support of the achievement of business requirements. This includes writing, coding, testing, and analyzing software programs and applications.; requires completion of a Bachelor's degree in Computer Science or a related area, two (2) years of experience in computer programming, working in a Windows or Linux environment.
Total Matches (A/M/B):	0/2/2
Exempt/non-exempt:	3/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	4/0
Number of Organizations Reporting:	2
Position Titles:	Software Engineer Application Specialist
Reports To:	It Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$69,014	\$69,014	\$75,117	\$76,508	\$76,908	\$78,038
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$76,508	\$59,567	\$75,650	\$91,733
Little Rock	202591	Full	\$78,038	\$59,567	\$75,650	\$91,733
North Little Rock	64591	Full	\$76,908	\$61,526	\$76,908	\$92,290
North Little Rock	64591	Full	\$69,014	\$55,211	\$69,014	\$82,817

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$75,117	\$58,968	\$74,306	\$89,643
45,000+	2	\$75,117	\$58,968	\$74,306	\$89,643

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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.
Total Matches (A/M/B):	0/4/0
Exempt/non-exempt:	2/2
Bonus Eligible (Y/N):	3/2
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	System Administrator Systems Administrator It Analyst
Reports To:	It Director It Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$68,681	\$68,681	\$74,158	\$71,438	\$71,438	\$85,075
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$71,438	\$55,143	\$68,929	\$82,715
Rogers	69908	Full	\$68,681	\$63,655	\$79,568	\$99,460
North Little Rock	64591	Full	\$85,075	\$68,060	\$85,075	\$102,090
Bentonville	54164	Full	\$71,438	\$55,143	\$68,929	\$82,715

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$74,158	\$60,500	\$75,625	\$91,745
45,000+	1	\$74,158	\$60,500	\$75,625	\$91,745

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

707- Information Support Specialist

Job Description:	Provides user support for microcomputers and associated hardware and software; requires completion of two (2) years of college coursework in Computer Science, Computer Information Systems, or a related area, or graduation from a vocational-technical school with an Associate's degree in Computer Information Systems or Computer Maintenance or a certificate in Electronic Technology, or a related area; two (2) years of experience in the installation, maintenance, and repair of microcomputers or in the installation and maintenance of microcomputer operating systems and software applications.
Total Matches (A/M/B):	3/24/3
Exempt/non-exempt:	5/24
Bonus Eligible (Y/N):	17/24
Full/Part Time:	30/0
Number of Organizations Reporting:	13
Position Titles:	It Tech It Support Technician It Generalist Telecom Coordinator It Support Assistant Information Technology Support Specialist Ii Senior Computer Specialist Computer Specialist It Support Specialist Application Specialist Computer Support Coordinator Technician, System Support Technology Support Specialist It Support Coordinator Library Technology Director Services Support Communications Tech Computer Services Technician
Reports To:	It Director Director Of It Manager Of Desktop Services It Manager Library Director Services Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	30	\$46,061	\$50,024	\$56,620	\$55,143	\$63,759	\$69,755
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
Little Rock	202591	Full	\$50,024	\$42,046	\$53,399	\$64,752
Little Rock	202591	Full	\$50,024	\$42,046	\$53,399	\$64,752
Little Rock	202591	Full	\$50,024	\$42,046	\$53,399	\$64,752
Springdale	87320	Full	\$63,759	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$63,759	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$55,143	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$51,582	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$63,759	\$55,143	\$68,929	\$82,715
Rogers	69908	Full	\$63,211	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$47,860	\$46,722	\$58,403	\$73,003
North Little Rock	64591	Full	\$70,013	\$56,010	\$70,013	\$84,016

North Little Rock	64591	Full	\$69,883	\$55,906	\$69,883	\$83,860
North Little Rock	64591	Full	\$61,473	\$49,178	\$61,473	\$73,768
North Little Rock	64591	Full	\$59,818	\$47,854	\$59,818	\$71,782
North Little Rock	64591	Full	\$51,486	\$41,189	\$51,486	\$61,783
Conway	64136	Full	\$69,755	\$55,804	\$69,755	\$69,755
Bentonville	54164	Full	\$63,759	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$63,759	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$55,143	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$51,582	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$63,759	\$55,143	\$68,929	\$82,715
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$48,960	\$39,168	\$48,960	\$58,752
Jacksonville	29477	Full	\$46,061	\$36,849	\$46,061	\$55,273
Texarkana	29387	Full	\$70,117	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$46,509	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$63,415	\$51,005	\$59,931	\$68,857
Bryant	20663	Full	\$54,537	\$43,630	\$54,537	\$65,444
Siloam Springs	17400	Full	\$41,600	\$41,485	\$51,856	\$62,228
Batesville	11191	Full	\$36,837	\$29,470	\$36,837	\$44,204

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.31	\$56,620	\$47,994	\$59,913	\$71,785
45,000+	3.5	\$59,027	\$51,214	\$64,137	\$76,710
20,000 - 49,999	1.4	\$54,371	\$41,912	\$51,689	\$62,317
10,000 - 19,999	1	\$39,219	\$35,477	\$44,347	\$53,216

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/27/0
Exempt/non-exempt:	8/19
Bonus Eligible (Y/N):	27/19
Full/Part Time:	27/0
Number of Organizations Reporting:	5
Position Titles:	Director Manager, Library Library Director Assistant Director Children's Services Coordinator Reference Librarian Young Adult Librarian Multicultural Outreach Librarian Children's Librarian Children's Multicultural Outreach Librarian
Reports To:	Board Public Services Director Mayor Library Director Assistant Director Children's Services Coordinator
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	27	\$59,899	\$60,313	\$71,252	\$62,718	\$77,502	\$90,348
Actual Incentive Paid Dollar LastYear	1	\$3,620	\$3,620	\$3,620	\$3,620	\$3,620	\$3,620
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$104,143	\$98,017	\$122,521	\$147,024
Springdale	87320	Full	\$87,910	\$76,030	\$95,038	\$114,045
Springdale	87320	Full	\$90,348	\$67,235	\$84,045	\$100,853
Springdale	87320	Full	\$60,926	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$62,718	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$62,718	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$62,718	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$73,469	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$75,261	\$57,342	\$71,677	\$86,013
Springdale	87320	Full	\$60,313	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$58,590	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$60,313	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$104,143	\$98,017	\$122,521	\$147,024
Bentonville	54164	Full	\$87,910	\$76,030	\$95,038	\$114,045

Bentonville	54164	Full	\$90,348	\$67,235	\$84,045	\$100,853
Bentonville	54164	Full	\$60,926	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$62,718	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$62,718	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$62,718	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$73,469	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$75,261	\$57,342	\$71,677	\$86,013
Bentonville	54164	Full	\$60,313	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$58,590	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$60,313	\$55,143	\$68,929	\$82,715
West Memphis	24520	Full	\$59,899	\$47,919	\$59,899	\$71,879
Siloam Springs	17400	Full	\$77,502	\$60,377	\$75,471	\$90,566
Forrest City	13015	Full	\$67,558	\$54,046	\$67,558	\$81,070

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.4	\$71,252	\$61,625	\$77,031	\$92,437
45,000+	12	\$71,619	\$62,564	\$78,204	\$93,845
20,000 - 49,999	1	\$59,899	\$47,919	\$59,899	\$71,879
10,000 - 19,999	1	\$72,530	\$57,212	\$71,515	\$85,818

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/45/4
Exempt/non-exempt:	4/46
Bonus Eligible (Y/N):	50/46
Full/Part Time:	22/28
Number of Organizations Reporting:	5
Position Titles:	Aid Children & Youth Services Shelver Circulation Asst Manager, Asst Library Operations Coordinator Circulation Supervisor Information Assistant Circulation Clerk Library Clerk
Reports To:	Director Library Manager Assistant Director Circulation Supervisor Library Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	50	\$17,796	\$17,796	\$31,558	\$26,425	\$40,995	\$48,449
Actual Incentive Paid Dollar LastYear	2	\$120	\$120	\$730	\$120	\$1,340	\$1,340
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$72,565	\$59,541	\$74,426	\$89,311
Springdale	87320	Full	\$53,590	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$44,722	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$48,449	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$40,995	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$45,769	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$39,902	\$37,554	\$46,942	\$56,331
Springdale	87320	Part	\$26,425	\$21,140	\$26,425	\$31,710
Springdale	87320	Part	\$26,425	\$21,140	\$26,425	\$31,710
Springdale	87320	Part	\$26,425	\$21,140	\$26,425	\$31,710
Springdale	87320	Part	\$26,425	\$21,140	\$26,425	\$31,710
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355

Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Springdale	87320	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Full	\$72,565	\$59,541	\$74,426	\$89,311
Bentonville	54164	Full	\$53,590	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$44,722	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$48,449	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$40,995	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$45,769	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$39,902	\$37,554	\$46,942	\$56,331
Bentonville	54164	Part	\$26,425	\$21,140	\$26,425	\$31,710
Bentonville	54164	Part	\$26,425	\$21,140	\$26,425	\$31,710
Bentonville	54164	Part	\$26,425	\$21,140	\$26,425	\$31,710
Bentonville	54164	Part	\$26,425	\$21,140	\$26,425	\$31,710
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
Bentonville	54164	Part	\$17,796	\$14,237	\$17,796	\$21,355
West Memphis	24520	Full	\$37,149	\$29,719	\$37,149	\$44,579
West Memphis	24520	Full	\$33,717	\$26,974	\$33,717	\$40,460
West Memphis	24520	Full	\$44,554	\$35,643	\$44,554	\$53,465
West Memphis	24520	Full	\$32,115	\$25,692	\$32,115	\$38,538
West Memphis	24520	Full	\$31,200	\$24,960	\$31,200	\$37,440
Siloam Springs	17400	Full	\$55,890	\$45,781	\$57,226	\$68,671
Forrest City	13015	Part	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Part	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$34,299	\$27,439	\$34,299	\$41,159

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10	\$31,558	\$26,207	\$32,758	\$39,310
45,000+	20	\$30,593	\$25,647	\$32,059	\$38,471
20,000 - 49,999	5	\$35,747	\$28,598	\$35,747	\$42,896
10,000 - 19,999	2.5	\$35,094	\$28,289	\$35,361	\$42,433

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

900- Safety Loss Control Specialist

Job Description:	To administer the City's safety and loss control program to reduce the cost of the City's Workers' Compensation and disability claims, and to ensure the City is in compliance with state laws and regulations regarding work place safety and Occupational Safety and Health Administration (OSHA) rules and regulations regarding chemicals; requires completion of a Bachelor's Degree in Industrial Engineering, Safety, Applied Psychology, or a related area; at least two (2) years of experience in risk management, safety administration or a related field.
Total Matches (A/M/B):	0/3/1
Exempt/non-exempt:	3/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Safety/Loss Control Mgr Risk And Safety Administrator * Safety And Risk Administrator
Reports To:	Chief Of Staff Program Manager - Risk & Training
Comments:	Combined With Director Of Traffic Services And Director Of Parks & Recreation Positions.

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	3	\$68,144	\$68,144	\$68,832	\$68,144	\$76,471	\$76,471
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
Little Rock	202591	Full	\$76,471	\$48,423	\$61,497	\$74,571
Fort Smith	89142	Full	\$68,144	\$57,761	\$72,196	\$86,652
North Little Rock	64591	Full				
Conway	64136	Full	\$61,880	\$49,504	\$61,880	\$61,880

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.75	\$68,832	\$51,896	\$65,191	\$74,368
45,000+	0.75	\$68,832	\$51,896	\$65,191	\$74,368

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

901- Airport Manager

Job Description:	Manages the overall day to day operational responsibilities of the city's airport; provides supervision to employees, ensures airport FAA compliance, monitors the airport budget and finances, and oversees airport security; manages various airport functions including fuel/oil sales and storage, maintenance, leases, construction, aircraft storage and airport property; requires completion of two (2) year college; minimum of five (5) to seven (7) years of airport management.
Total Matches (A/M/B):	2/5/2
Exempt/non-exempt:	6/3
Bonus Eligible (Y/N):	7/3
Full/Part Time:	9/0
Number of Organizations Reporting:	9
Position Titles:	Airport Director Airport Manager Admin/Lineman Manager, Community Services
Reports To:	Mayor Airport Director Public Services Director Airport Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$59,563	\$59,563	\$71,890	\$63,910	\$76,887	\$125,049
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$59,563	\$52,945	\$66,180	\$79,417
Rogers	69908	Full	\$125,049	\$54,537	\$68,171	\$85,214
North Little Rock	64591	Full	\$76,696	\$61,357	\$76,696	\$92,035
Conway	64136	Full	\$86,460	\$69,168	\$86,460	\$86,460
Bentonville	54164	Full	\$59,563	\$52,945	\$66,180	\$79,417
Paragould	29537	Full	\$61,756	\$49,405	\$61,756	\$74,107
Russellville	28940	Full	\$37,128	\$29,702	\$37,128	\$44,554
West Memphis	24520	Full	\$63,910	\$51,128	\$63,910	\$76,692
Siloam Springs	17400	Full	\$76,887	\$61,510	\$76,887	\$92,264

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$71,890	\$53,633	\$67,041	\$78,907
45,000+	1	\$81,466	\$58,190	\$72,737	\$84,509

20,000 - 49,999	1	\$54,265	\$43,412	\$54,265	\$65,118
10,000 - 19,999	1	\$76,887	\$61,510	\$76,887	\$92,264

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/17/1
Exempt/non-exempt:	0/20
Bonus Eligible (Y/N):	13/20
Full/Part Time:	19/2
Number of Organizations Reporting:	9
Position Titles:	Airport Operations Manag Airport Line Tech Ii Airport Line Technician Airport Line Tech Pt Airport F/T Airport Maint. Worker Airport Operations Supervisor Airport Operations Technician Airport Director Specialist, Flight Operations Maintenance Lineman Airport
Reports To:	Airport Director Airport Operations Manager Mayor Community Services Manager Public Works Director
Comments:	Requires More Experience Than Airport Line Technician Previous Experience Preferred, But Not Required.

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	21	\$31,639	\$35,426	\$42,466	\$43,090	\$50,394	\$58,115
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$43,090	\$35,356	\$44,195	\$53,034
Rogers	69908	Full	\$62,566	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$58,115	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$51,313	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$44,907	\$44,117	\$55,146	\$68,933
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
Conway	64136	Full	\$50,394	\$40,315	\$50,394	\$50,394
Conway	64136	Full	\$39,056	\$31,245	\$39,056	\$39,056
Conway	64136	Full	\$35,426	\$28,341	\$35,426	\$35,426
Conway	64136	Full	\$35,426	\$28,341	\$35,426	\$35,426
Conway	64136	Part	\$31,639	\$25,311	\$31,639	\$31,639
Conway	64136	Part	\$15,820	\$12,656	\$15,820	\$15,820
Bentonville	54164	Full	\$43,090	\$35,356	\$44,195	\$53,034
Russellville	28940	Full	\$59,450	\$47,560	\$59,450	\$71,340

West Memphis	24520	Full	\$37,960	\$30,368	\$37,960	\$45,552
West Memphis	24520	Full	\$48,485	\$38,788	\$48,485	\$58,182
West Memphis	24520	Full	\$43,618	\$34,894	\$43,618	\$52,342
West Memphis	24520	Full	\$37,960	\$30,368	\$37,960	\$45,552
West Memphis	24520	Full	\$33,738	\$26,990	\$33,738	\$40,486
Siloam Springs	17400	Full	\$51,750	\$41,485	\$51,856	\$62,228
Magnolia	11162	Full	\$22,000	\$17,600	\$22,000	\$26,400

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.33	\$42,466	\$33,824	\$42,297	\$49,411
45,000+	2.6	\$42,833	\$34,019	\$42,551	\$48,889
20,000 - 49,999	3	\$43,535	\$34,828	\$43,535	\$52,242
10,000 - 19,999	1	\$36,875	\$29,543	\$36,928	\$44,314

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

903- Animal Control Director

Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A/M/B):	1/9/0
Exempt/non-exempt:	9/0
Bonus Eligible (Y/N):	7/0
Full/Part Time:	10/0
Number of Organizations Reporting:	10
Position Titles:	Animal Control Director Community Services Director Director Of Animal Services Director Animal Shelter Animal Shelter Director Animal Services Director
Reports To:	Mayor City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	10	\$48,084	\$59,446	\$76,252	\$73,881	\$92,777	\$92,777
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$92,777	\$84,825	\$106,031	\$127,237
Rogers	69908	Full	\$73,881	\$68,865	\$86,081	\$107,601
North Little Rock	64591	Full	\$80,975	\$64,780	\$80,975	\$97,170
Bentonville	54164	Full	\$92,777	\$84,825	\$106,031	\$127,237
Pine Bluff	41253	Full	\$48,084	\$38,467	\$48,084	\$57,701
Texarkana	29387	Full	\$59,446	\$47,029	\$59,446	\$75,754
Cabot	26569	Full	\$106,473	\$96,910	\$116,292	\$135,674
West Memphis	24520	Full	\$57,903	\$46,322	\$57,903	\$69,484
Bryant	20663	Full	\$87,734	\$70,187	\$87,734	\$105,281
Maumelle	19251	Full	\$62,472	\$49,978	\$62,472	\$74,966

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$76,252	\$65,219	\$81,105	\$97,810

45,000+	1	\$85,103	\$75,824	\$94,780	\$114,811
20,000 - 49,999	1	\$71,928	\$59,783	\$73,892	\$88,779
10,000 - 19,999	1	\$62,472	\$49,978	\$62,472	\$74,966

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/34/1
Exempt/non-exempt:	1/31
Bonus Eligible (Y/N):	19/31
Full/Part Time:	34/1
Number of Organizations Reporting:	15
Position Titles:	Animal Control Officer Animal Control Field Officer Senior Animal Control Officer Animal Welfare Officer Animal Control Officer/Lead Animal Control Animal Shelter Control Officer
Reports To:	Animal Control Supervisor Police Chief Animal Services Manager Animal Welfare Manager Lead Animal Control Officer Police Lieutenant Operations Animal Control Director Sergeant/Admin Animal Services Director Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	35	\$31,825	\$39,062	\$40,968	\$42,889	\$44,574	\$45,830
Actual Incentive Paid Dollar LastYear	1	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$43,263	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$44,574	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$43,263	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$44,574	\$41,952	\$52,439	\$62,927
Rogers	69908	Full	\$43,264	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$42,078	\$38,907	\$48,634	\$60,792
North Little Rock	64591	Full	\$58,492	\$39,589	\$48,121	\$58,492
North Little Rock	64591	Full	\$48,122	\$39,589	\$48,121	\$58,492
North Little Rock	64591	Full	\$45,830	\$39,589	\$48,121	\$58,492
North Little Rock	64591	Full	\$43,648	\$39,589	\$48,121	\$58,492
North Little Rock	64591	Full	\$43,648	\$39,589	\$48,121	\$58,492
North Little Rock	64591	Full	\$41,570	\$39,589	\$48,121	\$58,492
Conway	64136	Full	\$39,170	\$31,336	\$39,170	\$39,170

Conway	64136	Full	\$39,170	\$31,336	\$39,170	\$39,170
Conway	64136	Full	\$39,170	\$31,336	\$39,170	\$39,170
Bentonville	54164	Full	\$43,263	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$44,574	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$43,263	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$44,574	\$41,952	\$52,439	\$62,927
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Pine Bluff	41253	Full	\$32,694	\$26,155	\$32,694	\$39,233
Paragould	29537	Full	\$45,760	\$36,608	\$45,760	\$54,912
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Texarkana	29387	Full	\$39,062	\$30,389	\$36,400	\$44,242
West Memphis	24520	Full	\$30,160	\$24,128	\$30,160	\$36,192
Bryant	20663	Full	\$42,078	\$33,662	\$42,078	\$50,494
Bryant	20663	Full	\$42,889	\$34,311	\$42,889	\$51,467
Centerton	17870	Full	\$49,774	\$39,819	\$49,774	\$59,729
Centerton	17870	Full	\$41,080	\$32,864	\$41,080	\$49,296
Blytheville	13406	Full	\$30,668	\$24,534	\$30,668	\$30,966
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Part	\$29,120	\$23,296	\$29,120	\$34,944
Batesville	11191	Full	\$31,825	\$25,460	\$31,825	\$38,190
Magnolia	11162	Full	\$43,000	\$34,400	\$43,000	\$51,600

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.33	\$40,968	\$34,938	\$43,392	\$51,516
45,000+	3.8	\$43,974	\$39,209	\$48,580	\$57,551
20,000 - 49,999	1.8	\$37,506	\$29,909	\$37,210	\$44,714
10,000 - 19,999	1.4	\$37,261	\$29,809	\$37,261	\$43,880
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.					

905- Animal Services Manager

Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A/M/B):	1/13/3
Exempt/non-exempt:	5/11
Bonus Eligible (Y/N):	8/11
Full/Part Time:	17/0
Number of Organizations Reporting:	14
Position Titles:	Animal Control Supervisor Animal Services Director Animal Services Manager Ac Shelter Manager Animal Services Supervisor Field Services Supervisor Animal Welfare Manager Animal Control Manager Manager, Animal Services Animal Control Officer Lead Animal Control Off/Administ Director Animal Control Kennel Supervisor
Reports To:	Mayor Animal Services Director Community Services Director Police Chief Public Works Director Fire Marshal Animal Shelter Director Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	17	\$40,102	\$48,354	\$56,617	\$53,518	\$61,880	\$77,304
Actual Incentive Paid Dollar LastYear	2	\$1,013	\$1,013	\$1,364	\$1,013	\$1,715	\$1,715
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$95,088	\$63,533	\$80,687	\$97,841
North Little Rock	64591	Full	\$59,917	\$44,711	\$54,346	\$67,122
Conway	64136	Full	\$61,880	\$49,504	\$61,880	\$61,880
Benton	35014	Full	\$77,304	\$47,355	\$77,304	\$80,161
Benton	35014	Full	\$45,644	\$36,400	\$45,644	\$57,200
Sherwood	32731	Full	\$64,375	\$54,760	\$68,450	\$82,140
Jacksonville	29477	Full	\$50,470	\$40,376	\$50,470	\$60,564
Texarkana	29387	Full	\$37,648	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$70,625	\$56,500	\$70,625	\$84,750
Cabot	26569	Full	\$53,518	\$45,905	\$50,175	\$58,500
Cabot	26569	Full	\$50,561	\$45,905	\$50,175	\$58,500
West Memphis	24520	Full	\$40,102	\$32,082	\$40,102	\$48,122

Bryant	20663	Full	\$57,220	\$45,776	\$57,220	\$68,664
Centerton	17870	Full	\$51,834	\$41,467	\$51,834	\$62,201
Batesville	11191	Full	\$54,000	\$43,200	\$54,000	\$64,800
Malvern	10867	Full	\$48,354	\$38,683	\$48,354	\$58,025
Malvern	10867	Full	\$43,941	\$35,153	\$43,941	\$52,729

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.21		\$56,617	\$44,018	\$55,150	\$64,857
45,000+	1		\$72,295	\$52,583	\$65,638	\$75,614
20,000 - 49,999	1.25		\$54,747	\$43,206	\$54,251	\$63,798
10,000 - 19,999	1.33		\$49,532	\$39,626	\$49,532	\$59,439

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	35/29/1
Exempt/non-exempt:	0/58
Bonus Eligible (Y/N):	42/58
Full/Part Time:	57/7
Number of Organizations Reporting:	17
Position Titles:	Animal Services Officer Animal Care Tech Part Time Animal Care Technician Kennel Tech Kennel Technician Groundskeeper Supervisor - Animal Services * Animal Services Warden * Animal Control Animal Control Officer Animal Control Officer Lead Animal Control Officer Ii Animal Control Officer I Officer, Animal Control Animal Technician Animal Caretaker Animal Shelter Helper
Reports To:	Animal Services Director Field Services Supervisor Animal Services Manager Animal Welfare Manager Lieutenant Supervisor - Animal Servicecs Assistant Police Chief Animal Control Manager Assistant Chief Animal Control Director Community Services Manager Assistant Manager Admin/ Director
Comments:	Specializes In Animals New Employee In 2026 Does Not Go Out Into The Field Or Issue Citations Like Animal Welfare Officers No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	64	\$30,160	\$34,320	\$37,380	\$36,753	\$41,612	\$45,469
Actual Incentive Paid Dollar LastYear	1	\$792	\$792	\$792	\$792	\$792	\$792
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Little Rock	202591	Full	\$45,469	\$32,385	\$38,927	\$45,468
Fort Smith	89142	Full	\$55,390	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550

Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Springdale	87320	Full	\$38,728	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$38,728	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$38,670	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$38,670	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Bentonville	54164	Full	\$38,728	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$38,728	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$38,670	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$38,670	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Benton	35014	Full	\$35,693	\$34,320	\$35,693	\$54,933
Benton	35014	Full	\$34,320	\$34,320	\$34,320	\$54,933
Benton	35014	Full	\$34,320	\$34,320	\$34,320	\$54,933
Benton	35014	Full	\$34,320	\$34,320	\$34,320	\$54,933
Sherwood	32731	Full	\$47,112	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$44,429	\$40,663	\$50,828	\$60,994
Jacksonville	29477	Full	\$36,378	\$29,102	\$36,378	\$43,654
Texarkana	29387	Full	\$28,226	\$25,064	\$29,266	\$35,610
Texarkana	29387	Full	\$28,226	\$25,064	\$29,266	\$35,610
Texarkana	29387	Full	\$29,266	\$25,064	\$29,266	\$35,610
Russellville	28940	Full	\$31,741	\$25,393	\$31,741	\$38,089
Russellville	28940	Full	\$44,138	\$35,310	\$44,138	\$52,966
Russellville	28940	Full	\$44,034	\$35,227	\$44,034	\$52,841
Russellville	28940	Full	\$31,741	\$25,393	\$31,741	\$38,089
Cabot	26569	Full	\$43,260	\$40,804	\$46,924	\$53,045
Cabot	26569	Full	\$41,612	\$40,804	\$46,924	\$53,045
Cabot	26569	Full	\$41,612	\$40,804	\$46,924	\$53,045
West Memphis	24520	Full	\$33,093	\$26,474	\$33,093	\$39,712
West Memphis	24520	Part	\$31,075	\$24,860	\$31,075	\$37,290
West Memphis	24520	Part	\$30,160	\$24,128	\$30,160	\$36,192
West Memphis	24520	Part	\$31,075	\$24,860	\$31,075	\$37,290

West Memphis	24520	Part	\$30,160	\$24,128	\$30,160	\$36,192
Bryant	20663	Part	\$14,368	\$11,494	\$14,368	\$17,242
Bryant	20663	Part	\$14,080	\$11,264	\$14,080	\$16,896
Bryant	20663	Part	\$14,080	\$11,264	\$14,080	\$16,896
Bryant	20663	Full	\$36,753	\$29,402	\$36,753	\$44,104
Bryant	20663	Full	\$36,504	\$29,203	\$36,504	\$43,805
Bryant	20663	Full	\$35,193	\$28,154	\$35,193	\$42,232
Maumelle	19251	Full	\$40,801	\$32,641	\$40,801	\$48,961
Centerton	17870	Full	\$36,650	\$29,320	\$36,650	\$43,980
Centerton	17870	Full	\$40,019	\$32,015	\$40,019	\$48,023
Centerton	17870	Full	\$36,816	\$29,453	\$36,816	\$44,179
Siloam Springs	17400	Full	\$52,832	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$45,136	\$41,485	\$51,856	\$62,228
Harrison	13069	Full	\$43,170	\$43,170	\$43,170	\$43,170

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.76	\$37,380	\$32,451	\$39,422	\$47,300
45,000+	5.8	\$39,998	\$35,015	\$43,393	\$50,802
20,000 - 49,999	3.5	\$33,463	\$28,995	\$34,409	\$42,899
10,000 - 19,999	1.75	\$42,203	\$35,653	\$43,024	\$50,396

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

907- Building/Maintenance Supervisor

Job Description:	Oversee day to day operations with custodians and maintenance employees. Schedule employees and their work, purchase materials (including taking bids) and make sure the buildings and facilities are maintained. Provide direction as to work assignments, how to complete assignments and purpose of assignments. Perform employee evaluations. Evaluate jobs, decide if it is an in house project or bid it out if needed. May be on call 24 hours a day.
Total Matches (A/M/B):	1/18/2
Exempt/non-exempt:	14/7
Bonus Eligible (Y/N):	12/7
Full/Part Time:	21/0
Number of Organizations Reporting:	14
Position Titles:	Building Maintenance Supervisor Building Maintenance Manager Manager - Facilities * Supervisor, Building Services Animal Control Officer #1 Building Maintenance Supervisor/Cdl Building Maint Supervisor Maintenance Director Facilities Development Manager Deputy Facilities Manager Maintenance Superintendant Director Fac/Grnd Main Manager, Facilities Maintenance Supervisor/Admin Building Maintenance Manager Assist. Maintenance Manager
Reports To:	Parks & Recreation Asst Director Maintenance Supervisor Mayor Director, Citizen Services Animal Services Director Public Works Director Senior Building Inspector Chief Of Staff Parks Superintendent City Manager Building Maintenance Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	21	\$50,749	\$53,924	\$64,983	\$63,942	\$68,973	\$75,608
Actual Incentive Paid Dollar LastYear	2	\$1,174	\$1,174	\$1,487	\$1,174	\$1,800	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$69,226	\$48,423	\$61,497	\$74,571
Fort Smith	89142	Full	\$68,588	\$66,268	\$82,825	\$99,403
Springdale	87320	Full	\$65,482	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$60,926	\$57,342	\$71,677	\$86,013
Rogers	69908	Full	\$137,716	\$94,915	\$118,643	\$148,304
Rogers	69908	Full	\$75,608	\$68,865	\$86,081	\$107,601
North Little Rock	64591	Full	\$61,987	\$49,590	\$61,987	\$74,384
Bentonville	54164	Full	\$65,482	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$60,926	\$57,342	\$71,677	\$86,013
Pine Bluff	41253	Full	\$50,749	\$40,599	\$50,749	\$60,899

Benton	35014	Full	\$52,913	\$46,633	\$52,913	\$69,430
Sherwood	32731	Full	\$63,654	\$54,760	\$68,450	\$82,140
Sherwood	32731	Full	\$63,942	\$54,760	\$68,450	\$82,140
Sherwood	32731	Full	\$77,000	\$76,643	\$90,168	\$108,202
Texarkana	29387	Full	\$74,651	\$56,451	\$76,274	\$90,834
Texarkana	29387	Full	\$67,288	\$47,029	\$59,446	\$75,754
Cabot	26569	Full	\$52,302	\$42,844	\$48,300	\$54,600
Maumelle	19251	Full	\$35,856	\$28,685	\$35,856	\$43,027
Maumelle	19251	Full	\$53,924	\$43,139	\$53,924	\$64,709
Siloam Springs	17400	Full	\$68,973	\$53,290	\$66,613	\$79,935
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.5	\$64,983	\$53,706	\$66,706	\$80,872	
45,000+	1.5	\$73,993	\$61,448	\$76,916	\$93,524	
20,000 - 49,999	1.6	\$62,812	\$52,465	\$64,344	\$78,000	
10,000 - 19,999	1.33	\$49,048	\$38,767	\$48,458	\$58,150	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	29/55/6
Exempt/non-exempt:	6/82
Bonus Eligible (Y/N):	50/82
Full/Part Time:	81/7
Number of Organizations Reporting:	19
Position Titles:	Facility Maintenance Tech Building/Maintenance Worker Construction Laborer Lead Construction Laborer Custodian Maintenance Specialist I Grounds Supervisor Custodian Ii Custodian Ii Heavy Equipment Mech I Maintenance Spec I Maintenance Maintenance/Receptionist Receptionist Building Engineer * Maintenance Person - Facilities * Facility Maintenance Worker Animal Control Officer #2 Bldg Maint Operator Iii/Cdl Building Maint Technician City Hall Custodian Aquatics Maintenance Parks Custodian Maintenance Man Facilities Foreman Facilities Technician Maintenance Tech Ii-Recycle Maintenance Tech I-Recycle Maintenance Technician-Police Maintenance Tech-Police (P/T) Building Maintenance Maintenance I Pt Custodian Maintenance Tech Building Attendant Maintenance Worker Maintenance Ii Maintenance I/Admin Maintenance/Groundskeeper Secretary Maintenance Equipment Supervisor Maintenance Technician Maintenance Technician - Jail Lead Janitor Janitor-01 Janitor-02 Janitor-03 Janitor-04 Janitor-05 Facility Maintenance Housekeeping
Reports To:	Building Maintenance Supervisor Hr/Personnel Director Community Services Director Mayor Police Major Support Division Crew Leader Pp Civic Center Manager Parks Director Manager - Facilities Shooting Complex Manager Animal Services Director Human Resources Director Parks Asst Director Comm Ctr Maintenance Supt Public Works Director Aquatic Manager Maintenance Supervisor/Admin Museum Director Facilities Manager Senior Center Director Assist. Maintenance Manager Police Chief
Comments:	New Position In 2026 Custodian Duties Only

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	88	\$29,120	\$31,831	\$36,673	\$37,170	\$40,352	\$47,528
Actual Incentive Paid Dollar LastYear	3	\$600	\$600	\$633	\$600	\$818	\$818
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$47,528	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Springdale	87320	Full	\$41,075	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$44,596	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$37,237	\$33,157	\$41,318	\$49,477
Springdale	87320	Full	\$38,257	\$33,157	\$41,318	\$49,477
Springdale	87320	Full	\$37,237	\$33,157	\$41,318	\$49,477
Springdale	87320	Full	\$52,810	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$34,177	\$33,157	\$41,318	\$49,477
Springdale	87320	Full	\$34,177	\$33,157	\$41,318	\$49,477
Springdale	87320	Part	\$12,765	\$10,212	\$12,765	\$15,318
Springdale	87320	Part	\$12,765	\$10,212	\$12,765	\$15,318
Rogers	69908	Full	\$52,540	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$45,136	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$39,561	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$39,561	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$40,060	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$36,358	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$36,358	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$41,475	\$38,907	\$48,634	\$60,792
Rogers	69908	Full	\$38,916	\$38,907	\$48,634	\$60,792
Rogers	69908	Part	\$19,078	\$38,907	\$48,634	\$60,792
North Little Rock	64591	Full	\$49,433	\$32,876	\$41,505	\$52,399
Conway	64136	Full	\$37,139	\$29,711	\$37,139	\$37,139
Conway	64136	Full	\$47,253	\$37,802	\$47,253	\$47,253
Conway	64136	Full	\$36,273	\$29,018	\$36,273	\$36,273
Conway	64136	Full	\$36,273	\$29,018	\$36,273	\$36,273
Conway	64136	Full	\$49,729	\$39,783	\$49,729	\$49,729
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Bentonville	54164	Full	\$41,075	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$44,596	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$37,237	\$33,157	\$41,318	\$49,477
Bentonville	54164	Full	\$38,257	\$33,157	\$41,318	\$49,477
Bentonville	54164	Full	\$37,237	\$33,157	\$41,318	\$49,477
Bentonville	54164	Full	\$52,810	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$34,177	\$33,157	\$41,318	\$49,477
Bentonville	54164	Full	\$34,177	\$33,157	\$41,318	\$49,477
Bentonville	54164	Part	\$12,765	\$10,212	\$12,765	\$15,318
Bentonville	54164	Part	\$12,765	\$10,212	\$12,765	\$15,318
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197

Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Benton	35014	Full	\$36,847	\$32,496	\$36,847	\$48,224
Benton	35014	Full	\$33,146	\$32,496	\$33,146	\$48,224
Sherwood	32731	Full	\$40,685	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,398	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,190	\$36,314	\$45,392	\$54,471
Paragould	29537	Full	\$38,188	\$30,550	\$38,188	\$45,826
Paragould	29537	Full	\$50,627	\$40,502	\$50,627	\$60,752
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Jacksonville	29477	Full	\$39,120	\$31,296	\$39,120	\$46,944
Texarkana	29387	Full	\$38,771	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$49,546	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$37,232	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,981	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$38,251	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$35,922	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$32,947	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$31,782	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$27,581	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$29,390	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$37,794	\$30,235	\$37,794	\$45,353
Russellville	28940	Full	\$34,986	\$27,989	\$34,986	\$41,983
Russellville	28940	Full	\$31,408	\$25,126	\$31,408	\$37,690
Russellville	28940	Full	\$33,696	\$26,957	\$33,696	\$40,435
Russellville	28940	Part	\$29,203	\$23,362	\$29,203	\$35,044
Russellville	28940	Full	\$40,352	\$32,282	\$40,352	\$48,422
Russellville	28940	Part	\$27,040	\$21,632	\$27,040	\$32,448
Russellville	28940	Full	\$33,696	\$26,957	\$33,696	\$40,435
Cabot	26569	Full	\$46,405	\$36,724	\$41,314	\$45,905
Cabot	26569	Full	\$43,260	\$34,340	\$38,632	\$42,925
Cabot	26569	Full	\$37,085	\$34,340	\$38,632	\$42,925
Van Buren	23218	Full	\$30,731	\$24,585	\$30,731	\$36,877
Van Buren	23218	Full	\$61,789	\$49,431	\$61,789	\$74,147
Van Buren	23218	Full	\$44,045	\$35,236	\$44,045	\$52,854
Maumelle	19251	Full	\$34,935	\$27,948	\$34,935	\$41,922
Maumelle	19251	Full	\$38,777	\$31,022	\$38,777	\$46,532
Centerton	17870	Full	\$37,170	\$29,736	\$37,170	\$44,604
Blytheville	13406	Full	\$26,094	\$20,875	\$26,094	\$26,347
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944

Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.63	\$36,673	\$31,475	\$38,889	\$46,487
45,000+	6.83	\$37,430	\$33,294	\$41,596	\$49,363
20,000 - 49,999	4	\$37,549	\$31,448	\$38,221	\$46,194
10,000 - 19,999	2.75	\$30,983	\$24,787	\$30,983	\$36,728

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

909- Fleet Supervisor

Job Description:	The incumbent is responsible to supervise personnel, maintain communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in the City's facility on fleet vehicles. Review and analyze progress reports on vehicles and equipment undergoing repairs. Investigate and evaluate operational or administrative problems; implement new methods and procedures for operations automation to minimize operating costs and ensure more efficient utilization of manpower and materials. Monitor the performance of Fleet Operations personnel. Maintain records on equipment and employees. Prioritize and maintain workflow, establish schedules for preventive maintenance, recommend budget proposals, follow purchasing policy for acquisitions.
Total Matches (A/M/B):	3/24/3
Exempt/non-exempt:	11/18
Bonus Eligible (Y/N):	13/18
Full/Part Time:	30/0
Number of Organizations Reporting:	18
Position Titles:	Purchasing/ Pw Shop Supervisor Logistics Manager Fleet/Facilities Manager Lead Mechanic Support Services Coordinator Fleet Manager Fleet & Facilities Sup Fleet & Facilities Mgr Foreman Manager - Solid Waste Fleet Maintenance * Supervisor - Fire Fleet Maintenance * Supervisor - Public Works Fleet Maintenance * Supervisor - Solid Waste Fleet Maintenance * Supervisor - Transit Maintenance * Fleet Coordinator - Police * Fleet Coordinator - Solid Waste * City Garage Manager Senior Manager, Fleet Animal Control Officer #3 Fleet Maintenance Supervisor/Cdl Director Vehicle Maint Fleet Superintendent Mechanic Supervisor Superintendent, Maintenance Shop Supervisor Property & Vehicle Maintenance Supervisor City Shop Supervisor
Reports To:	Mayor Police Lieutenant Street Director Police Sergeant Police Major Support Division Fleet & Facilites Manager Sanitation Director Public Works Director Director, Solid Waste Assistant Fire Chief - Administration Deputy Director, Street & Traffic Control Manager - Solid Waste Fleet Maintenance Director, Transit Sergeant Director Of Public Works Animal Services Director Community Development Director Sergeant/Service Services Captain
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	30	\$39,746	\$56,867	\$64,903	\$65,354	\$71,932	\$90,301
Actual Incentive Paid Dollar LastYear	2	\$865	\$865	\$1,333	\$865	\$1,800	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$90,301	\$73,431	\$93,258	\$113,084
Fort Smith	89142	Full	\$73,510	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$68,640	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$59,779	\$57,761	\$72,196	\$86,652
Fort Smith	89142	Full	\$65,354	\$53,518	\$66,892	\$80,267

Fort Smith	89142	Full	\$69,022	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$54,933	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$59,488	\$43,950	\$54,932	\$65,936
Springdale	87320	Full	\$71,144	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$68,729	\$62,838	\$78,548	\$94,258
North Little Rock	64591	Full	\$95,325	\$76,260	\$95,325	\$114,390
Conway	64136	Full	\$66,733	\$53,386	\$66,733	\$66,733
Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957
Conway	64136	Full	\$71,932	\$57,546	\$71,932	\$71,932
Bentonville	54164	Full	\$71,144	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$68,729	\$62,838	\$78,548	\$94,258
Benton	35014	Full	\$39,746	\$37,496	\$39,746	\$52,541
Sherwood	32731	Full	\$78,042	\$54,760	\$68,450	\$82,140
Jacksonville	29477	Full	\$62,890	\$50,312	\$62,890	\$75,468
Texarkana	29387	Full	\$49,546	\$39,166	\$49,546	\$63,336
Russellville	28940	Full	\$58,178	\$46,542	\$58,178	\$69,814
Cabot	26569	Full	\$62,855	\$51,005	\$59,931	\$68,857
Cabot	26569	Full	\$41,200	\$38,764	\$43,610	\$48,455
West Memphis	24520	Full	\$91,728	\$73,382	\$91,728	\$110,074
Bryant	20663	Full	\$102,003	\$81,602	\$102,003	\$122,404
Maumelle	19251	Full	\$33,114	\$26,491	\$33,114	\$39,737
Maumelle	19251	Full	\$47,601	\$38,081	\$47,601	\$57,121
Siloam Springs	17400	Full	\$73,195	\$56,327	\$70,409	\$84,491
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Batesville	11191	Full	\$56,867	\$45,494	\$56,867	\$68,240

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.67	\$64,903	\$52,821	\$65,567	\$77,464
45,000+	2.67	\$69,608	\$57,255	\$71,658	\$83,597
20,000 - 49,999	1.13	\$65,132	\$52,559	\$64,009	\$77,010
10,000 - 19,999	1.25	\$49,435	\$39,103	\$48,878	\$58,654

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

910- Fleet Maintenance Mechanic II

Job Description:	The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.
Total Matches (A/M/B):	1/49/5
Exempt/non-exempt:	5/50
Bonus Eligible (Y/N):	22/50
Full/Part Time:	55/0
Number of Organizations Reporting:	18
Position Titles:	Mechanic Equipment Tech Fleet Maintenance Mechanic Ii Fleet Maint Tech Adv Hvy Eqpt Mechanic Iii Heavy Equip. Mech.Ii Diesel Mechanic Chief Mechanic - Solid Waste Fleet Maintenance (2Nd Shift) * Chief Mechanic - Utility Fleet Maintenance * Lead Mechanic Sanitation Diesel Mechanic City Garage Mechanic Fleet Services Technician Ii Animal Control Officer #4 Fleet Mechanic Ii Technician Ii Technician Iii Welder/Mechanic Physical Resources Tech. Ii Mechanic Ii Street Worker
Reports To:	Pw Shop Supervisor Streets & Drainage Director Grounds Superintendent Public Works Director Lead Mechanic Fleet & Facilities Supervisor Or Manager Asst. Street Superintendent Supervisor - Solid Waste Fleet Maintenance Supervisor - Public Works Fleet Maintenance Chief Operations Officer / City Engineer Sanitation Superintendent City Garage Manager Animal Services Director Fleet Maintenance Supervisor/Cdl Vehicle Maintenance Director Maintenance Superintendent Assistant Chief Sergeant/Service Shop Supervisor Street Department Director
Comments:	New Position In 2026 Marked As Less To Prevent Heavy Equipment Iii And Heavy Equipment Ii From Being Considered To Match Each Other. Heavy Equipment Iii Is A Step Above Heavy Equipment Ii. No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	55	\$43,175	\$52,291	\$55,644	\$55,162	\$61,027	\$67,835
Actual Incentive Paid Dollar LastYear	1	\$1,227	\$1,227	\$1,227	\$1,227	\$1,227	\$1,227
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$57,179	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$55,162	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$53,227	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$57,179	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$57,179	\$40,726	\$48,952	\$57,179

Little Rock	202591	Full	\$55,162	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$53,227	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$53,227	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$52,291	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$57,179	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$55,162	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$57,179	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$57,179	\$40,726	\$48,952	\$57,179
Little Rock	202591	Full	\$52,291	\$40,726	\$48,952	\$57,179
Fort Smith	89142	Full	\$48,568	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$53,144	\$46,072	\$57,595	\$69,118
Springdale	87320	Full	\$74,099	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$61,217	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$67,835	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$49,245	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$55,039	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$55,039	\$46,349	\$57,936	\$69,523
Rogers	69908	Full	\$55,640	\$54,537	\$68,171	\$85,214
Rogers	69908	Full	\$54,600	\$54,537	\$68,171	\$85,214
Rogers	69908	Full	\$61,027	\$51,932	\$64,915	\$81,144
North Little Rock	64591	Full	\$64,150	\$40,248	\$50,812	\$64,149
North Little Rock	64591	Full	\$66,374	\$41,643	\$52,574	\$66,373
Conway	64136	Full	\$70,691	\$56,553	\$70,691	\$70,691
Conway	64136	Full	\$55,579	\$44,463	\$55,579	\$55,579
Conway	64136	Full	\$55,579	\$44,463	\$55,579	\$55,579
Conway	64136	Full	\$52,654	\$42,123	\$52,654	\$52,654
Bentonville	54164	Full	\$74,099	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$61,217	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$67,835	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$49,245	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$55,039	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$55,039	\$46,349	\$57,936	\$69,523
Benton	35014	Full	\$55,304	\$46,322	\$55,304	\$61,443
Benton	35014	Full	\$36,847	\$32,496	\$36,847	\$48,224
Sherwood	32731	Full	\$69,326	\$50,432	\$63,040	\$75,648
Jacksonville	29477	Full	\$58,793	\$47,034	\$58,793	\$70,552
Jacksonville	29477	Full	\$49,846	\$39,877	\$49,846	\$59,815
Cabot	26569	Full	\$47,926	\$40,804	\$46,925	\$53,045
Van Buren	23218	Full	\$43,175	\$34,540	\$43,175	\$51,810
Van Buren	23218	Full	\$59,484	\$47,587	\$59,484	\$71,381

Maumelle	19251	Full	\$31,836	\$25,469	\$31,836	\$38,203
Maumelle	19251	Full	\$39,720	\$31,776	\$39,720	\$47,664
Siloam Springs	17400	Full	\$61,090	\$50,732	\$63,415	\$76,098
Siloam Springs	17400	Full	\$66,123	\$50,732	\$63,415	\$76,098
Blytheville	13406	Full	\$40,484	\$32,387	\$40,484	\$40,877
Harrison	13069	Full	\$67,889	\$67,889	\$67,889	\$67,889
Harrison	13069	Full	\$50,676	\$50,676	\$50,676	\$50,676
Forrest City	13015	Full	\$41,600	\$33,280	\$41,600	\$49,920
Batesville	11191	Full	\$54,163	\$43,330	\$54,163	\$64,996
Batesville	11191	Full	\$50,336	\$40,269	\$50,336	\$60,403

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.06	\$55,644	\$44,702	\$54,669	\$64,006
45,000+	5.29	\$57,724	\$45,756	\$56,483	\$66,367
20,000 - 49,999	1.6	\$52,588	\$42,387	\$51,677	\$61,490
10,000 - 19,999	1.67	\$50,392	\$42,654	\$50,353	\$57,282
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

911- Fleet Maintenance Mechanic I

Job Description:	Performs skilled work relative to the maintenance and repair of City vehicles and equipment. Order replacement parts. Organize and maintain effective preventative maintenance practices and records and perform complete vehicle preventive maintenance checks on City fleet vehicles and equipment. Repair/replace motors, generators, carburetors, clutches, ignition systems and similar mechanical assemblies. Perform electrical work such as installing batteries, repairing and adjusting lights, replacing generators and starters and trouble-shooting electrical malfunctions. Test vehicles to locate defects and to check repair work. Make road and field calls, repairing vehicles when possible or towing vehicles as needed.
Total Matches (A/M/B):	1/35/0
Exempt/non-exempt:	1/34
Bonus Eligible (Y/N):	9/34
Full/Part Time:	36/0
Number of Organizations Reporting:	13
Position Titles:	Landscape Small Engine Mechanic Mechanic Mechanic Tech Fleet Maintenance Mechanic I Fleet Main Tech Entry Heavy Eqpy Mechanic I Asst. Diesel Mechanic Heavy Equipment Mechanic - Public Works * Heavy Equipment Mechanic - Solid Waste (2Nd Shift) * Heavy Equipment Mechanic - Solid Waste * Heavy Equipment Mechanic - Transit * Emergency Vehicle Technician * Fleet Services Technician I Technician I Physical Resources Tech. I Mechanic I Mechanic 4
Reports To:	Landscape Supervisor Pw Shop Supervisor Streets & Drainage Director Public Works Director Fleet & Facilities Supervisor Or Manager Supervisor - Public Works Fleet Maintenance Supervisor - Solid Waste Fleet Maintenance Supervisor - Transit Maintenance Supervisor - Fire Fleet Maintenance Vehicle Maintenance Director Maintenance Superintendent City Shop Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	36	\$41,829	\$43,680	\$50,349	\$47,362	\$55,786	\$60,122
Actual Incentive Paid Dollar LastYear	1	\$973	\$973	\$973	\$973	\$973	\$973
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$46,987	\$37,252	\$44,761	\$52,270
Little Rock	202591	Full	\$52,270	\$37,252	\$44,761	\$52,270
Little Rock	202591	Full	\$45,344	\$37,252	\$44,761	\$52,270
Little Rock	202591	Full	\$45,344	\$37,252	\$44,761	\$52,270
Fort Smith	89142	Full	\$45,656	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,386	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$47,362	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,760	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$56,659	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$56,826	\$48,193	\$60,257	\$72,300
Rogers	69908	Full	\$52,000	\$49,327	\$61,659	\$77,074
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
Conway	64136	Full	\$50,236	\$40,189	\$50,236	\$50,236
Conway	64136	Full	\$50,236	\$40,189	\$50,236	\$50,236
Conway	64136	Full	\$49,729	\$39,783	\$49,729	\$49,729
Benton	35014	Full	\$43,848	\$42,161	\$43,848	\$55,141
Sherwood	32731	Full	\$44,990	\$50,432	\$63,040	\$75,648
Sherwood	32731	Full	\$52,499	\$50,432	\$63,040	\$75,648
West Memphis	24520	Full	\$74,797	\$59,838	\$74,797	\$89,756
West Memphis	24520	Full	\$61,360	\$49,088	\$61,360	\$73,632
West Memphis	24520	Full	\$82,160	\$65,728	\$82,160	\$98,592
West Memphis	24520	Full	\$59,987	\$47,990	\$59,987	\$71,984
West Memphis	24520	Full	\$59,987	\$47,990	\$59,987	\$71,984
West Memphis	24520	Full	\$51,148	\$40,918	\$51,148	\$61,378
Siloam Springs	17400	Full	\$55,786	\$37,190	\$46,487	\$55,785
Blytheville	13406	Full	\$29,843	\$23,874	\$29,843	\$30,133
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Batesville	11191	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$43,680	\$34,944	\$43,680	\$52,416
Magnolia	11162	Full	\$55,702	\$44,562	\$55,702	\$66,842

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.77	\$50,349	\$42,027	\$52,115	\$61,702
45,000+	4.2	\$48,810	\$40,972	\$50,920	\$59,820
20,000 - 49,999	3	\$58,975	\$50,508	\$62,152	\$74,863
10,000 - 19,999	1.2	\$42,795	\$32,996	\$41,245	\$48,548

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

912- Horticulturist

Job Description:	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	2/5/0
Exempt/non-exempt:	2/5
Bonus Eligible (Y/N):	6/5
Full/Part Time:	7/0
Number of Organizations Reporting:	5
Position Titles:	Horticulturist Supervisor, Parks Landscape Horticulturalist Maintenance Specialist/Horticulture
Reports To:	Grounds Superintendent Building Maintenance Supervisor Landscape Foreman
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	7	\$50,064	\$50,064	\$53,393	\$54,616	\$57,740	\$65,120
Actual Incentive Paid Dollar LastYear	1	\$864	\$864	\$864	\$864	\$864	\$864
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$65,120	\$52,096	\$65,120	\$78,144
Springdale	87320	Full	\$50,064	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$54,616	\$48,547	\$60,684	\$72,821
Rogers	69908	Full	\$57,740	\$54,537	\$68,171	\$85,214
Bentonville	54164	Full	\$50,064	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$54,616	\$48,547	\$60,684	\$72,821
Benton	35014	Full	\$41,534	\$39,937	\$41,534	\$59,385

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.4	\$53,393	\$48,680	\$59,652	\$73,432
45,000+	1.5	\$55,370	\$50,137	\$62,671	\$75,774
20,000 - 49,999	1	\$41,534	\$39,937	\$41,534	\$59,385

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

913- Grounds Maintenance Supervisor

Job Description:	Oversee grounds for the City and act as a working supervisor. Supervise grounds and maintenance employees. Purchase supplies (tires, oil, grease, tools, etc.). Hire and train employees. Obtain bids on weed eaters, tractors, mower decks, parts, trucks, etc. Purchase snow plows and sand spreaders for snow and ice. Handle daily employee-related paperwork. Oversee use of chemicals on grounds and related equipment.
Total Matches (A/M/B):	2/11/0
Exempt/non-exempt:	3/9
Bonus Eligible (Y/N):	6/9
Full/Part Time:	13/0
Number of Organizations Reporting:	11
Position Titles:	Landscape/Cemetery Supervisor Grounds Superintendent Parks Grounds Foreman Pest Control Office/Training Officer Building And Grounds Foreman Building And Grounds Supervisor/Safety Officer Grounds Maintenance Supervisor/Cdl Parks Supervisor I Superintendent Landscape Supervisor Maintenance Supervisor
Reports To:	Mayor Parks & Recreation Asst Director Public Works Director Chief Operations Officer / City Engineer General Parks Supervisor
Comments:	Sends Notices To Citizens When Grass Is Too High. Prepares Reports For Liens No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	13	\$47,840	\$51,588	\$61,006	\$56,405	\$64,661	\$85,769
Actual Incentive Paid Dollar LastYear	2	\$1,174	\$1,174	\$2,387	\$1,174	\$3,600	\$3,600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$58,590	\$55,143	\$68,929	\$82,715
North Little Rock	64591	Full	\$56,405	\$38,176	\$46,404	\$56,404
North Little Rock	64591	Full	\$56,405	\$38,176	\$46,404	\$56,404
Bentonville	54164	Full	\$58,590	\$55,143	\$68,929	\$82,715
Benton	35014	Full	\$55,000	\$46,633	\$55,000	\$69,430
Sherwood	32731	Full	\$85,769	\$59,109	\$73,886	\$88,663
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
Bryant	20663	Full	\$97,385	\$77,908	\$97,385	\$116,862
Maumelle	19251	Full	\$51,588	\$41,270	\$51,588	\$61,906
Harrison	13069	Full	\$48,281	\$48,281	\$48,281	\$48,281
Harrison	13069	Full	\$64,661	\$64,661	\$64,661	\$64,661

Forrest City	13015	Full	\$47,840	\$38,272	\$47,840	\$57,408
Batesville	11191	Full	\$67,632	\$54,106	\$67,632	\$81,158

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.18	\$61,006	\$50,137	\$59,910	\$70,580
45,000+	1.33	\$57,498	\$46,660	\$57,667	\$69,560
20,000 - 49,999	1	\$70,771	\$54,638	\$67,041	\$81,474
10,000 - 19,999	1.25	\$56,000	\$49,318	\$56,000	\$62,683
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/16/1
Exempt/non-exempt:	2/16
Bonus Eligible (Y/N):	11/16
Full/Part Time:	18/0
Number of Organizations Reporting:	9
Position Titles:	Landscape Lead Grounds Foreman Grounds Maintenance Lead Supervisor Groundskeeper Lead Grounds Maintenance Lead/Cdl (Pw) Grounds Maintenance Sr. Laborer (Pw) Parks Maint Crew Leader Lead, Parks Maint Crew Property Maintenance Technician Driver Grass & Demolition
Reports To:	Landscape Supervisor Grounds Superintendent Public Works Director Pest Control Officer Distribution Supervisor Grounds Maintenance Supervisor General Parks Supervisor Parks Maintenance Foreman Services Captain Sanitation Superintendent
Comments:	Treat Water To Decrease Mosquitoes

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	18	\$33,426	\$38,480	\$42,551	\$42,916	\$46,301	\$50,270
Actual Incentive Paid Dollar LastYear	2	\$952	\$952	\$1,676	\$952	\$2,400	\$2,400
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$50,270	\$31,539	\$39,818	\$50,269
North Little Rock	64591	Full	\$50,270	\$31,539	\$39,818	\$50,269
North Little Rock	64591	Full	\$50,270	\$31,539	\$39,818	\$50,269
North Little Rock	64591	Full	\$47,424	\$31,539	\$39,818	\$50,269
Benton	35014	Full	\$42,916	\$39,937	\$42,916	\$59,385
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
West Memphis	24520	Full	\$43,888	\$35,110	\$43,888	\$52,666
West Memphis	24520	Full	\$40,914	\$32,731	\$40,914	\$49,097
West Memphis	24520	Full	\$33,426	\$26,741	\$33,426	\$40,111
Maumelle	19251	Full	\$40,812	\$32,650	\$40,812	\$48,974

Maumelle	19251	Full	\$34,814	\$27,851	\$34,814	\$41,777
Siloam Springs	17400	Full	\$46,301	\$43,633	\$54,541	\$65,449
Siloam Springs	17400	Full	\$46,301	\$43,633	\$54,541	\$65,449
Siloam Springs	17400	Full	\$46,301	\$43,633	\$54,541	\$65,449
Blytheville	13406	Full	\$34,925	\$27,940	\$34,925	\$35,264
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Forrest City	13015	Full	\$33,280	\$25,480	\$33,280	\$39,936
Batesville	11191	Full	\$40,394	\$32,315	\$40,394	\$48,473

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$42,551	\$33,528	\$41,591	\$50,568
45,000+	4	\$49,559	\$31,539	\$39,818	\$50,269
20,000 - 49,999	1.67	\$41,214	\$33,884	\$40,607	\$50,440
10,000 - 19,999	1.8	\$40,179	\$34,213	\$42,925	\$50,772

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

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):	0/60/8
Exempt/non-exempt:	8/55
Bonus Eligible (Y/N):	56/55
Full/Part Time:	67/2
Number of Organizations Reporting:	14
Position Titles:	Landscape Laborer Groundskeeper Grounds Maintenance Laborer Laborer Maintenance Spec I Maintenance Spec Iii Maintenance Building And Grounds Operator Ii Grounds Maintenance Op Ii/Cdl (Pw) Grounds Maintenance Operator #1 (Pw) Grounds Maintenance Operator #3 (Pw) Grounds Maintenance Operator #2 (Pw) Grounds Maintenance Operator #4 (Pw) Grounds Maintenance Operator #5 (Pw) Laborer #4 Laborer #2 Laborer #3 Laborer #5 Grounds Maintenance Operator I - Senior Svc (Pt) Maintenance Man Ops Worker Ops Worker I Maintenance, Parks Landscape Maintenance Laborer Grass & Demolition
Reports To:	Landscape Supervisor Grounds Superintendent Public Works Director Grounds Supervisor Pp Parks Director Groundskeeper Lead Building And Grounds Foreman Grounds Maintenance Supervisor Cemetery Director Parks Maintenance Foreman Landscape Foreman Sanitation Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	69	\$29,120	\$33,314	\$35,093	\$35,048	\$37,440	\$39,811
Actual Incentive Paid Dollar LastYear	9	\$750	\$765	\$852	\$795	\$818	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$39,775	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$39,775	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Conway	64136	Full	\$37,139	\$29,711	\$37,139	\$37,139

Conway	64136	Full	\$38,400	\$30,720	\$38,400	\$38,400
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$39,775	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$39,775	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Pine Bluff	41253	Part	\$26,163	\$20,930	\$26,163	\$31,396
Benton	35014	Full	\$35,807	\$32,496	\$35,807	\$48,224
Benton	35014	Full	\$33,796	\$32,496	\$33,796	\$48,224
Benton	35014	Full	\$34,472	\$32,496	\$34,472	\$48,224
Benton	35014	Full	\$33,796	\$32,496	\$33,796	\$48,224
Benton	35014	Full	\$36,848	\$32,496	\$36,848	\$48,224
Benton	35014	Full	\$34,472	\$32,496	\$34,472	\$48,224
Benton	35014	Full	\$34,472	\$32,496	\$34,472	\$48,224
Russellville	28940	Full	\$30,472	\$24,378	\$30,472	\$36,566
Russellville	28940	Full	\$31,845	\$25,476	\$31,845	\$38,214
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$34,070	\$27,256	\$34,070	\$40,884
West Memphis	24520	Full	\$34,070	\$27,256	\$34,070	\$40,884
West Memphis	24520	Full	\$34,070	\$27,256	\$34,070	\$40,884
West Memphis	24520	Full	\$35,048	\$28,038	\$35,048	\$42,058
West Memphis	24520	Full	\$34,070	\$27,256	\$34,070	\$40,884
West Memphis	24520	Full	\$34,070	\$27,256	\$34,070	\$40,884
Bryant	20663	Full	\$45,177	\$36,142	\$45,177	\$54,212
Bryant	20663	Full	\$33,633	\$26,906	\$33,633	\$40,360
Bryant	20663	Full	\$39,540	\$31,632	\$39,540	\$47,448
Bryant	20663	Full	\$33,820	\$27,056	\$33,820	\$40,584
Bryant	20663	Full	\$33,820	\$27,056	\$33,820	\$40,584
Bryant	20663	Full	\$32,156	\$25,725	\$32,156	\$38,587
Maumelle	19251	Full	\$35,349	\$28,279	\$35,349	\$42,419
Maumelle	19251	Full	\$40,662	\$32,530	\$40,662	\$48,794
Maumelle	19251	Full	\$34,535	\$27,628	\$34,535	\$41,442
Maumelle	19251	Full	\$33,314	\$26,651	\$33,314	\$39,977
Maumelle	19251	Full	\$34,321	\$27,457	\$34,321	\$41,185
Maumelle	19251	Full	\$33,314	\$26,651	\$33,314	\$39,977
Maumelle	19251	Full	\$32,136	\$25,709	\$32,136	\$38,563
Maumelle	19251	Full	\$32,136	\$25,709	\$32,136	\$38,563

Maumelle	19251	Full	\$32,136	\$25,709	\$32,136	\$38,563
Maumelle	19251	Full	\$31,200	\$24,960	\$31,200	\$37,440
Maumelle	19251	Part	\$15,318	\$12,254	\$15,318	\$18,382
Siloam Springs	17400	Full	\$53,976	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$37,440	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$39,811	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$37,710	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$37,440	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$35,901	\$35,042	\$43,803	\$52,563
Blytheville	13406	Full	\$26,223	\$20,978	\$26,223	\$26,477
Harrison	13069	Full	\$45,073	\$45,073	\$45,073	\$45,073
Harrison	13069	Full	\$45,073	\$45,073	\$45,073	\$45,073
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Batesville	11191	Full	\$30,763	\$24,610	\$30,763	\$36,916
Batesville	11191	Full	\$30,597	\$24,478	\$30,597	\$36,716
Batesville	11191	Full	\$35,360	\$28,288	\$35,360	\$42,432

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.93	\$35,093	\$30,409	\$37,056	\$44,569
45,000+	6	\$37,097	\$34,785	\$43,481	\$51,338
20,000 - 49,999	4.6	\$34,617	\$29,108	\$34,617	\$43,504
10,000 - 19,999	4.67	\$34,195	\$28,665	\$34,929	\$41,092
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

916- Signal Repair Technician - Senior

Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	0/6/2
Exempt/non-exempt:	3/5
Bonus Eligible (Y/N):	2/5
Full/Part Time:	8/0
Number of Organizations Reporting:	8
Position Titles:	Signal Repair Technician - Senior Traffic Signal Manager Supervisor - Traffic Control * Sign And Signal Foreman Signal Light Superintendent Sign/Signal Technician Signalization Supervisor
Reports To:	Public Works Director Engineering Director Program Manager - Traffic Control Street Superintendent Street Department Director
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$43,157	\$43,157	\$61,319	\$54,921	\$73,012	\$84,045
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$61,531	\$53,518	\$66,892	\$80,267
Springdale	87320	Full	\$84,045	\$67,235	\$84,045	\$100,853
Conway	64136	Full	\$73,012	\$58,410	\$73,012	\$73,012
Bentonville	54164	Full	\$84,045	\$67,235	\$84,045	\$100,853
Pine Bluff	41253	Full	\$54,921	\$43,937	\$54,921	\$65,905
Sherwood	32731	Full	\$40,685	\$37,192	\$46,490	\$55,788
Jacksonville	29477	Full	\$49,158	\$39,326	\$49,158	\$58,990
Blytheville	13406	Full	\$43,157	\$34,526	\$43,157	\$43,576

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$61,319	\$50,172	\$62,715	\$72,405
45,000+	1	\$75,658	\$61,599	\$76,999	\$88,746

20,000 - 49,999	1	\$48,255	\$40,152	\$50,190	\$60,228
10,000 - 19,999	1	\$43,157	\$34,526	\$43,157	\$43,576

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

917- Signal Repair Technician

Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors.
Total Matches (A/M/B):	4/6/1
Exempt/non-exempt:	0/11
Bonus Eligible (Y/N):	6/11
Full/Part Time:	11/0
Number of Organizations Reporting:	6
Position Titles:	Traffic Signal Specialist * Sign And Signal Technician Signal Repair Technician Signal Light Technician Journeyman Electrician Meter Tech Apprentice Meter Technician 3
Reports To:	Supervisor - Traffic Control Street Superintendent Street Department Director Metering Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$39,749	\$41,101	\$48,600	\$43,540	\$55,577	\$61,797
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
Little Rock	202591	Full	\$61,797	\$43,992	\$52,894	\$61,796
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Rogers	69908	Full	\$55,577	\$51,932	\$58,424	\$81,144
Rogers	69908	Full	\$51,937	\$51,932	\$58,424	\$81,144
Pine Bluff	41253	Full	\$43,540	\$34,832	\$43,540	\$52,248
Jacksonville	29477	Full	\$35,600	\$28,480	\$35,600	\$42,720
West Memphis	24520	Full	\$42,598	\$34,078	\$42,598	\$51,118
West Memphis	24520	Full	\$39,749	\$31,799	\$39,749	\$47,699
West Memphis	24520	Full	\$45,614	\$36,491	\$45,614	\$54,737
West Memphis	24520	Full	\$75,982	\$60,786	\$75,982	\$91,178

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.83	\$48,600	\$41,249	\$50,189	\$62,080

45,000+	1.67	\$50,303	\$45,454	\$53,800	\$68,637
20,000 - 49,999	2	\$47,181	\$37,744	\$47,181	\$56,617
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

918- Signal Technician II

Job Description:	Installs solid state electronic traffic devices and replaces defective traffic signals at various street locations; provides supervision to Signal Technicians I; requires completion of high school or vocational school, including training in basic electrical wiring; two (2) years of experience in the installation of electrical and electronic devices; one (1) year of supervisory experience; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for duration of employment in this position.
Total Matches (A/M/B):	2/11/2
Exempt/non-exempt:	1/12
Bonus Eligible (Y/N):	13/12
Full/Part Time:	15/0
Number of Organizations Reporting:	6
Position Titles:	Signals Technician Ii Traffic Signal Tech Iii Signal Construction Technician Signalization Foreman Signalization Technician Meter Supervisor
Reports To:	Traffic Signal Manager Chief Signal Technician Signalization Supervisor Signalization Foreman General Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	15	\$56,253	\$56,253	\$63,412	\$60,122	\$67,835	\$68,929
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$68,929	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$67,835	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$56,253	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$56,253	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$56,253	\$52,945	\$66,180	\$79,417
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
Conway	64136	Full	\$63,704	\$50,963	\$63,704	\$63,704
Bentonville	54164	Full	\$68,929	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$67,835	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$56,253	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$56,253	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$56,253	\$52,945	\$66,180	\$79,417
West Memphis	24520	Full	\$105,004	\$84,003	\$105,004	\$126,005

Bryant	20663	Full	\$60,278	\$48,222	\$60,278	\$72,334
Bryant	20663	Full	\$51,022	\$40,818	\$51,022	\$61,226

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.5	\$63,412	\$53,038	\$66,329	\$78,944
45,000+	3	\$61,239	\$51,878	\$64,885	\$77,049
20,000 - 49,999	1.5	\$72,101	\$57,681	\$72,101	\$86,522

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

919- Signal Technician I

Job Description:	Troubleshoots, repairs and replaces defective traffic controllers and pedestrian signal devices; requires completion of high school or vocational school, including one (1) year of training in basic electrical wiring and electronic devices; one (1) year of experience in the installation of electronic devices; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License within 90 days of employment and maintain licensure for duration of employment in this position.
Total Matches (A/M/B):	2/7/0
Exempt/non-exempt:	1/8
Bonus Eligible (Y/N):	0/8
Full/Part Time:	9/0
Number of Organizations Reporting:	4
Position Titles:	Signal Technician I Traffic Signal Tech I Traffic Signal Tech Traffic Signal Technician * Traffic Signal Technician I
Reports To:	Public Works Director Traffic Signal Manager Supervisor - Traffic Control
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	9	\$43,028	\$47,791	\$49,825	\$49,878	\$56,784	\$56,784
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$56,784	\$40,435	\$48,609	\$56,784
Little Rock	202591	Full	\$56,784	\$40,435	\$48,609	\$56,784
Little Rock	202591	Full	\$56,784	\$40,435	\$48,609	\$56,784
Little Rock	202591	Full	\$56,784	\$40,435	\$48,609	\$56,784
Fort Smith	89142	Full	\$49,878	\$48,193	\$60,257	\$72,300
Fort Smith	89142	Full	\$49,878	\$48,193	\$60,257	\$72,300
Conway	64136	Full	\$47,791	\$38,233	\$47,791	\$47,791
Conway	64136	Full	\$43,028	\$34,422	\$43,028	\$43,028
Blytheville	13406	Full	\$30,712	\$24,570	\$30,712	\$31,010

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.25	\$49,825	\$39,483	\$48,498	\$54,841

45,000+	2.67	\$52,214	\$41,348	\$50,721	\$57,819
10,000 - 19,999	1	\$30,712	\$24,570	\$30,712	\$31,010
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	4/23/5
Exempt/non-exempt:	26/2
Bonus Eligible (Y/N):	15/2
Full/Part Time:	31/0
Number of Organizations Reporting:	23
Position Titles:	Parks Director Parks & Recreation Director Parks & Recreation Asst Director Assistant Director - Parks General Director Parks Assistant Director Community Center Dir Assistant Parks Director Parks & Recreation Dir Director Director, Parks & Recreation * Parks Executive Director Director Of Parks And Recreation Asst Director Of Parks And Recreation Director, Parks & Recreation Director Of Parks & Recreation Director Of Parks And Recreati Manager, Parks & Rec Parks Superintendent Parks And Recreation Director
Reports To:	Mayor Parks & Recreation Director General Director Deputy City Administrator Director Of Parks And Recreation Public Services Director Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	31	\$68,557	\$74,692	\$88,899	\$85,000	\$96,588	\$130,287
Actual Incentive Paid Dollar LastYear	3	\$2,143	\$2,143	\$2,574	\$2,143	\$3,750	\$3,750
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$130,287	\$106,769	\$135,597	\$164,424
Fort Smith	89142	Full	\$112,341	\$100,276	\$125,340	\$150,404
Springdale	87320	Full	\$143,961	\$98,017	\$122,521	\$147,024
Springdale	87320	Full	\$76,110	\$71,633	\$89,541	\$107,449
Rogers	69908	Full	\$152,089	\$110,545	\$138,181	\$172,726
North Little Rock	64591	Full	\$115,825	\$92,660	\$115,825	\$138,990
Conway	64136	Full	\$95,317	\$76,254	\$95,317	\$95,317
Conway	64136	Full	\$73,647	\$58,918	\$73,647	\$73,647
Conway	64136	Full	\$95,317	\$76,254	\$95,317	\$95,317

