



Arkansas Municipal League 2024 Salary Survey: Populations 10,000+

Introduction

AML Salary Survey Results 2024 10000+.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

Participating Cities								
<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>
Bella Vista	30104	\$24,734,300		Glenda Kelderman	gkelderman@bellavistaar.gov	200	195	479-876-1255
Benton	35014					0	0	
Bentonville	54164	\$239,346,124		Machele Bowen	mbowen@bentonvillear.com	664	641	479-271-3117
Blytheville	13406	\$22,698,625		Alisha Williams	awilliams@cityofblytheville.com	206	211	870-763-3602
Cabot	26569			Matthew Hood	mhood@cabotar.gov	191	0	501-843-3566
Centerton	17792	\$15,280,417		Jocelyn Diaz	jdiaz@centertonar.us	134	121	479-640-0624
Conway	64134	\$80,996,805		Lisa Mabry-Williams	lisa.williams@conwayarkansas.gov	555	528	501-450-7087
Forrest City	13015	\$39,975,909		Glynis Lyncch	glyncch@cityofforrestcityar.com	182	164	870-633-1315
Fort Smith	89142	\$147,562,851		Lindsey Kaelin	lkaelin@fortsmithar.gov	1098	1020	479-784-2222
Harrison	13069	\$20,000,000		Danny Presley	dpresley@harrisonar.gov	162	157	870-204-5498
Hot Springs	37930			Brooke Gilbert	bgilbert@cityhs.net	670	628	501-321-6840
Jacksonville	29477	\$39,000,000		Charlette Nelson	cnelson@cityofjacksonville.net	294	240	501-982-4671
Jonesboro	78576	\$72,660,754		Dewayne Douglas	ddouglas@jonesboro.org	650	625	870-933-4640
Little Rock	202591	\$313,031,049		Pamela Wrather	pwrather@littlerock.gov	0	1982	501-372-4592
Maumelle	19251	\$25,332,726		Doreen Mattes	maumellehr@maumelle.org	227	193	501-851-2500
Mountain Home	12825	\$51,413,842		Sue Edwards Strop	sedwards@cityofmountainhome.com	200	193	870-425-7042
North Little Rock	64591	\$247,775,242		Robert Mauldin	rmauldin2@nlr.ar.gov	971	839	501-975-8855
Paragould	29537	\$16,817,653		Tisha Baldwin	tisha.baldwin@paragouldcity.org	208	195	870-239-7511
Pine Bluff	41253					0	0	
Rogers	69908	\$81,970,000		Thomas Dunlap	tdunlap@rogersar.gov	555	520	479-621-1117
Russellville	28940	\$18,684,668		Tanessa Vaughn	tvaughn@rsvlar.org	190	185	479-968-2098
Sherwood	32731					0	0	
Springdale	87176	\$83,900,000		Gina Lewis	glewis@springdalear.gov	655	596	479-756-7714
Texarkana	29387	\$64,321,333		Skylar Krause	skylar.krause@txkusa.org	263	199	870-779-4997
Van Buren	23218	\$21,408,796		Shawna Reynolds	sreynolds@vanburencity.org	164	1	479-474-8936
Total: 25								

Summary

Summary								
<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	19	19	0 18 0	\$91,300	\$118,680	\$115,978	\$143,658
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	12	14	0 10 0	\$53,310	\$89,812	\$88,760	\$122,636
City Manager or Chief of Staff	Administration	6	6	0 4 0	\$138,008	\$167,502	\$146,348	\$192,712
Executive Secretary	Administration	17	20	4 12 3	\$40,310	\$52,781	\$51,626	\$61,568
Council Member	Administration	4	32	0 32 0	\$9,920	\$12,251	\$11,346	\$12,701
City Clerk	Administration	7	7	0 5 0	\$70,237	\$82,069	\$87,609	\$102,396
City Clerk-Elected	Administration	6	6	0 6 0	\$22,604	\$50,017	\$42,977	\$69,047
City Clerk Treas-Elected	Administration	7	7	1 4 1	\$65,723	\$80,989	\$67,473	\$99,676
Treasurer	Administration	3	3	0 2 0	\$59,650	\$72,465	\$59,650	\$85,280
Deputy Clerk	Administration	13	19	1 15 1	\$40,264	\$47,454	\$48,089	\$51,597
City Attorney	Administration	16	17	0 15 1	\$83,291	\$112,696	\$118,955	\$148,428
Assistant City Attorney	Administration	6	7	0 6 0	\$96,448	\$117,459	\$101,605	\$142,800
Deputy City Attorney	Administration	7	15	0 13 0	\$86,902	\$92,740	\$95,013	\$95,013
Court Clerk	Administration	18	43	5 28 8	\$38,188	\$49,784	\$43,691	\$62,425
Deputy Court Clerk	Administration	17	89	4 65 0	\$34,885	\$38,345	\$37,117	\$40,643
District Judge	Administration	1	1	0 0 0				
Transcriptionist	Administration	3	8	0 5 2	\$36,982	\$40,879	\$37,648	\$43,430
Office Manager	Administration	14	51	4 27 6	\$42,993	\$49,280	\$48,467	\$55,723
Purchasing Agent	Administration	10	12	1 8 0	\$39,644	\$64,572	\$68,915	\$80,146
Administrative Assistant I	Administration	19	225	49 94 48	\$37,044	\$42,125	\$41,886	\$45,429
Code Enforcement Supervisor	Code Enforcement	9	9	1 8 0	\$57,319	\$67,651	\$60,008	\$76,273
Code Enforcement Officer - Senior	Code Enforcement	8	21	0 16 2	\$42,661	\$51,185	\$49,546	\$51,730
Code Enforcement Officer	Code Enforcement	19	73	3 67 0	\$40,203	\$42,631	\$42,432	\$44,553
Building Inspector	Code Enforcement	18	50	0 30 12	\$45,283	\$54,313	\$50,696	\$58,572
Electrical Inspector	Code Enforcement	7	9	0 7 0	\$48,484	\$51,995	\$49,628	\$54,392
Mechanical Inspector	Code Enforcement	6	6	0 4 0	\$48,484	\$51,672	\$48,796	\$55,536
Plumbing and Gas Inspector	Code Enforcement	8	11	0 8 0	\$48,796	\$51,222	\$49,628	\$54,662
Community Development/Planning Director	Engineering/Planning	16	22	2 11 2	\$71,246	\$89,973	\$78,922	\$109,778
Planner II	Engineering/Planning	13	19	1 16 0	\$54,175	\$64,603	\$63,828	\$75,000
Planner I	Engineering/Planning	12	28	1 18 2	\$43,375	\$54,348	\$54,465	\$59,482
City Engineer	Engineering/Planning	14	18	2 13 0	\$90,661	\$107,980	\$105,361	\$121,663
Engineering Specialist	Engineering/Planning	8	24	2 17 4	\$50,876	\$62,211	\$52,062	\$79,809
Engineering Technician - Senior	Engineering/Planning	7	9	1 6 1	\$55,702	\$61,276	\$60,469	\$64,147
GIS Analyst - Senior	Engineering/Planning	9	10	0 8 0	\$62,456	\$68,773	\$67,847	\$73,957
GIS Analyst	Engineering/Planning	7	9	0 7 0	\$51,730	\$56,196	\$55,890	\$65,894
Graphics Technician	Engineering/Planning	3	3	0 2 0	\$42,536	\$44,803	\$42,536	\$47,070
Land Surveyor	Engineering/Planning	1	1	0 0 0				
Finance Director	Finance	17	20	1 16 0	\$90,305	\$110,679	\$108,205	\$128,752
Accountant	Finance	13	31	1 22 2	\$58,406	\$61,219	\$61,379	\$66,999
Accounting Clerk II	Finance	6	12	1 8 0	\$45,062	\$53,687	\$53,687	\$53,687
Accounting Clerk I	Finance	7	14	0 11 2	\$40,435	\$45,896	\$44,304	\$49,836
Accounting Clerk	Finance	8	10	0 6 2	\$34,236	\$39,971	\$40,316	\$42,320
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	14	28	0 23 2	\$39,166	\$46,653	\$46,300	\$50,482
Fire Chief	Fire Department	21	24	0 16 0	\$86,152	\$106,493	\$100,022	\$126,936
Assistant Fire Chief	Fire Department	14	22	0 19 0	\$87,359	\$100,428	\$106,686	\$113,776
Fire Battalion Chief	Fire Department	18	84	1 72 2	\$77,361	\$85,926	\$87,220	\$98,454
Fire Captain	Fire Department	21	422	0 351 51	\$71,752	\$74,523	\$73,515	\$80,662

Summary

Fire Lieutenant	Fire Department	7	53	0 32 5	\$54,961	\$59,870	\$57,477	\$67,766
Fire Apparatus Engineer (Driver)	Fire Department	16	438	0 352 48	\$55,841	\$61,724	\$61,250	\$69,934
Fire Inspector/Marshal	Fire Department	13	16	0 13 0	\$62,477	\$75,101	\$77,362	\$85,291
Firefighter	Fire Department	20	726	0 571 77	\$45,000	\$50,475	\$48,768	\$56,784
HR/Personnel Director	Human Resources	19	20	1 16 1	\$67,850	\$88,041	\$81,869	\$96,844
Human Resource Generalist	Human Resources	12	15	1 11 1	\$48,800	\$62,458	\$55,241	\$70,990
HR-Benefits Specialist	Human Resources	10	10	0 7 0	\$48,484	\$56,260	\$57,588	\$58,780
Human Resources Assistant	Human Resources	6	7	0 4 1	\$34,279	\$45,886	\$46,377	\$53,040
Payroll Administrator	Human Resources	11	13	0 9 3	\$46,155	\$56,568	\$49,427	\$63,125
Industrial Organizational Specialist	Human Resources	3	4	0 3 0	\$58,968	\$70,404	\$58,968	\$93,276
Information Systems Director	Information Systems	15	16	1 13 0	\$77,708	\$99,874	\$88,856	\$120,182
Systems Network Manager	Information Systems	8	11	3 6 1	\$66,065	\$81,013	\$83,232	\$93,017
Network Analyst	Information Systems	9	15	0 10 1	\$66,065	\$70,182	\$75,377	\$75,885
Network Coordinator	Information Systems	7	10	0 7 1	\$47,694	\$56,787	\$54,075	\$62,587
Programmer Analyst - Senior	Information Systems	4	9	0 7 0	\$85,533	\$88,682	\$87,383	\$102,298
Programmer Analyst	Information Systems	4	9	0 5 0	\$37,086	\$66,261	\$73,899	\$82,652
Systems Programmer	Information Systems	6	7	0 3 0	\$64,708	\$75,841	\$73,588	\$80,000
Information Support Specialist	Information Systems	10	24	1 23 0	\$46,935	\$54,514	\$49,854	\$59,200
Librarian	Library	6	32	0 16 14	\$55,768	\$67,122	\$63,024	\$76,710
Library Assistant	Library	5	33	4 14 14	\$29,120	\$35,449	\$36,895	\$44,798
Safety Loss Control Specialist	Operations	5	6	0 4 0	\$59,482	\$62,902	\$61,532	\$63,129
Airport Manager	Operations	8	11	2 5 0	\$52,000	\$68,512	\$59,358	\$83,110
Airport Attendant	Operations	6	18	1 7 1	\$36,524	\$41,496	\$37,542	\$46,592
Animal Control Director	Operations	8	9	2 6 0	\$56,700	\$71,094	\$66,304	\$75,337
Animal Control Field Officer	Operations	13	28	3 22 2	\$38,459	\$40,885	\$39,663	\$42,203
Animal Services Manager	Operations	8	8	1 6 0	\$46,349	\$57,892	\$57,495	\$68,915
Animal Services Officer	Operations	14	44	9 25 2	\$31,553	\$34,551	\$33,713	\$37,454
Building/Maintenance Supervisor	Operations	11	14	2 9 1	\$48,779	\$60,692	\$56,334	\$63,086
Building/Maintenance Worker	Operations	17	64	17 33 10	\$31,054	\$36,559	\$35,900	\$39,560
Fleet Supervisor	Operations	12	20	1 16 0	\$53,810	\$61,973	\$59,664	\$66,378
Fleet Maintenance Mechanic II	Operations	16	49	2 36 2	\$43,846	\$50,645	\$50,891	\$55,203
Fleet Maintenance Mechanic I	Operations	11	37	0 30 0	\$38,730	\$42,687	\$40,976	\$47,802
Horticulturist	Operations	5	8	0 6 0	\$46,291	\$48,574	\$47,695	\$55,848
Grounds Maintenance Supervisor	Operations	14	20	1 11 3	\$44,740	\$52,849	\$48,632	\$59,550
Grounds Maintenance Lead	Operations	8	21	1 16 1	\$35,880	\$40,082	\$38,750	\$45,139
Grounds Maintenance Laborer	Operations	12	58	7 40 7	\$28,330	\$32,223	\$32,593	\$33,849
Signal Repair Technician - Senior	Operations	9	9	1 6 1	\$44,741	\$55,987	\$48,204	\$74,110
Signal Repair Technician	Operations	7	10	1 7 1	\$32,473	\$43,095	\$36,109	\$52,436
Signal Technician II	Operations	5	9	1 6 0	\$42,762	\$54,380	\$57,225	\$61,236
Signal Technician I	Operations	6	9	1 7 0	\$34,428	\$45,738	\$45,939	\$54,849
Parks Director	Parks & Recreation	18	23	3 16 3	\$70,374	\$90,141	\$85,862	\$106,600
Parks Aquatics Manager	Parks & Recreation	8	10	1 7 1	\$49,162	\$55,753	\$52,773	\$56,596
Recreation Programmer	Parks & Recreation	10	28	1 24 3	\$36,340	\$46,135	\$40,000	\$53,248
Recreation Program Manager	Parks & Recreation	14	22	5 15 1	\$37,440	\$48,760	\$44,387	\$47,759
Recreation Facility Supervisor	Parks & Recreation	11	22	0 16 4	\$49,358	\$54,858	\$52,313	\$61,085
Therapeutic Recreation Coordinator	Parks & Recreation	4	6	0 3 1	\$65,364	\$79,677	\$68,806	\$73,652
Parks Supervisor	Parks & Recreation	15	72	0 68 2	\$43,260	\$50,418	\$49,129	\$53,976
Parks Equipment Operator	Parks & Recreation	13	63	1 57 4	\$33,713	\$38,333	\$37,689	\$43,139
Parks Department Laborer	Parks & Recreation	17	133	10 104 5	\$31,054	\$34,176	\$33,742	\$36,755
Police Chief	Police Department	21	21	0 17 0	\$90,555	\$113,525	\$106,969	\$136,925
Assistant Police Chief	Police Department	9	12	0 11 0	\$77,532	\$106,650	\$107,128	\$135,747
Police Major/Captain	Police Department	19	57	0 50 0	\$83,672	\$97,456	\$102,027	\$109,813

Summary

Police Lieutenant	Police Department	21	132	0 112 0	\$70,595	\$82,854	\$85,883	\$96,075
Police Sergeant	Police Department	21	252	0 217 5	\$70,387	\$77,212	\$80,620	\$85,363
Police Corporal	Police Department	9	147	0 67 49	\$64,417	\$68,660	\$68,962	\$75,483
Police Investigative Detective	Police Department	10	47	0 41 2	\$55,203	\$59,656	\$59,446	\$67,267
School Resource Officer	Police Department	8	26	0 21 3	\$44,320	\$54,171	\$54,644	\$63,079
Police Officer	Police Department	20	1255	11 1080 25	\$51,417	\$60,016	\$58,011	\$70,390
Police Property Room Supervisor	Police Department	12	13	1 10 1	\$43,368	\$48,545	\$43,639	\$55,725
Crime Scene Supervisor	Police Department	2	2	0 0 0	\$44,740	\$44,740	\$44,740	\$44,740
Crime Scene Specialist	Police Department	7	22	0 15 0	\$45,177	\$54,885	\$58,406	\$67,267
Communications Shift Supervisor	Police Department	18	61	4 45 6	\$50,013	\$55,618	\$53,223	\$62,275
Communications Dispatcher	Police Department	10	73	0 57 0	\$39,083	\$45,994	\$42,584	\$52,478
Police Dispatch	Police Department	7	76	1 75 0	\$40,941	\$42,994	\$43,992	\$47,777
Communications Call Taker	Police Department	6	67	1 51 1	\$37,419	\$39,827	\$39,811	\$41,412
Probation Officer - Senior	Police Department	5	7	0 5 0	\$54,890	\$56,129	\$55,099	\$58,115
Probation Officer	Police Department	10	28	2 22 0	\$41,562	\$45,832	\$46,675	\$48,942
Public Works Director	Public Works	16	25	8 11 1	\$80,000	\$92,942	\$88,587	\$105,060
Sanitation Superintendent	Public Works	8	12	0 6 1	\$52,915	\$68,467	\$58,667	\$66,539
Sanitation Supervisor	Public Works	9	25	6 13 0	\$48,651	\$58,405	\$56,673	\$65,728
Sanitation Equipment Operator III	Public Works	11	170	11 121 0	\$39,561	\$43,603	\$42,848	\$47,132
Sanitation Equipment Operator II	Public Works	8	59	0 37 0	\$37,440	\$40,911	\$37,752	\$46,737
Sanitation Equipment Operator I	Public Works	7	25	6 19 0	\$36,720	\$37,879	\$36,784	\$40,227
Sanitation Department Laborer	Public Works	12	120	33 80 0	\$32,926	\$35,409	\$34,278	\$38,730
Street Maintenance Superintendent	Public Works	16	19	2 13 3	\$57,844	\$74,191	\$69,721	\$91,073
Street Supervisor	Public Works	20	76	7 43 4	\$45,890	\$53,129	\$52,644	\$57,387
Street Equipment Operator	Public Works	19	192	22 134 16	\$36,506	\$41,557	\$40,664	\$46,758
Street Department Laborer	Public Works	12	111	1 90 14	\$33,280	\$37,641	\$36,587	\$41,261
Solid Waste Recycling Coordinator	Public Works	5	5	2 2 0	\$35,880	\$52,036	\$36,778	\$56,673
Solid Waste Recycling Operator/Collector	Public Works	5	19	0 7 0	\$33,488	\$38,534	\$35,401	\$40,976
Traffic Engineering Manager	Public Works	5	5	0 2 0	\$102,613	\$97,363	\$102,613	\$117,300
Traffic Engineer II	Public Works	3	5	0 4 0	\$84,281	\$92,991	\$89,250	\$95,222
Traffic Engineer I	Public Works	2	2	0 0 0	\$35,401	\$35,401	\$35,401	\$35,401
Traffic Technician II	Public Works	6	6	1 3 0	\$41,059	\$50,115	\$42,007	\$58,934
Traffic Technician I	Public Works	6	11	3 2 0	\$31,553	\$39,233	\$37,015	\$47,673
Waste Water Manager	Public Works	8	19	3 12 1	\$55,702	\$65,252	\$62,400	\$75,296
Water / Waste Water Operator	Public Works	8	130	5 77 1	\$32,115	\$40,042	\$37,440	\$47,153
Utility Construction	Public Works	5	123	10 94 2	\$34,029	\$39,174	\$38,730	\$41,891
Water Manager	Public Works	6	23	8 2 3	\$55,890	\$66,776	\$60,258	\$71,203
Utility Billing and Receivable Clerk	Public Works	8	58	2 37 0	\$33,113	\$37,935	\$34,174	\$43,260

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>
Little Rock	202591	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Over 106 Hours In 14 Days
Fort Smith	89142	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Springdale	87176	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Firefighters - Hours Worked In Excess Of 182 Hours Per 24 Day Work Period
Jonesboro	78576	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Rogers	69908	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
North Little Rock	64591	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Fire Personnel Working 8Hr Shifts Get Overtime After 40Hrs/Week. 24Hr Personnel Get Overtime After 106 Per Pay Period.
Conway	64134	84		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Bentonville	54164	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Pine Bluff	41253					
Hot Springs	37930					
Benton	35014					
Sherwood	32731					
Bella Vista	30104	40		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Paragould	29537					
Jacksonville	29477	85			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Police - Anything Over 85 Hours In A 2 Week Period
Texarkana	29387			Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).		Police: Flsa - Paid Overtime After 86 Hours Worked During A 14 Day Work Period.
Russellville	28940	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Cabot	26569	86.5		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Van Buren	23218	86				
Maumelle	19251	84				
Centerton	17792	86				Police- Any Time Worked Over 86 Hrs. Per Pay Period Fire- Any Time Worked Over 53 Hrs Per Pay Period.
Blytheville	13406	86		Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Harrison	13069	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Forrest City	13015	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Mountain Home	12825	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Any Time Worked Over 53 Hours In A 7-Day Work Period

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

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402	Accounting Clerk II	Finance
403	Accounting Clerk I	Finance
404	Accounting Clerk	Finance
405	Accounts Payable-Accounts Receivable Specialist-Coordinator	Finance
500	Fire Chief	Fire Department
501	Assistant Fire Chief	Fire Department
502	Fire Battalion Chief	Fire Department
503	Fire Captain	Fire Department
504	Fire Lieutenant	Fire Department
505	Fire Apparatus Engineer (Driver)	Fire Department
506	Fire Inspector-Marshal	Fire Department
507	Firefighter	Fire Department
600	HR-Personnel Director	Human Resources
601	Human Resource Generalist	Human Resources
602	HR-Benefits Specialist	Human Resources
603	Human Resources Assistant	Human Resources
604	Payroll Administrator	Human Resources
605	Industrial Organizational Specialist	Human Resources
700	Information Systems Director	Information Systems
701	Systems Network Manager	Information Systems
702	Network Analyst	Information Systems
703	Network Coordinator	Information Systems
704	Programmer Analyst - Senior	Information Systems
705	Programmer Analyst	Information Systems
706	Systems Programmer	Information Systems
707	Information Support Specialist	Information Systems
800	Librarian	Library
801	Library Assistant	Library
900	Safety Loss Control Specialist	Operations
901	Airport Manager	Operations
902	Airport Attendant	Operations
903	Animal Control Director	Operations
904	Animal Control Field Officer	Operations
905	Animal Services Manager	Operations
906	Animal Services Officer	Operations
907	Building-Maintenance Supervisor	Operations
908	Building-Maintenance Worker	Operations
909	Fleet Supervisor	Operations
910	Fleet Maintenance Mechanic II	Operations
911	Fleet Maintenance Mechanic I	Operations
912	Horticulturist	Operations

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913	Grounds Maintenance Supervisor	Operations
914	Grounds Maintenance Lead	Operations
915	Grounds Maintenance Laborer	Operations
916	Signal Repair Technician - Senior	Operations
917	Signal Repair Technician	Operations
918	Signal Technician II	Operations
919	Signal Technician I	Operations
1000	Parks Director	Parks & Recreation
1001	Parks Aquatics Manager	Parks & Recreation
1002	Recreation Programmer	Parks & Recreation
1003	Recreation Program Manager	Parks & Recreation
1004	Recreation Facility Supervisor	Parks & Recreation
1005	Therapeutic Recreation Coordinator	Parks & Recreation
1006	Parks Supervisor	Parks & Recreation
1007	Parks Equipment Operator	Parks & Recreation
1008	Parks Department Laborer	Parks & Recreation
1100	Police Chief	Police Department
1101	Assistant Police Chief	Police Department
1102	Police Major-Captain	Police Department
1103	Police Lieutenant	Police Department
1104	Police Sergeant	Police Department
1105	Police Corporal	Police Department
1106	Police Investigative Detective	Police Department
1107	School Resource Officer	Police Department
1108	Police Officer	Police Department
1109	Police Property Room Supervisor	Police Department
1110	Crime Scene Supervisor	Police Department
1111	Crime Scene Specialist	Police Department
1112	Communications Shift Supervisor	Police Department
1113	Communications Dispatcher	Police Department
1114	Police Dispatch	Police Department
1115	Communications Call Taker	Police Department
1116	Probation Officer - Senior	Police Department
1117	Probation Officer	Police Department
1200	Public Works Director	Public Works
1201	Sanitation Superintendent	Public Works
1202	Sanitation Supervisor	Public Works
1203	Sanitation Equipment Operator III	Public Works
1204	Sanitation Equipment Operator II	Public Works
1205	Sanitation Equipment Operator I	Public Works
1206	Sanitation Department Laborer	Public Works

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1207	Street Maintenance Superintendent	Public Works
1208	Street Supervisor	Public Works
1209	Street Equipment Operator	Public Works
1210	Street Department Laborer	Public Works
1211	Solid Waste Recycling Coordinator	Public Works
1212	Solid Waste Recycling Operator-Collector	Public Works
1214	Traffic Engineering Manager	Public Works
1215	Traffic Engineer II	Public Works
1216	Traffic Engineer I	Public Works
1217	Traffic Technician II	Public Works
1218	Traffic Technician I	Public Works
1219	Waste Water Manager	Public Works
1220	Water - Waste Water Operator	Public Works
1221	Utility Construction	Public Works
1222	Water Manager	Public Works
1223	Utility Billing and Receivable Clerk	Public Works

Mayor

Index Tab	
Job Title:	100 - Mayor
Job Description:	Functions as the Chief Executive Officer for the City; provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality of the city that they are elected into.
Total Matches (A M B):	0 18 0
Exempt non-exempt:	18 0
Bonus Eligible (Y N):	3 0
Full Part Time:	3 1
Number of Organizations Reporting:	19
Position Titles:	Mayor
Reports To:	Citizens Council Elected Elected Official Public Voters
Comments:	Elected Official No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$79,506	\$91,300	\$118,680	\$115,978	\$143,658	\$173,409
Actual Incentive Paid Dollar Last Year	1	\$21,500	\$21,500	\$21,500	\$21,500	\$21,500	\$21,500
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$200,000	\$160,000	\$200,000	\$240,000
Springdale	87176	Full	\$162,646	\$130,117	\$162,646	\$195,175
Rogers	69908	Full	\$173,409	\$138,727	\$173,409	\$208,091
North Little Rock	64591	Full	\$143,658	\$114,926	\$143,658	\$172,390
Conway	64134	Full	\$119,171	\$95,337	\$119,171	\$119,171
Bentonville	54164	Full	\$149,255	\$119,404	\$149,255	\$179,106
Sherwood	32731	Full	\$115,978	\$92,782	\$115,978	\$139,174
Bella Vista	30104	Full	\$131,414	\$105,131	\$131,414	\$157,697
Paragould	29537	Full	\$120,542	\$96,434	\$120,542	\$144,650
Jacksonville	29477	Full	\$94,274	\$75,419	\$94,274	\$113,129
Russellville	28940	Full	\$87,408	\$69,926	\$87,408	\$104,890
Cabot	26569	Full	\$125,041	\$100,033	\$125,041	\$150,049
Van Buren	23218	Full	\$95,799	\$76,639	\$95,799	\$114,959
Maumelle	19251	Full	\$102,691	\$82,153	\$102,691	\$123,229

Mayor

Centerton	17792	Full	\$97,681	\$78,145	\$97,681	\$117,217
Blytheville	13406	Full	\$79,506	\$63,605	\$79,506	\$95,407
Harrison	13069	Full	\$74,439	\$74,439	\$74,439	\$74,439
Forrest City	13015	Full	\$91,300	\$73,040	\$91,300	\$109,560
Mountain Home	12825	Full	\$90,717	\$72,574	\$90,717	\$108,860

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.95	\$118,680	\$95,728	\$118,680	\$140,379
45,000+	0.86	\$158,023	\$126,419	\$158,023	\$185,655
20,000 - 49,999	1	\$110,065	\$88,052	\$110,065	\$132,078
10,000 - 19,999	1	\$89,389	\$73,992	\$89,389	\$104,786

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

Index Tab	
Job Title:	101 - Assistant to Mayor/Deputy City Administrator/Chief of Staff
Job Description:	Serves under the direction of the Mayor and provides management oversight for designated departments within the City; ensures that the directives of the Mayor or City Manager are accomplished and attends various internal meetings and external public meetings/events in their absence; requires a college degree from a four-year institution in a related public administration or business field; eight (8) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	0 10 0
Exempt non-exempt:	11 2
Bonus Eligible (Y N):	3 2
Full Part Time:	3 1
Number of Organizations Reporting:	12
Position Titles:	Chief Of Staff Chief Of Staff 46 Deputy City Administrator Deputy City Manager Director Of Communications Director Of Economic Development Manager-Mayor's Office Mayor's Assistant Mayor's Chief Of Staff Mayor's Executive Assistant
Reports To:	City Administrator City Manager Mayor
Comments:	2023 Gross Includes Longevity Pay No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$46,966	\$53,310	\$89,812	\$88,760	\$122,636	\$139,125
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$117,101	\$93,681	\$117,101	\$140,521
Fort Smith	89142	Full	\$139,125	\$100,131	\$125,174	\$150,217
Springdale	87176	Full	\$160,340	\$106,894	\$133,617	\$160,340
Conway	64134	Full	\$88,760	\$71,008	\$88,760	\$88,760
Hot Springs	37930	Full	\$122,636	\$54,912	\$68,640	\$201,760
Hot Springs	37930	Full	\$122,636	\$54,912	\$68,640	\$201,760
Sherwood	32731	Full				
Jacksonville	29477	Full	\$89,999	\$71,999	\$89,999	\$107,999
Jacksonville	29477	Full	\$39,139	\$31,311	\$39,139	\$46,967
Van Buren	23218	Full	\$48,000	\$38,400	\$48,000	\$57,600
Maumelle	19251	Full	\$70,713	\$56,570	\$70,713	\$84,856
Centerton	17792	Full	\$46,966	\$37,573	\$46,966	\$56,359
Harrison	13069	Full	\$53,310	\$53,310	\$53,310	\$53,310
Mountain Home	12825	Full	\$68,827	\$50,794	\$63,898	\$72,904

Assistant to Mayor/Deputy City Administrator/Chief of Staff

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$89,812	\$63,192	\$77,997	\$109,489
45,000+	0.8	\$126,332	\$92,928	\$116,163	\$134,960
20,000 - 49,999	1.25	\$84,482	\$50,307	\$62,884	\$123,217
10,000 - 19,999	1	\$59,954	\$49,562	\$58,722	\$66,857

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

City Manager or Chief of Staff

Index Tab	
Job Title:	102 - City Manager or Chief of Staff
Job Description:	Acts as the City
Total Matches (A M B):	0 4 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	City Administrator City Manager Director Of Administration
Reports To:	Board Of Directors
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$138,008	\$138,008	\$167,502	\$146,348	\$192,712	\$192,938
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full				
Fort Smith	89142	Full	\$192,938	\$154,350	\$192,938	\$231,526
Bentonville	54164	Full	\$146,348	\$117,078	\$146,348	\$175,618
Hot Springs	37930	Full	\$192,712	\$54,912	\$68,640	\$201,760
Sherwood	32731	Full				
Texarkana	29387	Full	\$138,008	\$110,406	\$138,008	\$165,610

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.67	\$167,502	\$109,187	\$136,484	\$193,628
45,000+	0.67	\$169,643	\$135,714	\$169,643	\$203,572
20,000 - 49,999	0.67	\$165,360	\$82,659	\$103,324	\$183,685
10,000-19,999					

City Manager or Chief of Staff

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

Executive Secretary

Index Tab	
Job Title:	103 - Executive Secretary
Job Description:	The Executive Secretary works under the broad policy guidance and direction of the Mayor or City Manager. This position is responsible for the overall effectiveness of the department
Total Matches (A M B):	4 12 3
Exempt non-exempt:	8 9
Bonus Eligible (Y N):	7 9
Full Part Time:	7 0
Number of Organizations Reporting:	17
Position Titles:	Administrative Assistant Ast. To Mayor Comm Dev Communications Coord Director Of Operations Executive Administrative Assistant Executive Assistant Executive Assistant - City Administration Executive Assistant To The Mayor Executive Sec. To Chief Executive Secretary Mayor's Assistant
Reports To:	City Administrator City Manager Mayor Police Chief
Comments:	Also Serves As Civic Center Booking Agent

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$35,360	\$40,310	\$52,781	\$51,626	\$61,568	\$70,813
Actual Incentive Paid Dollar Last Year	2	\$1,440	\$1,440	\$1,888	\$1,440	\$2,335	\$2,335
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$72,134	\$57,707	\$72,134	\$86,561
Fort Smith	89142	Full	\$51,626	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$56,175	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$70,813	\$58,103	\$72,628	\$87,154
Rogers	69908	Full	\$84,760	\$64,525	\$80,656	\$100,820
North Little Rock	64591	Full	\$62,729	\$50,183	\$62,729	\$75,275
Conway	64134	Full	\$66,713	\$53,370	\$66,713	\$66,713
Bentonville	54164	Full	\$61,568	\$49,254	\$61,568	\$73,882
Bentonville	54164	Full	\$52,083	\$41,666	\$52,083	\$62,500
Hot Springs	37930	Full	\$59,924	\$52,000	\$62,400	\$76,960
Sherwood	32731	Full	\$51,500	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$40,316	\$32,253	\$40,316	\$48,379
Jacksonville	29477	Full	\$51,626	\$41,301	\$51,626	\$61,951
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939

Executive Secretary

Russellville	28940	Full	\$43,470	\$34,776	\$43,470	\$52,164
Cabot	26569	Full	\$43,848	\$35,078	\$43,848	\$52,618
Maumelle	19251	Full	\$39,388	\$31,510	\$39,388	\$47,266
Blytheville	13406	Full	\$34,882	\$27,906	\$34,882	\$41,858
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.18	\$52,781	\$42,783	\$53,109	\$63,404
45,000+	1.29	\$64,289	\$51,842	\$64,805	\$76,733
20,000 - 49,999	1	\$47,285	\$38,895	\$47,558	\$57,463
10,000 - 19,999	1.33	\$36,508	\$29,206	\$36,508	\$43,809

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

Council Member

Index Tab	
Job Title:	104 - Council Member
Job Description:	Serves as an elected official on the City Council and participates in the overall direction and policy-making for the City through the attendance at regularly scheduled and called meetings; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	0 32 0
Exempt non-exempt:	16 0
Bonus Eligible (Y N):	8 0
Full Part Time:	8 104
Number of Organizations Reporting:	4
Position Titles:	City Council Member Council Member
Reports To:	Elected
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	32	\$9,920	\$9,920	\$12,251	\$11,346	\$12,701	\$15,038
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
North Little Rock	64591	Full	\$12,701	\$10,161	\$12,701	\$15,241
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046

Council Member

Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.78	\$12,251	\$9,801	\$12,251	\$14,702
45,000+	2.67	\$13,870	\$11,096	\$13,870	\$16,643
20,000 - 49,999	8	\$10,633	\$8,506	\$10,633	\$12,760
10,000-19,999					

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

Index Tab	
Job Title:	105 - City Clerk
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
Total Matches (A M B):	0 5 0
Exempt non-exempt:	4 2
Bonus Eligible (Y N):	0 2
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	City Clerk City Clerk/Administrative Services Manager City Clerk/Assistant City Manager Court Clerk
Reports To:	Citizens City Administrator City Manager Judge
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$70,237	\$70,237	\$82,069	\$87,609	\$102,396	\$108,759
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$108,759	\$103,128	\$130,973	\$158,817
Fort Smith	89142	Full	\$102,396	\$87,630	\$109,532	\$131,435
Hot Springs	37930	Full	\$87,609	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full				
Jacksonville	29477	Full	\$70,237	\$56,190	\$70,237	\$84,284
Texarkana	29387	Full	\$96,033	\$70,740	\$93,496	\$122,553
Russellville	28940	Full	\$27,379	\$21,903	\$27,379	\$32,855

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.86	\$82,069	\$68,385	\$87,536	\$110,511
45,000+	1	\$105,578	\$95,379	\$120,253	\$145,126
20,000 - 49,999	0.8	\$70,315	\$54,888	\$71,178	\$93,203

City Clerk

10,000-19,999	
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We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.

City Clerk-Elected

Index Tab	
Job Title:	106 - City Clerk-Elected
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
Total Matches (A M B):	0 6 0
Exempt non-exempt:	4 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 3
Number of Organizations Reporting:	6
Position Titles:	City Clerk City Clerk - Elected City Clerk - Treasurer City Clerk-Elected
Reports To:	Council Elected Elected Official Mayor Mayor And Citizens
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$22,604	\$22,604	\$50,017	\$42,977	\$69,047	\$99,323
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$99,323	\$79,458	\$99,323	\$119,188
Bentonville	54164	Full	\$15,449	\$12,359	\$15,449	\$18,539
Paragould	29537	Full	\$69,047	\$55,238	\$69,047	\$82,856
Russellville	28940	Full	\$22,604	\$18,083	\$22,604	\$27,125
Blytheville	13406	Full	\$50,700	\$40,560	\$50,700	\$60,840
Mountain Home	12825	Full	\$42,977	\$34,382	\$42,977	\$51,572

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.67	\$50,017	\$40,013	\$50,017	\$60,020
45,000+	1	\$57,386	\$45,909	\$57,386	\$68,863
20,000 - 49,999	1	\$45,826	\$36,660	\$45,826	\$54,991
10,000 - 19,999	1	\$46,839	\$37,471	\$46,839	\$56,206

City Clerk-Elected

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

Index Tab	
Job Title:	107 - City Clerk Treas-Elected
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	1 4 1
Exempt non-exempt:	6 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 1
Number of Organizations Reporting:	7
Position Titles:	City Clerk-Treasurer City Clerk/Treasurer City Clerktreasurer Clerk-Treasurer
Reports To:	Elected Elected Official Elected Official
Comments:	Elected Official

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$65,723	\$65,723	\$80,989	\$67,473	\$99,676	\$113,944
Actual Incentive Paid Dollar Last Year	1	\$3,520	\$3,520	\$3,520	\$3,520	\$3,520	\$3,520
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$113,944	\$91,155	\$113,944	\$136,733
Conway	64134	Full	\$78,567	\$62,854	\$78,567	\$78,567
Sherwood	32731	Full				
Cabot	26569	Full	\$99,676	\$79,741	\$99,676	\$119,611
Van Buren	23218	Full	\$65,723	\$52,578	\$65,723	\$78,868
Maumelle	19251	Full	\$67,473	\$53,978	\$67,473	\$80,968
Forrest City	13015	Full	\$60,551	\$48,441	\$60,551	\$72,661

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.75	\$80,989	\$64,791	\$80,989	\$94,568
45,000+	0.67	\$96,256	\$77,004	\$96,256	\$107,650
20,000 - 49,999	0.67	\$82,700	\$66,160	\$82,700	\$99,239

City Clerk Treas-Elected

10,000 - 19,999	1	\$64,012	\$51,210	\$64,012	\$76,814
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Treasurer

Index Tab	
Job Title:	108 - Treasurer
Job Description:	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
Total Matches (A M B):	0 2 0
Exempt non-exempt:	2 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Director Of Treasury & Finance Treasurer
Reports To:	Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$59,650	\$59,650	\$72,465	\$59,650	\$85,280	\$85,280
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Sherwood	32731	Full				
Paragould	29537	Full	\$59,650	\$47,720	\$59,650	\$71,580
Mountain Home	12825	Full	\$85,280	\$72,509	\$79,456	\$85,280

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.67	\$72,465	\$60,115	\$69,553	\$78,430
45,000+					
20,000 - 49,999	0.5	\$59,650	\$47,720	\$59,650	\$71,580
10,000 - 19,999	1	\$85,280	\$72,509	\$79,456	\$85,280

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

Deputy Clerk

Index Tab	
Job Title:	109 - Deputy Clerk
Job Description:	Performs administrative/clerical work and other administrative tasks; assignments are delegated and supervised by the City Clerk and the incumbent is expected to work with citizens, elected officials and other city personnel in a helpful and courteous manner; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	1 15 1
Exempt non-exempt:	7 8
Bonus Eligible (Y N):	8 8
Full Part Time:	8 1
Number of Organizations Reporting:	13
Position Titles:	Admin Support Clerk Assistant City Clerk Chief Deputy Clerk Deputy City Clerk Deputy City Clerk Revenue Officer Deputy City Clerk Revenue Officer Senior Deputy City Clerk/Admin Assistant Deputy Clerk Deputy/ Ap-Clerk Records Clerk
Reports To:	City Clerk City Clerk - Elected City Clerk - Treasurer City Clerk-Treasurer City Clerk/Administrative Services Manager City Clerk/Treasurer City Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$37,403	\$40,264	\$47,454	\$48,089	\$51,597	\$58,524
Actual Incentive Paid Dollar Last Year	1	\$2,086	\$2,086	\$2,086	\$2,086	\$2,086	\$2,086
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$51,001	\$40,801	\$51,001	\$61,201
Fort Smith	89142	Full	\$51,597	\$45,884	\$57,366	\$68,848
North Little Rock	64591	Full	\$62,692	\$44,374	\$53,937	\$66,689
North Little Rock	64591	Full	\$44,746	\$35,059	\$42,615	\$51,799
North Little Rock	64591	Full	\$51,130	\$36,337	\$44,168	\$53,687
Conway	64134	Full	\$54,078	\$43,262	\$54,078	\$54,078
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full				
Paragould	29537	Full	\$40,955	\$32,764	\$40,955	\$49,146
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Jacksonville	29477	Full	\$40,264	\$32,211	\$40,264	\$48,317
Texarkana	29387	Full	\$57,304	\$39,166	\$49,545	\$63,336
Cabot	26569	Full	\$58,524	\$46,819	\$58,524	\$70,229
Cabot	26569	Full	\$48,121	\$38,497	\$48,121	\$57,745

Deputy Clerk

Van Buren	23218	Full	\$42,744	\$34,195	\$42,744	\$51,293
Van Buren	23218	Full	\$49,440	\$39,552	\$49,440	\$59,328
Van Buren	23218	Full	\$40,170	\$32,136	\$40,170	\$48,204
Maumelle	19251	Full	\$37,403	\$29,922	\$37,403	\$44,884
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.38	\$47,454	\$37,638	\$46,801	\$56,145
45,000+	1.5	\$52,541	\$40,953	\$50,528	\$59,384
20,000 - 49,999	1.43	\$46,513	\$37,272	\$46,544	\$56,574
10,000 - 19,999	1	\$36,902	\$29,521	\$36,902	\$44,282

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

City Attorney

Index Tab	
Job Title:	110 - City Attorney
Job Description:	Manages the legal department and affairs for the City; provides legal representation to the Mayor, City Council, and other entities of the City or may delegate some responsibilities to other attorneys and/or legal staff; requires completion of a juris doctorate degree; eight (8) years of active legal experience.
Total Matches (A M B):	0 15 1
Exempt non-exempt:	13 1
Bonus Eligible (Y N):	3 1
Full Part Time:	3 4
Number of Organizations Reporting:	16
Position Titles:	City Attorney Staff Attorney
Reports To:	Citizens City Attorney Council Elected Elected Official Elected Official Mayor Mayor/Council
Comments:	Elected Official No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$48,281	\$83,291	\$112,696	\$118,955	\$148,428	\$173,409
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$186,385	\$123,450	\$156,782	\$190,113
Springdale	87176	Full	\$149,006	\$119,205	\$149,006	\$178,807
North Little Rock	64591	Full	\$133,824	\$107,059	\$133,824	\$160,589
Conway	64134	Full	\$121,731	\$97,385	\$121,731	\$121,731
Bentonville	54164	Full	\$173,409	\$138,727	\$173,409	\$208,091
Bentonville	54164	Full	\$148,428	\$118,742	\$148,428	\$178,114
Hot Springs	37930	Full	\$167,024	\$54,912	\$68,640	\$201,760
Bella Vista	30104	Full	\$135,190	\$101,298	\$126,622	\$151,946
Paragould	29537	Full	\$52,445	\$41,956	\$52,445	\$62,934
Jacksonville	29477	Full	\$112,345	\$89,876	\$112,345	\$134,814
Russellville	28940	Full	\$100,681	\$80,545	\$100,681	\$120,817
Cabot	26569	Full	\$118,955	\$95,164	\$118,955	\$142,746
Van Buren	23218	Full	\$15,383	\$12,306	\$15,383	\$18,460
Maumelle	19251	Full	\$105,002	\$84,002	\$105,002	\$126,002

City Attorney

Blytheville	13406	Full	\$83,291	\$66,633	\$83,291	\$99,949
Harrison	13069	Full	\$64,458	\$64,458	\$64,458	\$64,458
Mountain Home	12825	Full	\$48,281	\$38,625	\$48,281	\$57,937

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.85	\$112,696	\$84,373	\$104,664	\$130,545
45,000+	1	\$152,131	\$117,428	\$147,197	\$172,907
20,000 - 49,999	1	\$100,289	\$68,008	\$85,010	\$119,068
10,000 - 19,999	1	\$75,258	\$63,429	\$75,258	\$87,087

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

Assistant City Attorney

Index Tab	
Job Title:	111 - Assistant City Attorney
Job Description:	Assists the City Attorney with providing legal representation to the Mayor, City Council, and other entities of the City; may also assist in the prosecution of violations of municipal ordinances in Municipal Court, and appear in District Court and Federal Court as necessary; requires completion of a juris doctorate degree; five (5) years of active legal experience.
Total Matches (A M B):	0 6 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 2
Number of Organizations Reporting:	6
Position Titles:	Assistant City Attorney Chief Deputy City Attorney Chief Deputy City Atty Senior Deputy City Attorney Senior Staff Attorney
Reports To:	City Attorney
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$96,448	\$96,448	\$117,459	\$101,605	\$142,800	\$160,513
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$142,800	\$105,856	\$134,437	\$163,018
Springdale	87176	Full	\$113,435	\$82,498	\$103,123	\$123,747
Rogers	69908	Full	\$160,513	\$114,183	\$142,729	\$178,411
North Little Rock	64591	Full	\$101,605	\$81,284	\$101,605	\$121,926
North Little Rock	64591	Full	\$96,448	\$77,158	\$96,448	\$115,738
Conway	64134	Full	\$89,954	\$71,963	\$89,954	\$89,954
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.75	\$117,459	\$88,824	\$111,383	\$132,132
45,000+	1.2	\$117,459	\$88,824	\$111,383	\$132,132
20,000 - 49,999	0				

Assistant City Attorney

10,000-19,999	
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 City Attorney

Index Tab	
Job Title:	112 - Deputy City Attorney
Job Description:	Provides staff legal support for complex cases and other legal matters involving the City; requires completion of Juris Doctorate degree; four (4) years of active legal experience; must possess an Arkansas law license and be in good standing with the Arkansas Bar.
Total Matches (A M B):	0 13 0
Exempt non-exempt:	12 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	7
Position Titles:	Associate Staff Attorney Deputy City Attorney Staff Attorney
Reports To:	Chief Deputy City Attorney City Attorney Senior Deputy City Attorney
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$80,142	\$86,902	\$92,740	\$95,013	\$95,013	\$96,663
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$96,412	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Little Rock	202591	Full	\$95,013	\$88,529	\$112,432	\$136,335
Springdale	87176	Full	\$96,663	\$70,300	\$87,876	\$105,451
Springdale	87176	Full	\$87,876	\$70,300	\$87,876	\$105,451
Rogers	69908	Full	\$84,739	\$64,525	\$80,656	\$100,820
Rogers	69908	Full	\$86,902	\$84,388	\$105,485	\$131,856
North Little Rock	64591	Full	\$116,817	\$93,454	\$116,817	\$140,180
Conway	64134	Full	\$78,733	\$62,986	\$78,733	\$78,733
Hot Springs	37930	Full	\$80,142	\$54,912	\$68,640	\$201,760

Deputy City Attorney

Sherwood	32731	Full			
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Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$92,740	\$80,041	\$100,936	\$129,900
45,000+	2.6	\$93,709	\$81,974	\$103,421	\$124,372
20,000 - 49,999	0.5	\$80,142	\$54,912	\$68,640	\$201,760
10,000-19,999					

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

Court Clerk

Index Tab	
Job Title:	113 - Court Clerk
Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	5 28 8
Exempt non-exempt:	12 23
Bonus Eligible (Y N):	14 23
Full Part Time:	14 1
Number of Organizations Reporting:	18
Position Titles:	Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Ct Clrk Div I Chief Dep Ct Clrk Div Ii Chief Deputy Court Clerk Chief Deputy Ct Clk 949 Court Administrator Court Assistant Court Clerk Data Processor Deputy Court Clerk Deputy Court Clerk I Deputy Court Clerk Ii Deputy Court Clerk Iii District Court Clerk Investigator
Reports To:	Chief Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Or Ii Cid Administrative Assistant City Attorney City Manager County Judge Court Administrator Court Clerk District Court Judge District Court Judge Div I District Court Judge Div Ii District Judge Judge Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	43	\$36,670	\$38,188	\$49,784	\$43,691	\$62,425	\$68,557
Actual Incentive Paid Dollar Last Year	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,432	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$38,188	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$38,188	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$38,188	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$39,520	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,939	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,939	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$38,750	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,939	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,939	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$36,067	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$39,520	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$40,851	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$39,894	\$32,393	\$41,139	\$49,885

Court Clerk

Springdale	87176	Full	\$79,892	\$58,103	\$72,628	\$87,154
Springdale	87176	Full	\$58,652	\$46,922	\$58,652	\$70,383
Rogers	69908	Full	\$76,523	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$68,023	\$54,418	\$68,023	\$81,628
North Little Rock	64591	Full	\$66,024	\$52,819	\$66,024	\$79,229
Conway	64134	Full	\$64,147	\$51,318	\$64,147	\$64,147
Conway	64134	Full	\$64,147	\$51,318	\$64,147	\$64,147
Conway	64134	Full	\$43,691	\$34,953	\$43,691	\$43,691
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$35,859	\$28,687	\$35,859	\$43,031
Bentonville	54164	Full	\$36,670	\$29,336	\$36,670	\$44,004
Bentonville	54164	Full	\$34,819	\$27,855	\$34,819	\$41,783
Bentonville	54164	Full	\$34,112	\$27,290	\$34,112	\$40,934
Bentonville	54164	Full	\$41,662	\$33,330	\$41,662	\$49,994
Bentonville	54164	Full	\$46,966	\$37,573	\$46,966	\$56,359
Hot Springs	37930	Full	\$71,052	\$64,480	\$79,040	\$95,680
Sherwood	32731	Full	\$70,910	\$56,498	\$66,468	\$73,762
Bella Vista	30104	Full	\$68,557	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$46,953	\$37,562	\$46,953	\$56,344
Texarkana	29387	Full	\$59,446	\$47,028	\$59,446	\$75,753
Cabot	26569	Full	\$62,425	\$49,940	\$62,425	\$74,910
Van Buren	23218	Full	\$56,228	\$44,982	\$56,228	\$67,474
Van Buren	23218	Full	\$43,302	\$34,642	\$43,302	\$51,962
Maumelle	19251	Full	\$46,009	\$36,807	\$46,009	\$55,211
Centerton	17792	Full	\$57,713	\$46,170	\$57,713	\$69,256
Blytheville	13406	Full	\$50,933	\$40,746	\$50,933	\$61,120
Forrest City	13015	Full	\$42,993	\$34,394	\$42,993	\$51,592
Mountain Home	12825	Full	\$63,898	\$48,610	\$59,800	\$69,493
Mountain Home	12825	Full	\$51,688	\$38,605	\$48,880	\$54,662

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.26	\$49,784	\$40,210	\$50,348	\$59,459
45,000+	4.83	\$46,504	\$37,595	\$47,306	\$55,587
20,000 - 49,999	1.14	\$59,859	\$49,184	\$60,848	\$72,924
10,000 - 19,999	1.2	\$52,206	\$40,889	\$51,055	\$60,222

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

Index Tab	
Job Title:	114 - Deputy Court Clerk
Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	4 65 0
Exempt non-exempt:	7 70
Bonus Eligible (Y N):	30 70
Full Part Time:	30 4
Number of Organizations Reporting:	17
Position Titles:	Assistant Clerk Chief Court Clerk Chief Deputy Court Clerk Deputy Clerk Deputy Clerk (Trainee) Deputy Court Clerk Deputy Court Clerk I Deputy Court Clerk II Deputy Court Clerk Nu04 Deputy Court Clerk Sr. Deputy File Clerk Division Chief Civil/Small Claims Division Chief Criminal/Trial Division Chief Traffic/Time Pay Evidence Technician Jr. Chief Deputy Clerk Senior Deputy Clerk Sr. Chief Deputy Clerk
Reports To:	Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Or II Chief Deputy Clerk Chief Deputy Court Clerk Court Clerk District Court Clerk District Court Judge Division Chief Judge Mayor Police Major Support Division
Comments:	Fml

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	88	\$31,553	\$34,885	\$38,345	\$37,117	\$40,643	\$50,086
Actual Incentive Paid Dollar Last Year	3	\$1,800	\$1,800	\$1,333	\$1,800	\$2,080	\$2,080
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$58,683	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$53,581	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$47,202	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$41,352	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Rogers	69908	Full	\$38,376	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$37,024	\$35,971	\$44,964	\$56,205

Deputy Court Clerk

Rogers	69908	Full	\$36,088	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$40,976	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$40,788	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$39,062	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$39,041	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$52,353	\$48,386	\$60,482	\$75,603
North Little Rock	64591	Full	\$51,974	\$41,579	\$51,974	\$62,369
North Little Rock	64591	Full	\$51,710	\$41,368	\$51,710	\$62,052
North Little Rock	64591	Full	\$49,843	\$39,874	\$49,843	\$59,812
North Little Rock	64591	Full	\$50,952	\$40,762	\$50,952	\$61,142
North Little Rock	64591	Full	\$44,859	\$35,887	\$44,859	\$53,831
North Little Rock	64591	Full	\$43,321	\$34,657	\$43,321	\$51,985
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$37,117	\$29,694	\$37,117	\$37,117
Bentonville	54164	Full	\$63,752	\$51,002	\$63,752	\$76,502
Hot Springs	37930	Full	\$66,393	\$54,912	\$68,640	\$201,760
Hot Springs	37930	Full	\$37,024	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$37,024	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$38,188	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$38,188	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$39,395	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$35,880	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$40,643	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$50,086	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full				
Bella Vista	30104	Full	\$42,328	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$41,101	\$33,089	\$41,360	\$49,632
Jacksonville	29477	Full	\$36,313	\$29,050	\$36,313	\$43,576
Jacksonville	29477	Full	\$36,313	\$29,050	\$36,313	\$43,576
Jacksonville	29477	Full	\$36,313	\$29,050	\$36,313	\$43,576
Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$39,707	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$25,243	\$20,194	\$25,243	\$30,292
Russellville	28940	Full	\$23,065	\$18,452	\$23,065	\$27,678
Russellville	28940	Full	\$21,215	\$16,972	\$21,215	\$25,458
Russellville	28940	Full	\$16,899	\$13,519	\$16,899	\$20,279
Russellville	28940	Full	\$16,899	\$13,519	\$16,899	\$20,279
Cabot	26569	Full	\$49,264	\$39,411	\$49,264	\$59,117
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600

Deputy Court Clerk

Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Van Buren	23218	Full	\$34,885	\$27,908	\$34,885	\$41,862
Van Buren	23218	Full	\$34,506	\$27,605	\$34,506	\$41,407
Van Buren	23218	Full	\$34,920	\$27,936	\$34,920	\$41,904
Van Buren	23218	Full	\$35,123	\$28,098	\$35,123	\$42,148
Van Buren	23218	Full	\$31,975	\$25,580	\$31,975	\$38,370
Van Buren	23218	Full	\$33,083	\$26,466	\$33,083	\$39,700
Van Buren	23218	Full	\$33,083	\$26,466	\$33,083	\$39,700
Van Buren	23218	Full	\$31,896	\$25,517	\$31,896	\$38,275
Centerton	17792	Full	\$47,112	\$37,690	\$47,112	\$56,534
Blytheville	13406	Full	\$34,658	\$27,726	\$34,658	\$41,590
Forrest City	13015	Full	\$39,998	\$31,998	\$39,998	\$47,998
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$32,198	\$32,198	\$41,142	\$44,949

