



Arkansas Municipal League 2024 Salary Survey: All populations

Introduction

AML Salary Survey Results 2024 All.xlsx

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

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

METHODOLOGY:

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

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

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

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

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

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

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

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

Consultant's Statement

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

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

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Participating Cities

Participating Cities								
<u>City Name</u>	<u>City Population</u>	<u>Revenue</u>	<u>County</u>	<u>Contact Name</u>	<u>Contact Email</u>	<u>FT Personnel in Budget</u>	<u>FT Personnel Employed</u>	<u>Contact Phone</u>
Antoine	113	\$64,330		Christi Ewart	townofantoine@outlook.com	0	0	870-379-4005
Bella Vista	30104	\$24,734,300		Glenda Kelderman	gkelderman@bellavistaar.gov	200	195	479-876-1255
Benton	35014					0	0	
Bentonville	54164	\$239,346,124		Machele Bowen	mbowen@bentonvillear.com	664	641	479-271-3117
Big Flat	88					8	8	
Blytheville	13406	\$22,698,625		Alisha Williams	awilliams@cityofblytheville.com	206	211	870-763-3602
Brinkley	2700	\$4,301,736		Sarah Rollins	srollins.cityofbrinkley@gmail.com	34	30	870-734-1033
Bull Shoals	1952	\$2,178,120		Tina Bailey	tbailey@cityofbullshoals.org	19	19	870-445-4775
Cabot	26569			Matthew Hood	mhood@cabotar.gov	191	0	501-843-3566
Cave Springs	5495	\$140,800,900		Kimberly Hutcheson	kimberly.hutcheson@cavespringsar.gov	36	30	479-248-1040 x 102
Centerton	17792	\$15,280,417		Jocelyn Diaz	jdiaz@centertonar.us	134	121	479-640-0624
Clarksville	9381	\$9,070,478		Barbara Blackard	bblackard@clarksvillear.gov	53	51	479-754-6488
Conway	64134	\$80,996,805		Lisa Mabry-Williams	lisa.williams@conwayarkansas.gov	555	528	501-450-7087
Cotter	886	\$2,787,004		Stefanie Wright	cotterbookkeeping@infodash.com	10	10	870-435-6326
Dardanelle	4517	\$5,012,846		Betty Smith	treasurer@dardanelle.com	44	44	479-229-1022
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
Elkins	3602	\$5,710,120		Gayla Stahman	gaylastahman@elkins.arkansas.gov	36	31	479-643-3400
Elm Springs	2361	\$2,622,101		Connie Newman	cityclerk@elmsprings.net	11	11	479-248-7323 Ext. 3
Emerson	293	\$405,560		Linda Mullins	emersoncityhall@outlook.com	2	2	870-547-2220
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
Forrest City	13015	\$39,975,909		Glynis Lyncch	glynch@cityofforrestcityar.com	182	164	870-633-1315
Fort Smith	89142	\$147,562,851		Lindsey Kaelin	lkaelin@fortsmithar.gov	1098	1020	479-784-2222
Fountain Lake	475	\$257,000		Tracie Taylor	traltaylor@outlook.com	0	0	501-627-6264
Gassville	2171	\$362,636,400		Teresa Cooke	cog@yelcot.net	19	17	870-435-6439
Gentry	3790	\$3,523,822		Jenny Trout	finance@cityofgentry.com	76	43	479-736-2555
Goshen	2102	\$1,508,800		Kaseana Williams	cityhall@cityofgoshenar.net	9	9	479-442-9128
Greenland	1213	\$1,097,300		Misty Mccard	treasurer@greenland-ar.com	11	11	479-521-5760
Greenwood	9516	\$25,919,250		Danielle Smith	dsmith@gwark.com	70	65	479-996-2742
Harrison	13069	\$20,000,000		Danny Presley	dpresley@harrisonar.gov	162	157	870-204-5498
Hazen	1481	\$3,443,028		Becky Sayger	hazencomp@cityofhazen.org	25	19	870-255-4521
Heber Springs	6969			Aimee Branscum	hr@hebersprings.gov	60	57	501-362-3635
Hector	411	\$562,984		John Riley	mayor@hectorar.com	2	2	479-284-5371
Holland	586			Megan Damron	megan.K.damron@gmail.com	0	0	501-691-3428
Hope	8952	\$18,522,704		Cindy Clark	finance@hopearkansas.net	103	100	870-722-2575
Hot Springs	37930			Brooke Gilbert	bgilbert@cityhs.net	670	628	501-321-6840
Hoxie	2598	\$1,070,000		Delinda Duckworth	dduckworth@hereinhoxie.com	16	16	870-886-2742
Huntington	490	\$189,923		Sharion Trantham	city113@centurytel.net	4	4	479-928-5083
Huntsville	2879			Katie Boyd	katieboyd@huntsvillearkansas.org	0	0	479-738-6607
Jacksonville	29477	\$39,000,000		Charlette Nelson	cnelson@cityofjacksonville.net	294	240	501-982-4671
Jonesboro	78576	\$72,660,754		Dewayne Douglas	ddouglas@jonesboro.org	650	625	870-933-4640
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
Little Flock	3055	\$2,183,184		Jeff Van Sickler	mayor@cityoflittleflock.com	15	11	479-337-0508
Little Rock	202591	\$313,031,049		Pamela Wrather	pwrather@littlerock.gov	0	1982	501-372-4592
Lowell	9839	\$17,577,825		Darcy Richard	drichard@lowellarkansas.gov	92	87	479-347-7148

Participating Cities

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
Maumelle	19251	\$25,332,726		Doreen Mattes	maumellehr@maumelle.org	227	193	501-851-2500
McCrotry	1583	\$824,677		Ladonna Poindexter	l_poindexter@hotmail.com	14	14	870-731-2041
McNeil	381	\$229,331		Dana Harris	dbburchfield@gmail.com	2	2	832-567-3626
Mena	5589	\$6,823,128		Becky Horton	bhorton@cityofmena.org	38	38	479-394-4585
Monticello	8442	\$15,005,356		Beth Davis	bdavis@cityofmonticelloar.com	94	89	870-367-4400 ext 228
Mountain Home	12825	\$51,413,842		Sue Edwards Strop	sedwards@cityofmountainhome.com	200	193	870-425-7042
Mountain Pine	585	\$1,085,477		Rebecca Bailey	mountainpinewater@gmail.com	7	7	501-767-4841
Mountain View	2877	\$5,370,570		Peggy Lancaster	cityclerkmtview@gmail.com	60	54	870-269-3804
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
North Little Rock	64591	\$247,775,242		Robert Mauldin	rmauldin2@nlr.ar.gov	971	839	501-975-8855
Paragould	29537	\$16,817,653		Tisha Baldwin	tisha.baldwin@paragouldcity.org	208	195	870-239-7511
Pine Bluff	41253					0	0	
Plumerville	734	\$1,143,071		Lee Anne Edwards	cityclerk@plumerville.net	3	3	501-354-1160
Pocahontas	7371			Terry King	tking@cityofpocahontas.com	60	60	870-892-9661
Prairie Grove	7045					0	0	
Rison	967	\$1,371,000		Rhonda Thompson	cityofrison@yahoo.com	5	5	870-325-6381 X 3
Rogers	69908	\$81,970,000		Thomas Dunlap	tdunlap@rogersar.gov	555	520	479-621-1117
Russellville	28940	\$18,684,668		Tanessa Vaughn	tvaughn@rsvlar.org	190	185	479-968-2098
Sherwood	32731					0	0	
Springdale	87176	\$83,900,000		Gina Lewis	glewis@springdalear.gov	655	596	479-756-7714
St Charles	207	\$255,380		Melba Denny	cityclerk@stcharlesar.com	5	5	870-659-2050
Texarkana	29387	\$64,321,333		Skylar Krause	skylar.krause@txkusa.org	263	199	870-779-4997
Tupelo	70	\$15,000		Hannah Garner	cityoftupelo@outlook.com	7	7	501-625-2110
Tyronza	716	\$1,104,661		Donna Wood	cityoftyronza@gmail.com	6	6	870-487-2168
Van Buren	23218	\$21,408,796		Shawwna Reynolds	sreynolds@vanburencity.org	164	1	479-474-8936
Ward	6052	\$3,022,500		Courtney Ruble	hr-finance@cityofward.com	51	50	501-843-7686 Ext 102
Warren	5453	\$5,449,606		Teresa Sandine	teresa.sandine@cityofwarren.us	53	53	1-870-226-6743
Wickes	637	\$468,000		Tracy Morris	townofwickes@hotmail.com	4	4	870-385-2575
Willisville	148	\$231,452		Gaye Waters	gayewaters@ccscrusaders.com	10	10	870-871-2546
Wilson	766	\$1,031,100		Taylor Lucius	wilsoncityof@gmail.com	4	4	870-655-0102
Winslow	365	\$2,049,792		Ann Malkie	winslowcityhall@gmail.com	1	1	479-634-3903
Wynne	8314	\$9,164,425		Meredith Mcknight	mmcknight@cityofwynne.com	70	67	870-208-1118
Total: 88								

Summary

Summary								
<u>Title</u>	<u>Department</u>	<u>Number of Cities Reporting</u>	<u>Number of Incumbents</u>	<u>Number of matches (Above Match Below)</u>	<u>Base Pay</u>			
					<u>25%</u>	<u>Mean</u>	<u>Median</u>	<u>75%</u>
Mayor	Administration	56	57	0 46 4	\$41,600	\$71,012	\$65,582	\$94,274
Assistant to Mayor/Deputy City Administrator/Chief of Staff	Administration	24	26	1 15 5	\$45,760	\$68,421	\$52,700	\$88,760
City Manager or Chief of Staff	Administration	7	7	0 5 0	\$138,008	\$157,001	\$146,348	\$192,712
Executive Secretary	Administration	19	23	4 12 5	\$36,400	\$48,387	\$51,500	\$61,568
Council Member	Administration	13	92	0 64 14	\$2,400	\$6,283	\$3,600	\$11,346
City Clerk	Administration	15	15	0 12 0	\$33,040	\$56,129	\$45,400	\$87,609
City Clerk-Elected	Administration	9	9	1 8 0	\$6,000	\$34,811	\$22,604	\$50,700
City Clerk Treas-Elected	Administration	19	19	2 13 2	\$48,000	\$62,779	\$58,793	\$71,660
Treasurer	Administration	15	15	0 8 3	\$14,000	\$39,933	\$44,033	\$57,949
Deputy Clerk	Administration	18	25	2 18 3	\$39,520	\$46,117	\$44,746	\$51,001
City Attorney	Administration	28	29	1 24 1	\$34,852	\$78,910	\$52,445	\$121,731
Assistant City Attorney	Administration	7	8	0 7 0	\$89,954	\$103,594	\$101,605	\$142,800
Deputy City Attorney	Administration	7	15	0 13 0	\$86,902	\$92,740	\$95,013	\$95,013
Court Clerk	Administration	46	72	6 49 11	\$36,670	\$44,973	\$41,662	\$54,205
Deputy Court Clerk	Administration	31	108	6 79 0	\$34,506	\$37,467	\$36,313	\$40,788
District Judge	Administration	4	4	0 2 0	\$4,000	\$13,821	\$4,000	\$34,500
Transcriptionist	Administration	3	8	0 5 2	\$36,982	\$40,879	\$37,648	\$43,430
Office Manager	Administration	26	64	7 33 10	\$40,976	\$47,546	\$47,070	\$54,662
Purchasing Agent	Administration	11	13	1 8 0	\$39,166	\$62,286	\$61,131	\$73,185
Administrative Assistant I	Administration	34	262	54 113 59	\$35,801	\$41,460	\$41,199	\$45,429
Code Enforcement Supervisor	Code Enforcement	11	11	1 10 0	\$48,140	\$63,631	\$57,495	\$76,273
Code Enforcement Officer - Senior	Code Enforcement	11	24	0 19 2	\$42,515	\$50,560	\$49,546	\$53,040
Code Enforcement Officer	Code Enforcement	34	88	4 76 3	\$39,312	\$41,885	\$42,432	\$44,553
Building Inspector	Code Enforcement	25	58	0 35 14	\$44,741	\$52,733	\$50,357	\$57,990
Electrical Inspector	Code Enforcement	7	9	0 7 0	\$48,484	\$51,995	\$49,628	\$54,392
Mechanical Inspector	Code Enforcement	6	6	0 4 0	\$48,484	\$51,672	\$48,796	\$55,536
Plumbing and Gas Inspector	Code Enforcement	8	11	0 8 0	\$48,796	\$51,222	\$49,628	\$54,662
Community Development/Planning Director	Engineering/Planning	19	25	2 13 3	\$67,907	\$86,087	\$77,251	\$109,180
Planner II	Engineering/Planning	13	19	1 16 0	\$54,175	\$64,603	\$63,828	\$75,000
Planner I	Engineering/Planning	15	31	2 19 2	\$43,375	\$54,283	\$52,000	\$59,482
City Engineer	Engineering/Planning	15	19	2 13 1	\$90,268	\$106,038	\$105,361	\$121,663
Engineering Specialist	Engineering/Planning	8	24	2 17 4	\$50,876	\$62,211	\$52,062	\$79,809
Engineering Technician - Senior	Engineering/Planning	7	9	1 6 1	\$55,702	\$61,276	\$60,469	\$64,147
GIS Analyst - Senior	Engineering/Planning	10	11	0 8 1	\$62,456	\$68,896	\$67,847	\$73,957
GIS Analyst	Engineering/Planning	7	9	0 7 0	\$51,730	\$56,196	\$55,890	\$65,894
Graphics Technician	Engineering/Planning	3	3	0 2 0	\$42,536	\$44,803	\$42,536	\$47,070
Land Surveyor	Engineering/Planning	1	1	0 0 0				
Finance Director	Finance	31	34	3 24 2	\$65,334	\$90,754	\$85,862	\$112,914
Accountant	Finance	15	33	2 22 2	\$57,803	\$60,370	\$61,379	\$66,434
Accounting Clerk II	Finance	6	12	1 8 0	\$45,062	\$53,687	\$53,687	\$53,687
Accounting Clerk I	Finance	8	15	0 11 2	\$40,435	\$45,350	\$42,660	\$49,836
Accounting Clerk	Finance	9	11	0 7 2	\$34,236	\$38,748	\$40,316	\$42,320
Accounts Payable/Accounts Receivable Specialist/Coordinator	Finance	25	40	0 32 3	\$37,856	\$43,948	\$44,096	\$49,861
Fire Chief	Fire Department	40	43	0 28 2	\$56,200	\$84,716	\$82,807	\$103,604
Assistant Fire Chief	Fire Department	19	27	0 24 0	\$79,455	\$91,151	\$91,296	\$113,637
Fire Battalion Chief	Fire Department	20	90	1 78 2	\$73,652	\$84,006	\$87,220	\$98,454
Fire Captain	Fire Department	28	449	3 371 51	\$68,237	\$72,919	\$73,000	\$80,662

Summary

Fire Lieutenant	Fire Department	8	56	0 35 5	\$54,961	\$59,695	\$57,477	\$67,766
Fire Apparatus Engineer (Driver)	Fire Department	18	441	0 352 49	\$55,841	\$61,578	\$61,250	\$69,934
Fire Inspector/Marshal	Fire Department	17	22	0 17 1	\$55,336	\$69,472	\$67,468	\$82,155
Firefighter	Fire Department	32	798	6 622 77	\$44,437	\$49,786	\$48,125	\$56,192
HR/Personnel Director	Human Resources	22	23	1 18 2	\$65,417	\$84,167	\$80,000	\$96,844
Human Resource Generalist	Human Resources	12	15	1 11 1	\$48,800	\$62,458	\$55,241	\$70,990
HR-Benefits Specialist	Human Resources	12	12	0 7 1	\$42,035	\$53,341	\$50,356	\$58,780
Human Resources Assistant	Human Resources	7	8	1 4 1	\$34,279	\$46,336	\$49,039	\$53,040
Payroll Administrator	Human Resources	11	13	0 9 3	\$46,155	\$56,568	\$49,427	\$63,125
Industrial Organizational Specialist	Human Resources	3	4	0 3 0	\$58,968	\$70,404	\$58,968	\$93,276
Information Systems Director	Information Systems	15	16	1 13 0	\$77,708	\$99,874	\$88,856	\$120,182
Systems Network Manager	Information Systems	8	11	3 6 1	\$66,065	\$81,013	\$83,232	\$93,017
Network Analyst	Information Systems	9	15	0 10 1	\$66,065	\$70,182	\$75,377	\$75,885
Network Coordinator	Information Systems	8	11	0 7 2	\$45,427	\$55,351	\$54,075	\$62,587
Programmer Analyst - Senior	Information Systems	4	9	0 7 0	\$85,533	\$88,682	\$87,383	\$102,298
Programmer Analyst	Information Systems	4	9	0 5 0	\$37,086	\$66,261	\$73,899	\$82,652
Systems Programmer	Information Systems	6	7	0 3 0	\$64,708	\$75,841	\$73,588	\$80,000
Information Support Specialist	Information Systems	10	24	1 23 0	\$46,935	\$54,514	\$49,854	\$59,200
Librarian	Library	10	36	0 20 14	\$53,227	\$64,695	\$60,569	\$69,590
Library Assistant	Library	8	36	5 16 14	\$29,120	\$35,334	\$36,895	\$44,798
Safety Loss Control Specialist	Operations	5	6	0 4 0	\$59,482	\$62,902	\$61,532	\$63,129
Airport Manager	Operations	11	14	2 7 0	\$48,441	\$64,010	\$59,358	\$73,000
Airport Attendant	Operations	7	19	2 7 1	\$36,524	\$41,159	\$37,542	\$46,592
Animal Control Director	Operations	12	13	3 9 0	\$39,894	\$60,529	\$56,700	\$72,336
Animal Control Field Officer	Operations	24	41	3 31 5	\$35,485	\$37,955	\$39,520	\$41,215
Animal Services Manager	Operations	10	10	2 7 0	\$33,072	\$51,797	\$49,959	\$59,482
Animal Services Officer	Operations	15	45	10 25 2	\$31,553	\$34,475	\$33,713	\$37,454
Building/Maintenance Supervisor	Operations	11	14	2 9 1	\$48,779	\$60,692	\$56,334	\$63,086
Building/Maintenance Worker	Operations	17	64	17 33 10	\$31,054	\$36,559	\$35,900	\$39,560
Fleet Supervisor	Operations	12	20	1 16 0	\$53,810	\$61,973	\$59,664	\$66,378
Fleet Maintenance Mechanic II	Operations	18	52	2 38 3	\$43,846	\$50,692	\$50,614	\$55,203
Fleet Maintenance Mechanic I	Operations	16	42	1 34 0	\$38,730	\$42,620	\$40,976	\$47,802
Horticulturist	Operations	6	9	1 6 0	\$40,594	\$47,577	\$47,070	\$48,484
Grounds Maintenance Supervisor	Operations	15	21	1 11 3	\$41,080	\$51,725	\$46,155	\$58,460
Grounds Maintenance Lead	Operations	10	24	2 18 1	\$35,880	\$40,114	\$40,603	\$45,139
Grounds Maintenance Laborer	Operations	13	59	7 40 8	\$28,330	\$32,324	\$32,593	\$34,417
Signal Repair Technician - Senior	Operations	10	10	1 6 2	\$44,741	\$54,970	\$46,412	\$74,110
Signal Repair Technician	Operations	7	10	1 7 1	\$32,473	\$43,095	\$36,109	\$52,436
Signal Technician II	Operations	5	9	1 6 0	\$42,762	\$54,380	\$57,225	\$61,236
Signal Technician I	Operations	6	9	1 7 0	\$34,428	\$45,738	\$45,939	\$54,849
Parks Director	Parks & Recreation	29	34	6 23 4	\$56,200	\$77,289	\$70,374	\$89,224
Parks Aquatics Manager	Parks & Recreation	12	16	2 10 3	\$37,446	\$47,612	\$46,965	\$52,998
Recreation Programmer	Parks & Recreation	13	34	5 26 3	\$34,417	\$43,181	\$37,897	\$52,581
Recreation Program Manager	Parks & Recreation	15	23	6 15 1	\$35,810	\$48,093	\$41,256	\$47,759
Recreation Facility Supervisor	Parks & Recreation	11	22	0 16 4	\$49,358	\$54,858	\$52,313	\$61,085
Therapeutic Recreation Coordinator	Parks & Recreation	4	6	0 3 1	\$65,364	\$79,677	\$68,806	\$73,652
Parks Supervisor	Parks & Recreation	24	82	3 72 5	\$43,260	\$49,646	\$48,006	\$53,976
Parks Equipment Operator	Parks & Recreation	16	69	5 58 5	\$33,713	\$38,257	\$37,689	\$42,848
Parks Department Laborer	Parks & Recreation	34	163	13 131 5	\$31,054	\$34,027	\$33,742	\$36,755
Police Chief	Police Department	69	69	1 50 4	\$50,239	\$75,980	\$67,049	\$90,555
Assistant Police Chief	Police Department	18	21	2 18 0	\$53,596	\$83,117	\$74,485	\$112,551
Police Major/Captain	Police Department	30	68	0 60 0	\$70,408	\$91,334	\$92,064	\$109,813

Summary

Police Lieutenant	Police Department	33	145	0 123 0	\$63,983	\$80,547	\$83,782	\$95,368
Police Sergeant	Police Department	52	312	0 263 6	\$57,119	\$71,956	\$76,220	\$84,889
Police Corporal	Police Department	24	169	0 84 49	\$56,805	\$65,994	\$67,912	\$75,207
Police Investigative Detective	Police Department	24	71	0 55 4	\$46,956	\$54,801	\$56,597	\$62,462
School Resource Officer	Police Department	24	58	0 47 6	\$42,307	\$49,353	\$46,550	\$55,308
Police Officer	Police Department	62	1453	11 1233 30	\$49,337	\$57,350	\$55,682	\$67,329
Police Property Room Supervisor	Police Department	13	14	1 11 1	\$43,000	\$47,822	\$43,639	\$55,725
Crime Scene Supervisor	Police Department	2	2	0 0 0	\$44,740	\$44,740	\$44,740	\$44,740
Crime Scene Specialist	Police Department	7	22	0 15 0	\$45,177	\$54,885	\$58,406	\$67,267
Communications Shift Supervisor	Police Department	22	65	5 46 7	\$48,155	\$54,759	\$52,374	\$62,141
Communications Dispatcher	Police Department	13	86	2 63 0	\$38,014	\$44,279	\$41,184	\$50,024
Police Dispatch	Police Department	14	98	1 86 4	\$37,432	\$40,862	\$41,924	\$46,862
Communications Call Taker	Police Department	6	67	1 51 1	\$37,419	\$39,827	\$39,811	\$41,412
Probation Officer - Senior	Police Department	5	7	0 5 0	\$54,890	\$56,129	\$55,099	\$58,115
Probation Officer	Police Department	11	29	2 23 0	\$41,562	\$45,519	\$46,675	\$48,942
Public Works Director	Public Works	33	43	10 25 2	\$65,150	\$81,837	\$80,000	\$102,764
Sanitation Superintendent	Public Works	12	17	0 9 3	\$51,488	\$62,842	\$58,667	\$66,222
Sanitation Supervisor	Public Works	12	28	7 15 0	\$47,840	\$56,429	\$56,673	\$63,702
Sanitation Equipment Operator III	Public Works	14	174	13 123 0	\$39,380	\$43,442	\$42,848	\$47,132
Sanitation Equipment Operator II	Public Works	9	63	0 41 0	\$37,440	\$40,492	\$37,752	\$46,737
Sanitation Equipment Operator I	Public Works	12	34	6 27 1	\$36,712	\$37,951	\$36,784	\$40,227
Sanitation Department Laborer	Public Works	26	169	36 107 19	\$31,886	\$34,847	\$34,278	\$37,980
Street Maintenance Superintendent	Public Works	26	29	2 18 6	\$53,560	\$66,488	\$58,278	\$77,761
Street Supervisor	Public Works	41	97	9 58 7	\$41,600	\$51,207	\$50,752	\$56,482
Street Equipment Operator	Public Works	37	241	27 175 16	\$36,400	\$41,101	\$40,704	\$44,990
Street Department Laborer	Public Works	41	176	10 124 27	\$32,884	\$36,380	\$35,878	\$39,556
Solid Waste Recycling Coordinator	Public Works	6	6	3 2 0	\$36,778	\$50,083	\$42,273	\$56,673
Solid Waste Recycling Operator/Collector	Public Works	6	20	1 7 0	\$33,097	\$38,248	\$35,401	\$40,976
Traffic Engineering Manager	Public Works	5	5	0 2 0	\$102,613	\$97,363	\$102,613	\$117,300
Traffic Engineer II	Public Works	3	5	0 4 0	\$84,281	\$92,991	\$89,250	\$95,222
Traffic Engineer I	Public Works	2	2	0 0 0	\$35,401	\$35,401	\$35,401	\$35,401
Traffic Technician II	Public Works	6	6	1 3 0	\$41,059	\$50,115	\$42,007	\$58,934
Traffic Technician I	Public Works	6	11	3 2 0	\$31,553	\$39,233	\$37,015	\$47,673
Waste Water Manager	Public Works	22	34	4 23 4	\$47,320	\$58,914	\$57,304	\$67,099
Water / Waste Water Operator	Public Works	37	210	12 131 18	\$32,240	\$40,055	\$37,455	\$47,112
Utility Construction	Public Works	13	163	18 126 2	\$34,029	\$38,713	\$38,730	\$41,891
Water Manager	Public Works	18	37	11 12 3	\$47,153	\$60,180	\$56,930	\$66,810
Utility Billing and Receivable Clerk	Public Works	41	105	7 72 5	\$32,323	\$36,853	\$34,216	\$41,764

Police & Fire OT

Police & Fire Overtime Policies						
<u>City</u>	<u>Population</u>	<u>Police work in a 2 week period?</u>	<u>Fire work in a 2 week period?</u>	<u>Police overtime policy</u>	<u>Fire overtime policy</u>	<u>Comments</u>
Little Rock	202591	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Over 106 Hours In 14 Days
Fort Smith	89142	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Springdale	87176	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		Firefighters - Hours Worked In Excess Of 182 Hours Per 24 Day Work Period
Jonesboro	78576	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Rogers	69908	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
North Little Rock	64591	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	Fire Personnel Working 8Hr Shifts Get Overtime After 40Hrs/Week. 24Hr Personnel Get Overtime After 106 Per Pay Period.
Conway	64134	84		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Bentonville	54164	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Pine Bluff	41253					
Hot Springs	37930					
Benton	35014					
Sherwood	32731					
Bella Vista	30104	40		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Paragould	29537					
Jacksonville	29477	85			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Police - Anything Over 85 Hours In A 2 Week Period
Texarkana	29387			Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).		Police: Flsa - Paid Overtime After 86 Hours Worked During A 14 Day Work Period.
Russellville	28940	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Cabot	26569	86.5		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Van Buren	23218	86				
Maumelle	19251	84				
Centerton	17792	86				Police- Any Time Worked Over 86 Hrs. Per Pay Period Fire- Any Time Worked Over 53 Hrs Per Pay Period.
Blytheville	13406	86		Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Harrison	13069	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Forrest City	13015	86		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Mountain Home	12825	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Any Time Worked Over 53 Hours In A 7-Day Work Period
Lowell	9839	84			Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	Police - Any Time Worked Over 86 Hours In 2 Weeks.
Greenwood	9516	40		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Clarksville	9381					
Hope	8952	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		Fire Is Paid Overtime For Hours Worked Over 159 In A 21 Day Period
Monticello	8442	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 48 hours on/96 hours off) shift schedule.	
Wynne	8314	86			Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	Police - Any Time Worked Over 86 Hours In A Two Week Period.

Police & Fire OT

Pocahontas	7371	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	
Prairie Grove	7045	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Heber Springs	6969			Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Ward	6052	84		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
Mena	5589	85		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).	Any time worked over 212 hours in 28 days (over 106 hours in 2 weeks).	
Cave Springs	5495	80			Any time worked over 40 hours a week or over 80 hours in 2 weeks.	
Warren	5453					
Dardanelle	4517	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Gentry	3790					
Elkins	3602					
Little Flock	3055	84				Fire Dept. Is Volunteer And 2 Part-Time Chiefs That Do Not Receive Overtime. Police Officers Are Paid 1.5 Times Base Rate For All Hours In Excess Of 86 Hours
Huntsville	2879	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.	Any time worked over 212 hours in 28 days (over 53 hours in 7-day work period).	
Mountain View	2877	80		Any time worked over 40 hours a week or over 80 hours in 2 weeks.		
Brinkley	2700					Overtime After 86 Hour, Bi-Weekly Pay Period
Hoxie	2598	80		Any time worked over 171 hours in 28 days (over 43 hours in 7-day work period).		
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.		
McCrary	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.

Police & Fire OT

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.		
Tyronza	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
Huntington	490	20				
Fountain Lake	475					
Hector	411					
McNeil	381	12				Part Time Deputies Are Not Paid Overtime
Winslow	365					
Emerson	293					
St Charles	207	64				
Willisville	148					
Antoine	113					
Big Flat	88					
Tupelo	70					

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

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

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

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

Mayor

Index Tab	
Job Title:	100 - Mayor
Job Description:	Functions as the Chief Executive Officer for the City; provides day to day leadership to all department heads and seeks to ensure the protection of the health, welfare and safety of all citizens. Provides vision and continued growth for the City; required to be a legal resident of Arkansas and the local municipality of the city that they are elected into.
Total Matches (A M B):	0 46 4
Exempt non-exempt:	43 4
Bonus Eligible (Y N):	18 4
Full Part Time:	18 23
Number of Organizations Reporting:	56
Position Titles:	Mayor Parks Director
Reports To:	Citizens City Council City Council / Citizens Council Elected Elected Official Mayor N/A Public Town Council Voters
Comments:	City Council And Mayor On Same Level Elected Official Elected Position. Should Be Pt But Isn'T. No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	57	\$18,500	\$41,600	\$71,012	\$65,582	\$94,274	\$131,414
Actual Incentive Paid Dollar Last Year	10	\$100	\$250	\$3,547	\$1,000	\$2,580	\$6,240
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Mayor

Centerton	17792	Full	\$97,681	\$78,145	\$97,681	\$117,217
Blytheville	13406	Full	\$79,506	\$63,605	\$79,506	\$95,407
Harrison	13069	Full	\$74,439	\$74,439	\$74,439	\$74,439
Forrest City	13015	Full	\$91,300	\$73,040	\$91,300	\$109,560
Mountain Home	12825	Full	\$90,717	\$72,574	\$90,717	\$108,860
Lowell	9839	Full	\$104,042	\$83,234	\$104,042	\$124,850
Greenwood	9516	Full	\$74,432	\$48,531	\$74,432	\$78,221
Clarksville	9381	Full	\$60,253	\$59,213	\$60,253	\$72,304
Monticello	8442	Full	\$74,689	\$74,689	\$74,689	\$89,627
Wynne	8314	Full	\$67,910	\$54,328	\$67,910	\$81,492
Pocahontas	7371	Full	\$63,558	\$50,846	\$63,558	\$76,270
Prairie Grove	7045	Full	\$70,000	\$56,000	\$70,000	\$84,000
Heber Springs	6969	Full	\$63,722	\$50,978	\$63,722	\$76,466
Ward	6052	Full	\$51,821	\$41,457	\$51,821	\$62,185
Mena	5589	Full	\$76,504	\$61,203	\$76,504	\$91,805
Cave Springs	5495	Full	\$75,712	\$60,570	\$75,712	\$90,854
Warren	5453	Full	\$48,500	\$38,800	\$48,500	\$58,200
Warren	5453	Full	\$41,600	\$33,280	\$41,600	\$49,920
Dardanelle	4517	Full	\$65,582	\$52,466	\$65,582	\$78,698
Gentry	3790	Full	\$77,400	\$65,000	\$75,000	\$90,000
Elkins	3602	Full	\$72,833	\$58,266	\$72,833	\$87,400
Huntsville	2879	Full	\$51,750	\$41,400	\$51,750	\$62,100
Mountain View	2877	Full	\$49,560	\$39,648	\$49,560	\$59,472
Brinkley	2700	Full	\$30,900	\$24,720	\$30,900	\$37,080
Hoxie	2598	Full	\$37,689	\$30,151	\$37,689	\$45,227
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
Huntington	490	Full	\$9,525	\$7,620	\$9,525	\$11,430
Winslow	365	Full	\$12,000	\$9,600	\$12,000	\$14,400
St Charles	207	Full	\$6,000	\$4,800	\$6,000	\$7,200
Big Flat	88	Full	\$1,200	\$960	\$1,200	\$1,440

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

Assistant to Mayor/Deputy City Administrator/Chief of Staff

Index Tab	
Job Title:	101 - Assistant to Mayor/Deputy City Administrator/Chief of Staff
Job Description:	Serves under the direction of the Mayor and provides management oversight for designated departments within the City; ensures that the directives of the Mayor or City Manager are accomplished and attends various internal meetings and external public meetings/events in their absence; requires a college degree from a four-year institution in a related public administration or business field; eight (8) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	1 15 5
Exempt non-exempt:	15 7
Bonus Eligible (Y N):	10 7
Full Part Time:	10 2
Number of Organizations Reporting:	24
Position Titles:	Administrative Assistant Assistant To Mayor Assistant To The Mayor Asst./Hr Chief Of Staff Chief Of Staff 46 Chief Of Staff/Finance Manager Deputy City Administrator Deputy City Manager Deputy Director Of Administrations Director Of Communications Director Of Economic Development Hr/Mayor Assist Manager-Mayor's Office Mayor's Assistant Mayor's Chief Of Staff Mayor's Executive Assistant Water Clerk
Reports To:	City Administrator City Manager Mayor Mayor, R/T Mayor/Hr/Finance Director
Comments:	2023 Gross Includes Longevity Pay No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	25	\$36,346	\$45,760	\$68,421	\$52,700	\$88,760	\$122,636
Actual Incentive Paid Dollar Last Year	3	\$1,916	\$1,916	\$1,532	\$1,916	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Assistant to Mayor/Deputy City Administrator/Chief of Staff

Clarksville	9381	Full	\$48,017	\$42,017	\$45,017	\$47,017
Pocahontas	7371	Full	\$36,346	\$29,077	\$36,346	\$43,615
Heber Springs	6969	Full	\$52,700	\$42,160	\$52,700	\$63,240
Ward	6052	Full	\$50,668	\$40,534	\$50,668	\$60,802
Warren	5453	Full	\$37,500	\$30,000	\$37,500	\$45,000
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
Huntington	490	Full	\$23,184	\$18,547	\$23,184	\$27,821

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

City Manager or Chief of Staff

Index Tab	
Job Title:	102 - City Manager or Chief of Staff
Job Description:	Acts as the City
Total Matches (A M B):	0 5 0
Exempt non-exempt:	4 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 0
Number of Organizations Reporting:	7
Position Titles:	City Administrator City Manager Director Of Administration
Reports To:	Board Of Directors
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$115,000	\$138,008	\$157,001	\$146,348	\$192,712	\$192,938
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full				
Fort Smith	89142	Full	\$192,938	\$154,350	\$192,938	\$231,526
Bentonville	54164	Full	\$146,348	\$117,078	\$146,348	\$175,618
Hot Springs	37930	Full	\$192,712	\$54,912	\$68,640	\$201,760
Sherwood	32731	Full				
Texarkana	29387	Full	\$138,008	\$110,406	\$138,008	\$165,610
Hope	8952	Full	\$115,000	\$92,000	\$115,000	\$138,000

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

Executive Secretary

Index Tab	
Job Title:	103 - Executive Secretary
Job Description:	The Executive Secretary works under the broad policy guidance and direction of the Mayor or City Manager. This position is responsible for the overall effectiveness of the department
Total Matches (A M B):	4 12 5
Exempt non-exempt:	8 11
Bonus Eligible (Y N):	10 11
Full Part Time:	10 0
Number of Organizations Reporting:	19
Position Titles:	Administrative Assistant Ast. To Mayor Comm Dev Communications Coord Director Of Operations Executive Administrative Assistant Executive Assistant Executive Assistant - City Administration Executive Assistant To The Mayor Executive Sec. To Chief Executive Secretary Mayor's Assistant Mayors Adim. Assistant Secretary
Reports To:	City Administrator City Manager Mayor Police Chief Sanitation Superintendent
Comments:	Also Serves As Civic Center Booking Agent

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$27,485	\$36,400	\$48,387	\$51,500	\$61,568	\$70,813
Actual Incentive Paid Dollar Last Year	3	\$1,440	\$1,440	\$1,592	\$1,440	\$2,335	\$2,335
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Executive Secretary

Russellville	28940	Full	\$43,470	\$34,776	\$43,470	\$52,164
Cabot	26569	Full	\$43,848	\$35,078	\$43,848	\$52,618
Maumelle	19251	Full	\$39,388	\$31,510	\$39,388	\$47,266
Blytheville	13406	Full	\$34,882	\$27,906	\$34,882	\$41,858
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Warren	5453	Full	\$3,300	\$2,640	\$3,300	\$3,960
Warren	5453	Full	\$26,500	\$21,200	\$26,500	\$31,800
Brinkley	2700	Full	\$27,485	\$21,988	\$27,485	\$32,982
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Council Member

Index Tab	
Job Title:	104 - Council Member
Job Description:	Serves as an elected official on the City Council and participates in the overall direction and policy-making for the City through the attendance at regularly scheduled and called meetings; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	0 64 14
Exempt non-exempt:	41 8
Bonus Eligible (Y N):	20 8
Full Part Time:	20 245
Number of Organizations Reporting:	13
Position Titles:	Alderman City Council City Council Member Council Council Member
Reports To:	Citizens City Council Elected Elected Official
Comments:	Paid Per Attended Meeting

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	92	\$1,800	\$2,400	\$6,283	\$3,600	\$11,346	\$12,701
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Council Member

Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Bentonville	54164	Full	\$15,038	\$12,030	\$15,038	\$18,046
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Russellville	28940	Full	\$9,920	\$7,936	\$9,920	\$11,904
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Cabot	26569	Full	\$11,346	\$9,077	\$11,346	\$13,615
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Clarksville	9381	Full	\$7,215	\$7,215	\$7,215	\$8,658
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
Monticello	8442	Full	\$5,014	\$5,014	\$5,014	\$6,017
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
Marked Tree	2286	Full	\$1,200	\$960	\$1,200	\$1,440
Gassville	2171	Full	\$1,800	\$1,440	\$1,800	\$2,160

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
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

Index Tab	
Job Title:	105 - City Clerk
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
Total Matches (A M B):	0 12 0
Exempt non-exempt:	6 5
Bonus Eligible (Y N):	3 5
Full Part Time:	3 5
Number of Organizations Reporting:	15
Position Titles:	City Clerk City Clerk-Appointed City Clerk/Administrative Services Manager City Clerk/Assistant City Manager Court Clerk Recorder Water/City Hall Coordinator
Reports To:	Citizens City Administrator City Clerk City Manager Council Judge Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$26,645	\$33,040	\$56,129	\$45,400	\$87,609	\$102,396
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$108,759	\$103,128	\$130,973	\$158,817
Fort Smith	89142	Full	\$102,396	\$87,630	\$109,532	\$131,435
Hot Springs	37930	Full	\$87,609	\$70,720	\$93,600	\$133,120
Sherwood	32731	Full				
Jacksonville	29477	Full	\$70,237	\$56,190	\$70,237	\$84,284
Texarkana	29387	Full	\$96,033	\$70,740	\$93,496	\$122,553
Russellville	28940	Full	\$27,379	\$21,903	\$27,379	\$32,855
Warren	5453	Full	\$45,400	\$36,320	\$45,400	\$54,480
Dardanelle	4517	Full	\$44,328	\$35,462	\$44,328	\$53,194
Hoxie	2598	Full	\$33,040	\$26,432	\$33,040	\$39,648
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

City Clerk

St Charles	207	Full	\$8,000	\$6,400	\$8,000	\$9,600
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

City Clerk-Elected

Index Tab	
Job Title:	106 - City Clerk-Elected
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City
Total Matches (A M B):	1 8 0
Exempt non-exempt:	4 2
Bonus Eligible (Y N):	2 2
Full Part Time:	2 11
Number of Organizations Reporting:	9
Position Titles:	City Clerk City Clerk - Elected City Clerk - Treasurer City Clerk Elected City Clerk-Elected Recorder-Treasurer
Reports To:	Citizens Council Elected Elected Official Mayor Mayor And Citizens
Comments:	Paid Per Attended Meeting

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$3,600	\$6,000	\$34,811	\$22,604	\$50,700	\$99,323
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
North Little Rock	64591	Full	\$99,323	\$79,458	\$99,323	\$119,188
Bentonville	54164	Full	\$15,449	\$12,359	\$15,449	\$18,539
Paragould	29537	Full	\$69,047	\$55,238	\$69,047	\$82,856
Russellville	28940	Full	\$22,604	\$18,083	\$22,604	\$27,125
Blytheville	13406	Full	\$50,700	\$40,560	\$50,700	\$60,840
Mountain Home	12825	Full	\$42,977	\$34,382	\$42,977	\$51,572
Lowell	9839	Full	\$3,600	\$2,880	\$3,600	\$4,320
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

Index Tab	
Job Title:	107 - City Clerk Treas-Elected
Job Description:	Serves as an elected official and performs and/or supervises the administrative services required to operate the City's financial and administrative clerk details; uses initiative, discretion and independent judgment to complete the daily duties, correspondence, special projects, and related activities; work involves routine contact with citizens, elected officials and other city personnel; required to be a legal resident of Arkansas and the local municipality that they are elected into.
Total Matches (A M B):	2 13 2
Exempt non-exempt:	14 1
Bonus Eligible (Y N):	6 1
Full Part Time:	6 13
Number of Organizations Reporting:	19
Position Titles:	City Clerk City Clerk Treas-Elected City Clerk-Treasurer City Clerk/Treasurer City Clerk/Treasurer-Elected City Clerktreasurer Clerk / Treasuer Clerk-Treasurer Clerk/Treasurer Recorder Treasurer Recorder/Treasurer
Reports To:	Citizens City Council Council Elected Elected Official Elected Official Mayor
Comments:	Elected Official