Bentonville	54164	Full	\$143,961	\$98,017	\$122,521	\$147,024
Bentonville	54164	Full	\$76,110	\$71,633	\$89,541	\$107,449
Pine Bluff	41253	Full	\$70,812	\$56,650	\$70,812	\$84,974
Benton	35014	Full	\$96,588	\$72,381	\$96,588	\$108,572
Benton	35014	Full	\$82,384	\$69,405	\$82,384	\$104,108
Sherwood	32731	Full	\$95,559	\$92,782	\$109,155	\$130,986
Paragould	29537	Full	\$85,000	\$68,000	\$85,000	\$102,000
Jacksonville	29477	Full	\$90,942	\$72,754	\$90,942	\$109,130
Jacksonville	29477	Full	\$68,557	\$54,846	\$68,557	\$82,268
Texarkana	29387	Full	\$84,115	\$56,451	\$76,274	\$90,834
Russellville	28940	Full	\$88,261	\$70,609	\$88,261	\$105,913
Cabot	26569	Full	\$98,880	\$96,910	\$116,292	\$135,674
Cabot	26569	Full	\$77,250	\$76,508	\$91,810	\$107,111
West Memphis	24520	Full	\$80,850	\$64,680	\$80,850	\$97,020
Van Buren	23218	Full	\$70,560	\$56,448	\$70,560	\$84,672
Bryant	20663	Full	\$74,692	\$59,754	\$74,692	\$89,630
Bryant	20663	Full	\$13,276	\$10,621	\$13,276	\$15,931
Siloam Springs	17400	Full	\$85,140	\$62,475	\$78,094	\$93,713
Harrison	13069	Full	\$90,746	\$90,746	\$90,746	\$90,746
Forrest City	13015	Full	\$62,735	\$50,188	\$62,735	\$75,282
Batesville	11191	Full	\$77,765	\$62,212	\$77,765	\$93,318
Malvern	10867	Full	\$46,795	\$37,436	\$46,795	\$56,154

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.35	\$88,899	\$72,349	\$89,514	\$105,091
45,000+	1.57	\$110,451	\$87,361	\$109,395	\$127,252
20,000 - 49,999	1.36	\$78,515	\$65,253	\$81,030	\$96,588
10,000 - 19,999	1	\$72,636	\$60,611	\$71,227	\$81,843
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	3/13/0
Exempt/non-exempt:	7/7
Bonus Eligible (Y/N):	9/7
Full/Part Time:	16/0
Number of Organizations Reporting:	11
Position Titles:	Aquatics Director Aquatics Coordinator Aquatics Superintendent Aquatics Manager Asst. Aquatics Manager Expo Manager Supervisor/Lifeguard/Training Director Parks Aquatics Manager Aquatics Center Director Aquatics Center Shift Supervisor Aquatic Manager Assistant Aquatic Manager Aquatics Program Coordinator
Reports To:	Park Director Parks & Recreation Director Parks Assistant Director Aquatics Manager Assistant Parks & Rec Director Parks Director Director Of Parks And Recreation Mayor Aquatic Manager
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	16	\$41,870	\$44,366	\$55,562	\$54,900	\$60,257	\$72,821
Actual Incentive Paid Dollar LastYear	1	\$1,653	\$1,653	\$1,653	\$1,653	\$1,653	\$1,653
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Rogers	69908	Full	\$60,257	\$51,932	\$64,915	\$81,144
Rogers	69908	Full	\$53,227	\$51,932	\$64,915	\$81,144
Conway	64136	Full	\$72,821	\$58,257	\$72,821	\$72,821
Conway	64136	Full	\$54,900	\$43,920	\$54,900	\$54,900
Pine Bluff	41253	Full	\$56,000	\$44,800	\$56,000	\$67,200
Benton	35014	Full	\$74,540	\$47,044	\$74,540	\$77,120
Sherwood	32731	Full	\$47,023	\$40,663	\$50,828	\$60,994
Jacksonville	29477	Full	\$58,510	\$46,808	\$58,510	\$70,212
Russellville	28940	Full	\$54,330	\$43,464	\$54,330	\$65,196
Russellville	28940	Full	\$41,870	\$33,496	\$41,870	\$50,244
Cabot	26569	Full	\$69,000	\$66,307	\$77,911	\$89,514
Cabot	26569	Full	\$43,260	\$40,804	\$46,925	\$53,045

Bryant	20663	Full	\$44,366	\$35,493	\$44,366	\$53,239
Bryant	20663	Full	\$62,545	\$50,036	\$62,545	\$75,054
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Batesville	11191	Full	\$59,935	\$47,948	\$59,935	\$71,922

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.45	\$55,562	\$45,751	\$57,607	\$66,714
45,000+	2	\$60,301	\$51,510	\$64,388	\$72,502
20,000 - 49,999	1.43	\$55,144	\$44,891	\$56,783	\$66,182
10,000 - 19,999	1	\$48,168	\$38,534	\$48,168	\$57,801

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

1002- Recreation Programmer

Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
Total Matches (A/M/B):	97/57/6
Exempt/non-exempt:	7/105
Bonus Eligible (Y/N):	68/105
Full/Part Time:	50/110
Number of Organizations Reporting:	13
Position Titles:	Sports Coordinator Recreation Programmer Special Events Programmer Lifeguard Program Coordinator - Parks Programmer Game Time Programmer Part-Time Lifeguard Pt Lead Guard Lead Lifeguard Marketing Coordinator Desk Attendant Pt Facility Monitor Pt Front Desk Attendant Cafe/Concessions Pt Pt Concession Supervisor Facility Monitor Pt CafÃ©/Conc Staff Tennis Manager Program Coordinator Asst. Program Coordinator Event And Marketing Manager Parks Sports Coordinator Parks Maintenance Manager Recreation Programmer I Program Leader Program Supervisor Sports Program Director Lead Recreation Clerk Sports Program Assistant
Reports To:	Parks Director Recreation Manager Special Events Manager Programs Manager Game Time At The Ground Manager Assistant Parks & Rec Director Director Of Parks And Recreation Program Supervisor Recreation Superintendent
Comments:	New Employee In 2026

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	160	\$13,132	\$13,802	\$24,831	\$14,487	\$37,336	\$50,176
Actual Incentive Paid Dollar LastYear	4	\$120	\$120	\$1,243	\$1,012	\$1,800	\$2,038
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$47,382	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$41,704	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$39,603	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$37,336	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$41,704	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$38,459	\$33,536	\$42,591	\$51,645
Little Rock	202591	Full	\$41,704	\$33,536	\$42,591	\$51,645
Springdale	87320	Full	\$56,866	\$55,143	\$68,929	\$82,715

Springdale	87320	Full	\$58,590	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$56,866	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$56,866	\$55,143	\$68,929	\$82,715
Rogers	69908	Full	\$73,819	\$54,537	\$68,171	\$85,214
Rogers	69908	Full	\$74,838	\$54,537	\$68,171	\$85,214
Rogers	69908	Full	\$68,016	\$54,537	\$68,171	\$85,214
North Little Rock	64591	Full	\$50,176	\$33,961	\$41,280	\$50,176
North Little Rock	64591	Full	\$50,176	\$33,961	\$41,280	\$50,176
North Little Rock	64591	Full	\$47,787	\$33,961	\$41,280	\$50,176
North Little Rock	64591	Full	\$47,787	\$33,961	\$41,280	\$50,176
North Little Rock	64591	Full	\$45,512	\$33,961	\$41,280	\$50,176
North Little Rock	64591	Full	\$43,344	\$33,961	\$41,280	\$50,176
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$16,229	\$12,983	\$16,229	\$16,229
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$16,229	\$12,983	\$16,229	\$16,229
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Full	\$57,217	\$45,774	\$57,217	\$57,217
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Full	\$37,129	\$29,703	\$37,129	\$37,129
Conway	64136	Part	\$16,229	\$12,983	\$16,229	\$16,229
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$16,229	\$12,983	\$16,229	\$16,229
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487

Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$16,229	\$12,983	\$16,229	\$16,229
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$16,229	\$12,983	\$16,229	\$16,229
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$32,457	\$25,966	\$32,457	\$32,457
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$15,147	\$12,118	\$15,147	\$15,147
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487

Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Full	\$30,285	\$24,228	\$30,285	\$30,285
Bentonville	54164	Full	\$56,866	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$58,590	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$56,866	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$56,866	\$55,143	\$68,929	\$82,715
Benton	35014	Full	\$43,888	\$40,385	\$43,888	\$60,577
Benton	35014	Full	\$43,888	\$40,385	\$43,888	\$60,577
Benton	35014	Full	\$45,644	\$40,385	\$45,644	\$60,577
Benton	35014	Full	\$43,888	\$40,385	\$43,888	\$60,577
Sherwood	32731	Full	\$36,317	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$36,317	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$38,480	\$37,192	\$46,490	\$55,788
Jacksonville	29477	Full	\$47,013	\$37,610	\$47,013	\$56,416
Jacksonville	29477	Full	\$34,090	\$27,272	\$34,090	\$40,908
Jacksonville	29477	Full	\$54,634	\$43,707	\$54,634	\$65,561
Cabot	26569	Full	\$43,260	\$40,804	\$46,925	\$53,045
Cabot	26569	Full	\$41,200	\$40,804	\$46,925	\$53,045
Cabot	26569	Full	\$41,200	\$40,804	\$46,925	\$53,045
Cabot	26569	Full	\$41,612	\$40,804	\$46,925	\$53,045
Cabot	26569	Full	\$41,612	\$40,804	\$46,925	\$53,045
Bryant	20663	Part	\$73,944	\$59,155	\$73,944	\$88,733
Bryant	20663	Part	\$15,862	\$12,690	\$15,862	\$19,034
Bryant	20663	Part	\$7,368	\$5,894	\$7,368	\$8,842
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,276	\$10,621	\$13,276	\$15,931
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,802	\$11,042	\$13,802	\$16,562
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$14,193	\$11,354	\$14,193	\$17,032
Bryant	20663	Part	\$13,534	\$10,827	\$13,534	\$16,241
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,400	\$10,720	\$13,400	\$16,080

Bryant	20663	Part	\$14,203	\$11,362	\$14,203	\$17,044
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$13,802	\$11,042	\$13,802	\$16,562
Bryant	20663	Part	\$13,802	\$11,042	\$13,802	\$16,562
Bryant	20663	Part	\$13,802	\$11,042	\$13,802	\$16,562
Bryant	20663	Part	\$13,534	\$10,827	\$13,534	\$16,241
Bryant	20663	Full	\$59,488	\$47,590	\$59,488	\$71,386
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Batesville	11191	Full	\$40,850	\$32,680	\$40,850	\$49,020

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	12.31	\$24,831	\$20,591	\$25,433	\$29,241
45,000+	15.67	\$26,562	\$21,642	\$27,012	\$30,096
20,000 - 49,999	12.6	\$21,775	\$18,678	\$22,633	\$27,370
10,000 - 19,999	1.5	\$34,763	\$27,811	\$34,763	\$41,716

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

1003- Recreation Program Manager

Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.
Total Matches (A/M/B):	7/16/2
Exempt/non-exempt:	6/19
Bonus Eligible (Y/N):	12/19
Full/Part Time:	25/0
Number of Organizations Reporting:	13
Position Titles:	Programs Manager Ft Lifeguard Aquatics Coordinator Beaverfork Programs Mgr Prog & Marketing Manager Soccer Complex Ops Mgr Programs & Marketing Mgr Parks Sports Coordinator Parks Our Club And Youth Center Manage Recreation Superintendent Labor Park Manager Youth League Program Dir Athletics Director Rec Program Manager Program Lead Golf Professional Sports Program Coordinator Coordinator, Athletics Program Assistant Facilities Manager Community Outreach Coordinator
Reports To:	Parks Assistant Director Assistant Parks & Rec Director Parks Executive Director Director Of Parks And Recreation Director Of Parks & Recreation Parks & Rec Director Parks Director Parks Manager Recreation Superintendent Parks Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	25	\$37,398	\$43,680	\$49,957	\$47,797	\$52,015	\$66,185
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$38,728	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$47,797	\$46,349	\$57,936	\$69,523
Rogers	69908	Full	\$94,723	\$68,865	\$86,081	\$107,601
North Little Rock	64591	Full	\$66,185	\$52,948	\$66,185	\$79,422
Conway	64136	Full	\$35,102	\$28,082	\$35,102	\$35,102
Conway	64136	Full	\$52,015	\$41,612	\$52,015	\$52,015
Conway	64136	Full	\$51,420	\$41,136	\$51,420	\$51,420
Conway	64136	Full	\$49,232	\$39,386	\$49,232	\$49,232

Conway	64136	Full	\$57,217	\$45,774	\$57,217	\$57,217
Conway	64136	Full	\$49,232	\$39,386	\$49,232	\$49,232
Bentonville	54164	Full	\$38,728	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$47,797	\$46,349	\$57,936	\$69,523
Sherwood	32731	Full	\$37,398	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$59,148	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$47,382	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$47,840	\$38,272	\$47,840	\$57,408
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Jacksonville	29477	Full	\$58,510	\$46,808	\$58,510	\$70,212
Texarkana	29387	Full	\$44,179	\$34,902	\$41,891	\$50,939
Russellville	28940	Full	\$40,456	\$32,365	\$40,456	\$48,547
Russellville	28940	Full	\$47,154	\$37,723	\$47,154	\$56,585
Cabot	26569	Full	\$69,628	\$66,307	\$77,911	\$89,514
Siloam Springs	17400	Full	\$49,629	\$37,190	\$46,487	\$55,785
Harrison	13069	Full	\$32,073	\$32,073	\$32,073	\$32,073

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.92	\$49,957	\$41,562	\$51,363	\$59,065
45,000+	2.4	\$52,348	\$43,749	\$54,687	\$61,079
20,000 - 49,999	1.83	\$49,005	\$40,435	\$49,933	\$59,619
10,000 - 19,999	1	\$40,851	\$34,632	\$39,280	\$43,929

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

1004- Recreation Facility Supervisor

Job Description:	Supervises and facilitates programs to meet the recreational needs of citizens; ensures proper maintenance of recreation facilities and equipment; provides supervision to department personnel; requires completion of an Associate's degree or two (2) years of college coursework in Parks and Recreation Management, Recreation Administration, Parks Administration, Leisure Sciences, Physical Education, or a related area; two (2) years of experience in directing athletic or recreational programs; one (1) year of supervisory experience; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
Total Matches (A/M/B):	4/22/3
Exempt/non-exempt:	13/15
Bonus Eligible (Y/N):	12/15
Full/Part Time:	29/0
Number of Organizations Reporting:	13
Position Titles:	Recreation Manager Special Events Manager Facility Manager Center Superintendent Game Time At The Ground Manager Community Center Manager Event Center Manager Operations Manager Facility Supervisor Lifeguard Parks Ground Maintenance Supervisor Parks Building Maintenance Supervisor Parks Community Center Supervisor Rec Center Director Parks Asst Director Comm Center Labor Park / Cc Assistant Athletic Director Facility Manager-Bhrc Senior Center Coordinator Recreation Superintendent
Reports To:	Parks & Recreation Asst Director Parks Assistant Director Community Center Director Supervisor Parks Head Maintenance Parks Executive Director Director Of Parks And Recreation Recreation Superintendent Parks & Rec Director Parks Asst Director Comm Ctr Parks Director Parks & Recreation Director
Comments:	New Employee In 2026 No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	29	\$39,520	\$45,003	\$55,959	\$57,741	\$64,177	\$69,628
Actual Incentive Paid Dollar LastYear	2	\$1,162	\$1,162	\$1,295	\$1,162	\$1,428	\$1,428
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$76,110	\$71,633	\$89,541	\$107,449
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
Conway	64136	Full	\$67,620	\$54,096	\$67,620	\$67,620
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003

Bentonville	54164	Full	\$76,110	\$71,633	\$89,541	\$107,449
Benton	35014	Full	\$64,373	\$48,570	\$64,373	\$72,855
Benton	35014	Full	\$48,570	\$48,570	\$48,570	\$72,855
Benton	35014	Full	\$52,381	\$45,595	\$52,381	\$68,309
Sherwood	32731	Full	\$55,167	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$43,576	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$54,636	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$59,559	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$40,664	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Jacksonville	29477	Full	\$44,290	\$35,432	\$44,290	\$53,148
Russellville	28940	Full	\$57,741	\$46,193	\$57,741	\$69,289
Cabot	26569	Full	\$69,628	\$66,307	\$77,911	\$89,514
Cabot	26569	Full	\$57,200	\$56,106	\$65,925	\$75,743
Cabot	26569	Full	\$66,950	\$56,106	\$65,925	\$75,743
Bryant	20663	Full	\$64,833	\$51,866	\$64,833	\$77,800
Harrison	13069	Full	\$62,179	\$62,179	\$62,179	\$62,179
Harrison	13069	Full	\$52,600	\$52,600	\$52,600	\$52,600
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.23	\$55,959	\$46,350	\$55,830	\$65,467
45,000+	2.25	\$62,950	\$49,086	\$60,697	\$69,915
20,000 - 49,999	2.29	\$54,943	\$46,105	\$55,976	\$67,478
10,000 - 19,999	2	\$44,295	\$41,175	\$44,295	\$47,415
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

1005- Therapeutic Recreation Coordinator

Job Description:	Develops, organizes, and supervises recreational activities for children and adults with disabilities; provides supervision to regular part-time, temporary, contractual, and volunteer personnel; requires completion of a Bachelor's degree in Therapeutic Recreation, or a related area; at least two (2) years of experience in therapeutic recreation, or in developing or teaching recreational activities for children or adults with disabilities, or a related area; must possess standard first aid and community CPR certifications, or other certifications which incorporate standard first aid and infant, child, and adult CPR, within 90 days of employment; must possess certification with the National Council for Certification of Therapeutic Recreation Specialists within 18 months of employment; must maintain certifications for the duration of employment in this position.
Total Matches (A/M/B):	0/2/0
Exempt/non-exempt:	1/1
Bonus Eligible (Y/N):	0/1
Full/Part Time:	2/0
Number of Organizations Reporting:	2
Position Titles:	Supervisor, Therapeutic Recreation Program Coordinator
Reports To:	Parks Maintenance Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$58,492	\$58,492	\$63,082	\$58,492	\$67,672	\$67,672
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
Little Rock	202591	Full	\$67,672	\$54,152	\$68,773	\$83,394
North Little Rock	64591	Full	\$58,492	\$39,589	\$48,121	\$58,492

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$63,082	\$46,871	\$58,447	\$70,943
45,000+	1	\$63,082	\$46,871	\$58,447	\$70,943

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	5/91/7
Exempt/non-exempt:	9/91
Bonus Eligible (Y/N):	55/91
Full/Part Time:	102/0
Number of Organizations Reporting:	19
Position Titles:	Parks Maintenance Supervisor Outdoor Sports Complex Supervisor Community Center Front Desk Supervisor Concessions Supervisor Golf Course/Greenskeeper Supervisor Maintenance Foreman Parks Superintendent Maintenance Manager Asst Maint Manager Parks Supervisor Monitor Supervisor Grounds Supervisor II Facilities Manager Grounds Supervisor Nu26 Supervisor - Park Facilities * Supervisor - Park Maintenance * Parks Aquatics Manager Parks Concession Manager Supervisor I (Control Devices) Supervisor I (Horticulture) Supervisor I (Oprs & Impr Dev) Supervisor I (Streets) Supervisor I (Sw Collections) Supervisor I (Sw Composting) Supervisor I (Sw Disposal) Supervisor I (Urban Forestry) General Parks Supervisor Cemetery Sexton Parks Asst Director Maintenance Turf Manager Parks Maintenance #1 Parks Assistant Director Crew Chief - Parks Aquatics Center Crew Chief Maintenance Foreman-Parks Parks Equipment Foreman Sports Park Foreman Asst Superintendent Of Parks Labor Crew Foreman Foreman, Parks Maintenance Maintenance Specialist/Turffields Maintenance Specialist/Aquatics Maintenance Crew Lead Trails Crew Lead Field Crew Lead Parks Foreman Supervisor Parks And Recreation
Reports To:	Park Director Parks Director Parks Assistant Director Maintenance Manager Public Works Director Assistant Parks & Rec Director Parks Superintendent Deputy Director, Parks & Recreation Parks Executive Director Parks Maintenance Superintendent Parks And Recreation Director Parks Asst Director Maint. Parks Manager Building Maintenance Supervisor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	102	\$41,952	\$45,003	\$49,910	\$48,360	\$53,750	\$60,944
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
Little Rock	202591	Full	\$53,061	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$47,133	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$52,270	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$55,869	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865

Little Rock	202591	Full	\$55,869	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$55,869	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$55,869	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$50,856	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$55,869	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$58,906	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$47,486	\$38,224	\$48,545	\$58,865
Fort Smith	89142	Full	\$73,793	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$66,682	\$53,518	\$66,892	\$80,267
Springdale	87320	Full	\$48,547	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$48,547	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$43,263	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$43,263	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$47,196	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$53,750	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$41,952	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$41,952	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$43,263	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$41,952	\$41,952	\$52,439	\$62,927
Rogers	69908	Full	\$52,790	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$46,113	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$45,260	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,803	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,116	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$42,016	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$57,553	\$46,722	\$58,403	\$73,003
Rogers	69908	Full	\$60,216	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$54,288	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$48,360	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$83,532	\$68,865	\$86,081	\$107,601
Rogers	69908	Full	\$46,529	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$47,632	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$46,363	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$46,363	\$44,117	\$55,146	\$68,933

Rogers	69908	Full	\$46,363	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$50,252	\$44,117	\$55,146	\$68,933
Rogers	69908	Full	\$75,878	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$66,664	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$60,944	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$47,964	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$45,240	\$41,512	\$51,890	\$64,863
North Little Rock	64591	Full	\$67,386	\$53,909	\$67,386	\$80,863
North Little Rock	64591	Full	\$67,386	\$53,909	\$67,386	\$80,863
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$66,733	\$53,386	\$66,733	\$66,733
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$49,379	\$39,503	\$49,379	\$49,379
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$49,379	\$39,503	\$49,379	\$49,379
Conway	64136	Full	\$45,003	\$36,002	\$45,003	\$45,003
Conway	64136	Full	\$49,379	\$39,503	\$49,379	\$49,379
Bentonville	54164	Full	\$48,547	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$48,547	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$43,263	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$43,263	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$47,196	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$53,750	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$41,952	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$41,952	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$43,263	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$41,952	\$41,952	\$52,439	\$62,927
Pine Bluff	41253	Full	\$58,774	\$47,019	\$58,774	\$70,529
Sherwood	32731	Full	\$50,003	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Paragould	29537	Full	\$52,000	\$41,600	\$52,000	\$62,400
Paragould	29537	Full	\$47,840	\$38,272	\$47,840	\$57,408

Texarkana	29387	Full	\$44,949	\$39,166	\$49,546	\$63,336
Russellville	28940	Full	\$56,077	\$44,862	\$56,077	\$67,292
Cabot	26569	Full	\$56,650	\$56,106	\$65,925	\$75,743
Cabot	26569	Full	\$43,260	\$40,804	\$46,925	\$53,045
West Memphis	24520	Full	\$42,349	\$33,879	\$42,349	\$50,819
West Memphis	24520	Full	\$44,138	\$35,310	\$44,138	\$52,966
Bryant	20663	Full	\$13,802	\$11,042	\$13,802	\$16,562
Bryant	20663	Full	\$34,320	\$27,456	\$34,320	\$41,184
Centerton	17870	Full	\$67,683	\$54,146	\$67,683	\$81,220
Siloam Springs	17400	Full	\$52,104	\$46,560	\$58,199	\$69,839
Harrison	13069	Full	\$64,326	\$64,326	\$64,326	\$64,326
Harrison	13069	Full	\$32,885	\$32,885	\$32,885	\$32,885
Batesville	11191	Full	\$60,000	\$48,000	\$60,000	\$72,000
Batesville	11191	Full	\$48,599	\$38,879	\$48,599	\$58,319
Batesville	11191	Full	\$39,249	\$31,399	\$39,249	\$47,099
Batesville	11191	Full	\$34,486	\$27,589	\$34,486	\$41,383
Batesville	11191	Full	\$39,520	\$31,616	\$39,520	\$47,424

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.37	\$49,910	\$41,928	\$52,231	\$61,800
45,000+	11.29	\$50,593	\$42,485	\$53,280	\$63,085
20,000 - 49,999	1.75	\$46,794	\$38,925	\$48,106	\$57,531
10,000 - 19,999	2.25	\$48,761	\$41,711	\$49,439	\$57,166

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

1007- Parks Equipment Operator

Job Description:	Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City's grounds, cemetery, and/or golf course; Performs maintenance on mowers, infielders, tractors and mules. Cleans and maintains shop, city vehicles and storage areas for all equipment; might also do welding, electrical work, painting, mechanical work, plumbing, landscaping, carpentry, etc.; requires one (1) to two (2) years of maintenance work experience.
Total Matches (A/M/B):	2/78/3
Exempt/non-exempt:	0/82
Bonus Eligible (Y/N):	63/82
Full/Part Time:	82/0
Number of Organizations Reporting:	14
Position Titles:	Golf Mechanic/Maintenance Parks Concessions And Sports Manger Sports Complex Foreman Parks Maintenance Specialist Parks Construction And Equipment Operator Heavy Equipment Operator Senior Heavy Equipment Operator Parks Maintenance #2 Downtown Maintenance Light Equipment Operator Groundskeeper Ii Aquatics Maintenance Foreman Equipment Operator Ops Worker Ops Worker I Maintenance Generalist Park Maintenance Generalist Technician, Cemetery Assistant Maintenance Crew Lead Maintenance Ii Equipment Operator Iii Equipment Operator I Program Coordinator Adc Work Release (Parks-1) Adc Work Release (Parks-2) Adc Work Release (Parks-3) Adc Work Release (Parks-4)
Reports To:	Golf Course/Greenskeeper Supervisor Parks Head Maintenance Parks Executive Director Parks Manager General Parks Supervisor Parks Asst Director Maint. Parks Director Cemetery Sexton Building Maintenance Supervisor Parks Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	82	\$31,990	\$35,356	\$37,961	\$37,566	\$39,956	\$44,116
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$47,528	\$33,841	\$40,684	\$47,528
Little Rock	202591	Full	\$43,472	\$33,841	\$40,684	\$47,528
Springdale	87320	Full	\$48,449	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034

Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$35,356	\$35,356	\$44,195	\$53,034
Rogers	69908	Full	\$44,116	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$44,116	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$42,140	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$41,288	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$39,956	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$39,416	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,500	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,209	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,209	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,209	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,209	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,209	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$38,209	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$36,296	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$48,006	\$41,512	\$51,890	\$64,863
North Little Rock	64591	Full	\$43,996	\$32,876	\$41,505	\$52,399
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
Bentonville	54164	Full	\$48,449	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034

Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$35,356	\$35,356	\$44,195	\$53,034
Pine Bluff	41253	Full	\$36,581	\$29,265	\$36,581	\$43,897
Sherwood	32731	Full	\$40,685	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$44,512	\$37,192	\$46,490	\$55,788
Sherwood	32731	Full	\$40,706	\$37,192	\$46,490	\$55,788
Paragould	29537	Full	\$45,760	\$36,608	\$45,760	\$54,912
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Jacksonville	29477	Full	\$40,039	\$32,031	\$40,039	\$48,047
Texarkana	29387	Full	\$43,826	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$34,382	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$39,707	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Russellville	28940	Full	\$38,397	\$30,718	\$38,397	\$46,076
Russellville	28940	Full	\$31,200	\$24,960	\$31,200	\$37,440
Russellville	28940	Full	\$30,472	\$24,378	\$30,472	\$36,566
Russellville	28940	Full	\$31,200	\$24,960	\$31,200	\$37,440
Russellville	28940	Full	\$35,880	\$28,704	\$35,880	\$43,056
Russellville	28940	Full	\$31,200	\$24,960	\$31,200	\$37,440
Russellville	28940	Full	\$38,397	\$30,718	\$38,397	\$46,076
Russellville	28940	Full	\$31,990	\$25,592	\$31,990	\$38,388
Siloam Springs	17400	Full	\$37,045	\$35,042	\$43,803	\$52,563
Harrison	13069	Full	\$38,359	\$38,359	\$38,359	\$38,359
Harrison	13069	Full	\$51,510	\$51,510	\$51,510	\$51,510
Batesville	11191	Full	\$39,250	\$31,400	\$39,250	\$47,100

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.86	\$37,961	\$34,050	\$41,950	\$50,386
45,000+	10	\$38,705	\$35,838	\$44,751	\$54,402
20,000 - 49,999	4.67	\$36,122	\$30,139	\$36,765	\$43,643

10,000 - 19,999	1.33	\$41,541	\$39,078	\$43,231	\$47,383
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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.

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):	99/143/8
Exempt/non-exempt:	10/198
Bonus Eligible (Y/N):	74/198
Full/Part Time:	152/88
Number of Organizations Reporting:	20
Position Titles:	Custodian Spray Technician Sports Field Foreman Park Staff - Parttime Parks Staff Maintenance Laborer Gt Maintenance Laborer Parks Technician Grounds Keeper P&R Facility Monitor Grounds Keeper Grounds Keeper 802 Groundskeeper Grounds Keeper Pr Groundskeeper Pr Groundskeeper Pt Pt Facility Monitor Facility Monitor Pt Grounds Keeper Pt Groundskeeper Pw Foreperson - Park Maintenance * Maintenance Person - Parks & Recreation * Park Maintenance Technician * Parks Ground Maintenance Parks Creekside Maintenance Parks Maintenance Leadman Ii Parks Maintenance Parks Maintenance Worker Parks Shooting Complex Manager Parks Shooting Complex Worker Building Custodial Worker Parks Maintenance Worker Ii Parks Worker Parks Lab0R Senior Parks Maint Wkr. Parks Maint Worker Maintenance Man Groundskeeper I Park Maintenance Maintenance I/Sanitation Parks Department Laborer Laborer Parks And Recreation
Reports To:	Parks Maintenance Supervisor Grounds Superintendent Maintenance Supervisor Parks Supervisor Monitor Supervisor Supervisor - Park Maintenance Parks Ground Maintenance Supervisor Parks Building Maintenance Supervisor Parks Manager Parks Director Parks Maintenance Crew Leader Building Maintenance Supervisor Parks And Recreation Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place Was Not Hired By 1/1/26 Hired After 1/1/26

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	238	\$13,534	\$14,487	\$29,187	\$33,696	\$36,317	\$43,389
Actual Incentive Paid Dollar LastYear	2	\$1,005	\$1,005	\$1,005	\$1,005	\$1,005	\$1,005
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$40,373	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$38,272	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$38,272	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100

Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$41,101	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$41,101	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,920	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,920	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$38,272	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Little Rock	202591	Full	\$36,254	\$29,286	\$35,193	\$41,100
Fort Smith	89142	Full	\$51,688	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$49,275	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$46,072	\$46,072	\$57,595	\$69,118
Springdale	87320	Full	\$33,157	\$33,157	\$41,318	\$49,477
Springdale	87320	Full	\$33,157	\$33,157	\$41,318	\$49,477
Rogers	69908	Full	\$40,768	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,800	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$35,006	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,800	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,800	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,800	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,800	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,800	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,696	\$33,697	\$42,121	\$52,652
Rogers	69908	Full	\$33,696	\$33,697	\$42,121	\$52,652
North Little Rock	64591	Full	\$45,928	\$30,236	\$38,172	\$48,683
North Little Rock	64591	Full	\$38,173	\$30,236	\$38,172	\$48,683
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992

North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$43,389	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$43,389	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$43,389	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$38,616	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$38,616	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$38,616	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$34,368	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$34,368	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$34,368	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$34,368	\$28,856	\$36,430	\$45,992
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103

Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Part	\$14,487	\$11,590	\$14,487	\$14,487
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Conway	64136	Full	\$35,103	\$28,082	\$35,103	\$35,103
Bentonville	54164	Full	\$33,157	\$33,157	\$41,318	\$49,477
Bentonville	54164	Full	\$33,157	\$33,157	\$41,318	\$49,477
Pine Bluff	41253	Full	\$31,830	\$25,464	\$31,830	\$38,196
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Part	\$26,163	\$20,930	\$26,163	\$31,396
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Pine Bluff	41253	Part	\$26,163	\$20,930	\$26,163	\$31,396
Pine Bluff	41253	Part	\$26,163	\$20,930	\$26,163	\$31,396
Benton	35014	Full	\$45,302	\$39,937	\$45,302	\$59,385
Benton	35014	Full	\$45,302	\$39,937	\$45,302	\$59,385
Sherwood	32731	Full	\$43,077	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$43,077	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$50,253	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$35,256	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,398	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,398	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$36,317	\$36,314	\$45,392	\$54,471
Jacksonville	29477	Full	\$34,278	\$27,422	\$34,278	\$41,134
Jacksonville	29477	Full	\$59,054	\$47,243	\$59,054	\$70,865

Jacksonville	29477	Full	\$36,868	\$29,494	\$36,868	\$44,242
Jacksonville	29477	Full	\$36,145	\$28,916	\$36,145	\$43,374
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$33,290	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$33,290	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$33,290	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$33,290	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$42,490	\$36,724	\$41,314	\$45,905
Cabot	26569	Full	\$40,434	\$36,724	\$41,314	\$45,905
West Memphis	24520	Full				
West Memphis	24520	Full	\$32,115	\$25,692	\$32,115	\$38,538
West Memphis	24520	Full	\$33,093	\$26,474	\$33,093	\$39,712
West Memphis	24520	Full	\$32,240	\$25,792	\$32,240	\$38,688
West Memphis	24520	Full				
West Memphis	24520	Full	\$31,512	\$25,210	\$31,512	\$37,814
West Memphis	24520	Full	\$32,469	\$25,975	\$32,469	\$38,963
West Memphis	24520	Full	\$32,115	\$25,692	\$32,115	\$38,538
West Memphis	24520	Full	\$31,512	\$25,210	\$31,512	\$37,814
West Memphis	24520	Full	\$32,781	\$26,225	\$32,781	\$39,337
West Memphis	24520	Full	\$32,469	\$25,975	\$32,469	\$38,963
West Memphis	24520	Full	\$32,240	\$25,792	\$32,240	\$38,688
Van Buren	23218	Full	\$49,153	\$39,322	\$49,153	\$58,984
Van Buren	23218	Full	\$35,132	\$28,106	\$35,132	\$42,158
Van Buren	23218	Full	\$30,895	\$24,716	\$30,895	\$37,074
Bryant	20663	Part	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$19,013	\$15,210	\$19,013	\$22,816
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,420	\$10,736	\$13,420	\$16,104
Bryant	20663	Part	\$13,400	\$10,720	\$13,400	\$16,080
Bryant	20663	Part	\$13,534	\$10,827	\$13,534	\$16,241
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758

Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$13,008	\$10,406	\$13,008	\$15,610
Bryant	20663	Part	\$13,132	\$10,506	\$13,132	\$15,758
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$12,875	\$10,300	\$12,875	\$15,450
Bryant	20663	Part	\$14,420	\$11,536	\$14,420	\$17,304
Bryant	20663	Part	\$13,266	\$10,613	\$13,266	\$15,919
Bryant	20663	Part	\$13,276	\$10,621	\$13,276	\$15,931
Bryant	20663	Full	\$46,363	\$37,090	\$46,363	\$55,636
Bryant	20663	Full	\$35,214	\$28,171	\$35,214	\$42,257
Centerton	17870	Full	\$41,766	\$33,413	\$41,766	\$50,119
Centerton	17870	Full	\$63,523	\$50,818	\$63,523	\$76,228
Centerton	17870	Full	\$48,942	\$39,154	\$48,942	\$58,730
Centerton	17870	Full	\$43,035	\$34,428	\$43,035	\$51,642
Centerton	17870	Full	\$43,826	\$35,061	\$43,826	\$52,591
Centerton	17870	Full	\$49,858	\$39,886	\$49,858	\$59,830
Centerton	17870	Full	\$53,186	\$42,549	\$53,186	\$63,823
Harrison	13069	Full	\$30,683	\$30,683	\$30,683	\$30,683
Harrison	13069	Full	\$30,683	\$30,683	\$30,683	\$30,683
Harrison	13069	Full	\$38,359	\$38,359	\$38,359	\$38,359
Harrison	13069	Full	\$29,935	\$29,935	\$29,935	\$29,935
Batesville	11191	Full	\$35,360	\$28,288	\$35,360	\$42,432
Batesville	11191	Full	\$32,780	\$26,224	\$32,780	\$39,336
Magnolia	11162	Full	\$31,720	\$25,376	\$31,720	\$38,064
Magnolia	11162	Full	\$31,200	\$24,960	\$31,200	\$37,440
Magnolia	11162	Full	\$31,720	\$25,376	\$31,720	\$38,064
Malvern	10867	Full	\$30,160	\$24,128	\$30,160	\$36,192

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.9		\$29,187	\$24,094	\$29,702	\$34,230
45,000+	21.43		\$28,609	\$23,328	\$29,057	\$32,956
20,000 - 49,999	8.88		\$28,007	\$23,603	\$28,785	\$34,212
10,000 - 19,999	3.4		\$39,220	\$32,901	\$39,220	\$45,538

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/23/1
Exempt/non-exempt:	22/1
Bonus Eligible (Y/N):	0/0
Full/Part Time:	25/0
Number of Organizations Reporting:	25
Position Titles:	Police Chief Chief Police Chief * Chief Of Police Chief (Police) Interim Chief, Police
Reports To:	Mayor City Administrator Mayer
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	25	\$70,000	\$95,000	\$110,446	\$106,600	\$121,355	\$166,183
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	2	\$1,200	\$1,200	\$3,000	\$1,200	\$4,800	\$4,800
EMT Pay	0	Insufficient Data					
Holiday Pay	8	\$2,948	\$2,948	\$5,289	\$5,903	\$6,386	\$7,919
Longevity Pay	5	\$10	\$3,006	\$3,003	\$3,600	\$4,200	\$4,200
Other Pay	6	\$1,200	\$1,200	\$14,595	\$1,200	\$1,980	\$81,386

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$145,113	\$108,763	\$135,969	\$163,155
Springdale	87320	Full	\$166,183	\$115,606	\$144,507	\$173,408
Rogers	69908	Full	\$169,510	\$141,946	\$157,718	\$197,148
North Little Rock	64591	Full	\$138,375	\$110,700	\$138,375	\$166,050
Conway	64136	Full	\$111,801	\$89,441	\$111,801	\$111,801
Bentonville	54164	Full	\$166,183	\$115,606	\$144,507	\$173,408
Pine Bluff	41253	Full	\$118,914	\$95,131	\$118,914	\$142,697
Benton	35014	Full	\$121,355	\$110,000	\$121,355	\$140,000
Sherwood	32731	Full	\$123,288	\$98,630	\$123,288	\$147,946
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Jacksonville	29477	Full	\$100,326	\$80,261	\$100,326	\$120,391
Russellville	28940	Full	\$103,497	\$82,798	\$103,497	\$124,196

Cabot	26569	Full	\$102,010	\$102,010	\$122,412	\$142,814
West Memphis	24520	Full	\$106,090	\$84,872	\$106,090	\$127,308
Van Buren	23218	Full	\$92,759	\$74,207	\$92,759	\$111,311
Bryant	20663	Full	\$106,600	\$85,280	\$106,600	\$127,920
Maumelle	19251	Full	\$109,905	\$87,924	\$109,905	\$131,886
Centerton	17870	Full	\$113,036	\$90,429	\$113,036	\$135,643
Siloam Springs	17400	Full	\$107,057	\$104,275	\$130,344	\$156,413
Blytheville	13406	Full	\$83,901	\$67,121	\$83,901	\$100,681
Harrison	13069	Full	\$98,471	\$92,050	\$95,260	\$98,471
Forrest City	13015	Full	\$69,680	\$55,744	\$69,680	\$83,616
Batesville	11191	Full	\$69,360	\$55,488	\$69,360	\$83,232
Magnolia	11162	Full	\$70,000	\$56,000	\$70,000	\$84,000
Malvern	10867	Full	\$72,734	\$58,187	\$72,734	\$87,281

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$110,446	\$89,539	\$109,494	\$129,791
45,000+	1	\$149,528	\$113,677	\$138,813	\$164,162
20,000 - 49,999	1	\$106,984	\$88,919	\$109,024	\$129,858
10,000 - 19,999	1	\$88,238	\$74,135	\$90,469	\$106,803

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/16/0
Exempt/non-exempt:	13/3
Bonus Eligible (Y/N):	0/0
Full/Part Time:	16/0
Number of Organizations Reporting:	12
Position Titles:	Assistant Police Chief Deputy Police Chief - Non-Uniform Bureau * Deputy Police Chief - Uniform Bureau * Deputy Director, Police Administrative Services * Police Assistant Chief Deputy Police Chief Assistant Chief Asst Chief Interim Deputy Chief, Police
Reports To:	Police Chief Chief Of Police Chief Chief, Police
Comments:	Non-Uniformed Position; Requires Previous Law Enforcement Experience

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	16	\$73,264	\$76,720	\$97,442	\$85,490	\$112,551	\$148,008
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	1	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800
EMT Pay	0	Insufficient Data					
Holiday Pay	3	\$7,145	\$7,145	\$6,499	\$7,145	\$7,145	\$7,145
Longevity Pay	2	\$5,600	\$5,600	\$5,600	\$5,600	\$5,600	\$5,600
Other Pay	4	\$1,200	\$1,200	\$19,646	\$1,200	\$1,980	\$74,205

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$112,551	\$107,128	\$109,806	\$112,551
Fort Smith	89142	Full	\$112,551	\$107,128	\$109,806	\$112,551
Fort Smith	89142	Full	\$107,233	\$83,262	\$104,083	\$124,904
Springdale	87320	Full	\$148,008	\$98,687	\$148,008	\$148,008
Bentonville	54164	Full	\$148,008	\$98,687	\$148,008	\$148,008
Pine Bluff	41253	Full	\$112,736	\$90,189	\$112,736	\$135,283
Benton	35014	Full	\$108,000	\$100,000	\$108,000	\$108,000
Paragould	29537	Full	\$85,000	\$68,000	\$85,000	\$102,000
Russellville	28940	Full	\$77,880	\$62,304	\$77,880	\$93,456
Russellville	28940	Full	\$76,562	\$61,250	\$76,562	\$91,874
Russellville	28940	Full	\$73,264	\$58,611	\$73,264	\$87,917
West Memphis	24520	Full	\$85,490	\$68,392	\$85,490	\$102,588

Van Buren	23218	Full	\$56,566	\$45,253	\$56,566	\$67,879
Siloam Springs	17400	Full	\$93,371	\$86,039	\$107,548	\$129,058
Blytheville	13406	Full	\$76,720	\$61,376	\$76,720	\$92,064
Harrison	13069	Full	\$85,138	\$77,430	\$81,284	\$85,138

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33		\$97,442	\$79,608	\$97,548	\$108,830
45,000+	1.67		\$125,670	\$98,978	\$123,942	\$129,204
20,000 - 49,999	1.33		\$84,437	\$69,250	\$84,437	\$98,625
10,000 - 19,999	1		\$85,076	\$74,948	\$88,517	\$102,087

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/76/1
Exempt/non-exempt:	55/17
Bonus Eligible (Y/N):	0/0
Full/Part Time:	77/0
Number of Organizations Reporting:	25
Position Titles:	Captain Police Captain Police Major/Captain Police Assistant Chief Police Captain Admin Police Captain Patrol Police Captain Support Police Major Police Captain * Police Patrol Captain Police Major - 21St Century Captiaain Captain (Police) Police Captain U4 Step 6 Deputy Chief Captain - Police Administrative Captain Patrol Captain Captain, Police Captain/Admin Captain/Service Captain/Cid Captain/Patrol Police Captain-01 Police Captain-02 Police Captain-03 Service Captain Major
Reports To:	Police Chief Deputy Police Chief - Non-Uniform Bureau Deputy Police Chief - Uniform Bureau Police Assistant Chief Chief Of Police Chief (Police) Deputy Police Chief Chief, Police Assistant Police Chief
Comments:	Detective

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	77	\$71,304	\$84,427	\$97,170	\$94,742	\$116,516	\$124,292
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	11	\$1,000	\$1,536	\$2,559	\$2,520	\$4,200	\$4,800
EMT Pay	0	Insufficient Data					
Holiday Pay	29	\$4,037	\$4,546	\$5,068	\$5,192	\$5,692	\$6,106
Longevity Pay	19	\$1,425	\$2,760	\$3,642	\$3,528	\$5,280	\$5,600
Other Pay	19	\$1,200	\$1,200	\$5,209	\$1,980	\$2,160	\$2,400

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$121,070	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$121,070	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$118,116	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$118,116	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$109,975	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$121,070	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$111,976	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$121,070	\$109,975	\$118,429	\$131,957
Little Rock	202591	Full	\$116,516	\$109,975	\$118,429	\$131,957

Little Rock	202591	Full	\$121,070	\$109,975	\$118,429	\$131,957
Fort Smith	89142	Full	\$94,742	\$94,742	\$97,110	\$102,026
Fort Smith	89142	Full	\$94,742	\$94,742	\$97,110	\$102,026
Fort Smith	89142	Full	\$99,538	\$94,742	\$97,110	\$102,026
Fort Smith	89142	Full	\$94,742	\$94,742	\$97,110	\$102,026
Springdale	87320	Full	\$119,316	\$89,499	\$119,316	\$134,240
Springdale	87320	Full	\$124,292	\$89,499	\$124,292	\$134,240
Springdale	87320	Full	\$134,240	\$89,499	\$134,240	\$134,240
Springdale	87320	Full	\$124,292	\$89,499	\$124,292	\$134,240
Rogers	69908	Full	\$128,166	\$118,501	\$131,668	\$164,585
Rogers	69908	Full	\$127,339	\$118,501	\$131,668	\$164,585
Rogers	69908	Full	\$127,339	\$118,501	\$131,668	\$164,585
North Little Rock	64591	Full	\$113,348	\$90,678	\$113,348	\$113,349
North Little Rock	64591	Full	\$113,348	\$90,678	\$113,348	\$113,349
North Little Rock	64591	Full	\$113,348	\$90,678	\$113,348	\$113,349
North Little Rock	64591	Full	\$113,348	\$90,678	\$113,348	\$113,349
Conway	64136	Full	\$95,775	\$76,620	\$95,775	\$95,775
Conway	64136	Full	\$95,775	\$76,620	\$95,775	\$95,775
Conway	64136	Full	\$95,775	\$76,620	\$95,775	\$95,775
Conway	64136	Full	\$95,775	\$76,620	\$95,775	\$95,775
Bentonville	54164	Full	\$119,316	\$89,499	\$119,316	\$134,240
Bentonville	54164	Full	\$124,292	\$89,499	\$124,292	\$134,240
Bentonville	54164	Full	\$134,240	\$89,499	\$134,240	\$134,240
Bentonville	54164	Full	\$124,292	\$89,499	\$124,292	\$134,240
Pine Bluff	41253	Full	\$83,317	\$66,654	\$83,317	\$99,980
Pine Bluff	41253	Full	\$86,016	\$68,813	\$86,016	\$103,219
Pine Bluff	41253	Full	\$83,586	\$66,869	\$83,586	\$100,303
Pine Bluff	41253	Full	\$99,389	\$79,511	\$99,389	\$119,267
Pine Bluff	41253	Full	\$101,535	\$81,228	\$101,535	\$121,842
Benton	35014	Full	\$89,158	\$82,400	\$89,158	\$89,610
Benton	35014	Full	\$85,696	\$82,400	\$85,696	\$89,610
Benton	35014	Full	\$89,158	\$82,400	\$89,158	\$89,610
Sherwood	32731	Full	\$98,807	\$79,046	\$98,807	\$118,568
Sherwood	32731	Full	\$96,034	\$76,827	\$96,034	\$115,241
Sherwood	32731	Full	\$93,216	\$74,573	\$93,216	\$111,859
Paragould	29537	Full	\$77,500	\$62,000	\$77,500	\$93,000
Paragould	29537	Full	\$77,500	\$62,000	\$77,500	\$93,000
Paragould	29537	Full	\$77,500	\$62,000	\$77,500	\$93,000
Jacksonville	29477	Full	\$76,745	\$61,396	\$76,745	\$92,094
Texarkana	29387	Full	\$90,001	\$90,001	\$93,017	\$98,009

Texarkana	29387	Full	\$90,001	\$90,001	\$93,017	\$98,009
Texarkana	29387	Full	\$90,001	\$90,001	\$93,017	\$98,009
Cabot	26569	Full	\$85,698	\$83,000	\$93,000	\$103,000
Cabot	26569	Full	\$90,783	\$83,000	\$93,000	\$103,000
Cabot	26569	Full	\$100,372	\$83,000	\$93,000	\$103,000
Cabot	26569	Full	\$89,621	\$83,000	\$93,000	\$103,000
West Memphis	24520	Full	\$81,000	\$64,800	\$81,000	\$97,200
West Memphis	24520	Full	\$79,825	\$63,860	\$79,825	\$95,790
West Memphis	24520	Full	\$77,500	\$62,000	\$77,500	\$93,000
West Memphis	24520	Full	\$65,458	\$52,366	\$65,458	\$78,550
West Memphis	24520	Full	\$71,304	\$57,043	\$71,304	\$85,565
Van Buren	23218	Full	\$70,027	\$56,022	\$70,027	\$84,032
Van Buren	23218	Full	\$67,068	\$53,654	\$67,068	\$80,482
Bryant	20663	Full	\$92,268	\$73,814	\$92,268	\$110,722
Bryant	20663	Full	\$84,427	\$67,542	\$84,427	\$101,312
Bryant	20663	Full	\$84,427	\$67,542	\$84,427	\$101,312
Bryant	20663	Full	\$84,427	\$67,542	\$84,427	\$101,312
Bryant	20663	Full	\$84,427	\$67,542	\$84,427	\$101,312
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$84,119	\$67,295	\$84,119	\$100,943
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Centerton	17870	Full	\$119,600	\$95,680	\$119,600	\$143,520
Siloam Springs	17400	Full	\$87,113	\$82,111	\$102,639	\$123,167
Blytheville	13406	Full	\$69,538	\$55,630	\$69,538	\$83,446
Harrison	13069	Full	\$75,223	\$71,344	\$73,283	\$75,223
Batesville	11191	Full	\$65,280	\$52,224	\$65,280	\$78,336
Magnolia	11162	Full	\$61,500	\$49,200	\$61,500	\$73,800
Malvern	10867	Full	\$60,439	\$48,351	\$60,439	\$72,527

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.08	\$97,170	\$82,175	\$97,809	\$109,912
45,000+	4.71	\$114,771	\$97,558	\$115,409	\$125,207
20,000 - 49,999	3.3	\$85,132	\$72,009	\$85,574	\$98,955
10,000 - 19,999	1.38	\$80,478	\$66,527	\$81,713	\$96,900

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/156/1
Exempt/non-exempt:	44/109
Bonus Eligible (Y/N):	0/0
Full/Part Time:	161/0
Number of Organizations Reporting:	27
Position Titles:	Lieutenant Police Lieutenant Lieutenant - Cid Lieutenant - Patrol Lieutenant - Sro K9 Lieutenant (Patrol) Lieutenant Patrol Lieutenant (Troop 3) * Lieutenant * Lieutenant (Troop 1) * Lieutenant (Troop 2) * Police Sro Lieutenant Police Lieutenant (Accreditation/Ia) Police Lieutenant 10Hr Police Lietenant Lieutenant (Police) Police Lieutenant U3 Step 6 Lt. - Admin./Warrants/Radio Lt.- Patrol Lieutenant/Cid Lieutenant/Patrol Lieutenant/Service Lieutenant/Admin Police Lieutenant-01 Police Lieutenant-02 Police Lieutenant-03 Police Lieutenant-04 Sro Lieutenant
Reports To:	Captain Assistant Police Chief Police Chief Police Captain Deputy Director, Police Administrative Services Police Patrol Captain Police Major/Captain Captain (Police) Assistant Chief Aviles,Juan P Fine,Chase D Captain/Cid Captain/Patrol Captain/Service Captain/Admin Police Captains
Comments:	Detective Promoted After 1/1/26

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	161	\$65,458	\$72,476	\$85,846	\$84,011	\$101,876	\$107,603
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	31	\$1,200	\$1,500	\$2,337	\$1,980	\$2,520	\$4,800
EMT Pay	0	Insufficient Data					
Holiday Pay	61	\$3,322	\$3,539	\$4,255	\$4,441	\$4,846	\$5,496
Longevity Pay	38	\$840	\$1,425	\$2,631	\$2,196	\$3,240	\$5,600
Other Pay	42	\$1,000	\$1,200	\$3,163	\$1,980	\$2,000	\$2,400

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$101,129	\$97,232	\$103,507	\$114,172

Little Rock	202591	Full	\$101,795	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$97,281	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$112,112	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$101,129	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$101,795	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$97,240	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$110,988	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$101,150	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$97,240	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$101,795	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$97,281	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$97,281	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$106,974	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$105,934	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$101,129	\$97,232	\$103,507	\$114,172
Little Rock	202591	Full	\$97,281	\$97,232	\$103,507	\$114,172
Fort Smith	89142	Full	\$83,782	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$90,230	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$90,230	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$85,883	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$90,230	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$83,782	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$83,782	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$83,782	\$83,782	\$85,883	\$90,230
Springdale	87320	Full	\$107,603	\$84,224	\$107,603	\$126,316
Springdale	87320	Full	\$116,954	\$84,224	\$116,954	\$126,316
Springdale	87320	Full	\$126,316	\$84,224	\$126,316	\$126,316
Springdale	87320	Full	\$112,283	\$84,224	\$112,283	\$126,316
Springdale	87320	Full	\$102,930	\$84,224	\$102,930	\$126,316
Springdale	87320	Full	\$116,954	\$84,224	\$116,954	\$126,316
Springdale	87320	Full	\$107,603	\$84,224	\$107,603	\$126,316
Rogers	69908	Full	\$108,103	\$100,918	\$112,131	\$140,164
Rogers	69908	Full	\$106,101	\$100,918	\$112,131	\$140,164
Rogers	69908	Full	\$110,236	\$100,918	\$112,131	\$140,164
Rogers	69908	Full	\$108,103	\$100,918	\$112,131	\$140,164

Rogers	69908	Full	\$109,539	\$100,918	\$112,131	\$140,164
Rogers	69908	Full	\$100,922	\$100,918	\$112,131	\$140,164
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
North Little Rock	64591	Full	\$101,876	\$81,501	\$101,876	\$101,876
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Conway	64136	Full	\$86,890	\$69,512	\$86,890	\$86,890
Bentonville	54164	Full	\$107,603	\$84,224	\$107,603	\$126,316
Bentonville	54164	Full	\$116,954	\$84,224	\$116,954	\$126,316
Bentonville	54164	Full	\$126,316	\$84,224	\$126,316	\$126,316
Bentonville	54164	Full	\$112,283	\$84,224	\$112,283	\$126,316
Bentonville	54164	Full	\$102,930	\$84,224	\$102,930	\$126,316
Bentonville	54164	Full	\$116,954	\$84,224	\$116,954	\$126,316
Bentonville	54164	Full	\$107,603	\$84,224	\$107,603	\$126,316
Pine Bluff	41253	Full	\$65,008	\$52,006	\$65,008	\$78,010
Pine Bluff	41253	Full	\$74,786	\$59,829	\$74,786	\$89,743
Pine Bluff	41253	Full	\$67,708	\$54,166	\$67,708	\$81,250
Pine Bluff	41253	Full	\$67,708	\$54,166	\$67,708	\$81,250
Pine Bluff	41253	Full	\$65,952	\$52,762	\$65,952	\$79,142
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$72,855	\$68,000	\$72,855	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$70,720	\$68,000	\$70,720	\$79,000
Benton	35014	Full	\$72,134	\$68,000	\$72,134	\$79,000
Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$70,720	\$68,000	\$70,720	\$79,000

Benton	35014	Full	\$74,298	\$68,000	\$74,298	\$79,000
Benton	35014	Full	\$68,000	\$68,000	\$68,000	\$79,000
Sherwood	32731	Full	\$85,197	\$68,158	\$85,197	\$102,236
Sherwood	32731	Full	\$83,886	\$67,109	\$83,886	\$100,663
Sherwood	32731	Full	\$88,816	\$71,053	\$88,816	\$106,579
Sherwood	32731	Full	\$90,064	\$72,051	\$90,064	\$108,077
Sherwood	32731	Full	\$87,610	\$70,088	\$87,610	\$105,132
Sherwood	32731	Full	\$80,995	\$64,796	\$80,995	\$97,194
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Paragould	29537	Full	\$72,500	\$58,000	\$72,500	\$87,000
Jacksonville	29477	Full	\$67,552	\$54,042	\$67,552	\$81,062
Texarkana	29387	Full	\$84,011	\$84,011	\$85,508	\$87,006
Texarkana	29387	Full	\$84,011	\$84,011	\$85,508	\$87,006
Texarkana	29387	Full	\$84,011	\$84,011	\$85,508	\$87,006
Texarkana	29387	Full	\$84,011	\$84,011	\$85,508	\$87,006
Texarkana	29387	Full	\$85,508	\$84,011	\$85,508	\$87,006
Russellville	28940	Full	\$71,843	\$57,474	\$71,843	\$86,212
Russellville	28940	Full	\$72,696	\$58,157	\$72,696	\$87,235
Russellville	28940	Full	\$69,826	\$55,861	\$69,826	\$83,791
Russellville	28940	Full	\$67,038	\$53,630	\$67,038	\$80,446
Russellville	28940	Full	\$67,288	\$53,830	\$67,288	\$80,746
Russellville	28940	Full	\$68,827	\$55,062	\$68,827	\$82,592
Cabot	26569	Full	\$78,797	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$74,704	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$86,255	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$70,709	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$73,857	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$72,476	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$77,755	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$72,476	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$69,546	\$69,000	\$75,500	\$82,000
Cabot	26569	Full	\$86,206	\$69,000	\$75,500	\$82,000
West Memphis	24520	Full	\$65,458	\$52,366	\$65,458	\$78,550
West Memphis	24520	Full	\$65,458	\$52,366	\$65,458	\$78,550
West Memphis	24520	Full	\$65,458	\$52,366	\$65,458	\$78,550
West Memphis	24520	Full	\$65,458	\$52,366	\$65,458	\$78,550
Van Buren	23218	Full	\$61,068	\$48,854	\$61,068	\$73,282

Van Buren	23218	Full	\$70,027	\$56,022	\$70,027	\$84,032
Van Buren	23218	Full	\$61,068	\$48,854	\$61,068	\$73,282
Van Buren	23218	Full	\$75,437	\$60,350	\$75,437	\$90,524
Van Buren	23218	Full	\$61,068	\$48,854	\$61,068	\$73,282
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Bryant	20663	Full	\$83,817	\$67,054	\$83,817	\$100,580
Bryant	20663	Full	\$83,187	\$66,550	\$83,187	\$99,824
Bryant	20663	Full	\$65,728	\$52,582	\$65,728	\$78,874
Bryant	20663	Full	\$65,728	\$52,582	\$65,728	\$78,874
Bryant	20663	Full	\$65,728	\$52,582	\$65,728	\$78,874
Bryant	20663	Full	\$73,944	\$59,155	\$73,944	\$88,733
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$71,564	\$57,251	\$71,564	\$85,877
Centerton	17870	Full	\$88,712	\$70,970	\$88,712	\$106,454
Centerton	17870	Full	\$80,882	\$64,706	\$80,882	\$97,058
Centerton	17870	Full	\$73,459	\$58,767	\$73,459	\$88,151
Siloam Springs	17400	Full	\$76,502	\$74,252	\$87,020	\$99,788
Siloam Springs	17400	Full	\$76,502	\$74,252	\$87,020	\$99,788
Siloam Springs	17400	Full	\$76,502	\$74,252	\$87,020	\$99,788
Blytheville	13406	Full	\$64,751	\$51,801	\$64,751	\$77,701
Harrison	13069	Full	\$69,385	\$67,179	\$69,712	\$72,246
Forrest City	13015	Full	\$50,310	\$40,248	\$50,310	\$60,372
Forrest City	13015	Full	\$50,310	\$40,248	\$50,310	\$60,372
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$50,310	\$40,248	\$50,310	\$60,372
Batesville	11191	Full	\$56,000	\$44,800	\$56,000	\$67,200
Magnolia	11162	Full	\$59,800	\$47,840	\$59,800	\$71,760
Magnolia	11162	Full	\$60,000	\$48,000	\$60,000	\$72,000
Malvern	10867	Full	\$53,356	\$42,685	\$53,356	\$64,027

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.96	\$85,846	\$73,928	\$86,195	\$96,542
45,000+	10.86	\$101,546	\$88,358	\$101,890	\$111,092
20,000 - 49,999	5.73	\$73,297	\$62,658	\$73,269	\$84,193
10,000 - 19,999	2.44	\$67,545	\$56,346	\$68,994	\$81,642

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/297/10
Exempt/non-exempt:	5/293
Bonus Eligible (Y/N):	0/0
Full/Part Time:	311/0
Number of Organizations Reporting:	27
Position Titles:	Sergeant Police Sergeant Sergeant - Cid Sergeant - Patrol Sergeant - Pio Sergeant - Psu Sergeant - Sro Sergeant - Training Sgt. Sergeant/Special Services Sergeant * Sergeant (Troop 1) * Sergeant (Troop 3) * Sergeant (Troop 2) * Police Detective Sergeant Police Sro Sergeant Police Patrol Sergeant Police Sergeant - 15 Yrs Of Lrpd Unif Service Police Sergeant (Airport) Police Sergeant (Airport) - 15 Yrs Of Lrpd Unif Service Police Sergeant (Sro) Sergeant (Police) Police Sergeant U2 Step 7 Police Sergeant / Cid U2 Step 7 Police Sergeant U2 Step 6 Sergeant I Sergeant Ii Sergeant Police Officer Copps/Street Crime Sergeant Criminal Investigations Sgt Sergeant, Police Sergeant/Service Sergeant/Patrol Sergeant/Cid Sergeant/Admin Sergeant/Sro-Pio Police Sergeant-01 Police Sergeant-02 Police Sergeant-04 Police Sergeant-05 Police Sergeant-07 Police Sergeant-08 Police Sergeant-09 Police Sergeant-10 Police Sergeant-11
Reports To:	Lieutenant Police Lieutenant Police Chief Police Captain Police Sro Lieutenant Police Lietenant Lieutenant (Police) Assistant Chief Spicer,Derek C Lieutenant, Police Captain/Service Captain/Patrol Captain/Cid Captain/Admin Police Lieutenants
Comments:	Detective Detective/Property Room Supv/Crime Scene Supv

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	311	\$57,948	\$63,211	\$79,329	\$79,292	\$93,024	\$97,926
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	43	\$864	\$1,500	\$2,126	\$1,980	\$2,520	\$2,844
EMT Pay	0	Insufficient Data					
Holiday Pay	109	\$2,837	\$3,528	\$3,981	\$4,278	\$4,419	\$4,842
Longevity Pay	80	\$525	\$825	\$2,401	\$2,160	\$3,120	\$5,600
Other Pay	71	\$600	\$900	\$2,185	\$1,200	\$1,980	\$2,100

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140

Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$91,852	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$91,852	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$91,852	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$87,193	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$89,627	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926

Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$90,688	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$97,926	\$90,688	\$94,307	\$97,926
Little Rock	202591	Full	\$94,140	\$87,193	\$90,667	\$94,140
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$77,917	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$77,917	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$74,173	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Springdale	87320	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$89,726	\$71,100	\$89,726	\$104,623
Springdale	87320	Full	\$100,901	\$71,100	\$100,901	\$104,623

Springdale	87320	Full	\$78,552	\$71,100	\$78,552	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$89,726	\$71,100	\$89,726	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$97,178	\$71,100	\$97,178	\$104,623
Springdale	87320	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$82,275	\$71,100	\$82,275	\$104,623
Springdale	87320	Full	\$93,450	\$71,100	\$93,450	\$104,623
Springdale	87320	Full	\$100,901	\$71,100	\$100,901	\$104,623
Springdale	87320	Full	\$104,623	\$71,100	\$104,623	\$104,623
Springdale	87320	Full	\$89,726	\$71,100	\$89,726	\$104,623
Rogers	69908	Full	\$93,024	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$89,977	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$85,995	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$92,741	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$85,168	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$86,735	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$86,648	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$87,061	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$83,797	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$83,340	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$83,340	\$83,334	\$92,593	\$115,742
Rogers	69908	Full	\$113,239	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$112,064	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$111,781	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$99,486	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$98,877	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$99,356	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$98,028	\$89,195	\$99,106	\$123,882
Rogers	69908	Full	\$91,587	\$89,195	\$99,106	\$123,882
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698

North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
North Little Rock	64591	Full	\$92,698	\$74,158	\$92,698	\$92,698
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Conway	64136	Full	\$79,292	\$63,434	\$79,292	\$79,292
Bentonville	54164	Full	\$104,623	\$71,100	\$104,623	\$104,623
Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$89,726	\$71,100	\$89,726	\$104,623
Bentonville	54164	Full	\$100,901	\$71,100	\$100,901	\$104,623
Bentonville	54164	Full	\$78,552	\$71,100	\$78,552	\$104,623

Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$89,726	\$71,100	\$89,726	\$104,623
Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$97,178	\$71,100	\$97,178	\$104,623
Bentonville	54164	Full	\$104,623	\$71,100	\$104,623	\$104,623
Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$104,623	\$71,100	\$104,623	\$104,623
Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$82,275	\$71,100	\$82,275	\$104,623
Bentonville	54164	Full	\$93,450	\$71,100	\$93,450	\$104,623
Bentonville	54164	Full	\$100,901	\$71,100	\$100,901	\$104,623
Bentonville	54164	Full	\$104,623	\$71,100	\$104,623	\$104,623
Bentonville	54164	Full	\$89,726	\$71,100	\$89,726	\$104,623
Pine Bluff	41253	Full	\$62,312	\$49,850	\$62,312	\$74,774
Pine Bluff	41253	Full	\$63,596	\$50,877	\$63,596	\$76,315
Pine Bluff	41253	Full	\$74,786	\$59,829	\$74,786	\$89,743
Pine Bluff	41253	Full	\$57,792	\$46,234	\$57,792	\$69,350
Pine Bluff	41253	Full	\$57,911	\$46,329	\$57,911	\$69,493
Pine Bluff	41253	Full	\$57,796	\$46,237	\$57,796	\$69,355
Pine Bluff	41253	Full	\$65,224	\$52,179	\$65,224	\$78,269
Pine Bluff	41253	Full	\$69,405	\$55,524	\$69,405	\$83,286
Pine Bluff	41253	Full	\$59,881	\$47,905	\$59,881	\$71,857
Pine Bluff	41253	Full	\$73,451	\$58,761	\$73,451	\$88,141
Pine Bluff	41253	Full	\$67,364	\$53,891	\$67,364	\$80,837
Pine Bluff	41253	Full	\$62,335	\$49,868	\$62,335	\$74,802
Pine Bluff	41253	Full	\$56,646	\$45,317	\$56,646	\$67,975
Pine Bluff	41253	Full	\$57,796	\$46,237	\$57,796	\$69,355
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$59,280	\$57,000	\$59,280	\$71,000
Benton	35014	Full	\$60,465	\$57,000	\$60,465	\$71,000
Benton	35014	Full	\$59,280	\$57,000	\$59,280	\$71,000
Benton	35014	Full	\$62,884	\$57,000	\$62,884	\$71,000
Sherwood	32731	Full	\$72,592	\$58,074	\$72,592	\$87,110
Sherwood	32731	Full	\$79,206	\$63,365	\$79,206	\$95,047
Sherwood	32731	Full	\$71,802	\$57,442	\$71,802	\$86,162
Sherwood	32731	Full	\$66,040	\$52,832	\$66,040	\$79,248
Sherwood	32731	Full	\$67,974	\$54,379	\$67,974	\$81,569
Sherwood	32731	Full	\$72,592	\$58,074	\$72,592	\$87,110
Sherwood	32731	Full	\$70,554	\$56,443	\$70,554	\$84,665

Sherwood	32731	Full	\$79,310	\$63,448	\$79,310	\$95,172
Sherwood	32731	Full	\$77,043	\$61,634	\$77,043	\$92,452
Sherwood	32731	Full	\$73,174	\$58,539	\$73,174	\$87,809
Sherwood	32731	Full	\$73,174	\$58,539	\$73,174	\$87,809
Sherwood	32731	Full	\$75,275	\$60,220	\$75,275	\$90,330
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Paragould	29537	Full	\$69,500	\$55,600	\$69,500	\$83,400
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Paragould	29537	Full	\$68,000	\$54,400	\$68,000	\$81,600
Jacksonville	29477	Full	\$60,305	\$48,244	\$60,305	\$72,366
Texarkana	29387	Full	\$76,523	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Texarkana	29387	Full	\$75,025	\$75,025	\$76,523	\$78,020
Russellville	28940	Full	\$60,382	\$48,306	\$60,382	\$72,458
Russellville	28940	Full	\$60,008	\$48,006	\$60,008	\$72,010
Russellville	28940	Full	\$63,211	\$50,569	\$63,211	\$75,853
Russellville	28940	Full	\$63,211	\$50,569	\$63,211	\$75,853
Russellville	28940	Full	\$63,211	\$50,569	\$63,211	\$75,853
Russellville	28940	Full	\$62,088	\$49,670	\$62,088	\$74,506
Russellville	28940	Full	\$62,171	\$49,737	\$62,171	\$74,605
Russellville	28940	Full	\$61,797	\$49,438	\$61,797	\$74,156
Russellville	28940	Full	\$60,757	\$48,606	\$60,757	\$72,908
Cabot	26569	Full	\$57,850	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$61,797	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$66,858	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,850	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,172	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,850	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,172	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$61,797	\$57,000	\$62,500	\$68,000

Cabot	26569	Full	\$57,172	\$57,000	\$62,500	\$68,000
Cabot	26569	Full	\$57,172	\$57,000	\$62,500	\$68,000
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
West Memphis	24520	Full	\$60,861	\$48,689	\$60,861	\$73,033
Van Buren	23218	Full	\$56,566	\$45,253	\$56,566	\$67,879
Van Buren	23218	Full	\$56,566	\$45,253	\$56,566	\$67,879
Van Buren	23218	Full	\$56,566	\$45,253	\$56,566	\$67,879
Van Buren	23218	Full	\$61,068	\$48,854	\$61,068	\$73,282
Bryant	20663	Full	\$60,278	\$48,222	\$60,278	\$72,334
Bryant	20663	Full	\$55,723	\$44,578	\$55,723	\$66,868
Bryant	20663	Full	\$53,580	\$42,864	\$53,580	\$64,296
Bryant	20663	Full	\$53,580	\$42,864	\$53,580	\$64,296
Bryant	20663	Full	\$53,580	\$42,864	\$53,580	\$64,296
Bryant	20663	Full	\$62,691	\$50,153	\$62,691	\$75,229
Bryant	20663	Full	\$62,691	\$50,153	\$62,691	\$75,229
Bryant	20663	Full	\$57,948	\$46,358	\$57,948	\$69,538
Bryant	20663	Full	\$60,278	\$48,222	\$60,278	\$72,334
Maumelle	19251	Full	\$64,548	\$51,638	\$64,548	\$77,458
Maumelle	19251	Full	\$64,548	\$51,638	\$64,548	\$77,458
Maumelle	19251	Full	\$64,548	\$51,638	\$64,548	\$77,458
Maumelle	19251	Full	\$58,758	\$47,006	\$58,758	\$70,510
Maumelle	19251	Full	\$60,842	\$48,674	\$60,842	\$73,010
Maumelle	19251	Full	\$64,548	\$51,638	\$64,548	\$77,458
Centerton	17870	Full	\$73,184	\$58,547	\$73,184	\$87,821
Centerton	17870	Full	\$73,140	\$58,512	\$73,140	\$87,768
Centerton	17870	Full	\$69,338	\$55,470	\$69,338	\$83,206
Siloam Springs	17400	Full	\$71,822	\$65,710	\$77,009	\$88,308
Siloam Springs	17400	Full	\$74,006	\$65,710	\$77,009	\$88,308
Siloam Springs	17400	Full	\$65,707	\$65,710	\$77,009	\$88,308
Siloam Springs	17400	Full	\$71,843	\$65,710	\$77,009	\$88,308
Siloam Springs	17400	Full	\$67,683	\$65,710	\$77,009	\$88,308