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.89	\$38,345	\$31,802	\$40,121	\$48,899
45,000+	7.8	\$41,500	\$35,700	\$44,625	\$51,843
20,000 - 49,999	4.75	\$35,880	\$28,667	\$36,595	\$47,877
10,000 - 19,999	2.75	\$35,676	\$28,809	\$36,336	\$41,995

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

District Judge

Index Tab	
Job Title:	115 - District Judge
Job Description:	The District Judge presides over a District Court with County-wide jurisdiction, adjudicating cases and collecting Court fees. Sets policies and procedures for the Court and serves as the Chief Administrator for its staff. J.D. Degree with at least four (4) years of law experience or equivalent combination of education and experience.
Total Matches (A M B):	0 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	
Reports To:	
Comments:	

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

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0				
45,000+					
20,000 - 49,999	0				
10,000-19,999					

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

Index Tab	
Job Title:	116 - Transcriptionist
Job Description:	Provides typed documents from dictation or hard copy for assigned division; requires completion of high school; two (2) years of clerical experience including one (1) year of transcription experience.
Total Matches (A M B):	0 5 2
Exempt non-exempt:	0 7
Bonus Eligible (Y N):	2 7
Full Part Time:	2 0
Number of Organizations Reporting:	3
Position Titles:	Cid Admin Asst Street Crimes Admin Asst Transcriptionist
Reports To:	Administrative Assistant I Cid Administrative Assistant Police Chief Records Supervisor Secretary-Executive
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$36,982	\$36,982	\$40,879	\$37,648	\$43,430	\$54,609
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$37,648	\$30,929	\$37,648	\$43,430
Little Rock	202591	Full	\$36,982	\$30,929	\$36,982	\$43,430
Little Rock	202591	Full	\$36,982	\$30,929	\$36,982	\$43,430
Little Rock	202591	Full	\$39,728	\$30,929	\$39,728	\$43,430
Little Rock	202591	Full	\$43,430	\$30,929	\$43,430	\$43,430
Sherwood	32731	Full				
Paragould	29537	Full	\$54,609	\$43,687	\$54,609	\$65,531
Paragould	29537	Full	\$36,775	\$29,420	\$36,775	\$44,130

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.33	\$40,879	\$32,536	\$40,879	\$46,687
45,000+	5	\$38,954	\$30,929	\$38,954	\$43,430

Transcriptionist

20,000 - 49,999	1	\$45,692	\$36,554	\$45,692	\$54,830
10,000-19,999					
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Office Manager

Index Tab	
Job Title:	117 - Office Manager
Job Description:	Responsible for overall front office activities, including directing and coordinating office services and developing and supervising programs for the maximum utilization of services and equipment.
Total Matches (A M B):	4 27 6
Exempt non-exempt:	4 45
Bonus Eligible (Y N):	11 43
Full Part Time:	11 3
Number of Organizations Reporting:	14
Position Titles:	Assist. Maintenance Manager (Was Maintenance Technician) Assistant Records Manager Assistant Supervisor Communications Coordinat Constituent Services Liaison Customer Service Manager Data Processor Department Training Coordinator Deputy Court Administrator Dispatch Office Manager Executive Office Manager Fire Administrative Manager Legal Secretary Maintenance Equipment Supervisor Manager Museum Operations Coordinator Office Administrator Office Administrator - Parks Office Coordinator Office Manager Office Manager-Comm Dev Office Manager-Risk Reduction Office Mgr. Admin. Chief's Sec. Office Manager/Asst. Comptroller Office Of Professional Standards Parks Assistant Director Parks/Rec Business Manager Planning & Dev Secretary Planning Office
Reports To:	Asst Director Of Parks Building Maintenance Manager Captain/Administration Chief Of Staff Cid Administrative Assistant City Attorney Community Services Director Director Of Parks & Recreation Director Of Planning & Engineering Director Of Public Works Fire Chief General Manager Manager Manager-Mayor's Office Parks Assistant Director Parks Director Planning & Development Director Police Assistant Chief Police Chief Public Info Director Public Works Director Records Manager Solid Waste Director Utility Manager
Comments:	Fire No Pay Grade/Min/Mid/Max Pay Structure In Place Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	50	\$35,360	\$42,993	\$49,280	\$48,467	\$55,723	\$60,840
Actual Incentive Paid Dollar Last Year	1	\$2,215	\$2,215	\$2,215	\$2,215	\$2,215	\$2,215
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$58,495	\$55,054	\$68,818	\$82,581
Springdale	87176	Full	\$47,695	\$44,889	\$56,111	\$67,333
Rogers	69908	Full	\$42,993	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$47,070	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$51,792	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$55,723	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$54,579	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$62,878	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$68,889	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$61,547	\$45,903	\$57,378	\$71,723
North Little Rock	64591	Full	\$57,040	\$45,632	\$57,040	\$68,448
Conway	64134	Full	\$48,907	\$39,126	\$48,907	\$48,907
Hot Springs	37930	Full	\$44,740	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320

Office Manager

Hot Springs	37930	Full	\$44,304	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$78,769	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$60,195	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,990	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,304	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$34,715	\$31,200	\$37,440	\$47,840
Sherwood	32731	Full				
Paragould	29537	Full	\$33,945	\$27,156	\$33,945	\$40,734
Paragould	29537	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paragould	29537	Full	\$40,560	\$32,448	\$40,560	\$48,672
Paragould	29537	Full	\$46,953	\$37,562	\$46,953	\$56,344
Texarkana	29387	Full	\$60,840	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$59,446	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$51,230	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$47,216	\$39,166	\$49,545	\$63,336
Russellville	28940	Full	\$48,467	\$38,774	\$48,467	\$58,160
Cabot	26569	Full	\$45,000	\$36,000	\$45,000	\$54,000
Maumelle	19251	Full	\$34,964	\$27,971	\$34,964	\$41,957
Maumelle	19251	Full	\$47,477	\$37,982	\$47,477	\$56,972
Maumelle	19251	Full	\$43,212	\$34,570	\$43,212	\$51,854
Harrison	13069	Full	\$53,476	\$53,476	\$53,476	\$53,476
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$57,720	\$25,480	\$57,720	\$69,264
Mountain Home	12825	Full	\$49,858	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$49,858	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$49,857	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$67,850	\$50,794	\$63,898	\$72,904
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.57	\$49,280	\$40,455	\$50,992	\$61,527
45,000+	3	\$54,801	\$45,269	\$56,587	\$68,956
20,000 - 49,999	3.83	\$45,826	\$39,784	\$49,910	\$62,048
10,000 - 19,999	3.75	\$50,160	\$37,633	\$48,177	\$54,785

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

Purchasing Agent

Index Tab	
Job Title:	118 - Purchasing Agent
Job Description:	Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor
Total Matches (A M B):	1 8 0
Exempt non-exempt:	6 3
Bonus Eligible (Y N):	1 3
Full Part Time:	1 0
Number of Organizations Reporting:	10
Position Titles:	Grant Administrator Procurement Manager Purchasing Agent Purchasing Manager Purchasing Supervisor Purchasing Technician Purhcasing Technician
Reports To:	Chief Financial Officer Chief Of Staff Chief Operations Officer/City Engineer Controller Deputy Director Of Finance Finance Director Mayor Purchasing Supervisor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$39,166	\$39,644	\$64,572	\$68,915	\$80,146	\$80,582
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$107,100	\$79,522	\$100,993	\$122,464
Fort Smith	89142	Full	\$80,146	\$70,928	\$88,670	\$106,412
North Little Rock	64591	Full	\$73,185	\$58,548	\$73,185	\$87,822
Conway	64134	Full	\$72,662	\$58,130	\$72,662	\$72,662
Conway	64134	Full	\$80,582	\$64,466	\$80,582	\$80,582
Bentonville	54164	Full	\$68,915	\$55,132	\$68,915	\$82,698
Hot Springs	37930	Full	\$61,131	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full				
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Blytheville	13406	Full	\$34,762	\$27,810	\$34,762	\$41,714
Harrison	13069	Full	\$53,000	\$53,000	\$53,000	\$53,000

Averages by Population Group

Purchasing Agent

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.1	\$64,572	\$54,762	\$67,352	\$78,034
45,000+	1.2	\$80,432	\$64,454	\$80,835	\$92,107
20,000 - 49,999	1	\$46,647	\$44,949	\$56,035	\$70,339
10,000 - 19,999	1	\$43,881	\$40,405	\$43,881	\$47,357
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Administrative Assistant I

Index Tab	
Job Title:	119 - Administrative Assistant I
Job Description:	Provides administrative support and researches and analyzes materials; requires completion of two (2) years of college coursework in Business Administration, Public Administration, or a related area; two (2) years of administrative experience; one (1) year of supervisory experience (for positions which supervise).
Total Matches (A M B):	49 94 48
Exempt non-exempt:	18 193
Bonus Eligible (Y N):	43 178
Full Part Time:	43 7
Number of Organizations Reporting:	19
Position Titles:	Accounts Receivable Specialist / Fire Dpt Admin Assistant Admin Assistant - Fire I Admin Assistant - Legal Admin Assistant Ii Admin Assistant Ii - Parks Admin Assistant Ii Airport Admin Assistant-Animal Shelter Admin Asst I Pd Admin. Assist Ii Ca Admin. Assist Ii Fire Admin. Assist. I Police Admin. Assist. Ii Fire Admin. Asst Ii Pd Admin. Asst. Ii Ca Admin. Asst. Ii Pp Admin. Asst. Ii Street Admin/Store Manager Admininstrative Asst. I Adminisrative Assistant I Administrative Ass. Ii Administrative Assistant Administrative Assistant I Administrative Assistant Ii Administrative Assistant Iii Administrative Assistant To The Chief Of Police Administrative Assistant To The Fire Chief Administrative Assistant Library Administrative Assistant Recycle Administrative Assistant Streets Administrative Asst. Ii Airport Director Animal Services Director Animal Services Manager Animal Services Supervisor Animal Shelter Manager Assistant Director Of Housing And Neighborhood Programs Assistant Fire Chief Assistant Records Manager Battalion Chief Battalion Chief/Accreditation Battalion Chief/Resource Development Building Maintenance Manager Cfo Chief Building Official Chief Court Clerk - Department Head Chief Fire Administrator Chief Human Resources Officer Chief Information Officer Chief Of Police Chief Operations Officer/City Engineer Cid Lieutenant City Attorney City Manager Code Enforcement Supervisor Community Center Manager Deputy Director Of Parks Administration Deputy Director Utility Business Administration Deputy Director Fire No Pay Grade/Min/Mid/Max Pay Structure In Place Police Requires Hs Diploma Or Ged. Lower Pay Than Our Admin Assit. I Position Requires More Education And/Or Administrative Experience Than Admin I.Duties May Vary By Dept. Pay Rate Is Higher Same As Records Clerk (Csr). This Is For Animal Welfare Instead Of ThePd Same Payrate And Repsonsibilities As Admin Asst. Ii
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	225	\$33,742	\$37,044	\$42,125	\$41,886	\$45,429	\$51,584
Actual Incentive Paid Dollar Last Year	2	\$872	\$872	\$1,124	\$872	\$1,375	\$1,375
Education Pay	0						
EMT Pay	0						
Holiday Pay	15	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,432	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$42,432	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,920	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$45,884	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$44,928	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$44,928	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$44,928	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$44,928	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$40,310	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$54,912	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$41,828	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$42,848	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$47,819	\$36,920	\$46,889	\$56,857
Fort Smith	89142	Full	\$43,680	\$40,684	\$50,856	\$61,027

Administrative Assistant I

Fort Smith	89142	Full	\$46,363	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$57,836	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$55,638	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$41,704	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$56,181	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$42,827	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$56,826	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$46,384	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$46,946	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$61,027	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$51,896	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$44,970	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$54,933	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$42,723	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$52,231	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$43,405	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$49,916	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$53,570	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$39,843	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$41,235	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$55,761	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$50,500	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$50,541	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$44,851	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$41,235	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$41,886	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$39,055	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$42,501	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$52,086	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$41,352	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$35,756	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$52,124	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$41,976	\$30,659	\$38,204	\$45,749
Rogers	69908	Full	\$36,171	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$43,971	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$35,526	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$38,209	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$40,664	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$44,470	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$43,721	\$38,454	\$48,067	\$60,084

Administrative Assistant I

Rogers	69908	Full	\$40,851	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$45,697	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$47,382	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$48,713	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$45,219	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$57,428	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$70,636	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$43,243	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$59,238	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$44,512	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$43,680	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$42,328	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$33,592	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$33,924	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$33,924	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$33,924	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$38,147	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$33,592	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$33,488	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$42,224	\$38,454	\$48,067	\$60,084
North Little Rock	64591	Full	\$63,645	\$50,916	\$63,645	\$76,374
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$38,143	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$38,143	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$33,947	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$33,947	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$45,429	\$28,503	\$35,984	\$45,429
North Little Rock	64591	Full	\$40,431	\$28,503	\$35,984	\$45,429
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$43,634	\$34,907	\$43,634	\$43,634
Conway	64134	Full	\$41,677	\$33,342	\$41,677	\$41,677
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$45,614	\$36,491	\$45,614	\$45,614
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$34,732	\$27,786	\$34,732	\$34,732
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742

Administrative Assistant I

Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$35,690	\$28,552	\$35,690	\$35,690
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$44,975	\$35,980	\$44,975	\$44,975
Conway	64134	Full	\$46,774	\$37,419	\$46,774	\$46,774
Bentonville	54164	Full	\$31,948	\$25,558	\$31,948	\$38,338
Hot Springs	37930	Full	\$50,086	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$47,049	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$47,361	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$45,614	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$33,716	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$33,716	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$33,716	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,102	\$35,360	\$41,600	\$52,000
Sherwood	32731	Full	\$45,240	\$38,556	\$45,124	\$54,149
Sherwood	32731	Full	\$54,163	\$38,556	\$45,124	\$54,149
Bella Vista	30104	Full	\$51,584	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$46,842	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$64,480	\$43,269	\$54,088	\$64,903
Bella Vista	30104	Full	\$51,168	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$50,003	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$40,019	\$39,197	\$48,995	\$58,794
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Jacksonville	29477	Full	\$48,758	\$39,006	\$48,758	\$58,510
Jacksonville	29477	Full	\$34,278	\$27,422	\$34,278	\$41,134
Jacksonville	29477	Full	\$38,675	\$30,940	\$38,675	\$46,410
Jacksonville	29477	Full	\$45,980	\$36,784	\$45,980	\$55,176
Jacksonville	29477	Full	\$43,022	\$34,418	\$43,022	\$51,626
Jacksonville	29477	Full	\$47,959	\$38,367	\$47,959	\$57,551
Jacksonville	29477	Full	\$40,223	\$32,178	\$40,223	\$48,268
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Jacksonville	29477	Full	\$47,441	\$37,953	\$47,441	\$56,929
Jacksonville	29477	Full	\$40,491	\$32,393	\$40,491	\$48,589
Jacksonville	29477	Full	\$31,493	\$25,194	\$31,493	\$37,792
Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Jacksonville	29477	Full	\$41,918	\$33,534	\$41,918	\$50,302
Jacksonville	29477	Full	\$37,079	\$29,663	\$37,079	\$44,495

Administrative Assistant I

Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Jacksonville	29477	Full	\$45,637	\$36,510	\$45,637	\$54,764
Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Texarkana	29387	Full	\$57,304	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$53,934	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$43,014	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$42,619	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$49,545	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$39,707	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$46,072	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$41,059	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$49,836	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,232	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,044	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$33,030	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$37,752	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$29,972	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$53,249	\$42,599	\$53,249	\$63,899
Russellville	28940	Full	\$31,714	\$25,371	\$31,714	\$38,057
Russellville	28940	Full	\$38,067	\$30,454	\$38,067	\$45,680
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Cabot	26569	Full	\$36,000	\$28,800	\$36,000	\$43,200
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Van Buren	23218	Full	\$38,901	\$31,121	\$38,901	\$46,681
Van Buren	23218	Full	\$34,381	\$27,505	\$34,381	\$41,257
Van Buren	23218	Full	\$38,110	\$30,488	\$38,110	\$45,732
Van Buren	23218	Full	\$41,199	\$32,959	\$41,199	\$49,439
Van Buren	23218	Full	\$41,350	\$33,080	\$41,350	\$49,620
Van Buren	23218	Full	\$41,350	\$33,080	\$41,350	\$49,620
Van Buren	23218	Full	\$45,512	\$36,410	\$45,512	\$54,614
Maumelle	19251	Full	\$37,277	\$29,822	\$37,277	\$44,732
Maumelle	19251	Full	\$43,212	\$34,570	\$43,212	\$51,854
Maumelle	19251	Full	\$29,993	\$23,994	\$29,993	\$35,992
Maumelle	19251	Full	\$35,651	\$28,521	\$35,651	\$42,781
Harrison	13069	Full	\$45,801	\$45,801	\$45,801	\$45,801
Harrison	13069	Full	\$24,554	\$24,554	\$24,554	\$24,554
Harrison	13069	Full	\$46,862	\$46,862	\$46,862	\$46,862
Harrison	13069	Full	\$34,590	\$34,590	\$34,590	\$34,590
Harrison	13069	Full	\$40,788	\$40,788	\$40,788	\$40,788
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$43,638	\$43,638	\$43,638	\$43,638
Forrest City	13015	Full	\$32,136	\$25,709	\$32,136	\$38,563
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11.84	\$42,125	\$35,065	\$43,484	\$51,583
45,000+	19.14	\$43,259	\$35,664	\$44,683	\$52,474
20,000 - 49,999	8.67	\$40,907	\$34,128	\$42,382	\$51,823
10,000 - 19,999	4.33	\$37,739	\$34,517	\$37,739	\$40,962

Administrative Assistant I

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

Code Enforcement Supervisor

Index Tab	
Job Title:	200 - Code Enforcement Supervisor
Job Description:	Directs housing and premise inspections and code enforcement activities for the City; provides supervision to Code Enforcement Officers - Senior; requires completion of high school, supplemented by two (2) years of vocational-technical school coursework in building trades, or a related area; two (2) years of experience in housing and premise code inspection and enforcement; one (1) year of supervisory experience; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A M B):	1 8 0
Exempt non-exempt:	7 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	9
Position Titles:	Asst Director Perm & Per Building Official Chief Building Official Code Enforcement Sup Code Enforcement Supervisor Director Of Code Enforcement Supervisor - Property Maintenance
Reports To:	Chief Of Police Code Enforcement Manager Director Permits & Inspections Director, Building Services Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$54,000	\$57,319	\$67,651	\$60,008	\$76,273	\$113,616
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$61,200	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$60,008	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$113,616	\$86,565	\$108,205	\$129,846
North Little Rock	64591	Full	\$82,595	\$66,076	\$82,595	\$99,114
Conway	64134	Full	\$57,319	\$45,855	\$57,319	\$57,319
Sherwood	32731	Full	\$57,495	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$46,349	\$37,079	\$46,349	\$55,619
Texarkana	29387	Full	\$76,273	\$56,451	\$71,344	\$90,833
Van Buren	23218	Full	\$54,000	\$43,200	\$54,000	\$64,800

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$67,651	\$52,648	\$65,564	\$78,056

Code Enforcement Supervisor

45,000+	1	\$74,948	\$57,018	\$71,438	\$83,564
20,000 - 49,999	1	\$58,529	\$47,186	\$58,221	\$71,171
10,000-19,999					

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

Code Enforcement Officer - Senior

Index Tab	
Job Title:	201 - Code Enforcement Officer - Senior
Job Description:	Inspects or supervises the inspection of dwellings, premises, and vacant lots for compliance with City codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleaned in compliance with City ordinances; provides general supervision to assigned Code Enforcement Officers; requires completion of high school; two (2) years of experience in housing and premise inspection or a related area; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A M B):	0 16 2
Exempt non-exempt:	1 18
Bonus Eligible (Y N):	2 18
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	Chief Building Official Code Enforcement Officer - Senior Code Enforcement Officer-Sr Code Officer Supervisor Neighborhood Services Director Property Maintenance Inspector Senior Code Enforcement Officer Sr Code Enf. Officer Sr Neighborhood Services Inspector
Reports To:	City Planner Code Enforcement Supervisor Director Of Code Enforcement Mayor Neighborhood Services Director Planning Director Public Works Director Supervisor - Property Maintenance
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$36,504	\$42,661	\$51,185	\$49,546	\$51,730	\$63,888
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$54,100	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,918	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,918	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$49,857	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,918	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$53,040	\$38,120	\$48,413	\$58,705
Fort Smith	89142	Full	\$49,442	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$49,546	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$51,730	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$45,219	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$42,515	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$42,661	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$79,055	\$74,414	\$92,982	\$111,550

Code Enforcement Officer - Senior

Springdale	87176	Full	\$48,213	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$63,888	\$42,557	\$51,728	\$63,888
Conway	64134	Full	\$40,891	\$32,713	\$40,891	\$40,891
Hot Springs	37930	Full	\$85,675	\$64,480	\$79,040	\$95,680
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Russellville	28940	Full	\$35,684	\$28,547	\$35,684	\$42,821

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.5	\$51,185	\$40,467	\$50,687	\$60,751
45,000+	3.4	\$50,554	\$39,811	\$49,947	\$59,777
20,000 - 49,999	1	\$54,763	\$44,182	\$54,881	\$66,274
10,000-19,999					

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

Code Enforcement Officer

Index Tab	
Job Title:	202 - Code Enforcement Officer
Job Description:	Inspects dwellings, premises and vacant lots for compliance with City Codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleared in compliance with City ordinances; requires completion of high school; one (1) year of experience in housing and premise inspection or a related area; may need to obtain and maintain various certificates for the duration of employment in this position.
Total Matches (A M B):	3 67 0
Exempt non-exempt:	5 62
Bonus Eligible (Y N):	15 59
Full Part Time:	15 0
Number of Organizations Reporting:	19
Position Titles:	Asst. Code Enforcement Officer Code Compliance Inspector Code Enforcement Code Enforcement Off Code Enforcement Off. I Code Enforcement Officer Code Enforcement Officer - Associate Degree Code Enforcemnt Off. I Code Officer Dwtm Parking Enforce Ofc Special Projects Coordinator
Reports To:	Chief Building Official Chief Of Staff City Planner Code Enforcement Officer-Sr Code Enforcement Supervisor Code Officer Supervisor Director Of Planning & Permits Mayor Police Chief Public Works Director Senior Code Enforcement Officer Sergeant
Comments:	If We Hire A Code Enforcement Officer, The Position Will ReportTo The Ceo Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	73	\$36,677	\$40,203	\$42,631	\$42,432	\$44,553	\$46,675
Actual Incentive Paid Dollar Last Year	1	\$46	\$46	\$46	\$46	\$46	\$46
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$46,675	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$45,614	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$45,614	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$45,614	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$45,614	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733

Code Enforcement Officer

Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$45,614	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$36,067	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$44,553	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$42,432	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,492	\$33,593	\$42,663	\$51,733
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$40,203	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$41,352	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$44,889	\$44,889	\$56,111	\$67,333
Rogers	69908	Full	\$57,470	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$37,731	\$35,971	\$44,964	\$56,205
North Little Rock	64591	Full	\$53,687	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$48,695	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$44,168	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$44,168	\$36,337	\$44,168	\$53,687
Conway	64134	Full	\$38,318	\$30,654	\$38,318	\$38,318
Conway	64134	Full	\$38,318	\$30,654	\$38,318	\$38,318
Conway	64134	Full	\$38,318	\$30,654	\$38,318	\$38,318
Bentonville	54164	Full	\$64,521	\$51,617	\$64,521	\$77,425
Bentonville	54164	Full	\$51,251	\$41,001	\$51,251	\$61,501
Sherwood	32731	Full	\$40,726	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$40,726	\$41,952	\$49,356	\$59,227
Bella Vista	30104	Full	\$48,422	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$49,899	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$40,751	\$32,601	\$40,751	\$48,901
Paragould	29537	Full	\$39,819	\$31,855	\$39,819	\$47,783
Jacksonville	29477	Full	\$35,670	\$28,536	\$35,670	\$42,804
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Jacksonville	29477	Full	\$35,670	\$28,536	\$35,670	\$42,804
Texarkana	29387	Full	\$45,718	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$39,707	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$34,038	\$27,230	\$34,038	\$40,846
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Van Buren	23218	Full	\$44,557	\$35,646	\$44,557	\$53,468
Van Buren	23218	Full	\$35,020	\$28,016	\$35,020	\$42,024
Maumelle	19251	Full	\$36,677	\$29,342	\$36,677	\$44,012

Code Enforcement Officer

Centerton	17792	Full	\$41,017	\$32,814	\$41,017	\$49,220
Blytheville	13406	Full	\$26,291	\$21,033	\$26,291	\$31,549
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountain Home	12825	Full	\$42,349	\$40,535	\$51,324	\$57,396

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.84	\$42,631	\$34,041	\$42,693	\$51,240
45,000+	8.67	\$44,085	\$34,676	\$43,713	\$52,525
20,000 - 49,999	2	\$40,261	\$33,428	\$41,191	\$49,507
10,000 - 19,999	1	\$35,091	\$29,404	\$36,886	\$43,424

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

Building Inspector

Index Tab	
Job Title:	203 - Building Inspector
Job Description:	Inspects buildings under construction to ensure compliance with City codes; requires completion of a standard high school course with coursework in the Building Trades, or two (2) years of vocational-technical school training in the Building Trades; two (2) years of experience in building construction; must possess certification per Standard Building Codes as a Building Inspector within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A M B):	0 30 12
Exempt non-exempt:	9 39
Bonus Eligible (Y N):	17 39
Full Part Time:	17 1
Number of Organizations Reporting:	18
Position Titles:	Building & Property Maintenance Inspector Building Inspection Supervisor Building Inspector Building Inspector li Building Permit/Inspector Building/Plans Inspector Chief Building Inspector Chief Building Inspector/Plans Examiner Chief Building Official City Inspector Civilian Fire Inspector Commercial Inspector Construction Inspector Fire Inspector Life Safety/Fire Plans Examiner Neighborhood Services Inspector Plans Examiner Residential Building Inspector
Reports To:	Battalion Chief/Fire Marshal Building Inspector Department Head Building Inspection Supervisor Chief Building Inspector Chief Building Inspector/Plans Examiner Chief Building Official City Engineer Code Enforcement Officer Director Of Community Planning Director Of Planning & Engineering Director Of Planning & Permits Director Of Public Works Director Permits & Inspections Fire Chief Manager - Building Inspection & Plans Mayor Planning & Development Director Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	50	\$41,080	\$45,283	\$54,313	\$50,696	\$58,572	\$71,572
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,796	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$46,675	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,097	\$33,593	\$42,663	\$51,733
Fort Smith	89142	Full	\$60,611	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$52,749	\$42,764	\$53,456	\$64,147
Springdale	87176	Full	\$79,140	\$55,054	\$68,818	\$82,581
Springdale	87176	Full	\$58,495	\$55,054	\$68,818	\$82,581
Springdale	87176	Full	\$43,375	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$44,650	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$43,375	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$48,477	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$51,029	\$40,823	\$51,029	\$61,235
Rogers	69908	Full	\$49,275	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$45,905	\$45,903	\$57,378	\$71,723

Building Inspector

Rogers	69908	Full	\$47,361	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$50,793	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$57,969	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$58,572	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$68,993	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$52,710	\$39,333	\$47,809	\$58,181
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$64,188	\$51,350	\$64,188	\$77,026
Hot Springs	37930	Full	\$57,990	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full	\$86,888	\$60,982	\$71,744	\$86,092
Sherwood	32731	Full	\$50,357	\$41,529	\$55,917	\$67,100
Sherwood	32731	Full	\$44,741	\$41,529	\$55,917	\$67,100
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$83,562	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Paragould	29537	Full	\$45,283	\$36,226	\$45,283	\$54,340
Paragould	29537	Full	\$41,080	\$32,864	\$41,080	\$49,296
Paragould	29537	Full	\$45,283	\$36,226	\$45,283	\$54,340
Jacksonville	29477	Full	\$50,255	\$40,204	\$50,255	\$60,306
Cabot	26569	Full	\$45,000	\$36,000	\$45,000	\$54,000
Cabot	26569	Full	\$51,608	\$41,286	\$51,608	\$61,930
Van Buren	23218	Full	\$49,862	\$39,890	\$49,862	\$59,834
Van Buren	23218	Full	\$42,436	\$33,949	\$42,436	\$50,923
Maumelle	19251	Full	\$53,160	\$42,528	\$53,160	\$63,792
Maumelle	19251	Full	\$53,160	\$42,528	\$53,160	\$63,792
Centerton	17792	Full	\$102,140	\$81,712	\$102,140	\$122,568
Centerton	17792	Full	\$71,572	\$57,258	\$71,572	\$85,886
Blytheville	13406	Full	\$50,696	\$40,557	\$50,696	\$60,835
Mountain Home	12825	Full	\$72,904	\$50,794	\$63,898	\$72,904

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.78	\$54,313	\$43,766	\$54,924	\$66,151
45,000+	3.29	\$53,234	\$44,625	\$55,809	\$67,084
20,000 - 49,999	3	\$51,792	\$40,312	\$50,855	\$61,659
10,000 - 19,999	1.5	\$67,272	\$52,563	\$65,771	\$78,296

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

Electrical Inspector

Index Tab	
Job Title:	204 - Electrical Inspector
Job Description:	Schedules, performs, and maintains records of electrical inspections to ensure buildings being constructed are in compliance with Electrical Codes; requires completion of high school or two (2) years of vocational-technical training in the Building or Electrical Trades; two (2) years of experience in the installation of electrical wiring systems; must possess State of Arkansas Journeyman Electrician
Total Matches (A M B):	0 7 0
Exempt non-exempt:	0 6
Bonus Eligible (Y N):	1 6
Full Part Time:	1 0
Number of Organizations Reporting:	7
Position Titles:	Building Inspector Chief Electrical Inspector Electrical Inspector
Reports To:	Chief Building Official Director Of Community Planning Electrical Inspection Supervisor Manager - Building Inspection & Plans Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$48,484	\$48,484	\$51,995	\$49,628	\$54,392	\$60,840
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,796	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$43,097	\$33,593	\$42,663	\$51,733
Fort Smith	89142	Full	\$60,840	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$54,392	\$42,764	\$53,456	\$64,147
North Little Rock	64591	Full	\$58,181	\$39,333	\$47,809	\$58,181
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full				
Texarkana	29387	Full	\$52,540	\$47,028	\$59,446	\$75,753

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.14	\$51,995	\$40,453	\$50,517	\$61,824

Electrical Inspector

45,000+	1.5	\$52,298	\$38,472	\$48,089	\$58,020
20,000 - 49,999	0.67	\$51,084	\$46,394	\$57,803	\$73,237
10,000-19,999					
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Mechanical Inspector

Index Tab	
Job Title:	205 - Mechanical Inspector
Job Description:	Inspects heating, air, and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Mechanical Codes; requires completion of high school; two (2) years of experience in performing mechanical inspections for compliance with mechanical codes; must possess Arkansas State Mechanical Class A or B license before employment; must possess Arkansas state licensing as a Mechanical Inspector within one (1) year of employment; must possess Citation Authority Certification within one (1) year of employment; must maintain licenses and certification for the duration of employment in this position.
Total Matches (A M B):	0 4 0
Exempt non-exempt:	0 3
Bonus Eligible (Y N):	1 3
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Building Inspector Chief Mechanical Inspector Hvac/Mechanical Inspector Mechanical Inspector
Reports To:	Director Of Community Planning Manager - Building Inspection & Plans Mechanical Inspection Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$47,361	\$48,484	\$51,672	\$48,796	\$55,536	\$58,181
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,796	\$33,593	\$42,663	\$51,733
Fort Smith	89142	Full	\$55,536	\$42,764	\$53,456	\$64,147
North Little Rock	64591	Full	\$58,181	\$39,333	\$47,809	\$58,181
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Hot Springs	37930	Full	\$47,361	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.83	\$51,672	\$40,047	\$49,714	\$60,592
45,000+	1	\$52,749	\$38,619	\$48,103	\$58,060
20,000 - 49,999	0.5	\$47,361	\$45,760	\$56,160	\$70,720
10,000-19,999					

Mechanical Inspector

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

Plumbing and Gas Inspector

Index Tab	
Job Title:	206 - Plumbing and Gas Inspector
Job Description:	Inspects plumbing, gas and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Plumbing Codes; requires completion of a high school diploma or GED; must possess an Arkansas State License as a Journeyman Plumber; must maintain licensure for the duration of employment in this position.
Total Matches (A M B):	0 8 0
Exempt non-exempt:	0 8
Bonus Eligible (Y N):	1 8
Full Part Time:	1 0
Number of Organizations Reporting:	8
Position Titles:	Backflow Prevention Coordinator Building Inspector Chief Plumbing And Gas Inspector Hvac/Plumbing Inspector Plumbing & Gas Inspector Plumbing Inspector Plumbing Inspector/Water Iv
Reports To:	Director Of Community Planning Director Of Planning & Engineering Manager - Building Inspection & Plans Plumbing & Gas Inspection Supervisor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$42,931	\$48,796	\$51,222	\$49,628	\$54,662	\$57,512
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,796	\$33,593	\$42,663	\$51,733
Little Rock	202591	Full	\$48,796	\$33,593	\$42,663	\$51,733
Fort Smith	89142	Full	\$57,512	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$52,000	\$42,764	\$53,456	\$64,147
North Little Rock	64591	Full	\$58,181	\$39,333	\$47,809	\$58,181
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full				
Texarkana	29387	Full	\$51,230	\$47,028	\$59,446	\$75,753
Mountain Home	12825	Full	\$54,662	\$35,214	\$44,450	\$49,566

Averages by Population Group

Plumbing and Gas Inspector

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$51,222	\$39,836	\$49,851	\$60,448
45,000+	1.5	\$52,295	\$38,472	\$48,089	\$58,020
20,000 - 49,999	1	\$47,930	\$44,103	\$55,175	\$68,931
10,000 - 19,999	1	\$54,662	\$35,214	\$44,450	\$49,566

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

Community Development/Planning Director

Index Tab	
Job Title:	300 - Community Development/Planning Director
Job Description:	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor
Total Matches (A M B):	2 11 2
Exempt non-exempt:	16 5
Bonus Eligible (Y N):	6 5
Full Part Time:	6 0
Number of Organizations Reporting:	16
Position Titles:	Assistant Planning Director City Planner Dir Of Community Development Dir Of Planning & Development Director Of Cdbg Director Of Community Development Services Director Of Community Planning Director Of Planning & Engineering Director Of Planning & Permits Director, Development Services Economic Development Director Neighborhood Services Manager Planning & Develop. Dir Planning And Zoning Manager Planning Director Planning Inspector Public Works Director
Reports To:	Deputy City Administrator Mayor Planning Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$58,495	\$71,246	\$89,973	\$78,922	\$109,778	\$133,113
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$139,740	\$103,128	\$130,973	\$158,817
Fort Smith	89142	Full	\$115,752	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$133,113	\$90,630	\$113,288	\$135,945
Springdale	87176	Full	\$58,495	\$55,054	\$68,818	\$82,581
Rogers	69908	Full	\$152,256	\$109,217	\$136,521	\$170,652
North Little Rock	64591	Full	\$109,778	\$87,822	\$109,778	\$131,734
Conway	64134	Full	\$72,100	\$57,680	\$72,100	\$72,100
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$77,251	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$112,320	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$46,966	\$33,280	\$43,680	\$54,080
Sherwood	32731	Full				
Bella Vista	30104	Full	\$109,180	\$87,045	\$108,806	\$130,567
Jacksonville	29477	Full	\$67,907	\$54,326	\$67,907	\$81,488

Community Development/Planning Director

Russellville	28940	Full	\$69,627	\$55,702	\$69,627	\$83,552
Cabot	26569	Full	\$78,312	\$62,650	\$78,312	\$93,974
Cabot	26569	Full	\$83,144	\$66,515	\$83,144	\$99,773
Van Buren	23218	Full	\$72,718	\$58,174	\$72,718	\$87,262
Maumelle	19251	Full	\$71,246	\$56,997	\$71,246	\$85,495
Maumelle	19251	Full	\$78,922	\$63,138	\$78,922	\$94,706
Centerton	17792	Full	\$107,239	\$85,791	\$107,239	\$128,687
Mountain Home	12825	Full	\$85,280	\$72,509	\$79,456	\$85,280

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.31	\$89,973	\$70,017	\$87,383	\$105,424
45,000+	1.17	\$111,605	\$85,643	\$107,347	\$127,966
20,000 - 49,999	1.43	\$76,551	\$59,241	\$74,675	\$92,398
10,000 - 19,999	1.33	\$85,672	\$69,609	\$84,216	\$98,542

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

Planner II

Index Tab	
Job Title:	301 - Planner II
Job Description:	Reviews the physical, developmental, and socioeconomic characteristics of areas for the development of plans, and meets with citizens, developers, and other interested parties to establish priorities for the development of these areas; provides supervision to Planner I and GIS Analyst; requires completion of a Bachelor
Total Matches (A M B):	1 16 0
Exempt non-exempt:	7 9
Bonus Eligible (Y N):	7 9
Full Part Time:	7 0
Number of Organizations Reporting:	13
Position Titles:	City Planner Deputy Direct Plan & Dev Planner Planner Ii Planner Ii/Active Transportation Planning & Dev Director Planning Manager Senior Planner
Reports To:	Assistant Planning Director City Engineer Director Of Community Planning Director Of Planning & Permits Director, Development Services Mayor Planning & Dev. Director Planning Director Planning Manager Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$45,534	\$54,175	\$64,603	\$63,828	\$75,000	\$85,000
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$50,674	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$72,244	\$62,587	\$78,228	\$93,870
Fort Smith	89142	Full	\$62,587	\$62,587	\$78,228	\$93,870
Fort Smith	89142	Full	\$75,000	\$62,587	\$78,228	\$93,870
Springdale	87176	Full	\$54,175	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$77,158	\$61,726	\$77,158	\$92,590
Conway	64134	Full	\$71,585	\$57,268	\$71,585	\$71,585
Conway	64134	Full	\$61,418	\$49,134	\$61,418	\$61,418
Bentonville	54164	Full	\$85,987	\$68,790	\$85,987	\$103,184
Bentonville	54164	Full	\$61,276	\$49,021	\$61,276	\$73,531
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full	\$63,828	\$56,498	\$66,468	\$73,762

Planner II

Bella Vista	30104	Full	\$85,000	\$76,000	\$95,000	\$114,000
Paragould	29537	Full	\$80,335	\$64,268	\$80,335	\$96,402
Texarkana	29387	Full	\$64,750	\$56,451	\$71,344	\$90,833
Maumelle	19251	Full	\$64,253	\$51,402	\$64,253	\$77,104
Centerton	17792	Full	\$58,032	\$46,426	\$58,032	\$69,638

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.46	\$64,603	\$55,153	\$68,751	\$81,270
45,000+	2	\$63,598	\$54,259	\$67,891	\$79,305
20,000 - 49,999	1	\$68,400	\$59,795	\$73,861	\$89,143
10,000 - 19,999	1	\$61,143	\$48,914	\$61,143	\$73,371

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

Planner I

Index Tab	
Job Title:	302 - Planner I
Job Description:	Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor
Total Matches (A M B):	1 18 2
Exempt non-exempt:	4 20
Bonus Eligible (Y N):	6 20
Full Part Time:	6 0
Number of Organizations Reporting:	12
Position Titles:	Building Plans Examiner Business Services Cord. Long Range Planner Permit Coordinator Permit Technician Planner Planner I Planning Administrator Planning And Community Development Director Planning Secretary Planning Technician Planning Technician/Inspector Short Term Rental Coordinator
Reports To:	Assistant Planning Director Chief Building Official Chief Of Staff City Planner Director Of Planning & Permits Director, Development Services Planning & Dev. Director Planning Director Planning Manager Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	27	\$35,401	\$43,375	\$54,348	\$54,465	\$59,482	\$65,540
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$51,626	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$54,465	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$52,000	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$43,375	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$43,375	\$40,823	\$51,029	\$61,235
Rogers	69908	Full	\$65,540	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$65,228	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$62,712	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$63,003	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$74,464	\$74,456	\$93,070	\$116,338
Conway	64134	Full	\$57,376	\$45,901	\$57,376	\$57,376
Conway	64134	Full	\$59,482	\$47,586	\$59,482	\$59,482
Bentonville	54164	Full	\$56,742	\$45,394	\$56,742	\$68,090
Bentonville	54164	Full	\$49,649	\$39,719	\$49,649	\$59,579

Planner I

Bentonville	54164	Full	\$114,649	\$91,719	\$114,649	\$137,579
Hot Springs	37930	Full	\$55,993	\$54,080	\$66,560	\$83,200
Hot Springs	37930	Full	\$42,848	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$48,443	\$33,280	\$43,680	\$54,080
Sherwood	32731	Full				
Bella Vista	30104	Full	\$57,325	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$41,184	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$57,200	\$43,269	\$54,086	\$64,903
Texarkana	29387	Full	\$33,030	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$43,892	\$35,114	\$43,892	\$52,670
Maumelle	19251	Full	\$50,134	\$40,107	\$50,134	\$60,161
Centerton	17792	Full	\$57,678	\$46,142	\$57,678	\$69,214

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.25	\$54,348	\$47,154	\$58,827	\$70,888
45,000+	3	\$60,912	\$53,487	\$66,861	\$79,980
20,000 - 49,999	2	\$44,589	\$38,459	\$47,759	\$58,490
10,000 - 19,999	1	\$53,906	\$43,125	\$53,906	\$64,687

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

City Engineer

Index Tab	
Job Title:	303 - City Engineer
Job Description:	Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.
Total Matches (A M B):	2 13 0
Exempt non-exempt:	14 2
Bonus Eligible (Y N):	6 2
Full Part Time:	6 1
Number of Organizations Reporting:	14
Position Titles:	Advanced Civil Engineer Assistant Director Asst City Engineer Chief City Engineer Chief Operations Officer/City Engineer City Engineer Civil Engineering Manager Deputy Director Of Engineering Director, Engineering Engineering Director Senior Projects Manager Special Projects Coordinator Street Op. Director
Reports To:	Assistant Director Of Public Works Deputy City Administrator Deputy Director Of Engineering Director Of Planning & Engineering Engineering Director Mayor Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place Not The Director Position

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$77,314	\$90,661	\$107,980	\$105,361	\$121,663	\$139,235
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$117,300	\$87,474	\$111,092	\$134,710
Fort Smith	89142	Full	\$121,663	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$141,970	\$98,762	\$123,452	\$148,142
Springdale	87176	Full	\$90,661	\$74,414	\$92,982	\$111,550
Springdale	87176	Full	\$78,653	\$66,234	\$82,793	\$99,352
Rogers	69908	Full	\$139,235	\$94,320	\$117,900	\$147,374
North Little Rock	64591	Full	\$118,201	\$94,561	\$118,201	\$141,841
Conway	64134	Full	\$98,350	\$78,680	\$98,350	\$98,350
Conway	64134	Full	\$105,361	\$84,289	\$105,361	\$105,361
Bentonville	54164	Full	\$130,478	\$104,382	\$130,478	\$156,574
Hot Springs	37930	Full	\$76,523	\$74,880	\$93,600	\$114,400
Hot Springs	37930	Full	\$101,857	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full	\$100,000	\$99,019	\$116,493	\$139,792
Russellville	28940	Full	\$106,918	\$85,534	\$106,918	\$128,302

City Engineer

Cabot	26569	Full	\$120,480	\$96,384	\$120,480	\$144,576
Centerton	17792	Full	\$90,268	\$72,214	\$90,268	\$108,322
Harrison	13069	Full	\$128,412	\$128,412	\$128,412	\$128,412
Mountain Home	12825	Full	\$77,314	\$69,202	\$76,148	\$81,973

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.2	\$107,980	\$87,293	\$106,737	\$125,546
45,000+	1.43	\$114,187	\$87,491	\$109,534	\$128,093
20,000 - 49,999	1.25	\$101,156	\$85,307	\$106,218	\$132,038
10,000 - 19,999	1	\$98,665	\$89,943	\$98,276	\$106,236

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

Engineering Specialist

Index Tab	
Job Title:	304 - Engineering Specialist
Job Description:	Inspects, collects area data, surveys, and prepares drawings of projects planned for construction or under construction; responds to customer questions; requires completion of two (2) years of college or vocational technical coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in construction inspection, or a related area.
Total Matches (A M B):	2 17 4
Exempt non-exempt:	4 14
Bonus Eligible (Y N):	9 14
Full Part Time:	9 1
Number of Organizations Reporting:	8
Position Titles:	City Engineer Development Compliance Spec li Development Construction Coordinator Development Construction Inspector Engineer Inspector Engineering Inspector Engineering Specialist Engineering Technician Senior Engineering Inspector Special Projects Admin Special Projects Admin/Infrastructure Staff Engineer Staff Engineer Water Stormwater/Floodplain Coordinator
Reports To:	Chief City Engineer Civil Engineer Iii Deputy Director Of Engineering Design Review Manager Director Of Planning & Engineering Public Works Director Public Works Operations Coordinator Scheduling Coordinator Special Projects Admin Supervisor li Zoo Facilities Operations Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$47,840	\$50,876	\$62,211	\$52,062	\$79,809	\$89,368
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,464	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,003	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,876	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,876	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,876	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,876	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,876	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,876	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$52,062	\$38,120	\$48,413	\$58,705
Springdale	87176	Full	\$83,539	\$62,169	\$77,711	\$93,253
Springdale	87176	Full	\$89,368	\$62,169	\$77,711	\$93,253
Springdale	87176	Full	\$62,962	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$51,321	\$46,922	\$58,652	\$70,383
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Rogers	69908	Full	\$47,840	\$45,903	\$57,378	\$71,723

Engineering Specialist

Rogers	69908	Full	\$57,428	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$61,484	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$56,375	\$45,100	\$56,375	\$67,650
Bentonville	54164	Full	\$79,809	\$63,847	\$79,809	\$95,771
Bentonville	54164	Full	\$90,521	\$72,417	\$90,521	\$108,625
Bentonville	54164	Full	\$77,230	\$61,784	\$77,230	\$92,676
Bentonville	54164	Full	\$93,017	\$74,414	\$93,017	\$111,620
Sherwood	32731	Full				
Russellville	28940	Full	\$46,116	\$36,893	\$46,116	\$55,339
Mountain Home	12825	Full	\$83,408	\$70,616	\$77,646	\$83,408

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.56	\$62,211	\$50,044	\$62,359	\$75,036
45,000+	3.5	\$61,968	\$49,691	\$62,404	\$75,575
20,000 - 49,999	0.5	\$46,116	\$36,893	\$46,116	\$55,339
10,000 - 19,999	1	\$83,408	\$70,616	\$77,646	\$83,408

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

Engineering Technician - Senior

Index Tab	
Job Title:	305 - Engineering Technician - Senior
Job Description:	Provides technical assistance by collecting and maintaining computerized files and records of information relating to street overlays, sidewalks, curb ramps and street conditions; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Computer Technology, Engineering Technology, or a related area; one (1) year of experience in providing technical support construction project planning; one (1) year of experience in microcomputer use including database administration, or a related area.
Total Matches (A M B):	1 6 1
Exempt non-exempt:	3 6
Bonus Eligible (Y N):	0 6
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Development Compliance Manager Engineer Engineering Inspector Engineering Tech Iv Engineering Technician Engineering Technician-Sr Sr. Project Inspector (Eng)
Reports To:	City Engineer Civil Engineer Iii Director Of Public Works Project Engineer - Engineering Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$54,163	\$55,702	\$61,276	\$60,469	\$64,147	\$75,961
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$54,163	\$36,920	\$46,889	\$56,857
Fort Smith	89142	Full	\$60,981	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$64,147	\$42,764	\$53,456	\$64,147
Rogers	69908	Full	\$51,667	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$75,961	\$74,456	\$93,070	\$116,338
Hot Springs	37930	Full	\$71,032	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full	\$55,702	\$41,529	\$55,917	\$67,100
Jacksonville	29477	Full	\$57,362	\$45,890	\$57,362	\$68,834
Russellville	28940	Full	\$60,469	\$48,375	\$60,469	\$72,563

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29	\$61,276	\$47,151	\$59,351	\$72,492

Engineering Technician - Senior

45,000+	1.67	\$61,384	\$48,561	\$60,850	\$74,642
20,000 - 49,999	1	\$61,141	\$45,388	\$57,477	\$69,804
10,000-19,999					

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

GIS Analyst - Senior

Index Tab	
Job Title:	306 - GIS Analyst - Senior
Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
Total Matches (A M B):	0 8 0
Exempt non-exempt:	4 4
Bonus Eligible (Y N):	2 4
Full Part Time:	2 0
Number of Organizations Reporting:	9
Position Titles:	Gis Analyst - Senior Gis Analyst-Sr Gis Coordinator Gis Manager Gis Manager 986 Gis Programmer Analyst Is Pd Tech Ii Senior Gis Analyst
Reports To:	Chief Information Officer Chief Operations Officer/City Engineer Civil Engineering Manager It Director Planning & Dev. Director Planning Manager Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$51,576	\$62,456	\$68,773	\$67,847	\$73,957	\$90,459
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$71,400	\$51,449	\$65,341	\$79,232
Little Rock	202591	Full	\$62,456	\$51,449	\$65,341	\$79,232
Fort Smith	89142	Full	\$73,957	\$54,246	\$67,808	\$81,369
Springdale	87176	Full	\$87,425	\$62,169	\$77,711	\$93,253
Conway	64134	Full	\$67,847	\$54,278	\$67,847	\$67,847
Bentonville	54164	Full	\$90,459	\$72,367	\$90,459	\$108,551
Hot Springs	37930	Full	\$49,400	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Russellville	28940	Full	\$51,576	\$41,261	\$51,576	\$61,891
Harrison	13069	Full	\$64,438	\$64,438	\$64,438	\$64,438

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

GIS Analyst - Senior

Overall	1	\$68,773	\$54,575	\$66,716	\$77,348
45,000+	1.2	\$75,591	\$57,660	\$72,418	\$84,914
20,000 - 49,999	0.67	\$50,488	\$40,390	\$50,748	\$61,106
10,000 - 19,999	1	\$64,438	\$64,438	\$64,438	\$64,438
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

GIS Analyst

Index Tab	
Job Title:	307 - GIS Analyst
Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
Total Matches (A M B):	0 7 0
Exempt non-exempt:	0 7
Bonus Eligible (Y N):	2 7
Full Part Time:	2 0
Number of Organizations Reporting:	7
Position Titles:	Gis Analyst Gis Specialist Gis Technician Gis/Mapping Technician Is Tech I
Reports To:	City Planner Director Of Community Planning Gis Manager Is Director Manager - Gis
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$47,361	\$51,730	\$56,196	\$55,890	\$65,894	\$69,368
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$55,890	\$50,065	\$62,587	\$75,108
Fort Smith	89142	Full	\$65,894	\$50,065	\$62,587	\$75,108
Springdale	87176	Full	\$54,254	\$46,922	\$58,652	\$70,383
Rogers	69908	Full	\$58,635	\$45,903	\$57,378	\$71,723
North Little Rock	64591	Full	\$66,689	\$44,374	\$53,937	\$66,689
Bentonville	54164	Full	\$69,368	\$55,494	\$69,368	\$83,242
Hot Springs	37930	Full	\$47,361	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Sherwood	32731	Full	\$51,730	\$41,529	\$55,917	\$67,100

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.29	\$56,196	\$46,164	\$57,576	\$70,230

GIS Analyst

45,000+	1.2	\$61,788	\$48,804	\$60,752	\$73,709
20,000 - 49,999	1.5	\$45,011	\$40,883	\$51,226	\$63,273
10,000-19,999					

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

Graphics Technician

Index Tab	
Job Title:	308 - Graphics Technician
Job Description:	Prepares and maintains maps and graphics for the Department of Planning and Development presentations and projects; one (1) year of coursework in drafting, mechanical drawing or a related area; one (1) year of experience in drafting or graphics involving mapping; and one (1) year of experience in computer aided drafting (CAD).
Total Matches (A M B):	0 2 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	1 1
Full Part Time:	1 0
Number of Organizations Reporting:	3
Position Titles:	Gis Technician Ii Graphics/Gis Technician
Reports To:	Gis Programmer Analyst
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	2	\$42,536	\$42,536	\$44,803	\$42,536	\$47,070	\$47,070
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,536	\$37,523	\$42,536	\$52,644
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.67	\$44,803	\$37,590	\$44,803	\$54,564
45,000+	1	\$44,803	\$37,590	\$44,803	\$54,564
20,000 - 49,999	0				
10,000-19,999					

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

Land Surveyor

Index Tab	
Job Title:	309 - Land Surveyor
Job Description:	Performs land surveys in support of Public Works projects; reviews subdivision plats; provides supervision to an Engineering Specialist; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in surveying and civil engineering data collection, or a related area; one (1) year of supervisory experience; must possess registration in Arkansas as a Land Surveyor within three (3) months of employment and maintain registration for the duration of employment in this position.
Total Matches (A M B):	0 0 0
Exempt non-exempt:	0 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	1
Position Titles:	
Reports To:	
Comments:	

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

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0				
45,000+					
20,000 - 49,999	0				
10,000-19,999					

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

Finance Director

Index Tab	
Job Title:	400 - Finance Director
Job Description:	Manages the day-to-day accounting, budgeting and purchasing activities of the City; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports; requires a minimum of a college degree in Accounting and/or Finance plus eight (8) years of accounting/finance experience and five (5) years of supervisory/ managerial experience.
Total Matches (A M B):	1 16 0
Exempt non-exempt:	16 3
Bonus Eligible (Y N):	4 3
Full Part Time:	4 0
Number of Organizations Reporting:	17
Position Titles:	Assistant Finance Director Chief Finance Officer Chief Financial Officer Chief Financial Officer (Cfo) Chief Financial Officer Controller Director Of Finance Finance Director Finance Director/Interim City Manager
Reports To:	City Administrator City Clerk/Treasurer City Manager Finance Director Finance Director/Transition Leader Mayor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$77,916	\$90,305	\$110,679	\$108,205	\$128,752	\$136,043
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$156,782	\$123,450	\$156,782	\$190,113
Fort Smith	89142	Full	\$123,480	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$108,205	\$86,565	\$108,205	\$129,846
Springdale	87176	Full	\$82,498	\$82,498	\$103,123	\$123,747
Rogers	69908	Full	\$162,032	\$124,115	\$155,143	\$193,929
North Little Rock	64591	Full	\$131,733	\$105,386	\$131,733	\$158,080
Conway	64134	Full	\$101,768	\$81,414	\$101,768	\$101,768
Bentonville	54164	Full	\$128,752	\$103,002	\$128,752	\$154,502
Hot Springs	37930	Full	\$76,523	\$74,880	\$93,600	\$114,400
Hot Springs	37930	Full	\$116,708	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full	\$111,240	\$99,019	\$116,493	\$139,792
Bella Vista	30104	Full	\$136,043	\$109,442	\$136,803	\$164,163
Jacksonville	29477	Full	\$90,305	\$72,244	\$90,305	\$108,366
Texarkana	29387	Full	\$132,974	\$92,352	\$122,803	\$160,617