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$40,570	\$48,000	\$62,779	\$58,793	\$71,660	\$99,676
Actual Incentive Paid Dollar Last Year	6	\$1,000	\$1,000	\$3,003	\$2,000	\$3,520	\$8,320
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$113,944	\$91,155	\$113,944	\$136,733
Conway	64134	Full	\$78,567	\$62,854	\$78,567	\$78,567
Sherwood	32731	Full				
Cabot	26569	Full	\$99,676	\$79,741	\$99,676	\$119,611
Van Buren	23218	Full	\$65,723	\$52,578	\$65,723	\$78,868
Maumelle	19251	Full	\$67,473	\$53,978	\$67,473	\$80,968
Forrest City	13015	Full	\$60,551	\$48,441	\$60,551	\$72,661
Greenwood	9516	Full	\$71,660	\$44,773	\$71,660	\$71,659
Clarksville	9381	Full	\$65,329	\$64,289	\$65,329	\$78,395
Pocahontas	7371	Full	\$57,624	\$46,099	\$57,624	\$69,149
Prairie Grove	7045	Full	\$56,568	\$45,254	\$56,568	\$67,882
Mena	5589	Full	\$58,793	\$47,034	\$58,793	\$70,552
Cave Springs	5495	Full	\$73,840	\$59,072	\$73,840	\$88,608
Mountain View	2877	Full	\$40,705	\$32,564	\$40,705	\$48,846

City Clerk Treas-Elected

Brinkley	2700	Full	\$40,570	\$32,456	\$40,570	\$48,684
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
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Treasurer

Index Tab	
Job Title:	108 - Treasurer
Job Description:	Performs administrative work conducting the daily business activities of the city including financial management and accounting related functions. Prepares budgets and implements city policies. Has official responsibility for accounting for all receipts and disbursements in regard to city funds. Prepares a variety of financial records. Is responsible for payroll and investments.
Total Matches (A M B):	0 8 3
Exempt non-exempt:	7 4
Bonus Eligible (Y N):	7 4
Full Part Time:	7 7
Number of Organizations Reporting:	15
Position Titles:	Bookkeeper City Clerk/Treasurer City Treasurer Director Of Treasury & Finance Office Manager Rec / Treasurer Recorder/Treasurer Treasurer
Reports To:	City Council Elected Official Mayor Mayor/City Council
Comments:	Elected Position. Should Be Pt But Isn'T. Several Job Descriptions

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$3,600	\$14,000	\$39,933	\$44,033	\$57,949	\$59,650
Actual Incentive Paid Dollar Last Year	1	\$100	\$100	\$100	\$100	\$100	\$100
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Sherwood	32731	Full				
Paragould	29537	Full	\$59,650	\$47,720	\$59,650	\$71,580
Mountain Home	12825	Full	\$85,280	\$72,509	\$79,456	\$85,280
Heber Springs	6969	Full	\$55,000	\$44,000	\$55,000	\$66,000
Dardanelle	4517	Full	\$49,216	\$39,373	\$49,216	\$59,059
Gentry	3790	Full	\$58,000	\$58,000	\$65,000	\$73,000
Hoxie	2598	Full	\$37,689	\$30,151	\$37,689	\$45,227
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
Huntington	490	Full	\$37,484	\$29,987	\$37,484	\$44,981
Winslow	365	Full	\$12,000	\$9,600	\$12,000	\$14,400

Treasurer

Big Flat	88	Full	\$600	\$480	\$600	\$720
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

Deputy Clerk

Index Tab	
Job Title:	109 - Deputy Clerk
Job Description:	Performs administrative/clerical work and other administrative tasks; assignments are delegated and supervised by the City Clerk and the incumbent is expected to work with citizens, elected officials and other city personnel in a helpful and courteous manner; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	2 18 3
Exempt non-exempt:	7 14
Bonus Eligible (Y N):	11 14
Full Part Time:	11 4
Number of Organizations Reporting:	18
Position Titles:	Admin Support Clerk Assistant City Clerk Chief Deputy Clerk City Clerk Treasurer Deputy City Clerk Deputy City Clerk Revenue Officer Deputy City Clerk Revenue Officer Senior Deputy City Clerk/Admin Assistant Deputy City Clerk/Chief Court Clerk/Finance Officer Deputy Clerk Deputy Treasurer Deputy/ Ap-Clerk Records Clerk
Reports To:	Chief Of Staff/Finance Manager City Clerk City Clerk - Elected City Clerk - Treasurer City Clerk-Treasurer City Clerk/Administrative Services Manager City Clerk/Treasurer City Manager Mayor
Comments:	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
Annual Base Salary	24	\$38,543	\$39,520	\$46,117	\$44,746	\$51,001	\$57,304
Actual Incentive Paid Dollar Last Year	3	\$2,086	\$2,086	\$1,889	\$2,086	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Deputy Clerk

Van Buren	23218	Full	\$42,744	\$34,195	\$42,744	\$51,293
Van Buren	23218	Full	\$49,440	\$39,552	\$49,440	\$59,328
Van Buren	23218	Full	\$40,170	\$32,136	\$40,170	\$48,204
Maumelle	19251	Full	\$37,403	\$29,922	\$37,403	\$44,884
Forrest City	13015	Full	\$36,400	\$29,120	\$36,400	\$43,680
Clarksville	9381	Full	\$47,977	\$42,017	\$45,017	\$47,017
Pocahontas	7371	Full	\$46,247	\$36,998	\$46,247	\$55,496
Pocahontas	7371	Full	\$38,904	\$31,123	\$38,904	\$46,685
Prairie Grove	7045	Full	\$38,543	\$30,834	\$38,543	\$46,252
Lincoln	2294	Full	\$41,445	\$31,542	\$35,041	\$41,445
Flippin	1345	Full	\$39,520	\$33,000	\$38,000	\$45,000
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

City Attorney

Index Tab	
Job Title:	110 - City Attorney
Job Description:	Manages the legal department and affairs for the City; provides legal representation to the Mayor, City Council, and other entities of the City or may delegate some responsibilities to other attorneys and/or legal staff; requires completion of a juris doctorate degree; eight (8) years of active legal experience.
Total Matches (A M B):	1 24 1
Exempt non-exempt:	20 3
Bonus Eligible (Y N):	6 3
Full Part Time:	6 14
Number of Organizations Reporting:	28
Position Titles:	City Attorney City Attorney Elected City Attorney-Elected Staff Attorney
Reports To:	Citizens City Attorney City Council Council Elected Elected Official Elected Official Mayor Mayor/Council N/A
Comments:	Elected Official No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	29	\$21,600	\$34,852	\$78,910	\$52,445	\$121,731	\$167,024
Actual Incentive Paid Dollar Last Year	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

City Attorney

Blytheville	13406	Full	\$83,291	\$66,633	\$83,291	\$99,949
Harrison	13069	Full	\$64,458	\$64,458	\$64,458	\$64,458
Mountain Home	12825	Full	\$48,281	\$38,625	\$48,281	\$57,937
Greenwood	9516	Full	\$36,306	\$35,380	\$36,306	\$52,950
Monticello	8442	Full	\$27,472	\$27,472	\$27,472	\$32,966
Wynne	8314	Full	\$43,170	\$34,536	\$43,170	\$51,804
Pocahontas	7371	Full	\$41,561	\$33,249	\$41,561	\$49,873
Ward	6052	Full	\$35,944	\$28,755	\$35,944	\$43,133
Mena	5589	Full	\$34,852	\$27,882	\$34,852	\$41,822
Dardanelle	4517	Full	\$34,592	\$27,674	\$34,592	\$41,510
Gentry	3790	Full	\$39,103	\$30,000	\$37,000	\$43,000
Brinkley	2700	Full	\$28,201	\$22,561	\$28,201	\$33,841
Hoxie	2598	Full	\$24,960	\$19,968	\$24,960	\$29,952
Eureka Springs	2166	Full	\$21,600	\$17,280	\$21,600	\$25,920
St Charles	207	Full	\$4,800	\$3,840	\$4,800	\$5,760

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

Assistant City Attorney

Index Tab	
Job Title:	111 - Assistant City Attorney
Job Description:	Assists the City Attorney with providing legal representation to the Mayor, City Council, and other entities of the City; may also assist in the prosecution of violations of municipal ordinances in Municipal Court, and appear in District Court and Federal Court as necessary; requires completion of a juris doctorate degree; five (5) years of active legal experience.
Total Matches (A M B):	0 7 0
Exempt non-exempt:	5 0
Bonus Eligible (Y N):	1 0
Full Part Time:	1 2
Number of Organizations Reporting:	7
Position Titles:	Assistant City Attorney Chief Deputy City Attorney Chief Deputy City Atty Prosecuting Attorney - Appointed Senior Deputy City Attorney Senior Staff Attorney
Reports To:	City Attorney
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$89,954	\$89,954	\$103,594	\$101,605	\$142,800	\$160,513
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

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

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

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

Deputy City Attorney

Sherwood	32731	Full				
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

Court Clerk

Index Tab	
Job Title:	113 - Court Clerk
Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and two (2) years of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	6 49 11
Exempt non-exempt:	17 38
Bonus Eligible (Y N):	27 38
Full Part Time:	27 3
Number of Organizations Reporting:	46
Position Titles:	Admin / Court Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Ct Clrk Div I Chief Dep Ct Clrk Div Ii Chief Deputy Court Clerk Chief Deputy Ct Clk 949 Court Administrator Court Assistant Court Clerk Court Clerk 1 Court Clerk 2 Court/Water Clerk Data Processor Deputy Court Clerk Deputy Court Clerk I Deputy Court Clerk Ii Deputy Court Clerk Iii District Court Clerk District Deputy Court Clerk Investigator
Reports To:	Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Or Ii Chief Of Staff/Finance Manager Cid Administrative Assistant City Attorney City Manager County Judge Court Administrator Court Clerk District Court Judge District Court Judge Div I District Court Judge Div Ii District Court Judge, Mayor District Judge District Judge/Mayor Judge Mayor Mayor And District Judge
Comments:	City Pays Half Of Salary Serves As Both Court And Water Clerk

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	72	\$33,280	\$36,670	\$44,973	\$41,662	\$54,205	\$66,024
Actual Incentive Paid Dollar Last Year	5	\$200	\$250	\$909	\$1,000	\$1,200	\$1,893
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Court Clerk

Springdale	87176	Full	\$79,892	\$58,103	\$72,628	\$87,154
Springdale	87176	Full	\$58,652	\$46,922	\$58,652	\$70,383
Rogers	69908	Full	\$76,523	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$68,023	\$54,418	\$68,023	\$81,628
North Little Rock	64591	Full	\$66,024	\$52,819	\$66,024	\$79,229
Conway	64134	Full	\$64,147	\$51,318	\$64,147	\$64,147
Conway	64134	Full	\$64,147	\$51,318	\$64,147	\$64,147
Conway	64134	Full	\$43,691	\$34,953	\$43,691	\$43,691
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$35,859	\$28,687	\$35,859	\$43,031
Bentonville	54164	Full	\$36,670	\$29,336	\$36,670	\$44,004
Bentonville	54164	Full	\$34,819	\$27,855	\$34,819	\$41,783
Bentonville	54164	Full	\$34,112	\$27,290	\$34,112	\$40,934
Bentonville	54164	Full	\$41,662	\$33,330	\$41,662	\$49,994
Bentonville	54164	Full	\$46,966	\$37,573	\$46,966	\$56,359
Hot Springs	37930	Full	\$71,052	\$64,480	\$79,040	\$95,680
Sherwood	32731	Full	\$70,910	\$56,498	\$66,468	\$73,762
Bella Vista	30104	Full	\$68,557	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$46,953	\$37,562	\$46,953	\$56,344
Texarkana	29387	Full	\$59,446	\$47,028	\$59,446	\$75,753
Cabot	26569	Full	\$62,425	\$49,940	\$62,425	\$74,910
Van Buren	23218	Full	\$56,228	\$44,982	\$56,228	\$67,474
Van Buren	23218	Full	\$43,302	\$34,642	\$43,302	\$51,962
Maumelle	19251	Full	\$46,009	\$36,807	\$46,009	\$55,211
Centerton	17792	Full	\$57,713	\$46,170	\$57,713	\$69,256
Blytheville	13406	Full	\$50,933	\$40,746	\$50,933	\$61,120
Forrest City	13015	Full	\$42,993	\$34,394	\$42,993	\$51,592
Mountain Home	12825	Full	\$63,898	\$48,610	\$59,800	\$69,493
Mountain Home	12825	Full	\$51,688	\$38,605	\$48,880	\$54,662
Lowell	9839	Full	\$68,432	\$54,746	\$68,432	\$82,118
Hope	8952	Full	\$21,115	\$16,892	\$21,115	\$25,338
Monticello	8442	Full	\$26,912	\$26,912	\$26,912	\$32,294
Wynne	8314	Full	\$37,794	\$30,235	\$37,794	\$45,353
Prairie Grove	7045	Full	\$58,372	\$46,698	\$58,372	\$70,046
Ward	6052	Full	\$33,467	\$26,774	\$33,467	\$40,160
Cave Springs	5495	Full	\$50,315	\$40,252	\$50,315	\$60,378
Warren	5453	Full	\$35,200	\$28,160	\$35,200	\$42,240
Elkins	3602	Full	\$54,205	\$43,364	\$54,205	\$65,046
Little Flock	3055	Full	\$50,793	\$35,000	\$47,500	\$60,000
Huntsville	2879	Full	\$43,280	\$34,624	\$43,280	\$51,936
Brinkley	2700	Full	\$30,900	\$24,720	\$30,900	\$37,080
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
St Charles	207	Full	\$4,000	\$3,200	\$4,000	\$4,800

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

Deputy Court Clerk

Index Tab	
Job Title:	114 - Deputy Court Clerk
Job Description:	Ensures the maintenance and retention of court records for civil and small claims for the Municipal Court; requires completion of high school or a vocational technical school, and one (1) year of experience in office administration or in a legal environment, and one (1) year of experience in microcomputer use.
Total Matches (A M B):	6 79 0
Exempt non-exempt:	9 82
Bonus Eligible (Y N):	38 82
Full Part Time:	38 5
Number of Organizations Reporting:	31
Position Titles:	Assistant Clerk Assistant Deputy Clerk Chief Court Clerk Chief Deputy Court Clerk Court Clerk Deputy Clerk Deputy Clerk (Trainee) Deputy Court Clerk Deputy Court Clerk I Deputy Court Clerk II Deputy Court Clerk Nu04 Deputy Court Clerk Sr. Deputy File Clerk District Court Clerk District Deputy Court Clerk Division Chief Civil/Small Claims Division Chief Criminal/Trial Division Chief Traffic/Time Pay Evidence Technician Executive Deputy Clerk Jr. Chief Deputy Clerk Senior Deputy Clerk Sr. Chief Deputy Clerk
Reports To:	Chief Clerk Chief Court Clerk Chief Court Clerk - Department Head Chief Dep Head Clerk Div I Or II Chief Deputy Clerk Chief Deputy Court Clerk Court Clerk Deputy City Clerk District Court Clerk District Court Judge Division Chief Judge Mayor Police Major Support Division
Comments:	City Pays Half Of Salary Fml

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	107	\$27,040	\$34,506	\$37,467	\$36,313	\$40,788	\$50,086
Actual Incentive Paid Dollar Last Year	7	\$200	\$200	\$1,140	\$1,000	\$1,800	\$2,080
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Deputy Court Clerk

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

Deputy Court Clerk

Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Van Buren	23218	Full	\$34,885	\$27,908	\$34,885	\$41,862
Van Buren	23218	Full	\$34,506	\$27,605	\$34,506	\$41,407
Van Buren	23218	Full	\$34,920	\$27,936	\$34,920	\$41,904
Van Buren	23218	Full	\$35,123	\$28,098	\$35,123	\$42,148
Van Buren	23218	Full	\$31,975	\$25,580	\$31,975	\$38,370
Van Buren	23218	Full	\$33,083	\$26,466	\$33,083	\$39,700
Van Buren	23218	Full	\$33,083	\$26,466	\$33,083	\$39,700
Van Buren	23218	Full	\$31,896	\$25,517	\$31,896	\$38,275
Centerton	17792	Full	\$47,112	\$37,690	\$47,112	\$56,534
Blytheville	13406	Full	\$34,658	\$27,726	\$34,658	\$41,590
Forrest City	13015	Full	\$39,998	\$31,998	\$39,998	\$47,998
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$32,198	\$32,198	\$41,142	\$44,949
Lowell	9839	Full	\$54,142	\$43,314	\$54,142	\$64,970
Hope	8952	Full	\$16,736	\$13,389	\$16,736	\$20,083
Hope	8952	Full	\$17,290	\$13,832	\$17,290	\$20,748
Hope	8952	Full	\$16,736	\$13,389	\$16,736	\$20,083
Monticello	8442	Full	\$22,235	\$22,235	\$22,235	\$26,682
Monticello	8442	Full	\$32,145	\$32,145	\$32,145	\$38,574
Wynne	8314	Full	\$33,300	\$26,640	\$33,300	\$39,960
Wynne	8314	Full	\$30,950	\$24,760	\$30,950	\$37,140
Prairie Grove	7045	Full	\$40,978	\$32,782	\$40,978	\$49,174
Ward	6052	Full	\$41,787	\$33,430	\$41,787	\$50,144
Warren	5453	Full	\$28,600	\$22,880	\$28,600	\$34,320
Elkins	3602	Full	\$45,760	\$36,608	\$45,760	\$54,912
Huntsville	2879	Full	\$35,214	\$28,171	\$35,214	\$42,257
Brinkley	2700	Full	\$26,780	\$21,424	\$26,780	\$32,136
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

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	3	\$4,000	\$4,000	\$13,821	\$4,000	\$34,500	\$34,500
Actual Incentive Paid Dollar Last Year	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Sherwood	32731	Full				
Elkins	3602	Full	\$2,962	\$2,370	\$2,962	\$3,554
Brinkley	2700	Full	\$34,500	\$27,600	\$34,500	\$41,400
St Charles	207	Full	\$4,000	\$3,200	\$4,000	\$4,800

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

Transcriptionist

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

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

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

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

Office Manager

Index Tab	
Job Title:	117 - Office Manager
Job Description:	Responsible for overall front office activities, including directing and coordinating office services and developing and supervising programs for the maximum utilization of services and equipment.
Total Matches (A M B):	7 33 10
Exempt non-exempt:	7 52
Bonus Eligible (Y N):	15 50
Full Part Time:	15 5
Number of Organizations Reporting:	26
Position Titles:	Assist. Maintenance Manager (Was Maintenance Technician) Assistant Records Manager Assistant Supervisor Assistant To Public Works Director Communications Coordinat Constituent Services Liaison Customer Service Manager Data Processor Department Training Coordinator Deputy Court Administrator Dispatch Office Manager Executive Office Manager Fire Administrative Manager Legal Secretary Maintenance Equipment Supervisor Manager Museum Operations Coordinator Office Administrator Office Administrator - Parks Office Coordinator Office Manager Office Manager-Comm Dev Office Manager Risk Reduction Office Manager/Dispatcher Office Man. Admin. Chief's Sec. Office Man./Inv. Comptroller Office Of Professional Standards
Reports To:	Asst Director Of Parks Building Maintenance Manager Captain/Administration Chief Of Police Chief Of Staff Cid Administrative Assistant City Attorney Community Services Director Director Of Parks & Recreation Director Of Planning & Engineering Director Of Public Works Fire Chief General Manager Manager Manager-Mayor's Office Mayor Parks Assistant Director Parks Director Planning & Development Director Police Assistant Chief Police Chief Public Info Director Public Works Director Records Manager Solid Waste Director Utility Manager Waste Water Manager
Comments:	Fire No Pay Grade/Min/Mid/Max Pay Structure In Place Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	63	\$35,000	\$40,976	\$47,546	\$47,070	\$54,662	\$60,258
Actual Incentive Paid Dollar Last Year	4	\$600	\$600	\$1,555	\$1,439	\$1,966	\$2,215
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

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

Office Manager

Hot Springs	37930	Full	\$44,304	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$78,769	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$60,195	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,990	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,304	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$34,715	\$31,200	\$37,440	\$47,840
Sherwood	32731	Full				
Paragould	29537	Full	\$33,945	\$27,156	\$33,945	\$40,734
Paragould	29537	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paragould	29537	Full	\$40,560	\$32,448	\$40,560	\$48,672
Paragould	29537	Full	\$46,953	\$37,562	\$46,953	\$56,344
Texarkana	29387	Full	\$60,840	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$59,446	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$51,230	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$47,216	\$39,166	\$49,545	\$63,336
Russellville	28940	Full	\$48,467	\$38,774	\$48,467	\$58,160
Cabot	26569	Full	\$45,000	\$36,000	\$45,000	\$54,000
Maumelle	19251	Full	\$34,964	\$27,971	\$34,964	\$41,957
Maumelle	19251	Full	\$47,477	\$37,982	\$47,477	\$56,972
Maumelle	19251	Full	\$43,212	\$34,570	\$43,212	\$51,854
Harrison	13069	Full	\$53,476	\$53,476	\$53,476	\$53,476
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$57,720	\$25,480	\$57,720	\$69,264
Mountain Home	12825	Full	\$49,858	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$49,858	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$49,857	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$67,850	\$50,794	\$63,898	\$72,904
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662
Wynne	8314	Full	\$43,680	\$34,944	\$43,680	\$52,416
Prairie Grove	7045	Full	\$37,752	\$30,202	\$37,752	\$45,302
Ward	6052	Full	\$42,744	\$34,195	\$42,744	\$51,293
Gentry	3790	Full	\$47,277	\$37,822	\$47,277	\$56,732
Huntsville	2879	Full	\$43,280	\$34,624	\$43,280	\$51,936
Mountain View	2877	Full	\$36,920	\$29,536	\$36,920	\$44,304
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

Index Tab	
Job Title:	118 - Purchasing Agent
Job Description:	Supervises the Purchasing division and provides technical information and assistance to City departments for the purchasing of supplies, materials, and equipment in accordance with appropriate laws, ordinances, and budget constraints; provides supervision to department personnel; requires completion of a Bachelor
Total Matches (A M B):	1 8 0
Exempt non-exempt:	6 4
Bonus Eligible (Y N):	1 4
Full Part Time:	1 0
Number of Organizations Reporting:	11
Position Titles:	City Inventory/Warehouse Manager Grant Administrator Procurement Manager Purchasing Agent Purchasing Manager Purchasing Supervisor Purchasing Technician Purhcasing Technician
Reports To:	Chief Financial Officer Chief Of Staff Chief Operations Officer/City Engineer Controller Deputy Director Of Finance Finance Director Finance Manager Mayor Purchasing Supervisor
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$37,134	\$39,166	\$62,286	\$61,131	\$73,185	\$80,582
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$107,100	\$79,522	\$100,993	\$122,464
Fort Smith	89142	Full	\$80,146	\$70,928	\$88,670	\$106,412
North Little Rock	64591	Full	\$73,185	\$58,548	\$73,185	\$87,822
Conway	64134	Full	\$72,662	\$58,130	\$72,662	\$72,662
Conway	64134	Full	\$80,582	\$64,466	\$80,582	\$80,582
Bentonville	54164	Full	\$68,915	\$55,132	\$68,915	\$82,698
Hot Springs	37930	Full	\$61,131	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full				
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Blytheville	13406	Full	\$34,762	\$27,810	\$34,762	\$41,714
Harrison	13069	Full	\$53,000	\$53,000	\$53,000	\$53,000
Monticello	8442	Full	\$37,134	\$37,134	\$37,134	\$44,561

Purchasing Agent

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

Administrative Assistant I

Index Tab	
Job Title:	119 - Administrative Assistant I
Job Description:	Provides administrative support and researches and analyzes materials; requires completion of two (2) years of college coursework in Business Administration, Public Administration, or a related area; two (2) years of administrative experience; one (1) year of supervisory experience (for positions which supervise).
Total Matches (A M B):	54 113 59
Exempt non-exempt:	18 219
Bonus Eligible (Y N):	64 200
Full Part Time:	64 12
Number of Organizations Reporting:	34
Position Titles:	A&P Admin Assitant Accounts Receivable Clerk Accounts Receivable Specialist / Fire Dpt Adm. Assist./Bookkeeper Admin Assist Admin Assistant Admin Assistant - Fire I Admin Assistant - Legal Admin Assistant Ii Admin Assistant Ii - Parks Admin Assistant Ii Airport Admin Assistant-Animal Shelter Admin Assit To Police Chief Admin Asst Admin Asst I Pd Admin Coordinator Admin. Assist Ii Ca Admin. Assist Ii Fire Admin. Assist. I Police Admin. Assist. Ii Fire Admin. Asst Ii Pd Admin. Asst. Ii Ca Admin. Asst. Ii Pp Admin. Asst. Ii Street Admin. Asst/Dep. Treasurer Admin/Store Manager Admininstrative Asst. I Administrative Assistant I Administrative Ass. Ii Administrative Assistant Administrative Assistant I Administrative Assistant Ii Administrative Assistant Iii
Reports To:	A&P Commission Administrative Asst. Ii Airport Director Animal Services Director Animal Services Manager Animal Services Supervisor Animal Shelter Manager Assistant Director Of Housing And Neighborhood Programs Assistant Fire Chief Assistant Records Manager Battalion Chief Battalion Chief/Accreditation Battalion Chief/Resource Development Building Maintenance Manager Cfo Chief Building Official Chief Court Clerk - Department Head Chief Fire Administrator Chief Human Resources Officer Chief Information Officer Chief Of Police Chief Operations Officer/City Engineer Cid Lieutenant City Attorney City Clerk City Manager Code Enforcement Supervisor Community Center Manager Deputy Director Of Parks Administration Deputy Director
Comments:	1,800 Per Year Longevity Pay 300 Per Year Longevity Pay Also Reports To The Mayor Fire Maintains Court Records/Warrants, No Degree Required. No Pay Grade/Min/Mid/Max Pay Structure In Place Police Requires Hs Diploma Or Ged. Lower Pay Than Our Admin Assit. I Position Requires More Education And/Or Administrative Experience Than Admin I. Duties May Vary By Dept. Pay Rate Is Higher Same As Records Clerk (Csr). This Is For Animal Welfare Instead Of ThePd Same Payrate And Repsonsibilities As Admin Asst. Ii Tabulates Hours For Payroll, Tracks Vacation/Holidays, No Dgree Required

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	262	\$33,592	\$35,801	\$41,460	\$41,199	\$45,429	\$50,541
Actual Incentive Paid Dollar Last Year	13	\$200	\$600	\$1,151	\$600	\$2,000	\$2,330
Education Pay	0						
EMT Pay	0						
Holiday Pay	15	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

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

Administrative Assistant I

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

Administrative Assistant I

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

Administrative Assistant I

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

Administrative Assistant I

Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Jacksonville	29477	Full	\$45,637	\$36,510	\$45,637	\$54,764
Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Jacksonville	29477	Full	\$38,130	\$30,504	\$38,130	\$45,756
Texarkana	29387	Full	\$57,304	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$53,934	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$43,014	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$42,619	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$49,545	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$39,707	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$46,072	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$41,059	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$49,836	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$44,928	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,232	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$37,044	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$33,030	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$37,752	\$30,388	\$36,400	\$44,241
Texarkana	29387	Full	\$29,972	\$26,998	\$32,344	\$39,374
Russellville	28940	Full	\$53,249	\$42,599	\$53,249	\$63,899
Russellville	28940	Full	\$31,714	\$25,371	\$31,714	\$38,057
Russellville	28940	Full	\$38,067	\$30,454	\$38,067	\$45,680
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Cabot	26569	Full	\$36,000	\$28,800	\$36,000	\$43,200
Cabot	26569	Full	\$38,000	\$30,400	\$38,000	\$45,600
Van Buren	23218	Full	\$38,901	\$31,121	\$38,901	\$46,681
Van Buren	23218	Full	\$34,381	\$27,505	\$34,381	\$41,257
Van Buren	23218	Full	\$38,110	\$30,488	\$38,110	\$45,732
Van Buren	23218	Full	\$41,199	\$32,959	\$41,199	\$49,439
Van Buren	23218	Full	\$41,350	\$33,080	\$41,350	\$49,620
Van Buren	23218	Full	\$41,350	\$33,080	\$41,350	\$49,620
Van Buren	23218	Full	\$45,512	\$36,410	\$45,512	\$54,614
Maumelle	19251	Full	\$37,277	\$29,822	\$37,277	\$44,732
Maumelle	19251	Full	\$43,212	\$34,570	\$43,212	\$51,854
Maumelle	19251	Full	\$29,993	\$23,994	\$29,993	\$35,992
Maumelle	19251	Full	\$35,651	\$28,521	\$35,651	\$42,781
Harrison	13069	Full	\$45,801	\$45,801	\$45,801	\$45,801
Harrison	13069	Full	\$24,554	\$24,554	\$24,554	\$24,554
Harrison	13069	Full	\$46,862	\$46,862	\$46,862	\$46,862
Harrison	13069	Full	\$34,590	\$34,590	\$34,590	\$34,590
Harrison	13069	Full	\$40,788	\$40,788	\$40,788	\$40,788
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$43,638	\$43,638	\$43,638	\$43,638
Forrest City	13015	Full	\$32,136	\$25,709	\$32,136	\$38,563
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Lowell	9839	Full	\$52,853	\$42,282	\$52,853	\$63,424
Lowell	9839	Full	\$43,285	\$34,628	\$43,285	\$51,942
Lowell	9839	Full	\$43,680	\$34,944	\$43,680	\$52,416
Greenwood	9516	Full	\$31,200	\$37,121	\$31,200	\$55,683
Greenwood	9516	Full	\$52,155	\$37,121	\$52,155	\$55,683
Greenwood	9516	Full	\$43,409	\$37,121	\$43,409	\$51,084
Clarksville	9381	Full	\$44,874	\$35,664	\$39,564	\$42,164
Clarksville	9381	Full	\$39,824	\$35,664	\$39,564	\$42,164
Hope	8952	Full	\$35,256	\$28,205	\$35,256	\$42,307

Administrative Assistant I

Hope	8952	Full	\$38,709	\$30,967	\$38,709	\$46,451
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$37,190	\$29,752	\$37,190	\$44,628
Hope	8952	Full	\$43,930	\$35,144	\$43,930	\$52,716
Monticello	8442	Full	\$28,507	\$28,507	\$28,507	\$34,208
Monticello	8442	Full	\$36,586	\$38,427	\$36,586	\$43,903
Wynne	8314	Full	\$29,120	\$23,296	\$29,120	\$34,944
Wynne	8314	Full	\$29,120	\$23,296	\$29,120	\$34,944
Heber Springs	6969	Full	\$37,524	\$30,019	\$37,524	\$45,029
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$32,240	\$25,792	\$32,240	\$38,688
Ward	6052	Full	\$32,427	\$25,942	\$32,427	\$38,912
Mena	5589	Full	\$35,801	\$28,641	\$35,801	\$42,961
Mena	5589	Full	\$43,492	\$34,794	\$43,492	\$52,190
Mena	5589	Full	\$39,782	\$31,826	\$39,782	\$47,738
Gentry	3790	Full	\$47,440	\$37,952	\$47,440	\$56,928
Gentry	3790	Full	\$45,058	\$36,046	\$45,058	\$54,070
Elkins	3602	Full	\$41,100	\$32,880	\$41,100	\$49,320
Elkins	3602	Full	\$38,938	\$31,150	\$38,938	\$46,726
Huntsville	2879	Full	\$34,089	\$27,271	\$34,089	\$40,907
Mountain View	2877	Full	\$33,633	\$26,906	\$33,633	\$40,360
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$36,316	\$29,053	\$36,316	\$43,579
Mountain View	2877	Full	\$30,160	\$24,128	\$30,160	\$36,192
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

Index Tab	
Job Title:	200 - Code Enforcement Supervisor
Job Description:	Directs housing and premise inspections and code enforcement activities for the City; provides supervision to Code Enforcement Officers - Senior; requires completion of high school, supplemented by two (2) years of vocational-technical school coursework in building trades, or a related area; two (2) years of experience in housing and premise code inspection and enforcement; one (1) year of supervisory experience; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A M B):	1 10 0
Exempt non-exempt:	8 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 1
Number of Organizations Reporting:	11
Position Titles:	Asst Director Perm & Per Building Official Ceo Officer Chief Building Official Code Enforcement Code Enforcement Sup Code Enforcement Supervisor Director Of Code Enforcement Supervisor - Property Maintenance
Reports To:	Chief Of Police Code Enforcement Manager Director Permits & Inspections Director, Building Services Mayor Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$46,349	\$48,140	\$63,631	\$57,495	\$76,273	\$82,595
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$61,200	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$60,008	\$45,884	\$57,366	\$68,848
Springdale	87176	Full	\$113,616	\$86,565	\$108,205	\$129,846
North Little Rock	64591	Full	\$82,595	\$66,076	\$82,595	\$99,114
Conway	64134	Full	\$57,319	\$45,855	\$57,319	\$57,319
Sherwood	32731	Full	\$57,495	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$46,349	\$37,079	\$46,349	\$55,619
Texarkana	29387	Full	\$76,273	\$56,451	\$71,344	\$90,833
Van Buren	23218	Full	\$54,000	\$43,200	\$54,000	\$64,800
Pocahontas	7371	Full	\$42,948	\$34,358	\$42,948	\$51,538
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

Index Tab	
Job Title:	201 - Code Enforcement Officer - Senior
Job Description:	Inspects or supervises the inspection of dwellings, premises, and vacant lots for compliance with City codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleaned in compliance with City ordinances; provides general supervision to assigned Code Enforcement Officers; requires completion of high school; two (2) years of experience in housing and premise inspection or a related area; may need to obtain certain certifications before employment or within a certain time period after employment; must maintain any needed certifications for the duration of employment in this position.
Total Matches (A M B):	0 19 2
Exempt non-exempt:	2 20
Bonus Eligible (Y N):	3 19
Full Part Time:	3 0
Number of Organizations Reporting:	11
Position Titles:	Building Inspector/Code Enforcement Chief Building Official Code Enforcement Code Enforcement Officer Code Enforcement Officer - Senior Code Enforcement Officer-Sr Code Officer Supervisor Neighborhood Services Director Property Maintenance Inspector Senior Code Enforcement Officer Sr Code Enf. Officer Sr Neighborhood Services Inspector
Reports To:	Chief Of Police City Planner Code Enforcement Supervisor Director Of Code Enforcement Mayor Neighborhood Services Director Planning Director Public Works Director Supervisor - Property Maintenance
Comments:	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	23	\$36,504	\$42,515	\$50,560	\$49,546	\$53,040	\$63,888
Actual Incentive Paid Dollar Last Year	1	\$600	\$600	\$600	\$600	\$600	\$600
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
Little Rock	202591	Full	\$54,100	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,918	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,918	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$49,857	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$50,918	\$38,120	\$48,413	\$58,705
Little Rock	202591	Full	\$53,040	\$38,120	\$48,413	\$58,705
Fort Smith	89142	Full	\$49,442	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$49,546	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$51,730	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$45,219	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$42,515	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$42,661	\$36,504	\$45,635	\$54,766
Fort Smith	89142	Full	\$36,504	\$36,504	\$45,635	\$54,766
Springdale	87176	Full	\$79,055	\$74,414	\$92,982	\$111,550

Code Enforcement Officer - Senior

Springdale	87176	Full	\$48,213	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$63,888	\$42,557	\$51,728	\$63,888
Conway	64134	Full	\$40,891	\$32,713	\$40,891	\$40,891
Hot Springs	37930	Full	\$85,675	\$64,480	\$79,040	\$95,680
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Russellville	28940	Full	\$35,684	\$28,547	\$35,684	\$42,821
Prairie Grove	7045	Full	\$62,225	\$49,780	\$62,225	\$74,670
Mountain View	2877	Full	\$41,600	\$33,280	\$41,600	\$49,920
Flippin	1345	Full	\$35,360	\$33,280	\$37,440	\$41,600
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Code Enforcement Officer

Index Tab	
Job Title:	202 - Code Enforcement Officer
Job Description:	Inspects dwellings, premises and vacant lots for compliance with City Codes; initiates and documents appropriate actions to ensure dwellings, premises, and vacant lots found in violation are repaired, condemned, razed, or cleared in compliance with City ordinances; requires completion of high school; one (1) year of experience in housing and premise inspection or a related area; may need to obtain and maintain various certificates for the duration of employment in this position.
Total Matches (A M B):	4 76 3
Exempt non-exempt:	6 71
Bonus Eligible (Y N):	23 68
Full Part Time:	23 4
Number of Organizations Reporting:	34
Position Titles:	Asst. Code Enforcement Officer Building Official City Inspector Code Compliance Inspector Code Enforcement Code Enforcement Off Code Enforcement Off. I Code Enforcement Officer Code Enforcement Officer - Associate Degree Code Enforcement/Animal Control/Building Inspector Code Enforcemnt Off. I Code Enforcement/Fireman Code Officer Code Official Dwtm Parking Enforce Ofc Special Projects Coordinator Zoning Official/Permit Coordinator
Reports To:	Chief Building Official Chief Of Police Chief Of Staff City Planner Code Enforcement Officer-Sr Code Enforcement Supervisor Code Officer Supervisor Director Of Planning & Permits Fire Chief Mayor Office & Finance Manager Police Chief Police Lieutenant Police Sergeant Public Works Director Senior Code Enforcement Senior Code Enforcement Officer Sergeant
Comments:	Does Not Require Certifications If We Hire A Code Enforcement Officer, The Position Will ReportTo The Ceo Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	88	\$35,020	\$39,312	\$41,885	\$42,432	\$44,553	\$46,675
Actual Incentive Paid Dollar Last Year	5	\$46	\$200	\$1,085	\$600	\$2,000	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

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

Code Enforcement Officer

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

Code Enforcement Officer

Centerton	17792	Full	\$41,017	\$32,814	\$41,017	\$49,220
Blytheville	13406	Full	\$26,291	\$21,033	\$26,291	\$31,549
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Mountain Home	12825	Full	\$42,349	\$40,535	\$51,324	\$57,396
Lowell	9839	Full	\$39,312	\$31,450	\$39,312	\$47,174
Clarksville	9381	Full	\$40,572	\$34,612	\$37,612	\$39,612
Hope	8952	Full	\$47,133	\$37,706	\$47,133	\$56,560
Monticello	8442	Full	\$44,488	\$44,488	\$44,488	\$53,386
Wynne	8314	Full	\$29,120	\$23,296	\$29,120	\$34,944
Heber Springs	6969	Full	\$45,240	\$36,192	\$45,240	\$54,288
Ward	6052	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mena	5589	Full	\$41,396	\$33,117	\$41,396	\$49,675
Dardanelle	4517	Full	\$40,000	\$32,000	\$40,000	\$48,000
Gentry	3790	Full	\$35,057	\$28,046	\$35,057	\$42,068
Mountain View	2877	Full	\$31,720	\$25,376	\$31,720	\$38,064
Hoxie	2598	Full	\$29,120	\$23,296	\$29,120	\$34,944
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

Index Tab	
Job Title:	203 - Building Inspector
Job Description:	Inspects buildings under construction to ensure compliance with City codes; requires completion of a standard high school course with coursework in the Building Trades, or two (2) years of vocational-technical school training in the Building Trades; two (2) years of experience in building construction; must possess certification per Standard Building Codes as a Building Inspector within one (1) year of employment and maintain certification for the duration of employment in this position.
Total Matches (A M B):	0 35 14
Exempt non-exempt:	11 44
Bonus Eligible (Y N):	20 44
Full Part Time:	20 6
Number of Organizations Reporting:	25
Position Titles:	Building & Property Maintenance Inspector Building Inspection Supervisor Building Inspector Building Inspector li Building Inspector/Code Enforcement Building Permit/Inspector Building/Plans Inspector Chief Building Inspector Chief Building Inspector/Plans Examiner Chief Building Official City Inspector Civilian Fire Inspector Commercial Inspector Construction Inspector Fire Inspector Life Safety/Fire Plans Examiner Neighborhood Services Inspector Plans Examiner Residential Building Inspector
Reports To:	Battalion Chief/Fire Marshal Building Inspector Department Head Building Inspection Supervisor Chief Building Inspector Chief Building Inspector/Plans Examiner Chief Building Official City Engineer City Inspector Code Enforcement Officer Deputy Fire Chief Director Of Community Planning Director Of Planning & Engineering Director Of Planning & Permits Director Of Public Works Director Permits & Inspections Fire Chief Manager - Building Inspection & Plans Mayor Planning & Development Director Planning Director Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	58	\$41,080	\$44,741	\$52,733	\$50,357	\$57,990	\$71,572
Actual Incentive Paid Dollar Last Year	3	\$200	\$200	\$993	\$200	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Building Inspector

Rogers	69908	Full	\$47,361	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$50,793	\$45,903	\$57,378	\$71,723
Rogers	69908	Full	\$57,969	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$58,572	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$68,993	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$52,710	\$39,333	\$47,809	\$58,181
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$64,188	\$51,350	\$64,188	\$77,026
Hot Springs	37930	Full	\$57,990	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Sherwood	32731	Full	\$86,888	\$60,982	\$71,744	\$86,092
Sherwood	32731	Full	\$50,357	\$41,529	\$55,917	\$67,100
Sherwood	32731	Full	\$44,741	\$41,529	\$55,917	\$67,100
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$83,562	\$45,304	\$56,631	\$67,957
Bella Vista	30104	Full	\$62,837	\$45,304	\$56,631	\$67,957
Paragould	29537	Full	\$45,283	\$36,226	\$45,283	\$54,340
Paragould	29537	Full	\$41,080	\$32,864	\$41,080	\$49,296
Paragould	29537	Full	\$45,283	\$36,226	\$45,283	\$54,340
Jacksonville	29477	Full	\$50,255	\$40,204	\$50,255	\$60,306
Cabot	26569	Full	\$45,000	\$36,000	\$45,000	\$54,000
Cabot	26569	Full	\$51,608	\$41,286	\$51,608	\$61,930
Van Buren	23218	Full	\$49,862	\$39,890	\$49,862	\$59,834
Van Buren	23218	Full	\$42,436	\$33,949	\$42,436	\$50,923
Maumelle	19251	Full	\$53,160	\$42,528	\$53,160	\$63,792
Maumelle	19251	Full	\$53,160	\$42,528	\$53,160	\$63,792
Centerton	17792	Full	\$102,140	\$81,712	\$102,140	\$122,568
Centerton	17792	Full	\$71,572	\$57,258	\$71,572	\$85,886
Blytheville	13406	Full	\$50,696	\$40,557	\$50,696	\$60,835
Mountain Home	12825	Full	\$72,904	\$50,794	\$63,898	\$72,904
Lowell	9839	Full	\$56,784	\$45,427	\$56,784	\$68,141
Lowell	9839	Full	\$43,680	\$34,944	\$43,680	\$52,416
Greenwood	9516	Full	\$52,639	\$55,838	\$52,639	\$74,717
Clarksville	9381	Full	\$43,840	\$37,880	\$40,880	\$42,880
Gentry	3790	Full	\$52,225	\$41,780	\$52,225	\$62,670
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

