



Arkansas Municipal League 2024 Salary Survey for populations of 500 or less

## Introduction

### AML Salary Survey Results 2024 1-500.xlsx

The following salary survey has been compiled to give municipal officials insight into the staffing levels for various positions in Arkansas municipalities.

Readers of this report should bear in mind that individual duties and responsibilities can and often do vary from municipality to municipality, even for individuals with similar titles. Also, cost of living and the financial status of each municipality may cause significant variances.

#### METHODOLOGY:

a) Questionnaires were completed electronically and responses were interpreted and compiled by JER HR Group.

b) Salaries requested were to be the actual annual salary for positions with only one employee. Hourly positions were to be converted to an annual average by multiplying the hourly rate by 2080 hours.

Salary data reflects an effective date as of February 1st of this year.

c) Where blank spaces exist, data was not provided.

d) JER HR Group included all valid data that was submitted. There were a few instances where data was either excluded or moved to a different category (particularly in the salary section) in order to be a better fit with the rest of the cities. For instance, where there were different levels of the same job, some salaries were moved to the level that best aligned with the other cities.

e) We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided.

These ranges may not reflect the actual salary ranges of the cities.

All data requests and responses are subject to different interpretation based on the data submitted. The League staff and JER HR Group take full responsibility and apologize for any error in this report resulting from a misinterpretation of information. We do believe, however, the data is sufficiently valid to be useful as a guide. The League staff and JER HR Group appreciate the time and effort of the municipal officials and employees who participated in this project.

### 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

<b>Participating Cities</b>								
<u>City Name</u>	<u>City Population</u>	<u>Revenue</u>	<u>County</u>	<u>Contact Name</u>	<u>Contact Email</u>	<u>FT Personnel in Budget</u>	<u>FT Personnel Employed</u>	<u>Contact Phone</u>
Antoine	113	\$64,330		Christi Ewart	townofantoin@outlook.com	0	0	870-379-4005
Big Flat	88					8	8	
Emerson	293	\$405,560		Linda Mullins	emersoncityhall@outlook.com	2	2	870-547-2220
Fountain Lake	475	\$257,000		Tracie Taylor	traltaylor@outlook.com	0	0	501-627-6264
Hector	411	\$562,984		John Riley	mayor@hectorar.com	2	2	479-284-5371
Huntington	490	\$189,923		Sharion Trantham	city113@centurytel.net	4	4	479-928-5083
McNeil	381	\$229,331		Dana Harris	dbburchfield@gmail.com	2	2	832-567-3626
St Charles	207	\$255,380		Melba Denny	cityclerk@stcharlesar.com	5	5	870-659-2050
Tupelo	70	\$15,000		Hannah Garner	cityoftupelo@outlook.com	7	7	501-625-2110
Willisville	148	\$231,452		Gaye Waters	gayewaters@ccscrusaders.com	10	10	870-871-2546
Winslow	365	\$2,049,792		Ann Malkie	winslowcityhall@gmail.com	1	1	479-634-3903
Total: 11								

## Summary

<b>Summary</b>								
<u>Title</u>	<u>Department</u>	<u>Number of Cities Reporting</u>	<u>Number of Incumbents</u>	<u>Number of matches (Above   Match   Below)</u>	<u>Base Pay</u>			
					<u>25%</u>	<u>Mean</u>	<u>Median</u>	<u>75%</u>
Mayor	Administration	4	4	0 2 0	\$1,200	\$7,181	\$6,000	\$9,525
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	1	1	0 0 0	\$23,184	\$23,184	\$23,184	\$23,184
City Clerk	Administration	1	1	0 1 0	\$8,000	\$8,000	\$8,000	\$8,000
Treasurer	Administration	3	3	0 1 0	\$12,000	\$16,695	\$12,000	\$37,484
City Attorney	Administration	1	1	0 1 0	\$4,800	\$4,800	\$4,800	\$4,800
Court Clerk	Administration	1	1	0 1 0	\$4,000	\$4,000	\$4,000	\$4,000
District Judge	Administration	1	1	0 1 0	\$4,000	\$4,000	\$4,000	\$4,000
Grounds Maintenance Lead	Operations	1	1	1 0 0	\$35,298	\$35,298	\$35,298	\$35,298
Police Chief	Police Department	1	1	0 1 0	\$35,000	\$35,000	\$35,000	\$35,000
School Resource Officer	Police Department	1	1	0 1 0	\$41,600	\$41,600	\$41,600	\$41,600
Street Equipment Operator	Public Works	1	1	0 0 0	\$34,320	\$34,320	\$34,320	\$34,320
Water / Waste Water Operator	Public Works	3	3	0 1 0	\$42,312	\$38,915	\$42,312	\$48,100
Water Manager	Public Works	2	2	0 2 0	\$13,000	\$18,500	\$13,000	\$24,000
Utility Billing and Receivable Clerk	Public Works	3	3	0 2 0	\$20,291	\$18,750	\$20,291	\$24,960