Siloam Springs	17400	Full	\$74,006	\$65,710	\$77,009	\$88,308
Siloam Springs	17400	Full	\$74,006	\$65,710	\$77,009	\$88,308
Siloam Springs	17400	Full	\$69,721	\$65,710	\$77,009	\$88,308
Blytheville	13406	Full	\$59,963	\$47,970	\$59,963	\$71,956
Harrison	13069	Full	\$64,449	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$62,353	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$60,824	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$60,322	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$60,322	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$60,824	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$61,326	\$59,819	\$62,134	\$64,449
Harrison	13069	Full	\$62,353	\$59,819	\$62,134	\$64,449
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Batesville	11191	Full	\$52,480	\$41,984	\$52,480	\$62,976
Batesville	11191	Full	\$52,480	\$41,984	\$52,480	\$62,976
Batesville	11191	Full	\$52,480	\$41,984	\$52,480	\$62,976
Batesville	11191	Full	\$52,480	\$41,984	\$52,480	\$62,976
Magnolia	11162	Full	\$58,100	\$46,480	\$58,100	\$69,720
Magnolia	11162	Full	\$57,000	\$45,600	\$57,000	\$68,400
Magnolia	11162	Full	\$55,000	\$44,000	\$55,000	\$66,000
Magnolia	11162	Full	\$56,000	\$44,800	\$56,000	\$67,200
Malvern	10867	Full	\$51,428	\$41,142	\$51,428	\$61,714

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.52	\$79,329	\$68,388	\$79,387	\$87,375
45,000+	25.71	\$90,901	\$78,853	\$90,469	\$96,685
20,000 - 49,999	8.36	\$64,397	\$54,483	\$64,879	\$75,657
10,000 - 19,999	4.33	\$61,145	\$52,890	\$62,468	\$72,046

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	31/175/2
Exempt/non-exempt:	7/196
Bonus Eligible (Y/N):	0/0
Full/Part Time:	208/0
Number of Organizations Reporting:	15
Position Titles:	Corporal Police Sergeant K9/Corporal Officer/Corporal * Police Sro Corporal Police Patrol Corporal Police Detective Corporal Corporal/School Officer Police Corporal Officer First Class Police Officer U1 Step 15 Police Officer U1 Step 13 Police Officer U1 Step 7 Police Officer U1 Step 4 Corporal, Police Corporal/Detective Corporal/Training Corporal/Sro Corporal/Patrol
Reports To:	Sergeant Police Lieutenant Lieutenant Police Chief Police Sergeant Police Patrol Sergeant Police Detective Sergeant Sergeant (Police) Assistant Chief Sergeant/Cid Sergeant/Service Sergeant/Sro-Pio Sergeant/Patrol
Comments:	Corporal Is Just A Designation Of Years Of Service Detective Detective/Crime Scene Specialist

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	208	\$55,800	\$64,799	\$72,034	\$73,157	\$79,160	\$83,898
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	22	\$1,500	\$1,800	\$2,047	\$1,980	\$2,520	\$2,520
EMT Pay	0	Insufficient Data					
Holiday Pay	113	\$3,408	\$3,547	\$3,778	\$3,653	\$4,043	\$4,321
Longevity Pay	112	\$700	\$1,400	\$2,410	\$2,160	\$3,120	\$4,200
Other Pay	83	\$600	\$900	\$1,477	\$1,200	\$1,980	\$2,400

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462

Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$65,624	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$64,043	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$64,043	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$90,325	\$61,383	\$90,325	\$90,325
Springdale	87320	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$64,600	\$61,383	\$64,600	\$90,325
Springdale	87320	Full	\$67,816	\$61,383	\$67,816	\$90,325
Springdale	87320	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$77,463	\$61,383	\$77,463	\$90,325
Springdale	87320	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87320	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87320	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$90,325	\$61,383	\$90,325	\$90,325

Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$80,679	\$61,383	\$80,679	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$77,463	\$61,383	\$77,463	\$90,325
Springdale	87320	Full	\$64,600	\$61,383	\$64,600	\$90,325
Springdale	87320	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87320	Full	\$90,325	\$61,383	\$90,325	\$90,325
Springdale	87320	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87320	Full	\$74,249	\$61,383	\$74,249	\$90,325
Springdale	87320	Full	\$71,031	\$61,383	\$71,031	\$90,325
Springdale	87320	Full	\$87,111	\$61,383	\$87,111	\$90,325
Springdale	87320	Full	\$83,898	\$61,383	\$83,898	\$90,325
Springdale	87320	Full	\$77,463	\$61,383	\$77,463	\$90,325
Springdale	87320	Full	\$77,463	\$61,383	\$77,463	\$90,325
Rogers	69908	Full	\$88,302	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$83,993	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$74,440	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$76,051	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$74,092	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$77,726	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,939	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$73,657	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,156	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,939	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,439	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,156	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$73,157	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,199	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$73,722	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,896	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,156	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$71,612	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,395	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,395	\$71,611	\$79,568	\$99,460

Rogers	69908	Full	\$71,612	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,156	\$71,611	\$79,568	\$99,460
Rogers	69908	Full	\$72,177	\$71,611	\$79,568	\$99,460
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
North Little Rock	64591	Full	\$79,160	\$63,328	\$79,160	\$79,161
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$80,679	\$61,383	\$80,679	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$90,325	\$61,383	\$90,325	\$90,325
Bentonville	54164	Full	\$71,031	\$61,383	\$71,031	\$90,325

Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$64,600	\$61,383	\$64,600	\$90,325
Bentonville	54164	Full	\$67,816	\$61,383	\$67,816	\$90,325
Bentonville	54164	Full	\$71,031	\$61,383	\$71,031	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$77,463	\$61,383	\$77,463	\$90,325
Bentonville	54164	Full	\$87,111	\$61,383	\$87,111	\$90,325
Bentonville	54164	Full	\$87,111	\$61,383	\$87,111	\$90,325
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$87,111	\$61,383	\$87,111	\$90,325
Bentonville	54164	Full	\$87,111	\$61,383	\$87,111	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$90,325	\$61,383	\$90,325	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$87,111	\$61,383	\$87,111	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$80,679	\$61,383	\$80,679	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$77,463	\$61,383	\$77,463	\$90,325
Bentonville	54164	Full	\$64,600	\$61,383	\$64,600	\$90,325
Bentonville	54164	Full	\$71,031	\$61,383	\$71,031	\$90,325
Bentonville	54164	Full	\$90,325	\$61,383	\$90,325	\$90,325
Bentonville	54164	Full	\$71,031	\$61,383	\$71,031	\$90,325
Bentonville	54164	Full	\$74,249	\$61,383	\$74,249	\$90,325
Bentonville	54164	Full	\$71,031	\$61,383	\$71,031	\$90,325
Bentonville	54164	Full	\$87,111	\$61,383	\$87,111	\$90,325
Bentonville	54164	Full	\$83,898	\$61,383	\$83,898	\$90,325
Bentonville	54164	Full	\$77,463	\$61,383	\$77,463	\$90,325
Bentonville	54164	Full	\$77,463	\$61,383	\$77,463	\$90,325
Benton	35014	Full	\$61,070	\$57,000	\$61,070	\$71,000
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$63,411	\$50,729	\$63,411	\$76,093
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672

Russellville	28940	Full	\$62,338	\$49,870	\$62,338	\$74,806
Russellville	28940	Full	\$62,837	\$50,270	\$62,837	\$75,404
Russellville	28940	Full	\$56,326	\$45,061	\$56,326	\$67,591
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$61,113	\$48,890	\$61,113	\$73,336
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Centerton	17870	Full	\$65,694	\$52,555	\$65,694	\$78,833
Centerton	17870	Full	\$72,983	\$58,386	\$72,983	\$87,580
Centerton	17870	Full	\$64,799	\$51,839	\$64,799	\$77,759
Centerton	17870	Full	\$67,706	\$54,165	\$67,706	\$81,247
Siloam Springs	17400	Full	\$61,131	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$70,907	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$70,907	\$61,125	\$70,440	\$79,755
Harrison	13069	Full	\$52,656	\$48,404	\$50,115	\$51,826
Harrison	13069	Full	\$52,656	\$48,404	\$50,115	\$51,826
Harrison	13069	Full	\$55,932	\$48,404	\$50,115	\$51,826
Harrison	13069	Full	\$55,932	\$48,404	\$50,115	\$51,826
Harrison	13069	Full	\$55,932	\$48,404	\$50,115	\$51,826
Harrison	13069	Full	\$50,630	\$50,630	\$52,343	\$54,055
Harrison	13069	Full	\$53,486	\$50,630	\$52,343	\$54,055
Harrison	13069	Full	\$55,932	\$50,630	\$52,343	\$54,055
Harrison	13069	Full	\$55,932	\$50,630	\$52,343	\$54,055
Batesville	11191	Full	\$48,750	\$39,000	\$48,750	\$58,500
Batesville	11191	Full	\$48,179	\$38,543	\$48,179	\$57,815
Batesville	11191	Full	\$48,179	\$38,543	\$48,179	\$57,815
Batesville	11191	Full	\$48,179	\$38,543	\$48,179	\$57,815
Magnolia	11162	Full	\$51,000	\$40,800	\$51,000	\$61,200
Magnolia	11162	Full	\$55,800	\$44,640	\$55,800	\$66,960
Magnolia	11162	Full	\$52,000	\$41,600	\$52,000	\$62,400
Magnolia	11162	Full	\$52,000	\$41,600	\$52,000	\$62,400
Magnolia	11162	Full	\$52,300	\$41,840	\$52,300	\$62,760
Malvern	10867	Full	\$46,709	\$37,367	\$46,709	\$56,051

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	13.87	\$72,034	\$58,222	\$70,996	\$80,449
45,000+	33.2	\$75,972	\$61,026	\$74,796	\$84,370

20,000 - 49,999	4	\$56,589	\$45,780	\$56,589	\$67,764
10,000 - 19,999	4.33	\$56,397	\$47,975	\$55,598	\$63,221

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

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):	0/63/1
Exempt/non-exempt:	11/52
Bonus Eligible (Y/N):	0/0
Full/Part Time:	67/0
Number of Organizations Reporting:	15
Position Titles:	Detective Police Sergeant Police Officer Police Investigative Detective Detective - Cid Detective - Tfo Detective/Sergeant Detective Sergeant Detectice Sergeant Police Officer / Cid U1 Step 14 Police Officer / Cid U1 Step 13 Police Officer / Cid U1 Step 11 Police Officer / Cid U1 Step 4 Sergeant- Detective K-9 Officer Corporal, Police Detective, Police Investigation Sergeant Investigation Corporal Investigation Lieutenant Investigation Captain Investigation Officer
Reports To:	Police Chief Police Lieutenant Police Sergeant Lieutenant Police Sergeant / Cid Assistant Chief Sergeant Lieutenant, Police Sergeant/Cid
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	67	\$49,690	\$54,100	\$58,629	\$57,350	\$62,961	\$67,512
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	14	\$1,200	\$1,200	\$2,293	\$1,800	\$3,000	\$4,200
EMT Pay	0	Insufficient Data					
Holiday Pay	38	\$2,588	\$2,661	\$2,837	\$2,740	\$3,101	\$3,252
Longevity Pay	10	\$600	\$700	\$960	\$700	\$1,400	\$1,400
Other Pay	29	\$300	\$300	\$3,554	\$1,980	\$1,980	\$2,100

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$62,430	\$52,267	\$62,430	\$75,134
Springdale	87320	Full	\$62,430	\$52,267	\$62,430	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$75,134	\$52,267	\$75,134	\$75,134
Springdale	87320	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87320	Full	\$59,891	\$52,267	\$59,891	\$75,134
Bentonville	54164	Full	\$62,430	\$52,267	\$62,430	\$75,134
Bentonville	54164	Full	\$62,430	\$52,267	\$62,430	\$75,134

Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$75,134	\$52,267	\$75,134	\$75,134
Bentonville	54164	Full	\$67,512	\$52,267	\$67,512	\$75,134
Bentonville	54164	Full	\$59,891	\$52,267	\$59,891	\$75,134
Benton	35014	Full	\$57,000	\$57,000	\$57,000	\$71,000
Benton	35014	Full	\$59,280	\$57,000	\$59,280	\$71,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Sherwood	32731	Full	\$65,042	\$52,034	\$65,042	\$78,050
Sherwood	32731	Full	\$65,042	\$52,034	\$65,042	\$78,050
Sherwood	32731	Full	\$66,269	\$53,015	\$66,269	\$79,523
Sherwood	32731	Full	\$62,026	\$49,621	\$62,026	\$74,431
Sherwood	32731	Full	\$62,026	\$49,621	\$62,026	\$74,431
Sherwood	32731	Full	\$59,696	\$47,757	\$59,696	\$71,635
Sherwood	32731	Full	\$62,650	\$50,120	\$62,650	\$75,180
Paragould	29537	Full	\$64,679	\$51,743	\$64,679	\$77,615
Paragould	29537	Full	\$63,411	\$50,729	\$63,411	\$76,093
Paragould	29537	Full	\$60,949	\$48,759	\$60,949	\$73,139
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Russellville	28940	Full	\$67,475	\$53,980	\$67,475	\$80,970
Russellville	28940	Full	\$53,643	\$42,914	\$53,643	\$64,372
Cabot	26569	Full	\$49,690	\$45,000	\$49,690	\$59,628
Cabot	26569	Full	\$46,469	\$45,000	\$46,469	\$55,763
Cabot	26569	Full	\$49,448	\$45,000	\$49,448	\$59,338
Van Buren	23218	Full	\$61,068	\$48,854	\$61,068	\$73,282
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$61,068	\$48,854	\$61,068	\$73,282
Van Buren	23218	Full	\$70,027	\$56,022	\$70,027	\$84,032
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752

Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752
Centerton	17870	Full	\$71,760	\$57,408	\$71,760	\$86,112
Centerton	17870	Full	\$62,400	\$49,920	\$62,400	\$74,880
Centerton	17870	Full	\$73,424	\$58,739	\$73,424	\$88,109
Siloam Springs	17400	Full	\$62,961	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$62,961	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$63,024	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$55,972	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$57,657	\$43,829	\$54,338	\$64,848
Blytheville	13406	Full	\$67,592	\$54,074	\$67,592	\$81,110
Forrest City	13015	Full	\$49,192	\$39,354	\$49,192	\$59,030
Forrest City	13015	Full	\$49,192	\$39,354	\$49,192	\$59,030
Forrest City	13015	Full	\$49,192	\$39,354	\$49,192	\$59,030
Batesville	11191	Full	\$54,570	\$43,656	\$54,570	\$65,484
Batesville	11191	Full	\$54,570	\$43,656	\$54,570	\$65,484
Batesville	11191	Full	\$54,060	\$43,248	\$54,060	\$64,872
Batesville	11191	Full	\$54,570	\$43,656	\$54,570	\$65,484
Magnolia	11162	Full	\$52,000	\$41,600	\$52,000	\$62,400

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	4.47	\$58,629	\$49,068	\$58,649	\$69,863	
45,000+	7	\$63,157	\$52,267	\$63,157	\$75,134	
20,000 - 49,999	5.14	\$56,913	\$48,558	\$56,913	\$67,884	
10,000 - 19,999	2.83	\$58,535	\$47,515	\$58,613	\$69,711	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/55/0
Exempt/non-exempt:	8/40
Bonus Eligible (Y/N):	0/0
Full/Part Time:	55/0
Number of Organizations Reporting:	11
Position Titles:	Police Sergeant Police Officer Officer - Sro School Resource Officer Police Sro Police Officer (Sro) School Resource Officer U1 Step 15 School Resource Officer U1 Step 12 School Resource Officer U1 Step 5 School Resource Officer U1 Step 3 Corporal, Police Officer, Police Sro Corporal Sro Sergeant Sro Officer
Reports To:	Police Lieutenant Police Sergeant Lieutenant Police Sro Corporal Police Captain Sergeant Sergeant/Service 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	55	\$46,467	\$50,772	\$56,944	\$54,100	\$61,131	\$72,634
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	11	\$1,200	\$1,200	\$2,291	\$1,800	\$3,300	\$3,600
EMT Pay	0	Insufficient Data					
Holiday Pay	30	\$2,508	\$2,588	\$2,844	\$2,657	\$2,997	\$3,561
Longevity Pay	5	\$936	\$1,098	\$1,824	\$1,485	\$2,800	\$2,800
Other Pay	17	\$300	\$1,500	\$1,669	\$1,980	\$1,980	\$1,980

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$75,134	\$52,267	\$75,134	\$75,134
Springdale	87320	Full	\$75,134	\$52,267	\$75,134	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$75,134	\$52,267	\$75,134	\$75,134
Bentonville	54164	Full	\$75,134	\$52,267	\$75,134	\$75,134
Benton	35014	Full	\$59,280	\$57,000	\$59,280	\$71,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000

Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Sherwood	32731	Full	\$71,219	\$56,975	\$71,219	\$85,463
Sherwood	32731	Full	\$72,634	\$58,107	\$72,634	\$87,161
Sherwood	32731	Full	\$70,075	\$56,060	\$70,075	\$84,090
Paragould	29537	Full	\$65,793	\$52,634	\$65,793	\$78,952
Paragould	29537	Full	\$65,973	\$52,778	\$65,973	\$79,168
Paragould	29537	Full	\$62,168	\$49,734	\$62,168	\$74,602
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$56,566	\$45,253	\$56,566	\$67,879
Van Buren	23218	Full	\$56,566	\$45,253	\$56,566	\$67,879
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$42,593	\$34,074	\$42,593	\$51,112
Bryant	20663	Full	\$45,011	\$36,009	\$45,011	\$54,013
Bryant	20663	Full	\$45,011	\$36,009	\$45,011	\$54,013
Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Full	\$48,692	\$38,954	\$48,692	\$58,430
Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Centerton	17870	Full	\$60,394	\$48,315	\$60,394	\$72,473
Centerton	17870	Full	\$83,850	\$67,080	\$83,850	\$100,620
Siloam Springs	17400	Full	\$66,830	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$61,131	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$64,875	\$61,125	\$70,440	\$79,755
Siloam Springs	17400	Full	\$57,657	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$50,772	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$57,657	\$43,829	\$54,338	\$64,848
Harrison	13069	Full	\$46,467	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$46,467	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$46,467	\$42,005	\$44,448	\$46,891

Harrison	13069	Full	\$44,241	\$42,005	\$44,448	\$46,891
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5	\$56,944	\$47,698	\$57,118	\$66,601
45,000+	3	\$69,206	\$52,267	\$69,206	\$75,134
20,000 - 49,999	6.8	\$54,667	\$46,310	\$54,667	\$65,069
10,000 - 19,999	3.75	\$57,202	\$49,017	\$57,839	\$66,662

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	17/1437/22
Exempt/non-exempt:	17/1440
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1456/39
Number of Organizations Reporting:	27
Position Titles:	Police Officer Officer - Warrants Patrol Officer Narcotics K-9 Officer Domestic Violence Coordinator Police Officer Ent Level Police Officer Level 10 Police Officer Level 2 Police Officer Level 4 Police Officer Level 6 Police Officer Level 8 Police Officer Ent Level Auxiliary Police Patrol Officer - Street Crime Patrolman Patrol Officer-Street Crime Patrol Officer Police Aux Police Cadet - Provisional * Officer/Corporal * Police Patrolman Police Officer (Airport) Police Officer (Rookie Schl) Police Officer (Sro) Police Officer U1 Step 1 Police Officer U1 Step 7 Police Officer U1 Step 4 Police Officer U1 Step 3 Police Officer U1 Step 2 Police Officer U1 Step 5 Police Officer U1 Step 6 Police Officer New Recruit Police Officer U1 Step 10 Police Officer U1 Step 8 Police Officer U1 Step 12 Part Time Patrol Officer Master Police Officer Copps Copps/Street Crimes Officer Professional Standards Officer Bailiff/Wellness Coordinator Officer, Police Officer, Police, Pt Background Investigator Court Liaison Patrol Officer-01 Patrol Officer-02 Patrol Officer-03 Patrol Officer-04 Patrol Officer-05 Patrol Officer-06 Patrol Officer-07 Patrol Officer-08 Patrol Officer-09 Patrol Officer-10 Patrol Officer-11 Patrol Officer-12 Patrol Officer-13 Patrol Officer-14 Patrol Officer-15 Patrol Officer-16 Patrol Officer-17 Patrol Officer-18 Patrol Officer-19 Patrol Officer-20 Patrol Officer-21 Patrol Officer-22 Patrol Officer-23 Patrol Officer-24 Patrol Officer-25 Patrol Officer-26 Patrol Officer-27 Patrol Officer-28 Patrol Officer-29 Patrol Officer-30 Patrol Officer-31 Patrol Officer-32 Patrol Officer-33 Patrol Officer-34 Patrol Officer-35 Patrol Officer-36 Patrol Officer-37 Patrol Officer-38 Patrol Officer-39 Patrol Officer-40 Part Time Traffic Officer Specialized And Transport-01 Specialized And Transport-02 Specialized And Transport-03 Specialized And Transport-05 Specialized And Transport-06 Specialized And Transport-07 Specialized And Transport-08 Specialized And Transport-09 Specialized And Transport-10 Specialized And Transport-11 Specialized And Transport-12 Specialized And Transport-13 Specialized And Transport-14 Service Officer
Reports To:	Sergeant Police Sergeant Police Chief Police Lieutenant Police Patrol Corporal Police Officer Sergeant (Police) Assistant Chief Lieutenant, Police Sergeant/Service Sergeant/Patrol Police Sergeants Narcotics Lieutenant Operations Coordinator
Comments:	Officers \$17 Non Certified, \$18 Certified \$19 After 1 Year Street Crime \$100 A Pay Period Detective

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1495	\$46,248	\$52,541	\$61,292	\$57,928	\$70,075	\$84,864
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	157	\$864	\$1,200	\$1,695	\$1,500	\$2,000	\$2,700
EMT Pay	0	Insufficient Data					
Holiday Pay	435	\$2,441	\$2,530	\$2,834	\$2,671	\$3,162	\$3,547
Longevity Pay	165	\$140	\$225	\$656	\$421	\$700	\$1,560
Other Pay	214	\$300	\$480	\$1,332	\$1,200	\$1,920	\$1,980

[illegible]

[illegible]

[illegible]

[illegible]

Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
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Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275

Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$61,401	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$78,852	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275

Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$65,707	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$74,235	\$57,928	\$73,101	\$88,275

Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$57,928	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$88,275	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$84,864	\$57,928	\$73,101	\$88,275
Little Rock	202591	Full	\$69,992	\$57,928	\$73,101	\$88,275
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462

Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462

Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$53,851	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$50,003	\$50,003	\$55,203	\$62,462
Springdale	87320	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87320	Full	\$75,134	\$52,267	\$75,134	\$75,134

Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$70,050	\$52,267	\$70,050	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$59,891	\$52,267	\$59,891	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$67,512	\$52,267	\$67,512	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$59,891	\$52,267	\$59,891	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134

Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$70,050	\$52,267	\$70,050	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$59,891	\$52,267	\$59,891	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$64,971	\$52,267	\$64,971	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$59,891	\$52,267	\$59,891	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$57,350	\$52,267	\$57,350	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Springdale	87320	Full	\$54,807	\$52,267	\$54,807	\$75,134
Rogers	69908	Full	\$85,625	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$71,525	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$71,633	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$70,132	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$68,435	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$68,739	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$67,151	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$68,108	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$68,500	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$68,217	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$67,956	\$65,750	\$73,056	\$91,320

Rogers	69908	Full	\$67,390	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$67,630	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$67,782	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$67,782	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$67,325	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$66,890	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$66,520	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$66,520	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$66,846	\$65,750	\$73,056	\$91,320
Rogers	69908	Full	\$63,865	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$63,321	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,363	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,928	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,059	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,734	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,168	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,603	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,734	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,712	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,516	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,690	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,255	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,168	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,255	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,255	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,255	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,255	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,168	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,168	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$62,255	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214
Rogers	69908	Full	\$61,450	\$61,354	\$68,171	\$85,214

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Conway	64136	Full	\$71,791	\$57,433	\$71,791	\$71,791
Conway	64136	Full	\$71,791	\$57,433	\$71,791	\$71,791
Conway	64136	Full	\$51,433	\$41,146	\$51,433	\$51,433
Conway	64136	Full	\$51,433	\$41,146	\$51,433	\$51,433
Bentonville	54164	Full	\$67,512	\$52,267	\$67,512	\$75,134
Bentonville	54164	Full	\$75,134	\$52,267	\$75,134	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$70,050	\$52,267	\$70,050	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$67,512	\$52,267	\$67,512	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$67,512	\$52,267	\$67,512	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$59,891	\$52,267	\$59,891	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$67,512	\$52,267	\$67,512	\$75,134

Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$59,891	\$52,267	\$59,891	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$70,050	\$52,267	\$70,050	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$59,891	\$52,267	\$59,891	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$64,971	\$52,267	\$64,971	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$59,891	\$52,267	\$59,891	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$57,350	\$52,267	\$57,350	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Bentonville	54164	Full	\$54,807	\$52,267	\$54,807	\$75,134
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$49,184	\$39,347	\$49,184	\$59,021
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$53,254	\$42,603	\$53,254	\$63,905

Pine Bluff	41253	Full	\$53,842	\$43,074	\$53,842	\$64,610
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$53,254	\$42,603	\$53,254	\$63,905
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$56,748	\$45,398	\$56,748	\$68,098
Pine Bluff	41253	Full	\$48,409	\$38,727	\$48,409	\$58,091
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$44,447	\$35,558	\$44,447	\$53,336
Pine Bluff	41253	Full	\$55,313	\$44,250	\$55,313	\$66,376
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$46,194	\$36,955	\$46,194	\$55,433
Pine Bluff	41253	Full	\$48,264	\$38,611	\$48,264	\$57,917
Pine Bluff	41253	Full	\$46,248	\$36,998	\$46,248	\$55,498
Pine Bluff	41253	Full	\$44,158	\$35,326	\$44,158	\$52,990
Pine Bluff	41253	Full	\$47,929	\$38,343	\$47,929	\$57,515
Pine Bluff	41253	Full	\$53,320	\$42,656	\$53,320	\$63,984
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$45,947	\$36,758	\$45,947	\$55,136
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$49,152	\$39,322	\$49,152	\$58,982
Pine Bluff	41253	Full	\$53,320	\$42,656	\$53,320	\$63,984
Pine Bluff	41253	Full	\$44,447	\$35,558	\$44,447	\$53,336
Pine Bluff	41253	Full	\$50,454	\$40,363	\$50,454	\$60,545
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$48,039	\$38,431	\$48,039	\$57,647
Pine Bluff	41253	Full	\$47,355	\$37,884	\$47,355	\$56,826
Pine Bluff	41253	Full	\$49,192	\$39,354	\$49,192	\$59,030
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$53,408	\$42,726	\$53,408	\$64,090
Pine Bluff	41253	Full	\$46,546	\$37,237	\$46,546	\$55,855
Pine Bluff	41253	Full	\$53,191	\$42,553	\$53,191	\$63,829
Pine Bluff	41253	Full	\$54,460	\$43,568	\$54,460	\$65,352
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682

Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$45,046	\$36,037	\$45,046	\$54,055
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$46,546	\$37,237	\$46,546	\$55,855
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$55,914	\$44,731	\$55,914	\$67,097
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$44,148	\$35,318	\$44,148	\$52,978
Pine Bluff	41253	Full	\$53,782	\$43,026	\$53,782	\$64,538
Pine Bluff	41253	Full	\$44,146	\$35,317	\$44,146	\$52,975
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$45,947	\$36,758	\$45,947	\$55,136
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$47,777	\$38,222	\$47,777	\$57,332
Pine Bluff	41253	Full	\$46,777	\$37,422	\$46,777	\$56,132
Pine Bluff	41253	Full	\$41,402	\$33,122	\$41,402	\$49,682
Pine Bluff	41253	Full	\$46,847	\$37,478	\$46,847	\$56,216
Pine Bluff	41253	Full	\$45,895	\$36,716	\$45,895	\$55,074
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Pine Bluff	41253	Part	\$20,371	\$16,297	\$20,371	\$24,445
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000

Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$52,020	\$51,000	\$52,020	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$51,000	\$51,000	\$51,000	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Benton	35014	Full	\$53,040	\$51,000	\$53,040	\$63,000
Benton	35014	Full	\$54,100	\$51,000	\$54,100	\$63,000
Sherwood	32731	Full	\$71,386	\$57,109	\$71,386	\$85,663
Sherwood	32731	Full	\$63,170	\$50,536	\$63,170	\$75,804
Sherwood	32731	Full	\$56,347	\$45,078	\$56,347	\$67,616
Sherwood	32731	Full	\$59,675	\$47,740	\$59,675	\$71,610
Sherwood	32731	Full	\$56,326	\$45,061	\$56,326	\$67,591
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773

Sherwood	32731	Full	\$64,376	\$51,501	\$64,376	\$77,251
Sherwood	32731	Full	\$57,574	\$46,059	\$57,574	\$69,089
Sherwood	32731	Full	\$62,650	\$50,120	\$62,650	\$75,180
Sherwood	32731	Full	\$56,326	\$45,061	\$56,326	\$67,591
Sherwood	32731	Full	\$65,624	\$52,499	\$65,624	\$78,749
Sherwood	32731	Full	\$63,170	\$50,536	\$63,170	\$75,804
Sherwood	32731	Full	\$63,170	\$50,536	\$63,170	\$75,804
Sherwood	32731	Full	\$59,675	\$47,740	\$59,675	\$71,610
Sherwood	32731	Full	\$60,278	\$48,222	\$60,278	\$72,334
Sherwood	32731	Full	\$56,326	\$45,061	\$56,326	\$67,591
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$63,482	\$50,786	\$63,482	\$76,178
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$61,402	\$49,122	\$61,402	\$73,682
Sherwood	32731	Full	\$58,448	\$46,758	\$58,448	\$70,138
Sherwood	32731	Full	\$63,794	\$51,035	\$63,794	\$76,553
Sherwood	32731	Full	\$56,326	\$45,061	\$56,326	\$67,591
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$59,072	\$47,258	\$59,072	\$70,886
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$69,451	\$55,561	\$69,451	\$83,341
Sherwood	32731	Full	\$65,603	\$52,482	\$65,603	\$78,724
Sherwood	32731	Full	\$64,397	\$51,518	\$64,397	\$77,276
Sherwood	32731	Full	\$64,397	\$51,518	\$64,397	\$77,276
Sherwood	32731	Full	\$70,075	\$56,060	\$70,075	\$84,090
Sherwood	32731	Full	\$61,402	\$49,122	\$61,402	\$73,682
Sherwood	32731	Full	\$66,872	\$53,498	\$66,872	\$80,246
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$66,269	\$53,015	\$66,269	\$79,523
Sherwood	32731	Full	\$61,402	\$49,122	\$61,402	\$73,682
Sherwood	32731	Full	\$56,347	\$45,078	\$56,347	\$67,616
Sherwood	32731	Full	\$56,347	\$45,078	\$56,347	\$67,616
Sherwood	32731	Full	\$68,765	\$55,012	\$68,765	\$82,518
Sherwood	32731	Full	\$66,872	\$53,498	\$66,872	\$80,246
Sherwood	32731	Full	\$59,696	\$47,757	\$59,696	\$71,635
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$54,350	\$43,480	\$54,350	\$65,220
Sherwood	32731	Full	\$59,675	\$47,740	\$59,675	\$71,610
Sherwood	32731	Full	\$64,376	\$51,501	\$64,376	\$77,251
Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773

Sherwood	32731	Full	\$53,144	\$42,515	\$53,144	\$63,773
Sherwood	32731	Full	\$66,830	\$53,464	\$66,830	\$80,196
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$56,307	\$45,046	\$56,307	\$67,568
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$54,121	\$43,297	\$54,121	\$64,945
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$43,360	\$34,688	\$43,360	\$52,032
Paragould	29537	Full	\$43,360	\$34,688	\$43,360	\$52,032
Paragould	29537	Full	\$59,754	\$47,803	\$59,754	\$71,705
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$43,360	\$34,688	\$43,360	\$52,032
Paragould	29537	Full	\$62,168	\$49,734	\$62,168	\$74,602
Paragould	29537	Full	\$55,203	\$44,162	\$55,203	\$66,244
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Jacksonville	29477	Full	\$48,000	\$38,400	\$48,000	\$57,600

[illegible]

Texarkana	29387	Full	\$66,705	\$58,052	\$66,705	\$71,843
Texarkana	29387	Part	\$42,048	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$23,026	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Texarkana	29387	Part	\$7,675	\$42,048	\$42,048	\$42,048
Russellville	28940	Full	\$49,109	\$39,287	\$49,109	\$58,931
Russellville	28940	Full	\$46,675	\$37,340	\$46,675	\$56,010
Russellville	28940	Full	\$46,675	\$37,340	\$46,675	\$56,010
Russellville	28940	Full	\$52,104	\$41,683	\$52,104	\$62,525
Russellville	28940	Full	\$48,152	\$38,522	\$48,152	\$57,782
Russellville	28940	Full	\$48,547	\$38,838	\$48,547	\$58,256
Russellville	28940	Full	\$48,152	\$38,522	\$48,152	\$57,782
Russellville	28940	Full	\$52,042	\$41,634	\$52,042	\$62,450
Russellville	28940	Full	\$49,109	\$39,287	\$49,109	\$58,931
Russellville	28940	Full	\$50,211	\$40,169	\$50,211	\$60,253
Russellville	28940	Full	\$52,894	\$42,315	\$52,894	\$63,473
Russellville	28940	Full	\$48,547	\$38,838	\$48,547	\$58,256
Russellville	28940	Full	\$48,547	\$38,838	\$48,547	\$58,256
Russellville	28940	Full	\$50,981	\$40,785	\$50,981	\$61,177
Russellville	28940	Full	\$46,675	\$37,340	\$46,675	\$56,010
Russellville	28940	Full	\$54,766	\$43,813	\$54,766	\$65,719
Russellville	28940	Full	\$50,211	\$40,169	\$50,211	\$60,253
Russellville	28940	Full	\$54,558	\$43,646	\$54,558	\$65,470
Russellville	28940	Full	\$50,211	\$40,169	\$50,211	\$60,253
Russellville	28940	Full	\$46,675	\$37,340	\$46,675	\$56,010
Russellville	28940	Full	\$51,334	\$41,067	\$51,334	\$61,601
Russellville	28940	Full	\$48,547	\$38,838	\$48,547	\$58,256
Russellville	28940	Full	\$48,152	\$38,522	\$48,152	\$57,782
Russellville	28940	Full	\$30,472	\$24,378	\$30,472	\$36,566
Russellville	28940	Full	\$46,654	\$37,323	\$46,654	\$55,985