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

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

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

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

Mechanical Inspector

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

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

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

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

Plumbing and Gas Inspector

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

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

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

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

Community Development/Planning Director

Index Tab	
Job Title:	300 - Community Development/Planning Director
Job Description:	Plans and directs the activities of the Planning Division and reviews and updates various long-range development plans; provides supervision to Planner II, Graphics Technician - Lead, and Planner I - Document Technician; requires completion of a Bachelor
Total Matches (A M B):	2 13 3
Exempt non-exempt:	19 5
Bonus Eligible (Y N):	7 5
Full Part Time:	7 2
Number of Organizations Reporting:	19
Position Titles:	Assistant Planning Director City Planner Dir Of Community Development Dir Of Planning & Development Director Of Cdbg Director Of Community Development Services Director Of Community Planning Director Of Planning & Engineering Director Of Planning & Permits Director, Development Services Economic Development Director Historic Dist./Planning Dir. Neighborhood Services Manager Planning & Develop. Dir Planning And Zoning Manager Planning Director Planning Inspector Public Works Director
Reports To:	Deputy City Administrator Mayor Mayor/Planning & Historic Commision Planning Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	24	\$48,089	\$67,907	\$86,087	\$77,251	\$109,180	\$133,113
Actual Incentive Paid Dollar Last Year	1	\$200	\$200	\$200	\$200	\$200	\$200
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Community Development/Planning Director

Russellville	28940	Full	\$69,627	\$55,702	\$69,627	\$83,552
Cabot	26569	Full	\$78,312	\$62,650	\$78,312	\$93,974
Cabot	26569	Full	\$83,144	\$66,515	\$83,144	\$99,773
Van Buren	23218	Full	\$72,718	\$58,174	\$72,718	\$87,262
Maumelle	19251	Full	\$71,246	\$56,997	\$71,246	\$85,495
Maumelle	19251	Full	\$78,922	\$63,138	\$78,922	\$94,706
Centerton	17792	Full	\$107,239	\$85,791	\$107,239	\$128,687
Mountain Home	12825	Full	\$85,280	\$72,509	\$79,456	\$85,280
Lowell	9839	Full	\$66,144	\$52,915	\$66,144	\$79,373
Greenwood	9516	Full	\$74,505	\$55,838	\$74,505	\$74,717
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

Index Tab	
Job Title:	301 - Planner II
Job Description:	Reviews the physical, developmental, and socioeconomic characteristics of areas for the development of plans, and meets with citizens, developers, and other interested parties to establish priorities for the development of these areas; provides supervision to Planner I and GIS Analyst; requires completion of a Bachelor
Total Matches (A M B):	1 16 0
Exempt non-exempt:	7 9
Bonus Eligible (Y N):	7 9
Full Part Time:	7 5
Number of Organizations Reporting:	13
Position Titles:	City Planner Deputy Direct Plan & Dev Planner Planner Ii Planner Ii/Active Transportation Planning & Dev Director Planning Manager Senior Planner
Reports To:	Assistant Planning Director City Engineer Director Of Community Planning Director Of Planning & Permits Director, Development Services Mayor Planning & Dev. Director Planning Director Planning Manager Public Works Director
Comments:	

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

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

Planner II

Bella Vista	30104	Full	\$85,000	\$76,000	\$95,000	\$114,000
Paragould	29537	Full	\$80,335	\$64,268	\$80,335	\$96,402
Texarkana	29387	Full	\$64,750	\$56,451	\$71,344	\$90,833
Maumelle	19251	Full	\$64,253	\$51,402	\$64,253	\$77,104
Centerton	17792	Full	\$58,032	\$46,426	\$58,032	\$69,638
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Planner I

Index Tab	
Job Title:	302 - Planner I
Job Description:	Receives and processes various permit applications, and collects and analyzes data regarding planning issues; requires completion of a Bachelor
Total Matches (A M B):	2 19 2
Exempt non-exempt:	5 21
Bonus Eligible (Y N):	8 21
Full Part Time:	8 6
Number of Organizations Reporting:	15
Position Titles:	Building Plans Examiner Business Services Cord. Long Range Planner Permit Coordinator Permit Technician Planner Planner I Planning & Zoning Secretary/Administrator Planning Administrator Planning And Community Development Director Planning Coordinator Planning Director Planning Secretary Planning Technician Planning Technician/Inspector Short Term Rental Coordinator
Reports To:	Assistant Planning Director Chief Building Official Chief Of Staff City Planner Director Of Planning & Permits Director, Development Services Mayor Planning & Dev. Director Planning Director Planning Manager Public Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	30	\$35,401	\$43,375	\$54,283	\$52,000	\$59,482	\$65,540
Actual Incentive Paid Dollar Last Year	1	\$200	\$200	\$200	\$200	\$200	\$200
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Planner I

Bentonville	54164	Full	\$114,649	\$91,719	\$114,649	\$137,579
Hot Springs	37930	Full	\$55,993	\$54,080	\$66,560	\$83,200
Hot Springs	37930	Full	\$42,848	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$48,443	\$33,280	\$43,680	\$54,080
Sherwood	32731	Full				
Bella Vista	30104	Full	\$57,325	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$41,184	\$43,269	\$54,086	\$64,903
Bella Vista	30104	Full	\$57,200	\$43,269	\$54,086	\$64,903
Texarkana	29387	Full	\$33,030	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$43,892	\$35,114	\$43,892	\$52,670
Maumelle	19251	Full	\$50,134	\$40,107	\$50,134	\$60,161
Centerton	17792	Full	\$57,678	\$46,142	\$57,678	\$69,214
Lowell	9839	Full	\$50,190	\$40,152	\$50,190	\$60,228
Cave Springs	5495	Full	\$70,990	\$56,792	\$70,990	\$85,188
Little Flock	3055	Full	\$39,923	\$35,000	\$42,500	\$50,000

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

City Engineer

Index Tab	
Job Title:	303 - City Engineer
Job Description:	Manages the administrative and professional engineering aspects in planning, organizing, and directing the activities of the engineering department in the execution of engineering services for public works and other municipal activities; reviews designs, plans and specifications prepared by the department and consulting engineers; ensures effective communications with the public, officials of other governmental agencies, contractors, and consulting engineers; required a civil engineering degree from a four-year college and a professional engineers license; seven (7) years of related experience and four (4) years of supervisory/managerial experience.
Total Matches (A M B):	2 13 1
Exempt non-exempt:	15 2
Bonus Eligible (Y N):	7 2
Full Part Time:	7 1
Number of Organizations Reporting:	15
Position Titles:	Advanced Civil Engineer Assistant Director Asst City Engineer Chief City Engineer Chief Operations Officer/City Engineer City Engineer Civil Engineering Manager Deputy Director Of Engineering Director, Engineering Engineering Director Senior Projects Manager Special Projects Coordinator Street Op. Director
Reports To:	Assistant Director Of Public Works Deputy City Administrator Deputy Director Of Engineering Director Of Planning & Engineering Engineering Director Mayor Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place Not The Director Position Works 32 Hours Per

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$76,523	\$90,268	\$106,038	\$105,361	\$121,663	\$139,235
Actual Incentive Paid Dollar Last Year	1	\$1,914	\$1,914	\$1,914	\$1,914	\$1,914	\$1,914
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

City Engineer

Cabot	26569	Full	\$120,480	\$96,384	\$120,480	\$144,576
Centerton	17792	Full	\$90,268	\$72,214	\$90,268	\$108,322
Harrison	13069	Full	\$128,412	\$128,412	\$128,412	\$128,412
Mountain Home	12825	Full	\$77,314	\$69,202	\$76,148	\$81,973
Clarksville	9381	Full	\$71,082	\$61,164	\$64,164	\$66,164
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Engineering Specialist

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

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

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

Engineering Specialist

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

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

Engineering Technician - Senior

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

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

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

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

GIS Analyst - Senior

Index Tab	
Job Title:	306 - GIS Analyst - Senior
Job Description:	Designs, implements and maintains the Geographic Information System (GIS) database to accommodate the mapping, graphics, and special analysis needs of the Department; requires completion of a Bachelor
Total Matches (A M B):	0 8 1
Exempt non-exempt:	4 4
Bonus Eligible (Y N):	2 4
Full Part Time:	2 0
Number of Organizations Reporting:	10
Position Titles:	Gis & Technology Coordinator Gis Analyst - Senior Gis Analyst-Sr Gis Coordinator Gis Manager Gis Manager 986 Gis Programmer Analyst Is Pd Tech Ii Senior Gis Analyst
Reports To:	Chief Information Officer Chief Operations Officer/City Engineer Civil Engineering Manager It Director Planning & Dev. Director Planning Manager Public Works Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$49,400	\$62,456	\$68,896	\$67,847	\$73,957	\$87,425
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$71,400	\$51,449	\$65,341	\$79,232
Little Rock	202591	Full	\$62,456	\$51,449	\$65,341	\$79,232
Fort Smith	89142	Full	\$73,957	\$54,246	\$67,808	\$81,369
Springdale	87176	Full	\$87,425	\$62,169	\$77,711	\$93,253
Conway	64134	Full	\$67,847	\$54,278	\$67,847	\$67,847
Bentonville	54164	Full	\$90,459	\$72,367	\$90,459	\$108,551
Hot Springs	37930	Full	\$49,400	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Russellville	28940	Full	\$51,576	\$41,261	\$51,576	\$61,891
Harrison	13069	Full	\$64,438	\$64,438	\$64,438	\$64,438
Hope	8952	Full	\$70,000	\$56,000	\$70,000	\$84,000

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

GIS Analyst

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

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

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

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

Graphics Technician

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

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

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

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

Land Surveyor

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

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

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

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

Finance Director

Index Tab	
Job Title:	400 - Finance Director
Job Description:	Manages the day-to-day accounting, budgeting and purchasing activities of the City; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports; requires a minimum of a college degree in Accounting and/or Finance plus eight (8) years of accounting/finance experience and five (5) years of supervisory/ managerial experience.
Total Matches (A M B):	3 24 2
Exempt non-exempt:	24 6
Bonus Eligible (Y N):	11 6
Full Part Time:	11 1
Number of Organizations Reporting:	31
Position Titles:	Assistant Finance Director Bookkeeper Chief Finance Officer Chief Financial Officer Chief Financial Officer (Cfo) Chief Financial Officer Comptroller Controller Deputy Treasurer/Mayors Assistant Director Of Finance Director Of Finance And Operations Finance & Hr Director Finance Director Finance Director/Interim City Manager Finance Officer Hr/Finance Director Office & Finance Manager (Department Head)
Reports To:	City Administrator City Clerk/Treasurer City Manager Finance Director Finance Director/Transition Leader Mayor Treasurer
Comments:	Also Is The Payroll Administrator Handles All Payroll, Accounts Receivable/Payable, Does Not Require Degree, Is Not Elected, Is Appointed By The Treasurer. No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	34	\$50,232	\$65,334	\$90,754	\$85,862	\$112,914	\$132,974
Actual Incentive Paid Dollar Last Year	2	\$200	\$200	\$1,111	\$200	\$2,021	\$2,021
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Finance Director

Texarkana	29387	Full	\$77,916	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$85,000	\$68,000	\$85,000	\$102,000
Maumelle	19251	Full	\$96,369	\$77,095	\$96,369	\$115,643
Centerton	17792	Full	\$90,405	\$72,324	\$90,405	\$108,486
Blytheville	13406	Full	\$91,936	\$73,549	\$91,936	\$110,323
Harrison	13069	Full	\$112,914	\$112,914	\$112,914	\$112,914
Lowell	9839	Full	\$85,862	\$68,690	\$85,862	\$103,034
Greenwood	9516	Full	\$93,771	\$60,170	\$93,771	\$93,866
Hope	8952	Full	\$68,182	\$54,546	\$68,182	\$81,818
Monticello	8442	Full	\$65,334	\$65,333	\$65,334	\$78,401
Wynne	8314	Full	\$56,632	\$45,306	\$56,632	\$67,958
Ward	6052	Full	\$67,183	\$53,746	\$67,183	\$80,620
Elkins	3602	Full	\$63,354	\$50,683	\$63,354	\$76,025
Huntsville	2879	Full	\$55,992	\$44,794	\$55,992	\$67,190
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

Index Tab			
Job Title:	401 - Accountant		
Job Description:	Reconciles, balances, and maintains accounts in accordance with Generally Accepted Accounting Principles (GAAP), and City ordinances, policies, and procedures; may provide supervision to Accounting Clerk(s); requires completion of a Bachelor		
Total Matches (A M B):	2 22 2		
Exempt non-exempt:	16 13		
Bonus Eligible (Y N):	9 13		
Full Part Time:	9 0		
Number of Organizations Reporting:	15		
Position Titles:	Accountant Accountant (Bonds) Accountant - Cafr/Budget Preparation Accountant - Grants Accountant - Grants & Fixed Assets Accountant Debt/Contract Accountant Fixed Assests Accountant Grants/Bonds Accountant Senior Accounting Supervisor Assistant Director Of Finance Chief Deputy Treasurer District Court Account Finance Manager General Director Senior Accountant Staff Accountant Treasurer Assistant		
Reports To:	Chief Financial Officer/Director City Clerk/Treasurer Comptroller Controller Deputy Director, Finance Director Of Finance Director Of Finance & Treasury Director Of Financial Operations District Court Judges Finance Director General Director (Parks) Grants Manager Treasury Manager		
Comments:			

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	32	\$42,931	\$57,803	\$60,370	\$61,379	\$66,434	\$72,354
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Accountant

Conway	64134	Full	\$68,073	\$54,458	\$68,073	\$68,073
Conway	64134	Full	\$40,488	\$32,390	\$40,488	\$40,488
Bentonville	54164	Full	\$64,334	\$51,467	\$64,334	\$77,201
Bentonville	54164	Full	\$57,803	\$46,242	\$57,803	\$69,364
Bentonville	54164	Full	\$63,585	\$50,868	\$63,585	\$76,302
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$44,054	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$60,195	\$58,240	\$72,800	\$89,440
Sherwood	32731	Full				
Jacksonville	29477	Full	\$66,999	\$53,599	\$66,999	\$80,399
Texarkana	29387	Full	\$52,540	\$47,028	\$59,446	\$75,753
Cabot	26569	Full	\$64,400	\$51,520	\$64,400	\$77,280
Cabot	26569	Full	\$72,354	\$57,883	\$72,354	\$86,825
Maumelle	19251	Full	\$66,434	\$53,147	\$66,434	\$79,721
Mountain Home	12825	Full	\$62,795	\$48,610	\$59,800	\$69,493
Monticello	8442	Full	\$58,775	\$58,775	\$58,775	\$70,530
Heber Springs	6969	Full	\$36,500	\$29,200	\$36,500	\$43,800

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

Accounting Clerk II

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

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

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

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

Accounting Clerk I

Index Tab	
Job Title:	403 - Accounting Clerk I
Job Description:	Prepares and maintains various accounting records; requires completion of high school; two (2) years of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 11 2
Exempt non-exempt:	0 11
Bonus Eligible (Y N):	3 11
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Accounting Clerk Ii Accounting Clerk Iii Accounting Specialist Ii Accounting Specialist Iii Centralized Accounting Clerk Finance Assistant Grants Administrator
Reports To:	Accountant Accounts Payable Supervisor Assistant Chief Financial Officer Collections Supervisor Controller Finance Director Finance Manager Fleet Financial Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$38,334	\$40,435	\$45,350	\$42,660	\$49,836	\$54,392
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Accounting Clerk I

Monticello	8442	Full	\$38,252	\$38,252	\$38,252	\$45,902
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

Accounting Clerk

Index Tab	
Job Title:	404 - Accounting Clerk
Job Description:	Prepares and maintains various accounting records; requires completion of high school; one (1) year of bookkeeping experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 7 2
Exempt non-exempt:	1 9
Bonus Eligible (Y N):	6 9
Full Part Time:	6 2
Number of Organizations Reporting:	9
Position Titles:	Account Clerk I Accounting Assistant Accounting Clerk Accounting Clerk - Accounts Payable Accounting Clerk 1 Accounting Specialist Ii Bk/Accounting Clerk Deputy Treasurer Finance Clerk
Reports To:	Assistant Director Of Finance City Clerk-Treasurer City Clerk/Treasurer Director Of Finance & Treasury Finance Director Office Manager Treasurer
Comments:	Hired July 2023

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$32,240	\$34,236	\$38,748	\$40,316	\$42,320	\$43,405
Actual Incentive Paid Dollar Last Year	2	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$43,405	\$34,724	\$43,405	\$52,086
Springdale	87176	Full	\$42,320	\$34,724	\$43,405	\$52,086
Bentonville	54164	Full	\$40,539	\$32,431	\$40,539	\$48,647
Hot Springs	37930	Full	\$34,236	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,236	\$29,120	\$39,520	\$49,920
Sherwood	32731	Full	\$38,355	\$37,468	\$44,080	\$52,896
Paragould	29537	Full	\$40,316	\$32,253	\$40,316	\$48,379
Jacksonville	29477	Full	\$41,999	\$33,599	\$41,999	\$50,399
Forrest City	13015	Full	\$32,240	\$25,792	\$32,240	\$38,688
Mountain Home	12825	Full	\$52,062	\$46,384	\$57,637	\$66,394
Mountain View	2877	Full	\$26,520	\$21,216	\$26,520	\$31,824

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

Accounts Payable/Accounts Receivable Specialist/Coordinator

Index Tab	
Job Title:	405 - Accounts Payable/Accounts Receivable Specialist/Coordinator
Job Description:	Serves typically under the Finance Director and performs the AP/AR functions by ensuring expenses are paid and/or revenues are received in a timely manner; requires high school or GED completion; two (2) years of bookkeeping/accounting experience; one (1) year of general clerical experience.
Total Matches (A M B):	0 32 3
Exempt non-exempt:	3 35
Bonus Eligible (Y N):	11 35
Full Part Time:	11 1
Number of Organizations Reporting:	25
Position Titles:	Account Clerk Ii Accounting Clerk Accounting Services Assistant Accounts Payable Account Accounts Payable Specialist Accounts Payable Supervisor Accounts Payable Technician Accounts Payable/Accounts Receivable Specialist/Coordinator Accounts Payable/Payroll Clerk Accounts Payable/Receivable Accounts Receivable Accounts Receivable Specialist Admin Ap/Ar & Hr Admin Ap/Ar Specialist Bookkeeper Bookkeeper / Clerk Bookkeeper I Bookkeeper Ii City Tax Collector Finance Asst. Finance Clerk Finance Coordinator Finance Specialist-Payables Finance Specialist-Receivables Finance/Accounting Specialist Office Assistant Senior Accounts Manager
Reports To:	Accountant Accounts Payable Supervisor Assistant Chief Financial Officer Assistant Director Of Finance Cfo Chief Financial Officer City Clerk/City Treasurer City Clerk/Treasurer Clerk / Treasurer Clerk/Treasurer Controller Deputy Director, Finance Director Of Finance Finance Director Finance & Hr Director Finance Director Hr/Finance Director Mayor Recorder/Treasurer
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	40	\$35,360	\$37,856	\$43,948	\$44,096	\$49,861	\$55,744
Actual Incentive Paid Dollar Last Year	4	\$200	\$200	\$675	\$250	\$250	\$2,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Accounts Payable/Accounts Receivable Specialist/Coordinator

Jacksonville	29477	Full	\$36,231	\$28,985	\$36,231	\$43,477
Jacksonville	29477	Full	\$39,712	\$31,770	\$39,712	\$47,654
Jacksonville	29477	Full	\$44,125	\$35,300	\$44,125	\$52,950
Texarkana	29387	Full	\$47,028	\$47,028	\$59,446	\$75,753
Texarkana	29387	Full	\$39,166	\$39,166	\$49,545	\$63,336
Russellville	28940	Full	\$49,102	\$39,282	\$49,102	\$58,922
Maumelle	19251	Full	\$60,265	\$48,212	\$60,265	\$72,318
Maumelle	19251	Full	\$41,712	\$33,370	\$41,712	\$50,054
Centerton	17792	Full	\$36,400	\$29,120	\$36,400	\$43,680
Centerton	17792	Full	\$44,096	\$35,277	\$44,096	\$52,915
Centerton	17792	Full	\$46,300	\$37,040	\$46,300	\$55,560
Blytheville	13406	Full	\$41,600	\$33,280	\$41,600	\$49,920
Harrison	13069	Full	\$61,339	\$61,339	\$61,339	\$61,339
Harrison	13069	Full	\$37,398	\$37,398	\$37,398	\$37,398
Lowell	9839	Full	\$50,336	\$40,269	\$50,336	\$60,403
Greenwood	9516	Full	\$51,085	\$32,055	\$51,085	\$51,084
Hope	8952	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$34,340	\$27,472	\$34,340	\$41,208
Mena	5589	Full	\$38,776	\$31,021	\$38,776	\$46,531
Cave Springs	5495	Full	\$44,968	\$35,974	\$44,968	\$53,962
Warren	5453	Full	\$3,100	\$2,480	\$3,100	\$3,720
Little Flock	3055	Full	\$42,081	\$35,000	\$47,500	\$60,000
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

Index Tab	
Job Title:	500 - Fire Chief
Job Description:	Responsible for the management, administration, and coordination of the City
Total Matches (A M B):	0 28 2
Exempt non-exempt:	26 8
Bonus Eligible (Y N):	0 0
Full Part Time:	0 9
Number of Organizations Reporting:	40
Position Titles:	Captain Chief Chief Fire Administrator Fire Chief Fire Chief/Building Inspector Fire Chief/Param (2080 Hours/Year) Safety Manager
Reports To:	City Administrator City Manager Fire Chief Mayor
Comments:	13.00 Meeting/Call 2080 Hours Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	42	\$46,800	\$56,200	\$84,716	\$82,807	\$103,604	\$129,150
Actual Incentive Paid Dollar Last Year	0						
Education Pay	2	\$1,875	\$1,875	\$2,238	\$1,875	\$2,600	\$2,600
EMT Pay	2	\$1,131	\$1,131	\$1,316	\$1,131	\$1,500	\$1,500
Holiday Pay	12	\$1,696	\$2,305	\$4,067	\$3,827	\$6,000	\$6,654
Longevity Pay	5	\$10	\$1,800	\$2,599	\$2,376	\$3,209	\$5,600
Other Pay	2	\$4,799	\$4,799	\$42,211	\$4,799	\$79,622	\$79,622

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

Fire Chief

Jacksonville	29477	Full	\$93,657	\$74,926	\$93,657	\$112,388
Texarkana	29387	Full	\$115,336	\$70,740	\$93,496	\$122,553
Cabot	26569	Full	\$100,022	\$80,018	\$100,022	\$120,026
Van Buren	23218	Full	\$87,987	\$70,390	\$87,987	\$105,584
Maumelle	19251	Full	\$103,604	\$82,883	\$103,604	\$124,325
Centerton	17792	Full	\$94,801	\$75,841	\$94,801	\$113,761
Blytheville	13406	Full	\$82,807	\$66,246	\$82,807	\$99,368
Harrison	13069	Full	\$90,953	\$87,920	\$90,578	\$93,316
Forrest City	13015	Full	\$50,000	\$64,000	\$50,000	\$60,000
Mountain Home	12825	Full	\$82,950	\$72,509	\$79,456	\$85,280
Lowell	9839	Full	\$93,104	\$74,483	\$93,104	\$111,725
Greenwood	9516	Full	\$81,566	\$60,700	\$81,566	\$81,567
Hope	8952	Full	\$65,597	\$52,478	\$65,597	\$78,716
Monticello	8442	Full	\$50,978	\$59,122	\$50,978	\$61,174
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Pocahontas	7371	Full	\$48,145	\$38,516	\$48,145	\$57,774
Heber Springs	6969	Full	\$56,200	\$44,960	\$56,200	\$67,440
Ward	6052	Full	\$60,094	\$48,075	\$60,094	\$72,113
Cave Springs	5495	Full	\$81,120	\$64,896	\$81,120	\$97,344
Warren	5453	Full	\$46,800	\$37,440	\$46,800	\$56,160
Gentry	3790	Full	\$66,261	\$53,009	\$66,261	\$79,513
Elkins	3602	Full	\$93,991	\$75,193	\$93,991	\$112,789
Brinkley	2700	Full	\$42,453	\$33,962	\$42,453	\$50,944
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

Index Tab	
Job Title:	501 - Assistant Fire Chief
Job Description:	Serves under the direction of the Fire Chief and is responsible for the administrative and technical aspects of the fire department and directs all employees and activities either directly or through subordinate officers; makes administrative and operational decisions pertaining to fire fighting, established policies and limitations of laws and regulations; requires an Associate
Total Matches (A M B):	0 24 0
Exempt non-exempt:	20 4
Bonus Eligible (Y N):	0 0
Full Part Time:	0 7
Number of Organizations Reporting:	19
Position Titles:	Assistance Fire Chief Assistant Chief Assistant Fire Chief Asst. Fire Chief Deputy Chief Deputy Chief Of Operations Deputy Fire Chief-Training Deputy Fire Chief/Param (2080 Hours/Year) Fire Div Cheif Advan Sta Fire Div Chief Advan Sta Fire Division Chief Fire Marshal/Div Chief
Reports To:	Chief Fire Administrator Fire Chief
Comments:	2080 Hours Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	26	\$56,000	\$79,455	\$91,151	\$91,296	\$113,637	\$119,486
Actual Incentive Paid Dollar Last Year	0						
Education Pay	2	\$1,320	\$1,320	\$1,598	\$1,320	\$1,875	\$1,875
EMT Pay	1	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Holiday Pay	10	\$12	\$1,836	\$3,291	\$3,162	\$5,240	\$5,429
Longevity Pay	5	\$338	\$1,536	\$2,530	\$2,376	\$2,800	\$5,600
Other Pay	2	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200

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

Assistant Fire Chief

Bella Vista	30104	Full	\$119,486	\$87,045	\$108,806	\$130,567
Bella Vista	30104	Full	\$110,899	\$87,045	\$108,806	\$130,567
Paragould	29537	Full	\$67,013	\$53,610	\$67,013	\$80,416
Texarkana	29387	Full	\$90,833	\$56,451	\$71,344	\$90,833
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Centerton	17792	Full	\$84,858	\$67,886	\$84,858	\$101,830
Harrison	13069	Full	\$79,455	\$78,415	\$80,786	\$83,227
Harrison	13069	Full	\$78,281	\$78,415	\$80,786	\$83,227
Lowell	9839	Full	\$83,574	\$66,859	\$83,574	\$100,289
Prairie Grove	7045	Full	\$56,000	\$44,800	\$56,000	\$67,200
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
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Fire Battalion Chief

Index Tab	
Job Title:	502 - Fire Battalion Chief
Job Description:	Assists the Fire Chief in coordinating and managing one or more operations of a municipality's fire department and the training program. Supervises designated commanders and training personnel and responds to emergencies as necessary. High school diploma, completion of a firefighter Standards program, and 15-20 years experience with a Fire Department, including 4 years as Captain.
Total Matches (A M B):	1 78 2
Exempt non-exempt:	37 46
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	20
Position Titles:	Battalion Chief/Paramedic Battalion Chief Battalion Chief (40 Hour) Battalion Chief - Training Battalion Chief 1A Battalion Chief 1B Battalion Chief 1C Battalion Chief 2A Battalion Chief 2B Battalion Chief 2C Battalion Chief/Accreditation Battalion Chief/Firemarshal Battalion Chief/Param Battalion Chief/Resource Development Battallion Chief Division Chief Fire Battalion Chief Fire Battalion Chief Adv Fire Battalion Chief Bas Fire Battalion Chief-02 Fire Battalion Chief-03 Fire Battalion Chief-04 Fire Division Chief Firefighter Safety Training Officer Training / Div Chief
Reports To:	Assistant Fire Chief Deputy & Fire Chief Deputy Chief Division Chief - Fire Operations Fire Chief Fire Division Chief
Comments:	2912 Hours Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	89	\$60,749	\$73,652	\$84,006	\$87,220	\$98,454	\$99,852
Actual Incentive Paid Dollar Last Year	0						
Education Pay	9	\$1,320	\$1,320	\$1,747	\$1,320	\$1,875	\$3,648
EMT Pay	3	\$1,131	\$1,131	\$1,131	\$1,131	\$1,131	\$1,131
Holiday Pay	35	\$12	\$2,057	\$3,455	\$3,265	\$4,570	\$8,602
Longevity Pay	23	\$1,056	\$1,679	\$2,631	\$2,725	\$2,971	\$5,600
Other Pay	15	\$900	\$1,200	\$2,822	\$1,200	\$5,357	\$6,020

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

Fire Battalion Chief

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

Fire Battalion Chief

Van Buren	23218	Full	\$65,828	\$52,662	\$65,828	\$78,994
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$83,310	\$66,648	\$83,310	\$99,972
Maumelle	19251	Full	\$79,726	\$63,781	\$79,726	\$95,671
Centerton	17792	Full	\$86,299	\$69,039	\$86,299	\$103,559
Harrison	13069	Full	\$60,749	\$70,797	\$74,031	\$77,412
Harrison	13069	Full	\$57,254	\$70,797	\$74,031	\$77,412
Harrison	13069	Full	\$58,102	\$70,797	\$74,031	\$77,412
Forrest City	13015	Full	\$42,635	\$42,635	\$42,635	\$51,162
Forrest City	13015	Full	\$44,013	\$44,013	\$44,013	\$52,816
Forrest City	13015	Full	\$42,635	\$42,635	\$42,635	\$51,162
Mountain Home	12825	Full	\$78,574	\$55,495	\$69,237	\$78,574
Mountain Home	12825	Full	\$78,574	\$55,495	\$69,237	\$78,574
Mountain Home	12825	Full	\$73,362	\$55,495	\$69,237	\$78,574
Lowell	9839	Full	\$72,043	\$57,634	\$72,043	\$86,452
Lowell	9839	Full	\$71,490	\$57,192	\$71,490	\$85,788
Lowell	9839	Full	\$73,033	\$58,426	\$73,033	\$87,640
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$50,960	\$40,768	\$50,960	\$61,152

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

Fire Captain

Index Tab	
Job Title:	503 - Fire Captain
Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire lieutenant, and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	3 371 51
Exempt non-exempt:	35 385
Bonus Eligible (Y N):	0 0
Full Part Time:	0 6
Number of Organizations Reporting:	28
Position Titles:	Battalion Chief Captain Captain 12-A * Captain 12-B * Captain 12-C * Captain Emt Captain Ladder-1A * Captain Ladder-1B * Captain Ladder-1C * Captain Ladder-3A * Captain Ladder-3B * Captain Ladder-3C * Captain Ladder-4A * Captain Ladder-4B * Captain Ladder-4C * Captain Ladder-7A * Captain Ladder-7B * Captain Ladder-7C * Captain Paramedic Captain Pumper-10A * Captain Pumper-10B * Captain Pumper-10C * Captain Pumper-11A * Captain Pumper-11B * Captain Pumper-11C * Captain Pumper-1A * Captain Pumper-1B * Captain Pumper-1C * Captain Pumper-2A * Captain Pumper-2B * Captain Pumper-2C * Captain Pumper-4A * Captain Pumper-4B * Captain Pumper-4C * Captain Pumper-5A * Captain Pumper-5B * Captain Pumper-5C * Assistant Fire Chief Battalion Chief Battalion Chief/Firemarshal Battalion Chief/Resource Development Captain Deputy Chief Division Chief Fire Assistant Chief Fire Battalion Chief Fire Battalion Chief - A Shift Fire Battalion Chief - B Shift Fire Battalion Chief - C Shift Fire Chief Fire Lieutenant
Reports To:	
Comments:	2912 Hours Emt Not Required Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	448	\$60,773	\$68,237	\$72,919	\$73,000	\$80,662	\$83,005
Actual Incentive Paid Dollar Last Year	0						
Education Pay	58	\$1,320	\$1,320	\$2,315	\$1,725	\$2,784	\$3,936
EMT Pay	12	\$1,131	\$1,131	\$1,971	\$1,500	\$1,500	\$4,000
Holiday Pay	168	\$12	\$96	\$3,049	\$2,840	\$4,557	\$7,200
Longevity Pay	90	\$816	\$1,296	\$2,220	\$1,656	\$2,800	\$4,200
Other Pay	45	\$900	\$900	\$3,399	\$1,200	\$2,154	\$5,685

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

Fire Captain

Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$65,083	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Fort Smith	89142	Full	\$71,752	\$65,083	\$68,344	\$71,752
Springdale	87176	Full	\$97,077	\$66,039	\$97,077	\$97,077
Springdale	87176	Full	\$73,506	\$60,805	\$73,506	\$89,383
Springdale	87176	Full	\$67,077	\$66,039	\$67,077	\$97,077
Springdale	87176	Full	\$93,628	\$66,039	\$93,628	\$97,077
Springdale	87176	Full	\$86,731	\$66,039	\$86,731	\$97,077
Springdale	87176	Full	\$86,731	\$66,039	\$86,731	\$97,077
Springdale	87176	Full	\$90,180	\$66,039	\$90,180	\$97,077
Springdale	87176	Full	\$83,282	\$66,039	\$83,282	\$97,077
Springdale	87176	Full	\$86,731	\$66,039	\$86,731	\$97,077
Springdale	87176	Full	\$97,077	\$66,039	\$97,077	\$97,077
Springdale	87176	Full	\$97,077	\$66,039	\$97,077	\$97,077
Springdale	87176	Full	\$90,180	\$66,039	\$90,180	\$97,077
Springdale	87176	Full	\$97,077	\$66,039	\$97,077	\$97,077
Springdale	87176	Full	\$93,628	\$66,039	\$93,628	\$97,077
Springdale	87176	Full	\$97,077	\$66,039	\$97,077	\$97,077
Springdale	87176	Full	\$83,282	\$66,039	\$83,282	\$97,077
Springdale	87176	Full	\$93,628	\$66,039	\$93,628	\$97,077
Springdale	87176	Full	\$79,834	\$66,039	\$79,834	\$97,077
Springdale	87176	Full	\$93,628	\$66,039	\$93,628	\$97,077
Springdale	87176	Full	\$76,385	\$66,039	\$76,385	\$97,077
Springdale	87176	Full	\$89,383	\$60,805	\$89,383	\$89,383
Springdale	87176	Full	\$76,682	\$60,805	\$76,682	\$89,383
Springdale	87176	Full	\$63,980	\$60,805	\$63,980	\$89,383
Springdale	87176	Full	\$89,383	\$60,805	\$89,383	\$89,383
Springdale	87176	Full	\$83,032	\$60,805	\$83,032	\$89,383

Fire Captain

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

Fire Captain

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

Fire Captain

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

Fire Captain

Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$74,172	\$59,338	\$74,172	\$89,006
Maumelle	19251	Full	\$70,700	\$56,560	\$70,700	\$84,840
Maumelle	19251	Full	\$67,855	\$54,284	\$67,855	\$81,426
Centerton	17792	Full	\$52,270	\$41,816	\$52,270	\$62,724
Blytheville	13406	Full	\$63,462	\$50,770	\$63,462	\$76,154
Harrison	13069	Full	\$51,215	\$62,414	\$65,265	\$68,247
Harrison	13069	Full	\$50,470	\$62,414	\$65,265	\$68,247
Harrison	13069	Full	\$63,242	\$62,414	\$65,265	\$68,247
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Forrest City	13015	Full	\$39,383	\$39,383	\$39,383	\$47,260
Forrest City	13015	Full	\$38,694	\$38,694	\$38,694	\$46,433
Mountain Home	12825	Full	\$72,928	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$72,928	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$64,211	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$69,113	\$51,896	\$64,211	\$72,928
Mountain Home	12825	Full	\$69,113	\$51,896	\$64,211	\$72,928
Lowell	9839	Full	\$69,218	\$55,374	\$69,218	\$83,062
Lowell	9839	Full	\$55,969	\$44,775	\$55,969	\$67,163
Lowell	9839	Full	\$60,773	\$48,618	\$60,773	\$72,928
Lowell	9839	Full	\$60,773	\$48,618	\$60,773	\$72,928
Lowell	9839	Full	\$55,969	\$44,775	\$55,969	\$67,163
Lowell	9839	Full	\$72,218	\$57,774	\$72,218	\$86,662
Hope	8952	Full	\$42,894	\$34,315	\$42,894	\$51,473
Hope	8952	Full	\$50,960	\$40,768	\$50,960	\$61,152
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$42,894	\$34,315	\$42,894	\$51,473
Monticello	8442	Full	\$42,448	\$44,723	\$42,448	\$50,938
Monticello	8442	Full	\$45,033	\$47,234	\$45,033	\$54,040
Monticello	8442	Full	\$41,363	\$45,000	\$41,363	\$49,636
Wynne	8314	Full	\$46,200	\$36,960	\$46,200	\$55,440
Wynne	8314	Full	\$46,200	\$36,960	\$46,200	\$55,440
Wynne	8314	Full	\$46,200	\$36,960	\$46,200	\$55,440
Pocahontas	7371	Full	\$35,734	\$28,587	\$35,734	\$42,881
Pocahontas	7371	Full	\$42,705	\$34,164	\$42,705	\$51,246
Pocahontas	7371	Full	\$44,023	\$35,218	\$44,023	\$52,828
Pocahontas	7371	Full	\$40,906	\$32,725	\$40,906	\$49,087
Pocahontas	7371	Full	\$38,897	\$31,118	\$38,897	\$46,676
Pocahontas	7371	Full	\$40,228	\$32,182	\$40,228	\$48,274
Pocahontas	7371	Full	\$36,479	\$29,183	\$36,479	\$43,775
Pocahontas	7371	Full	\$42,466	\$33,973	\$42,466	\$50,959
Heber Springs	6969	Full	\$39,768	\$31,814	\$39,768	\$47,722
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

Index Tab	
Job Title:	504 - Fire Lieutenant
Job Description:	Ensures the most efficient operation of firefighters and equipment by directing efforts to the protection and preservation of lives and property; provides supervision to assigned fire engine company shift, including firefighters, fire apparatus engineers (drivers) and rescue unit; requires serving as a current, regular status fire apparatus engineer (driver), and having completed two (2) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 35 5
Exempt non-exempt:	2 53
Bonus Eligible (Y N):	0 0
Full Part Time:	0 3
Number of Organizations Reporting:	8
Position Titles:	Fire Chief Fire Lieutenant Fire Lieutenant W/Emt Fire Lieutenant W/Paramedic Fire Lieutenant/Medic Interim Asst Fire Marshal Interim Fire Training Officer Lieutenant
Reports To:	Division Chief Fire Captain Fire Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	55	\$44,148	\$54,961	\$59,695	\$57,477	\$67,766	\$72,041
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	3	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Holiday Pay	3	\$2,685	\$2,685	\$2,685	\$2,685	\$2,685	\$2,685
Longevity Pay	0						
Other Pay	1	\$53,910	\$53,910	\$53,910	\$53,910	\$53,910	\$53,910

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

Fire Lieutenant

Hot Springs	37930	Full	\$69,919	\$24	\$26	\$27
Sherwood	32731	Full				
Paragould	29537	Full	\$56,670	\$45,336	\$56,670	\$68,004
Paragould	29537	Full	\$56,670	\$45,336	\$56,670	\$68,004
Paragould	29537	Full	\$56,670	\$45,336	\$56,670	\$68,004
Jacksonville	29477	Full	\$59,801	\$47,841	\$59,801	\$71,761
Jacksonville	29477	Full	\$64,442	\$51,554	\$64,442	\$77,330
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$57,477	\$45,982	\$57,477	\$68,972
Jacksonville	29477	Full	\$54,961	\$43,969	\$54,961	\$65,953
Jacksonville	29477	Full	\$54,961	\$43,969	\$54,961	\$65,953
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$57,482	\$45,986	\$57,482	\$68,978
Jacksonville	29477	Full	\$54,961	\$43,969	\$54,961	\$65,953
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Jacksonville	29477	Full	\$52,961	\$42,369	\$52,961	\$63,553
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$62,555	\$50,044	\$62,555	\$75,066
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Maumelle	19251	Full	\$57,625	\$46,100	\$57,625	\$69,150
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Maumelle	19251	Full	\$55,205	\$44,164	\$55,205	\$66,246
Blytheville	13406	Full	\$56,351	\$45,081	\$56,351	\$67,621
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$44,148	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Harrison	13069	Full	\$43,506	\$35,214	\$37,377	\$40,268
Prairie Grove	7045	Full	\$56,664	\$45,331	\$56,664	\$67,997
Prairie Grove	7045	Full	\$56,664	\$45,331	\$56,664	\$67,997
Prairie Grove	7045	Full	\$56,664	\$45,331	\$56,664	\$67,997

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

Fire Apparatus Engineer (Driver)