Police & Fire OT

Police & Fire Overtime Policies						
<u>City</u>	<u>Population</u>	<u>Police work in a 2 week period?</u>	<u>Fire work in a 2 week period?</u>	<u>Police overtime policy</u>	<u>Fire overtime policy</u>	<u>Comments</u>
Huntington	490	20				
Fountain Lake	475					
Hector	411					
McNeil	381	12				Part Time Deputies Are Not Paid Overtime
Winslow	365					
Emerson	293					
St Charles	207	64				
Willisville	148					
Antoine	113					
Big Flat	88					
Tupelo	70					

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Salary Survey Job Titles		
ID	Position Title	Department
<a href="#">100</a>	<a href="#">Mayor</a>	<a href="#">Administration</a>
<a href="#">101</a>	<a href="#">Assistant to Mayor-Deputy City Administrator-Chief of Staff</a>	<a href="#">Administration</a>
<a href="#">102</a>	<a href="#">City Manager or Chief of Staff</a>	<a href="#">Administration</a>
<a href="#">103</a>	<a href="#">Executive Secretary</a>	<a href="#">Administration</a>
<a href="#">104</a>	<a href="#">Council Member</a>	<a href="#">Administration</a>
<a href="#">105</a>	<a href="#">City Clerk</a>	<a href="#">Administration</a>
<a href="#">106</a>	<a href="#">City Clerk-Elected</a>	<a href="#">Administration</a>
<a href="#">107</a>	<a href="#">City Clerk Treas-Elected</a>	<a href="#">Administration</a>
<a href="#">108</a>	<a href="#">Treasurer</a>	<a href="#">Administration</a>
<a href="#">109</a>	<a href="#">Deputy Clerk</a>	<a href="#">Administration</a>
<a href="#">110</a>	<a href="#">City Attorney</a>	<a href="#">Administration</a>
<a href="#">111</a>	<a href="#">Assistant City Attorney</a>	<a href="#">Administration</a>
<a href="#">112</a>	<a href="#">Deputy City Attorney</a>	<a href="#">Administration</a>
<a href="#">113</a>	<a href="#">Court Clerk</a>	<a href="#">Administration</a>
<a href="#">114</a>	<a href="#">Deputy Court Clerk</a>	<a href="#">Administration</a>
<a href="#">115</a>	<a href="#">District Judge</a>	<a href="#">Administration</a>
<a href="#">116</a>	<a href="#">Transcriptionist</a>	<a href="#">Administration</a>
<a href="#">117</a>	<a href="#">Office Manager</a>	<a href="#">Administration</a>
<a href="#">118</a>	<a href="#">Purchasing Agent</a>	<a href="#">Administration</a>
<a href="#">119</a>	<a href="#">Administrative Assistant I</a>	<a href="#">Administration</a>
<a href="#">200</a>	<a href="#">Code Enforcement Supervisor</a>	<a href="#">Code Enforcement</a>
<a href="#">201</a>	<a href="#">Code Enforcement Officer - Senior</a>	<a href="#">Code Enforcement</a>
<a href="#">202</a>	<a href="#">Code Enforcement Officer</a>	<a href="#">Code Enforcement</a>
<a href="#">203</a>	<a href="#">Building Inspector</a>	<a href="#">Code Enforcement</a>
<a href="#">204</a>	<a href="#">Electrical Inspector</a>	<a href="#">Code Enforcement</a>
<a href="#">205</a>	<a href="#">Mechanical Inspector</a>	<a href="#">Code Enforcement</a>
<a href="#">206</a>	<a href="#">Plumbing and Gas Inspector</a>	<a href="#">Code Enforcement</a>
<a href="#">300</a>	<a href="#">Community Development-Planning Director</a>	<a href="#">Engineering/Planning</a>
<a href="#">301</a>	<a href="#">Planner II</a>	<a href="#">Engineering/Planning</a>
<a href="#">302</a>	<a href="#">Planner I</a>	<a href="#">Engineering/Planning</a>
<a href="#">303</a>	<a href="#">City Engineer</a>	<a href="#">Engineering/Planning</a>
<a href="#">304</a>	<a href="#">Engineering Specialist</a>	<a href="#">Engineering/Planning</a>
<a href="#">305</a>	<a href="#">Engineering Technician - Senior</a>	<a href="#">Engineering/Planning</a>
<a href="#">306</a>	<a href="#">GIS Analyst - Senior</a>	<a href="#">Engineering/Planning</a>
<a href="#">307</a>	<a href="#">GIS Analyst</a>	<a href="#">Engineering/Planning</a>
<a href="#">308</a>	<a href="#">Graphics Technician</a>	<a href="#">Engineering/Planning</a>
<a href="#">309</a>	<a href="#">Land Surveyor</a>	<a href="#">Engineering/Planning</a>
<a href="#">400</a>	<a href="#">Finance Director</a>	<a href="#">Finance</a>
<a href="#">401</a>	<a href="#">Accountant</a>	<a href="#">Finance</a>

