



Arkansas Municipal League 2024 Salary Survey for populations of 2,500 to 9,999

## Introduction

### AML Salary Survey Results 2024 2500-9999.xlsx

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

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

#### METHODOLOGY:

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

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

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

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

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

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

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

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

### Consultant's Statement

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

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

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## Participating Cities

<b>Participating Cities</b>								
<u>City Name</u>	<u>City Population</u>	<u>Revenue</u>	<u>County</u>	<u>Contact Name</u>	<u>Contact Email</u>	<u>FT Personnel in Budget</u>	<u>FT Personnel Employed</u>	<u>Contact Phone</u>
Brinkley	2700	\$4,301,736		Sarah Rollins	srollins.cityofbrinkley@gmail.com	34	30	870-734-1033
Cave Springs	5495	\$140,800,900		Kimberly Hutcheson	kimberly.hutcheson@cavespringsar.gov	36	30	479-248-1040 x 102
Clarksville	9381	\$9,070,478		Barbara Blackard	bblackard@clarksvillear.gov	53	51	479-754-6488
Dardanelle	4517	\$5,012,846		Betty Smith	treasurer@dardanelle.com	44	44	479-229-1022
Elkins	3602	\$5,710,120		Gayla Stahman	gaylastahman@elkins.arkansas.gov	36	31	479-643-3400
Gentry	3790	\$3,523,822		Jenny Trout	finance@cityofgentry.com	76	43	479-736-2555
Greenwood	9516	\$25,919,250		Danielle Smith	dsmith@gwark.com	70	65	479-996-2742
Heber Springs	6969			Aimee Branscum	hr@hebersprings.gov	60	57	501-362-3635
Hope	8952	\$18,522,704		Cindy Clark	finance@hopearkansas.net	103	100	870-722-2575
Hoxie	2598	\$1,070,000		Delinda Duckworth	dduckworth@hereinhoxie.com	16	16	870-886-2742
Huntsville	2879			Katie Boyd	katieboyd@huntsvillearkansas.org	0	0	479-738-6607
Little Flock	3055	\$2,183,184		Jeff Van Sickler	mayor@cityoflittleflock.com	15	11	479-337-0508
Lowell	9839	\$17,577,825		Darcy Richard	drichard@lowellarkansas.gov	92	87	479-347-7148
Mena	5589	\$6,823,128		Becky Horton	bhorton@cityofmena.org	38	38	479-394-4585
Monticello	8442	\$15,005,356		Beth Davis	bdavis@cityofmonticelloar.com	94	89	870-367-4400 ext 228
Mountain View	2877	\$5,370,570		Peggy Lancaster	cityclerkmtview@gmail.com	60	54	870-269-3804
Pocahontas	7371			Terry King	tking@cityofpocahontas.com	60	60	870-892-9661
Prairie Grove	7045					0	0	
Ward	6052	\$3,022,500		Courtney Ruble	hr-finance@cityofward.com	51	50	501-843-7686 Ext 102
Warren	5453	\$5,449,606		Teresa Sandine	teresa.sandine@cityofwarren.us	53	53	1-870-226-6743
Wynne	8314	\$9,164,425		Meredith Mcknight	mmcknight@cityofwynne.com	70	67	870-208-1118
<b>Total: 21</b>								

## Summary

<b>Summary</b>									
<u>Title</u>	<u>Department</u>	<u>Number of Cities Reporting</u>	<u>Number of Incumbents</u>	<u>Number of matches (Above   Match   Below)</u>	<u>Base Pay</u>				
					<u>25%</u>	<u>Mean</u>	<u>Median</u>	<u>75%</u>	
Mayor	Administration	19	20	0 17 1	\$49,560	\$62,923	\$63,722	\$74,432	
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	5	5	0 2 3	\$37,500	\$45,046	\$48,017	\$50,668	
City Manager or Chief of Staff	Administration	1	1	0 1 0	\$115,000	\$115,000	\$115,000	\$115,000	
Executive Secretary	Administration	2	3	0 0 2	\$26,500	\$19,095	\$26,500	\$27,485	
Council Member	Administration	3	22	0 8 0	\$3,600	\$5,100	\$5,014	\$7,215	
City Clerk	Administration	3	3	0 3 0	\$44,328	\$40,923	\$44,328	\$45,400	
City Clerk-Elected	Administration	1	1	0 1 0	\$3,600	\$3,600	\$3,600	\$3,600	
City Clerk Treas-Elected	Administration	8	8	1 5 1	\$40,705	\$58,136	\$57,624	\$65,329	
Treasurer	Administration	4	4	0 3 1	\$37,689	\$49,976	\$49,216	\$55,000	
Deputy Clerk	Administration	3	4	0 3 1	\$38,543	\$42,918	\$38,904	\$46,247	
City Attorney	Administration	10	10	1 7 0	\$28,201	\$34,616	\$34,852	\$39,103	
Court Clerk	Administration	12	12	1 9 0	\$30,900	\$42,565	\$37,794	\$50,793	
Deputy Court Clerk	Administration	10	14	2 11 0	\$22,235	\$31,618	\$30,950	\$40,978	
District Judge	Administration	2	2	0 1 0	\$2,962	\$18,731	\$2,962	\$34,500	
Office Manager	Administration	6	6	3 2 1	\$37,752	\$41,942	\$42,744	\$43,680	
Purchasing Agent	Administration	1	1	0 0 0	\$37,134	\$37,134	\$37,134	\$37,134	
Administrative Assistant I	Administration	13	35	5 18 10	\$32,240	\$37,401	\$36,586	\$43,409	
Code Enforcement Supervisor	Code Enforcement	1	1	0 1 0	\$42,948	\$42,948	\$42,948	\$42,948	
Code Enforcement Officer - Senior	Code Enforcement	2	2	0 2 0	\$41,600	\$51,913	\$41,600	\$62,225	
Code Enforcement Officer	Code Enforcement	12	12	0 8 2	\$31,720	\$38,037	\$39,312	\$41,396	
Building Inspector	Code Enforcement	4	5	0 4 1	\$43,840	\$49,834	\$52,225	\$52,639	
Community Development/Planning Director	Engineering/Planning	2	2	0 2 0	\$66,144	\$70,325	\$66,144	\$74,505	
Planner I	Engineering/Planning	3	3	1 1 0	\$50,190	\$53,701	\$50,190	\$70,990	
City Engineer	Engineering/Planning	1	1	0 0 1	\$71,082	\$71,082	\$71,082	\$71,082	
GIS Analyst - Senior	Engineering/Planning	1	1	0 0 1	\$70,000	\$70,000	\$70,000	\$70,000	
Finance Director	Finance	8	8	0 5 2	\$56,632	\$69,539	\$65,334	\$68,182	
Accountant	Finance	2	2	1 0 0	\$36,500	\$47,638	\$36,500	\$58,775	
Accounting Clerk I	Finance	1	1	0 0 0	\$38,252	\$38,252	\$38,252	\$38,252	
Accounting Clerk	Finance	1	1	0 1 0	\$26,520	\$26,520	\$26,520	\$26,520	
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	8	8	0 6 1	\$34,340	\$37,506	\$38,776	\$44,968	
Fire Chief	Fire Department	13	13	0 7 2	\$50,978	\$65,497	\$65,150	\$81,120	
Assistant Fire Chief	Fire Department	2	2	0 2 0	\$56,000	\$69,787	\$56,000	\$83,574	
Fire Battalion Chief	Fire Department	2	6	0 6 0	\$38,584	\$57,449	\$50,960	\$72,043	
Fire Captain	Fire Department	6	25	3 18 0	\$40,906	\$47,156	\$42,894	\$50,960	
Fire Lieutenant	Fire Department	1	3	0 3 0	\$56,664	\$56,664	\$56,664	\$56,664	
Fire Apparatus Engineer (Driver)	Fire Department	2	3	0 0 1	\$38,768	\$40,379	\$38,768	\$43,600	
Fire Inspector/Marshal	Fire Department	3	5	0 3 1	\$51,515	\$54,312	\$54,556	\$55,288	
Firefighter	Fire Department	9	59	6 38 0	\$39,520	\$42,013	\$41,860	\$43,447	
HR/Personnel Director	Human Resources	3	3	0 2 1	\$57,166	\$58,339	\$57,166	\$65,150	
HR-Benefits Specialist	Human Resources	1	1	0 0 0	\$38,376	\$38,376	\$38,376	\$38,376	
Human Resources Assistant	Human Resources	1	1	1 0 0	\$49,039	\$49,039	\$49,039	\$49,039	
Network Coordinator	Information Systems	1	1	0 0 1	\$42,425	\$42,425	\$42,425	\$42,425	
Librarian	Library	3	3	0 3 0	\$47,472	\$46,246	\$47,472	\$49,266	
Library Assistant	Library	2	2	1 1 0	\$34,053	\$37,504	\$34,053	\$40,955	
Airport Manager	Operations	3	3	0 2 0	\$47,008	\$49,002	\$47,008	\$65,123	
Airport Attendant	Operations	1	1	1 0 0	\$35,422	\$35,422	\$35,422	\$35,422	
Animal Control Director	Operations	3	3	1 2 0	\$39,894	\$42,194	\$39,894	\$49,483	

## Summary

Animal Control Field Officer	Operations	9	10	0 6 3	\$29,580	\$32,715	\$33,425	\$37,725
Animal Services Manager	Operations	2	2	1 1 0	\$27,851	\$30,462	\$27,851	\$33,072
Fleet Maintenance Mechanic II	Operations	2	3	0 2 1	\$47,457	\$51,459	\$47,457	\$60,178
Fleet Maintenance Mechanic I	Operations	5	5	1 4 0	\$37,638	\$42,124	\$43,534	\$44,720
Horticulturist	Operations	1	1	1 0 0	\$40,594	\$40,594	\$40,594	\$40,594
Grounds Maintenance Supervisor	Operations	1	1	0 0 0	\$30,355	\$30,355	\$30,355	\$30,355
Grounds Maintenance Laborer	Operations	1	1	0 0 1	\$38,037	\$38,037	\$38,037	\$38,037
Signal Repair Technician - Senior	Operations	1	1	0 0 1	\$45,821	\$45,821	\$45,821	\$45,821
Parks Director	Parks & Recreation	9	9	3 5 1	\$45,332	\$51,699	\$50,300	\$56,200
Parks Aquatics Manager	Parks & Recreation	3	5	1 3 1	\$28,080	\$34,993	\$34,163	\$37,677
Recreation Programmer	Parks & Recreation	3	6	4 2 0	\$26,912	\$29,395	\$28,080	\$31,384
Recreation Program Manager	Parks & Recreation	1	1	1 0 0	\$34,096	\$34,096	\$34,096	\$34,096
Parks Supervisor	Parks & Recreation	7	8	3 3 2	\$41,205	\$45,293	\$45,219	\$46,800
Parks Equipment Operator	Parks & Recreation	3	6	4 1 1	\$34,091	\$37,454	\$36,177	\$38,372
Parks Department Laborer	Parks & Recreation	14	25	2 23 0	\$31,200	\$34,504	\$33,787	\$36,680
Police Chief	Police Department	21	21	0 15 1	\$58,890	\$67,971	\$65,563	\$76,666
Assistant Police Chief	Police Department	2	2	1 1 0	\$38,908	\$46,252	\$38,908	\$53,596
Police Major/Captain	Police Department	8	8	0 7 0	\$57,380	\$64,266	\$62,812	\$69,334
Police Lieutenant	Police Department	11	12	0 10 0	\$51,600	\$58,761	\$59,500	\$62,812
Police Sergeant	Police Department	21	49	0 37 0	\$46,235	\$50,984	\$51,346	\$54,000
Police Corporal	Police Department	11	18	0 13 0	\$42,700	\$48,601	\$47,458	\$52,250
Police Investigative Detective	Police Department	11	21	0 12 2	\$43,700	\$44,566	\$45,300	\$49,630
School Resource Officer	Police Department	10	23	0 20 0	\$42,380	\$47,016	\$45,400	\$50,799
Police Officer	Police Department	20	141	0 110 0	\$39,000	\$41,206	\$42,374	\$45,908
Communications Shift Supervisor	Police Department	3	3	1 1 0	\$39,395	\$39,504	\$39,395	\$43,418
Communications Dispatcher	Police Department	3	13	2 6 0	\$34,778	\$34,778	\$35,648	\$35,818
Police Dispatch	Police Department	4	14	0 7 0	\$27,830	\$32,316	\$29,500	\$33,529
Probation Officer	Police Department	1	1	0 1 0	\$36,753	\$36,753	\$36,753	\$36,753
Public Works Director	Public Works	7	7	2 5 0	\$59,304	\$74,572	\$68,250	\$95,018
Sanitation Superintendent	Public Works	4	5	0 3 2	\$45,000	\$49,340	\$51,488	\$58,793
Sanitation Supervisor	Public Works	2	2	1 1 0	\$36,400	\$45,445	\$36,400	\$54,489
Sanitation Equipment Operator III	Public Works	3	4	2 2 0	\$29,700	\$36,591	\$32,042	\$34,887
Sanitation Equipment Operator II	Public Works	1	4	0 4 0	\$34,320	\$34,320	\$34,320	\$34,320
Sanitation Equipment Operator I	Public Works	3	7	0 7 0	\$35,360	\$37,784	\$39,146	\$41,205
Sanitation Department Laborer	Public Works	11	46	3 25 18	\$30,160	\$33,642	\$35,360	\$35,360
Street Maintenance Superintendent	Public Works	6	6	0 4 0	\$54,794	\$55,844	\$55,952	\$60,156
Street Supervisor	Public Works	14	14	2 10 2	\$41,600	\$48,447	\$45,073	\$55,992
Street Equipment Operator	Public Works	14	45	5 38 0	\$35,585	\$39,313	\$40,768	\$44,037
Street Department Laborer	Public Works	15	38	9 22 3	\$30,304	\$34,947	\$34,992	\$38,938
Solid Waste Recycling Coordinator	Public Works	1	1	1 0 0	\$42,273	\$42,273	\$42,273	\$42,273
Solid Waste Recycling Operator/Collector	Public Works	1	1	1 0 0	\$33,097	\$33,097	\$33,097	\$33,097
Waste Water Manager	Public Works	4	5	0 4 1	\$59,580	\$60,794	\$63,740	\$67,099
Water / Waste Water Operator	Public Works	9	40	6 29 5	\$34,840	\$41,944	\$37,254	\$48,755
Utility Construction	Public Works	5	25	8 17 0	\$31,700	\$38,055	\$38,482	\$42,530
Water Manager	Public Works	3	4	2 2 0	\$43,980	\$77,886	\$85,377	\$89,768
Utility Billing and Receivable Clerk	Public Works	10	21	5 15 1	\$33,103	\$38,600	\$37,138	\$43,118

## Police & Fire OT

<b>Police &amp; Fire Overtime Policies</b>						
<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>
Lowell	9839	84			Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Police - Any Time Worked Over 86 Hours In 2 Weeks.
Greenwood	9516	40		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.	
Clarksville	9381					
Hope	8952	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Fire Is Paid Overtime For Hours Worked Over 159 In A 21 Day Period
Monticello	8442	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 48 hours on/96 hours off) shift schedule.	
Wynne	8314	86			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Police - Any Time Worked Over 86 Hours In A Two Week Period.
Pocahontas	7371	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	
Prairie Grove	7045	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).	
Heber Springs	6969			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).	
Ward	6052	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Mena	5589	85		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).	
Cave Springs	5495	80			Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Warren	5453					
Dardanelle	4517	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Gentry	3790					
Elkins	3602					
Little Flock	3055	84				Fire Dept. Is Volunteer And 2 Part-Time Chiefs That Do Not Receive Overtime. Police Officers Are Paid 1.5 Times Base Rate For All Hours In Excess Of 86 Hours
Huntsville	2879	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).	
Mountain View	2877	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Brinkley	2700					Overtime After 86 Hour, Bi-Weekly Pay Period
Hoxie	2598	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		

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Salary Survey Job Titles		
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<a href="#">102</a>	<a href="#">City Manager or Chief of Staff</a>	<a href="#">Administration</a>
<a href="#">103</a>	<a href="#">Executive Secretary</a>	<a href="#">Administration</a>
<a href="#">104</a>	<a href="#">Council Member</a>	<a href="#">Administration</a>
<a href="#">105</a>	<a href="#">City Clerk</a>	<a href="#">Administration</a>
<a href="#">106</a>	<a href="#">City Clerk-Elected</a>	<a href="#">Administration</a>
<a href="#">107</a>	<a href="#">City Clerk Treas-Elected</a>	<a href="#">Administration</a>
<a href="#">108</a>	<a href="#">Treasurer</a>	<a href="#">Administration</a>
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<a href="#">305</a>	<a href="#">Engineering Technician - Senior</a>	<a href="#">Engineering/Planning</a>
<a href="#">306</a>	<a href="#">GIS Analyst - Senior</a>	<a href="#">Engineering/Planning</a>
<a href="#">307</a>	<a href="#">GIS Analyst</a>	<a href="#">Engineering/Planning</a>
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<a href="#">501</a>	<a href="#">Assistant Fire Chief</a>	<a href="#">Fire Department</a>
<a href="#">502</a>	<a href="#">Fire Battalion Chief</a>	<a href="#">Fire Department</a>
<a href="#">503</a>	<a href="#">Fire Captain</a>	<a href="#">Fire Department</a>
<a href="#">504</a>	<a href="#">Fire Lieutenant</a>	<a href="#">Fire Department</a>
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<a href="#">603</a>	<a href="#">Human Resources Assistant</a>	<a href="#">Human Resources</a>
<a href="#">604</a>	<a href="#">Payroll Administrator</a>	<a href="#">Human Resources</a>
<a href="#">605</a>	<a href="#">Industrial Organizational Specialist</a>	<a href="#">Human Resources</a>
<a href="#">700</a>	<a href="#">Information Systems Director</a>	<a href="#">Information Systems</a>
<a href="#">701</a>	<a href="#">Systems Network Manager</a>	<a href="#">Information Systems</a>
<a href="#">702</a>	<a href="#">Network Analyst</a>	<a href="#">Information Systems</a>
<a href="#">703</a>	<a href="#">Network Coordinator</a>	<a href="#">Information Systems</a>
<a href="#">704</a>	<a href="#">Programmer Analyst - Senior</a>	<a href="#">Information Systems</a>
<a href="#">705</a>	<a href="#">Programmer Analyst</a>	<a href="#">Information Systems</a>
<a href="#">706</a>	<a href="#">Systems Programmer</a>	<a href="#">Information Systems</a>
<a href="#">707</a>	<a href="#">Information Support Specialist</a>	<a href="#">Information Systems</a>
<a href="#">800</a>	<a href="#">Librarian</a>	<a href="#">Library</a>
<a href="#">801</a>	<a href="#">Library Assistant</a>	<a href="#">Library</a>
<a href="#">900</a>	<a href="#">Safety Loss Control Specialist</a>	<a href="#">Operations</a>
<a href="#">901</a>	<a href="#">Airport Manager</a>	<a href="#">Operations</a>
<a href="#">902</a>	<a href="#">Airport Attendant</a>	<a href="#">Operations</a>
<a href="#">903</a>	<a href="#">Animal Control Director</a>	<a href="#">Operations</a>
<a href="#">904</a>	<a href="#">Animal Control Field Officer</a>	<a href="#">Operations</a>
<a href="#">905</a>	<a href="#">Animal Services Manager</a>	<a href="#">Operations</a>
<a href="#">906</a>	<a href="#">Animal Services Officer</a>	<a href="#">Operations</a>
<a href="#">907</a>	<a href="#">Building-Maintenance Supervisor</a>	<a href="#">Operations</a>
<a href="#">908</a>	<a href="#">Building-Maintenance Worker</a>	<a href="#">Operations</a>
<a href="#">909</a>	<a href="#">Fleet Supervisor</a>	<a href="#">Operations</a>
<a href="#">910</a>	<a href="#">Fleet Maintenance Mechanic II</a>	<a href="#">Operations</a>
<a href="#">911</a>	<a href="#">Fleet Maintenance Mechanic I</a>	<a href="#">Operations</a>
<a href="#">912</a>	<a href="#">Horticulturist</a>	<a href="#">Operations</a>



