



Arkansas Municipal League 2024 Salary Survey for populations of 500 to 2,499

## Introduction

### AML Salary Survey Results 2024 500-2499.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>
Bull Shoals	1952	\$2,178,120		Tina Bailey	tbailey@cityofbullshoals.org	19	19	870-445-4775
Cotter	886	\$2,787,004		Stefanie Wright	cotterbookkeeping@infodash.com	10	10	870-435-6326
Des Arc	1905	\$6,391,700		Carlee Fisher	carlee@cityofdesarc.com	20	19	870-256-4316
Dover	1337	\$1,324,500		Christina Walker	treasurer@doverar.com	15	14	479-331-3270
Elm Springs	2361	\$2,622,101		Connie Newman	cityclerk@elmsprings.net	11	11	479-248-7323 Ext. 3
Eudora	1728	\$2,122,124		Tomeka Butler	tomekabutler@eudoraar.com	33	18	870-355-4436
Eureka Springs	2166	\$13,880,783		Jerry King	jerry.king@eurekaspringsar.gov	130	86	479-253-9703
Fairfield Bay	2108	\$1,946,341		Rose Owen	ffbrt@cityoffairfieldbay.com	18	18	501-884-6500
Flippin	1345	\$12,259,416		Susan Collie	sacolliecof@gmail.com	24	23	870-453-8345
Gassville	2171	\$362,636,400		Teresa Cooke	cog@yelcot.net	19	17	870-435-6439
Goshen	2102	\$1,508,800		Kaseana Williams	cityhall@cityofgosshenar.net	9	9	479-442-9128
Greenland	1213	\$1,097,300		Misty Mccard	treasurer@greenland-ar.com	11	11	479-521-5760
Hazen	1481	\$3,443,028		Becky Sayger	hazencomp@cityofhazen.org	25	19	870-255-4521
Holland	586			Megan Damron	megan.K.damron@gmail.com	0	0	501-691-3428
Keiser	751	\$742,552		Rick Creecy	rjc.cityofkeiser@gmail.com	7	7	870-278-0421
Knoxville	660	\$202,080		John Tyson	mayor@knoxvillear.org	3	3	479-979-8112
Lakeview	775	\$265,850		Dennis Behling	lakeviewmayor@suddenlinkmail.com	2	2	870-431-8744 Ext. 103
Lamar	1719	\$1,242,500		Johnessa Boze	lamar@arkansas.net	13	12	479-885-3865
Lavaca	2450	\$2,345,942		Susan Hayden	lavcity@pinncom.com	8	8	479-674-5616
Lincoln	2294	\$6,959,238		Belinda Beasley	cityhall@lincolnarkansas.com	28	28	479-500-6064
Marked Tree	2286	\$2,239,809		Susan Rinehart	mtclerktreasurer@gmail.com	29	28	1-870-358-3216
Marshall	1329	\$1,764,500		Misty England	mengland.cityofmarshall@gmail.com	11	10	870-448-2543
McCrary	1583	\$824,677		Ladonna Poindexter	l_poindexter@hotmail.com	14	14	870-731-2041
Mountain Pine	585	\$1,085,477		Rebecca Bailey	mountainpinewater@gmail.com	7	7	501-767-4841
Mountainburg	528	\$217,844		Susan Wilson	cityofmtburg@yahoo.com	4	4	479-369-2791
Mulberry	1543	\$971,278		Steve Hurley	shurley@mulberryar.gov	19	19	479-997-1321
Plumerville	734	\$1,143,071		Lee Anne Edwards	cityclerk@plumerville.net	3	3	501-354-1160
Rison	967	\$1,371,000		Rhonda Thompson	cityofrison@yahoo.com	5	5	870-325-6381 X 3
Tyronza	716	\$1,104,661		Donna Wood	cityoftyronza@gmail.com	6	6	870-487-2168
Wickes	637	\$468,000		Tracy Morris	townofwickes@hotmail.com	4	4	870-385-2575
Wilson	766	\$1,031,100		Taylor Lucius	wilsoncityof@gmail.com	4	4	870-655-0102
<b>Total: 31</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	14	14	0 9 3	\$26,160	\$36,114	\$39,745	\$47,000
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	6	6	1 3 2	\$43,680	\$49,094	\$45,760	\$58,849
Council Member	Administration	6	38	0 24 14	\$1,800	\$1,942	\$1,800	\$2,400
City Clerk	Administration	4	4	0 3 0	\$26,645	\$40,656	\$39,326	\$47,751
City Clerk-Elected	Administration	2	2	1 1 0	\$3,600	\$4,800	\$3,600	\$6,000
City Clerk Treas-Elected	Administration	4	4	0 4 0	\$38,178	\$44,750	\$41,600	\$48,000
Treasurer	Administration	5	5	0 2 2	\$14,000	\$32,827	\$44,033	\$44,554
Deputy Clerk	Administration	2	2	1 0 1	\$39,520	\$40,483	\$39,520	\$41,445
City Attorney	Administration	1	1	0 1 0	\$21,600	\$21,600	\$21,600	\$21,600
Assistant City Attorney	Administration	1	1	0 1 0	\$20,400	\$20,400	\$20,400	\$20,400
Court Clerk	Administration	15	16	0 11 3	\$33,280	\$36,410	\$39,312	\$41,662
Deputy Court Clerk	Administration	4	5	0 3 0	\$35,357	\$38,388	\$35,360	\$36,046
Office Manager	Administration	6	7	0 4 3	\$32,240	\$39,959	\$36,197	\$45,094
Administrative Assistant I	Administration	2	2	0 1 1	\$35,360	\$37,773	\$35,360	\$40,185
Code Enforcement Supervisor	Code Enforcement	1	1	0 1 0	\$48,140	\$48,140	\$48,140	\$48,140
Code Enforcement Officer - Senior	Code Enforcement	1	1	0 1 0	\$35,360	\$35,360	\$35,360	\$35,360
Code Enforcement Officer	Code Enforcement	3	3	1 1 1	\$41,600	\$39,139	\$41,600	\$43,680
Building Inspector	Code Enforcement	3	3	0 1 1	\$43,576	\$31,236	\$43,576	\$46,198
Community Development/Planning Director	Engineering/Planning	1	1	0 0 1	\$36,004	\$36,004	\$36,004	\$36,004
Finance Director	Finance	6	6	2 3 0	\$43,680	\$52,623	\$47,700	\$61,547
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	3	4	0 3 0	\$26,152	\$37,899	\$37,565	\$43,011
Fire Chief	Fire Department	6	6	0 5 0	\$42,765	\$42,877	\$43,128	\$49,920
Assistant Fire Chief	Fire Department	3	3	0 3 0	\$41,600	\$40,448	\$41,600	\$66,144
Fire Captain	Fire Department	1	2	0 2 0	\$56,600	\$57,361	\$56,600	\$58,121
Fire Inspector/Marshal	Fire Department	1	1	0 1 0	\$60,840	\$60,840	\$60,840	\$60,840
Firefighter	Fire Department	3	13	0 13 0	\$47,000	\$46,653	\$47,668	\$54,168
HR-Benefits Specialist	Human Resources	1	1	0 0 1	\$42,035	\$42,035	\$42,035	\$42,035
Librarian	Library	1	1	0 1 0	\$44,824	\$44,824	\$44,824	\$44,824
Library Assistant	Library	1	1	0 1 0	\$27,310	\$27,310	\$27,310	\$27,310
Animal Control Director	Operations	1	1	0 1 0	\$31,010	\$31,010	\$31,010	\$31,010
Animal Control Field Officer	Operations	2	3	0 3 0	\$27,310	\$28,074	\$27,310	\$29,956
Animal Services Officer	Operations	1	1	1 0 0	\$31,200	\$31,200	\$31,200	\$31,200
Grounds Maintenance Lead	Operations	1	2	0 2 0	\$41,600	\$42,850	\$41,600	\$44,100
Parks Director	Parks & Recreation	2	2	0 2 0	\$24,288	\$44,644	\$24,288	\$65,000
Parks Aquatics Manager	Parks & Recreation	1	1	0 0 1	\$37,446	\$37,446	\$37,446	\$37,446
Parks Supervisor	Parks & Recreation	2	2	0 1 1	\$32,760	\$39,260	\$32,760	\$45,760
Parks Department Laborer	Parks & Recreation	3	5	1 4 0	\$22,880	\$27,677	\$31,200	\$33,897
Police Chief	Police Department	26	26	1 17 3	\$45,000	\$53,700	\$49,587	\$59,696
Assistant Police Chief	Police Department	7	7	1 6 0	\$45,848	\$53,309	\$50,232	\$60,526
Police Major/Captain	Police Department	3	3	0 3 0	\$45,361	\$47,204	\$45,361	\$59,850
Police Lieutenant	Police Department	1	1	0 1 0	\$37,440	\$37,440	\$37,440	\$37,440
Police Sergeant	Police Department	10	11	0 9 1	\$37,398	\$44,963	\$42,285	\$54,060
Police Corporal	Police Department	4	4	0 4 0	\$37,960	\$46,291	\$47,127	\$47,250
Police Investigative Detective	Police Department	3	3	0 2 0	\$55,744	\$50,374	\$55,744	\$57,979
School Resource Officer	Police Department	5	8	0 5 3	\$37,502	\$41,381	\$40,414	\$42,952
Police Officer	Police Department	22	57	0 43 5	\$36,046	\$38,593	\$38,471	\$45,000
Police Property Room Supervisor	Police Department	1	1	0 1 0	\$38,418	\$38,418	\$38,418	\$38,418

## Summary

Communications Shift Supervisor	Police Department	1	1	0 0 1	\$48,155	\$48,155	\$48,155	\$48,155
Police Dispatch	Police Department	3	8	0 4 4	\$31,595	\$35,557	\$32,163	\$35,360
Public Works Director	Public Works	10	11	0 9 1	\$50,855	\$61,222	\$58,240	\$67,452
Sanitation Supervisor	Public Works	1	1	0 1 0	\$28,974	\$28,974	\$28,974	\$28,974
Sanitation Equipment Operator I	Public Works	2	2	0 1 1	\$35,360	\$39,437	\$35,360	\$43,513
Sanitation Department Laborer	Public Works	3	3	0 2 1	\$32,310	\$30,814	\$32,310	\$34,673
Street Maintenance Superintendent	Public Works	4	4	0 1 3	\$35,000	\$45,869	\$44,012	\$49,189
Street Supervisor	Public Works	7	7	0 5 1	\$32,136	\$35,867	\$35,419	\$40,362
Street Equipment Operator	Public Works	3	3	0 3 0	\$41,310	\$41,046	\$41,310	\$45,427
Street Department Laborer	Public Works	14	27	0 12 10	\$25,709	\$33,212	\$34,320	\$38,147
Waste Water Manager	Public Works	10	10	1 7 2	\$41,310	\$45,931	\$44,470	\$54,466
Water / Waste Water Operator	Public Works	17	37	1 24 12	\$32,240	\$38,149	\$38,154	\$43,056
Utility Construction	Public Works	3	15	0 15 0	\$33,280	\$36,030	\$37,180	\$42,766
Water Manager	Public Works	7	8	1 6 0	\$38,480	\$42,783	\$42,141	\$47,465
Utility Billing and Receivable Clerk	Public Works	20	23	0 18 4	\$29,120	\$34,891	\$33,328	\$38,178