Finance Director

Texarkana	29387	Full	\$77,916	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$85,000	\$68,000	\$85,000	\$102,000
Maumelle	19251	Full	\$96,369	\$77,095	\$96,369	\$115,643
Centerton	17792	Full	\$90,405	\$72,324	\$90,405	\$108,486
Blytheville	13406	Full	\$91,936	\$73,549	\$91,936	\$110,323
Harrison	13069	Full	\$112,914	\$112,914	\$112,914	\$112,914

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.18	\$110,679	\$89,070	\$110,352	\$132,829
45,000+	1.14	\$124,406	\$100,300	\$125,682	\$149,490
20,000 - 49,999	1.33	\$103,339	\$80,389	\$101,244	\$126,661
10,000 - 19,999	1	\$97,906	\$83,971	\$97,906	\$111,842

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

Accountant

Index Tab			
Job Title:	401 - Accountant		
Job Description:	Reconciles, balances, and maintains accounts in accordance with Generally Accepted Accounting Principles (GAAP), and City ordinances, policies, and procedures; may provide supervision to Accounting Clerk(s); requires completion of a Bachelor		
Total Matches (A M B):	1 22 2		
Exempt non-exempt:	14 13		
Bonus Eligible (Y N):	8 13		
Full Part Time:	8 0		
Number of Organizations Reporting:	13		
Position Titles:	Accountant Accountant (Bonds) Accountant - Cafr/Budget Preparation Accountant - Grants Accountant - Grants & Fixed Assets Accountant Debt/Contract Accountant Fixed Assests Accountant Grants/Bonds Accountant Senior Accounting Supervisor Assistant Director Of Finance Chief Deputy Treasurer District Court Account Finance Manager General Director Senior Accountant Staff Accountant		
Reports To:	Chief Financial Officer/Director City Clerk/Treasurer Comptroller Controller Deputy Director, Finance Director Of Finance Director Of Finance & Treasury Director Of Financial Operations District Court Judges Finance Director General Director (Parks) Grants Manager Treasury Manager		
Comments:			

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	30	\$42,931	\$58,406	\$61,219	\$61,379	\$66,999	\$72,354
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$61,379	\$52,306	\$66,429	\$80,551
Little Rock	202591	Full	\$61,379	\$52,306	\$66,429	\$80,551
Little Rock	202591	Full	\$61,379	\$52,306	\$66,429	\$80,551
Little Rock	202591	Full	\$61,379	\$52,306	\$66,429	\$80,551
Fort Smith	89142	Full	\$58,406	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$61,280	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$60,597	\$58,406	\$73,008	\$87,609
Springdale	87176	Full	\$61,936	\$55,054	\$68,818	\$82,581
Springdale	87176	Full	\$69,590	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$66,276	\$53,021	\$66,276	\$79,531
North Little Rock	64591	Full	\$75,035	\$49,359	\$59,996	\$75,035
North Little Rock	64591	Full	\$69,453	\$49,359	\$59,996	\$75,035
North Little Rock	64591	Full	\$82,539	\$66,031	\$82,539	\$99,047
North Little Rock	64591	Full	\$75,035	\$49,359	\$59,996	\$75,035

Accountant

Conway	64134	Full	\$68,073	\$54,458	\$68,073	\$68,073
Conway	64134	Full	\$40,488	\$32,390	\$40,488	\$40,488
Bentonville	54164	Full	\$64,334	\$51,467	\$64,334	\$77,201
Bentonville	54164	Full	\$57,803	\$46,242	\$57,803	\$69,364
Bentonville	54164	Full	\$63,585	\$50,868	\$63,585	\$76,302
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,054	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$60,195	\$58,240	\$72,800	\$89,440
Sherwood	32731	Full				
Jacksonville	29477	Full	\$66,999	\$53,599	\$66,999	\$80,399
Texarkana	29387	Full	\$52,540	\$47,028	\$59,446	\$75,753
Cabot	26569	Full	\$64,400	\$51,520	\$64,400	\$77,280
Cabot	26569	Full	\$72,354	\$57,883	\$72,354	\$86,825
Maumelle	19251	Full	\$66,434	\$53,147	\$66,434	\$79,721
Mountain Home	12825	Full	\$62,795	\$48,610	\$59,800	\$69,493

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.31	\$61,219	\$50,911	\$63,564	\$76,220
45,000+	3.17	\$64,208	\$52,372	\$65,417	\$78,013
20,000 - 49,999	1.8	\$54,153	\$47,834	\$59,751	\$72,793
10,000 - 19,999	1	\$64,615	\$50,879	\$63,117	\$74,607

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

Accounting Clerk II

Index Tab	
Job Title:	402 - Accounting Clerk II
Job Description:	Maintains accounting files and records; provides supervision to Accounting Clerks; requires completion of two (2) years of college or vocational technical school coursework in Bookkeeping, Accounting, or a related area; two (2) years of experience in bookkeeping.
Total Matches (A M B):	1 8 0
Exempt non-exempt:	3 8
Bonus Eligible (Y N):	1 8
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Accounting Clerk Ii Accounting Clerk Senior Accounting Tech Ii - Business License Accounting Tech Ii - Int Rec Bookkeeper/Hr Financial Administrator Grants Administrator
Reports To:	Accountant Assistant Chief Financial Officer Assistant General Manager Director Of Financial Operations Finance Director Finance Director Utility Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$43,430	\$45,062	\$53,687	\$53,687	\$53,687	\$72,592
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Rogers	69908	Full	\$73,216	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$72,592	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$53,687	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$53,687	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$53,687	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$53,687	\$36,337	\$44,168	\$53,687
North Little Rock	64591	Full	\$53,687	\$36,337	\$44,168	\$53,687
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$43,430	\$33,280	\$43,680	\$54,080
Sherwood	32731	Full				
Blytheville	13406	Full	\$45,062	\$36,050	\$45,062	\$54,074
Forrest City	13015	Full	\$48,880	\$25,480	\$48,880	\$58,656

Averages by Population Group

Accounting Clerk II

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.83	\$53,687	\$38,990	\$50,094	\$61,404
45,000+	3.5	\$59,178	\$42,972	\$52,819	\$64,937
20,000 - 49,999	1	\$41,184	\$33,280	\$43,680	\$54,080
10,000 - 19,999	1	\$46,971	\$30,765	\$46,971	\$56,365
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Accounting Clerk I

Index Tab	
Job Title:	403 - Accounting Clerk I
Job Description:	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 11 2
Exempt non-exempt:	0 10
Bonus Eligible (Y N):	3 10
Full Part Time:	3 0
Number of Organizations Reporting:	7
Position Titles:	Accounting Clerk Ii Accounting Clerk Iii Accounting Specialist Ii Accounting Specialist Iii Centralized Accounting Clerk Grants Administrator
Reports To:	Accountant Accounts Payable Supervisor Assistant Chief Financial Officer Collections Supervisor Controller Finance Director Fleet Financial Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$39,353	\$40,435	\$45,896	\$44,304	\$49,836	\$54,392
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$38,334	\$30,929	\$38,334	\$43,430
Little Rock	202591	Full	\$40,435	\$30,929	\$40,435	\$43,430
Little Rock	202591	Full	\$40,435	\$30,929	\$40,435	\$43,430
Little Rock	202591	Full	\$42,660	\$30,929	\$42,660	\$43,430
Little Rock	202591	Full	\$42,660	\$30,929	\$42,660	\$43,430
Rogers	69908	Full	\$44,304	\$38,454	\$48,067	\$60,084
North Little Rock	64591	Full	\$47,486	\$33,748	\$41,020	\$49,860
North Little Rock	64591	Full	\$49,861	\$33,748	\$41,020	\$49,860
Bentonville	54164	Full	\$39,353	\$31,482	\$39,353	\$47,224
Bentonville	54164	Full	\$54,392	\$43,514	\$54,392	\$65,270
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Sherwood	32731	Full				
Bella Vista	30104	Full	\$59,821	\$51,413	\$64,267	\$77,120
Texarkana	29387	Full	\$49,836	\$47,028	\$59,446	\$75,753

Accounting Clerk I

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.86	\$45,896	\$36,284	\$46,089	\$53,754
45,000+	2.75	\$44,272	\$33,932	\$43,222	\$49,630
20,000 - 49,999	0.67	\$54,829	\$49,221	\$61,857	\$76,437
10,000-19,999					

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

Accounting Clerk

Index Tab	
Job Title:	404 - Accounting Clerk
Job Description:	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 6 2
Exempt non-exempt:	1 8
Bonus Eligible (Y N):	5 8
Full Part Time:	5 0
Number of Organizations Reporting:	8
Position Titles:	Account Clerk I Accounting Assistant Accounting Clerk Accounting Clerk - Accounts Payable Accounting Specialist II Bk/Accounting Clerk Deputy Treasurer Finance Clerk
Reports To:	Assistant Director Of Finance City Clerk-Treasurer City Clerk/Treasurer Director Of Finance & Treasury Finance Director Treasurer
Comments:	Hired July 2023

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$32,240	\$34,236	\$39,971	\$40,316	\$42,320	\$43,405
Actual Incentive Paid Dollar Last Year	1	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$43,405	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$42,320	\$34,724	\$43,405	\$52,086
Bentonville	54164	Full	\$40,539	\$32,431	\$40,539	\$48,647
Hot Springs	37930	Full	\$34,236	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,236	\$29,120	\$39,520	\$49,920
Sherwood	32731	Full	\$38,355	\$37,468	\$44,080	\$52,896
Paragould	29537	Full	\$40,316	\$32,253	\$40,316	\$48,379
Jacksonville	29477	Full	\$41,999	\$33,599	\$41,999	\$50,399
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688
Mountain Home	12825	Full	\$52,062	\$46,384	\$57,637	\$66,394

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

Accounting Clerk

Overall	1.25	\$39,971	\$33,562	\$42,266	\$50,941
45,000+	1.5	\$42,088	\$33,960	\$42,450	\$50,940
20,000 - 49,999	1.25	\$37,828	\$32,312	\$41,087	\$50,303
10,000 - 19,999	1	\$42,151	\$36,088	\$44,939	\$52,541
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Accounts Payable/Accounts Receivable Specialist/Coordinator

Index Tab	
Job Title:	405 - Accounts Payable/Accounts Receivable Specialist/Coordinator
Job Description:	Serves typically under the Finance Director and performs the AP/AR functions by ensuring expenses are paid and/or revenues are received in a timely manner; requires high school or GED completion; two (2) years of bookkeeping/accounting experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 23 2
Exempt non-exempt:	2 26
Bonus Eligible (Y N):	4 26
Full Part Time:	4 0
Number of Organizations Reporting:	14
Position Titles:	Account Clerk Ii Accounting Clerk Accounting Services Assistant Accounts Payable Account Accounts Payable Specialist Accounts Payable Supervisor Accounts Payable Technician Accounts Payable/Accounts Receivable Specialist/Coordinator Accounts Payable/Payroll Clerk Accounts Receivable Accounts Receivable Specialist Ap/Ar Specialist Bookkeeper I Bookkeeper Ii City Tax Collector Finance Clerk Finance Specialist-Payables Finance Specialist-Receivables
Reports To:	Accountant Accounts Payable Supervisor Assistant Chief Financial Officer Assistant Director Of Finance Cfo Chief Financial Officer City Clerk/Treasurer Controller Deputy Director, Finance Director Of Finance Finance Director Finance Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$36,999	\$39,166	\$46,653	\$46,300	\$50,482	\$60,265
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$49,545	\$40,711	\$51,703	\$62,695
Little Rock	202591	Full	\$49,545	\$40,711	\$51,703	\$62,695
Little Rock	202591	Full	\$52,020	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$50,482	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,480	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$55,761	\$38,790	\$48,488	\$58,185
Rogers	69908	Full	\$37,856	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$42,078	\$33,488	\$41,860	\$52,325
North Little Rock	64591	Full	\$62,746	\$46,822	\$56,912	\$70,857
North Little Rock	64591	Full	\$49,861	\$33,748	\$41,020	\$49,860
North Little Rock	64591	Full	\$49,861	\$33,748	\$41,020	\$49,860
Conway	64134	Full	\$50,830	\$40,664	\$50,830	\$50,830
Sherwood	32731	Full	\$55,744	\$38,356	\$45,124	\$54,149
Jacksonville	29477	Full	\$36,999	\$29,599	\$36,999	\$44,399

Accounts Payable/Accounts Receivable Specialist/Coordinator

Jacksonville	29477	Full	\$36,231	\$28,985	\$36,231	\$43,477
Jacksonville	29477	Full	\$39,712	\$31,770	\$39,712	\$47,654
Jacksonville	29477	Full	\$44,125	\$35,300	\$44,125	\$52,950
Texarkana	29387	Full	\$47,028	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Russellville	28940	Full	\$49,102	\$39,282	\$49,102	\$58,922
Maumelle	19251	Full	\$60,265	\$48,212	\$60,265	\$72,318
Maumelle	19251	Full	\$41,712	\$33,370	\$41,712	\$50,054
Centerton	17792	Full	\$36,400	\$29,120	\$36,400	\$43,680
Centerton	17792	Full	\$44,096	\$35,277	\$44,096	\$52,915
Centerton	17792	Full	\$46,300	\$37,040	\$46,300	\$55,560
Blytheville	13406	Full	\$41,600	\$33,280	\$41,600	\$49,920
Harrison	13069	Full	\$61,339	\$61,339	\$61,339	\$61,339
Harrison	13069	Full	\$37,398	\$37,398	\$37,398	\$37,398

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$46,653	\$37,723	\$46,163	\$54,980
45,000+	2	\$49,089	\$37,644	\$46,931	\$56,302
20,000 - 49,999	2	\$43,513	\$36,186	\$45,036	\$55,080
10,000 - 19,999	2	\$46,139	\$39,379	\$46,139	\$52,898

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

Fire Chief

Index Tab	
Job Title:	500 - Fire Chief
Job Description:	Responsible for the management, administration, and coordination of the City
Total Matches (A M B):	0 16 0
Exempt non-exempt:	17 5
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	21
Position Titles:	Captain Chief Fire Administrator Fire Chief Fire Chief/Param (2080 Hours/Year)
Reports To:	City Administrator City Manager Fire Chief Mayor
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$81,428	\$86,152	\$106,493	\$100,022	\$126,936	\$145,008
Actual Incentive Paid Dollar Last Year	0						
Education Pay	1	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875	\$1,875
EMT Pay	2	\$1,131	\$1,131	\$1,316	\$1,131	\$1,500	\$1,500
Holiday Pay	7	\$2,305	\$2,305	\$4,334	\$4,137	\$6,654	\$7,406
Longevity Pay	5	\$10	\$1,800	\$2,599	\$2,376	\$3,209	\$5,600
Other Pay	2	\$4,799	\$4,799	\$42,211	\$4,799	\$79,622	\$79,622

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$169,320	\$123,450	\$156,782	\$190,113
Fort Smith	89142	Full	\$129,150	\$100,131	\$125,174	\$150,217
Springdale	87176	Full	\$153,660	\$106,894	\$133,617	\$160,340
Rogers	69908	Full	\$145,008	\$134,042	\$148,936	\$186,170
North Little Rock	64591	Full	\$126,936	\$101,549	\$126,936	\$152,323
Conway	64134	Full	\$105,362	\$84,290	\$105,362	\$105,362
Bentonville	54164	Full	\$119,475	\$95,580	\$119,475	\$143,370
Hot Springs	37930	Full	\$89,542	\$28	\$30	\$32
Hot Springs	37930	Full	\$86,152	\$28	\$30	\$32
Hot Springs	37930	Full	\$80,750	\$28	\$30	\$32
Hot Springs	37930	Full	\$119,038	\$57	\$57	\$57
Sherwood	32731	Full				
Bella Vista	30104	Full	\$141,399	\$109,442	\$136,803	\$164,163
Paragould	29537	Full	\$81,428	\$65,142	\$81,428	\$97,714

Fire Chief

Jacksonville	29477	Full	\$93,657	\$74,926	\$93,657	\$112,388
Texarkana	29387	Full	\$115,336	\$70,740	\$93,496	\$122,553
Cabot	26569	Full	\$100,022	\$80,018	\$100,022	\$120,026
Van Buren	23218	Full	\$87,987	\$70,390	\$87,987	\$105,584
Maumelle	19251	Full	\$103,604	\$82,883	\$103,604	\$124,325
Centerton	17792	Full	\$94,801	\$75,841	\$94,801	\$113,761
Blytheville	13406	Full	\$82,807	\$66,246	\$82,807	\$99,368
Harrison	13069	Full	\$90,953	\$87,920	\$90,578	\$93,316
Forrest City	13015	Full	\$50,000	\$64,000	\$50,000	\$60,000
Mountain Home	12825	Full	\$82,950	\$72,509	\$79,456	\$85,280

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.1	\$106,493	\$72,441	\$87,438	\$103,762
45,000+	1	\$135,559	\$106,562	\$130,897	\$155,414
20,000 - 49,999	1.25	\$99,531	\$47,080	\$59,354	\$72,258
10,000 - 19,999	1	\$84,186	\$74,900	\$83,541	\$96,008

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

Index Tab	
Job Title:	501 - Assistant Fire Chief
Job Description:	Serves under the direction of the Fire Chief and is responsible for the administrative and technical aspects of the fire department and directs all employees and activities either directly or through subordinate officers; makes administrative and operational decisions pertaining to fire fighting, established policies and limitations of laws and regulations; requires an Associate
Total Matches (A M B):	0 19 0
Exempt non-exempt:	18 1
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	14
Position Titles:	Assistant Chief Assistant Fire Chief Deputy Chief Deputy Chief Of Operations Deputy Fire Chief-Training Deputy Fire Chief/Param (2080 Hours/Year) Fire Div Chief Advan Sta Fire Div Chief Advan Sta Fire Division Chief Fire Marshal/Div Chief
Reports To:	Chief Fire Administrator Fire Chief
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$79,455	\$87,359	\$100,428	\$106,686	\$113,776	\$119,486
Actual Incentive Paid Dollar Last Year	0						
Education Pay	2	\$1,320	\$1,320	\$1,598	\$1,320	\$1,875	\$1,875
EMT Pay	1	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Holiday Pay	6	\$3,162	\$3,162	\$4,127	\$4,924	\$5,429	\$5,996
Longevity Pay	4	\$1,536	\$1,536	\$3,078	\$2,376	\$2,800	\$5,600
Other Pay	2	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$119,328	\$88,951	\$111,189	\$133,427
Little Rock	202591	Full	\$119,328	\$88,951	\$111,189	\$133,427
Fort Smith	89142	Full	\$108,161	\$108,161	\$108,161	\$113,570
Springdale	87176	Full	\$113,637	\$85,228	\$113,637	\$127,842
Springdale	87176	Full	\$123,107	\$85,228	\$123,107	\$127,842
Rogers	69908	Full	\$109,409	\$106,110	\$117,900	\$147,374
North Little Rock	64591	Full	\$106,686	\$85,349	\$106,686	\$128,023
Conway	64134	Full	\$87,359	\$69,887	\$87,359	\$87,359
Conway	64134	Full	\$91,296	\$73,037	\$91,296	\$91,296
Conway	64134	Full	\$91,296	\$73,037	\$91,296	\$91,296
Conway	64134	Full	\$91,296	\$73,037	\$91,296	\$91,296
Bentonville	54164	Full	\$113,776	\$91,021	\$113,776	\$136,531
Bentonville	54164	Full	\$120,182	\$96,146	\$120,182	\$144,218
Sherwood	32731	Full				

Assistant Fire Chief

Bella Vista	30104	Full	\$119,486	\$87,045	\$108,806	\$130,567
Bella Vista	30104	Full	\$110,899	\$87,045	\$108,806	\$130,567
Paragould	29537	Full	\$67,013	\$53,610	\$67,013	\$80,416
Texarkana	29387	Full	\$90,833	\$56,451	\$71,344	\$90,833
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Centerton	17792	Full	\$84,858	\$67,886	\$84,858	\$101,830
Harrison	13069	Full	\$79,455	\$78,415	\$80,786	\$83,227
Harrison	13069	Full	\$78,281	\$78,415	\$80,786	\$83,227

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$100,428	\$80,936	\$98,704	\$112,102
45,000+	1.86	\$107,297	\$86,472	\$106,698	\$119,500
20,000 - 49,999	1	\$97,058	\$71,038	\$88,992	\$108,096
10,000 - 19,999	1.33	\$81,476	\$72,841	\$82,435	\$92,064

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

Fire Battalion Chief

Index Tab	
Job Title:	502 - Fire Battalion Chief
Job Description:	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
Total Matches (A M B):	1 72 2
Exempt non-exempt:	37 43
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	18
Position Titles:	Battalion Chief/Paramedic Battalion Chief Battalion Chief (40 Hour) Battalion Chief - Training Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Battalion Chief/Accreditation Battalion Chief/Firemarshal Battalion Chief/Param Battalion Chief/Resource Development Battallion Chief Division Chief Fire Battalion Chief Fire Battalion Chief Adv Fire Battalion Chief Bas Fire Battalion Chief-02 Fire Battalion Chief-03 Fire Battalion Chief-04 Fire Division Chief Safety Training Officer Training / Div Chief
Reports To:	Assistant Fire Chief Deputy Chief Division Chief - Fire Operations Fire Chief Fire Division Chief
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	83	\$71,427	\$77,361	\$85,926	\$87,220	\$98,454	\$99,852
Actual Incentive Paid Dollar Last Year	0						
Education Pay	9	\$1,320	\$1,320	\$1,747	\$1,320	\$1,875	\$3,648
EMT Pay	3	\$1,131	\$1,131	\$1,131	\$1,131	\$1,131	\$1,131
Holiday Pay	32	\$12	\$96	\$3,584	\$3,414	\$4,570	\$8,602
Longevity Pay	23	\$1,056	\$1,679	\$2,631	\$2,725	\$2,971	\$5,600
Other Pay	14	\$1,200	\$1,200	\$2,971	\$1,200	\$5,357	\$6,020

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$98,467	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,467	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$90,272	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065

Fire Battalion Chief

Little Rock	202591	Full	\$98,454	\$80,043	\$100,054	\$120,065
Little Rock	202591	Full	\$90,272	\$80,043	\$100,054	\$120,065
Fort Smith	89142	Full	\$85,291	\$77,361	\$81,229	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$81,229	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$81,229	\$85,291
Fort Smith	89142	Full	\$77,361	\$77,361	\$81,229	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,361	\$81,229	\$85,291
Fort Smith	89142	Full	\$77,361	\$77,361	\$81,229	\$85,291
Springdale	87176	Full	\$99,852	\$81,697	\$99,852	\$122,545
Springdale	87176	Full	\$104,390	\$81,697	\$104,390	\$122,545
Springdale	87176	Full	\$95,313	\$81,697	\$95,313	\$122,545
Springdale	87176	Full	\$99,852	\$81,697	\$99,852	\$122,545
Springdale	87176	Full	\$108,929	\$81,697	\$108,929	\$122,545
Springdale	87176	Full	\$118,006	\$81,697	\$118,006	\$122,545
Springdale	87176	Full	\$99,852	\$81,697	\$99,852	\$122,545
Springdale	87176	Full	\$108,929	\$81,697	\$108,929	\$122,545
Springdale	87176	Full	\$95,313	\$81,697	\$95,313	\$122,545
Rogers	69908	Full	\$108,197	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$98,842	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$106,254	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$97,876	\$94,936	\$105,485	\$131,856
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
Conway	64134	Full	\$82,416	\$65,933	\$82,416	\$82,416
Conway	64134	Full	\$87,359	\$69,887	\$87,359	\$87,359
Conway	64134	Full	\$87,359	\$69,887	\$87,359	\$87,359
Conway	64134	Full	\$87,359	\$69,887	\$87,359	\$87,359
Conway	64134	Full	\$87,359	\$69,887	\$87,359	\$87,359
Conway	64134	Full	\$87,359	\$69,887	\$87,359	\$87,359
Bentonville	54164	Full	\$77,057	\$61,646	\$77,057	\$92,468
Bentonville	54164	Full	\$91,085	\$72,868	\$91,085	\$109,302
Bentonville	54164	Full	\$91,085	\$72,868	\$91,085	\$109,302
Sherwood	32731	Full				
Bella Vista	30104	Full	\$89,020	\$74,828	\$93,536	\$112,242
Bella Vista	30104	Full	\$99,029	\$74,828	\$93,536	\$112,242
Bella Vista	30104	Full	\$94,015	\$74,828	\$93,536	\$112,242
Bella Vista	30104	Full	\$81,000	\$74,828	\$93,536	\$112,242
Jacksonville	29477	Full	\$73,652	\$58,922	\$73,652	\$88,382
Jacksonville	29477	Full	\$73,640	\$58,912	\$73,640	\$88,368
Jacksonville	29477	Full	\$73,444	\$58,755	\$73,444	\$88,133
Jacksonville	29477	Full	\$71,427	\$57,142	\$71,427	\$85,712
Jacksonville	29477	Full	\$71,427	\$57,142	\$71,427	\$85,712
Jacksonville	29477	Full	\$75,046	\$60,037	\$75,046	\$90,055
Texarkana	29387	Full	\$71,932	\$71,316	\$72,128	\$73,730
Texarkana	29387	Full	\$71,491	\$71,316	\$72,128	\$73,730
Texarkana	29387	Full	\$71,491	\$71,316	\$72,128	\$73,730
Cabot	26569	Full	\$90,850	\$72,680	\$90,850	\$109,020
Cabot	26569	Full	\$85,227	\$68,182	\$85,227	\$102,272
Cabot	26569	Full	\$80,003	\$64,002	\$80,003	\$96,004
Cabot	26569	Full	\$80,733	\$64,586	\$80,733	\$96,880
Van Buren	23218	Full	\$62,578	\$50,062	\$62,578	\$75,094

Fire Battalion Chief

Van Buren	23218	Full	\$65,828	\$52,662	\$65,828	\$78,994
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$79,726	\$63,781	\$79,726	\$95,671
Centerton	17792	Full	\$86,299	\$69,039	\$86,299	\$103,559
Harrison	13069	Full	\$60,749	\$70,797	\$74,031	\$77,412
Harrison	13069	Full	\$57,254	\$70,797	\$74,031	\$77,412
Harrison	13069	Full	\$58,102	\$70,797	\$74,031	\$77,412
Forrest City	13015	Full	\$42,635	\$42,635	\$42,635	\$51,162
Forrest City	13015	Full	\$44,013	\$44,013	\$44,013	\$52,816
Forrest City	13015	Full	\$42,635	\$42,635	\$42,635	\$51,162
Mountain Home	12825	Full	\$78,574	\$55,495	\$69,237	\$78,574
Mountain Home	12825	Full	\$78,574	\$55,495	\$69,237	\$78,574
Mountain Home	12825	Full	\$73,362	\$55,495	\$69,237	\$78,574

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.61	\$85,926	\$72,031	\$86,889	\$101,186
45,000+	7.14	\$93,964	\$78,026	\$94,847	\$110,428
20,000 - 49,999	3.17	\$77,991	\$65,071	\$78,652	\$92,357
10,000 - 19,999	2.8	\$67,990	\$60,066	\$69,646	\$80,160

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

Fire Captain

Index Tab	
Job Title:	503 - Fire Captain
Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire lieutenant, and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 351 51
Exempt non-exempt:	35 363
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	21
Position Titles:	Captain Captain 12-A * Captain 12-B * Captain 12-C * Captain Emt Captain Ladder-1A * Captain Ladder-1B * Captain Ladder-1C * Captain Ladder-3A * Captain Ladder-3B * Captain Ladder-3C * Captain Ladder-4A * Captain Ladder-4B * Captain Ladder-4C * Captain Ladder-7A * Captain Ladder-7B * Captain Ladder-7C * Captain Paramedic Captain Pumper-10A * Captain Pumper-10B * Captain Pumper-10C * Captain Pumper-11A * Captain Pumper-11B * Captain Pumper-11C * Captain Pumper-1A * Captain Pumper-1B * Captain Pumper-1C * Captain Pumper-2A * Captain Pumper-2B * Captain Pumper-2C * Captain Pumper-4A * Captain Pumper-4B * Captain Pumper-4C * Captain Pumper-5A * Captain Pumper-5B * Captain Pumper-5C * Captain Pumper-6A * Captain Pumper-6B * Captain Pumper-6C *
Reports To:	Assistant Fire Chief Battalion Chief Battalion Chief/Firemarshal Battalion Chief/Resource Development Deputy Chief Division Chief Fire Assistant Chief Fire Battalion Chief Fire Battalion Chief - A Shift Fire Battalion Chief - B Shift Fire Battalion Chief - C Shift Fire Chief Fire Lieutenant
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	421	\$62,578	\$71,752	\$74,523	\$73,515	\$80,662	\$83,282
Actual Incentive Paid Dollar Last Year	0						
Education Pay	58	\$1,320	\$1,320	\$2,315	\$1,725	\$2,784	\$3,936
EMT Pay	12	\$1,131	\$1,131	\$1,971	\$1,500	\$1,500	\$4,000
Holiday Pay	152	\$12	\$96	\$3,187	\$3,012	\$6,460	\$7,200
Longevity Pay	90	\$816	\$1,296	\$2,220	\$1,656	\$2,800	\$4,200
Other Pay	45	\$900	\$900	\$3,399	\$1,200	\$2,154	\$5,685

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$82,347	\$75,961	\$79,154	\$82,347
Little Rock	202591	Full	\$80,662	\$74,401	\$77,532	\$80,662
Little Rock	202591	Full	\$80,662	\$74,401	\$77,532	\$80,662
Little Rock	202591	Full	\$80,662	\$74,401	\$77,532	\$80,662

Fire Captain

Springdale	87176	Full	\$79,587	\$60,805	\$79,587	\$89,383
Springdale	87176	Full	\$63,980	\$60,805	\$63,980	\$89,383
Springdale	87176	Full	\$86,208	\$60,805	\$86,208	\$89,383
Springdale	87176	Full	\$89,383	\$60,805	\$89,383	\$89,383
Springdale	87176	Full	\$73,506	\$60,805	\$73,506	\$89,383
Springdale	87176	Full	\$67,156	\$60,805	\$67,156	\$89,383
Springdale	87176	Full	\$79,587	\$60,805	\$79,587	\$89,383
Rogers	69908	Full	\$82,535	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$92,044	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$84,945	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$100,196	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$84,404	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$79,772	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$83,712	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$84,765	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$82,035	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$81,317	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$99,955	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$73,515	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$74,808	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$76,914	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$73,515	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$78,899	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$77,064	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$79,712	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$73,335	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$73,515	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$98,451	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$73,515	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$75,320	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$73,515	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$87,061	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$74,789	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$75,420	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$85,429	\$72,590	\$80,656	\$100,820
Rogers	69908	Full	\$78,478	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$70,718	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$69,003	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$69,003	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$75,200	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$72,643	\$67,004	\$74,448	\$93,061
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$65,500	\$65,500	\$65,500	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000
North Little Rock	64591	Full	\$73,000	\$65,500	\$73,000	\$73,000

Fire Captain

Conway	64134	Full	\$72,785	\$58,228	\$72,785	\$72,785
Conway	64134	Full	\$72,785	\$58,228	\$72,785	\$72,785
Conway	64134	Full	\$72,785	\$58,228	\$72,785	\$72,785
Conway	64134	Full	\$72,785	\$58,228	\$72,785	\$72,785
Conway	64134	Full	\$72,785	\$58,228	\$72,785	\$72,785
Conway	64134	Full	\$72,786	\$58,229	\$72,786	\$72,786
Conway	64134	Full	\$72,786	\$58,229	\$72,786	\$72,786
Conway	64134	Full	\$72,786	\$58,229	\$72,786	\$72,786
Conway	64134	Full	\$72,786	\$58,229	\$72,786	\$72,786
Conway	64134	Full	\$72,786	\$58,229	\$72,786	\$72,786
Bentonville	54164	Full	\$62,037	\$49,630	\$62,037	\$74,444
Bentonville	54164	Full	\$80,805	\$64,644	\$80,805	\$96,966
Bentonville	54164	Full	\$73,888	\$59,110	\$73,888	\$88,666
Bentonville	54164	Full	\$74,632	\$59,706	\$74,632	\$89,558
Bentonville	54164	Full	\$73,888	\$59,110	\$73,888	\$88,666
Bentonville	54164	Full	\$74,632	\$59,706	\$74,632	\$89,558
Bentonville	54164	Full	\$74,632	\$59,706	\$74,632	\$89,558
Bentonville	54164	Full	\$73,888	\$59,110	\$73,888	\$88,666
Bentonville	54164	Full	\$73,888	\$59,110	\$73,888	\$88,666
Bentonville	54164	Full	\$74,632	\$59,706	\$74,632	\$89,558
Bentonville	54164	Full	\$73,888	\$59,110	\$73,888	\$88,666
Bentonville	54164	Full	\$71,738	\$57,390	\$71,738	\$86,086
Bentonville	54164	Full	\$71,738	\$57,390	\$71,738	\$86,086
Bentonville	54164	Full	\$74,632	\$59,706	\$74,632	\$89,558
Bentonville	54164	Full	\$89,625	\$71,700	\$89,625	\$107,550
Bentonville	54164	Full	\$84,857	\$67,886	\$84,857	\$101,828
Bentonville	54164	Full	\$81,687	\$65,350	\$81,687	\$98,024
Bentonville	54164	Full	\$90,810	\$72,648	\$90,810	\$108,972
Bentonville	54164	Full	\$90,810	\$72,648	\$90,810	\$108,972
Bentonville	54164	Full	\$84,719	\$67,775	\$84,719	\$101,663
Bentonville	54164	Full	\$90,810	\$72,648	\$90,810	\$108,972
Bentonville	54164	Full	\$89,735	\$71,788	\$89,735	\$107,682
Bentonville	54164	Full	\$90,810	\$72,648	\$90,810	\$108,972
Hot Springs	37930	Full	\$82,983	\$28	\$30	\$32
Hot Springs	37930	Full	\$80,750	\$28	\$30	\$32
Hot Springs	37930	Full	\$82,983	\$28	\$30	\$32
Hot Springs	37930	Full	\$95,357	\$33	\$34	\$36
Hot Springs	37930	Full	\$99,216	\$33	\$34	\$36
Hot Springs	37930	Full	\$93,455	\$33	\$34	\$36
Sherwood	32731	Full				
Bella Vista	30104	Full	\$78,714	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$77,100	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$66,311	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$70,475	\$59,737	\$74,671	\$89,605
Bella Vista	30104	Full	\$81,435	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$83,554	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$75,141	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$79,321	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$80,689	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$83,005	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$75,000	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$74,944	\$62,612	\$78,264	\$89,605
Bella Vista	30104	Full	\$87,727	\$74,828	\$93,536	\$112,242
Paragould	29537	Full	\$60,293	\$48,234	\$60,293	\$72,352
Paragould	29537	Full	\$60,293	\$48,234	\$60,293	\$72,352

Fire Captain

Paragould	29537	Full	\$60,293	\$48,234	\$60,293	\$72,352
Paragould	29537	Full	\$60,293	\$48,234	\$60,293	\$72,352
Jacksonville	29477	Full	\$62,245	\$49,796	\$62,245	\$74,694
Jacksonville	29477	Full	\$62,245	\$49,796	\$62,245	\$74,694
Jacksonville	29477	Full	\$64,245	\$51,396	\$64,245	\$77,094
Jacksonville	29477	Full	\$64,245	\$51,396	\$64,245	\$77,094
Jacksonville	29477	Full	\$62,245	\$49,796	\$62,245	\$74,694
Jacksonville	29477	Full	\$62,245	\$49,796	\$62,245	\$74,694
Jacksonville	29477	Full	\$64,245	\$51,396	\$64,245	\$77,094
Jacksonville	29477	Full	\$64,245	\$51,396	\$64,245	\$77,094
Jacksonville	29477	Full	\$64,449	\$51,559	\$64,449	\$77,339
Jacksonville	29477	Full	\$62,245	\$49,796	\$62,245	\$74,694
Jacksonville	29477	Full	\$65,832	\$52,666	\$65,832	\$78,998
Jacksonville	29477	Full	\$64,245	\$51,396	\$64,245	\$77,094
Jacksonville	29477	Full	\$62,245	\$49,796	\$62,245	\$74,694
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$62,426	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$61,992	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$60,775	\$62,294	\$62,797	\$63,987
Texarkana	29387	Full	\$60,775	\$62,294	\$62,797	\$63,987
Cabot	26569	Full	\$78,565	\$62,852	\$78,565	\$94,278
Cabot	26569	Full	\$70,594	\$56,475	\$70,594	\$84,713
Cabot	26569	Full	\$71,697	\$57,358	\$71,697	\$86,036
Cabot	26569	Full	\$68,085	\$54,468	\$68,085	\$81,702
Cabot	26569	Full	\$66,584	\$53,267	\$66,584	\$79,901
Cabot	26569	Full	\$66,009	\$52,807	\$66,009	\$79,211
Cabot	26569	Full	\$68,884	\$55,107	\$68,884	\$82,661
Cabot	26569	Full	\$66,009	\$52,807	\$66,009	\$79,211
Cabot	26569	Full	\$66,009	\$52,807	\$66,009	\$79,211
Cabot	26569	Full	\$66,009	\$52,807	\$66,009	\$79,211
Cabot	26569	Full	\$66,009	\$52,807	\$66,009	\$79,211
Cabot	26569	Full	\$66,009	\$52,807	\$66,009	\$79,211
Van Buren	23218	Full	\$65,828	\$52,662	\$65,828	\$78,994
Van Buren	23218	Full	\$62,578	\$50,062	\$62,578	\$75,094
Van Buren	23218	Full	\$65,828	\$52,662	\$65,828	\$78,994
Van Buren	23218	Full	\$62,578	\$50,062	\$62,578	\$75,094
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$48,768	\$39,014	\$48,768	\$58,522
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$48,768	\$39,014	\$48,768	\$58,522
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$51,706	\$41,365	\$51,706	\$62,047
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006

Fire Captain

Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$70,700	\$56,560	\$70,700	\$84,840
Maumelle	19251	Full	\$67,855	\$54,284	\$67,855	\$81,426
Centerton	17792	Full	\$52,270	\$41,816	\$52,270	\$62,724
Blytheville	13406	Full	\$63,462	\$50,770	\$63,462	\$76,154
Harrison	13069	Full	\$51,215	\$62,414	\$65,265	\$68,247
Harrison	13069	Full	\$50,470	\$62,414	\$65,265	\$68,247
Harrison	13069	Full	\$63,242	\$62,414	\$65,265	\$68,247
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$39,383	\$39,383	\$39,383	\$47,260
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Mountain Home	12825	Full	\$72,928	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$72,928	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$64,211	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$69,113	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$69,113	\$51,896	\$64,211	\$72,928

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	20.05	\$74,523	\$64,214	\$72,555	\$79,312
45,000+	46	\$77,212	\$68,246	\$76,237	\$82,141
20,000 - 49,999	9.25	\$67,465	\$50,815	\$60,463	\$69,784
10,000 - 19,999	4.17	\$60,783	\$51,935	\$60,928	\$71,080

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

Fire Lieutenant

Index Tab	
Job Title:	504 - Fire Lieutenant
Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 32 5
Exempt non-exempt:	2 50
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Fire Lieutenant Fire Lieutenant W/Emt Fire Lieutenant W/Paramedic Fire Lieutenant/Medic Interim Asst Fire Marshal Interim Fire Training Officer Lieutenant
Reports To:	Division Chief Fire Captain Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	52	\$44,148	\$54,961	\$59,870	\$57,477	\$67,766	\$72,041
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	3	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Holiday Pay	3	\$2,685	\$2,685	\$2,685	\$2,685	\$2,685	\$2,685
Longevity Pay	0						
Other Pay	1	\$53,910	\$53,910	\$53,910	\$53,910	\$53,910	\$53,910

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hot Springs	37930	Full	\$72,041	\$24	\$26	\$27
Hot Springs	37930	Full	\$72,041	\$24	\$26	\$27
Hot Springs	37930	Full	\$72,041	\$24	\$26	\$27
Hot Springs	37930	Full	\$67,770	\$24	\$26	\$27
Hot Springs	37930	Full	\$67,770	\$24	\$26	\$27
Hot Springs	37930	Full	\$67,766	\$6	\$33	\$97
Hot Springs	37930	Full	\$67,745	\$6	\$33	\$97
Hot Springs	37930	Full	\$77,112	\$24	\$26	\$27
Hot Springs	37930	Full	\$69,919	\$24	\$26	\$27
Hot Springs	37930	Full	\$77,112	\$24	\$26	\$27
Hot Springs	37930	Full	\$77,112	\$24	\$26	\$27
Hot Springs	37930	Full	\$69,919	\$24	\$26	\$27
Hot Springs	37930	Full	\$74,274	\$24	\$26	\$27
Hot Springs	37930	Full	\$69,919	\$24	\$26	\$27

Fire Lieutenant

Hot Springs	37930	Full	\$69,919	\$24	\$26	\$27
Sherwood	32731	Full				
Paragould	29537	Full	\$56,670	\$45,336	\$56,670	\$68,004
Paragould	29537	Full	\$56,670	\$45,336	\$56,670	\$68,004
Paragould	29537	Full	\$56,670	\$45,336	\$56,670	\$68,004
Jacksonville	29477	Full	\$59,801	\$47,841	\$59,801	\$71,761
Jacksonville	29477	Full	\$64,442	\$51,554	\$64,442	\$77,330
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$54,961	\$43,969	\$54,961	\$65,953
Jacksonville	29477	Full	\$54,961	\$43,969	\$54,961	\$65,953
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$57,482	\$45,986	\$57,482	\$68,978
Jacksonville	29477	Full	\$54,961	\$43,969	\$54,961	\$65,953
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Blytheville	13406	Full	\$56,351	\$45,081	\$56,351	\$67,621
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$44,148	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.43	\$59,870	\$31,440	\$38,534	\$45,713
45,000+					
20,000 - 49,999	8.25	\$63,145	\$24,527	\$30,659	\$36,792
10,000 - 19,999	6.33	\$54,180	\$43,447	\$52,211	\$61,206

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

Fire Apparatus Engineer (Driver)

Index Tab	
Job Title:	505 - Fire Apparatus Engineer (Driver)
Job Description:	Drives fire equipment to the scene of an emergency and operates the equipment as required; requires serving as a current, regular status firefighter for at least two (2) years; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 352 48
Exempt non-exempt:	7 382
Bonus Eligible (Y N):	0 0
Full Part Time:	0 1
Number of Organizations Reporting:	16
Position Titles:	Driver Driver 12-A * Driver 12-B * Driver 12-C * Driver Engineer -01 Driver Engineer -02 Driver Engineer -03 Driver Engineer -04 Driver Engineer -05 Driver Engineer -06 Driver Engineer -07 Driver Engineer -08 Driver Engineer -09 Driver Engineer -10 Driver Engineer -11 Driver Engineer -12 Driver Engineer -13 Driver Engineer -14 Driver Engineer -15 Driver Engineer -16 Driver Engineer -17 Driver Engineer -18 Driver Ladder-1A * Driver Ladder-1B * Driver Ladder-1C * Driver Ladder-3A * Driver Ladder-3B * Driver Ladder-3C * Driver Ladder-4A * Driver Ladder-4B * Driver Ladder-4C * Driver Ladder-7A * Driver Ladder-7B * Driver Ladder-7C * Driver Pumper-10A * Driver Pumper-10B * Driver Pumper-10C * Driver Pumper-11A * Driver Pumper-11B * Driver Pumper-11C * Driver Pumper-11D * Driver Pumper-11E * Driver Pumper-11F * Driver Pumper-11G * Driver Pumper-11H * Driver Pumper-11I * Driver Pumper-11J * Driver Pumper-11K * Driver Pumper-11L * Driver Pumper-11M * Driver Pumper-11N * Driver Pumper-11O * Driver Pumper-11P * Driver Pumper-11Q * Driver Pumper-11R * Driver Pumper-11S * Driver Pumper-11T * Driver Pumper-11U * Driver Pumper-11V * Driver Pumper-11W * Driver Pumper-11X * Driver Pumper-11Y * Driver Pumper-11Z * Battalion Chief Captain Fire Captain Fire Chief Fire Lieutenant
Reports To:	
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	437	\$51,706	\$55,841	\$61,724	\$61,250	\$69,934	\$70,645
Actual Incentive Paid Dollar Last Year	0						
Education Pay	62	\$750	\$1,320	\$1,816	\$1,320	\$1,875	\$3,648
EMT Pay	34	\$1,131	\$1,500	\$1,728	\$1,500	\$1,500	\$4,000
Holiday Pay	153	\$12	\$1,948	\$3,077	\$2,513	\$6,041	\$6,263
Longevity Pay	89	\$504	\$576	\$1,346	\$864	\$1,400	\$2,800
Other Pay	30	\$900	\$900	\$3,187	\$1,200	\$1,200	\$3,773

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$72,113	\$71,052	\$71,583	\$72,113
Little Rock	202591	Full	\$72,113	\$71,052	\$71,583	\$72,113
Little Rock	202591	Full	\$71,052	\$71,052	\$71,583	\$72,113
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$68,228	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$68,228	\$68,228	\$69,436	\$70,645
Little Rock	202591	Full	\$70,645	\$68,228	\$69,436	\$70,645

Fire Apparatus Engineer (Driver)

Springdale	87176	Full	\$67,450	\$47,574	\$67,450	\$69,934
Springdale	87176	Full	\$62,481	\$47,574	\$62,481	\$69,934
Springdale	87176	Full	\$69,934	\$47,574	\$69,934	\$69,934
Springdale	87176	Full	\$57,512	\$47,574	\$57,512	\$69,934
Springdale	87176	Full	\$69,934	\$47,574	\$69,934	\$69,934
Springdale	87176	Full	\$59,996	\$47,574	\$59,996	\$69,934
Springdale	87176	Full	\$69,934	\$47,574	\$69,934	\$69,934
Springdale	87176	Full	\$69,934	\$47,574	\$69,934	\$69,934
Springdale	87176	Full	\$69,934	\$47,574	\$69,934	\$69,934
Springdale	87176	Full	\$69,934	\$47,574	\$69,934	\$69,934
Rogers	69908	Full	\$66,476	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$68,251	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$64,070	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$64,641	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$64,852	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$64,912	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$64,311	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$67,589	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$69,153	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$67,619	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$65,063	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$67,078	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$68,462	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$65,333	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$60,039	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$60,039	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$68,462	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$83,863	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$61,994	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$63,859	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$62,746	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$57,001	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$57,121	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$57,242	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$54,865	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$54,444	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$53,031	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$52,790	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$52,279	\$51,641	\$57,378	\$71,723
Rogers	69908	Full	\$52,279	\$51,641	\$57,378	\$71,723
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$61,250	\$61,250	\$61,250	\$63,500
North Little Rock	64591	Full	\$63,500	\$61,250	\$63,500	\$63,500
North Little Rock	64591	Full	\$63,500	\$61,250	\$63,500	\$63,500
North Little Rock	64591	Full	\$63,500	\$61,250	\$63,500	\$63,500

Fire Apparatus Engineer (Driver)

Conway	64134	Full	\$60,763	\$48,610	\$60,763	\$60,763
Conway	64134	Full	\$60,763	\$48,610	\$60,763	\$60,763
Conway	64134	Full	\$60,763	\$48,610	\$60,763	\$60,763
Conway	64134	Full	\$60,763	\$48,610	\$60,763	\$60,763
Conway	64134	Full	\$60,763	\$48,610	\$60,763	\$60,763
Conway	64134	Full	\$60,763	\$48,610	\$60,763	\$60,763
Bentonville	54164	Full	\$51,730	\$41,384	\$51,730	\$62,076
Bentonville	54164	Full	\$51,730	\$41,384	\$51,730	\$62,076
Bentonville	54164	Full	\$49,580	\$39,664	\$49,580	\$59,496
Bentonville	54164	Full	\$49,580	\$39,664	\$49,580	\$59,496
Bentonville	54164	Full	\$51,730	\$41,384	\$51,730	\$62,076
Bentonville	54164	Full	\$64,407	\$51,526	\$64,407	\$77,288
Bentonville	54164	Full	\$54,816	\$43,853	\$54,816	\$65,779
Bentonville	54164	Full	\$65,179	\$52,143	\$65,179	\$78,215
Bentonville	54164	Full	\$52,639	\$42,111	\$52,639	\$63,167
Bentonville	54164	Full	\$52,639	\$42,111	\$52,639	\$63,167
Bentonville	54164	Full	\$49,111	\$39,289	\$49,111	\$58,933
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$49,580	\$39,664	\$49,580	\$59,496
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$49,111	\$39,289	\$49,111	\$58,933
Bentonville	54164	Full	\$50,076	\$40,061	\$50,076	\$60,091
Bentonville	54164	Full	\$49,111	\$39,289	\$49,111	\$58,933
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$49,111	\$39,289	\$49,111	\$58,933
Bentonville	54164	Full	\$49,111	\$39,289	\$49,111	\$58,933
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$48,615	\$38,892	\$48,615	\$58,338
Bentonville	54164	Full	\$62,092	\$49,674	\$62,092	\$74,510
Bentonville	54164	Full	\$61,486	\$49,189	\$61,486	\$73,783
Bentonville	54164	Full	\$69,644	\$55,715	\$69,644	\$83,573
Bentonville	54164	Full	\$68,155	\$54,524	\$68,155	\$81,786
Bentonville	54164	Full	\$62,533	\$50,026	\$62,533	\$75,040
Bentonville	54164	Full	\$62,671	\$50,137	\$62,671	\$75,205
Bentonville	54164	Full	\$61,458	\$49,166	\$61,458	\$73,750
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$63,801	\$51,041	\$63,801	\$76,561
Bentonville	54164	Full	\$72,951	\$58,361	\$72,951	\$87,541
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,935	\$48,748	\$60,935	\$73,122
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,852	\$48,682	\$60,852	\$73,022
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Bentonville	54164	Full	\$60,273	\$48,218	\$60,273	\$72,328
Hot Springs	37930	Full	\$65,868	\$20	\$22	\$23

Fire Apparatus Engineer (Driver)

Hot Springs	37930	Full	\$65,868	\$20	\$22	\$23
Hot Springs	37930	Full	\$65,868	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$63,415	\$20	\$22	\$23
Hot Springs	37930	Full	\$65,868	\$20	\$22	\$23
Hot Springs	37930	Full	\$63,415	\$20	\$22	\$23
Hot Springs	37930	Full	\$61,210	\$20	\$22	\$23
Hot Springs	37930	Full	\$61,210	\$20	\$22	\$23
Hot Springs	37930	Full	\$61,210	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$61,210	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$56,801	\$20	\$22	\$23
Hot Springs	37930	Full	\$61,210	\$20	\$22	\$23
Hot Springs	37930	Full	\$61,210	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,061	\$20	\$22	\$23
Hot Springs	37930	Full	\$59,092	\$27	\$29	\$31
Sherwood	32731	Full				
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$41,256	\$33,005	\$41,256	\$49,507
Paragould	29537	Full	\$44,506	\$35,605	\$44,506	\$53,407
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$40,847	\$32,678	\$40,847	\$49,016
Paragould	29537	Full	\$48,917	\$39,134	\$48,917	\$58,700
Paragould	29537	Full	\$41,664	\$33,331	\$41,664	\$49,997
Paragould	29537	Full	\$40,046	\$32,037	\$40,046	\$48,055
Paragould	29537	Full	\$42,073	\$33,658	\$42,073	\$50,488
Paragould	29537	Full	\$40,046	\$32,037	\$40,046	\$48,055
Paragould	29537	Full	\$42,073	\$33,658	\$42,073	\$50,488
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$40,046	\$32,037	\$40,046	\$48,055
Paragould	29537	Full	\$42,073	\$33,658	\$42,073	\$50,488
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$42,073	\$33,658	\$42,073	\$50,488
Paragould	29537	Full	\$42,914	\$34,331	\$42,914	\$51,497
Paragould	29537	Full	\$40,046	\$32,037	\$40,046	\$48,055
Paragould	29537	Full	\$48,917	\$39,134	\$48,917	\$58,700
Paragould	29537	Full	\$41,256	\$33,005	\$41,256	\$49,507
Paragould	29537	Full	\$40,046	\$32,037	\$40,046	\$48,055
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Paragould	29537	Full	\$40,046	\$32,037	\$40,046	\$48,055
Paragould	29537	Full	\$53,354	\$42,683	\$53,354	\$64,025
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237

Fire Apparatus Engineer (Driver)

Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$52,913	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$53,441	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$53,441	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$53,441	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$52,913	\$54,235	\$54,777	\$57,237
Cabot	26569	Full	\$66,105	\$52,884	\$66,105	\$79,326
Cabot	26569	Full	\$56,264	\$45,011	\$56,264	\$67,517
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,091	\$43,273	\$54,091	\$64,909
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Van Buren	23218	Full	\$51,706	\$41,365	\$51,706	\$62,047
Van Buren	23218	Full	\$48,768	\$39,014	\$48,768	\$58,522
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$49,919	\$39,935	\$49,919	\$59,903
Van Buren	23218	Full	\$53,493	\$42,794	\$53,493	\$64,192
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Centerton	17792	Full	\$41,724	\$33,379	\$41,724	\$50,069
Blytheville	13406	Full	\$50,436	\$40,349	\$50,436	\$60,523
Mountain Home	12825	Full	\$66,290	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$67,562	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$64,956	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$61,637	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$58,100	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$54,936	\$48,484	\$59,248	\$67,562

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	27.31	\$61,724	\$52,235	\$57,879	\$62,384
45,000+	49	\$63,863	\$57,624	\$63,290	\$67,447
20,000 - 49,999	14.33	\$53,521	\$31,364	\$36,479	\$41,996
10,000 - 19,999	2.67	\$58,205	\$45,579	\$55,956	\$64,496

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

Fire Inspector/Marshal

Index Tab	
Job Title:	506 - Fire Inspector/Marshal
Job Description:	Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program
Total Matches (A M B):	0 13 0
Exempt non-exempt:	7 8
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	13
Position Titles:	Deputy Chief Of Fire Marshal Deputy Fire Marshal/Capt Fire Inspector/Lieutenant Fire Inspector Fire Inspector/Marshal Fire Marshal Fire Marshal-2 * Fire Marshal-3 * Fire Marshal-4 * Fire Marshal/Battalion Chief-01
Reports To:	Deputy Chief Division Chief - Fire Prevention Fire Chief Fire Division Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$55,336	\$62,477	\$75,101	\$77,362	\$85,291	\$87,220
Actual Incentive Paid Dollar Last Year	0						
Education Pay	2	\$1,320	\$1,320	\$1,448	\$1,320	\$1,575	\$1,575
EMT Pay	2	\$1,131	\$1,131	\$1,316	\$1,131	\$1,500	\$1,500
Holiday Pay	5	\$96	\$2,953	\$2,891	\$3,153	\$4,026	\$4,227
Longevity Pay	3	\$2,088	\$2,088	\$2,021	\$2,088	\$2,475	\$2,475
Other Pay	2	\$1,788	\$1,788	\$33,408	\$1,788	\$65,027	\$65,027