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<a href="#">916</a>	<a href="#">Signal Repair Technician - Senior</a>	<a href="#">Operations</a>
<a href="#">917</a>	<a href="#">Signal Repair Technician</a>	<a href="#">Operations</a>
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<a href="#">1000</a>	<a href="#">Parks Director</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1001</a>	<a href="#">Parks Aquatics Manager</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1002</a>	<a href="#">Recreation Programmer</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1003</a>	<a href="#">Recreation Program Manager</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1004</a>	<a href="#">Recreation Facility Supervisor</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">1005</a>	<a href="#">Therapeutic Recreation Coordinator</a>	<a href="#">Parks &amp; Recreation</a>
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<a href="#">1008</a>	<a href="#">Parks Department Laborer</a>	<a href="#">Parks &amp; Recreation</a>
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<a href="#">1103</a>	<a href="#">Police Lieutenant</a>	<a href="#">Police Department</a>
<a href="#">1104</a>	<a href="#">Police Sergeant</a>	<a href="#">Police Department</a>
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<a href="#">1109</a>	<a href="#">Police Property Room Supervisor</a>	<a href="#">Police Department</a>
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<a href="#">1117</a>	<a href="#">Probation Officer</a>	<a href="#">Police Department</a>
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<a href="#">1215</a>	<a href="#">Traffic Engineer II</a>	<a href="#">Public Works</a>
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# Mayor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	100 - Mayor
<b>Job Description:</b>	Functions as the Chief Executive Officer for the City; provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality of the city that they are elected into.
<b>Total Matches (A M B):</b>	0 17 1
<b>Exempt non-exempt:</b>	15 2
<b>Bonus Eligible (Y N):</b>	9 2
<b>Full Part Time:</b>	9 3
<b>Number of Organizations Reporting:</b>	19
<b>Position Titles:</b>	Mayor   Parks Director
<b>Reports To:</b>	Citizens   City Council   City Council / Citizens   Council   Mayor   N/A
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	20	\$37,689	\$49,560	\$62,923	\$63,722	\$74,432	\$76,504
<b>Actual Incentive Paid Dollar Last Year</b>	6	\$600	\$600	\$2,103	\$1,000	\$2,580	\$6,240
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$104,042	\$83,234	\$104,042	\$124,850
Greenwood	9516	Full	\$74,432	\$48,531	\$74,432	\$78,221
Clarksville	9381	Full	\$60,253	\$59,213	\$60,253	\$72,304
Monticello	8442	Full	\$74,689	\$74,689	\$74,689	\$89,627
Wynne	8314	Full	\$67,910	\$54,328	\$67,910	\$81,492
Pocahontas	7371	Full	\$63,558	\$50,846	\$63,558	\$76,270
Prairie Grove	7045	Full	\$70,000	\$56,000	\$70,000	\$84,000
Heber Springs	6969	Full	\$63,722	\$50,978	\$63,722	\$76,466
Ward	6052	Full	\$51,821	\$41,457	\$51,821	\$62,185
Mena	5589	Full	\$76,504	\$61,203	\$76,504	\$91,805
Cave Springs	5495	Full	\$75,712	\$60,570	\$75,712	\$90,854
Warren	5453	Full	\$48,500	\$38,800	\$48,500	\$58,200
Warren	5453	Full	\$41,600	\$33,280	\$41,600	\$49,920
Dardanelle	4517	Full	\$65,582	\$52,466	\$65,582	\$78,698

## Mayor

Gentry	3790	Full	\$77,400	\$65,000	\$75,000	\$90,000
Elkins	3602	Full	\$72,833	\$58,266	\$72,833	\$87,400
Huntsville	2879	Full	\$51,750	\$41,400	\$51,750	\$62,100
Mountain View	2877	Full	\$49,560	\$39,648	\$49,560	\$59,472
Brinkley	2700	Full	\$30,900	\$24,720	\$30,900	\$37,080
Hoxie	2598	Full	\$37,689	\$30,151	\$37,689	\$45,227
<p style="text-align: center;"><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	101 - Assistant to Mayor/Deputy City Administrator/Chief of Staff
<b>Job Description:</b>	Serves under the direction of the Mayor and provides management oversight for designated departments within the City; ensures that the directives of the Mayor or City Manager are accomplished and attends various internal meetings and external public meetings/events in their absence; requires a college degree from a four-year institution in a related public administration or business field; eight (8) years related experience and five (5) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 2 3
<b>Exempt non-exempt:</b>	1 4
<b>Bonus Eligible (Y N):</b>	3 4
<b>Full Part Time:</b>	3 1
<b>Number of Organizations Reporting:</b>	5
<b>Position Titles:</b>	Administrative Assistant   Assistant To Mayor   Asst./Hr   Deputy Director Of Administrations   Hr/Mayor Assist
<b>Reports To:</b>	Mayor   Mayor/Hr/Finance Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$36,346	\$37,500	\$45,046	\$48,017	\$50,668	\$52,700
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$48,017	\$42,017	\$45,017	\$47,017
Pocahontas	7371	Full	\$36,346	\$29,077	\$36,346	\$43,615
Heber Springs	6969	Full	\$52,700	\$42,160	\$52,700	\$63,240
Ward	6052	Full	\$50,668	\$40,534	\$50,668	\$60,802
Warren	5453	Full	\$37,500	\$30,000	\$37,500	\$45,000

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

## City Manager or Chief of Staff

<a href="#">Index Tab</a>	
<b>Job Title:</b>	102 - City Manager or Chief of Staff
<b>Job Description:</b>	Acts as the City
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Manager
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$115,000	\$115,000	\$115,000	\$115,000	\$115,000	\$115,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$115,000	\$92,000	\$115,000	\$138,000

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

# Executive Secretary

<a href="#">Index Tab</a>	
<b>Job Title:</b>	103 - Executive Secretary
<b>Job Description:</b>	The Executive Secretary works under the broad policy guidance and direction of the Mayor or City Manager. This position is responsible for the overall effectiveness of the department
<b>Total Matches (A M B):</b>	0 0 2
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	3 2
<b>Full Part Time:</b>	3 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Executive Secretary   Mayors Adim. Assistant   Secretary
<b>Reports To:</b>	Mayor   Sanitation Superintendent
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$26,500	\$26,500	\$19,095	\$26,500	\$27,485	\$27,485
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Warren	5453	Full	\$3,300	\$2,640	\$3,300	\$3,960
Warren	5453	Full	\$26,500	\$21,200	\$26,500	\$31,800
Brinkley	2700	Full	\$27,485	\$21,988	\$27,485	\$32,982

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

## Council Member

<a href="#">Index Tab</a>	
<b>Job Title:</b>	104 - Council Member
<b>Job Description:</b>	Serves as an elected official on the City Council and participates in the overall direction and policy-making for the City through the attendance at regularly scheduled and called meetings; required to be a legal resident of Arkansas and the local municipality that they are elected into.
<b>Total Matches (A M B):</b>	0 8 0
<b>Exempt non-exempt:</b>	0 8
<b>Bonus Eligible (Y N):</b>	6 8
<b>Full Part Time:</b>	6 76
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	City Council   Council Member
<b>Reports To:</b>	Citizens
<b>Comments:</b>	Paid Per Attended Meeting

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	22	\$3,600	\$3,600	\$5,100	\$5,014	\$7,215	\$7,215
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658



## Council Member

Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
<p style="text-align: center;"><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

# City Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	105 - City Clerk
<b>Job Description:</b>	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
<b>Total Matches (A M B):</b>	0 3 0
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	2 0
<b>Full Part Time:</b>	2 2
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	City Clerk
<b>Reports To:</b>	Council   Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$44,328	\$44,328	\$40,923	\$44,328	\$45,400	\$45,400
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Warren	5453	Full	\$45,400	\$36,320	\$45,400	\$54,480
Dardanelle	4517	Full	\$44,328	\$35,462	\$44,328	\$53,194
Hoxie	2598	Full	\$33,040	\$26,432	\$33,040	\$39,648

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

## City Clerk-Elected

<a href="#">Index Tab</a>	
<b>Job Title:</b>	106 - City Clerk-Elected
<b>Job Description:</b>	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 6
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Clerk
<b>Reports To:</b>	Citizens
<b>Comments:</b>	Paid Per Attended Meeting

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320

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

# City Clerk Treas-Elected

<a href="#">Index Tab</a>	
<b>Job Title:</b>	107 - City Clerk Treas-Elected
<b>Job Description:</b>	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
<b>Total Matches (A M B):</b>	1 5 1
<b>Exempt   non-exempt:</b>	6 1
<b>Bonus Eligible (Y N):</b>	4 1
<b>Full   Part Time:</b>	4 0
<b>Number of Organizations Reporting:</b>	8
<b>Position Titles:</b>	City Clerk Treas-Elected   City Clerk/Treasurer   City Clerk/Treasurer-Elected   Clerk / Treasuer   Clerk/Treasurer
<b>Reports To:</b>	Citizens   City Council   Council   Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	8	\$40,705	\$40,705	\$58,136	\$57,624	\$65,329	\$73,840
<b>Actual Incentive Paid Dollar Last Year</b>	5	\$600	\$1,000	\$2,900	\$2,000	\$2,580	\$8,320
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$71,660	\$44,773	\$71,660	\$71,659
Clarksville	9381	Full	\$65,329	\$64,289	\$65,329	\$78,395
Pocahontas	7371	Full	\$57,624	\$46,099	\$57,624	\$69,149
Prairie Grove	7045	Full	\$56,568	\$45,254	\$56,568	\$67,882
Mena	5589	Full	\$58,793	\$47,034	\$58,793	\$70,552
Cave Springs	5495	Full	\$73,840	\$59,072	\$73,840	\$88,608
Mountain View	2877	Full	\$40,705	\$32,564	\$40,705	\$48,846
Brinkley	2700	Full	\$40,570	\$32,456	\$40,570	\$48,684

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	108 - Treasurer
<b>Job Description:</b>	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
<b>Total Matches (A M B):</b>	0 3 1
<b>Exempt non-exempt:</b>	2 1
<b>Bonus Eligible (Y N):</b>	3 1
<b>Full Part Time:</b>	3 3
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	City Treasurer   Treasurer
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$37,689	\$37,689	\$49,976	\$49,216	\$55,000	\$58,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Heber Springs	6969	Full	\$55,000	\$44,000	\$55,000	\$66,000
Dardanelle	4517	Full	\$49,216	\$39,373	\$49,216	\$59,059
Gentry	3790	Full	\$58,000	\$58,000	\$65,000	\$73,000
Hoxie	2598	Full	\$37,689	\$30,151	\$37,689	\$45,227

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

## Deputy Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	109 - Deputy Clerk
<b>Job Description:</b>	Performs administrative/clerical work and other administrative tasks; assignments are delegated and supervised by the City Clerk and the incumbent is expected to work with citizens, elected officials and other city personnel in a helpful and courteous manner; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
<b>Total Matches (A M B):</b>	0 3 1
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	1 4
<b>Full Part Time:</b>	1 1
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Deputy Clerk   Deputy Treasurer
<b>Reports To:</b>	City Clerk   City Clerk/Treasurer
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$38,543	\$38,543	\$42,918	\$38,904	\$46,247	\$47,977
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$47,977	\$42,017	\$45,017	\$47,017
Pocahontas	7371	Full	\$46,247	\$36,998	\$46,247	\$55,496
Pocahontas	7371	Full	\$38,904	\$31,123	\$38,904	\$46,685
Prairie Grove	7045	Full	\$38,543	\$30,834	\$38,543	\$46,252

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

# City Attorney

<a href="#">Index Tab</a>	
<b>Job Title:</b>	110 - City Attorney
<b>Job Description:</b>	Manages the legal department and affairs for the City; provides legal representation to the Mayor, City Council, and other entities of the City or may delegate some responsibilities to other attorneys and/or legal staff; requires completion of a juris doctorate degree; eight (8) years of active legal experience.
<b>Total Matches (A M B):</b>	1 7 0
<b>Exempt non-exempt:</b>	6 1
<b>Bonus Eligible (Y N):</b>	3 1
<b>Full Part Time:</b>	3 2
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	City Attorney   City Attorney-Elected
<b>Reports To:</b>	City Council   Council   Mayor   Mayor/Council   N/A
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	10	\$24,960	\$28,201	\$34,616	\$34,852	\$39,103	\$41,561
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$36,306	\$35,380	\$36,306	\$52,950
Monticello	8442	Full	\$27,472	\$27,472	\$27,472	\$32,966
Wynne	8314	Full	\$43,170	\$34,536	\$43,170	\$51,804
Pocahontas	7371	Full	\$41,561	\$33,249	\$41,561	\$49,873
Ward	6052	Full	\$35,944	\$28,755	\$35,944	\$43,133
Mena	5589	Full	\$34,852	\$27,882	\$34,852	\$41,822
Dardanella	4517	Full	\$34,592	\$27,674	\$34,592	\$41,510
Gentry	3790	Full	\$39,103	\$30,000	\$37,000	\$43,000
Brinkley	2700	Full	\$28,201	\$22,561	\$28,201	\$33,841
Hoxie	2598	Full	\$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.

# Assistant City Attorney

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



# Deputy City Attorney

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

# Court Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	113 - Court Clerk
<b>Job Description:</b>	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
<b>Total Matches (A M B):</b>	1 9 0
<b>Exempt non-exempt:</b>	4 4
<b>Bonus Eligible (Y N):</b>	6 4
<b>Full Part Time:</b>	6 0
<b>Number of Organizations Reporting:</b>	12
<b>Position Titles:</b>	Admin / Court   Chief Court Clerk   Court Clerk   District Court Clerk   District Deputy Court Clerk
<b>Reports To:</b>	Chief Court Clerk   District Judge   Judge   Mayor
<b>Comments:</b>	City Pays Half Of Salary

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	12	\$26,912	\$30,900	\$42,565	\$37,794	\$50,793	\$58,372
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$200	\$200	\$600	\$200	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$68,432	\$54,746	\$68,432	\$82,118
Hope	8952	Full	\$21,115	\$16,892	\$21,115	\$25,338
Monticello	8442	Full	\$26,912	\$26,912	\$26,912	\$32,294
Wynne	8314	Full	\$37,794	\$30,235	\$37,794	\$45,353
Prairie Grove	7045	Full	\$58,372	\$46,698	\$58,372	\$70,046
Ward	6052	Full	\$33,467	\$26,774	\$33,467	\$40,160
Cave Springs	5495	Full	\$50,315	\$40,252	\$50,315	\$60,378
Warren	5453	Full	\$35,200	\$28,160	\$35,200	\$42,240
Elkins	3602	Full	\$54,205	\$43,364	\$54,205	\$65,046
Little Flock	3055	Full	\$50,793	\$35,000	\$47,500	\$60,000
Huntsville	2879	Full	\$43,280	\$34,624	\$43,280	\$51,936
Brinkley	2700	Full	\$30,900	\$24,720	\$30,900	\$37,080

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.

## Deputy Court Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	114 - Deputy Court Clerk
<b>Job Description:</b>	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
<b>Total Matches (A M B):</b>	2 11 0
<b>Exempt non-exempt:</b>	1 8
<b>Bonus Eligible (Y N):</b>	6 8
<b>Full Part Time:</b>	6 0
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	Chief Court Clerk   Court Clerk   Deputy Court Clerk   District Court Clerk   Executive Deputy Clerk
<b>Reports To:</b>	Chief Court Clerk   Court Clerk   District Court Judge   Judge   Mayor
<b>Comments:</b>	City Pays Half Of Salary

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	14	\$16,736	\$22,235	\$31,618	\$30,950	\$40,978	\$45,760
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$200	\$200	\$600	\$200	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$54,142	\$43,314	\$54,142	\$64,970
Hope	8952	Full	\$16,736	\$13,389	\$16,736	\$20,083
Hope	8952	Full	\$17,290	\$13,832	\$17,290	\$20,748
Hope	8952	Full	\$16,736	\$13,389	\$16,736	\$20,083
Monticello	8442	Full	\$22,235	\$22,235	\$22,235	\$26,682
Monticello	8442	Full	\$32,145	\$32,145	\$32,145	\$38,574
Wynne	8314	Full	\$33,300	\$26,640	\$33,300	\$39,960
Wynne	8314	Full	\$30,950	\$24,760	\$30,950	\$37,140
Prairie Grove	7045	Full	\$40,978	\$32,782	\$40,978	\$49,174
Ward	6052	Full	\$41,787	\$33,430	\$41,787	\$50,144
Warren	5453	Full	\$28,600	\$22,880	\$28,600	\$34,320
Elkins	3602	Full	\$45,760	\$36,608	\$45,760	\$54,912
Huntsville	2879	Full	\$35,214	\$28,171	\$35,214	\$42,257
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136

Deputy Court Clerk

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	115 - District Judge
<b>Job Description:</b>	The District Judge presides over a District Court with County-wide jurisdiction, adjudicating cases and collecting Court fees. Sets policies and procedures for the Court and serves as the Chief Administrator for its staff. J.D. Degree with at least four (4) years of law experience or equivalent combination of education and experience.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	District Judge   Judge
<b>Reports To:</b>	Citizens
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$2,962	\$2,962	\$18,731	\$2,962	\$34,500	\$34,500
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elkins	3602	Full	\$2,962	\$2,370	\$2,962	\$3,554
Brinkley	2700	Full	\$34,500	\$27,600	\$34,500	\$41,400

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

# Transcriptionist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	116 - Transcriptionist
<b>Job Description:</b>	Provides typed documents from dictation or hard copy for assigned division; requires completion of high school; two (2) years of clerical experience including one (1) year of transcription experience.
<b>Insufficient Data:</b>	0

# Office Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	117 - Office Manager
<b>Job Description:</b>	Responsible for overall front office activities, including directing and coordinating office services and developing and supervising programs for the maximum utilization of services and equipment.
<b>Total Matches (A M B):</b>	3 2 1
<b>Exempt non-exempt:</b>	0 5
<b>Bonus Eligible (Y N):</b>	2 5
<b>Full Part Time:</b>	2 0
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Office Manager   Office Manager/Dispatcher   Police Secretary   Public Works Secretary   Water Office Manager
<b>Reports To:</b>	Chief Of Police   Police Chief   Public Works Director   Waste Water Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$37,752	\$37,752	\$41,942	\$42,744	\$43,680	\$47,277
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Wynne	8314	Full	\$43,680	\$34,944	\$43,680	\$52,416
Prairie Grove	7045	Full	\$37,752	\$30,202	\$37,752	\$45,302
Ward	6052	Full	\$42,744	\$34,195	\$42,744	\$51,293
Gentry	3790	Full	\$47,277	\$37,822	\$47,277	\$56,732
Huntsville	2879	Full	\$43,280	\$34,624	\$43,280	\$51,936
Mountain View	2877	Full	\$36,920	\$29,536	\$36,920	\$44,304

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	118 - Purchasing Agent
<b>Job Description:</b>	Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor
<b>Total Matches (A M B):</b>	0 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Inventory/Warehouse Manager
<b>Reports To:</b>	Finance Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$37,134	\$37,134	\$37,134	\$37,134	\$37,134	\$37,134
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$37,134	\$37,134	\$37,134	\$44,561

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



## Administrative Assistant I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	119 - Administrative Assistant I
<b>Job Description:</b>	Provides administrative support and researches and analyzes materials; requires completion of two (2) years of college coursework in Business Administration, Public Administration, or a related area; two (2) years of administrative experience; one (1) year of supervisory experience (for positions which supervise).
<b>Total Matches (A M B):</b>	5 18 10
<b>Exempt non-exempt:</b>	0 25
<b>Bonus Eligible (Y N):</b>	20 21
<b>Full Part Time:</b>	20 4
<b>Number of Organizations Reporting:</b>	13
<b>Position Titles:</b>	A&P Admin Assitant   Accounts Receivable Clerk   Adm. Assist./Bookkeeper   Admin Assist   Admin Assit To Police Chief   Admin Asst   Admin Coordinator   Administrative Assistant   Administrative Assit.   Administrative Secretary   Cid Secretary   Director's Assistant/Admin Assistant   Fire Admin   Fire Support Services Manager   Front Desk Clerk   Mayor's Secretary   Office Assistant/Dispatcher   Office Clerk- Pw   Permit Tech   Police Admin Asst   Police Clerk   Police Secretary   Public Works Secretary   Records Clerk   Secretary
<b>Reports To:</b>	A&P Commission   Chief Of Police   City Clerk   Deputy Fire Chief   Finance Director   Fire Chief   Mayor   Police Captain   Police Chief   Treasurer   Water Office Manager   Water Trmt & Water/Wastewater Directors
<b>Comments:</b>	1,800 Per Year Longevity Pay   300 Per Year Longevity Pay   Also Reports To The Mayor   Maintains Court Records/Warrants, No Degree Required.   Tabulates Hours For Payroll, Tracks Vacation/Holidays, No Dgree Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	35	\$28,507	\$32,240	\$37,401	\$36,586	\$43,409	\$45,058
<b>Actual Incentive Paid Dollar Last Year</b>	11	\$200	\$200	\$1,155	\$600	\$2,000	\$2,330
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$52,853	\$42,282	\$52,853	\$63,424
Lowell	9839	Full	\$43,285	\$34,628	\$43,285	\$51,942
Lowell	9839	Full	\$43,680	\$34,944	\$43,680	\$52,416
Greenwood	9516	Full	\$31,200	\$37,121	\$31,200	\$55,683
Greenwood	9516	Full	\$52,155	\$37,121	\$52,155	\$55,683
Greenwood	9516	Full	\$43,409	\$37,121	\$43,409	\$51,084
Clarksville	9381	Full	\$44,874	\$35,664	\$39,564	\$42,164
Clarksville	9381	Full	\$39,824	\$35,664	\$39,564	\$42,164
Hope	8952	Full	\$35,256	\$28,205	\$35,256	\$42,307
Hope	8952	Full	\$38,709	\$30,967	\$38,709	\$46,451
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$37,190	\$29,752	\$37,190	\$44,628
Hope	8952	Full	\$43,930	\$35,144	\$43,930	\$52,716
Monticello	8442	Full	\$28,507	\$28,507	\$28,507	\$34,208