## 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>
Lavaca	2450	40				
Elm Springs	2361					
Lincoln	2294	84				Police -Any Time Worked Over 43 Hours A Week Or Over 86 Hours In 2 Weeks.
Marked Tree	2286	96		Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.		
Gassville	2171	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Eureka Springs	2166	86				Police Receive Ovt After 86 Hours In A 2 Week Period. Fire Receive Ovt After 106 Hours In A 2 Week Period.
Fairfield Bay	2108	80				None Applicable
Goshen	2102					
Bull Shoals	1952	80				
Des Arc	1905	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Eudora	1728	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Lamar	1719	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
McCroary	1583	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mulberry	1543	84				
Hazen	1481	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Our Fire Department Is Paid On A Per Run Basis. Right Now They Are Considered Volunterr But Are Paid \$17.00 Per Hour Per Run
Flippin	1345	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Dover	1337	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Marshall	1329	VriesforPT				Ft Officers Are The Only Ones Who May Work Over 80 Hours In A 2 Week Period. They Will Work Get Comp Time.
Greenland	1213	80				
Rison	967					
Cotter	886	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Lakeview	775					
Wilson	766	20				Police Paid Monthly, Avg 40 Hours A Month. Fire Paid Yearly Base Amount Plus Call/ Meeting Rate.
Keiser	751	40				
Plumerville	734	40		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Tyrnza	716					
Knoxville	660					
Wickes	637					
Holland	586					
Mountain Pine	585	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Mountainburg	528	EXEMPT				The Pt Police Only Work 29

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

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

# Mayor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	100 - Mayor
<b>Job Description:</b>	Functions as the Chief Executive Officer for the City; provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality of the city that they are elected into.
<b>Total Matches (A M B):</b>	0 9 3
<b>Exempt   non-exempt:</b>	8 1
<b>Bonus Eligible (Y N):</b>	5 1
<b>Full   Part Time:</b>	5 15
<b>Number of Organizations Reporting:</b>	14
<b>Position Titles:</b>	Mayor
<b>Reports To:</b>	Citizens   City Council   Elected Official   Mayor
<b>Comments:</b>	City Council And Mayor On Same Level   Elected Official

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	14	\$18,500	\$26,160	\$36,114	\$39,745	\$47,000	\$50,970
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$250	\$250	\$625	\$250	\$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
Lavaca	2450	Full	\$18,500	\$14,800	\$18,500	\$22,200
Elm Springs	2361	Full	\$46,038	\$36,830	\$46,038	\$55,246
Marked Tree	2286	Full	\$27,461	\$21,969	\$27,461	\$32,953
Gassville	2171	Full	\$47,000	\$37,600	\$47,000	\$56,400
Eureka Springs	2166	Full	\$48,000	\$38,400	\$48,000	\$57,600
Des Arc	1905	Full	\$26,160	\$20,928	\$26,160	\$31,392
Eudora	1728	Full	\$35,000	\$28,000	\$35,000	\$42,000
Lamar	1719	Full	\$50,970	\$40,776	\$50,970	\$61,164
Mulberry	1543	Full	\$39,745	\$31,796	\$39,745	\$47,694
Flippin	1345	Full	\$55,000	\$50,000	\$55,000	\$65,000
Greenland	1213	Full	\$41,600	\$33,280	\$41,600	\$49,920
Cotter	886	Full	\$42,618	\$34,094	\$42,618	\$51,142
Wilson	766	Full	\$21,000	\$16,800	\$21,000	\$25,200
Keiser	751	Full	\$6,500	\$6,500	\$6,500	\$6,500

## Mayor

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

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

<a href="#">Index Tab</a>	
<b>Job Title:</b>	101 - Assistant to Mayor/Deputy City Administrator/Chief of Staff
<b>Job Description:</b>	Serves under the direction of the Mayor and provides management oversight for designated departments within the City; ensures that the directives of the Mayor or City Manager are accomplished and attends various internal meetings and external public meetings/events in their absence; requires a college degree from a four-year institution in a related public administration or business field; eight (8) years related experience and five (5) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	1 3 2
<b>Exempt non-exempt:</b>	2 1
<b>Bonus Eligible (Y N):</b>	3 1
<b>Full Part Time:</b>	3 0
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Assistant To Mayor   Assistant To The Mayor   Chief Of Staff/Finance Manager   Mayor's Assistant
<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>	6	\$43,680	\$43,680	\$49,094	\$45,760	\$58,849	\$62,842
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$1,916	\$1,916	\$1,916	\$1,916	\$1,916	\$1,916
<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
Lincoln	2294	Full	\$62,842	\$45,763	\$49,862	\$62,842
Eureka Springs	2166	Full	\$48,074	\$38,459	\$48,074	\$57,689
Eudora	1728	Full	\$35,360	\$28,288	\$35,360	\$42,432
Lamar	1719	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mulberry	1543	Full	\$43,680	\$34,944	\$43,680	\$52,416
Hazen	1481	Full	\$58,849	\$47,079	\$58,849	\$70,619

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

# City Manager or Chief of Staff

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

# Executive Secretary

<a href="#">Index Tab</a>	
<b>Job Title:</b>	103 - Executive Secretary
<b>Job Description:</b>	The Executive Secretary works under the broad policy guidance and direction of the Mayor or City Manager. This position is responsible for the overall effectiveness of the department
<b>Insufficient Data:</b>	0

# Council Member

<a href="#">Index Tab</a>	
<b>Job Title:</b>	104 - Council Member
<b>Job Description:</b>	Serves as an elected official on the City Council and participates in the overall direction and policy-making for the City through the attendance at regularly scheduled and called meetings; required to be a legal resident of Arkansas and the local municipality that they are elected into.
<b>Total Matches (A M B):</b>	0 24 14
<b>Exempt non-exempt:</b>	25 0
<b>Bonus Eligible (Y N):</b>	6 0
<b>Full Part Time:</b>	6 53
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Alderman   City Council   Council   Council Member
<b>Reports To:</b>	City Council   Elected Official
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	38	\$1,200	\$1,800	\$1,942	\$1,800	\$2,400	\$2,400
<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
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Lavaca	2450	Full	\$2,400	\$1,920	\$2,400	\$2,880
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440



## Council Member

Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160
Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160
Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160
Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160
Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160
Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eureka Springs	2166	Full	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Full	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Full	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Full	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Full	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Full	\$2,400	\$1,920	\$2,400	\$2,880
Des Arc	1905	Full	\$2,400	\$1,920	\$2,400	\$2,880
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160
Eudora	1728	Full	\$1,800	\$1,440	\$1,800	\$2,160

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.

# 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>	0 2
<b>Bonus Eligible (Y N):</b>	1 2
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	City Clerk   City Clerk-Appointed   Recorder   Water/City Hall Coordinator
<b>Reports To:</b>	City Clerk   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	\$26,645	\$26,645	\$40,656	\$39,326	\$47,751	\$48,900
<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
Elm Springs	2361	Full	\$48,900	\$39,120	\$48,900	\$58,680
Bull Shoals	1952	Full	\$39,326	\$31,461	\$39,326	\$47,191
Wilson	766	Full	\$47,751	\$38,201	\$47,751	\$57,301
Keiser	751	Full	\$26,645	\$25,080	\$25,851	\$26,645

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.

## 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>	1 1 0
<b>Exempt non-exempt:</b>	0 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	City Clerk Elected   Recorder-Treasurer
<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>	2	\$3,600	\$3,600	\$4,800	\$3,600	\$6,000	\$6,000
<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
Des Arc	1905	Full	\$3,600	\$2,880	\$3,600	\$4,320
Eudora	1728	Full	\$6,000	\$4,800	\$6,000	\$7,200

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.

## 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>	0 4 0
<b>Exempt non-exempt:</b>	2 0
<b>Bonus Eligible (Y N):</b>	1 0
<b>Full Part Time:</b>	1 10
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	City Clerk   Recorder Treasurer   Recorder/Treasurer
<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	\$38,178	\$38,178	\$44,750	\$41,600	\$48,000	\$51,220
<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
Eureka Springs	2166	Full	\$48,000	\$38,400	\$48,000	\$57,600
Fairfield Bay	2108	Full	\$51,220	\$40,976	\$51,220	\$61,464
Marshall	1329	Full	\$38,178	\$30,542	\$38,178	\$45,814
Greenland	1213	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.

# 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 2 2
<b>Exempt non-exempt:</b>	1 3
<b>Bonus Eligible (Y N):</b>	2 3
<b>Full Part Time:</b>	2 4
<b>Number of Organizations Reporting:</b>	5
<b>Position Titles:</b>	Bookkeeper   City Clerk/Treasurer   Office Manager   Rec / Treasurer
<b>Reports To:</b>	Elected Official   Mayor
<b>Comments:</b>	Several Job Descriptions

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$3,600	\$14,000	\$32,827	\$44,033	\$44,554	\$57,949
<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
Lavaca	2450	Full	\$57,949	\$35,360	\$57,949	\$69,539
Gassville	2171	Full	\$3,600	\$2,880	\$3,600	\$4,320
Dover	1337	Full	\$44,554	\$35,643	\$44,554	\$53,465
Wickes	637	Full	\$14,000	\$11,200	\$14,000	\$16,800
Mountain Pine	585	Full	\$44,033	\$35,226	\$44,033	\$52,840

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.

## 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>	1 0 1
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	2 2
<b>Full Part Time:</b>	2 2
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	City Clerk Treasurer   Deputy City Clerk/Chief Court Clerk/Finance Officer
<b>Reports To:</b>	Chief Of Staff/Finance Manager   Mayor
<b>Comments:</b>	This Position Includes Ap/Ar Functions As Well As Some Additional Financial Duties

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$39,520	\$39,520	\$40,483	\$39,520	\$41,445	\$41,445
<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
Lincoln	2294	Full	\$41,445	\$31,542	\$35,041	\$41,445
Flippin	1345	Full	\$39,520	\$33,000	\$38,000	\$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 Attorney

<a href="#">Index Tab</a>	
<b>Job Title:</b>	110 - City Attorney
<b>Job Description:</b>	Manages the legal department and affairs for the City; provides legal representation to the Mayor, City Council, and other entities of the City or may delegate some responsibilities to other attorneys and/or legal staff; requires completion of a juris doctorate degree; eight (8) years of active legal experience.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	1 0
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 7
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	City Attorney Elected
<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	\$21,600	\$21,600	\$21,600	\$21,600	\$21,600	\$21,600
<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
Eureka Springs	2166	Full	\$21,600	\$17,280	\$21,600	\$25,920

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.