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$85,291	\$77,362	\$81,229	\$85,291
Fort Smith	89142	Full	\$85,291	\$77,362	\$81,229	\$85,291
Fort Smith	89142	Full	\$77,362	\$77,362	\$81,229	\$85,291
North Little Rock	64591	Full	\$87,220	\$69,776	\$87,220	\$104,664
Hot Springs	37930	Full	\$99,195	\$44	\$45	\$47
Sherwood	32731	Full				
Bella Vista	30104	Full	\$82,155	\$70,756	\$88,445	\$106,134
Paragould	29537	Full	\$62,477	\$49,982	\$62,477	\$74,972
Texarkana	29387	Full	\$71,491	\$71,316	\$72,128	\$73,730
Cabot	26569	Full	\$82,910	\$66,328	\$82,910	\$99,492
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Centerton	17792	Full	\$81,484	\$65,187	\$81,484	\$97,781
Blytheville	13406	Full	\$67,468	\$53,974	\$67,468	\$80,962
Harrison	13069	Full	\$55,336	\$53,805	\$57,107	\$61,521

Fire Inspector/Marshal

Harrison	13069	Full	\$52,602	\$53,805	\$57,107	\$61,521
Mountain Home	12825	Full	\$62,067	\$44,366	\$55,598	\$63,232

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.15	\$75,101	\$59,384	\$68,657	\$77,929
45,000+	2	\$83,791	\$75,466	\$82,727	\$90,134
20,000 - 49,999	0.83	\$79,646	\$51,685	\$61,201	\$70,875
10,000 - 19,999	1.2	\$65,522	\$55,079	\$65,489	\$75,670

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

Firefighter

Index Tab	
Job Title:	507 - Firefighter
Job Description:	Protects citizens
Total Matches (A M B):	0 571 77
Exempt non-exempt:	1 683
Bonus Eligible (Y N):	0 0
Full Part Time:	0 8
Number of Organizations Reporting:	20
Position Titles:	Fire Fighter Firefighter Firefighter (40 Hour) Firefighter (56Hr) Firefighter - Provisional * Firefighter Basic Firefighter Emt Firefighter Emt/Engineer Firefighter General Firefighter I (2990 Hours/Year) Firefighter Ii Firefighter Ii (2990 Hours/Year) Firefighter Ii/Param (2990 Hours/Year) Firefighter Intermediate Firefighter Ladder-1A * Firefighter Ladder-1B * Firefighter Ladder-1C * Firefighter Ladder-3A * Firefighter Ladder-3B * Firefighter Ladder-3C * Firefighter Ladder-4A * Firefighter Ladder-7A * Firefighter Ladder-7B * Firefighter Ladder-7C * Firefighter Paramedic Firefighter Paramedic/Engineer Firefighter Pumper 10A * Firefighter Pumper 11B * Firefighter Pumper 1A * Firefighter Pumper 1B * Firefighter Pumper 1C * Firefighter Pumper 2A * Firefighter Battalion Chief Captain Fire Captain Fire Captain - A Shift Fire Captain - B Shift Fire Captain - C Shift Fire Chief Fire Lieutenant
Reports To:	
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	725	\$41,560	\$45,000	\$50,475	\$48,768	\$56,784	\$64,072
Actual Incentive Paid Dollar Last Year	0						
Education Pay	50	\$300	\$600	\$1,327	\$600	\$1,500	\$2,928
EMT Pay	15	\$462	\$1,131	\$2,126	\$1,131	\$4,000	\$4,000
Holiday Pay	288	\$12	\$96	\$1,819	\$1,519	\$2,707	\$4,882
Longevity Pay	83	\$72	\$216	\$625	\$576	\$700	\$1,224
Other Pay	50	\$900	\$900	\$2,933	\$1,200	\$3,495	\$5,348

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$66,206	\$45,448	\$55,827	\$66,206
Little Rock	202591	Full	\$66,206	\$45,448	\$55,827	\$66,206
Little Rock	202591	Full	\$66,206	\$45,448	\$55,827	\$66,206
Little Rock	202591	Full	\$62,067	\$45,448	\$55,827	\$66,206
Little Rock	202591	Full	\$50,261	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$64,850	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$56,784	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$53,173	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$53,173	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$53,173	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$53,173	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$53,173	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$53,173	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$50,261	\$44,437	\$54,643	\$64,850
Little Rock	202591	Full	\$50,261	\$44,437	\$54,643	\$64,850

Firefighter

Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$49,700	\$45,000	\$49,700	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$47,350	\$45,000	\$47,350	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$66,150	\$45,000	\$66,150	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Springdale	87176	Full	\$45,000	\$45,000	\$45,000	\$66,150
Rogers	69908	Full	\$62,957	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,175	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,175	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,175	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$64,762	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,957	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,957	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,228	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,498	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,175	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,175	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$61,423	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$76,373	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$60,099	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$57,182	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$56,610	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$57,182	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$57,182	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$55,106	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$55,106	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$54,986	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$57,031	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$58,595	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$58,445	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$56,369	\$54,434	\$60,482	\$75,603
Rogers	69908	Full	\$52,429	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$46,293	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$47,345	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$50,263	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$52,218	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$49,722	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$49,210	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$49,210	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$49,722	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$51,346	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$51,677	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$49,210	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$48,639	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$48,639	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$48,639	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$48,880	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$48,639	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$47,676	\$46,054	\$51,171	\$63,964
Rogers	69908	Full	\$47,406	\$46,054	\$51,171	\$63,964

Firefighter

Hot Springs	37930	Full	\$50,269	\$16	\$17	\$19
Hot Springs	37930	Full	\$50,269	\$16	\$17	\$19
Hot Springs	37930	Full	\$50,269	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$48,478	\$16	\$17	\$19
Hot Springs	37930	Full	\$44,895	\$16	\$17	\$19
Hot Springs	37930	Full	\$46,714	\$16	\$17	\$19
Hot Springs	37930	Full	\$46,714	\$16	\$17	\$19
Hot Springs	37930	Full	\$44,895	\$16	\$17	\$19
Hot Springs	37930	Full	\$44,895	\$16	\$17	\$19
Hot Springs	37930	Full	\$44,895	\$16	\$17	\$19
Sherwood	32731	Full				
Bella Vista	30104	Full	\$48,411	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$49,632	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$59,000	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$45,313	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,144	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$45,408	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$44,648	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,976	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,144	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$47,144	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$44,648	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$51,525	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$41,353	\$41,233	\$51,540	\$61,849
Bella Vista	30104	Full	\$63,488	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$62,354	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$57,960	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$61,237	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$58,922	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$56,322	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$58,266	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$54,379	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$56,920	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$56,192	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$55,880	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$52,240	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$57,726	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$51,200	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$51,200	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$60,404	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$52,149	\$47,452	\$59,315	\$71,179
Bella Vista	30104	Full	\$63,440	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$66,240	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$73,838	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$65,000	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$63,000	\$50,603	\$63,254	\$75,905
Bella Vista	30104	Full	\$89,660	\$60,734	\$75,917	\$91,101

Firefighter

Texarkana	29387	Full	\$42,658	\$43,725	\$47,694	\$51,854
Texarkana	29387	Full	\$42,658	\$43,725	\$47,694	\$51,854
Texarkana	29387	Full	\$42,658	\$43,725	\$47,694	\$51,854
Texarkana	29387	Full	\$42,658	\$43,725	\$47,694	\$51,854
Texarkana	29387	Full	\$42,658	\$43,725	\$47,694	\$51,854
Cabot	26569	Full	\$49,043	\$39,234	\$49,043	\$58,852
Cabot	26569	Full	\$45,864	\$36,691	\$45,864	\$55,037
Cabot	26569	Full	\$45,065	\$36,052	\$45,065	\$54,078
Cabot	26569	Full	\$44,235	\$35,388	\$44,235	\$53,082
Cabot	26569	Full	\$43,436	\$34,749	\$43,436	\$52,123
Cabot	26569	Full	\$44,395	\$35,516	\$44,395	\$53,274
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Cabot	26569	Full	\$42,094	\$33,675	\$42,094	\$50,513
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$51,706	\$41,365	\$51,706	\$62,047
Van Buren	23218	Full	\$51,706	\$41,365	\$51,706	\$62,047
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Van Buren	23218	Full	\$48,768	\$39,014	\$48,768	\$58,522
Van Buren	23218	Full	\$48,769	\$39,015	\$48,769	\$58,523
Van Buren	23218	Full	\$48,768	\$39,014	\$48,768	\$58,522
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$47,756	\$38,205	\$47,756	\$57,307
Van Buren	23218	Full	\$47,756	\$38,205	\$47,756	\$57,307
Van Buren	23218	Full	\$46,744	\$37,395	\$46,744	\$56,093
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Van Buren	23218	Full	\$42,255	\$33,804	\$42,255	\$50,706
Van Buren	23218	Full	\$42,255	\$33,804	\$42,255	\$50,706
Van Buren	23218	Full	\$45,731	\$36,585	\$45,731	\$54,877
Van Buren	23218	Full	\$40,563	\$32,450	\$40,563	\$48,676
Van Buren	23218	Full	\$40,563	\$32,450	\$40,563	\$48,676
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Van Buren	23218	Full	\$38,872	\$31,098	\$38,872	\$46,646
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$50,500	\$40,400	\$50,500	\$60,600
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570

Firefighter

Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$50,500	\$40,400	\$50,500	\$60,600
Maumelle	19251	Full	\$50,500	\$40,400	\$50,500	\$60,600
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$48,205	\$38,564	\$48,205	\$57,846
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Centerton	17792	Full	\$32,614	\$26,091	\$32,614	\$39,137
Blytheville	13406	Full	\$40,577	\$32,462	\$40,577	\$48,692
Harrison	13069	Full	\$43,506	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$41,861	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$36,619	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,025	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Mountain Home	12825	Full	\$63,932	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$53,044	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$57,945	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$57,232	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$57,232	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$55,092	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$55,092	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$48,732	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$46,623	\$46,623	\$57,232	\$63,932

Averages by Population Group

Firefighter

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	34.52	\$50,475	\$39,340	\$48,562	\$59,138
45,000+	72	\$51,684	\$41,059	\$51,083	\$62,399
20,000 - 49,999	23.71	\$49,873	\$35,681	\$43,846	\$52,032
10,000 - 19,999	9.17	\$41,221	\$34,636	\$39,695	\$50,702

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

HR/Personnel Director

Index Tab	
Job Title:	600 - HR/Personnel Director
Job Description:	Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	1 16 1
Exempt non-exempt:	17 2
Bonus Eligible (Y N):	7 2
Full Part Time:	7 0
Number of Organizations Reporting:	19
Position Titles:	Assistant Hr Director Chief Human Resources Officer Chief People Officer Director Of Hr Director Of Hr & Development Director Of Human Resources Hr Coordinator Hr Director Hr Manager Hr/Grant Adminisrator Hr/Personnel Director Human Resources Director
Reports To:	Cfo City Administrator City Manager Hr Director Mayor
Comments:	Also Serves As Grant Administrator No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$60,346	\$67,850	\$88,041	\$81,869	\$96,844	\$120,233
Actual Incentive Paid Dollar Last Year	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$163,200	\$123,450	\$156,782	\$190,113
Fort Smith	89142	Full	\$115,752	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$119,026	\$86,565	\$108,205	\$129,846
Springdale	87176	Full	\$70,813	\$58,103	\$72,628	\$87,154
Rogers	69908	Full	\$128,377	\$94,320	\$117,900	\$147,374
North Little Rock	64591	Full	\$120,233	\$96,186	\$120,233	\$144,280
Conway	64134	Full	\$92,562	\$74,050	\$92,562	\$92,562
Bentonville	54164	Full	\$93,204	\$74,563	\$93,204	\$111,845
Hot Springs	37930	Full	\$96,844	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full	\$83,799	\$74,412	\$87,544	\$105,053
Paragould	29537	Full	\$66,585	\$53,268	\$66,585	\$79,902
Jacksonville	29477	Full	\$79,999	\$63,999	\$79,999	\$95,999
Russellville	28940	Full	\$65,417	\$52,334	\$65,417	\$78,500
Cabot	26569	Full	\$92,157	\$73,726	\$92,157	\$110,588

HR/Personnel Director

Maumelle	19251	Full	\$77,785	\$62,228	\$77,785	\$93,342
Centerton	17792	Full	\$81,869	\$65,495	\$81,869	\$98,243
Blytheville	13406	Full	\$60,346	\$48,277	\$60,346	\$72,415
Harrison	13069	Full	\$80,000	\$80,000	\$80,000	\$80,000
Forrest City	13015	Full	\$5,000	\$4,000	\$5,000	\$6,000
Mountain Home	12825	Full	\$67,850	\$50,794	\$63,898	\$72,904

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.05	\$88,041	\$69,914	\$86,522	\$103,346
45,000+	1.14	\$112,896	\$87,378	\$109,531	\$130,106
20,000 - 49,999	1	\$80,800	\$64,743	\$80,884	\$100,527
10,000 - 19,999	1	\$62,142	\$51,799	\$61,483	\$70,484

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

Human Resource Generalist

Index Tab	
Job Title:	601 - Human Resource Generalist
Job Description:	Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.
Total Matches (A M B):	1 11 1
Exempt non-exempt:	6 8
Bonus Eligible (Y N):	2 8
Full Part Time:	2 0
Number of Organizations Reporting:	12
Position Titles:	Deputy Director, Human Resources Health & Safety Training Coordinator Hr Coordinator Ii Hr Director Hr Generalist Hr Generalist Ii Human Resource Assistant Manager Human Resources Mgr 950 Human Resources Specialist Ii Human Resources Technician Personnel Administrator
Reports To:	Chief Human Resources Officer Direcor Of Human Resources Director Of Hr Employment Services Manager Finance Director/Transition Leader Hr Director Human Resources Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$44,125	\$48,800	\$62,458	\$55,241	\$70,990	\$94,374
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$55,241	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$94,374	\$79,268	\$99,091	\$118,913
Rogers	69908	Full	\$59,987	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$59,987	\$54,593	\$68,241	\$85,301
North Little Rock	64591	Full	\$54,978	\$41,026	\$49,867	\$61,085
North Little Rock	64591	Full	\$52,361	\$41,026	\$49,867	\$61,085
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$70,990	\$56,792	\$70,990	\$85,188
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$71,448	\$58,240	\$72,800	\$89,440
Sherwood	32731	Full	\$55,307	\$41,529	\$55,917	\$67,100
Bella Vista	30104	Full	\$130,860	\$101,298	\$126,622	\$151,946
Jacksonville	29477	Full	\$44,125	\$35,300	\$44,125	\$52,950
Texarkana	29387	Full	\$48,401	\$47,028	\$59,446	\$75,753

Human Resource Generalist

Cabot	26569	Full	\$48,800	\$39,040	\$48,800	\$58,560
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Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$62,458	\$51,271	\$64,092	\$77,426
45,000+	1.33	\$62,749	\$51,409	\$64,009	\$76,705
20,000 - 49,999	1.17	\$62,126	\$51,114	\$64,187	\$78,250
10,000-19,999					

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

HR-Benefits Specialist

Index Tab	
Job Title:	602 - HR-Benefits Specialist
Job Description:	Serves as the administrator and point-of-contact for City benefits, including carrier selection, enrollment, orientation, and all associated records. BA/BS in HR Administration, Business Administration, Public Administration and 2 years related experience or 2 years college and 4 years related experience.
Total Matches (A M B):	0 7 0
Exempt non-exempt:	2 6
Bonus Eligible (Y N):	3 6
Full Part Time:	3 0
Number of Organizations Reporting:	10
Position Titles:	Benefits Administrator Benefits Analyst Benefits Specialist Chief Administrator/Benefits Manager Employee Benefits Coordinator Hr Benefits Coordinator Hr Coordinator Hr Specialist Human Resources Administrator
Reports To:	Assistant Hr Director Benefits, Risk And Wellness Manager Deputy Director, Human Resources Hr Director Hr Manager Human Resource Director Human Resources Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$48,048	\$48,484	\$56,260	\$57,588	\$58,780	\$84,619
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,968	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$58,523	\$50,065	\$62,587	\$75,108
Springdale	87176	Full	\$57,588	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$84,619	\$67,695	\$84,619	\$101,543
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Bella Vista	30104	Full	\$48,048	\$43,269	\$54,086	\$64,903
Centerton	17792	Full	\$50,356	\$40,285	\$50,356	\$60,427
Harrison	13069	Full	\$58,780	\$58,780	\$58,780	\$58,780

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

HR-Benefits Specialist

Overall	0.9	\$56,260	\$46,885	\$57,123	\$67,360
45,000+	1	\$61,636	\$48,023	\$60,193	\$72,362
20,000 - 49,999	0.67	\$44,512	\$41,395	\$52,003	\$62,612
10,000 - 19,999	1	\$54,568	\$49,532	\$54,568	\$59,604
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Human Resources Assistant

Index Tab	
Job Title:	603 - Human Resources Assistant
Job Description:	Handles various HR duties including employment, insurance claims, Worker
Total Matches (A M B):	0 4 1
Exempt non-exempt:	0 6
Bonus Eligible (Y N):	1 6
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Hr Administrative Assistant Hr Clerk Hr Coordinator Hr Generalist Human Resources Specialist I
Reports To:	Assistant Hr Director Director Of Hr Employment Services Manager Human Resources Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$34,279	\$34,279	\$45,886	\$46,377	\$53,040	\$57,588
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,040	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$50,398	\$36,920	\$46,889	\$56,857
Springdale	87176	Full	\$57,588	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$46,377	\$36,337	\$44,168	\$53,687
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Sherwood	32731	Full				
Maumelle	19251	Full	\$34,279	\$27,423	\$34,279	\$41,135

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$45,886	\$35,276	\$43,873	\$53,443
45,000+	1.33	\$51,851	\$38,258	\$47,879	\$57,921
20,000 - 49,999	0.5	\$33,633	\$31,200	\$37,440	\$47,840

Human Resources Assistant

10,000 - 19,999	1	\$34,279	\$27,423	\$34,279	\$41,135
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Payroll Administrator

Index Tab	
Job Title:	604 - Payroll Administrator
Job Description:	Processes employee paychecks and earnings statements and tabulates records of employees' work hours so that payroll can be processed correctly and on time. Also reviews calculation reports, and other information in order to detect and reconcile payroll discrepancies.
Total Matches (A M B):	0 9 3
Exempt non-exempt:	5 8
Bonus Eligible (Y N):	2 8
Full Part Time:	2 0
Number of Organizations Reporting:	11
Position Titles:	Accountant/Payroll Hr Specialist Payroll / Hr Generalist Payroll A/R Specialist Payroll Accountant Payroll Administrator Payroll Manager Payroll Officer li Payroll Specialist
Reports To:	Chief Financial Officer Comptroller Controller Deputy Director, Finance Finance Director Human Resource Director Human Resources Director Payroll Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$40,893	\$46,155	\$56,568	\$49,427	\$63,125	\$83,992
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$83,992	\$70,927	\$90,078	\$109,228
Fort Smith	89142	Full	\$48,223	\$42,764	\$53,456	\$64,147
Fort Smith	89142	Full	\$40,893	\$34,424	\$43,035	\$51,646
Springdale	87176	Full	\$63,125	\$44,889	\$56,111	\$67,333
Rogers	69908	Full	\$44,470	\$38,454	\$48,067	\$60,084
North Little Rock	64591	Full	\$84,854	\$67,883	\$84,854	\$101,825
North Little Rock	64591	Full	\$70,857	\$46,822	\$56,912	\$70,857
Conway	64134	Full	\$49,427	\$39,542	\$49,427	\$49,427
Hot Springs	37930	Full	\$46,155	\$43,680	\$52,000	\$64,480
Sherwood	32731	Full	\$48,651	\$41,529	\$55,917	\$67,100
Bella Vista	30104	Full	\$39,780	\$43,269	\$54,086	\$64,903
Paragould	29537	Full	\$59,650	\$47,720	\$59,650	\$71,580
Texarkana	29387	Full	\$55,307	\$47,028	\$59,446	\$75,753

Payroll Administrator

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.18	\$56,568	\$46,841	\$58,695	\$70,643
45,000+	1.33	\$60,730	\$48,213	\$60,243	\$71,818
20,000 - 49,999	1	\$49,909	\$44,645	\$56,220	\$68,763
10,000-19,999					

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

Industrial Organizational Specialist

Index Tab	
Job Title:	605 - Industrial Organizational Specialist
Job Description:	Applying professional and legal principles and techniques previously learned, performs duties auditing and analyzing City positions, writing job descriptions and structured oral interviews, providing training to various departments, and assisting in the development and administration of selection and promotional tools. MA/MS from an accredited college or university in Industrial/Organizational Psychology, Applied Psychology, or closely related field with course work in compensation, job analysis, psychological testing, statistics, and research methodology; and two years experience in compensation/classification, personnel selection, and job analysis; or an equivalent combination of education and experience in the duties to be performed.
Total Matches (A M B):	0 3 0
Exempt non-exempt:	1 2
Bonus Eligible (Y N):	0 2
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	Classification And Compensation Analyst I Industrial/Organizational Specialist
Reports To:	Classification And Compensation Manager Human Resources Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$58,968	\$58,968	\$70,404	\$58,968	\$93,276	\$93,276
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,968	\$40,711	\$51,703	\$62,695
Little Rock	202591	Full	\$58,968	\$40,711	\$51,703	\$62,695
North Little Rock	64591	Full	\$93,276	\$74,621	\$93,276	\$111,931
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$70,404	\$52,014	\$65,561	\$79,107
45,000+	1.5	\$70,404	\$52,014	\$65,561	\$79,107
20,000 - 49,999	0				
10,000-19,999					

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

Information Systems Director

Index Tab	
Job Title:	700 - Information Systems Director
Job Description:	Responsible for the planning, developing, implementing, administration, and evaluation of cost-effective state-of-the-art information technology services; oversees network operations, website management, records/imaging systems and several department specific software applications; seeks to increase efficiency and productivity through technology throughout the City; requires Bachelor
Total Matches (A M B):	1 13 0
Exempt non-exempt:	15 0
Bonus Eligible (Y N):	3 0
Full Part Time:	3 0
Number of Organizations Reporting:	15
Position Titles:	Chief Information Officer Chief Technology Officer Director Of It Information Services Director Information Systems Director Information Technology Director Is Assistant Director It Director
Reports To:	City Administrator City Manager Is Director Mayor Police Chief
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	16	\$68,167	\$77,708	\$99,874	\$88,856	\$120,182	\$124,616
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$163,200	\$103,128	\$130,973	\$158,817
Fort Smith	89142	Full	\$121,900	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$124,616	\$90,630	\$113,288	\$135,945
Rogers	69908	Full	\$120,182	\$94,320	\$117,900	\$147,374
North Little Rock	64591	Full	\$121,278	\$97,022	\$121,278	\$145,534
Conway	64134	Full	\$88,856	\$71,085	\$88,856	\$88,856
Bentonville	54164	Full	\$105,102	\$84,082	\$105,102	\$126,122
Hot Springs	37930	Full	\$119,329	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$77,708	\$74,880	\$93,600	\$114,400
Sherwood	32731	Full	\$82,400	\$90,073	\$105,968	\$127,162
Bella Vista	30104	Full	\$116,800	\$101,298	\$126,622	\$151,946
Jacksonville	29477	Full	\$68,393	\$54,714	\$68,393	\$82,072
Russellville	28940	Full	\$68,167	\$54,534	\$68,167	\$81,800
Cabot	26569	Full	\$85,936	\$68,749	\$85,936	\$103,123

Information Systems Director

Blytheville	13406	Full	\$50,460	\$40,368	\$50,460	\$60,552
Harrison	13069	Full	\$83,658	\$83,658	\$83,658	\$83,658

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.07	\$99,874	\$79,702	\$98,360	\$117,776
45,000+	1	\$120,733	\$90,891	\$113,907	\$135,226
20,000 - 49,999	1.17	\$88,390	\$73,567	\$91,755	\$113,375
10,000 - 19,999	1	\$67,059	\$62,013	\$67,059	\$72,105

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

Systems Network Manager

Index Tab	
Job Title:	701 - Systems Network Manager
Job Description:	Plans and directs activities related to computer systems network design, connectivity, and implementation; provides supervision to Network Analyst and Information Support Specialists; requires completion of a Bachelor
Total Matches (A M B):	3 6 1
Exempt non-exempt:	7 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	Assistant It Director Info Security Mgr 798 Info Sup Spec/Project Mg It Support Manager Manager Of Enterprise Services Network Infra Mgr 908 Network Security Manager Senior Network Administrator Systems Administrator Telecom Manager
Reports To:	Chief Information Officer Chief Technology Officer/Director Information Technology Director It Director It Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$52,915	\$66,065	\$81,013	\$83,232	\$93,017	\$93,516
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$110,774	\$87,474	\$111,092	\$134,710
Springdale	87176	Full	\$66,065	\$62,169	\$77,711	\$93,253
Rogers	69908	Full	\$93,516	\$79,422	\$99,278	\$124,097
North Little Rock	64591	Full	\$90,071	\$72,057	\$90,071	\$108,085
Conway	64134	Full	\$83,232	\$66,586	\$83,232	\$83,232
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Conway	64134	Full	\$83,232	\$66,586	\$83,232	\$83,232
Conway	64134	Full	\$83,232	\$66,586	\$83,232	\$83,232
Bentonville	54164	Full	\$93,017	\$74,414	\$93,017	\$111,620
Sherwood	32731	Full				
Russellville	28940	Full	\$52,915	\$42,332	\$52,915	\$63,498

Averages by Population Group

Systems Network Manager

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$81,013	\$66,088	\$82,786	\$93,903
45,000+	1.5	\$84,135	\$68,728	\$86,104	\$97,282
20,000 - 49,999	0.5	\$52,915	\$42,332	\$52,915	\$63,498
10,000-19,999					
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Network Analyst

Index Tab	
Job Title:	702 - Network Analyst
Job Description:	Designs, installs, monitors, and troubleshoots computer systems networks to meet data processing and information needs for City departments, including internal network access and Internet access; provides supervision to Network Coordinators; requires completion of an Associate
Total Matches (A M B):	0 10 1
Exempt non-exempt:	8 4
Bonus Eligible (Y N):	4 4
Full Part Time:	4 0
Number of Organizations Reporting:	9
Position Titles:	Is Business Systems Analyst Network Administrator Network Analyst Network Coordinator Network Engineer Network System Admin Senior Network Administrator Systems Technician ii Systems Technician iii
Reports To:	Applications Development Manager Chief Technology Officer/Director Deputy Director, Information Technology Is Director It Director It Operations Manager Manager Of Enterprise Services Network Security Manager Police Major Support Division
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$52,083	\$66,065	\$70,182	\$75,377	\$75,885	\$83,041
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$75,377	\$57,537	\$73,072	\$88,606
Little Rock	202591	Full	\$75,377	\$57,537	\$73,072	\$88,606
Little Rock	202591	Full	\$75,377	\$57,537	\$73,072	\$88,606
Fort Smith	89142	Full	\$72,010	\$70,928	\$88,670	\$106,412
Fort Smith	89142	Full	\$80,000	\$70,928	\$88,670	\$106,412
Springdale	87176	Full	\$75,768	\$62,169	\$77,711	\$93,253
Springdale	87176	Full	\$66,065	\$62,169	\$77,711	\$93,253
North Little Rock	64591	Full	\$83,041	\$66,433	\$83,041	\$99,649
Conway	64134	Full	\$75,885	\$60,708	\$75,885	\$75,885
Conway	64134	Full	\$67,053	\$53,642	\$67,053	\$67,053
Bentonville	54164	Full	\$47,382	\$37,906	\$47,382	\$56,858
Bentonville	54164	Full	\$53,768	\$43,014	\$53,768	\$64,522
Hot Springs	37930	Full	\$52,083	\$52,000	\$62,400	\$76,960
Sherwood	32731	Full				

Network Analyst

Bella Vista	30104	Full	\$83,355	\$66,684	\$83,355	\$100,026
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Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.56	\$70,182	\$58,514	\$73,204	\$86,150
45,000+	2	\$70,592	\$58,376	\$73,259	\$85,760
20,000 - 49,999	0.67	\$67,719	\$59,342	\$72,878	\$88,493
10,000-19,999					

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

Network Coordinator

Index Tab	
Job Title:	703 - Network Coordinator
Job Description:	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
Total Matches (A M B):	0 7 1
Exempt non-exempt:	3 3
Bonus Eligible (Y N):	3 3
Full Part Time:	3 0
Number of Organizations Reporting:	7
Position Titles:	Info Support Spec Info Support Spec 910 Network Administrator Operations Manager Systems Technician I
Reports To:	Deputy Director, Information Technology Manager Of Enterprise Services Network Coordinator 909 Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$45,427	\$47,694	\$56,787	\$54,075	\$62,587	\$81,307
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$62,587	\$62,587	\$78,228	\$93,870
Rogers	69908	Full	\$81,307	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$69,656	\$55,725	\$69,656	\$83,587
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$47,694	\$38,155	\$47,694	\$57,233
Bentonville	54164	Full	\$45,427	\$36,342	\$45,427	\$54,512
Bentonville	54164	Full	\$41,600	\$33,280	\$41,600	\$49,920
Sherwood	32731	Full				
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662

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

Network Coordinator

Overall	1.29	\$56,787	\$45,641	\$57,120	\$66,111
45,000+	1.6	\$57,053	\$46,521	\$58,150	\$67,542
20,000 - 49,999	0				
10,000 - 19,999	1	\$54,662	\$38,605	\$48,880	\$54,662
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Programmer Analyst - Senior

Index Tab	
Job Title:	704 - Programmer Analyst - Senior
Job Description:	Designs, writes, edits, and debugs complex computer programs; serves as project leader in the development of specialized programs to meet major data processing needs of assigned City departments; provides supervision to Programmer Analyst and other assigned programming staff on a project basis or an assigned computer subsystem basis; requires completion of a Bachelor
Total Matches (A M B):	0 7 0
Exempt non-exempt:	7 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	4
Position Titles:	Is Chs Tech Ii Senior Systems Engineer Software Engineer
Reports To:	Applications Development Manager Manager Of Enterprise Services Public Safety Applications Development Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$85,533	\$85,533	\$88,682	\$87,383	\$102,298	\$102,298
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$102,298	\$67,503	\$85,729	\$103,954
Little Rock	202591	Full	\$85,729	\$67,503	\$85,729	\$103,954
Little Rock	202591	Full	\$102,298	\$67,503	\$85,729	\$103,954
Little Rock	202591	Full	\$102,298	\$67,503	\$85,729	\$103,954
Little Rock	202591	Full	\$87,383	\$67,503	\$85,729	\$103,954
Little Rock	202591	Full	\$102,298	\$67,503	\$85,729	\$103,954
North Little Rock	64591	Full	\$85,533	\$68,426	\$85,533	\$102,640
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$88,682	\$64,121	\$81,228	\$98,335

Programmer Analyst - Senior

45,000+	3.5	\$95,405	\$67,635	\$85,701	\$103,766
20,000 - 49,999	0.5	\$41,620	\$39,520	\$49,920	\$60,320
10,000-19,999					

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

Programmer Analyst

Index Tab	
Job Title:	705 - Programmer Analyst
Job Description:	The Programmer/Analyst's role is to define, develop, test, analyze, and maintain new software applications in support of the achievement of business requirements. This includes writing, coding, testing, and analyzing software programs and applications.; requires completion of a Bachelor
Total Matches (A M B):	0 5 0
Exempt non-exempt:	5 3
Bonus Eligible (Y N):	0 3
Full Part Time:	0 0
Number of Organizations Reporting:	4
Position Titles:	Database Administrator Is Gc Tech I Programmer Analyst
Reports To:	Manager Of Information Services Public Safety Applications Development Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$37,086	\$37,086	\$66,261	\$73,899	\$82,652	\$92,675
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$73,899	\$57,537	\$73,072	\$88,606
Little Rock	202591	Full	\$75,377	\$57,537	\$73,072	\$88,606
North Little Rock	64591	Full	\$92,675	\$74,140	\$92,675	\$111,210
North Little Rock	64591	Full	\$92,020	\$73,616	\$92,020	\$110,424
North Little Rock	64591	Full	\$82,652	\$66,122	\$82,652	\$99,182
Hot Springs	37930	Full	\$37,086	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2	\$66,261	\$54,899	\$68,326	\$82,794

Programmer Analyst

45,000+	2.5	\$83,325	\$65,790	\$82,698	\$99,606
20,000 - 49,999	1.5	\$37,821	\$36,747	\$44,373	\$54,773
10,000-19,999					

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

Systems Programmer

Index Tab	
Job Title:	706 - Systems Programmer
Job Description:	Ensures the efficient and effective operation of the City
Total Matches (A M B):	0 3 0
Exempt non-exempt:	4 2
Bonus Eligible (Y N):	1 2
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	Database Administrator Is Network Engineer And Admin It Analyst Senior Systems Administrator - It Systems Administrator
Reports To:	Deputy Director, Information Technology Information Technology Director Is Director It Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$64,708	\$64,708	\$75,841	\$73,588	\$80,000	\$93,253
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$73,588	\$70,928	\$88,670	\$106,412
Fort Smith	89142	Full	\$80,000	\$70,928	\$88,670	\$106,412
Springdale	87176	Full	\$93,253	\$62,169	\$77,711	\$93,253
Rogers	69908	Full	\$63,918	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$79,581	\$63,665	\$79,581	\$95,497
Hot Springs	37930	Full	\$64,708	\$64,480	\$79,040	\$95,680
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$75,841	\$65,288	\$81,353	\$98,386
45,000+	1.25	\$78,068	\$65,450	\$81,816	\$98,927
20,000 - 49,999	0.5	\$64,708	\$64,480	\$79,040	\$95,680

Systems Programmer

10,000-19,999	
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.	

Information Support Specialist

Index Tab	
Job Title:	707 - Information Support Specialist
Job Description:	Provides user support for microcomputers and associated hardware and software; requires completion of two (2) years of college coursework in Computer Science, Computer Information Systems, or a related area, or graduation from a vocational-technical school with an Associate
Total Matches (A M B):	1 23 0
Exempt non-exempt:	9 15
Bonus Eligible (Y N):	3 15
Full Part Time:	3 1
Number of Organizations Reporting:	10
Position Titles:	Application Development Manager Application Specialist Computer Services Technician Computer Support Coordinator Desktop Technician It Generalist It Specialist It Support Assistant It Support Generalist It Support Specialist Library Technician Network Support Specialist Ii Services Support Communications Tech Technology Support Specialist
Reports To:	Director Of It It Director It Support Manager It Support Supervisor Library Director Manager Of Desktop Services Police Chief User Services Manager - It
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	24	\$43,992	\$46,935	\$54,514	\$49,854	\$59,200	\$67,647
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$48,318	\$40,612	\$51,578	\$62,543
Little Rock	202591	Full	\$48,318	\$40,612	\$51,578	\$62,543
Little Rock	202591	Full	\$48,318	\$40,612	\$51,578	\$62,543
Fort Smith	89142	Full	\$44,013	\$40,684	\$50,856	\$61,027
Fort Smith	89142	Full	\$47,840	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$49,854	\$46,922	\$58,652	\$70,383
Springdale	87176	Full	\$55,720	\$46,922	\$58,652	\$70,383
Springdale	87176	Full	\$54,254	\$46,922	\$58,652	\$70,383
Rogers	69908	Full	\$43,992	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$58,510	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$78,956	\$69,490	\$86,863	\$108,579
North Little Rock	64591	Full	\$67,647	\$54,118	\$67,647	\$81,176
North Little Rock	64591	Full	\$66,689	\$53,351	\$66,689	\$80,027
North Little Rock	64591	Full	\$64,578	\$51,662	\$64,578	\$77,494

Information Support Specialist

North Little Rock	64591	Full	\$55,725	\$44,580	\$55,725	\$66,870
North Little Rock	64591	Full	\$55,725	\$44,580	\$55,725	\$66,870
North Little Rock	64591	Full	\$49,207	\$39,366	\$49,207	\$59,048
Sherwood	32731	Full	\$42,848	\$38,356	\$45,124	\$54,149
Bella Vista	30104	Full	\$69,430	\$58,336	\$72,920	\$87,504
Jacksonville	29477	Full	\$46,935	\$37,548	\$46,935	\$56,322
Jacksonville	29477	Full	\$44,289	\$35,431	\$44,289	\$53,147
Texarkana	29387	Full	\$64,958	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$43,014	\$30,388	\$36,400	\$44,241
Cabot	26569	Full	\$59,200	\$47,360	\$59,200	\$71,040

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.4	\$54,514	\$45,566	\$56,903	\$69,008
45,000+	3.4	\$55,157	\$47,008	\$58,903	\$71,414
20,000 - 49,999	1.4	\$52,953	\$42,064	\$52,045	\$63,165
10,000-19,999					

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

Librarian

Index Tab	
Job Title:	800 - Librarian
Job Description:	The Librarian manages and oversees the library and its collections and materials, performing a variety of related library and patron support services.
Total Matches (A M B):	0 16 14
Exempt non-exempt:	8 19
Bonus Eligible (Y N):	17 19
Full Part Time:	17 0
Number of Organizations Reporting:	6
Position Titles:	Assistant Director-Library Assistant Library Director Children's Librarian Children's Library Director Children's Multicultural Outreach Librarian Children's Services Coordinator Librarian I - Multi-Cultural Srv Librarian I-Adult Services Librarian I-Circulation Manager Librarian II Librarian II Asst Children's Dir Librarian II-Adult Services Librarian II-Young Adults Librarian III- Inform. Literacy Librarian III-Technical Services Librarian IV - Emerging Tech Library Director Multicultural Outreach Librarian Reference Librarian Senior Librarian Young Adult Librarian
Reports To:	Assistant Library Director Children's Services Coordinator Library Board Library Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	31	\$52,998	\$55,768	\$67,122	\$63,024	\$76,710	\$83,539
Actual Incentive Paid Dollar Last Year	1	\$3,082	\$3,082	\$3,082	\$3,082	\$3,082	\$3,082
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$96,295	\$90,630	\$113,288	\$135,945
Springdale	87176	Full	\$81,285	\$70,300	\$87,876	\$105,451
Springdale	87176	Full	\$83,539	\$62,169	\$77,711	\$93,253
Springdale	87176	Full	\$69,590	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$56,334	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$57,991	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$57,991	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$67,933	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$69,590	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$54,175	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$55,768	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$55,768	\$50,988	\$63,735	\$76,482
Rogers	69908	Full	\$53,227	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$52,540	\$38,454	\$48,067	\$60,084

Librarian

Rogers	69908	Full	\$41,329	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$47,008	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$52,998	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$65,291	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$68,161	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$60,569	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$60,548	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$63,024	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$60,465	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$76,710	\$69,490	\$86,863	\$108,579
Rogers	69908	Full	\$105,289	\$94,320	\$117,900	\$147,374
Bentonville	54164	Full	\$62,254	\$49,803	\$62,254	\$74,705
Bentonville	54164	Full	\$79,518	\$63,614	\$79,518	\$95,422
Bentonville	54164	Full	\$82,284	\$65,827	\$82,284	\$98,741
Bentonville	54164	Full	\$64,958	\$51,966	\$64,958	\$77,950
Sherwood	32731	Full				
Bella Vista	30104	Full	\$113,900	\$91,118	\$113,897	\$136,676
Forrest City	13015	Full	\$64,439	\$51,551	\$64,439	\$77,327

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	5.17	\$67,122	\$57,147	\$71,434	\$87,139
45,000+	9.67	\$65,601	\$56,169	\$70,211	\$85,770
20,000 - 49,999	0.5	\$113,900	\$91,118	\$113,897	\$136,676
10,000 - 19,999	1	\$64,439	\$51,551	\$64,439	\$77,327

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

Library Assistant

Index Tab	
Job Title:	801 - Library Assistant
Job Description:	The Library Assistant assists the Librarian and others with the daily tasks of the library.
Total Matches (A M B):	4 14 14
Exempt non-exempt:	6 26
Bonus Eligible (Y N):	9 26
Full Part Time:	9 30
Number of Organizations Reporting:	5
Position Titles:	Assistant Library Director Cataloger Children/Youth Services Childrens Librarian Circulation Clerk Circulation Manager Circulation Services Circulation Supervisor Information Assistant Library Assistant I Library Asst Ii (P/T) Library Asst Iii - Children's Library Asst Iii -Vol. Coord Library Asst Iii- Marketing Spec Library Asst Iii-Circulation Library Asst Iii-Tech Services Operations Coordinator Part Time Library Support Public Relations And Event Coordinator Substitute Library Assistant
Reports To:	Assistant Library Director Circulation Supervisor Director Library Director Operations Coordinator
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	32	\$7,098	\$29,120	\$35,449	\$36,895	\$44,798	\$52,020
Actual Incentive Paid Dollar Last Year	1	\$1,694	\$1,694	\$1,694	\$1,694	\$1,694	\$1,694
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$67,097	\$55,054	\$68,818	\$82,581
Springdale	87176	Full	\$49,552	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$41,352	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$44,798	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$36,895	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$42,320	\$34,724	\$43,405	\$52,086
Rogers	69908	Full	\$17,110	\$28,522	\$35,653	\$44,566
Rogers	69908	Full	\$33,987	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,670	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$38,126	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,649	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,504	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,275	\$33,488	\$41,860	\$52,325

Library Assistant

Rogers	69908	Full	\$40,892	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$52,020	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$37,190	\$35,971	\$44,964	\$56,205
Sherwood	32731	Full				
Bella Vista	30104	Full	\$33,280	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$17,420	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$7,098	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$47,840	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$1,607	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$1,607	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$6,026	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$41,725	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$8,580	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$47,008	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$72,390	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$53,110	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$50,000	\$51,413	\$64,267	\$77,120
Forrest City	13015	Full	\$32,220	\$25,776	\$32,220	\$38,664
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.4	\$35,449	\$35,206	\$43,300	\$52,618
45,000+	8.5	\$40,314	\$36,176	\$45,220	\$55,504
20,000 - 49,999	6.5	\$29,822	\$35,580	\$42,731	\$51,277
10,000 - 19,999	2	\$30,670	\$24,536	\$30,670	\$36,804

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

Safety Loss Control Specialist

Index Tab	
Job Title:	900 - Safety Loss Control Specialist
Job Description:	To administer the City's safety and loss control program to reduce the cost of the City's Workers
Total Matches (A M B):	0 4 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Hr Generalist Safety/Loss Control Mgr Safety/Loss Control Specialist
Reports To:	Benefits, Risk And Wellness Manager Chief Human Resources Officer Human Resources Director
Comments:	See Parks Director

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$59,482	\$59,482	\$62,902	\$61,532	\$63,129	\$67,465
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$67,465	\$46,772	\$59,401	\$72,029
Fort Smith	89142	Full	\$63,129	\$54,246	\$67,808	\$81,369
Fort Smith	89142	Full	\$61,532	\$54,246	\$67,808	\$81,369
North Little Rock	64591	Full				
Conway	64134	Full	\$59,482	\$47,586	\$59,482	\$59,482
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.8	\$62,902	\$50,712	\$63,625	\$73,562
45,000+	1	\$62,902	\$50,712	\$63,625	\$73,562
20,000 - 49,999	0				
10,000-19,999					

Safety Loss Control Specialist

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

Airport Manager

Index Tab	
Job Title:	901 - Airport Manager
Job Description:	Manages the overall day to day operational responsibilities of the city
Total Matches (A M B):	2 5 0
Exempt non-exempt:	7 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	Airport Director Airport Manager Airport Manager/Street Inspector Airport Office Manager Airport Operations Manager Airport Ops Manager 948
Reports To:	Airport Director Airport Operations Manager Director Of Public Works Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$40,976	\$52,000	\$68,512	\$59,358	\$83,110	\$90,126
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Rogers	69908	Full	\$114,337	\$89,354	\$111,692	\$139,615
North Little Rock	64591	Full	\$73,000	\$58,400	\$73,000	\$87,600
Conway	64134	Full	\$83,110	\$66,488	\$83,110	\$83,110
Conway	64134	Full	\$48,441	\$38,753	\$48,441	\$48,441
Hot Springs	37930	Full	\$90,126	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$71,760	\$68,640	\$83,200	\$104,000
Sherwood	32731	Full				
Paragould	29537	Full	\$59,358	\$47,486	\$59,358	\$71,230
Russellville	28940	Full	\$52,000	\$41,600	\$52,000	\$62,400

Averages by Population Group

Airport Manager

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.25	\$68,512	\$56,992	\$71,551	\$86,327
45,000+	1.25	\$74,180	\$60,390	\$75,487	\$86,440
20,000 - 49,999	1.25	\$62,844	\$53,593	\$67,616	\$86,214
10,000-19,999					

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

Airport Attendant

Index Tab	
Job Title:	902 - Airport Attendant
Job Description:	Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.
Total Matches (A M B):	1 7 1
Exempt non-exempt:	0 17
Bonus Eligible (Y N):	1 17
Full Part Time:	1 2
Number of Organizations Reporting:	6
Position Titles:	Airport Attendant Airport Line Tech Ii Airport Line Technician Airport Operations Supervisor Airport Operations Technician Line Attendant Maintenance li Senior Line Attendant
Reports To:	Airport Director Airport Manager/Street Inspector Airport Operations Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$33,118	\$36,524	\$41,496	\$37,542	\$46,592	\$54,662
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$39,843	\$32,691	\$40,865	\$49,037
Rogers	69908	Full	\$54,662	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$46,592	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$57,220	\$50,869	\$63,586	\$79,482
Conway	64134	Full	\$34,053	\$27,242	\$34,053	\$34,053
Conway	64134	Full	\$37,542	\$30,034	\$37,542	\$37,542
Conway	64134	Full	\$37,542	\$30,034	\$37,542	\$37,542
Hot Springs	37930	Full	\$53,102	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$50,668	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$37,086	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$36,524	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$37,086	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$36,524	\$35,360	\$41,600	\$52,000

Airport Attendant

Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full				
Russellville	28940	Full	\$32,085	\$25,668	\$32,085	\$38,502
Russellville	28940	Full	\$33,118	\$26,494	\$33,118	\$39,742

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.83	\$41,496	\$34,820	\$42,485	\$51,312
45,000+	2.33	\$43,922	\$36,106	\$45,133	\$52,226
20,000 - 49,999	3.33	\$39,798	\$33,920	\$40,632	\$50,672
10,000-19,999					

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

Animal Control Director

Index Tab	
Job Title:	903 - Animal Control Director
Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A M B):	2 6 0
Exempt non-exempt:	7 1
Bonus Eligible (Y N):	2 1
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	Animal Control Director Animal Services Director Animal Services Supervisor Animal Shelter Director Assistant Mgr-Animal Shelter Community Services Director
Reports To:	City Manager Director Of Public Works Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$56,700	\$56,700	\$71,094	\$66,304	\$75,337	\$99,396
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$85,785	\$78,432	\$98,040	\$117,649
Rogers	69908	Full	\$60,049	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$75,337	\$64,525	\$80,656	\$100,820
North Little Rock	64591	Full	\$72,336	\$57,869	\$72,336	\$86,803
Sherwood	32731	Full				
Texarkana	29387	Full	\$56,700	\$47,028	\$59,446	\$75,753
Russellville	28940	Full	\$66,304	\$53,043	\$66,304	\$79,565
Cabot	26569	Full	\$99,396	\$79,517	\$99,396	\$119,275
Maumelle	19251	Full	\$52,844	\$42,275	\$52,844	\$63,413

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$71,094	\$59,195	\$74,076	\$90,345

Animal Control Director

45,000+	1.33	\$73,377	\$62,924	\$78,655	\$96,189
20,000 - 49,999	0.75	\$74,133	\$59,863	\$75,049	\$91,531
10,000 - 19,999	1	\$52,844	\$42,275	\$52,844	\$63,413
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Animal Control Field Officer

Index Tab	
Job Title:	904 - Animal Control Field Officer
Job Description:	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
Total Matches (A M B):	3 22 2
Exempt non-exempt:	1 26
Bonus Eligible (Y N):	10 25
Full Part Time:	10 0
Number of Organizations Reporting:	13
Position Titles:	Animal Control Field Officer Animal Control Officer Animal Control Officer Iii Animal Services Supervisor Animal Wel Officer 834 Animal Welfare Officer Assistant Manager/Adoption Specialist Awu Officer Kennel Supervisor-Renamed Manager Lead Animal Control Officer
Reports To:	Animal Control Director Animal Control Supervisor Animal Services Director Animal Services Manager Animal Services Supervisor Animal Shelter Director Animal Welfare Manager Police Chief Public Works Director Sergeant
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$35,921	\$38,459	\$40,885	\$39,663	\$42,203	\$46,300
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$57,186	\$46,922	\$58,652	\$70,383
Springdale	87176	Full	\$40,823	\$40,823	\$51,029	\$61,235
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$41,215	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$41,215	\$38,790	\$48,488	\$58,185
Rogers	69908	Full	\$39,582	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$38,459	\$35,971	\$44,964	\$56,205
North Little Rock	64591	Full	\$55,674	\$37,682	\$45,803	\$55,674
North Little Rock	64591	Full	\$45,803	\$37,682	\$45,803	\$55,674
North Little Rock	64591	Full	\$43,622	\$37,682	\$45,803	\$55,674
North Little Rock	64591	Full	\$43,622	\$37,682	\$45,803	\$55,674
North Little Rock	64591	Full	\$39,567	\$37,682	\$45,803	\$55,674
Conway	64134	Full	\$37,652	\$30,122	\$37,652	\$37,652

Animal Control Field Officer

Conway	64134	Full	\$37,652	\$30,122	\$37,652	\$37,652
Conway	64134	Full	\$37,652	\$30,122	\$37,652	\$37,652
Bentonville	54164	Full	\$41,662	\$33,330	\$41,662	\$49,994
Sherwood	32731	Full	\$44,408	\$41,952	\$49,356	\$59,227
Bella Vista	30104	Full	\$42,203	\$32,993	\$38,815	\$46,578
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Texarkana	29387	Full	\$35,921	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$31,054	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$39,663	\$31,730	\$39,663	\$47,596
Russellville	28940	Full	\$39,577	\$31,662	\$39,577	\$47,492
Maumelle	19251	Full	\$38,459	\$30,767	\$38,459	\$46,151
Centerton	17792	Full	\$46,300	\$37,040	\$46,300	\$55,560
Blytheville	13406	Full	\$26,749	\$21,399	\$26,749	\$32,099

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.15	\$40,885	\$34,825	\$42,996	\$51,116
45,000+	3.4	\$42,435	\$36,879	\$45,717	\$54,005
20,000 - 49,999	1.6	\$38,983	\$32,369	\$39,399	\$47,420
10,000 - 19,999	1	\$37,169	\$29,735	\$37,169	\$44,603

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

Animal Services Manager

Index Tab	
Job Title:	905 - Animal Services Manager
Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A M B):	1 6 0
Exempt non-exempt:	3 4
Bonus Eligible (Y N):	3 4
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Aco Supervisor Animal Control Supervisor Animal Services Manager Animal Services Supervisor Animal Welfare Manager
Reports To:	Chief Of Police Community Services Director Director Of Housing And Neighborhood Programs Police Captain Police Chief
Comments:	Amount Of Ot Should Decrease From The 2023 Amount.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$46,349	\$46,349	\$57,892	\$57,495	\$68,915	\$91,846
Actual Incentive Paid Dollar Last Year	1	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$91,846	\$61,366	\$77,935	\$94,504
Conway	64134	Full	\$59,482	\$47,586	\$59,482	\$59,482
Bentonville	54164	Full	\$68,915	\$55,132	\$68,915	\$82,698
Sherwood	32731	Full	\$57,495	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$46,349	\$37,079	\$46,349	\$55,619
Cabot	26569	Full	\$49,959	\$39,967	\$49,959	\$59,951
Centerton	17792	Full				
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.88	\$57,892	\$45,443	\$56,433	\$66,161
45,000+	1	\$73,414	\$54,695	\$68,777	\$78,895

Animal Services Manager

20,000 - 49,999	1	\$51,268	\$43,020	\$52,500	\$63,000
10,000 - 19,999	0.5	\$31,200	\$24,960	\$31,200	\$37,440
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Animal Services Officer

Index Tab	
Job Title:	906 - Animal Services Officer
Job Description:	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
Total Matches (A M B):	9 25 2
Exempt non-exempt:	0 42
Bonus Eligible (Y N):	13 42
Full Part Time:	13 1
Number of Organizations Reporting:	14
Position Titles:	Animal Caretaker Animal Control Animal Control Officer Animal Services Officer Animal Services Warder Animal Technician Kennel Tech Kennel Technician
Reports To:	Animal Control Director Animal Control Supervisor Animal Services Director Animal Services Manager Animal Services Supervisor Animal Welfare Manager Police Assistant Chief Sergeant
Comments:	Does Not Go Out Into The Field Or Issue Citations Like AnimalWelfare Officers No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	43	\$28,745	\$31,553	\$34,551	\$33,713	\$37,454	\$40,601
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$35,464	\$31,283	\$35,464	\$43,908
Little Rock	202591	Full	\$43,908	\$31,283	\$43,908	\$43,908
Little Rock	202591	Full	\$43,908	\$31,283	\$43,908	\$43,908
Little Rock	202591	Full	\$43,908	\$31,283	\$43,908	\$43,908
Fort Smith	89142	Full	\$33,218	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$40,893	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Springdale	87176	Full	\$35,810	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$35,810	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$35,756	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$35,756	\$32,691	\$40,865	\$49,037

Animal Services Officer

Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Bentonville	54164	Full	\$36,795	\$29,436	\$36,795	\$44,154
Hot Springs	37930	Full	\$32,032	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Texarkana	29387	Full	\$28,745	\$25,064	\$29,265	\$35,609
Texarkana	29387	Full	\$28,225	\$25,064	\$29,265	\$35,609
Texarkana	29387	Full	\$26,145	\$25,064	\$29,265	\$35,609
Russellville	28940	Full	\$27,986	\$22,389	\$27,986	\$33,583
Russellville	28940	Full	\$27,986	\$22,389	\$27,986	\$33,583
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Maumelle	19251	Full	\$32,872	\$26,298	\$32,872	\$39,446
Maumelle	19251	Full	\$31,986	\$25,589	\$31,986	\$38,383
Maumelle	19251	Full	\$30,271	\$24,217	\$30,271	\$36,325
Maumelle	19251	Full	\$29,458	\$23,566	\$29,458	\$35,350
Centerton	17792	Full	\$33,404	\$26,723	\$33,404	\$40,085
Harrison	13069	Full	\$40,601	\$40,601	\$40,601	\$40,601

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.07	\$34,551	\$29,829	\$37,303	\$43,831
45,000+	3.8	\$36,148	\$31,741	\$40,246	\$46,271
20,000 - 49,999	3	\$33,348	\$28,477	\$35,598	\$43,077
10,000 - 19,999	2	\$33,099	\$27,832	\$33,099	\$38,365