### Administrative Assistant I

Monticello	8442	Full	\$36,586	\$38,427	\$36,586	\$43,903
Wynne	8314	Full	\$29,120	\$23,296	\$29,120	\$34,944
Wynne	8314	Full	\$29,120	\$23,296	\$29,120	\$34,944
Heber Springs	6969	Full	\$37,524	\$30,019	\$37,524	\$45,029
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$32,240	\$25,792	\$32,240	\$38,688
Ward	6052	Full	\$32,427	\$25,942	\$32,427	\$38,912
Mena	5589	Full	\$35,801	\$28,641	\$35,801	\$42,961
Mena	5589	Full	\$43,492	\$34,794	\$43,492	\$52,190
Mena	5589	Full	\$39,782	\$31,826	\$39,782	\$47,738
Gentry	3790	Full	\$47,440	\$37,952	\$47,440	\$56,928
Gentry	3790	Full	\$45,058	\$36,046	\$45,058	\$54,070
Elkins	3602	Full	\$41,100	\$32,880	\$41,100	\$49,320
Elkins	3602	Full	\$38,938	\$31,150	\$38,938	\$46,726
Huntsville	2879	Full	\$34,089	\$27,271	\$34,089	\$40,907
Mountain View	2877	Full	\$33,633	\$26,906	\$33,633	\$40,360
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$36,316	\$29,053	\$36,316	\$43,579
Mountain View	2877	Full	\$30,160	\$24,128	\$30,160	\$36,192

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	200 - Code Enforcement Supervisor
<b>Job Description:</b>	Directs housing and premise inspections and code enforcement activities for the City; provides supervision to Code Enforcement Officers - Senior; requires completion of high school, supplemented by two (2) years of vocational-technical school coursework in building trades, or a related area; two (2) years of experience in housing and premise code inspection and enforcement; one (1) year of supervisory experience; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 1
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Code Enforcement
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$42,948	\$42,948	\$42,948	\$42,948	\$42,948	\$42,948
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
Pocahontas	7371	Full	\$42,948	\$34,358	\$42,948	\$51,538

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

**Code Enforcement Officer - Senior**

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$41,600	\$41,600	\$51,913	\$41,600	\$62,225	\$62,225
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Prairie Grove	7045	Full	\$62,225	\$49,780	\$62,225	\$74,670
Mountain View	2877	Full	\$41,600	\$33,280	\$41,600	\$49,920

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

## Code Enforcement Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	202 - Code Enforcement Officer
<b>Job Description:</b>	Inspects dwellings, premises and vacant lots for compliance with City Codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleared in compliance with City ordinances; requires completion of high school; one (1) year of experience in housing and premise inspection or a related area; may need to obtain and maintain various certificates for the duration of employment in this position.
<b>Total Matches (A M B):</b>	0 8 2
<b>Exempt   non-exempt:</b>	1 8
<b>Bonus Eligible (Y N):</b>	7 8
<b>Full   Part Time:</b>	7 2
<b>Number of Organizations Reporting:</b>	12
<b>Position Titles:</b>	Building Official   City Inspector   Code Enforcement   Code Enforcement Officer   Code Enforcement/Fireman   Code Official
<b>Reports To:</b>	Chief Of Police   Fire Chief   Mayor   Police Lieutenant   Police Sergeant   Public Works Director   Senior Code Enforcement
<b>Comments:</b>	Does Not Require Certifications

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	12	\$29,120	\$31,720	\$38,037	\$39,312	\$41,396	\$45,240
<b>Actual Incentive Paid Dollar Last Year</b>	4	\$200	\$200	\$1,345	\$600	\$2,000	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$39,312	\$31,450	\$39,312	\$47,174
Clarksville	9381	Full	\$40,572	\$34,612	\$37,612	\$39,612
Hope	8952	Full	\$47,133	\$37,706	\$47,133	\$56,560
Monticello	8442	Full	\$44,488	\$44,488	\$44,488	\$53,386
Wynne	8314	Full	\$29,120	\$23,296	\$29,120	\$34,944
Heber Springs	6969	Full	\$45,240	\$36,192	\$45,240	\$54,288
Ward	6052	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mena	5589	Full	\$41,396	\$33,117	\$41,396	\$49,675
Dardanella	4517	Full	\$40,000	\$32,000	\$40,000	\$48,000
Gentry	3790	Full	\$35,057	\$28,046	\$35,057	\$42,068
Mountain View	2877	Full	\$31,720	\$25,376	\$31,720	\$38,064
Hoxie	2598	Full	\$29,120	\$23,296	\$29,120	\$34,944

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

# Building Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	203 - Building Inspector
<b>Job Description:</b>	Inspects buildings under construction to ensure compliance with City codes; requires completion of a standard high school course with coursework in the Building Trades, or two (2) years of vocational-technical school training in the Building Trades; two (2) years of experience in building construction; must possess certification per Standard Building Codes as a Building Inspector within one (1) year of employment and maintain certification for the duration of employment in this position.
<b>Total Matches (A M B):</b>	0 4 1
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	3 4
<b>Full Part Time:</b>	3 3
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Building Inspector   City Inspector
<b>Reports To:</b>	Deputy Fire Chief   Mayor   Planning Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$43,680	\$43,840	\$49,834	\$52,225	\$52,639	\$56,784
<b>Actual Incentive Paid Dollar Last Year</b>	3	\$200	\$200	\$993	\$200	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$56,784	\$45,427	\$56,784	\$68,141
Lowell	9839	Full	\$43,680	\$34,944	\$43,680	\$52,416
Greenwood	9516	Full	\$52,639	\$55,838	\$52,639	\$74,717
Clarksville	9381	Full	\$43,840	\$37,880	\$40,880	\$42,880
Gentry	3790	Full	\$52,225	\$41,780	\$52,225	\$62,670

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.

# Electrical Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	204 - Electrical Inspector
<b>Job Description:</b>	Schedules, performs, and maintains records of electrical inspections to ensure buildings being constructed are in compliance with Electrical Codes; requires completion of high school or two (2) years of vocational-technical training in the Building or Electrical Trades; two (2) years of experience in the installation of electrical wiring systems; must possess State of Arkansas Journeyman Electrician
<b>Insufficient Data:</b>	0

# Mechanical Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	205 - Mechanical Inspector
<b>Job Description:</b>	Inspects heating, air, and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Mechanical Codes; requires completion of high school; two (2) years of experience in performing mechanical inspections for compliance with mechanical codes; must possess Arkansas State Mechanical Class A or B license before employment; must possess Arkansas state licensing as a Mechanical Inspector within one (1) year of employment; must possess Citation Authority Certification within one (1) year of employment; must maintain licenses and certification for the duration of employment in this position.
<b>Insufficient Data:</b>	0



# Plumbing and Gas Inspector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	206 - Plumbing and Gas Inspector
<b>Job Description:</b>	Inspects plumbing, gas and ventilation systems of new commercial and residential buildings, remodeling projects and building additions for compliance with City and State Plumbing Codes; requires completion of a high school diploma or GED; must possess an Arkansas State License as a Journeyman Plumber; must maintain licensure for the duration of employment in this position.
<b>Insufficient Data:</b>	0

## Community Development/Planning Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	300 - Community Development/Planning Director
<b>Job Description:</b>	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 1
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Planning Director
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$66,144	\$66,144	\$70,325	\$66,144	\$74,505	\$74,505
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$200	\$200	\$200	\$200	\$200	\$200
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$66,144	\$52,915	\$66,144	\$79,373
Greenwood	9516	Full	\$74,505	\$55,838	\$74,505	\$74,717

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.

# Planner II

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

# Planner I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	302 - Planner I
<b>Job Description:</b>	Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor
<b>Total Matches (A M B):</b>	1 1 0
<b>Exempt non-exempt:</b>	1 1
<b>Bonus Eligible (Y N):</b>	2 1
<b>Full Part Time:</b>	2 6
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Planning & Zoning Secretary/Administrator   Planning Coordinator   Planning Director
<b>Reports To:</b>	Mayor   Planning Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$50,190	\$50,190	\$53,701	\$50,190	\$70,990	\$70,990
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$200	\$200	\$200	\$200	\$200	\$200
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$50,190	\$40,152	\$50,190	\$60,228
Cave Springs	5495	Full	\$70,990	\$56,792	\$70,990	\$85,188
Little Flock	3055	Full	\$39,923	\$35,000	\$42,500	\$50,000

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

# City Engineer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	303 - City Engineer
<b>Job Description:</b>	Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 0 1
<b>Exempt non-exempt:</b>	1 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Engineer
<b>Reports To:</b>	Mayor
<b>Comments:</b>	Works 32 Hours Per

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$71,082	\$71,082	\$71,082	\$71,082	\$71,082	\$71,082
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$1,914	\$1,914	\$1,914	\$1,914	\$1,914	\$1,914
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$71,082	\$61,164	\$64,164	\$66,164

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	304 - Engineering Specialist
<b>Job Description:</b>	Inspects, collects area data, surveys, and prepares drawings of projects planned for construction or under construction; responds to customer questions; requires completion of two (2) years of college or vocational technical coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in construction inspection, or a related area.
<b>Insufficient Data:</b>	0

# Engineering Technician - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	305 - Engineering Technician - Senior
<b>Job Description:</b>	Provides technical assistance by collecting and maintaining computerized files and records of information relating to street overlays, sidewalks, curb ramps and street conditions; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Computer Technology, Engineering Technology, or a related area; one (1) year of experience in providing technical support construction project planning; one (1) year of experience in microcomputer use including database administration, or a related area.
<b>Insufficient Data:</b>	0

# GIS Analyst - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	306 - GIS Analyst - Senior
<b>Job Description:</b>	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
<b>Total Matches (A M B):</b>	0 0 1
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Gis & Technology Coordinator
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$70,000	\$56,000	\$70,000	\$84,000

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



# GIS Analyst

<a href="#">Index Tab</a>	
<b>Job Title:</b>	307 - GIS Analyst
<b>Job Description:</b>	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Graphics Technician

<a href="#">Index Tab</a>	
<b>Job Title:</b>	308 - Graphics Technician
<b>Job Description:</b>	Prepares and maintains maps and graphics for the Department of Planning and Development presentations and projects; one (1) year of coursework in drafting, mechanical drawing or a related area; one (1) year of experience in drafting or graphics involving mapping; and one (1) year of experience in computer aided drafting (CAD).
<b>Insufficient Data:</b>	0

# Land Surveyor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	309 - Land Surveyor
<b>Job Description:</b>	Performs land surveys in support of Public Works projects; reviews subdivision plats; provides supervision to an Engineering Specialist; requires completion of high school, supplemented by two (2) years of vocational-technical or college coursework in Civil Engineering, Engineering Technology, or a related area; two (2) years of experience in surveying and civil engineering data collection, or a related area; one (1) year of supervisory experience; must possess registration in Arkansas as a Land Surveyor within three (3) months of employment and maintain registration for the duration of employment in this position.
<b>Insufficient Data:</b>	0

## Finance Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	400 - Finance Director
<b>Job Description:</b>	Manages the day-to-day accounting, budgeting and purchasing activities of the City; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports; requires a minimum of a college degree in Accounting and/or Finance plus eight (8) years of accounting/finance experience and five (5) years of supervisory/ managerial experience.
<b>Total Matches (A M B):</b>	0 5 2
<b>Exempt non-exempt:</b>	5 1
<b>Bonus Eligible (Y N):</b>	3 1
<b>Full Part Time:</b>	3 0
<b>Number of Organizations Reporting:</b>	8
<b>Position Titles:</b>	Deputy Treasurer/Mayors Assistant   Director Of Finance And Operations   Finance & Hr Director   Finance Director   Finance Officer   Hr/Finance Director
<b>Reports To:</b>	Mayor   Treasurer
<b>Comments:</b>	Handles All Payroll, Accounts Receivable/Payable, Does Not Require Degree, Is Not Elected, Is Appointed By The Treasurer.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	8	\$56,632	\$56,632	\$69,539	\$65,334	\$68,182	\$93,771
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$200	\$200	\$200	\$200	\$200	\$200
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$85,862	\$68,690	\$85,862	\$103,034
Greenwood	9516	Full	\$93,771	\$60,170	\$93,771	\$93,866
Hope	8952	Full	\$68,182	\$54,546	\$68,182	\$81,818
Monticello	8442	Full	\$65,334	\$65,333	\$65,334	\$78,401
Wynne	8314	Full	\$56,632	\$45,306	\$56,632	\$67,958
Ward	6052	Full	\$67,183	\$53,746	\$67,183	\$80,620
Elkins	3602	Full	\$63,354	\$50,683	\$63,354	\$76,025
Huntsville	2879	Full	\$55,992	\$44,794	\$55,992	\$67,190

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	401 - Accountant
<b>Job Description:</b>	Reconciles, balances, and maintains accounts in accordance with Generally Accepted Accounting Principles (GAAP), and City ordinances, policies, and procedures; may provide supervision to Accounting Clerk(s); requires completion of a Bachelor
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Finance Manager   Treasurer Assistant
<b>Reports To:</b>	Director Of Finance
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$36,500	\$36,500	\$47,638	\$36,500	\$58,775	\$58,775
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$58,775	\$58,775	\$58,775	\$70,530
Heber Springs	6969	Full	\$36,500	\$29,200	\$36,500	\$43,800

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

# Accounting Clerk II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	402 - Accounting Clerk II
<b>Job Description:</b>	Maintains accounting files and records; provides supervision to Accounting Clerks; requires completion of two (2) years of college or vocational technical school coursework in Bookkeeping, Accounting, or a related area; two (2) years of experience in bookkeeping.
<b>Insufficient Data:</b>	0

# Accounting Clerk I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	403 - Accounting Clerk I
<b>Job Description:</b>	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
<b>Total Matches (A M B):</b>	0 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Finance Assistant
<b>Reports To:</b>	Finance Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$38,252	\$38,252	\$38,252	\$38,252	\$38,252	\$38,252
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$38,252	\$38,252	\$38,252	\$45,902

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	404 - Accounting Clerk
<b>Job Description:</b>	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Accounting Clerk 1
<b>Reports To:</b>	Office Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$26,520	\$26,520	\$26,520	\$26,520	\$26,520	\$26,520
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Mountain View	2877	Full	\$26,520	\$21,216	\$26,520	\$31,824

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



## Accounts Payable/Accounts Receivable Specialist/Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	405 - Accounts Payable/Accounts Receivable Specialist/Coordinator
<b>Job Description:</b>	Serves typically under the Finance Director and performs the AP/AR functions by ensuring expenses are paid and/or revenues are received in a timely manner; requires high school or GED completion; two (2) years of bookkeeping/accounting experience; one (1) year of general clerical experience.
<b>Total Matches (A M B):</b>	0 6 1
<b>Exempt non-exempt:</b>	1 5
<b>Bonus Eligible (Y N):</b>	4 5
<b>Full Part Time:</b>	4 0
<b>Number of Organizations Reporting:</b>	8
<b>Position Titles:</b>	Accounts Payable/Receivable   Admin   Ap/Ar & Hr Admin   Bookkeeper   Finance Asst.   Finance Coordinator   Finance/Accounting Specialist
<b>Reports To:</b>	City Clerk/City Treasurer   Clerk / Treasurer   Clerk/Treasurer   Finance & Hr Director   Finance Director   Hr/Finance Director   Recorder/Treasurer
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	8	\$34,340	\$34,340	\$37,506	\$38,776	\$44,968	\$51,085
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$200	\$200	\$1,100	\$200	\$2,000	\$2,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$50,336	\$40,269	\$50,336	\$60,403
Greenwood	9516	Full	\$51,085	\$32,055	\$51,085	\$51,084
Hope	8952	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$34,340	\$27,472	\$34,340	\$41,208
Mena	5589	Full	\$38,776	\$31,021	\$38,776	\$46,531
Cave Springs	5495	Full	\$44,968	\$35,974	\$44,968	\$53,962
Warren	5453	Full	\$3,100	\$2,480	\$3,100	\$3,720
Little Flock	3055	Full	\$42,081	\$35,000	\$47,500	\$60,000

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

# Fire Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	500 - Fire Chief
<b>Job Description:</b>	Responsible for the management, administration, and coordination of the City
<b>Total Matches (A M B):</b>	0 7 2
<b>Exempt non-exempt:</b>	7 1
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 5
<b>Number of Organizations Reporting:</b>	13
<b>Position Titles:</b>	Fire Chief   Fire Chief/Building Inspector   Safetey Manager
<b>Reports To:</b>	Fire Chief   Mayor
<b>Comments:</b>	2080 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	13	\$46,800	\$50,978	\$65,497	\$65,150	\$81,120	\$93,104
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	3	\$4,397	\$4,397	\$4,727	\$4,397	\$6,032	\$6,032
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$93,104	\$74,483	\$93,104	\$111,725
Greenwood	9516	Full	\$81,566	\$60,700	\$81,566	\$81,567
Hope	8952	Full	\$65,597	\$52,478	\$65,597	\$78,716
Monticello	8442	Full	\$50,978	\$59,122	\$50,978	\$61,174
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Pocahontas	7371	Full	\$48,145	\$38,516	\$48,145	\$57,774
Heber Springs	6969	Full	\$56,200	\$44,960	\$56,200	\$67,440
Ward	6052	Full	\$60,094	\$48,075	\$60,094	\$72,113
Cave Springs	5495	Full	\$81,120	\$64,896	\$81,120	\$97,344
Warren	5453	Full	\$46,800	\$37,440	\$46,800	\$56,160
Gentry	3790	Full	\$66,261	\$53,009	\$66,261	\$79,513
Elkins	3602	Full	\$93,991	\$75,193	\$93,991	\$112,789
Brinkley	2700	Full	\$42,453	\$33,962	\$42,453	\$50,944

## Fire Chief

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	501 - Assistant Fire Chief
<b>Job Description:</b>	Serves under the direction of the Fire Chief and is responsible for the administrative and technical aspects of the fire department and directs all employees and activities either directly or through subordinate officers; makes administrative and operational decisions pertaining to fire fighting, established policies and limitations of laws and regulations; requires an Associate
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 3
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Assistance Fire Chief   Deputy Chief
<b>Reports To:</b>	Fire Chief
<b>Comments:</b>	2080 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$56,000	\$56,000	\$69,787	\$56,000	\$83,574	\$83,574
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	1	\$3,368	\$3,368	\$3,368	\$3,368	\$3,368	\$3,368
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$83,574	\$66,859	\$83,574	\$100,289
Prairie Grove	7045	Full	\$56,000	\$44,800	\$56,000	\$67,200

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

# Fire Battalion Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	502 - Fire Battalion Chief
<b>Job Description:</b>	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
<b>Total Matches (A M B):</b>	0 6 0
<b>Exempt non-exempt:</b>	0 3
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Battalion Chief   Firefighter
<b>Reports To:</b>	Deputy & Fire Chief
<b>Comments:</b>	2912 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$38,584	\$38,584	\$57,449	\$50,960	\$72,043	\$73,033
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	3	\$2,073	\$2,073	\$2,077	\$2,073	\$2,102	\$2,102
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	1	\$725	\$725	\$725	\$725	\$725	\$725