## 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>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	1 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>	Prosecuting Attorney - Appointed
<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	\$20,400	\$20,400	\$20,400	\$20,400	\$20,400	\$20,400
<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
Eureka Springs	2166	Full	\$20,400	\$16,320	\$20,400	\$24,480

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



# Deputy City Attorney

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

# Court Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	113 - Court Clerk
<b>Job Description:</b>	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
<b>Total Matches (A M B):</b>	0 11 3
<b>Exempt   non-exempt:</b>	1 10
<b>Bonus Eligible (Y N):</b>	7 10
<b>Full   Part Time:</b>	7 2
<b>Number of Organizations Reporting:</b>	15
<b>Position Titles:</b>	Chief Clerk   Chief Court Clerk   Court Clerk   Court Clerk 1   Court Clerk 2   Court/Water Clerk   District Court Clerk
<b>Reports To:</b>	Chief Of Staff/Finance Manager   District Court Judge, Mayor   District Judge/Mayor   Judge   Mayor   Mayor And District Judge
<b>Comments:</b>	Serves As Both Court And Water Clerk

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	16	\$15,852	\$33,280	\$36,410	\$39,312	\$41,662	\$47,121
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$250	\$250	\$1,072	\$250	\$1,893	\$1,893
<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
Elm Springs	2361	Full	\$42,910	\$34,328	\$42,910	\$51,492
Lincoln	2294	Full	\$41,782	\$31,542	\$33,768	\$41,782
Marked Tree	2286	Full	\$34,236	\$27,389	\$34,236	\$41,083
Gassville	2171	Full	\$15,852	\$12,682	\$15,852	\$19,022
Gassville	2171	Full	\$14,569	\$11,655	\$14,569	\$17,483
Eureka Springs	2166	Full	\$47,121	\$37,697	\$47,121	\$56,545
Des Arc	1905	Full	\$39,312	\$31,450	\$39,312	\$47,174
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Lamar	1719	Full	\$39,520	\$31,616	\$39,520	\$47,424
McCrary	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mulberry	1543	Full	\$35,300	\$28,240	\$35,300	\$42,360
Hazen	1481	Full	\$57,262	\$45,810	\$57,262	\$68,714
Dover	1337	Full	\$40,893	\$32,714	\$40,893	\$49,072
Greenland	1213	Full	\$41,600	\$33,280	\$41,600	\$49,920

## Court Clerk

Cotter	886	Full	\$41,662	\$33,330	\$41,662	\$49,994
Tyronza	716	Full	\$34,380	\$27,504	\$34,380	\$41,256
<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>						

## 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>	0 3 0
<b>Exempt non-exempt:</b>	1 4
<b>Bonus Eligible (Y N):</b>	2 4
<b>Full Part Time:</b>	2 1
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Assistant Deputy Clerk   Deputy Court Clerk   District Deputy Court Clerk
<b>Reports To:</b>	Chief Clerk   Court Clerk   Deputy City Clerk
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	5	\$31,200	\$35,357	\$38,388	\$35,360	\$36,046	\$53,976
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$1,000	\$1,000	\$1,391	\$1,000	\$1,781	\$1,781
<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
Elm Springs	2361	Full	\$36,046	\$28,837	\$36,046	\$43,255
Elm Springs	2361	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eureka Springs	2166	Full	\$35,357	\$28,286	\$35,357	\$42,428
Hazen	1481	Full	\$53,976	\$43,181	\$53,976	\$64,771
Flippin	1345	Full	\$35,360	\$33,000	\$38,000	\$42,000

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

# 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>Insufficient Data:</b> 0

# 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>	0 4 3
<b>Exempt non-exempt:</b>	3 2
<b>Bonus Eligible (Y N):</b>	2 2
<b>Full Part Time:</b>	2 1
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Assistant To Public Works Director   Office Manager   Police Processing Clerk
<b>Reports To:</b>	Mayor   Police Chief   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>	7	\$32,240	\$32,240	\$39,959	\$36,197	\$45,094	\$56,076
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$1,439	\$1,439	\$1,703	\$1,439	\$1,966	\$1,966
<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
Marked Tree	2286	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eudora	1728	Full	\$32,240	\$25,792	\$32,240	\$38,688
Hazen	1481	Full	\$45,094	\$36,075	\$45,094	\$54,113
Hazen	1481	Full	\$43,909	\$35,127	\$43,909	\$52,691
Rison	967	Full	\$36,197	\$28,958	\$36,197	\$43,436
Knoxville	660	Full	\$56,076	\$44,861	\$56,076	\$67,291
Mountainburg	528	Full	\$35,000	\$28,000	\$35,000	\$42,000

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

# Purchasing Agent

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



# Administrative Assistant I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	119 - Administrative Assistant I
<b>Job Description:</b>	Provides administrative support and researches and analyzes materials; requires completion of two (2) years of college coursework in Business Administration, Public Administration, or a related area; two (2) years of administrative experience; one (1) year of supervisory experience (for positions which supervise).
<b>Total Matches (A M B):</b>	0 1 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>	2
<b>Position Titles:</b>	Admin. Asst/Dep. Treasurer   Admn Asst
<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	\$35,360	\$35,360	\$37,773	\$35,360	\$40,185	\$40,185
<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
Marked Tree	2286	Full	\$35,360	\$28,288	\$35,360	\$42,432
McCrary	1583	Full	\$40,185	\$32,148	\$40,185	\$48,222

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

## 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>	1 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>	Ceo Officer
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$48,140	\$48,140	\$48,140	\$48,140	\$48,140	\$48,140
<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
Fairfield Bay	2108	Full	\$48,140	\$38,512	\$48,140	\$57,768

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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>	1
<b>Position Titles:</b>	Code Enforcement Officer
<b>Reports To:</b>	Chief Of Police
<b>Comments:</b>	Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$35,360	\$35,360	\$35,360	\$35,360	\$35,360	\$35,360
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$1,836	\$1,836	\$1,836	\$1,836	\$1,836	\$1,836
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Flippin	1345	Full	\$35,360	\$33,280	\$37,440	\$41,600

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

## 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>	1 1 1
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 2
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Code Enforcement Officer   Code Enforcement/Animal Control/Building Inspector   Zoning Official/Permit Coordinator
<b>Reports To:</b>	Office & Finance Manager   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	\$41,600	\$41,600	\$39,139	\$41,600	\$43,680	\$43,680
<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
Goshen	2102	Full	\$43,680	\$34,944	\$43,680	\$52,416
Lamar	1719	Full	\$32,136	\$25,709	\$32,136	\$38,563
Greenland	1213	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.

# 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 1 1
<b>Exempt non-exempt:</b>	2 1
<b>Bonus Eligible (Y N):</b>	0 1
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Building Inspector   Building Inspector/Code Enforcement   City Inspector
<b>Reports To:</b>	City Inspector   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	\$43,576	\$43,576	\$31,236	\$43,576	\$46,198	\$46,198
<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
Elm Springs	2361	Full	\$43,576	\$34,861	\$43,576	\$52,291
Gassville	2171	Full	\$3,933	\$3,146	\$3,933	\$4,720
Eureka Springs	2166	Full	\$46,198	\$36,958	\$46,198	\$55,438

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

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$36,004	\$36,004	\$36,004	\$36,004	\$36,004	\$36,004
<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
Eureka Springs	2166	Full	\$36,004	\$28,803	\$36,004	\$43,205

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

# City Engineer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	303 - City Engineer
<b>Job Description:</b>	Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.
<b>Insufficient Data:</b>	0

# Engineering Specialist

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

# Engineering Technician - Senior

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

# GIS Analyst - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	306 - GIS Analyst - Senior
<b>Job Description:</b>	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
<b>Insufficient Data:</b>	0

# 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>	2 3 0
<b>Exempt non-exempt:</b>	3 2
<b>Bonus Eligible (Y N):</b>	4 2
<b>Full Part Time:</b>	4 1
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Bookkeeper   Comptroller   Director Of Finance   Finance Director   Office & Finance Manager (Department Head)
<b>Reports To:</b>	Mayor
<b>Comments:</b>	Also Is The Payroll Administrator

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$43,680	\$43,680	\$52,623	\$47,700	\$61,547	\$69,771
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$2,021	\$2,021	\$2,021	\$2,021	\$2,021	\$2,021
<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
Eureka Springs	2166	Full	\$69,771	\$55,817	\$69,771	\$83,725
Goshen	2102	Full	\$47,700	\$38,160	\$47,700	\$57,240
Des Arc	1905	Full	\$50,232	\$40,186	\$50,232	\$60,278
Mulberry	1543	Full	\$43,680	\$34,944	\$43,680	\$52,416
Hazen	1481	Full	\$61,547	\$49,238	\$61,547	\$73,856
Cotter	886	Full	\$42,806	\$34,245	\$42,806	\$51,367

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

# Accounting Clerk II

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

# Accounting Clerk I

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

# Accounting Clerk

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

## Accounts Payable/Accounts Receivable Specialist/Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	405 - Accounts Payable/Accounts Receivable Specialist/Coordinator
<b>Job Description:</b>	Serves typically under the Finance Director and performs the AP/AR functions by ensuring expenses are paid and/or revenues are received in a timely manner; requires high school or GED completion; two (2) years of bookkeeping/accounting experience; one (1) year of general clerical experience.
<b>Total Matches (A M B):</b>	0 3 0
<b>Exempt non-exempt:</b>	0 4
<b>Bonus Eligible (Y N):</b>	3 4
<b>Full Part Time:</b>	3 1
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Bookkeeper   Bookkeeper / Clerk   Office Assistant   Senior Accounts Manager
<b>Reports To:</b>	Director Of Finance   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	\$26,152	\$26,152	\$37,899	\$37,565	\$43,011	\$44,867
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$250	\$250	\$250	\$250	\$250	\$250
<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
Gassville	2171	Full	\$43,011	\$34,409	\$43,011	\$51,613
Gassville	2171	Full	\$26,152	\$20,922	\$26,152	\$31,382
Eureka Springs	2166	Full	\$44,867	\$35,894	\$44,867	\$53,840
Cotter	886	Full	\$37,565	\$30,052	\$37,565	\$45,078