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

Building/Maintenance Supervisor

Index Tab	
Job Title:	907 - Building/Maintenance Supervisor
Job Description:	Oversee day to day operations with custodians and maintenance employees. Schedule employees and their work, purchase materials (including taking bids) and make sure the buildings and facilities are maintained. Provide direction as to work assignments, how to complete assignments and purpose of assignments. Perform employee evaluations. Evaluate jobs, decide if it is an in house project or bid it out if needed. May be on call 24 hours a day.
Total Matches (A M B):	2 9 1
Exempt non-exempt:	5 8
Bonus Eligible (Y N):	5 8
Full Part Time:	5 0
Number of Organizations Reporting:	11
Position Titles:	Bldg Maint Supervisor Building Maintenance Building Maintenance Manager Building Maintenance Supervisor Building Services Supervisor Civic Center Manager Construction Services Supervisor Facilities Development Manager Facilities Operations Manager Maintenance Supervisor Parks Facility Maintenance Manager
Reports To:	Building Services Manager Chief Of Staff City Manager Community Services Director Director Of Parks & Rec Director Of Public Works Maintenance Supervisor Mayor Parks Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$43,368	\$48,779	\$60,692	\$56,334	\$63,086	\$78,811
Actual Incentive Paid Dollar Last Year	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$59,225	\$46,772	\$59,401	\$72,029
Springdale	87176	Full	\$60,548	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$56,334	\$53,021	\$66,276	\$79,531
Rogers	69908	Full	\$124,404	\$89,354	\$111,692	\$139,615
North Little Rock	64591	Full	\$55,223	\$34,647	\$43,741	\$55,223
Hot Springs	37930	Full	\$78,811	\$68,640	\$83,200	\$104,000
Sherwood	32731	Full				
Jacksonville	29477	Full	\$47,434	\$37,947	\$47,434	\$56,921
Texarkana	29387	Full	\$63,086	\$56,451	\$71,344	\$90,833
Texarkana	29387	Full	\$43,368	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$67,661	\$54,129	\$67,661	\$81,193
Cabot	26569	Full	\$48,779	\$39,023	\$48,779	\$58,535
Maumelle	19251	Full	\$50,839	\$40,671	\$50,839	\$61,007
Forrest City	13015	Full	\$33,280	\$26,624	\$33,280	\$39,936

Building/Maintenance Supervisor

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.18	\$60,692	\$48,705	\$60,713	\$74,326
45,000+	1.25	\$71,147	\$54,956	\$68,969	\$84,576
20,000 - 49,999	1.2	\$58,190	\$48,515	\$60,052	\$73,737
10,000 - 19,999	1	\$42,060	\$33,648	\$42,060	\$50,471
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Building/Maintenance Worker

Index Tab	
Job Title:	908 - Building/Maintenance Worker
Job Description:	Maintain building in good repair, performing routine painting, plumbing, some electrical wiring (within scope of demonstrated skill) and other related maintenance activities as directed. Perform minor maintenance on heating and air conditioning equipment. Assist in servicing and cleaning bathroom plumbing facilities, disassembling and reassembling after their cleaning and/or repair. Perform construction work such as building cabinets, painting, plumbing, laying tile, assisting in remodeling projects, etc. Assist with preparation and cleaning of meeting rooms, gymnasium, banquet hall, etc. as needed prior to and following scheduled events.
Total Matches (A M B):	17 33 10
Exempt non-exempt:	4 60
Bonus Eligible (Y N):	20 59
Full Part Time:	20 9
Number of Organizations Reporting:	17
Position Titles:	Bldg Maint Operator Ii/Cdl Bldg Maint Operator Iii/Cdl Building Maintenance Building Maintenance Technician Building/Maintenance Worker Construction Laborer Construction Technician Custodian Ii Custodian Custodian - Parks #1 Custodian - Parks #2 Custodian-Library Electrical Technician Facility Maintenance Janitor-01 Janitor-02 Janitor-03 Janitor-04 Janitor-05 Lead Building Engineer - Police Lead Janitor Maintenance Maintenance Foreman-Admin Maintenance I Maintenance Ii Maintenance Operator Maintenance Specialist I Maintenance Tech-Administration Maintenance Technician Maintenance Technician - Jail Maintenance Technician - Police Maintenance Avc Maintenance/Grounds Maintenance/Receptionist Parks Custodian Parks Bldg Maint Supervisor/Cdl Building Inspector Building Maintenance Manager Building Maintenance Supervisor City Clerk/Treasurer Civic Center Manager Construction Services Supervisor Crew Leader Pp Director Director Of Public Works Hr/Personnel Director Museum Director Office Administrator - Parks Parks Assistant Director Parks Director Parks Facility Maintenance Manager Police Chief Police Major Support Division Public Works Director Sergeant Superintendant Utilities Director
Reports To:	Construction Services Supervisor Crew Leader Pp Director Director Of Public Works Hr/Personnel Director Museum Director Office Administrator - Parks Parks Assistant Director Parks Director Parks Facility Maintenance Manager Police Chief Police Major Support Division Public Works Director Sergeant Superintendant Utilities Director
Comments:	Custodian Duties Only Does Not Perform Building Maintenance. Performs General Housekeeping And Custodial Duties For City Hall And Other City Facilities And Grounds As Needed Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	64	\$28,184	\$31,054	\$36,559	\$35,900	\$39,560	\$48,235
Actual Incentive Paid Dollar Last Year	3	\$295	\$295	\$298	\$295	\$360	\$360
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$61,027	\$40,684	\$50,856	\$61,027
Springdale	87176	Full	\$37,980	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$41,235	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$30,659	\$30,659	\$38,204	\$45,749
Springdale	87176	Full	\$33,488	\$30,659	\$38,204	\$45,749
Springdale	87176	Full	\$31,602	\$30,659	\$38,204	\$45,749
Springdale	87176	Full	\$31,602	\$30,659	\$38,204	\$45,749
Springdale	87176	Full	\$42,919	\$30,659	\$38,204	\$45,749
Springdale	87176	Full	\$48,831	\$34,724	\$43,405	\$52,086
Rogers	69908	Full	\$35,900	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$39,124	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$39,374	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$37,918	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$36,608	\$35,971	\$44,964	\$56,205

Building/Maintenance Worker

Rogers	69908	Full	\$42,078	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$48,235	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$37,876	\$35,971	\$44,964	\$56,205
North Little Rock	64591	Full	\$49,874	\$31,292	\$39,505	\$49,875
North Little Rock	64591	Full	\$49,874	\$31,292	\$39,505	\$49,875
Conway	64134	Full	\$35,699	\$28,559	\$35,699	\$35,699
Conway	64134	Full	\$35,699	\$28,559	\$35,699	\$35,699
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$34,867	\$27,894	\$34,867	\$34,867
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$47,361	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full	\$38,355	\$37,468	\$44,080	\$52,896
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Jacksonville	29477	Full	\$33,742	\$26,994	\$33,742	\$40,490
Jacksonville	29477	Full	\$39,235	\$31,388	\$39,235	\$47,082
Jacksonville	29477	Full	\$39,560	\$31,648	\$39,560	\$47,472
Jacksonville	29477	Full	\$40,705	\$32,564	\$40,705	\$48,846
Jacksonville	29477	Full	\$36,253	\$29,002	\$36,253	\$43,504
Jacksonville	29477	Full	\$36,253	\$29,002	\$36,253	\$43,504
Texarkana	29387	Full	\$43,368	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$43,368	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$38,771	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,044	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$34,715	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$31,782	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$30,555	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$28,184	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$28,184	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$36,086	\$28,869	\$36,086	\$43,303
Russellville	28940	Full	\$29,567	\$23,654	\$29,567	\$35,480
Cabot	26569	Full	\$33,200	\$26,560	\$33,200	\$39,840
Cabot	26569	Full	\$40,981	\$32,785	\$40,981	\$49,177
Cabot	26569	Full	\$36,528	\$29,222	\$36,528	\$43,834
Van Buren	23218	Full	\$28,967	\$23,174	\$28,967	\$34,760
Van Buren	23218	Full	\$28,967	\$23,174	\$28,967	\$34,760
Van Buren	23218	Full	\$49,921	\$39,937	\$49,921	\$59,905
Maumelle	19251	Full	\$29,640	\$23,712	\$29,640	\$35,568
Maumelle	19251	Full	\$36,549	\$29,239	\$36,549	\$43,859
Maumelle	19251	Full	\$35,285	\$28,228	\$35,285	\$42,342
Maumelle	19251	Full	\$31,301	\$25,041	\$31,301	\$37,561
Maumelle	19251	Full	\$34,299	\$27,439	\$34,299	\$41,159
Maumelle	19251	Full	\$28,743	\$22,994	\$28,743	\$34,492
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$26,000	\$20,800	\$26,000	\$31,200
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$48,776	\$35,214	\$44,450	\$49,566

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.56	\$36,559	\$30,171	\$37,452	\$44,965

Building/Maintenance Worker

45,000+	4.6	\$39,835	\$32,858	\$41,070	\$49,029
20,000 - 49,999	3.63	\$36,099	\$30,264	\$37,241	\$45,070
10,000 - 19,999	3	\$31,389	\$24,794	\$31,029	\$36,920
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.					

Fleet Supervisor

Index Tab	
Job Title:	909 - Fleet Supervisor
Job Description:	The incumbent is responsible to supervise personnel, maintain communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in the City
Total Matches (A M B):	1 16 0
Exempt non-exempt:	10 10
Bonus Eligible (Y N):	4 10
Full Part Time:	4 0
Number of Organizations Reporting:	12
Position Titles:	City Garage Manager Construction Technician Director Of Vehicle Maintenance Fleet & Facilities Mgr Fleet & Facilities Sup Fleet Coordinator - Police Fleet Maint Supervisor/Cdl Fleet Manager Fleet Services Director Fleet Supervisor Lead Mechanic Manager - Solid Waste Fleet Maintenance Mechanic Supervisor Senior Fleet Manager Shop Foreman Shop Manager Supervisor - Transit Maintenance Supervisor - Utility Fleet Maintenance Supervisor/Shop
Reports To:	Director Of Fleet Services Director Of Public Works Director, Solid Waste Fleet & Facilites Manager Fleet Services Director Mayor Police Major Support Division Program Manager - Utility Business Operations & Logistics Public Works Director Sanitation Director Sergeant Sergeant/Services Street Director Superintendent - Transit
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$34,320	\$53,810	\$61,973	\$59,664	\$66,378	\$87,222
Actual Incentive Paid Dollar Last Year	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$87,222	\$70,927	\$90,078	\$109,228
Fort Smith	89142	Full	\$53,810	\$50,065	\$62,587	\$75,108
Fort Smith	89142	Full	\$66,378	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$62,914	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$41,122	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$59,664	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$63,550	\$58,103	\$72,628	\$87,154
North Little Rock	64591	Full	\$87,822	\$70,258	\$87,822	\$105,386
Conway	64134	Full	\$64,147	\$51,318	\$64,147	\$64,147
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Conway	64134	Full	\$69,145	\$55,316	\$69,145	\$69,145
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$101,212	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$65,728	\$64,480	\$79,040	\$95,680

Fleet Supervisor

Sherwood	32731	Full	\$73,570	\$56,498	\$66,468	\$73,762
Jacksonville	29477	Full	\$58,709	\$46,967	\$58,709	\$70,451
Russellville	28940	Full	\$50,645	\$40,516	\$50,645	\$60,774
Cabot	26569	Full	\$56,169	\$44,935	\$56,169	\$67,403
Maumelle	19251	Full	\$55,615	\$44,492	\$55,615	\$66,738
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.67	\$61,973	\$50,813	\$63,614	\$75,318
45,000+	2.2	\$64,768	\$53,734	\$67,298	\$77,409
20,000 - 49,999	1.4	\$62,441	\$50,462	\$63,153	\$78,136
10,000 - 19,999	1	\$44,968	\$35,974	\$44,968	\$53,961

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

Fleet Maintenance Mechanic II

Index Tab	
Job Title:	910 - Fleet Maintenance Mechanic II
Job Description:	The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.
Total Matches (A M B):	2 36 2
Exempt non-exempt:	4 45
Bonus Eligible (Y N):	9 43
Full Part Time:	9 0
Number of Organizations Reporting:	16
Position Titles:	Automotive Technician Ii Chief Mechanic - Solid Waste Fleet Maintenance (2Nd Shift Chief Mechanic - Utility Fleet Maintenance Construction Technician Fleet Maint Mechanic Ii Fleet Maint Tech Int Fleet Maintenance Mechanic Ii Fleet Mechanic - Tech Ii Fleet Service Writer Foreperson - Fleet Maintenance Heavy Eqpt Mechanic Iii Heavy Equip. Mech.Ii Hvy Eqpt Mechanic Ii San Hvy Eqpt Mechanic Iii Lead Mechanic Mechanic Motor Shop Technician Ii Physical Resources Tech. I Physical Resources Tech. Ii Sanitation Diesel Mechanic Shop Foreman Sr. Fleet Mechanic Street Worker Vehicle Maintenance Officer (Civilian)
Reports To:	Assistant Director Assistant Fire Chief Asst. Street Superintendent Chief Operations Officer/City Engineer City Garage Manager Director Of Public Works Director Of Vehicle Maintenance Fire Division Chief Fleet & Facilities Supervisor Or Manager Fleet Service Center Supervisor Fleet Services Director Lead Mechanic Manager - Solid Waste Fleet Maintenance Police Chief Public Works Director Sergeant/Services Street Department Director Supervisor - Utility Fleet Maintenance Supervisor/Shop
Comments:	Fire Marked As Less To Prevent Heavy Equipment Iii And Heavy Equipment IiFrom Being Considered To Match Each Other. Heavy Equipment Iii Is A StepAbove Heavy Equipment Ii. No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	49	\$38,652	\$43,846	\$50,645	\$50,891	\$55,203	\$64,483
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$49,608	\$39,332	\$49,608	\$55,203
Little Rock	202591	Full	\$49,608	\$39,332	\$49,608	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$49,608	\$39,332	\$49,608	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$49,608	\$39,332	\$49,608	\$55,203
Little Rock	202591	Full	\$48,734	\$39,332	\$48,734	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Little Rock	202591	Full	\$55,203	\$39,332	\$55,203	\$55,203
Fort Smith	89142	Full	\$47,986	\$38,584	\$48,235	\$57,886

Fleet Maintenance Mechanic II

Fort Smith	89142	Full	\$43,846	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$56,722	\$38,584	\$48,235	\$57,886
Springdale	87176	Full	\$56,904	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$68,515	\$50,988	\$53,735	\$76,482
Springdale	87176	Full	\$56,604	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$50,891	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$50,891	\$42,856	\$53,570	\$64,284
Rogers	69908	Full	\$56,555	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$48,776	\$45,903	\$57,378	\$71,723
North Little Rock	64591	Full	\$66,689	\$44,374	\$53,937	\$66,689
North Little Rock	64591	Full	\$66,689	\$44,374	\$53,937	\$66,689
Conway	64134	Full	\$50,614	\$40,491	\$50,614	\$50,614
Conway	64134	Full	\$50,614	\$40,491	\$50,614	\$50,614
Conway	64134	Full	\$53,426	\$42,741	\$53,426	\$53,426
Conway	64134	Full	\$53,426	\$42,741	\$53,426	\$53,426
Conway	64134	Full	\$64,019	\$51,215	\$64,019	\$64,019
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$42,182	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$42,182	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$35,318	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,236	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$65,354	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$54,885	\$43,908	\$54,885	\$65,862
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Van Buren	23218	Full	\$38,652	\$30,922	\$38,652	\$46,382
Van Buren	23218	Full	\$54,021	\$43,217	\$54,021	\$64,825
Maumelle	19251	Full	\$40,372	\$32,298	\$40,372	\$48,446
Blytheville	13406	Full	\$37,253	\$29,802	\$37,253	\$44,704
Harrison	13069	Full	\$64,483	\$64,483	\$64,483	\$64,483
Harrison	13069	Full	\$45,822	\$45,822	\$45,822	\$45,822
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.06	\$50,645	\$40,662	\$51,006	\$58,133
45,000+	5.17	\$54,113	\$42,105	\$53,812	\$60,010
20,000 - 49,999	2.17	\$43,195	\$36,628	\$45,717	\$56,160
10,000 - 19,999	1.25	\$48,518	\$42,202	\$47,362	\$51,623

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

Fleet Maintenance Mechanic I

Index Tab	
Job Title:	911 - Fleet Maintenance Mechanic I
Job Description:	Performs skilled work relative to the maintenance and repair of City vehicles and equipment. . Order replacement parts. Organize and maintain effective preventative maintenance practices and records and perform complete vehicle preventive maintenance checks on City fleet vehicles and equipment. Repair/replace motors, generators, carburetors, clutches, ignition systems and similar mechanical assemblies. Perform electrical work such as installing batteries, repairing and adjusting lights, replacing generators and starters and trouble
Total Matches (A M B):	0 30 0
Exempt non-exempt:	1 36
Bonus Eligible (Y N):	1 36
Full Part Time:	1 0
Number of Organizations Reporting:	11
Position Titles:	Apprentice Fleet Mechanic Apprentice Mechanic - Tech I Automotive Technician I City Garage Mechanic Construction Technician Fleet Main Tech Entry Fleet Maint Mechanic I Fleet Maintenance Mechanic I Fleet Mechanic Heavy Eqpy Mechanic I San Heavy Equipment Mechanic - Solid Waste Heavy Equipment Mechanic - Solid Waste (2Nd Shift) Heavy Equipment Mechanic - Transit Heavy Equipment Mechanic - Utilities Mechanic Shop Mechanic Supply Assistant Supply Supervisor Technician I
Reports To:	City Garage Manager Director Of Public Works Fleet & Facilities Supervisor Or Manager Fleet Service Center Supervisor Fleet Services Director Foreman Manager - Solid Waste Fleet Maintenance Police Major Support Division Public Works Director Shop Foreman Supervisor - Transit Maintenance Supervisor - Utility Fleet Maintenance
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	37	\$32,032	\$38,730	\$42,687	\$40,976	\$47,802	\$57,225
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$43,784	\$35,963	\$43,784	\$50,481
Little Rock	202591	Full	\$50,481	\$35,963	\$50,481	\$50,481
Little Rock	202591	Full	\$39,332	\$35,963	\$39,332	\$50,481
Little Rock	202591	Full	\$43,014	\$35,963	\$43,014	\$50,481
Fort Smith	89142	Full	\$51,646	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,894	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646

Fleet Maintenance Mechanic I

Fort Smith	89142	Full	\$51,646	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
Conway	64134	Full	\$47,802	\$38,242	\$47,802	\$47,802
Conway	64134	Full	\$48,289	\$38,631	\$48,289	\$48,289
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$35,318	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$32,032	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$55,078	\$52,013	\$61,192	\$73,431
Paragould	29537	Full	\$42,680	\$34,144	\$42,680	\$51,216
Jacksonville	29477	Full	\$46,532	\$37,226	\$46,532	\$55,838
Jacksonville	29477	Full	\$46,532	\$37,226	\$46,532	\$55,838
Maumelle	19251	Full	\$34,444	\$27,555	\$34,444	\$41,333
Maumelle	19251	Full	\$30,160	\$24,128	\$30,160	\$36,192
Blytheville	13406	Full	\$26,956	\$21,565	\$26,956	\$32,347
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.36	\$42,687	\$34,299	\$43,041	\$51,413
45,000+	5.5	\$45,572	\$35,338	\$44,111	\$52,121
20,000 - 49,999	2.75	\$40,074	\$34,833	\$44,187	\$54,197
10,000 - 19,999	1.33	\$34,003	\$27,116	\$34,003	\$39,860

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

Horticulturist

Index Tab	
Job Title:	912 - Horticulturist
Job Description:	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
Total Matches (A M B):	0 6 0
Exempt non-exempt:	1 3
Bonus Eligible (Y N):	5 3
Full Part Time:	5 0
Number of Organizations Reporting:	5
Position Titles:	Construction Technician Horticulturist Maintenance Specialist/Horticulture
Reports To:	Building Maintenance Supervisor Landscape Foreman Parks Maintenance Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$46,291	\$46,291	\$48,574	\$47,695	\$55,848	\$64,054
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$64,054	\$46,772	\$59,401	\$72,029
Springdale	87176	Full	\$47,695	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$46,291	\$44,889	\$56,111	\$67,333
Bentonville	54164	Full	\$55,848	\$44,678	\$55,848	\$67,018
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.4	\$48,574	\$40,970	\$51,495	\$62,020
45,000+	2	\$51,574	\$42,945	\$53,838	\$64,730

Horticulturist

20,000 - 49,999	0.5	\$30,576	\$29,120	\$37,440	\$45,760
10,000-19,999					
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 Supervisor

Index Tab	
Job Title:	913 - Grounds Maintenance Supervisor
Job Description:	Oversee grounds for the City and act as a working supervisor. Supervise grounds and maintenance employees. Purchase supplies (tires, oil, grease, tools, etc.). Hire and train employees. Obtain bids on weed eaters, tractors, mower decks, parts, trucks, etc. Purchase snow plows and sand spreaders for snow and ice. Handle daily employee-related paperwork. Oversee use of chemicals on grounds and related equipment.
Total Matches (A M B):	1 11 3
Exempt non-exempt:	3 13
Bonus Eligible (Y N):	5 13
Full Part Time:	5 0
Number of Organizations Reporting:	14
Position Titles:	B&G Foreman B&G Supervisor/Safety Officer Construction Technician Grounds Maint Supervisor/Cdl Grounds Supervisor Landscape Foreman Parks Foreman Parks Grounds Maintenance Manager Parks Maintenance Superintendent Parks Superintendent Pest Control Officer Supervisor Supervisor - Utility Grounds Maintenance Transit Field Supervisor Urban Forester Supervisor
Reports To:	Chief Operations Officer/City Engineer Crew Leader Pp Director Of Parks & Rec Director Of Parks & Recreation Director Of Public Works Parks & Recreation Director Program Manager - Utility Easement & Station Maintenance Public Works Director Recreation & Parks Director Urban Forester
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$38,266	\$44,740	\$52,849	\$48,632	\$59,550	\$77,729
Actual Incentive Paid Dollar Last Year	1	\$3,493	\$3,493	\$3,493	\$3,493	\$3,493	\$3,493
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$57,499	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$54,175	\$50,988	\$63,735	\$76,482
Rogers	69908	Full	\$77,729	\$64,525	\$80,656	\$100,820
North Little Rock	64591	Full	\$91,175	\$72,940	\$91,175	\$109,410
Conway	64134	Full	\$45,423	\$36,338	\$45,423	\$45,423
Bentonville	54164	Full	\$65,416	\$52,333	\$65,416	\$78,499
Bentonville	54164	Full	\$59,550	\$47,640	\$59,550	\$71,460
Bentonville	54164	Full	\$60,403	\$48,322	\$60,403	\$72,484
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$46,155	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$44,740	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$44,740	\$43,680	\$52,000	\$64,480
Sherwood	32731	Full				
Jacksonville	29477	Full	\$38,404	\$30,723	\$38,404	\$46,085

Grounds Maintenance Supervisor

Russellville	28940	Full	\$38,266	\$30,613	\$38,266	\$45,919
Maumelle	19251	Full	\$48,632	\$38,906	\$48,632	\$58,358
Harrison	13069	Full	\$45,822	\$45,822	\$45,822	\$45,822
Harrison	13069	Full	\$58,460	\$58,460	\$58,460	\$58,460
Forrest City	13015	Full	\$41,080	\$32,864	\$41,080	\$49,296
Mountain Home	12825	Full	\$55,890	\$42,349	\$52,707	\$60,258

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.36	\$52,849	\$45,204	\$54,765	\$64,570
45,000+	1.33	\$63,921	\$52,371	\$65,466	\$77,928
20,000 - 49,999	1.5	\$40,480	\$36,916	\$45,018	\$55,201
10,000 - 19,999	1.25	\$49,977	\$43,680	\$49,340	\$54,439

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

Grounds Maintenance Lead

Index Tab	
Job Title:	914 - Grounds Maintenance Lead
Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.
Total Matches (A M B):	1 16 1
Exempt non-exempt:	1 10
Bonus Eligible (Y N):	11 10
Full Part Time:	11 0
Number of Organizations Reporting:	8
Position Titles:	Construction Technician Grounds Crew Leader I Grounds Maint Lead/Cdl Grounds Maintenance Lead Groundskeeper Lead Parks Maintenance Crew Leader Parks Maintenance Worker Iii Supervisor
Reports To:	Distribution Supervisor General Parks Supervisor Grounds Maint Supervisor/Cdl Pest Control Officer Public Works Director Supervisor - Utility Grounds Maintenance
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$31,553	\$35,880	\$40,082	\$38,750	\$45,139	\$47,008
Actual Incentive Paid Dollar Last Year	1	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
North Little Rock	64591	Full	\$47,847	\$30,020	\$37,900	\$47,847
North Little Rock	64591	Full	\$47,847	\$30,020	\$37,900	\$47,847
North Little Rock	64591	Full	\$45,139	\$30,020	\$37,900	\$47,847
North Little Rock	64591	Full	\$42,584	\$30,020	\$37,900	\$47,847
Bentonville	54164	Full	\$45,864	\$36,691	\$45,864	\$55,037
Bentonville	54164	Full	\$46,987	\$37,590	\$46,987	\$56,384
Bentonville	54164	Full	\$42,265	\$33,812	\$42,265	\$50,718
Bentonville	54164	Full	\$43,950	\$35,160	\$43,950	\$52,740
Bentonville	54164	Full	\$47,008	\$37,606	\$47,008	\$56,410
Bentonville	54164	Full	\$38,750	\$31,000	\$38,750	\$46,500
Bentonville	54164	Full	\$37,648	\$30,118	\$37,648	\$45,178
Bentonville	54164	Full	\$37,897	\$30,318	\$37,897	\$45,476
Bentonville	54164	Full	\$37,897	\$30,318	\$37,897	\$45,476

Grounds Maintenance Lead

Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Sherwood	32731	Full				
Maumelle	19251	Full	\$40,603	\$32,482	\$40,603	\$48,724
Blytheville	13406	Full	\$32,448	\$25,958	\$32,448	\$38,938
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.5	\$40,082	\$31,606	\$39,473	\$47,986
45,000+	4.67	\$42,429	\$32,501	\$40,734	\$49,558
20,000 - 49,999	1	\$33,748	\$32,240	\$39,520	\$48,880
10,000 - 19,999	1.33	\$35,033	\$28,156	\$35,033	\$42,039

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

Index Tab	
Job Title:	915 - Grounds Maintenance Laborer
Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include: mowing, weed eating, cleaning up and maintaining equipment, cutting and/or trimming trees, cleaning out ditches and storm drains, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city and other duties as assigned.
Total Matches (A M B):	7 40 7
Exempt non-exempt:	2 46
Bonus Eligible (Y N):	30 46
Full Part Time:	30 1
Number of Organizations Reporting:	12
Position Titles:	B&G Operator Ii Construction Technician Grounds Keeper Grounds Maintenance Laborer Grounds Maintenance Person Groundskeeper Groundskeeper/Maintenance Worker Laborer Laborer I Landscape Maintenance Maintenance Parks Grounds Maintenance Worker Parks Maintenance Worker I Parks Maintenance Worker Ii Property Maintenance Technician Senior Maintenance Person - Solid Waste Fleet Maintenance Tractor Driver
Reports To:	B&G Foreman Grounds Maint Lead/Cdl Grounds Supervisor Grounds Supervisor Pp Groundskeeper Lead Landscape Foreman Manager - Solid Waste Fleet Maintenance Parks Director Parks Grounds Maintenance Manager Pest Control Officer Pest Control Supervisor Public Works Director Street Foreman Supervisor - Utility Grounds Maintenance
Comments:	Mows Grass On City Street And Ditches No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	57	\$27,040	\$28,330	\$32,223	\$32,593	\$33,849	\$37,232
Actual Incentive Paid Dollar Last Year	4	\$23	\$23	\$986	\$322	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$33,488	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$34,861	\$32,323	\$40,414	\$48,505
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$40,865	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037

Grounds Maintenance Laborer

Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Bentonville	54164	Full	\$31,636	\$25,309	\$31,636	\$37,963
Bentonville	54164	Full	\$33,529	\$26,823	\$33,529	\$40,235
Bentonville	54164	Full	\$32,593	\$26,074	\$32,593	\$39,112
Bentonville	54164	Full	\$32,593	\$26,074	\$32,593	\$39,112
Bentonville	54164	Full	\$32,593	\$26,074	\$32,593	\$39,112
Bentonville	54164	Full	\$31,636	\$25,309	\$31,636	\$37,963
Bentonville	54164	Full	\$33,841	\$27,073	\$33,841	\$40,609
Bentonville	54164	Full	\$37,232	\$29,786	\$37,232	\$44,678
Bentonville	54164	Full	\$36,254	\$29,003	\$36,254	\$43,505
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Jacksonville	29477	Full	\$31,824	\$25,459	\$31,824	\$38,189
Jacksonville	29477	Full	\$35,457	\$28,366	\$35,457	\$42,548
Jacksonville	29477	Full	\$33,849	\$27,079	\$33,849	\$40,619
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Maumelle	19251	Full	\$30,534	\$24,427	\$30,534	\$36,641
Maumelle	19251	Full	\$28,537	\$22,830	\$28,537	\$34,244
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Maumelle	19251	Full	\$28,412	\$22,730	\$28,412	\$34,094
Maumelle	19251	Full	\$28,537	\$22,830	\$28,537	\$34,244
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Harrison	13069	Full	\$42,785	\$42,785	\$42,785	\$42,785
Harrison	13069	Full	\$42,785	\$42,785	\$42,785	\$42,785
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$28,329	\$22,663	\$28,329	\$33,995
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$28,080	\$25,480	\$28,080	\$33,696
Mountain Home	12825	Full	\$43,347	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$39,627	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.75	\$32,223	\$27,584	\$34,047	\$40,080
45,000+	6.5	\$33,622	\$29,296	\$36,623	\$43,170
20,000 - 49,999	2.33	\$32,744	\$27,971	\$35,410	\$42,848
10,000 - 19,999	4.8	\$30,557	\$25,616	\$30,859	\$35,926

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

Signal Repair Technician - Senior

Index Tab	
Job Title:	916 - Signal Repair Technician - Senior
Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
Total Matches (A M B):	1 6 1
Exempt non-exempt:	1 8
Bonus Eligible (Y N):	1 8
Full Part Time:	1 0
Number of Organizations Reporting:	9
Position Titles:	Chief Signal Technician Construction Technician Master Electrician Sign/Signal Specialist Signal Repair Technician - Senior Street Sign And Signal Foreman Supervisor/Signalization Traffic Signal Manager Traffic Superintendent
Reports To:	Director Of Public Works Director Of Traffic Services And Safety Engineering Director Public Works Director Street Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$32,552	\$44,741	\$55,987	\$48,204	\$74,110	\$82,116
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$77,711	\$62,169	\$77,711	\$93,253
Rogers	69908	Full	\$74,110	\$69,490	\$86,863	\$108,579
North Little Rock	64591	Full	\$82,116	\$53,794	\$65,387	\$82,116
Conway	64134	Full	\$70,183	\$56,146	\$70,183	\$70,183
Hot Springs	37930	Full	\$32,552	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full	\$44,741	\$41,529	\$55,917	\$67,100
Jacksonville	29477	Full	\$48,204	\$38,563	\$48,204	\$57,845
Russellville	28940	Full	\$46,412	\$37,130	\$46,412	\$55,694
Blytheville	13406	Full	\$27,851	\$22,281	\$27,851	\$33,421

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$55,987	\$45,580	\$57,330	\$68,217

Signal Repair Technician - Senior

45,000+	1	\$76,030	\$60,400	\$75,036	\$88,533
20,000 - 49,999	1	\$42,977	\$36,585	\$46,993	\$56,600
10,000 - 19,999	1	\$27,851	\$22,281	\$27,851	\$33,421
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Signal Repair Technician

Index Tab	
Job Title:	917 - Signal Repair Technician
Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors.
Total Matches (A M B):	1 7 1
Exempt non-exempt:	0 10
Bonus Eligible (Y N):	0 10
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Construction Technician Journeyman Electrician Sign/Signal Technician Signal Repair Technician Signal Systems Technician Traffic Signal Specialist Traffic Technician
Reports To:	Chief Signal Technician Director Of Public Works Public Works Director Supervisor - Traffic Control Supervisor II
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$32,032	\$32,473	\$43,095	\$36,109	\$52,436	\$59,654
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$59,654	\$42,494	\$59,654	\$59,654
Fort Smith	89142	Full	\$33,301	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Rogers	69908	Full	\$52,436	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$51,396	\$48,386	\$60,482	\$75,603
North Little Rock	64591	Full	\$62,692	\$44,374	\$53,937	\$66,689
Hot Springs	37930	Full	\$32,032	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full	\$36,109	\$37,468	\$44,080	\$52,896
Russellville	28940	Full	\$38,532	\$30,826	\$38,532	\$46,238
Russellville	28940	Full	\$32,473	\$25,978	\$32,473	\$38,968

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

Signal Repair Technician

Overall	1.43	\$43,095	\$37,168	\$46,791	\$55,842
45,000+	1.5	\$48,634	\$41,381	\$52,564	\$62,427
20,000 - 49,999	1.33	\$34,787	\$30,848	\$38,131	\$45,966
10,000-19,999					

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

Signal Technician II

Index Tab	
Job Title:	918 - Signal Technician II
Job Description:	Installs solid state electronic traffic devices and replaces defective traffic signals at various street locations; provides supervision to Signal Technicians I; requires completion of high school or vocational school, including training in basic electrical wiring; two (2) years of experience in the installation of electrical and electronic devices; one (1) year of supervisory experience; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for duration of employment in this position.
Total Matches (A M B):	1 6 0
Exempt non-exempt:	0 8
Bonus Eligible (Y N):	4 8
Full Part Time:	4 0
Number of Organizations Reporting:	5
Position Titles:	Construction Technician Signal Construction Technician Signalization Tech Traffic Signal Tech Iii
Reports To:	Chief Signal Technician Supervisor/Signalization Traffic Signal Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$42,762	\$42,762	\$54,380	\$57,225	\$61,236	\$70,372
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$70,372	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$62,723	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$58,134	\$48,955	\$61,193	\$73,432
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$42,762	\$35,904	\$45,328	\$57,225
Conway	64134	Full	\$61,236	\$48,989	\$61,236	\$61,236
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.6	\$54,380	\$43,217	\$54,263	\$64,397

Signal Technician II

45,000+	2.33	\$57,781	\$45,231	\$56,666	\$67,059
20,000 - 49,999	0.5	\$30,576	\$29,120	\$37,440	\$45,760
10,000-19,999					

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

Signal Technician I

Index Tab	
Job Title:	919 - Signal Technician I
Job Description:	Troubleshoots, repairs and replaces defective traffic controllers and pedestrian signal devices; requires completion of high school or vocational school, including one (1) year of training in basic electrical wiring and electronic devices; one (1) year of experience in the installation of electronic devices; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License within 90 days of employment and maintain licensure for duration of employment in this position.
Total Matches (A M B):	1 7 0
Exempt non-exempt:	1 7
Bonus Eligible (Y N):	0 7
Full Part Time:	0 0
Number of Organizations Reporting:	6
Position Titles:	Signal Technician I Street Maintenance Worker Traffic Signal Tech I Traffic Signal Technician Traffic Signal Technician I
Reports To:	Public Works Director Street Sign And Signal Foreman Supervisor - Traffic Control Supervisor II Traffic Signal Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$34,428	\$34,428	\$45,738	\$45,939	\$54,849	\$54,849
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$54,849	\$39,041	\$54,849	\$54,849
Little Rock	202591	Full	\$54,849	\$39,041	\$54,849	\$54,849
Little Rock	202591	Full	\$54,849	\$39,041	\$54,849	\$54,849
Little Rock	202591	Full	\$54,849	\$39,041	\$54,849	\$54,849
Fort Smith	89142	Full	\$40,685	\$40,684	\$50,856	\$61,027
Conway	64134	Full	\$45,939	\$36,751	\$45,939	\$45,939
Sherwood	32731	Full				
Jacksonville	29477	Full	\$34,428	\$27,542	\$34,428	\$41,314
Blytheville	13406	Full	\$25,459	\$20,367	\$25,459	\$30,551

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$45,738	\$35,189	\$47,010	\$49,778

Signal Technician I

45,000+	2	\$51,003	\$38,933	\$52,699	\$54,394
20,000 - 49,999	0.5	\$34,428	\$27,542	\$34,428	\$41,314
10,000 - 19,999	1	\$25,459	\$20,367	\$25,459	\$30,551
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Parks Director

Index Tab	
Job Title:	1000 - Parks Director
Job Description:	Manages a comprehensive program to provide year round leisure, recreation and parks programs within the municipal park system including parks, trail system, lakes, golf course, cemetery, senior center, tennis center, etc.; delegates through various supervisors duties that will maintain the park infrastructure, support the community
Total Matches (A M B):	3 16 3
Exempt non-exempt:	20 2
Bonus Eligible (Y N):	8 2
Full Part Time:	8 0
Number of Organizations Reporting:	18
Position Titles:	Assistant Director Of Parks And Recreation Asst. Parks Director Director Director Of Parks & Rec Director Of Parks & Recreation Director Of Parks & Recreation, Traffic Services, And Safety Director Of Parks And Rec Director Of Parks And Recreation Director Of Senior Svcs General Director Parks & Recreation Dir Parks & Recreation Director Parks And Trails Director Parks Assistant Director Parks Director Parks Executive Director Parks Superintendent Rec And Parks Director Sports Manager
Reports To:	City Manager Director Of Parks & Rec Mayor Parks & Recreation Director Parks Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place Serves As Parks Director, Traffic Services Diretor, And Safety Director

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$62,559	\$70,374	\$90,141	\$85,862	\$106,600	\$130,312
Actual Incentive Paid Dollar Last Year	1	\$37,500	\$37,500	\$37,500	\$37,500	\$37,500	\$37,500
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$125,844	\$103,128	\$130,973	\$158,817
Springdale	87176	Full	\$133,113	\$90,630	\$113,288	\$135,945
Springdale	87176	Full	\$70,374	\$66,234	\$82,793	\$99,352
Rogers	69908	Full	\$130,312	\$104,251	\$130,314	\$162,893
North Little Rock	64591	Full	\$106,600	\$85,280	\$106,600	\$127,920
Conway	64134	Full	\$91,624	\$73,299	\$91,624	\$91,624
Conway	64134	Full	\$70,794	\$56,635	\$70,794	\$70,794
Bentonville	54164	Full	\$145,641	\$116,513	\$145,641	\$174,769
Hot Springs	37930	Full	\$85,862	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full	\$87,460	\$90,073	\$105,968	\$127,162
Paragould	29537	Full	\$70,000	\$56,000	\$70,000	\$84,000
Paragould	29537	Full	\$52,000	\$41,600	\$52,000	\$62,400
Jacksonville	29477	Full	\$84,897	\$67,918	\$84,897	\$101,876
Jacksonville	29477	Full	\$63,999	\$51,199	\$63,999	\$76,799

Parks Director

Texarkana	29387	Full	\$80,745	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$78,727	\$62,982	\$78,727	\$94,472
Cabot	26569	Full	\$109,118	\$87,294	\$109,118	\$130,942
Van Buren	23218	Full	\$62,559	\$50,047	\$62,559	\$75,071
Maumelle	19251	Full	\$100,148	\$80,118	\$100,148	\$120,178
Maumelle	19251	Full	\$89,224	\$71,379	\$89,224	\$107,069
Harrison	13069	Full	\$88,275	\$88,275	\$88,275	\$88,275
Forrest City	13015	Full	\$60,655	\$48,524	\$60,655	\$72,786
Mountain Home	12825	Full	\$85,280	\$72,509	\$79,456	\$85,280

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.28	\$90,141	\$73,524	\$90,522	\$107,495
45,000+	1.33	\$109,288	\$86,996	\$109,003	\$127,764
20,000 - 49,999	1.25	\$77,537	\$63,428	\$79,221	\$97,667
10,000 - 19,999	1.25	\$84,716	\$72,161	\$83,552	\$94,717

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

Parks Aquatics Manager

Index Tab	
Job Title:	1001 - Parks Aquatics Manager
Job Description:	The Aquatics Manager is responsible for the daily operations of the Aquatic Center, including all personnel, pools and slides, dressing room facilities, offices and storage space, pool equipment and the concession stand. Supervises the activities in and around the pool to see that policies, rules, and regulations are observed. Maintains various first aid and any other required certificates.
Total Matches (A M B):	1 7 1
Exempt non-exempt:	4 4
Bonus Eligible (Y N):	2 4
Full Part Time:	2 1
Number of Organizations Reporting:	8
Position Titles:	Aquatic Manager Aquatics Center Shift Supervisor Aquatics Director Aquatics Program Manager Aquatics Specialist Community Center Dir. Expo Manager Recreation Program Supervisor
Reports To:	Assistant Fitness Center Supervisor Assistant Parks & Rec Director Director Of Parks And Rec General Director (Parks) Mayor Recreation & Parks Director
Comments:	Seasonal

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$46,350	\$49,162	\$55,753	\$52,773	\$56,596	\$91,624
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,432	\$36,920	\$46,889	\$56,857
Rogers	69908	Full	\$59,841	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$52,998	\$40,937	\$51,171	\$63,964
North Little Rock	64591	Full				
Conway	64134	Full	\$91,624	\$73,299	\$91,624	\$91,624
Conway	64134	Full	\$52,773	\$42,218	\$52,773	\$52,773
Bentonville	54164	Full	\$56,596	\$45,277	\$56,596	\$67,915
Sherwood	32731	Full	\$46,350	\$41,952	\$49,356	\$59,227
Russellville	28940	Full	\$49,162	\$39,330	\$49,162	\$58,994
Cabot	26569	Full	\$50,000	\$40,000	\$50,000	\$60,000

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

Parks Aquatics Manager

Overall	1	\$55,753	\$44,541	\$55,416	\$63,924
45,000+	1.2	\$59,377	\$46,598	\$58,371	\$66,183
20,000 - 49,999	1	\$48,504	\$40,427	\$49,506	\$59,407
10,000-19,999					

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

Recreation Programmer

Index Tab	
Job Title:	1002 - Recreation Programmer
Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
Total Matches (A M B):	1 24 3
Exempt non-exempt:	3 25
Bonus Eligible (Y N):	8 25
Full Part Time:	8 94
Number of Organizations Reporting:	10
Position Titles:	Labor Center Manager Parks Activities Coordinator Parks Youth Center Manager Program Coordinator Program Coordinator Programmer Recreation Program Coor. Recreation Programmer Shooting Complex Manager Shooting Complex Worker Sports Coordinator Sports Program Director Tennis Manager Tennis Program Coordinator Trails Manager Youth Sports Coordinator
Reports To:	Assistant Parks & Rec Director Asst Director Of Parks Director Of Parks & Rec Director Of Parks & Recreation Director Of Parks And Rec Parks Assistant Director Program Director Recreation Facility Supervisor Recreation Superintendent Shooting Complex Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$34,417	\$36,340	\$46,135	\$40,000	\$53,248	\$65,686
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$39,457	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,897	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$36,067	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,148	\$32,393	\$41,139	\$49,885
Little Rock	202591	Full	\$37,897	\$32,393	\$41,139	\$49,885
Springdale	87176	Full	\$54,175	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$52,581	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$52,581	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$55,768	\$50,988	\$63,735	\$76,482
Rogers	69908	Full	\$53,248	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$69,472	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$65,686	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$70,345	\$50,869	\$63,586	\$79,482
Conway	64134	Full	\$29,111	\$23,289	\$29,111	\$29,111

Recreation Programmer

Sherwood	32731	Full	\$35,443	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$50,999	\$40,799	\$50,999	\$61,199
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Jacksonville	29477	Full	\$55,128	\$44,102	\$55,128	\$66,154
Jacksonville	29477	Full	\$32,136	\$25,709	\$32,136	\$38,563
Jacksonville	29477	Full	\$50,999	\$40,799	\$50,999	\$61,199
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$36,340	\$29,072	\$36,340	\$43,608
Cabot	26569	Full	\$36,340	\$29,072	\$36,340	\$43,608
Maumelle	19251	Full	\$37,706	\$30,165	\$37,706	\$45,247
Mountain Home	12825	Full	\$48,880	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$49,858	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.33	\$46,135	\$38,470	\$48,160	\$57,698
45,000+	2.8	\$49,388	\$42,157	\$52,928	\$64,180
20,000 - 49,999	2.5	\$40,924	\$34,099	\$42,316	\$50,779
10,000 - 19,999	2	\$47,777	\$36,495	\$46,087	\$52,308

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

Recreation Program Manager

Index Tab	
Job Title:	1003 - Recreation Program Manager
Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.
Total Matches (A M B):	5 15 1
Exempt non-exempt:	3 18
Bonus Eligible (Y N):	7 18
Full Part Time:	7 0
Number of Organizations Reporting:	14
Position Titles:	Activities Coordinator Aquatics Maintenance Athletic Director Equipment Operator I-Renamed Program Coordinator Facilities Manager Manager Recreation Serv. Multipurpose Center Program Coordinator Parks Sports Coordinator Program & Marketing Mgr Program Assistant Program Director Program Leader Programs & Marketing Mgr Recreation Services Manager Recreation Superintendent Sports Recreation Operations Manager
Reports To:	Assistant Parks & Rec Director Director Of Parks & Recreation General Director (Parks) Office Administrator Parks Director Parks Executive Director Program Supervisor Recreation Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$32,178	\$37,440	\$48,760	\$44,387	\$47,759	\$77,708
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$35,810	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$37,906	\$36,757	\$45,947	\$55,135
Rogers	69908	Full	\$88,566	\$64,525	\$80,656	\$100,820
North Little Rock	64591	Full	\$47,759	\$32,325	\$39,291	\$47,759
North Little Rock	64591	Full	\$47,759	\$32,325	\$39,291	\$47,759
North Little Rock	64591	Full	\$45,484	\$32,325	\$39,291	\$47,759
North Little Rock	64591	Full	\$41,256	\$32,325	\$39,291	\$47,759
North Little Rock	64591	Full	\$39,291	\$32,325	\$39,291	\$47,759
Conway	64134	Full	\$47,324	\$37,859	\$47,324	\$47,324
Conway	64134	Full	\$47,324	\$37,859	\$47,324	\$47,324
Bentonville	54164	Full	\$82,763	\$66,210	\$82,763	\$99,316
Hot Springs	37930	Full	\$77,708	\$74,880	\$93,600	\$114,400
Sherwood	32731	Full				
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928

Recreation Program Manager

Paragould	29537	Full	\$44,387	\$35,510	\$44,387	\$53,264
Texarkana	29387	Full	\$38,417	\$30,388	\$36,400	\$44,241
Cabot	26569	Full	\$65,000	\$52,000	\$65,000	\$78,000
Maumelle	19251	Full	\$32,178	\$25,742	\$32,178	\$38,614
Harrison	13069	Full	\$35,568	\$35,568	\$35,568	\$35,568
Harrison	13069	Full	\$27,913	\$27,913	\$27,913	\$27,913
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain Home	12825	Full	\$72,904	\$50,794	\$63,898	\$72,904

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$48,760	\$39,394	\$48,165	\$56,575
45,000+	2.2	\$51,022	\$39,960	\$49,443	\$58,255
20,000 - 49,999	1	\$52,590	\$44,546	\$55,365	\$66,967
10,000 - 19,999	1.25	\$39,953	\$32,995	\$38,151	\$42,488

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

Recreation Facility Supervisor

Index Tab	
Job Title:	1004 - Recreation Facility Supervisor
Job Description:	Supervises and facilitates programs to meet the recreational needs of citizens; ensures proper maintenance of recreation facilities and equipment; provides supervision to department personnel; requires completion of an Associate's degree or two (2) years of college coursework in Parks and Recreation Management, Recreation Administration, Parks Administration, Leisure Sciences, Physical Education, or a related area; two (2) years of experience in directing athletic or recreational programs; one (1) year of supervisory experience; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in
Total Matches (A M B):	0 16 4
Exempt non-exempt:	5 15
Bonus Eligible (Y N):	6 15
Full Part Time:	6 1
Number of Organizations Reporting:	11
Position Titles:	Aquatics Center Crew Chief Asst Director Of Parks Athletic Director Community Center Director Facility Coordinator Facility Manager Office Administrator Parks Community Center Manager Parks Crew Leader I Parks Facilities Manager Parks Fields Supervisor Program Coordinator- After School/Day Camp Program Coordinator- Youth Center Recreation Center Director Recreation Program Supervisor Recreation Superintendent Youth Sports Director
Reports To:	Director Of Parks & Rec Director Of Parks And Rec Director Of Senior Svcs General Director (Parks) Parks & Recreation Director Parks Director Recreation & Parks Director Recreation Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	22	\$43,000	\$49,358	\$54,858	\$52,313	\$61,085	\$64,459
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$70,374	\$66,234	\$82,793	\$99,352
Rogers	69908	Full	\$46,800	\$43,420	\$54,275	\$67,843
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
Bentonville	54164	Full	\$64,459	\$51,567	\$64,459	\$77,351
Bentonville	54164	Full	\$54,516	\$43,613	\$54,516	\$65,419
Hot Springs	37930	Full	\$37,086	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$58,905	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full	\$49,358	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$49,358	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$51,438	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$56,139	\$39,721	\$46,731	\$56,077

Recreation Facility Supervisor

Sherwood	32731	Full	\$56,638	\$39,721	\$46,731	\$56,077
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Jacksonville	29477	Full	\$43,000	\$34,400	\$43,000	\$51,600
Russellville	28940	Full	\$49,504	\$39,603	\$49,504	\$59,405
Cabot	26569	Full	\$52,313	\$41,850	\$52,313	\$62,776
Maumelle	19251	Full	\$81,406	\$65,125	\$81,406	\$97,687
Maumelle	19251	Full	\$50,753	\$40,602	\$50,753	\$60,904

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.83	\$54,858	\$43,151	\$52,830	\$63,991
45,000+	2	\$60,061	\$46,117	\$56,939	\$69,288
20,000 - 49,999	2	\$49,518	\$39,555	\$47,882	\$57,909
10,000 - 19,999	2	\$66,080	\$52,864	\$66,080	\$79,295

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

Therapeutic Recreation Coordinator

Index Tab	
Job Title:	1005 - Therapeutic Recreation Coordinator
Job Description:	Develops, organizes, and supervises recreational activities for children and adults with disabilities; provides supervision to regular part-time, temporary, contractual, and volunteer personnel; requires completion of a Bachelor
Total Matches (A M B):	0 3 1
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	4
Position Titles:	Assistant Director- Awc Director-Awc Therapeutic Rec Prog Coord
Reports To:	Deputy Director Of Parks Recreation Services
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$65,364	\$65,364	\$79,677	\$68,806	\$73,652	\$110,884
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$65,364	\$52,306	\$66,429	\$80,551
Rogers	69908	Full	\$68,806	\$64,525	\$80,656	\$100,820
Rogers	69908	Full	\$73,652	\$64,525	\$80,656	\$100,820
Rogers	69908	Full	\$110,884	\$79,422	\$99,278	\$124,097
North Little Rock	64591	Full				
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$79,677	\$65,195	\$81,755	\$101,572
45,000+	1.33	\$79,677	\$65,195	\$81,755	\$101,572
20,000 - 49,999	0				
10,000-19,999					

Therapeutic Recreation Coordinator

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

Parks Supervisor

Index Tab	
Job Title:	1006 - Parks Supervisor
Job Description:	Supervises a group of equipment/operators and laborers to ensure the proper maintenance of parks, medians, cemetery, athletic fields and public grounds; Assigns work and projects and will participate in the work itself as needed; requires high school education plus four (4) years of parks maintenance experience and two (2) years as a lead equipment/operator.
Total Matches (A M B):	0 68 2
Exempt non-exempt:	10 62
Bonus Eligible (Y N):	14 62
Full Part Time:	14 0
Number of Organizations Reporting:	15
Position Titles:	Asst Superintendent Of Parks Asst. Maintenance Supervisor Building Supervisor Cemetery Foreman Crew Chief - Parks Facilities Manager Facility Manager - Diamond Center Facility Manager - Rolling Oaks Field Crew Lead General Parks Supervisor Grounds Supervisor Ii Maintenance Crew Lead Maintenance Specialist/Aquatics Maintenance Specialist/Turffields Maintenance Supervisor Monitor Supervisor Parks Aquatics Manager Parks Concession Manager Parks Foreman Parks Head Maintenance Parks Maintenance #1 Parks Maintenance Supervisor Parks Superintendent Parks/Rec Operations Manager Superintendent - Golf Course Superintendent - Maintenance Supervisor - Park Facilities Supervisor - Park Maintenance Supervisor I (Control Devices)
Reports To:	Assistant Parks & Rec Director Assistant Solid Waste Collection Supervisor Assistant Street Superintendent Asst Director Of Parks Building Maintenance Supervisor Deputy Director, Parks & Recreation Director Of Parks & Recreation Director Of Parks And Rec General Director (Parks) Horticulturist Landfill Supervisor Parks Director Parks Executive Director Parks Maintenance Superintendent Parks Planning And Constrution Manager Parks Superintendent Public Works Director Supervisor Ii
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	72	\$40,003	\$43,260	\$50,418	\$49,129	\$53,976	\$62,025
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,531	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$45,864	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$48,006	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$48,006	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$53,976	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$53,976	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$51,251	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$53,976	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857

Parks Supervisor

Little Rock	202591	Full	\$53,976	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$49,129	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$56,888	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$53,976	\$36,920	\$46,889	\$56,857
Fort Smith	89142	Full	\$67,902	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$60,781	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$51,947	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$50,500	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$47,695	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$49,700	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$40,003	\$38,790	\$48,488	\$58,185
Rogers	69908	Full	\$42,161	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$48,734	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$42,328	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$40,206	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$39,478	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$40,102	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$70,969	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$62,025	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$59,529	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$91,499	\$74,456	\$93,070	\$116,338
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
Conway	64134	Full	\$47,466	\$37,973	\$47,466	\$47,466
Conway	64134	Full	\$47,466	\$37,973	\$47,466	\$47,466
Conway	64134	Full	\$47,466	\$37,973	\$47,466	\$47,466
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$43,260	\$34,608	\$43,260	\$43,260
Conway	64134	Full	\$64,147	\$51,318	\$64,147	\$64,147
Hot Springs	37930	Full	\$52,811	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full	\$55,058	\$52,013	\$61,192	\$73,431
Sherwood	32731	Full	\$80,845	\$60,982	\$71,744	\$86,092
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Paragould	29537	Full	\$45,750	\$36,600	\$45,750	\$54,900
Texarkana	29387	Full	\$49,504	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$52,305	\$41,844	\$52,305	\$62,766
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Maumelle	19251	Full	\$43,491	\$34,793	\$43,491	\$52,189
Maumelle	19251	Full	\$52,231	\$41,785	\$52,231	\$62,677
Centerton	17792	Full	\$69,777	\$55,822	\$69,777	\$83,732
Harrison	13069	Full	\$61,048	\$61,048	\$61,048	\$61,048

Parks Supervisor

Harrison	13069	Full	\$31,200	\$31,200	\$31,200	\$31,200
Harrison	13069	Full	\$74,256	\$74,256	\$74,256	\$74,256
Mountain Home	12825	Full	\$54,891	\$42,349	\$52,707	\$60,258

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.8	\$50,418	\$40,853	\$50,487	\$58,958
45,000+	9.5	\$49,567	\$39,698	\$49,819	\$58,296
20,000 - 49,999	1.6	\$52,234	\$42,173	\$51,330	\$62,096
10,000 - 19,999	1.75	\$55,271	\$48,750	\$54,959	\$60,766