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$72,043	\$57,634	\$72,043	\$86,452
Lowell	9839	Full	\$71,490	\$57,192	\$71,490	\$85,788
Lowell	9839	Full	\$73,033	\$58,426	\$73,033	\$87,640
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$50,960	\$40,768	\$50,960	\$61,152

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	503 - Fire Captain
<b>Job Description:</b>	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire lieutenant, and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
<b>Total Matches (A M B):</b>	3 18 0
<b>Exempt non-exempt:</b>	0 20
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Battalion Chief   Captain   Fire Captain   Firefighter
<b>Reports To:</b>	Battalion Chief   Captain   Fire Chief
<b>Comments:</b>	2912 Hours   Emt Not Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	25	\$38,584	\$40,906	\$47,156	\$42,894	\$50,960	\$60,773
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	14	\$1,541	\$1,610	\$1,736	\$1,685	\$1,855	\$1,992
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$69,218	\$55,374	\$69,218	\$83,062
Lowell	9839	Full	\$55,969	\$44,775	\$55,969	\$67,163
Lowell	9839	Full	\$60,773	\$48,618	\$60,773	\$72,928
Lowell	9839	Full	\$60,773	\$48,618	\$60,773	\$72,928
Lowell	9839	Full	\$55,969	\$44,775	\$55,969	\$67,163
Lowell	9839	Full	\$72,218	\$57,774	\$72,218	\$86,662
Hope	8952	Full	\$42,894	\$34,315	\$42,894	\$51,473
Hope	8952	Full	\$50,960	\$40,768	\$50,960	\$61,152
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$42,894	\$34,315	\$42,894	\$51,473
Monticello	8442	Full	\$42,448	\$44,723	\$42,448	\$50,938
Monticello	8442	Full	\$45,033	\$47,234	\$45,033	\$54,040
Monticello	8442	Full	\$41,363	\$45,000	\$41,363	\$49,636
Wynne	8314	Full	\$46,200	\$36,960	\$46,200	\$55,440

## Fire Captain

Wynne	8314	Full	\$46,200	\$36,960	\$46,200	\$55,440
Wynne	8314	Full	\$46,200	\$36,960	\$46,200	\$55,440
Pocahontas	7371	Full	\$35,734	\$28,587	\$35,734	\$42,881
Pocahontas	7371	Full	\$42,705	\$34,164	\$42,705	\$51,246
Pocahontas	7371	Full	\$44,023	\$35,218	\$44,023	\$52,828
Pocahontas	7371	Full	\$40,906	\$32,725	\$40,906	\$49,087
Pocahontas	7371	Full	\$38,897	\$31,118	\$38,897	\$46,676
Pocahontas	7371	Full	\$40,228	\$32,182	\$40,228	\$48,274
Pocahontas	7371	Full	\$36,479	\$29,183	\$36,479	\$43,775
Pocahontas	7371	Full	\$42,466	\$33,973	\$42,466	\$50,959
Heber Springs	6969	Full	\$39,768	\$31,814	\$39,768	\$47,722

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	504 - Fire Lieutenant
<b>Job Description:</b>	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
<b>Total Matches (A M B):</b>	0 3 0
<b>Exempt non-exempt:</b>	0 3
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 3
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Fire Chief
<b>Reports To:</b>	Fire Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$56,664	\$56,664	\$56,664	\$56,664	\$56,664	\$56,664
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Prairie Grove	7045	Full	\$56,664	\$45,331	\$56,664	\$67,997
Prairie Grove	7045	Full	\$56,664	\$45,331	\$56,664	\$67,997
Prairie Grove	7045	Full	\$56,664	\$45,331	\$56,664	\$67,997

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	505 - Fire Apparatus Engineer (Driver)
<b>Job Description:</b>	Drives fire equipment to the scene of an emergency and operates the equipment as required; requires serving as a current, regular status firefighter for at least two (2) years; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
<b>Total Matches (A M B):</b>	0 0 1
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 1
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Fire Engineer   Fire Engineers
<b>Reports To:</b>	Fire Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$38,768	\$38,768	\$40,379	\$38,768	\$43,600	\$43,600
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Heber Springs	6969	Full	\$38,768	\$31,014	\$38,768	\$46,522
Heber Springs	6969	Full	\$38,768	\$31,014	\$38,768	\$46,522
Warren	5453	Full	\$43,600	\$34,880	\$43,600	\$52,320

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

## Fire Inspector/Marshal

<a href="#">Index Tab</a>	
<b>Job Title:</b>	506 - Fire Inspector/Marshal
<b>Job Description:</b>	Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program
<b>Total Matches (A M B):</b>	0 3 1
<b>Exempt non-exempt:</b>	1 4
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Dispatch/Inspector   Fire Chief   Fire Marshall
<b>Reports To:</b>	Fire Chief
<b>Comments:</b>	Emt Not Required, Also Serves As Building Inspector, And Issues PermitsTo Contractors.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$47,797	\$51,515	\$54,312	\$54,556	\$55,288	\$62,405
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	1	\$900	\$900	\$900	\$900	\$900	\$900
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$47,797	\$50,072	\$47,797	\$57,356
Wynne	8314	Full	\$51,515	\$41,212	\$51,515	\$61,818
Mena	5589	Full	\$62,405	\$49,924	\$62,405	\$74,886
Mena	5589	Full	\$54,556	\$43,645	\$54,556	\$65,467
Mena	5589	Full	\$55,288	\$44,230	\$55,288	\$66,346

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.

# Firefighter

<a href="#">Index Tab</a>	
<b>Job Title:</b>	507 - Firefighter
<b>Job Description:</b>	Protects citizens
<b>Total Matches (A M B):</b>	6 38 0
<b>Exempt non-exempt:</b>	0 41
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 46
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	Battalion Chief   Captain   Fire Chief   Fire Fighter   Fire Firefighter   Firefighter   Full-Time Firefighter
<b>Reports To:</b>	Captain   Fire Chief   Fire Chief & Captain
<b>Comments:</b>	2912 Hours   Emt Not Required.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	59	\$37,268	\$39,520	\$42,013	\$41,860	\$43,447	\$46,770
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	6	\$2,600	\$2,600	\$2,383	\$2,600	\$2,600	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	29	\$220	\$769	\$1,854	\$1,250	\$1,499	\$5,246
<b>Longevity Pay</b>	2	\$10	\$10	\$10	\$10	\$10	\$10
<b>Other Pay</b>	3	\$413	\$413	\$475	\$413	\$713	\$713

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$43,447	\$34,758	\$43,447	\$52,136
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$45,049	\$36,039	\$45,049	\$54,059
Lowell	9839	Full	\$64,355	\$51,484	\$64,355	\$77,226
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$57,658	\$46,126	\$57,658	\$69,190
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956

## Firefighter

Lowell	9839	Full	\$45,049	\$36,039	\$45,049	\$54,059
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$43,447	\$34,758	\$43,447	\$52,136
Lowell	9839	Full	\$52,067	\$41,654	\$52,067	\$62,480
Lowell	9839	Full	\$43,447	\$34,758	\$43,447	\$52,136
Lowell	9839	Full	\$51,251	\$41,001	\$51,251	\$61,501
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Hope	8952	Full	\$42,894	\$34,315	\$42,894	\$51,473
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$50,960	\$40,768	\$50,960	\$61,152
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$39,370	\$31,496	\$39,370	\$47,244
Monticello	8442	Full	\$35,080	\$39,625	\$35,080	\$42,096
Monticello	8442	Full	\$41,352	\$43,192	\$41,352	\$49,622
Monticello	8442	Full	\$40,100	\$41,934	\$40,100	\$48,120
Monticello	8442	Full	\$36,720	\$41,394	\$36,720	\$44,064
Monticello	8442	Full	\$22,487	\$39,501	\$22,487	\$26,984
Monticello	8442	Full	\$36,576	\$39,625	\$36,576	\$43,891
Monticello	8442	Full	\$41,211	\$43,695	\$41,211	\$49,453
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Prairie Grove	7045	Full	\$46,770	\$37,416	\$46,770	\$56,124
Prairie Grove	7045	Full	\$44,540	\$35,632	\$44,540	\$53,448
Prairie Grove	7045	Full	\$44,540	\$35,632	\$44,540	\$53,448
Prairie Grove	7045	Full	\$39,520	\$31,616	\$39,520	\$47,424
Prairie Grove	7045	Full	\$31,616	\$25,293	\$31,616	\$37,939
Heber Springs	6969	Full	\$37,268	\$29,814	\$37,268	\$44,722
Heber Springs	6969	Full	\$37,268	\$29,814	\$37,268	\$44,722
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$45,804	\$36,643	\$45,804	\$54,965
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Gentry	3790	Full	\$44,809	\$35,847	\$44,809	\$53,771
Gentry	3790	Full	\$43,281	\$34,625	\$43,281	\$51,937
Huntsville	2879	Full	\$40,559	\$32,447	\$40,559	\$48,671
Huntsville	2879	Full	\$39,263	\$31,410	\$39,263	\$47,116

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	600 - HR/Personnel Director
<b>Job Description:</b>	Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 2 1
<b>Exempt non-exempt:</b>	3 0
<b>Bonus Eligible (Y N):</b>	2 0
<b>Full Part Time:</b>	2 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Hr Director   Hr Director/Exec Asst To Mayor   Hr/Mayor Assist
<b>Reports To:</b>	Mayor
<b>Comments:</b>	Also Handles Grant Management, Social Media, All Employee Benefits

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$57,166	\$57,166	\$58,339	\$57,166	\$65,150	\$65,150
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$57,166	\$49,757	\$57,166	\$67,391
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Heber Springs	6969	Full	\$52,700	\$42,160	\$52,700	\$63,240

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	601 - Human Resource Generalist
<b>Job Description:</b>	Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.
<b>Insufficient Data: 0</b>	

# HR-Benefits Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	602 - HR-Benefits Specialist
<b>Job Description:</b>	Serves as the administrator and point-of-contact for City benefits, including carrier selection, enrollment, orientation, and all associated records. BA/BS in HR Administration, Business Administration, Public Administration and 2 years related experience or 2 years college and 4 years related experience.
<b>Total Matches (A M B):</b>	0 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Hr Specialist/Finance Asst
<b>Reports To:</b>	Finance Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$38,376	\$38,376	\$38,376	\$38,376	\$38,376	\$38,376
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$38,376	\$38,376	\$38,376	\$46,051

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

# Human Resources Assistant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	603 - Human Resources Assistant
<b>Job Description:</b>	Handles various HR duties including employment, insurance claims, Worker
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Human Resource Director
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$49,039	\$49,039	\$49,039	\$49,039	\$49,039	\$49,039
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$49,039	\$39,231	\$49,039	\$58,847

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	604 - Payroll Administrator
<b>Job Description:</b>	Processes employee paychecks and earnings statements and tabulates records of employees' work hours so that payroll can be processed correctly and on time. Also reviews calculation reports, and other information in order to detect and reconcile payroll discrepancies.
<b>Insufficient Data:</b>	0

# Industrial Organizational Specialist

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

# Information Systems Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	700 - Information Systems Director
<b>Job Description:</b>	Responsible for the planning, developing, implementing, administration, and evaluation of cost-effective state-of-the-art information technology services; oversees network operations, website management, records/imaging systems and several department specific software applications; seeks to increase efficiency and productivity through technology throughout the City; requires Bachelor
<b>Insufficient Data:</b>	0

# Systems Network Manager

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

# Network Analyst

<a href="#">Index Tab</a>	
<b>Job Title:</b>	702 - Network Analyst
<b>Job Description:</b>	Designs, installs, monitors, and troubleshoots computer systems networks to meet data processing and information needs for City departments, including internal network access and Internet access; provides supervision to Network Coordinators; requires completion of an Associate
<b>Insufficient Data:</b>	0

## Network Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	703 - Network Coordinator
<b>Job Description:</b>	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
<b>Total Matches (A M B):</b>	0 0 1
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Management Information Director
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$42,425	\$42,425	\$42,425	\$42,425	\$42,425	\$42,425
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$42,425	\$33,940	\$42,425	\$50,910

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

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

# Programmer Analyst

<a href="#">Index Tab</a>	
<b>Job Title:</b>	705 - Programmer Analyst
<b>Job Description:</b>	The Programmer/Analyst's role is to define, develop, test, analyze, and maintain new software applications in support of the achievement of business requirements. This includes writing, coding, testing, and analyzing software programs and applications.; requires completion of a Bachelor
<b>Insufficient Data:</b>	0



# Systems Programmer

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

# Information Support Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	707 - Information Support Specialist
<b>Job Description:</b>	Provides user support for microcomputers and associated hardware and software; requires completion of two (2) years of college coursework in Computer Science, Computer Information Systems, or a related area, or graduation from a vocational-technical school with an Associate
<b>Insufficient Data:</b>	0

# Librarian

<a href="#">Index Tab</a>	
<b>Job Title:</b>	800 - Librarian
<b>Job Description:</b>	The Librarian manages and oversees the library and its collections and materials, performing a variety of related library and patron support services.
<b>Total Matches (A M B):</b>	0 3 0
<b>Exempt non-exempt:</b>	1 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Librarian   Library Director
<b>Reports To:</b>	Library Board   Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$47,472	\$47,472	\$46,246	\$47,472	\$49,266	\$49,266
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Prairie Grove	7045	Full	\$49,266	\$39,413	\$49,266	\$59,119
Gentry	3790	Full	\$47,472	\$37,978	\$47,472	\$56,966
Elkins	3602	Full	\$42,000	\$33,600	\$42,000	\$50,400

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

# Library Assistant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	801 - Library Assistant
<b>Job Description:</b>	The Library Assistant assists the Librarian and others with the daily tasks of the library.
<b>Total Matches (A M B):</b>	1 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 6
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Childrens Librarian   Library Assistant
<b>Reports To:</b>	Librarian   Library Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$34,053	\$34,053	\$37,504	\$34,053	\$40,955	\$40,955
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Prairie Grove	7045	Full	\$40,955	\$32,764	\$40,955	\$49,146
Gentry	3790	Full	\$34,053	\$27,242	\$34,053	\$40,864

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

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

# Airport Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	901 - Airport Manager
<b>Job Description:</b>	Manages the overall day to day operational responsibilities of the city
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	2 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Airport Manager
<b>Reports To:</b>	Airport Commisioners   Airport Commission
<b>Comments:</b>	300 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$47,008	\$47,008	\$49,002	\$47,008	\$65,123	\$65,123
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$34,874	\$34,874	\$34,874	\$41,849
Pocahontas	7371	Full	\$47,008	\$37,606	\$47,008	\$56,410
Mena	5589	Full	\$65,123	\$52,098	\$65,123	\$78,148

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	902 - Airport Attendant
<b>Job Description:</b>	Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Airport Maintenance
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$35,422	\$35,422	\$35,422	\$35,422	\$35,422	\$35,422
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$35,422	\$28,338	\$35,422	\$42,506

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.

# Animal Control Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	903 - Animal Control Director
<b>Job Description:</b>	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	1 2 0
<b>Exempt non-exempt:</b>	1 1
<b>Bonus Eligible (Y N):</b>	2 1
<b>Full Part Time:</b>	2 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Animal Control Officer   Animal Supervisor
<b>Reports To:</b>	Finance & Hr Director   Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$39,894	\$39,894	\$42,194	\$39,894	\$49,483	\$49,483
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$200	\$200	\$1,100	\$200	\$2,000	\$2,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$49,483	\$39,586	\$49,483	\$59,380
Hope	8952	Full	\$39,894	\$31,915	\$39,894	\$47,873
Mena	5589	Full	\$37,204	\$29,763	\$37,204	\$44,645

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	904 - Animal Control Field Officer
<b>Job Description:</b>	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
<b>Total Matches (A M B):</b>	0 6 3
<b>Exempt non-exempt:</b>	0 8
<b>Bonus Eligible (Y N):</b>	3 7
<b>Full Part Time:</b>	3 1
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	Animal Control   Animal Control Director   Animal Control Officer   Animal Control/Code Enforcement   Code Enforcement/Animal Control Officer
<b>Reports To:</b>	Mayor   Police Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	10	\$3,837	\$29,580	\$32,715	\$33,425	\$37,725	\$39,790
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$39,790	\$30,240	\$39,790	\$45,361
Clarksville	9381	Full	\$3,837	\$34,077	\$37,077	\$39,077
Hope	8952	Full	\$35,485	\$28,388	\$35,485	\$42,582
Monticello	8442	Full	\$29,580	\$32,580	\$29,580	\$35,496
Pocahontas	7371	Full	\$37,725	\$30,180	\$37,725	\$45,270
Prairie Grove	7045	Full	\$36,067	\$28,854	\$36,067	\$43,280
Heber Springs	6969	Full	\$31,865	\$25,492	\$31,865	\$38,238
Ward	6052	Full	\$29,556	\$23,645	\$29,556	\$35,467
Ward	6052	Full	\$33,425	\$26,740	\$33,425	\$40,110
Elkins	3602	Full	\$49,818	\$39,854	\$49,818	\$59,782

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.

# Animal Services Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	905 - Animal Services Manager
<b>Job Description:</b>	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	1 1 0
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	1 2
<b>Full Part Time:</b>	1 2
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Animal Welfare Technician   Anmimal Control Helper
<b>Reports To:</b>	Animal Control Officer   Animal Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$27,851	\$27,851	\$30,462	\$27,851	\$33,072	\$33,072
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$200	\$200	\$200	\$200	\$200	\$200
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$33,072	\$26,458	\$33,072	\$39,686
Pocahontas	7371	Full	\$27,851	\$22,281	\$27,851	\$33,421

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	906 - Animal Services Officer
<b>Job Description:</b>	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
<b>Insufficient Data:</b>	0

# Building/Maintenance Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	907 - Building/Maintenance Supervisor
<b>Job Description:</b>	Oversee day to day operations with custodians and maintenance employees. Schedule employees and their work, purchase materials (including taking bids) and make sure the buildings and facilities are maintained. Provide direction as to work assignments, how to complete assignments and purpose of assignments. Perform employee evaluations. Evaluate jobs, decide if it is an in house project or bid it out if needed. May be on call 24 hours a day.
<b>Insufficient Data:</b>	0

# Building/Maintenance Worker

<a href="#">Index Tab</a>	
<b>Job Title:</b>	908 - Building/Maintenance Worker
<b>Job Description:</b>	Maintain building in good repair, performing routine painting, plumbing, some electrical wiring (within scope of demonstrated skill) and other related maintenance activities as directed. Perform minor maintenance on heating and air conditioning equipment. Assist in servicing and cleaning bathroom plumbing facilities, disassembling and reassembling after their cleaning and/or repair. Perform construction work such as building cabinets, painting, plumbing, laying tile, assisting in remodeling projects, etc. Assist with preparation and cleaning of meeting rooms, gymnasium, banquet hall, etc. as needed prior to and following scheduled events.
<b>Insufficient Data: 0</b>	

# Fleet Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	909 - Fleet Supervisor
<b>Job Description:</b>	The incumbent is responsible to supervise personnel, maintain communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in the City
<b>Insufficient Data:</b>	0

## Fleet Maintenance Mechanic II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	910 - Fleet Maintenance Mechanic II
<b>Job Description:</b>	The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.
<b>Total Matches (A M B):</b>	0 2 1
<b>Exempt non-exempt:</b>	0 3
<b>Bonus Eligible (Y N):</b>	1 3
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Maintenance Supervisor   Mechanic li   Street Dept Mechanic li
<b>Reports To:</b>	Mayor   Street Dept Director   Water Distribution Director
<b>Comments:</b>	10 Years Experience Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$47,457	\$47,457	\$51,459	\$47,457	\$60,178	\$60,178
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$46,742	\$43,421	\$46,742	\$50,061
Greenwood	9516	Full	\$47,457	\$43,421	\$47,457	\$50,061
Clarksville	9381	Full	\$60,178	\$56,968	\$57,968	\$58,968