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 5 0
<b>Exempt non-exempt:</b>	2 2
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 4
<b>Number of Organizations Reporting:</b>	6
<b>Position Titles:</b>	Chief   Fire Chief
<b>Reports To:</b>	Mayor
<b>Comments:</b>	13.00 Meeting/Call

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	6	\$42,765	\$42,765	\$42,877	\$43,128	\$49,920	\$70,658
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	2	\$1,696	\$1,696	\$2,144	\$1,696	\$2,592	\$2,592
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Gassville	2171	Full	\$48,292	\$38,634	\$48,292	\$57,950
Eureka Springs	2166	Full	\$70,658	\$56,526	\$70,658	\$84,790
Fairfield Bay	2108	Full	\$43,128	\$34,502	\$43,128	\$51,754
Bull Shoals	1952	Full	\$42,765	\$34,212	\$42,765	\$51,318
Flippin	1345	Full	\$49,920	\$43,680	\$48,000	\$52,000
Wilson	766	Full	\$2,500	\$2,000	\$2,500	\$3,000

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

## Assistant 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 3 0
<b>Exempt non-exempt:</b>	0 3
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 4
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Assistant Fire Chief   Asst. 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	\$41,600	\$41,600	\$40,448	\$41,600	\$66,144	\$66,144
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	3	\$1,836	\$1,836	\$1,592	\$1,836	\$1,988	\$1,988
<b>Longevity Pay</b>	1	\$338	\$338	\$338	\$338	\$338	\$338
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lincoln	2294	Full	\$13,601	\$43,601	\$47,314	\$58,845
Eureka Springs	2166	Full	\$66,144	\$52,915	\$66,144	\$79,373
Flippin	1345	Full	\$41,600	\$35,360	\$40,300	\$45,300

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

# Fire Captain

<a href="#">Index Tab</a>	
<b>Job Title:</b>	503 - Fire Captain
<b>Job Description:</b>	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire lieutenant, and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
<b>Total Matches (A M B):</b>	0 2 0
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 4
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Fire Captain
<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>	2	\$56,600	\$56,600	\$57,361	\$56,600	\$58,121	\$58,121
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	2	\$1,701	\$1,701	\$1,724	\$1,701	\$1,747	\$1,747
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$56,600	\$45,280	\$56,600	\$67,920
Eureka Springs	2166	Full	\$58,121	\$46,497	\$58,121	\$69,745

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

# Fire Lieutenant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	504 - Fire Lieutenant
<b>Job Description:</b>	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
<b>Insufficient Data:</b>	0

# Fire Apparatus Engineer (Driver)

<a href="#">Index Tab</a>	
<b>Job Title:</b>	505 - Fire Apparatus Engineer (Driver)
<b>Job Description:</b>	Drives fire equipment to the scene of an emergency and operates the equipment as required; requires serving as a current, regular status firefighter for at least two (2) years; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
<b>Insufficient Data:</b>	0

## Fire Inspector/Marshal

<a href="#">Index Tab</a>	
<b>Job Title:</b>	506 - Fire Inspector/Marshal
<b>Job Description:</b>	Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	1 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>	Fire Marshall
<b>Reports To:</b>	Fire Chief
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	1	\$60,840	\$60,840	\$60,840	\$60,840	\$60,840	\$60,840
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$60,840	\$48,672	\$60,840	\$73,008

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

# 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>	0 13 0
<b>Exempt non-exempt:</b>	1 12
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 32
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Firefigher/Paaramedic   Firefighter
<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>	13	\$41,013	\$47,000	\$46,653	\$47,668	\$54,168	\$55,339
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	12	\$1,425	\$1,433	\$1,572	\$1,555	\$1,663	\$1,728
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Gassville	2171	Full	\$8,412	\$6,730	\$8,412	\$10,094
Eureka Springs	2166	Full	\$47,668	\$38,134	\$47,668	\$57,202
Eureka Springs	2166	Full	\$49,190	\$39,352	\$49,190	\$59,028
Eureka Springs	2166	Full	\$51,767	\$41,414	\$51,767	\$62,120
Eureka Springs	2166	Full	\$47,433	\$37,946	\$47,433	\$56,920
Eureka Springs	2166	Full	\$59,409	\$47,527	\$59,409	\$71,291
Eureka Springs	2166	Full	\$41,013	\$32,810	\$41,013	\$49,216
Eureka Springs	2166	Full	\$54,168	\$43,334	\$54,168	\$65,002
Eureka Springs	2166	Full	\$43,920	\$35,136	\$43,920	\$52,704
Eureka Springs	2166	Full	\$55,339	\$44,271	\$55,339	\$66,407
Eureka Springs	2166	Full	\$54,168	\$43,334	\$54,168	\$65,002
Flippin	1345	Full	\$47,000	\$33,280	\$37,440	\$42,000
Flippin	1345	Full	\$47,000	\$33,280	\$37,440	\$42,000



## Firefighter

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

# Human Resource Generalist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	601 - Human Resource Generalist
<b>Job Description:</b>	Handles the more complex HR duties including employment testing, compensation, benefit administration, etc.; requires a College degree in Human Resources, Psychology, or a related area, three (3) years of experience in employment testing and selection, compensation or benefit administration.
<b>Insufficient Data: 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 1
<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 Coordinator/Payroll Clerk
<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>	1	\$42,035	\$42,035	\$42,035	\$42,035	\$42,035	\$42,035
<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
Eureka Springs	2166	Full	\$42,035	\$33,628	\$42,035	\$50,442

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

# Payroll Administrator

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

# Industrial Organizational Specialist

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

# Information Systems Director

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



# Systems Network Manager

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

# Network Analyst

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

# Network Coordinator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	703 - Network Coordinator
<b>Job Description:</b>	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
<b>Insufficient Data:</b>	0

# Programmer Analyst - Senior

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

# 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 1 0
<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>	Library Director
<b>Reports To:</b>	Chief Of Staff/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	\$44,824	\$44,824	\$44,824	\$44,824	\$44,824	\$44,824
<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
Lincoln	2294	Full	\$44,824	\$35,342	\$39,135	\$44,824

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.



# 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>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	1 1
<b>Full Part Time:</b>	1 3
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Library Worker
<b>Reports To:</b>	Librarian
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$27,310	\$27,310	\$27,310	\$27,310	\$27,310	\$27,310
<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
Lincoln	2294	Full	\$27,310	\$24,731	\$26,457	\$35,339

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

# Safety Loss Control Specialist

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

# Airport Manager

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

# Airport Attendant

<a href="#">Index Tab</a>	
<b>Job Title:</b>	902 - Airport Attendant
<b>Job Description:</b>	Handles incoming and outgoing aircraft with services including fuel, tie-downs, storage, etc.; completes various grounds and building maintenance duties and other duties as assigned; requires completion of high school and one (1) year to two (2) years of experience working with large mowing and other maintenance equipment.
<b>Insufficient Data:</b>	0

# Animal Control Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	903 - Animal Control Director
<b>Job Description:</b>	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
<b>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	1 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>	Aco Dept Head
<b>Reports To:</b>	Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$31,010	\$31,010	\$31,010	\$31,010	\$31,010	\$31,010
<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
Fairfield Bay	2108	Full	\$31,010	\$24,808	\$31,010	\$37,212

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 3 0
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	1 2
<b>Full Part Time:</b>	1 1
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Aco Officer   Animal Control Officer
<b>Reports To:</b>	Aco Dept Head
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$27,310	\$27,310	\$28,074	\$27,310	\$29,956	\$29,956
<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
Fairfield Bay	2108	Full	\$29,956	\$23,965	\$29,956	\$35,947
Fairfield Bay	2108	Full	\$26,956	\$21,565	\$26,956	\$32,347
Des Arc	1905	Full	\$27,310	\$21,848	\$27,310	\$32,772

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

# Animal Services Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	905 - Animal Services Manager
<b>Job Description:</b>	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
<b>Insufficient Data:</b>	0

## Animal Services Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	906 - Animal Services Officer
<b>Job Description:</b>	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
<b>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 1
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Animal Control
<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	\$31,200	\$31,200	\$31,200	\$31,200	\$31,200	\$31,200
<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
McCrary	1583	Full	\$31,200	\$24,960	\$31,200	\$37,440

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



# 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>Insufficient Data:</b>	0

# Fleet Maintenance Mechanic I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	911 - Fleet Maintenance Mechanic I
<b>Job Description:</b>	Performs skilled work relative to the maintenance and repair of City vehicles and equipment. . Order replacement parts. Organize and maintain effective preventative maintenance practices and records and perform complete vehicle preventive maintenance checks on City fleet vehicles and equipment. Repair/replace motors, generators, carburetors, clutches, ignition systems and similar mechanical assemblies. Perform electrical work such as installing batteries, repairing and adjusting lights, replacing generators and starters and trouble
<b>Insufficient Data:</b>	0

# Horticulturist

<a href="#">Index Tab</a>	
<b>Job Title:</b>	912 - Horticulturist
<b>Job Description:</b>	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
<b>Insufficient Data:</b>	0

# Grounds Maintenance Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	913 - Grounds Maintenance Supervisor
<b>Job Description:</b>	Oversee grounds for the City and act as a working supervisor. Supervise grounds and maintenance employees. Purchase supplies (tires, oil, grease, tools, etc.). Hire and train employees. Obtain bids on weed eaters, tractors, mower decks, parts, trucks, etc. Purchase snow plows and sand spreaders for snow and ice. Handle daily employee-related paperwork. Oversee use of chemicals on grounds and related equipment.
<b>Insufficient Data:</b>	0

## Grounds Maintenance Lead

<a href="#">Index Tab</a>	
<b>Job Title:</b>	914 - Grounds Maintenance Lead
<b>Job Description:</b>	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.
<b>Total Matches (A M B):</b>	0 2 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>	1
<b>Position Titles:</b>	Infrastructure & Facilities Management
<b>Reports To:</b>	Mayor & 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>	2	\$41,600	\$41,600	\$42,850	\$41,600	\$44,100	\$44,100
<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
Goshen	2102	Full	\$44,100	\$35,280	\$44,100	\$52,920
Goshen	2102	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.



# Grounds Maintenance Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	915 - Grounds Maintenance Laborer
<b>Job Description:</b>	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include: mowing, weed eating, cleaning up and maintaining equipment, cutting and/or trimming trees, cleaning out ditches and storm drains, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city and other duties as assigned.
<b>Insufficient Data:</b>	0

# Signal Repair Technician - Senior

<a href="#">Index Tab</a>	
<b>Job Title:</b>	916 - Signal Repair Technician - Senior
<b>Job Description:</b>	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
<b>Insufficient Data:</b>	0

# Signal Repair Technician

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

# 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>	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>	Parks Director   Public Works Worker
<b>Reports To:</b>	Director Public Works   Mayor/Parks Commision
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$24,288	\$24,288	\$44,644	\$24,288	\$65,000	\$65,000
<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
Eureka Springs	2166	Full	\$65,000	\$52,000	\$65,000	\$78,000
Flippin	1345	Full	\$24,288	\$31,000	\$35,000	\$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.