Index Tab	
Job Title:	505 - Fire Apparatus Engineer (Driver)
Job Description:	Drives fire equipment to the scene of an emergency and operates the equipment as required; requires serving as a current, regular status firefighter for at least two (2) years; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program.
Total Matches (A M B):	0 352 49
Exempt non-exempt:	7 383
Bonus Eligible (Y N):	0 0
Full Part Time:	0 2
Number of Organizations Reporting:	18
Position Titles:	Driver Driver 12-A * Driver 12-B * Driver 12-C * Driver Engineer -01 Driver Engineer -02 Driver Engineer -03 Driver Engineer -04 Driver Engineer -05 Driver Engineer -06 Driver Engineer -07 Driver Engineer -08 Driver Engineer -09 Driver Engineer -10 Driver Engineer -11 Driver Engineer -12 Driver Engineer -13 Driver Engineer -14 Driver Engineer -15 Driver Engineer -16 Driver Engineer -17 Driver Engineer -18 Driver Ladder-1A * Driver Ladder-1B * Driver Ladder-1C * Driver Ladder-3A * Driver Ladder-3B * Driver Ladder-3C * Driver Ladder-4A * Driver Ladder-4B * Driver Ladder-4C * Driver Ladder-7A * Driver Ladder-7B * Driver Ladder-7C * Driver Pumper-10A * Driver Pumper-10B * Driver Pumper-10C * Driver Pumper-11A * Driver Pumper-11B * Driver Pumper-11C * Driver Pumper-11D * Driver Pumper-11E * Driver Pumper-11F * Driver Pumper-11G * Driver Pumper-11H * Driver Pumper-11I * Driver Pumper-11J * Driver Pumper-11K * Driver Pumper-11L * Driver Pumper-11M * Driver Pumper-11N * Driver Pumper-11O * Driver Pumper-11P * Driver Pumper-11Q * Driver Pumper-11R * Driver Pumper-11S * Driver Pumper-11T * Driver Pumper-11U * Driver Pumper-11V * Driver Pumper-11W * Driver Pumper-11X * Driver Pumper-11Y * Driver Pumper-11Z * Battalion Chief Captain Fire Captain Fire Chief Fire Lieutenant
Reports To:	
Comments:	Fire

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	440	\$49,919	\$55,841	\$61,578	\$61,250	\$69,934	\$70,645
Actual Incentive Paid Dollar Last Year	0						
Education Pay	62	\$750	\$1,320	\$1,816	\$1,320	\$1,875	\$3,648
EMT Pay	34	\$1,131	\$1,500	\$1,728	\$1,500	\$1,500	\$4,000
Holiday Pay	153	\$12	\$1,948	\$3,077	\$2,513	\$6,041	\$6,263
Longevity Pay	89	\$504	\$576	\$1,346	\$864	\$1,400	\$2,800
Other Pay	30	\$900	\$900	\$3,187	\$1,200	\$1,200	\$3,773

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

Fire Apparatus Engineer (Driver)

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

Fire Apparatus Engineer (Driver)

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

Fire Apparatus Engineer (Driver)

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

Fire Apparatus Engineer (Driver)

Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$52,913	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,841	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$55,164	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$53,441	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$53,441	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$53,441	\$54,235	\$54,777	\$57,237
Texarkana	29387	Full	\$52,913	\$54,235	\$54,777	\$57,237
Cabot	26569	Full	\$66,105	\$52,884	\$66,105	\$79,326
Cabot	26569	Full	\$56,264	\$45,011	\$56,264	\$67,517
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,091	\$43,273	\$54,091	\$64,909
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Cabot	26569	Full	\$54,011	\$43,209	\$54,011	\$64,813
Van Buren	23218	Full	\$51,706	\$41,365	\$51,706	\$62,047
Van Buren	23218	Full	\$48,768	\$39,014	\$48,768	\$58,522
Van Buren	23218	Full	\$55,280	\$44,224	\$55,280	\$66,336
Van Buren	23218	Full	\$49,919	\$39,935	\$49,919	\$59,903
Van Buren	23218	Full	\$53,493	\$42,794	\$53,493	\$64,192
Van Buren	23218	Full	\$43,946	\$35,157	\$43,946	\$52,735
Centerton	17792	Full	\$41,724	\$33,379	\$41,724	\$50,069
Blytheville	13406	Full	\$50,436	\$40,349	\$50,436	\$60,523
Mountain Home	12825	Full	\$66,290	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$67,562	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$64,956	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$61,637	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$58,100	\$48,484	\$59,248	\$67,562
Mountain Home	12825	Full	\$54,936	\$48,484	\$59,248	\$67,562
Heber Springs	6969	Full	\$38,768	\$31,014	\$38,768	\$46,522
Heber Springs	6969	Full	\$38,768	\$31,014	\$38,768	\$46,522
Warren	5453	Full	\$43,600	\$34,880	\$43,600	\$52,320

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

Fire Inspector/Marshal

Index Tab	
Job Title:	506 - Fire Inspector/Marshal
Job Description:	Responsible for the coordination of a comprehensive city wide fire protection program that includes such activities as the inspection of a variety of existing structures and new construction, fire prevention education program, assist in the investigation of fire causes, attendance at various continuing education programs to remain current on fire prevention technology and techniques, and presentations to the public; requires serving as a current, regular status fire captain and having completed three (3) years of experience in this classification; must obtain certification as a basic emergency medical technician (EMT) from the Arkansas Department of Health within six (6) months of employment and maintain certification for the duration of employment in this position if the City operates its own EMT program
Total Matches (A M B):	0 17 1
Exempt non-exempt:	9 12
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	17
Position Titles:	Deputy Chief Of Fire Marshal Deputy Fire Marshal/Capt Dispatch/Inspector Fire Chief Fire Inspctor/Lieutenant Fire Inspector Fire Inspector/Marshal Fire Marshal Fire Marshal-2 * Fire Marshal-3 * Fire Marshal-4 * Fire Marshal/Battalion Chief-01 Fire Marshall
Reports To:	Deputy Chief Division Chief - Fire Prevention Fire Chief Fire Division Chief
Comments:	Emt Not Required, Also Serves As Building Inspector, And Issues PermitsTo Contractors.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$52,602	\$55,336	\$69,472	\$67,468	\$82,155	\$85,291
Actual Incentive Paid Dollar Last Year	0						
Education Pay	2	\$1,320	\$1,320	\$1,448	\$1,320	\$1,575	\$1,575
EMT Pay	2	\$1,131	\$1,131	\$1,316	\$1,131	\$1,500	\$1,500
Holiday Pay	5	\$96	\$2,953	\$2,891	\$3,153	\$4,026	\$4,227
Longevity Pay	4	\$900	\$900	\$1,741	\$1,499	\$2,088	\$2,475
Other Pay	2	\$1,788	\$1,788	\$33,408	\$1,788	\$65,027	\$65,027

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

Fire Inspector/Marshal

Harrison	13069	Full	\$52,602	\$53,805	\$57,107	\$61,521
Mountain Home	12825	Full	\$62,067	\$44,366	\$55,598	\$63,232
Monticello	8442	Full	\$47,797	\$50,072	\$47,797	\$57,356
Wynne	8314	Full	\$51,515	\$41,212	\$51,515	\$61,818
Mena	5589	Full	\$62,405	\$49,924	\$62,405	\$74,886
Mena	5589	Full	\$54,556	\$43,645	\$54,556	\$65,467
Mena	5589	Full	\$55,288	\$44,230	\$55,288	\$66,346
Eureka Springs	2166	Full	\$60,840	\$48,672	\$60,840	\$73,008
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Firefighter

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

Firefighter

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

Firefighter

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

Firefighter

Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$50,500	\$40,400	\$50,500	\$60,600
Maumelle	19251	Full	\$50,500	\$40,400	\$50,500	\$60,600
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$48,205	\$38,564	\$48,205	\$57,846
Maumelle	19251	Full	\$42,975	\$34,380	\$42,975	\$51,570
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Maumelle	19251	Full	\$41,345	\$33,076	\$41,345	\$49,614
Centerton	17792	Full	\$32,614	\$26,091	\$32,614	\$39,137
Blytheville	13406	Full	\$40,577	\$32,462	\$40,577	\$48,692
Harrison	13069	Full	\$43,506	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$41,861	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$36,619	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,539	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$35,025	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Harrison	13069	Full	\$34,511	\$27,934	\$29,640	\$48,785
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Forrest City	13015	Full	\$34,725	\$34,725	\$34,725	\$41,670
Mountain Home	12825	Full	\$63,932	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$53,044	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$57,945	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$57,232	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$57,232	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$55,092	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$55,092	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$48,732	\$46,623	\$57,232	\$63,932
Mountain Home	12825	Full	\$46,623	\$46,623	\$57,232	\$63,932
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$43,447	\$34,758	\$43,447	\$52,136

Firefighter

Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$45,049	\$36,039	\$45,049	\$54,059
Lowell	9839	Full	\$64,355	\$51,484	\$64,355	\$77,226
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$57,658	\$46,126	\$57,658	\$69,190
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$42,020	\$33,616	\$42,020	\$50,424
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$45,049	\$36,039	\$45,049	\$54,059
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Lowell	9839	Full	\$43,447	\$34,758	\$43,447	\$52,136
Lowell	9839	Full	\$52,067	\$41,654	\$52,067	\$62,480
Lowell	9839	Full	\$43,447	\$34,758	\$43,447	\$52,136
Lowell	9839	Full	\$51,251	\$41,001	\$51,251	\$61,501
Lowell	9839	Full	\$40,797	\$32,638	\$40,797	\$48,956
Hope	8952	Full	\$42,894	\$34,315	\$42,894	\$51,473
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$50,960	\$40,768	\$50,960	\$61,152
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$38,584	\$30,867	\$38,584	\$46,301
Hope	8952	Full	\$39,370	\$31,496	\$39,370	\$47,244
Monticello	8442	Full	\$35,080	\$39,625	\$35,080	\$42,096
Monticello	8442	Full	\$41,352	\$43,192	\$41,352	\$49,622
Monticello	8442	Full	\$40,100	\$41,934	\$40,100	\$48,120
Monticello	8442	Full	\$36,720	\$41,394	\$36,720	\$44,064
Monticello	8442	Full	\$22,487	\$39,501	\$22,487	\$26,984
Monticello	8442	Full	\$36,576	\$39,625	\$36,576	\$43,891
Monticello	8442	Full	\$41,211	\$43,695	\$41,211	\$49,453
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Wynne	8314	Full	\$41,860	\$33,488	\$41,860	\$50,232
Prairie Grove	7045	Full	\$46,770	\$37,416	\$46,770	\$56,124
Prairie Grove	7045	Full	\$44,540	\$35,632	\$44,540	\$53,448
Prairie Grove	7045	Full	\$44,540	\$35,632	\$44,540	\$53,448
Prairie Grove	7045	Full	\$39,520	\$31,616	\$39,520	\$47,424
Prairie Grove	7045	Full	\$31,616	\$25,293	\$31,616	\$37,939
Heber Springs	6969	Full	\$37,268	\$29,814	\$37,268	\$44,722
Heber Springs	6969	Full	\$37,268	\$29,814	\$37,268	\$44,722
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$45,804	\$36,643	\$45,804	\$54,965
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Cave Springs	5495	Full	\$42,249	\$33,799	\$42,249	\$50,699
Gentry	3790	Full	\$44,809	\$35,847	\$44,809	\$53,771
Gentry	3790	Full	\$43,281	\$34,625	\$43,281	\$51,937
Huntsville	2879	Full	\$40,559	\$32,447	\$40,559	\$48,671

Firefighter

Huntsville	2879	Full	\$39,263	\$31,410	\$39,263	\$47,116
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

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

HR/Personnel Director

Index Tab	
Job Title:	600 - HR/Personnel Director
Job Description:	Plans, organizes, and directs a variety of complex and non-complex administrative, technical and professional work for the human resources functions of a City. Provides leadership and advise to various elected and non-elected department heads as it relates to HR issues; requires an equivalent level of education/experience of at least an college degree in a related field and a minimum of a seven (7) years of general HR experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	1 18 2
Exempt non-exempt:	20 2
Bonus Eligible (Y N):	9 2
Full Part Time:	9 0
Number of Organizations Reporting:	22
Position Titles:	Assistant Hr Director Chief Human Resources Officer Chief People Officer Director Of Hr Director Of Hr & Development Director Of Human Resources Hr Coordinator Hr Director Hr Director/Exec Asst To Mayor Hr Manager Hr/Grant Adminisrator Hr/Mayor Assist Hr/Personnel Director Human Resources Director
Reports To:	Cfo City Administrator City Manager Hr Director Mayor
Comments:	Also Handles Grant Management, Social Media, All Employee Benefits Also Serves As Grant Administrator No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$57,166	\$65,417	\$84,167	\$80,000	\$96,844	\$120,233
Actual Incentive Paid Dollar Last Year	1	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

HR/Personnel Director

Maumelle	19251	Full	\$77,785	\$62,228	\$77,785	\$93,342
Centerton	17792	Full	\$81,869	\$65,495	\$81,869	\$98,243
Blytheville	13406	Full	\$60,346	\$48,277	\$60,346	\$72,415
Harrison	13069	Full	\$80,000	\$80,000	\$80,000	\$80,000
Forrest City	13015	Full	\$5,000	\$4,000	\$5,000	\$6,000
Mountain Home	12825	Full	\$67,850	\$50,794	\$63,898	\$72,904
Greenwood	9516	Full	\$57,166	\$49,757	\$57,166	\$67,391
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Heber Springs	6969	Full	\$52,700	\$42,160	\$52,700	\$63,240
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Human Resource Generalist

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

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

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

Human Resource Generalist

Cabot	26569	Full	\$48,800	\$39,040	\$48,800	\$58,560
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

HR-Benefits Specialist

Index Tab	
Job Title:	602 - HR-Benefits Specialist
Job Description:	Serves as the administrator and point-of-contact for City benefits, including carrier selection, enrollment, orientation, and all associated records. BA/BS in HR Administration, Business Administration, Public Administration and 2 years related experience or 2 years college and 4 years related experience.
Total Matches (A M B):	0 7 1
Exempt non-exempt:	2 8
Bonus Eligible (Y N):	3 8
Full Part Time:	3 0
Number of Organizations Reporting:	12
Position Titles:	Benefits Administrator Benefits Analyst Benefits Specialist Chief Administrator/Benefits Manager Employee Benefits Coordinator Hr Benefits Coordinator Hr Coordinator Hr Coordinator/Payroll Clerk Hr Specialist Hr Specialist/Finance Asst Human Resources Administrator
Reports To:	Assistant Hr Director Benefits, Risk And Wellness Manager Deputy Director, Human Resources Director Of Finance Finance Manager Hr Director Hr Manager Human Resource Director Human Resources Director
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	11	\$40,976	\$42,035	\$53,341	\$50,356	\$58,780	\$58,968
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$58,968	\$40,711	\$51,703	\$62,695
Fort Smith	89142	Full	\$58,523	\$50,065	\$62,587	\$75,108
Springdale	87176	Full	\$57,588	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$84,619	\$67,695	\$84,619	\$101,543
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Bella Vista	30104	Full	\$48,048	\$43,269	\$54,086	\$64,903
Centerton	17792	Full	\$50,356	\$40,285	\$50,356	\$60,427
Harrison	13069	Full	\$58,780	\$58,780	\$58,780	\$58,780
Monticello	8442	Full	\$38,376	\$38,376	\$38,376	\$46,051
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

Index Tab	
Job Title:	603 - Human Resources Assistant
Job Description:	Handles various HR duties including employment, insurance claims, Worker
Total Matches (A M B):	1 4 1
Exempt non-exempt:	0 6
Bonus Eligible (Y N):	1 6
Full Part Time:	1 0
Number of Organizations Reporting:	7
Position Titles:	Hr Administrative Assistant Hr Clerk Hr Coordinator Hr Generalist Human Resource Director Human Resources Specialist I
Reports To:	Assistant Hr Director Director Of Hr Employment Services Manager Human Resources Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	7	\$34,279	\$34,279	\$46,336	\$49,039	\$53,040	\$57,588
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$53,040	\$36,920	\$46,889	\$56,857
Little Rock	202591	Full	\$50,398	\$36,920	\$46,889	\$56,857
Springdale	87176	Full	\$57,588	\$42,856	\$53,570	\$64,284
North Little Rock	64591	Full	\$46,377	\$36,337	\$44,168	\$53,687
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Sherwood	32731	Full				
Maumelle	19251	Full	\$34,279	\$27,423	\$34,279	\$41,135
Hope	8952	Full	\$49,039	\$39,231	\$49,039	\$58,847

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

Payroll Administrator

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

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

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

Payroll Administrator

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

Industrial Organizational Specialist

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

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

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

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

Information Systems Director

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

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

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

Information Systems Director

Blytheville	13406	Full	\$50,460	\$40,368	\$50,460	\$60,552
Harrison	13069	Full	\$83,658	\$83,658	\$83,658	\$83,658
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

Systems Network Manager

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

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

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

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

Network Analyst

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

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

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

Network Analyst

Bella Vista	30104	Full	\$83,355	\$66,684	\$83,355	\$100,026
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

Network Coordinator

Index Tab	
Job Title:	703 - Network Coordinator
Job Description:	Provides technical assistance and research required to design, install, monitor, and troubleshoot computer systems networks to meet data processing information needs of City departments; requires completion of high school, supplemented by two (2) years of college or vocational/technical school coursework in computer science or a related area; one (1) year of experience in computer systems network installation and maintenance, utilizing Microsoft Windows Network Operating System software; one (1) year of experience in monitoring systems functioning and troubleshooting systems failure.
Total Matches (A M B):	0 7 2
Exempt non-exempt:	3 3
Bonus Eligible (Y N):	3 3
Full Part Time:	3 0
Number of Organizations Reporting:	8
Position Titles:	Info Support Spec Info Support Spec 910 Management Information Director Network Administrator Operations Manager Systems Technician I
Reports To:	Deputy Director, Information Technology Manager Of Enterprise Services Network Coordinator 909 Police Chief
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$41,600	\$45,427	\$55,351	\$54,075	\$62,587	\$69,656
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$62,587	\$62,587	\$78,228	\$93,870
Rogers	69908	Full	\$81,307	\$59,559	\$74,448	\$93,061
North Little Rock	64591	Full	\$69,656	\$55,725	\$69,656	\$83,587
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Conway	64134	Full	\$54,075	\$43,260	\$54,075	\$54,075
Bentonville	54164	Full	\$47,694	\$38,155	\$47,694	\$57,233
Bentonville	54164	Full	\$45,427	\$36,342	\$45,427	\$54,512
Bentonville	54164	Full	\$41,600	\$33,280	\$41,600	\$49,920
Sherwood	32731	Full				
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Hope	8952	Full	\$42,425	\$33,940	\$42,425	\$50,910

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

Programmer Analyst - Senior

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

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

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

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

Programmer Analyst

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

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

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

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

Systems Programmer

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

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

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

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

Information Support Specialist

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

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

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

Information Support Specialist

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

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

Librarian

Index Tab	
Job Title:	800 - Librarian
Job Description:	The Librarian manages and oversees the library and its collections and materials, performing a variety of related library and patron support services.
Total Matches (A M B):	0 20 14
Exempt non-exempt:	9 20
Bonus Eligible (Y N):	19 20
Full Part Time:	19 1
Number of Organizations Reporting:	10
Position Titles:	Assistant Director-Library Assistant Library Director Children's Librarian Children's Library Director Children's Multicultural Outreach Librarian Children's Services Coordinator Librarian Librarian I - Multi-Cultural Srv Librarian I-Adult Services Librarian I-Circulation Manager Librarian II Librarian II Asst Children's Dir Librarian II-Adult Services Librarian II-Young Adults Librarian III- Inform. Literacy Librarian III-Technical Services Librarian IV - Emerging Tech Library Director Multicultural Outreach Librarian Reference Librarian Senior Librarian Young Adult Librarian
Reports To:	Assistant Library Director Chief Of Staff/Finance Manager Children's Services Coordinator Library Board Library Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	35	\$47,008	\$53,227	\$64,695	\$60,569	\$69,590	\$83,539
Actual Incentive Paid Dollar Last Year	1	\$3,082	\$3,082	\$3,082	\$3,082	\$3,082	\$3,082
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Librarian

Rogers	69908	Full	\$41,329	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$47,008	\$43,420	\$54,275	\$67,843
Rogers	69908	Full	\$52,998	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$65,291	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$68,161	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$60,569	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$60,548	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$63,024	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$60,465	\$59,559	\$74,448	\$93,061
Rogers	69908	Full	\$76,710	\$69,490	\$86,863	\$108,579
Rogers	69908	Full	\$105,289	\$94,320	\$117,900	\$147,374
Bentonville	54164	Full	\$62,254	\$49,803	\$62,254	\$74,705
Bentonville	54164	Full	\$79,518	\$63,614	\$79,518	\$95,422
Bentonville	54164	Full	\$82,284	\$65,827	\$82,284	\$98,741
Bentonville	54164	Full	\$64,958	\$51,966	\$64,958	\$77,950
Sherwood	32731	Full				
Bella Vista	30104	Full	\$113,900	\$91,118	\$113,897	\$136,676
Forrest City	13015	Full	\$64,439	\$51,551	\$64,439	\$77,327
Prairie Grove	7045	Full	\$49,266	\$39,413	\$49,266	\$59,119
Gentry	3790	Full	\$47,472	\$37,978	\$47,472	\$56,966
Elkins	3602	Full	\$42,000	\$33,600	\$42,000	\$50,400
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

Index Tab	
Job Title:	801 - Library Assistant
Job Description:	The Library Assistant assists the Librarian and others with the daily tasks of the library.
Total Matches (A M B):	5 16 14
Exempt non-exempt:	6 28
Bonus Eligible (Y N):	10 28
Full Part Time:	10 39
Number of Organizations Reporting:	8
Position Titles:	Assistant Library Director Cataloger Children/Youth Services Childrens Librarian Circulation Clerk Circulation Manager Circulation Services Circulation Supervisor Information Assistant Library Assistant Library Assistant I Library Asst Ii (P/T) Library Asst Iii - Children's Library Asst Iii -Vol. Coord Library Asst Iii- Marketing Spec Library Asst Iii-Circulation Library Asst Iii-Tech Services Library Worker Operations Coordinator Part Time Library Support Public Relations And Event Coordinator Substitute Library Assistant
Reports To:	Assistant Library Director Circulation Supervisor Director Librarian Library Director Operations Coordinator
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	35	\$7,098	\$29,120	\$35,334	\$36,895	\$44,798	\$52,020
Actual Incentive Paid Dollar Last Year	1	\$1,694	\$1,694	\$1,694	\$1,694	\$1,694	\$1,694
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Library Assistant

Rogers	69908	Full	\$40,892	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$52,020	\$35,971	\$44,964	\$56,205
Rogers	69908	Full	\$37,190	\$35,971	\$44,964	\$56,205
Sherwood	32731	Full				
Bella Vista	30104	Full	\$33,280	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$17,420	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$7,098	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$47,840	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$1,607	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$1,607	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$6,026	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$41,725	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$8,580	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$47,008	\$30,830	\$36,270	\$43,524
Bella Vista	30104	Full	\$72,390	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$53,110	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$50,000	\$51,413	\$64,267	\$77,120
Forrest City	13015	Full	\$32,220	\$25,776	\$32,220	\$38,664
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Prairie Grove	7045	Full	\$40,955	\$32,764	\$40,955	\$49,146
Gentry	3790	Full	\$34,053	\$27,242	\$34,053	\$40,864
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

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

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

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

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

Airport Manager

Index Tab	
Job Title:	901 - Airport Manager
Job Description:	Manages the overall day to day operational responsibilities of the city
Total Matches (A M B):	2 7 0
Exempt non-exempt:	9 4
Bonus Eligible (Y N):	3 4
Full Part Time:	3 1
Number of Organizations Reporting:	11
Position Titles:	Airport Director Airport Manager Airport Manager/Street Inspector Airport Office Manager Airport Operations Manager Airport Ops Manager 948
Reports To:	Airport Commisioners Airport Commission Airport Director Airport Operations Manager Director Of Public Works Mayor
Comments:	300 Per Year Longevity Pay

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	13	\$40,976	\$48,441	\$64,010	\$59,358	\$73,000	\$90,126
Actual Incentive Paid Dollar Last Year	1	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Rogers	69908	Full	\$114,337	\$89,354	\$111,692	\$139,615
North Little Rock	64591	Full	\$73,000	\$58,400	\$73,000	\$87,600
Conway	64134	Full	\$83,110	\$66,488	\$83,110	\$83,110
Conway	64134	Full	\$48,441	\$38,753	\$48,441	\$48,441
Hot Springs	37930	Full	\$90,126	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$71,760	\$68,640	\$83,200	\$104,000
Sherwood	32731	Full				
Paragould	29537	Full	\$59,358	\$47,486	\$59,358	\$71,230
Russellville	28940	Full	\$52,000	\$41,600	\$52,000	\$62,400
Monticello	8442	Full	\$34,874	\$34,874	\$34,874	\$41,849
Pocahontas	7371	Full	\$47,008	\$37,606	\$47,008	\$56,410
Mena	5589	Full	\$65,123	\$52,098	\$65,123	\$78,148

Airport Manager

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

Airport Attendant

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

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	18	\$33,118	\$36,524	\$41,159	\$37,542	\$46,592	\$54,662
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Airport Attendant

Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full				
Russellville	28940	Full	\$32,085	\$25,668	\$32,085	\$38,502
Russellville	28940	Full	\$33,118	\$26,494	\$33,118	\$39,742
Hope	8952	Full	\$35,422	\$28,338	\$35,422	\$42,506
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Animal Control Director

Index Tab	
Job Title:	903 - Animal Control Director
Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A M B):	3 9 0
Exempt non-exempt:	9 2
Bonus Eligible (Y N):	4 2
Full Part Time:	4 0
Number of Organizations Reporting:	12
Position Titles:	Aco Dept Head Animal Control Director Animal Control Officer Animal Services Director Animal Services Supervisor Animal Shelter Director Animal Supervisor Assistant Mgr-Animal Shelter Community Services Director
Reports To:	City Manager Director Of Public Works Finance & Hr Director Mayor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	12	\$37,204	\$39,894	\$60,529	\$56,700	\$72,336	\$85,785
Actual Incentive Paid Dollar Last Year	2	\$200	\$200	\$1,100	\$200	\$2,000	\$2,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$85,785	\$78,432	\$98,040	\$117,649
Rogers	69908	Full	\$60,049	\$50,869	\$63,586	\$79,482
Rogers	69908	Full	\$75,337	\$64,525	\$80,656	\$100,820
North Little Rock	64591	Full	\$72,336	\$57,869	\$72,336	\$86,803
Sherwood	32731	Full				
Texarkana	29387	Full	\$56,700	\$47,028	\$59,446	\$75,753
Russellville	28940	Full	\$66,304	\$53,043	\$66,304	\$79,565
Cabot	26569	Full	\$99,396	\$79,517	\$99,396	\$119,275
Maumelle	19251	Full	\$52,844	\$42,275	\$52,844	\$63,413
Lowell	9839	Full	\$49,483	\$39,586	\$49,483	\$59,380
Hope	8952	Full	\$39,894	\$31,915	\$39,894	\$47,873
Mena	5589	Full	\$37,204	\$29,763	\$37,204	\$44,645
Fairfield Bay	2108	Full	\$31,010	\$24,808	\$31,010	\$37,212

Animal Control Director

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

Animal Control Field Officer

Index Tab	
Job Title:	904 - Animal Control Field Officer
Job Description:	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
Total Matches (A M B):	3 31 5
Exempt non-exempt:	1 36
Bonus Eligible (Y N):	14 34
Full Part Time:	14 2
Number of Organizations Reporting:	24
Position Titles:	Aco Officer Animal Control Animal Control Director Animal Control Field Officer Animal Control Officer Animal Control Officer Iii Animal Control/Code Enforcement Animal Services Supervisor Animal Wel Officer 834 Animal Welfare Officer Assistant Manager/Adoption Specialist Awu Officer Code Enforcement/Animal Control Officer Kennel Supervisor-Renamed Manager Lead Animal Control Officer
Reports To:	Aco Dept Head Animal Control Director Animal Control Supervisor Animal Services Director Animal Services Manager Animal Services Supervisor Animal Shelter Director Animal Welfare Manager Mayor Police Chief Public Works Director Sergeant
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	41	\$29,556	\$35,485	\$37,955	\$39,520	\$41,215	\$45,803
Actual Incentive Paid Dollar Last Year	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Animal Control Field Officer

Conway	64134	Full	\$37,652	\$30,122	\$37,652	\$37,652
Conway	64134	Full	\$37,652	\$30,122	\$37,652	\$37,652
Bentonville	54164	Full	\$41,662	\$33,330	\$41,662	\$49,994
Sherwood	32731	Full	\$44,408	\$41,952	\$49,356	\$59,227
Bella Vista	30104	Full	\$42,203	\$32,993	\$38,815	\$46,578
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Texarkana	29387	Full	\$35,921	\$26,998	\$32,344	\$39,374
Texarkana	29387	Full	\$31,054	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$39,663	\$31,730	\$39,663	\$47,596
Russellville	28940	Full	\$39,577	\$31,662	\$39,577	\$47,492
Maumelle	19251	Full	\$38,459	\$30,767	\$38,459	\$46,151
Centerton	17792	Full	\$46,300	\$37,040	\$46,300	\$55,560
Blytheville	13406	Full	\$26,749	\$21,399	\$26,749	\$32,099
Greenwood	9516	Full	\$39,790	\$30,240	\$39,790	\$45,361
Clarksville	9381	Full	\$3,837	\$34,077	\$37,077	\$39,077
Hope	8952	Full	\$35,485	\$28,388	\$35,485	\$42,582
Monticello	8442	Full	\$29,580	\$32,580	\$29,580	\$35,496
Pocahontas	7371	Full	\$37,725	\$30,180	\$37,725	\$45,270
Prairie Grove	7045	Full	\$36,067	\$28,854	\$36,067	\$43,280
Heber Springs	6969	Full	\$31,865	\$25,492	\$31,865	\$38,238
Ward	6052	Full	\$29,556	\$23,645	\$29,556	\$35,467
Ward	6052	Full	\$33,425	\$26,740	\$33,425	\$40,110
Elkins	3602	Full	\$49,818	\$39,854	\$49,818	\$59,782
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

Index Tab	
Job Title:	905 - Animal Services Manager
Job Description:	Manages the operation and maintenance of an animal control facility and administration of standard animal control programs including licensing, rabies control, education and staff training; requires high school or GED plus some specialized training; minimum of five (5) years of general experience and two (2) years of supervisory/managerial experience.
Total Matches (A M B):	2 7 0
Exempt non-exempt:	3 6
Bonus Eligible (Y N):	4 6
Full Part Time:	4 2
Number of Organizations Reporting:	10
Position Titles:	Aco Supervisor Animal Control Supervisor Animal Services Manager Animal Services Supervisor Animal Welfare Manager Animal Welfare Technician Anmimal Control Helper
Reports To:	Animal Control Officer Animal Supervisor Chief Of Police Community Services Director Director Of Housing And Neighborhood Programs Police Captain Police Chief
Comments:	Amount Of Ot Should Decrease From The 2023 Amount.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	9	\$31,200	\$33,072	\$51,797	\$49,959	\$59,482	\$91,846
Actual Incentive Paid Dollar Last Year	2	\$200	\$200	\$400	\$200	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$91,846	\$61,366	\$77,935	\$94,504
Conway	64134	Full	\$59,482	\$47,586	\$59,482	\$59,482
Bentonville	54164	Full	\$68,915	\$55,132	\$68,915	\$82,698
Sherwood	32731	Full	\$57,495	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$46,349	\$37,079	\$46,349	\$55,619
Cabot	26569	Full	\$49,959	\$39,967	\$49,959	\$59,951
Centerton	17792	Full				
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Lowell	9839	Full	\$33,072	\$26,458	\$33,072	\$39,686
Pocahontas	7371	Full	\$27,851	\$22,281	\$27,851	\$33,421

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

Animal Services Officer

Index Tab	
Job Title:	906 - Animal Services Officer
Job Description:	Enhances public safety by attending to the welfare of citizens and animals by enforcing the city ordinances and state laws; educates public on laws and ordinances, safety issues, and proper care of animals; investigates animal abuse, abandonment and neglect cases; performs euthanasia and cleaning duties; requires high school or GED completion; 12 to 18 months related experience.
Total Matches (A M B):	10 25 2
Exempt non-exempt:	0 42
Bonus Eligible (Y N):	13 42
Full Part Time:	13 3
Number of Organizations Reporting:	15
Position Titles:	Animal Caretaker Animal Control Animal Control Officer Animal Services Officer Animal Services Warder Animal Technician Kennel Tech Kennel Technician
Reports To:	Animal Control Director Animal Control Supervisor Animal Services Director Animal Services Manager Animal Services Supervisor Animal Welfare Manager Police Assistant Chief Sergeant
Comments:	Does Not Go Out Into The Field Or Issue Citations Like AnimalWelfare Officers No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	44	\$28,745	\$31,553	\$34,475	\$33,713	\$37,454	\$40,601
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Animal Services Officer

Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Bentonville	54164	Full	\$36,795	\$29,436	\$36,795	\$44,154
Hot Springs	37930	Full	\$32,032	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Jacksonville	29477	Full	\$37,454	\$29,963	\$37,454	\$44,945
Texarkana	29387	Full	\$28,745	\$25,064	\$29,265	\$35,609
Texarkana	29387	Full	\$28,225	\$25,064	\$29,265	\$35,609
Texarkana	29387	Full	\$26,145	\$25,064	\$29,265	\$35,609
Russellville	28940	Full	\$27,986	\$22,389	\$27,986	\$33,583
Russellville	28940	Full	\$27,986	\$22,389	\$27,986	\$33,583
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Maumelle	19251	Full	\$32,872	\$26,298	\$32,872	\$39,446
Maumelle	19251	Full	\$31,986	\$25,589	\$31,986	\$38,383
Maumelle	19251	Full	\$30,271	\$24,217	\$30,271	\$36,325
Maumelle	19251	Full	\$29,458	\$23,566	\$29,458	\$35,350
Centerton	17792	Full	\$33,404	\$26,723	\$33,404	\$40,085
Harrison	13069	Full	\$40,601	\$40,601	\$40,601	\$40,601
McCrary	1583	Full	\$31,200	\$24,960	\$31,200	\$37,440

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Building/Maintenance Supervisor

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

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

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

Building/Maintenance Supervisor

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

Building/Maintenance Worker

Index Tab	
Job Title:	908 - Building/Maintenance Worker
Job Description:	Maintain building in good repair, performing routine painting, plumbing, some electrical wiring (within scope of demonstrated skill) and other related maintenance activities as directed. Perform minor maintenance on heating and air conditioning equipment. Assist in servicing and cleaning bathroom plumbing facilities, disassembling and reassembling after their cleaning and/or repair. Perform construction work such as building cabinets, painting, plumbing, laying tile, assisting in remodeling projects, etc. Assist with preparation and cleaning of meeting rooms, gymnasium, banquet hall, etc. as needed prior to and following scheduled events.
Total Matches (A M B):	17 33 10
Exempt non-exempt:	4 60
Bonus Eligible (Y N):	20 59
Full Part Time:	20 12
Number of Organizations Reporting:	17
Position Titles:	Bldg Maint Operator Ii/Cdl Bldg Maint Operator Iii/Cdl Building Maintenance Building Maintenance Technician Building/Maintenance Worker Construction Laborer Construction Technician Custodian Ii Custodian Custodian - Parks #1 Custodian - Parks #2 Custodian-Library Electrical Technician Facility Maintenance Janitor-01 Janitor-02 Janitor-03 Janitor-04 Janitor-05 Lead Building Engineer - Police Lead Janitor Maintenance Maintenance Foreman-Admin Maintenance I Maintenance Ii Maintenance Operator Maintenance Specialist I Maintenance Tech-Administration Maintenance Technician Maintenance Technician - Jail Maintenance Technician - Police Maintenance Awc Maintenance/Grounds Maintenance/Receptionist Parks Custodian Parks Bldg Maint Supervisor/Cdl Building Inspector Building Maintenance Manager Building Maintenance Supervisor City Clerk/Treasurer Civic Center Manager Construction Services Supervisor Crew Leader Pp Director Director Of Public Works Hr/Personnel Director Museum Director Office Administrator - Parks Parks Assistant Director Parks Director Parks Facility Maintenance Manager Police Chief Police Major Support Division Public Works Director Sergeant Superintendant Utilities Director
Reports To:	Construction Services Supervisor Crew Leader Pp Director Director Of Public Works Hr/Personnel Director Museum Director Office Administrator - Parks Parks Assistant Director Parks Director Parks Facility Maintenance Manager Police Chief Police Major Support Division Public Works Director Sergeant Superintendant Utilities Director
Comments:	Custodian Duties Only Does Not Perform Building Maintenance. Performs General Housekeeping And Custodial Duties For City Hall And Other City Facilities And Grounds As Needed Police

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

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

Building/Maintenance Worker

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

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

Fleet Supervisor

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

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

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

Fleet Supervisor

Sherwood	32731	Full	\$73,570	\$56,498	\$66,468	\$73,762
Jacksonville	29477	Full	\$58,709	\$46,967	\$58,709	\$70,451
Russellville	28940	Full	\$50,645	\$40,516	\$50,645	\$60,774
Cabot	26569	Full	\$56,169	\$44,935	\$56,169	\$67,403
Maumelle	19251	Full	\$55,615	\$44,492	\$55,615	\$66,738
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Fleet Maintenance Mechanic II

Index Tab	
Job Title:	910 - Fleet Maintenance Mechanic II
Job Description:	The incumbent assists with the repair and maintenance of light and heavy automotive equipment, directly supervises Technicians, Service Attendants and performs other duties related to shop. Discusses equipment problems with driver/operator to determine issues and troubleshoot resolution. Coordinates scheduling of equipment due for servicing or safety inspection with City personnel. Assigns repair or maintenance projects to Mechanic I and reviews repairs performed. Prepares records and reports of a routine nature, including time sheets, work orders, etc. May be on call 24 hours a day.
Total Matches (A M B):	2 38 3
Exempt non-exempt:	4 48
Bonus Eligible (Y N):	10 46
Full Part Time:	10 0
Number of Organizations Reporting:	18
Position Titles:	Automotive Technician Ii Chief Mechanic - Solid Waste Fleet Maintenance (2Nd Shift) Chief Mechanic - Utility Fleet Maintenance Construction Technician Fleet Maint Mechanic Ii Fleet Maint Tech Int Fleet Maintenance Mechanic Ii Fleet Mechanic - Tech Ii Fleet Service Writer Foreperson - Fleet Maintenance Heavy Eqpt Mechanic Iii Heavy Equip. Mech.Ii Hvy Eqpt Mechanic Ii San Hvy Eqpt Mechanic Iii Lead Mechanic Maintenance Supervisor Mechanic Mechanic Ii Motor Shop Technician Ii Physical Resources Tech. I Physical Resources Tech. Ii Sanitation Diesel Mechanic Shop Foreman Sr. Fleet Mechanic Street Dept Mechanic Ii Street Worker Vehicle Maintenance Officer (Civilian)
Reports To:	Assistant Director Assistant Fire Chief Asst. Street Superintendent Chief Operations Officer/City Engineer City Garage Manager Director Of Public Works Director Of Vehicle Maintenance Fire Division Chief Fleet & Facilities Supervisor Or Manager Fleet Service Center Supervisor Fleet Services Director Lead Mechanic Manager - Solid Waste Fleet Maintenance Mayor Police Chief Public Works Director Sergeant/Services Street Department Director Street Dept Director Supervisor - Utility Fleet Maintenance Supervisor/Shop Water Distribution Director
Comments:	10 Years Experience Required Fire Marked As Less To Prevent Heavy Equipment Iii And Heavy Equipment IiFrom Being Considered To Match Each Other. Heavy Equipment Iii Is A StepAbove Heavy Equipment Ii. No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	52	\$40,000	\$43,846	\$50,692	\$50,614	\$55,203	\$64,019
Actual Incentive Paid Dollar Last Year	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	2	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

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

Fleet Maintenance Mechanic II

Fort Smith	89142	Full	\$43,846	\$38,584	\$48,235	\$57,886
Fort Smith	89142	Full	\$56,722	\$38,584	\$48,235	\$57,886
Springdale	87176	Full	\$56,904	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$68,515	\$50,988	\$53,735	\$76,482
Springdale	87176	Full	\$56,604	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$45,534	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$50,891	\$42,856	\$53,570	\$64,284
Springdale	87176	Full	\$50,891	\$42,856	\$53,570	\$64,284
Rogers	69908	Full	\$56,555	\$48,386	\$60,482	\$75,603
Rogers	69908	Full	\$48,776	\$45,903	\$57,378	\$71,723
North Little Rock	64591	Full	\$66,689	\$44,374	\$53,937	\$66,689
North Little Rock	64591	Full	\$66,689	\$44,374	\$53,937	\$66,689
Conway	64134	Full	\$50,614	\$40,491	\$50,614	\$50,614
Conway	64134	Full	\$50,614	\$40,491	\$50,614	\$50,614
Conway	64134	Full	\$53,426	\$42,741	\$53,426	\$53,426
Conway	64134	Full	\$53,426	\$42,741	\$53,426	\$53,426
Conway	64134	Full	\$64,019	\$51,215	\$64,019	\$64,019
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$42,182	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$42,182	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$35,318	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,236	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$42,931	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$65,354	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$54,885	\$43,908	\$54,885	\$65,862
Texarkana	29387	Full	\$40,310	\$34,902	\$41,891	\$50,939
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Van Buren	23218	Full	\$38,652	\$30,922	\$38,652	\$46,382
Van Buren	23218	Full	\$54,021	\$43,217	\$54,021	\$64,825
Maumelle	19251	Full	\$40,372	\$32,298	\$40,372	\$48,446
Blytheville	13406	Full	\$37,253	\$29,802	\$37,253	\$44,704
Harrison	13069	Full	\$64,483	\$64,483	\$64,483	\$64,483
Harrison	13069	Full	\$45,822	\$45,822	\$45,822	\$45,822
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Greenwood	9516	Full	\$46,742	\$43,421	\$46,742	\$50,061
Greenwood	9516	Full	\$47,457	\$43,421	\$47,457	\$50,061
Clarksville	9381	Full	\$60,178	\$56,968	\$57,968	\$58,968