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	911 - Fleet Maintenance Mechanic I
<b>Job Description:</b>	Performs skilled work relative to the maintenance and repair of City vehicles and equipment. . Order replacement parts. Organize and maintain effective preventative maintenance practices and records and perform complete vehicle preventive maintenance checks on City fleet vehicles and equipment. Repair/replace motors, generators, carburetors, clutches, ignition systems and similar mechanical assemblies. Perform electrical work such as installing batteries, repairing and adjusting lights, replacing generators and starters and trouble
<b>Total Matches (A M B):</b>	1 4 0
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	2 4
<b>Full Part Time:</b>	2 0
<b>Number of Organizations Reporting:</b>	5
<b>Position Titles:</b>	Fleet Mechanic   Mechanic   Secondary Mechanic   Street Dept Mechanic I
<b>Reports To:</b>	Maint. Supervisor   Public Works Manager   Street Dept Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$33,155	\$37,638	\$42,124	\$43,534	\$44,720	\$51,571
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$33,155	\$27,532	\$33,155	\$43,421
Clarksville	9381	Full	\$37,638	\$33,638	\$36,638	\$38,638
Hope	8952	Full	\$43,534	\$34,827	\$43,534	\$52,241
Monticello	8442	Full	\$51,571	\$51,571	\$51,571	\$61,885
Heber Springs	6969	Full	\$44,720	\$35,776	\$44,720	\$53,664

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	912 - Horticulturist
<b>Job Description:</b>	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Landscaper
<b>Reports To:</b>	Parks Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$40,594	\$40,594	\$40,594	\$40,594	\$40,594	\$40,594
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$40,594	\$33,384	\$36,384	\$38,384

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	913 - Grounds Maintenance Supervisor
<b>Job Description:</b>	Oversee grounds for the City and act as a working supervisor. Supervise grounds and maintenance employees. Purchase supplies (tires, oil, grease, tools, etc.). Hire and train employees. Obtain bids on weed eaters, tractors, mower decks, parts, trucks, etc. Purchase snow plows and sand spreaders for snow and ice. Handle daily employee-related paperwork. Oversee use of chemicals on grounds and related equipment.
<b>Total Matches (A M B):</b>	0 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Cemetery Caretaker
<b>Reports To:</b>	Finance Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$30,355	\$30,355	\$30,355	\$30,355	\$30,355	\$30,355
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$30,355	\$30,355	\$30,355	\$36,426

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

## Grounds Maintenance Lead

<a href="#">Index Tab</a>	
<b>Job Title:</b>	914 - Grounds Maintenance Lead
<b>Job Description:</b>	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.
<b>Insufficient Data:</b>	0

# Grounds Maintenance Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	915 - Grounds Maintenance Laborer
<b>Job Description:</b>	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include: mowing, weed eating, cleaning up and maintaining equipment, cutting and/or trimming trees, cleaning out ditches and storm drains, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city and other duties as assigned.
<b>Total Matches (A M B):</b>	0 0 1
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 1
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	General Laborer Street
<b>Reports To:</b>	Street Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$38,037	\$38,037	\$38,037	\$38,037	\$38,037	\$38,037
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$38,037	\$34,077	\$37,077	\$39,077

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	916 - Signal Repair Technician - Senior
<b>Job Description:</b>	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 0 1
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Technician
<b>Reports To:</b>	Street Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$45,821	\$45,821	\$45,821	\$45,821	\$45,821	\$45,821
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$45,821	\$39,361	\$42,361	\$44,361

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	917 - Signal Repair Technician
<b>Job Description:</b>	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors.
<b>Insufficient Data:</b>	0

# Signal Technician II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	918 - Signal Technician II
<b>Job Description:</b>	Installs solid state electronic traffic devices and replaces defective traffic signals at various street locations; provides supervision to Signal Technicians I; requires completion of high school or vocational school, including training in basic electrical wiring; two (2) years of experience in the installation of electrical and electronic devices; one (1) year of supervisory experience; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License before employment and maintain licensure for duration of employment in this position.
<b>Insufficient Data:</b>	0

# Signal Technician I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	919 - Signal Technician I
<b>Job Description:</b>	Troubleshoots, repairs and replaces defective traffic controllers and pedestrian signal devices; requires completion of high school or vocational school, including one (1) year of training in basic electrical wiring and electronic devices; one (1) year of experience in the installation of electronic devices; must possess a valid Arkansas Class B (Commercial Vehicle) Driver's License within 90 days of employment and maintain licensure for duration of employment in this position.
<b>Insufficient Data:</b>	0



## Parks Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1000 - Parks Director
<b>Job Description:</b>	Manages a comprehensive program to provide year round leisure, recreation and parks programs within the municipal park system including parks, trail system, lakes, golf course, cemetery, senior center, tennis center, etc.; delegates through various supervisors duties that will maintain the park infrastructure, support the community
<b>Total Matches (A M B):</b>	3 5 1
<b>Exempt non-exempt:</b>	3 5
<b>Bonus Eligible (Y N):</b>	5 5
<b>Full Part Time:</b>	5 0
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	Parks & Recreation Director   Parks And Recreation Director   Parks Director   Parks, Rec, & Tourism Director
<b>Reports To:</b>	Mayor   Mayor/A & P Commission   Parks Commission
<b>Comments:</b>	300 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	9	\$44,512	\$45,332	\$51,699	\$50,300	\$56,200	\$65,150
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$2,000	\$2,000	\$2,540	\$2,000	\$3,080	\$3,080
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$60,192	\$46,168	\$60,192	\$69,254
Clarksville	9381	Full	\$41,630	\$40,630	\$43,630	\$45,630
Hope	8952	Full	\$53,071	\$42,457	\$53,071	\$63,685
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Pocahontas	7371	Full	\$45,332	\$36,266	\$45,332	\$54,398
Heber Springs	6969	Full	\$56,200	\$44,960	\$56,200	\$67,440
Ward	6052	Full	\$44,512	\$35,610	\$44,512	\$53,414
Mena	5589	Full	\$48,900	\$39,120	\$48,900	\$58,680
Dardanella	4517	Full	\$50,300	\$40,240	\$50,300	\$60,360

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1001 - Parks Aquatics Manager
<b>Job Description:</b>	The Aquatics Manager is responsible for the daily operations of the Aquatic Center, including all personnel, pools and slides, dressing room facilities, offices and storage space, pool equipment and the concession stand. Supervises the activities in and around the pool to see that policies, rules, and regulations are observed. Maintains various first aid and any other required certificates.
<b>Total Matches (A M B):</b>	1 3 1
<b>Exempt non-exempt:</b>	0 5
<b>Bonus Eligible (Y N):</b>	3 5
<b>Full Part Time:</b>	3 1
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Aquatic Director   Aquatic Manager   Aquatic Tech
<b>Reports To:</b>	Mayor   Parks Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$28,080	\$28,080	\$34,993	\$34,163	\$37,677	\$46,965
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$46,965	\$41,996	\$44,996	\$46,996
Pocahontas	7371	Full	\$37,677	\$30,142	\$37,677	\$45,212
Pocahontas	7371	Full	\$34,163	\$27,330	\$34,163	\$40,996
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1002 - Recreation Programmer
<b>Job Description:</b>	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
<b>Total Matches (A M B):</b>	4 2 0
<b>Exempt non-exempt:</b>	0 6
<b>Bonus Eligible (Y N):</b>	3 6
<b>Full Part Time:</b>	3 1
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Aquatic Clerk   Athletic Coord   Sr. Center Cook   Sr. Center Driver   Youth Coord
<b>Reports To:</b>	Aquatic Director   Senior Center Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$26,912	\$26,912	\$29,395	\$28,080	\$31,384	\$32,921
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Clarksville	9381	Full	\$32,921	\$28,961	\$31,961	\$33,961
Monticello	8442	Full	\$31,384	\$31,384	\$31,384	\$37,661
Monticello	8442	Full	\$26,912	\$26,912	\$26,912	\$32,294
Monticello	8442	Full	\$26,912	\$26,912	\$26,912	\$32,294
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1003 - Recreation Program Manager
<b>Job Description:</b>	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Senior Center Manager
<b>Reports To:</b>	Operations Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$34,096	\$34,096	\$34,096	\$34,096	\$34,096	\$34,096
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
Monticello	8442	Full	\$34,096	\$34,096	\$34,096	\$40,915

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

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

# Therapeutic Recreation Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1005 - Therapeutic Recreation Coordinator
<b>Job Description:</b>	Develops, organizes, and supervises recreational activities for children and adults with disabilities; provides supervision to regular part-time, temporary, contractual, and volunteer personnel; requires completion of a Bachelor
<b>Insufficient Data: 0</b>	

# Parks Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1006 - Parks Supervisor
<b>Job Description:</b>	Supervises a group of equipment/operators and laborers to ensure the proper maintenance of parks, medians, cemetery, athletic fields and public grounds; Assigns work and projects and will participate in the work itself as needed; requires high school education plus four (4) years of parks maintenance experience and two (2) years as a lead equipment/operator.
<b>Total Matches (A M B):</b>	3 3 2
<b>Exempt non-exempt:</b>	0 6
<b>Bonus Eligible (Y N):</b>	5 6
<b>Full Part Time:</b>	5 0
<b>Number of Organizations Reporting:</b>	7
<b>Position Titles:</b>	Fields Mgr   Lead   Park Maintenance Supervisor   Park Manager   Parks Superintendent   Sports Complex Supervisor   Street Supervisor
<b>Reports To:</b>	Mayor   Operations Manager   Parks Director   Public Works Director & Supervisor   Street Supervisor
<b>Comments:</b>	900 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	8	\$41,205	\$41,205	\$45,293	\$45,219	\$46,800	\$51,574
<b>Actual Incentive Paid Dollar Last Year</b>	4	\$200	\$200	\$1,840	\$2,000	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$45,864	\$36,691	\$45,864	\$55,037
Clarksville	9381	Full	\$42,350	\$35,350	\$38,350	\$40,350
Clarksville	9381	Full	\$40,810	\$35,350	\$38,350	\$40,350
Hope	8952	Full	\$45,219	\$36,175	\$45,219	\$54,263
Monticello	8442	Full	\$51,574	\$51,574	\$51,574	\$61,889
Prairie Grove	7045	Full	\$41,205	\$32,964	\$41,205	\$49,446
Mena	5589	Full	\$48,522	\$38,818	\$48,522	\$58,226
Elkins	3602	Full	\$46,800	\$37,440	\$46,800	\$56,160

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

## Parks Equipment Operator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1007 - Parks Equipment Operator
<b>Job Description:</b>	Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City
<b>Total Matches (A M B):</b>	4 1 1
<b>Exempt non-exempt:</b>	0 6
<b>Bonus Eligible (Y N):</b>	1 6
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Facilities Mgr   Park Operator   Parks Laborer Maintenance li   Parks Operator   Parks Operator Lead
<b>Reports To:</b>	Aquatic Director   Park Manager   Parks Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$34,091	\$34,091	\$37,454	\$36,177	\$38,372	\$45,810
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$38,127	\$29,560	\$38,127	\$42,119
Clarksville	9381	Full	\$45,810	\$31,200	\$34,200	\$36,200
Monticello	8442	Full	\$38,372	\$38,372	\$38,372	\$46,046
Monticello	8442	Full	\$34,091	\$34,091	\$34,091	\$40,909
Monticello	8442	Full	\$36,177	\$36,177	\$36,177	\$43,412
Monticello	8442	Full	\$32,145	\$32,145	\$32,145	\$38,574

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1008 - Parks Department Laborer
<b>Job Description:</b>	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City
<b>Total Matches (A M B):</b>	2 23 0
<b>Exempt non-exempt:</b>	0 18
<b>Bonus Eligible (Y N):</b>	14 18
<b>Full Part Time:</b>	14 25
<b>Number of Organizations Reporting:</b>	14
<b>Position Titles:</b>	Construction & Maintenance   General Laborer   Grounds Keeper   Maint Tech   Maintenance   Park Labor   Park Maint Lead   Park Maintenance   Parks & Recreation Laborer   Parks Laborer   Parks Laborer Maintenance I   Parks Supervisor
<b>Reports To:</b>	Mayor   Park Maintenance Lead   Park Manager   Parks & Recreation Director   Parks And Recreation Director   Parks Director   Parks Superintendent   Public Works Director & Supervisor   Street Supervisor   Water Operator
<b>Comments:</b>	Hire Date In 2024

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	25	\$28,080	\$31,200	\$34,504	\$33,787	\$36,680	\$41,496
<b>Actual Incentive Paid Dollar Last Year</b>	8	\$600	\$600	\$2,005	\$2,000	\$3,080	\$3,080
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Lowell	9839	Full	\$35,360	\$28,288	\$35,360	\$42,432
Greenwood	9516	Full	\$31,788	\$27,532	\$31,788	\$38,219
Clarksville	9381	Full	\$32,433	\$31,473	\$34,473	\$38,384
Clarksville	9381	Full	\$34,393	\$31,473	\$34,473	\$38,384
Clarksville	9381	Full	\$34,393	\$31,473	\$34,473	\$38,384
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$30,576	\$24,461	\$30,576	\$36,691
Monticello	8442	Full	\$28,548	\$28,548	\$28,548	\$34,258
Wynne	8314	Full	\$31,200	\$24,960	\$31,200	\$37,440
Wynne	8314	Full	\$31,200	\$24,960	\$31,200	\$37,440
Prairie Grove	7045	Full	\$38,854	\$31,083	\$38,854	\$46,625

## Parks Department Laborer

Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Ward	6052	Full	\$26,249	\$20,999	\$26,249	\$31,499
Mena	5589	Full	\$36,680	\$29,344	\$36,680	\$44,016
Mena	5589	Full	\$34,584	\$27,667	\$34,584	\$41,501
Mena	5589	Full	\$39,824	\$31,859	\$39,824	\$47,789
Dardanella	4517	Full	\$33,787	\$27,030	\$33,787	\$40,544
Gentry	3790	Full	\$46,242	\$36,994	\$46,242	\$55,490
Gentry	3790	Full	\$39,694	\$31,755	\$39,694	\$47,633
Huntsville	2879	Full	\$48,543	\$38,834	\$48,543	\$58,252
Mountain View	2877	Full	\$33,872	\$27,098	\$33,872	\$40,646
<p style="text-align: center;"><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

# Police Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1100 - Police Chief
<b>Job Description:</b>	Plans, organizes and directs the activities of the Police Department to ensure effective enforcement of laws and ordinances, protection of lives and property, and initiation of crime prevention endeavors within the community. Law enforcement procedures, state and federal laws, department policy and civil service rules and regulations govern this position. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a Bachelor
<b>Total Matches (A M B):</b>	0 15 1
<b>Exempt non-exempt:</b>	10 3
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	21
<b>Position Titles:</b>	Chief Of Police   Police Chief
<b>Reports To:</b>	Mayor   Operations Manager
<b>Comments:</b>	10 Years Experience Required   2080 Hours   Degree Not Required.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	21	\$46,820	\$58,890	\$67,971	\$65,563	\$76,666	\$87,360
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	2	\$1,000	\$1,000	\$1,800	\$1,000	\$2,600	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	6	\$2,431	\$2,431	\$2,827	\$2,688	\$3,926	\$4,381
<b>Longevity Pay</b>	2	\$10	\$10	\$130	\$10	\$250	\$250
<b>Other Pay</b>	3	\$1,800	\$1,800	\$25,300	\$1,800	\$73,000	\$73,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$97,427	\$77,942	\$97,427	\$116,912
Greenwood	9516	Full	\$76,666	\$66,933	\$76,666	\$81,567
Clarksville	9381	Full	\$73,000	\$68,000	\$69,000	\$70,000
Hope	8952	Full	\$73,154	\$58,523	\$73,154	\$87,785
Monticello	8442	Full	\$58,890	\$62,653	\$58,890	\$70,668
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Pocahontas	7371	Full	\$63,328	\$50,662	\$63,328	\$75,994
Prairie Grove	7045	Full	\$93,228	\$74,582	\$93,228	\$111,874
Heber Springs	6969	Full	\$57,700	\$46,160	\$57,700	\$69,240
Ward	6052	Full	\$67,049	\$53,639	\$67,049	\$80,459
Mena	5589	Full	\$59,044	\$47,235	\$59,044	\$70,853
Cave Springs	5495	Full	\$87,360	\$69,888	\$87,360	\$104,832
Warren	5453	Full	\$58,700	\$46,960	\$58,700	\$70,440
Dardanella	4517	Full	\$65,000	\$52,000	\$65,000	\$78,000

## Police Chief

Gentry	3790	Full	\$81,703	\$65,362	\$81,703	\$98,044
Elkins	3602	Full	\$81,362	\$65,090	\$81,362	\$97,634
Little Flock	3055	Full	\$65,563	\$55,000	\$63,250	\$71,500
Huntsville	2879	Full	\$69,225	\$55,380	\$69,225	\$83,070
Mountain View	2877	Full	\$46,820	\$37,456	\$46,820	\$56,184
Brinkley	2700	Full	\$45,940	\$36,752	\$45,940	\$55,128
Hoxie	2598	Full	\$41,080	\$32,864	\$41,080	\$49,296
<p style="text-align: center;"><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

## Assistant Police Chief

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1101 - Assistant Police Chief
<b>Job Description:</b>	Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate
<b>Total Matches (A M B):</b>	1 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Assistant Chief   Executive Assistant To The Chief Of Police
<b>Reports To:</b>	Police Chief
<b>Comments:</b>	More Of An Admin Position But Part Of Pd.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$38,908	\$38,908	\$46,252	\$38,908	\$53,596	\$53,596
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$900	\$900	\$900	\$900	\$900	\$900
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	1	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Mena	5589	Full	\$53,596	\$42,877	\$53,596	\$64,315
Little Flock	3055	Full	\$38,908	\$35,000	\$42,500	\$50,000

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

## Police Major/Captain

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1102 - Police Major/Captain
<b>Job Description:</b>	Under the direction of the Police Chief, manages the daily administrative and operational functions of the Police Department. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. Supervises and directs subordinate department supervisors and/or officers to ensure effective and efficient police services to the City; requires a high school diploma or general education degree (GED); serves at least two (2) years as Lieutenant, plus seven (7) years related experience and five (5) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 7 0
<b>Exempt non-exempt:</b>	3 4
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	8
<b>Position Titles:</b>	Captain   Police Captain   Police Captian
<b>Reports To:</b>	Chief Of Police   Mayor   Police Chief
<b>Comments:</b>	10 Years Experience Required   2184 Hours   Time As A Lt Not Required.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	8	\$57,380	\$57,380	\$64,266	\$62,812	\$69,334	\$76,730
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	2	\$150	\$150	\$1,371	\$150	\$2,592	\$2,592
<b>Longevity Pay</b>	2	\$10	\$10	\$130	\$10	\$250	\$250
<b>Other Pay</b>	2	\$3,600	\$3,600	\$31,300	\$3,600	\$59,000	\$59,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$69,334	\$55,467	\$69,334	\$83,201
Greenwood	9516	Full	\$76,730	\$55,068	\$76,730	\$76,434
Clarksville	9381	Full	\$62,250	\$59,000	\$60,000	\$61,000
Monticello	8442	Full	\$50,072	\$57,432	\$50,072	\$60,086
Wynne	8314	Full	\$57,380	\$45,904	\$57,380	\$68,856
Prairie Grove	7045	Full	\$70,408	\$56,326	\$70,408	\$84,490
Dardanella	4517	Full	\$65,142	\$52,114	\$65,142	\$78,170
Huntsville	2879	Full	\$62,812	\$50,250	\$62,812	\$75,374

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1103 - Police Lieutenant
<b>Job Description:</b>	Provides supervision and direction of a designated department within the Police department. Supervises and directs subordinate officers, schedules equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a high School diploma plus specialized training and/or additional college courses seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 10 0
<b>Exempt non-exempt:</b>	5 2
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	11
<b>Position Titles:</b>	Lieutenant   Lieutenant-Patrol   Lt./Cid   Patrol Lieutenant   Police Chief   Police Cieutenant   Police Lieutenant
<b>Reports To:</b>	Captain   Chief   Police Chief   Police Chief & Captain
<b>Comments:</b>	2080 Hours   5 Years Experience Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	12	\$43,940	\$51,600	\$58,761	\$59,500	\$62,812	\$68,058
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	6	\$2,228	\$2,228	\$2,306	\$2,244	\$3,008	\$3,464
<b>Longevity Pay</b>	2	\$10	\$10	\$130	\$10	\$250	\$250
<b>Other Pay</b>	3	\$1,200	\$1,200	\$20,433	\$1,200	\$59,500	\$59,500