## 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>	0 0 1
<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>	Lake Leatherwood Mgr
<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	\$37,446	\$37,446	\$37,446	\$37,446	\$37,446	\$37,446
<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
Eureka Springs	2166	Full	\$37,446	\$29,957	\$37,446	\$44,935

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0



# Recreation Program Manager

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1003 - Recreation Program Manager
<b>Job Description:</b>	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.
<b>Insufficient Data:</b>	0

# Recreation Facility Supervisor

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

# Therapeutic Recreation Coordinator

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

# Parks Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1006 - Parks Supervisor
<b>Job Description:</b>	Supervises a group of equipment/operators and laborers to ensure the proper maintenance of parks, medians, cemetery, athletic fields and public grounds; Assigns work and projects and will participate in the work itself as needed; requires high school education plus four (4) years of parks maintenance experience and two (2) years as a lead equipment/operator.
<b>Total Matches (A M B):</b>	0 1 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>	2
<b>Position Titles:</b>	Cemetery Sexton   Trails Coordinator
<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>	2	\$32,760	\$32,760	\$39,260	\$32,760	\$45,760	\$45,760
<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
Eureka Springs	2166	Full	\$45,760	\$36,608	\$45,760	\$54,912
Des Arc	1905	Full	\$32,760	\$26,208	\$32,760	\$39,312

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

## Parks Department Laborer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1008 - Parks Department Laborer
<b>Job Description:</b>	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City
<b>Total Matches (A M B):</b>	1 4 0
<b>Exempt non-exempt:</b>	1 2
<b>Bonus Eligible (Y N):</b>	1 2
<b>Full Part Time:</b>	1 8
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Maintenance   Office Mgr   Parks Department Laborer   Parks Laborer
<b>Reports To:</b>	Parks Director   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>	5	\$7,801	\$22,880	\$27,677	\$31,200	\$33,897	\$42,607
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$100	\$100	\$100	\$100	\$100	\$100
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	0						
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Gassville	2171	Full	\$7,801	\$6,241	\$7,801	\$9,361
Eureka Springs	2166	Full	\$33,897	\$27,118	\$33,897	\$40,676
Eureka Springs	2166	Full	\$42,607	\$34,086	\$42,607	\$51,128
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456

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

# Police Chief

<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>	1 17 3
<b>Exempt   non-exempt:</b>	9 7
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full   Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	26
<b>Position Titles:</b>	Chief   Chief Of Police   Interim Police Chief   Police Chief   Police Department
<b>Reports To:</b>	Mayor   Mayor/Council   Police Chief
<b>Comments:</b>	45 Hours/Week   Comp Time Anything Over 4 Hours Ot   Interim Police Chief - Until Previous Police Chief Returns In 2025

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	26	\$37,066	\$45,000	\$53,700	\$49,587	\$59,696	\$77,106
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$1,907	\$1,907	\$1,907	\$1,907	\$1,907	\$1,907
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	4	\$1,842	\$1,842	\$2,896	\$2,487	\$3,439	\$3,817
<b>Longevity Pay</b>	1	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225	\$1,225
<b>Other Pay</b>	0						

City	Population	Part   Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lavaca	2450	Full	\$57,689	\$46,440	\$57,689	\$69,227
Elm Springs	2361	Full	\$79,645	\$63,716	\$79,645	\$79,645
Lincoln	2294	Full	\$65,298	\$49,618	\$53,435	\$65,298
Marked Tree	2286	Full	\$50,239	\$40,191	\$50,239	\$60,287
Gassville	2171	Full	\$53,481	\$42,785	\$53,481	\$64,177
Eureka Springs	2166	Full	\$75,046	\$60,037	\$75,046	\$90,055
Fairfield Bay	2108	Full	\$45,994	\$36,795	\$45,994	\$55,193
Goshen	2102	Full	\$79,500	\$63,600	\$79,500	\$95,400
Bull Shoals	1952	Full	\$44,990	\$35,992	\$44,990	\$53,988
Des Arc	1905	Full	\$53,477	\$42,782	\$53,477	\$64,172
Eudora	1728	Full	\$45,000	\$36,000	\$45,000	\$54,000
Lamar	1719	Full	\$49,275	\$39,420	\$49,275	\$59,130
McCroory	1583	Full	\$49,587	\$39,670	\$49,587	\$59,504
Mulberry	1543	Full	\$43,650	\$34,920	\$43,650	\$52,380

## Police Chief

Hazen	1481	Full	\$77,106	\$61,685	\$77,106	\$92,527
Flippin	1345	Full	\$47,903	\$47,840	\$50,000	\$55,000
Dover	1337	Full	\$58,386	\$46,709	\$58,386	\$70,063
Marshall	1329	Full	\$36,759	\$29,407	\$36,759	\$44,111
Greenland	1213	Full	\$63,945	\$51,156	\$63,945	\$76,734
Cotter	886	Full	\$38,626	\$30,901	\$38,626	\$46,351
Wilson	766	Full	\$57,694	\$46,155	\$57,694	\$69,233
Keiser	751	Full	\$37,066	\$34,889	\$35,891	\$37,066
Plumerville	734	Full	\$45,760	\$36,608	\$45,760	\$54,912
Tyronza	716	Full	\$59,696	\$47,757	\$59,696	\$71,635
Mountain Pine	585	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountainburg	528	Full	\$45,033	\$36,026	\$45,033	\$54,040

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



## 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 6 0
<b>Exempt non-exempt:</b>	4 2
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	7
<b>Position Titles:</b>	Assist Chief   Assistant Chief   Assistant Fire Chief   Assistant Police Chief   Asst. Chief Of Police   Asst. Police Chief   Police Assistant Chief
<b>Reports To:</b>	Chief   Chief Of Police   Police Chief
<b>Comments:</b>	Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	7	\$45,848	\$45,848	\$53,309	\$50,232	\$60,526	\$68,286
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747	\$1,747
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	3	\$2,753	\$2,753	\$2,890	\$2,753	\$3,537	\$3,537
<b>Longevity Pay</b>	1	\$1,154	\$1,154	\$1,154	\$1,154	\$1,154	\$1,154
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lincoln	2294	Full	\$60,526	\$44,846	\$48,666	\$60,526
Eureka Springs	2166	Full	\$68,286	\$54,629	\$68,286	\$81,943
Fairfield Bay	2108	Full	\$45,058	\$36,046	\$45,058	\$54,070
Des Arc	1905	Full	\$50,232	\$40,186	\$50,232	\$60,278
Hazen	1481	Full	\$55,058	\$44,046	\$55,058	\$66,070
Flippin	1345	Full	\$45,848	\$41,500	\$45,800	\$50,000
Dover	1337	Full	\$48,152	\$38,522	\$48,152	\$57,782

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.

## 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 3 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>	Police Captain
<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>	3	\$45,361	\$45,361	\$47,204	\$45,361	\$59,850	\$59,850
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	1	\$1,549	\$1,549	\$1,549	\$1,549	\$1,549	\$1,549
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Gassville	2171	Full	\$45,361	\$36,289	\$45,361	\$54,433
Goshen	2102	Full	\$59,850	\$47,880	\$59,850	\$71,820
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 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>	Police Lieutenant
<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	\$37,440	\$37,440	\$37,440	\$37,440	\$37,440	\$37,440
<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
McCrary	1583	Full	\$37,440	\$29,952	\$37,440	\$44,928

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

# 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 9 1
<b>Exempt non-exempt:</b>	2 6
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	Patrol Sargeant   Police Sergeant   Police Sergeant/Det   Seargant   Sergeant
<b>Reports To:</b>	Assistant Police Chief   Chief   Chief Of Police   Police Captain   Police Chief
<b>Comments:</b>	Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	11	\$36,400	\$37,398	\$44,963	\$42,285	\$54,060	\$54,851
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	5	\$1,474	\$1,942	\$1,992	\$1,995	\$2,120	\$2,429
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elm Springs	2361	Full	\$63,348	\$50,678	\$63,348	\$63,348
Gassville	2171	Full	\$42,285	\$33,828	\$42,285	\$50,742
Eureka Springs	2166	Full	\$54,851	\$43,881	\$54,851	\$65,821
Fairfield Bay	2108	Full	\$41,600	\$33,280	\$41,600	\$49,920
Goshen	2102	Full	\$54,060	\$43,248	\$54,060	\$64,872
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
McCrary	1583	Full	\$34,840	\$27,872	\$34,840	\$41,808
Hazen	1481	Full	\$48,589	\$38,871	\$48,589	\$58,307
Flippin	1345	Full	\$38,417	\$34,520	\$41,600	\$45,000
Flippin	1345	Full	\$37,398	\$34,520	\$41,600	\$45,000
Dover	1337	Full	\$42,806	\$34,245	\$42,806	\$51,367

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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 4 0
<b>Exempt non-exempt:</b>	0 3
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 1
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Police Chief   Police Corporal
<b>Reports To:</b>	Police Chief   Police Sergeant
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	4	\$37,960	\$37,960	\$46,291	\$47,127	\$47,250	\$52,826
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	1	\$697	\$697	\$697	\$697	\$697	\$697
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	2	\$2,042	\$2,042	\$2,452	\$2,042	\$2,862	\$2,862
<b>Longevity Pay</b>	1	\$697	\$697	\$697	\$697	\$697	\$697
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lincoln	2294	Full	\$47,127	\$37,108	\$40,818	\$47,127
Eureka Springs	2166	Full	\$52,826	\$42,261	\$52,826	\$63,391
Goshen	2102	Full	\$47,250	\$37,800	\$47,250	\$56,700
McCrary	1583	Full	\$37,960	\$30,368	\$37,960	\$45,552

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

## Police Investigative Detective

<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 2 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>	Investigator   Police Detective
<b>Reports To:</b>	Chief Of Police   Police Chief
<b>Comments:</b>	Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$55,744	\$55,744	\$50,374	\$55,744	\$57,979	\$57,979
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	1	\$1,942	\$1,942	\$1,942	\$1,942	\$1,942	\$1,942
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Elm Springs	2361	Full	\$57,979	\$46,383	\$57,979	\$57,979
Eureka Springs	2166	Full	\$55,744	\$44,595	\$55,744	\$66,893
Flippin	1345	Full	\$37,398	\$37,440	\$41,600	\$47,840

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.