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

Parks Equipment Operator

Index Tab	
Job Title:	1007 - Parks Equipment Operator
Job Description:	Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City
Total Matches (A M B):	1 57 4
Exempt non-exempt:	6 57
Bonus Eligible (Y N):	16 57
Full Part Time:	16 1
Number of Organizations Reporting:	13
Position Titles:	Aquatics Maintenance Foreman Asst. Maint. Crew Lead Cemetery Sexton Equipment Operator Equipment Operator I Equipment Operator Iii Labor Crew Foreman Maint. & Bldg. Coordinator Maintenance Foreman-Parks Maintenance/Equip Operator Ii Parks Equipment Foreman Parks Equipment Operator Parks Equipment Operator V Parks Leadman Ii Parks Maint Operator I Parks Maintenance Parks Maintenance #2 Parks Maintenance Generalist Senior Maintenance Person - Operator Senior Parks Maintenance Worker Sports Park Foreman
Reports To:	Building Maintenance Supervisor Building Supervisor Grounds Maint Lead/Cdl Parks Director Parks Facilities Manager Parks Head Maintenance Parks Maintenance Crew Leader Public Works Director Recreation & Parks Director Superintendent Supervisor - Park Maintenance Supervisor I (Oprs & Impr Dev)
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	63	\$30,053	\$33,713	\$38,333	\$37,689	\$43,139	\$45,905
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,905	\$32,676	\$45,905	\$45,905
Little Rock	202591	Full	\$45,905	\$32,676	\$45,905	\$45,905
Fort Smith	89142	Full	\$44,866	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$39,749	\$32,323	\$40,414	\$48,505
Springdale	87176	Full	\$44,798	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037

Parks Equipment Operator

Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Rogers	69908	Full	\$47,840	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$40,622	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$39,353	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$38,521	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$37,689	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,420	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$37,689	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,420	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$35,588	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$40,560	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$44,096	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$55,556	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$49,899	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$44,033	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$44,345	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$43,139	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$42,494	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$43,347	\$40,937	\$51,171	\$63,964
North Little Rock	64591	Full	\$46,338	\$28,779	\$36,333	\$46,338
North Little Rock	64591	Full	\$40,824	\$28,779	\$36,333	\$46,338
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Sherwood	32731	Full	\$54,163	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$36,109	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$41,954	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$40,602	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$42,848	\$38,356	\$45,124	\$54,149
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Texarkana	29387	Full	\$41,496	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$32,364	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$34,004	\$27,203	\$34,004	\$40,805
Russellville	28940	Full	\$34,004	\$27,203	\$34,004	\$40,805
Russellville	28940	Full	\$32,440	\$25,952	\$32,440	\$38,928
Russellville	28940	Full	\$32,440	\$25,952	\$32,440	\$38,928
Maumelle	19251	Full	\$30,121	\$24,097	\$30,121	\$36,145
Maumelle	19251	Full	\$29,986	\$23,989	\$29,986	\$35,983
Maumelle	19251	Full	\$30,053	\$24,042	\$30,053	\$36,064
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Maumelle	19251	Full	\$29,828	\$23,862	\$29,828	\$35,794
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Harrison	13069	Full	\$41,225	\$41,225	\$41,225	\$41,225
Harrison	13069	Full	\$38,272	\$38,272	\$38,272	\$38,272
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.85	\$38,333	\$33,014	\$40,875	\$49,299
45,000+	7.6	\$39,882	\$34,583	\$43,515	\$52,972

Parks Equipment Operator

20,000 - 49,999	2.8	\$38,518	\$33,243	\$40,364	\$48,962
10,000 - 19,999	3.67	\$32,750	\$27,303	\$32,404	\$37,037
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Parks Department Laborer

Index Tab	
Job Title:	1008 - Parks Department Laborer
Job Description:	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City
Total Matches (A M B):	10 104 5
Exempt non-exempt:	7 126
Bonus Eligible (Y N):	18 126
Full Part Time:	18 47
Number of Organizations Reporting:	17
Position Titles:	Facility Monitor Greenhouse Coordinator Grounds Keeper Grounds Keeper 802 Grounds Keeper P&R Grounds Keeper Pr Grounds Keeper Pr 802 Grounds Maint Lead Laborer Lifeguard Maintenance Laborer Maintenance Person - Oak Cemetery Maintenance Person - Parks & Recreation Maintenance Person - Riverfront/Downtown Maintenance Tech Maintenance Worker Maintenance/Equip Operator I Maintenance/Sanitation Operations Worker Parks Department Laborer Parks Downtown Maint Parks Ground Maintenance Parks Maintenance #2 Parks Maintenance Technician Parks Maintenance Worker Parks Maintenance Worker II Parks Mower Park Garden Maintenance Worker Sports Park Mgr Bike Park
Reports To:	Building Maintenance Supervisor Building Supervisor Facility Manager Golf Course Superintendent Grounds Supervisor II Grounds Supervisor Pp Maintenance Supervisor Monitor Supervisor Parks And Trails Director Parks Director Parks Head Maintenance Parks Maintenance #1 Parks Maintenance Crew Leader Parks Superintendent Recreation & Parks Director Recreation Facility Supervisor Superintendant Supervisor Supervisor - Park Maintenance Supervisor I Supervisor II Turf Manager Youth Sports Director
Comments:	Aquatic Center No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	133	\$28,579	\$31,054	\$34,176	\$33,742	\$36,755	\$40,942
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$35,027	\$28,288	\$35,027	\$39,707
Little Rock	202591	Full	\$37,627	\$28,288	\$37,627	\$39,707
Little Rock	202591	Full	\$39,000	\$28,288	\$39,000	\$39,707
Little Rock	202591	Full	\$35,651	\$28,288	\$35,651	\$39,707
Little Rock	202591	Full	\$35,651	\$28,288	\$35,651	\$39,707
Little Rock	202591	Full	\$34,403	\$28,288	\$34,403	\$39,707
Little Rock	202591	Full	\$34,403	\$28,288	\$34,403	\$39,707
Little Rock	202591	Full	\$39,000	\$28,288	\$39,000	\$39,707
Little Rock	202591	Full	\$36,296	\$28,288	\$36,296	\$39,707
Little Rock	202591	Full	\$39,707	\$28,288	\$39,707	\$39,707
Little Rock	202591	Full	\$34,403	\$28,288	\$34,403	\$39,707
Little Rock	202591	Full	\$34,403	\$28,288	\$34,403	\$39,707
Little Rock	202591	Full	\$35,651	\$28,288	\$35,651	\$39,707
Little Rock	202591	Full	\$38,313	\$28,288	\$38,313	\$39,707

Parks Department Laborer

Fort Smith	89142	Full	\$30,867	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$29,016	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$30,867	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$29,141	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,579	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$29,141	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Springdale	87176	Full	\$31,602	\$30,659	\$38,204	\$45,749
Rogers	69908	Full	\$33,924	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$33,529	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$33,113	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,200	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,616	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,616	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,512	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,512	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,200	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,200	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$31,200	\$31,200	\$38,757	\$48,446
Rogers	69908	Full	\$48,464	\$45,903	\$57,378	\$71,723
North Little Rock	64591	Full	\$43,776	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$43,776	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$43,776	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$43,776	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$43,776	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$43,776	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$41,298	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$41,298	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$38,961	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$36,755	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$34,675	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$34,675	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$32,712	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$32,712	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$32,712	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$32,712	\$27,466	\$34,675	\$43,776
North Little Rock	64591	Full	\$32,712	\$27,466	\$34,675	\$43,776
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742

Parks Department Laborer

Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full	\$38,355	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$42,848	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$47,382	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$35,256	\$37,468	\$44,080	\$52,896
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Russellville	28940	Full	\$27,997	\$22,398	\$27,997	\$33,596
Russellville	28940	Full	\$28,609	\$22,887	\$28,609	\$34,331
Russellville	28940	Full	\$28,609	\$22,887	\$28,609	\$34,331
Russellville	28940	Full	\$28,697	\$22,958	\$28,697	\$34,436
Russellville	28940	Full	\$27,997	\$22,398	\$27,997	\$33,596
Russellville	28940	Full	\$27,997	\$22,398	\$27,997	\$33,596
Cabot	26569	Full	\$39,252	\$31,402	\$39,252	\$47,102
Cabot	26569	Full	\$37,256	\$29,805	\$37,256	\$44,707
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Van Buren	23218	Full	\$46,331	\$37,065	\$46,331	\$55,597
Van Buren	23218	Full	\$29,993	\$23,994	\$29,993	\$35,992
Van Buren	23218	Full	\$40,942	\$32,754	\$40,942	\$49,130

Parks Department Laborer

Maumelle	19251	Full	\$33,975	\$27,180	\$33,975	\$40,770
Maumelle	19251	Full	\$33,810	\$27,048	\$33,810	\$40,572
Centerton	17792	Full	\$42,328	\$33,862	\$42,328	\$50,794
Harrison	13069	Full	\$35,297	\$35,297	\$35,297	\$35,297
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$42,307	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$39,624	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$34,549	\$31,491	\$38,688	\$44,075

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.82	\$34,176	\$28,883	\$36,090	\$42,449
45,000+	13.67	\$34,340	\$28,381	\$35,712	\$41,490
20,000 - 49,999	7	\$33,657	\$29,835	\$37,050	\$44,737
10,000 - 19,999	1.8	\$35,108	\$29,014	\$35,062	\$40,506

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

Index Tab	
Job Title:	1100 - Police Chief
Job Description:	Plans, organizes and directs the activities of the Police Department to ensure effective enforcement of laws and ordinances, protection of lives and property, and initiation of crime prevention endeavors within the community. Law enforcement procedures, state and federal laws, department policy and civil service rules and regulations govern this position. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a Bachelor
Total Matches (A M B):	0 17 0
Exempt non-exempt:	19 1
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	21
Position Titles:	Chief Chief Of Police Chief Sen. Cert. Police Chief Police Chief - Graduate Degree Police Chief Interim
Reports To:	City Administrator City Manager Mayor
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$81,428	\$90,555	\$113,525	\$106,969	\$136,925	\$153,660
Actual Incentive Paid Dollar Last Year	0						
Education Pay	3	\$1,500	\$1,500	\$1,992	\$1,500	\$3,276	\$3,276
EMT Pay	0						
Holiday Pay	8	\$12	\$12	\$3,840	\$3,827	\$6,000	\$7,406
Longevity Pay	5	\$10	\$1,200	\$2,664	\$3,150	\$3,360	\$5,600
Other Pay	4	\$1	\$1	\$20,354	\$1,200	\$1,200	\$79,016

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$170,340	\$123,450	\$156,782	\$190,113
Fort Smith	89142	Full	\$136,899	\$100,131	\$125,174	\$150,217
Springdale	87176	Full	\$153,660	\$106,894	\$133,617	\$160,340
Rogers	69908	Full	\$154,626	\$134,042	\$148,936	\$186,170
North Little Rock	64591	Full	\$126,936	\$101,549	\$126,936	\$152,323
Conway	64134	Full	\$105,362	\$84,290	\$105,362	\$105,362
Bentonville	54164	Full	\$137,945	\$110,356	\$137,945	\$165,534
Hot Springs	37930	Full	\$144,102	\$60	\$65	\$69
Sherwood	32731	Full	\$106,969	\$85,575	\$106,969	\$128,363
Bella Vista	30104	Full	\$136,925	\$109,442	\$136,803	\$164,163
Paragould	29537	Full	\$81,428	\$65,142	\$81,428	\$97,714
Jacksonville	29477	Full	\$93,657	\$74,926	\$93,657	\$112,388
Texarkana	29387	Full	\$112,548	\$92,352	\$112,803	\$160,617
Cabot	26569	Full	\$118,165	\$94,532	\$118,165	\$141,798

Police Chief

Van Buren	23218	Full	\$84,417	\$67,534	\$84,417	\$101,300
Maumelle	19251	Full	\$103,604	\$82,883	\$103,604	\$124,325
Centerton	17792	Full	\$96,188	\$76,950	\$96,188	\$115,426
Blytheville	13406	Full	\$81,457	\$65,166	\$81,457	\$97,748
Harrison	13069	Full	\$90,555	\$87,359	\$90,354	\$93,453
Forrest City	13015	Full	\$67,600	\$67,600	\$67,600	\$81,120
Mountain Home	12825	Full	\$80,642	\$72,509	\$79,456	\$85,280

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1	\$113,525	\$85,845	\$104,177	\$124,468
45,000+	1	\$140,824	\$108,673	\$133,536	\$158,580
20,000 - 49,999	1	\$109,776	\$73,695	\$91,788	\$113,302
10,000 - 19,999	1	\$86,674	\$75,411	\$86,443	\$99,559

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

Index Tab	
Job Title:	1101 - Assistant Police Chief
Job Description:	Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate
Total Matches (A M B):	0 11 0
Exempt non-exempt:	12 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	9
Position Titles:	Assistant Police Chief Asst. Chief Sen. Cert. Asst. Police Chief Deputy Chief Deputy Police Chief - Non-Uniform Bureau Deputy Police Chief - Uniform Bureau Police Assistant Chief Police Captain-01 - (Asst. Chief)
Reports To:	Chief Of Police Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$74,485	\$77,532	\$106,650	\$107,128	\$135,747	\$135,747
Actual Incentive Paid Dollar Last Year	0						
Education Pay	2	\$1,875	\$1,875	\$2,575	\$1,875	\$3,274	\$3,274
EMT Pay	0						
Holiday Pay	3	\$5,394	\$5,394	\$5,114	\$5,394	\$6,700	\$6,700
Longevity Pay	3	\$2,014	\$2,014	\$2,718	\$2,014	\$5,600	\$5,600
Other Pay	3	\$1,662	\$1,662	\$24,969	\$1,662	\$72,044	\$72,044

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$135,747	\$115,500	\$129,884	\$144,268
Little Rock	202591	Full	\$135,747	\$115,500	\$129,884	\$144,268
Little Rock	202591	Full	\$135,747	\$115,500	\$129,884	\$144,268
Fort Smith	89142	Full	\$112,551	\$107,128	\$109,806	\$112,551
Fort Smith	89142	Full	\$107,128	\$107,128	\$109,806	\$112,551
Springdale	87176	Full	\$138,370	\$95,813	\$138,370	\$143,697
Hot Springs	37930	Full	\$122,616	\$58	\$61	\$63
Texarkana	29387	Full	\$93,496	\$70,740	\$93,496	\$122,553
Van Buren	23218	Full	\$68,090	\$54,472	\$68,090	\$81,708
Blytheville	13406	Full	\$74,485	\$59,588	\$74,485	\$89,382
Harrison	13069	Full	\$78,293	\$73,484	\$76,650	\$80,799
Mountain Home	12825	Full	\$77,532	\$72,662	\$79,956	\$86,071

Averages by Population Group

Assistant Police Chief

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$106,650	\$82,298	\$95,031	\$105,182
45,000+	2	\$127,548	\$109,428	\$124,606	\$133,601
20,000 - 49,999	1	\$94,734	\$41,757	\$53,882	\$68,108
10,000 - 19,999	1	\$76,770	\$68,578	\$77,030	\$85,417

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

Index Tab	
Job Title:	1102 - Police Major/Captain
Job Description:	Under the direction of the Police Chief, manages the daily administrative and operational functions of the Police Department. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. Supervises and directs subordinate department supervisors and/or officers to ensure effective and efficient police services to the City; requires a high school diploma or general education degree (GED); serves at least two (2) years as Lieutenant, plus seven (7) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	0 50 0
Exempt non-exempt:	41 11
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	19
Position Titles:	Captain Captain - Police Captain/Administration Captain/Cid Captain/Patrol Captain/Services Police Captain Police Captain-02 Police Captain-03 Police Captian Police Major Police Major/Captain Police Patrol Captain
Reports To:	Assistant Police Chief Asst. Police Chief Chief Of Police Deputy Police Chief - Non-Uniform Bureau Deputy Police Chief - Uniform Bureau Police Assistant Chief Police Chief
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	57	\$67,513	\$83,672	\$97,456	\$102,027	\$109,813	\$125,499
Actual Incentive Paid Dollar Last Year	0						
Education Pay	9	\$1,500	\$1,500	\$1,922	\$1,725	\$2,520	\$2,700
EMT Pay	0						
Holiday Pay	17	\$12	\$3,038	\$3,914	\$4,791	\$4,882	\$6,106
Longevity Pay	10	\$840	\$2,800	\$3,558	\$3,120	\$5,040	\$5,600
Other Pay	8	\$1,200	\$1,200	\$9,484	\$1,200	\$2,000	\$65,072

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$109,813	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$109,813	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$109,813	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$109,813	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$107,134	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$107,134	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$109,813	\$99,750	\$107,418	\$115,085
Little Rock	202591	Full	\$109,813	\$99,750	\$107,418	\$115,085
Fort Smith	89142	Full	\$99,538	\$94,742	\$97,110	\$102,027
Fort Smith	89142	Full	\$102,027	\$94,742	\$97,110	\$102,027
Fort Smith	89142	Full	\$102,027	\$94,742	\$97,110	\$102,027
Fort Smith	89142	Full	\$94,742	\$94,742	\$97,110	\$102,027
Springdale	87176	Full	\$130,330	\$86,892	\$130,330	\$130,330
Springdale	87176	Full	\$125,499	\$86,892	\$125,499	\$130,330

Police Major/Captain

Springdale	87176	Full	\$125,499	\$86,892	\$125,499	\$130,330
Springdale	87176	Full	\$125,499	\$86,892	\$125,499	\$130,330
Rogers	69908	Full	\$118,961	\$111,696	\$124,107	\$155,134
Rogers	69908	Full	\$117,895	\$111,696	\$124,107	\$155,134
Rogers	69908	Full	\$117,895	\$111,696	\$124,107	\$155,134
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
Conway	64134	Full	\$92,064	\$73,651	\$92,064	\$92,064
Conway	64134	Full	\$92,064	\$73,651	\$92,064	\$92,064
Conway	64134	Full	\$92,064	\$73,651	\$92,064	\$92,064
Bentonville	54164	Full	\$105,560	\$84,448	\$105,560	\$126,672
Bentonville	54164	Full	\$113,276	\$90,621	\$113,276	\$135,931
Bentonville	54164	Full	\$128,980	\$103,184	\$128,980	\$154,776
Bentonville	54164	Full	\$128,980	\$103,184	\$128,980	\$154,776
Bentonville	54164	Full	\$122,054	\$97,643	\$122,054	\$146,465
Hot Springs	37930	Full	\$111,259	\$50	\$52	\$54
Hot Springs	37930	Full	\$113,526	\$50	\$52	\$54
Hot Springs	37930	Full	\$106,974	\$50	\$52	\$54
Sherwood	32731	Full	\$83,554	\$66,843	\$83,554	\$100,265
Bella Vista	30104	Full	\$108,642	\$78,901	\$98,625	\$118,351
Paragould	29537	Full	\$64,331	\$51,465	\$64,331	\$77,197
Paragould	29537	Full	\$64,331	\$51,465	\$64,331	\$77,197
Paragould	29537	Full	\$64,331	\$51,465	\$64,331	\$77,197
Jacksonville	29477	Full	\$71,267	\$57,014	\$71,267	\$85,520
Jacksonville	29477	Full	\$71,267	\$57,014	\$71,267	\$85,520
Jacksonville	29477	Full	\$68,500	\$54,800	\$68,500	\$82,200
Texarkana	29387	Full	\$84,629	\$81,716	\$84,629	\$89,806
Texarkana	29387	Full	\$81,716	\$81,716	\$84,629	\$89,806
Cabot	26569	Full	\$93,711	\$74,969	\$93,711	\$112,453
Cabot	26569	Full	\$84,754	\$67,803	\$84,754	\$101,705
Cabot	26569	Full	\$83,672	\$66,938	\$83,672	\$100,406
Cabot	26569	Full	\$80,005	\$64,004	\$80,005	\$96,006
Van Buren	23218	Full	\$62,991	\$50,393	\$62,991	\$75,589
Van Buren	23218	Full	\$62,991	\$50,393	\$62,991	\$75,589
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Centerton	17792	Full	\$80,680	\$64,544	\$80,680	\$96,816
Blytheville	13406	Full	\$67,513	\$54,010	\$67,513	\$81,016
Harrison	13069	Full	\$71,113	\$67,703	\$70,174	\$73,389

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3	\$97,456	\$76,580	\$91,390	\$103,942
45,000+	4.43	\$110,429	\$93,284	\$110,231	\$122,857
20,000 - 49,999	2.38	\$82,234	\$53,002	\$64,408	\$76,051
10,000 - 19,999	1.75	\$81,320	\$66,600	\$81,186	\$95,877

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

Index Tab	
Job Title:	1103 - Police Lieutenant
Job Description:	Provides supervision and direction of a designated department within the Police department. Supervises and directs subordinate officers, schedules equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a high School diploma plus specialized training and/or additional college courses seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A M B):	0 112 0
Exempt non-exempt:	40 86
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	21
Position Titles:	Detective Lieutenant Lieutenan (Patrol) Lieutenant Lieutenant (Cid) Lieutenant (Patrol) Lieutenant - Associate Degree Lieutenant - Bachelor Degree Lieutenant/Administration Lieutenant/Cid Lieutenant/Patrol Lieutenant/Services Patrol Lieut. Sen. Cert. Police Lieutenant Police Lieutenant 10Hr Police Lieutenant-01 Police Lieutenant-02 Police Lieutenant-03 Police Lieutenant-04 Police Sro Lieutenant Ppolice Lieutenant
Reports To:	Assistant Chief Captain Captain/Administration Captain/Cid Captain/Patrol Captain/Services Chief Chief Of Police Cid Major Deputy Director, Police Administrative Services Fire Chief Patrol Major Police Captain Police Chief Police Major Police Patrol Captain Support Major
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	132	\$60,636	\$70,595	\$82,854	\$85,883	\$96,075	\$98,725
Actual Incentive Paid Dollar Last Year	0						
Education Pay	27	\$900	\$1,200	\$1,769	\$1,500	\$2,520	\$2,520
EMT Pay	0						
Holiday Pay	41	\$12	\$2,218	\$3,169	\$4,306	\$4,382	\$5,006
Longevity Pay	26	\$600	\$1,536	\$2,541	\$2,400	\$2,800	\$5,600
Other Pay	26	\$600	\$1,040	\$3,841	\$1,800	\$2,000	\$2,400

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$92,331	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$92,331	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$101,670	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$97,011	\$88,200	\$93,887	\$99,573

Police Lieutenant

Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$92,331	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$92,331	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$100,672	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$92,331	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$92,331	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$97,011	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Little Rock	202591	Full	\$96,075	\$88,200	\$93,887	\$99,573
Fort Smith	89142	Full	\$88,026	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$88,026	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$88,026	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$88,026	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$83,782	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$85,883	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$85,883	\$83,782	\$85,883	\$90,230
Fort Smith	89142	Full	\$83,782	\$83,782	\$85,883	\$90,230
Springdale	87176	Full	\$99,932	\$81,771	\$99,932	\$122,637
Springdale	87176	Full	\$104,469	\$81,771	\$104,469	\$122,637
Springdale	87176	Full	\$109,013	\$81,771	\$109,013	\$122,637
Springdale	87176	Full	\$122,637	\$81,771	\$122,637	\$122,637
Springdale	87176	Full	\$109,013	\$81,771	\$109,013	\$122,637
Springdale	87176	Full	\$99,932	\$81,771	\$99,932	\$122,637
Springdale	87176	Full	\$109,013	\$81,771	\$109,013	\$122,637
Rogers	69908	Full	\$100,596	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$98,725	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$102,576	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$100,596	\$94,936	\$105,485	\$131,856
Rogers	69908	Full	\$101,423	\$94,936	\$105,485	\$131,856
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
North Little Rock	64591	Full	\$93,293	\$74,634	\$93,293	\$111,952
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Conway	64134	Full	\$83,523	\$66,818	\$83,523	\$83,523
Bentonville	54164	Full	\$83,699	\$66,959	\$83,699	\$100,439
Bentonville	54164	Full	\$87,068	\$69,654	\$87,068	\$104,482

Police Lieutenant

Bentonville	54164	Full	\$85,384	\$68,307	\$85,384	\$102,461
Bentonville	54164	Full	\$85,384	\$68,307	\$85,384	\$102,461
Bentonville	54164	Full	\$83,990	\$67,192	\$83,990	\$100,788
Bentonville	54164	Full	\$98,550	\$78,840	\$98,550	\$118,260
Hot Springs	37930	Full	\$69,919	\$24	\$26	\$27
Hot Springs	37930	Full	\$95,368	\$42	\$44	\$45
Hot Springs	37930	Full	\$95,368	\$42	\$44	\$45
Hot Springs	37930	Full	\$95,368	\$42	\$44	\$45
Hot Springs	37930	Full	\$91,624	\$42	\$44	\$45
Hot Springs	37930	Full	\$89,856	\$42	\$44	\$45
Hot Springs	37930	Full	\$89,856	\$42	\$44	\$45
Hot Springs	37930	Full	\$88,067	\$42	\$44	\$45
Hot Springs	37930	Full	\$88,067	\$42	\$44	\$45
Sherwood	32731	Full	\$78,042	\$62,434	\$78,042	\$93,650
Bella Vista	30104	Full	\$78,478	\$66,684	\$83,355	\$100,026
Bella Vista	30104	Full	\$86,133	\$66,684	\$83,355	\$100,026
Bella Vista	30104	Full	\$89,440	\$66,684	\$83,355	\$100,026
Bella Vista	30104	Full	\$86,944	\$66,684	\$83,355	\$100,026
Paragould	29537	Full	\$60,636	\$48,509	\$60,636	\$72,763
Paragould	29537	Full	\$60,636	\$48,509	\$60,636	\$72,763
Paragould	29537	Full	\$60,636	\$48,509	\$60,636	\$72,763
Paragould	29537	Full	\$60,636	\$48,509	\$60,636	\$72,763
Paragould	29537	Full	\$60,636	\$48,509	\$60,636	\$72,763
Jacksonville	29477	Full	\$63,983	\$51,186	\$63,983	\$76,780
Jacksonville	29477	Full	\$63,983	\$51,186	\$63,983	\$76,780
Jacksonville	29477	Full	\$63,983	\$51,186	\$63,983	\$76,780
Jacksonville	29477	Full	\$58,262	\$46,610	\$58,262	\$69,914
Jacksonville	29477	Full	\$62,730	\$50,184	\$62,730	\$75,276
Jacksonville	29477	Full	\$62,730	\$50,184	\$62,730	\$75,276
Jacksonville	29477	Full	\$62,730	\$50,184	\$62,730	\$75,276
Jacksonville	29477	Full	\$62,730	\$50,184	\$62,730	\$75,276
Texarkana	29387	Full	\$77,568	\$75,963	\$77,568	\$79,206
Texarkana	29387	Full	\$75,963	\$75,963	\$77,568	\$79,206
Texarkana	29387	Full	\$75,963	\$75,963	\$77,568	\$79,206
Texarkana	29387	Full	\$75,963	\$75,963	\$77,568	\$79,206
Cabot	26569	Full	\$80,522	\$64,418	\$80,522	\$96,626
Cabot	26569	Full	\$80,475	\$64,380	\$80,475	\$96,570
Cabot	26569	Full	\$73,563	\$58,850	\$73,563	\$88,276
Cabot	26569	Full	\$67,662	\$54,130	\$67,662	\$81,194
Cabot	26569	Full	\$66,557	\$53,246	\$66,557	\$79,868
Cabot	26569	Full	\$66,016	\$52,813	\$66,016	\$79,219
Cabot	26569	Full	\$66,016	\$52,813	\$66,016	\$79,219
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$62,991	\$50,393	\$62,991	\$75,589
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Maumelle	19251	Full	\$74,247	\$59,398	\$74,247	\$89,096
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Maumelle	19251	Full	\$71,564	\$57,251	\$71,564	\$85,877
Maumelle	19251	Full	\$71,564	\$57,251	\$71,564	\$85,877
Maumelle	19251	Full	\$71,564	\$57,251	\$71,564	\$85,877
Maumelle	19251	Full	\$77,032	\$61,626	\$77,032	\$92,438
Centerton	17792	Full	\$70,595	\$56,476	\$70,595	\$84,714

Police Lieutenant

Blytheville	13406	Full	\$62,865	\$50,292	\$62,865	\$75,438
Harrison	13069	Full	\$60,282	\$60,727	\$62,719	\$65,300
Forrest City	13015	Full	\$50,310	\$50,310	\$50,310	\$60,372
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Mountain Home	12825	Full	\$63,270	\$44,466	\$55,343	\$63,270

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	6.29	\$82,854	\$65,815	\$76,483	\$86,387
45,000+	10.43	\$93,496	\$81,267	\$93,092	\$102,900
20,000 - 49,999	5.5	\$72,019	\$44,229	\$53,704	\$63,181
10,000 - 19,999	2.5	\$62,841	\$53,931	\$62,475	\$74,097

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

Index Tab	
Job Title:	1104 - Police Sergeant
Job Description:	Typically supervises a designated shift of patrol officers and coordinates response on the patrol level or may supervise special assignments or units as directed by the Lieutenant or superior officers; responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City; requires a high School diploma plus specialized training and/or additional college courses five (5) years of related experience and/or training and a minimum of one (1) years of supervisory/managerial experience.
Total Matches (A M B):	0 217 5
Exempt non-exempt:	8 232
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	21
Position Titles:	Detective Sergeant Patrol Officer-01 (Filled With Sgt.) Patrol Sgt. Patrol Sgt. Adv. Cert. Police Detective Sergeant Police Patrol Sergeant Police Sergeant Police Sergeant (Airport) - 15 Yrs Of Lrpd Unif Service Police Sergeant (Sro) - 15 Yrs Of Lrpd Unif Service Police Sergeant - 15 Yrs Of Lrpd Unif Service Police Sergeant-01 Police Sergeant-02 Police Sergeant-03 Police Sergeant-04 Police Sergeant-05 Police Sergeant-06 Police Sergeant-08 Police Sergeant-09 Police Sergeant-10 Police Sergeant-11 Police Sergeant-12 Police Sro Sergeant Sergeant Sergeant - Bachelor Degree Sergeant I Sergeant II Sergeant-01 Sergeant/Admin Sergeant/BuildingSecurity Sergeant/Cid Sergeant/Patrol Sergeant/Patrol/In Sergeant/ServiceCtro Sergeant/ServiceTraining Chief Of Police Cid Lt. Detective Lieutenant Lieutenant Lieutenant/Administration Lieutenant/Cid Lieutenant/Patrol Lieutenant/Services Narcotics Lt. Patrol Lieut. Patrol Lt. Police Chief Police Lieutenant Police Sro Lieutenant Training Lt.
Reports To:	
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	252	\$56,434	\$70,387	\$77,212	\$80,620	\$85,363	\$88,795
Actual Incentive Paid Dollar Last Year	0						
Education Pay	56	\$675	\$1,050	\$1,612	\$1,500	\$2,000	\$2,520
EMT Pay	0						
Holiday Pay	92	\$12	\$2,115	\$2,949	\$3,872	\$3,918	\$4,423
Longevity Pay	55	\$562	\$996	\$2,218	\$2,400	\$3,000	\$4,200
Other Pay	46	\$600	\$900	\$3,104	\$1,200	\$2,000	\$2,902

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$85,363	\$79,060	\$82,212	\$85,363
Little Rock	202591	Full	\$85,363	\$79,060	\$82,212	\$85,363
Little Rock	202591	Full	\$79,060	\$79,060	\$82,212	\$85,363
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795
Little Rock	202591	Full	\$85,363	\$79,060	\$82,212	\$85,363
Little Rock	202591	Full	\$88,795	\$82,243	\$85,519	\$88,795

Police Sergeant

Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$77,917	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$76,024	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$70,595	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$79,879	\$69,029	\$79,879	\$101,576
Springdale	87176	Full	\$94,348	\$69,029	\$94,348	\$101,576
Springdale	87176	Full	\$83,497	\$69,029	\$83,497	\$101,576
Springdale	87176	Full	\$87,113	\$69,029	\$87,113	\$101,576
Springdale	87176	Full	\$90,728	\$69,029	\$90,728	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$90,728	\$69,029	\$90,728	\$101,576
Springdale	87176	Full	\$79,879	\$69,029	\$79,879	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$87,113	\$69,029	\$87,113	\$101,576
Springdale	87176	Full	\$101,576	\$69,029	\$101,576	\$101,576
Springdale	87176	Full	\$83,497	\$69,029	\$83,497	\$101,576
Springdale	87176	Full	\$87,113	\$69,029	\$87,113	\$101,576
Springdale	87176	Full	\$76,264	\$69,029	\$76,264	\$101,576
Springdale	87176	Full	\$94,348	\$69,029	\$94,348	\$101,576
Springdale	87176	Full	\$97,962	\$69,029	\$97,962	\$101,576
Springdale	87176	Full	\$83,497	\$69,029	\$83,497	\$101,576
Springdale	87176	Full	\$94,348	\$69,029	\$94,348	\$101,576
Rogers	69908	Full	\$105,361	\$83,763	\$93,070	\$116,338
Rogers	69908	Full	\$104,273	\$83,763	\$93,070	\$116,338
Rogers	69908	Full	\$104,012	\$83,763	\$93,070	\$116,338
Rogers	69908	Full	\$89,847	\$83,763	\$93,070	\$116,338
Rogers	69908	Full	\$86,583	\$83,763	\$93,070	\$116,338
Rogers	69908	Full	\$87,627	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$87,627	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$86,844	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$86,583	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$79,837	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$86,300	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$78,945	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$80,707	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$80,642	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$79,837	\$78,177	\$86,863	\$108,579
Rogers	69908	Full	\$81,164	\$78,177	\$86,863	\$108,579
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867

Police Sergeant

North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
North Little Rock	64591	Full	\$84,889	\$67,911	\$84,889	\$101,867
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Conway	64134	Full	\$76,220	\$60,976	\$76,220	\$76,220
Bentonville	54164	Full	\$74,089	\$59,271	\$74,089	\$88,907
Bentonville	54164	Full	\$75,566	\$60,453	\$75,566	\$90,679
Bentonville	54164	Full	\$74,089	\$59,271	\$74,089	\$88,907
Bentonville	54164	Full	\$75,566	\$60,453	\$75,566	\$90,679
Bentonville	54164	Full	\$75,566	\$60,453	\$75,566	\$90,679
Bentonville	54164	Full	\$74,089	\$59,271	\$74,089	\$88,907
Bentonville	54164	Full	\$71,926	\$57,541	\$71,926	\$86,311
Bentonville	54164	Full	\$75,566	\$60,453	\$75,566	\$90,679
Bentonville	54164	Full	\$77,064	\$61,651	\$77,064	\$92,477
Bentonville	54164	Full	\$75,566	\$60,453	\$75,566	\$90,679
Bentonville	54164	Full	\$80,828	\$64,662	\$80,828	\$96,994
Bentonville	54164	Full	\$92,268	\$73,814	\$92,268	\$110,722
Hot Springs	37930	Full	\$79,019	\$37	\$38	\$40
Hot Springs	37930	Full	\$77,459	\$37	\$38	\$40
Hot Springs	37930	Full	\$82,180	\$37	\$38	\$40
Hot Springs	37930	Full	\$77,459	\$37	\$38	\$40
Hot Springs	37930	Full	\$79,019	\$37	\$38	\$40
Hot Springs	37930	Full	\$79,019	\$37	\$38	\$40
Hot Springs	37930	Full	\$80,620	\$37	\$38	\$40
Hot Springs	37930	Full	\$83,844	\$37	\$38	\$40
Hot Springs	37930	Full	\$83,844	\$37	\$38	\$40
Hot Springs	37930	Full	\$83,844	\$37	\$38	\$40

Police Sergeant

Hot Springs	37930	Full	\$83,844	\$37	\$38	\$40
Hot Springs	37930	Full	\$82,180	\$37	\$38	\$40
Hot Springs	37930	Full	\$83,844	\$37	\$38	\$40
Hot Springs	37930	Full	\$80,620	\$37	\$38	\$40
Hot Springs	37930	Full	\$80,620	\$37	\$38	\$40
Sherwood	32731	Full	\$61,526	\$49,221	\$61,526	\$73,831
Bella Vista	30104	Full	\$79,872	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$66,997	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$73,237	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$70,387	\$58,336	\$72,920	\$87,504
Bella Vista	30104	Full	\$78,728	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Paragould	29537	Full	\$58,000	\$46,400	\$58,000	\$69,600
Jacksonville	29477	Full	\$57,119	\$45,695	\$57,119	\$68,543
Jacksonville	29477	Full	\$57,119	\$45,695	\$57,119	\$68,543
Jacksonville	29477	Full	\$57,119	\$45,695	\$57,119	\$68,543
Jacksonville	29477	Full	\$56,000	\$44,800	\$56,000	\$67,200
Jacksonville	29477	Full	\$56,000	\$44,800	\$56,000	\$67,200
Jacksonville	29477	Full	\$58,262	\$46,610	\$58,262	\$69,914
Jacksonville	29477	Full	\$57,119	\$45,695	\$57,119	\$68,543
Texarkana	29387	Full	\$70,432	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$70,432	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$68,903	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$68,903	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$68,903	\$67,131	\$68,903	\$70,432
Texarkana	29387	Full	\$67,131	\$67,131	\$68,903	\$70,432
Cabot	26569	Full	\$69,190	\$55,352	\$69,190	\$83,028
Cabot	26569	Full	\$62,419	\$49,935	\$62,419	\$74,903
Cabot	26569	Full	\$55,343	\$44,274	\$55,343	\$66,412
Cabot	26569	Full	\$54,002	\$43,202	\$54,002	\$64,802
Cabot	26569	Full	\$54,002	\$43,202	\$54,002	\$64,802
Cabot	26569	Full	\$54,002	\$43,202	\$54,002	\$64,802
Cabot	26569	Full	\$54,002	\$43,202	\$54,002	\$64,802
Cabot	26569	Full	\$54,002	\$43,202	\$54,002	\$64,802
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Maumelle	19251	Full	\$60,842	\$48,674	\$60,842	\$73,010
Maumelle	19251	Full	\$60,842	\$48,674	\$60,842	\$73,010
Maumelle	19251	Full	\$60,842	\$48,674	\$60,842	\$73,010
Maumelle	19251	Full	\$60,842	\$48,674	\$60,842	\$73,010

Police Sergeant

Maumelle	19251	Full	\$66,484	\$53,187	\$66,484	\$79,781
Centerton	17792	Full	\$63,377	\$50,702	\$63,377	\$76,052
Blytheville	13406	Full	\$58,217	\$46,574	\$58,217	\$69,860
Harrison	13069	Full	\$56,434	\$54,070	\$55,888	\$58,246
Harrison	13069	Full	\$54,156	\$54,070	\$55,888	\$58,246
Harrison	13069	Full	\$52,825	\$54,071	\$55,888	\$58,246
Harrison	13069	Full	\$52,403	\$54,072	\$55,888	\$58,246
Harrison	13069	Full	\$52,403	\$54,073	\$55,888	\$58,246
Harrison	13069	Full	\$52,825	\$54,074	\$55,888	\$58,246
Harrison	13069	Full	\$53,094	\$54,075	\$55,888	\$58,246
Harrison	13069	Full	\$58,852	\$54,076	\$55,888	\$58,246
Forrest City	13015	Full	\$45,838	\$45,838	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$45,838	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$35,776	\$45,838	\$55,006
Mountain Home	12825	Full	\$58,182	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$52,520	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$54,251	\$42,501	\$53,246	\$6,235
Mountain Home	12825	Full	\$53,246	\$42,501	\$53,246	\$60,235

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	12	\$77,212	\$63,203	\$72,013	\$79,810
45,000+	24.14	\$83,946	\$73,513	\$83,303	\$91,881
20,000 - 49,999	7.63	\$66,397	\$39,805	\$46,556	\$53,254
10,000 - 19,999	3.67	\$55,461	\$48,872	\$55,866	\$60,712

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

Index Tab	
Job Title:	1105 - Police Corporal
Job Description:	A police corporal is responsible for the supervision, training and direction of police officers and may assume the duties and responsibilities of a Sergeant during the Sergeant's absence. In some departments, the rank of corporal is a designation of seniority and years served.
Total Matches (A M B):	0 67 49
Exempt non-exempt:	6 101
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	9
Position Titles:	Corporal Corporal - Bachelor Degree Corporal - Graduate Degree Corporal/Cid Corporal/Patrol Corporal/Patrolk9 Corporal/Sro Corporal/Training Patrol Corp. Sen. Cert. Patrol Corporal Police Corporal Police Detective Corporal Police Patrol Corporal Police Sro Corporal
Reports To:	Lieutenant Patrol Sgt. Police Chief Police Detective Sergeant Police Patrol Sergeant Police Sergeant Sergeant Sergeant/Cid Sergeant/Patrol Sergeant/ServiceSro Sergeant/Servicestraining
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	147	\$52,350	\$64,417	\$68,660	\$68,962	\$75,483	\$81,454
Actual Incentive Paid Dollar Last Year	0						
Education Pay	1	\$2,463	\$2,463	\$2,463	\$2,463	\$2,463	\$2,463
EMT Pay	0						
Holiday Pay	75	\$12	\$96	\$2,549	\$3,289	\$3,800	\$3,995
Longevity Pay	51	\$700	\$700	\$2,088	\$1,400	\$2,800	\$4,200
Other Pay	54	\$600	\$900	\$1,991	\$1,200	\$2,100	\$3,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$84,574	\$59,595	\$84,574	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694

Police Corporal

Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$84,574	\$59,595	\$84,574	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$84,574	\$59,595	\$84,574	\$87,694
Springdale	87176	Full	\$65,841	\$59,595	\$65,841	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$68,962	\$59,595	\$68,962	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$72,086	\$59,595	\$72,086	\$87,694
Springdale	87176	Full	\$78,329	\$59,595	\$78,329	\$87,694
Springdale	87176	Full	\$75,207	\$59,595	\$75,207	\$87,694
Springdale	87176	Full	\$81,454	\$59,595	\$81,454	\$87,694
Springdale	87176	Full	\$84,574	\$59,595	\$84,574	\$87,694
Springdale	87176	Full	\$84,574	\$59,595	\$84,574	\$87,694
Rogers	69908	Full	\$81,752	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$78,553	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$73,744	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$68,935	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$68,587	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$72,330	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,651	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$68,761	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,651	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,651	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,651	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,390	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$68,021	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,651	\$67,004	\$74,448	\$93,061
Rogers	69908	Full	\$67,673	\$67,004	\$74,448	\$93,061
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$71,115	\$56,892	\$71,115	\$85,338
Bentonville	54164	Full	\$68,369	\$54,695	\$68,369	\$82,043
Bentonville	54164	Full	\$72,550	\$58,040	\$72,550	\$87,060
Bentonville	54164	Full	\$67,017	\$53,614	\$67,017	\$80,420
Bentonville	54164	Full	\$67,017	\$53,614	\$67,017	\$80,420

Police Corporal

Bentonville	54164	Full	\$72,550	\$58,040	\$72,550	\$87,060
Bentonville	54164	Full	\$68,369	\$54,695	\$68,369	\$82,043
Bentonville	54164	Full	\$68,369	\$54,695	\$68,369	\$82,043
Bentonville	54164	Full	\$69,721	\$55,777	\$69,721	\$83,665
Bentonville	54164	Full	\$71,115	\$56,892	\$71,115	\$85,338
Bentonville	54164	Full	\$74,006	\$59,205	\$74,006	\$88,807
Bentonville	54164	Full	\$67,017	\$53,614	\$67,017	\$80,420
Bentonville	54164	Full	\$68,369	\$54,695	\$68,369	\$82,043
Bentonville	54164	Full	\$74,006	\$59,205	\$74,006	\$88,807
Bentonville	54164	Full	\$80,080	\$64,064	\$80,080	\$96,096
Bentonville	54164	Full	\$74,006	\$59,205	\$74,006	\$88,807
Bentonville	54164	Full	\$74,006	\$59,205	\$74,006	\$88,807
Bentonville	54164	Full	\$74,006	\$59,205	\$74,006	\$88,807
Bentonville	54164	Full	\$75,483	\$60,386	\$75,483	\$90,580
Bentonville	54164	Full	\$85,384	\$68,307	\$85,384	\$102,461
Bentonville	54164	Full	\$76,980	\$61,584	\$76,980	\$92,376
Bentonville	54164	Full	\$85,384	\$68,307	\$85,384	\$102,461
Bentonville	54164	Full	\$85,384	\$68,307	\$85,384	\$102,461
Bentonville	54164	Full	\$76,980	\$61,584	\$76,980	\$92,376
Bentonville	54164	Full	\$80,080	\$64,064	\$80,080	\$96,096
Bentonville	54164	Full	\$75,483	\$60,386	\$75,483	\$90,580
Bentonville	54164	Full	\$67,017	\$53,614	\$67,017	\$80,420
Bentonville	54164	Full	\$67,017	\$53,614	\$67,017	\$80,420
Bentonville	54164	Full	\$65,707	\$52,566	\$65,707	\$78,848
Bentonville	54164	Full	\$65,707	\$52,566	\$65,707	\$78,848
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$64,417	\$51,534	\$64,417	\$77,300
Bentonville	54164	Full	\$62,545	\$50,036	\$62,545	\$75,054
Bentonville	54164	Full	\$62,545	\$50,036	\$62,545	\$75,054
Hot Springs	37930	Full	\$69,284	\$32	\$33	\$34
Hot Springs	37930	Full	\$72,072	\$32	\$33	\$34
Hot Springs	37930	Full	\$70,678	\$32	\$33	\$34
Hot Springs	37930	Full	\$67,912	\$32	\$33	\$34
Hot Springs	37930	Full	\$67,912	\$32	\$33	\$34
Hot Springs	37930	Full	\$67,912	\$32	\$33	\$34
Hot Springs	37930	Full	\$67,912	\$32	\$33	\$34
Hot Springs	37930	Full	\$67,912	\$32	\$33	\$34
Hot Springs	37930	Full	\$69,284	\$32	\$33	\$34
Hot Springs	37930	Full	\$69,284	\$32	\$33	\$34
Hot Springs	37930	Full	\$66,560	\$32	\$33	\$34
Hot Springs	37930	Full	\$69,284	\$32	\$33	\$34
Hot Springs	37930	Full	\$66,560	\$32	\$33	\$34
Hot Springs	37930	Full	\$66,560	\$32	\$33	\$34
Hot Springs	37930	Full	\$69,284	\$32	\$33	\$34
Hot Springs	37930	Full	\$66,560	\$32	\$33	\$34
Hot Springs	37930	Full	\$66,560	\$32	\$33	\$34
Bella Vista	30104	Full	\$56,805	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,298	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$56,534	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,069	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$63,086	\$51,413	\$64,267	\$77,120

Police Corporal

Bella Vista	30104	Full	\$59,592	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,818	\$51,413	\$64,267	\$77,120
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Centerton	17792	Full	\$50,856	\$40,685	\$50,856	\$61,027
Harrison	13069	Full	\$46,114	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$46,114	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$51,093	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$51,093	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$50,750	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$49,662	\$49,396	\$50,883	\$52,737
Harrison	13069	Full	\$50,093	\$49,396	\$50,883	\$52,737
Harrison	13069	Full	\$52,728	\$49,396	\$50,883	\$52,737
Harrison	13069	Full	\$52,374	\$49,396	\$50,883	\$52,737
Mountain Home	12825	Full	\$53,290	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$53,290	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$51,324	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$57,396	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$52,350	\$40,535	\$51,324	\$57,396

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	16.33	\$68,660	\$50,252	\$61,711	\$72,715
45,000+	34.33	\$73,060	\$59,429	\$73,603	\$87,324
20,000 - 49,999	9.67	\$62,045	\$20,303	\$25,376	\$30,448
10,000 - 19,999	5	\$51,235	\$45,138	\$50,304	\$54,118

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

Index Tab	
Job Title:	1106 - Police Investigative Detective
Job Description:	Conducts criminal investigations of persons suspected of violating criminal laws; processes crime scenes; collects evidence at the crime scene by utilizing photography, latent prints, and other investigative techniques; interviews suspects, witnesses and victims; writes reports and affidavits for arrest and search warrants; serves arrest and search warrants; prepares and updates case files, present investigative reports and evidence to prosecutor for prosecution; requires high school diploma or GED plus specialized training and/or additional college courses and seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A M B):	0 41 2
Exempt non-exempt:	1 46
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	10
Position Titles:	Cid Corporal Cid Detective Cid First Class Cid Lieutenant Cid Sgt. Inter. Cert. Detective Detective Sergeant Officer/Corporal Police Investigative Detective Police Officer
Reports To:	Assistant Chief Chief Cid Corporal Cid Lieut. Cid Sgt. Detective Lieutenant Detective Sergeant Police / Cid Lieutenant Police Captain Police Chief Sergeant Sergeant/Cid
Comments:	Corporal

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	47	\$51,251	\$55,203	\$59,656	\$59,446	\$67,267	\$67,267
Actual Incentive Paid Dollar Last Year	0						
Education Pay	8	\$600	\$600	\$1,791	\$1,500	\$1,853	\$3,520
EMT Pay	0						
Holiday Pay	15	\$2,167	\$2,240	\$2,607	\$2,589	\$2,844	\$3,127
Longevity Pay	10	\$480	\$700	\$1,045	\$939	\$1,400	\$1,406
Other Pay	15	\$300	\$520	\$5,547	\$1,500	\$1,947	\$4,073

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$65,624	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$58,011	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$52,541	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$62,462	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$55,203	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462

Police Investigative Detective

Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Springdale	87176	Full	\$70,479	\$50,745	\$70,479	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$55,680	\$50,745	\$55,680	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Sherwood	32731	Full	\$54,038	\$43,230	\$54,038	\$64,846
Bella Vista	30104	Full	\$70,200	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$67,413	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$56,805	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$59,696	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$69,888	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$46,519	\$37,215	\$46,519	\$55,823
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Centerton	17792	Full	\$58,011	\$46,409	\$58,011	\$69,613
Blytheville	13406	Full	\$65,623	\$52,498	\$65,623	\$78,748
Forrest City	13015	Full	\$46,956	\$46,956	\$46,956	\$56,347
Forrest City	13015	Full	\$46,956	\$46,956	\$46,956	\$56,347
Forrest City	13015	Full	\$46,956	\$46,956	\$46,956	\$56,347
Mountain Home	12825	Full	\$58,684	\$44,466	\$55,343	\$63,270
Mountain Home	12825	Full	\$60,235	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$57,396	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$54,644	\$38,613	\$49,337	\$54,644

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	4.7	\$59,656	\$48,636	\$56,097	\$64,955
45,000+	15	\$60,992	\$50,151	\$56,449	\$64,559
20,000 - 49,999	2.33	\$60,651	\$47,460	\$59,325	\$71,189
10,000 - 19,999	2	\$54,952	\$44,914	\$52,781	\$61,782

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

School Resource Officer

Index Tab	
Job Title:	1107 - School Resource Officer
Job Description:	A school resource officer is a law enforcement officer assigned to a K-12 school campus during the academic year and focuses on duties such as student safety and preventing juvenile delinquency.
Total Matches (A M B):	0 21 3
Exempt non-exempt:	2 24
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	8
Position Titles:	Patrol Officer/ Sro Police Sro School Resource Officer Sro Sro Corp. Sen. Cert. Sro First Class Adv. Cert. Sro First Class Inter. Cert. Sro Lieut. Adv. Cert. Sro Sgt. Inter. Cert. Sro Supervisor
Reports To:	Assistant Chief Police Captain Police Chief Police Sro Corporal Sergeant Sergeant/ServiceSro Sro Corporal Sro Lieut. Sro Sgt. Sro Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$40,248	\$44,320	\$54,171	\$54,644	\$63,079	\$68,010
Actual Incentive Paid Dollar Last Year	0						
Education Pay	12	\$600	\$606	\$1,169	\$900	\$1,639	\$1,718
EMT Pay	0						
Holiday Pay	19	\$1,857	\$2,400	\$2,665	\$2,618	\$2,939	\$3,436
Longevity Pay	8	\$390	\$390	\$970	\$484	\$1,400	\$2,545
Other Pay	12	\$300	\$520	\$1,315	\$600	\$1,500	\$3,388

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Springdale	87176	Full	\$68,010	\$50,745	\$68,010	\$72,946
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Sherwood	32731	Full	\$57,200	\$45,760	\$57,200	\$68,640
Paragould	29537	Full	\$55,309	\$44,247	\$55,309	\$66,371
Paragould	29537	Full	\$55,308	\$44,246	\$55,308	\$66,370
Paragould	29537	Full	\$46,929	\$37,543	\$46,929	\$56,315
Paragould	29537	Full	\$39,344	\$31,475	\$39,344	\$47,213
Van Buren	23218	Full	\$37,131	\$29,705	\$37,131	\$44,557
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Centerton	17792	Full	\$63,793	\$51,034	\$63,793	\$76,552

School Resource Officer

Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Mountain Home	12825	Full	\$63,270	\$44,466	\$55,343	\$63,270
Mountain Home	12825	Full	\$58,182	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$53,290	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$54,644	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$52,875	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$53,771	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$54,644	\$38,613	\$49,337	\$54,644

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.25	\$54,171	\$42,454	\$52,602	\$59,112
45,000+	6	\$67,190	\$50,745	\$67,190	\$72,946
20,000 - 49,999	2.33	\$47,616	\$38,092	\$47,616	\$57,139
10,000 - 19,999	3.25	\$51,692	\$40,976	\$48,554	\$53,790

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

Index Tab	
Job Title:	1108 - Police Officer
Job Description:	Provides various police department duties including vehicle police patrol, investigations, traffic control and speed limit enforcement and other related law enforcement activities; law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position; requires an Associate
Total Matches (A M B):	11 1080 25
Exempt non-exempt:	35 1186
Bonus Eligible (Y N):	11 11
Full Part Time:	11 30
Number of Organizations Reporting:	20
Position Titles:	Building Security Court Liaison Dectective Detective K-9 Officer Master Police Officer Officer First Class Officer/Corporal Patrol First Class Patrol Officer Patrol Officer-01 Patrol Officer-02 Patrol Officer-03 Patrol Officer-04 Patrol Officer-05 Patrol Officer-06 Patrol Officer-07 Patrol Officer-08 Patrol Officer-09 Patrol Officer-10 Patrol Officer-11 Patrol Officer-12 Patrol Officer-13 Patrol Officer-14 Patrol Officer-15 Patrol Officer-16 Patrol Officer-17 Patrol Officer-18 Patrol Officer-19 Patrol Officer-20 Patrol Officer-21 Patrol Officer-22 Patrol Officer-23 Patrol Officer-24 Patrol Officer-25 Patrol Officer-26 Patrol Officer-27 Patrol Officer-28 Patrol Officer-29 Patrol Officer-30 Patrol Officer-31 Patrol Officer-32 Patrol Officer-33 Patrol Officer-34 Patrol Officer-35
Reports To:	Ccrt Lt. Chief Of Police Cid Sgt. Csu Sgt. Lieutenant Nacotics Sgt. Narcotics Sgt. Patrol Corporal Patrol Sgt. Police Chief Police Patrol Corporal Police Sergeant Sergeant Sergeant/Building Security Sergeant/Buildingsecurity Sergeant/Patrol Sro Sgt. Traffic Lt. Training Sgt. Warrants Lt.
Comments:	Certified New Hire: \$17.00 Per Hour Certified W/ 1 Yr Of Service: \$18.00 Corporal Non Certified New Hire: \$16.00 Per Hour Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1255	\$45,473	\$51,417	\$60,016	\$58,011	\$70,390	\$76,960
Actual Incentive Paid Dollar Last Year	0						
Education Pay	170	\$432	\$900	\$1,427	\$1,500	\$1,728	\$2,520
EMT Pay	0						
Holiday Pay	391	\$12	\$939	\$2,047	\$2,511	\$2,990	\$3,346
Longevity Pay	153	\$140	\$281	\$1,173	\$700	\$1,800	\$3,000
Other Pay	128	\$300	\$500	\$1,739	\$1,000	\$1,500	\$2,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$71,510	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$71,510	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038
Little Rock	202591	Full	\$80,038	\$52,520	\$66,279	\$80,038