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$55,702	\$44,562	\$55,702	\$66,842
Lowell	9839	Full	\$68,058	\$54,446	\$68,058	\$81,670
Greenwood	9516	Full	\$62,723	\$50,061	\$62,723	\$69,507
Clarksville	9381	Full	\$59,500	\$56,000	\$57,000	\$58,000
Hope	8952	Full	\$62,481	\$49,985	\$62,481	\$74,977
Wynne	8314	Full	\$53,400	\$42,720	\$53,400	\$64,080
Ward	6052	Full	\$51,600	\$41,280	\$51,600	\$61,920
Cave Springs	5495	Full	\$77,667	\$62,134	\$77,667	\$93,200
Elkins	3602	Full	\$64,342	\$51,474	\$64,342	\$77,210
Huntsville	2879	Full	\$62,812	\$50,250	\$62,812	\$75,374
Mountain View	2877	Full	\$42,910	\$34,328	\$42,910	\$51,492
Brinkley	2700	Full	\$43,940	\$35,152	\$43,940	\$52,728

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

# Police Sergeant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1104 - Police Sergeant
<b>Job Description:</b>	Typically supervises a designated shift of patrol officers and coordinates response on the patrol level or may supervise special assignments or units as directed by the Lieutenant or superior officers; responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City; requires a high School diploma plus specialized training and/or additional college courses five (5) years of related experience and/or training and a minimum of one (1) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 37 0
<b>Exempt non-exempt:</b>	0 28
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	21
<b>Position Titles:</b>	Cid Sergeant   Police Corporal   Police Officer   Police Sergeant   Sergeant   Sergeant-Patrol   Sgt
<b>Reports To:</b>	Captain   Chief   Chief Of Police   Lieutenant   Lieutenant & Captain   Mayor   Police Captain   Police Chief   Police Sergeant
<b>Comments:</b>	2184 Hours   4 Years Experience Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	49	\$41,496	\$46,235	\$50,984	\$51,346	\$54,000	\$59,341
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	4	\$200	\$200	\$1,500	\$600	\$2,600	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	20	\$150	\$1,962	\$2,266	\$2,505	\$2,760	\$2,800
<b>Longevity Pay</b>	9	\$10	\$250	\$402	\$300	\$500	\$1,500
<b>Other Pay</b>	10	\$600	\$1,100	\$22,741	\$2,308	\$54,000	\$54,500

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$53,115	\$42,492	\$53,115	\$63,738
Lowell	9839	Full	\$51,193	\$40,954	\$51,193	\$61,432
Lowell	9839	Full	\$51,127	\$40,902	\$51,127	\$61,352
Lowell	9839	Full	\$46,235	\$36,988	\$46,235	\$55,482
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Greenwood	9516	Full	\$56,969	\$45,055	\$56,969	\$60,132
Clarksville	9381	Full	\$54,500	\$53,000	\$54,000	\$55,000
Clarksville	9381	Full	\$56,250	\$53,000	\$54,000	\$55,000
Clarksville	9381	Full	\$54,000	\$5,300	\$54,000	\$55,000
Clarksville	9381	Full	\$53,000	\$53,000	\$54,000	\$55,000
Hope	8952	Full	\$51,346	\$41,077	\$51,346	\$61,615
Hope	8952	Full	\$52,307	\$41,846	\$52,307	\$62,768
Hope	8952	Full	\$52,307	\$41,846	\$52,307	\$62,768
Hope	8952	Full	\$51,346	\$41,077	\$51,346	\$61,615



## Police Sergeant

Monticello	8442	Full	\$44,828	\$48,476	\$44,828	\$53,794
Monticello	8442	Full	\$45,279	\$48,034	\$45,279	\$54,335
Monticello	8442	Full	\$41,593	\$46,990	\$41,593	\$49,912
Monticello	8442	Full	\$44,803	\$48,556	\$44,803	\$53,764
Wynne	8314	Full	\$43,409	\$34,727	\$43,409	\$52,091
Pocahontas	7371	Full	\$58,176	\$46,541	\$58,176	\$69,811
Prairie Grove	7045	Full	\$59,301	\$47,441	\$59,301	\$71,161
Prairie Grove	7045	Full	\$59,301	\$47,441	\$59,301	\$71,161
Prairie Grove	7045	Full	\$59,301	\$47,441	\$59,301	\$71,161
Heber Springs	6969	Full	\$47,700	\$38,160	\$47,700	\$57,240
Heber Springs	6969	Full	\$47,700	\$38,160	\$47,700	\$57,240
Heber Springs	6969	Full	\$48,700	\$38,960	\$48,700	\$58,440
Heber Springs	6969	Full	\$48,700	\$38,960	\$48,700	\$58,440
Ward	6052	Full	\$49,991	\$39,993	\$49,991	\$59,989
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Cave Springs	5495	Full	\$70,907	\$56,726	\$70,907	\$85,088
Cave Springs	5495	Full	\$69,035	\$55,228	\$69,035	\$82,842
Warren	5453	Full	\$40,900	\$32,720	\$40,900	\$49,080
Dardanella	4517	Full	\$43,981	\$35,185	\$43,981	\$52,777
Dardanella	4517	Full	\$42,500	\$34,000	\$42,500	\$51,000
Gentry	3790	Full	\$67,334	\$53,867	\$67,334	\$80,801
Elkins	3602	Full	\$59,341	\$47,473	\$59,341	\$71,209
Elkins	3602	Full	\$59,341	\$47,473	\$59,341	\$71,209
Elkins	3602	Full	\$46,519	\$37,215	\$46,519	\$55,823
Elkins	3602	Full	\$52,000	\$41,600	\$52,000	\$62,400
Elkins	3602	Full	\$52,000	\$41,600	\$52,000	\$62,400
Little Flock	3055	Full	\$51,922	\$45,000	\$50,500	\$56,000
Huntsville	2879	Full	\$48,813	\$39,050	\$48,813	\$58,576
Huntsville	2879	Full	\$48,813	\$39,050	\$48,813	\$58,576
Mountain View	2877	Full	\$40,352	\$32,282	\$40,352	\$48,422
Brinkley	2700	Full	\$40,190	\$32,152	\$40,190	\$48,228
Hoxie	2598	Full	\$34,320	\$27,456	\$34,320	\$41,184

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

# Police Corporal

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1105 - Police Corporal
<b>Job Description:</b>	A police corporal is responsible for the supervision, training and direction of police officers and may assume the duties and responsibilities of a Sergeant during the Sergeant's absence. In some departments, the rank of corporal is a designation of seniority and years served.
<b>Total Matches (A M B):</b>	0 13 0
<b>Exempt non-exempt:</b>	0 6
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	11
<b>Position Titles:</b>	Coropral   Corporal   Cprl.   Police Corporal   Police Corporal/Patrolmen
<b>Reports To:</b>	Chief Of Police   Lt.   Police Chief   Police Sergeant   Sergeant
<b>Comments:</b>	3 Years Experience Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	18	\$38,940	\$42,700	\$48,601	\$47,458	\$52,250	\$53,482
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	2	\$200	\$200	\$1,400	\$200	\$2,600	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	4	\$2,064	\$2,064	\$2,708	\$2,879	\$2,880	\$3,008
<b>Longevity Pay</b>	1	\$250	\$250	\$250	\$250	\$250	\$250
<b>Other Pay</b>	2	\$1,100	\$1,100	\$26,675	\$1,100	\$52,250	\$52,250

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$51,404	\$40,049	\$51,404	\$55,068
Clarksville	9381	Full	\$52,250	\$49,000	\$50,000	\$51,000
Hope	8952	Full	\$45,296	\$36,237	\$45,296	\$54,355
Hope	8952	Full	\$47,655	\$38,124	\$47,655	\$57,186
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$45,296	\$36,237	\$45,296	\$54,355
Pocahontas	7371	Full	\$49,028	\$39,222	\$49,028	\$58,834
Heber Springs	6969	Full	\$42,700	\$34,160	\$42,700	\$51,240
Heber Springs	6969	Full	\$42,700	\$34,160	\$42,700	\$51,240
Ward	6052	Full	\$47,458	\$37,966	\$47,458	\$56,950
Ward	6052	Full	\$47,458	\$37,966	\$47,458	\$56,950
Cave Springs	5495	Full	\$77,667	\$62,134	\$77,667	\$93,200
Warren	5453	Full	\$40,600	\$32,480	\$40,600	\$48,720
Gentry	3790	Full	\$53,096	\$42,477	\$53,096	\$63,715

## Police Corporal

Elkins	3602	Full	\$53,482	\$42,786	\$53,482	\$64,178
Elkins	3602	Full	\$53,482	\$42,786	\$53,482	\$64,178
Brinkley	2700	Full	\$38,940	\$31,152	\$38,940	\$46,728
Brinkley	2700	Full	\$38,440	\$30,752	\$38,440	\$46,128
<p><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

## Police Investigative Detective

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1106 - Police Investigative Detective
<b>Job Description:</b>	Conducts criminal investigations of persons suspected of violating criminal laws; processes crime scenes; collects evidence at the crime scene by utilizing photography, latent prints, and other investigative techniques; interviews suspects, witnesses and victims; writes reports and affidavits for arrest and search warrants; serves arrest and search warrants; prepares and updates case files, present investigative reports and evidence to prosecutor for prosecution; requires high school diploma or GED plus specialized training and/or additional college courses and seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 12 2
<b>Exempt non-exempt:</b>	0 12
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	11
<b>Position Titles:</b>	Cid   Cid Detective   Cid Lieutenant   Cid Officer   Detective   Police Investigative Det   Sergeant Detective
<b>Reports To:</b>	Chief Of Police   Lieutenant   Police Chief   Sergeant
<b>Comments:</b>	2184 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	21	\$37,918	\$43,700	\$44,566	\$45,300	\$49,630	\$51,368
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$200	\$200	\$200	\$200	\$200	\$200
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	3	\$1,920	\$1,920	\$1,881	\$1,920	\$2,041	\$2,041
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	2	\$500	\$500	\$800	\$500	\$1,100	\$1,100

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$43,855	\$35,084	\$43,855	\$52,626
Hope	8952	Full	\$51,368	\$41,094	\$51,368	\$61,642
Hope	8952	Full	\$48,703	\$38,962	\$48,703	\$58,444
Hope	8952	Full	\$63,354	\$50,683	\$63,354	\$76,025
Hope	8952	Full	\$48,703	\$38,962	\$48,703	\$58,444
Monticello	8442	Full	\$49,630	\$54,300	\$49,630	\$59,556
Monticello	8442	Full	\$46,484	\$53,255	\$46,484	\$55,781
Monticello	8442	Full	\$50,319	\$55,344	\$50,319	\$60,383
Monticello	8442	Full	\$45,603	\$52,211	\$45,603	\$54,724
Wynne	8314	Full	\$43,409	\$34,727	\$43,409	\$52,091
Pocahontas	7371	Full	\$44,926	\$35,941	\$44,926	\$53,911
Heber Springs	6969	Full	\$40,700	\$32,560	\$40,700	\$48,840
Heber Springs	6969	Full	\$43,700	\$34,960	\$43,700	\$52,440
Ward	6052	Full	\$44,865	\$35,892	\$44,865	\$53,838

## Police Investigative Detective

Ward	6052	Full	\$49,878	\$39,902	\$49,878	\$59,854
Ward	6052	Full	\$44,865	\$35,892	\$44,865	\$53,838
Warren	5453	Full	\$45,300	\$36,240	\$45,300	\$54,360
Gentry	3790	Full	\$53,303	\$42,642	\$53,303	\$63,964
Gentry	3790	Full	\$4,676	\$3,741	\$4,676	\$5,611
Mountain View	2877	Full	\$37,918	\$30,334	\$37,918	\$45,502
Hoxie	2598	Full	\$34,320	\$27,456	\$34,320	\$41,184
<p style="text-align: center;"><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

# School Resource Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1107 - School Resource Officer
<b>Job Description:</b>	A school resource officer is a law enforcement officer assigned to a K-12 school campus during the academic year and focuses on duties such as student safety and preventing juvenile delinquency.
<b>Total Matches (A M B):</b>	0 20 0
<b>Exempt non-exempt:</b>	0 14
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	Corporal/Sro   Patrolman   Police Officer   School Resource Officer   Sro
<b>Reports To:</b>	Chief Of Police   Lieutenant & Captain   Mayor   Police Chief   Sergeant
<b>Comments:</b>	2184 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	23	\$41,683	\$42,380	\$47,016	\$45,400	\$50,799	\$57,890
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	3	\$200	\$200	\$200	\$200	\$200	\$200
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	10	\$150	\$1,520	\$1,863	\$1,776	\$2,800	\$3,195
<b>Longevity Pay</b>	3	\$10	\$10	\$173	\$10	\$500	\$500
<b>Other Pay</b>	6	\$500	\$500	\$9,167	\$1,100	\$1,100	\$51,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Clarksville	9381	Full	\$51,000	\$43,000	\$45,400	\$49,000
Hope	8952	Full	\$47,196	\$37,757	\$47,196	\$56,635
Hope	8952	Full	\$47,327	\$37,862	\$47,327	\$56,792
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Pocahontas	7371	Full	\$43,580	\$34,864	\$43,580	\$52,296
Pocahontas	7371	Full	\$46,616	\$37,293	\$46,616	\$55,939
Pocahontas	7371	Full	\$45,806	\$36,645	\$45,806	\$54,967
Heber Springs	6969	Full	\$42,400	\$33,920	\$42,400	\$50,880
Heber Springs	6969	Full	\$45,400	\$36,320	\$45,400	\$54,480
Heber Springs	6969	Full	\$42,400	\$33,920	\$42,400	\$50,880

## School Resource Officer

Dardanelle	4517	Full	\$57,890	\$46,312	\$57,890	\$69,468
Dardanelle	4517	Full	\$40,950	\$32,760	\$40,950	\$49,140
Dardanelle	4517	Full	\$42,000	\$33,600	\$42,000	\$50,400
Gentry	3790	Full	\$50,799	\$40,639	\$50,799	\$60,959
Elkins	3602	Full	\$65,364	\$52,291	\$65,364	\$78,437
Elkins	3602	Full	\$59,342	\$47,474	\$59,342	\$71,210
Elkins	3602	Full	\$52,000	\$41,600	\$52,000	\$62,400
Huntsville	2879	Full	\$46,716	\$37,373	\$46,716	\$56,059
Huntsville	2879	Full	\$42,380	\$33,904	\$42,380	\$50,856
<p style="text-align: center;"><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						

## Police Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1108 - Police Officer
<b>Job Description:</b>	Provides various police department duties including vehicle police patrol, investigations, traffic control and speed limit enforcement and other related law enforcement activities; law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position; requires an Associate
<b>Total Matches (A M B):</b>	0 110 0
<b>Exempt non-exempt:</b>	0 102
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 16
<b>Number of Organizations Reporting:</b>	20
<b>Position Titles:</b>	K-9 Officer   Officer   Officer-Patrol   Patrol Officer   Patrolman   Patrolman/Canine Handler   Patrolman/K9   Patrolmen   Police Officer
<b>Reports To:</b>	Captain   Chief Of Police   Corporal   Lieutenant & Captain   Mayor   Police Chief   Police Sergeant   Sergeant
<b>Comments:</b>	2184 Hours   Hire Date In 2024; 2184 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	141	\$32,240	\$39,000	\$41,206	\$42,374	\$45,908	\$50,081
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	18	\$200	\$200	\$769	\$200	\$650	\$2,600
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	41	\$200	\$1,064	\$1,580	\$1,736	\$2,134	\$2,538
<b>Longevity Pay</b>	17	\$10	\$250	\$641	\$500	\$1,200	\$1,200
<b>Other Pay</b>	26	\$1,100	\$1,100	\$22,494	\$1,485	\$46,600	\$50,000

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$47,262	\$37,810	\$47,262	\$56,714
Lowell	9839	Full	\$43,855	\$35,084	\$43,855	\$52,626
Greenwood	9516	Full	\$44,997	\$36,319	\$44,997	\$51,084
Clarksville	9381	Full	\$51,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$52,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$46,600	\$43,000	\$45,400	\$49,000



Police Officer

Clarksville	9381	Full	\$46,600	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$50,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$45,400	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$44,200	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$43,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$43,000	\$43,000	\$45,400	\$49,000
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$45,842	\$36,674	\$45,842	\$55,010
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$46,082	\$36,866	\$46,082	\$55,298
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$45,908	\$36,726	\$45,908	\$55,090
Monticello	8442	Full	\$24,011	\$42,813	\$24,011	\$28,813
Monticello	8442	Full	\$29,066	\$42,813	\$29,066	\$34,879
Monticello	8442	Full	\$9,230	\$41,769	\$9,230	\$11,076
Monticello	8442	Full	\$17,249	\$43,255	\$17,249	\$20,699
Monticello	8442	Full	\$13,196	\$42,000	\$13,196	\$15,835
Monticello	8442	Full	\$9,230	\$41,769	\$9,230	\$11,076
Monticello	8442	Full	\$16,304	\$417,659	\$16,304	\$19,565
Monticello	8442	Full	\$9,230	\$41,769	\$9,230	\$11,076
Monticello	8442	Full	\$43,648	\$45,841	\$43,648	\$52,378
Monticello	8442	Full	\$40,000	\$40,000	\$40,000	\$48,000
Monticello	8442	Full	\$45,000	\$45,000	\$45,000	\$54,000
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Pocahontas	7371	Full	\$43,534	\$34,827	\$43,534	\$52,241
Pocahontas	7371	Full	\$47,470	\$37,976	\$47,470	\$56,964
Pocahontas	7371	Full	\$43,200	\$34,560	\$43,200	\$51,840
Pocahontas	7371	Full	\$15,013	\$12,010	\$15,013	\$18,016
Pocahontas	7371	Full	\$31,077	\$24,862	\$31,077	\$37,292
Pocahontas	7371	Full	\$41,632	\$33,306	\$41,632	\$49,958
Pocahontas	7371	Full	\$42,374	\$33,899	\$42,374	\$50,849
Pocahontas	7371	Full	\$50,081	\$40,065	\$50,081	\$60,097
Pocahontas	7371	Full	\$3,632	\$2,906	\$3,632	\$4,358
Pocahontas	7371	Full	\$45,600	\$36,480	\$45,600	\$54,720
Pocahontas	7371	Full	\$54,508	\$43,606	\$54,508	\$65,410
Prairie Grove	7045	Full	\$56,597	\$45,278	\$56,597	\$67,916

Police Officer

Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Prairie Grove	7045	Full	\$41,662	\$33,330	\$41,662	\$49,994
Prairie Grove	7045	Full	\$54,517	\$43,614	\$54,517	\$65,420
Prairie Grove	7045	Full	\$56,597	\$45,278	\$56,597	\$67,916
Prairie Grove	7045	Full	\$42,078	\$33,662	\$42,078	\$50,494
Prairie Grove	7045	Full	\$53,498	\$42,798	\$53,498	\$64,198
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Heber Springs	6969	Full	\$38,700	\$30,960	\$38,700	\$46,440
Heber Springs	6969	Full	\$35,700	\$28,560	\$35,700	\$42,840
Heber Springs	6969	Full	\$39,700	\$31,760	\$39,700	\$47,640
Heber Springs	6969	Full	\$36,700	\$29,360	\$36,700	\$44,040
Heber Springs	6969	Full	\$38,700	\$30,960	\$38,700	\$46,440
Heber Springs	6969	Full	\$39,700	\$31,760	\$39,700	\$47,640
Heber Springs	6969	Full	\$35,700	\$28,560	\$35,700	\$42,840
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$44,968	\$35,974	\$44,968	\$53,962
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Cave Springs	5495	Full	\$61,776	\$49,421	\$61,776	\$74,131
Cave Springs	5495	Full	\$54,849	\$43,879	\$54,849	\$65,819
Cave Springs	5495	Full	\$57,636	\$46,109	\$57,636	\$69,163
Cave Springs	5495	Full	\$57,636	\$46,109	\$57,636	\$69,163
Cave Springs	5495	Full	\$54,080	\$43,264	\$54,080	\$64,896
Cave Springs	5495	Full	\$54,745	\$43,796	\$54,745	\$65,694
Warren	5453	Full	\$40,500	\$32,400	\$40,500	\$48,600
Dardanelle	4517	Full	\$40,925	\$32,740	\$40,925	\$49,110
Dardanelle	4517	Full	\$42,000	\$33,600	\$42,000	\$50,400
Dardanelle	4517	Full	\$40,925	\$32,740	\$40,925	\$49,110
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Dardanelle	4517	Full	\$42,693	\$34,154	\$42,693	\$51,232
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Gentry	3790	Full	\$34,659	\$27,727	\$34,659	\$41,591
Gentry	3790	Full	\$47,761	\$38,209	\$47,761	\$57,313
Gentry	3790	Full	\$51,721	\$41,377	\$51,721	\$62,065
Gentry	3790	Full	\$48,996	\$39,197	\$48,996	\$58,795
Gentry	3790	Full	\$47,209	\$37,767	\$47,209	\$56,651
Gentry	3790	Full	\$25,835	\$20,668	\$25,835	\$31,002
Little Flock	3055	Full	\$43,483	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$41,824	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$41,824	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$38,220	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$38,220	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$38,220	\$34,200	\$39,600	\$45,000