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<a href="#">402</a>	<a href="#">Accounting Clerk II</a>	<a href="#">Finance</a>
<a href="#">403</a>	<a href="#">Accounting Clerk I</a>	<a href="#">Finance</a>
<a href="#">404</a>	<a href="#">Accounting Clerk</a>	<a href="#">Finance</a>
<a href="#">405</a>	<a href="#">Accounts Payable-Accounts Receivable Specialist-Coordinator</a>	<a href="#">Finance</a>
<a href="#">500</a>	<a href="#">Fire Chief</a>	<a href="#">Fire Department</a>
<a href="#">501</a>	<a href="#">Assistant Fire Chief</a>	<a href="#">Fire Department</a>
<a href="#">502</a>	<a href="#">Fire Battalion Chief</a>	<a href="#">Fire Department</a>
<a href="#">503</a>	<a href="#">Fire Captain</a>	<a href="#">Fire Department</a>
<a href="#">504</a>	<a href="#">Fire Lieutenant</a>	<a href="#">Fire Department</a>
<a href="#">505</a>	<a href="#">Fire Apparatus Engineer (Driver)</a>	<a href="#">Fire Department</a>
<a href="#">506</a>	<a href="#">Fire Inspector-Marshal</a>	<a href="#">Fire Department</a>
<a href="#">507</a>	<a href="#">Firefighter</a>	<a href="#">Fire Department</a>
<a href="#">600</a>	<a href="#">HR-Personnel Director</a>	<a href="#">Human Resources</a>
<a href="#">601</a>	<a href="#">Human Resource Generalist</a>	<a href="#">Human Resources</a>
<a href="#">602</a>	<a href="#">HR-Benefits Specialist</a>	<a href="#">Human Resources</a>
<a href="#">603</a>	<a href="#">Human Resources Assistant</a>	<a href="#">Human Resources</a>
<a href="#">604</a>	<a href="#">Payroll Administrator</a>	<a href="#">Human Resources</a>
<a href="#">605</a>	<a href="#">Industrial Organizational Specialist</a>	<a href="#">Human Resources</a>
<a href="#">700</a>	<a href="#">Information Systems Director</a>	<a href="#">Information Systems</a>
<a href="#">701</a>	<a href="#">Systems Network Manager</a>	<a href="#">Information Systems</a>
<a href="#">702</a>	<a href="#">Network Analyst</a>	<a href="#">Information Systems</a>
<a href="#">703</a>	<a href="#">Network Coordinator</a>	<a href="#">Information Systems</a>
<a href="#">704</a>	<a href="#">Programmer Analyst - Senior</a>	<a href="#">Information Systems</a>
<a href="#">705</a>	<a href="#">Programmer Analyst</a>	<a href="#">Information Systems</a>
<a href="#">706</a>	<a href="#">Systems Programmer</a>	<a href="#">Information Systems</a>
<a href="#">707</a>	<a href="#">Information Support Specialist</a>	<a href="#">Information Systems</a>
<a href="#">800</a>	<a href="#">Librarian</a>	<a href="#">Library</a>
<a href="#">801</a>	<a href="#">Library Assistant</a>	<a href="#">Library</a>
<a href="#">900</a>	<a href="#">Safety Loss Control Specialist</a>	<a href="#">Operations</a>
<a href="#">901</a>	<a href="#">Airport Manager</a>	<a href="#">Operations</a>
<a href="#">902</a>	<a href="#">Airport Attendant</a>	<a href="#">Operations</a>
<a href="#">903</a>	<a href="#">Animal Control Director</a>	<a href="#">Operations</a>
<a href="#">904</a>	<a href="#">Animal Control Field Officer</a>	<a href="#">Operations</a>
<a href="#">905</a>	<a href="#">Animal Services Manager</a>	<a href="#">Operations</a>
<a href="#">906</a>	<a href="#">Animal Services Officer</a>	<a href="#">Operations</a>
<a href="#">907</a>	<a href="#">Building-Maintenance Supervisor</a>	<a href="#">Operations</a>
<a href="#">908</a>	<a href="#">Building-Maintenance Worker</a>	<a href="#">Operations</a>
<a href="#">909</a>	<a href="#">Fleet Supervisor</a>	<a href="#">Operations</a>
<a href="#">910</a>	<a href="#">Fleet Maintenance Mechanic II</a>	<a href="#">Operations</a>
<a href="#">911</a>	<a href="#">Fleet Maintenance Mechanic I</a>	<a href="#">Operations</a>
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<a href="#">915</a>	<a href="#">Grounds Maintenance Laborer</a>	<a href="#">Operations</a>
<a href="#">916</a>	<a href="#">Signal Repair Technician - Senior</a>	<a href="#">Operations</a>
<a href="#">917</a>	<a href="#">Signal Repair Technician</a>	<a href="#">Operations</a>
<a href="#">918</a>	<a href="#">Signal Technician II</a>	<a href="#">Operations</a>
<a href="#">919</a>	<a href="#">Signal Technician I</a>	<a href="#">Operations</a>
<a href="#">1000</a>	<a href="#">Parks Director</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1001</a>	<a href="#">Parks Aquatics Manager</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1002</a>	<a href="#">Recreation Programmer</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1003</a>	<a href="#">Recreation Program Manager</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1004</a>	<a href="#">Recreation Facility Supervisor</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1005</a>	<a href="#">Therapeutic Recreation Coordinator</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1006</a>	<a href="#">Parks Supervisor</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1007</a>	<a href="#">Parks Equipment Operator</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1008</a>	<a href="#">Parks Department Laborer</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1100</a>	<a href="#">Police Chief</a>	<a href="#">Police Department</a>
<a href="#">1101</a>	<a href="#">Assistant Police Chief</a>	<a href="#">Police Department</a>
<a href="#">1102</a>	<a href="#">Police Major-Captain</a>	<a href="#">Police Department</a>
<a href="#">1103</a>	<a href="#">Police Lieutenant</a>	<a href="#">Police Department</a>
<a href="#">1104</a>	<a href="#">Police Sergeant</a>	<a href="#">Police Department</a>
<a href="#">1105</a>	<a href="#">Police Corporal</a>	<a href="#">Police Department</a>
<a href="#">1106</a>	<a href="#">Police Investigative Detective</a>	<a href="#">Police Department</a>
<a href="#">1107</a>	<a href="#">School Resource Officer</a>	<a href="#">Police Department</a>
<a href="#">1108</a>	<a href="#">Police Officer</a>	<a href="#">Police Department</a>
<a href="#">1109</a>	<a href="#">Police Property Room Supervisor</a>	<a href="#">Police Department</a>
<a href="#">1110</a>	<a href="#">Crime Scene Supervisor</a>	<a href="#">Police Department</a>
<a href="#">1111</a>	<a href="#">Crime Scene Specialist</a>	<a href="#">Police Department</a>
<a href="#">1112</a>	<a href="#">Communications Shift Supervisor</a>	<a href="#">Police Department</a>
<a href="#">1113</a>	<a href="#">Communications Dispatcher</a>	<a href="#">Police Department</a>
<a href="#">1114</a>	<a href="#">Police Dispatch</a>	<a href="#">Police Department</a>
<a href="#">1115</a>	<a href="#">Communications Call Taker</a>	<a href="#">Police Department</a>
<a href="#">1116</a>	<a href="#">Probation Officer - Senior</a>	<a href="#">Police Department</a>
<a href="#">1117</a>	<a href="#">Probation Officer</a>	<a href="#">Police Department</a>
<a href="#">1200</a>	<a href="#">Public Works Director</a>	<a href="#">Public Works</a>
<a href="#">1201</a>	<a href="#">Sanitation Superintendent</a>	<a href="#">Public Works</a>
<a href="#">1202</a>	<a href="#">Sanitation Supervisor</a>	<a href="#">Public Works</a>
<a href="#">1203</a>	<a href="#">Sanitation Equipment Operator III</a>	<a href="#">Public Works</a>
<a href="#">1204</a>	<a href="#">Sanitation Equipment Operator II</a>	<a href="#">Public Works</a>
<a href="#">1205</a>	<a href="#">Sanitation Equipment Operator I</a>	<a href="#">Public Works</a>
<a href="#">1206</a>	<a href="#">Sanitation Department Laborer</a>	<a href="#">Public Works</a>