Russellville	28940	Full	\$48,547	\$38,838	\$48,547	\$58,256
Russellville	28940	Full	\$51,334	\$41,067	\$51,334	\$61,601
Russellville	28940	Full	\$51,334	\$41,067	\$51,334	\$61,601
Russellville	28940	Full	\$46,696	\$37,357	\$46,696	\$56,035
Russellville	28940	Full	\$47,050	\$37,640	\$47,050	\$56,460
Russellville	28940	Full	\$50,211	\$40,169	\$50,211	\$60,253
Russellville	28940	Full	\$50,544	\$40,435	\$50,544	\$60,653
Russellville	28940	Full	\$54,766	\$43,813	\$54,766	\$65,719
Russellville	28940	Full	\$47,778	\$38,222	\$47,778	\$57,334
Russellville	28940	Full	\$49,109	\$39,287	\$49,109	\$58,931
Russellville	28940	Full	\$47,778	\$38,222	\$47,778	\$57,334
Russellville	28940	Full	\$50,211	\$40,169	\$50,211	\$60,253
Russellville	28940	Full	\$46,654	\$37,323	\$46,654	\$55,985
Russellville	28940	Full	\$49,483	\$39,586	\$49,483	\$59,380
Cabot	26569	Full	\$47,075	\$45,000	\$47,075	\$56,490
Cabot	26569	Full	\$49,448	\$45,000	\$49,448	\$59,338
Cabot	26569	Full	\$45,815	\$45,000	\$45,815	\$54,978
Cabot	26569	Full	\$46,469	\$45,000	\$46,469	\$55,763
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,815	\$45,000	\$45,815	\$54,978
Cabot	26569	Full	\$47,171	\$45,000	\$47,171	\$56,605
Cabot	26569	Full	\$66,762	\$45,000	\$66,762	\$80,114
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$47,849	\$45,000	\$47,849	\$57,419
Cabot	26569	Full	\$45,476	\$45,000	\$45,476	\$54,571
Cabot	26569	Full	\$47,196	\$45,000	\$47,196	\$56,635
Cabot	26569	Full	\$45,815	\$45,000	\$45,815	\$54,978
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,815	\$45,000	\$45,815	\$54,978
Cabot	26569	Full	\$46,469	\$45,000	\$46,469	\$55,763
Cabot	26569	Full	\$45,815	\$45,000	\$45,815	\$54,978
Cabot	26569	Full	\$46,469	\$45,000	\$46,469	\$55,763
Cabot	26569	Full	\$51,458	\$45,000	\$51,458	\$61,750
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026

Cabot	26569	Full	\$45,022	\$45,000	\$45,022	\$54,026
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$44,574	\$35,659	\$44,574	\$53,489
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$55,598	\$44,478	\$55,598	\$66,718
West Memphis	24520	Full	\$48,048	\$38,438	\$48,048	\$57,658
West Memphis	24520	Full	\$55,598	\$44,478	\$55,598	\$66,718
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$44,574	\$35,659	\$44,574	\$53,489
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$48,048	\$38,438	\$48,048	\$57,658
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$44,574	\$35,659	\$44,574	\$53,489
West Memphis	24520	Full	\$44,574	\$35,659	\$44,574	\$53,489
West Memphis	24520	Full	\$54,246	\$43,397	\$54,246	\$65,095
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$54,246	\$43,397	\$54,246	\$65,095
West Memphis	24520	Full	\$44,574	\$35,659	\$44,574	\$53,489
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$54,246	\$43,397	\$54,246	\$65,095
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$54,246	\$43,397	\$54,246	\$65,095
West Memphis	24520	Full	\$54,246	\$43,397	\$54,246	\$65,095
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$50,565	\$40,452	\$50,565	\$60,678

West Memphis	24520	Full	\$55,598	\$44,478	\$55,598	\$66,718
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$48,048	\$38,438	\$48,048	\$57,658
West Memphis	24520	Full	\$54,246	\$43,397	\$54,246	\$65,095
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$48,048	\$38,438	\$48,048	\$57,658
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$61,714	\$49,371	\$61,714	\$74,057
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
West Memphis	24520	Full	\$56,701	\$45,361	\$56,701	\$68,041
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$51,113	\$40,890	\$51,113	\$61,336
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$42,593	\$34,074	\$42,593	\$51,112
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Van Buren	23218	Full	\$47,851	\$38,281	\$47,851	\$57,421
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184

Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$48,692	\$38,954	\$48,692	\$58,430
Bryant	20663	Full	\$50,627	\$40,502	\$50,627	\$60,752
Bryant	20663	Full	\$48,692	\$38,954	\$48,692	\$58,430
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$48,692	\$38,954	\$48,692	\$58,430
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$46,820	\$37,456	\$46,820	\$56,184
Bryant	20663	Full	\$43,284	\$34,627	\$43,284	\$51,941
Bryant	20663	Full	\$43,284	\$34,627	\$43,284	\$51,941
Bryant	20663	Full	\$43,284	\$34,627	\$43,284	\$51,941
Bryant	20663	Full	\$45,011	\$36,009	\$45,011	\$54,013
Bryant	20663	Full	\$43,284	\$34,627	\$43,284	\$51,941
Bryant	20663	Full	\$45,011	\$36,009	\$45,011	\$54,013
Bryant	20663	Full	\$43,284	\$34,627	\$43,284	\$51,941
Bryant	20663	Full	\$43,284	\$34,627	\$43,284	\$51,941
Bryant	20663	Full	\$45,011	\$36,009	\$45,011	\$54,013
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$55,545	\$44,436	\$55,545	\$66,654
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Maumelle	19251	Full	\$55,545	\$44,436	\$55,545	\$66,654
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Centerton	17870	Full	\$58,136	\$46,509	\$58,136	\$69,763
Centerton	17870	Full	\$74,817	\$59,854	\$74,817	\$89,780
Centerton	17870	Full	\$64,626	\$51,701	\$64,626	\$77,551

Centerton	17870	Full	\$64,509	\$51,607	\$64,509	\$77,411
Centerton	17870	Full	\$60,193	\$48,154	\$60,193	\$72,232
Centerton	17870	Full	\$60,372	\$48,298	\$60,372	\$72,446
Centerton	17870	Full	\$62,787	\$50,230	\$62,787	\$75,344
Centerton	17870	Full	\$60,372	\$48,298	\$60,372	\$72,446
Centerton	17870	Full	\$65,001	\$52,001	\$65,001	\$78,001
Centerton	17870	Full	\$67,773	\$54,218	\$67,773	\$81,328
Centerton	17870	Full	\$59,254	\$47,403	\$59,254	\$71,105
Centerton	17870	Part	\$21,141	\$16,913	\$21,141	\$25,369
Centerton	17870	Part	\$21,141	\$16,913	\$21,141	\$25,369
Centerton	17870	Full	\$62,787	\$50,230	\$62,787	\$75,344
Siloam Springs	17400	Full	\$46,030	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$46,030	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$61,172	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$59,363	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$53,289	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$43,825	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$48,339	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$53,289	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$53,289	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$59,404	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$50,731	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$53,268	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$46,030	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$50,731	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$48,339	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$43,825	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$53,289	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$50,772	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$61,172	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$53,289	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$64,854	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Full	\$48,339	\$43,829	\$54,338	\$64,848
Siloam Springs	17400	Part	\$49,587	\$39,670	\$49,587	\$59,504
Siloam Springs	17400	Part	\$52,104	\$41,683	\$52,104	\$62,525
Siloam Springs	17400	Part	\$43,680	\$34,944	\$43,680	\$52,416
Siloam Springs	17400	Part	\$52,104	\$41,683	\$52,104	\$62,525
Siloam Springs	17400	Part	\$44,553	\$35,642	\$44,553	\$53,464
Blytheville	13406	Full	\$52,782	\$42,226	\$52,782	\$63,338
Harrison	13069	Full	\$45,907	\$42,005	\$44,448	\$46,891

Harrison	13069	Full	\$47,611	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$45,907	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$46,453	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$45,907	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$45,907	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$46,453	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$45,907	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$47,611	\$42,005	\$44,448	\$46,891
Harrison	13069	Full	\$46,453	\$42,005	\$44,448	\$46,891
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$42,848	\$34,278	\$42,848	\$51,418
Forrest City	13015	Full	\$42,248	\$33,798	\$42,248	\$50,698
Forrest City	13015	Full	\$48,074	\$38,459	\$48,074	\$57,689
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$48,074	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$50,310	\$40,248	\$50,310	\$60,372
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$38,012	\$30,410	\$38,012	\$45,614
Forrest City	13015	Full	\$40,248	\$32,198	\$40,248	\$48,298
Forrest City	13015	Part	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Forrest City	13015	Part	\$2,400	\$1,920	\$2,400	\$2,880
Forrest City	13015	Full	\$42,484	\$33,987	\$42,484	\$50,981
Batesville	11191	Full	\$45,515	\$36,412	\$45,515	\$54,618
Batesville	11191	Full	\$45,515	\$36,412	\$45,515	\$54,618
Batesville	11191	Full	\$44,970	\$35,976	\$44,970	\$53,964
Batesville	11191	Full	\$46,000	\$36,800	\$46,000	\$55,200
Batesville	11191	Full	\$46,000	\$36,800	\$46,000	\$55,200
Batesville	11191	Full	\$45,515	\$36,412	\$45,515	\$54,618
Batesville	11191	Full	\$43,900	\$35,120	\$43,900	\$52,680
Batesville	11191	Full	\$43,900	\$35,120	\$43,900	\$52,680

Batesville	11191	Full	\$44,970	\$35,976	\$44,970	\$53,964
Batesville	11191	Full	\$44,970	\$35,976	\$44,970	\$53,964
Batesville	11191	Full	\$42,800	\$34,240	\$42,800	\$51,360
Batesville	11191	Full	\$45,145	\$36,116	\$45,145	\$54,174
Magnolia	11162	Part	\$24,762	\$19,810	\$24,762	\$29,714
Magnolia	11162	Full	\$52,000	\$41,600	\$52,000	\$62,400
Magnolia	11162	Full	\$52,000	\$41,600	\$52,000	\$62,400
Magnolia	11162	Full	\$51,000	\$40,800	\$51,000	\$61,200
Magnolia	11162	Full	\$49,000	\$39,200	\$49,000	\$58,800
Magnolia	11162	Part	\$21,840	\$17,472	\$21,840	\$26,208
Magnolia	11162	Full	\$49,000	\$39,200	\$49,000	\$58,800
Magnolia	11162	Full	\$49,000	\$39,200	\$49,000	\$58,800
Magnolia	11162	Full	\$49,000	\$39,200	\$49,000	\$58,800
Magnolia	11162	Full	\$48,000	\$38,400	\$48,000	\$57,600
Magnolia	11162	Full	\$48,000	\$38,400	\$48,000	\$57,600
Magnolia	11162	Full	\$48,000	\$38,400	\$48,000	\$57,600
Malvern	10867	Full	\$46,146	\$36,917	\$46,146	\$55,375

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	55.37	\$61,292	\$50,613	\$60,809	\$72,212
45,000+	136.14	\$68,054	\$55,381	\$66,612	\$79,349
20,000 - 49,999	38.55	\$50,006	\$43,239	\$51,503	\$60,640
10,000 - 19,999	13.11	\$47,237	\$38,610	\$47,382	\$56,154

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

1109- Police Property Room Supervisor

Job Description:	Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience
Total Matches (A/M/B):	2/14/2
Exempt/non-exempt:	4/13
Bonus Eligible (Y/N):	8/12
Full/Part Time:	17/1
Number of Organizations Reporting:	14
Position Titles:	Evidence/Property Manager Police Property Room Supervisor Evidence Tech Lead Evidence Tech Police Property Equipment Technician Supervisor, Property And Evidence Property And Evidence Custodian Property Room Supervisor Quartermaster-Corporal Technician, Evidence & Intelligence Evidence Technician Civilian
Reports To:	Police Lieutenant Police Chief Police Major Support Division Police Captain Captain (Support) Assistant Chief Interim Deputy Chief Sergeant/Service
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	18	\$39,529	\$44,081	\$46,717	\$47,196	\$51,484	\$57,720
Actual Incentive Paid Dollar LastYear	1	\$869	\$869	\$869	\$869	\$869	\$869
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	1	\$37,015	\$37,015	\$37,015	\$37,015	\$37,015	\$37,015

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,386	\$42,749	\$54,291	\$65,833
Springdale	87320	Full	\$47,196	\$41,952	\$52,439	\$62,927
Springdale	87320	Full	\$47,196	\$41,952	\$52,439	\$62,927
Rogers	69908	Full	\$51,521	\$49,327	\$61,659	\$77,074
North Little Rock	64591	Full	\$44,081	\$35,265	\$44,081	\$52,897
Conway	64136	Full	\$47,253	\$37,802	\$47,253	\$47,253
Bentonville	54164	Full	\$47,196	\$41,952	\$52,439	\$62,927
Bentonville	54164	Full	\$47,196	\$41,952	\$52,439	\$62,927
Benton	35014	Full	\$43,663	\$37,496	\$43,663	\$52,541
Jacksonville	29477	Full	\$44,051	\$35,241	\$44,051	\$52,861
Russellville	28940	Full	\$57,720	\$46,176	\$57,720	\$69,264
Van Buren	23218	Full	\$47,069	\$37,655	\$47,069	\$56,483

Van Buren	23218	Full	\$51,484	\$41,187	\$51,484	\$61,781
Van Buren	23218	Full	\$49,194	\$39,355	\$49,194	\$59,033
Bryant	20663	Full	\$44,865	\$35,892	\$44,865	\$53,838
Centerton	17870	Part	\$19,666	\$15,733	\$19,666	\$23,599
Siloam Springs	17400	Full	\$53,643	\$42,914	\$53,643	\$64,372
Blytheville	13406	Full	\$39,529	\$31,623	\$39,529	\$47,435

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29	\$46,717	\$38,679	\$48,218	\$57,554
45,000+	1.33	\$48,753	\$41,619	\$52,130	\$61,846
20,000 - 49,999	1.4	\$48,292	\$39,000	\$48,292	\$57,972
10,000 - 19,999	1	\$37,613	\$30,090	\$37,613	\$45,135

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

1110- Crime Scene Supervisor

Job Description:	Plans and directs the work activities of the Crime Scene Unit; provides supervision to Crime Scene Technicians and Latent Fingerprint Examiner; requires completion of two years of college course work in Criminal Justice, Criminology, Forensic Science, or a related area, two (2) years of experience in crime scene investigation or a related area, and one (1) year of supervisory/managerial experience.
Total Matches (A/M/B):	0/1/0
Exempt/non-exempt:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Police Chief
Reports To:	City Manager
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	1	\$112,548	\$112,548	\$112,548	\$112,548	\$112,548	\$112,548
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$6,493	\$6,493	\$6,493	\$6,493	\$6,493	\$6,493
Longevity Pay	1	\$225	\$225	\$225	\$225	\$225	\$225
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Texarkana	29387	Full	\$112,548	\$92,352	\$122,803	\$160,617

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$112,548	\$92,352	\$122,803	\$160,617
20,000 - 49,999	1	\$112,548	\$92,352	\$122,803	\$160,617

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

1111- Crime Scene Specialist

Job Description:	Gathers physical evidence at crime scenes which will lead to the arrest and conviction of individuals responsible for the crimes; requires completion of two (2) years of college coursework in Criminal Justice, Criminology, Forensic Science, or a related area; one (1) year of experience in crime scene investigation or a related area; must obtain certification as a Professional Law Enforcement Instructor through State Minimum Standards within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A/M/B):	0/20/0
Exempt/non-exempt:	0/20
Bonus Eligible (Y/N):	1/20
Full/Part Time:	20/0
Number of Organizations Reporting:	4
Position Titles:	Inv Asst Crime Spec Ii Asst Sex Off Victim Serv Crime Scene Specialist I Crime Scene Specialist Ii Crime Scene Specialist Iii Crime Scene Specialist Iv Crime Scene Tech Crime Scene Technician
Reports To:	Police Major Investigations 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	20	\$36,702	\$44,798	\$51,498	\$48,941	\$63,190	\$66,643
Actual Incentive Paid Dollar LastYear	1	\$291	\$291	\$291	\$291	\$291	\$291
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,219	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$45,219	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$45,219	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$45,219	\$39,424	\$50,069	\$60,713
Little Rock	202591	Full	\$55,141	\$43,349	\$55,053	\$66,757
Little Rock	202591	Full	\$53,061	\$43,349	\$55,053	\$66,757
Little Rock	202591	Full	\$53,061	\$43,349	\$55,053	\$66,757
Little Rock	202591	Full	\$63,190	\$49,623	\$63,021	\$76,419
Little Rock	202591	Full	\$63,190	\$49,623	\$63,021	\$76,419
Little Rock	202591	Full	\$63,190	\$49,623	\$63,021	\$76,419
Little Rock	202591	Full	\$70,470	\$55,352	\$70,297	\$85,242
Little Rock	202591	Full	\$70,470	\$55,352	\$70,297	\$85,242
Rogers	69908	Full	\$66,643	\$44,117	\$55,146	\$68,933

Conway	64136	Full	\$44,798	\$35,838	\$44,798	\$44,798
Conway	64136	Full	\$37,889	\$30,311	\$37,889	\$37,889
Pine Bluff	41253	Full	\$36,704	\$29,363	\$36,704	\$44,045
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$48,941	\$39,153	\$48,941	\$58,729
Pine Bluff	41253	Full	\$36,702	\$29,362	\$36,702	\$44,042
Pine Bluff	41253	Full	\$48,941	\$39,153	\$48,941	\$58,729

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5	\$51,498	\$41,199	\$52,046	\$62,204
45,000+	5	\$54,799	\$43,839	\$55,528	\$66,299
20,000 - 49,999	5	\$41,598	\$33,278	\$41,598	\$49,918

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	5/38/6
Exempt/non-exempt:	7/43
Bonus Eligible (Y/N):	22/42
Full/Part Time:	50/0
Number of Organizations Reporting:	13
Position Titles:	Communication Shift Supervisor 911 Communications Dir Training Coordinator Training/Qa Manager Deputy Director Lead Telecommunicator 4 Lead Telecommunicator 2 Lead Telecommunicator 3 Operations Manager Lead Telecommunicator Ii Desk Sergeant Supervisor - Police Dispatch * Director Of 911 Supervisor, Emergency Communications Lead Public Safety Disp E911 Director E911 Asst Director Cad Manager E911 Dispatch Supervisor 911 Communications Coordinator 911 Communications Deputy Coord 911 Telecommunicator Supervisor Public Safety Dispatcher Supervisor, Public Safety Communications Senior Dispatcher
Reports To:	Police Chief Mayor Deputy Director Ceoc Director Executive Director Public Safety Communications Director Of Emergency Services E911 Director E911 Asst Director Police Captain Dispatch Manager
Comments:	Director Of Ceoc (Dispatch) Newly Added Position In 2024

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	50	\$55,208	\$57,970	\$65,764	\$63,759	\$69,000	\$76,294
Actual Incentive Paid Dollar LastYear	5	\$291	\$305	\$346	\$305	\$305	\$522
Education Pay	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Other Pay	1	\$64,842	\$64,842	\$64,842	\$64,842	\$64,842	\$64,842

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$76,294	\$53,601	\$64,948	\$76,294
Little Rock	202591	Full	\$67,829	\$53,601	\$64,948	\$76,294
Little Rock	202591	Full	\$73,362	\$53,601	\$64,948	\$76,294
Little Rock	202591	Full	\$70,533	\$53,601	\$64,948	\$76,294
Little Rock	202591	Full	\$57,970	\$53,601	\$64,948	\$76,294
Fort Smith	89142	Full	\$55,494	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$56,326	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,390	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$55,494	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$53,706	\$53,518	\$66,892	\$80,267
Springdale	87320	Full	\$67,206	\$55,143	\$68,929	\$82,715

Springdale	87320	Full	\$62,036	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$55,143	\$55,143	\$68,929	\$82,715
Springdale	87320	Full	\$63,759	\$55,143	\$68,929	\$82,715
Rogers	69908	Full	\$89,835	\$74,075	\$92,593	\$115,742
Rogers	69908	Full	\$75,275	\$68,865	\$86,081	\$107,601
Rogers	69908	Full	\$68,739	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$69,000	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$59,905	\$58,445	\$73,056	\$91,320
Rogers	69908	Full	\$58,447	\$58,445	\$73,056	\$91,320
North Little Rock	64591	Full	\$75,670	\$60,536	\$75,670	\$90,804
North Little Rock	64591	Full	\$67,475	\$53,980	\$67,475	\$80,970
North Little Rock	64591	Full	\$67,307	\$53,846	\$67,307	\$80,768
North Little Rock	64591	Full	\$64,262	\$51,410	\$64,262	\$77,114
Conway	64136	Full	\$101,950	\$81,560	\$101,950	\$101,950
Conway	64136	Full	\$67,344	\$53,875	\$67,344	\$67,344
Conway	64136	Full	\$73,835	\$59,068	\$73,835	\$73,835
Conway	64136	Full	\$76,982	\$61,586	\$76,982	\$76,982
Conway	64136	Full	\$63,016	\$50,413	\$63,016	\$63,016
Conway	64136	Full	\$58,689	\$46,951	\$58,689	\$58,689
Conway	64136	Full	\$60,852	\$48,682	\$60,852	\$60,852
Conway	64136	Full	\$73,835	\$59,068	\$73,835	\$73,835
Conway	64136	Full	\$58,689	\$46,951	\$58,689	\$58,689
Bentonville	54164	Full	\$67,206	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$62,036	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$55,143	\$55,143	\$68,929	\$82,715
Bentonville	54164	Full	\$63,759	\$55,143	\$68,929	\$82,715
Sherwood	32731	Full	\$62,504	\$46,083	\$57,604	\$69,125
Sherwood	32731	Full	\$56,846	\$46,083	\$57,604	\$69,125
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Paragould	29537	Full	\$65,000	\$52,000	\$65,000	\$78,000
Paragould	29537	Full	\$65,109	\$52,087	\$65,109	\$78,131
Paragould	29537	Full	\$61,641	\$49,313	\$61,641	\$73,969
Paragould	29537	Full	\$60,515	\$48,412	\$60,515	\$72,618
Paragould	29537	Full	\$57,268	\$45,814	\$57,268	\$68,722
Paragould	29537	Full	\$55,208	\$44,166	\$55,208	\$66,250
Jacksonville	29477	Full	\$84,460	\$67,568	\$84,460	\$101,352
Siloam Springs	17400	Full	\$56,056	\$52,819	\$66,023	\$79,228
Blytheville	13406	Full	\$67,356	\$53,885	\$67,356	\$80,827
Forrest City	13015	Full	\$51,428	\$41,142	\$51,428	\$61,714

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.85	\$65,764	\$55,135	\$68,713	\$80,221
45,000+	5.29	\$66,211	\$56,254	\$70,039	\$81,027
20,000 - 49,999	3.33	\$66,355	\$52,753	\$65,941	\$79,129
10,000 - 19,999	1	\$58,280	\$49,282	\$61,602	\$73,923

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

1113- Communications Dispatcher

Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of experience in radio dispatching, including one (1) year of experience in the operation of computer equipment.
Total Matches (A/M/B):	0/86/0
Exempt/non-exempt:	1/80
Bonus Eligible (Y/N):	36/80
Full/Part Time:	75/11
Number of Organizations Reporting:	6
Position Titles:	Communications Dispatcher Emergency Communications Dispatcher Public Safety Disp Pt Public Safety Dispatcher E911 Dispatcher Step 8 E911 Dispatcher Step 4 E911 Dispatcher Step 3 E911 Dispatcher Step 2 E911 Dispatcher Step 1 911 Telecommunicator I 911 Telecommunicator I (P/T) Specialist, Public Safety Communications
Reports To:	Police Chief Director Of Emergency Services Deputy Coordinator/Lead Psd E911 Dispatch Supervisor Public Safety Communications Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	86	\$34,684	\$47,138	\$47,449	\$49,547	\$52,250	\$63,171
Actual Incentive Paid Dollar LastYear	4	\$305	\$305	\$1,382	\$305	\$2,437	\$2,481
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	1	\$31,986	\$31,986	\$31,986	\$31,986	\$31,986	\$31,986

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$71,531	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$63,606	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$52,250	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$58,802	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$54,350	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$54,350	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$52,250	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$52,250	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$52,250	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531

Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531
Little Rock	202591	Full	\$50,232	\$50,232	\$60,881	\$71,531
Rogers	69908	Full	\$49,873	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$49,547	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$49,547	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$48,851	\$41,512	\$51,890	\$64,863
Rogers	69908	Part	\$2,960	\$41,512	\$51,890	\$64,863
Rogers	69908	Part	\$2,987	\$41,512	\$51,890	\$64,863
Rogers	69908	Part	\$2,918	\$41,512	\$51,890	\$64,863
Rogers	69908	Part	\$2,918	\$41,512	\$51,890	\$64,863
Rogers	69908	Part	\$2,918	\$41,512	\$51,890	\$64,863
Rogers	69908	Part	\$2,918	\$41,512	\$51,890	\$64,863
North Little Rock	64591	Part	\$42,224	\$33,779	\$42,224	\$50,669
North Little Rock	64591	Part	\$37,700	\$30,160	\$37,700	\$45,240
North Little Rock	64591	Part	\$36,624	\$29,299	\$36,624	\$43,949
North Little Rock	64591	Part	\$34,684	\$27,747	\$34,684	\$41,621
North Little Rock	64591	Part	\$34,115	\$27,292	\$34,115	\$40,938
North Little Rock	64591	Full	\$63,172	\$50,538	\$63,172	\$75,806
North Little Rock	64591	Full	\$63,172	\$50,538	\$63,172	\$75,806
North Little Rock	64591	Full	\$63,172	\$50,538	\$63,172	\$75,806
North Little Rock	64591	Full	\$63,172	\$50,538	\$63,172	\$75,806
North Little Rock	64591	Full	\$63,172	\$50,538	\$63,172	\$75,806
North Little Rock	64591	Full	\$63,172	\$50,538	\$63,172	\$75,806
North Little Rock	64591	Full	\$63,171	\$50,537	\$63,171	\$75,805
North Little Rock	64591	Full	\$60,163	\$48,130	\$60,163	\$72,196
North Little Rock	64591	Full	\$60,163	\$48,130	\$60,163	\$72,196
North Little Rock	64591	Full	\$57,299	\$45,839	\$57,299	\$68,759
North Little Rock	64591	Full	\$57,299	\$45,839	\$57,299	\$68,759
North Little Rock	64591	Full	\$54,570	\$43,656	\$54,570	\$65,484
North Little Rock	64591	Full	\$51,972	\$41,578	\$51,972	\$62,366
North Little Rock	64591	Full	\$51,972	\$41,578	\$51,972	\$62,366

North Little Rock	64591	Full	\$50,690	\$40,552	\$50,690	\$60,828
North Little Rock	64591	Full	\$49,497	\$39,598	\$49,497	\$59,396
North Little Rock	64591	Full	\$49,484	\$39,587	\$49,484	\$59,381
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,139	\$37,711	\$47,139	\$56,567
North Little Rock	64591	Full	\$47,138	\$37,710	\$47,138	\$56,566
North Little Rock	64591	Full	\$47,138	\$37,710	\$47,138	\$56,566
North Little Rock	64591	Full	\$47,138	\$37,710	\$47,138	\$56,566
North Little Rock	64591	Full	\$47,138	\$37,710	\$47,138	\$56,566
Paragould	29537	Full	\$57,433	\$45,946	\$57,433	\$68,920
Paragould	29537	Full	\$53,060	\$42,448	\$53,060	\$63,672
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$52,020	\$41,616	\$52,020	\$62,424
Paragould	29537	Full	\$51,000	\$40,800	\$51,000	\$61,200
Paragould	29537	Full	\$50,000	\$40,000	\$50,000	\$60,000
Siloam Springs	17400	Full	\$46,322	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$46,322	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$43,930	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$48,422	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$43,638	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$46,322	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$44,366	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$44,512	\$41,485	\$51,856	\$62,228
Blytheville	13406	Full	\$34,500	\$27,600	\$34,500	\$41,400

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	14.33	\$47,449	\$42,798	\$53,143	\$64,030
45,000+	22.33	\$47,145	\$43,318	\$53,691	\$64,762
20,000 - 49,999	10	\$52,361	\$41,889	\$52,361	\$62,834
10,000 - 19,999	4.5	\$44,259	\$39,942	\$49,928	\$59,914

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/87/2
Exempt/non-exempt:	0/89
Bonus Eligible (Y/N):	37/89
Full/Part Time:	84/5
Number of Organizations Reporting:	7
Position Titles:	Telecommunicator 4 Telecommunicator 1 Telecommunicator 3 Telecommunicator Ii Telecommunicator 2 Telecommunicator I Telecommun. Trainee Ii Telecommunicator Train 3 Telecommun. Trainee 5 Call Taker Pub Safety Systems Tech Telecommunicator 2 Pt 911 Telecommunicator * 911 Dispatcher 911 Telecommunicator Ii Public Safety Dispatcher Dispatcher/Quality Control Dispatcher
Reports To:	Deputy Director Supervisor - Police Dispatch Director Of 911 Assistant Dispatch Manager Senior Dispatcher
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	89	\$41,829	\$43,839	\$46,745	\$46,349	\$47,965	\$52,208
Actual Incentive Paid Dollar LastYear	1	\$631	\$631	\$631	\$631	\$631	\$631
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,576	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,576	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$49,754	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Springdale	87320	Full	\$61,217	\$52,945	\$66,180	\$79,417
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$47,797	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$49,245	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$66,626	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$49,245	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$53,590	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$47,797	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$47,797	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Full	\$46,349	\$46,349	\$57,936	\$69,523
Springdale	87320	Part	\$34,184	\$27,347	\$34,184	\$41,021
Rogers	69908	Full	\$61,515	\$46,722	\$58,403	\$73,003
Conway	64136	Full	\$50,033	\$40,026	\$50,033	\$50,033
Conway	64136	Full	\$50,033	\$40,026	\$50,033	\$50,033
Conway	64136	Full	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Full	\$48,951	\$39,161	\$48,951	\$48,951
Conway	64136	Full	\$48,951	\$39,161	\$48,951	\$48,951
Conway	64136	Full	\$47,870	\$38,296	\$47,870	\$47,870
Conway	64136	Full	\$47,870	\$38,296	\$47,870	\$47,870
Conway	64136	Full	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Part	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Full	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Full	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Full	\$48,951	\$39,161	\$48,951	\$48,951
Conway	64136	Full	\$47,870	\$38,296	\$47,870	\$47,870
Conway	64136	Full	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Full	\$46,003	\$36,802	\$46,003	\$46,003
Conway	64136	Full	\$47,870	\$38,296	\$47,870	\$47,870

Conway	64136	Full	\$42,216	\$33,773	\$42,216	\$42,216
Conway	64136	Full	\$42,757	\$34,206	\$42,757	\$42,757
Conway	64136	Full	\$43,839	\$35,071	\$43,839	\$43,839
Conway	64136	Full	\$47,870	\$38,296	\$47,870	\$47,870
Conway	64136	Full	\$41,134	\$32,907	\$41,134	\$41,134
Conway	64136	Full	\$41,134	\$32,907	\$41,134	\$41,134
Conway	64136	Full	\$68,000	\$54,400	\$68,000	\$68,000
Conway	64136	Part	\$23,935	\$19,148	\$23,935	\$23,935
Conway	64136	Part	\$23,935	\$19,148	\$23,935	\$23,935
Bentonville	54164	Full	\$61,217	\$52,945	\$66,180	\$79,417
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$47,797	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$49,245	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$66,626	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$49,245	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$53,590	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$47,797	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$47,797	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Full	\$46,349	\$46,349	\$57,936	\$69,523
Bentonville	54164	Part	\$34,184	\$27,347	\$34,184	\$41,021
Sherwood	32731	Full	\$50,752	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$47,965	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$52,208	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$47,965	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$47,965	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$45,198	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$47,965	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$45,198	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$42,890	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$42,890	\$42,891	\$53,614	\$64,336
Jacksonville	29477	Full	\$43,680	\$34,944	\$43,680	\$52,416

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	12.71	\$46,745	\$42,002	\$52,502	\$60,483
45,000+	15.6	\$46,739	\$41,978	\$52,473	\$60,093
20,000 - 49,999	5.5	\$46,789	\$42,169	\$52,711	\$63,252

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	0/26/1
Exempt/non-exempt:	0/28
Bonus Eligible (Y/N):	1/27
Full/Part Time:	28/0
Number of Organizations Reporting:	3
Position Titles:	Dispatcher/Public Relations Emergency Communications Operator 911 Telecommunicator 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	28	\$41,226	\$41,226	\$43,182	\$42,890	\$42,890	\$44,595
Actual Incentive Paid Dollar LastYear	1	\$305	\$305	\$305	\$305	\$305	\$305
Education Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$1,513	\$1,513	\$1,513	\$1,513	\$1,513	\$1,513
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$46,384	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$44,595	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$44,595	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$44,595	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$44,595	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$44,595	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384

Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$42,890	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Little Rock	202591	Full	\$41,226	\$41,225	\$43,804	\$46,384
Rogers	69908	Full	\$61,145	\$46,722	\$58,403	\$73,003
Forrest City	13015	Full	\$35,776	\$28,621	\$35,776	\$42,931

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	9.33	\$43,182	\$40,971	\$44,039	\$47,211
45,000+	13.5	\$43,457	\$41,429	\$44,345	\$47,370
10,000 - 19,999	1	\$35,776	\$28,621	\$35,776	\$42,931

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

1116- Probation Officer - Senior

Job Description:	Supervises the Probation Division of Municipal Court and designs corrective action plans and programs for probationers; provides supervision to Probation Officers and Batterers Treatment Program Coordinator; requires completion of a Bachelor's degree in Criminal Justice, Psychology, Sociology, or a related area; two (2) years of experience in probation, counseling, or a related area; one (1) year of supervisory experience; must possess certification as Specialized Police Personnel before employment and maintain certification for the duration of employment in this position.
Total Matches (A/M/B):	0/13/1
Exempt/non-exempt:	0/14
Bonus Eligible (Y/N):	1/14
Full/Part Time:	14/0
Number of Organizations Reporting:	3
Position Titles:	Probation Officer I Chief Probation Officer 911 Telecommunicator Ii
Reports To:	Judge
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	14	\$49,733	\$49,733	\$53,374	\$52,572	\$57,034	\$57,034
Actual Incentive Paid Dollar LastYear	1	\$2,938	\$2,938	\$2,938	\$2,938	\$2,938	\$2,938
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$57,034	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$57,034	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,733	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,733	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,733	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$46,114	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,733	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$57,034	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$49,733	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$57,034	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$57,034	\$38,224	\$48,545	\$58,865
Little Rock	202591	Full	\$57,034	\$38,224	\$48,545	\$58,865
Rogers	69908	Full	\$52,572	\$46,722	\$58,403	\$73,003

North Little Rock	64591	Full	\$57,679	\$46,143	\$57,679	\$69,215
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.67	\$53,374	\$39,397	\$49,902	\$60,614
45,000+	4.67	\$53,374	\$39,397	\$49,902	\$60,614

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

1117- Probation Officer

Job Description:	Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor's degree in Criminal Justice, Psychology, Sociology, or a related area; one (1) year of experience in probation, law enforcement, counseling, or a related area; must possess certification as Specialized Police Personnel within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A/M/B):	1/8/2
Exempt/non-exempt:	0/11
Bonus Eligible (Y/N):	3/10
Full/Part Time:	11/0
Number of Organizations Reporting:	7
Position Titles:	Inmate Release Supervisor Senior Probation Officer Probation Officer 911 Telecommunicator Ii Court Services Officer
Reports To:	Sergeant Judge Court Clerk
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	11	\$48,460	\$49,200	\$54,854	\$53,045	\$60,174	\$66,225
Actual Incentive Paid Dollar LastYear	1	\$305	\$305	\$305	\$305	\$305	\$305
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	1	\$1,514	\$1,514	\$1,514	\$1,514	\$1,514	\$1,514
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$60,174	\$48,423	\$61,497	\$74,571
Little Rock	202591	Full	\$60,029	\$48,423	\$61,497	\$74,571
Little Rock	202591	Full	\$59,134	\$48,423	\$61,497	\$74,571
Springdale	87320	Full	\$66,225	\$44,150	\$55,187	\$66,225
Rogers	69908	Full	\$52,572	\$46,722	\$58,403	\$73,003
North Little Rock	64591	Full	\$49,200	\$39,360	\$49,200	\$59,040
North Little Rock	64591	Full	\$48,460	\$38,768	\$48,460	\$58,152
North Little Rock	64591	Full	\$52,551	\$42,041	\$52,551	\$63,061
Bentonville	54164	Full	\$66,225	\$44,150	\$55,187	\$66,225
Sherwood	32731	Full	\$53,045	\$50,432	\$63,040	\$75,648
Forrest City	13015	Full	\$35,776	\$28,621	\$35,776	\$42,931