# 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 5 3
<b>Exempt non-exempt:</b>	2 2
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	5
<b>Position Titles:</b>	Police Resource Officer/Patrol   School Resource Officer   Sro Corporal   Sro Officer
<b>Reports To:</b>	Chief   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>	8	\$37,502	\$37,502	\$41,381	\$40,414	\$42,952	\$47,796
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	2	\$1,848	\$1,848	\$2,088	\$1,848	\$2,328	\$2,328
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Eureka Springs	2166	Full	\$47,796	\$38,237	\$47,796	\$57,355
Des Arc	1905	Full	\$42,952	\$34,362	\$42,952	\$51,542
Des Arc	1905	Full	\$40,414	\$32,331	\$40,414	\$48,497
Lamar	1719	Full	\$37,502	\$30,002	\$37,502	\$45,002
Lamar	1719	Full	\$34,320	\$27,456	\$34,320	\$41,184
Hazen	1481	Full	\$46,550	\$37,240	\$46,550	\$55,860
Dover	1337	Full	\$42,307	\$33,846	\$42,307	\$50,768
Dover	1337	Full	\$39,208	\$31,366	\$39,208	\$47,050

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

## Police Officer

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1108 - Police Officer
<b>Job Description:</b>	Provides various police department duties including vehicle police patrol, investigations, traffic control and speed limit enforcement and other related law enforcement activities; law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position; requires an Associate
<b>Total Matches (A M B):</b>	0 43 5
<b>Exempt non-exempt:</b>	12 28
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 18
<b>Number of Organizations Reporting:</b>	22
<b>Position Titles:</b>	K-9 Officer   Officer   Patrol Officer   Patrolman   Police   Police Department   Police Officer
<b>Reports To:</b>	Assistant Police Chief   Mayor   Patrol Sargeant   Police Chief   Police Corporal
<b>Comments:</b>	Comp Time Anything Over 4 Hours Ot   Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	57	\$30,447	\$36,046	\$38,593	\$38,471	\$45,000	\$46,386
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	6	\$709	\$709	\$956	\$715	\$1,151	\$1,830
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	19	\$1,221	\$1,760	\$2,083	\$1,920	\$2,707	\$2,789
<b>Longevity Pay</b>	6	\$683	\$683	\$783	\$685	\$715	\$1,307
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Lavaca	2450	Full	\$43,652	\$37,230	\$43,652	\$52,382
Lavaca	2450	Full	\$38,471	\$37,230	\$38,471	\$46,165
Elm Springs	2361	Full	\$49,130	\$39,304	\$49,130	\$49,130
Elm Springs	2361	Full	\$50,603	\$40,482	\$50,603	\$50,603
Lincoln	2294	Full	\$46,384	\$37,108	\$40,818	\$46,386
Lincoln	2294	Full	\$44,531	\$37,108	\$40,818	\$46,386
Lincoln	2294	Full	\$46,384	\$37,108	\$40,818	\$46,386
Lincoln	2294	Full	\$46,386	\$37,108	\$40,818	\$46,386
Lincoln	2294	Full	\$44,531	\$37,108	\$40,818	\$46,386
Lincoln	2294	Full	\$46,386	\$37,108	\$40,818	\$46,386
Marked Tree	2286	Full	\$37,571	\$30,057	\$37,571	\$45,085
Marked Tree	2286	Full	\$37,571	\$30,057	\$37,571	\$45,085
Marked Tree	2286	Full	\$37,571	\$30,057	\$37,571	\$45,085
Marked Tree	2286	Full	\$37,571	\$30,057	\$37,571	\$45,085



## Police Officer

Gassville	2171	Full	\$34,290	\$27,432	\$34,290	\$41,148
Gassville	2171	Full	\$35,055	\$28,044	\$35,055	\$42,066
Gassville	2171	Full	\$6,111	\$4,889	\$6,111	\$7,333
Eureka Springs	2166	Full	\$49,093	\$39,274	\$49,093	\$58,912
Eureka Springs	2166	Full	\$47,796	\$38,237	\$47,796	\$57,355
Eureka Springs	2166	Full	\$43,200	\$34,560	\$43,200	\$51,840
Eureka Springs	2166	Full	\$45,520	\$36,416	\$45,520	\$54,624
Eureka Springs	2166	Full	\$49,093	\$39,274	\$49,093	\$58,912
Eureka Springs	2166	Full	\$45,520	\$36,416	\$45,520	\$54,624
Eureka Springs	2166	Full	\$44,720	\$35,776	\$44,720	\$53,664
Fairfield Bay	2108	Full	\$36,192	\$28,954	\$36,192	\$43,430
Fairfield Bay	2108	Full	\$36,192	\$28,954	\$36,192	\$43,430
Fairfield Bay	2108	Full	\$36,192	\$28,954	\$36,192	\$43,430
Fairfield Bay	2108	Full	\$36,192	\$28,954	\$36,192	\$43,430
Goshen	2102	Full	\$46,200	\$36,960	\$46,200	\$55,440
Bull Shoals	1952	Full	\$38,085	\$30,468	\$38,085	\$45,702
Bull Shoals	1952	Full	\$38,085	\$30,468	\$38,085	\$45,702
Des Arc	1905	Full	\$40,414	\$32,331	\$40,414	\$48,497
Des Arc	1905	Full	\$43,992	\$35,194	\$43,992	\$52,790
Des Arc	1905	Full	\$36,046	\$28,837	\$36,046	\$43,255
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
Eudora	1728	Full	\$36,400	\$29,120	\$36,400	\$43,680
Lamar	1719	Full	\$35,360	\$28,288	\$35,360	\$42,432
McCroory	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mulberry	1543	Full	\$36,000	\$28,800	\$36,000	\$43,200
Mulberry	1543	Full	\$35,000	\$28,000	\$35,000	\$42,000
Mulberry	1543	Full	\$40,000	\$32,000	\$40,000	\$48,000
Hazen	1481	Full	\$43,285	\$34,628	\$43,285	\$51,942
Hazen	1481	Full	\$43,285	\$34,628	\$43,285	\$51,942
Hazen	1481	Full	\$11,249	\$8,999	\$11,249	\$13,499
Hazen	1481	Full	\$5,481	\$4,385	\$5,481	\$6,577
Flippin	1345	Full	\$31,200	\$33,280	\$37,440	\$41,600
Flippin	1345	Full	\$40,414	\$33,280	\$37,440	\$41,600
Marshall	1329	Full	\$32,676	\$26,141	\$32,676	\$39,211
Marshall	1329	Full	\$30,447	\$24,358	\$30,447	\$36,536
Greenland	1213	Full	\$46,000	\$36,800	\$46,000	\$55,200
Greenland	1213	Full	\$45,000	\$36,000	\$45,000	\$54,000
Greenland	1213	Full	\$45,000	\$36,000	\$45,000	\$54,000
Greenland	1213	Full	\$45,000	\$36,000	\$45,000	\$54,000
Cotter	886	Full	\$36,421	\$29,137	\$36,421	\$43,705
Keiser	751	Full	\$29,994	\$28,233	\$29,100	\$29,994
Tyronza	716	Full	\$40,122	\$32,098	\$40,122	\$48,146
Mountain Pine	585	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.

## 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>Total Matches (A M B):</b>	0 1 0
<b>Exempt non-exempt:</b>	0 1
<b>Bonus Eligible (Y N):</b>	0 0
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	1
<b>Position Titles:</b>	Sro
<b>Reports To:</b>	Chief Of Police
<b>Comments:</b>	Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	1	\$38,418	\$38,418	\$38,418	\$38,418	\$38,418	\$38,418
<b>Actual Incentive Paid Dollar Last Year</b>	0						
<b>Education Pay</b>	0						
<b>EMT Pay</b>	0						
<b>Holiday Pay</b>	1	\$1,995	\$1,995	\$1,995	\$1,995	\$1,995	\$1,995
<b>Longevity Pay</b>	0						
<b>Other Pay</b>	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Flippin	1345	Full	\$38,418	\$33,280	\$37,440	\$41,600

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

# 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>	0 0 1
<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>	Dispatch Supervisor
<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	\$48,155	\$48,155	\$48,155	\$48,155	\$48,155	\$48,155
<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
Eureka Springs	2166	Full	\$48,155	\$38,524	\$48,155	\$57,786

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

# Communications Dispatcher

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1113 - Communications Dispatcher
<b>Job Description:</b>	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of experience in radio dispatching, including one (1) year of experience in the operation of computer equipment.
<b>Insufficient Data: 0</b>	

# 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 4 4
<b>Exempt non-exempt:</b>	1 7
<b>Bonus Eligible (Y N):</b>	0 4
<b>Full Part Time:</b>	0 2
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Dispatch   Dispatch Supervisor   Dispatcher   Police Department
<b>Reports To:</b>	Dispatch Supervisor   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>	8	\$31,595	\$31,595	\$35,557	\$32,163	\$35,360	\$44,717
<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
Marked Tree	2286	Full	\$32,163	\$25,730	\$32,163	\$38,596
Marked Tree	2286	Full	\$32,136	\$25,709	\$32,136	\$38,563
Marked Tree	2286	Full	\$31,595	\$25,276	\$31,595	\$37,914
Eureka Springs	2166	Full	\$44,717	\$35,774	\$44,717	\$53,660
Eureka Springs	2166	Full	\$35,360	\$28,288	\$35,360	\$42,432
Eureka Springs	2166	Full	\$35,360	\$28,288	\$35,360	\$42,432
Eureka Springs	2166	Full	\$41,924	\$33,539	\$41,924	\$50,309
Fairfield Bay	2108	Full	\$31,200	\$24,960	\$31,200	\$37,440

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

# Communications Call Taker

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



# Probation Officer - Senior

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

# Probation Officer

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

## Public Works Director

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1200 - Public Works Director
<b>Job Description:</b>	Manages/directs the various departments within the Public Works division and is responsible for the strategic planning, organizing, directing and coordinating the various activities that impacts the administrative and professional decisions on a day to day basis; requires a Bachelor
<b>Total Matches (A M B):</b>	0 9 1
<b>Exempt non-exempt:</b>	4 6
<b>Bonus Eligible (Y N):</b>	6 6
<b>Full Part Time:</b>	6 0
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	City Maintenance Manager   Director Of Public Works   Director Public Works   Public Works Director   Public Works Superintendent   Public Works Supervisor   Utilities Director   Utility Supervisor   Water Wroks Director
<b>Reports To:</b>	Chief Of Staff/Finance Manager   Mayor   Public Works Director
<b>Comments:</b>	Also Work As Code 1220 Water

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	11	\$40,500	\$50,855	\$61,222	\$58,240	\$67,452	\$68,765
<b>Actual Incentive Paid Dollar Last Year</b>	4	\$250	\$250	\$950	\$250	\$1,000	\$2,301
<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
Lincoln	2294	Full	\$67,452	\$49,348	\$54,025	\$67,452
Gassville	2171	Full	\$57,186	\$45,749	\$57,186	\$68,623
Gassville	2171	Full	\$50,855	\$40,684	\$50,855	\$61,026
Eureka Springs	2166	Full	\$65,316	\$52,253	\$65,316	\$78,379
Mulberry	1543	Full	\$40,500	\$32,400	\$40,500	\$48,600
Hazen	1481	Full	\$68,765	\$55,012	\$68,765	\$82,518
Flippin	1345	Full	\$58,240	\$45,000	\$50,000	\$65,000
Dover	1337	Full	\$62,629	\$50,103	\$62,629	\$75,155
Rison	967	Full	\$106,385	\$85,108	\$106,385	\$127,662
Cotter	886	Full	\$56,742	\$45,394	\$56,742	\$68,090
Keiser	751	Full	\$39,374	\$37,063	\$38,201	\$39,374

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.