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<a href="#">1208</a>	<a href="#">Street Supervisor</a>	<a href="#">Public Works</a>
<a href="#">1209</a>	<a href="#">Street Equipment Operator</a>	<a href="#">Public Works</a>
<a href="#">1210</a>	<a href="#">Street Department Laborer</a>	<a href="#">Public Works</a>
<a href="#">1211</a>	<a href="#">Solid Waste Recycling Coordinator</a>	<a href="#">Public Works</a>
<a href="#">1212</a>	<a href="#">Solid Waste Recycling Operator-Collector</a>	<a href="#">Public Works</a>
<a href="#">1214</a>	<a href="#">Traffic Engineering Manager</a>	<a href="#">Public Works</a>
<a href="#">1215</a>	<a href="#">Traffic Engineer II</a>	<a href="#">Public Works</a>
<a href="#">1216</a>	<a href="#">Traffic Engineer I</a>	<a href="#">Public Works</a>
<a href="#">1217</a>	<a href="#">Traffic Technician II</a>	<a href="#">Public Works</a>
<a href="#">1218</a>	<a href="#">Traffic Technician I</a>	<a href="#">Public Works</a>
<a href="#">1219</a>	<a href="#">Waste Water Manager</a>	<a href="#">Public Works</a>
<a href="#">1220</a>	<a href="#">Water - Waste Water Operator</a>	<a href="#">Public Works</a>
<a href="#">1221</a>	<a href="#">Utility Construction</a>	<a href="#">Public Works</a>
<a href="#">1222</a>	<a href="#">Water Manager</a>	<a href="#">Public Works</a>
<a href="#">1223</a>	<a href="#">Utility Billing and Receivable Clerk</a>	<a href="#">Public Works</a>

# Mayor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	100 - Mayor
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	2 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 4
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Mayor
<b>Reports To:</b>	City Council   Town Council
<b>Comments:</b>	Elected Position. Should Be Pt But Isn'T.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$1,200	\$1,200	\$7,181	\$6,000	\$9,525	\$12,000
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$100	\$100	\$100	\$100	\$100	\$100
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Huntington	490	Full	\$9,525	\$7,620	\$9,525	\$11,430
Winslow	365	Full	\$12,000	\$9,600	\$12,000	\$14,400
St Charles	207	Full	\$6,000	\$4,800	\$6,000	\$7,200
Big Flat	88	Full	\$1,200	\$960	\$1,200	\$1,440