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

Fleet Maintenance Mechanic I

Index Tab	
Job Title:	911 - Fleet Maintenance Mechanic I
Job Description:	Performs skilled work relative to the maintenance and repair of City vehicles and equipment. . Order replacement parts. Organize and maintain effective preventative maintenance practices and records and perform complete vehicle preventive maintenance checks on City fleet vehicles and equipment. Repair/replace motors, generators, carburetors, clutches, ignition systems and similar mechanical assemblies. Perform electrical work such as installing batteries, repairing and adjusting lights, replacing generators and starters and trouble
Total Matches (A M B):	1 34 0
Exempt non-exempt:	1 40
Bonus Eligible (Y N):	3 40
Full Part Time:	3 0
Number of Organizations Reporting:	16
Position Titles:	Apprentice Fleet Mechanic Apprentice Mechanic - Tech I Automotive Technician I City Garage Mechanic Construction Technician Fleet Main Tech Entry Fleet Maint Mechanic I Fleet Maintenance Mechanic I Fleet Mechanic Heavy Eqpy Mechanic I San Heavy Equipment Mechanic - Solid Waste Heavy Equipment Mechanic - Solid Waste (2Nd Shift) Heavy Equipment Mechanic - Transit Heavy Equipment Mechanic - Utilities Mechanic Secondary Mechanic Shop Mechanic Street Dept Mechanic I Supply Assistant Supply Supervisor Technician I
Reports To:	City Garage Manager Director Of Public Works Fleet & Facilities Supervisor Or Manager Fleet Service Center Supervisor Fleet Services Director Foreman Maint. Supervisor Manager - Solid Waste Fleet Maintenance Police Major Support Division Public Works Director Public Works Manager Shop Foreman Street Dept Director Supervisor - Transit Maintenance Supervisor - Utility Fleet Maintenance
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	42	\$33,155	\$38,730	\$42,620	\$40,976	\$47,802	\$55,078
Actual Incentive Paid Dollar Last Year	1	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Fleet Maintenance Mechanic I

Fort Smith	89142	Full	\$51,646	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
North Little Rock	64591	Full	\$57,225	\$35,904	\$45,328	\$57,225
Conway	64134	Full	\$47,802	\$38,242	\$47,802	\$47,802
Conway	64134	Full	\$48,289	\$38,631	\$48,289	\$48,289
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$35,318	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$40,892	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$32,032	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$55,078	\$52,013	\$61,192	\$73,431
Paragould	29537	Full	\$42,680	\$34,144	\$42,680	\$51,216
Jacksonville	29477	Full	\$46,532	\$37,226	\$46,532	\$55,838
Jacksonville	29477	Full	\$46,532	\$37,226	\$46,532	\$55,838
Maumelle	19251	Full	\$34,444	\$27,555	\$34,444	\$41,333
Maumelle	19251	Full	\$30,160	\$24,128	\$30,160	\$36,192
Blytheville	13406	Full	\$26,956	\$21,565	\$26,956	\$32,347
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Greenwood	9516	Full	\$33,155	\$27,532	\$33,155	\$43,421
Clarksville	9381	Full	\$37,638	\$33,638	\$36,638	\$38,638
Hope	8952	Full	\$43,534	\$34,827	\$43,534	\$52,241
Monticello	8442	Full	\$51,571	\$51,571	\$51,571	\$61,885
Heber Springs	6969	Full	\$44,720	\$35,776	\$44,720	\$53,664

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

Horticulturist

Index Tab	
Job Title:	912 - Horticulturist
Job Description:	Maintains new and existing horticultural and landscaping projects within the City; develops horticultural displays; interprets plans and field changes for landscape design; requires completion of a Bachelor's Degree in Horticulture, Botany, or a related field; two (2) years of experience involving horticultural and landscaping practices; and one (1) year of supervisory/managerial experience.
Total Matches (A M B):	1 6 0
Exempt non-exempt:	1 4
Bonus Eligible (Y N):	6 4
Full Part Time:	6 0
Number of Organizations Reporting:	6
Position Titles:	Construction Technician Horticulturist Landscaper Maintenance Specialist/Horticulture
Reports To:	Building Maintenance Supervisor Landscape Foreman Parks Director Parks Maintenance Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	8	\$40,594	\$40,594	\$47,577	\$47,070	\$48,484	\$64,054
Actual Incentive Paid Dollar Last Year	1	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$64,054	\$46,772	\$59,401	\$72,029
Springdale	87176	Full	\$47,695	\$44,889	\$56,111	\$67,333
Springdale	87176	Full	\$46,291	\$44,889	\$56,111	\$67,333
Bentonville	54164	Full	\$55,848	\$44,678	\$55,848	\$67,018
Bentonville	54164	Full	\$48,484	\$38,787	\$48,484	\$58,181
Bentonville	54164	Full	\$47,070	\$37,656	\$47,070	\$56,484
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Clarksville	9381	Full	\$40,594	\$33,384	\$36,384	\$38,384

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

Grounds Maintenance Supervisor

Index Tab	
Job Title:	913 - Grounds Maintenance Supervisor
Job Description:	Oversee grounds for the City and act as a working supervisor. Supervise grounds and maintenance employees. Purchase supplies (tires, oil, grease, tools, etc.). Hire and train employees. Obtain bids on weed eaters, tractors, mower decks, parts, trucks, etc. Purchase snow plows and sand spreaders for snow and ice. Handle daily employee-related paperwork. Oversee use of chemicals on grounds and related equipment.
Total Matches (A M B):	1 11 3
Exempt non-exempt:	3 14
Bonus Eligible (Y N):	5 14
Full Part Time:	5 0
Number of Organizations Reporting:	15
Position Titles:	B&G Foreman B&G Supervisor/Safety Officer Cemetery Caretaker Construction Technician Grounds Maint Supervisor/Cdl Grounds Supervisor Landscape Foreman Parks Foreman Parks Grounds Maintenance Manager Parks Maintenance Superintendent Parks Superintendent Pest Control Officer Supervisor Supervisor - Utility Grounds Maintenance Transit Field Supervisor Urban Forester Supervisor
Reports To:	Chief Operations Officer/City Engineer Crew Leader Pp Director Of Parks & Rec Director Of Parks & Recreation Director Of Public Works Finance Manager Parks & Recreation Director Program Manager - Utility Easement & Station Maintenance Public Works Director Recreation & Parks Director Urban Forester
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	20	\$30,576	\$41,080	\$51,725	\$46,155	\$58,460	\$65,416
Actual Incentive Paid Dollar Last Year	1	\$3,493	\$3,493	\$3,493	\$3,493	\$3,493	\$3,493
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Grounds Maintenance Supervisor

Russellville	28940	Full	\$38,266	\$30,613	\$38,266	\$45,919
Maumelle	19251	Full	\$48,632	\$38,906	\$48,632	\$58,358
Harrison	13069	Full	\$45,822	\$45,822	\$45,822	\$45,822
Harrison	13069	Full	\$58,460	\$58,460	\$58,460	\$58,460
Forrest City	13015	Full	\$41,080	\$32,864	\$41,080	\$49,296
Mountain Home	12825	Full	\$55,890	\$42,349	\$52,707	\$60,258
Monticello	8442	Full	\$30,355	\$30,355	\$30,355	\$36,426
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Grounds Maintenance Lead

Index Tab	
Job Title:	914 - Grounds Maintenance Lead
Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include maintaining the grass and vegetation in public parks and City areas, cutting down/trimming trees, building fences, acting as moving crew as needed for the City, maintaining drainage ditches and storm drains and ensuring they flow and drain correctly, acting as backup for Grounds Maintenance Supervisor, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city, working on the road crew during the winter as needed to clean snow and ice, installing and maintaining street signs, ability to operate various equipment needed to perform job.
Total Matches (A M B):	2 18 1
Exempt non-exempt:	1 12
Bonus Eligible (Y N):	14 12
Full Part Time:	14 0
Number of Organizations Reporting:	10
Position Titles:	Construction Technician Grounds Crew Leader I Grounds Maint Lead/Cdl Grounds Maintenance Lead Groundskeeper Lead Infrastructure & Facilities Management Parks Maintenance Crew Leader Parks Maintenance Worker Iii Parks/Rec/Street Supervisor/Street Maintenance Supervisor
Reports To:	Distribution Supervisor General Parks Supervisor Grounds Maint Supervisor/Cdl Mayor Mayor & Office Manager Pest Control Officer Public Works Director Supervisor - Utility Grounds Maintenance
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	23	\$32,323	\$35,880	\$40,114	\$40,603	\$45,139	\$47,008
Actual Incentive Paid Dollar Last Year	1	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Grounds Maintenance Lead

Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Sherwood	32731	Full				
Maumelle	19251	Full	\$40,603	\$32,482	\$40,603	\$48,724
Blytheville	13406	Full	\$32,448	\$25,958	\$32,448	\$38,938
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Goshen	2102	Full	\$44,100	\$35,280	\$44,100	\$52,920
Goshen	2102	Full	\$41,600	\$33,280	\$41,600	\$49,920
Hector	411	Full	\$35,298	\$28,238	\$35,298	\$42,358
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Grounds Maintenance Laborer

Index Tab	
Job Title:	915 - Grounds Maintenance Laborer
Job Description:	To take care of the city streets, parks, green spaces, and grounds for the City. Typical duties might include: mowing, weed eating, cleaning up and maintaining equipment, cutting and/or trimming trees, cleaning out ditches and storm drains, picking up trash, maintaining tunnels, walking trails, various painting jobs required around city and other duties as assigned.
Total Matches (A M B):	7 40 8
Exempt non-exempt:	2 47
Bonus Eligible (Y N):	31 47
Full Part Time:	31 2
Number of Organizations Reporting:	13
Position Titles:	B&G Operator Ii Construction Technician General Laborer Street Grounds Keeper Grounds Maintenance Laborer Grounds Maintenance Person Groundskeeper Groundskeeper/Maintenance Worker Laborer Laborer I Landscape Maintenance Maintenance Parks Grounds Maintenance Worker Parks Maintenance Worker I Parks Maintenance Worker Ii Property Maintenance Technician Senior Maintenance Person - Solid Waste Fleet Maintenance Tractor Driver
Reports To:	B&G Foreman Grounds Maint Lead/Cdl Grounds Supervisor Grounds Supervisor Pp Groundskeeper Lead Landscape Foreman Manager - Solid Waste Fleet Maintenance Parks Director Parks Grounds Maintenance Manager Pest Control Officer Pest Control Supervisor Public Works Director Street Foreman Street Supervisor Supervisor - Utility Grounds Maintenance
Comments:	Mows Grass On City Street And Ditches No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	58	\$27,040	\$28,330	\$32,324	\$32,593	\$34,417	\$38,037
Actual Incentive Paid Dollar Last Year	5	\$23	\$322	\$1,405	\$1,800	\$1,800	\$3,080
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Grounds Maintenance Laborer

Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Conway	64134	Full	\$33,742	\$26,994	\$33,742	\$33,742
Bentonville	54164	Full	\$31,636	\$25,309	\$31,636	\$37,963
Bentonville	54164	Full	\$33,529	\$26,823	\$33,529	\$40,235
Bentonville	54164	Full	\$32,593	\$26,074	\$32,593	\$39,112
Bentonville	54164	Full	\$32,593	\$26,074	\$32,593	\$39,112
Bentonville	54164	Full	\$32,593	\$26,074	\$32,593	\$39,112
Bentonville	54164	Full	\$31,636	\$25,309	\$31,636	\$37,963
Bentonville	54164	Full	\$33,841	\$27,073	\$33,841	\$40,609
Bentonville	54164	Full	\$37,232	\$29,786	\$37,232	\$44,678
Bentonville	54164	Full	\$36,254	\$29,003	\$36,254	\$43,505
Hot Springs	37930	Full	\$31,553	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Jacksonville	29477	Full	\$31,824	\$25,459	\$31,824	\$38,189
Jacksonville	29477	Full	\$35,457	\$28,366	\$35,457	\$42,548
Jacksonville	29477	Full	\$33,849	\$27,079	\$33,849	\$40,619
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Maumelle	19251	Full	\$30,534	\$24,427	\$30,534	\$36,641
Maumelle	19251	Full	\$28,537	\$22,830	\$28,537	\$34,244
Maumelle	19251	Full	\$27,851	\$22,281	\$27,851	\$33,421
Maumelle	19251	Full	\$28,412	\$22,730	\$28,412	\$34,094
Maumelle	19251	Full	\$28,537	\$22,830	\$28,537	\$34,244
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Harrison	13069	Full	\$42,785	\$42,785	\$42,785	\$42,785
Harrison	13069	Full	\$42,785	\$42,785	\$42,785	\$42,785
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$28,329	\$22,663	\$28,329	\$33,995
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$28,330	\$22,664	\$28,330	\$33,996
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$28,080	\$25,480	\$28,080	\$33,696
Mountain Home	12825	Full	\$43,347	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$39,627	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075
Clarksville	9381	Full	\$38,037	\$34,077	\$37,077	\$39,077

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

Signal Repair Technician - Senior

Index Tab	
Job Title:	916 - Signal Repair Technician - Senior
Job Description:	Troubleshoots, repairs, and maintains defective signal control units and other assigned equipment; provides supervision to Signal Repair Technicians; requires completion of a vocational - technical school course in basic electronics; two (2) years experience in the repair and maintenance of electronic equipment, including microprocessors; one (1) year of supervisory/managerial experience.
Total Matches (A M B):	1 6 2
Exempt non-exempt:	1 9
Bonus Eligible (Y N):	2 9
Full Part Time:	2 0
Number of Organizations Reporting:	10
Position Titles:	Chief Signal Technician Construction Technician Master Electrician Sign/Signal Specialist Signal Repair Technician - Senior Street Sign And Signal Foreman Supervisor/Signalization Technician Traffic Signal Manager Traffic Superintendent
Reports To:	Director Of Public Works Director Of Traffic Services And Safety Engineering Director Public Works Director Street Superintendent Street Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	10	\$27,851	\$44,741	\$54,970	\$46,412	\$74,110	\$77,711
Actual Incentive Paid Dollar Last Year	1	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330	\$2,330
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$77,711	\$62,169	\$77,711	\$93,253
Rogers	69908	Full	\$74,110	\$69,490	\$86,863	\$108,579
North Little Rock	64591	Full	\$82,116	\$53,794	\$65,387	\$82,116
Conway	64134	Full	\$70,183	\$56,146	\$70,183	\$70,183
Hot Springs	37930	Full	\$32,552	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full	\$44,741	\$41,529	\$55,917	\$67,100
Jacksonville	29477	Full	\$48,204	\$38,563	\$48,204	\$57,845
Russellville	28940	Full	\$46,412	\$37,130	\$46,412	\$55,694
Blytheville	13406	Full	\$27,851	\$22,281	\$27,851	\$33,421
Clarksville	9381	Full	\$45,821	\$39,361	\$42,361	\$44,361

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

Signal Repair Technician

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

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

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

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

Signal Technician II

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

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

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

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

Signal Technician I

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

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

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

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

Parks Director

Index Tab	
Job Title:	1000 - Parks Director
Job Description:	Manages a comprehensive program to provide year round leisure, recreation and parks programs within the municipal park system including parks, trail system, lakes, golf course, cemetery, senior center, tennis center, etc.; delegates through various supervisors duties that will maintain the park infrastructure, support the community
Total Matches (A M B):	6 23 4
Exempt non-exempt:	24 8
Bonus Eligible (Y N):	14 8
Full Part Time:	14 0
Number of Organizations Reporting:	29
Position Titles:	Assistant Director Of Parks And Recreation Asst. Parks Director Director Director Of Parks & Rec Director Of Parks & Recreation Director Of Parks & Recreation, Traffic Services, And Safety Director Of Parks And Rec Director Of Parks And Recreation Director Of Senior Svcs General Director Parks & Recreation Dir Parks & Recreation Director Parks And Recreation Director Parks And Trails Director Parks Assistant Director Parks Director Parks Executive Director Parks Superintendent Parks, Rec, & Tourism Director Public Works Worker Rec And Parks Director Sports Manager
Reports To:	City Manager Director Of Parks & Rec Director Public Works Mayor Mayor/A & P Commission Mayor/Parks Commission Parks & Recreation Director Parks Commission Parks Director
Comments:	300 Per Year Longevity Pay No Pay Grade/Min/Mid/Max Pay Structure In Place Serves As Parks Director, Traffic Services Diretor, And Safety Director

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	34	\$45,332	\$56,200	\$77,289	\$70,374	\$89,224	\$125,844
Actual Incentive Paid Dollar Last Year	4	\$1,000	\$1,000	\$10,895	\$2,000	\$3,080	\$37,500
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Parks Director

Texarkana	29387	Full	\$80,745	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$78,727	\$62,982	\$78,727	\$94,472
Cabot	26569	Full	\$109,118	\$87,294	\$109,118	\$130,942
Van Buren	23218	Full	\$62,559	\$50,047	\$62,559	\$75,071
Maumelle	19251	Full	\$100,148	\$80,118	\$100,148	\$120,178
Maumelle	19251	Full	\$89,224	\$71,379	\$89,224	\$107,069
Harrison	13069	Full	\$88,275	\$88,275	\$88,275	\$88,275
Forrest City	13015	Full	\$60,655	\$48,524	\$60,655	\$72,786
Mountain Home	12825	Full	\$85,280	\$72,509	\$79,456	\$85,280
Greenwood	9516	Full	\$60,192	\$46,168	\$60,192	\$69,254
Clarksville	9381	Full	\$41,630	\$40,630	\$43,630	\$45,630
Hope	8952	Full	\$53,071	\$42,457	\$53,071	\$63,685
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Pocahontas	7371	Full	\$45,332	\$36,266	\$45,332	\$54,398
Heber Springs	6969	Full	\$56,200	\$44,960	\$56,200	\$67,440
Ward	6052	Full	\$44,512	\$35,610	\$44,512	\$53,414
Mena	5589	Full	\$48,900	\$39,120	\$48,900	\$58,680
Dardanelle	4517	Full	\$50,300	\$40,240	\$50,300	\$60,360
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

Index Tab	
Job Title:	1001 - Parks Aquatics Manager
Job Description:	The Aquatics Manager is responsible for the daily operations of the Aquatic Center, including all personnel, pools and slides, dressing room facilities, offices and storage space, pool equipment and the concession stand. Supervises the activities in and around the pool to see that policies, rules, and regulations are observed. Maintains various first aid and any other required certificates.
Total Matches (A M B):	2 10 3
Exempt non-exempt:	4 10
Bonus Eligible (Y N):	5 10
Full Part Time:	5 2
Number of Organizations Reporting:	12
Position Titles:	Aquatic Director Aquatic Manager Aquatic Tech Aquatics Center Shift Supervisor Aquatics Director Aquatics Program Manager Aquatics Specialist Community Center Dir. Expo Manager Lake Leatherwood Mgr Recreation Program Supervisor
Reports To:	Assistant Fitness Center Supervisor Assistant Parks & Rec Director Director Of Parks And Rec General Director (Parks) Mayor Parks Director Recreation & Parks Director
Comments:	Seasonal

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	15	\$28,080	\$37,446	\$47,612	\$46,965	\$52,998	\$59,841
Actual Incentive Paid Dollar Last Year	1	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080	\$3,080
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$42,432	\$36,920	\$46,889	\$56,857
Rogers	69908	Full	\$59,841	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$52,998	\$40,937	\$51,171	\$63,964
North Little Rock	64591	Full				
Conway	64134	Full	\$91,624	\$73,299	\$91,624	\$91,624
Conway	64134	Full	\$52,773	\$42,218	\$52,773	\$52,773
Bentonville	54164	Full	\$56,596	\$45,277	\$56,596	\$67,915
Sherwood	32731	Full	\$46,350	\$41,952	\$49,356	\$59,227
Russellville	28940	Full	\$49,162	\$39,330	\$49,162	\$58,994
Cabot	26569	Full	\$50,000	\$40,000	\$50,000	\$60,000
Clarksville	9381	Full	\$46,965	\$41,996	\$44,996	\$46,996
Pocahontas	7371	Full	\$37,677	\$30,142	\$37,677	\$45,212
Pocahontas	7371	Full	\$34,163	\$27,330	\$34,163	\$40,996
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696

Parks Aquatics Manager

Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
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

Index Tab	
Job Title:	1002 - Recreation Programmer
Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision, and counseling to participants in activities in a City recreation center; requires completion of high school; one (1) year of experience in assisting with the direction of athletic or recreational programs, or a related area; must possess Standard First Aid and Community CPR certifications, or other certifications which incorporate Standard First Aid and Infant, Child and Adult CPR, within six (6) months of employment, and maintain certifications for the duration of employment in this position.
Total Matches (A M B):	5 26 3
Exempt non-exempt:	3 31
Bonus Eligible (Y N):	11 31
Full Part Time:	11 95
Number of Organizations Reporting:	13
Position Titles:	Aquatic Clerk Athletic Coord Labor Center Manager Parks Activities Coordinator Parks Youth Center Manager Program Coordinator Program Coordinator Programmer Recreation Program Coord. Recreation Programmer Shooting Complex Manager Shooting Complex Worker Sports Coordinator Sports Program Director Sr. Center Cook Sr. Center Driver Tennis Manager Tennis Program Coordinator Trails Manager Youth Coord Youth Sports Coordinator
Reports To:	Aquatic Director Assistant Parks & Rec Director Asst Director Of Parks Director Of Parks & Rec Director Of Parks & Recreation Director Of Parks And Rec Parks Assistant Director Program Director Recreation Facility Supervisor Recreation Superintendent Senior Center Manager Shooting Complex Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	34	\$29,111	\$34,417	\$43,181	\$37,897	\$52,581	\$55,768
Actual Incentive Paid Dollar Last Year	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Recreation Programmer

Sherwood	32731	Full	\$35,443	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$50,999	\$40,799	\$50,999	\$61,199
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Jacksonville	29477	Full	\$55,128	\$44,102	\$55,128	\$66,154
Jacksonville	29477	Full	\$32,136	\$25,709	\$32,136	\$38,563
Jacksonville	29477	Full	\$50,999	\$40,799	\$50,999	\$61,199
Cabot	26569	Full	\$40,000	\$32,000	\$40,000	\$48,000
Cabot	26569	Full	\$36,340	\$29,072	\$36,340	\$43,608
Cabot	26569	Full	\$36,340	\$29,072	\$36,340	\$43,608
Maumelle	19251	Full	\$37,706	\$30,165	\$37,706	\$45,247
Mountain Home	12825	Full	\$48,880	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$49,858	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Clarksville	9381	Full	\$32,921	\$28,961	\$31,961	\$33,961
Monticello	8442	Full	\$31,384	\$31,384	\$31,384	\$37,661
Monticello	8442	Full	\$26,912	\$26,912	\$26,912	\$32,294
Monticello	8442	Full	\$26,912	\$26,912	\$26,912	\$32,294
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696

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

Recreation Program Manager

Index Tab	
Job Title:	1003 - Recreation Program Manager
Job Description:	Assists in the daily operation of a City recreation center; provides coaching, instruction, supervision and counseling to participants in aquatics activities and other activities and programs in a City recreation center; provides supervision to assigned regular part-time, temporary, contract, and volunteer staff; requires completion of high school; two (2) years of experience in assisting with the direction of athletic or recreational programs or a related area; must possess Lifeguard Instructor Training and Water Safety Instructor certifications before employment and maintain certifications for the duration of employment in this position.
Total Matches (A M B):	6 15 1
Exempt non-exempt:	3 19
Bonus Eligible (Y N):	7 19
Full Part Time:	7 0
Number of Organizations Reporting:	15
Position Titles:	Activities Coordinator Aquatics Maintenance Athletic Director Equipment Operator I-Renamed Program Coordinator Facilities Manager Manager Recreation Serv. Multipurpose Center Program Coordinator Parks Sports Coordinator Program & Marketing Mgr Program Assistant Program Director Program Leader Programs & Marketing Mgr Recreation Services Manager Recreation Superintendent Senior Center Manager Sports Recreation Operations Manager
Reports To:	Assistant Parks & Rec Director Director Of Parks & Recreation General Director (Parks) Office Administrator Operations Manager Parks Director Parks Executive Director Program Supervisor Recreation Superintendent
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	22	\$32,178	\$35,810	\$48,093	\$41,256	\$47,759	\$77,708
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Recreation Program Manager

Paragould	29537	Full	\$44,387	\$35,510	\$44,387	\$53,264
Texarkana	29387	Full	\$38,417	\$30,388	\$36,400	\$44,241
Cabot	26569	Full	\$65,000	\$52,000	\$65,000	\$78,000
Maumelle	19251	Full	\$32,178	\$25,742	\$32,178	\$38,614
Harrison	13069	Full	\$35,568	\$35,568	\$35,568	\$35,568
Harrison	13069	Full	\$27,913	\$27,913	\$27,913	\$27,913
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain Home	12825	Full	\$72,904	\$50,794	\$63,898	\$72,904
Monticello	8442	Full	\$34,096	\$34,096	\$34,096	\$40,915
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Recreation Facility Supervisor

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

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

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

Recreation Facility Supervisor

Sherwood	32731	Full	\$56,638	\$39,721	\$46,731	\$56,077
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Paragould	29537	Full	\$41,600	\$33,280	\$41,600	\$49,920
Jacksonville	29477	Full	\$43,000	\$34,400	\$43,000	\$51,600
Russellville	28940	Full	\$49,504	\$39,603	\$49,504	\$59,405
Cabot	26569	Full	\$52,313	\$41,850	\$52,313	\$62,776
Maumelle	19251	Full	\$81,406	\$65,125	\$81,406	\$97,687
Maumelle	19251	Full	\$50,753	\$40,602	\$50,753	\$60,904
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Therapeutic Recreation Coordinator

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

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

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

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

Parks Supervisor

Index Tab	
Job Title:	1006 - Parks Supervisor
Job Description:	Supervises a group of equipment/operators and laborers to ensure the proper maintenance of parks, medians, cemetery, athletic fields and public grounds; Assigns work and projects and will participate in the work itself as needed; requires high school education plus four (4) years of parks maintenance experience and two (2) years as a lead equipment/operator.
Total Matches (A M B):	3 72 5
Exempt non-exempt:	10 69
Bonus Eligible (Y N):	20 69
Full Part Time:	20 0
Number of Organizations Reporting:	24
Position Titles:	Asst Superintendent Of Parks Asst. Maintenance Supervisor Building Supervisor Cemetery Foreman Cemetery Sexton Crew Chief - Parks Facilities Manager Facility Manager - Diamond Center Facility Manager - Rolling Oaks Field Crew Lead Fields Mgr General Parks Supervisor Grounds Supervisor Ii Lead Maintenance Crew Lead Maintenance Specialist/Aquatics Maintenance Specialist/Turffields Maintenance Supervisor Monitor Supervisor Park Maintenance Supervisor Park Manager Parks Aquatics Manager Parks Concession Manager Parks Foreman Parks Head Maintenance Parks Maintenance #1 Parks Maintenance Supervisor Parks Superintendent Parks/Rec Operations Manager Sports Complex Supervisor Street Supervisor Superintendent - Golf Course
Reports To:	Assistant Parks & Rec Director Assistant Solid Waste Collection Supervisor Assistant Street Superintendent Asst Director Of Parks Building Maintenance Supervisor Deputy Director, Parks & Recreation Director Of Parks & Recreation Director Of Parks And Rec General Director (Parks) Horticulturist Landfill Supervisor Mayor Operations Manager Parks Director Parks Executive Director Parks Maintenance Superintendent Parks Planning And Constrution Manager Parks Superintendent Public Works Director Public Works Director & Supervisor Street Supervisor Supervisor Ii
Comments:	900 Per Year Longevity Pay No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	82	\$40,003	\$43,260	\$49,646	\$48,006	\$53,976	\$61,085
Actual Incentive Paid Dollar Last Year	4	\$200	\$200	\$1,840	\$2,000	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Parks Supervisor

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

Parks Supervisor

Harrison	13069	Full	\$31,200	\$31,200	\$31,200	\$31,200
Harrison	13069	Full	\$74,256	\$74,256	\$74,256	\$74,256
Mountain Home	12825	Full	\$54,891	\$42,349	\$52,707	\$60,258
Lowell	9839	Full	\$45,864	\$36,691	\$45,864	\$55,037
Clarksville	9381	Full	\$42,350	\$35,350	\$38,350	\$40,350
Clarksville	9381	Full	\$40,810	\$35,350	\$38,350	\$40,350
Hope	8952	Full	\$45,219	\$36,175	\$45,219	\$54,263
Monticello	8442	Full	\$51,574	\$51,574	\$51,574	\$61,889
Prairie Grove	7045	Full	\$41,205	\$32,964	\$41,205	\$49,446
Mena	5589	Full	\$48,522	\$38,818	\$48,522	\$58,226
Elkins	3602	Full	\$46,800	\$37,440	\$46,800	\$56,160
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

Index Tab	
Job Title:	1007 - Parks Equipment Operator
Job Description:	Maintains grounds, buildings and structures in the Parks and Recreation system; Mows, weed eats, and waters throughout the City
Total Matches (A M B):	5 58 5
Exempt non-exempt:	6 63
Bonus Eligible (Y N):	17 63
Full Part Time:	17 1
Number of Organizations Reporting:	16
Position Titles:	Aquatics Maintenance Foreman Asst. Maint. Crew Lead Cemetery Sexton Equipment Operator Equipment Operator I Equipment Operator Iii Facilities Mgr Labor Crew Foreman Maint. & Bldg. Coordinator Maintenance Foreman-Parks Maintenance/Equip Operator Ii Park Operator Parks Equipment Foreman Parks Equipment Operator Parks Equipment Operator V Parks Laborer Maintenance Ii Parks Leadman Ii Parks Maint Operator I Parks Maintenance Parks Maintenance #2 Parks Maintenance Generalist Parks Operator Parks Operator Lead Senior Maintenance Person - Operator Senior Parks Maintenance Worker Sports Park Foreman
Reports To:	Aquatic Director Building Maintenance Supervisor Building Supervisor Grounds Maint Lead/Cdl Park Manager Parks Director Parks Facilities Manager Parks Head Maintenance Parks Maintenance Crew Leader Public Works Director Recreation & Parks Director Superintendant Supervisor - Park Maintenance Supervisor I (Oprs & Impr Dev)
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	69	\$30,053	\$33,713	\$38,257	\$37,689	\$42,848	\$45,905
Actual Incentive Paid Dollar Last Year	1	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Parks Equipment Operator

Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Springdale	87176	Full	\$33,713	\$32,691	\$40,865	\$49,037
Rogers	69908	Full	\$47,840	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$40,622	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$39,353	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$38,521	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$37,689	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,420	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$37,689	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$36,420	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$35,588	\$33,488	\$41,860	\$52,325
Rogers	69908	Full	\$40,560	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$44,096	\$38,454	\$48,067	\$60,084
Rogers	69908	Full	\$55,556	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$49,899	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$44,033	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$44,345	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$43,139	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$42,494	\$40,937	\$51,171	\$63,964
Rogers	69908	Full	\$43,347	\$40,937	\$51,171	\$63,964
North Little Rock	64591	Full	\$46,338	\$28,779	\$36,333	\$46,338
North Little Rock	64591	Full	\$40,824	\$28,779	\$36,333	\$46,338
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Sherwood	32731	Full	\$54,163	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$36,109	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$41,954	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$40,602	\$38,356	\$45,124	\$54,149
Sherwood	32731	Full	\$42,848	\$38,356	\$45,124	\$54,149
Paragould	29537	Full	\$43,680	\$34,944	\$43,680	\$52,416
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Texarkana	29387	Full	\$41,496	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$32,364	\$30,388	\$36,400	\$44,241
Russellville	28940	Full	\$34,004	\$27,203	\$34,004	\$40,805
Russellville	28940	Full	\$34,004	\$27,203	\$34,004	\$40,805
Russellville	28940	Full	\$32,440	\$25,952	\$32,440	\$38,928
Russellville	28940	Full	\$32,440	\$25,952	\$32,440	\$38,928
Maumelle	19251	Full	\$30,121	\$24,097	\$30,121	\$36,145
Maumelle	19251	Full	\$29,986	\$23,989	\$29,986	\$35,983
Maumelle	19251	Full	\$30,053	\$24,042	\$30,053	\$36,064
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Maumelle	19251	Full	\$29,828	\$23,862	\$29,828	\$35,794
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Maumelle	19251	Full	\$28,953	\$23,162	\$28,953	\$34,744
Harrison	13069	Full	\$41,225	\$41,225	\$41,225	\$41,225
Harrison	13069	Full	\$38,272	\$38,272	\$38,272	\$38,272
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Greenwood	9516	Full	\$38,127	\$29,560	\$38,127	\$42,119
Clarksville	9381	Full	\$45,810	\$31,200	\$34,200	\$36,200
Monticello	8442	Full	\$38,372	\$38,372	\$38,372	\$46,046
Monticello	8442	Full	\$34,091	\$34,091	\$34,091	\$40,909
Monticello	8442	Full	\$36,177	\$36,177	\$36,177	\$43,412
Monticello	8442	Full	\$32,145	\$32,145	\$32,145	\$38,574

Parks Equipment Operator

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

Parks Department Laborer

Index Tab	
Job Title:	1008 - Parks Department Laborer
Job Description:	Performs general outside maintenance duties including mowing, weed eating, and watering throughout the City
Total Matches (A M B):	13 131 5
Exempt non-exempt:	8 146
Bonus Eligible (Y N):	33 146
Full Part Time:	33 81
Number of Organizations Reporting:	34
Position Titles:	Construction & Maintenance Facility Monitor General Laborer Greenhouse Coordinator Grounds Keeper Grounds Keeper 802 Grounds Keeper P&R Grounds Keeper Pr Grounds Keeper Pr 802 Grounds Maint Lead Laborer Lifeguard Maint Tech Maintenance Maintenance Laborer Maintenance Person - Oak Cemetery Maintenance Person - Parks & Recreation Maintenance Person - Riverfront/Downtown Maintenance Tech Maintenance Worker Maintenance/Equip Operator I Maintenance/Sanitation Office Mgr Operations Worker Park Labor Park Maint Lead Park Maintenance Parks & Recreation Laborer Parks Department Laborer Parks Downtown Maint Parks Ground Maintenance Parks Laborer Parks Laborer Maintenance Parks Maintenance #2 Parks Building Maintenance Supervisor Building Supervisor Facility Manager Golf Course Superintendent Grounds Supervisor II Grounds Supervisor Pp Maintenance Supervisor Mayor Monitor Supervisor Park Maintenance Lead Park Manager Parks & Recreation Director Parks And Recreation Director Parks And Trails Director Parks Director Parks Head Maintenance Parks Maintenance #1 Parks Maintenance Crew Leader Parks Superintendent Public Works Director Public Works Director & Supervisor Recreation & Parks Director Recreation Facility Supervisor Street Supervisor Superintendant Supervisor Supervisor - Park Maintenance Supervisor Supervisor II Turf Manager Water Operator Youth Sports Director
Reports To:	Maintenance Supervisor Mayor Monitor Supervisor Park Maintenance Lead Park Manager Parks & Recreation Director Parks And Recreation Director Parks And Trails Director Parks Director Parks Head Maintenance Parks Maintenance #1 Parks Maintenance Crew Leader Parks Superintendent Public Works Director Public Works Director & Supervisor Recreation & Parks Director Recreation Facility Supervisor Street Supervisor Superintendant Supervisor Supervisor - Park Maintenance Supervisor Supervisor II Turf Manager Water Operator Youth Sports Director
Comments:	Aquatic Center Hire Date In 2024 No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	163	\$28,163	\$31,054	\$34,027	\$33,742	\$36,755	\$41,298
Actual Incentive Paid Dollar Last Year	9	\$200	\$600	\$1,793	\$2,000	\$3,080	\$3,080
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Parks Department Laborer

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

Parks Department Laborer

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

Parks Department Laborer

Maumelle	19251	Full	\$33,975	\$27,180	\$33,975	\$40,770
Maumelle	19251	Full	\$33,810	\$27,048	\$33,810	\$40,572
Centerton	17792	Full	\$42,328	\$33,862	\$42,328	\$50,794
Harrison	13069	Full	\$35,297	\$35,297	\$35,297	\$35,297
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain Home	12825	Full	\$42,307	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$39,624	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$34,549	\$31,491	\$38,688	\$44,075
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Lowell	9839	Full	\$35,360	\$28,288	\$35,360	\$42,432
Greenwood	9516	Full	\$31,788	\$27,532	\$31,788	\$38,219
Clarksville	9381	Full	\$32,433	\$31,473	\$34,473	\$38,384
Clarksville	9381	Full	\$34,393	\$31,473	\$34,473	\$38,384
Clarksville	9381	Full	\$34,393	\$31,473	\$34,473	\$38,384
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$30,576	\$24,461	\$30,576	\$36,691
Monticello	8442	Full	\$28,548	\$28,548	\$28,548	\$34,258
Wynne	8314	Full	\$31,200	\$24,960	\$31,200	\$37,440
Wynne	8314	Full	\$31,200	\$24,960	\$31,200	\$37,440
Prairie Grove	7045	Full	\$38,854	\$31,083	\$38,854	\$46,625
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Heber Springs	6969	Full	\$28,080	\$22,464	\$28,080	\$33,696
Ward	6052	Full	\$26,249	\$20,999	\$26,249	\$31,499
Mena	5589	Full	\$36,680	\$29,344	\$36,680	\$44,016
Mena	5589	Full	\$34,584	\$27,667	\$34,584	\$41,501
Mena	5589	Full	\$39,824	\$31,859	\$39,824	\$47,789
Dardanelle	4517	Full	\$33,787	\$27,030	\$33,787	\$40,544
Gentry	3790	Full	\$46,242	\$36,994	\$46,242	\$55,490
Gentry	3790	Full	\$39,694	\$31,755	\$39,694	\$47,633
Huntsville	2879	Full	\$48,543	\$38,834	\$48,543	\$58,252
Mountain View	2877	Full	\$33,872	\$27,098	\$33,872	\$40,646
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

Index Tab	
Job Title:	1100 - Police Chief
Job Description:	Plans, organizes and directs the activities of the Police Department to ensure effective enforcement of laws and ordinances, protection of lives and property, and initiation of crime prevention endeavors within the community. Law enforcement procedures, state and federal laws, department policy and civil service rules and regulations govern this position. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a Bachelor
Total Matches (A M B):	1 50 4
Exempt non-exempt:	38 12
Bonus Eligible (Y N):	0 0
Full Part Time:	0 2
Number of Organizations Reporting:	69
Position Titles:	Chief Chief Of Police Chief Sen. Cert. Interim Police Chief Police Chief Police Chief - Graduate Degree Police Chief Interim Police Department
Reports To:	City Administrator City Manager Mayor Mayor/Council Operations Manager Police Chief
Comments:	10 Years Experience Required 2080 Hours 45 Hours/Week Comp Time Anything Over 4 Hours Ot Degree Not Required. Interim Police Chief - Until Previous Police Chief Returns In 2025 Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	69	\$43,650	\$50,239	\$75,980	\$67,049	\$90,555	\$136,899
Actual Incentive Paid Dollar Last Year	0						
Education Pay	6	\$1,200	\$1,200	\$1,914	\$1,500	\$2,600	\$3,276
EMT Pay	0						
Holiday Pay	18	\$12	\$2,431	\$3,293	\$3,384	\$3,926	\$6,493
Longevity Pay	8	\$10	\$10	\$1,851	\$1,200	\$3,150	\$5,600
Other Pay	7	\$1,100	\$1,100	\$22,474	\$1,200	\$73,000	\$79,016

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

Police Chief

Van Buren	23218	Full	\$84,417	\$67,534	\$84,417	\$101,300
Maumelle	19251	Full	\$103,604	\$82,883	\$103,604	\$124,325
Centerton	17792	Full	\$96,188	\$76,950	\$96,188	\$115,426
Blytheville	13406	Full	\$81,457	\$65,166	\$81,457	\$97,748
Harrison	13069	Full	\$90,555	\$87,359	\$90,354	\$93,453
Forrest City	13015	Full	\$67,600	\$67,600	\$67,600	\$81,120
Mountain Home	12825	Full	\$80,642	\$72,509	\$79,456	\$85,280
Lowell	9839	Full	\$97,427	\$77,942	\$97,427	\$116,912
Greenwood	9516	Full	\$76,666	\$66,933	\$76,666	\$81,567
Clarksville	9381	Full	\$73,000	\$68,000	\$69,000	\$70,000
Hope	8952	Full	\$73,154	\$58,523	\$73,154	\$87,785
Monticello	8442	Full	\$58,890	\$62,653	\$58,890	\$70,668
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Pocahontas	7371	Full	\$63,328	\$50,662	\$63,328	\$75,994
Prairie Grove	7045	Full	\$93,228	\$74,582	\$93,228	\$111,874
Heber Springs	6969	Full	\$57,700	\$46,160	\$57,700	\$69,240
Ward	6052	Full	\$67,049	\$53,639	\$67,049	\$80,459
Mena	5589	Full	\$59,044	\$47,235	\$59,044	\$70,853
Cave Springs	5495	Full	\$87,360	\$69,888	\$87,360	\$104,832
Warren	5453	Full	\$58,700	\$46,960	\$58,700	\$70,440
Dardanelle	4517	Full	\$65,000	\$52,000	\$65,000	\$78,000
Gentry	3790	Full	\$81,703	\$65,362	\$81,703	\$98,044
Elkins	3602	Full	\$81,362	\$65,090	\$81,362	\$97,634
Little Flock	3055	Full	\$65,563	\$55,000	\$63,250	\$71,500
Huntsville	2879	Full	\$69,225	\$55,380	\$69,225	\$83,070
Mountain View	2877	Full	\$46,820	\$37,456	\$46,820	\$56,184
Brinkley	2700	Full	\$45,940	\$36,752	\$45,940	\$55,128
Hoxie	2598	Full	\$41,080	\$32,864	\$41,080	\$49,296
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
McCrary	1583	Full	\$49,587	\$39,670	\$49,587	\$59,504
Mulberry	1543	Full	\$43,650	\$34,920	\$43,650	\$52,380
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
St Charles	207	Full	\$35,000	\$28,000	\$35,000	\$42,000