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

Overall	1.57	\$54,854	\$43,592	\$54,754	\$66,182
45,000+	1.8	\$57,174	\$44,496	\$55,942	\$67,713
20,000 - 49,999	1	\$53,045	\$50,432	\$63,040	\$75,648
10,000 - 19,999	1	\$35,776	\$28,621	\$35,776	\$42,931

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	10/16/1
Exempt/non-exempt:	18/5
Bonus Eligible (Y/N):	10/5
Full/Part Time:	24/0
Number of Organizations Reporting:	18
Position Titles:	Public Works Director Street Director Public Wors Director Permits & Inspections Dr Sanitation Director Engineering Director Utility Manager Director, Public Works * Director, Water Resources * Director Of Public Works/City Engineer Asst Director Of Public Works Director, Public Works Director Of Public Works Pw Director Assistant Public Works Director
Reports To:	Mayor Deputy City Administrator Director Of Public Works Community Dev Director City Administtrator Public Works Director
Comments:	No Engineering In Job Description Sanitation/Landfill Services Only Director Of Engineering At Transportation Department Includes: Shop, Pest Control, Solid Waste And Street Departments

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	24	\$64,124	\$74,864	\$98,323	\$92,700	\$109,607	\$134,376
Actual Incentive Paid Dollar LastYear	1	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$163,818	\$127,808	\$162,316	\$196,824
Fort Smith	89142	Full	\$165,000	\$150,000	\$166,666	\$180,000
Fort Smith	89142	Full	\$134,376	\$104,520	\$130,644	\$156,769
Springdale	87320	Full	\$125,584	\$98,017	\$122,521	\$147,024
Conway	64136	Full	\$74,864	\$59,891	\$74,864	\$74,864
Conway	64136	Full	\$72,178	\$57,742	\$72,178	\$72,178
Conway	64136	Full	\$106,906	\$85,525	\$106,906	\$106,906
Conway	64136	Full	\$109,607	\$87,686	\$109,607	\$109,607
Bentonville	54164	Full	\$125,584	\$98,017	\$122,521	\$147,024
Pine Bluff	41253	Full	\$64,124	\$51,299	\$64,124	\$76,949

Sherwood	32731	Full	\$92,700	\$92,782	\$109,155	\$130,986
Paragould	29537	Full	\$95,000	\$76,000	\$95,000	\$114,000
Jacksonville	29477	Full	\$110,334	\$88,267	\$110,334	\$132,401
Jacksonville	29477	Full	\$76,461	\$61,169	\$76,461	\$91,753
Texarkana	29387	Full	\$107,682	\$70,741	\$93,496	\$122,554
Russellville	28940	Full	\$88,815	\$71,052	\$88,815	\$106,578
Cabot	26569	Full	\$85,696	\$81,608	\$97,929	\$114,251
Bryant	20663	Full	\$41,600	\$33,280	\$41,600	\$49,920
Maumelle	19251	Full	\$91,266	\$73,013	\$91,266	\$109,519
Centerton	17870	Full	\$105,533	\$84,426	\$105,533	\$126,640
Siloam Springs	17400	Full	\$106,377	\$104,275	\$130,344	\$156,413
Blytheville	13406	Full	\$63,524	\$50,819	\$63,524	\$64,141
Forrest City	13015	Full	\$67,600	\$54,080	\$67,600	\$81,120
Forrest City	13015	Full	\$85,114	\$68,091	\$85,114	\$102,137

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$98,323	\$80,421	\$99,522	\$115,440
45,000+	1.8	\$119,769	\$96,578	\$118,691	\$132,355
20,000 - 49,999	1.13	\$84,712	\$69,578	\$86,324	\$104,377
10,000 - 19,999	1.2	\$86,569	\$72,451	\$90,564	\$106,662
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

1201- Sanitation Superintendent

Job Description:	In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.
Total Matches (A/M/B):	0/8/4
Exempt/non-exempt:	9/3
Bonus Eligible (Y/N):	4/3
Full/Part Time:	12/0
Number of Organizations Reporting:	10
Position Titles:	Sanitation Manager Director, Solid Waste * Sanitation Superintendent Street Superintendent Street Foreman Manager, Solid Waste Services Sanitation Supervisor/Cdl/Ts Director Sanitation Assist Pw Director Sanitation Sanitation/Recycling Supv. Superintendent, Solid Waste
Reports To:	Mayor Deputy City Administrator Director Of Public Works Street Superintendent Public Works Director Public Services Director
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	12	\$57,373	\$60,000	\$75,813	\$70,000	\$71,562	\$103,489
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
Little Rock	202591	Full	\$103,489	\$80,774	\$102,583	\$124,392
Fort Smith	89142	Full	\$125,235	\$100,276	\$125,340	\$150,404
North Little Rock	64591	Full	\$101,911	\$81,529	\$101,911	\$122,293
Sherwood	32731	Full	\$70,595	\$54,760	\$68,450	\$82,140
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000
Jacksonville	29477	Full	\$62,845	\$50,276	\$62,845	\$75,414
Jacksonville	29477	Full	\$57,373	\$45,898	\$57,373	\$68,848
Jacksonville	29477	Full	\$55,279	\$44,223	\$55,279	\$66,335
West Memphis	24520	Full	\$70,000	\$56,000	\$70,000	\$84,000
Maumelle	19251	Full	\$70,270	\$56,216	\$70,270	\$84,324
Siloam Springs	17400	Full	\$71,562	\$66,402	\$83,003	\$99,604

Batesville	11191	Full	\$61,200	\$48,960	\$61,200	\$73,440
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Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.2	\$75,813	\$61,110	\$76,521	\$91,933
45,000+	1	\$110,212	\$87,526	\$109,945	\$132,363
20,000 - 49,999	1.5	\$62,682	\$49,860	\$62,325	\$74,789
10,000 - 19,999	1	\$67,677	\$57,193	\$71,491	\$85,789

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

1202- Sanitation Supervisor

Job Description:	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A/M/B):	7/17/1
Exempt/non-exempt:	11/13
Bonus Eligible (Y/N):	4/13
Full/Part Time:	23/1
Number of Organizations Reporting:	12
Position Titles:	Landfill Operations Sup Comm. Collections Sup Recycling Ops Supervisor Landfill Ops Manager Resid Collections Sup Recycling Ops Manager Collections Manager Collections Manager 947 Safety Specialist Sanitation Supervisor Foreman Manager - Commercial & Industrial Collections * Manager - Landfill Services * Manager - Residential Collections * Wastewater Maintenance Lead Sanitation Foreman Supervisor, Solid Waste Collection Sanitation Lead/Cdl/Ts Route Supervisor/Garbage Route Supervisor/Trash Recycling Foreman Crew Leader Lead, Transfer Station Driver Sanitation
Reports To:	Landfill Operations Manager Commerical Collections Manager Recycling Operations Manager Sanitation Director Residential Collections Manager Public Works Director Director, Solid Waste Wastewater Systems Manager Sanitation Superintendent Sanitation Supervisor Director Of Sanitation Solid Waste Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	24	\$44,154	\$48,963	\$59,272	\$58,957	\$70,547	\$71,932
Actual Incentive Paid Dollar LastYear	2	\$4	\$4	\$302	\$4	\$600	\$600
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$86,488	\$63,533	\$80,687	\$97,841
Fort Smith	89142	Full	\$70,547	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$69,881	\$66,268	\$82,825	\$99,403
Fort Smith	89142	Full	\$72,961	\$66,268	\$82,825	\$99,403
Rogers	69908	Full	\$53,892	\$41,512	\$51,890	\$64,863
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957
Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957

Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957
Conway	64136	Full	\$71,932	\$57,546	\$71,932	\$71,932
Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957
Conway	64136	Full	\$71,932	\$57,546	\$71,932	\$71,932
Conway	64136	Full	\$71,932	\$57,546	\$71,932	\$71,932
Conway	64136	Full	\$71,932	\$57,546	\$71,932	\$71,932
Conway	64136	Part	\$29,479	\$23,583	\$29,479	\$29,479
Sherwood	32731	Full	\$50,752	\$46,083	\$57,604	\$69,125
Jacksonville	29477	Full	\$51,124	\$40,899	\$51,124	\$61,349
West Memphis	24520	Full	\$48,963	\$39,170	\$48,963	\$58,756
Maumelle	19251	Full	\$44,154	\$35,323	\$44,154	\$52,985
Siloam Springs	17400	Full	\$57,262	\$43,633	\$54,541	\$65,449
Harrison	13069	Full	\$48,276	\$48,276	\$48,276	\$48,276
Forrest City	13015	Full	\$48,360	\$38,688	\$48,360	\$58,032
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$59,272	\$48,139	\$59,599	\$66,769
45,000+	3.2	\$64,697	\$52,030	\$64,929	\$71,394
20,000 - 49,999	1	\$50,280	\$42,051	\$52,564	\$63,076
10,000 - 19,999	1.25	\$47,306	\$39,341	\$46,762	\$54,184

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

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):	10/138/1
Exempt/non-exempt:	2/147
Bonus Eligible (Y/N):	10/147
Full/Part Time:	149/0
Number of Organizations Reporting:	12
Position Titles:	Sanitation Driver Sanitation Equipment Operator Iii Commercial Driver V Equipment Operator Iii Const Spec Int. Adv 933 Commercial Driver Iii Construction Spec Int Commercial Driver Ii Commercial Driver Isant Constr. Specialist Int. Commercial Driver I Const Spec Int Heavy Equipment Mech I Commerical Driver I Const Specialist Iv Sanitation Driver (Side Arm) Equipment Operator - Commercial Collections * Equipment Operator - Industrial Collections * Equipment Operator - Residential Collections * Sanitation Operator Iii Solid Waste Equipment Operator Iii Sanitation Op Iii/Cdl/Ts #1 Senior Driver Boom Truck Operator Sanitation #1 Driver Equipment Operator-Sanitation Driver, Semi Truck
Reports To:	Sanitation Manager Public Works Director Collections Or Recycling Operation Supervisor Or Manager Landfill Operations Or Recycling Operations Supervisor Or Manager Landfill Operations Supervisor Or Manager Residential Or Commerical Collections Supervisor Or Manager Asst. Street Superintendent Supervisor Supervisor - Commercial Collections Supervisor - Commercial Collections Supervisor - Residential Collections Sanitation Superintendent Sanitation Supervisor Route Supervisor Solid Waste Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	149	\$43,160	\$44,575	\$47,444	\$46,804	\$50,960	\$54,558
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
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996

Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$50,274	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$45,178	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$49,379	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$52,104	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$50,274	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$49,379	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$50,274	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$49,379	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$47,674	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$47,674	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$53,040	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$50,274	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$47,674	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$45,178	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$46,821	\$38,480	\$46,238	\$53,996
Fort Smith	89142	Full	\$51,771	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$51,688	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$46,238	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,282	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,514	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,160	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$49,566	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$46,238	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,386	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,826	\$41,828	\$52,291	\$62,732

Fort Smith	89142	Full	\$45,032	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,909	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,240	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,552	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,032	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,032	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$52,146	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$51,293	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$48,568	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$53,165	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$47,362	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$46,238	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,843	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,386	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597

North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
Conway	64136	Full	\$53,490	\$42,792	\$53,490	\$53,490
Conway	64136	Full	\$44,469	\$35,575	\$44,469	\$44,469
Conway	64136	Full	\$47,665	\$38,132	\$47,665	\$47,665
Conway	64136	Full	\$53,490	\$42,792	\$53,490	\$53,490
Conway	64136	Full	\$49,032	\$39,226	\$49,032	\$49,032
Conway	64136	Full	\$49,032	\$39,226	\$49,032	\$49,032
Conway	64136	Full	\$49,032	\$39,226	\$49,032	\$49,032
Conway	64136	Full	\$44,160	\$35,328	\$44,160	\$44,160
Conway	64136	Full	\$49,032	\$39,226	\$49,032	\$49,032
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$44,160	\$35,328	\$44,160	\$44,160
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$49,032	\$39,226	\$49,032	\$49,032
Conway	64136	Full	\$44,160	\$35,328	\$44,160	\$44,160
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$49,729	\$39,783	\$49,729	\$49,729
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$51,261	\$41,009	\$51,261	\$51,261
Sherwood	32731	Full	\$56,202	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$52,686	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$56,202	\$40,663	\$50,828	\$60,994

Sherwood	32731	Full	\$56,202	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$52,686	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$52,686	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$54,558	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Jacksonville	29477	Full	\$42,767	\$34,214	\$42,767	\$51,320
Maumelle	19251	Full	\$55,723	\$44,578	\$55,723	\$66,868
Siloam Springs	17400	Full	\$46,405	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$54,330	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$50,398	\$41,485	\$51,856	\$62,228
Blytheville	13406	Full	\$29,932	\$23,946	\$29,932	\$30,222
Forrest City	13015	Full	\$41,600	\$33,280	\$41,600	\$49,920
Forrest City	13015	Full	\$41,600	\$33,280	\$41,600	\$49,920
Batesville	11191	Full	\$36,000	\$28,800	\$36,000	\$43,200
Batesville	11191	Full	\$39,395	\$31,516	\$39,395	\$47,274
Batesville	11191	Full	\$37,148	\$29,718	\$37,148	\$44,578
Batesville	11191	Full	\$39,395	\$31,516	\$39,395	\$47,274
Batesville	11191	Full	\$36,000	\$28,800	\$36,000	\$43,200
Batesville	11191	Full	\$36,000	\$28,800	\$36,000	\$43,200

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	12.42	\$47,444	\$38,709	\$48,017	\$55,308
45,000+	30.5	\$47,504	\$39,062	\$48,376	\$55,274
20,000 - 49,999	4.67	\$52,125	\$40,247	\$50,309	\$60,371
10,000 - 19,999	2.6	\$41,840	\$33,745	\$42,182	\$50,180

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	9/45/1
Exempt/non-exempt:	1/54
Bonus Eligible (Y/N):	21/54
Full/Part Time:	54/1
Number of Organizations Reporting:	10
Position Titles:	Sanitation Equipment Operator Ii Equipment Operator Iii Sanitation Driver (Rolloff) Relief Sanitation Driver Driver Relief Dumpster/Packer Sanitation Operator Ii Solid Waste Equipment Operator Ii Truck Driver/Collector Sanitation #1 Driver Equipment Operator- Sanitation Driver Sanitation
Reports To:	Public Works Director Supervisor Foreman Sanitation Superintendent Route Supervisor Solid Waste Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	55	\$40,440	\$40,498	\$45,569	\$45,843	\$50,149	\$51,979
Actual Incentive Paid Dollar LastYear	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$50,149	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$50,149	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$49,254	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$47,507	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$50,149	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$51,979	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$51,064	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979

Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,032	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,032	\$37,003	\$44,491	\$51,979
Little Rock	202591	Full	\$45,843	\$37,003	\$44,491	\$51,979
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$48,591	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$45,841	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$45,841	\$34,254	\$43,245	\$54,597
Conway	64136	Full	\$44,469	\$35,575	\$44,469	\$44,469
Sherwood	32731	Full	\$48,859	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$47,882	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$49,920	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Jacksonville	29477	Full	\$40,440	\$32,352	\$40,440	\$48,528
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
West Memphis	24520	Full	\$40,498	\$32,398	\$40,498	\$48,598
Siloam Springs	17400	Full	\$43,742	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$41,600	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$48,485	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$51,605	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$43,826	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$46,779	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$38,480	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$49,754	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$41,600	\$37,190	\$46,487	\$55,785
Blytheville	13406	Full	\$31,895	\$25,516	\$31,895	\$32,205

Forrest City	13015	Full	\$41,600	\$33,280	\$41,600	\$49,920
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Part	\$18,200	\$14,560	\$18,200	\$21,840
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.5	\$45,569	\$35,386	\$43,782	\$52,249
45,000+	8.33	\$48,758	\$36,066	\$44,091	\$52,516
20,000 - 49,999	4	\$44,683	\$36,038	\$45,047	\$54,056
10,000 - 19,999	4.67	\$40,889	\$33,426	\$41,783	\$49,706

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	8/19/1
Exempt/non-exempt:	1/27
Bonus Eligible (Y/N):	4/27
Full/Part Time:	28/0
Number of Organizations Reporting:	9
Position Titles:	Sanitation Worker Sanitation Equipment Operator I Equipment Operator I Equip Oper Ii Sant Construction Spec Gen Knuckleboom/Cdl Cdl Driver Small Truck Garbage Collector/Driver Sanitation Operator I Solid Waste Equipment Oper I Sanitation #2 Driver Equipment Operator- Sanitation Operator, Driver/Chipper Operator, Sanitation Equipment Operator, Transfer Station
Reports To:	Sanitation Manager Public Works Director Landfill Operations Or Recycling Operations Supervisor Or Manager Foreman Sanitation Superintendent Solid Waste Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	28	\$37,148	\$38,267	\$40,615	\$41,455	\$42,390	\$46,488
Actual Incentive Paid Dollar LastYear	1	\$360	\$360	\$360	\$360	\$360	\$360
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,390	\$35,422	\$42,608	\$49,795
Little Rock	202591	Full	\$42,390	\$35,422	\$42,608	\$49,795
Little Rock	202591	Full	\$43,160	\$35,422	\$42,608	\$49,795
Little Rock	202591	Full	\$44,720	\$35,422	\$42,608	\$49,795
Little Rock	202591	Full	\$43,930	\$35,422	\$42,608	\$49,795
Little Rock	202591	Full	\$44,720	\$35,422	\$42,608	\$49,795
Little Rock	202591	Full	\$42,390	\$35,422	\$42,608	\$49,795
Conway	64136	Full	\$38,267	\$30,614	\$38,267	\$38,267
Conway	64136	Full	\$38,267	\$30,614	\$38,267	\$38,267
Conway	64136	Full	\$41,455	\$33,164	\$41,455	\$41,455
Conway	64136	Full	\$38,267	\$30,614	\$38,267	\$38,267

Conway	64136	Full	\$40,967	\$32,774	\$40,967	\$40,967
Conway	64136	Full	\$38,267	\$30,614	\$38,267	\$38,267
Conway	64136	Full	\$38,267	\$30,614	\$38,267	\$38,267
Sherwood	32731	Full	\$46,488	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$46,883	\$40,663	\$50,828	\$60,994
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Jacksonville	29477	Full	\$37,813	\$30,250	\$37,813	\$45,376
Siloam Springs	17400	Full	\$46,592	\$39,337	\$49,172	\$59,006
Siloam Springs	17400	Full	\$41,080	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$41,850	\$35,042	\$43,803	\$52,563
Blytheville	13406	Full	\$25,965	\$20,772	\$25,965	\$26,217
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$41,600	\$33,280	\$41,600	\$49,920
Forrest City	13015	Full	\$41,600	\$33,280	\$41,600	\$49,920
Batesville	11191	Full	\$33,758	\$27,006	\$33,758	\$40,510
Batesville	11191	Full	\$39,957	\$31,966	\$39,957	\$47,948
Batesville	11191	Full	\$37,148	\$29,718	\$37,148	\$44,578

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.11	\$40,615	\$33,115	\$40,976	\$46,706
45,000+	7	\$41,247	\$33,354	\$40,858	\$44,452
20,000 - 49,999	1.33	\$43,196	\$36,214	\$45,267	\$54,321
10,000 - 19,999	2.5	\$38,699	\$31,540	\$39,425	\$46,815

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	42/94/1
Exempt/non-exempt:	1/121
Bonus Eligible (Y/N):	31/121
Full/Part Time:	122/0
Number of Organizations Reporting:	12
Position Titles:	Sanitation Department Laborer Collector V Collector Iv Collector Iii Collector Ii Collector I Collector I 918 Small Truck Garbage Collector Laborer Collector - Residential Collections * Sewer Laborer Sanitation Loader Solid Waste Collector Sanitation Crew #7 Helper Sanitation Laborer Laborer - Sanitation Laborer Debris Driver Debris Driver Dumpster Laborer Dumpsters Laborer Sanitation
Reports To:	Public Works Director Collections Or Recycling Operation Supervisor Or Manager Foreman Supervisor - Residential Collections Sewer Crew Leader Sanitation Superintendent Sanitation Supervisor Route Supervisor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place Was Not Hired On 1/1/26 Was Not Hired By 1/1/26

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	120	\$32,906	\$34,070	\$37,442	\$35,660	\$39,520	\$45,386
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
Little Rock	202591	Full	\$45,386	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$43,014	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$42,245	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$42,245	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$41,496	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$42,245	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$40,019	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$36,608	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$40,747	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$40,747	\$32,323	\$38,854	\$45,385

Little Rock	202591	Full	\$40,747	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$37,274	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$37,274	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$39,312	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$39,312	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$38,626	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$35,318	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$38,626	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$35,318	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$36,608	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$36,608	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$36,608	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$36,608	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$35,318	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$33,488	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Little Rock	202591	Full	\$32,906	\$32,323	\$38,854	\$45,385
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,586	\$37,585	\$46,966	\$56,368
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10	\$37,442	\$30,788	\$37,907	\$43,417
45,000+	20.25	\$38,063	\$31,613	\$38,766	\$43,597
20,000 - 49,999	7.5	\$37,609	\$30,057	\$37,571	\$45,086
10,000 - 19,999	2.25	\$31,295	\$25,805	\$31,295	\$36,239

[illegible]

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):	3/19/2
Exempt/non-exempt:	15/6
Bonus Eligible (Y/N):	12/6
Full/Part Time:	23/0
Number of Organizations Reporting:	22
Position Titles:	Street Dept. Manager Streets & Drainage Director Street Superintendent Street Superientendent Assistant Public Works Director Concrete Crew Leader 33 Maintenance Manager Deputy Director, Street & Traffic Control * Street Coordinator Street/ Park Superintendent Street Suerintendent Street Supervisor/Cdl Director Street Department Assist Pw Director Street Street Director Superintendent Of Streets Operations Manager Drainage & Street Supervisor Superintendent, Street Construction Superintendent Public Works Superintendent Street Department Superintendent
Reports To:	Mayor Street Director Public Works Director Job Supervisor Street Operations Director Director, Public Works
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	23	\$60,176	\$64,272	\$79,981	\$72,946	\$98,485	\$103,525
Actual Incentive Paid Dollar LastYear	1	\$1,846	\$1,846	\$1,846	\$1,846	\$1,846	\$1,846
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$83,395	\$54,152	\$68,773	\$83,394
Fort Smith	89142	Full	\$135,000	\$135,000	\$150,000	\$165,000
Springdale	87320	Full	\$98,495	\$71,633	\$89,521	\$107,449
Rogers	69908	Full	\$130,145	\$100,125	\$125,156	\$156,445
North Little Rock	64591	Full	\$103,525	\$82,820	\$103,525	\$124,230
Conway	64136	Full	\$60,176	\$48,141	\$60,176	\$60,176
Conway	64136	Full	\$65,873	\$52,698	\$65,873	\$65,873
Bentonville	54164	Full	\$98,495	\$71,633	\$89,521	\$107,449
Pine Bluff	41253	Full	\$70,812	\$56,650	\$70,812	\$84,974
Benton	35014	Full	\$83,213	\$56,100	\$83,213	\$84,000
Sherwood	32731	Full	\$64,272	\$54,760	\$68,450	\$82,140
Paragould	29537	Full	\$60,000	\$48,000	\$60,000	\$72,000

Texarkana	29387	Full	\$72,946	\$56,451	\$76,274	\$90,834
Russellville	28940	Full	\$87,657	\$70,126	\$87,657	\$105,188
Cabot	26569	Full	\$64,272	\$61,206	\$71,917	\$82,628
West Memphis	24520	Full	\$64,496	\$51,597	\$64,496	\$77,395
Bryant	20663	Full	\$39,353	\$31,482	\$39,353	\$47,224
Maumelle	19251	Full	\$61,830	\$49,464	\$61,830	\$74,196
Centerton	17870	Full	\$83,200	\$66,560	\$83,200	\$99,840
Siloam Springs	17400	Full	\$98,485	\$74,257	\$92,821	\$120,668
Batesville	11191	Full	\$72,900	\$58,320	\$72,900	\$87,480
Magnolia	11162	Full	\$76,040	\$60,832	\$76,040	\$91,248
Malvern	10867	Full	\$64,979	\$51,983	\$64,979	\$77,975

Averages by Population Group						
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum	
Overall	1.05	\$79,981	\$63,652	\$79,412	\$93,383	
45,000+	1.14	\$96,888	\$77,025	\$94,068	\$108,752	
20,000 - 49,999	1	\$67,447	\$54,041	\$69,130	\$80,709	
10,000 - 19,999	1	\$76,239	\$60,236	\$75,295	\$91,901	

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	15/40/5
Exempt/non-exempt:	9/47
Bonus Eligible (Y/N):	29/47
Full/Part Time:	58/0
Number of Organizations Reporting:	23
Position Titles:	Streets & Drainage Asst Director Street Construction Inspector Street Supervisor Field Supervisor Street Superintendent Crew Leader Row Crew Lead Construction Manager 901 Right Of Way Inspector Crew Leader 832 Construction Inspector Foremean Supervisor - Street Construction * Supervisor - Street Drainage * Supervisor - Street Maintenance * Street Department Manager Street Foreman Assistant Street Coordinator Street Operator Lead/Cdl Foreman Asst Superintendent Of Streets Crew Leader- Drainage Crew Leader- Streets Interim Crew Leader Foreman, Street/Infrastructure Lead, Infrastructure Crew Lead, Street Crew Lead, Street Mowing Leadsman, Concrete Concrete Foreman Construction Foreman Signs & Markings Supervisor Foreman Ii-01 Asphalt Foreman Foreman Ii Street Department Foreman
Reports To:	Streets & Drainage Director Public Works Director Street Maintenance Superintendent Street Supervisor Street Operations Director Job Supervisor Deputy Director, Street & Traffic Control Chief Operations Officer / City Engineer Street Department Manager Street Superintendent Street Director Foreman Street Department Director Construction Superintendent Public Works Superintendent Mayor Street Department Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	58	\$47,632	\$54,616	\$60,236	\$57,352	\$65,457	\$77,654
Actual Incentive Paid Dollar LastYear	3	\$1,040	\$1,040	\$928	\$1,040	\$1,264	\$1,264
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$71,261	\$48,423	\$61,497	\$74,571
Fort Smith	89142	Full	\$74,820	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$74,820	\$53,518	\$66,892	\$80,267
Fort Smith	89142	Full	\$62,552	\$53,518	\$66,892	\$80,267
Springdale	87320	Full	\$54,616	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$56,133	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$56,133	\$48,547	\$60,684	\$72,821

Springdale	87320	Full	\$71,438	\$67,235	\$84,045	\$100,853
Rogers	69908	Full	\$60,673	\$54,537	\$68,171	\$85,214
Rogers	69908	Full	\$58,926	\$54,537	\$68,171	\$85,214
Rogers	69908	Full	\$95,035	\$74,075	\$92,593	\$115,742
North Little Rock	64591	Full	\$77,654	\$62,123	\$77,654	\$93,185
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$64,177	\$43,102	\$52,391	\$64,177
North Little Rock	64591	Full	\$60,650	\$43,102	\$52,391	\$64,177
Conway	64136	Full	\$47,816	\$38,253	\$47,816	\$47,816
Conway	64136	Full	\$65,873	\$52,698	\$65,873	\$65,873
Conway	64136	Full	\$86,482	\$69,186	\$86,482	\$86,482
Conway	64136	Full	\$55,718	\$44,574	\$55,718	\$55,718
Conway	64136	Full	\$65,873	\$52,698	\$65,873	\$65,873
Conway	64136	Full	\$55,718	\$44,574	\$55,718	\$55,718
Conway	64136	Full	\$89,073	\$71,258	\$89,073	\$89,073
Bentonville	54164	Full	\$54,616	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$56,133	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$56,133	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$71,438	\$67,235	\$84,045	\$100,853
Pine Bluff	41253	Full	\$54,749	\$43,799	\$54,749	\$65,699
Benton	35014	Full	\$56,959	\$54,768	\$56,959	\$83,600
Benton	35014	Full	\$46,887	\$42,681	\$46,887	\$61,046
Sherwood	32731	Full	\$51,834	\$46,083	\$57,604	\$69,125
Sherwood	32731	Full	\$60,902	\$46,083	\$57,604	\$69,125
Sherwood	32731	Full	\$50,315	\$54,760	\$68,450	\$82,140
Texarkana	29387	Full	\$56,701	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$48,402	\$47,029	\$59,446	\$75,754
Texarkana	29387	Full	\$48,402	\$47,029	\$59,446	\$75,754
Russellville	28940	Full	\$58,614	\$46,891	\$58,614	\$70,337
Cabot	26569	Full	\$58,916	\$56,106	\$65,924	\$75,743
Cabot	26569	Full	\$57,216	\$56,106	\$65,924	\$75,743
West Memphis	24520	Full	\$43,784	\$35,027	\$43,784	\$52,541
West Memphis	24520	Full	\$36,650	\$29,320	\$36,650	\$43,980
Van Buren	23218	Full	\$78,310	\$62,648	\$78,310	\$93,972
Bryant	20663	Full	\$65,457	\$52,366	\$65,457	\$78,548
Bryant	20663	Full	\$59,716	\$47,773	\$59,716	\$71,659
Maumelle	19251	Full	\$57,352	\$45,882	\$57,352	\$68,822
Centerton	17870	Full	\$80,579	\$64,463	\$80,579	\$96,695
Centerton	17870	Full	\$57,283	\$45,826	\$57,283	\$68,740
Centerton	17870	Full	\$47,632	\$38,106	\$47,632	\$57,158

Siloam Springs	17400	Full	\$64,605	\$46,560	\$58,199	\$69,839
Siloam Springs	17400	Full	\$58,698	\$43,633	\$54,541	\$65,449
Siloam Springs	17400	Full	\$57,741	\$43,633	\$54,541	\$65,449
Siloam Springs	17400	Full	\$56,347	\$43,633	\$54,541	\$65,449
Siloam Springs	17400	Full	\$59,779	\$43,633	\$54,541	\$65,449
Blytheville	13406	Full	\$38,262	\$30,610	\$38,262	\$38,634
Harrison	13069	Full	\$74,868	\$74,868	\$74,868	\$74,868
Harrison	13069	Full	\$55,889	\$55,889	\$55,889	\$55,889
Harrison	13069	Full	\$50,728	\$50,728	\$50,728	\$50,728
Forrest City	13015	Full	\$38,480	\$30,784	\$38,480	\$46,176
Malvern	10867	Full	\$53,666	\$42,933	\$53,666	\$64,399

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.52		\$60,236	\$49,987	\$61,220	\$71,840
45,000+	3.71		\$65,690	\$53,175	\$66,334	\$76,632
20,000 - 49,999	1.89		\$54,930	\$47,970	\$58,528	\$71,795
10,000 - 19,999	2.14		\$56,794	\$46,745	\$55,407	\$63,583

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	15/184/25
Exempt/non-exempt:	0/224
Bonus Eligible (Y/N):	129/224
Full/Part Time:	224/0
Number of Organizations Reporting:	23
Position Titles:	Street Dept Crew Leader Equipment Operator Truck Driver Stormwater Equipment Operator Streets Technician Row Technician Consturction Spec Int Maintenance Spec Iii Construction Spec Gen I Construction Special Int Const. Specialist Inter Equipment Operator Iv Heavy Equipment Operator Sweeper Operator/Relief Cdl Heavy Equipmen Operator/Bucket Truck Equipment Operator - Street Construction * Equipment Operator - Street Drainage * Equipment Operator - Street Maintenance * Street Operator I Street Operator Ii Street Operator Iii Equipment Operator V Street Equipment Operator Street Operator Iii/Cdl #1 Street Operator Iii/Cdl #2 Street Operator Iii/Cdl #3 Heavy Equipment Operator-Street Light Equipment Operator-Street Street #1 Driver Street #2 Driver Light Equipment Operator Street Operator Ii (Cdl) Street Operator Iii (Cdl) Equipment Operator I Generalist- Street/Drain/San Equipment Operator- Drainage Equipment Operator- Wastewater Equipment Operator - Street Operator I, Equipment Operator I, Equipment (Infrastructure) Operator Ii, Equipment Operator Iii, Equipment Street Inspector Heavy Equipment/Cdl Trainer Maintenance Ii Equipment Operator I-01 Equipment Operator I-02 Equipment Operator I-04 Equipment Operator I-06 Equipment Operator I-07 Equipment Operator I-08 Equipment Operator I-09 Equipment Operator I-10 Adc Work Release (Streets-1) Adc Work Release (Streets-3) Adc Work Release (Streets-4) Adc Work Release (Streets-5) Driver Street
Reports To:	Street Dept. Manager Streets & Drainage Director Street Maintenance Superintendent Streets Superintendent Crew Leader Asst. Street Superintendent Public Works Director Supervisor - Street Construction Supervisor - Street Drainage Supervisor - Street Maintenance Street Foreman Street Superintendent Street Supervisor Assist Pw Director Street Street Department Director Operations Manager Construction Superintendent Construction Foreman Public Works Superintendent Street Department Superintendent
Comments:	New Employee 2026 Vacant Position In 2026 But Not In 2025 Grade Above Construction Specialist Gen No Pay Grade/Min/Mid/Max Pay Structure In Place Same Duties Except For Ww And Not Streets Was Not Hired By 1/1/26

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	223	\$36,275	\$39,250	\$43,703	\$43,680	\$47,882	\$53,052
Actual Incentive Paid Dollar LastYear	10	\$240	\$889	\$862	\$912	\$973	\$1,027
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996

Little Rock	202591	Full	\$49,379	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$53,997	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$47,674	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$45,178	\$38,480	\$46,238	\$53,996
Little Rock	202591	Full	\$48,526	\$38,480	\$46,238	\$53,996
Fort Smith	89142	Full	\$45,386	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$38,522	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$44,845	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$39,582	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$40,851	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$56,638	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$46,342	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$52,416	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$44,200	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$37,586	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$51,293	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$43,992	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,160	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,386	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,160	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,160	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Springdale	87320	Full	\$56,133	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$45,965	\$39,753	\$49,691	\$59,629
Springdale	87320	Full	\$43,422	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$42,248	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$45,769	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$44,596	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$56,331	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$41,075	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$55,157	\$37,554	\$46,942	\$56,331

Springdale	87320	Full	\$39,775	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$36,460	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$37,566	\$35,356	\$44,195	\$53,034
Springdale	87320	Full	\$45,300	\$35,356	\$44,195	\$53,034
Rogers	69908	Full	\$39,478	\$36,302	\$45,378	\$56,722
Rogers	69908	Full	\$57,512	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$47,590	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$46,592	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$47,112	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$46,092	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$47,112	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$45,323	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,657	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,657	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,657	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$43,638	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,865	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$44,865	\$41,512	\$51,890	\$64,863
Rogers	69908	Full	\$54,912	\$46,722	\$58,403	\$73,003
Rogers	69908	Full	\$52,041	\$46,722	\$58,403	\$73,003
Rogers	69908	Full	\$51,708	\$46,722	\$58,403	\$73,003
Rogers	69908	Full	\$52,041	\$46,722	\$58,403	\$73,003
Rogers	69908	Full	\$52,041	\$46,722	\$58,403	\$73,003
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
North Little Rock	64591	Full	\$54,597	\$34,254	\$43,245	\$54,597
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$38,400	\$30,720	\$38,400	\$38,400
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804
Conway	64136	Full	\$46,804	\$37,443	\$46,804	\$46,804