Police Officer

Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$55,680	\$50,745	\$55,680	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$68,010	\$50,745	\$68,010	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$50,745	\$50,745	\$50,745	\$72,946
Springdale	87176	Full	\$55,680	\$50,745	\$55,680	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$55,680	\$50,745	\$55,680	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Springdale	87176	Full	\$55,680	\$50,745	\$55,680	\$72,946
Springdale	87176	Full	\$72,946	\$50,745	\$72,946	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Rogers	69908	Full	\$80,294	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$82,644	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$79,293	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$75,572	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$66,542	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$66,324	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$66,411	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$65,258	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,822	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,517	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,865	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$64,366	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$64,344	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,974	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,472	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,517	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,517	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$64,279	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,735	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$64,322	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,822	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,735	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$63,234	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$62,668	\$61,417	\$68,241	\$85,301
Rogers	69908	Full	\$58,817	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$58,382	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$60,166	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$59,709	\$57,227	\$63,586	\$79,482
Rogers	69908	Full	\$60,775	\$57,227	\$63,586	\$79,482

Police Officer

Bella Vista	30104	Full	\$53,581	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$50,357	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$60,424	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$50,669	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$52,562	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$50,357	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$53,040	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$48,880	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$55,952	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$51,667	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$52,957	\$45,304	\$56,631	\$67,957
Paragould	29537	Full	\$55,308	\$44,246	\$55,308	\$66,370
Paragould	29537	Full	\$41,493	\$33,194	\$41,493	\$49,792
Paragould	29537	Full	\$55,308	\$44,246	\$55,308	\$66,370
Paragould	29537	Full	\$49,801	\$39,841	\$49,801	\$59,761
Paragould	29537	Full	\$46,519	\$37,215	\$46,519	\$55,823
Paragould	29537	Full	\$41,546	\$33,237	\$41,546	\$49,855
Paragould	29537	Full	\$43,959	\$35,167	\$43,959	\$52,751
Paragould	29537	Full	\$46,929	\$37,543	\$46,929	\$56,315
Paragould	29537	Full	\$41,083	\$32,866	\$41,083	\$49,300
Paragould	29537	Full	\$41,928	\$33,542	\$41,928	\$50,314
Paragould	29537	Full	\$39,099	\$31,279	\$39,099	\$46,919
Paragould	29537	Full	\$40,280	\$32,224	\$40,280	\$48,336
Paragould	29537	Full	\$39,728	\$31,782	\$39,728	\$47,674
Paragould	29537	Full	\$39,334	\$31,467	\$39,334	\$47,201
Paragould	29537	Full	\$39,334	\$31,467	\$39,334	\$47,201
Paragould	29537	Full	\$41,247	\$32,998	\$41,247	\$49,496
Paragould	29537	Full	\$39,334	\$31,467	\$39,334	\$47,201
Paragould	29537	Full	\$39,334	\$31,467	\$39,334	\$47,201
Paragould	29537	Full	\$39,334	\$31,467	\$39,334	\$47,201
Paragould	29537	Full	\$39,334	\$31,467	\$39,334	\$47,201
Paragould	29537	Full	\$38,563	\$30,850	\$38,563	\$46,276
Paragould	29537	Full	\$38,563	\$30,850	\$38,563	\$46,276
Paragould	29537	Full	\$38,563	\$30,850	\$38,563	\$46,276
Paragould	29537	Full	\$38,563	\$30,850	\$38,563	\$46,276
Paragould	29537	Full	\$39,099	\$31,279	\$39,099	\$46,919
Paragould	29537	Full	\$38,563	\$30,850	\$38,563	\$46,276
Jacksonville	29477	Full	\$49,920	\$39,936	\$49,920	\$59,904
Jacksonville	29477	Full	\$49,920	\$39,936	\$49,920	\$59,904
Jacksonville	29477	Full	\$47,999	\$38,399	\$47,999	\$57,599
Jacksonville	29477	Full	\$51,916	\$41,533	\$51,916	\$62,299
Jacksonville	29477	Full	\$47,999	\$38,399	\$47,999	\$57,599
Jacksonville	29477	Full	\$51,917	\$41,534	\$51,917	\$62,300
Jacksonville	29477	Full	\$51,917	\$41,534	\$51,917	\$62,300
Jacksonville	29477	Full	\$51,917	\$41,534	\$51,917	\$62,300
Jacksonville	29477	Full	\$47,999	\$38,399	\$47,999	\$57,599
Jacksonville	29477	Full	\$53,994	\$43,195	\$53,994	\$64,793
Jacksonville	29477	Full	\$51,917	\$41,534	\$51,917	\$62,300
Jacksonville	29477	Full	\$47,999	\$38,399	\$47,999	\$57,599
Jacksonville	29477	Full	\$49,920	\$39,936	\$49,920	\$59,904
Jacksonville	29477	Full	\$51,917	\$41,534	\$51,917	\$62,300

Police Officer

Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$51,257	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$56,575	\$45,473	\$56,575	\$64,121
Texarkana	29387	Full	\$45,473	\$45,473	\$56,575	\$64,121
Cabot	26569	Full	\$62,325	\$49,860	\$62,325	\$74,790
Cabot	26569	Full	\$48,995	\$39,196	\$48,995	\$58,794
Cabot	26569	Full	\$47,937	\$38,350	\$47,937	\$57,524
Cabot	26569	Full	\$47,608	\$38,086	\$47,608	\$57,130
Cabot	26569	Full	\$46,832	\$37,466	\$46,832	\$56,198
Cabot	26569	Full	\$46,773	\$37,418	\$46,773	\$56,128
Cabot	26569	Full	\$46,221	\$36,977	\$46,221	\$55,465
Cabot	26569	Full	\$45,351	\$36,281	\$45,351	\$54,421
Cabot	26569	Full	\$45,351	\$36,281	\$45,351	\$54,421
Cabot	26569	Full	\$45,351	\$36,281	\$45,351	\$54,421
Cabot	26569	Full	\$45,304	\$36,243	\$45,304	\$54,365
Cabot	26569	Full	\$44,798	\$35,838	\$44,798	\$53,758
Cabot	26569	Full	\$44,434	\$35,547	\$44,434	\$53,321
Cabot	26569	Full	\$43,435	\$34,748	\$43,435	\$52,122
Cabot	26569	Full	\$43,188	\$34,550	\$43,188	\$51,826
Cabot	26569	Full	\$43,164	\$34,531	\$43,164	\$51,797
Cabot	26569	Full	\$43,141	\$34,513	\$43,141	\$51,769
Cabot	26569	Full	\$43,164	\$34,531	\$43,164	\$51,797
Cabot	26569	Full	\$42,718	\$34,174	\$42,718	\$51,262
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Cabot	26569	Full	\$42,118	\$33,694	\$42,118	\$50,542
Van Buren	23218	Full	\$37,131	\$29,705	\$37,131	\$44,557
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$42,411	\$33,929	\$42,411	\$50,893
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506

Police Officer

Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$42,088	\$33,670	\$42,088	\$50,506
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$42,087	\$33,670	\$42,087	\$50,504
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$52,612	\$42,090	\$52,612	\$63,134
Maumelle	19251	Full	\$57,073	\$45,658	\$57,073	\$68,488
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$51,204	\$40,963	\$51,204	\$61,445
Maumelle	19251	Full	\$49,833	\$39,866	\$49,833	\$59,800
Centerton	17792	Full	\$47,840	\$38,272	\$47,840	\$57,408
Blytheville	13406	Full	\$51,245	\$40,996	\$51,245	\$61,494
Harrison	13069	Full	\$40,692	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$42,728	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$40,209	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$41,196	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$40,209	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$40,209	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$40,692	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$40,209	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$42,515	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$41,496	\$40,981	\$43,035	\$45,748

Police Officer

Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,284	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$38,012	\$38,012	\$40,248
Mountain Home	12825	Full	\$47,568	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,672	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$44,925	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$42,850	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$42,850	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$49,337	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$44,925	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,585	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$46,672	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,672	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,585	\$38,613	\$49,337	\$54,644

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	59.76	\$60,016	\$46,478	\$56,397	\$66,594
45,000+	133.57	\$63,822	\$51,680	\$62,562	\$74,069
20,000 - 49,999	36.71	\$49,941	\$29,426	\$36,724	\$43,261
10,000 - 19,999	10.5	\$44,628	\$38,825	\$45,156	\$50,837

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

Index Tab	
Job Title:	1109 - Police Property Room Supervisor
Job Description:	Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience
Total Matches (A M B):	1 10 1
Exempt non-exempt:	1 12
Bonus Eligible (Y N):	2 8
Full Part Time:	2 1
Number of Organizations Reporting:	12
Position Titles:	Cid Detective Evidence Technician Lead Evidence Tech Police Property Equipment Tech Police Property Room Supervisor Property And Evidence Custodian Property And Evidence Supervisor Property Room Supervisor Property/Evidence Tech Records Clerk - Bachelor Degree Sergeant Support Services Supervisor
Reports To:	Captain Cid Sergeant Lieutenant Police Chief Police Major Support Division Police Sergeant Sergeant Sergeant/Services Superintendent Support Services Police Sergeant
Comments:	Also Serves As Crime Scene Supervisor Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$38,378	\$43,368	\$48,545	\$43,639	\$55,725	\$60,680
Actual Incentive Paid Dollar Last Year	0						
Education Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$1,132	\$12	\$2,252	\$2,252
Longevity Pay	0						
Other Pay	1	\$35,937	\$35,937	\$35,937	\$35,937	\$35,937	\$35,937

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$56,409	\$41,311	\$52,465	\$63,619
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Springdale	87176	Full	\$43,639	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$43,639	\$38,790	\$48,488	\$58,185
Rogers	69908	Full	\$43,430	\$43,420	\$54,275	\$67,843
North Little Rock	64591	Full	\$55,725	\$44,580	\$55,725	\$66,870
Conway	64134	Full	\$45,423	\$36,338	\$45,423	\$45,423
Sherwood	32731	Full	\$60,680	\$52,013	\$61,192	\$73,431
Bella Vista	30104	Full	\$37,440	\$35,124	\$43,906	\$52,686
Paragould	29537	Full	\$47,593	\$38,074	\$47,593	\$57,112
Jacksonville	29477	Full	\$43,000	\$34,400	\$43,000	\$51,600
Texarkana	29387	Full	\$43,368	\$34,902	\$41,891	\$50,939
Blytheville	13406	Full	\$38,378	\$30,702	\$38,378	\$46,054

Police Property Room Supervisor

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.08	\$48,545	\$41,465	\$50,384	\$59,220
45,000+	1.17	\$51,518	\$44,832	\$54,148	\$62,577
20,000 - 49,999	1	\$46,416	\$38,903	\$47,516	\$57,154
10,000 - 19,999	1	\$38,378	\$30,702	\$38,378	\$46,054
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Crime Scene Supervisor

Index Tab	
Job Title:	1110 - Crime Scene Supervisor
Job Description:	Plans and directs the work activities of the Crime Scene Unit; provides supervision to Crime Scene Technicians and Latent Fingerprint Examiner; requires completion of two years of college course work in Criminal Justice, Criminology, Forensic Science, or a related area, two (2) years of experience in crime scene investigation or a related area, and one (1) year of supervisory/managerial experience.
Total Matches (A M B):	0 0 0
Exempt non-exempt:	1 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Prop Maintenance Supervisor
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$44,740	\$44,740	\$44,740	\$44,740	\$44,740	\$44,740
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hot Springs	37930	Full	\$44,740	\$43,680	\$52,000	\$64,480
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.5	\$44,740	\$43,680	\$52,000	\$64,480
45,000+					
20,000 - 49,999	0.5	\$44,740	\$43,680	\$52,000	\$64,480
10,000-19,999					

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

Crime Scene Specialist

Index Tab	
Job Title:	1111 - Crime Scene Specialist
Job Description:	Gathers physical evidence at crime scenes which will lead to the arrest and conviction of individuals responsible for the crimes; requires completion of two (2) years of college coursework in Criminal Justice, Criminology, Forensic Science, or a related area; one (1) year of experience in crime scene investigation or a related area; must obtain certification as a Professional Law Enforcement Instructor through State Minimum Standards within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A M B):	0 15 0
Exempt non-exempt:	0 21
Bonus Eligible (Y N):	0 18
Full Part Time:	0 0
Number of Organizations Reporting:	7
Position Titles:	Asst Sex Off Victim Serv Cid Technician Crime Analyst/Db Administrator Crime Scene Specialist I Crime Scene Specialist Ii Crime Scene Specialist Iii Crime Scene Specialist Iv Crime Scene Technician Criminal Intelligence Specialist Criminal Intelligence Technician Inv Asst Crime Spec I Officer/Corporal Property & Evidence Technician
Reports To:	Police Captain Police Chief Police Major Investigations Police Sergeant Sergeant
Comments:	Corporal Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$39,644	\$45,177	\$54,885	\$58,406	\$67,267	\$68,078
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$45,177	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$53,248	\$41,911	\$53,227	\$64,543
Little Rock	202591	Full	\$53,248	\$41,911	\$53,227	\$64,543
Little Rock	202591	Full	\$61,048	\$47,972	\$60,925	\$73,877
Little Rock	202591	Full	\$61,048	\$47,972	\$60,925	\$73,877
Little Rock	202591	Full	\$68,078	\$53,506	\$67,953	\$82,399
Little Rock	202591	Full	\$68,078	\$53,506	\$67,953	\$82,399
Little Rock	202591	Full	\$68,078	\$53,506	\$67,953	\$82,399
Little Rock	202591	Full	\$68,078	\$53,506	\$67,953	\$82,399
Little Rock	202591	Full	\$68,078	\$53,506	\$67,953	\$82,399
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Rogers	69908	Full	\$58,406	\$38,454	\$48,067	\$60,084
Conway	64134	Full	\$36,420	\$29,136	\$36,420	\$36,420

Crime Scene Specialist

Conway	64134	Full	\$38,563	\$30,850	\$38,563	\$38,563
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$59,009	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Maumelle	19251	Full	\$47,479	\$37,983	\$47,479	\$56,975

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3	\$54,885	\$44,576	\$55,313	\$66,241
45,000+	3.75	\$58,384	\$45,591	\$56,663	\$67,169
20,000 - 49,999	2.5	\$45,868	\$42,848	\$52,832	\$65,312
10,000 - 19,999	1	\$47,479	\$37,983	\$47,479	\$56,975

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

Communications Shift Supervisor

Index Tab	
Job Title:	1112 - Communications Shift Supervisor
Job Description:	Supervises the operations of an assigned shift in the Communications Center; provides supervision to 911 Dispatchers and 911 Call Takers; requires completion of high school; four (4) years of experience in public safety dispatching; one (1) year of supervisory/managerial experience.
Total Matches (A M B):	4 45 6
Exempt non-exempt:	8 51
Bonus Eligible (Y N):	18 46
Full Part Time:	18 0
Number of Organizations Reporting:	18
Position Titles:	911 Communications Coordinator 911 Shift Leader 911 Telecommunicator Supervisor Assistant Dispatch Manager Comm Center Supervisor Comm. Supv. Sgt. Communication Shift Supervisor Communications Corp. Communications Shift Supervisor Desk Sergeant Director Of 911 Dispatch Lead Dispatch Manager Dispatch Supervisor Dispatcher/Lead Dispatcher/Senior E-911 Deputy Director E-911 Director E-911 Shift Supervisor E-911 Training Coordinator Lead Dispatcher Lead Public Safety Dispatcher Lead Telecom L2 971 Lead Telecommunicator L1 Lead Telecommunicator L2 Lead Telecommunicator L4 Police 911 Dispatch Supervisor Senior Dispatcher Supervisor - Police Dispatch Telecommunicator Shift Supv. Telecommunicator Super Training Coordinator
Reports To:	Assistant Chief Assistant Police Chief Captain/Administration Chief Of Police Communications Sgt. Deputy Coordinator Director Of 911 Dispatch Manager Dispatch Office Manager Dispatch Supervisor Dispatcher/Senior E-911 Deputy Director E-911 Director Emergency Communications Operations Manager Lieutenant Mayor Police Chief Telecommunicator Supervisor Training Coordinator
Comments:	\$24.73/Hr; Only Budgeted For Half A Year Due To Dispatch Centralization. No Pay Grade/Min/Mid/Max Pay Structure In Place Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	61	\$44,200	\$50,013	\$55,618	\$53,223	\$62,275	\$70,886
Actual Incentive Paid Dollar Last Year	1	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$70,886	\$51,771	\$70,886	\$73,715
Little Rock	202591	Full	\$60,590	\$51,771	\$60,590	\$73,715
Little Rock	202591	Full	\$65,540	\$51,771	\$65,540	\$73,715
Little Rock	202591	Full	\$63,024	\$51,771	\$63,024	\$73,715
Little Rock	202591	Full	\$51,771	\$51,771	\$51,771	\$73,715
Fort Smith	89142	Full	\$50,107	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$50,835	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$50,835	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$50,107	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$50,107	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$76,260	\$58,103	\$72,628	\$87,154
Springdale	87176	Full	\$71,246	\$53,021	\$66,276	\$79,531
Springdale	87176	Full	\$62,141	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$63,735	\$50,988	\$63,735	\$76,482

Communications Shift Supervisor

Springdale	87176	Full	\$57,361	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$58,954	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$50,485	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Rogers	69908	Full	\$83,574	\$64,525	\$80,656	\$100,820
Rogers	69908	Full	\$61,297	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$61,711	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$58,599	\$54,593	\$68,241	\$85,301
North Little Rock	64591	Full	\$72,024	\$57,619	\$72,024	\$86,429
North Little Rock	64591	Full	\$64,223	\$51,378	\$64,223	\$77,068
North Little Rock	64591	Full	\$61,165	\$48,932	\$61,165	\$73,398
Conway	64134	Full	\$63,166	\$50,533	\$63,166	\$63,166
Conway	64134	Full	\$51,469	\$41,175	\$51,469	\$51,469
Conway	64134	Full	\$53,223	\$42,578	\$53,223	\$53,223
Conway	64134	Full	\$53,223	\$42,578	\$53,223	\$53,223
Conway	64134	Full	\$56,732	\$45,386	\$56,732	\$56,732
Conway	64134	Full	\$59,072	\$47,258	\$59,072	\$59,072
Bentonville	54164	Full	\$52,374	\$41,899	\$52,374	\$62,849
Bentonville	54164	Full	\$50,980	\$40,784	\$50,980	\$61,176
Hot Springs	37930	Full	\$55,452	\$47,840	\$52,000	\$54,080
Hot Springs	37930	Full	\$55,452	\$47,840	\$52,000	\$54,080
Hot Springs	37930	Full	\$57,200	\$52,000	\$54,080	\$56,160
Sherwood	32731	Full	\$66,267	\$52,013	\$61,192	\$73,431
Bella Vista	30104	Full	\$73,174	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$62,275	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$81,428	\$65,142	\$81,428	\$97,714
Paragould	29537	Full	\$58,656	\$46,925	\$58,656	\$70,387
Paragould	29537	Full	\$42,089	\$33,671	\$42,089	\$50,507
Paragould	29537	Full	\$45,288	\$36,230	\$45,288	\$54,346
Paragould	29537	Full	\$44,679	\$35,743	\$44,679	\$53,615
Paragould	29537	Full	\$40,965	\$32,772	\$40,965	\$49,158
Paragould	29537	Full	\$41,815	\$33,452	\$41,815	\$50,178
Jacksonville	29477	Full	\$69,999	\$55,999	\$69,999	\$83,999
Jacksonville	29477	Full	\$44,200	\$35,360	\$44,200	\$53,040
Jacksonville	29477	Full	\$44,200	\$35,360	\$44,200	\$53,040
Jacksonville	29477	Full	\$44,200	\$35,360	\$44,200	\$53,040
Cabot	26569	Full	\$50,013	\$40,010	\$50,013	\$60,016
Cabot	26569	Full	\$50,013	\$40,010	\$50,013	\$60,016
Maumelle	19251	Full	\$25,723	\$20,578	\$25,723	\$30,868
Maumelle	19251	Full	\$25,719	\$20,575	\$25,719	\$30,863
Blytheville	13406	Full	\$65,394	\$52,315	\$65,394	\$78,473
Harrison	13069	Full	\$46,550	\$46,550	\$46,550	\$46,550
Forrest City	13015	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$43,763	\$33,634	\$42,869	\$47,278

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.39	\$55,618	\$45,925	\$56,547	\$66,196
45,000+	5	\$58,939	\$49,646	\$61,722	\$72,391
20,000 - 49,999	3.17	\$54,072	\$43,072	\$52,243	\$61,357
10,000 - 19,999	1.4	\$43,211	\$35,068	\$42,352	\$48,358

Communications Shift Supervisor

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

Communications Dispatcher

Index Tab	
Job Title:	1113 - Communications Dispatcher
Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of experience in radio dispatching, including one (1) year of experience in the operation of computer equipment.
Total Matches (A M B):	0 57 0
Exempt non-exempt:	1 71
Bonus Eligible (Y N):	10 57
Full Part Time:	10 7
Number of Organizations Reporting:	10
Position Titles:	911 Dispatcher 911 Telecommunicator Ii Communications Dispatcher Communications Officer Dispatcher Dispatcher 1 Dispatcher 2 Dispatcher I E-911 Dispatcher Police Dispatcher Police Dispatcher - Trainee Police Dispatcher 1 - Trainee Police Dispatcher I Police Dispatcher Trainee Public Safety Dispatcher
Reports To:	911 Shift Leader Communications Corp. Communications Shift Supervisor Dispatch Lead E-911 Shift Supervisor Lead Public Safety Dispatcher Police Assistant Chief Police Chief
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	72	\$38,014	\$39,083	\$45,994	\$42,584	\$52,478	\$60,128
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$69,076	\$48,526	\$69,076	\$69,076
Little Rock	202591	Full	\$56,763	\$48,526	\$56,763	\$69,076
Little Rock	202591	Full	\$54,579	\$48,526	\$54,579	\$69,076
Little Rock	202591	Full	\$52,478	\$48,526	\$52,478	\$69,076
Little Rock	202591	Full	\$48,526	\$48,526	\$48,526	\$69,076
Rogers	69908	Full	\$60,122	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$59,622	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$55,226	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$54,008	\$40,937	\$51,171	\$63,964
North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154
North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154
North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154
North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154
North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154

Communications Dispatcher

North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154
North Little Rock	64591	Full	\$60,128	\$48,102	\$60,128	\$72,154
North Little Rock	64591	Full	\$57,264	\$45,811	\$57,264	\$68,717
North Little Rock	64591	Full	\$55,453	\$44,362	\$55,453	\$66,544
North Little Rock	64591	Full	\$54,537	\$43,630	\$54,537	\$65,444
North Little Rock	64591	Full	\$54,537	\$43,630	\$54,537	\$65,444
North Little Rock	64591	Full	\$51,941	\$41,553	\$51,941	\$62,329
North Little Rock	64591	Full	\$51,941	\$41,553	\$51,941	\$62,329
North Little Rock	64591	Full	\$49,467	\$39,574	\$49,467	\$59,360
North Little Rock	64591	Full	\$49,467	\$39,574	\$49,467	\$59,360
North Little Rock	64591	Full	\$47,112	\$37,690	\$47,112	\$56,534
North Little Rock	64591	Full	\$47,112	\$37,690	\$47,112	\$56,534
North Little Rock	64591	Full	\$47,112	\$37,690	\$47,112	\$56,534
North Little Rock	64591	Full	\$47,112	\$37,690	\$47,112	\$56,534
North Little Rock	64591	Full	\$47,112	\$37,690	\$47,112	\$56,534
North Little Rock	64591	Full	\$44,868	\$35,894	\$44,868	\$53,842
North Little Rock	64591	Full	\$44,868	\$35,894	\$44,868	\$53,842
Hot Springs	37930	Full	\$42,972	\$35,360	\$39,520	\$43,680
Hot Springs	37930	Full	\$42,972	\$35,360	\$39,520	\$43,680
Hot Springs	37930	Full	\$50,024	\$41,600	\$45,760	\$49,920
Hot Springs	37930	Full	\$47,153	\$41,600	\$45,760	\$49,920
Hot Springs	37930	Full	\$39,332	\$35,360	\$39,520	\$43,680
Hot Springs	37930	Full	\$35,838	\$33,280	\$35,360	\$35,360
Hot Springs	37930	Full	\$35,838	\$33,280	\$35,360	\$35,360
Hot Springs	37930	Full	\$35,838	\$33,280	\$35,360	\$35,360
Hot Springs	37930	Full	\$38,188	\$35,360	\$39,520	\$43,680
Hot Springs	37930	Full	\$38,188	\$35,360	\$39,520	\$43,680
Hot Springs	37930	Full	\$35,838	\$33,280	\$35,360	\$35,360
Sherwood	32731	Full				
Paragould	29537	Full	\$42,089	\$33,671	\$42,089	\$50,507
Paragould	29537	Full	\$39,342	\$31,474	\$39,342	\$47,210
Paragould	29537	Full	\$40,386	\$32,309	\$40,386	\$48,463
Paragould	29537	Full	\$42,124	\$33,699	\$42,124	\$50,549
Paragould	29537	Full	\$39,342	\$31,474	\$39,342	\$47,210
Paragould	29537	Full	\$38,535	\$30,828	\$38,535	\$46,242
Paragould	29537	Full	\$35,880	\$28,704	\$35,880	\$43,056
Paragould	29537	Full	\$42,584	\$34,067	\$42,584	\$51,101
Paragould	29537	Full	\$39,342	\$31,474	\$39,342	\$47,210
Paragould	29537	Full	\$39,377	\$31,502	\$39,377	\$47,252
Jacksonville	29477	Full	\$41,184	\$32,947	\$41,184	\$49,421
Jacksonville	29477	Full	\$41,184	\$32,947	\$41,184	\$49,421
Jacksonville	29477	Full	\$41,184	\$32,947	\$41,184	\$49,421
Jacksonville	29477	Full	\$41,184	\$32,947	\$41,184	\$49,421
Jacksonville	29477	Full	\$41,184	\$32,947	\$41,184	\$49,421
Jacksonville	29477	Full	\$41,184	\$32,947	\$41,184	\$49,421
Cabot	26569	Full	\$47,706	\$38,165	\$47,706	\$57,247
Cabot	26569	Full	\$38,645	\$30,916	\$38,645	\$46,374
Cabot	26569	Full	\$39,083	\$31,266	\$39,083	\$46,900
Cabot	26569	Full	\$38,014	\$30,411	\$38,014	\$45,617
Cabot	26569	Full	\$34,015	\$27,212	\$34,015	\$40,818
Cabot	26569	Full	\$38,014	\$30,411	\$38,014	\$45,617
Cabot	26569	Full	\$38,014	\$30,411	\$38,014	\$45,617
Cabot	26569	Full	\$38,014	\$30,411	\$38,014	\$45,617
Cabot	26569	Full	\$38,014	\$30,411	\$38,014	\$45,617
Cabot	26569	Full	\$38,597	\$30,878	\$38,597	\$46,316

Communications Dispatcher

Blytheville	13406	Full	\$33,495	\$26,796	\$33,495	\$40,194
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$41,142	\$32,198	\$41,142	\$44,949

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.2	\$45,994	\$37,318	\$45,536	\$53,916
45,000+	10.33	\$54,232	\$43,323	\$53,449	\$64,716
20,000 - 49,999	7.4	\$39,903	\$32,986	\$39,589	\$45,966
10,000 - 19,999	2	\$38,492	\$30,848	\$39,230	\$43,760

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.

Police Dispatch

Index Tab	
Job Title:	1114 - Police Dispatch
Job Description:	Handles emergency calls coming into the emergency response communications center and coordinates responses to meet the needs for each call. Works with various pieces of communications equipment including radios and computer consoles to ensure all calls for service are responded to by the appropriate personnel in a safe, prompt, and efficient manner; requires a high school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience.
Total Matches (A M B):	1 75 0
Exempt non-exempt:	0 58
Bonus Eligible (Y N):	19 58
Full Part Time:	19 1
Number of Organizations Reporting:	7
Position Titles:	Dispatcher Dispatcher I Dispatcher li - Associate Degree Dispatcher/Public Relations Dispatcher/Qc Lead Dispatcher Public Safety Dispatcher Telecommunicator I Telecommunicator I Basic Telecommunicator I Entry Telecommunicator I Int Telecommunicator I Inter Telecommunicator li Telecommunicator li L2 Telecommunicator li Lv 1 Telecommunicator li Lv 2 Telecommunicator li Lv 1 Telecommunicator li Lv1 Telecommunicator lii
Reports To:	Assistant Dispatch Manager Comm Center Supervisor Dispatch Supervisor Dispatcher/Senior Lead Dispatch Lead Telecommunicator 1, 2 Or 3 Police Chief
Comments:	\$15.46/Hr; Only Budgeted For Half A Year Due To Dispatch Centralization. \$15.93/Hr; Only Budgeted For Half A Year Due To Dispatch Centralization.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	76	\$37,432	\$40,941	\$42,994	\$43,992	\$47,777	\$51,729
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$50,485	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$50,485	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$56,604	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$61,605	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$44,195	\$42,856	\$53,570	\$64,284

Police Dispatch

Springdale	87176	Full	\$42,856	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$42,856	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$42,856	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$42,856	\$42,856	\$53,570	\$64,284
Conway	64134	Full	\$37,432	\$29,946	\$37,432	\$37,432
Conway	64134	Full	\$37,432	\$29,946	\$37,432	\$37,432
Conway	64134	Full	\$38,017	\$30,414	\$38,017	\$38,017
Conway	64134	Full	\$39,186	\$31,349	\$39,186	\$39,186
Conway	64134	Full	\$39,186	\$31,349	\$39,186	\$39,186
Conway	64134	Full	\$40,941	\$32,753	\$40,941	\$40,941
Conway	64134	Full	\$40,941	\$32,753	\$40,941	\$40,941
Conway	64134	Full	\$40,941	\$32,753	\$40,941	\$40,941
Conway	64134	Full	\$42,111	\$33,689	\$42,111	\$42,111
Conway	64134	Full	\$42,111	\$33,689	\$42,111	\$42,111
Bentonville	54164	Full	\$39,104	\$31,283	\$39,104	\$46,925
Bentonville	54164	Full	\$39,104	\$31,283	\$39,104	\$46,925
Bentonville	54164	Full	\$43,388	\$34,710	\$43,388	\$52,066
Bentonville	54164	Full	\$41,392	\$33,114	\$41,392	\$49,670
Bentonville	54164	Full	\$41,392	\$33,114	\$41,392	\$49,670
Bentonville	54164	Full	\$47,465	\$37,972	\$47,465	\$56,958
Bentonville	54164	Full	\$58,219	\$46,575	\$58,219	\$69,863
Bentonville	54164	Full	\$49,878	\$39,902	\$49,878	\$59,854
Bentonville	54164	Full	\$49,878	\$39,902	\$49,878	\$59,854
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Bentonville	54164	Full	\$47,777	\$38,222	\$47,777	\$57,332
Sherwood	32731	Full	\$49,442	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$52,416	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$46,842	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$41,642	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$55,162	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$41,642	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$41,642	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$44,242	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$41,642	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$46,862	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$57,928	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$44,242	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$41,642	\$44,251	\$52,060	\$62,472
Bella Vista	30104	Full	\$43,992	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$40,955	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$40,518	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$42,848	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$40,518	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$39,520	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$39,520	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$39,520	\$37,160	\$46,451	\$55,741
Bella Vista	30104	Full	\$44,761	\$39,197	\$48,995	\$58,794
Bella Vista	30104	Full	\$51,938	\$45,304	\$56,631	\$67,957

Police Dispatch

Bella Vista	30104	Full	\$51,729	\$45,304	\$56,631	\$67,957
Maumelle	19251	Full	\$16,562	\$13,250	\$16,562	\$19,874
Maumelle	19251	Full	\$16,079	\$12,863	\$16,079	\$19,295
Maumelle	19251	Full	\$16,562	\$13,250	\$16,562	\$19,874
Maumelle	19251	Full	\$16,562	\$13,250	\$16,562	\$19,874
Maumelle	19251	Full	\$16,078	\$12,862	\$16,078	\$19,294
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10.86	\$42,994	\$37,802	\$46,696	\$54,988
45,000+	15.33	\$45,073	\$38,700	\$48,375	\$56,318
20,000 - 49,999	12	\$45,049	\$41,765	\$50,444	\$60,532
10,000 - 19,999	3	\$18,841	\$15,072	\$18,841	\$22,609

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

Communications Call Taker

Index Tab	
Job Title:	1115 - Communications Call Taker
Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of general clerical experience.
Total Matches (A M B):	1 51 1
Exempt non-exempt:	0 66
Bonus Eligible (Y N):	1 53
Full Part Time:	1 0
Number of Organizations Reporting:	6
Position Titles:	911 Communications Deputy Coord 911 Communications Operator 911 Telecommunicator 911 Telecommunicator I Admin Assistant Iii E-911 Video Surveillance
Reports To:	Chief Of Police Communications Shift Supervisor E-911 Shift Supervisor Supervisor - Police Dispatch
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	66	\$33,218	\$37,419	\$39,827	\$39,811	\$41,412	\$43,076
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	13	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$43,076	\$39,811	\$43,076	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$41,412	\$39,811	\$41,412	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803

Communications Call Taker

Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Little Rock	202591	Full	\$39,811	\$39,811	\$39,811	\$44,803
Fort Smith	89142	Full	\$42,786	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,333	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,333	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$37,419	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,152	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$37,107	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,587	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,587	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,317	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,339	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$33,051	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,218	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,218	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Rogers	69908	Full	\$70,033	\$64,525	\$80,656	\$100,820
Rogers	69908	Full	\$44,303	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$43,345	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$43,345	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$43,345	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
Sherwood	32731	Full				
Paragould	29537	Full	\$35,526	\$28,421	\$35,526	\$42,631
Maumelle	19251	Full	\$46,096	\$36,877	\$46,096	\$55,315

Averages by Population Group

Communications Call Taker

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	11	\$39,827	\$37,415	\$42,291	\$49,592
45,000+	21.33	\$39,797	\$37,564	\$42,337	\$49,611
20,000 - 49,999	0.5	\$35,526	\$28,421	\$35,526	\$42,631
10,000 - 19,999	1	\$46,096	\$36,877	\$46,096	\$55,315
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Probation Officer - Senior

Index Tab	
Job Title:	1116 - Probation Officer - Senior
Job Description:	Supervises the Probation Division of Municipal Court and designs corrective action plans and programs for probationers; provides supervision to Probation Officers and Batterers Treatment Program Coordinator; requires completion of a Bachelor
Total Matches (A M B):	0 5 0
Exempt non-exempt:	0 5
Bonus Eligible (Y N):	0 4
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	911 Telecommunicator I Chief Probation Officer Probation Officer-Sr Probation Officer-Sr (Environmental) Probation Officer/Bailif
Reports To:	Court Administrator Judge
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	6	\$54,890	\$54,890	\$56,129	\$55,099	\$58,115	\$67,788
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,115	\$46,772	\$59,401	\$72,029
Little Rock	202591	Full	\$57,969	\$46,772	\$59,401	\$72,029
Little Rock	202591	Full	\$55,099	\$46,772	\$59,401	\$72,029
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205
North Little Rock	64591	Full	\$54,890	\$43,912	\$54,890	\$65,868
Sherwood	32731	Full				
Maumelle	19251	Full	\$67,788	\$54,230	\$67,788	\$81,346

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.2	\$56,129	\$45,738	\$57,641	\$69,918
45,000+	1.67	\$53,797	\$44,040	\$55,611	\$67,632
20,000 - 49,999	0				

Probation Officer - Senior

10,000 - 19,999	1	\$67,788	\$54,230	\$67,788	\$81,346
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Probation Officer

Index Tab	
Job Title:	1117 - Probation Officer
Job Description:	Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor
Total Matches (A M B):	2 22 0
Exempt non-exempt:	0 25
Bonus Eligible (Y N):	1 24
Full Part Time:	1 0
Number of Organizations Reporting:	10
Position Titles:	911 Telecommunicator I Baliff/Probation Officer Deputy Chief Probation Officer Inmate Supervisor Peer Recovery Specialist Probation Officer Transport Specialized Officer
Reports To:	Chief Of Police Court Clerk District Court Clerk Judge Police Chief Probation Officer-Sr
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$34,777	\$41,562	\$45,832	\$46,675	\$48,942	\$55,099
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,040	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$46,675	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$46,675	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$46,675	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$44,553	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$46,675	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$44,553	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$51,563	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$48,942	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$41,724	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$55,099	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$55,099	\$36,920	\$46,889	\$56,857
Springdale	87176	Full	\$61,235	\$40,823	\$51,029	\$61,235
Rogers	69908	Full	\$42,910	\$35,971	\$44,964	\$56,205

Probation Officer

North Little Rock	64591	Full	\$50,019	\$40,015	\$50,019	\$60,023
North Little Rock	64591	Full	\$47,048	\$37,638	\$47,048	\$56,458
North Little Rock	64591	Full	\$46,125	\$36,900	\$46,125	\$55,350
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Sherwood	32731	Full	\$46,758	\$37,406	\$46,758	\$56,110
Jacksonville	29477	Full	\$38,585	\$30,868	\$38,585	\$46,302
Jacksonville	29477	Full	\$41,562	\$33,250	\$41,562	\$49,874
Texarkana	29387	Full	\$54,121	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$47,944	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$40,435	\$30,388	\$36,400	\$44,241
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain Home	12825	Full	\$43,555	\$35,214	\$44,450	\$49,566

Averages by Population Group

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.8	\$45,832	\$35,654	\$45,043	\$54,626
45,000+	4.25	\$48,742	\$37,317	\$47,168	\$57,150
20,000 - 49,999	2.25	\$42,215	\$33,749	\$42,633	\$52,329
10,000 - 19,999	1	\$37,378	\$30,087	\$37,825	\$43,503

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

Public Works Director

Index Tab	
Job Title:	1200 - Public Works Director
Job Description:	Manages/directs the various departments within the Public Works division and is responsible for the strategic planning, organizing, directing and coordinating the various activities that impacts the administrative and professional decisions on a day to day basis; requires a Bachelor
Total Matches (A M B):	8 11 1
Exempt non-exempt:	21 4
Bonus Eligible (Y N):	6 4
Full Part Time:	6 0
Number of Organizations Reporting:	16
Position Titles:	Assistant Director Of Public Works Assistant Public Works Director Assistant Utilities Director Director Of Public Works Director Of Public Works / Engineer Director, Utilities Engineering Director Permits & Inspections Dr Public Works Director Pw Director Sanitation Director Solid Waste Director Street Director Utilities Director Utility Manager
Reports To:	City Administrator City Manager Commercial Manager Director Of Public Works Mayor Public Works Director
Comments:	Director Of Engineering At Transportation Department No Engineering In Job Description Public Works Includes: Pest Control, Solid Waste, Street, And ShopDepartments Sanitation/Landfill Services Only

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$66,713	\$80,000	\$92,942	\$88,587	\$105,060	\$116,120
Actual Incentive Paid Dollar Last Year	1	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$163,200	\$123,450	\$156,782	\$190,113
Fort Smith	89142	Full	\$121,338	\$95,971	\$119,953	\$143,936
Springdale	87176	Full	\$116,120	\$90,630	\$113,288	\$135,945
Conway	64134	Full	\$66,713	\$53,370	\$66,713	\$66,713
Conway	64134	Full	\$71,963	\$57,570	\$71,963	\$71,963
Conway	64134	Full	\$105,361	\$84,289	\$105,361	\$105,361
Conway	64134	Full	\$102,764	\$82,211	\$102,764	\$102,764
Hot Springs	37930	Full	\$90,833	\$74,880	\$93,600	\$114,400
Hot Springs	37930	Full	\$88,587	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$105,060	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$111,092	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full	\$97,314	\$90,073	\$116,493	\$127,162
Paragould	29537	Full	\$80,336	\$64,269	\$80,336	\$96,403
Jacksonville	29477	Full	\$102,999	\$82,399	\$102,999	\$123,599

Public Works Director

Jacksonville	29477	Full	\$71,378	\$57,102	\$71,378	\$85,654
Texarkana	29387	Full	\$115,336	\$70,740	\$93,496	\$122,553
Texarkana	29387	Full	\$85,779	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$78,074	\$62,459	\$78,074	\$93,689
Cabot	26569	Full	\$80,000	\$64,000	\$80,000	\$96,000
Maumelle	19251	Full	\$86,039	\$68,831	\$86,039	\$103,247
Centerton	17792	Full	\$94,797	\$75,838	\$94,797	\$113,756
Blytheville	13406	Full	\$54,640	\$43,712	\$54,640	\$65,568
Forrest City	13015	Full	\$65,520	\$52,416	\$65,520	\$78,624
Forrest City	13015	Full	\$83,033	\$66,426	\$83,033	\$99,640
Mountain Home	12825	Full	\$85,280	\$72,509	\$76,456	\$85,280

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.56	\$92,942	\$72,070	\$90,633	\$108,502
45,000+	1.75	\$106,780	\$83,927	\$105,261	\$116,685
20,000 - 49,999	1.71	\$92,232	\$69,544	\$89,043	\$112,471
10,000 - 19,999	1.2	\$78,218	\$63,289	\$76,748	\$91,019

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

Sanitation Superintendent

Index Tab	
Job Title:	1201 - Sanitation Superintendent
Job Description:	In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.
Total Matches (A M B):	0 6 1
Exempt non-exempt:	6 6
Bonus Eligible (Y N):	1 6
Full Part Time:	1 0
Number of Organizations Reporting:	8
Position Titles:	Chief Plant Maintenance Superintendent Commercial Field Superintendent Commercial Manager Director Of Sanitation Director, Solid Waste Residential Superintendent Sanitation Superintendent Sanitation Supervisor Sanitation Supervisor/Cdl/Ts Solid Waste Services Manager Special Services Superintendent
Reports To:	Assistant Director Of Public Works Commercial Manager Deputy City Administrator Director Of Public Works Mayor Plant Supervisor Public Works Director Residential Manager Solid Waste Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$50,398	\$52,915	\$68,467	\$58,667	\$66,539	\$99,960
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$99,960	\$78,020	\$99,086	\$120,151
Fort Smith	89142	Full	\$113,420	\$91,790	\$114,732	\$137,675
North Little Rock	64591	Full	\$93,050	\$74,440	\$93,050	\$111,660
Hot Springs	37930	Full	\$50,398	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$65,728	\$64,480	\$79,040	\$95,680
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Sherwood	32731	Full	\$66,539	\$56,498	\$66,468	\$73,762
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Jacksonville	29477	Full	\$58,667	\$46,934	\$58,667	\$70,400
Maumelle	19251	Full	\$66,222	\$52,978	\$66,222	\$79,466

Averages by Population Group

Sanitation Superintendent

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.5	\$68,467	\$58,834	\$72,459	\$87,421
45,000+	1	\$102,143	\$81,417	\$102,289	\$123,162
20,000 - 49,999	2	\$56,120	\$51,097	\$62,052	\$75,012
10,000 - 19,999	1	\$66,222	\$52,978	\$66,222	\$79,466
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Sanitation Supervisor

Index Tab	
Job Title:	1202 - Sanitation Supervisor
Job Description:	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A M B):	6 13 0
Exempt non-exempt:	12 13
Bonus Eligible (Y N):	1 13
Full Part Time:	1 0
Number of Organizations Reporting:	9
Position Titles:	Collections Manager Collections Manager 947 Comm. Collections Sup Compost Facility Operations Manager Crew Leader Customer Operations Coordinator Customer Operations Manager Landfill Operations Sup Landfill Ops Manager Manager - Commercial & Industrial Collections Manager - Landfill Services Manager - Residential Collections Recycling Ops Manager Recycling Ops Supervisor Resid Collections Sup Residential Manager Route Supervisor/Gargage Route Supervisor/Trash Safety Specialist Sanitation Foreman Sanitation Lead/Cdl/Ts Sanitation Supervisor Solid Waste Collection Superv Transfer Station Supervisor Weld Shop Supervisor - Sw
Reports To:	Commercial Manager Commerical Collections Manager Director Of Public Works Director Of Sanitation Director, Solid Waste Facilities Operations Manager Landfill Operations Manager Public Works Director Recycling Operations Manager Residential Collections Manager Sanitation Director Sanitation Superintendent Sanitation Supervisor Solid Waste Director Solid Waste Services Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$46,280	\$48,651	\$58,405	\$56,673	\$65,728	\$69,145
Actual Incentive Paid Dollar Last Year	1	\$415	\$415	\$415	\$415	\$415	\$415
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$86,700	\$61,366	\$77,935	\$94,504
Fort Smith	89142	Full	\$63,702	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$63,101	\$58,406	\$73,008	\$87,609
Fort Smith	89142	Full	\$65,882	\$58,406	\$73,008	\$87,609
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
North Little Rock	64591	Full	\$61,085	\$41,026	\$49,867	\$61,085
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Conway	64134	Full	\$69,145	\$55,316	\$69,145	\$69,145
Conway	64134	Full	\$69,145	\$55,316	\$69,145	\$69,145
Conway	64134	Full	\$69,145	\$55,316	\$69,145	\$69,145

Sanitation Supervisor

Conway	64134	Full	\$69,145	\$55,316	\$69,145	\$69,145
Hot Springs	37930	Full	\$59,009	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$52,083	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$65,728	\$64,480	\$79,040	\$95,680
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$48,651	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$47,840	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$47,725	\$38,180	\$47,725	\$57,270
Maumelle	19251	Full	\$41,612	\$33,290	\$41,612	\$49,934
Forrest City	13015	Full	\$46,280	\$37,024	\$46,280	\$55,536

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.78	\$58,405	\$48,815	\$60,531	\$68,663
45,000+	3.75	\$64,100	\$51,106	\$63,776	\$69,296
20,000 - 49,999	2.67	\$51,343	\$47,934	\$58,595	\$71,458
10,000 - 19,999	1	\$43,946	\$35,157	\$43,946	\$52,735

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

Sanitation Equipment Operator III

Index Tab	
Job Title:	1203 - Sanitation Equipment Operator III
Job Description:	Operates an automated sideloader refuse collection truck and/or knuckleboom truck in a safe and efficient manner to ensure the collection of solid waste materials on an assigned route; requires completion of grade school, one (1) year of experience in the operation of a heavy-duty transport vehicle, two (2) years of experience at the level of Solid Waste Equipment Operator, and one (1) year experience in the operation of automated refuse collection vehicles or knuckleboom trucks; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	11 121 0
Exempt non-exempt:	2 168
Bonus Eligible (Y N):	8 168
Full Part Time:	8 1
Number of Organizations Reporting:	11
Position Titles:	Caps Truck Driver Cardboard Truck Driver Cdl Driver Commercial Driver I Commercial Driver Ii Commercial Driver Iii Commercial Driver Iisant Commercial Driver Iv Commercial Driver V Commercial Front-Load Driver Commercial Frontload Truck Driver Commercial Helper/Driver Commercial Helper/Driver FI Commercial Roll Off Driver Commercial Roll-Off Driver Const Spec Gen Const Spec Int. Adv 933 Const Specialist Iv Constr. Specialist Gen Construction Spec Gen Equipment Operator - Commercial Collections Equipment Operator - Industrial Collections Equipment Operator - Residential Collections Equipment Operator Iii Equipment Operator Iv Relief Truck Driver Relief Truck Driver Class A Relief Truck Driver/Class A Sanitation Driver Sanitation Driver #1
Reports To:	Assistant Solid Waste Collection Supervisor Asst. Street Superintendent Collections Or Recycling Operation Supervisor Or Manager Commercial Manager Landfill Operations Or Recycling Operations Supervisor Or Manager Landfill Operations Supervisor Or Manager Manager - Commercial & Industrial Collections Manager - Residential Collections Public Works Director Residential Manager Residential Or Commerical Collections Supervisor Or Manager Route Supervisor Sanitation Lead Sanitation Lead/Cdl/Ts Sanitation Superintendent Sanitation Supervisor Solid Waste Foreman Street Foreman Street Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	170	\$37,752	\$39,561	\$43,603	\$42,848	\$47,132	\$51,966
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$51,105	\$37,148	\$51,105	\$52,145
Little Rock	202591	Full	\$51,230	\$37,148	\$51,230	\$52,145
Little Rock	202591	Full	\$52,145	\$37,148	\$52,145	\$52,145
Little Rock	202591	Full	\$52,145	\$37,148	\$52,145	\$52,145
Little Rock	202591	Full	\$50,315	\$37,148	\$50,315	\$52,145
Little Rock	202591	Full	\$51,230	\$37,148	\$51,230	\$52,145
Little Rock	202591	Full	\$52,145	\$37,148	\$52,145	\$52,145
Little Rock	202591	Full	\$52,145	\$37,148	\$52,145	\$52,145
Little Rock	202591	Full	\$42,868	\$37,148	\$42,868	\$52,145
Little Rock	202591	Full	\$46,862	\$37,148	\$46,862	\$52,145
Little Rock	202591	Full	\$51,230	\$37,148	\$51,230	\$52,145
Little Rock	202591	Full	\$46,030	\$37,148	\$46,030	\$52,145
Little Rock	202591	Full	\$48,547	\$37,148	\$48,547	\$52,145
Little Rock	202591	Full	\$46,862	\$37,148	\$46,862	\$52,145

Sanitation Equipment Operator III

Little Rock	202591	Full	\$42,099	\$37,148	\$42,099	\$52,145
Little Rock	202591	Full	\$46,030	\$37,148	\$46,030	\$52,145
Little Rock	202591	Full	\$44,428	\$37,148	\$44,428	\$52,145
Little Rock	202591	Full	\$46,862	\$37,148	\$46,862	\$52,145
Little Rock	202591	Full	\$45,219	\$37,148	\$45,219	\$52,145
Little Rock	202591	Full	\$43,638	\$37,148	\$43,638	\$52,145
Little Rock	202591	Full	\$45,219	\$37,148	\$45,219	\$52,145
Little Rock	202591	Full	\$44,428	\$37,148	\$44,428	\$52,145
Little Rock	202591	Full	\$45,219	\$37,148	\$45,219	\$52,145
Little Rock	202591	Full	\$46,030	\$37,148	\$46,030	\$52,145
Little Rock	202591	Full	\$44,428	\$37,148	\$44,428	\$52,145
Little Rock	202591	Full	\$44,428	\$37,148	\$44,428	\$52,145
Little Rock	202591	Full	\$43,638	\$37,148	\$43,638	\$52,145
Little Rock	202591	Full	\$44,428	\$37,148	\$44,428	\$52,145
Little Rock	202591	Full	\$49,420	\$37,148	\$49,420	\$52,145
Little Rock	202591	Full	\$46,862	\$37,148	\$46,862	\$52,145
Little Rock	202591	Full	\$42,099	\$37,148	\$42,099	\$52,145
Little Rock	202591	Full	\$43,638	\$37,148	\$43,638	\$52,145
Fort Smith	89142	Full	\$47,507	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$46,322	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$43,846	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$42,765	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$48,464	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,746	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,371	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,122	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,664	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,664	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,186	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$47,174	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$47,112	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,872	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,746	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,664	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,270	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,746	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,562	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,645	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966

Sanitation Equipment Operator III

North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$49,025	\$32,604	\$41,162	\$51,966
Conway	64134	Full	\$49,275	\$39,420	\$49,275	\$49,275
Conway	64134	Full	\$49,275	\$39,420	\$49,275	\$49,275
Conway	64134	Full	\$49,275	\$39,420	\$49,275	\$49,275
Conway	64134	Full	\$51,417	\$41,134	\$51,417	\$51,417
Conway	64134	Full	\$51,417	\$41,134	\$51,417	\$51,417
Conway	64134	Full	\$51,417	\$41,134	\$51,417	\$51,417
Conway	64134	Full	\$51,417	\$41,134	\$51,417	\$51,417
Conway	64134	Full	\$49,275	\$39,420	\$49,275	\$49,275
Conway	64134	Full	\$49,275	\$39,420	\$49,275	\$49,275
Conway	64134	Full	\$42,746	\$34,197	\$42,746	\$42,746
Conway	64134	Full	\$42,746	\$34,197	\$42,746	\$42,746
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$47,132	\$37,706	\$47,132	\$47,132
Conway	64134	Full	\$47,132	\$37,706	\$47,132	\$47,132
Conway	64134	Full	\$39,380	\$31,504	\$39,380	\$39,380
Conway	64134	Full	\$39,380	\$31,504	\$39,380	\$39,380
Conway	64134	Full	\$39,380	\$31,504	\$39,380	\$39,380
Conway	64134	Full	\$45,818	\$36,654	\$45,818	\$45,818
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$40,185	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,561	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080

Sanitation Equipment Operator III

Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$40,185	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$43,617	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$43,617	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Jacksonville	29477	Full	\$39,924	\$31,939	\$39,924	\$47,909
Maumelle	19251	Full	\$52,518	\$42,014	\$52,518	\$63,022
Maumelle	19251	Full	\$44,031	\$35,225	\$44,031	\$52,837
Maumelle	19251	Full	\$41,419	\$33,135	\$41,419	\$49,703
Maumelle	19251	Full	\$34,652	\$27,722	\$34,652	\$41,582
Blytheville	13406	Full	\$28,766	\$23,013	\$28,766	\$34,519
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$33,800	\$27,040	\$33,800	\$40,560

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	15.45	\$43,603	\$35,398	\$44,438	\$51,400
45,000+	28	\$45,162	\$35,522	\$44,596	\$49,827
20,000 - 49,999	12.25	\$41,084	\$36,046	\$45,275	\$56,079
10,000 - 19,999	3	\$37,918	\$30,335	\$37,918	\$45,502