Police Chief

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

Assistant Police Chief

Index Tab	
Job Title:	1101 - Assistant Police Chief
Job Description:	Serves under the direction of the Police Chief and is accountable for the various departments and activities of the police department and maintains effective administration and management of the department through planning, organizing and directing its program and activities; handles operational issues, personnel, resource allocation, training and development of policy and procedures within the department; requires an Associate
Total Matches (A M B):	2 18 0
Exempt non-exempt:	16 3
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	18
Position Titles:	Assist Chief Assistant Chief Assistant Fire Chief Assistant Police Chief Asst. Chief Of Police Asst. Chief Sen. Cert. Asst. Police Chief Deputy Chief Deputy Police Chief - Non-Uniform Bureau Deputy Police Chief - Uniform Bureau Executive Assistant To The Chief Of Police Police Assistant Chief Police Captain-01 - (Asst. Chief)
Reports To:	Chief Chief Of Police Police Chief
Comments:	Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period More Of An Admin Position But Part Of Pd.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	21	\$45,848	\$53,596	\$83,117	\$74,485	\$112,551	\$135,747
Actual Incentive Paid Dollar Last Year	0						
Education Pay	4	\$900	\$900	\$1,949	\$1,747	\$1,875	\$3,274
EMT Pay	0						
Holiday Pay	6	\$2,753	\$2,753	\$4,002	\$3,249	\$5,394	\$6,700
Longevity Pay	5	\$540	\$1,154	\$2,162	\$1,500	\$2,014	\$5,600
Other Pay	3	\$1,662	\$1,662	\$24,969	\$1,662	\$72,044	\$72,044

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$135,747	\$115,500	\$129,884	\$144,268
Little Rock	202591	Full	\$135,747	\$115,500	\$129,884	\$144,268
Little Rock	202591	Full	\$135,747	\$115,500	\$129,884	\$144,268
Fort Smith	89142	Full	\$112,551	\$107,128	\$109,806	\$112,551
Fort Smith	89142	Full	\$107,128	\$107,128	\$109,806	\$112,551
Springdale	87176	Full	\$138,370	\$95,813	\$138,370	\$143,697
Hot Springs	37930	Full	\$122,616	\$58	\$61	\$63
Texarkana	29387	Full	\$93,496	\$70,740	\$93,496	\$122,553
Van Buren	23218	Full	\$68,090	\$54,472	\$68,090	\$81,708
Blytheville	13406	Full	\$74,485	\$59,588	\$74,485	\$89,382
Harrison	13069	Full	\$78,293	\$73,484	\$76,650	\$80,799
Mountain Home	12825	Full	\$77,532	\$72,662	\$79,956	\$86,071
Mena	5589	Full	\$53,596	\$42,877	\$53,596	\$64,315
Little Flock	3055	Full	\$38,908	\$35,000	\$42,500	\$50,000

Assistant Police Chief

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

Police Major/Captain

Index Tab	
Job Title:	1102 - Police Major/Captain
Job Description:	Under the direction of the Police Chief, manages the daily administrative and operational functions of the Police Department. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. Supervises and directs subordinate department supervisors and/or officers to ensure effective and efficient police services to the City; requires a high school diploma or general education degree (GED); serves at least two (2) years as Lieutenant, plus seven (7) years related experience and five (5) years of supervisory/managerial experience.
Total Matches (A M B):	0 60 0
Exempt non-exempt:	44 17
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	30
Position Titles:	Captain Captain - Police Captain/Administration Captain/Cid Captain/Patrol Captain/Services Police Captain Police Captain-02 Police Captain-03 Police Captian Police Major Police Major/Captain Police Patrol Captain
Reports To:	Assistant Police Chief Asst. Police Chief Chief Of Police Deputy Police Chief - Non-Uniform Bureau Deputy Police Chief - Uniform Bureau Mayor Police Assistant Chief Police Chief
Comments:	10 Years Experience Required 2184 Hours Police Time As A Lt Not Required.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	68	\$62,812	\$70,408	\$91,334	\$92,064	\$109,813	\$122,054
Actual Incentive Paid Dollar Last Year	0						
Education Pay	9	\$1,500	\$1,500	\$1,922	\$1,725	\$2,520	\$2,700
EMT Pay	0						
Holiday Pay	20	\$12	\$1,549	\$3,542	\$4,177	\$4,791	\$6,041
Longevity Pay	12	\$250	\$840	\$2,986	\$3,120	\$4,200	\$5,600
Other Pay	10	\$1,200	\$1,200	\$13,847	\$2,000	\$3,600	\$59,000

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

Police Major/Captain

Springdale	87176	Full	\$125,499	\$86,892	\$125,499	\$130,330
Springdale	87176	Full	\$125,499	\$86,892	\$125,499	\$130,330
Rogers	69908	Full	\$118,961	\$111,696	\$124,107	\$155,134
Rogers	69908	Full	\$117,895	\$111,696	\$124,107	\$155,134
Rogers	69908	Full	\$117,895	\$111,696	\$124,107	\$155,134
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
North Little Rock	64591	Full	\$103,799	\$83,039	\$103,799	\$124,559
Conway	64134	Full	\$92,064	\$73,651	\$92,064	\$92,064
Conway	64134	Full	\$92,064	\$73,651	\$92,064	\$92,064
Conway	64134	Full	\$92,064	\$73,651	\$92,064	\$92,064
Bentonville	54164	Full	\$105,560	\$84,448	\$105,560	\$126,672
Bentonville	54164	Full	\$113,276	\$90,621	\$113,276	\$135,931
Bentonville	54164	Full	\$128,980	\$103,184	\$128,980	\$154,776
Bentonville	54164	Full	\$128,980	\$103,184	\$128,980	\$154,776
Bentonville	54164	Full	\$122,054	\$97,643	\$122,054	\$146,465
Hot Springs	37930	Full	\$111,259	\$50	\$52	\$54
Hot Springs	37930	Full	\$113,526	\$50	\$52	\$54
Hot Springs	37930	Full	\$106,974	\$50	\$52	\$54
Sherwood	32731	Full	\$83,554	\$66,843	\$83,554	\$100,265
Bella Vista	30104	Full	\$108,642	\$78,901	\$98,625	\$118,351
Paragould	29537	Full	\$64,331	\$51,465	\$64,331	\$77,197
Paragould	29537	Full	\$64,331	\$51,465	\$64,331	\$77,197
Paragould	29537	Full	\$64,331	\$51,465	\$64,331	\$77,197
Jacksonville	29477	Full	\$71,267	\$57,014	\$71,267	\$85,520
Jacksonville	29477	Full	\$71,267	\$57,014	\$71,267	\$85,520
Jacksonville	29477	Full	\$68,500	\$54,800	\$68,500	\$82,200
Texarkana	29387	Full	\$84,629	\$81,716	\$84,629	\$89,806
Texarkana	29387	Full	\$81,716	\$81,716	\$84,629	\$89,806
Cabot	26569	Full	\$93,711	\$74,969	\$93,711	\$112,453
Cabot	26569	Full	\$84,754	\$67,803	\$84,754	\$101,705
Cabot	26569	Full	\$83,672	\$66,938	\$83,672	\$100,406
Cabot	26569	Full	\$80,005	\$64,004	\$80,005	\$96,006
Van Buren	23218	Full	\$62,991	\$50,393	\$62,991	\$75,589
Van Buren	23218	Full	\$62,991	\$50,393	\$62,991	\$75,589
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Maumelle	19251	Full	\$87,483	\$69,986	\$87,483	\$104,980
Centerton	17792	Full	\$80,680	\$64,544	\$80,680	\$96,816
Blytheville	13406	Full	\$67,513	\$54,010	\$67,513	\$81,016
Harrison	13069	Full	\$71,113	\$67,703	\$70,174	\$73,389
Lowell	9839	Full	\$69,334	\$55,467	\$69,334	\$83,201
Greenwood	9516	Full	\$76,730	\$55,068	\$76,730	\$76,434
Clarksville	9381	Full	\$62,250	\$59,000	\$60,000	\$61,000
Monticello	8442	Full	\$50,072	\$57,432	\$50,072	\$60,086
Wynne	8314	Full	\$57,380	\$45,904	\$57,380	\$68,856
Prairie Grove	7045	Full	\$70,408	\$56,326	\$70,408	\$84,490
Dardanelle	4517	Full	\$65,142	\$52,114	\$65,142	\$78,170
Huntsville	2879	Full	\$62,812	\$50,250	\$62,812	\$75,374
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

Police Major/Captain

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

Police Lieutenant

Index Tab	
Job Title:	1103 - Police Lieutenant
Job Description:	Provides supervision and direction of a designated department within the Police department. Supervises and directs subordinate officers, schedules equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. Responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances; requires a high School diploma plus specialized training and/or additional college courses seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A M B):	0 123 0
Exempt non-exempt:	45 88
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	33
Position Titles:	Detective Lieutenant Lieutenan (Patrol) Lieutenant Lieutenant (Cid) Lieutenant (Patrol) Lieutenant - Associate Degree Lieutenant - Bachelor Degree Lieutenant-Patrol Lieutenant/Administration Lieutenant/Cid Lieutenant/Patrol Lieutenant/Services Lt./Cid Patrol Lieut. Sen. Cert. Patrol Lieutenant Police Chief Police Cieutenant Police Lieutenant Police Lieutenant 10Hr Police Lieutenant-01 Police Lieutenant-02 Police Lieutenant-03 Police Lieutenant-04 Police Sro Lieutenant Ppolice Lieutenant
Reports To:	Assistant Chief Captain Captain/Administration Captain/Cid Captain/Patrol Captain/Services Chief Chief Of Police Cid Major Deputy Director, Police Administrative Services Fire Chief Patrol Major Police Captain Police Chief Police Chief & Captain Police Major Police Patrol Captain Support Major
Comments:	2080 Hours 5 Years Experience Required Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	145	\$54,546	\$63,983	\$80,547	\$83,782	\$95,368	\$98,550
Actual Incentive Paid Dollar Last Year	0						
Education Pay	28	\$900	\$1,200	\$1,799	\$1,500	\$2,520	\$2,520
EMT Pay	0						
Holiday Pay	47	\$12	\$2,218	\$3,059	\$3,008	\$4,306	\$5,006
Longevity Pay	28	\$551	\$1,320	\$2,369	\$2,400	\$2,800	\$5,600
Other Pay	29	\$600	\$1,040	\$5,558	\$1,800	\$2,000	\$4,085

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

Police Lieutenant

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

Police Lieutenant

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

Police Lieutenant

Blytheville	13406	Full	\$62,865	\$50,292	\$62,865	\$75,438
Harrison	13069	Full	\$60,282	\$60,727	\$62,719	\$65,300
Forrest City	13015	Full	\$50,310	\$50,310	\$50,310	\$60,372
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Forrest City	13015	Full	\$48,074	\$48,074	\$48,074	\$57,689
Mountain Home	12825	Full	\$63,270	\$44,466	\$55,343	\$63,270
Lowell	9839	Full	\$55,702	\$44,562	\$55,702	\$66,842
Lowell	9839	Full	\$68,058	\$54,446	\$68,058	\$81,670
Greenwood	9516	Full	\$62,723	\$50,061	\$62,723	\$69,507
Clarksville	9381	Full	\$59,500	\$56,000	\$57,000	\$58,000
Hope	8952	Full	\$62,481	\$49,985	\$62,481	\$74,977
Wynne	8314	Full	\$53,400	\$42,720	\$53,400	\$64,080
Ward	6052	Full	\$51,600	\$41,280	\$51,600	\$61,920
Cave Springs	5495	Full	\$77,667	\$62,134	\$77,667	\$93,200
Elkins	3602	Full	\$64,342	\$51,474	\$64,342	\$77,210
Huntsville	2879	Full	\$62,812	\$50,250	\$62,812	\$75,374
Mountain View	2877	Full	\$42,910	\$34,328	\$42,910	\$51,492
Brinkley	2700	Full	\$43,940	\$35,152	\$43,940	\$52,728
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

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

Police Sergeant

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

Police Sergeant

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

Police Sergeant

Maumelle	19251	Full	\$66,484	\$53,187	\$66,484	\$79,781
Centerton	17792	Full	\$63,377	\$50,702	\$63,377	\$76,052
Blytheville	13406	Full	\$58,217	\$46,574	\$58,217	\$69,860
Harrison	13069	Full	\$56,434	\$54,070	\$55,888	\$58,246
Harrison	13069	Full	\$54,156	\$54,070	\$55,888	\$58,246
Harrison	13069	Full	\$52,825	\$54,071	\$55,888	\$58,246
Harrison	13069	Full	\$52,403	\$54,072	\$55,888	\$58,246
Harrison	13069	Full	\$52,403	\$54,073	\$55,888	\$58,246
Harrison	13069	Full	\$52,825	\$54,074	\$55,888	\$58,246
Harrison	13069	Full	\$53,094	\$54,075	\$55,888	\$58,246
Harrison	13069	Full	\$58,852	\$54,076	\$55,888	\$58,246
Forrest City	13015	Full	\$45,838	\$45,838	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$45,838	\$45,838	\$55,006
Forrest City	13015	Full	\$45,838	\$35,776	\$45,838	\$55,006
Mountain Home	12825	Full	\$58,182	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$52,520	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$54,251	\$42,501	\$53,246	\$6,235
Mountain Home	12825	Full	\$53,246	\$42,501	\$53,246	\$60,235
Lowell	9839	Full	\$53,115	\$42,492	\$53,115	\$63,738
Lowell	9839	Full	\$51,193	\$40,954	\$51,193	\$61,432
Lowell	9839	Full	\$51,127	\$40,902	\$51,127	\$61,352
Lowell	9839	Full	\$46,235	\$36,988	\$46,235	\$55,482
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Greenwood	9516	Full	\$56,969	\$45,055	\$56,969	\$60,132
Clarksville	9381	Full	\$54,500	\$53,000	\$54,000	\$55,000
Clarksville	9381	Full	\$56,250	\$53,000	\$54,000	\$55,000
Clarksville	9381	Full	\$54,000	\$5,300	\$54,000	\$55,000
Clarksville	9381	Full	\$53,000	\$53,000	\$54,000	\$55,000
Hope	8952	Full	\$51,346	\$41,077	\$51,346	\$61,615
Hope	8952	Full	\$52,307	\$41,846	\$52,307	\$62,768
Hope	8952	Full	\$52,307	\$41,846	\$52,307	\$62,768
Hope	8952	Full	\$51,346	\$41,077	\$51,346	\$61,615
Monticello	8442	Full	\$44,828	\$48,476	\$44,828	\$53,794
Monticello	8442	Full	\$45,279	\$48,034	\$45,279	\$54,335
Monticello	8442	Full	\$41,593	\$46,990	\$41,593	\$49,912
Monticello	8442	Full	\$44,803	\$48,556	\$44,803	\$53,764
Wynne	8314	Full	\$43,409	\$34,727	\$43,409	\$52,091
Pocahontas	7371	Full	\$58,176	\$46,541	\$58,176	\$69,811
Prairie Grove	7045	Full	\$59,301	\$47,441	\$59,301	\$71,161
Prairie Grove	7045	Full	\$59,301	\$47,441	\$59,301	\$71,161
Prairie Grove	7045	Full	\$59,301	\$47,441	\$59,301	\$71,161
Heber Springs	6969	Full	\$47,700	\$38,160	\$47,700	\$57,240
Heber Springs	6969	Full	\$47,700	\$38,160	\$47,700	\$57,240
Heber Springs	6969	Full	\$48,700	\$38,960	\$48,700	\$58,440
Heber Springs	6969	Full	\$48,700	\$38,960	\$48,700	\$58,440
Ward	6052	Full	\$49,991	\$39,993	\$49,991	\$59,989
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Mena	5589	Full	\$51,497	\$41,198	\$51,497	\$61,796
Cave Springs	5495	Full	\$70,907	\$56,726	\$70,907	\$85,088
Cave Springs	5495	Full	\$69,035	\$55,228	\$69,035	\$82,842
Warren	5453	Full	\$40,900	\$32,720	\$40,900	\$49,080
Dardanella	4517	Full	\$43,981	\$35,185	\$43,981	\$52,777
Dardanella	4517	Full	\$42,500	\$34,000	\$42,500	\$51,000

Police Sergeant

Gentry	3790	Full	\$67,334	\$53,867	\$67,334	\$80,801
Elkins	3602	Full	\$59,341	\$47,473	\$59,341	\$71,209
Elkins	3602	Full	\$59,341	\$47,473	\$59,341	\$71,209
Elkins	3602	Full	\$46,519	\$37,215	\$46,519	\$55,823
Elkins	3602	Full	\$52,000	\$41,600	\$52,000	\$62,400
Elkins	3602	Full	\$52,000	\$41,600	\$52,000	\$62,400
Little Flock	3055	Full	\$51,922	\$45,000	\$50,500	\$56,000
Huntsville	2879	Full	\$48,813	\$39,050	\$48,813	\$58,576
Huntsville	2879	Full	\$48,813	\$39,050	\$48,813	\$58,576
Mountain View	2877	Full	\$40,352	\$32,282	\$40,352	\$48,422
Brinkley	2700	Full	\$40,190	\$32,152	\$40,190	\$48,228
Hoxie	2598	Full	\$34,320	\$27,456	\$34,320	\$41,184
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

Index Tab	
Job Title:	1105 - Police Corporal
Job Description:	A police corporal is responsible for the supervision, training and direction of police officers and may assume the duties and responsibilities of a Sergeant during the Sergeant's absence. In some departments, the rank of corporal is a designation of seniority and years served.
Total Matches (A M B):	0 84 49
Exempt non-exempt:	6 110
Bonus Eligible (Y N):	0 0
Full Part Time:	0 1
Number of Organizations Reporting:	24
Position Titles:	Coropral Corporal Corporal - Bachelor Degree Corporal - Graduate Degree Corporal/Cid Corporal/Patrol Corporal/Patrolk9 Corporal/Sro Corporal/Training Cprl. Patrol Corp. Sen. Cert. Patrol Corporal Police Chief Police Corporal Police Corporal/Patrolmen Police Detective Corporal Police Patrol Corporal Police Sro Corporal
Reports To:	Chief Of Police Lieutenant Lt. Patrol Sgt. Police Chief Police Detective Sergeant Police Patrol Sergeant Police Sergeant Sergeant Sergeant/Cid Sergeant/Patrol Sergeant/Serviceessro Sergeant/Servicestraining
Comments:	3 Years Experience Required Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	169	\$47,458	\$56,805	\$65,994	\$67,912	\$75,207	\$81,454
Actual Incentive Paid Dollar Last Year	0						
Education Pay	4	\$200	\$200	\$1,490	\$697	\$2,463	\$2,600
EMT Pay	0						
Holiday Pay	81	\$12	\$96	\$2,554	\$3,257	\$3,786	\$3,972
Longevity Pay	53	\$700	\$700	\$2,027	\$1,400	\$2,800	\$4,200
Other Pay	56	\$600	\$900	\$2,872	\$1,200	\$2,100	\$3,300

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

Police Corporal

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

Police Corporal

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

Police Corporal

Bella Vista	30104	Full	\$59,592	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$61,818	\$51,413	\$64,267	\$77,120
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$50,302	\$40,242	\$50,302	\$60,362
Van Buren	23218	Full	\$54,546	\$43,637	\$54,546	\$65,455
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Van Buren	23218	Full	\$45,162	\$36,130	\$45,162	\$54,194
Centerton	17792	Full	\$50,856	\$40,685	\$50,856	\$61,027
Harrison	13069	Full	\$46,114	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$46,114	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$51,093	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$51,093	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$50,750	\$47,224	\$48,709	\$50,562
Harrison	13069	Full	\$49,662	\$49,396	\$50,883	\$52,737
Harrison	13069	Full	\$50,093	\$49,396	\$50,883	\$52,737
Harrison	13069	Full	\$52,728	\$49,396	\$50,883	\$52,737
Harrison	13069	Full	\$52,374	\$49,396	\$50,883	\$52,737
Mountain Home	12825	Full	\$53,290	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$53,290	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$51,324	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$57,396	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$52,350	\$40,535	\$51,324	\$57,396
Greenwood	9516	Full	\$51,404	\$40,049	\$51,404	\$55,068
Clarksville	9381	Full	\$52,250	\$49,000	\$50,000	\$51,000
Hope	8952	Full	\$45,296	\$36,237	\$45,296	\$54,355
Hope	8952	Full	\$47,655	\$38,124	\$47,655	\$57,186
Hope	8952	Full	\$47,873	\$38,298	\$47,873	\$57,448
Hope	8952	Full	\$45,296	\$36,237	\$45,296	\$54,355
Pocahontas	7371	Full	\$49,028	\$39,222	\$49,028	\$58,834
Heber Springs	6969	Full	\$42,700	\$34,160	\$42,700	\$51,240
Heber Springs	6969	Full	\$42,700	\$34,160	\$42,700	\$51,240
Ward	6052	Full	\$47,458	\$37,966	\$47,458	\$56,950
Ward	6052	Full	\$47,458	\$37,966	\$47,458	\$56,950
Cave Springs	5495	Full	\$77,667	\$62,134	\$77,667	\$93,200
Warren	5453	Full	\$40,600	\$32,480	\$40,600	\$48,720
Gentry	3790	Full	\$53,096	\$42,477	\$53,096	\$63,715
Elkins	3602	Full	\$53,482	\$42,786	\$53,482	\$64,178
Elkins	3602	Full	\$53,482	\$42,786	\$53,482	\$64,178
Brinkley	2700	Full	\$38,940	\$31,152	\$38,940	\$46,728
Brinkley	2700	Full	\$38,440	\$30,752	\$38,440	\$46,128
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

Index Tab	
Job Title:	1106 - Police Investigative Detective
Job Description:	Conducts criminal investigations of persons suspected of violating criminal laws; processes crime scenes; collects evidence at the crime scene by utilizing photography, latent prints, and other investigative techniques; interviews suspects, witnesses and victims; writes reports and affidavits for arrest and search warrants; serves arrest and search warrants; prepares and updates case files, present investigative reports and evidence to prosecutor for prosecution; requires high school diploma or GED plus specialized training and/or additional college courses and seven (7) years of related experience and/or training and a minimum of two (2) years of supervisory/managerial experience.
Total Matches (A M B):	0 55 4
Exempt non-exempt:	1 60
Bonus Eligible (Y N):	0 0
Full Part Time:	0 0
Number of Organizations Reporting:	24
Position Titles:	Cid Cid Corporal Cid Detective Cid First Class Cid Lieutenant Cid Officer Cid Sgt. Inter. Cert. Detective Detective Sergeant Investigator Officer/Corporal Police Detective Police Investigative Det Police Investigative Detective Police Officer Sergeant Detective
Reports To:	Assistant Chief Chief Chief Of Police Cid Corporal Cid Lieut. Cid Sgt. Detective Lieutenant Detective Sergeant Lieutenant Police / Cid Lieutenant Police Captain Police Chief Sergeant Sergeant/Cid
Comments:	2184 Hours Corporal 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	71	\$43,855	\$46,956	\$54,801	\$56,597	\$62,462	\$67,267
Actual Incentive Paid Dollar Last Year	0						
Education Pay	9	\$592	\$600	\$1,614	\$1,500	\$1,853	\$3,520
EMT Pay	0						
Holiday Pay	19	\$1,920	\$2,167	\$2,458	\$2,456	\$2,707	\$3,127
Longevity Pay	10	\$480	\$700	\$1,045	\$939	\$1,400	\$1,406
Other Pay	17	\$300	\$520	\$4,988	\$1,200	\$1,799	\$4,073

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

Police Investigative Detective

Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$59,446	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$51,251	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$67,267	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$56,597	\$50,003	\$55,203	\$62,462
Fort Smith	89142	Full	\$60,944	\$50,003	\$55,203	\$62,462
Springdale	87176	Full	\$63,079	\$50,745	\$63,079	\$72,946
Springdale	87176	Full	\$65,546	\$50,745	\$65,546	\$72,946
Springdale	87176	Full	\$70,479	\$50,745	\$70,479	\$72,946
Springdale	87176	Full	\$60,612	\$50,745	\$60,612	\$72,946
Springdale	87176	Full	\$55,680	\$50,745	\$55,680	\$72,946
Springdale	87176	Full	\$53,211	\$50,745	\$53,211	\$72,946
Sherwood	32731	Full	\$54,038	\$43,230	\$54,038	\$64,846
Bella Vista	30104	Full	\$70,200	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$67,413	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$56,805	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$59,696	\$47,341	\$59,176	\$71,011
Bella Vista	30104	Full	\$69,888	\$58,336	\$72,920	\$87,504
Paragould	29537	Full	\$46,519	\$37,215	\$46,519	\$55,823
Maumelle	19251	Full	\$54,059	\$43,247	\$54,059	\$64,871
Centerton	17792	Full	\$58,011	\$46,409	\$58,011	\$69,613
Blytheville	13406	Full	\$65,623	\$52,498	\$65,623	\$78,748
Forrest City	13015	Full	\$46,956	\$46,956	\$46,956	\$56,347
Forrest City	13015	Full	\$46,956	\$46,956	\$46,956	\$56,347
Forrest City	13015	Full	\$46,956	\$46,956	\$46,956	\$56,347
Mountain Home	12825	Full	\$58,684	\$44,466	\$55,343	\$63,270
Mountain Home	12825	Full	\$60,235	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$57,396	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$54,644	\$38,613	\$49,337	\$54,644
Lowell	9839	Full	\$43,855	\$35,084	\$43,855	\$52,626
Hope	8952	Full	\$51,368	\$41,094	\$51,368	\$61,642
Hope	8952	Full	\$48,703	\$38,962	\$48,703	\$58,444
Hope	8952	Full	\$63,354	\$50,683	\$63,354	\$76,025
Hope	8952	Full	\$48,703	\$38,962	\$48,703	\$58,444
Monticello	8442	Full	\$49,630	\$54,300	\$49,630	\$59,556
Monticello	8442	Full	\$46,484	\$53,255	\$46,484	\$55,781
Monticello	8442	Full	\$50,319	\$55,344	\$50,319	\$60,383
Monticello	8442	Full	\$45,603	\$52,211	\$45,603	\$54,724
Wynne	8314	Full	\$43,409	\$34,727	\$43,409	\$52,091
Pocahontas	7371	Full	\$44,926	\$35,941	\$44,926	\$53,911
Heber Springs	6969	Full	\$40,700	\$32,560	\$40,700	\$48,840
Heber Springs	6969	Full	\$43,700	\$34,960	\$43,700	\$52,440
Ward	6052	Full	\$44,865	\$35,892	\$44,865	\$53,838
Ward	6052	Full	\$49,878	\$39,902	\$49,878	\$59,854
Ward	6052	Full	\$44,865	\$35,892	\$44,865	\$53,838
Warren	5453	Full	\$45,300	\$36,240	\$45,300	\$54,360
Gentry	3790	Full	\$53,303	\$42,642	\$53,303	\$63,964
Gentry	3790	Full	\$4,676	\$3,741	\$4,676	\$5,611
Mountain View	2877	Full	\$37,918	\$30,334	\$37,918	\$45,502
Hoxie	2598	Full	\$34,320	\$27,456	\$34,320	\$41,184
Elm Springs	2361	Full	\$57,979	\$46,383	\$57,979	\$57,979

Police Investigative Detective

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

Index Tab	
Job Title:	1107 - School Resource Officer
Job Description:	A school resource officer is a law enforcement officer assigned to a K-12 school campus during the academic year and focuses on duties such as student safety and preventing juvenile delinquency.
Total Matches (A M B):	0 47 6
Exempt non-exempt:	4 40
Bonus Eligible (Y N):	0 0
Full Part Time:	0 2
Number of Organizations Reporting:	24
Position Titles:	Corporal/Sro Patrol Officer/ Sro Patrolman Police Officer Police Resource Officer/Patrol Police Sro School Resource Officer Sro Sro Corp. Sen. Cert. Sro Corporal Sro First Class Adv. Cert. Sro First Class Inter. Cert. Sro Lieut. Adv. Cert. Sro Officer Sro Sgt. Inter. Cert. Sro Supervisor
Reports To:	Assistant Chief Chief Chief Of Police Lieutenant & Captain Mayor Police Captain Police Chief Police Sro Corporal Sergeant Sergeant/Servicesro Sro Corporal Sro Lieut. Sro Sgt. Sro Supervisor
Comments:	2184 Hours

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	58	\$40,248	\$42,307	\$49,353	\$46,550	\$55,308	\$63,793
Actual Incentive Paid Dollar Last Year	0						
Education Pay	15	\$200	\$556	\$975	\$900	\$1,639	\$1,718
EMT Pay	0						
Holiday Pay	31	\$1,631	\$1,857	\$2,369	\$2,480	\$2,883	\$3,227
Longevity Pay	11	\$10	\$338	\$753	\$484	\$1,400	\$1,470
Other Pay	18	\$249	\$520	\$3,932	\$1,100	\$1,500	\$4,119

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

School Resource Officer

Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Harrison	13069	Full	\$44,320	\$40,981	\$43,035	\$45,748
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Mountain Home	12825	Full	\$63,270	\$44,466	\$55,343	\$63,270
Mountain Home	12825	Full	\$58,182	\$42,501	\$53,246	\$60,235
Mountain Home	12825	Full	\$53,290	\$40,535	\$51,324	\$57,396
Mountain Home	12825	Full	\$54,644	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$52,875	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$53,771	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$54,644	\$38,613	\$49,337	\$54,644
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Clarksville	9381	Full	\$51,000	\$43,000	\$45,400	\$49,000
Hope	8952	Full	\$47,196	\$37,757	\$47,196	\$56,635
Hope	8952	Full	\$47,327	\$37,862	\$47,327	\$56,792
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Pocahontas	7371	Full	\$43,580	\$34,864	\$43,580	\$52,296
Pocahontas	7371	Full	\$46,616	\$37,293	\$46,616	\$55,939
Pocahontas	7371	Full	\$45,806	\$36,645	\$45,806	\$54,967
Heber Springs	6969	Full	\$42,400	\$33,920	\$42,400	\$50,880
Heber Springs	6969	Full	\$45,400	\$36,320	\$45,400	\$54,480
Heber Springs	6969	Full	\$42,400	\$33,920	\$42,400	\$50,880
Dardanelle	4517	Full	\$57,890	\$46,312	\$57,890	\$69,468
Dardanelle	4517	Full	\$40,950	\$32,760	\$40,950	\$49,140
Dardanelle	4517	Full	\$42,000	\$33,600	\$42,000	\$50,400
Gentry	3790	Full	\$50,799	\$40,639	\$50,799	\$60,959
Elkins	3602	Full	\$65,364	\$52,291	\$65,364	\$78,437
Elkins	3602	Full	\$59,342	\$47,474	\$59,342	\$71,210
Elkins	3602	Full	\$52,000	\$41,600	\$52,000	\$62,400
Huntsville	2879	Full	\$46,716	\$37,373	\$46,716	\$56,059
Huntsville	2879	Full	\$42,380	\$33,904	\$42,380	\$50,856
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
Hector	411	Full	\$41,600	\$33,280	\$41,600	\$49,920

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

Police Officer

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

Police Officer

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

Police Officer

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

Police Officer

Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,284	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$40,248	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$35,776	\$35,776	\$38,012	\$40,248
Forrest City	13015	Full	\$38,012	\$38,012	\$38,012	\$40,248
Mountain Home	12825	Full	\$47,568	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,672	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$44,925	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$42,850	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$42,850	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$49,337	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$44,925	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,585	\$38,613	\$49,337	\$54,644
Mountain Home	12825	Full	\$46,672	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,672	\$36,975	\$46,672	\$52,045
Mountain Home	12825	Full	\$46,585	\$38,613	\$49,337	\$54,644
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$41,496	\$33,197	\$41,496	\$49,795
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$43,571	\$34,857	\$43,571	\$52,285
Lowell	9839	Full	\$47,262	\$37,810	\$47,262	\$56,714
Lowell	9839	Full	\$43,855	\$35,084	\$43,855	\$52,626
Greenwood	9516	Full	\$44,997	\$36,319	\$44,997	\$51,084
Clarksville	9381	Full	\$51,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$52,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$46,600	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$46,600	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$50,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$45,400	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$49,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$44,200	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$43,000	\$43,000	\$45,400	\$49,000
Clarksville	9381	Full	\$43,000	\$43,000	\$45,400	\$49,000
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700

Police Officer

Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$45,842	\$36,674	\$45,842	\$55,010
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$46,082	\$36,866	\$46,082	\$55,298
Hope	8952	Full	\$44,750	\$35,800	\$44,750	\$53,700
Hope	8952	Full	\$45,908	\$36,726	\$45,908	\$55,090
Monticello	8442	Full	\$24,011	\$42,813	\$24,011	\$28,813
Monticello	8442	Full	\$29,066	\$42,813	\$29,066	\$34,879
Monticello	8442	Full	\$9,230	\$41,769	\$9,230	\$11,076
Monticello	8442	Full	\$17,249	\$43,255	\$17,249	\$20,699
Monticello	8442	Full	\$13,196	\$42,000	\$13,196	\$15,835
Monticello	8442	Full	\$9,230	\$41,769	\$9,230	\$11,076
Monticello	8442	Full	\$16,304	\$417,659	\$16,304	\$19,565
Monticello	8442	Full	\$9,230	\$41,769	\$9,230	\$11,076
Monticello	8442	Full	\$43,648	\$45,841	\$43,648	\$52,378
Monticello	8442	Full	\$40,000	\$40,000	\$40,000	\$48,000
Monticello	8442	Full	\$45,000	\$45,000	\$45,000	\$54,000
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Wynne	8314	Full	\$41,683	\$33,346	\$41,683	\$50,020
Pocahontas	7371	Full	\$43,534	\$34,827	\$43,534	\$52,241
Pocahontas	7371	Full	\$47,470	\$37,976	\$47,470	\$56,964
Pocahontas	7371	Full	\$43,200	\$34,560	\$43,200	\$51,840
Pocahontas	7371	Full	\$15,013	\$12,010	\$15,013	\$18,016
Pocahontas	7371	Full	\$31,077	\$24,862	\$31,077	\$37,292
Pocahontas	7371	Full	\$41,632	\$33,306	\$41,632	\$49,958
Pocahontas	7371	Full	\$42,374	\$33,899	\$42,374	\$50,849
Pocahontas	7371	Full	\$50,081	\$40,065	\$50,081	\$60,097
Pocahontas	7371	Full	\$3,632	\$2,906	\$3,632	\$4,358
Pocahontas	7371	Full	\$45,600	\$36,480	\$45,600	\$54,720
Pocahontas	7371	Full	\$54,508	\$43,606	\$54,508	\$65,410
Prairie Grove	7045	Full	\$56,597	\$45,278	\$56,597	\$67,916
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Prairie Grove	7045	Full	\$41,662	\$33,330	\$41,662	\$49,994
Prairie Grove	7045	Full	\$54,517	\$43,614	\$54,517	\$65,420
Prairie Grove	7045	Full	\$56,597	\$45,278	\$56,597	\$67,916
Prairie Grove	7045	Full	\$42,078	\$33,662	\$42,078	\$50,494
Prairie Grove	7045	Full	\$53,498	\$42,798	\$53,498	\$64,198
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Prairie Grove	7045	Full	\$44,158	\$35,326	\$44,158	\$52,990
Heber Springs	6969	Full	\$38,700	\$30,960	\$38,700	\$46,440

Police Officer

Heber Springs	6969	Full	\$35,700	\$28,560	\$35,700	\$42,840
Heber Springs	6969	Full	\$39,700	\$31,760	\$39,700	\$47,640
Heber Springs	6969	Full	\$36,700	\$29,360	\$36,700	\$44,040
Heber Springs	6969	Full	\$38,700	\$30,960	\$38,700	\$46,440
Heber Springs	6969	Full	\$39,700	\$31,760	\$39,700	\$47,640
Heber Springs	6969	Full	\$35,700	\$28,560	\$35,700	\$42,840
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$42,456	\$33,965	\$42,456	\$50,947
Ward	6052	Full	\$44,968	\$35,974	\$44,968	\$53,962
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Mena	5589	Full	\$47,355	\$37,884	\$47,355	\$56,826
Cave Springs	5495	Full	\$61,776	\$49,421	\$61,776	\$74,131
Cave Springs	5495	Full	\$54,849	\$43,879	\$54,849	\$65,819
Cave Springs	5495	Full	\$57,636	\$46,109	\$57,636	\$69,163
Cave Springs	5495	Full	\$57,636	\$46,109	\$57,636	\$69,163
Cave Springs	5495	Full	\$54,080	\$43,264	\$54,080	\$64,896
Cave Springs	5495	Full	\$54,745	\$43,796	\$54,745	\$65,694
Warren	5453	Full	\$40,500	\$32,400	\$40,500	\$48,600
Dardanelle	4517	Full	\$40,925	\$32,740	\$40,925	\$49,110
Dardanelle	4517	Full	\$42,000	\$33,600	\$42,000	\$50,400
Dardanelle	4517	Full	\$40,925	\$32,740	\$40,925	\$49,110
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Dardanelle	4517	Full	\$42,693	\$34,154	\$42,693	\$51,232
Dardanelle	4517	Full	\$39,000	\$31,200	\$39,000	\$46,800
Gentry	3790	Full	\$34,659	\$27,727	\$34,659	\$41,591
Gentry	3790	Full	\$47,761	\$38,209	\$47,761	\$57,313
Gentry	3790	Full	\$51,721	\$41,377	\$51,721	\$62,065
Gentry	3790	Full	\$48,996	\$39,197	\$48,996	\$58,795
Gentry	3790	Full	\$47,209	\$37,767	\$47,209	\$56,651
Gentry	3790	Full	\$25,835	\$20,668	\$25,835	\$31,002
Little Flock	3055	Full	\$43,483	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$41,824	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$41,824	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$38,220	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$38,220	\$34,200	\$39,600	\$45,000
Little Flock	3055	Full	\$38,220	\$34,200	\$39,600	\$45,000
Huntsville	2879	Full	\$46,716	\$37,373	\$46,716	\$56,059
Huntsville	2879	Full	\$42,380	\$33,904	\$42,380	\$50,856
Huntsville	2879	Full	\$41,026	\$41,026	\$41,026	\$42,380
Huntsville	2879	Full	\$39,716	\$39,716	\$39,716	\$41,026
Mountain View	2877	Full	\$33,280	\$26,624	\$33,280	\$39,936
Mountain View	2877	Full	\$28,600	\$22,880	\$28,600	\$34,320
Mountain View	2877	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$34,320	\$27,456	\$34,320	\$41,184
Mountain View	2877	Full	\$32,240	\$25,792	\$32,240	\$38,688

Police Officer

Brinkley	2700	Full	\$37,440	\$29,952	\$37,440	\$44,928
Brinkley	2700	Full	\$37,440	\$29,952	\$37,440	\$44,928
Brinkley	2700	Full	\$34,320	\$27,456	\$34,320	\$41,184
Brinkley	2700	Full	\$34,320	\$27,456	\$34,320	\$41,184
Brinkley	2700	Full	\$34,320	\$27,456	\$34,320	\$41,184
Hoxie	2598	Full	\$33,280	\$26,624	\$33,280	\$39,936
Hoxie	2598	Full	\$33,280	\$26,624	\$33,280	\$39,936
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
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
McCrary	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

Police Officer

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

Police Property Room Supervisor

Index Tab	
Job Title:	1109 - Police Property Room Supervisor
Job Description:	Supervises the storage of all items coming into the possession of the Police Department; updates and maintains a computerized inventory system to account for all items submitted, accepted, retained and disposed of; requires completion of two (2) years of experience in law enforcement related property storage and inventory, warehousing and inventory control, or a related area, and one (1) year of supervisory experience
Total Matches (A M B):	1 11 1
Exempt non-exempt:	1 13
Bonus Eligible (Y N):	2 8
Full Part Time:	2 1
Number of Organizations Reporting:	13
Position Titles:	Cid Detective Evidence Technician Lead Evidence Tech Police Property Equipment Tech Police Property Room Supervisor Property And Evidence Custodian Property And Evidence Supervisor Property Room Supervisor Property/Evidence Tech Records Clerk - Bachelor Degree Sergeant Sro Support Services Supervisor
Reports To:	Captain Chief Of Police Cid Sergeant Lieutenant Police Chief Police Major Support Division Police Sergeant Sergeant Sergeant/Services Superintendent Support Services Police Sergeant
Comments:	Also Serves As Crime Scene Supervisor Holiday Pay Is Paid In Base At 4 Extra Hours Each 26 Pay Period Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	14	\$38,378	\$43,000	\$47,822	\$43,639	\$55,725	\$60,680
Actual Incentive Paid Dollar Last Year	0						
Education Pay	1	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
EMT Pay	0						
Holiday Pay	3	\$1,995	\$1,995	\$1,420	\$1,995	\$2,252	\$2,252
Longevity Pay	0						
Other Pay	1	\$35,937	\$35,937	\$35,937	\$35,937	\$35,937	\$35,937

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$56,409	\$41,311	\$52,465	\$63,619
Fort Smith	89142	Full	\$72,363	\$70,595	\$74,173	\$77,917
Springdale	87176	Full	\$43,639	\$38,790	\$48,488	\$58,185
Springdale	87176	Full	\$43,639	\$38,790	\$48,488	\$58,185
Rogers	69908	Full	\$43,430	\$43,420	\$54,275	\$67,843
North Little Rock	64591	Full	\$55,725	\$44,580	\$55,725	\$66,870
Conway	64134	Full	\$45,423	\$36,338	\$45,423	\$45,423
Sherwood	32731	Full	\$60,680	\$52,013	\$61,192	\$73,431
Bella Vista	30104	Full	\$37,440	\$35,124	\$43,906	\$52,686
Paragould	29537	Full	\$47,593	\$38,074	\$47,593	\$57,112
Jacksonville	29477	Full	\$43,000	\$34,400	\$43,000	\$51,600
Texarkana	29387	Full	\$43,368	\$34,902	\$41,891	\$50,939
Blytheville	13406	Full	\$38,378	\$30,702	\$38,378	\$46,054
Flippin	1345	Full	\$38,418	\$33,280	\$37,440	\$41,600