# Sanitation Superintendent

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

## Sanitation Supervisor

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1202 - Sanitation Supervisor
<b>Job Description:</b>	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
<b>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>	Team Leader
<b>Reports To:</b>	Water 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>	1	\$28,974	\$28,974	\$28,974	\$28,974	\$28,974	\$28,974
<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
Keiser	751	Full	\$28,974	\$27,273	\$28,111	\$28,974

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>Insufficient Data:</b>	0

# Sanitation Equipment Operator II

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1204 - Sanitation Equipment Operator II
<b>Job Description:</b>	Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Insufficient Data:</b>	0

## Sanitation Equipment Operator I

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1205 - Sanitation Equipment Operator I
<b>Job Description:</b>	Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Total Matches (A M B):</b>	0 1 1
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	1 2
<b>Full Part Time:</b>	1 0
<b>Number of Organizations Reporting:</b>	2
<b>Position Titles:</b>	Equipment Operator   Public Works
<b>Reports To:</b>	Mayor   Street/San Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	2	\$35,360	\$35,360	\$39,437	\$35,360	\$43,513	\$43,513
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$250	\$250	\$250	\$250	\$250	\$250
<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
Marked Tree	2286	Full	\$35,360	\$28,288	\$35,360	\$42,432
Gassville	2171	Full	\$43,513	\$34,810	\$43,513	\$52,216

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



## 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>	0 2 1
<b>Exempt non-exempt:</b>	0 2
<b>Bonus Eligible (Y N):</b>	2 2
<b>Full Part Time:</b>	2 3
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Department Laborer   Sewer Laborer   Street Department
<b>Reports To:</b>	Mayor   Public Works Director   Sanitation Equipment Operator
<b>Comments:</b>	Several Job Descriptions

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	3	\$32,310	\$32,310	\$30,814	\$32,310	\$34,673	\$34,673
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$250	\$250	\$250	\$250	\$250	\$250
<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
Gassville	2171	Full	\$32,310	\$25,848	\$32,310	\$38,772
Rison	967	Full	\$34,673	\$27,738	\$34,673	\$41,608
Mountain Pine	585	Full	\$25,459	\$20,367	\$25,459	\$30,551

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

## 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 1 3
<b>Exempt non-exempt:</b>	1 3
<b>Bonus Eligible (Y N):</b>	0 3
<b>Full Part Time:</b>	0 0
<b>Number of Organizations Reporting:</b>	4
<b>Position Titles:</b>	Public Works   Public Works Superintendent   Street   Street Superintendent
<b>Reports To:</b>	Director Of Public Works   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	\$35,000	\$35,000	\$45,869	\$44,012	\$49,189	\$55,275
<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
Marked Tree	2286	Full	\$49,189	\$39,351	\$49,189	\$59,027
Eureka Springs	2166	Full	\$55,275	\$44,220	\$55,275	\$66,330
Knoxville	660	Full	\$44,012	\$35,210	\$44,012	\$52,814
Mountainburg	528	Full	\$35,000	\$28,000	\$35,000	\$42,000

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

## 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>	0 5 1
<b>Exempt non-exempt:</b>	0 3
<b>Bonus Eligible (Y N):</b>	4 3
<b>Full Part Time:</b>	4 0
<b>Number of Organizations Reporting:</b>	7
<b>Position Titles:</b>	Public Works Supervisor   Street Department Head   Street Superintendent   Street Supervisor   Supervisor
<b>Reports To:</b>	Director Of Public Works   Mayor
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	7	\$32,136	\$32,136	\$35,867	\$35,419	\$40,362	\$43,260
<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
Eureka Springs	2166	Full	\$43,260	\$34,608	\$43,260	\$51,912
Bull Shoals	1952	Full	\$32,136	\$25,709	\$32,136	\$38,563
McCrary	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Marshall	1329	Full	\$40,362	\$32,290	\$40,362	\$48,434
Tyronza	716	Full	\$36,912	\$29,530	\$36,912	\$44,294
Wickes	637	Full	\$35,419	\$28,335	\$35,419	\$42,503
Mountain Pine	585	Full	\$29,702	\$23,762	\$29,702	\$35,642

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

## Street Equipment Operator

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1209 - Street Equipment Operator
<b>Job Description:</b>	Operates various pieces of street equipment to assist in the construction, repair and maintenance of all City streets; operates equipment in a safe and efficient manner and ensure equipment is properly maintained; requires a high school diploma or GED and two (2) years of experience at the level of Street Department Laborer; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
<b>Total Matches (A M B):</b>	0 3 0
<b>Exempt non-exempt:</b>	1 2
<b>Bonus Eligible (Y N):</b>	2 2
<b>Full Part Time:</b>	2 0
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Equipment Operator   Shop Foreman/Street Superintendent   Street Equipment Operator
<b>Reports To:</b>	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>	3	\$41,310	\$41,310	\$41,046	\$41,310	\$45,427	\$45,427
<b>Actual Incentive Paid Dollar Last Year</b>	2	\$250	\$250	\$871	\$250	\$1,491	\$1,491
<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
Gassville	2171	Full	\$41,310	\$33,048	\$41,310	\$49,572
Mulberry	1543	Full	\$36,400	\$29,120	\$36,400	\$43,680
Hazen	1481	Full	\$45,427	\$36,342	\$45,427	\$54,512

We have provided a minimum and maximum salary range number for each position using a common percentage of 80% 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>	0 12 10
<b>Exempt   non-exempt:</b>	0 18
<b>Bonus Eligible (Y N):</b>	9 18
<b>Full   Part Time:</b>	9 10
<b>Number of Organizations Reporting:</b>	14
<b>Position Titles:</b>	Asst Street Supervisor   Public Works   Public Works Laborer   Public Works Laborer #1   Public Works Laborer #2   Public Works Laborer #3   Street   Street Department   Street Department Laborer   Street General Labor   Street Labor   Street Worker
<b>Reports To:</b>	Code Enforcement   Director Of Public Works   Mayor   Public Works   Public Works Director   Street Manager
<b>Comments:</b>	Also Laborer For Water Department   Also Work As Code 1220 Water   Several Job Descriptions

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	27	\$24,222	\$25,709	\$33,212	\$34,320	\$38,147	\$41,362
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$250	\$250	\$250	\$250	\$250	\$250
<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
Elm Springs	2361	Full	\$40,060	\$32,048	\$40,060	\$48,072
Marked Tree	2286	Full	\$33,010	\$26,408	\$33,010	\$39,612
Marked Tree	2286	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marked Tree	2286	Full	\$29,640	\$23,712	\$29,640	\$35,568
Gassville	2171	Full	\$24,222	\$19,378	\$24,222	\$29,066
Eureka Springs	2166	Full	\$41,362	\$33,090	\$41,362	\$49,634
Eureka Springs	2166	Full	\$35,717	\$28,574	\$35,717	\$42,860
Eureka Springs	2166	Full	\$36,250	\$29,000	\$36,250	\$43,500
Eureka Springs	2166	Full	\$38,147	\$30,518	\$38,147	\$45,776
Eureka Springs	2166	Full	\$34,637	\$27,710	\$34,637	\$41,564
Eureka Springs	2166	Full	\$35,442	\$28,354	\$35,442	\$42,530
Fairfield Bay	2108	Full	\$29,956	\$23,965	\$29,956	\$35,947
Bull Shoals	1952	Full	\$25,708	\$20,566	\$25,708	\$30,850
Bull Shoals	1952	Full	\$25,709	\$20,567	\$25,709	\$30,851

## Street Department Laborer

Bull Shoals	1952	Full	\$25,459	\$20,367	\$25,459	\$30,551
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
McCrary	1583	Full	\$36,400	\$29,120	\$36,400	\$43,680
Mulberry	1543	Full	\$33,280	\$26,624	\$33,280	\$39,936
Dover	1337	Full	\$34,320	\$27,456	\$34,320	\$41,184
Greenland	1213	Full	\$41,600	\$33,280	\$41,600	\$49,920
Greenland	1213	Full	\$48,000	\$38,400	\$48,000	\$57,600
Cotter	886	Full	\$40,477	\$32,382	\$40,477	\$48,572
Cotter	886	Full	\$39,894	\$31,915	\$39,894	\$47,873
Cotter	886	Full	\$34,341	\$27,473	\$34,341	\$41,209
Wickes	637	Full	\$33,260	\$26,608	\$33,260	\$39,912
Mountain Pine	585	Full	\$24,960	\$19,968	\$24,960	\$29,952
<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>						

# Solid Waste Recycling Coordinator

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

Solid Waste Recycling Operator/Collector

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



# 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>	1 7 2
<b>Exempt non-exempt:</b>	1 4
<b>Bonus Eligible (Y N):</b>	5 4
<b>Full Part Time:</b>	5 0
<b>Number of Organizations Reporting:</b>	10
<b>Position Titles:</b>	Public Works   Sewer Operator   Supervisor   Waste Water Manager   Waste Water Supervisor   Waster Water Manager   Wastewater Plant Operator   Water Superintendent
<b>Reports To:</b>	Chief Of Staff/Finance Manager   Director Of Public Works   Mayor   Public Works Director
<b>Comments:</b>	Annual Base Salary Is Only For This Employee