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

## Assistant to Mayor/Deputy City Administrator/Chief of Staff

<a href="#">Index Tab</a>	
<b>Job Title:</b>	101 - Assistant to Mayor/Deputy City Administrator/Chief of Staff
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 0 0
<b>Exempt non-exempt:</b>	1 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Water Clerk
<b>Reports To:</b>	Mayor, R/T
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$23,184	\$23,184	\$23,184	\$23,184	\$23,184	\$23,184
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$100	\$100	\$100	\$100	\$100	\$100
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Huntington	490	Full	\$23,184	\$18,547	\$23,184	\$27,821

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

# City Manager or Chief of Staff

<a href="#">Index Tab</a>	
<b>Job Title:</b>	102 - City Manager or Chief of Staff
<b>Job Description:</b>	Acts as the City
<b>Insufficient Data:</b>	0

# Executive Secretary

<a href="#">Index Tab</a>	
<b>Job Title:</b>	103 - Executive Secretary
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Council Member

<a href="#">Index Tab</a>	
<b>Job Title:</b>	104 - Council Member
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# City Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	105 - City Clerk
<b>Job Description:</b>	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 3
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Clerk
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
St Charles	207	Full	\$8,000	\$6,400	\$8,000	\$9,600

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

# City Clerk-Elected

<a href="#">Index Tab</a>	
<b>Job Title:</b>	106 - City Clerk-Elected
<b>Job Description:</b>	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
<b>Insufficient Data:</b>	0



# City Clerk Treas-Elected

<a href="#">Index Tab</a>	
<b>Job Title:</b>	107 - City Clerk Treas-Elected
<b>Job Description:</b>	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
<b>Insufficient Data:</b>	0

# Treasurer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	108 - Treasurer
<b>Job Description:</b>	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Recorder/Treasurer
<b>Reports To:</b>	City Council   Mayor/City Council
<b>Comments:</b>	Elected Position. Should Be Pt But Isn'T.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$12,000	\$12,000	\$16,695	\$12,000	\$37,484	\$37,484
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$100	\$100	\$100	\$100	\$100	\$100
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Huntington	490	Full	\$37,484	\$29,987	\$37,484	\$44,981
Winslow	365	Full	\$12,000	\$9,600	\$12,000	\$14,400
Big Flat	88	Full	\$600	\$480	\$600	\$720

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

# Deputy Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	109 - Deputy Clerk
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# City Attorney

<a href="#">Index Tab</a>	
<b>Job Title:</b>	110 - City Attorney
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 1
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Attorney
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800	\$4,800
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
St Charles	207	Full	\$4,800	\$3,840	\$4,800	\$5,760

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

# Assistant City Attorney

<a href="#">Index Tab</a>	
<b>Job Title:</b>	111 - Assistant City Attorney
<b>Job Description:</b>	Assists the City Attorney with providing legal representation to the Mayor, City Council, and other entities of the City; may also assist in the prosecution of violations of municipal ordinances in Municipal Court, and appear in District Court and Federal Court as necessary; requires completion of a juris doctorate degree; five (5) years of active legal experience.
<b>Insufficient Data:</b>	0

# Deputy City Attorney

<a href="#">Index Tab</a>	
<b>Job Title:</b>	112 - Deputy City Attorney
<b>Job Description:</b>	Provides staff legal support for complex cases and other legal matters involving the City; requires completion of Juris Doctorate degree; four (4) years of active legal experience; must possess an Arkansas law license and be in good standing with the Arkansas Bar.
<b>Insufficient Data:</b>	0

# Court Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	113 - Court Clerk
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Court Clerk
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
St Charles	207	Full	\$4,000	\$3,200	\$4,000	\$4,800

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

# Deputy Court Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	114 - Deputy Court Clerk
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	



## District Judge

<a href="#">Index Tab</a>	
<b>Job Title:</b>	115 - District Judge
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	District Judge
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
St Charles	207	Full	\$4,000	\$3,200	\$4,000	\$4,800

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

# Transcriptionist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	116 - Transcriptionist
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Office Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	117 - Office Manager
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Purchasing Agent

<a href="#">Index Tab</a>	
<b>Job Title:</b>	118 - Purchasing Agent
<b>Job Description:</b>	Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Administrative Assistant I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	119 - Administrative Assistant I
<b>Job Description:</b>	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).
<b>Insufficient Data:</b>	0

# Code Enforcement Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	200 - Code Enforcement Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

## Code Enforcement Officer - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	201 - Code Enforcement Officer - Senior
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Code Enforcement Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	202 - Code Enforcement Officer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# Building Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	203 - Building Inspector
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Electrical Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	204 - Electrical Inspector
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Mechanical Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	205 - Mechanical Inspector
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Plumbing and Gas Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	206 - Plumbing and Gas Inspector
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

Community Development/Planning Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	300 - Community Development/Planning Director
<b>Job Description:</b>	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor
<b>Insufficient Data: 0</b>	

# Planner II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	301 - Planner II
<b>Job Description:</b>	Reviews the physical, developmental, and socioeconomic characteristics of areas for the development of plans, and meets with citizens, developers, and other interested parties to establish priorities for the development of these areas; provides supervision to Planner I and GIS Analyst; requires completion of a Bachelor
<b>Insufficient Data: 0</b>	