Police Property Room Supervisor

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

Crime Scene Supervisor

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

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

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

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

Crime Scene Specialist

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

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

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

Crime Scene Specialist

Conway	64134	Full	\$38,563	\$30,850	\$38,563	\$38,563
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$59,009	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full				
Maumelle	19251	Full	\$47,479	\$37,983	\$47,479	\$56,975
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Communications Shift Supervisor

Index Tab	
Job Title:	1112 - Communications Shift Supervisor
Job Description:	Supervises the operations of an assigned shift in the Communications Center; provides supervision to 911 Dispatchers and 911 Call Takers; requires completion of high school; four (4) years of experience in public safety dispatching; one (1) year of supervisory/managerial experience.
Total Matches (A M B):	5 46 7
Exempt non-exempt:	8 54
Bonus Eligible (Y N):	18 47
Full Part Time:	18 0
Number of Organizations Reporting:	22
Position Titles:	911 Communications Coordinator 911 Shift Leader 911 Telecommunicator Supervisor Assistant Dispatch Manager Comm Center Supervisor Comm. Shift Supervisor Comm. Supv. Sgt. Communication Shift Supervisor Communications Corp. Communications Shift Supervisor Desk Sergeant Director Of 911 Dispatch Lead Dispatch Lieutenant Dispatch Manager Dispatch Supervisor Dispatcher/Lead Dispatcher/Senior E-911 Deputy Director E-911 Director E-911 Shift Supervisor E-911 Training Coordinator Lead Dispatcher Lead Public Safety Dispatcher Lead Telecom L2 971 Lead Telecommunicator L1 Lead Telecommunicator L2 Lead Telecommunicator L4 Police 911 Dispatch Supervisor Senior Dispatcher Supervisor - Police Dispatch Telecommunicator Shift Superv
Reports To:	Assistant Chief Assistant Police Chief Captain/Administration Chief Of Police Communications Sgt. Deputy Coordinator Director Of 911 Dispatch Manager Dispatch Office Manager Dispatch Supervisor Dispatcher/Senior E-911 Deputy Director E-911 Director Emergency Communications Operations Manager Lieutenant Mayor Police Chief Telecommunicator Supervisor Training Coordinator
Comments:	\$24.73/Hr; Only Budgeted For Half A Year Due To Dispatch Centralization. No Pay Grade/Min/Mid/Max Pay Structure In Place Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	65	\$42,089	\$48,155	\$54,759	\$52,374	\$62,141	\$70,886
Actual Incentive Paid Dollar Last Year	1	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953	\$62,953

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

Communications Shift Supervisor

Springdale	87176	Full	\$57,361	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$58,954	\$50,988	\$63,735	\$76,482
Springdale	87176	Full	\$50,485	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Springdale	87176	Full	\$52,014	\$48,955	\$61,193	\$73,432
Rogers	69908	Full	\$83,574	\$64,525	\$80,656	\$100,820
Rogers	69908	Full	\$61,297	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$61,711	\$54,593	\$68,241	\$85,301
Rogers	69908	Full	\$58,599	\$54,593	\$68,241	\$85,301
North Little Rock	64591	Full	\$72,024	\$57,619	\$72,024	\$86,429
North Little Rock	64591	Full	\$64,223	\$51,378	\$64,223	\$77,068
North Little Rock	64591	Full	\$61,165	\$48,932	\$61,165	\$73,398
Conway	64134	Full	\$63,166	\$50,533	\$63,166	\$63,166
Conway	64134	Full	\$51,469	\$41,175	\$51,469	\$51,469
Conway	64134	Full	\$53,223	\$42,578	\$53,223	\$53,223
Conway	64134	Full	\$53,223	\$42,578	\$53,223	\$53,223
Conway	64134	Full	\$56,732	\$45,386	\$56,732	\$56,732
Conway	64134	Full	\$59,072	\$47,258	\$59,072	\$59,072
Bentonville	54164	Full	\$52,374	\$41,899	\$52,374	\$62,849
Bentonville	54164	Full	\$50,980	\$40,784	\$50,980	\$61,176
Hot Springs	37930	Full	\$55,452	\$47,840	\$52,000	\$54,080
Hot Springs	37930	Full	\$55,452	\$47,840	\$52,000	\$54,080
Hot Springs	37930	Full	\$57,200	\$52,000	\$54,080	\$56,160
Sherwood	32731	Full	\$66,267	\$52,013	\$61,192	\$73,431
Bella Vista	30104	Full	\$73,174	\$51,413	\$64,267	\$77,120
Bella Vista	30104	Full	\$62,275	\$41,233	\$51,540	\$61,849
Paragould	29537	Full	\$81,428	\$65,142	\$81,428	\$97,714
Paragould	29537	Full	\$58,656	\$46,925	\$58,656	\$70,387
Paragould	29537	Full	\$42,089	\$33,671	\$42,089	\$50,507
Paragould	29537	Full	\$45,288	\$36,230	\$45,288	\$54,346
Paragould	29537	Full	\$44,679	\$35,743	\$44,679	\$53,615
Paragould	29537	Full	\$40,965	\$32,772	\$40,965	\$49,158
Paragould	29537	Full	\$41,815	\$33,452	\$41,815	\$50,178
Jacksonville	29477	Full	\$69,999	\$55,999	\$69,999	\$83,999
Jacksonville	29477	Full	\$44,200	\$35,360	\$44,200	\$53,040
Jacksonville	29477	Full	\$44,200	\$35,360	\$44,200	\$53,040
Jacksonville	29477	Full	\$44,200	\$35,360	\$44,200	\$53,040
Cabot	26569	Full	\$50,013	\$40,010	\$50,013	\$60,016
Cabot	26569	Full	\$50,013	\$40,010	\$50,013	\$60,016
Maumelle	19251	Full	\$25,723	\$20,578	\$25,723	\$30,868
Maumelle	19251	Full	\$25,719	\$20,575	\$25,719	\$30,863
Blytheville	13406	Full	\$65,394	\$52,315	\$65,394	\$78,473
Harrison	13069	Full	\$46,550	\$46,550	\$46,550	\$46,550
Forrest City	13015	Full	\$45,760	\$36,608	\$45,760	\$54,912
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$43,763	\$33,634	\$42,869	\$47,278
Hope	8952	Full	\$39,395	\$31,516	\$39,395	\$47,274
Monticello	8442	Full	\$43,418	\$45,946	\$43,418	\$52,102
Dardanelle	4517	Full	\$35,700	\$28,560	\$35,700	\$42,840
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

Index Tab	
Job Title:	1113 - Communications Dispatcher
Job Description:	Receives calls for emergency services and dispatches the appropriate emergency response unit to respond to the calls; requires completion of high school; one (1) year of experience in radio dispatching, including one (1) year of experience in the operation of computer equipment.
Total Matches (A M B):	2 63 0
Exempt non-exempt:	1 78
Bonus Eligible (Y N):	10 57
Full Part Time:	10 7
Number of Organizations Reporting:	13
Position Titles:	911 Dispatcher 911 Telecommunicator II Communications Dispatch Communications Dispatcher Communications Officer Dispatch 1 Dispatch 2 Dispatch 3 Dispatch 4 Dispatch Sergeant Dispatcher Dispatcher 1 Dispatcher 2 Dispatcher I E-911 Dispatcher Police Dispatcher Police Dispatcher - Trainee Police Dispatcher 1 - Trainee Police Dispatcher I Police Dispatcher Trainee Public Safety Dispatcher
Reports To:	911 Shift Leader Communications Corp. Communications Shift Supervisor Dispatch Lead Dispatch Lieutenant E-911 Shift Supervisor Lead Public Safety Dispatcher Mayor Police Assistant Chief Police Chief
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	85	\$35,648	\$38,014	\$44,279	\$41,184	\$50,024	\$60,122
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	4	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	1	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054	\$31,054

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

Communications Dispatcher

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

Communications Dispatcher

Blytheville	13406	Full	\$33,495	\$26,796	\$33,495	\$40,194
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$41,142	\$32,198	\$41,142	\$44,949
Hope	8952	Full	\$34,778	\$27,822	\$34,778	\$41,734
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$35,818	\$28,654	\$35,818	\$42,982
Hope	8952	Full	\$36,504	\$29,203	\$36,504	\$43,805
Monticello	8442	Full	\$38,946	\$41,978	\$38,946	\$46,735
Monticello	8442	Full	\$35,648	\$37,592	\$35,648	\$42,778
Monticello	8442	Full	\$35,609	\$37,592	\$35,609	\$42,731
Monticello	8442	Full	\$35,648	\$37,592	\$35,648	\$42,778
Monticello	8442	Full	\$32,889	\$37,592	\$32,889	\$39,467
Dardanelle	4517	Full	\$29,410	\$23,528	\$29,410	\$35,292
Dardanelle	4517	Full	\$29,410	\$23,528	\$29,410	\$35,292

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

Police Dispatch

Index Tab	
Job Title:	1114 - Police Dispatch
Job Description:	Handles emergency calls coming into the emergency response communications center and coordinates responses to meet the needs for each call. Works with various pieces of communications equipment including radios and computer consoles to ensure all calls for service are responded to by the appropriate personnel in a safe, prompt, and efficient manner; requires a high school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience.
Total Matches (A M B):	1 86 4
Exempt non-exempt:	1 72
Bonus Eligible (Y N):	24 68
Full Part Time:	24 7
Number of Organizations Reporting:	14
Position Titles:	Dispatch Dispatch Supervisor Dispatch/Jailer Dispatcher Dispatcher I Dispatcher Ii - Associate Degree Dispatcher/Public Relations Dispatcher/Qc Jail Admin Lead Dispatcher Police Department Police Dispatch Public Safety Dispatcher Telecommunicator I Telecommunicator I Basic Telecommunicator I Entry Telecommunicator I Int Telecommunicator I Inter Telecommunicator Ii Telecommunicator Ii L2 Telecommunicator Ii Lv 1 Telecommunicator Ii Lv 2 Telecommunicator Ii Lv I Telecommunicator Ii Lv1 Telecommunicator Iii
Reports To:	Assistant Dispatch Manager Chief Comm Center Supervisor Dispatch Supervisor Dispatcher/Senior Jail Adin Lead Dispatch Lead Telecommunicator 1, 2 Or 3 Police Chief Police Lieutenant
Comments:	\$15.46/Hr; Only Budgeted For Half A Year Due To Dispatch Centralization. \$15.93/Hr; Only Budgeted For Half A Year Due To Dispatch Centralization. Hire Date In 2024

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	98	\$27,830	\$37,432	\$40,862	\$41,924	\$46,862	\$50,485
Actual Incentive Paid Dollar Last Year	4	\$200	\$200	\$200	\$200	\$200	\$200
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Police Dispatch

Bella Vista	30104	Full	\$51,729	\$45,304	\$56,631	\$67,957
Maumelle	19251	Full	\$16,562	\$13,250	\$16,562	\$19,874
Maumelle	19251	Full	\$16,079	\$12,863	\$16,079	\$19,295
Maumelle	19251	Full	\$16,562	\$13,250	\$16,562	\$19,874
Maumelle	19251	Full	\$16,562	\$13,250	\$16,562	\$19,874
Maumelle	19251	Full	\$16,078	\$12,862	\$16,078	\$19,294
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Lowell	9839	Full	\$34,988	\$27,990	\$34,988	\$41,986
Lowell	9839	Full	\$32,105	\$25,684	\$32,105	\$38,526
Lowell	9839	Full	\$32,105	\$25,684	\$32,105	\$38,526
Lowell	9839	Full	\$55,059	\$44,047	\$55,059	\$66,071
Lowell	9839	Full	\$30,576	\$24,461	\$30,576	\$36,691
Ward	6052	Full	\$37,585	\$30,068	\$37,585	\$45,102
Warren	5453	Full	\$29,500	\$23,600	\$29,500	\$35,400
Brinkley	2700	Full	\$33,529	\$26,823	\$33,529	\$40,235
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
Brinkley	2700	Full	\$27,830	\$22,264	\$27,830	\$33,396
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

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

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

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

Communications Call Taker

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

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

Probation Officer - Senior

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

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

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

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

Probation Officer

Index Tab	
Job Title:	1117 - Probation Officer
Job Description:	Designs and monitors corrective action plans and programs for Municipal Court probationers and provides court security; requires completion of a Bachelor
Total Matches (A M B):	2 23 0
Exempt non-exempt:	0 26
Bonus Eligible (Y N):	1 25
Full Part Time:	1 0
Number of Organizations Reporting:	11
Position Titles:	911 Telecommunicator I Baliff/Probation Officer Deputy Chief Probation Officer Inmate Supervisor Peer Recovery Specialist Probation Officer Transport Specialized Officer
Reports To:	Chief Of Police Court Clerk District Court Clerk Judge Police Chief Probation Officer-Sr
Comments:	Police

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	29	\$34,777	\$41,562	\$45,519	\$46,675	\$48,942	\$55,099
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	1	\$12	\$12	\$12	\$12	\$12	\$12
Longevity Pay	0						
Other Pay	0						

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

Probation Officer

North Little Rock	64591	Full	\$50,019	\$40,015	\$50,019	\$60,023
North Little Rock	64591	Full	\$47,048	\$37,638	\$47,048	\$56,458
North Little Rock	64591	Full	\$46,125	\$36,900	\$46,125	\$55,350
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Hot Springs	37930	Full	\$34,777	\$29,120	\$39,520	\$49,920
Sherwood	32731	Full	\$46,758	\$37,406	\$46,758	\$56,110
Jacksonville	29477	Full	\$38,585	\$30,868	\$38,585	\$46,302
Jacksonville	29477	Full	\$41,562	\$33,250	\$41,562	\$49,874
Texarkana	29387	Full	\$54,121	\$39,166	\$49,545	\$63,336
Texarkana	29387	Full	\$47,944	\$34,902	\$41,891	\$50,939
Texarkana	29387	Full	\$40,435	\$30,388	\$36,400	\$44,241
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Mountain Home	12825	Full	\$43,555	\$35,214	\$44,450	\$49,566
Ward	6052	Full	\$36,753	\$29,402	\$36,753	\$44,104

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

Public Works Director

Index Tab	
Job Title:	1200 - Public Works Director
Job Description:	Manages/directs the various departments within the Public Works division and is responsible for the strategic planning, organizing, directing and coordinating the various activities that impacts the administrative and professional decisions on a day to day basis; requires a Bachelor
Total Matches (A M B):	10 25 2
Exempt non-exempt:	31 11
Bonus Eligible (Y N):	16 11
Full Part Time:	16 0
Number of Organizations Reporting:	33
Position Titles:	Assistant Director Of Public Works Assistant Public Works Director Assistant Utilities Director City Maintance Manager Director Of Public Works Director Of Public Works / Engineer Director Public Works Director, Utilities Engineering Director Permits & Inspections Dr Public Works Director Public Works Manager Public Works Superintendent Public Works Supervisor Pw Director Sanitation Director Solid Waste Director Street Director Utilities Director Utility Manager Utility Supervisor Water Wroks Director
Reports To:	Chief Of Staff/Finance Manager City Administrator City Manager Commercial Manager Director Of Public Works Mayor Public Works Director
Comments:	Also Work As Code 1220 Water Director Of Engineering At Transportation Department Does Not Require College Degree No Engineering In Job Description Public Works Includes: Pest Control, Solid Waste, Street, And ShopDepartments Sanitation/Landfill Services Only

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	43	\$56,742	\$65,150	\$81,837	\$80,000	\$102,764	\$111,092
Actual Incentive Paid Dollar Last Year	6	\$250	\$250	\$1,367	\$250	\$2,301	\$4,200
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Public Works Director

Jacksonville	29477	Full	\$71,378	\$57,102	\$71,378	\$85,654
Texarkana	29387	Full	\$115,336	\$70,740	\$93,496	\$122,553
Texarkana	29387	Full	\$85,779	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$78,074	\$62,459	\$78,074	\$93,689
Cabot	26569	Full	\$80,000	\$64,000	\$80,000	\$96,000
Maumelle	19251	Full	\$86,039	\$68,831	\$86,039	\$103,247
Centerton	17792	Full	\$94,797	\$75,838	\$94,797	\$113,756
Blytheville	13406	Full	\$54,640	\$43,712	\$54,640	\$65,568
Forrest City	13015	Full	\$65,520	\$52,416	\$65,520	\$78,624
Forrest City	13015	Full	\$83,033	\$66,426	\$83,033	\$99,640
Mountain Home	12825	Full	\$85,280	\$72,509	\$76,456	\$85,280
Lowell	9839	Full	\$102,835	\$82,268	\$102,835	\$123,402
Monticello	8442	Full	\$59,304	\$59,304	\$59,304	\$71,165
Wynne	8314	Full	\$65,150	\$52,120	\$65,150	\$78,180
Prairie Grove	7045	Full	\$95,018	\$76,014	\$95,018	\$114,022
Heber Springs	6969	Full	\$57,700	\$46,160	\$57,700	\$69,240
Ward	6052	Full	\$73,748	\$58,998	\$73,748	\$88,498
Dardanelle	4517	Full	\$68,250	\$54,600	\$68,250	\$81,900
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

Index Tab	
Job Title:	1201 - Sanitation Superintendent
Job Description:	In coordination with the Public Works Director, plans, organizes and directs the activities of the Sanitation Department. Ensures compliance with all applicable regulations, permits and licensing requirements; recommends specifications for equipment and vehicles and assists in soliciting quotes and writing requisitions for purchase orders; analyzes and monitors annual budget expenditures and makes recommendations for budget preparation; requires a high school diploma or GED plus and five (5) years of related experience and/or training and a minimum of three (3) years of management experience.
Total Matches (A M B):	0 9 3
Exempt non-exempt:	8 6
Bonus Eligible (Y N):	4 6
Full Part Time:	4 0
Number of Organizations Reporting:	12
Position Titles:	Chief Plant Maintenance Superintendent Commercial Field Superintendent Commercial Manager Director Of Sanitation Director, Solid Waste Landfill Supervisor Public Works Foreman Residential Superintendent Sanitation Superint Sanitation Superintendent Sanitation Supervisor Sanitation Supervisor/Cdl/Ts Solid Waste Services Manager Special Services Superintendent Water & Sewer Supervisor
Reports To:	Assistant Director Of Public Works Commercial Manager Deputy City Administrator Director Of Public Works Mayor Plant Supervisor Public Works Director Residential Manager Solid Waste Director
Comments:	Serves As Foreman For Street And Sanitation

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	17	\$45,000	\$51,488	\$62,842	\$58,667	\$66,222	\$99,960
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Little Rock	202591	Full	\$99,960	\$78,020	\$99,086	\$120,151
Fort Smith	89142	Full	\$113,420	\$91,790	\$114,732	\$137,675
North Little Rock	64591	Full	\$93,050	\$74,440	\$93,050	\$111,660
Hot Springs	37930	Full	\$50,398	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$65,728	\$64,480	\$79,040	\$95,680
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Sherwood	32731	Full	\$66,539	\$56,498	\$66,468	\$73,762
Paragould	29537	Full	\$48,880	\$39,104	\$48,880	\$58,656
Jacksonville	29477	Full	\$58,667	\$46,934	\$58,667	\$70,400
Maumelle	19251	Full	\$66,222	\$52,978	\$66,222	\$79,466
Hope	8952	Full	\$58,793	\$47,034	\$58,793	\$70,552
Hope	8952	Full	\$51,488	\$41,190	\$51,488	\$61,786

Sanitation Superintendent

Wynne	8314	Full	\$45,000	\$36,000	\$45,000	\$54,000
Warren	5453	Full	\$31,100	\$24,880	\$31,100	\$37,320
Elkins	3602	Full	\$60,320	\$48,256	\$60,320	\$72,384
We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.						

Sanitation Supervisor

Index Tab	
Job Title:	1202 - Sanitation Supervisor
Job Description:	Under the guidance of the Sanitation Superintendent, supervises personnel in all operations of the Solid Waste division and the oversight of commercial and residential waste and recycling routes, compost site, residential yard waste and material recycling facility; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A M B):	7 15 0
Exempt non-exempt:	12 16
Bonus Eligible (Y N):	3 16
Full Part Time:	3 0
Number of Organizations Reporting:	12
Position Titles:	Collections Manager Collections Manager 947 Comm. Collections Sup Compost Facility Operations Manager Crew Leader Customer Operations Coordinator Customer Operations Manager Landfill Operations Sup Landfill Ops Manager Manager - Commercial & Industrial Collections Manager - Landfill Services Manager - Residential Collections Recycling Ops Manager Recycling Ops Supervisor Resid Collections Sup Residential Manager Route Supervisor/Gargage Route Supervisor/Trash Safety Specialist Sanitaion Supervisor (Cdl) Sanitation Foreman Sanitation Lead/Cdl/Ts Sanitation Supervisor Solid Waste Collection Superv Team Leader Transfer Station Supervisor Waste Water Manager Weld Shop Supervisor - Sw
Reports To:	Commercial Manager Commerical Collections Manager Director Of Public Works Director Of Sanitation Director, Solid Waste Facilities Operations Manager Landfill Operations Manager Mayor Public Works Director Recycling Operations Manager Residential Collections Manager Sanitation Director Sanitation Superintendent Sanitation Supervisor Solid Waste Director Solid Waste Services Manager Water Works Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	28	\$41,612	\$47,840	\$56,429	\$56,673	\$63,702	\$69,145
Actual Incentive Paid Dollar Last Year	1	\$415	\$415	\$415	\$415	\$415	\$415
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Sanitation Supervisor

Conway	64134	Full	\$69,145	\$55,316	\$69,145	\$69,145
Hot Springs	37930	Full	\$59,009	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$41,620	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$52,083	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$65,728	\$64,480	\$79,040	\$95,680
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$48,651	\$39,520	\$49,920	\$60,320
Sherwood	32731	Full	\$47,840	\$52,013	\$61,192	\$73,431
Jacksonville	29477	Full	\$47,725	\$38,180	\$47,725	\$57,270
Maumelle	19251	Full	\$41,612	\$33,290	\$41,612	\$49,934
Forrest City	13015	Full	\$46,280	\$37,024	\$46,280	\$55,536
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Dardanella	4517	Full	\$54,489	\$43,591	\$54,489	\$65,387
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

Index Tab	
Job Title:	1203 - Sanitation Equipment Operator III
Job Description:	Operates an automated sideloader refuse collection truck and/or knuckleboom truck in a safe and efficient manner to ensure the collection of solid waste materials on an assigned route; requires completion of grade school, one (1) year of experience in the operation of a heavy-duty transport vehicle, two (2) years of experience at the level of Solid Waste Equipment Operator, and one (1) year experience in the operation of automated refuse collection vehicles or knuckleboom trucks; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	13 123 0
Exempt non-exempt:	2 172
Bonus Eligible (Y N):	9 172
Full Part Time:	9 2
Number of Organizations Reporting:	14
Position Titles:	Caps Truck Driver Cardboard Truck Driver Cdl Driver Commercial Driver I Commercial Driver Ii Commercial Driver Iii Commercial Driver Iisant Commercial Driver Iv Commercial Driver V Commercial Front-Load Driver Commercial Frontload Truck Driver Commercial Helper/Driver Commercial Helper/Driver FI Commercial Roll Off Driver Commercial Roll-Off Driver Const Spec Gen Const Spec Int. Adv 933 Const Specialist Iv Constr. Specialist Gen Construction Spec Gen Equipment Operator - Commercial Collections Equipment Operator - Industrial Collections Equipment Operator - Residential Collections Equipment Operator Iii Equipment Operator Iv Public Works Operator Relief Truck Driver Relief Truck Driver Class A Relief Truck Driver/Class A Sanitation Driver Assistant Solid Waste Collection Supervisor Asst. Street Superintendent Collections Or Recycling Operation Supervisor Or Manager Commercial Manager Landfill Operations Or Recycling Operations Supervisor Or Manager Landfill Operations Supervisor Or Manager Manager - Commercial & Industrial Collections Manager - Residential Collections Public Works Director Residential Manager Residential Or Commerical Collections Supervisor Or Manager Route Supervisor Sanitation Lead Sanitation Lead/Cdl/Ts Sanitation Superintendent Sanitation Supervisor Solid Waste Foreman Solid Waste Supervisor Street Foreman Street Manager Street Supervisor
Reports To:	
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	174	\$37,752	\$39,380	\$43,442	\$42,848	\$47,132	\$51,966
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Sanitation Equipment Operator III

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

Sanitation Equipment Operator III

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

Sanitation Equipment Operator III

Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$40,185	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$43,617	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$43,617	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$39,644	\$37,440	\$45,760	\$58,240
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$52,978	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Jacksonville	29477	Full	\$39,924	\$31,939	\$39,924	\$47,909
Maumelle	19251	Full	\$52,518	\$42,014	\$52,518	\$63,022
Maumelle	19251	Full	\$44,031	\$35,225	\$44,031	\$52,837
Maumelle	19251	Full	\$41,419	\$33,135	\$41,419	\$49,703
Maumelle	19251	Full	\$34,652	\$27,722	\$34,652	\$41,582
Blytheville	13406	Full	\$28,766	\$23,013	\$28,766	\$34,519
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$34,320	\$27,456	\$34,320	\$41,184
Forrest City	13015	Full	\$33,800	\$27,040	\$33,800	\$40,560
Monticello	8442	Full	\$32,042	\$32,042	\$32,042	\$38,450
Monticello	8442	Full	\$34,887	\$34,887	\$34,887	\$41,864
Prairie Grove	7045	Full	\$49,733	\$39,786	\$49,733	\$59,680
Warren	5453	Full	\$29,700	\$23,760	\$29,700	\$35,640

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

Sanitation Equipment Operator II

Index Tab	
Job Title:	1204 - Sanitation Equipment Operator II
Job Description:	Operates a refuse collection truck and a cart dumper mechanism to ensure the collection of solid waste materials on an assigned route; requires completion of grade school; one (1) year of experience in the operation of a heavy-duty transport vehicle; two (2) years of experience at the level of Solid Waste Equipment Operator I; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	0 41 0
Exempt non-exempt:	1 62
Bonus Eligible (Y N):	12 62
Full Part Time:	12 1
Number of Organizations Reporting:	9
Position Titles:	Cdl Driver Relief San. Driver Relief Truck Driver/Class B Residential Driver Residential Driver - Earth Angel Residential Worker Sanitation Driver Sanitation Driver #2 Sanitation Equipment Operator Ii Sanitation Operator Sanitation Operator Ii Solid Waste Equipment Operator Ii Special Services Truck Driver Tractor Trailer Driver Truck Driver/Collector
Reports To:	Assistant Solid Waste Collection Supervisor Commercial Manager Public Works Director Residential Manager Route Supervisor Sanitation Superintendent Sanitation Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	63	\$34,320	\$37,440	\$40,492	\$37,752	\$46,737	\$49,650
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Sanitation Equipment Operator II

North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$51,966	\$32,604	\$41,162	\$51,966
North Little Rock	64591	Full	\$46,250	\$32,604	\$41,162	\$51,966
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,334	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,169	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$37,752	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$39,020	\$37,440	\$45,760	\$58,240
Sherwood	32731	Full	\$49,650	\$41,952	\$49,356	\$59,227
Sherwood	32731	Full	\$49,650	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$35,360	\$28,288	\$35,360	\$42,432
Paragould	29537	Full	\$44,720	\$35,776	\$44,720	\$53,664
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Jacksonville	29477	Full	\$38,863	\$31,090	\$38,863	\$46,636
Jacksonville	29477	Full	\$37,752	\$30,202	\$37,752	\$45,302
Blytheville	13406	Full	\$29,640	\$23,712	\$29,640	\$35,568
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Forrest City	13015	Full	\$37,440	\$29,952	\$37,440	\$44,928
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184

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

Sanitation Equipment Operator I

Index Tab	
Job Title:	1205 - Sanitation Equipment Operator I
Job Description:	Under the guidance of a Sanitation Supervisor, operates equipment to pick up trash in residential and/or commercial locations; operates equipment in an efficient and safe manner, plus the ability to operate equipment in tight places, close surroundings, in the dark and in adverse weather; requires high school diploma or GED, possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	6 27 1
Exempt non-exempt:	1 30
Bonus Eligible (Y N):	5 30
Full Part Time:	5 0
Number of Organizations Reporting:	12
Position Titles:	Driver/Laborer Equipment Operator Equipment Operator - Residential Collections Equipment Operator I Public Works Sanitation Driver Sanitation Equipment Operator I Sanitation Laborer W/Cdl Sanitation Operator Sanitation Operator I Sanitation Services Solid Waste Equipment Oper I
Reports To:	Assistant Solid Waste Collection Supervisor Landfill Operations Or Recycling Operations Supervisor Or Manager Manager - Residential Collections Mayor Public Works Director Sanitation Superintendent Sanitation Supervisor Street Supervisor Street/San Manager
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	34	\$34,029	\$36,712	\$37,951	\$36,784	\$40,227	\$41,683
Actual Incentive Paid Dollar Last Year	1	\$250	\$250	\$250	\$250	\$250	\$250
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Sanitation Equipment Operator I

Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Conway	64134	Full	\$36,784	\$29,427	\$36,784	\$36,784
Sherwood	32731	Full	\$45,136	\$41,952	\$49,356	\$59,227
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Paragould	29537	Full	\$37,440	\$29,952	\$37,440	\$44,928
Jacksonville	29477	Full	\$36,712	\$29,370	\$36,712	\$44,054
Jacksonville	29477	Full	\$36,712	\$29,370	\$36,712	\$44,054
Jacksonville	29477	Full	\$36,720	\$29,376	\$36,720	\$44,064
Jacksonville	29477	Full	\$36,712	\$29,370	\$36,712	\$44,054
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Hope	8952	Full	\$36,587	\$29,270	\$36,587	\$43,904
Hope	8952	Full	\$39,146	\$31,317	\$39,146	\$46,975
Hope	8952	Full	\$35,360	\$28,288	\$35,360	\$42,432
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Prairie Grove	7045	Full	\$42,869	\$34,295	\$42,869	\$51,443
Prairie Grove	7045	Full	\$41,205	\$32,964	\$41,205	\$49,446
Warren	5453	Full	\$29,700	\$23,760	\$29,700	\$35,640
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

Index Tab	
Job Title:	1206 - Sanitation Department Laborer
Job Description:	Under the guidance of a Sanitation Supervisor, runs routes to remove waste from public locations in a safe manner and helps to maintain a clean city; requires a high school diploma or GED.
Total Matches (A M B):	36 107 19
Exempt non-exempt:	2 154
Bonus Eligible (Y N):	50 154
Full Part Time:	50 5
Number of Organizations Reporting:	26
Position Titles:	Collector I Collector I 918 Collector Ii Collector Iii Collector Iv Collector V Collector/Laborer Department Laborer Driver (Non-Cdl) Equipment Operator Equipment Operator - Commercial Collections Equipment Operator - Residential Collections Gatekeeper Helper Laborer Laborer - Sanitation Litter Control Leader Maintenance Spec Iii Painter/Welder Fabricator Public Works Labor Refuse Collector Sanitation Worker Sanitation Department Laborer Sanitation Dept Laborer Sanitation Driver Sanitation Laborer Sanitation Loader Sanitation Services Sanitation Sewer Laborer Slw Residential Helper Small Truck Garbage Collector Small Truck Garbage Collector/Driver Street Department Thrower Waste Water Operator Water & Sewer Worker Welder/Fabricator
Reports To:	Assistant Solid Waste Collection Supervisor Collections Or Recycling Operation Supervisor Or Manager Commercial Manager Fleet & Facilities Supervisor Manager - Commercial & Industrial Collections Manager - Residential Collections Mayor Public Works Director Public Works Foreman & Director Residential Manager Route Supervisor Sanitation Equipment Operator Sanitation Lead/Cdl/Ts Sanitation Superintendent Sanitation Supervisor Solid Waste Foreman Solid Waste Supervisor Street Manager Street Supervisor Water & Sewer Supervisor
Comments:	Several Job Descriptions Works Simultaneously As Sanitation And Streets. Operates HeavyEquipment, Does Street Repair Work, Cdl Preferred.

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	169	\$28,600	\$31,886	\$34,847	\$34,278	\$37,980	\$41,261
Actual Incentive Paid Dollar Last Year	10	\$250	\$600	\$655	\$600	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Sanitation Department Laborer

Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$36,420	\$29,136	\$36,420	\$36,420
Conway	64134	Full	\$40,705	\$32,564	\$40,705	\$40,705
Conway	64134	Full	\$40,705	\$32,564	\$40,705	\$40,705
Conway	64134	Full	\$42,848	\$34,278	\$42,848	\$42,848
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$44,990	\$35,992	\$44,990	\$44,990
Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$34,278	\$27,422	\$34,278	\$34,278
Conway	64134	Full	\$40,705	\$32,564	\$40,705	\$40,705
Conway	64134	Full	\$36,801	\$29,441	\$36,801	\$36,801
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Sherwood	32731	Full	\$41,766	\$37,468	\$44,080	\$52,896
Sherwood	32731	Full	\$43,846	\$37,468	\$44,080	\$52,896
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$39,520	\$31,616	\$39,520	\$47,424
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Paragould	29537	Full	\$33,280	\$26,624	\$33,280	\$39,936
Jacksonville	29477	Full	\$34,417	\$27,534	\$34,417	\$41,300
Russellville	28940	Full	\$37,425	\$29,940	\$37,425	\$44,910
Russellville	28940	Full	\$41,261	\$33,009	\$41,261	\$49,513
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$31,594	\$25,275	\$31,594	\$37,913
Russellville	28940	Full	\$30,823	\$24,658	\$30,823	\$36,988
Russellville	28940	Full	\$30,823	\$24,658	\$30,823	\$36,988
Maumelle	19251	Full	\$30,596	\$24,477	\$30,596	\$36,715
Maumelle	19251	Full	\$30,596	\$24,477	\$30,596	\$36,715
Maumelle	19251	Full	\$29,993	\$23,994	\$29,993	\$35,992
Maumelle	19251	Full	\$29,993	\$23,994	\$29,993	\$35,992
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Forrest City	13015	Full	\$31,200	\$24,960	\$31,200	\$37,440
Forrest City	13015	Full	\$28,080	\$22,464	\$28,080	\$33,696
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Forrest City	13015	Full	\$27,040	\$21,632	\$27,040	\$32,448
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$31,678	\$25,342	\$31,678	\$38,014
Hope	8952	Full	\$31,200	\$24,960	\$31,200	\$37,440
Hope	8952	Full	\$31,678	\$25,342	\$31,678	\$38,014

Sanitation Department Laborer

Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$32,760	\$26,208	\$32,760	\$39,312
Hope	8952	Full	\$35,235	\$28,188	\$35,235	\$42,282
Hope	8952	Full	\$36,691	\$29,353	\$36,691	\$44,029
Hope	8952	Full	\$40,102	\$32,082	\$40,102	\$48,122
Monticello	8442	Full	\$25,511	\$25,511	\$25,511	\$30,613
Monticello	8442	Full	\$28,675	\$28,675	\$28,675	\$34,410
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Wynne	8314	Full	\$35,360	\$28,288	\$35,360	\$42,432
Pocahontas	7371	Full	\$39,017	\$31,214	\$39,017	\$46,820
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Heber Springs	6969	Full	\$34,320	\$27,456	\$34,320	\$41,184
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Heber Springs	6969	Full	\$30,160	\$24,128	\$30,160	\$36,192
Warren	5453	Full	\$26,500	\$21,200	\$26,500	\$31,800
Dardanelle	4517	Full	\$45,391	\$36,313	\$45,391	\$54,469
Elkins	3602	Full	\$38,937	\$31,150	\$38,937	\$46,724
Elkins	3602	Full	\$41,600	\$33,280	\$41,600	\$49,920
Mountain View	2877	Full	\$26,000	\$20,800	\$26,000	\$31,200
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Mountain View	2877	Full	\$28,600	\$22,880	\$28,600	\$34,320
Mountain View	2877	Full	\$28,600	\$22,880	\$28,600	\$34,320
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696
Mountain View	2877	Full	\$29,640	\$23,712	\$29,640	\$35,568
Hoxie	2598	Full	\$27,040	\$21,632	\$27,040	\$32,448
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

Index Tab	
Job Title:	1207 - Street Maintenance Superintendent
Job Description:	Directs the activities and overall operations of the Street Section of the Public Works Division; provides supervision to street supervisors and their personnel; requires a high school diploma or GED and four (4) years of experience in street repair and maintenance, or street construction; two (2) years of supervisory/managerial experience.
Total Matches (A M B):	2 18 6
Exempt non-exempt:	15 10
Bonus Eligible (Y N):	8 10
Full Part Time:	8 0
Number of Organizations Reporting:	26
Position Titles:	Assistant Pw Director Concrete Crew Leader Construction Ops Coordinator/Cdl Construction Superintendent Director, Street & Traffic Control Drainage And Street Supervisor Maintenance Manager Public Works Public Works Superintendent Public Works Supervisor Street Street Department Director Street Department Manager Street Director Street Field Superintendent Street Maint Superintendent Street Maint Supervisor/Cdl Street Superintendent Street Superintendent Street Supervisor Superintendent Superintendent Of Streets
Reports To:	Assistant Director Of Public Works Deputy City Administrator Director Of Public Works Job Supervisor Mayor Public Works Director Public Works Operations Manager Street Director Street Manager Street Operations Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	29	\$44,012	\$53,560	\$66,488	\$58,278	\$77,761	\$106,662
Actual Incentive Paid Dollar Last Year	3	\$1,000	\$1,000	\$1,177	\$1,000	\$2,330	\$2,330
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Street Maintenance Superintendent

Texarkana	29387	Full	\$69,721	\$56,451	\$71,344	\$90,833
Russellville	28940	Full	\$77,761	\$62,209	\$77,761	\$93,313
Cabot	26569	Full	\$60,000	\$48,000	\$60,000	\$72,000
Maumelle	19251	Full	\$51,106	\$40,885	\$51,106	\$61,327
Maumelle	19251	Full	\$58,278	\$46,622	\$58,278	\$69,934
Lowell	9839	Full	\$55,952	\$44,762	\$55,952	\$67,142
Greenwood	9516	Full	\$67,871	\$55,838	\$67,871	\$67,872
Clarksville	9381	Full	\$54,794	\$46,084	\$49,084	\$51,084
Hope	8952	Full	\$56,784	\$45,427	\$56,784	\$68,141
Little Flock	3055	Full	\$60,156	\$45,000	\$53,750	\$62,500
Brinkley	2700	Full	\$39,505	\$31,604	\$39,505	\$47,406
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

Index Tab	
Job Title:	1208 - Street Supervisor
Job Description:	Assigns and supervises work crews and equipment operators in the course of street repair and construction; oversees the day-to-day performance of crews working in the maintenance of right-of-ways; completing hot mix overlays, chip seals, patching, and grass cutting; requires a high school diploma or GED and three (3) years of related experience and/or training and 12-18 months of supervisory/managerial experience.
Total Matches (A M B):	9 58 7
Exempt non-exempt:	10 75
Bonus Eligible (Y N):	23 75
Full Part Time:	23 1
Number of Organizations Reporting:	41
Position Titles:	Asphalt Foreman Asphalt Supervisor Assistant Director Assistant Superintendent Asst Street Superintendent Asst Superintendent Of Streets Asst. Street Superint Concrete Foreman Construction Foreman Construction Inspector Construction Special Adv Construction Supervisor Crew Leader Crew Leader - Street Crew Leader Pp Crew Supervisor Field Operations Technician Foreman Foreman Ii Foreman Ii-01 Foreman Iii-01 Maintenance Foreman Operator I Operator Ii Public Works Supervisor Right Of Way Inspector Sign Supervisor Stormwater Manager Street Street Const. Foreman Street Department Head Street Department Lead Street Foreman Street Foreman/Lead Maint Street Foreman Street Lead Operator/Cdl Street Manager Street
Reports To:	Assistant Director Assistant Superintendent Construction Superintendent Crew Leader Director Of Public Works Director, Street & Traffic Control Drainage And Street Supervisor Job Supervisor Mayor Public Works Director Public Works Manager Street Department Director Street Department Manager Street Dept Director Street Maint Superintendent Street Maintenance Superintendent Street Manager Street Operations Director Street Superintendent
Comments:	1,200 Per Year Longevity Pay No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	97	\$38,293	\$41,600	\$51,207	\$50,752	\$56,482	\$68,707
Actual Incentive Paid Dollar Last Year	4	\$424	\$424	\$1,006	\$600	\$1,000	\$2,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Street Supervisor

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

Street Supervisor

Harrison	13069	Full	\$50,564	\$50,564	\$50,564	\$50,564
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Mountain Home	12825	Full	\$77,314	\$69,202	\$76,148	\$81,973
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$51,688	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662
Greenwood	9516	Full	\$37,636	\$31,288	\$37,636	\$48,017
Monticello	8442	Full	\$42,273	\$42,273	\$42,273	\$50,728
Prairie Grove	7045	Full	\$58,718	\$46,974	\$58,718	\$70,462
Heber Springs	6969	Full	\$38,480	\$30,784	\$38,480	\$46,176
Ward	6052	Full	\$45,073	\$36,058	\$45,073	\$54,088
Mena	5589	Full	\$48,522	\$38,818	\$48,522	\$58,226
Cave Springs	5495	Full	\$48,629	\$38,903	\$48,629	\$58,355
Warren	5453	Full	\$46,800	\$37,440	\$46,800	\$56,160
Dardanelle	4517	Full	\$45,000	\$36,000	\$45,000	\$54,000
Gentry	3790	Full	\$67,198	\$53,758	\$67,198	\$80,638
Elkins	3602	Full	\$67,600	\$54,080	\$67,600	\$81,120
Huntsville	2879	Full	\$55,992	\$44,794	\$55,992	\$67,190
Mountain View	2877	Full	\$41,600	\$33,280	\$41,600	\$49,920
Hoxie	2598	Full	\$34,736	\$27,789	\$34,736	\$41,683
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