Conway	64136	Full	\$50,275	\$40,220	\$50,275	\$50,275
Conway	64136	Full	\$45,903	\$36,722	\$45,903	\$45,903
Conway	64136	Full	\$44,575	\$35,660	\$44,575	\$44,575
Conway	64136	Full	\$38,400	\$30,720	\$38,400	\$38,400
Conway	64136	Full	\$38,400	\$30,720	\$38,400	\$38,400
Conway	64136	Full	\$38,400	\$30,720	\$38,400	\$38,400
Bentonville	54164	Full	\$56,133	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$45,965	\$39,753	\$49,691	\$59,629
Bentonville	54164	Full	\$43,422	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$42,248	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$45,769	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$44,596	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$56,331	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$41,075	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$55,157	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$39,775	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$36,460	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$37,566	\$35,356	\$44,195	\$53,034
Bentonville	54164	Full	\$45,300	\$35,356	\$44,195	\$53,034
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$52,011	\$41,609	\$52,011	\$62,413
Pine Bluff	41253	Full	\$53,052	\$42,442	\$53,052	\$63,662
Pine Bluff	41253	Full	\$47,969	\$38,375	\$47,969	\$57,563
Pine Bluff	41253	Full	\$47,969	\$38,375	\$47,969	\$57,563
Pine Bluff	41253	Full	\$47,976	\$38,381	\$47,976	\$57,571
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,062	\$32,850	\$41,062	\$49,274
Pine Bluff	41253	Full	\$41,062	\$32,850	\$41,062	\$49,274
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Pine Bluff	41253	Full	\$41,073	\$32,858	\$41,073	\$49,288
Benton	35014	Full	\$45,926	\$42,162	\$45,926	\$55,141
Benton	35014	Full	\$43,848	\$42,162	\$43,848	\$55,141
Benton	35014	Full	\$42,640	\$42,162	\$42,640	\$55,141
Benton	35014	Full	\$41,100	\$38,522	\$41,100	\$51,501
Benton	35014	Full	\$40,863	\$38,522	\$40,863	\$51,501

Benton	35014	Full	\$38,522	\$38,522	\$38,522	\$51,501
Benton	35014	Full	\$39,520	\$38,522	\$39,520	\$51,501
Benton	35014	Full	\$40,560	\$38,522	\$40,560	\$51,501
Benton	35014	Full	\$43,848	\$42,161	\$43,848	\$55,141
Sherwood	32731	Full	\$49,566	\$38,499	\$48,124	\$57,748
Sherwood	32731	Full	\$47,882	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$40,664	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$50,690	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$44,242	\$42,891	\$53,614	\$64,336
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$50,960	\$40,768	\$50,960	\$61,152
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Jacksonville	29477	Full	\$40,333	\$32,266	\$40,333	\$48,400
Jacksonville	29477	Full	\$43,603	\$34,882	\$43,603	\$52,324
Jacksonville	29477	Full	\$46,500	\$37,200	\$46,500	\$55,800
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$42,619	\$39,166	\$49,546	\$63,336
Texarkana	29387	Full	\$31,054	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$31,054	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$31,054	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$30,389	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$36,400	\$30,389	\$36,400	\$44,242
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Texarkana	29387	Full	\$22,880	\$22,880	\$22,880	\$22,880
Russellville	28940	Full	\$45,698	\$36,558	\$45,698	\$54,838
Russellville	28940	Full	\$34,757	\$27,806	\$34,757	\$41,708
Russellville	28940	Full	\$37,502	\$30,002	\$37,502	\$45,002

Russellville	28940	Full	\$36,275	\$29,020	\$36,275	\$43,530
Russellville	28940	Full	\$48,443	\$38,754	\$48,443	\$58,132
Russellville	28940	Full	\$34,694	\$27,755	\$34,694	\$41,633
Russellville	28940	Full	\$36,962	\$29,570	\$36,962	\$44,354
Russellville	28940	Full	\$46,446	\$37,157	\$46,446	\$55,735
Russellville	28940	Full	\$45,698	\$36,558	\$45,698	\$54,838
Russellville	28940	Full	\$39,874	\$31,899	\$39,874	\$47,849
Russellville	28940	Full	\$34,694	\$27,755	\$34,694	\$41,633
Russellville	28940	Full	\$36,608	\$29,286	\$36,608	\$43,930
Cabot	26569	Full	\$43,260	\$40,804	\$46,924	\$53,045
Cabot	26569	Full	\$43,260	\$40,804	\$46,924	\$53,045
Cabot	26569	Full	\$43,260	\$40,804	\$46,924	\$53,045
Cabot	26569	Full	\$40,804	\$40,804	\$46,924	\$53,045
West Memphis	24520	Full	\$36,650	\$29,320	\$36,650	\$43,980
West Memphis	24520	Full	\$35,048	\$28,038	\$35,048	\$42,058
West Memphis	24520	Full				
West Memphis	24520	Full	\$39,603	\$31,682	\$39,603	\$47,524
West Memphis	24520	Full	\$35,048	\$28,038	\$35,048	\$42,058
West Memphis	24520	Full	\$38,938	\$31,150	\$38,938	\$46,726
West Memphis	24520	Full	\$38,376	\$30,701	\$38,376	\$46,051
Maumelle	19251	Full	\$38,492	\$30,794	\$38,492	\$46,190
Maumelle	19251	Full	\$47,026	\$37,621	\$47,026	\$56,431
Maumelle	19251	Full	\$51,782	\$41,426	\$51,782	\$62,138
Centerton	17870	Full	\$38,230	\$30,584	\$38,230	\$45,876
Centerton	17870	Full	\$44,013	\$35,210	\$44,013	\$52,816
Centerton	17870	Full	\$38,230	\$30,584	\$38,230	\$45,876
Centerton	17870	Full	\$43,826	\$35,061	\$43,826	\$52,591
Centerton	17870	Full	\$52,416	\$41,933	\$52,416	\$62,899
Centerton	17870	Full	\$43,826	\$35,061	\$43,826	\$52,591
Centerton	17870	Full	\$40,310	\$32,248	\$40,310	\$48,372
Centerton	17870	Full	\$47,403	\$37,922	\$47,403	\$56,884
Centerton	17870	Full	\$38,230	\$30,584	\$38,230	\$45,876
Centerton	17870	Full	\$39,374	\$31,499	\$39,374	\$47,249
Centerton	17870	Full	\$60,258	\$48,206	\$60,258	\$72,310
Centerton	17870	Full	\$40,310	\$32,248	\$40,310	\$48,372
Siloam Springs	17400	Full	\$35,402	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$44,387	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$36,400	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$35,464	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$39,728	\$35,042	\$43,803	\$52,563

Siloam Springs	17400	Full	\$35,048	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$35,755	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$39,728	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$37,814	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$41,974	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$39,250	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$41,974	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$41,933	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$44,949	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$43,950	\$37,190	\$46,487	\$55,785
Siloam Springs	17400	Full	\$49,858	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$48,755	\$41,485	\$51,856	\$62,228
Siloam Springs	17400	Full	\$50,794	\$41,485	\$51,856	\$62,228
Harrison	13069	Full	\$43,118	\$43,118	\$43,118	\$43,118
Harrison	13069	Full	\$41,080	\$41,080	\$41,080	\$41,080
Harrison	13069	Full	\$47,320	\$47,320	\$47,320	\$47,320
Harrison	13069	Full	\$47,320	\$47,320	\$47,320	\$47,320
Harrison	13069	Full	\$53,289	\$53,289	\$53,289	\$53,289
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Batesville	11191	Full	\$46,758	\$37,406	\$46,758	\$56,110
Malvern	10867	Full	\$39,468	\$31,574	\$39,468	\$47,362

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	9.7	\$43,703	\$37,041	\$45,426	\$54,165
45,000+	14.71	\$46,175	\$38,742	\$48,304	\$57,643
20,000 - 49,999	8.56	\$41,114	\$35,008	\$42,144	\$50,603
10,000 - 19,999	6.14	\$42,420	\$36,607	\$44,409	\$52,211

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	2/118/27
Exempt/non-exempt:	9/113
Bonus Eligible (Y/N):	52/113
Full/Part Time:	147/0
Number of Organizations Reporting:	20
Position Titles:	Dump Truck Driver/Laborer Laborer Street Department Laborer Equipment Operator I Equipment Operator Ii Equipment Operator Iii Mechanic /Laborer Mechanic Assistant Stormwater Enforcement/Coordinator Stormwater Inspector Tractor Driver Maintenance Person - Traffic Control * Street Maintenance Worker Laborer I Laborer I (Lspf) Laborer I (Rftp) Street Worker Street Department Labor Street Laborer #1 Street Laborer #3 Street Laborer #2 Helper Street Laborer Laborer - Drainage Laborer - Streets Sign Foreman Sign & Markings Tech Equipment Operator Laborer Street
Reports To:	Street Dept. Manager Streets & Drainage Director Public Works Director Street Maintenance Superintendent Supervisor Foreman Program Manager - Traffic Control Street Superintendent Street Supervisor Director Of Planning & Economic Development Crew Leader Assist Pw Director Street Street Department Director Signs & Markings Supervisor Sign Foreman Street Department Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	147	\$31,450	\$34,050	\$38,559	\$36,691	\$40,555	\$45,992
Actual Incentive Paid Dollar LastYear	8	\$480	\$480	\$719	\$796	\$840	\$899
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$38,563	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,250	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$37,211	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,250	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$35,277	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956

Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$35,277	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$33,446	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$39,957	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$35,277	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$35,277	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$31,699	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$34,050	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,864	\$28,475	\$34,216	\$39,956
Little Rock	202591	Full	\$32,282	\$28,475	\$34,216	\$39,956
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Springdale	87320	Full	\$48,547	\$48,547	\$60,684	\$72,821
Springdale	87320	Full	\$39,902	\$37,554	\$46,942	\$56,331
Springdale	87320	Full	\$37,554	\$37,554	\$46,942	\$56,331
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992

North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$45,992	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$43,389	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$43,389	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$40,933	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$38,616	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$38,616	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
North Little Rock	64591	Full	\$36,430	\$28,856	\$36,430	\$45,992
Bentonville	54164	Full	\$48,547	\$48,547	\$60,684	\$72,821
Bentonville	54164	Full	\$39,902	\$37,554	\$46,942	\$56,331
Bentonville	54164	Full	\$37,554	\$37,554	\$46,942	\$56,331
Pine Bluff	41253	Full	\$31,831	\$25,465	\$31,831	\$38,197
Benton	35014	Full	\$35,855	\$32,489	\$35,855	\$48,214
Benton	35014	Full	\$36,400	\$32,489	\$36,400	\$48,214
Benton	35014	Full	\$39,824	\$32,489	\$39,824	\$48,214
Benton	35014	Full	\$34,320	\$32,489	\$34,320	\$48,214
Benton	35014	Full	\$35,360	\$32,489	\$35,360	\$48,214
Benton	35014	Full	\$40,555	\$32,489	\$40,555	\$48,214
Sherwood	32731	Full	\$39,291	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,419	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$37,190	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$35,360	\$36,314	\$45,392	\$54,471
Sherwood	32731	Full	\$43,326	\$37,192	\$46,490	\$55,788
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Jacksonville	29477	Full	\$36,880	\$29,504	\$36,880	\$44,256
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$33,475	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,142	\$32,643	\$36,723	\$40,804

Cabot	26569	Full	\$35,142	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
Cabot	26569	Full	\$35,020	\$32,643	\$36,723	\$40,804
West Memphis	24520	Full	\$35,048	\$28,038	\$35,048	\$42,058
West Memphis	24520	Full	\$35,048	\$28,038	\$35,048	\$42,058
West Memphis	24520	Full	\$36,421	\$29,137	\$36,421	\$43,705
West Memphis	24520	Full	\$40,102	\$32,082	\$40,102	\$48,122
Van Buren	23218	Full	\$40,219	\$32,175	\$40,219	\$48,263
Van Buren	23218	Full	\$41,013	\$32,810	\$41,013	\$49,216
Van Buren	23218	Full	\$57,599	\$46,079	\$57,599	\$69,119
Van Buren	23218	Full	\$53,327	\$42,662	\$53,327	\$63,992
Van Buren	23218	Full	\$44,037	\$35,230	\$44,037	\$52,844
Van Buren	23218	Full	\$48,497	\$38,798	\$48,497	\$58,196
Van Buren	23218	Full	\$47,612	\$38,090	\$47,612	\$57,134
Van Buren	23218	Full	\$44,124	\$35,299	\$44,124	\$52,949
Van Buren	23218	Full	\$41,864	\$33,491	\$41,864	\$50,237
Van Buren	23218	Full	\$35,361	\$28,289	\$35,361	\$42,433
Bryant	20663	Full	\$32,822	\$26,258	\$32,822	\$39,386
Bryant	20663	Full	\$32,822	\$26,258	\$32,822	\$39,386
Bryant	20663	Full	\$46,051	\$36,841	\$46,051	\$55,261
Bryant	20663	Full	\$38,251	\$30,601	\$38,251	\$45,901
Bryant	20663	Full	\$36,504	\$29,203	\$36,504	\$43,805
Bryant	20663	Full	\$39,520	\$31,616	\$39,520	\$47,424
Bryant	20663	Full	\$41,600	\$33,280	\$41,600	\$49,920
Bryant	20663	Full	\$43,680	\$34,944	\$43,680	\$52,416
Bryant	20663	Full	\$50,980	\$40,784	\$50,980	\$61,176
Bryant	20663	Full	\$48,692	\$38,954	\$48,692	\$58,430
Bryant	20663	Full	\$113,836	\$91,069	\$113,836	\$136,603
Bryant	20663	Full	\$55,473	\$44,378	\$55,473	\$66,568
Bryant	20663	Full	\$52,561	\$42,049	\$52,561	\$63,073
Bryant	20663	Full	\$49,254	\$39,403	\$49,254	\$59,105
Bryant	20663	Full	\$42,473	\$33,978	\$42,473	\$50,968
Maumelle	19251	Full	\$31,200	\$24,960	\$31,200	\$37,440
Maumelle	19251	Full	\$32,136	\$25,709	\$32,136	\$38,563
Maumelle	19251	Full	\$32,136	\$25,709	\$32,136	\$38,563
Blytheville	13406	Full	\$27,122	\$21,698	\$27,122	\$27,385
Forrest City	13015	Full	\$31,450	\$25,160	\$31,450	\$37,740
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192

Forrest City	13015	Full	\$31,450	\$25,160	\$31,450	\$37,740
Forrest City	13015	Full	\$31,450	\$25,160	\$31,450	\$37,740
Forrest City	13015	Full	\$31,450	\$25,160	\$31,450	\$37,740
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Forrest City	13015	Full	\$30,160	\$24,128	\$30,160	\$36,192
Batesville	11191	Full	\$34,950	\$27,960	\$34,950	\$41,940
Batesville	11191	Full	\$32,250	\$25,800	\$32,250	\$38,700
Batesville	11191	Full	\$34,900	\$27,920	\$34,900	\$41,880
Magnolia	11162	Full	\$40,705	\$32,564	\$40,705	\$48,846
Magnolia	11162	Full	\$39,520	\$31,616	\$39,520	\$47,424
Magnolia	11162	Full	\$41,600	\$33,280	\$41,600	\$49,920
Magnolia	11162	Full	\$34,320	\$27,456	\$34,320	\$41,184
Magnolia	11162	Full	\$31,200	\$24,960	\$31,200	\$37,440
Magnolia	11162	Full	\$34,320	\$27,456	\$34,320	\$41,184
Magnolia	11162	Full	\$27,040	\$21,632	\$27,040	\$32,448
Magnolia	11162	Full	\$37,440	\$29,952	\$37,440	\$44,928
Malvern	10867	Full	\$31,300	\$25,040	\$31,300	\$37,560

Averages by Population Group						
Group	Number of Employees per City		Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.35		\$38,559	\$31,117	\$38,240	\$45,868
45,000+	12.8		\$38,366	\$30,007	\$36,846	\$44,306
20,000 - 49,999	6.33		\$41,472	\$34,643	\$42,356	\$50,764
10,000 - 19,999	4.33		\$32,650	\$26,120	\$32,650	\$38,981

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	1/5/0
Exempt/non-exempt:	2/4
Bonus Eligible (Y/N):	4/4
Full/Part Time:	6/0
Number of Organizations Reporting:	6
Position Titles:	Special Project Manager Recycling Superintendent Lead, Recycle Maintenance Ii Recycling Coordinator Iii
Reports To:	Sanitaiton Director Solid Waste Superintendent Public Works Director Public Works Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$39,775	\$39,775	\$56,607	\$54,059	\$58,957	\$90,376
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87320	Full	\$39,775	\$35,356	\$44,195	\$53,034
Rogers	69908	Full	\$90,376	\$68,865	\$86,081	\$107,601
Conway	64136	Full	\$58,957	\$47,166	\$58,957	\$58,957
Bentonville	54164	Full	\$39,775	\$35,356	\$44,195	\$53,034
Texarkana	29387	Full	\$56,701	\$47,029	\$59,446	\$75,754
Siloam Springs	17400	Full	\$54,059	\$43,633	\$54,541	\$65,449

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$56,607	\$46,234	\$57,903	\$68,972
45,000+	1	\$57,221	\$46,686	\$58,357	\$68,157
20,000 - 49,999	1	\$56,701	\$47,029	\$59,446	\$75,754
10,000 - 19,999	1	\$54,059	\$43,633	\$54,541	\$65,449

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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:	1/0
Bonus Eligible (Y/N):	0/0
Full/Part Time:	1/0
Number of Organizations Reporting:	1
Position Titles:	Solid Waste Recycling Operator/Collector
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	1	\$26,737	\$26,737	\$26,737	\$26,737	\$26,737	\$26,737
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
Blytheville	13406	Full	\$26,737	\$21,390	\$26,737	\$26,996

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$26,737	\$21,390	\$26,737	\$26,996
10,000 - 19,999	1	\$26,737	\$21,390	\$26,737	\$26,996

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

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.
Total Matches (A/M/B):	0/5/1
Exempt/non-exempt:	6/0
Bonus Eligible (Y/N):	3/0
Full/Part Time:	6/0
Number of Organizations Reporting:	4
Position Titles:	Traffic Engineer Manager, Traffic Engineering Director Of Traffic Services And Safety Engineering Project Manager Project Engineer
Reports To:	Engineering Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	6	\$103,334	\$103,334	\$109,669	\$106,749	\$115,825	\$121,442
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
Little Rock	202591	Full	\$121,442	\$90,563	\$115,015	\$139,467
Rogers	69908	Full	\$103,334	\$84,495	\$105,618	\$132,023
Rogers	69908	Full	\$109,844	\$94,915	\$118,643	\$148,304
Rogers	69908	Full	\$100,817	\$94,915	\$118,643	\$148,304
North Little Rock	64591	Full	\$115,825	\$92,660	\$115,825	\$138,990
Conway	64136	Full	\$106,749	\$85,399	\$106,749	\$106,749

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$109,669	\$90,491	\$113,416	\$135,640
45,000+	1.5	\$109,669	\$90,491	\$113,416	\$135,640

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

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	2	\$70,065	\$70,065	\$81,233	\$70,065	\$92,401	\$92,401
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
Little Rock	202591	Full	\$92,401	\$65,524	\$83,215	\$100,906
North Little Rock	64591	Full	\$70,065	\$46,620	\$56,668	\$70,064

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$81,233	\$56,072	\$69,942	\$85,485
45,000+	1	\$81,233	\$56,072	\$69,942	\$85,485

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.

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

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

1217- Traffic Technician II

Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school; two (2) years of experience at the level of Traffic Technician I or a related area.
Total Matches (A/M/B):	2/2/0
Exempt/non-exempt:	1/3
Bonus Eligible (Y/N):	1/3
Full/Part Time:	4/0
Number of Organizations Reporting:	4
Position Titles:	Lead Traffic Technician Sign & Pav Mark Tec II Sidewalk/Traffic Coordinator * Senior Sign & Markings Barricade Technician
Reports To:	Mayor Director, Public Works Sign & Markings Supervisor
Comments:	

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	4	\$42,358	\$42,358	\$53,106	\$52,098	\$57,845	\$60,122
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$52,098	\$50,336	\$62,899	\$75,483
North Little Rock	64591	Full	\$60,122	\$37,721	\$47,622	\$60,122
Conway	64136	Full	\$42,358	\$33,886	\$42,358	\$42,358
Cabot	26569	Full	\$57,845	\$51,005	\$59,931	\$68,857

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$53,106	\$43,237	\$53,203	\$61,705
45,000+	1	\$51,526	\$40,648	\$50,960	\$59,321
20,000 - 49,999	1	\$57,845	\$51,005	\$59,931	\$68,857

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

1218- Traffic Technician I

Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school.
Total Matches (A/M/B):	2/5/1
Exempt/non-exempt:	0/8
Bonus Eligible (Y/N):	3/8
Full/Part Time:	8/0
Number of Organizations Reporting:	6
Position Titles:	Traffic Technician Sign Pavement Mark Tec I Traffic Systems Technician Sign & Markings Technician Traffic Tech Traffic Technician-01 Traffic Technician-02 *Renamed Equipment Op Ii*
Reports To:	Lead Traffic Technician Traffic Signal Tech Iii Street Department Manager Sign & Markings Supervisor Traffic Superintendent Public Works Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data

	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	8	\$38,508	\$38,508	\$44,753	\$43,826	\$50,270	\$50,728
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$50,270	\$31,539	\$39,818	\$50,269
Conway	64136	Full	\$38,508	\$30,806	\$38,508	\$38,508
Texarkana	29387	Full	\$41,891	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$43,826	\$39,166	\$49,546	\$63,336
Russellville	28940	Full	\$37,461	\$29,969	\$37,461	\$44,953
Russellville	28940	Full	\$44,866	\$35,893	\$44,866	\$53,839
Cabot	26569	Full	\$50,470	\$42,420	\$48,300	\$54,600
Harrison	13069	Full	\$50,728	\$50,728	\$50,728	\$50,728

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$44,753	\$36,928	\$43,890	\$50,897
45,000+	1	\$44,389	\$31,173	\$39,163	\$44,389
20,000 - 49,999	1.67	\$43,703	\$36,470	\$44,413	\$53,533

10,000 - 19,999	1	\$50,728	\$50,728	\$50,728	\$50,728
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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.

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):	2/20/1
Exempt/non-exempt:	7/10
Bonus Eligible (Y/N):	7/10
Full/Part Time:	22/0
Number of Organizations Reporting:	10
Position Titles:	Waste Water Manager Wastewater Chief Plant Operator Wastewater Field Supervisor Wastewater Night Supervisor Wastewater Treatment Plant Manager Wastewater Supervisor Deputy Director, Utility Operations * Deputy Director, Systems * Sewer Crew Leader Sewer Foreman Wastewater Lead Man Wastewater Systems Manager Water And Sewer Operations Supervisor Assistant Wastewater Plant Manager Water/Sewer Operations Manager Wastewater Operations Supervis Wastewater Manager Superintendent, Water Plant Director Of Wastewater Treatment Plant
Reports To:	City Engineer Mayor Utility Manager Director, Water Resources Director, Public Works Sewer Foreman Wastewater Systems Manager Chief Operations Officer / City Engineer Public Works Director General Manager
Comments:	Serves Over Both Water And Wastewater Treatment Plants Serves Over Both Water And Sewer Line Maintenance Programs No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	22	\$48,422	\$58,697	\$72,390	\$66,019	\$80,802	\$105,439
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$135,000	\$135,000	\$150,000	\$165,000
Fort Smith	89142	Full	\$105,439	\$87,526	\$109,387	\$131,268
Sherwood	32731	Full	\$66,019	\$50,432	\$63,040	\$75,648
Sherwood	32731	Full	\$78,738	\$67,401	\$79,296	\$95,155
West Memphis	24520	Full	\$115,118	\$92,094	\$115,118	\$138,142
Bryant	20663	Full	\$48,422	\$38,738	\$48,422	\$58,106
Bryant	20663	Full	\$61,172	\$48,938	\$61,172	\$73,406
Bryant	20663	Full	\$59,987	\$47,990	\$59,987	\$71,984

Bryant	20663	Full	\$51,521	\$41,217	\$51,521	\$61,825
Siloam Springs	17400	Full	\$69,680	\$66,402	\$83,003	\$99,604
Blytheville	13406	Full	\$69,490	\$55,592	\$69,490	\$70,165
Harrison	13069	Full	\$40,414	\$40,414	\$40,414	\$40,414
Harrison	13069	Full	\$45,968	\$45,968	\$45,968	\$45,968
Harrison	13069	Full	\$55,889	\$55,889	\$55,889	\$55,889
Harrison	13069	Full	\$61,609	\$61,609	\$61,609	\$61,609
Harrison	13069	Full	\$95,546	\$95,546	\$95,546	\$95,546
Harrison	13069	Full	\$58,697	\$58,697	\$58,697	\$58,697
Harrison	13069	Full	\$74,859	\$74,859	\$74,859	\$74,859
Harrison	13069	Full	\$80,802	\$80,802	\$80,802	\$80,802
Forrest City	13015	Full	\$64,480	\$25,480	\$64,480	\$77,376
Batesville	11191	Full	\$87,680	\$70,144	\$87,680	\$105,216
Magnolia	11162	Full	\$66,040	\$52,832	\$66,040	\$79,248

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.2	\$72,390	\$63,344	\$73,746	\$82,542
45,000+	2	\$120,220	\$111,263	\$129,694	\$148,134
20,000 - 49,999	2.33	\$68,711	\$55,258	\$68,365	\$82,038
10,000 - 19,999	2.17	\$67,012	\$60,326	\$68,037	\$72,723
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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):	6/127/0
Exempt/non-exempt:	1/93
Bonus Eligible (Y/N):	43/93
Full/Part Time:	131/1
Number of Organizations Reporting:	10
Position Titles:	Senior Operator Operator Wastewater Maintenance Water Plant Supervisor Water Plant Maintenance Water Plant Operator Water / Waste Water Operator Public Works Equipment Operator Wastewater Public Works Equipment Operator Water Public Works Meter Tech Pumps & Control Operator Utility Locate Technician Utility Worker I Water Utility Worker I Wastewater Utility Worker Ii Wastewater Wastewater Operator Wastewater Superintendent Wastewater Treatment Plant Lab Technician Collections Foreman Collections Operator Wastewater Plant Operator I-Iv - Massard * Wastewater Plant Operator I-Iv - P Street * Water Plant Operator I-Iv - Lake Fort Smith * Water Plant Operator I-Iv - Lee Creek * Chief Operator - Lake Fort Smith * Chief Operator - Lee Creek * Chief Operator - Massard * Chief Operator - P Street * Part Time Water Plant Operator I-Iv - Lake Fort Smith * Sewer Operator I Sewer Operator Ii Wastewater Operator I Wastewater Treatment Operator Ii Water Technician / Locator Water Laborer Water Operator I Water Operator Ii Water Worker Ww Maint & Repair Tech Ww Weekend Backup Operator Wastewater Lead Plant Operator Wastewater Pump & Instrument T Foreman, Wastewater Operator I, Wastewater Operator Iv, Water Equipment Operator Ww Treatment Plant Operator Ww Treatment Plant Tech
Reports To:	Waste Water Manager Water Plant Manager Collections Supervisor Collection Foreman Wastewater Supervisor Supervisor - Massard Wastewater Plant Supervisor - P Street Wastewater Plant Supervisor - Lake Fort Smith Water Plant Supervisor - Lee Creek Water Plant Sewer Crew Leader Wastewater Systems Manager Water Foreman Wastewater Plant Superintendent Water Plant Superintendent Director Of Wastewater Treatment Plant Water/ Sewer Manager
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10 th %tile	25 th %tile	Mean	Median	75 th %tile	90 th %tile
Annual Base Salary	132	\$37,440	\$40,061	\$46,292	\$44,304	\$49,878	\$58,000
Actual Incentive Paid Dollar LastYear	0	Insufficient Data					
Education Pay	0	Insufficient Data					
EMT Pay	0	Insufficient Data					
Holiday Pay	0	Insufficient Data					
Longevity Pay	0	Insufficient Data					
Other Pay	0	Insufficient Data					

City	Population	Part/Full	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$38,522	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550

Fort Smith	89142	Full	\$40,851	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$40,851	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$49,878	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$49,795	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,160	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$38,522	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$41,101	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$40,851	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$43,285	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,490	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$35,443	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$37,586	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$41,829	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$45,490	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,490	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$36,691	\$35,443	\$44,304	\$53,185
Fort Smith	89142	Full	\$38,896	\$37,585	\$46,966	\$56,368
Fort Smith	89142	Full	\$39,707	\$39,707	\$49,628	\$59,550
Fort Smith	89142	Full	\$43,160	\$41,828	\$52,291	\$62,732
Fort Smith	89142	Full	\$54,704	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,448	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,490	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$46,654	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$45,490	\$43,950	\$54,932	\$65,936
Fort Smith	89142	Full	\$47,694	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$62,504	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$58,344	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$50,066	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,694	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$49,899	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$49,462	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,778	\$46,072	\$57,595	\$69,118

Fort Smith	89142	Full	\$47,757	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Full	\$47,694	\$46,072	\$57,595	\$69,118
Fort Smith	89142	Part	\$14,321	\$43,950	\$54,932	\$65,936
Sherwood	32731	Full	\$45,760	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$42,806	\$40,663	\$50,828	\$60,994
Sherwood	32731	Full	\$54,662	\$42,891	\$53,614	\$64,336
Sherwood	32731	Full	\$59,987	\$46,083	\$57,604	\$69,125
Sherwood	32731	Full	\$47,466	\$46,083	\$57,604	\$69,125
West Memphis	24520	Full	\$65,000	\$52,000	\$65,000	\$78,000
West Memphis	24520	Full	\$65,000	\$52,000	\$65,000	\$78,000
West Memphis	24520	Full	\$79,872	\$63,898	\$79,872	\$95,846
West Memphis	24520	Full	\$41,600	\$33,280	\$41,600	\$49,920
West Memphis	24520	Full	\$65,416	\$52,333	\$65,416	\$78,499
West Memphis	24520	Full	\$56,680	\$45,344	\$56,680	\$68,016
West Memphis	24520	Full	\$45,760	\$36,608	\$45,760	\$54,912
West Memphis	24520	Full	\$58,760	\$47,008	\$58,760	\$70,512
West Memphis	24520	Full	\$87,506	\$70,005	\$87,506	\$105,007
Bryant	20663	Full	\$78,000	\$62,400	\$78,000	\$93,600
Bryant	20663	Full	\$53,560	\$42,848	\$53,560	\$64,272
Bryant	20663	Full	\$49,920	\$39,936	\$49,920	\$59,904
Bryant	20663	Full	\$53,539	\$42,831	\$53,539	\$64,247
Bryant	20663	Full	\$44,304	\$35,443	\$44,304	\$53,165
Bryant	20663	Full	\$38,667	\$30,934	\$38,667	\$46,400
Bryant	20663	Full	\$44,304	\$35,443	\$44,304	\$53,165
Bryant	20663	Full	\$45,572	\$36,458	\$45,572	\$54,686
Bryant	20663	Full	\$46,841	\$37,473	\$46,841	\$56,209
Bryant	20663	Full	\$41,600	\$33,280	\$41,600	\$49,920
Bryant	20663	Full	\$45,032	\$36,026	\$45,032	\$54,038
Bryant	20663	Full	\$37,440	\$29,952	\$37,440	\$44,928
Bryant	20663	Full	\$41,995	\$33,596	\$41,995	\$50,394
Bryant	20663	Full	\$40,955	\$32,764	\$40,955	\$49,146
Bryant	20663	Full	\$33,342	\$26,674	\$33,342	\$40,010
Bryant	20663	Full	\$35,360	\$28,288	\$35,360	\$42,432
Bryant	20663	Full	\$51,313	\$41,050	\$51,313	\$61,576
Bryant	20663	Full	\$49,504	\$39,603	\$49,504	\$59,405
Bryant	20663	Full	\$42,848	\$34,278	\$42,848	\$51,418
Bryant	20663	Full	\$53,123	\$42,498	\$53,123	\$63,748
Bryant	20663	Full	\$40,019	\$32,015	\$40,019	\$48,023
Bryant	20663	Full	\$44,262	\$35,410	\$44,262	\$53,114
Bryant	20663	Full	\$44,262	\$35,410	\$44,262	\$53,114

Bryant	20663	Full	\$50,003	\$40,002	\$50,003	\$60,004
Bryant	20663	Full	\$101,732	\$81,386	\$101,732	\$122,078
Siloam Springs	17400	Full	\$61,880	\$46,560	\$58,199	\$69,839
Siloam Springs	17400	Full	\$42,016	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$40,061	\$35,042	\$43,803	\$52,563
Siloam Springs	17400	Full	\$68,682	\$45,781	\$57,226	\$68,671
Siloam Springs	17400	Full	\$53,685	\$45,781	\$57,226	\$68,671
Siloam Springs	17400	Full	\$47,320	\$45,781	\$57,226	\$68,671
Blytheville	13406	Full	\$56,359	\$45,087	\$56,359	\$56,906
Harrison	13069	Full	\$41,107	\$41,107	\$41,107	\$41,107
Harrison	13069	Full	\$41,107	\$41,107	\$41,107	\$41,107
Harrison	13069	Full	\$52,000	\$52,000	\$52,000	\$52,000
Harrison	13069	Full	\$52,000	\$52,000	\$52,000	\$52,000
Harrison	13069	Full	\$43,014	\$43,014	\$43,014	\$43,014
Harrison	13069	Full	\$52,000	\$52,000	\$52,000	\$52,000
Harrison	13069	Full	\$52,268	\$52,268	\$52,268	\$52,268
Harrison	13069	Full	\$39,187	\$39,187	\$39,187	\$39,187
Harrison	13069	Full	\$39,187	\$39,187	\$39,187	\$39,187
Harrison	13069	Full	\$41,080	\$41,080	\$41,080	\$41,080
Harrison	13069	Full	\$43,014	\$43,014	\$43,014	\$43,014
Harrison	13069	Full	\$45,094	\$45,094	\$45,094	\$45,094
Forrest City	13015	Full	\$43,680	\$25,480	\$43,680	\$52,416
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$37,440	\$25,480	\$37,440	\$44,928
Batesville	11191	Full	\$50,690	\$40,552	\$50,690	\$60,828
Batesville	11191	Full	\$39,160	\$31,328	\$39,160	\$46,992
Batesville	11191	Full	\$47,320	\$37,856	\$47,320	\$56,784
Batesville	11191	Full	\$43,950	\$35,160	\$43,950	\$52,740
Batesville	11191	Full	\$37,800	\$30,240	\$37,800	\$45,360
Batesville	11191	Full	\$48,650	\$38,920	\$48,650	\$58,380
Batesville	11191	Full	\$49,480	\$39,584	\$49,480	\$59,376
Batesville	11191	Full	\$47,000	\$37,600	\$47,000	\$56,400
Batesville	11191	Full	\$41,350	\$33,080	\$41,350	\$49,620
Batesville	11191	Full	\$45,970	\$36,776	\$45,970	\$55,164
Batesville	11191	Full	\$37,800	\$30,240	\$37,800	\$45,360
Batesville	11191	Full	\$35,550	\$28,440	\$35,550	\$42,660
Batesville	11191	Full	\$34,950	\$27,960	\$34,950	\$41,940
Magnolia	11162	Full	\$41,080	\$32,864	\$41,080	\$49,296
Magnolia	11162	Full	\$44,720	\$35,776	\$44,720	\$53,664
Magnolia	11162	Full	\$38,438	\$30,750	\$38,438	\$46,126

Magnolia	11162	Full	\$38,272	\$30,618	\$38,272	\$45,926
Magnolia	11162	Full	\$52,000	\$41,600	\$52,000	\$62,400
Magnolia	11162	Full	\$58,000	\$46,400	\$58,000	\$69,600
Magnolia	11162	Full	\$37,440	\$29,952	\$37,440	\$44,928
Magnolia	11162	Full	\$42,640	\$34,112	\$42,640	\$51,168
Magnolia	11162	Full	\$36,400	\$29,120	\$36,400	\$43,680
Magnolia	11162	Full	\$35,360	\$28,288	\$35,360	\$42,432
Magnolia	11162	Full	\$29,120	\$23,296	\$29,120	\$34,944
Magnolia	11162	Full	\$28,080	\$22,464	\$28,080	\$33,696

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	13.2	\$46,292	\$40,296	\$49,503	\$58,504
45,000+	46	\$43,870	\$42,058	\$52,570	\$63,088
20,000 - 49,999	13	\$51,892	\$41,919	\$52,399	\$62,879
10,000 - 19,999	7.83	\$44,016	\$37,224	\$44,098	\$50,387
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					