## Police Officer

Huntsville	2879	Full	\$46,716	\$37,373	\$46,716	\$56,059
Huntsville	2879	Full	\$42,380	\$33,904	\$42,380	\$50,856
Huntsville	2879	Full	\$41,026	\$41,026	\$41,026	\$42,380
Huntsville	2879	Full	\$39,716	\$39,716	\$39,716	\$41,026
Mountain View	2877	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mountain View	2877	Full	\$28,600	\$22,880	\$28,600	\$34,320
Mountain View	2877	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$32,240	\$25,792	\$32,240	\$38,688
Brinkley	2700	Full	\$37,440	\$29,952	\$37,440	\$44,928
Brinkley	2700	Full	\$37,440	\$29,952	\$37,440	\$44,928
Brinkley	2700	Full	\$34,320	\$27,456	\$34,320	\$41,184
Brinkley	2700	Full	\$34,320	\$27,456	\$34,320	\$41,184
Brinkley	2700	Full	\$34,320	\$27,456	\$34,320	\$41,184
Hoxie	2598	Full	\$33,280	\$26,624	\$33,280	\$39,936
Hoxie	2598	Full	\$33,280	\$26,624	\$33,280	\$39,936

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1109 - Police Property Room Supervisor
<b>Job Description:</b>	Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience
<b>Insufficient Data:</b>	0

# Crime Scene Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1110 - Crime Scene Supervisor
<b>Job Description:</b>	Plans and directs the work activities of the Crime Scene Unit; provides supervision to Crime Scene Technicians and Latent Fingerprint Examiner; requires completion of two years of college course work in Criminal Justice, Criminology, Forensic Science, or a related area, two (2) years of experience in crime scene investigation or a related area, and one (1) year of supervisory/managerial experience.
<b>Insufficient Data:</b>	0

# Crime Scene Specialist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1111 - Crime Scene Specialist
<b>Job Description:</b>	Gathers physical evidence at crime scenes which will lead to the arrest and conviction of individuals responsible for the crimes; requires completion of two (2) years of college coursework in Criminal Justice, Criminology, Forensic Science, or a related area; one (1) year of experience in crime scene investigation or a related area; must obtain certification as a Professional Law Enforcement Instructor through State Minimum Standards within one (1) year of employment and maintain certification for the duration of employment in this position.
<b>Insufficient Data:</b> 0	

## Communications Shift Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1112 - Communications Shift Supervisor
<b>Job Description:</b>	Supervises the operations of an assigned shift in the Communications Center; provides supervision to 911 Dispatchers and 911 Call Takers; requires completion of high school; four (4) years of experience in public safety dispatching; one (1) year of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	1 1 0
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Comm. Shift Supervisor   Dispatch Lieutenant   Dispatch Supervisor
<b>Reports To:</b>	Mayor   Police Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$39,395	\$39,395	\$39,504	\$39,395	\$43,418	\$43,418
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$39,395	\$31,516	\$39,395	\$47,274
Monticello	8442	Full	\$43,418	\$45,946	\$43,418	\$52,102
Dardanella	4517	Full	\$35,700	\$28,560	\$35,700	\$42,840

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1113 - Communications Dispatcher
<b>Job Description:</b>	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of experience in radio dispatching, including one (1) year of experience in the operation of computer equipment.
<b>Total Matches (A M B):</b>	2 6 0
<b>Exempt non-exempt:</b>	0 7
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Communications Dispatch   Dispatch 1   Dispatch 2   Dispatch 3   Dispatch 4   Dispatch Sergeant   Dispatcher
<b>Reports To:</b>	Dispatch Lieutenant   Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	13	\$29,410	\$34,778	\$34,778	\$35,648	\$35,818	\$36,504
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$34,778	\$27,822	\$34,778	\$41,734
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$36,504	\$29,203	\$36,504	\$43,805
Monticello	8442	Full	\$38,946	\$41,978	\$38,946	\$46,735
Monticello	8442	Full	\$35,648	\$37,592	\$35,648	\$42,778
Monticello	8442	Full	\$35,609	\$37,592	\$35,609	\$42,731
Monticello	8442	Full	\$35,648	\$37,592	\$35,648	\$42,778
Monticello	8442	Full	\$32,889	\$37,592	\$32,889	\$39,467
Dardanella	4517	Full	\$29,410	\$23,528	\$29,410	\$35,292
Dardanella	4517	Full	\$29,410	\$23,528	\$29,410	\$35,292



## Communications Dispatcher

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1114 - Police Dispatch
<b>Job Description:</b>	Handles emergency calls coming into the emergency response communications center and coordinates responses to meet the needs for each call. Works with various pieces of communications equipment including radios and computer consoles to ensure all calls for service are responded to by the appropriate personnel in a safe, prompt, and efficient manner; requires a high school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience.
<b>Total Matches (A M B):</b>	0 7 0
<b>Exempt non-exempt:</b>	0 7
<b>Bonus Eligible (Y N):</b>	5 6
<b>Full Part Time:</b>	5 4
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Dispatch   Dispatch/Jailer   Dispatcher   Jail Admin   Police Dispatch
<b>Reports To:</b>	Chief   Jail Adin   Police Chief   Police Lieutenant
<b>Comments:</b>	Hire Date In 2024

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	14	\$27,830	\$27,830	\$32,316	\$29,500	\$33,529	\$37,585
<b>Actual Incentive Paid Dollar Last Year</b>	4	\$200	\$200	\$200	\$200	\$200	\$200
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$34,988	\$27,990	\$34,988	\$41,986
Lowell	9839	Full	\$32,105	\$25,684	\$32,105	\$38,526
Lowell	9839	Full	\$32,105	\$25,684	\$32,105	\$38,526
Lowell	9839	Full	\$55,059	\$44,047	\$55,059	\$66,071
Lowell	9839	Full	\$30,576	\$24,461	\$30,576	\$36,691
Ward	6052	Full	\$37,585	\$30,068	\$37,585	\$45,102
Warren	5453	Full	\$29,500	\$23,600	\$29,500	\$35,400
Brinkley	2700	Full	\$33,529	\$26,823	\$33,529	\$40,235
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396

## Police Dispatch

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1115 - Communications Call Taker
<b>Job Description:</b>	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of general clerical experience.
<b>Insufficient Data:</b>	0

# Probation Officer - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1116 - Probation Officer - Senior
<b>Job Description:</b>	Supervises the Probation Division of Municipal Court and designs corrective action plans and programs for probationers; provides supervision to Probation Officers and Batterers Treatment Program Coordinator; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Probation Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1117 - Probation Officer
<b>Job Description:</b>	Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Probation Officer
<b>Reports To:</b>	Police Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$36,753	\$36,753	\$36,753	\$36,753	\$36,753	\$36,753
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Ward	6052	Full	\$36,753	\$29,402	\$36,753	\$44,104

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

# Public Works Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1200 - Public Works Director
<b>Job Description:</b>	Manages/directs the various departments within the Public Works division and is responsible for the strategic planning, organizing, directing and coordinating the various activities that impacts the administrative and professional decisions on a day to day basis; requires a Bachelor
<b>Total Matches (A M B):</b>	2 5 0
<b>Exempt non-exempt:</b>	6 1
<b>Bonus Eligible (Y N):</b>	4 1
<b>Full Part Time:</b>	4 0
<b>Number of Organizations Reporting:</b>	7
<b>Position Titles:</b>	Public Works Director   Public Works Manager
<b>Reports To:</b>	Mayor
<b>Comments:</b>	Does Not Require College Degree

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	7	\$59,304	\$59,304	\$74,572	\$68,250	\$95,018	\$102,835
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$200	\$200	\$200	\$200	\$200	\$200
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$102,835	\$82,268	\$102,835	\$123,402
Monticello	8442	Full	\$59,304	\$59,304	\$59,304	\$71,165
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Prairie Grove	7045	Full	\$95,018	\$76,014	\$95,018	\$114,022
Heber Springs	6969	Full	\$57,700	\$46,160	\$57,700	\$69,240
Ward	6052	Full	\$73,748	\$58,998	\$73,748	\$88,498
Dardanella	4517	Full	\$68,250	\$54,600	\$68,250	\$81,900

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

## Sanitation Superintendent

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1201 - Sanitation Superintendent
<b>Job Description:</b>	In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.
<b>Total Matches (A M B):</b>	0 3 2
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	3 0
<b>Full Part Time:</b>	3 0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Landfill Supervisor   Public Works Foreman   Sanitation Superint   Sanitation Supervisor   Water & Sewer Supervisor
<b>Reports To:</b>	Mayor   Public Works Director
<b>Comments:</b>	Serves As Foreman For Street And Sanitation

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$31,100	\$45,000	\$49,340	\$51,488	\$58,793	\$60,320
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$58,793	\$47,034	\$58,793	\$70,552
Hope	8952	Full	\$51,488	\$41,190	\$51,488	\$61,786
Wynne	8314	Full	\$45,000	\$36,000	\$45,000	\$54,000
Warren	5453	Full	\$31,100	\$24,880	\$31,100	\$37,320
Elkins	3602	Full	\$60,320	\$48,256	\$60,320	\$72,384

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1202 - Sanitation Supervisor
<b>Job Description:</b>	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	1 1 0
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	2 2
<b>Full Part Time:</b>	2 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Sanitation Supervisor (Cdl)   Waste Water Manager
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$36,400	\$36,400	\$45,445	\$36,400	\$54,489	\$54,489
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Dardanella	4517	Full	\$54,489	\$43,591	\$54,489	\$65,387

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

## Sanitation Equipment Operator III

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1203 - Sanitation Equipment Operator III
<b>Job Description:</b>	Operates an automated sideloader refuse collection truck and/or knuckleboom truck in a safe and efficient manner to ensure the collection of solid waste materials on an assigned route; requires completion of grade school, one (1) year of experience in the operation of a heavy-duty transport vehicle, two (2) years of experience at the level of Solid Waste Equipment Operator, and one (1) year experience in the operation of automated refuse collection vehicles or knuckleboom trucks; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Total Matches (A M B):</b>	2 2 0
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	1 4
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Public Works Operator   Sanitation Driver   Sanitation Services   Solid Waste Supervisor
<b>Reports To:</b>	Sanitation Superintendent   Solid Waste Supervisor   Street Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$29,700	\$29,700	\$36,591	\$32,042	\$34,887	\$49,733
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$32,042	\$32,042	\$32,042	\$38,450
Monticello	8442	Full	\$34,887	\$34,887	\$34,887	\$41,864
Prairie Grove	7045	Full	\$49,733	\$39,786	\$49,733	\$59,680
Warren	5453	Full	\$29,700	\$23,760	\$29,700	\$35,640

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

## Sanitation Equipment Operator II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1204 - Sanitation Equipment Operator II
<b>Job Description:</b>	Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Total Matches (A M B):</b>	0 4 0
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	4 4
<b>Full Part Time:</b>	4 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Cdl Driver
<b>Reports To:</b>	
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320	\$34,320
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184

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

## Sanitation Equipment Operator I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1205 - Sanitation Equipment Operator I
<b>Job Description:</b>	Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Total Matches (A M B):</b>	0 7 0
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	1 4
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Driver/Laborer   Sanitation Driver   Sanitation Services
<b>Reports To:</b>	Sanitation Superintendent   Street Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	7	\$35,360	\$35,360	\$37,784	\$39,146	\$41,205	\$42,869
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$36,587	\$29,270	\$36,587	\$43,904
Hope	8952	Full	\$39,146	\$31,317	\$39,146	\$46,975
Hope	8952	Full	\$35,360	\$28,288	\$35,360	\$42,432
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Prairie Grove	7045	Full	\$42,869	\$34,295	\$42,869	\$51,443
Prairie Grove	7045	Full	\$41,205	\$32,964	\$41,205	\$49,446
Warren	5453	Full	\$29,700	\$23,760	\$29,700	\$35,640

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

## Sanitation Department Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1206 - Sanitation Department Laborer
<b>Job Description:</b>	Under the guidance of a Sanitation Supervisor, runs routes to remove waste from public locations in a safe manner and helps to maintain a clean city; requires a high school diploma or GED.
<b>Total Matches (A M B):</b>	3 25 18
<b>Exempt non-exempt:</b>	0 34
<b>Bonus Eligible (Y N):</b>	32 34
<b>Full Part Time:</b>	32 2
<b>Number of Organizations Reporting:</b>	11
<b>Position Titles:</b>	Collector/Laborer   Driver (Non-Cdl)   Equipment Operator   Gatekeeper   Laborer   Public Works Labor   Sanitaion Worker   Sanitation Dept Laborer   Sanitation Driver   Sanitation Services   Sanitaton   Waste Water Operator   Water & Sewer Worker
<b>Reports To:</b>	Mayor   Public Works Foreman & Director   Sanitation Superintendent   Sanitation Supervisor   Solid Waste Supervisor   Street Supervisor   Water & Sewer Supervisor
<b>Comments:</b>	Works Simultaneously As Sanitation And Streets. Operates HeavyEquipment, Does Street Repair Work, Cdl Preferred.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	46	\$28,080	\$30,160	\$33,642	\$35,360	\$35,360	\$39,624
<b>Actual Incentive Paid Dollar Last Year</b>	7	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$31,678	\$25,342	\$31,678	\$38,014
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$31,678	\$25,342	\$31,678	\$38,014
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$35,235	\$28,188	\$35,235	\$42,282
Hope	8952	Full	\$36,691	\$29,353	\$36,691	\$44,029
Hope	8952	Full	\$40,102	\$32,082	\$40,102	\$48,122
Monticello	8442	Full	\$25,511	\$25,511	\$25,511	\$30,613
Monticello	8442	Full	\$28,675	\$28,675	\$28,675	\$34,410
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432

## Sanitation Department Laborer

Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Pocahontas	7371	Full	\$39,017	\$31,214	\$39,017	\$46,820
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Warren	5453	Full	\$26,500	\$21,200	\$26,500	\$31,800
Dardanelle	4517	Full	\$45,391	\$36,313	\$45,391	\$54,469
Elkins	3602	Full	\$38,937	\$31,150	\$38,937	\$46,724
Elkins	3602	Full	\$41,600	\$33,280	\$41,600	\$49,920
Mountain View	2877	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Mountain View	2877	Full	\$28,600	\$22,880	\$28,600	\$34,320
Mountain View	2877	Full	\$28,600	\$22,880	\$28,600	\$34,320
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Hoxie	2598	Full	\$27,040	\$21,632	\$27,040	\$32,448

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## Street Maintenance Superintendent

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1207 - Street Maintenance Superintendent
<b>Job Description:</b>	Directs the activities and overall operations of the Street Section of the Public Works Division; provides supervision to street supervisors and their personnel; requires a high school diploma or GED and four (4) years of experience in street repair and maintenance, or street construction; two (2) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 4 0
<b>Exempt non-exempt:</b>	3 0
<b>Bonus Eligible (Y N):</b>	4 0
<b>Full Part Time:</b>	4 0
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Public Works Supervisor   Street Director   Street Superintendent   Street Supervisor
<b>Reports To:</b>	Mayor   Public Works Director
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$54,794	\$54,794	\$55,844	\$55,952	\$60,156	\$67,871
<b>Actual Incentive Paid Dollar Last Year</b>	3	\$1,000	\$1,000	\$1,177	\$1,000	\$2,330	\$2,330
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$55,952	\$44,762	\$55,952	\$67,142
Greenwood	9516	Full	\$67,871	\$55,838	\$67,871	\$67,872
Clarksville	9381	Full	\$54,794	\$46,084	\$49,084	\$51,084
Hope	8952	Full	\$56,784	\$45,427	\$56,784	\$68,141
Little Flock	3055	Full	\$60,156	\$45,000	\$53,750	\$62,500
Brinkley	2700	Full	\$39,505	\$31,604	\$39,505	\$47,406

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# Street Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1208 - Street Supervisor
<b>Job Description:</b>	Assigns and supervises work crews and equipment operators in the course of street repair and construction; oversees the day-to-day performance of crews working in the maintenance of right-of-ways; completing hot mix overlays, chip seals, patching, and grass cutting; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	2 10 2
<b>Exempt   non-exempt:</b>	2 9
<b>Bonus Eligible (Y N):</b>	7 9
<b>Full   Part Time:</b>	7 0
<b>Number of Organizations Reporting:</b>	14
<b>Position Titles:</b>	Construction Supervisor   Street   Street Department Lead   Street Foreman   Street Foreman/Lead Maint   Street Superintendent   Street Supervisor
<b>Reports To:</b>	Mayor   Public Works Director   Public Works Manager   Street Dept Director
<b>Comments:</b>	1,200 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	14	\$37,636	\$41,600	\$48,447	\$45,073	\$55,992	\$67,198
<b>Actual Incentive Paid Dollar Last Year</b>	3	\$1,000	\$1,000	\$1,200	\$1,000	\$2,000	\$2,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$37,636	\$31,288	\$37,636	\$48,017
Monticello	8442	Full	\$42,273	\$42,273	\$42,273	\$50,728
Prairie Grove	7045	Full	\$58,718	\$46,974	\$58,718	\$70,462
Heber Springs	6969	Full	\$38,480	\$30,784	\$38,480	\$46,176
Ward	6052	Full	\$45,073	\$36,058	\$45,073	\$54,088
Mena	5589	Full	\$48,522	\$38,818	\$48,522	\$58,226
Cave Springs	5495	Full	\$48,629	\$38,903	\$48,629	\$58,355
Warren	5453	Full	\$46,800	\$37,440	\$46,800	\$56,160
Dardanella	4517	Full	\$45,000	\$36,000	\$45,000	\$54,000
Gentry	3790	Full	\$67,198	\$53,758	\$67,198	\$80,638
Elkins	3602	Full	\$67,600	\$54,080	\$67,600	\$81,120
Huntsville	2879	Full	\$55,992	\$44,794	\$55,992	\$67,190
Mountain View	2877	Full	\$41,600	\$33,280	\$41,600	\$49,920
Hoxie	2598	Full	\$34,736	\$27,789	\$34,736	\$41,683



## Street 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.

## Street Equipment Operator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1209 - Street Equipment Operator
<b>Job Description:</b>	Operates various pieces of street equipment to assist in the construction, repair and maintenance of all City streets; operates equipment in a safe and efficient manner and ensure equipment is properly maintained; requires a high school diploma or GED and two (2) years of experience at the level of Street Department Laborer; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Total Matches (A M B):</b>	5 38 0
<b>Exempt non-exempt:</b>	1 39
<b>Bonus Eligible (Y N):</b>	25 39
<b>Full Part Time:</b>	25 0
<b>Number of Organizations Reporting:</b>	14
<b>Position Titles:</b>	Asst Street Superintendent   Cdl Driver   Driver/Laborer   Equipment Operator   Hevy Equip Opp.   Mechanic   Public Works Maintenance   Street   Street Equip Operator   Street Equip. Operator   Street Equipment Operator   Street Equipment Opertor   Street Maintenance   Street Supervisor
<b>Reports To:</b>	Public Works Director   Public Works Director & Supervisor   Street Department Lead   Street Dept Director   Street Foreman   Street Superintendent   Street Supervisor
<b>Comments:</b>	1,200 Per Year Longevity Pay   300 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	45	\$32,832	\$35,585	\$39,313	\$40,768	\$44,037	\$45,408
<b>Actual Incentive Paid Dollar Last Year</b>	18	\$200	\$200	\$1,387	\$2,000	\$2,000	\$2,580
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$39,312	\$31,450	\$39,312	\$47,174
Lowell	9839	Full	\$41,662	\$33,330	\$41,662	\$49,994
Lowell	9839	Full	\$63,336	\$50,669	\$63,336	\$76,003
Lowell	9839	Full	\$52,146	\$41,717	\$52,146	\$62,575
Lowell	9839	Full	\$39,312	\$31,450	\$39,312	\$47,174
Lowell	9839	Full	\$37,128	\$29,702	\$37,128	\$44,554
Lowell	9839	Full	\$46,925	\$37,540	\$46,925	\$56,310
Greenwood	9516	Full	\$47,349	\$30,831	\$47,349	\$49,941
Clarksville	9381	Full	\$45,408	\$38,948	\$41,948	\$43,948
Clarksville	9381	Full	\$41,785	\$37,825	\$40,825	\$42,825
Clarksville	9381	Full	\$41,785	\$37,825	\$40,825	\$42,825
Clarksville	9381	Full	\$36,785	\$37,825	\$40,825	\$42,825
Hope	8952	Full	\$44,928	\$35,942	\$44,928	\$53,914
Hope	8952	Full	\$37,128	\$29,702	\$37,128	\$44,554