Index Tab	
Job Title:	1209 - Street Equipment Operator
Job Description:	Operates various pieces of street equipment to assist in the construction, repair and maintenance of all City streets; operates equipment in a safe and efficient manner and ensure equipment is properly maintained; requires a high school diploma or GED and two (2) years of experience at the level of Street Department Laborer; must possess a valid Arkansas Class B (Commercial Vehicle) Driver
Total Matches (A M B):	27 175 16
Exempt non-exempt:	3 219
Bonus Eligible (Y N):	79 219
Full Part Time:	79 0
Number of Organizations Reporting:	37
Position Titles:	Asst Street Superintendent Cdl Driver Concret Construction Crew Leader Concrete Finisher Const. Specialist Inter Construction Spec Int Construction Special Gen Construction Special Int Driver/Laborer Equip Op/Concrete Finisher Equipment Operator Equipment Operator - Sidewalk Construction Equipment Operator - Street Construction Equipment Operator - Street Drainage Equipment Operator - Street Maintenance Equipment Operator 4 Equipment Operator I-01 Equipment Operator I-02 Equipment Operator I-03 Equipment Operator I-04 Equipment Operator I-05 Equipment Operator I-06 Equipment Operator I-07 Equipment Operator I-08 Equipment Operator I-09 Equipment Operator I-10 Equipment Operator II-01 Equipment Operator IV Equipment Operator V
Reports To:	Assistant Public Works Director Asst. Street Superintendent Compost Crew Leader II Concrete Foreman Construction Foreman Crew Leader Director Of Public Works Drainage And Street Supervisor Foreman Grounds Maint Lead/Cdl Mayor Public Works Director Public Works Director & Supervisor Sign Supervisor Signs/Markings Technician Solid Waste Foreman Street Department Lead Street Dept Director Street Foreman Street Lead Operator/Cdl Street Maint Superintendent Street Maintenance Superintendent Street Manager Street Superintendent Street Supervisor Supervisor - Street Construction Supervisor - Street Drainage Supervisor - Street Maintenance Urban Forester
Comments:	1,200 Per Year Longevity Pay 300 Per Year Longevity Pay Grade Above Construction Specialist Gen No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	241	\$33,030	\$36,400	\$41,101	\$40,704	\$44,990	\$50,500
Actual Incentive Paid Dollar Last Year	23	\$200	\$200	\$1,176	\$1,000	\$2,000	\$2,580
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Street Equipment Operator

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

Street Equipment Operator

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

Street Equipment Operator

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

Street Equipment Operator

Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$44,907	\$44,907	\$44,907	\$44,907
Harrison	13069	Full	\$50,564	\$50,564	\$50,564	\$50,564
Forrest City	13015	Full	\$29,120	\$23,296	\$29,120	\$34,944
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Forrest City	13015	Full	\$35,360	\$28,288	\$35,360	\$42,432
Mountain Home	12825	Full	\$47,882	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,556
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$47,882	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,556	\$35,214	\$44,450	\$49,566
Lowell	9839	Full	\$39,312	\$31,450	\$39,312	\$47,174
Lowell	9839	Full	\$41,662	\$33,330	\$41,662	\$49,994
Lowell	9839	Full	\$63,336	\$50,669	\$63,336	\$76,003
Lowell	9839	Full	\$52,146	\$41,717	\$52,146	\$62,575
Lowell	9839	Full	\$39,312	\$31,450	\$39,312	\$47,174
Lowell	9839	Full	\$37,128	\$29,702	\$37,128	\$44,554
Lowell	9839	Full	\$46,925	\$37,540	\$46,925	\$56,310
Greenwood	9516	Full	\$47,349	\$30,831	\$47,349	\$49,941
Clarksville	9381	Full	\$45,408	\$38,948	\$41,948	\$43,948
Clarksville	9381	Full	\$41,785	\$37,825	\$40,825	\$42,825
Clarksville	9381	Full	\$41,785	\$37,825	\$40,825	\$42,825
Clarksville	9381	Full	\$36,785	\$37,825	\$40,825	\$42,825
Hope	8952	Full	\$44,928	\$35,942	\$44,928	\$53,914
Hope	8952	Full	\$37,128	\$29,702	\$37,128	\$44,554
Hope	8952	Full	\$40,768	\$32,614	\$40,768	\$48,922
Monticello	8442	Full	\$31,196	\$31,196	\$31,196	\$37,435
Monticello	8442	Full	\$33,286	\$33,286	\$33,286	\$39,943
Pocahontas	7371	Full	\$44,670	\$35,736	\$44,670	\$53,604
Pocahontas	7371	Full	\$35,136	\$28,109	\$35,136	\$42,163
Pocahontas	7371	Full	\$33,928	\$27,142	\$33,928	\$40,714
Pocahontas	7371	Full	\$24,940	\$19,952	\$24,940	\$29,928
Pocahontas	7371	Full	\$40,891	\$32,713	\$40,891	\$49,069
Pocahontas	7371	Full	\$34,304	\$27,443	\$34,304	\$41,165
Pocahontas	7371	Full	\$35,585	\$28,468	\$35,585	\$42,702
Pocahontas	7371	Full	\$33,028	\$26,422	\$33,028	\$39,634
Pocahontas	7371	Full	\$32,966	\$26,373	\$32,966	\$39,559
Pocahontas	7371	Full	\$32,832	\$26,266	\$32,832	\$39,398
Prairie Grove	7045	Full	\$42,037	\$33,630	\$42,037	\$50,444
Prairie Grove	7045	Full	\$43,285	\$34,628	\$43,285	\$51,942
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Ward	6052	Full	\$44,512	\$35,610	\$44,512	\$53,414
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Mena	5589	Full	\$44,037	\$35,230	\$44,037	\$52,844
Cave Springs	5495	Full	\$44,157	\$35,326	\$44,157	\$52,988

Street Equipment Operator

Warren	5453	Full	\$3,200	\$2,560	\$3,200	\$3,840
Little Flock	3055	Full	\$45,000	\$35,000	\$45,000	\$55,000
Brinkley	2700	Full	\$32,136	\$25,709	\$32,136	\$38,563
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
Huntington	490	Full	\$34,320	\$27,456	\$34,320	\$41,184
<p style="text-align: center;">We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Street Department Laborer

Index Tab	
Job Title:	1210 - Street Department Laborer
Job Description:	Responsible for mowing grass, making signs, cleaning streets, curbs and gutters, paint stripes on City Streets, repairing traffic signals, maintenance on City vehicles and equipment; and other related duties; requires a high school diploma or GED.
Total Matches (A M B):	10 124 27
Exempt non-exempt:	11 141
Bonus Eligible (Y N):	55 141
Full Part Time:	55 16
Number of Organizations Reporting:	41
Position Titles:	Asst Street Supervisor Concrete Finisher Concrete Worker Construction & Maintenance Driver/Laborer Equipment Operator Helper Laborer Laborer - Drainage Laborer - Streets Laborer W/Cdl Public Works Public Works Labor Public Works Laborer Public Works Laborer #1 Public Works Laborer #2 Public Works Laborer #3 Stormwater Maintenance Technician Street Street Department Street Department Laborer Street Dept. Laborer Street General Labor Street General Laborer Street Labor Street Laborer Street Laborer/ Maint I Street Laborer/ Maint li Street Maintenance Street Maintenance Worker Street Operator Street Worker Traffic Clerk Truck Driver/Laborer Truckdriver/Laborer Urban Forester
Reports To:	Assistant Public Works Director Code Enforcement Construction Supervisor Crew Leader Director Of Public Works Drainage And Street Supervisor Foreman Mayor Public Works Public Works Director Street Department Director Street Department Lead Street Dept Director Street Maint Superintendent Street Maintenance Superintendent Street Manager Street Superintendent Street Supervisor
Comments:	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
Annual Base Salary	176	\$29,956	\$32,884	\$36,380	\$35,878	\$39,556	\$43,776
Actual Incentive Paid Dollar Last Year	9	\$600	\$600	\$694	\$600	\$1,000	\$1,000
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Street Department Laborer

Jacksonville	29477	Full	\$35,563	\$28,450	\$35,563	\$42,676
Russellville	28940	Full	\$41,261	\$33,009	\$41,261	\$49,513
Cabot	26569	Full	\$39,267	\$31,414	\$39,267	\$47,120
Cabot	26569	Full	\$32,118	\$25,694	\$32,118	\$38,542
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,118	\$25,694	\$32,118	\$38,542
Cabot	26569	Full	\$32,118	\$25,694	\$32,118	\$38,542
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Cabot	26569	Full	\$32,000	\$25,600	\$32,000	\$38,400
Van Buren	23218	Full	\$35,877	\$28,702	\$35,877	\$43,052
Van Buren	23218	Full	\$36,621	\$29,297	\$36,621	\$43,945
Van Buren	23218	Full	\$51,968	\$41,574	\$51,968	\$62,362
Van Buren	23218	Full	\$50,375	\$40,300	\$50,375	\$60,450
Van Buren	23218	Full	\$48,230	\$38,584	\$48,230	\$57,876
Van Buren	23218	Full	\$39,459	\$31,567	\$39,459	\$47,351
Van Buren	23218	Full	\$40,620	\$32,496	\$40,620	\$48,744
Van Buren	23218	Full	\$42,845	\$34,276	\$42,845	\$51,414
Van Buren	23218	Full	\$34,768	\$27,814	\$34,768	\$41,722
Van Buren	23218	Full	\$39,556	\$31,645	\$39,556	\$47,467
Van Buren	23218	Full	\$32,241	\$25,793	\$32,241	\$38,689
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$44,949	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$42,682	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$43,555	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$42,786	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$37,794	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$40,498	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$34,549	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$34,549	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$33,030	\$31,491	\$38,688	\$44,075
Greenwood	9516	Full	\$39,423	\$29,560	\$39,423	\$42,119
Greenwood	9516	Full	\$35,878	\$27,532	\$35,878	\$38,219
Hope	8952	Full	\$34,195	\$27,356	\$34,195	\$41,034
Hope	8952	Full	\$38,272	\$30,618	\$38,272	\$45,926
Hope	8952	Full	\$36,837	\$29,470	\$36,837	\$44,204
Monticello	8442	Full	\$30,304	\$30,304	\$30,304	\$36,365
Monticello	8442	Full	\$29,414	\$29,414	\$29,414	\$35,297
Monticello	8442	Full	\$29,414	\$29,414	\$29,414	\$35,297
Monticello	8442	Full	\$30,304	\$30,304	\$30,304	\$36,365
Monticello	8442	Full	\$29,345	\$29,345	\$29,345	\$35,214
Prairie Grove	7045	Full	\$38,855	\$31,084	\$38,855	\$46,626
Heber Springs	6969	Full	\$36,400	\$29,120	\$36,400	\$43,680
Ward	6052	Full	\$36,483	\$29,186	\$36,483	\$43,780

Street Department Laborer

Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432
Warren	5453	Full	\$27,100	\$21,680	\$27,100	\$32,520
Dardanella	4517	Full	\$47,779	\$38,223	\$47,779	\$57,335
Dardanella	4517	Full	\$41,270	\$33,016	\$41,270	\$49,524
Dardanella	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Dardanella	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gentry	3790	Full	\$35,992	\$28,794	\$35,992	\$43,190
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Gentry	3790	Full	\$43,636	\$34,909	\$43,636	\$52,363
Elkins	3602	Full	\$38,938	\$31,150	\$38,938	\$46,726
Elkins	3602	Full	\$38,938	\$31,150	\$38,938	\$46,726
Elkins	3602	Full	\$43,264	\$34,611	\$43,264	\$51,917
Little Flock	3055	Full	\$34,445	\$31,200	\$35,350	\$39,500
Huntsville	2879	Full	\$39,263	\$31,410	\$39,263	\$47,116
Huntsville	2879	Full	\$39,263	\$31,410	\$39,263	\$47,116
Huntsville	2879	Full	\$40,559	\$32,447	\$40,559	\$48,671
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$36,920	\$29,536	\$36,920	\$44,304
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$30,680	\$24,544	\$30,680	\$36,816
Mountain View	2877	Full	\$33,072	\$26,458	\$33,072	\$39,686
Brinkley	2700	Full	\$29,993	\$23,994	\$29,993	\$35,992
Brinkley	2700	Full	\$27,708	\$22,166	\$27,708	\$33,250
Brinkley	2700	Full	\$27,708	\$22,166	\$27,708	\$33,250
Hoxie	2598	Full	\$28,080	\$22,464	\$28,080	\$33,696
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
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

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

Solid Waste Recycling Coordinator

Index Tab	
Job Title:	1211 - Solid Waste Recycling Coordinator
Job Description:	Responsible for the coordination of the collection or recycling materials. Operates solid waste facility.
Total Matches (A M B):	3 2 0
Exempt non-exempt:	2 3
Bonus Eligible (Y N):	2 3
Full Part Time:	2 0
Number of Organizations Reporting:	6
Position Titles:	Foreman Maint li Recycle/Graffiti Recycling Superintendent Solid Waste Supervisor Special Project Manager
Reports To:	Director Of Public Works Public Works Director Public Works Manager Sanitaiton Director
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	5	\$35,880	\$36,778	\$50,083	\$42,273	\$56,673	\$78,811
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Springdale	87176	Full	\$36,778	\$32,691	\$40,865	\$49,037
Rogers	69908	Full	\$78,811	\$59,559	\$74,448	\$93,061
Conway	64134	Full	\$56,673	\$45,338	\$56,673	\$56,673
Sherwood	32731	Full				
Forrest City	13015	Full	\$35,880	\$28,704	\$35,880	\$43,056
Monticello	8442	Full	\$42,273	\$42,273	\$42,273	\$50,728

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

Solid Waste Recycling Operator/Collector

Index Tab	
Job Title:	1212 - Solid Waste Recycling Operator/Collector
Job Description:	Responsible for the collection, mulching, composting and disposal of yard waste and recyclable materials.
Total Matches (A M B):	1 7 0
Exempt non-exempt:	1 15
Bonus Eligible (Y N):	3 15
Full Part Time:	3 3
Number of Organizations Reporting:	6
Position Titles:	Compost Crew Leader li Compost Operator Compost Operator I Container Delivery Driver Lead Operator - Recycling Leaf/Mulch Driver Maintenance Tech I-Recycle Public Works Operator Recycling Foreman Recycling Operator Residential Worker/Leaf & Mulch Solid Waste Recycling Operator/Collector Wrrf Compost Tech ii Wrrf Compost Tech iii
Reports To:	Compost Crew Leader li Facilities Operations Manager Public Works Director Residential Manager Solid Waste Supervisor
Comments:	

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	19	\$30,576	\$33,097	\$38,248	\$35,401	\$40,976	\$54,350
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Solid Waste Recycling Operator/Collector

Hot Springs	37930	Full	\$31,054	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Hot Springs	37930	Full	\$30,576	\$29,120	\$37,440	\$45,760
Sherwood	32731	Full				
Blytheville	13406	Full	\$24,960	\$19,968	\$24,960	\$29,952
Monticello	8442	Full	\$33,097	\$33,097	\$33,097	\$39,716
<p>We have provided a minimum and maximum salary range number for each position using a common percentage of 80% of midpoint and 120% of midpoint respectively when data was not provided. These ranges may not reflect the actual salary ranges of the cities.</p>						

Traffic Engineering Manager

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

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

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

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

Traffic Engineer II

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

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

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

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

Traffic Engineer I

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

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

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

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

Traffic Technician II

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

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

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

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

Traffic Technician I

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

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

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

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

Waste Water Manager

Index Tab	
Job Title:	1219 - Waste Water Manager
Job Description:	The incumbent operates the waste water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on waste water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
Total Matches (A M B):	4 23 4
Exempt non-exempt:	6 19
Bonus Eligible (Y N):	8 19
Full Part Time:	8 0
Number of Organizations Reporting:	22
Position Titles:	Assistant Director Lift Stations Manager Maintenance Supervisor Plant Supervisor Program Manager - Utility Sewer System Public Works Sewer Crew Leader Sewer Foreman Sewer Operator Supervisor Waste Water Manager Waste Water Supervisor Waster Water Manager Wastewater Collections Mgr Wastewater Director Wastewater Lead Man Wastewater Manager Wastewater Plant Operator Wastewater Superintendent Wastewater Supervisor Wastewater Systems Manager Wastewater Treatment Plant Supervisor Water And Sewer Operations Supervisor Water Operator Water Superintendent Water/Sewer Operations Manager Wwrf Manager
Reports To:	Assistant Director Chief Of Staff/Finance Manager Chief Operations Officer/City Engineer City Engineer Deputy Director, Utility Systems Director Of Public Works Facilities Operations Manager Mayor Public Works Director Sewer Foreman Utility Manager Wastewater Systems Manager Water Commission
Comments:	Annual Base Salary Is Only For This Employee No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	34	\$41,310	\$47,320	\$58,914	\$57,304	\$67,099	\$76,377
Actual Incentive Paid Dollar Last Year	2	\$250	\$250	\$425	\$250	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Waste Water Manager

Forrest City	13015	Full	\$62,400	\$25,480	\$62,400	\$74,880
Mountain Home	12825	Full	\$78,520	\$69,202	\$76,148	\$81,973
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$58,684	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$56,930	\$42,349	\$52,707	\$60,258
Greenwood	9516	Full	\$63,740	\$61,679	\$63,740	\$92,514
Hope	8952	Full	\$59,580	\$47,664	\$59,580	\$71,496
Gentry	3790	Full	\$67,271	\$35,194	\$67,271	\$80,725
Gentry	3790	Full	\$67,099	\$53,679	\$67,099	\$80,519
Mountain View	2877	Full	\$46,280	\$37,024	\$46,280	\$55,536
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

Index Tab	
Job Title:	1220 - Water / Waste Water Operator
Job Description:	Performs work necessary to operate water/wastewater treatment plants, lift stations and water wells. Duties include checking to make sure pumps are working properly, loading chemicals, greasing equipment, packing pumps and adjusting controls. Performs minor maintenance repairs and preventive maintenance on equipment and systems. Works within established safety policies and procedures and monitors and maintains a safe working environment.
Total Matches (A M B):	12 131 18
Exempt non-exempt:	7 174
Bonus Eligible (Y N):	42 174
Full Part Time:	42 8
Number of Organizations Reporting:	37
Position Titles:	Apprentice Operator Assistant Water Plant Operator Assistant Water Superintendent Asst Water Sewer Sup Backflow Control Specialist Chief Operator - Lake Fort Smith Chief Operator - Lee Creek Chief Operator - Massard Chief Operator - P Street Collections Foreman Collections Operator Equipment Operator Gas Operator Lab Tech Laborer Lift Stations Inspector Maintenance Controller Maintenance Operator Maintenance Supervisor Maintenance Tech Maintenance Technician Part Time Water Plant Operator I-IV - Lake Fort Smith Plant Operator Plant Operator Trainee Pre-Treatment Assistant Pre-Treatment Coordinator Preventative Maint Coordinator Preventative Maintenance Coordinator Public Works Public Works Maintenance Public Works Operator Senior Assistant Director Chief Plant Operator Collection Foreman Collections Supervisor Commercial Manager Director Public Works Facilities Operations Manager Fleet Services Director Lab Supervisor Mayor Plant Supervisor Pre-Treatment Coordinator Preventative Maint Coordinator Pubic Works Director Public Works Director Public Works Director & Supervisor Sewer Crew Leader Sewer Operator Sewer Supervisor Supervisor - Lake Fort Smith Water Plant Supervisor - Lee Creek Water Plant Supervisor - Massard Wastewater Plant Supervisor - P Street Wastewater Plant Utilities Director Utility Field Supervisor Waste Water Manager Waste Water Manager And Public Works Director Waste Water Supervisor Wastewater Director Wastewater Manager Wastewater
Reports To:	Assistant Director Chief Plant Operator Collection Foreman Collections Supervisor Commercial Manager Director Public Works Facilities Operations Manager Fleet Services Director Lab Supervisor Mayor Plant Supervisor Pre-Treatment Coordinator Preventative Maint Coordinator Pubic Works Director Public Works Director Public Works Director & Supervisor Sewer Crew Leader Sewer Operator Sewer Supervisor Supervisor - Lake Fort Smith Water Plant Supervisor - Lee Creek Water Plant Supervisor - Massard Wastewater Plant Supervisor - P Street Wastewater Plant Utilities Director Utility Field Supervisor Waste Water Manager Waste Water Manager And Public Works Director Waste Water Supervisor Wastewater Director Wastewater Manager Wastewater
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place Salaried

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	210	\$30,576	\$32,240	\$40,055	\$37,455	\$47,112	\$52,832
Actual Incentive Paid Dollar Last Year	17	\$250	\$600	\$883	\$1,000	\$1,000	\$1,410
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Water / Waste Water Operator

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

Water / Waste Water Operator

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

Water / Waste Water Operator

Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$52,042	\$36,774	\$46,987	\$52,042
Mountain Home	12825	Full	\$54,662	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$35,315	\$33,634	\$42,869	\$47,278
Mountain Home	12825	Full	\$47,278	\$33,634	\$42,869	\$47,278
Mountain Home	12825	Full	\$35,315	\$33,634	\$42,869	\$47,278
Lowell	9839	Full	\$54,600	\$43,680	\$54,600	\$65,520
Greenwood	9516	Full	\$37,455	\$36,645	\$37,455	\$41,551
Greenwood	9516	Full	\$34,116	\$31,288	\$34,116	\$36,645
Greenwood	9516	Full	\$58,644	\$50,061	\$58,644	\$58,822
Greenwood	9516	Full	\$47,729	\$41,551	\$47,729	\$48,136
Greenwood	9516	Full	\$59,393	\$50,061	\$59,393	\$59,573
Greenwood	9516	Full	\$42,645	\$41,551	\$42,645	\$45,597
Greenwood	9516	Full	\$59,393	\$50,061	\$59,393	\$59,573
Greenwood	9516	Full	\$36,645	\$36,645	\$36,645	\$41,551
Greenwood	9516	Full	\$32,104	\$31,288	\$32,104	\$36,645
Hope	8952	Full	\$37,710	\$30,168	\$37,710	\$45,252
Hope	8952	Full	\$31,678	\$25,342	\$31,678	\$38,014
Hope	8952	Full	\$36,587	\$29,270	\$36,587	\$43,904
Hope	8952	Full	\$60,237	\$48,190	\$60,237	\$72,284
Hope	8952	Full	\$34,798	\$27,838	\$34,798	\$41,758
Hope	8952	Full	\$46,030	\$36,824	\$46,030	\$55,236
Monticello	8442	Full	\$37,254	\$37,254	\$37,254	\$44,705
Monticello	8442	Full	\$32,145	\$32,145	\$32,145	\$38,574
Monticello	8442	Full	\$36,177	\$36,177	\$36,177	\$43,412
Monticello	8442	Full	\$31,803	\$31,803	\$31,803	\$38,164
Prairie Grove	7045	Full	\$58,718	\$46,974	\$58,718	\$70,462
Prairie Grove	7045	Full	\$54,253	\$43,402	\$54,253	\$65,104
Prairie Grove	7045	Full	\$48,755	\$39,004	\$48,755	\$58,506
Prairie Grove	7045	Full	\$44,179	\$35,343	\$44,179	\$53,015
Ward	6052	Full	\$36,649	\$29,319	\$36,649	\$43,979
Ward	6052	Full	\$49,712	\$39,770	\$49,712	\$59,654
Ward	6052	Full	\$50,190	\$40,152	\$50,190	\$60,228
Ward	6052	Full	\$46,113	\$36,890	\$46,113	\$55,336
Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$35,360	\$28,288	\$35,360	\$42,432
Ward	6052	Full	\$35,776	\$28,621	\$35,776	\$42,931
Ward	6052	Full	\$44,324	\$35,459	\$44,324	\$53,189
Ward	6052	Full	\$34,132	\$27,306	\$34,132	\$40,958
Gentry	3790	Full	\$51,775	\$41,420	\$51,775	\$62,130
Mountain View	2877	Full	\$35,800	\$28,640	\$35,800	\$42,960
Mountain View	2877	Full	\$36,920	\$29,536	\$36,920	\$44,304
Mountain View	2877	Full	\$41,600	\$33,280	\$41,600	\$49,920
Mountain View	2877	Full	\$34,840	\$27,872	\$34,840	\$41,808
Hoxie	2598	Full	\$29,120	\$23,296	\$29,120	\$34,944
Hoxie	2598	Full	\$27,040	\$21,632	\$27,040	\$32,448
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

Water / Waste Water Operator

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
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
McNeil	381	Full	\$26,334	\$21,067	\$26,334	\$31,601
Winslow	365	Full	\$48,100	\$38,480	\$48,100	\$57,720
Emerson	293	Full	\$42,312	\$33,850	\$42,312	\$50,774

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

Utility Construction

Index Tab	
Job Title:	1221 - Utility Construction
Job Description:	This is a position consisting of a heavy labor and mechanical nature involving the maintenance of the City water distribution system, the City wastewater collection system and related facilities as well as the fields of street maintenance, repair, construction and related activities. Repair and replace damaged water and sewer mains and related components. Installation, repair, and maintenance of water meters and fire hydrants. Tapping of water mains and installation of new water service connections. Maintain records of all work performed, in both written and computerized form. Set up and remove traffic control devices such as cones, flares, barriers, flashers, flags, etc. May be required to direct traffic. Operate heavy equipment: back hoe, track hoe, dump truck etc. Class "B" Commercial Driver's License. Must
Total Matches (A M B):	18 126 2
Exempt non-exempt:	0 150
Bonus Eligible (Y N):	32 150
Full Part Time:	32 2
Number of Organizations Reporting:	13
Position Titles:	Ami Technician Ami Technician I Ami Technician II Chief Plant Operator Consolidate Maintance Lead Consolidate Maintance Water Construction & Maintenance Distribution Crewman Distribution Foreman Distribution Operator Equipment Operator Equipment Operator - Sewer Assessment * Equipment Operator - Sewer Line Maintenance * Equipment Operator - Sewer Repair * Equipment Operator - Sso Response * Equipment Operator - Water Line Maintenance * Equipment Operator - Water Quality * Foreperson - Meter Maintenance * Foreperson - Water Line Maintenance (2) * Foreperson - Water Quality * General Laborer Instrumentation Technician Irrigation Technician Lab Technician Laborer Laborer W/Cdl Laborer Vector Truck Leadperson City Maintance Manager Distribution Supervisor Facilities Operations Manager Foreman Lab Supervisor Manager Mayor Office Manager Plant Supervisor Public Works Director Public Works Manager Supervisor - Meter Maintenance Supervisor - Sewer Assessment Supervisor - Sewer Line Maintenance Supervisor - Sewer Line Repair Supervisor - Sso Response Supervisor - Water Line Maintenance (1) Supervisor - Water Line Maintenance (2) Supervisor - Water Line Maintenance (3) Supervisor - Water Quality Utilities Director Waste Water Manager Wastewater Systems Manager Water Facilities Operations Mgr Water Manager Water Operations Foreman Water Operator Manager
Reports To:	
Comments:	No Pay Grade/Min/Mid/Max Pay Structure In Place

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	163	\$31,492	\$34,029	\$38,713	\$38,730	\$41,891	\$47,466
Actual Incentive Paid Dollar Last Year	4	\$600	\$600	\$600	\$600	\$600	\$600
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

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

Utility Construction

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

Utility Construction

Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$34,029	\$30,243	\$37,814	\$45,385
Fort Smith	89142	Full	\$41,018	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$38,730	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Fort Smith	89142	Full	\$41,226	\$34,424	\$43,035	\$51,646
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$32,115	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$42,515	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$42,515	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$47,361	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$49,628	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$57,200	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$48,089	\$45,760	\$56,160	\$70,720
Hot Springs	37930	Full	\$38,937	\$33,280	\$43,680	\$54,080
Hot Springs	37930	Full	\$35,942	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Hot Springs	37930	Full	\$63,044	\$43,680	\$52,000	\$64,480
Hot Springs	37930	Full	\$44,304	\$39,520	\$49,920	\$60,320
Harrison	13069	Full	\$50,564	\$50,564	\$50,564	\$50,564
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Forrest City	13015	Full	\$47,403	\$25,480	\$47,403	\$56,884
Forrest City	13015	Full	\$37,502	\$25,480	\$37,502	\$45,002
Forrest City	13015	Full	\$43,472	\$25,480	\$43,472	\$52,166
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$34,320	\$25,480	\$34,320	\$41,184
Forrest City	13015	Full	\$35,360	\$25,480	\$35,360	\$42,432
Forrest City	13015	Full	\$30,160	\$25,480	\$30,160	\$36,192
Forrest City	13015	Full	\$29,120	\$25,480	\$29,120	\$34,944
Mountain Home	12825	Full	\$50,752	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$53,581	\$38,605	\$48,880	\$54,662
Mountain Home	12825	Full	\$47,882	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$46,155	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$44,450	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$40,810	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$41,891	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$31,492	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$44,949	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$43,555	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$49,566	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$46,966	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$45,302	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$41,891	\$33,634	\$42,869	\$47,278
Mountain Home	12825	Full	\$42,786	\$35,214	\$44,450	\$49,566
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075
Mountain Home	12825	Full	\$31,491	\$31,491	\$38,688	\$44,075
Monticello	8442	Full	\$42,530	\$42,530	\$42,530	\$51,036

Utility Construction

Monticello	8442	Full	\$30,304	\$30,304	\$30,304	\$36,365
Prairie Grove	7045	Full	\$58,718	\$46,974	\$58,718	\$70,462
Prairie Grove	7045	Full	\$39,624	\$31,699	\$39,624	\$47,549
Prairie Grove	7045	Full	\$55,349	\$44,279	\$55,349	\$66,419
Prairie Grove	7045	Full	\$43,742	\$34,994	\$43,742	\$52,490
Prairie Grove	7045	Full	\$38,855	\$31,084	\$38,855	\$46,626
Prairie Grove	7045	Full	\$41,205	\$32,964	\$41,205	\$49,446
Dardanelle	4517	Full	\$31,700	\$25,360	\$31,700	\$38,040
Dardanelle	4517	Full	\$38,482	\$30,786	\$38,482	\$46,178
Dardanelle	4517	Full	\$31,720	\$25,376	\$31,720	\$38,064
Dardanelle	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Dardanelle	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gentry	3790	Full	\$45,212	\$33,194	\$45,212	\$54,254
Gentry	3790	Full	\$47,296	\$37,837	\$47,296	\$56,755
Gentry	3790	Full	\$46,306	\$37,045	\$46,306	\$55,567
Gentry	3790	Full	\$38,524	\$30,819	\$38,524	\$46,229
Gentry	3790	Full	\$38,992	\$31,194	\$38,992	\$46,790
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Gentry	3790	Full	\$34,992	\$27,994	\$34,992	\$41,990
Mountain View	2877	Full	\$27,560	\$22,048	\$27,560	\$33,072
Mountain View	2877	Full	\$27,040	\$21,632	\$27,040	\$32,448
Mountain View	2877	Full	\$32,760	\$26,208	\$32,760	\$39,312
Mountain View	2877	Full	\$28,080	\$22,464	\$28,080	\$33,696
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
Mulberry	1543	Full	\$33,280	\$26,624	\$33,280	\$39,936

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

Water Manager

Index Tab	
Job Title:	1222 - Water Manager
Job Description:	The incumbent operates the water division within the budgetary constraints as set by the Mayor and City Council. Lead and manage the division and develop leaders. Work with State and Federal government on water issues; responsible to implement and administer policies and procedures. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City; requires an Associate
Total Matches (A M B):	11 12 3
Exempt non-exempt:	8 21
Bonus Eligible (Y N):	9 21
Full Part Time:	9 3
Number of Organizations Reporting:	18
Position Titles:	Asst. Utilities Project Manager Director Water Utility Distribution Supervisor Foreman Foreman W/ Cert. Iv Lab Supervisor Major Capital Project Manager Manager Mco Manager Program Manager - Utility Water System Supervisor Wastewater Collection Field Supervisor Water Dept Water Distribution Director Water Distribution Manager Water Distribution Superintendent ii Water Facilities Operations Mgr Water Manager Water Operator Manager Water Production Supt Water Superintendent Water Supervisor Water Treatment Plant Director Water Treatment Supervisor Water/Sewer Sup Water/Wastewater/Street Manager
Reports To:	Deputy Director, Utility Systems Director Of Public Works Facilities Operations Manager Manager Mayor Mayor/City Council Operations Manager Utility Manager Wastewater Collections Manager Water Commission Water Facilities Operations Mgr
Comments:	Midyear Chg. To Lower Pay Grade

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	37	\$38,480	\$47,153	\$60,180	\$56,930	\$66,810	\$85,377
Actual Incentive Paid Dollar Last Year	0						
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$71,203	\$66,768	\$83,449	\$100,131
Bentonville	54164	Full	\$162,219	\$129,775	\$162,219	\$194,663
Hot Springs	37930	Full	\$61,131	\$58,240	\$72,800	\$89,440
Hot Springs	37930	Full	\$47,153	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$77,708	\$74,880	\$93,600	\$114,400
Hot Springs	37930	Full	\$83,387	\$70,720	\$93,600	\$133,120
Hot Springs	37930	Full	\$60,881	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$82,576	\$68,640	\$83,200	\$104,000
Hot Springs	37930	Full	\$64,792	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$81,307	\$68,640	\$83,200	\$104,000
Hot Springs	37930	Full	\$56,305	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$63,793	\$52,000	\$62,400	\$76,960
Blytheville	13406	Full	\$47,138	\$37,710	\$47,138	\$56,566
Forrest City	13015	Full	\$47,840	\$25,480	\$47,840	\$57,408

Water Manager

Forrest City	13015	Full	\$55,120	\$25,480	\$55,120	\$66,144
Mountain Home	12825	Full	\$66,810	\$50,794	\$63,898	\$72,904
Mountain Home	12825	Full	\$55,890	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$56,930	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$60,258	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$58,011	\$42,349	\$52,707	\$60,258
Mountain Home	12825	Full	\$54,891	\$38,605	\$48,880	\$54,662
Greenwood	9516	Full	\$92,420	\$61,679	\$92,420	\$92,514
Greenwood	9516	Full	\$89,768	\$61,679	\$89,768	\$92,514
Monticello	8442	Full	\$85,377	\$85,377	\$85,377	\$102,452
Dardanelle	4517	Full	\$43,980	\$35,184	\$43,980	\$52,776
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
St Charles	207	Full	\$13,000	\$10,400	\$13,000	\$15,600
Big Flat	88	Full	\$24,000	\$19,200	\$24,000	\$28,800

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

Utility Billing and Receivable Clerk

Index Tab	
Job Title:	1223 - Utility Billing and Receivable Clerk
Job Description:	Receives payments, prepares and transmits utility billing data for each billing cycle using electronic, manual and estimated usage readings. Processes accounts receivable information and maintains accounts receivable records for City departments and functions. Resolves customer inquiries involving research and analysis. High school diploma or general education degree (GED). Accounting courses through secondary education or equivalent work experience.
Total Matches (A M B):	7 72 5
Exempt non-exempt:	6 79
Bonus Eligible (Y N):	28 79
Full Part Time:	28 7
Number of Organizations Reporting:	41
Position Titles:	Accounts Receivable Clerk Administrative Assistant Billing And Clerk Billing Clerk Billing Coordinator Billing Office Supervisor Building Clerk Customer Billing Rep I Customer Billing Rep II Customer Operations Secretary Customer Service Asst. Manager Customer Service Coordinator Customer Service Manager Customer Service Rep I Customer Service Rep II Customer Service Representative Customer Service Representative II Customer Service/Supervisor II Deputy Clerk Office Admin/City Clerk Planning Assistant Public Works Teller Utilities Purchasing Coordinator Utility Bill & Receive Clerk Utility Billing & Receivable Utility Billing And Receivable Clerk Utility Billing Clerk Utility Clerk Utility Purchasing Assistant Water & Sewer Clerk Water Admin Clerk Water Assistant Supervisor Assistant To Mayor Assistant To The Mayor Billing Supervisor Cfo Chief Of Staff/Finance Manager Customer Service Manager Director Public Works Distribution Supervisor Facilities Operations Manager Manager Mayor Office Manager Operations Manager Planning Director Public Works Director Supervisor - Utility Customer Service Treasurer Treasurer And Mayor Waste Water Manager Water & Sewer Supervisor Water Distribution Director Water Manager Water Office Manager Water/Sewer Operations Manager
Reports To:	Assistant Supervisor Assistant To Mayor Assistant To The Mayor Billing Supervisor Cfo Chief Of Staff/Finance Manager Customer Service Manager Director Public Works Distribution Supervisor Facilities Operations Manager Manager Mayor Office Manager Operations Manager Planning Director Public Works Director Supervisor - Utility Customer Service Treasurer Treasurer And Mayor Waste Water Manager Water & Sewer Supervisor Water Distribution Director Water Manager Water Office Manager Water/Sewer Operations Manager
Comments:	Also Reports To The Mayor No Pay Grade/Min/Mid/Max Pay Structure In Place Secretary For The Water Department

Compensation Data							
	Number of Incumbents	10th %tile	25th %tile	Mean	Median	75th %tile	90th %tile
Annual Base Salary	105	\$29,120	\$32,323	\$36,853	\$34,216	\$41,764	\$48,360
Actual Incentive Paid Dollar Last Year	5	\$250	\$600	\$852	\$600	\$1,000	\$1,809
Education Pay	0						
EMT Pay	0						
Holiday Pay	0						
Longevity Pay	0						
Other Pay	0						

City	Population	Part Full Time	Salary	Salary Minimum	Salary Midpoint	Salary Maximum
Fort Smith	89142	Full	\$47,029	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$35,048	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,883	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,216	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,382	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$34,382	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,883	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$33,654	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,989	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505
Fort Smith	89142	Full	\$32,323	\$32,323	\$40,414	\$48,505

Utility Billing and Receivable Clerk

North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$46,044	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$41,764	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$39,775	\$31,165	\$37,881	\$46,044
North Little Rock	64591	Full	\$51,799	\$35,059	\$42,615	\$51,799
North Little Rock	64591	Full	\$51,799	\$35,059	\$42,615	\$51,799
North Little Rock	64591	Full	\$51,799	\$35,059	\$42,615	\$51,799
Bentonville	54164	Full	\$40,414	\$32,331	\$40,414	\$48,497
Bentonville	54164	Full	\$37,336	\$29,869	\$37,336	\$44,803
Bentonville	54164	Full	\$35,984	\$28,787	\$35,984	\$43,181
Bentonville	54164	Full	\$52,561	\$42,049	\$52,561	\$63,073
Hot Springs	37930	Full	\$41,204	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$47,153	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$40,976	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$52,915	\$52,000	\$62,400	\$76,960
Hot Springs	37930	Full	\$34,174	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,633	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$33,113	\$31,200	\$37,440	\$47,840
Hot Springs	37930	Full	\$49,400	\$39,520	\$49,920	\$60,320
Hot Springs	37930	Full	\$35,401	\$35,360	\$41,600	\$52,000
Blytheville	13406	Full	\$29,390	\$23,512	\$29,390	\$35,268
Harrison	13069	Full	\$32,843	\$32,843	\$32,843	\$32,843
Harrison	13069	Full	\$30,492	\$30,492	\$30,492	\$30,492
Harrison	13069	Full	\$30,056	\$30,056	\$30,056	\$30,056
Forrest City	13015	Full	\$43,260	\$25,480	\$43,260	\$51,912
Forrest City	13015	Full	\$31,200	\$25,480	\$31,200	\$37,440
Forrest City	13015	Full	\$34,840	\$25,480	\$34,840	\$41,808
Mountain Home	12825	Full	\$32,198	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$39,666	\$32,198	\$41,142	\$44,949
Mountain Home	12825	Full	\$34,029	\$32,198	\$41,142	\$44,949
Greenwood	9516	Full	\$49,952	\$45,597	\$49,952	\$50,061
Greenwood	9516	Full	\$41,415	\$36,645	\$41,415	\$41,551
Greenwood	9516	Full	\$36,406	\$31,288	\$36,406	\$36,645
Monticello	8442	Full	\$58,047	\$58,047	\$58,047	\$69,656
Monticello	8442	Full	\$37,138	\$37,138	\$37,138	\$44,566
Monticello	8442	Full	\$33,103	\$33,103	\$33,103	\$39,724
Prairie Grove	7045	Full	\$42,349	\$33,879	\$42,349	\$50,819
Prairie Grove	7045	Full	\$35,942	\$28,754	\$35,942	\$43,130
Ward	6052	Full	\$30,056	\$24,045	\$30,056	\$36,067
Ward	6052	Full	\$34,590	\$27,672	\$34,590	\$41,508
Cave Springs	5495	Full	\$43,118	\$34,494	\$43,118	\$51,742

Utility Billing and Receivable Clerk

Cave Springs	5495	Full	\$49,794	\$39,835	\$49,794	\$59,753
Cave Springs	5495	Full	\$43,740	\$34,992	\$43,740	\$52,488
Cave Springs	5495	Full	\$38,480	\$30,784	\$38,480	\$46,176
Dardanella	4517	Full	\$32,240	\$25,792	\$32,240	\$38,688
Dardanella	4517	Full	\$31,200	\$24,960	\$31,200	\$37,440
Gentry	3790	Full	\$39,866	\$31,893	\$39,866	\$47,839
Elkins	3602	Full	\$44,345	\$35,476	\$44,345	\$53,214
Mountain View	2877	Full	\$26,520	\$21,216	\$26,520	\$31,824
Mountain View	2877	Full	\$34,216	\$27,373	\$34,216	\$41,059
Hoxie	2598	Full	\$28,080	\$22,464	\$28,080	\$33,696
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
McCroory	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
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
McNeil	381	Full	\$24,960	\$19,968	\$24,960	\$29,952
Emerson	293	Full	\$20,291	\$16,233	\$20,291	\$24,349
St Charles	207	Full	\$11,000	\$8,800	\$11,000	\$13,200

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