Sanitation Equipment Operator III

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

Sanitation Equipment Operator II

Index Tab	
Job Title:	1204 - Sanitation Equipment Operator II
Job Description:	Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	0 37 0
Exempt non-exempt:	1 58
Bonus Eligible (Y N):	8 58
Full Part Time:	8 1
Number of Organizations Reporting:	8
Position Titles:	Relief San. Driver Relief Truck Driver/Class B Residential Driver Residential Driver - Earth Angel Residential Worker Sanitation Driver Sanitation Driver #2 Sanitation Equipment Operator Ii Sanitation Operator Sanitation Operator Ii Solid Waste Equipment Operator Ii Special Services Truck Driver Tractor Trailer Driver Truck Driver/Collector
Reports To:	Assistant Solid Waste Collection Supervisor Commercial Manager Public Works Director Residential Manager Route Supervisor Sanitation Superintendent Sanitation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	59	\$31,054	\$37,440	\$40,911	\$37,752	\$46,737	\$50,211
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$50,211	\$35,755	\$50,211	\$50,211
Little Rock	202591	Full	\$47,590	\$35,755	\$47,590	\$50,211
Little Rock	202591	Full	\$46,737	\$35,755	\$46,737	\$50,211
Little Rock	202591	Full	\$46,737	\$35,755	\$46,737	\$50,211
Little Rock	202591	Full	\$46,737	\$35,755	\$46,737	\$50,211
Little Rock	202591	Full	\$45,905	\$35,755	\$45,905	\$50,211
Little Rock	202591	Full	\$44,283	\$35,755	\$44,283	\$50,211
Little Rock	202591	Full	\$46,737	\$35,755	\$46,737	\$50,211
Little Rock	202591	Full	\$43,492	\$35,755	\$43,492	\$50,211
Little Rock	202591	Full	\$49,316	\$35,755	\$49,316	\$50,211
Little Rock	202591	Full	\$47,590	\$35,755	\$47,590	\$50,211
Little Rock	202591	Full	\$43,492	\$35,755	\$43,492	\$50,211
Little Rock	202591	Full	\$46,737	\$35,755	\$46,737	\$50,211
Little Rock	202591	Full	\$42,723	\$35,755	\$42,723	\$50,211

Sanitation Equipment Operator II

North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$46,250	\$32,604	\$41,162	\$51,966
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full	\$49,650	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$49,650	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$38,863	\$31,090	\$38,863	\$46,636
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Blytheville	13406	Full	\$29,640	\$23,712	\$29,640	\$35,568
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.38	\$40,911	\$32,970	\$42,166	\$50,168
45,000+	10	\$47,718	\$34,810	\$44,763	\$50,738
20,000 - 49,999	8.75	\$37,640	\$32,441	\$41,445	\$50,709
10,000 - 19,999	2	\$35,490	\$28,392	\$35,490	\$42,588

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

Sanitation Equipment Operator I

Index Tab	
Job Title:	1205 - Sanitation Equipment Operator I
Job Description:	Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	6 19 0
Exempt non-exempt:	1 24
Bonus Eligible (Y N):	3 24
Full Part Time:	3 0
Number of Organizations Reporting:	7
Position Titles:	Equipment Operator - Residential Collections Equipment Operator I Sanitation Equipment Operator I Sanitation Laborer W/Cdl Sanitation Operator Sanitation Operator I Solid Waste Equipment Oper I
Reports To:	Assistant Solid Waste Collection Supervisor Landfill Operations Or Recycling Operations Supervisor Or Manager Manager - Residential Collections Public Works Director Sanitation Superintendent Sanitation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$34,029	\$36,720	\$37,879	\$36,784	\$40,227	\$41,683
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$40,227	\$34,216	\$40,227	\$48,089
Little Rock	202591	Full	\$40,227	\$34,216	\$40,227	\$48,089
Little Rock	202591	Full	\$40,227	\$34,216	\$40,227	\$48,089
Little Rock	202591	Full	\$41,683	\$34,216	\$41,683	\$48,089
Little Rock	202591	Full	\$40,227	\$34,216	\$40,227	\$48,089
Little Rock	202591	Full	\$41,683	\$34,216	\$41,683	\$48,089
Little Rock	202591	Full	\$41,683	\$34,216	\$41,683	\$48,089
Little Rock	202591	Full	\$40,227	\$34,216	\$40,227	\$48,089
Little Rock	202591	Full	\$40,955	\$34,216	\$40,955	\$48,089
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$43,385
Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784

Sanitation Equipment Operator I

Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Sherwood	32731	Full	\$45,136	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$36,712	\$29,370	\$36,712	\$44,054
Jacksonville	29477	Full	\$36,712	\$29,370	\$36,712	\$44,054
Jacksonville	29477	Full	\$36,720	\$29,376	\$36,720	\$44,064
Jacksonville	29477	Full	\$36,712	\$29,370	\$36,712	\$44,054
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.57	\$37,879	\$31,227	\$38,200	\$43,684
45,000+	5.33	\$38,867	\$32,172	\$39,104	\$43,556
20,000 - 49,999	2.67	\$37,519	\$30,746	\$38,047	\$45,656
10,000 - 19,999	1	\$24,960	\$19,968	\$24,960	\$29,952

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

Sanitation Department Laborer

Index Tab	
Job Title:	1206 - Sanitation Department Laborer
Job Description:	Under the guidance of a Sanitation Supervisor, runs routes to remove waste from public locations in a safe manner and helps to maintain a clean city; requires a high school diploma or GED.
Total Matches (A M B):	33 80 0
Exempt non-exempt:	2 118
Bonus Eligible (Y N):	16 118
Full Part Time:	16 0
Number of Organizations Reporting:	12
Position Titles:	Collector I Collector I 918 Collector Ii Collector Iii Collector Iv Collector V Equipment Operator Equipment Operator - Commercial Collections Equipment Operator - Residential Collections Helper Laborer Laborer - Sanitation Litter Control Leader Maintenance Spec Iii Painter/Welder Fabricator Refuse Collector Sanitation Department Laborer Sanitation Laborer Sanitation Loader Slw Residential Helper Small Truck Garbage Collector Small Truck Garbage Collector/Driver Thrower Welder/Fabricator Welder/Machinist
Reports To:	Assistant Solid Waste Collection Supervisor Collections Or Recycling Operation Supervisor Or Manager Commercial Manager Fleet & Facilities Supervisor Manager - Commercial & Industrial Collections Manager - Residential Collections Public Works Director Residential Manager Route Supervisor Sanitation Lead/Cdl/Ts Sanitation Superintendent Sanitation Supervisor Solid Waste Foreman Street Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	120	\$30,576	\$32,926	\$35,409	\$34,278	\$38,730	\$41,298
Actual Incentive Paid Dollar Last Year	2	\$295	\$295	\$1,048	\$295	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$43,056	\$31,220	\$43,056	\$43,825
Little Rock	202591	Full	\$40,081	\$31,220	\$40,081	\$43,825
Little Rock	202591	Full	\$39,353	\$31,220	\$39,353	\$43,825
Little Rock	202591	Full	\$39,353	\$31,220	\$39,353	\$43,825
Little Rock	202591	Full	\$38,667	\$31,220	\$38,667	\$43,825
Little Rock	202591	Full	\$39,353	\$31,220	\$39,353	\$43,825
Little Rock	202591	Full	\$32,926	\$31,220	\$32,926	\$43,825
Little Rock	202591	Full	\$37,315	\$31,220	\$37,315	\$43,825
Little Rock	202591	Full	\$34,132	\$31,220	\$34,132	\$43,825
Little Rock	202591	Full	\$37,980	\$31,220	\$37,980	\$43,825
Little Rock	202591	Full	\$37,980	\$31,220	\$37,980	\$43,825
Little Rock	202591	Full	\$37,980	\$31,220	\$37,980	\$43,825
Little Rock	202591	Full	\$34,736	\$31,220	\$34,736	\$43,825
Little Rock	202591	Full	\$37,315	\$31,220	\$37,315	\$43,825

Sanitation Department Laborer

Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$36,420	\$29,136	\$36,420	\$36,420
Conway	64134	Full	\$40,705	\$32,564	\$40,705	\$40,705
Conway	64134	Full	\$40,705	\$32,564	\$40,705	\$40,705
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$40,705	\$32,564	\$40,705	\$40,705
Conway	64134	Full	\$36,801	\$29,441	\$36,801	\$36,801
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Sherwood	32731	Full	\$41,766	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$43,846	\$37,468	\$44,080	\$52,896
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Russellville	28940	Full	\$37,425	\$29,940	\$37,425	\$44,910
Russellville	28940	Full	\$41,261	\$33,009	\$41,261	\$49,513
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$30,823	\$24,658	\$30,823	\$36,988
Russellville	28940	Full	\$30,823	\$24,658	\$30,823	\$36,988
Maumelle	19251	Full	\$30,596	\$24,477	\$30,596	\$36,715
Maumelle	19251	Full	\$30,596	\$24,477	\$30,596	\$36,715
Maumelle	19251	Full	\$29,993	\$23,994	\$29,993	\$35,992
Maumelle	19251	Full	\$29,993	\$23,994	\$29,993	\$35,992
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448

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

Sanitation Department Laborer

Overall	10	\$35,409	\$28,958	\$35,157	\$41,260
45,000+	20.25	\$36,640	\$29,891	\$35,780	\$41,423
20,000 - 49,999	5	\$35,464	\$29,523	\$37,037	\$44,894
10,000 - 19,999	4.67	\$28,193	\$22,554	\$28,193	\$33,831
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Street Maintenance Superintendent

Index Tab	
Job Title:	1207 - Street Maintenance Superintendent
Job Description:	Directs the activities and overall operations of the Street Section of the Public Works Division; provides supervision to street supervisors and their personnel; requires a high school diploma or GED and four (4) years of experience in street repair and maintenance, or street construction; two (2) years of supervisory/managerial experience.
Total Matches (A M B):	2 13 3
Exempt non-exempt:	11 7
Bonus Eligible (Y N):	4 7
Full Part Time:	4 0
Number of Organizations Reporting:	16
Position Titles:	Assistant Pw Director Concrete Crew Leader Construction Ops Coordinator/Cdl Construction Superintendent Director, Street & Traffic Control Drainage And Street Supervisor Maintenance Manager Public Works Superintendent Street Department Director Street Department Manager Street Field Superintendent Street Maint Superintendent Street Maint Supervisor/Cdl Street Superintendent Street Superintendent Superintendent Superintendent Of Streets
Reports To:	Assistant Director Of Public Works Deputy City Administrator Director Of Public Works Job Supervisor Mayor Public Works Director Public Works Operations Manager Street Director Street Manager Street Operations Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$52,915	\$57,844	\$74,191	\$69,721	\$91,073	\$107,856
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$80,551	\$52,306	\$66,429	\$80,551
Fort Smith	89142	Full	\$107,856	\$91,790	\$114,732	\$137,675
Springdale	87176	Full	\$91,073	\$66,234	\$82,793	\$99,352
Rogers	69908	Full	\$121,097	\$94,320	\$117,900	\$147,374
North Little Rock	64591	Full	\$95,140	\$76,112	\$95,140	\$114,168
Conway	64134	Full	\$57,844	\$46,275	\$57,844	\$57,844
Conway	64134	Full	\$57,844	\$46,275	\$57,844	\$57,844
Conway	64134	Full	\$63,320	\$50,656	\$63,320	\$63,320
Bentonville	54164	Full	\$106,662	\$85,330	\$106,662	\$127,994
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Sherwood	32731	Full	\$73,237	\$56,498	\$66,468	\$73,762
Bella Vista	30104	Full	\$78,555	\$74,828	\$93,536	\$112,242
Paragould	29537	Full	\$53,102	\$42,482	\$53,102	\$63,722
Jacksonville	29477	Full	\$53,560	\$42,848	\$53,560	\$64,272

Street Maintenance Superintendent

Texarkana	29387	Full	\$69,721	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$77,761	\$62,209	\$77,761	\$93,313
Cabot	26569	Full	\$60,000	\$48,000	\$60,000	\$72,000
Maumelle	19251	Full	\$51,106	\$40,885	\$51,106	\$61,327
Maumelle	19251	Full	\$58,278	\$46,622	\$58,278	\$69,934

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.19	\$74,191	\$59,585	\$74,222	\$87,605
45,000+	1.29	\$86,821	\$67,700	\$84,740	\$98,458
20,000 - 49,999	1	\$64,856	\$54,414	\$67,271	\$80,888
10,000 - 19,999	2	\$54,692	\$43,754	\$54,692	\$65,630

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

Index Tab	
Job Title:	1208 - Street Supervisor
Job Description:	Assigns and supervises work crews and equipment operators in the course of street repair and construction; oversees the day-to-day performance of crews working in the maintenance of right-of-ways; completing hot mix overlays, chip seals, patching, and grass cutting; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A M B):	7 43 4
Exempt non-exempt:	8 63
Bonus Eligible (Y N):	12 63
Full Part Time:	12 0
Number of Organizations Reporting:	20
Position Titles:	Asphalt Foreman Asphalt Supervisor Assistant Director Assistant Superintendent Asst Street Superintendent Asst Superintendent Of Streets Asst. Street Superint Concrete Foreman Construction Foreman Construction Inspector Construction Special Adv Crew Leader Crew Leader - Street Crew Leader Pp Crew Supervisor Field Operations Technician Foreman Foreman Ii Foreman Ii-01 Foreman Iii-01 Maintenance Foreman Operator I Operator Ii Right Of Way Inspector Sign Supervisor Stormwater Manager Street Const. Foreman Street Foreman Street Foremand Street Lead Operator/Cdl Street Manager Street Supervisor Supervisor Supervisor - Street Construction Supervisor - Street Drainage Supervisor - Street Maintenance
Reports To:	Assistant Director Assistant Superintendent Construction Superintendent Crew Leader Director Of Public Works Director, Street & Traffic Control Drainage And Street Supervisor Job Supervisor Mayor Public Works Director Street Department Director Street Department Manager Street Maint Superintendent Street Maintenance Superintendent Street Manager Street Operations Director Street Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	76	\$40,976	\$45,890	\$53,129	\$52,644	\$57,387	\$68,848
Actual Incentive Paid Dollar Last Year	1	\$424	\$424	\$424	\$424	\$424	\$424
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$66,865	\$46,772	\$59,401	\$72,029
Fort Smith	89142	Full	\$68,848	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$68,848	\$45,884	\$57,366	\$68,848
Fort Smith	89142	Full	\$56,482	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$51,903	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$51,903	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$57,514	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$60,055	\$62,169	\$77,711	\$93,253
Rogers	69908	Full	\$56,284	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$71,718	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$54,600	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$88,420	\$69,490	\$86,863	\$108,579
North Little Rock	64591	Full	\$73,912	\$59,130	\$73,912	\$88,694
Conway	64134	Full	\$70,169	\$56,135	\$70,169	\$70,169

Street Supervisor

Conway	64134	Full	\$85,622	\$68,498	\$85,622	\$85,622
Conway	64134	Full	\$53,560	\$42,848	\$53,560	\$53,560
Conway	64134	Full	\$53,560	\$42,848	\$53,560	\$53,560
Conway	64134	Full	\$45,963	\$36,770	\$45,963	\$45,963
Conway	64134	Full	\$63,320	\$50,656	\$63,320	\$63,320
Conway	64134	Full	\$46,226	\$36,981	\$46,226	\$46,226
Bentonville	54164	Full	\$56,680	\$45,344	\$56,680	\$68,016
Bentonville	54164	Full	\$50,752	\$40,602	\$50,752	\$60,902
Bentonville	54164	Full	\$52,644	\$42,115	\$52,644	\$63,173
Bentonville	54164	Full	\$50,460	\$40,368	\$50,460	\$60,552
Bentonville	54164	Full	\$51,729	\$41,383	\$51,729	\$62,075
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$53,414	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$60,507	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$53,414	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$43,617	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$47,881	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$57,761	\$54,080	\$66,560	\$83,200
Hot Springs	37930	Full	\$64,708	\$64,480	\$79,040	\$95,680
Sherwood	32731	Full	\$47,840	\$52,013	\$61,192	\$73,431
Bella Vista	30104	Full	\$57,387	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$54,642	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$57,845	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$54,683	\$41,233	\$5,154	\$61,849
Bella Vista	30104	Full	\$41,350	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,646	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,938	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,646	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$38,293	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$41,350	\$33,089	\$41,360	\$49,632
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$74,880	\$74,828	\$93,536	\$112,242
Jacksonville	29477	Full	\$45,890	\$36,712	\$45,890	\$55,068
Texarkana	29387	Full	\$52,540	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$58,052	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$53,934	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$53,934	\$47,028	\$59,446	\$75,753
Russellville	28940	Full	\$53,725	\$42,980	\$53,725	\$64,470
Cabot	26569	Full	\$55,000	\$44,000	\$55,000	\$66,000
Van Buren	23218	Full	\$68,707	\$54,966	\$68,707	\$82,448
Maumelle	19251	Full	\$54,054	\$43,243	\$54,054	\$64,865
Blytheville	13406	Full	\$32,448	\$25,958	\$32,448	\$38,938
Harrison	13069	Full	\$53,040	\$53,040	\$53,040	\$53,040

Street Supervisor

Harrison	13069	Full	\$50,564	\$50,564	\$50,564	\$50,564
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Mountain Home	12825	Full	\$77,314	\$69,202	\$76,148	\$81,973
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$51,688	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.8	\$53,129	\$44,345	\$52,576	\$64,958
45,000+	3.57	\$60,321	\$48,281	\$60,390	\$69,707
20,000 - 49,999	5.13	\$49,138	\$42,391	\$48,497	\$64,464
10,000 - 19,999	2	\$51,506	\$42,513	\$49,765	\$55,108

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

Street Equipment Operator

Index Tab	
Job Title:	1209 - Street Equipment Operator
Job Description:	Operates various pieces of street equipment to assist in the construction, repair and maintenance of all City streets; operates equipment in a safe and efficient manner and ensure equipment is properly maintained; requires a high school diploma or GED and two (2) years of experience at the level of Street Department Laborer; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	22 134 16
Exempt non-exempt:	0 178
Bonus Eligible (Y N):	51 178
Full Part Time:	51 0
Number of Organizations Reporting:	19
Position Titles:	Concret Construction Crew Leader Concrete Finisher Const. Specialist Inter Construction Spec Int Construction Special Gen Construction Special Int Equip Op/Concrete Finisher Equipment Operator Equipment Operator - Sidewalk Construction Equipment Operator - Street Construction Equipment Operator - Street Drainage Equipment Operator - Street Maintenance Equipment Operator 4 Equipment Operator I-01 Equipment Operator I-02 Equipment Operator I-03 Equipment Operator I-04 Equipment Operator I-05 Equipment Operator I-06 Equipment Operator I-07 Equipment Operator I-08 Equipment Operator I-09 Equipment Operator I-10 Equipment Operator II-01 Equipment Operator IV Equipment Operator V Equipment Operator Drainage Equipment Operator
Reports To:	Assistant Public Works Director Asst. Street Superintendent Compost Crew Leader II Concrete Foreman Construction Foreman Crew Leader Director Of Public Works Drainage And Street Supervisor Foreman Grounds Maint Lead/Cdl Public Works Director Sign Supervisor Signs/Markings Technician Solid Waste Foreman Street Foreman Street Lead Operator/Cdl Street Maint Superintendent Street Maintenance Superintendent Street Manager Street Superintendent Supervisor - Street Construction Supervisor - Street Drainage Supervisor - Street Maintenance Urban Forester
Comments:	Grade Above Construction Specialist Gen No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	192	\$33,713	\$36,506	\$41,557	\$40,664	\$46,758	\$51,001
Actual Incentive Paid Dollar Last Year	2	\$23	\$23	\$122	\$23	\$221	\$221
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$52,145	\$37,148	\$52,145	\$52,145
Little Rock	202591	Full	\$47,694	\$37,148	\$47,694	\$52,145
Little Rock	202591	Full	\$51,230	\$37,148	\$51,230	\$52,145
Little Rock	202591	Full	\$51,230	\$37,148	\$51,230	\$52,145
Little Rock	202591	Full	\$47,694	\$37,148	\$47,694	\$52,145
Little Rock	202591	Full	\$45,219	\$37,148	\$45,219	\$52,145
Fort Smith	89142	Full	\$31,949	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$33,904	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$38,189	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$47,778	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$48,880	\$34,424	\$43,035	\$51,646

Street Equipment Operator

Fort Smith	89142	Full	\$39,707	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,477	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$41,850	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,894	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,734	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$46,758	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$39,707	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$40,976	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,664	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Springdale	87176	Full	\$42,501	\$36,757	\$45,947	\$55,135
Springdale	87176	Full	\$40,150	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$40,150	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$42,320	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$41,235	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$52,086	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$37,980	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$36,895	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$36,895	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$51,001	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$40,865	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$40,865	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$40,865	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$40,865	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$34,735	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$48,213	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$50,500	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$36,895	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$36,895	\$34,724	\$43,405	\$52,086
Rogers	69908	Full	\$53,248	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$43,742	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$42,785	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$43,264	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$42,307	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$43,264	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$41,579	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$40,851	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$50,752	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$48,006	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$48,006	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$47,673	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$48,006	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$48,006	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$48,006	\$43,420	\$54,275	\$67,843

Street Equipment Operator

Rogers	69908	Full	\$47,070	\$43,420	\$54,275	\$67,843
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$44,125	\$35,300	\$44,125	\$44,125
Conway	64134	Full	\$49,275	\$39,420	\$49,275	\$49,275
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$36,912	\$29,530	\$36,912	\$36,912
Conway	64134	Full	\$36,912	\$29,530	\$36,912	\$36,912
Conway	64134	Full	\$36,912	\$29,530	\$36,912	\$36,912
Bentonville	54164	Full	\$37,232	\$29,786	\$37,232	\$44,678
Bentonville	54164	Full	\$42,452	\$33,962	\$42,452	\$50,942
Bentonville	54164	Full	\$42,411	\$33,929	\$42,411	\$50,893
Bentonville	54164	Full	\$39,478	\$31,582	\$39,478	\$47,374
Bentonville	54164	Full	\$43,264	\$34,611	\$43,264	\$51,917
Bentonville	54164	Full	\$37,211	\$29,769	\$37,211	\$44,653
Bentonville	54164	Full	\$35,776	\$28,621	\$35,776	\$42,931
Bentonville	54164	Full	\$35,776	\$28,621	\$35,776	\$42,931
Bentonville	54164	Full	\$35,776	\$28,621	\$35,776	\$42,931
Bentonville	54164	Full	\$38,126	\$30,501	\$38,126	\$45,751
Bentonville	54164	Full	\$35,776	\$28,621	\$35,776	\$42,931
Bentonville	54164	Full	\$44,324	\$35,459	\$44,324	\$53,189
Bentonville	54164	Full	\$38,126	\$30,501	\$38,126	\$45,751
Bentonville	54164	Full	\$45,780	\$36,624	\$45,780	\$54,936
Hot Springs	37930	Full	\$32,614	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$43,430	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,086	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$42,764	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840

Street Equipment Operator

Sherwood	32731	Full	\$46,072	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$54,163	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$46,758	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$47,778	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$42,827	\$44,251	\$52,060	\$62,472
Bella Vista	30104	Full	\$47,778	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$47,778	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$47,778	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$46,072	\$39,197	\$48,995	\$58,791
Bella Vista	30104	Full	\$57,845	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$40,704	\$32,563	\$40,704	\$48,845
Jacksonville	29477	Full	\$37,641	\$30,113	\$37,641	\$45,169
Jacksonville	29477	Full	\$37,641	\$30,113	\$37,641	\$45,169
Jacksonville	29477	Full	\$37,652	\$30,122	\$37,652	\$45,182
Jacksonville	29477	Full	\$37,652	\$30,122	\$37,652	\$45,182
Jacksonville	29477	Full	\$37,652	\$30,122	\$37,652	\$45,182
Texarkana	29387	Full	\$36,400	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$30,388	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$31,720	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$33,030	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$30,388	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$30,388	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$30,388	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$30,388	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$35,672	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$31,720	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$39,296	\$31,437	\$39,296	\$47,155
Russellville	28940	Full	\$33,936	\$27,149	\$33,936	\$40,723
Russellville	28940	Full	\$32,310	\$25,848	\$32,310	\$38,772
Cabot	26569	Full	\$44,489	\$35,591	\$44,489	\$53,387
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Maumelle	19251	Full	\$36,506	\$29,205	\$36,506	\$43,807
Maumelle	19251	Full	\$32,801	\$26,241	\$32,801	\$39,361
Maumelle	19251	Full	\$31,283	\$25,026	\$31,283	\$37,540
Maumelle	19251	Full	\$44,321	\$35,457	\$44,321	\$53,185
Maumelle	19251	Full	\$48,807	\$39,046	\$48,807	\$58,568
Maumelle	19251	Full	\$40,372	\$32,298	\$40,372	\$48,446
Maumelle	19251	Full	\$34,486	\$27,589	\$34,486	\$41,383
Maumelle	19251	Full	\$33,800	\$27,040	\$33,800	\$40,560
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907

Street Equipment Operator

Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$50,564	\$50,564	\$50,564	\$50,564
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountain Home	12825	Full	\$47,882	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,556
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$47,882	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,556	\$35,214	\$44,450	\$49,566

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	10.11	\$41,557	\$34,494	\$42,768	\$51,066
45,000+	14.86	\$43,053	\$34,712	\$43,602	\$51,989
20,000 - 49,999	8.25	\$39,014	\$34,083	\$42,087	\$51,326
10,000 - 19,999	5.5	\$42,110	\$34,693	\$40,869	\$45,920

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.

Street Department Laborer

Index Tab	
Job Title:	1210 - Street Department Laborer
Job Description:	Responsible for mowing grass, making signs, cleaning streets, curbs and gutters, paint stripes on City Streets, repairing traffic signals, maintenance on City vehicles and equipment; and other related duties; requires a high school diploma or GED.
Total Matches (A M B):	1 90 14
Exempt non-exempt:	11 99
Bonus Eligible (Y N):	27 99
Full Part Time:	27 3
Number of Organizations Reporting:	12
Position Titles:	Concrete Finisher Concrete Worker Equipment Operator Helper Laborer Laborer - Drainage Laborer - Streets Laborer W/Cdl Stormwater Maintenance Technician Street Department Laborer Street Laborer Street Maintenance Worker Street Operator I Street Worker Traffic Clerk Urban Forester
Reports To:	Assistant Public Works Director Crew Leader Drainage And Street Supervisor Foreman Public Works Director Street Department Director Street Maint Superintendent Street Maintenance Superintendent Street Manager Street Superintendent
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	111	\$32,241	\$33,280	\$37,641	\$36,587	\$41,261	\$43,776
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$38,604	\$27,518	\$38,604	\$38,604
Little Rock	202591	Full	\$35,942	\$27,518	\$35,942	\$38,604
Little Rock	202591	Full	\$35,942	\$27,518	\$35,942	\$38,604
Little Rock	202591	Full	\$35,942	\$27,518	\$35,942	\$38,604
Little Rock	202591	Full	\$37,252	\$27,518	\$37,252	\$38,604
Little Rock	202591	Full	\$37,918	\$27,518	\$37,918	\$38,604
Little Rock	202591	Full	\$36,587	\$27,518	\$36,587	\$38,604
Little Rock	202591	Full	\$34,673	\$27,518	\$34,673	\$38,604
Little Rock	202591	Full	\$36,587	\$27,518	\$36,587	\$38,604
Little Rock	202591	Full	\$37,918	\$27,518	\$37,918	\$38,604
Little Rock	202591	Full	\$36,587	\$27,518	\$36,587	\$38,604
Little Rock	202591	Full	\$35,297	\$27,518	\$35,297	\$38,604
Little Rock	202591	Full	\$35,297	\$27,518	\$35,297	\$38,604
Little Rock	202591	Full	\$32,884	\$27,518	\$32,884	\$38,604

Street Department Laborer

Jacksonville	29477	Full	\$35,563	\$28,450	\$35,563	\$42,676
Russellville	28940	Full	\$41,261	\$33,009	\$41,261	\$49,513
Cabot	26569	Full	\$39,267	\$31,414	\$39,267	\$47,120
Cabot	26569	Full	\$32,118	\$25,694	\$32,118	\$38,542
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,118	\$25,694	\$32,118	\$38,542
Cabot	26569	Full	\$32,118	\$25,694	\$32,118	\$38,542
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Van Buren	23218	Full	\$35,877	\$28,702	\$35,877	\$43,052
Van Buren	23218	Full	\$36,621	\$29,297	\$36,621	\$43,945
Van Buren	23218	Full	\$51,968	\$41,574	\$51,968	\$62,362
Van Buren	23218	Full	\$50,375	\$40,300	\$50,375	\$60,450
Van Buren	23218	Full	\$48,230	\$38,584	\$48,230	\$57,876
Van Buren	23218	Full	\$39,459	\$31,567	\$39,459	\$47,351
Van Buren	23218	Full	\$40,620	\$32,496	\$40,620	\$48,744
Van Buren	23218	Full	\$42,845	\$34,276	\$42,845	\$51,414
Van Buren	23218	Full	\$34,768	\$27,814	\$34,768	\$41,722
Van Buren	23218	Full	\$39,556	\$31,645	\$39,556	\$47,467
Van Buren	23218	Full	\$32,241	\$25,793	\$32,241	\$38,689
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$42,682	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$43,555	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$42,786	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$37,794	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$34,549	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$34,549	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	9.25	\$37,641	\$29,563	\$37,458	\$43,465
45,000+	17.33	\$37,959	\$27,731	\$35,794	\$40,823
20,000 - 49,999	5.57	\$37,049	\$30,805	\$38,366	\$46,317
10,000 - 19,999	10	\$37,967	\$31,907	\$40,013	\$44,773

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

Solid Waste Recycling Coordinator

Index Tab	
Job Title:	1211 - Solid Waste Recycling Coordinator
Job Description:	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
Total Matches (A M B):	2 2 0
Exempt non-exempt:	2 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 0
Number of Organizations Reporting:	5
Position Titles:	Foreman Maint li Recycle/Graffiti Recycling Superintendent Special Project Manager
Reports To:	Director Of Public Works Public Works Director Sanitaiton Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$35,880	\$35,880	\$52,036	\$36,778	\$56,673	\$78,811
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Rogers	69908	Full	\$78,811	\$59,559	\$74,448	\$93,061
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Sherwood	32731	Full				
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.8	\$52,036	\$41,573	\$51,967	\$60,457
45,000+	1	\$57,421	\$45,863	\$57,329	\$66,257
20,000 - 49,999	0				
10,000 - 19,999	1	\$35,880	\$28,704	\$35,880	\$43,056

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

Solid Waste Recycling Operator/Collector

Index Tab	
Job Title:	1212 - Solid Waste Recycling Operator/Collector
Job Description:	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
Total Matches (A M B):	0 7 0
Exempt non-exempt:	1 14
Bonus Eligible (Y N):	3 14
Full Part Time:	3 0
Number of Organizations Reporting:	5
Position Titles:	Compost Crew Leader li Compost Operator Compost Operator I Container Delivery Driver Lead Operator - Recycling Leaf/Mulch Driver Maintenance Tech I-Recycle Recycling Foreman Recycling Operator Residential Worker/Leaf & Mulch Solid Waste Recycling Operator/Collector Wrrf Compost Tech li Wrrf Compost Tech lii
Reports To:	Compost Crew Leader li Facilities Operations Manager Public Works Director Residential Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$30,576	\$33,488	\$38,534	\$35,401	\$40,976	\$54,350
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Rogers	69908	Full	\$34,257	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$33,488	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$49,275	\$38,454	\$48,067	\$60,084
Bentonville	54164	Full	\$46,654	\$37,323	\$46,654	\$55,985
Bentonville	54164	Full	\$57,158	\$45,726	\$57,158	\$68,590
Bentonville	54164	Full	\$54,350	\$43,480	\$54,350	\$65,220
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080

Solid Waste Recycling Operator/Collector

Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.6	\$38,534	\$34,565	\$43,264	\$53,253
45,000+	3	\$45,864	\$38,660	\$48,325	\$59,088
20,000 - 49,999	5.5	\$35,770	\$33,658	\$42,167	\$52,189
10,000 - 19,999	1	\$24,960	\$19,968	\$24,960	\$29,952

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

Traffic Engineering Manager

Index Tab	
Job Title:	1214 - Traffic Engineering Manager
Job Description:	Manages the traffic engineering functions for the City; provides supervision to the Administrative Technician, Traffic Engineer II, Traffic Operations Supervisor, Traffic Systems Manager, and Traffic Technician III; requires completion of a Bachelor's degree in Traffic Engineering, Civil Engineering, or a related area; four (4) years of experience in traffic engineering management with a state or local government; two (2) years of supervisory experience, which includes the supervision of professional staff; must possess registration as a Professional Engineer (PE) before employment; must possess registration in the State of Arkansas as a Professional Engineer (PE) within one (1) year of employment; must maintain registration for the duration of employment in this position.
Total Matches (A M B):	0 2 0
Exempt non-exempt:	2 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	5
Position Titles:	Traffic Engineer Traffic Engineering Manager Traffic Services Manager
Reports To:	Assistant Director Of Public Works Engineering Director
Comments:	See Parks & Recreation Director

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$102,613	\$102,613	\$97,363	\$102,613	\$117,300	\$117,300
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$117,300	\$87,474	\$111,092	\$134,710
North Little Rock	64591	Full				
Conway	64134	Full	\$102,613	\$82,090	\$102,613	\$102,613
Hot Springs	37930	Full	\$72,176	\$64,480	\$79,040	\$95,680
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.6	\$97,363	\$78,015	\$97,582	\$111,001
45,000+	0.67	\$109,957	\$84,782	\$106,853	\$118,662
20,000 - 49,999	0.5	\$72,176	\$64,480	\$79,040	\$95,680
10,000-19,999					

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

Traffic Engineer II

Index Tab	
Job Title:	1215 - Traffic Engineer II
Job Description:	Plans and ensures implementation of a safe and efficient traffic control system for the City; provides supervision to Traffic Engineer I and Traffic Technicians I and II; requires completion of a Bachelor
Total Matches (A M B):	0 4 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	3
Position Titles:	Project Engineer Traffic Engineer li
Reports To:	Traffic Systems Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	4	\$84,281	\$84,281	\$92,991	\$89,250	\$95,222	\$103,209
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$89,250	\$63,291	\$80,379	\$97,467
Rogers	69908	Full	\$103,209	\$89,354	\$111,692	\$139,615
Rogers	69908	Full	\$84,281	\$89,354	\$111,692	\$139,615
Rogers	69908	Full	\$95,222	\$89,354	\$111,692	\$139,615
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.33	\$92,991	\$82,838	\$103,864	\$129,078
45,000+	2	\$92,991	\$82,838	\$103,864	\$129,078
20,000 - 49,999	0				
10,000-19,999					

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

Traffic Engineer I

Index Tab	
Job Title:	1216 - Traffic Engineer I
Job Description:	Plans and ensures implementation of a safe and efficient traffic control system for the City; requires completion of a Bachelor
Total Matches (A M B):	0 0 0
Exempt non-exempt:	0 1
Bonus Eligible (Y N):	0 1
Full Part Time:	0 0
Number of Organizations Reporting:	2
Position Titles:	Autocad Drafter
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$35,401	\$35,401	\$35,401	\$35,401	\$35,401	\$35,401
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Sherwood	32731	Full				

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.5	\$35,401	\$35,360	\$41,600	\$52,000
45,000+					
20,000 - 49,999	0.5	\$35,401	\$35,360	\$41,600	\$52,000
10,000-19,999					

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

Traffic Technician II

Index Tab	
Job Title:	1217 - Traffic Technician II
Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school; two (2) years of experience at the level of Traffic Technician I or a related area.
Total Matches (A M B):	1 3 0
Exempt non-exempt:	1 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	6
Position Titles:	Lead Traffic Technician Sidewalk/Traffic Coordinator Traffic Signal Technician II Traffic Technician Traffic Technician-01
Reports To:	Deputy Director, Street & Traffic Control Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$40,892	\$41,059	\$50,115	\$42,007	\$58,934	\$67,683
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$58,934	\$42,764	\$53,456	\$64,147
Bentonville	54164	Full	\$67,683	\$54,146	\$67,683	\$81,220
Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full				
Texarkana	29387	Full	\$41,059	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$42,007	\$33,606	\$42,007	\$50,408

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	0.83	\$50,115	\$40,572	\$50,159	\$60,991
45,000+	1	\$63,309	\$48,455	\$60,570	\$72,683
20,000 - 49,999	0.75	\$41,319	\$35,316	\$43,219	\$53,196
10,000-19,999					

Traffic Technician II

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

Traffic Technician I

Index Tab	
Job Title:	1218 - Traffic Technician I
Job Description:	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school.
Total Matches (A M B):	3 2 0
Exempt non-exempt:	0 9
Bonus Eligible (Y N):	2 9
Full Part Time:	2 0
Number of Organizations Reporting:	6
Position Titles:	Apprentice Traffic Technician Sign & Pavement Mark Tec Sign & Pavement Tech I Signs & Marking Technician Traffic Lights Supervisor Traffic Maint Comm Technician Traffic Technician Traffic Technician-02 *Renamed Equipment Op*
Reports To:	Lead Traffic Technician Public Works Director Traffic Signal Tech Iii
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$31,054	\$31,553	\$39,233	\$37,015	\$47,673	\$49,628
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Conway	64134	Full	\$37,015	\$29,612	\$37,015	\$37,015
Conway	64134	Full	\$37,015	\$29,612	\$37,015	\$37,015
Bentonville	54164	Full	\$47,673	\$38,138	\$47,673	\$57,208
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$50,689	\$43,680	\$52,000	\$64,480
Sherwood	32731	Full				
Texarkana	29387	Full	\$36,462	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$39,686	\$31,749	\$39,686	\$47,623

Averages by Population Group

Traffic Technician I

Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	1.67	\$39,233	\$34,081	\$42,376	\$50,228
45,000+	1.5	\$40,568	\$32,454	\$40,568	\$43,746
20,000 - 49,999	1.75	\$38,661	\$34,779	\$43,151	\$53,006
10,000-19,999					
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>					

Waste Water Manager

Index Tab	
Job Title:	1219 - Waste Water Manager
Job Description:	The incumbent operates the waste water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on waste water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
Total Matches (A M B):	3 12 1
Exempt non-exempt:	4 14
Bonus Eligible (Y N):	2 14
Full Part Time:	2 0
Number of Organizations Reporting:	8
Position Titles:	Assistant Director Lift Stations Manager Maintenance Supervisor Plant Supervisor Program Manager - Utility Sewer System Sewer Crew Leader Sewer Foreman Waste Water Manager Wastewater Collections Mgr Wastewater Lead Man Wastewater Manager Wastewater Supervisor Wastewater Systems Manager Wastewater Treatment Plant Supervisor Water And Sewer Operations Supervisor Water/Sewer Operations Manager Wrrf Manager
Reports To:	Assistant Director Chief Operations Officer/City Engineer City Engineer Deputy Director, Utility Systems Director Of Public Works Facilities Operations Manager Mayor Sewer Foreman Utility Manager Wastewater Systems Manager
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$48,089	\$55,702	\$65,252	\$62,400	\$75,296	\$90,677
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$66,768	\$66,768	\$83,449	\$100,131
Bentonville	54164	Full	\$97,884	\$78,307	\$97,884	\$117,461
Hot Springs	37930	Full	\$76,377	\$68,640	\$83,200	\$104,000
Hot Springs	37930	Full	\$75,296	\$54,080	\$66,560	\$83,200
Hot Springs	37930	Full	\$62,816	\$52,000	\$62,400	\$76,960
Sherwood	32731	Full	\$74,218	\$66,445	\$71,744	\$84,692
Blytheville	13406	Full	\$57,304	\$45,843	\$57,304	\$68,765
Harrison	13069	Full	\$48,089	\$48,089	\$48,089	\$48,089
Harrison	13069	Full	\$37,190	\$37,190	\$37,190	\$37,190
Harrison	13069	Full	\$53,040	\$53,040	\$53,040	\$53,040
Harrison	13069	Full	\$55,702	\$55,702	\$55,702	\$55,702
Harrison	13069	Full	\$90,677	\$90,677	\$90,677	\$90,677
Harrison	13069	Full	\$53,040	\$53,040	\$53,040	\$53,040
Harrison	13069	Full	\$74,595	\$74,595	\$74,595	\$74,595

Waste Water Manager

Forrest City	13015	Full	\$62,400	\$25,480	\$62,400	\$74,880
Mountain Home	12825	Full	\$78,520	\$69,202	\$76,148	\$81,973
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$58,684	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$56,930	\$42,349	\$52,707	\$60,258

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	2.38	\$65,252	\$56,113	\$64,818	\$72,904
45,000+	1	\$82,326	\$72,538	\$90,667	\$108,796
20,000 - 49,999	2	\$72,177	\$60,291	\$70,976	\$87,213
10,000 - 19,999	3.25	\$60,495	\$52,300	\$58,947	\$62,979

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

Water / Waste Water Operator

Index Tab	
Job Title:	1220 - Water / Waste Water Operator
Job Description:	Performs work necessary to operate water/wastewater treatment plants, lift stations and water wells. Duties include checking to make sure pumps are working properly, loading chemicals, greasing equipment, packing pumps and adjusting controls. Performs minor maintenance repairs and preventive maintenance on equipment and systems. Works within established safety policies and procedures and monitors and maintains a safe working environment.
Total Matches (A M B):	5 77 1
Exempt non-exempt:	1 123
Bonus Eligible (Y N):	9 123
Full Part Time:	9 0
Number of Organizations Reporting:	8
Position Titles:	Apprentice Operator Chief Operator - Lake Fort Smith Chief Operator - Lee Creek Chief Operator - Massard Chief Operator - P Street Collections Foreman Collections Operator Lab Tech Lift Stations Inspector Maintenance Controller Maintenance Operator Maintenance Supervisor Maintenance Tech Maintenance Technician Part Time Water Plant Operator I-iv - Lake Fort Smith Plant Operator Plant Operator Trainee Pre-Treatment Assistant Pre-Treatment Coordinator Preventative Maint Coordinator Preventative Maintenance Coordinator Sewer Operator I Sewer Operator II Sr. Equipment Operator Temporary Wastewater Plant Operator I-iv - Massard Utilities Maintenance Controller Wastewater Collection Crew Leader I Wastewater Collection Crew Leader II Assistant Director Chief Plant Operator Collection Foreman Collections Supervisor Commercial Manager Facilities Operations Manager Fleet Services Director Lab Supervisor Plant Supervisor Pre-Treatment Coordinator Preventative Maint Coordinator Sewer Crew Leader Supervisor - Lake Fort Smith Water Plant Supervisor - Lee Creek Water Plant Supervisor - Massard Wastewater Plant Supervisor - P Street Wastewater Plant Utilities Director Utility Field Supervisor Waste Water Manager Wastewater Manager Wastewater Supervisor Wastewater Systems Manager Water Facilities Operations Mgr Water Foreman
Reports To:	Director Lab Supervisor Plant Supervisor Pre-Treatment Coordinator Preventative Maint Coordinator Sewer Crew Leader Supervisor - Lake Fort Smith Water Plant Supervisor - Lee Creek Water Plant Supervisor - Massard Wastewater Plant Supervisor - P Street Wastewater Plant Utilities Director Utility Field Supervisor Waste Water Manager Wastewater Manager Wastewater Supervisor Wastewater Systems Manager Water Facilities Operations Mgr Water Foreman
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	130	\$30,576	\$32,115	\$40,042	\$37,440	\$47,153	\$52,208
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$54,122	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$45,053	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$44,658	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$43,326	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$38,376	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$40,206	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,171	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$37,648	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$37,003	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,171	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$33,966	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$34,216	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$53,165	\$38,584	\$48,235	\$57,886

Water / Waste Water Operator

Fort Smith	89142	Full	\$52,832	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$40,768	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$45,032	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$44,949	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,861	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$39,541	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$31,990	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$31,782	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,638	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,415	\$48,505
Fort Smith	89142	Full	\$56,950	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$49,858	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$42,120	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$42,286	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$29,848	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$52,208	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$13,541	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$38,376	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$38,563	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$38,189	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$38,563	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$30,243	\$30,243	\$37,814	\$45,385
Bentonville	54164	Full	\$41,932	\$33,546	\$41,932	\$50,318
Bentonville	54164	Full	\$46,737	\$37,390	\$46,737	\$56,084
Bentonville	54164	Full	\$46,072	\$36,858	\$46,072	\$55,286
Bentonville	54164	Full	\$54,163	\$43,330	\$54,163	\$64,996
Bentonville	54164	Full	\$61,817	\$49,454	\$61,817	\$74,180
Bentonville	54164	Full	\$52,832	\$42,266	\$52,832	\$63,398
Hot Springs	37930	Full	\$50,689	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$33,051	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$44,740	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$32,614	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$32,032	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$37,668	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920

Water / Waste Water Operator

Hot Springs	37930	Full	\$32,614	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$33,716	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$42,848	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$58,323	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$42,848	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$60,174	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$66,081	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$47,881	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$47,881	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$47,153	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,764	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,561	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$49,982	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$36,524	\$35,360	\$41,600	\$52,000
Sherwood	32731	Full	\$37,440	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$52,060	\$44,251	\$52,060	\$62,472
Sherwood	32731	Full	\$49,483	\$41,529	\$55,917	\$67,100
Sherwood	32731	Full	\$51,522	\$44,251	\$52,060	\$62,472
Blytheville	13406	Full	\$48,942	\$39,154	\$48,942	\$58,730
Harrison	13069	Full	\$37,190	\$37,190	\$37,190	\$37,190
Harrison	13069	Full	\$37,190	\$37,190	\$37,190	\$37,190
Harrison	13069	Full	\$49,358	\$49,358	\$49,358	\$49,358
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$35,464	\$35,464	\$35,464	\$35,464
Harrison	13069	Full	\$47,112	\$47,112	\$47,112	\$47,112
Harrison	13069	Full	\$35,464	\$35,464	\$35,464	\$35,464
Harrison	13069	Full	\$35,464	\$35,464	\$35,464	\$35,464
Forrest City	13015	Full	\$37,440	\$25,480	\$37,440	\$44,928
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Forrest City	13015	Full	\$32,240	\$25,480	\$32,240	\$38,688
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$35,485	\$33,634	\$42,869	\$47,278

Water / Waste Water Operator

Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$35,315	\$33,634	\$42,869	\$47,278
Mountain Home	12825	Full	\$47,278	\$33,634	\$42,869	\$47,278
Mountain Home	12825	Full	\$35,315	\$33,634	\$42,869	\$47,278

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	16.25	\$40,042	\$35,081	\$43,212	\$51,595
45,000+	26.5	\$39,148	\$34,906	\$43,638	\$52,371
20,000 - 49,999	25.5	\$38,656	\$34,536	\$42,782	\$53,075
10,000 - 19,999	6.5	\$44,586	\$36,510	\$43,186	\$47,112

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

Utility Construction

Index Tab	
Job Title:	1221 - Utility Construction
Job Description:	This is a position consisting of a heavy labor and mechanical nature involving the maintenance of the City water distribution system, the City wastewater collection system and related facilities as well as the fields of street maintenance, repair, construction and related activities. Repair and replace damaged water and sewer mains and related components. Installation, repair, and maintenance of water meters and fire hydrants. Tapping of water mains and installation of new water service connections. Maintain records of all work performed, in both written and computerized form. Set up and remove traffic control devices such as cones, flares, barriers, flashers, flags, etc. May be required to direct traffic. Operate heavy equipment: back hoe, track hoe, dump truck etc. Class "B" Commercial Driver's License. Must
Total Matches (A M B):	10 94 2
Exempt non-exempt:	0 123
Bonus Eligible (Y N):	10 123
Full Part Time:	10 0
Number of Organizations Reporting:	5
Position Titles:	Ami Technician Ami Technician I Ami Technician II Chief Plant Operator Distribution Crewman Distribution Foreman Distribution Operator Equipment Operator Equipment Operator - Sewer Assessment * Equipment Operator - Sewer Line Maintenance * Equipment Operator - Sewer Repair * Equipment Operator - Sso Response * Equipment Operator - Water Line Maintenance * Equipment Operator - Water Quality * Foreperson - Meter Maintenance * Foreperson - Water Line Maintenance (2) * Foreperson - Water Quality * Instrumentation Technician Irrigation Technician Lab Technician Laborer Laborer W/Cdl Laborer Vector Truck Leadperson - Meter Maintenance * Leadperson - Sewer Assessment * Leadperson - Sewer Repair * Leadperson - Utility
Reports To:	Distribution Supervisor Facilities Operations Manager Foreman Lab Supervisor Manager Office Manager Plant Supervisor Supervisor - Meter Maintenance Supervisor - Sewer Assessment Supervisor - Sewer Line Maintenance Supervisor - Sewer Line Repair Supervisor - Sso Response Supervisor - Water Line Maintenance (1) Supervisor - Water Line Maintenance (2) Supervisor - Water Line Maintenance (3) Supervisor - Water Quality Utilities Director Wastewater Systems Manager Water Facilities Operations Mgr
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	123	\$31,699	\$34,029	\$39,174	\$38,730	\$41,891	\$47,882
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$40,664	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$49,920	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$40,622	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,706	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,963	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$33,446	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$35,110	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646

Utility Construction

Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$47,466	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$33,322	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$40,706	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$40,664	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$43,285	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$43,285	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,424	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$29,349	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$28,163	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$41,142	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$35,797	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$39,770	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,914	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,797	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$40,914	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$40,706	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,352	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$31,699	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$40,810	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$35,589	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$38,438	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$35,589	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$35,194	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$38,896	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$38,376	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$33,280	\$28,163	\$35,214	\$42,265
Fort Smith	89142	Full	\$39,499	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$40,518	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$36,379	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,434	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385

Utility Construction

Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$42,515	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$42,515	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$47,361	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$57,200	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$63,044	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$44,304	\$39,520	\$49,920	\$60,320
Harrison	13069	Full	\$50,564	\$50,564	\$50,564	\$50,564
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Forrest City	13015	Full	\$47,403	\$25,480	\$47,403	\$56,884
Forrest City	13015	Full	\$37,502	\$25,480	\$37,502	\$45,002
Forrest City	13015	Full	\$43,472	\$25,480	\$43,472	\$52,166
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$30,160	\$25,480	\$30,160	\$36,192
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$53,581	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$47,882	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$46,155	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$40,810	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$41,891	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$31,492	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$44,949	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$43,555	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$46,966	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$45,302	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$41,891	\$33,634	\$42,869	\$47,278
Mountain Home	12825	Full	\$42,786	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075

Utility Construction

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	24.6	\$39,174	\$33,301	\$41,692	\$49,731
45,000+	75	\$37,699	\$32,779	\$40,981	\$49,183
20,000 - 49,999	17	\$42,274	\$37,685	\$45,760	\$57,506
10,000 - 19,999	10.33	\$41,043	\$32,159	\$41,181	\$46,793
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.					

Water Manager

Index Tab	
Job Title:	1222 - Water Manager
Job Description:	The incumbent operates the water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
Total Matches (A M B):	8 2 3
Exempt non-exempt:	4 18
Bonus Eligible (Y N):	3 18
Full Part Time:	3 0
Number of Organizations Reporting:	6
Position Titles:	Asst. Utilities Project Manager Director Water Utility Distribution Supervisor Foreman Foreman W/ Cert. Iv Lab Supervisor Major Capital Project Manager Manager Mco Manager Program Manager - Utility Water System Wastewater Collection Field Supervisor Water Distribution Manager Water Distribution Superintendent Ii Water Facilities Operations Mgr Water Manager Water Production Supt Water Superintendent Water Treatment Supervisor
Reports To:	Deputy Director, Utility Systems Director Of Public Works Facilities Operations Manager Manager Mayor Utility Manager Wastewater Collections Manager Water Facilities Operations Mgr
Comments:	Midyear Chg. To Lower Pay Grade

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$47,840	\$55,890	\$66,776	\$60,258	\$71,203	\$82,576
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$71,203	\$66,768	\$83,449	\$100,131
Bentonville	54164	Full	\$162,219	\$129,775	\$162,219	\$194,663
Hot Springs	37930	Full	\$61,131	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$47,153	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$77,708	\$74,880	\$93,600	\$114,400
Hot Springs	37930	Full	\$83,387	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$60,881	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$82,576	\$68,640	\$83,200	\$104,000
Hot Springs	37930	Full	\$64,792	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$81,307	\$68,640	\$83,200	\$104,000
Hot Springs	37930	Full	\$56,305	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$63,793	\$52,000	\$62,400	\$76,960
Blytheville	13406	Full	\$47,138	\$37,710	\$47,138	\$56,566
Forrest City	13015	Full	\$47,840	\$25,480	\$47,840	\$57,408

Water Manager

Forrest City	13015	Full	\$55,120	\$25,480	\$55,120	\$66,144
Mountain Home	12825	Full	\$66,810	\$50,794	\$63,898	\$72,904
Mountain Home	12825	Full	\$55,890	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$56,930	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$58,011	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$54,891	\$38,605	\$48,880	\$54,662

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	3.83	\$66,776	\$52,928	\$67,422	\$81,615
45,000+	1	\$116,711	\$98,272	\$122,834	\$147,397
20,000 - 49,999	10	\$67,903	\$58,864	\$72,592	\$91,312
10,000 - 19,999	3.67	\$56,673	\$39,288	\$52,647	\$60,839

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

Index Tab	
Job Title:	1223 - Utility Billing and Receivable Clerk
Job Description:	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
Total Matches (A M B):	2 37 0
Exempt non-exempt:	1 53
Bonus Eligible (Y N):	7 53
Full Part Time:	7 0
Number of Organizations Reporting:	8
Position Titles:	Billing Clerk Billing Coordinator Clerk Customer Billing Rep I Customer Billing Rep II Customer Operations Secretary Customer Service Asst. Manager Customer Service Coordinator Customer Service Manager Customer Service Representative Customer Service Representative II Teller Utilities Purchasing Coordinator Utility Billing And Receivable Clerk Utility Purchasing Assistant Water & Sewer Clerk Water Billing Clerk
Reports To:	Assistant Supervisor Cfo Customer Service Manager Distribution Supervisor Facilities Operations Manager Manager Office Manager Supervisor - Utility Customer Service Water Manager Water/Sewer Operations Manager
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	58	\$32,323	\$33,113	\$37,935	\$34,174	\$43,260	\$49,400
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$47,029	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$35,048	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,883	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,216	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,382	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,382	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,883	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,654	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,989	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505

Utility Billing and Receivable Clerk

North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$41,764	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$39,775	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$51,799	\$35,059	\$42,615	\$51,799
North Little Rock	64591	Full	\$51,799	\$35,059	\$42,615	\$51,799
North Little Rock	64591	Full	\$51,799	\$35,059	\$42,615	\$51,799
Bentonville	54164	Full	\$40,414	\$32,331	\$40,414	\$48,497
Bentonville	54164	Full	\$37,336	\$29,869	\$37,336	\$44,803
Bentonville	54164	Full	\$35,984	\$28,787	\$35,984	\$43,181
Bentonville	54164	Full	\$52,561	\$42,049	\$52,561	\$63,073
Hot Springs	37930	Full	\$41,204	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$47,153	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$34,174	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$49,400	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Blytheville	13406	Full	\$29,390	\$23,512	\$29,390	\$35,268
Harrison	13069	Full	\$32,843	\$32,843	\$32,843	\$32,843
Harrison	13069	Full	\$30,492	\$30,492	\$30,492	\$30,492
Harrison	13069	Full	\$30,056	\$30,056	\$30,056	\$30,056
Forrest City	13015	Full	\$43,260	\$25,480	\$43,260	\$51,912
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Forrest City	13015	Full	\$34,840	\$25,480	\$34,840	\$41,808
Mountain Home	12825	Full	\$32,198	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$34,029	\$32,198	\$41,142	\$44,949

Averages by Population Group					
Group	Number of Employees per City	Average Annual Salary	Minimum	Midpoint	Maximum
Overall	7.25	\$37,935	\$32,288	\$39,593	\$47,874
45,000+	9.67	\$40,020	\$32,416	\$40,103	\$48,358
20,000 - 49,999	19	\$36,932	\$33,827	\$40,943	\$51,562
10,000 - 19,999	2.5	\$33,797	\$28,994	\$35,551	\$39,467

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