## Street Equipment Operator

Hope	8952	Full	\$40,768	\$32,614	\$40,768	\$48,922
Monticello	8442	Full	\$31,196	\$31,196	\$31,196	\$37,435
Monticello	8442	Full	\$33,286	\$33,286	\$33,286	\$39,943
Pocahontas	7371	Full	\$44,670	\$35,736	\$44,670	\$53,604
Pocahontas	7371	Full	\$35,136	\$28,109	\$35,136	\$42,163
Pocahontas	7371	Full	\$33,928	\$27,142	\$33,928	\$40,714
Pocahontas	7371	Full	\$24,940	\$19,952	\$24,940	\$29,928
Pocahontas	7371	Full	\$40,891	\$32,713	\$40,891	\$49,069
Pocahontas	7371	Full	\$34,304	\$27,443	\$34,304	\$41,165
Pocahontas	7371	Full	\$35,585	\$28,468	\$35,585	\$42,702
Pocahontas	7371	Full	\$33,028	\$26,422	\$33,028	\$39,634
Pocahontas	7371	Full	\$32,966	\$26,373	\$32,966	\$39,559
Pocahontas	7371	Full	\$32,832	\$26,266	\$32,832	\$39,398
Prairie Grove	7045	Full	\$42,037	\$33,630	\$42,037	\$50,444
Prairie Grove	7045	Full	\$43,285	\$34,628	\$43,285	\$51,942
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Ward	6052	Full	\$44,512	\$35,610	\$44,512	\$53,414
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Cave Springs	5495	Full	\$44,157	\$35,326	\$44,157	\$52,988
Warren	5453	Full	\$3,200	\$2,560	\$3,200	\$3,840
Little Flock	3055	Full	\$45,000	\$35,000	\$45,000	\$55,000
Brinkley	2700	Full	\$32,136	\$25,709	\$32,136	\$38,563

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

## Street Department Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1210 - Street Department Laborer
<b>Job Description:</b>	Responsible for mowing grass, making signs, cleaning streets, curbs and gutters, paint stripes on City Streets, repairing traffic signals, maintenance on City vehicles and equipment; and other related duties; requires a high school diploma or GED.
<b>Total Matches (A M B):</b>	9 22 3
<b>Exempt non-exempt:</b>	0 24
<b>Bonus Eligible (Y N):</b>	19 24
<b>Full Part Time:</b>	19 3
<b>Number of Organizations Reporting:</b>	15
<b>Position Titles:</b>	Construction & Maintenance   Driver/Laborer   Laborer   Public Works Labor   Street Department Laborer   Street Dept. Laborer   Street General Laborer   Street Laborer   Street Laborer/ Maint I   Street Laborer/ Maint li   Street Maintenance   Street Worker   Truck Driver/Laborer   Truckdriver/Laborer
<b>Reports To:</b>	Construction Supervisor   Mayor   Street Department Lead   Street Dept Director   Street Superintendent   Street Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	38	\$28,080	\$30,304	\$34,947	\$34,992	\$38,938	\$41,270
<b>Actual Incentive Paid Dollar Last Year</b>	8	\$600	\$600	\$750	\$600	\$1,000	\$1,000
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$39,423	\$29,560	\$39,423	\$42,119
Greenwood	9516	Full	\$35,878	\$27,532	\$35,878	\$38,219
Hope	8952	Full	\$34,195	\$27,356	\$34,195	\$41,034
Hope	8952	Full	\$38,272	\$30,618	\$38,272	\$45,926
Hope	8952	Full	\$36,837	\$29,470	\$36,837	\$44,204
Monticello	8442	Full	\$30,304	\$30,304	\$30,304	\$36,365
Monticello	8442	Full	\$29,414	\$29,414	\$29,414	\$35,297
Monticello	8442	Full	\$29,414	\$29,414	\$29,414	\$35,297
Monticello	8442	Full	\$30,304	\$30,304	\$30,304	\$36,365
Monticello	8442	Full	\$29,345	\$29,345	\$29,345	\$35,214
Prairie Grove	7045	Full	\$38,855	\$31,084	\$38,855	\$46,626
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Ward	6052	Full	\$36,483	\$29,186	\$36,483	\$43,780
Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432

## Street Department Laborer

Warren	5453	Full	\$27,100	\$21,680	\$27,100	\$32,520
Dardanelle	4517	Full	\$47,779	\$38,223	\$47,779	\$57,335
Dardanelle	4517	Full	\$41,270	\$33,016	\$41,270	\$49,524
Dardanelle	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Dardanelle	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gentry	3790	Full	\$35,992	\$28,794	\$35,992	\$43,190
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Gentry	3790	Full	\$43,636	\$34,909	\$43,636	\$52,363
Elkins	3602	Full	\$38,938	\$31,150	\$38,938	\$46,726
Elkins	3602	Full	\$38,938	\$31,150	\$38,938	\$46,726
Elkins	3602	Full	\$43,264	\$34,611	\$43,264	\$51,917
Little Flock	3055	Full	\$34,445	\$31,200	\$35,350	\$39,500
Huntsville	2879	Full	\$39,263	\$31,410	\$39,263	\$47,116
Huntsville	2879	Full	\$39,263	\$31,410	\$39,263	\$47,116
Huntsville	2879	Full	\$40,559	\$32,447	\$40,559	\$48,671
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$36,920	\$29,536	\$36,920	\$44,304
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$30,680	\$24,544	\$30,680	\$36,816
Mountain View	2877	Full	\$33,072	\$26,458	\$33,072	\$39,686
Brinkley	2700	Full	\$29,993	\$23,994	\$29,993	\$35,992
Brinkley	2700	Full	\$27,708	\$22,166	\$27,708	\$33,250
Brinkley	2700	Full	\$27,708	\$22,166	\$27,708	\$33,250
Hoxie	2598	Full	\$28,080	\$22,464	\$28,080	\$33,696

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1211 - Solid Waste Recycling Coordinator
<b>Job Description:</b>	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Solid Waste Supervisor
<b>Reports To:</b>	Public Works Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$42,273	\$42,273	\$42,273	\$42,273	\$42,273	\$42,273
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$42,273	\$42,273	\$42,273	\$50,728

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

## Solid Waste Recycling Operator/Collector

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1212 - Solid Waste Recycling Operator/Collector
<b>Job Description:</b>	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
<b>Total Matches (A M B):</b>	1 0 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 1
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Public Works Operator
<b>Reports To:</b>	Solid Waste Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$33,097	\$33,097	\$33,097	\$33,097	\$33,097	\$33,097
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$33,097	\$33,097	\$33,097	\$39,716

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

# Traffic Engineering Manager

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



# Traffic Engineer II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1215 - Traffic Engineer II
<b>Job Description:</b>	Plans and ensures implementation of a safe and efficient traffic control system for the City; provides supervision to Traffic Engineer I and Traffic Technicians I and II; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# Traffic Engineer I

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

# Traffic Technician II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1217 - Traffic Technician II
<b>Job Description:</b>	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school; two (2) years of experience at the level of Traffic Technician I or a related area.
<b>Insufficient Data:</b>	0

# Traffic Technician I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1218 - Traffic Technician I
<b>Job Description:</b>	Collects and analyzes traffic data and inspects the installation of signal devices, streetlights, and related equipment for compliance with approved plans and specifications; requires completion of high school.
<b>Insufficient Data:</b>	0

## Waste Water Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1219 - Waste Water Manager
<b>Job Description:</b>	The incumbent operates the waste water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on waste water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
<b>Total Matches (A M B):</b>	0 4 1
<b>Exempt non-exempt:</b>	1 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Sewer Operator   Waste Water Manager   Wastewater Director   Wastewater Superintendent   Water Operator
<b>Reports To:</b>	Mayor   Water Commission
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$46,280	\$59,580	\$60,794	\$63,740	\$67,099	\$67,271
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$63,740	\$61,679	\$63,740	\$92,514
Hope	8952	Full	\$59,580	\$47,664	\$59,580	\$71,496
Gentry	3790	Full	\$67,271	\$35,194	\$67,271	\$80,725
Gentry	3790	Full	\$67,099	\$53,679	\$67,099	\$80,519
Mountain View	2877	Full	\$46,280	\$37,024	\$46,280	\$55,536

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1220 - Water / Waste Water Operator
<b>Job Description:</b>	Performs work necessary to operate water/wastewater treatment plants, lift stations and water wells. Duties include checking to make sure pumps are working properly, loading chemicals, greasing equipment, packing pumps and adjusting controls. Performs minor maintenance repairs and preventive maintenance on equipment and systems. Works within established safety policies and procedures and monitors and maintains a safe working environment.
<b>Total Matches (A M B):</b>	6 29 5
<b>Exempt non-exempt:</b>	0 31
<b>Bonus Eligible (Y N):</b>	7 31
<b>Full Part Time:</b>	7 1
<b>Number of Organizations Reporting:</b>	9
<b>Position Titles:</b>	Backflow Control Specialist   Equipment Operator   Lab Tech   Laborer   Public Works Maintenance   Public Works Operator   Sewer Operator   Waste Water Supervisor   Waste Water Technician   Wastewater Plant Op Maint Foreman Ii   Wastewater Plant Op Maint I   Wastewater Plant Op Maint Ii   Water Operator   Water Operator Maint Foreman Ii   Water Operator Maint I   Water Operator Maint Ii   Water Operator Maint Iii   Water Treatment Supervisor   Water Treatment Technician   Water/Sewer Dept   Water/Waste Water Op   Water/Wastewater Operator
<b>Reports To:</b>	Public Works Director   Public Works Director & Supervisor   Sewer Operator   Sewer Supervisor   Waste Water Manager   Waste Water Supervisor   Wastewater Director   Water Distribution Director   Water Operator Manager   Water Treatment Plant Director   Water Treatment Supervisor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	40	\$31,803	\$34,840	\$41,944	\$37,254	\$48,755	\$58,644
<b>Actual Incentive Paid Dollar Last Year</b>	5	\$200	\$600	\$520	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lowell	9839	Full	\$54,600	\$43,680	\$54,600	\$65,520
Greenwood	9516	Full	\$37,455	\$36,645	\$37,455	\$41,551
Greenwood	9516	Full	\$34,116	\$31,288	\$34,116	\$36,645
Greenwood	9516	Full	\$58,644	\$50,061	\$58,644	\$58,822
Greenwood	9516	Full	\$47,729	\$41,551	\$47,729	\$48,136
Greenwood	9516	Full	\$59,393	\$50,061	\$59,393	\$59,573
Greenwood	9516	Full	\$42,645	\$41,551	\$42,645	\$45,597
Greenwood	9516	Full	\$59,393	\$50,061	\$59,393	\$59,573
Greenwood	9516	Full	\$36,645	\$36,645	\$36,645	\$41,551
Greenwood	9516	Full	\$32,104	\$31,288	\$32,104	\$36,645
Hope	8952	Full	\$37,710	\$30,168	\$37,710	\$45,252
Hope	8952	Full	\$31,678	\$25,342	\$31,678	\$38,014
Hope	8952	Full	\$36,587	\$29,270	\$36,587	\$43,904
Hope	8952	Full	\$60,237	\$48,190	\$60,237	\$72,284

## Water / Waste Water Operator

Hope	8952	Full	\$34,798	\$27,838	\$34,798	\$41,758
Hope	8952	Full	\$46,030	\$36,824	\$46,030	\$55,236
Monticello	8442	Full	\$37,254	\$37,254	\$37,254	\$44,705
Monticello	8442	Full	\$32,145	\$32,145	\$32,145	\$38,574
Monticello	8442	Full	\$36,177	\$36,177	\$36,177	\$43,412
Monticello	8442	Full	\$31,803	\$31,803	\$31,803	\$38,164
Prairie Grove	7045	Full	\$58,718	\$46,974	\$58,718	\$70,462
Prairie Grove	7045	Full	\$54,253	\$43,402	\$54,253	\$65,104
Prairie Grove	7045	Full	\$48,755	\$39,004	\$48,755	\$58,506
Prairie Grove	7045	Full	\$44,179	\$35,343	\$44,179	\$53,015
Ward	6052	Full	\$36,649	\$29,319	\$36,649	\$43,979
Ward	6052	Full	\$49,712	\$39,770	\$49,712	\$59,654
Ward	6052	Full	\$50,190	\$40,152	\$50,190	\$60,228
Ward	6052	Full	\$46,113	\$36,890	\$46,113	\$55,336
Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$35,776	\$28,621	\$35,776	\$42,931
Ward	6052	Full	\$44,324	\$35,459	\$44,324	\$53,189
Ward	6052	Full	\$34,132	\$27,306	\$34,132	\$40,958
Gentry	3790	Full	\$51,775	\$41,420	\$51,775	\$62,130
Mountain View	2877	Full	\$35,800	\$28,640	\$35,800	\$42,960
Mountain View	2877	Full	\$36,920	\$29,536	\$36,920	\$44,304
Mountain View	2877	Full	\$41,600	\$33,280	\$41,600	\$49,920
Mountain View	2877	Full	\$34,840	\$27,872	\$34,840	\$41,808
Hoxie	2598	Full	\$29,120	\$23,296	\$29,120	\$34,944
Hoxie	2598	Full	\$27,040	\$21,632	\$27,040	\$32,448

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

# Utility Construction

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1221 - Utility Construction
<b>Job Description:</b>	This is a position consisting of a heavy labor and mechanical nature involving the maintenance of the City water distribution system, the City wastewater collection system and related facilities as well as the fields of street maintenance, repair, construction and related activities. Repair and replace damaged water and sewer mains and related components. Installation, repair, and maintenance of water meters and fire hydrants. Tapping of water mains and installation of new water service connections. Maintain records of all work performed, in both written and computerized form. Set up and remove traffic control devices such as cones, flares, barriers, flashers, flags, etc. May be required to direct traffic. Operate heavy equipment: back hoe, track hoe, dump truck etc. Class "B" Commercial Driver's License. Must
<b>Total Matches (A M B):</b>	8 17 0
<b>Exempt non-exempt:</b>	0 17
<b>Bonus Eligible (Y N):</b>	9 17
<b>Full Part Time:</b>	9 0
<b>Number of Organizations Reporting:</b>	5
<b>Position Titles:</b>	Construction & Maintenance   Sewer Supervisor   Utility Construction   Water Labor   Water Maintenance   Water Operations Foreman   Water Operator
<b>Reports To:</b>	Mayor   Public Works Director   Public Works Manager   Waste Water Manager   Water Manager   Water Operations Foreman   Water Operator Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	25	\$28,080	\$31,700	\$38,055	\$38,482	\$42,530	\$47,296
<b>Actual Incentive Paid Dollar Last Year</b>	4	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Monticello	8442	Full	\$42,530	\$42,530	\$42,530	\$51,036
Monticello	8442	Full	\$30,304	\$30,304	\$30,304	\$36,365
Prairie Grove	7045	Full	\$58,718	\$46,974	\$58,718	\$70,462
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Prairie Grove	7045	Full	\$55,349	\$44,279	\$55,349	\$66,419
Prairie Grove	7045	Full	\$43,742	\$34,994	\$43,742	\$52,490
Prairie Grove	7045	Full	\$38,855	\$31,084	\$38,855	\$46,626
Prairie Grove	7045	Full	\$41,205	\$32,964	\$41,205	\$49,446
Dardanelle	4517	Full	\$31,700	\$25,360	\$31,700	\$38,040
Dardanelle	4517	Full	\$38,482	\$30,786	\$38,482	\$46,178
Dardanelle	4517	Full	\$31,720	\$25,376	\$31,720	\$38,064
Dardanelle	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Dardanelle	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gentry	3790	Full	\$45,212	\$33,194	\$45,212	\$54,254



## Utility Construction

Gentry	3790	Full	\$47,296	\$37,837	\$47,296	\$56,755
Gentry	3790	Full	\$46,306	\$37,045	\$46,306	\$55,567
Gentry	3790	Full	\$38,524	\$30,819	\$38,524	\$46,229
Gentry	3790	Full	\$38,992	\$31,194	\$38,992	\$46,790
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Mountain View	2877	Full	\$27,560	\$22,048	\$27,560	\$33,072
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1222 - Water Manager
<b>Job Description:</b>	The incumbent operates the water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
<b>Total Matches (A M B):</b>	2 2 0
<b>Exempt non-exempt:</b>	3 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Water Distribution Director   Water Manager   Water Operator Manager   Water Treatment Plant Director
<b>Reports To:</b>	Mayor   Operations Manager   Water Commission
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$43,980	\$43,980	\$77,886	\$85,377	\$89,768	\$92,420
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$92,420	\$61,679	\$92,420	\$92,514
Greenwood	9516	Full	\$89,768	\$61,679	\$89,768	\$92,514
Monticello	8442	Full	\$85,377	\$85,377	\$85,377	\$102,452
Dardanella	4517	Full	\$43,980	\$35,184	\$43,980	\$52,776

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

## Utility Billing and Receivable Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1223 - Utility Billing and Receivable Clerk
<b>Job Description:</b>	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
<b>Total Matches (A M B):</b>	5 15 1
<b>Exempt non-exempt:</b>	4 14
<b>Bonus Eligible (Y N):</b>	6 14
<b>Full Part Time:</b>	6 3
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	Accounts Receivable Clerk   Administrative Assistant   Billing Office Supervisor   Building   Customer Service Rep I   Customer Service Rep II   Customer Service/Supervisor II   Planning Assistant   Utility Bill & Receive Clerk   Utility Billing & Receivable   Water Clerk   Water Clerk II   Water Clerk III   Water Office Manager
<b>Reports To:</b>	Billing Supervisor   Mayor   Office Manager   Operations Manager   Planning Director   Public Works Director   Treasurer   Water & Sewer Supervisor   Water Distribution Director   Water Office Manager
<b>Comments:</b>	Also Reports To The Mayor

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	21	\$30,056	\$33,103	\$38,600	\$37,138	\$43,118	\$49,794
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$600	\$600	\$600	\$600	\$600	\$600
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Greenwood	9516	Full	\$49,952	\$45,597	\$49,952	\$50,061
Greenwood	9516	Full	\$41,415	\$36,645	\$41,415	\$41,551
Greenwood	9516	Full	\$36,406	\$31,288	\$36,406	\$36,645
Monticello	8442	Full	\$58,047	\$58,047	\$58,047	\$69,656
Monticello	8442	Full	\$37,138	\$37,138	\$37,138	\$44,566
Monticello	8442	Full	\$33,103	\$33,103	\$33,103	\$39,724
Prairie Grove	7045	Full	\$42,349	\$33,879	\$42,349	\$50,819
Prairie Grove	7045	Full	\$35,942	\$28,754	\$35,942	\$43,130
Ward	6052	Full	\$30,056	\$24,045	\$30,056	\$36,067
Ward	6052	Full	\$34,590	\$27,672	\$34,590	\$41,508
Cave Springs	5495	Full	\$43,118	\$34,494	\$43,118	\$51,742
Cave Springs	5495	Full	\$49,794	\$39,835	\$49,794	\$59,753
Cave Springs	5495	Full	\$43,740	\$34,992	\$43,740	\$52,488
Cave Springs	5495	Full	\$38,480	\$30,784	\$38,480	\$46,176

## Utility Billing and Receivable Clerk

Dardanella	4517	Full	\$32,240	\$25,792	\$32,240	\$38,688
Dardanella	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gentry	3790	Full	\$39,866	\$31,893	\$39,866	\$47,839
Elkins	3602	Full	\$44,345	\$35,476	\$44,345	\$53,214
Mountain View	2877	Full	\$26,520	\$21,216	\$26,520	\$31,824
Mountain View	2877	Full	\$34,216	\$27,373	\$34,216	\$41,059
Hoxie	2598	Full	\$28,080	\$22,464	\$28,080	\$33,696
<p><b>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</b></p>						