# Planner I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	302 - Planner I
<b>Job Description:</b>	Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# City Engineer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	303 - City Engineer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# Engineering Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	304 - Engineering Specialist
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	

# Engineering Technician - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	305 - Engineering Technician - Senior
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

GIS Analyst - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	306 - GIS Analyst - Senior
<b>Job Description:</b>	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
<b>Insufficient Data: 0</b>	

# GIS Analyst

<a href="#">Index Tab</a>	
<b>Job Title:</b>	307 - GIS Analyst
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Graphics Technician

<a href="#">Index Tab</a>	
<b>Job Title:</b>	308 - Graphics Technician
<b>Job Description:</b>	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).
<b>Insufficient Data:</b>	0

# Land Surveyor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	309 - Land Surveyor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

Finance Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	400 - Finance Director
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Accountant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	401 - Accountant
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0



# Accounting Clerk II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	402 - Accounting Clerk II
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Accounting Clerk I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	403 - Accounting Clerk I
<b>Job Description:</b>	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
<b>Insufficient Data:</b>	0

# Accounting Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	404 - Accounting Clerk
<b>Job Description:</b>	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
<b>Insufficient Data:</b>	0

Accounts Payable/Accounts Receivable Specialist/Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	405 - Accounts Payable/Accounts Receivable Specialist/Coordinator
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Fire Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	500 - Fire Chief
<b>Job Description:</b>	Responsible for the management, administration, and coordination of the City
<b>Insufficient Data:</b>	0

# Assistant Fire Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	501 - Assistant Fire Chief
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Fire Battalion Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	502 - Fire Battalion Chief
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Fire Captain

<a href="#">Index Tab</a>	
<b>Job Title:</b>	503 - Fire Captain
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# Fire Lieutenant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	504 - Fire Lieutenant
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

## Fire Apparatus Engineer (Driver)

<a href="#">Index Tab</a>	
<b>Job Title:</b>	505 - Fire Apparatus Engineer (Driver)
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Fire Inspector/Marshal

<a href="#">Index Tab</a>	
<b>Job Title:</b>	506 - Fire Inspector/Marshal
<b>Job Description:</b>	Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program
<b>Insufficient Data:</b>	0

# Firefighter

<a href="#">Index Tab</a>	
<b>Job Title:</b>	507 - Firefighter
<b>Job Description:</b>	Protects citizens
<b>Insufficient Data:</b>	0

# HR/Personnel Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	600 - HR/Personnel Director
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Human Resource Generalist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	601 - Human Resource Generalist
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# HR-Benefits Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	602 - HR-Benefits Specialist
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Human Resources Assistant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	603 - Human Resources Assistant
<b>Job Description:</b>	Handles various HR duties including employment, insurance claims, Worker
<b>Insufficient Data:</b>	0



# Payroll Administrator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	604 - Payroll Administrator
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Industrial Organizational Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	605 - Industrial Organizational Specialist
<b>Job Description:</b>	Applying professional and legal principles and techniques previously learned, performs duties auditing and analyzing City positions, writing job descriptions and structured oral interviews, providing training to various departments, and assisting in the development and administration of selection and promotional tools. MA/MS from an accredited college or university in Industrial/Organizational Psychology, Applied Psychology, or closely related field with course work in compensation, job analysis, psychological testing, statistics, and research methodology; and two years experience in compensation/classification, personnel selection, and job analysis; or an equivalent combination of education and experience in the duties to be performed.
<b>Insufficient Data:</b>	0

# Information Systems Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	700 - Information Systems Director
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Systems Network Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	701 - Systems Network Manager
<b>Job Description:</b>	Plans and directs activities related to computer systems network design, connectivity, and implementation; provides supervision to Network Analyst and Information Support Specialists; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Network Analyst

<a href="#">Index Tab</a>	
<b>Job Title:</b>	702 - Network Analyst
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Network Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	703 - Network Coordinator
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	

# Programmer Analyst - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	704 - Programmer Analyst - Senior
<b>Job Description:</b>	Designs, writes, edits, and debugs complex computer programs; serves as project leader in the development of specialized programs to meet major data processing needs of assigned City departments; provides supervision to Programmer Analyst and other assigned programming staff on a project basis or an assigned computer subsystem basis; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Programmer Analyst

<a href="#">Index Tab</a>	
<b>Job Title:</b>	705 - Programmer Analyst
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0



# Systems Programmer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	706 - Systems Programmer
<b>Job Description:</b>	Ensures the efficient and effective operation of the City
<b>Insufficient Data:</b>	0

# Information Support Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	707 - Information Support Specialist
<b>Job Description:</b>	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
<b>Insufficient Data:</b> 0	

# Librarian

<a href="#">Index Tab</a>	
<b>Job Title:</b>	800 - Librarian
<b>Job Description:</b>	The Librarian manages and oversees the library and its collections and materials, performing a variety of related library and patron support services.
<b>Insufficient Data:</b>	0

# Library Assistant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	801 - Library Assistant
<b>Job Description:</b>	The Library Assistant assists the Librarian and others with the daily tasks of the library.
<b>Insufficient Data:</b>	0