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	10	\$31,200	\$41,310	\$45,931	\$44,470	\$54,466	\$56,832
<b>Actual Incentive Paid Dollar Last Year</b>	1	\$250	\$250	\$250	\$250	\$250	\$250
<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
Lincoln	2294	Full	\$59,321	\$48,839	\$53,025	\$57,209
Marked Tree	2286	Full	\$56,832	\$45,466	\$56,832	\$68,198
Gassville	2171	Full	\$41,310	\$33,048	\$41,310	\$49,572
Eureka Springs	2166	Full	\$54,466	\$43,573	\$54,466	\$65,359
Bull Shoals	1952	Full	\$47,320	\$37,856	\$47,320	\$56,784
Eudora	1728	Full	\$31,200	\$24,960	\$31,200	\$37,440
Dover	1337	Full	\$44,470	\$35,576	\$44,470	\$53,364
Marshall	1329	Full	\$35,994	\$28,795	\$35,994	\$43,193
Rison	967	Full	\$41,600	\$33,280	\$41,600	\$49,920
Plumerville	734	Full	\$46,800	\$37,440	\$46,800	\$56,160

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

## 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>	1 24 12
<b>Exempt non-exempt:</b>	5 20
<b>Bonus Eligible (Y N):</b>	24 20
<b>Full Part Time:</b>	24 2
<b>Number of Organizations Reporting:</b>	17
<b>Position Titles:</b>	Assistant Water Plant Operator   Assistant Water Superintendent   Asst Water Sewer Sup   Gas Operator   Public Works   Sewer Dept   Waste Water Operator   Waster Water Operator   Wastewater Operator   Wastewater Plant Operator   Water Operator   Water Super   Water/Sewer Workers   Water/Waste Water Operator   Water/Wastewater Superintendent   Water/Wastewater/Street Maintenance
<b>Reports To:</b>	Director Public Works   Mayor   Pubic Works Director   Public Works Director   Waste Water Manager   Waste Water Manager And Public Works Director   Wastewater Plant Manager   Water Manager   Water/Wastewater/Street Manager
<b>Comments:</b>	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	37	\$29,120	\$32,240	\$38,149	\$38,154	\$43,056	\$51,001
<b>Actual Incentive Paid Dollar Last Year</b>	11	\$1,000	\$1,000	\$1,092	\$1,000	\$1,410	\$1,410
<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
Lavaca	2450	Full	\$56,118	\$37,440	\$56,118	\$67,342
Lavaca	2450	Full	\$52,998	\$35,360	\$52,998	\$63,598
Lavaca	2450	Full	\$37,523	\$35,360	\$37,523	\$45,028
Lincoln	2294	Full	\$44,611	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$37,180	\$35,335	\$39,050	\$44,611
Marked Tree	2286	Full	\$29,120	\$23,296	\$29,120	\$34,944
Marked Tree	2286	Full	\$32,240	\$25,792	\$32,240	\$38,688
Gassville	2171	Full	\$32,310	\$25,848	\$32,310	\$38,772
Eureka Springs	2166	Full	\$39,748	\$31,798	\$39,748	\$47,698
Eureka Springs	2166	Full	\$40,335	\$32,268	\$40,335	\$48,402
Bull Shoals	1952	Full	\$34,091	\$27,273	\$34,091	\$40,909
Bull Shoals	1952	Full	\$32,136	\$25,709	\$32,136	\$38,563
Des Arc	1905	Full	\$49,483	\$39,586	\$49,483	\$59,380
Des Arc	1905	Full	\$29,494	\$23,595	\$29,494	\$35,393

## Water / Waste Water Operator

Eudora	1728	Full	\$31,886	\$25,509	\$31,886	\$38,263
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Eudora	1728	Full	\$22,880	\$18,304	\$22,880	\$27,456
Lamar	1719	Full	\$39,645	\$31,716	\$39,645	\$47,574
Lamar	1719	Full	\$32,136	\$25,709	\$32,136	\$38,563
McCrary	1583	Full	\$32,240	\$25,792	\$32,240	\$38,688
Mulberry	1543	Full	\$32,240	\$25,792	\$32,240	\$38,688
Hazen	1481	Full	\$43,056	\$34,445	\$43,056	\$51,667
Hazen	1481	Full	\$43,056	\$34,445	\$43,056	\$51,667
Hazen	1481	Full	\$48,630	\$38,904	\$48,630	\$58,356
Hazen	1481	Full	\$43,056	\$34,445	\$43,056	\$51,667
Flippin	1345	Full	\$51,001	\$31,000	\$35,000	\$45,000
Flippin	1345	Full	\$43,680	\$31,000	\$35,000	\$45,000
Flippin	1345	Full	\$40,040	\$31,000	\$35,000	\$45,000
Flippin	1345	Full	\$52,166	\$31,000	\$35,000	\$45,000
Flippin	1345	Full	\$39,000	\$31,000	\$35,000	\$45,000
Flippin	1345	Full	\$40,040	\$31,000	\$35,000	\$45,000
Dover	1337	Full	\$37,336	\$29,869	\$37,336	\$44,803
Dover	1337	Full	\$33,218	\$26,574	\$33,218	\$39,862
Marshall	1329	Full	\$33,810	\$27,048	\$33,810	\$40,572
Tyronza	716	Full	\$38,154	\$30,523	\$38,154	\$45,785
Mountainburg	528	Full	\$41,100	\$32,880	\$41,100	\$49,320

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.



# 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>	0 15 0
<b>Exempt non-exempt:</b>	0 10
<b>Bonus Eligible (Y N):</b>	13 10
<b>Full Part Time:</b>	13 2
<b>Number of Organizations Reporting:</b>	3
<b>Position Titles:</b>	Consolidate Maintance Lead   Consolidate Maintance Water   General Laborer   Wasetwater Technician   Water General Labor
<b>Reports To:</b>	City Maintance Manager   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>	15	\$27,310	\$33,280	\$36,030	\$37,180	\$42,766	\$44,611
<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
Lincoln	2294	Full	\$37,180	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$42,766	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$42,766	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$37,180	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$35,335	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$44,611	\$35,335	\$39,050	\$44,611
Lincoln	2294	Full	\$50,728	\$37,180	\$40,895	\$50,728
Lincoln	2294	Full	\$4,611	\$35,335	\$39,050	\$44,611
Des Arc	1905	Full	\$32,760	\$26,208	\$32,760	\$39,312
Des Arc	1905	Full	\$27,310	\$21,848	\$27,310	\$32,772
Des Arc	1905	Full	\$37,128	\$29,702	\$37,128	\$44,554
Des Arc	1905	Full	\$39,770	\$31,816	\$39,770	\$47,724
Des Arc	1905	Full	\$38,626	\$30,901	\$38,626	\$46,351
Mulberry	1543	Full	\$36,400	\$29,120	\$36,400	\$43,680

# Utility Construction

Mulberry	1543	Full	\$33,280	\$26,624	\$33,280	\$39,936
<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>						

# 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>	1 6 0
<b>Exempt non-exempt:</b>	1 1
<b>Bonus Eligible (Y N):</b>	5 1
<b>Full Part Time:</b>	5 1
<b>Number of Organizations Reporting:</b>	7
<b>Position Titles:</b>	Supervisor   Water Dept   Water Manager   Water Superintendent   Water Supervisor   Water/Sewer Sup   Water/Wastewater/Street 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>	8	\$38,480	\$38,480	\$42,783	\$42,141	\$47,465	\$52,290
<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
Bull Shoals	1952	Full	\$42,141	\$33,713	\$42,141	\$50,569
Bull Shoals	1952	Full	\$27,040	\$21,632	\$27,040	\$32,448
Lamar	1719	Full	\$43,077	\$34,462	\$43,077	\$51,692
McCrary	1583	Full	\$47,465	\$37,972	\$47,465	\$56,958
Mulberry	1543	Full	\$38,480	\$30,784	\$38,480	\$46,176
Marshall	1329	Full	\$52,290	\$41,832	\$52,290	\$62,748
Knoxville	660	Full	\$52,270	\$41,816	\$52,270	\$62,724
Wickes	637	Full	\$39,500	\$31,600	\$39,500	\$47,400

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.

## Utility Billing and Receivable Clerk

<a href="#">Index Tab</a>	
<b>Job Title:</b>	1223 - Utility Billing and Receivable Clerk
<b>Job Description:</b>	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
<b>Total Matches (A M B):</b>	0 18 4
<b>Exempt non-exempt:</b>	1 11
<b>Bonus Eligible (Y N):</b>	14 11
<b>Full Part Time:</b>	14 1
<b>Number of Organizations Reporting:</b>	20
<b>Position Titles:</b>	Billing Clerk   Deputy Clerk   Public Works   Utility Billing Clerk   Utility Clerk   Water & Sewer Clerk   Water Admin Clerk   Water Billing Clerk   Water Clerk   Water Clerk Assistant
<b>Reports To:</b>	Assistant To Mayor   Assistant To The Mayor   Billing Supervisor   Chief Of Staff/Finance Manager   Director Public Works   Mayor   Treasurer And Mayor   Waste Water Manager   Water Manager
<b>Comments:</b>	Secretary For The Water Department

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
<b>Annual Base Salary</b>	23	\$26,052	\$29,120	\$34,891	\$33,328	\$38,178	\$46,134
<b>Actual Incentive Paid Dollar Last Year</b>	3	\$1,000	\$1,000	\$1,020	\$1,000	\$1,809	\$1,809
<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
Lavaca	2450	Full	\$46,134	\$35,360	\$46,134	\$55,361
Lincoln	2294	Full	\$37,108	\$31,542	\$33,768	\$37,108
Marked Tree	2286	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gassville	2171	Full	\$33,328	\$26,662	\$33,328	\$39,994
Eureka Springs	2166	Full	\$41,246	\$32,997	\$41,246	\$49,495
Bull Shoals	1952	Full	\$26,052	\$20,842	\$26,052	\$31,262
Des Arc	1905	Full	\$45,864	\$36,691	\$45,864	\$55,037
Des Arc	1905	Full	\$34,944	\$27,955	\$34,944	\$41,933
Eudora	1728	Full	\$27,040	\$21,632	\$27,040	\$32,448
Lamar	1719	Full	\$29,120	\$23,296	\$29,120	\$34,944
McCrory	1583	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mulberry	1543	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mulberry	1543	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hazen	1481	Full	\$54,808	\$43,846	\$54,808	\$65,770

### Utility Billing and Receivable Clerk

Flippin	1345	Full	\$48,360	\$25,000	\$35,000	\$40,000
Dover	1337	Full	\$35,256	\$28,205	\$35,256	\$42,307
Marshall	1329	Full	\$38,178	\$30,542	\$38,178	\$45,814
Marshall	1329	Full	\$31,584	\$25,267	\$31,584	\$37,901
Rison	967	Full	\$33,620	\$26,896	\$33,620	\$40,344
Plumerville	734	Full	\$36,400	\$29,120	\$36,400	\$43,680
Tyronza	716	Full	\$30,400	\$24,320	\$30,400	\$36,480
Wickes	637	Full	\$23,296	\$18,637	\$23,296	\$27,955
Mountain Pine	585	Full	\$24,960	\$19,968	\$24,960	\$29,952
<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>						