# Safety Loss Control Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	900 - Safety Loss Control Specialist
<b>Job Description:</b>	To administer the City's safety and loss control program to reduce the cost of the City's Workers
<b>Insufficient Data:</b>	0

# Airport Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	901 - Airport Manager
<b>Job Description:</b>	Manages the overall day to day operational responsibilities of the city
<b>Insufficient Data:</b>	0

# Airport Attendant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	902 - Airport Attendant
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Animal Control Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	903 - Animal Control Director
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# Animal Control Field Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	904 - Animal Control Field Officer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Animal Services Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	905 - Animal Services Manager
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Animal Services Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	906 - Animal Services Officer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Building/Maintenance Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	907 - Building/Maintenance Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Building/Maintenance Worker

<a href="#">Index Tab</a>	
<b>Job Title:</b>	908 - Building/Maintenance Worker
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Fleet Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	909 - Fleet Supervisor
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

## Fleet Maintenance Mechanic II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	910 - Fleet Maintenance Mechanic II
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Fleet Maintenance Mechanic I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	911 - Fleet Maintenance Mechanic I
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0



# Horticulturist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	912 - Horticulturist
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Grounds Maintenance Supervisor

<a href="#">Index Tab</a>	
	<b>Job Title:</b> 913 - Grounds Maintenance Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	

## Grounds Maintenance Lead

<a href="#">Index Tab</a>	
<b>Job Title:</b>	914 - Grounds Maintenance Lead
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Parks/Rec/Street Supervisor/Street Maintenance
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$35,298	\$35,298	\$35,298	\$35,298	\$35,298	\$35,298
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hector	411	Full	\$35,298	\$28,238	\$35,298	\$42,358

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

# Grounds Maintenance Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	915 - Grounds Maintenance Laborer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Signal Repair Technician - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	916 - Signal Repair Technician - Senior
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	

# Signal Repair Technician

<a href="#">Index Tab</a>	
<b>Job Title:</b>	917 - Signal Repair Technician
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Signal Technician II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	918 - Signal Technician II
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Signal Technician I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	919 - Signal Technician I
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# Parks Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1000 - Parks Director
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Parks Aquatics Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1001 - Parks Aquatics Manager
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Recreation Programmer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1002 - Recreation Programmer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Recreation Program Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1003 - Recreation Program Manager
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Recreation Facility Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1004 - Recreation Facility Supervisor
<b>Job Description:</b>	Supervises and facilitates programs to meet the recreational needs of citizens; ensures proper maintenance of recreation facilities and equipment; provides supervision to department personnel; requires completion of an Associate's degree or two (2) years of college coursework in Parks and Recreation Management, Recreation Administration, Parks Administration, Leisure Sciences, Physical Education, or a related area; two (2) years of experience in directing athletic or recreational programs; one (1) year of supervisory experience; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in
<b>Insufficient Data:</b>	0

# Therapeutic Recreation Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1005 - Therapeutic Recreation Coordinator
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Parks Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1006 - Parks Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Parks Equipment Operator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1007 - Parks Equipment Operator
<b>Job Description:</b>	Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City
<b>Insufficient Data:</b>	0



Parks Department Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1008 - Parks Department Laborer
<b>Job Description:</b>	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City
<b>Insufficient Data:</b>	0

# Police Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1100 - Police Chief
<b>Job Description:</b>	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
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Police Chief
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
St Charles	207	Full	\$35,000	\$28,000	\$35,000	\$42,000

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

# Assistant Police Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1101 - Assistant Police Chief
<b>Job Description:</b>	Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate
<b>Insufficient Data:</b>	0

# Police Major/Captain

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1102 - Police Major/Captain
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Police Lieutenant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1103 - Police Lieutenant
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Police Sergeant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1104 - Police Sergeant
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Police Corporal

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1105 - Police Corporal
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Police Investigative Detective

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1106 - Police Investigative Detective
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# School Resource Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1107 - School Resource Officer
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	School Resource Officer
<b>Reports To:</b>	Police Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$41,600	\$41,600	\$41,600	\$41,600	\$41,600	\$41,600
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hector	411	Full	\$41,600	\$33,280	\$41,600	\$49,920

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

# Police Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1108 - Police Officer
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Police Property Room Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1109 - Police Property Room Supervisor
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Crime Scene Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1110 - Crime Scene Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Crime Scene Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1111 - Crime Scene Specialist
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Communications Shift Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1112 - Communications Shift Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Communications Dispatcher

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1113 - Communications Dispatcher
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Police Dispatch

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1114 - Police Dispatch
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0



# Communications Call Taker

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1115 - Communications Call Taker
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Probation Officer - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1116 - Probation Officer - Senior
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Probation Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1117 - Probation Officer
<b>Job Description:</b>	Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Public Works Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1200 - Public Works Director
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Sanitation Superintendent

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1201 - Sanitation Superintendent
<b>Job Description:</b>	In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.
<b>Insufficient Data:</b>	0

# Sanitation Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1202 - Sanitation Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Sanitation Equipment Operator III

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1203 - Sanitation Equipment Operator III
<b>Job Description:</b>	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
<b>Insufficient Data: 0</b>	

# Sanitation Equipment Operator II

<a href="#">Index Tab</a>	
	<b>Job Title:</b> 1204 - Sanitation Equipment Operator II
<b>Job Description:</b>	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
<b>Insufficient Data:</b> 0	



# Sanitation Equipment Operator I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1205 - Sanitation Equipment Operator I
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Sanitation Department Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1206 - Sanitation Department Laborer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Street Maintenance Superintendent

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1207 - Street Maintenance Superintendent
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Street Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1208 - Street Supervisor
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Street Equipment Operator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1209 - Street Equipment Operator
<b>Job Description:</b>	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
<b>Total Matches (A M B):</b>	0 0 0
<b>Exempt non-exempt:</b>	1 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Public Works
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$100	\$100	\$100	\$100	\$100	\$100
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Huntington	490	Full	\$34,320	\$27,456	\$34,320	\$41,184

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

# Street Department Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1210 - Street Department Laborer
<b>Job Description:</b>	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.
<b>Insufficient Data:</b>	0

# Solid Waste Recycling Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1211 - Solid Waste Recycling Coordinator
<b>Job Description:</b>	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
<b>Insufficient Data:</b>	0

Solid Waste Recycling Operator/Collector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1212 - Solid Waste Recycling Operator/Collector
<b>Job Description:</b>	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
<b>Insufficient Data: 0</b>	



# Traffic Engineering Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1214 - Traffic Engineering Manager
<b>Job Description:</b>	Manages the traffic engineering functions for the City; provides supervision to the Administrative Technician, Traffic Engineer II, Traffic Operations Supervisor, Traffic Systems Manager, and Traffic Technician III; requires completion of a Bachelor's degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience in traffic engineering management with a state or local government; two (2) years of supervisory experience, which includes the supervision of professional staff; must possess registration as a Professional Engineer (PE) before employment; must possess registration in the State of Arkansas as a Professional Engineer (PE) within one (1) year of employment; must maintain registration for the duration of employment in this position.
<b>Insufficient Data:</b>	0

# Traffic Engineer II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1215 - Traffic Engineer II
<b>Job Description:</b>	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
<b>Insufficient Data:</b>	0

# Traffic Engineer I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1216 - Traffic Engineer I
<b>Job Description:</b>	Plans and ensures implementation of a safe and efficient traffic control system for the City; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

## Traffic Technician II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1217 - Traffic Technician II
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	

# Traffic Technician I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1218 - Traffic Technician I
<b>Job Description:</b>	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.
<b>Insufficient Data:</b> 0	

# Waste Water Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1219 - Waste Water Manager
<b>Job Description:</b>	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
<b>Insufficient Data: 0</b>	

## Water / Waste Water Operator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1220 - Water / Waste Water Operator
<b>Job Description:</b>	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.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	1 0
<b>Bonus Eligible (Y N):</b>	2 0
<b>Full Part Time:</b>	2 5
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Senior Water Tech   Water Supt/Street Supt   Water/Waste Water Superintendent
<b>Reports To:</b>	Mayor
<b>Comments:</b>	Salaried

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$42,312	\$42,312	\$38,915	\$42,312	\$48,100	\$48,100
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$400	\$400	\$400	\$400	\$400	\$400
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
McNeil	381	Full	\$26,334	\$21,067	\$26,334	\$31,601
Winslow	365	Full	\$48,100	\$38,480	\$48,100	\$57,720
Emerson	293	Full	\$42,312	\$33,850	\$42,312	\$50,774

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

# Utility Construction

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1221 - Utility Construction
<b>Job Description:</b>	This is a position consisting of a heavy labor and mechanical nature involving the maintenance of the City water distribution system, the City wastewater collection system and related facilities as well as the fields of street maintenance, repair, construction and related activities. Repair and replace damaged water and sewer mains and related components. Installation, repair, and maintenance of water meters and fire hydrants. Tapping of water mains and installation of new water service connections. Maintain records of all work performed, in both written and computerized form. Set up and remove traffic control devices such as cones, flares, barriers, flashers, flags, etc. May be required to direct traffic. Operate heavy equipment: back hoe, track hoe, dump truck etc. Class "B" Commercial Driver's License. Must
<b>Insufficient Data: 0</b>	



# Water Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1222 - Water Manager
<b>Job Description:</b>	The incumbent operates the water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Water Superintendent
<b>Reports To:</b>	Mayor   Mayor/City Council
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$13,000	\$13,000	\$18,500	\$13,000	\$24,000	\$24,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
St Charles	207	Full	\$13,000	\$10,400	\$13,000	\$15,600
Big Flat	88	Full	\$24,000	\$19,200	\$24,000	\$28,800

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

## Utility Billing and Receivable Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1223 - Utility Billing and Receivable Clerk
<b>Job Description:</b>	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 3
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Billing And Clerk   Office Admin/City Clerk   Water Clerk
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$20,291	\$20,291	\$18,750	\$20,291	\$24,960	\$24,960
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
McNeil	381	Full	\$24,960	\$19,968	\$24,960	\$29,952
Emerson	293	Full	\$20,291	\$16,233	\$20,291	\$24,349
St Charles	207	Full	\$11,000	\$8,800	\$11,000	\$13,200

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